

Information Required	Emp 1	Emp 2	Emp 3
Job Title	BHAWA Programme Officer	BHAWA Project Worker	BHAWA Administrative Assistant
Work location	Newcastle	Newcastle	Newcastle
Age	37	64	35
Gender	F	M	F
Continuous service date	08/09/2003	01/10/2007	15/04/2009
Date employment started with existing employer	08/09/2003	01/10/2007	15/04/2009
Contractual weekly hours	35	28	21
Regular overtime hours per week	0	0	0
Salary or hourly rate of pay	39,305.61	27,889.61	15,924.33
Payment interval	Monthly	Monthly	Monthly
Bonus payments	0	0	0
Pay review method	Collective negotiation	Collective negotiation	Collective negotiation
Frequency of payment review	Annual - April	Annual - April	Annual - April
Agreed pay increases	0	0	0
Next pay review date	01/04/2017	01/04/2017	01/04/2017
Any existing or future commitment to training that has a time off or financial implications			
Car allowance	none	none	none
Lease or company car details	none	none	none
Any other allowances paid	Lunch allowance £6.30 per day	Lunch allowance £6.30 per day	Lunch allowance £6.30 per day
Any other benefits in kind			
Type of pension provision	Final salary	Final salary	NEST
Current employer contribution rate	25%	25%	2%
Private health insurance	0	0	0
Annual leave entitlement (excluding Bank holidays)	30 + 45 days banked leave	23 + 32 days banked leave	20.5
Bank Holiday entitlement [+ Customary Closure days]	up to 16 days	up to 16 days	up to 16 days
Mobility or flexibility clause in contract?	n/a	n/a	n/a
Contract end date (if fixed term contract or temporary contract)	31-Mar-17	31-Mar-17	31-Mar-17

Maternity or Paternity Leave	26 weeks full pay/13 weeks SMP/13 weeks unpaid	3 weeks paid paternity leave	26 weeks full pay/13 weeks SMP/13 weeks unpaid
Sick leave entitlement	Discretionary - 6 months full pay/6 months half pay	Discretionary - 6 months full pay/6 months half pay	Discretionary - 6 months full pay/6 months half pay
Sick pay entitlement	as above	as above	as above
Notice entitlement	12 weeks	1 month + 5 weeks	1 month + 3 weeks
Any collective agreements?			
Employment status (eg agency worker, casual, self-employed)	Fixed Term	Fixed Term	Fixed Term
Percentage of working time dedicated to the provision of services under this contract	100	100	100