



# Working at Rainbow



## Salary Information | Based on a 42-hour working week

|  |  |   |
|--|--|---|
|  | <p>6,300 NIS<br/>per<br/>month</p>   | <p><b>Starting Salary</b><br/>All team members begin on a salary of 6,300 – this is usually for the first 3 months only, until you pass your induction period</p>   |
|  | <p>+ 300<br/>[rise]</p>  | <p><b>After 3 months...</b><br/>After you have been employed for 3 months on a FULL TIME contract, you are eligible for your 300 NIS pay rise, providing you have passed your probation period, as agreed with your team leader, and the completion of the induction quizzes. You must have a 3 month period of 90% attendance or above to be able to pass your induction.</p>  |
|  | <p>+ 300<br/>[Bonus]</p>   | <p><b>The 6-month point!</b><br/>Each half year, you will be eligible to claim a half yearly bonus (6 months, 18 months, 30 months, 42 months). The bonus is dependent on your attendance being at 90% or above. This includes paid holiday leave but not unpaid holiday leave or sick days.</p>  |
|  | <p>+ 450<br/>[Bonus]<br/><br/>+ 400<br/>[Rise]<br/><br/>+ 4 extra<br/>holidays</p> | <p><b>Happy 1<sup>st</sup> Birthday...</b><br/>Once you have completed your first year with us.. we give you a bonus of 450 NIS with is divided equally over the next three months salary. You must remain employed with us for those next three months (month 13, 14 and 15) in order to qualify for the full payment. The bonus is dependent on your attendance being at 90% or above. This includes paid holiday leave but not unpaid holiday leave or sick days. In addition, you also receive a 400 NIS rise to your base salary, which starts from month 13. You also gain an additional 4 paid days of annual leave.</p> |
|  | <p>+ 200<br/>[Rise]</p>  | <p><b>Senior Practitioner</b><br/>Team members who are appointed to the senior practitioner role are paid an addition 200 NIS per month</p>   |
|  | <p>+ 300<br/>[Rise]<br/><br/>+ 300<br/>[Rise]</p>                                  | <p><b>Team Leader</b><br/>Team leaders receive an additional 300 NIS for their TL responsibilities within the first three months. This usually rises by another 300 NIS from month 4 of their TL role, providing performance is satisfactory, otherwise the additional 300 NIS may be delayed until the TL is fulfilling the TL role fully.</p>   |

|   |                 |   |
|---|-----------------|---|
|   | + 100<br>[Rise] | <b>Team Leader... after a year</b><br>Every year on your Team Leader appointment anniversary, you will receive a 100 ILS rise   |
|  | 6%              | All staff have a 6% pension contribution, from the start of their employment (if you hold an existing pension account, which is active), or from month 7 of your employment (if you do not have an activate pension when you join us).<br><br>In addition to the 6% Rainbow pays into your account, a further 6% employee contribution is deducted each month from your base, and paid to your pension account. |

## Cover Staff

Part time staff are considered as either working only Fridays, or having no fixed times or days, and working when available and required. Cover staff are eligible for pay rises in line with this policy, but are not entitled to bonuses or additional days of holiday. Cover staff reduced pay of 95% (ie 5% less) than the amounts shown on this information sheet. In order to be eligible to apply for pay rises each year, cover staff must meet the following additional conditions:

1. Must have attended at least 2 of the 3 staff training days in the last 12 months
2. Must have attended at least 6 of the 12 staff meetings in the last 12 months
3. Must not have cancelled more than 5 shifts in the last year after agreeing to work
4. Must have worked at least 300 hours over the last 12 months

| Hourly Rate for Cover/Friday Staff |   |
|------------------------------------|---|
| 33                                 | Starting Rate                                 |
| 35                                 | Rate after 3 months + Completion of Induction |
| 37                                 | Rate after 1 year of service                  |
| 39                                 | Rate after 2 years of service                 |
| 41                                 | Rate after 3 years of service                 |
| 43                                 | Rate after 4 years of service                 |

## Part Time Staff

Part time staff are classed as working less than 42 hours a week, with some fixed times/day each week between Sunday and Thursday. Part time staff are eligible for pay rises in line with this policy, but are not entitled to bonuses or additional days of holiday.

## Global salary worth, and hourly rate

Salaries can be shown as both a global rate (a monthly amount, bruto or 'gross') for 42 hours a week/182 hours a month; and an hourly rate equivalent. The Hourly rate is the monthly rate divided by 182 hours, and rounded up to the next whole number It is the hourly rate equivalent which is used to generate payslips.

### Regular Staff Salary Chart:

| Salary | Adjusted Hourly Rate | Explanation                  |
|--------|----------------------|------------------------------|
| 6300   | 35                   | Starting salary              |
| 6600   | 37                   | After induction and 3 months |
| 7000   | 39                   | Regular salary + 1 year      |
| 7400   | 41                   | Regular salary + 2 years     |
| 7800   | 43                   | Regular salary + 3 years     |
| 8200   | 46                   | Regular salary + 4 years     |

### Senior Staff Salary Chart:

| Salary | Adjusted Hourly Rate | Explanation                                   |
|--------|----------------------|---|
| 6500   | 36                   | Starting salary + Senior addition             |
| 6800   | 38                   | After induction and 3 months + Senior additon |
| 7200   | 40                   | Regular salary + 1 year + senior addition     |
| 7600   | 42                   | Regular salary + 2 years + senior addition    |
| 8000   | 44                   | Regular salary + 3 years + senior addition    |
| 8400   | 47                   | Regular salary + 4 years + senior addition    |

To view the full list of salary calculations for all Rainbow Roles, including Team Leaders and years of service, click here:

[https://docs.google.com/spreadsheets/d/1Mh7GOYe4pk\\_5i7dk2xNgAsE8FMTMI7q-sTr5IVVfDMA/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1Mh7GOYe4pk_5i7dk2xNgAsE8FMTMI7q-sTr5IVVfDMA/edit?usp=sharing)

## Important Information

1. All amounts are Gross or 'Bruto' – they do not include any tax deductions or employee pension contributions that we are required to deduct by law
2. In addition to salaries we all pay your national insurance employer contributions and employer tax, pension and travel

3. Any staff working part time, amounts shown will be pro-rated based on a 42-hour working week
4. A bonus is a ONE-OFF payment, sometimes divided over a number of months, sometimes paid in one payment
5. A rise is an increase in your base salary
6. Hourly rates are all round up to the next whole number
7. Any rises or bonus are completely at the discretion of the Rainbow Management, and based on satisfactory performance
8. No rises or bonus are made automatically; staff are required to **apply** for each rise and bonus. This application can be made by using the Salary Update Request form, on the staff portal.

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