

Technology Innovation Centre

➤ CONDITIONS OF EMPLOYMENT

Annual Leave

Employees can elect to take between 30 and 35 days working days' paid holiday in addition to the statutory holidays. Employees have the opportunity to review their selection on an annual basis.

Private Health Care

Employees are entitled to participate in a private medical healthcare scheme, subject always to the rules of the Scheme. This is treated as a benefit in kind for tax purposes. A facility also exists to access BUPA schemes at beneficial rates for employees' dependants.

Hours of Work

The exact number of hours in a week may vary with **tic** requirements. However, staff are expected to be available for duty for 37 hours a week. This may involve evening or weekend work.

Remuneration

All staff are appointed to a pay band. Upon appointment a spot salary will be offered within the appropriate band. Account will be taken of a number of factors including skills, experience and qualifications of the successful candidate.

An annual salary review takes place on 1 August each year. A guideline percentage is determined by the Board of Directors and will be awarded to all staff where performance has been deemed as satisfactory. An additional percentage may be awarded for performance deemed to be more than satisfactory.

Pensions

Staff will be entitled to participate in an appropriate Occupational Superannuation Scheme subject to its terms and conditions. The appropriate Scheme is determined by your duties.

References & Medical Reports

All **tic** appointments are subject to receipt of at least two satisfactory references and a satisfactory medical questionnaire.

Probationary Period

All **tic** appointments are subject to the satisfactory completion of a 9-month probationary period.