






Working at Rainbow

Salary Information

From August 2021



	<h3 style="text-align: center;">Information for Global staff</h3> <p>Global staff have a set salary each month, and work set hours. If you work less than your set hours, your salary will be reduced, and if you work more, your salary will be increased, and you will be paid overtime if you exceed 8.6 hours a day or 42 hours a week. Overtime is paid at 125 % and then 150% of your regular salary.</p> <p>Full time staff will work 42 hours a week, and part time staff will work a percentage of a full week (example: 21 hours is 50%). Unlike cover staff, part-time staff have fixed hours and days.</p> <p>The information in this chart is for global staff</p>	
	<p>7,000 NIS per month</p>	<p>Starting Salary Starting salary; usually for the first 3 months only, until you pass your induction period</p>
	<p>+ 300 [rise]</p>	<p>After 3 months and passing the probation... After you have been employed for 3 months, you are eligible for your 300 NIS pay rise, providing you have passed your probation period. This must be signed off by your team leader, and you must complete the moodle induction quizzes. You must also have a 3 month period of 90% attendance or above to be able to pass your induction, and claim your rise.</p>
	<p>+ 450 [Bonus]</p>	<p>Your year work anniversary bonus Every year on your work anniversary, 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 to qualify for the full payment.</p> <p>The bonus is dependent on your attendance being at 90% or above over the year. This includes paid holiday leave but not unpaid holiday leave or sick days.</p>
	<p>+ 300 [Rise] + 4 extra holidays</p>	<p>Happy Birthday... after you have been at Rainbow for 1 year... You will receive a 300 NIS rise to your base salary, which starts from month 13. You also gain an additional 4 paid days of holiday</p>

	+ 350 [Rise]	Senior Practitioner Team members who are appointed to the senior practitioner role are paid an addition 350 NIS per month
	+ 500 [Rise] + 300 [Rise]	Team Leader Team leaders receive an additional 500 NIS for your Team leading responsibilities This rises by another 300 NIS from month 4 of your TL role , once they have passed their Team Leader Probationary period. This must be signed off by the manager, and you must complete the moodle Team Leader quizzes. You must also have a 3-month period of 90% attendance or above to be able to pass your team leader induction and claim your rise.
	+ 100 [Rise]	Team Leader... after a year, and another year Every year on your Team Leader appointment anniversary, you will receive a 100 ILS rise <u>for up to two years</u> .
	+ 300 [Rise] + 2 extra holidays	Happy 2nd, 3rd, 4th and 5th Rainbow birthdays! The month after your Rainbow Birthday (the date you started) you receive a 300 NIS rise to your base salary, AND....You also gain an additional 2 paid days of annual leave each year (up to a maximum of 12 extra days, including the 4 extra after year 1)
	+ 2% [Rise]	After your 5th year, onwards From year 6 onwards, you will receive a 2% annual rise to your salary.

How do I know what I earn per hour?

*Easy! Divide the total global salary by 182 (which is the average number of work hours per month). This will give your **average** hourly rate! The hourly rate shown is an average, because there is a different number of workdays in each month, so the rate will vary from month to month, but your salary is based on your **global** amount, which does not change!*

Example 1:

I am in month 4 of employment, I work full time and I have passed my induction.

Global Salary 7,300 per month ($7300/182 = 40.4$) SO... **hourly rate is 40.4 ILS an hour**

Example 2:

I have been employed for just over two years, and I have been a senior for the last few months.

Global Salary 8,250 per month ($7950/182 = 45.68$) SO... **hourly rate is 45.68 ILS an hour** (You will have also received 900 ILS in bonuses and have 6 EXTRA paid holiday days!)

Example 3:

I have been employed for 5 years, and I have been a team leader for 4 years.



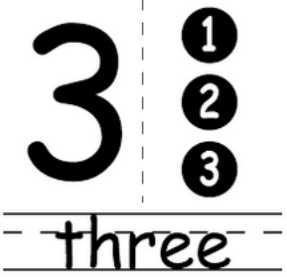

Global Salary 9,850 per month ($9,850/182 = 54$) SO... hourly rate is 54 ILS an hour (You will have also received 2,250 ILS in bonuses and have 12 EXTRA paid holiday days!)


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.

Cover staff – Hourly paid

Cover staff work when you can, and when we need you! Its flexible working.

	Information for Hourly paid staff	
	38 ILS per hour	Starting Salary Starting salary; usually for the first 3 months only, until you pass your induction period
	40 ILS per hour	After 3 months and passing the probation... After you have been employed for 3 months, you are eligible for your 300 NIS pay rise, providing you have passed your probation period. This must be signed off by the manager, and you must complete the moodle induction quizzes. You must also have also completed a minimum of 225 work hours to claim your payrise.
	43 ILS per hour	After 3 years of working with us! Your salary will increase to 43 p/hour, providing you have attended 50% of all staff meetings in the last year, and worked a minimum of 500 hours over the last year.

	45 ILS per hour	From 5 years of working with us...! Your salary will increase to 45 p/hour, providing you have attended 50% of all staff meetings in the last year, and worked a minimum of 500 hours over the last year.
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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**, we also pay for your **health insurance**
3. 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, divided over several months
5. A **rise** is an increase in your base salary
6. Any rises or bonus are completely at the discretion of the Rainbow Management, and based on **satisfactory performance**
7. 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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