

# Working at Rainbow

## Salary Information

From December 2022



*There are THREE employment tracks at Rainbow:*

1. **Full time staff** work 42 hours a week. This is our preferred mode of employment, and the salary structure is set up to reward people who work full time hours the most. The starting salary for those who work full time is 8,000 ILS per month
2. **Part Time staff** have fixed hours each week and may work extra hours when they are available and needed. Part time staff starting salary is 7,500 ILS. Part time staff will always work on a percentage basis of a full job (for example 2.5 days a week is 50% or 4 days a week is 80%); their global salary is calculated as the same percentage that they work
3. **Cover staff** have no fixed hours and are not required to work at any set times or days until they accept and confirm and shift. Rainbow is not committed to providing any minimum hours or scheduling cover staff when they are available unless we need them. Cover staff are hourly paid.

*Here is an overview of the salary chart, and it shows how pay rises are earned. In addition to pay rises, there are also bonus payments for full time staff.*

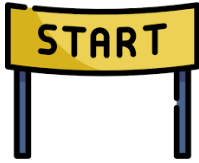
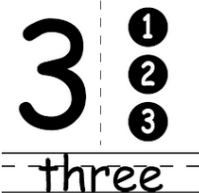



|   | Full Time | Part Time | Cover  |
|---|-----------|-----------|--------|
|   | Global    | Global    | Hourly |
| <b>Starting Salary</b>                  | 8000      | 7500      | 40     |
| <b>Rise after induction complete</b>    | 300       | 300       | 41     |
| <b>1st year rise</b>                    | 300       | 300       | 42     |
| <b>2nd year rise</b>                    | 300       | 300       | 43     |
| <b>3rd year rise</b>                    | 300       | 300       | 44     |
| <b>4th year rise</b>                    | 300       | 300       |        |
| <b>5th year rise</b>                    | 300       | 300       |        |
| <b>Senior Practitioner</b>              | 350       | 350       |        |
| <b>Team Leader</b>                      | 500       | 500       |        |
| <b>Rise after TL Induction complete</b> | 300       | 300       |        |
| <b>TL Rise 1st Year</b>                 | 100       | 100       |        |
| <b>TL Rise 2nd Year</b>                 | 100       | 100       |        |





***In addition, from December '22 to April '23 anyone who works FULL TIME (168 hours or more per month) will receive an additional 200 automatic bonus each month!***



## Information for Full Time Staff

Full time staff are globally paid and work 42 hours a week. If you work less than your set hours, your salary will be reduced, and if you work more, your salary will be increased. 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>8,000 NIS per month</p>                          | <p><b>Starting Salary</b><br/>This is your starting salary and is considered your base. This is used to calculate your monthly salary in addition to any of the pay-rises listed below.</p>  |
|   | <p>+ 300<br/>[rise]</p>                             | <p><b>After 3 months and passing the Induction...</b><br/>After you have been employed for 3 months, you are eligible for your 300 NIS pay rise, providing you have passed your <a href="#">induction</a>.<br/><br/>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<br/>[Bonus]</p>                            | <p><b>Your year work anniversary bonus</b><br/><b>Every year</b> on your <a href="#">work anniversary</a>; we give you a bonus of <b>450 NIS</b> 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.<br/><br/>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<br/>[Rise]<br/><br/>+ 4 extra holidays</p> | <p><b>Happy Birthday... after you have been at Rainbow for 1 year...</b><br/><br/>You will receive a <b>300 NIS</b> rise to your base salary, which starts from month 13. You also gain an additional <b>4 paid days of holiday</b></p>  |
|  | <p>+ 350<br/>[Rise]</p>                             | <p><b>Senior Practitioner</b><br/>Team members who are appointed to the senior practitioner role are paid an addition 350 NIS per month. Note – staff cannot be paid both as a team leader AND a Senior Practitioner.</p>  |
|   |   |  |

|  |   |   |
|--|---|---|
|   | <p>+ 500<br/>[Rise]</p> <p>+ 300<br/>[Rise]</p>       | <p><b>Team Leader</b><br/>Team leaders receive an additional 500 NIS for your Team leading responsibilities</p> <p>This rises by another <b>300 NIS from month 4 of your TL role</b>, and once you have passed your Team Leader Induction course. 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.</p> |
|   | <p>+ 100<br/>[Rise]</p>                               | <p><b>Team Leader... after a year, and another year</b><br/>Every year on your Team Leader appointment anniversary, you will receive a 100 ILS rise <u>for up to two years</u>.</p>   |
|   | <p>+ 300<br/>[Rise]</p> <p>+ 2 extra<br/>holidays</p> | <p><b>Happy 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> Rainbow birthdays!</b><br/>The month after your Rainbow Birthday (the date you started) you receive a <b>300 NIS</b> 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)</p>        |
|  | <p>+ 2%<br/>[Rise]</p>                                | <p><b>After your 5<sup>th</sup> year, onwards</b><br/>From year 6 onwards, you will receive a 2% annual rise to your salary.</p>  |

## Temporary 200 ILS per month bonus for working over 168 hours p/month



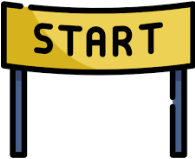
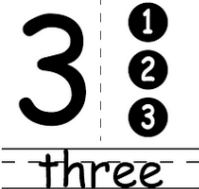




For all staff who work 168 hours or more per month, an extra 200 ILS bonus will be automatically added to your pay (no need to apply for this). This scheme will run from **November 2022 until April 2023** and may be extended. This is to encourage and reward staff who work a full month, without taking time off. A usual full-time month is 182 hours of work.



This bonus is open for staff who are full time, part time or cover. Part time staff may wish to increase their hours over some of these months to meet this threshold of 168 hours. Where staff take **paid holiday**, these can be **included** in the calculation of 168 hours at the rate of 8.4 hours for a full day and 4.2 hours for a half day. Where sick days are taken or **unpaid** holiday is taken, these are NOT counted towards the 168 hour-count.


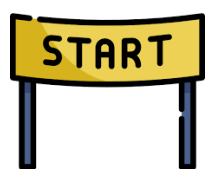
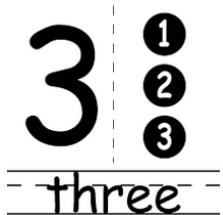





## Information for Part Time Staff

Part time staff are classed as working less than 42 hours a week, with some fixed times/day each week between Sunday and Friday. Additional hours may be worked if the staff member is available, and the nursery needs. The salary structure below is based on a 42-hour week (100%), to calculate actual salary you must divide the total salary by the percentage of the role that you work

|   |   |   |
|---|---|---|
|    | <p>7,500 NIS<br/>per<br/>month</p>                | <p><b>Starting Salary</b><br/>This is your starting salary and is considered your base. This is used to calculate your monthly salary in addition to any of the pay-rises listed below.</p>   |
|   | <p>+ 300<br/>[rise]</p>                           | <p><b>After 3 months and passing the Induction...</b><br/>After you have been employed for 3 months, you are eligible for your 300 NIS pay rise, providing you have passed your <a href="#">induction</a>.<br/><br/>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>+ 300<br/>[Rise]</p>                           | <p><b>Happy Birthday... after you have been at Rainbow for 1 year...</b><br/><br/>You will receive a <b>300 NIS</b> rise to your base salary, which starts from month 13.</p>   |
|  | <p>+ 350<br/>[Rise]</p>                           | <p><b>Senior Practitioner</b><br/>Team members who are appointed to the senior practitioner role are paid an addition 350 NIS per month. Note – staff cannot be paid both as a team leader AND a Senior Practitioner.</p>   |
|  | <p>+ 500<br/>[Rise]<br/><br/>+ 300<br/>[Rise]</p> | <p><b>Team Leader</b><br/>Team leaders receive an additional 500 NIS for your Team leading responsibilities<br/><br/>This rises by another <b>300 NIS from month 4 of your TL role</b>, and once you have passed your Team Leader Induction course. 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.</p> |
|  | <p>+ 100<br/>[Rise]</p>                           | <p><b>Team Leader... after a year, and another year</b><br/>Every year on your Team Leader appointment anniversary, you will receive a 100 ILS rise <u>for up to two years</u>.</p>   |

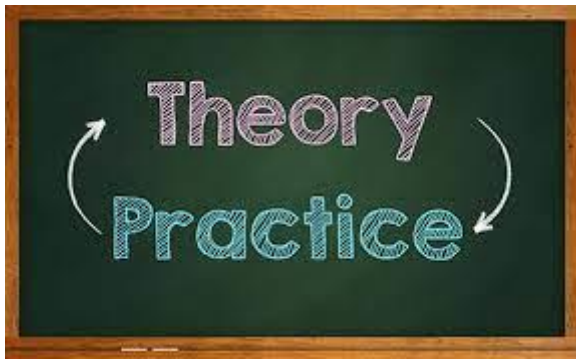
|   |   |   |
|---|---|---|
|  | <p>+ 300<br/>[Rise]</p> <p>+ 2 extra<br/>holidays</p> | <p><b>Happy 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> Rainbow birthdays!</b></p> <p>The month after your Rainbow Birthday (the date you started) you receive a <b>300 NIS</b> rise to your base 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)</p> |
|  | <p>+ 2%<br/>[Rise]</p>                                | <p><b>After your 5<sup>th</sup> year, onwards</b></p> <p>From year 6 onwards, you will receive a 2% annual rise to your salary.</p>   |

|   |  |  |
|---|--|--|
|    | <p><b>Information for Cover staff</b><br/><i>Hourly paid</i></p> <p>Cover staff are classed as hourly paid. This is where you have no fixed hours, and no minimum number of hours per week. You are paid exactly for the hours you work (including staff meetings and training) and your clock in and out records your work hours, and providing they are authorised hours, you are paid for these. Any holiday accrued each month, is paid at your hourly rate with your wages.</p> |  |
|  | <p>40 ILS per<br/>hour</p>   | <p><b>Starting Salary</b></p> <p>Starting salary; usually for the first 3 months only, until you pass your induction period</p>  |
|  | <p>41 ILS per<br/>hour</p>   | <p><b>After 3 months and passing the induction...</b></p> <p>After you have been employed for 3 months, you are eligible for your the pay rise, , providing you have passed your <a href="#">induction</a>.</p> <p>You must also have also completed a minimum of 225 work hours to claim your pay rise.</p> |
|  | <p>42 ILS per<br/>hour</p>   | <p><b>After 1 year of working with us!</b></p> <p>Your salary will increase to 42 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.</p>  |
|  | <p>43 ILS per<br/>hour</p>   | <p><b>After 2 years of working with us!</b></p> <p>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.</p>   |

|  |                 |   |
|--|-----------------|---|
|  | 44 ILS per hour | <b>After 3 years of working with us!</b><br>Your salary will increase to 44 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. |
|  |                 |   |

## 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, sometimes 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. Where staff progress from a Senior Practitioner to a Team Leader; the team leader supplement **replaces** the Senior supplement, and is **not paid in addition**
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.



## What does all this mean in Practice?

*How do I know what my salary should be?*

### 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. (Base salary 8,000 + 300 rise for passing induction) **Global Salary 8,300 per month** ( $8300/182 = 45.6$ ) SO... **hourly rate is 45.4 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. (Base salary 8,000 + 300 rise for passing induction, + 2 x 300 annual rises + 350 senior supplement) **Global Salary 9,250 per month** ( $9250/182 = 50.8$ ) SO... **hourly rate is 50.8 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 full time for 5 years, and I have been a team leader for 4 years. (Base salary 8,000 + 300 rise for passing induction, + 5 x 300 annual rises + 500 Team Leader supplement + 300 for passing Team Leader induction + 2 x 100 annual team leader rises) **Global Salary 10,800 per month** ( $10,800/182 = 59.3$ ) SO... **hourly rate is 59.3 ILS an hour** (You will have also received 2,250 ILS in bonuses and have 12 EXTRA paid holiday days!)

#### Example 4:

I have been employed full time for 2 years, and I am now in my third year, and work only 4 days a week (part time), I have just become a team leader, but have not yet completed my team leader induction. (Base salary 7500 + 300 rise for passing induction, + 3 x 300 annual rises + 500 Team Leader supplement. Divided by 0.8 – because I work 80% of a full time job) **Global Salary 7,360 per month** ( $7,360/145.6 = 50.54$ ) SO... **hourly rate is 50.54 ILS an hour**

#### Example 4:

I have been as a cover staff for 3 years and this year (my 4<sup>th</sup> year) I have switched to part time and I work three days a week from 8am – 2pm (this is 42.9 % of a job). (Base salary 7500 + 300 rise for passing induction, + 3 x 300 annual rises. Divided by 0.42.9 – because I work 42.9% of a full time job) **Global Salary 3,732.3 per month** ( $8,700/145.6 = 47.8$ ) SO... **hourly rate is 47.8 ILS an hour**