

Wages & Benefits Structure: Permanent Contracts

Hourly Rate

Essential is a living wage employer. Starting wages are £11.26 per hour for all positions, rising to £11.72 upon successful conclusion of probation. There are further pay increases in line with length of service. Pay is also reviewed annually and there may be agreed an annual pay rise.

Holidays

Workers are entitled to 5.6 weeks paid holiday (pro rata) per working year, which includes bank holidays. There are increases of holiday entitlement with length of service: for each full year from the completion of your probation, you will receive an extra 2 days annual leave, up to a maximum 10 additional days after 5 full years of service.

Wage Bonus

Workers may receive a wage bonus, depending on the financial performance of the Co-op and subject to a vote of the membership at a quarterly General Meeting.

Pension

Qualifying workers are automatically enrolled into our pension scheme (NEST). NEST provides an option to choose an ethical pension plan, where they would invest your savings responsibly. If you do not qualify, you may make your own arrangements to pay into the pension scheme.

Healthcare and Welfare Policies

Following probation, Essential pays for a healthcare plan, offering workers cover on a variety of health and well-being costs, as well as counselling, remote access to GP services, and online support. Workers are also included in group insurance policies including life insurance, critical illness cover, and income protection.

Workers Loan

Following probation, workers may choose to invest in the Co-op. This is usually done by an automatic deduction from weekly wages. Interest is paid out annually to workers on their investments, subject to the financial performance of the Co-op. Members may also borrow against the balance of their investment.

Cycle to Work scheme

After probation, workers are entitled to use Cycle to Work scheme for bikes up to £1000.

Enhanced Maternity and Paternity pay

Maternity pay is paid at the equivalent of 100% of weekly wage for the first 9 weeks of Maternity leave, followed by SMP. Paternity pay, equivalent to 100% of weekly wage, is paid for 3 weeks.

Staff Discount

Workers are eligible for a discount of 25% at the Harvest shops and up to 20% on items purchased from the warehouse.

Boots and clothing allowance

Qualifying warehouse workers are entitled to an allowance to purchase work clothing and safety boots.

Opportunities for training, personal and professional development

Essential are committed to the co-operative principles and values, including training and development. The Co-op has a significant training budget and workers are encouraged to undertake training and development opportunities.

Wages & Benefits Structure: Temporary Contracts

Hourly Rate

Wages are £11.26 per hour, increasing to £11.72 after 6 months in the case of temporary contracts continuing over 26 weeks. Pay rates are reviewed annually and there may be agreed an annual pay rise.

Holidays

Workers are entitled to 5.6 weeks paid holiday (pro rata) per working year, which includes bank holidays. For the first 6 months of employment holiday is accrued.

Pension

Qualifying workers are automatically enrolled into our pension scheme (NEST). If you do not qualify you may make your own arrangements to pay into the pension scheme.

Wage Bonus

Workers may receive a wage bonus, depending on the financial performance of the Co-op and subject to a vote of the membership at a quarterly General Meeting.

Staff Discount

Workers are eligible for a 25% discount at the Harvest shops, and a discount of up to 20% on items purchased from the warehouse.