

Remuneration Rates from the 1st July 2017, taken from the planning application documents for Rum Salmon Farm (Marine Harvest).

Farm Technician			
Average Farm Technician Income (Salary + A/L Exchange + Travel/Location Allowance) = £26,599.715			
Grade	Hourly Rate	Annual Salary	Annual Leave Exchange
Untrained	£9.13	£18,985.00	£1,971
Partially Trained 1	£10.33	£21,479.00	£2,231
Partially Trained 2	£10.95	£22,781.00	£2,366
Fully Trained	£11.58	£24,085.00	£2,501
Assistant Manager			
Average Assistant Manager Income (Salary + A/L Exchange + Travel/Location Allowance) = £34,433.17463			
Grade	Hourly Rate	Annual Salary	Annual Leave Exchange
Level 1	£13.30	£27,670.00	£2,873
Level 2	£14.51	£30,188.00	£3,135
Site Manager			
Salary Range £43,000 to £49,000			
Average Manager Income (Salary + A/L Exchange + Travel/Location Allowance) = £53,276.93778			
Travel/Remote Location Allowance			
£2,500			
Overtime Details			
Overtime will be as per the employees standard wage if working days beyond the individuals rota.			
Pension Details			
Pension – Employer’s Contribution is set to 1% during the first year of service and is aged defined thereafter:			
20-34 yrs old – 5%			
35-49 yrs old – 6%			
50 plus – 7%			
Employer’s NI Contribution			
Employer’s NI statutory contribution are approximately 14% of staff salaries (currently 13.8%)			