

**Company Terms & Conditions Matrix - 2010**

**2010**

Grade	Salary Min.	Salary Mid	Salary Max.	Overtime	Bonus On Target	Pension Scheme	Share Options	Holidays			Life Cover	PMI	Sick Benefit:-			Company Car	Notice
								Basic	3 Yrs	8 Yrs			Under 6 Months	6-12 Months	12 Months		
9	12,400	15,500	18,600	Yes		Stakeholder		25	27	30	x3 Annual Salary	Self	Nil	4 Weeks	26 Weeks	Job Need	Statutory
10	14,000	17,500	21,000	Yes		Stakeholder		25	27	30	x3 Annual Salary	Self	Nil	4 Weeks	26 Weeks	Job Need	Statutory
11	16,000	20,000	24,000	Yes		Stakeholder		25	27	30	x3 Annual Salary	Self	Nil	4 Weeks	26 Weeks	Job Need	Statutory
12	18,400	23,000	27,600	Yes		Stakeholder		25	27	30	x3 Annual Salary	Self	Nil	4 Weeks	26 Weeks	Job Need	Statutory
13	21,200	26,500	31,800	Yes		Stakeholder		25	27	30	x3 Annual Salary	Self	Nil	4 Weeks	26 Weeks	Job Need	Statutory
14	24,400	30,500	36,600	No		Stakeholder		25	27	30	x3 Annual Salary	Self and Family	Nil	4 Weeks	26 Weeks	Job Need	3 Months both ways
15	28,000	35,000	42,000	No		Stakeholder		25	27	30	x3 Annual Salary	Self and Family	Nil	4 Weeks	26 Weeks	Job Need	3 Months both ways
16	32,800	41,000	49,200	No	5%	Enhanced		25	27	30	x3 Annual Salary	Self and Family	Nil	4 Weeks	26 Weeks	Yes	3 Months both ways
17	38,800	48,500	58,200	No	10%	Enhanced		25	27	30	x4 Annual Salary	Self and Family	Nil	4 Weeks	26 Weeks	Yes	3 Months both ways
18	45,600	57,000	68,400	No	15%	Enhanced		25	27	30	x4 Annual Salary	Self and Family	Nil	4 Weeks	26 Weeks	Yes	6 Months both ways
19	53,600	67,000	80,400	No	20%	Enhanced	Eligible	25	27	30	x4 Annual Salary	Self and Family	Nil	4 Weeks	26 Weeks	Yes	6 Months both ways
20	63,200	79,000	94,800	No	25%	Enhanced	Eligible	25	27	30	x4 Annual Salary	Self and Family	Nil	4 Weeks	26 Weeks	Yes	6 Months both ways
21	75,200	94,000	112,800	No	30%	Enhanced	Eligible	25	27	30	x4 Annual Salary	Self and Family	Nil	4 Weeks	26 Weeks	Yes	6 Months both ways