



Brighton and Hove Community Housing CIC

Co. 9630201

<https://bhchousing.org.uk>

Regulations & Policy:

WORKERS

Equal Pay and Benefits

1. Every one of the Company's workers will be paid the same hourly rate.
2. Workers of BHCH are entitled to the same benefits.

Hourly Rate

1. The workers of BHCH will be paid the same hourly rate. The hourly wage is the main minimum hourly wage rate plus 40%. The wage will be updated and effective from 1st July each year. This policy comes into effect on 1st July 2022.
2. The % above the main national minimum hourly wage may be raised or lowered with Members' Approval, subject to agreement from a majority of current workers.

Holiday Pay

1. All workers will receive 5 weeks of holiday with full pay per year. Over-time pay will proportionately increase the value of holiday pay. Over-time for the preceding 12 months prior to the month of holiday will be used to calculate an average for additional holiday pay beyond contracted hours.
2. Workers will receive an additional bonus of 1 week of holiday pay per year if each day of sickness is provided for by a doctor's certificate or public authority health

advice. For each day of sickness not covered by a doctor's certificate or public authority health advice, 1 day will be deducted from the bonus.

Sickness Pay

1. Days of sickness covered by a doctor's certificate, or public authority health advice will be paid at full rate, including an average of over-time pay of the preceding 12 month, prior to the month when sickness time begun.
2. A continuous period of 6 months of absence due to sickness ends the contract of work.

Trade Unions

1. The Company will not interfere with the Company's workers joining a trade union of their choosing.
2. The Company will listen to, and co-operate with all workers and their trade union representatives.