

# Social Enterprise Support Staff

## Summary of Terms and Conditions

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<b>Type of Contract:</b>	Continuous
<b>Work Base:</b>	University of Southampton Highfield campus, though responsible for activity across all campuses
<b>Hours of Work:</b>	All of our contracts for these posts are offered on a „zero hours" basis which means we will offer you hours as required. We anticipate an average of 10 hours per week (although this is highly flexible and there is no guarantee of hours). Due to the nature of working in Social Enterprise shifts times may vary and may include evenings and weekends.
<b>Right to Work:</b>	If you require a visa (such as a Tier 2) to work in the UK, please note that Union Southampton is NOT a sponsoring organisation and is therefore not able to sponsor you for a visa.
<b>Rate of Pay:</b>	£8.36 per hour (22 years old and under) £8.91 per hours (23 years old and over)
<b>Holiday Entitlement:</b>	Pay for accrued holiday entitlement will be based on a pro rata of 28 days leave at a rate of 12.07% of earnings. Your accrued holiday entitlement will be identified separately on your payslip.
<b>Pension:</b>	The Union will comply with the employer pension duties in accordance with Part 1 of the Pensions Act 2008
<b>Probation period:</b>	There will be a probationary period of four weeks (or eight shifts, whichever is longer). Failure to attend/successfully complete the training or demonstrate good performance during the specified period may result in the immediate termination of your contract.