

# Graded Pay Rates

Rewarding individual  
productivity performance

**22 APRIL  
2019**

- From 22nd April all counts provide the potential for counters to increase their hourly rate of pay by hitting productivity targets
- Fast and accurate counting = higher hourly pay
- Earn up to £9.44 an hour
- Three grades of pay which are £8.21, £8.91 and £9.44
- 100% attendance required to qualify for increased pay grades
- Gradings apply for each fortnightly pay period.

# The Orridge Board are pleased to announce a Brand New Trial Counter Pay Grading Scheme effective Monday 22nd April 2019.

**Whilst recognising everyone's contribution and efforts our aim is to reward workers and increase your earnings based on individual productivity performance, whilst continuing to provide excellent customer service.**

## The New Pay Grade Scheme:

- 1) All qualifying customers have specific productivity and accuracy service level targets that must be achieved. (See Appendix 1)
- 2) Calculated fortnightly all workers must achieve the required scan productivity rates and customer accuracy requirements during the fortnightly pay period.
- 3) The pay grade scheme allows for multi customer counts.
- 4) Workers will be categorised into 3 pay performance grades.
  - Grade 1
  - Grade 2
  - Grade 3.
- 5) Pay grades are linked to the qualifying customer scan productivity rates and accuracy service level agreements. (See Appendix 1)
- 6) The Grade 1 pay grade will be paid at the £8.21 per hour rate and linked to achieving the base qualifying customer scan productivity and accuracy rate.
- 7) The Grade 2 pay grade will be paid at £8.91 per hour and linked to achieving above the base qualifying customer scan productivity and accuracy rate. (Average 33% above the minimum scan productivity rate).
- 8) The Grade 3 pay grade will be paid at £9.44 per hour and linked to achieving above the base qualifying customer scan productivity rate and accuracy rate (Average 73% above the minimum base scan productivity rate)
- 9) During any fortnightly pay period and if all scan productivity and accuracy targets have been achieved above the base requirement a Grade 2, or Grade 3 pay rate will apply.
- 10) A Grade 1 rate will apply if the minimum base productivity or accuracy rate falls below or meets the minimum productivity rate.
- 11) It is possible to achieve a Grade 1, 2 and 3 during the fortnightly payment period. In this instance an average pay grade will be applied defaulting to the lowest full pay grade. No half point grades will be considered, or form part of the grading scheme. (See Appendix 2)
- 12) Scan productivity rates and customer accuracy performance measures will be calculated on a fortnightly payment cycle commencing Monday 22nd April 2019 and ongoing.
- 13) The first payment for scan productivity and accuracy performance will be paid on 17th May 2019.
- 14) Customer scan accuracy rates are based from 99% to 99.5% dependent on the Client. (See Appendix 1)
- 15) Scan productivity rates are customer specific and measured from the start to the end scan timings.
- 16) Orridge related count overruns where productivity, or accuracy has not been met will be considered void with all grades defaulting to Grade 1.
- 17) Count cancellations during the count will be considered void with all grades defaulting to Grade 1.
- 18) Pre count attendance confirmation is mandatory via the Orridge portal, or telephone to the office. If you confirm to attend and "No Show" a Grade 1 will apply for the entire fortnightly pay period.
- 19) 100% count attendance is required throughout the fortnightly payment period to maintain the overall pay grade. A Grade 1 default will apply should 100% confirmed attendance not be fulfilled / achieved throughout the qualifying fortnightly payment period.
- 20) The majority of our clients are included in the scan productivity and accuracy grading scheme. (See Appendix 1)
- 21) All payments are subject to tax and national insurance.
- 22) The pay grade scheme is a trial, not contractual and may be withdrawn, or varied at any time.
- 23) The pay grade scheme is a trial and not applicable to Eire at this time.

Pay Grade Appendix 1				
Pay Grade	£8.21	£8.91	£9.44	
Customer	Grade 1	Grade2	Grade 3	
Scan Rates Per Man Hour	Scan Rates PMH	Scan Rates PMH	Scan Rates PMH	Customer Accuracy SLA
Adidas Ag	500	700	1000	99.0%
All Saints Retail Limited	500	700	1000	99.0%
Blackwell Ltd	700	850	1000	99.0%
Bmb Clothing Ltd	500	700	1000	99.0%
Boots The Chemist	1500	2000	2500	99.0%
Burberrys Limited	500	700	1000	99.0%
Clares Accessories Uk Ltd	500	665	865	99.0%
Co-Operative Group Food Limited	2200	2750	3500	99.0%
Evans Cycles	350	400	475	99.0%
Gucci Limited	300	400	500	99.0%
Harvey Nichols	330	425	530	99.0%
Homebase Ltd	1050	1200	1500	99.0%
Muji	700	850	1200	99.0%
Paperchase	1600	2128	2700	99.0%
Poundland Limited	1850	2100	2500	99.0%
Primark Stores Limited	500	850	1250	99.0%
Sainsburys Convenience Full Count	2200	2500	3000	99.0%
Sainsburys Full Supermarket	1200	1500	1850	99.0%
Sainsburys Targeted Area Supermarket	1300	1600	2000	99.0%
Savers Health & Beauty Ltd	1500	2000	2500	99.5%
Superdrug Stores Plc	1500	2000	2500	99.5%
Swarovski	530	650	750	99.0%
Waterstones Uk	730	950	1300	99.3%
Wm Morrisons Nutmeg	500	750	1000	99.0%
Wm Morrisons Supermarkets Plc	1300	2000	3000	99.0%
Yves Saint Laurent	300	400	500	99.0%

Appendix 2 - Scan Productivity Rate Table								
Work Day	1	2	3	4	5	6	7	Overall
Customer	Poundland	Poundland	Morrisons	Co op	Superdrug	Waterstone	Boots	Grading
Actual Scan Prod	2750	2800	2100	1500	2100	1000	1500	
Grade 1	1850	1850	1300	2200	1500	730	1500	
Grade 2	2100	2100	2000	2750	2000	950	2000	
Grade 3	2500	2500	3000	3500	2500	1300	2500	
Grade Attained	3	3	2	1	2	2	1	2.00
Work Day	8	9	10	11	12	13	14	
Customer	Poundland	Poundland	Morrisons	Co op	Superdrug	Waterstone	Boots	
Actual Scan Prod	2750	2750	2100	1500	2100	1000	1500	
Grade 1	1850	1850	1300	2250	1500	730	1500	
Grade 2	2100	2100	2000	2750	2000	950	2000	
Grade 3	2500	2500	3000	3500	2500	1300	2500	
Grade Attained	3	3	2	1	2	2	1	2.00
Name								
B Orridge	Rate							
Pay Grade 1	£8.21							
Pay Grade 2	£8.91							
Pay Grade 3	£9.44							
100% Attendance			Yes					
Service Accuracy Achieved			Yes					
Fortnightly Pay Period			22/4 to 2/5					