

Statement re Pay Policy

Issue

Mears is a nationwide business that provides outsourced services predominately within the social housing repairs and maintenance and care sector. It strives to ensure it employs from the communities it serves. It has a strong framework of policies and procedures that ensure the adoption of strong levels of governance.

Within its business there are many different roles attracting many different rates of pay. Mears is committed to ensuring that the terms and conditions of those working in its Group of companies are recognised favourably striving for the business to be an “Employers of Choice”. It therefore offers competitive rates of pay across its business, satisfying both contractual and legislative requirements contained within the Working Time Regulations, National Minimum Wage Act and other related legislation, to include the various national legal frameworks governing care standards and compliance. One of the most challenging areas within our business is our Care division which external market conditions impact on the rates of pay we can offer. This is true of all businesses within the care industry. We do understand the value of a motivated workforce and strive to pay an hourly rate to care workers that is above National Minimum Wage and is fair and competitive within the industry. To achieve this Mears takes guidance and actively participates with a recognised external framework in the United Kingdom Homecare Association Limited, (UKHCA) the Scottish Care at Home (SCAH). In addition to which Mears is a strategic partner with the Kings Fund.

Rates of pay are determined on a branch by branch basis, incorporating local factors which will influence the appropriate and fair rate of pay in a particular part of the country. By adopting this approach, it permits Mears to be competitive in its rates and consider the geographical differences incorporating the various rural and urban challenges. Mears is committed to ensuring that remains compliant with NMW legislation at all times.

Compliance

Mears recognises the importance of work life balance and has a series of family friendly policies to support this. It further recognises the need for employees to obtain and achieve appropriate rest time and embraces the requirements of the Working Time Regulations. No employee will work in excess of 48 hours unless they volunteer to do so. At all times the business will seek to take proactive action to support the employees’ Health, Safety and Wellbeing. (Please refer to our Health & Safety policies).

Where an employee choses to work beyond an average of 48 hours a week, they are reminded of the legal right not to and if they then subsequently chose to, they sign an opt out in compliance of the requirements of the Working Time Regulations.

Mears controls this through ensuring it meets the reporting requirements of the Working Time Regulations keeps sufficient records to in compliance with the National Minimum Wage requirements.

Through the diligent approach adopted to compliance, checks where necessary Mears will make top-up payments to ensure it embraces the letter and spirit of the law. This is achieved through accurate record keeping of actual working patterns (rather than simply scheduled rotas). In addition to this Mears will undertake ongoing checks and samples of information to ensure that all hourly rates of pay paid throughout the year to employees are paid compliantly in line with relevant legislation.

Jo Fry

Group HR Director



Group PLC