

Mountaineering Scotland

Summary Terms and Conditions of Employment

These Terms and Conditions of Employment are provided for information to prospective employees. Comprehensive terms and conditions are contained in the Contract of Employment and Employee Handbook.

Probationary Period

There is a probationary period of 6 months from the commencement date. The probationary period may be extended by Mountaineering Scotland Board at its absolute discretion if deems it appropriate.

Salaries

- Whilst it is the Board's intention to review salary scales on an annual basis, doing so will be subject to a decision by the Board concerning affordability.
- Where applicable, annual increases will operate from 1 April each year.

Pension

- In line with government legislation, all eligible staff will be enrolled automatically into a company pension scheme, with the option to opt-out.
- If you decide to increase your personal contributions to the company scheme above the minimum, Mountaineering Scotland will match the amount of your contribution up to a maximum of 6% of your gross pensionable salary.
- If you have an existing personal pension, Mountaineering Scotland will match the amount of your contribution up to a maximum of 6% of your gross pensionable salary. You must opt-out of the auto-enrolment scheme if you take this option.

Annual Leave and Public Holidays

- Annual leave entitlement is 25 days in year one of employment, pro-rata to the start date, rising by one day per year of service to a maximum of 28 days
- Public holidays are 10.5 days; with the exception of Christmas and New Year office closure arrangements, public holidays may be taken subject to approval by the line supervisor or manager.
- The annual leave year is from 1 January to 31 December.

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