

ABOUT THE JOB – PCV DRIVER

We have four depots in Tyne and Wear, at Sunderland, South Shields, Newcastle (Walkergate) and Newcastle (Slatyford). We also have two depots on Teesside, at Hartlepool and Stockton.

A copy of the PCV (Passenger Carrying Vehicle) Driver Job Description is also available to download providing a detailed breakdown of the duties of a PCV Driver with Stagecoach North East.

Hours and Days of Work

Buses run from early morning to late evening, seven days each week. The hours and days of work of a PCV Driver will therefore vary from day to day and week to week.

In most weeks there are five days work over seven days. However, some rotas work four days over seven or a mixture of four and five days over seven. Further details concerning rostering will be available at interview stage. However, the minimum hours paid each week will be no less than 37 hours, although in most cases rota weekly hours tend to be higher than this.

Holidays and Benefits

There are 20 holidays in a full year, plus public holidays (see Principal Statement of Terms and Conditions of Employment).

We provide a quality uniform and ask that employees comply with our Uniform Dress Code.

Stagecoach employees are entitled to a FREE travel pass for use on Stagecoach bus services throughout the UK (with the exception of London) and on most other bus company services in the North East plus the Metro rail network. Employees can also apply for a Spouse/Partner pass which enables free travel on Stagecoach services throughout the UK.

PAY RATES (Newcastle and South Shields)

Pay review pending

Up to 1 years service	£7.50 per hour	£8.10 overtime per hour
Up to 2 years service	£7.62 per hour	£8.22 overtime per hour
Up to 3 years service	£7.79 per hour	£8.39 overtime per hour
Up to 4 years service	£7.96 per hour	£8.56 overtime per hour
Over 4 years service	£9.00 per hour	£9.60 overtime per hour

See example earnings on page 2.

PAY RATES (Sunderland)

Pay review on 31st August 2008

Up to 1 years service	£7.50 per hour	£8.10 overtime per hour
Up to 2 years service	£7.62 per hour	£8.22 overtime per hour
Up to 3 years service	£7.79 per hour	£8.39 overtime per hour
Up to 4 years service	£7.96 per hour	£8.56 overtime per hour
Over 4 years service	£9.00 per hour	£9.60 overtime per hour

TRAINING

We provide full training in order to pass the PCV driving test. The training also includes familiarisation with Company procedures, how to operate the ticket machines, knowledge of tickets and passes, cash handling, depot procedures to start and finish work, route familiarisation, customer awareness, including dealing with disabled customers.

Because of the cost of training a PCV Driver we operate a Training Bond Scheme. Over 80 weeks we deduct £10 each week from your wages. If you leave within 80 weeks we make a charge of £800 as a contribution toward the costs of training. If you stay with the Company the £800 accumulated in the Training Bond is repaid to the driver. We operate this scheme to discourage applicants from abusing the training facility we offer and to reward loyalty. Employment is subject to participation in the Training Bond Scheme.

The Training Bond scheme will change for new starters from 30th June 2008. The weekly deduction will become £12 per week over 100 weeks. So long as you stay with the Company all of the Bond will be repaid to you on the 101st week of employment.

We offer NVQ training. Employment is subject to enrolment and completion of an NVQ for bus driving.

PROMOTION

There are opportunities to advance your career and promotion is often available. Appointments are made on ability not seniority so you can advance through the structure and enhance your career if you choose to do so.

Example; possible earnings based on 40hrs per week. (Newcastle & Shields pay rates)

		Hourly Rate	Annual Earnings
Example Start Date	9 th June 2008	£7.72	£16,058
Pay Award	25 th May 2009	£7.95	£16,536
2 nd year rate	9 th June 2009	£8.07	£16,786
Pay Award	25 th May 2010	£8.31	£17,285
3 rd year rate	9 th June 2010	£8.50	£17,680
Pay Award	25 th May 2011	£8.75	£18,200
4 th year rate	9 th June 2011	£8.94	£18,595
Pay Award	25 th May 2012	£9.20	£19,136
5 th year rate	9 th June 2012	£10.41	£21,653
Pay Award	25 th May 2013	£10.72	£22,298

In the example above, which is provided for illustrative purposes only, pay awards have been calculated as 3% per annum and are subject to negotiation and cannot be guaranteed.