



Rickmansworth Waterways Trust
General Manager – Particulars of
Employment

Document Number S02

Date Reviewed and Approved by the Trustees – June 2023



The Parties

The Employer is Rickmansworth Waterways Trust Ltd. (RWT)
The Employee is Warwick Gainsborough.
The Line Manager is Steve Mander, Trustee Board member.

Date of issue April 2023

Date of Commencement

3rd July 2023 Continuous Employment begins on that date.

Applicable Date

The main particulars in this revision apply with effect from 3rd July 2023

Job Title

The job title is General Manager.

Duties

The post holder is required to undertake such duties as the Trust may from time to time specify and which are within the competency and job description. The post holder must perform their work professionally and diligently, and comply with any general or specific instruction that The Trust may give.

The Trust is a Regulated Activity provider, and the role involves the post holder in working directly with children. It is a condition of the employment that a satisfactory Disclosure and Barring Services check (DBS) be held for the post holder.

The provisions of the Safeguarding Regulations apply to The Trust and the post holder.

Places of Work

The place of work for administration is the RWT Education Centre, 101, Church Street, Rickmansworth, WD3 1JJ. Other places of work include the Canal Centre, 99 Church St, Rickmansworth, WD3 1JJ, Batchworth Lock and its environs.

Salary & payment of remuneration

The salary is £27,500 per annum. The remuneration will be paid monthly in arrears.

Expenses

Expenses will be reimbursed for any authorised purchases made on behalf of The Trust. Such expenses should be submitted with a receipt to the Treasurer.

The post holder can claim 45p per mile, as per HMRC Regulations, for use of their own car for carrying out Trust business. The post holder must ensure that they are insured for business use.

Working hours (37 hours per week, including weekend work)



Hours of work are normally 9am to 5pm Monday to Friday inclusive. However, this can be varied as circumstances demand with the agreement of your line manager. Overtime will not be paid. With the agreement of the Line Manager, time off in lieu may be taken for extra hours worked. Time off in lieu should be taken within 4 weeks of being accrued.

Management and annual appraisal

The Line Manager and the post holder will meet together once a month for management and supervision meetings. An annual appraisal and salary review will take place each year on the anniversary of employment.

A written record of these meetings is required, which should be signed and dated by both parties in a timely manner.

Deductions from pay

The Trust is entitled to recover any debt owed by the post holder, by means of deductions from remuneration, including holiday pay on termination of employment.

Holidays and holiday pay

25 days holiday to be taken each year, not including bank holidays. A maximum of 3 working days may be carried over with the agreement of the Line Manager.

If it is necessary to work on Bank Holidays, the post holder will be entitled to 1.5 days off in lieu by arrangement with the Line Manager.

Periods of holiday may be taken at times in the year convenient to the work of RWT by mutual agreement with the Line Manager.

On termination of employment, holidays will be calculated in proportion to the full entitlement, and accrued holiday pay paid at the rate of basic annual pay divided, by the agreed working hours. If more than the entitlement is taken then excess holiday pay will be deducted at the same rate.

Other leave

Other paid or unpaid leave may be granted at the discretion of the Line Manager for personal or compassionate reasons.

Time off for public duties

The Trust allows reasonable time off for public duties in line with Statute.

Absence from work

If the post holder is for any reason absent from work, they must inform the Line Manager as soon as reasonably possible from the normal start time on the first day of absence. The post holder should indicate the reason for absence and its likely duration.



Sickness and sickness pay

Statutory sick pay will be paid in accordance with the Regulations. There is a maximum period of 28 weeks payment in one period of incapacity for work. A certificate of fitness for work will be required if the post holder is absent from work for more than 5 days due to illness and they will be required to complete a self-certification note if away for more than 3 days.

Pension

The post holder will be automatically enrolled into the Government NEST pension scheme by the Trust, and the employee contribution is currently set at 5% and the Trust contribution is 3%.

Personal information

The post holder should provide the Trust with the following information in writing:

Current address, Bank details for salary payment, the name of the person to contact in the case of an emergency, PAYE and National Insurance details in order to maintain records.

The Trust will treat all such information as strictly confidential and the information will be stored in electronic format.

The Trust may need to disclose such data to others, including the Inland Revenue and other authorities. The post holder consents to such recording, holding processing, use and disclosure of personal data relating to them by The Trust and our Agent bound by a duty of confidentiality. This does not affect the post holder's rights as a data subject of The Trust's obligations and responsibilities under the Data Protection Act 1998.

Equal Opportunities

In the recruitment of staff, the terms and conditions of employment that The Trust offers and the provision for training and development, the post holder will not receive less favourable treatment or consideration on the grounds of race, colour, religion, nationality ethnic origin, age, gender, sexual orientation, disability or marital status, or be disadvantaged by any condition of employment that cannot be justified as necessary on operational grounds.

Health and Safety

The post holder has a statutory duty to observe all Health and Safety rules and take all reasonable care to promote their own personal health and safety and that of others, including volunteers.

Variation of contract

The terms and conditions of this contract may be updated and may be subject to change, following agreements reached in discussion between Line manager and post holder. Therefore the contract may be altered at any time subsequent to the date of signing. The post holder will be notified at least one month before any change takes place.

Notice of termination of employment

1 month by either party.



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Trade union

The Trust does not at present recognise any trade union as having negotiated rights. However, the post holder is entitled to join a trade union and to take time off for union activities in line with statute.

Signed for and on behalf of The Trust:

Date

Signed by the Employee:

Date