

## IMPROVED WAGE STRUCTURE

as of 1st October, 1982

This is not a simple revision of the old wages structure and it is not possible to represent the new wage simply as a percentage increase of your pre-1st October wage.

- a) ON JOINING : (Wren Park Initiation) £45 per week  
(an element of tax and national insurance already deducted)
- b) AS CO-DRIVER/TRAINEE £12.50 per week  
(Minimum 10 weeks - Maximum 20 weeks)
- AS CO-DRIVER/TRAINEE £17.50 per week  
(After 20 weeks)
- c) INTERMEDIATE £45 per week  
(i.e. after completion of co-driver / trainee period prior to Leader / Driver position) - revert to wage as per a) above  
(an element of tax and national insurance already deducted)
- d) LEADER / DRIVER (excluding "increment") £40 per week  
(subject to tax and national insurance)

plus Leader / Driver increment as follows : -

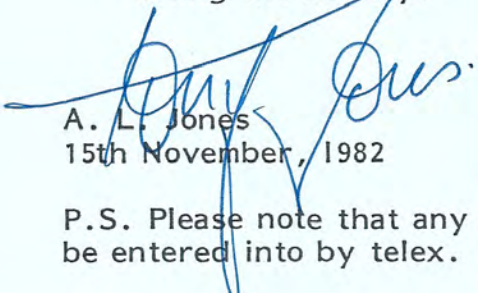
1st 20 weeks increment period	£5
2nd 20 weeks increment period	£10
3rd 20 weeks increment period	£15

etc. up to a maximum of 8 increment periods.

N.B. These increments are subject to the satisfactory execution of the individual's role and the individual's contribution to the success of Encounter Overland.

On securing an increment this is paid irrespective of your actual brief, i.e. workshop, new continent, holiday time, etc.

Holiday Time accrued 'on the road' : this is accrued at the rate of 1 day per week for each scheduled week of the trip and is paid at the rate of pay being earned at the time of taking the holiday.

  
A. L. Jones  
15th November, 1982

P.S. Please note that any queries/discussion re the above cannot be entered into by telex.