



Pay Structure

NON-PCV licence holders: **National Minimum Wage** whilst in training

NON-PCV licence holders – upon passing driving test:

	MANCHESTER	BOLTON	WIGAN
Monday to Friday:	£11.81 p/hour	£11.42 p/hour	£11.18 p/hour
Saturday:	£12.99 p/hour	£12.56 p/hour	£12.29 p/hour
Sunday:	£14.17 p/hour	£13.70 p/hour	£13.41 p/hour

NON-PCV licence holders – after 1 year's service:

	MANCHESTER	BOLTON	WIGAN
Monday to Friday:	£12.16 p/hour	£11.75 p/hour	£11.51 p/hour
Saturday:	£13.46 p/hour	£13.01 p/hour	£12.74 p/hour
Sunday:	£14.17 p/hour	£13.70 p/hour	£13.41 p/hour

Existing PCV licence holders:

	MANCHESTER	BOLTON	WIGAN
Monday to Friday:	£14.79 p/hour	£14.30 p/hour	£14.00 p/hour
Saturday:	£16.09 p/hour	£15.56 p/hour	£15.24 p/hour
Sunday:	£16.77 p/hour	£16.21 p/hour	£15.87 p/hour

Main Responsibilities

- Provide high levels of customer service
- Drive to DSA standards
- Take cash, contactless and mobile app payments
- Work and adhere to company policies and standard operating procedures
- Promote a positive health & safety culture within GNW

Essential Requirements

- Full UK driving licence - no more than 6 points
- Over 21 years old
- Relevant UK right to work documents
- Basic IT skills
- Good level of numerical and verbal competency
- Excellent Highway code knowledge
- Customer service experience
- Quick learner

Behaviours

- Take **pride** in yourself, set high standards. Bus Driving is a professional career and Go North West's standards reflect how important your role is.
- This isn't a 9 to 5 job! We work in an **ever changing environment** and need drivers who can react, adapt and be flexible – delivering for our customers is our number one priority.
- You're **responsible** for the safety of your customers and colleagues, your **timekeeping**, own personal **standards** and building Go North West's **brand and image**.
- **Smile!** How will you make the customers you serve feel when they board your bus?
- Sometimes, you'll have to be tough. You'll encounter **challenges** and **difficult situations** every day.
- Be you! Bring your own **personality, creativity and ideas** and improve our team. We use technology to make sure we're all connected, and we can share our thoughts and ideas as one **team**.



Shift Patterns

You will be required to work 5 days (38 hours weekly) which will include weekends and possibly bank holidays. Your shift pattern may include early, mid, and late start times.

You will be employed to work on a shift system basis. Your hours of work and days of the week in which you are required to work may vary, in accordance with your roster and the Company's Scheduling, Rostering and Holiday Rules.

Meal breaks are as set out in the Company's Scheduling, Rostering and Holiday Rules.

Overtime and shift swaps are subject to the Company's Scheduling, Rostering and Holiday Rules.

You are always required to comply with our rules, policies, and procedures (including without limitation the Company's Scheduling, Rostering and Holiday Rules) in force from time to time. These rules, policies and procedures do not form part of your contract of employment.

Holiday entitlements

Upon joining you will be entitled to 20 days annual holiday plus 8 bank holidays. After 2 years' service, this will rise to 25 days plus 8 bank holidays.

The Company's holiday year runs from 1 April to 31 March. If your employment starts or finishes part way through the holiday year, your holiday entitlement during that year shall be calculated on a pro-rata basis rounded up to the nearest whole day.

In the first two years of your employment with the Company you are entitled to 28 days' paid holiday during each holiday year (increasing to a maximum of 33 days where you have more than 2 years' service) or the pro rata equivalent if you work part time. This includes the usual public holidays in England and Wales. If you are required to work on a public holiday, then you will be entitled to a day off in lieu.

Training bond

From time to time you will be required to attend training courses which the Company will pay for. Such training will normally be carried out during working hours.

The Company will pay for medical assessments associated with the renewal of your licence and driving test fees.

In respect of new starters who do not yet have a PCV licence, the Company will pay for your PCV Driver Training and associated licence, driving test and medical test costs. If you leave the company within 2 years of gaining your licence, you may be liable for some or all of the costs associated with obtaining your licence.

The Costs are anticipated to be not more than £1,500, which is subject to change from time to time depending on the applicable costs incurred by the Company at the relevant time.

Uniform

You will be issued with company uniform with annual top up entitlements. Full uniform and ties must always be worn unless told different when you report for Duty.

Travel Pass

One of the benefits we provide is complementary travel passes for yourself and your family (after 3 months).

For more information, please contact the team on 07974902452 or recruitment@gonorthwest.co.uk