



LabElite™

Rates of Pay

Registered Company: Labelite Solutions Ltd

20 Wenlock Road, London, N1 7GU

Company Number: 15342743

VAT Number: 470120927

Rates of Pay

12D Works

Description	Day Rate
Trainee	£130
M1 / M2 Operative	£155
M5 – Operative	£165
M6 – Operative	£175
Avanti Man in Van	£260
Man in Van	£300

12AB Works

Description	Day Rate
Trainee	£145
Operative	£175
IPV – LTMO	£220
IPVF	£235

(All rates are per shift unless otherwise stated.)

Terms and Conditions

1. Employment Status

All operatives are engaged on a self-employed subcontract basis and paid under the Construction Industry Scheme (CIS) unless otherwise agreed in writing.

2. CIS Tax Deductions

- CIS registered operatives: 20% tax will be deducted at source.
- Not CIS registered operatives: 30% tax will be deducted at source.
- It is the operative's responsibility to ensure their CIS registration status is correct and up to date.
- The contractor accepts no liability for incorrect deductions due to incorrect or outdated information supplied.

3. Payment & Pay Day

- Pay day is every Friday.
- Payment is made at the agreed rate for the role and qualification level worked, less CIS deductions where applicable.
- Incorrect role claims or unapproved upgrades will be paid at the lower applicable rate.
- All payments are subject to accurate timesheets, Connecteam sign-in, and supervisor approval.

4. Invoices & Submission Deadline

- All invoices must be submitted by close of business (end of play) every Monday.
- Any invoices submitted after Monday will be carried over to the following week's payment.
- Late invoices will not be backdated.

5. Timekeeping & Attendance

- All operatives must arrive on site, signed in via Connecteam, and ready to work at the agreed start time.
- Late arrival is not acceptable.

6. Deductions for Lateness

- The contractor reserves the right to deduct pay for lateness.
- If you are up to 1 hour late, 1 hour's pay may be deducted.
- If lateness exceeds 1 hour, further deductions may apply, up to and including non-payment of the full shift.
- Repeated lateness may result in removal from site and/or termination of future work.

7. Removal From Site / Non-Payment

- Any operative removed from site due to misconduct, unsafe behaviour, failure to follow instructions, or lack of valid qualifications may receive no payment for that shift.
- The decision of the contractor or site management is final.

8. Standards of Work

- All operatives must hold valid, in-date qualifications relevant to their role.
- PPE must be worn at all times in accordance with site rules.
- Unsafe behaviour, refusal to work, or failure to comply with site instructions may result in immediate removal without pay.

9. Vehicles (Man in Van)

- The Man in Van rate includes vehicle, fuel, insurance, and tools as required.
- Vehicles must be roadworthy, insured, and fully compliant at all times.

10. Bank Holidays

Approved bank holiday work will be paid at time and a half (1.5x the standard rate) unless otherwise confirmed in writing.

11. Deductions & Set-Off

The contractor reserves the right to deduct from payments any overpayments, lateness, damages, penalties, losses, or costs caused by negligence, where legally permitted.

12. Agreement

By accepting work, you confirm that you have read, understood, and agreed to these Terms & Conditions in full.

Declaration & Acceptance

I confirm that I have read, understood, and agree to the above Rates of Pay and Terms & Conditions, including CIS deductions, payment schedules, invoice deadlines, deductions, and site conduct requirements.

**Full Name
of the Operative:** _____

Date (DD/MM/YYYY): _____

Signature: