

Terms and Conditions

HGV Technician Joining Bonus

These general terms and conditions are effective from 1st August 2022.

The successful candidate will be eligible to receive a joining bonus of £2,500 if they have joined Keltruck Limited on their own initiative and not through an existing employee referral.

The joining bonus shall be payable in two instalments. The first payment of £1,250 will be due following completion of 6 month probationary period and will be paid in the first payroll cycle following such date. The remaining £1,250 will be due on the one year anniversary of the candidate's start date and will be paid in the first payroll cycle following such anniversary.

If the successful candidate has been referred by an existing Keltruck Limited staff member who has already completed their full probationary period, the candidate will be eligible to receive a joining bonus of £3,000 which will be split between the successful candidate and the existing employee.

The Joining Bonus shall still be payable in two instalments. The first payment of £1,500 will be due on the 6 month anniversary of the candidate's start date and will be paid in the first payroll cycle following such anniversary, split between both the candidate and the existing employee. The remaining £1,500 will be due on the one year anniversary of the candidate's start date and will be paid in the first payroll cycle following such anniversary, split between both the candidate and the existing employee.

In the event that the candidate's employment is terminated, whether voluntarily or by the company for misconduct, within one year following the start date, the candidate will not receive the 2nd instalment and will be asked to reimburse the company for the full signing bonus. In such a case, the balance owed will be deducted from any payment on termination, including salary, severance payments, bonuses, and holiday pay.

Employee bonuses are always taxable to employees as an employee benefit, no matter how or when they are paid. A bonus paid to an employee at the time of hire (referred here as the "joining bonus") is subject to all employment taxes.

This joining bonus is only relevant to current Heavy Vehicle Technicians vacancies at Keltruck Limited.