

<p>Participant Terms & conditions (2021) **Please Read Carefully**</p> <p>This form must be completed by all applicants. Please note: the signed declaration section needs to be scanned and uploaded as part of the online application process. The representative or, in the case of direct applications, the participant, must retain the original copy of the declaration for presentation at the request of Concordia, the Home Office or local regulatory bodies.</p> <p>Your Placement</p> <ul style="list-style-type: none"> - You have been recruited for a specific work placement. Although a follow on placement may later be offered to you, Concordia cannot guarantee further work. - Your contract of employment will be with the farm where you are working, and not directly with Concordia. - Precise working hours cannot be guaranteed, as much farm work is weather dependent. Adverse or unusual weather conditions may result in a reduction in working hours. - Overtime hours may be available but are not guaranteed, and not all farms offer overtime. <p>Finances</p> <p>Payment</p> <ul style="list-style-type: none"> - Most work is paid on a piecework basis. You will always be paid at least the minimum wage, however, with piecework, you may be paid more than this. piecework rates will fluctuate according to the crop, its condition and the season. Minimum wage rates vary according to the country in which you work. See below: - England & Wales: Minimum wage is £8.91 p/h for over 23s, £8.36p/h for 21-22 years old and £6.56 p/h for 18-20 years old (https://www.gov.uk/national-minimum-wage-rates). - Scotland: £8.91 p/h for all workers. Overtime rates apply (https://www.gov.scot/publications/agricultural-wages-scotland-twenty-fifth-edition-guide-workers-employers/pages/4/). - Northern Ireland: As per minimum wage in England and Wales (https://www.nidirect.gov.uk/articles/national-minimum-wage-and-living-wage). - It is important to understand that if you work slowly and are unable to reach the piecework rate, your employer is required to make up your wages to the minimum hourly wage. You will be given adequate training and a period of time to get used to the required picking rate (usually 2 weeks). If you consistently miss your targets, you may be asked to leave your placement by your employer. In this eventuality, Concordia cannot guarantee a new placement elsewhere. <p>Tax</p> <p>If your total earnings for the tax year are equivalent to £12, 570 or less, you will not be liable for tax. If you earn over £12,570, you pay tax on all earnings above this amount in the tax year at the standard rate of 20%, up to £37,700. For full details, please visit: https://www.gov.uk/guidance/rates-and-thresholds-for-employers-2021-to-2022. Please note that:</p> <p>You will be charged tax on your earnings before you reach your allowance.</p> <p>You will need to fill in a P85 form to reclaim any overpayment of tax at the end of your work period. You can download this form from https://www.gov.uk/government/publications/income-tax-leaving-the-uk-getting-your-tax-right-p85.</p> <p>Tax Refunds</p> <p>Tax refunds are always paid in pounds sterling. For this reason we advise you to keep your bank account (if you have one) open so that you can easily transfer the money home.</p>	<p>Odredbe i uslovi o učešću (2021)** Molimo Vas da pažljivo pročitate**</p> <p>Ovaj obrazac moraju popuniti svi kandidati. Imajte na umu: odeljak izjave koji treba potpisati mora biti skeniran i otpremljen kao sastavni deo procesa prijave na portalu. Predstavnik, ili, u slučaju direktne prijave, učesnik, mora zadržati original da pokaže na uvid kada to zatraže CONCORDIA, Ministarstvo unutrašnjih poslova ili lokalna regulatorna tela.</p> <p>Vaše radno mesto</p> <ul style="list-style-type: none"> - Regrutovani ste za određeni posao. Nakon isteka ugovora možete dobiti produženje radnog odnosa, ali Vam CONCORDIA to ne može garantovati. - Vaš ugovor o radu zaključićete sa poljoprivrednim gazdinstvom na kojem ćete raditi, a ne direktno sa kompanijom CONCORDIA. - Ne može se garantovati određeni broj radnih sati, jer rad na farmi mnogo zavisi od vremenskih uslova. Zbog nepovoljnih vremenskih uslova, radno vreme može biti smanjeno. - Prekovremeni rad je moguć, ali to nije zagantovano i ne nude sva polj. gazdinstva prekovremeni rad. <p>Finansije</p> <p>Plaćanje</p> <p>Veћina posla se plaća po deliћu. Uvek ћe vam biti isplaћena najmaњe minimalna zarada, meђutim, uz delimiћne radove, moņda ћete biti plaћeni i više od ove. Stope dela u delu variraће u zavisnosti od useva, његоvog staњa i sezone. Minimalne zarade variraју u zavisnosti od zemље u kojoj radite. Vidi dolе</p> <p>Engleska i Vels: Minimalna zarada je 8,91 funti po satu za starije od 23 godina, 8,36 funti po satu za one od 21 do 22 godine i 6,56 funti po satu za one od 18 do 20 godina (https://www.gov.uk/national-minimum-wage-rates).</p> <ul style="list-style-type: none"> - Škotska: 8,91 funti na sat za radnike svih starosnih grupa. Za prekovremeni rad se dodeljuje bonus. (https://www.gov.scot/publications/agricultural-wages-scotland-twenty-fifth-edition-guide-workers-employers/pages/4/). - Severna Irska: Ispod minimalne zarade za Englesku i Vels (https://www.nidirect.gov.uk/articles/national-minimum-wage-and-living-wage). - Važno je shvatiti da ako radite sporo i niste u stanju da ispunite normu, Vaš poslodavac je duņan da vam nadoknadi platu do nivoa odgovarajuće minimalne zarade. Dobićete odgovarajuću obuku i vremenski period da se naviknete na normu (obiћno 2 nedelje). Ako stalno ne ispunjavate norme, poslodavac moņe traņiti da napustite posao. U ovom sluћaju, CONCORDIA Vam ne moņe garantovati drugi posao. <p>Porez na dobit</p> <p>Ako Vaša ukupna zarada za poresku godinu iznosi 12.570 £ ili manje, oslobođeni ste poreza nadohodak. Ako zaradite više od 12.570 funti, platićete porez na dohodak na svu zaradu koja premaši ovaj iznos po standardnoj stopi od 20%, do 37.700 funti. Za više detalja posetite: https://www.gov.uk/guidance/rates-and-thresholds-for-employers-2021-to-2022.</p> <p>Važno: Dohodak će biti oporezovan pre nego što dostignete gornju granicu od £ 12,570.</p> <p>Moraćete da popunite obrazac P85 da biste povratili sve viškove poreza. Da biste preuzeli ovaj obrazac, idite na https://www.gov.uk/government/publications/income-tax-leaving-the-uk-getting-your-tax-right-p85.</p> <p>Povrat poreza na dohodak</p> <p>Povrat poreza na dohodak se uvek vrši u funtama. Iz tog razloga, savetujemo vam da ne zatvarate svoj bankovni raćun (ako ga imate) kako biste novac mogli bez problema da prebacite kući. Svesni smo da postoje kompanije koje vam mogu pomoći da povratite porez. Ovo</p>
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We are aware that there are companies that can help you to reclaim your tax. These can be useful, but before you decide to use their services, we recommend that you make sure to check the fees that they charge. These may be either a fixed amount, or a percentage of the amount of your refund.

Working on More than One Farm

If you subsequently move to a follow-on placement on a different farm, your first employer will issue you with a P45 (if you have paid tax). This is a statement of your earnings to date for the tax year, and you should present this at your new farm. If you have not paid tax, you can ask your employer for a statement of earnings, which you will need to present to the new farm. If you do not have any salary documentation, you may be asked to fill in a Starter Checklist. This is an alternative declaration form that allows the correct tax code to be issued to you.

National Insurance

National Insurance (NI) is another contribution that you will be required to pay. This covers some of your medical costs, should you require hospital treatment. If you need ongoing treatment, including overnight stays in hospital (deemed necessary by a doctor), your Concordia insurance policy, or own insurance policy (if purchased) will usually cover you. Please check your full policy documents for details. If you need to visit the local doctor for a prescription, they may charge a consultation fee.

NI will be deducted from your gross earnings. Any income above £184 per week will be charged at 12%. Full details available at <https://www.gov.uk/guidance/rates-and-thresholds-for-employers-2021-to-2022>.

Sick Pay

In Wales and Scotland there are specific arrangements, under the Wages Orders, for payments (based on a day's pay at the appropriate rate) to be made to employees who are off sick. The qualifying conditions include the completion of 52 weeks service with the current employer, which will frequently rule out Concordia seasonal workers. In Northern Ireland there are no provisions for sick pay under the wages order.

There is however provision in England. In order to qualify for Statutory Sick Pay (SSP) payments you must:

1. Be employed and have started work with the employer.
2. Inform the employer immediately if you are sick.
3. Be aged 16 or over and under 65 on the first day of sickness.
4. Be off sick for four or more calendar days in a row – this is known as the period of incapacity for work (PIW).
5. Have average weekly earnings either equal to or higher than the lower earnings limit for NI purposes.

In any one period of incapacity for work SSP is payable to an employee for a maximum of 28 weeks.

Payments are not made for the first three qualifying days. Subsequent to this, each day of sickness is paid at the rate of £96.35 divided by the number of days normally worked in the week. If you cannot work while you are self-isolating because of coronavirus (COVID-19), you could get SSP for every day you're in isolation. Full details at: <https://www.gov.uk/statutory-sick-pay>.

Deductions

Your employer is required to provide you with an itemised wage slip at regular intervals, which should include details of all deductions from gross salary, such as income tax, N.I. and accommodation charges. You also have the right to see your pay records at any time. Written notice must always be given before any deductions are made, and these deductions must:

- Be required by UK law (i.e. Income tax and NI).
- Have been previously authorised by you in your contract.
- Have been previously agreed with you in writing.
- Be a repayment of any expenses and/or overpaid.

može biti korisno, ali pre nego što odlučite da koristite njihove usluge, savetujemo vam da saznate više o ceni. To može biti fiksni iznos ili određeni procenat vraćenog iznosa.

Rad na više polj. gazdinstava

Ako nakon početnog ugovora pređete na novo polj. gazdinstvo, prvi poslodavac će Vam izdati obrazac P45 (ako ste platili porez). Ovo je izjava o Vašoj zaradi za tekuću fiskalnu godinu od prvog poslodavca i moraćete da predate ovaj obrazac novom poslodavcu. Ako niste platili porez, odposlodavca možete zatražiti izjavu o zaradi, koju ćete predati na novom radnom mestu. Ako nemate dokument u vezi sa Vašom platom, od Vas će se možda zatražiti da popunite obrazac pod nazivom Starter CHECKLIST. Ovo je alternativna izjava koja Vam omogućava da dobijete tačan poreski broj.

Nacionalno osiguranje

Nacionalno osiguranje (NI) je još jedan doprinos koji ćete morati da platite. Proverite polisu putničkog osiguranja i dokument koji je izdalo Ministarstvo unutrašnjih poslova za detalje o zdravstvenim troškovima koje pokrivete i šta ćete tačno morati da platite. Ako trebate da posetite lekara kako bi vam propisao recept, možda ćete morati da platite konsultacije.

Nacionalno osiguranje će se odbiti od bruto zarade. Svaki prihod koji prelazi £ 184 nedeljno biće oporezovan sa 12%. Za više detalja idite na <https://www.gov.uk/guidance/rates-and-thresholds-for-employers-2021-to-2022>.

Plaćeno bolovanje

U Velsu i Škotskoj postoje posebne odredbe, prema Uredbi o naknadama, koje se odnose na isplate (prema danu isplate po odgovarajućoj stopi) koje treba izvršiti za zaposlene na bolovanju. Zahtevi uključuju završavanje 52 nedelje rada kod trenutnog poslodavca, što nije čest slučaj kod sezonskih radnika CONCORDIA. U Severnoj Irskoj ne postoje ograničenja za plaćeno bolovanje prema propisima o platama.

Međutim, u Engleskoj postoje odredbe. Da biste bili plaćeni za bolovanje, morate da ispunite sledeće uslove:

1. Zaposleni ste i već ste počeli da radite kod poslodavca.
2. Obavestite poslodavca čim se razbolite.
3. Imate 16 godina ili više i mlađi ste od 65 godina prvog dana bolesti.
4. Budete na bolovanju četiri ili više uzastopnih kalendarskih dana - ovo se smatra periodom radne nesposobnosti.
5. Imate prosečnu nedeljnu zaradu jednaku ili veću od donje granice zarade za nacionalno osiguranje.

Tokom perioda radne nesposobnosti, zaposlenom se plaća bolovanje u trajanju od najviše 28 nedelja.

Prva tri dana se ne plaćaju. Posle toga, svaki dan bolovanja plaća se u iznosu od 96,35 £, podeljen brojem radnih dana u nedelji. Ako ne možete da radite jer ste u samoizolaciji zbog korona virusa

(COVID-19), ovaj novac možete dobiti za svaki dan u samoizolaciji. Za više detalja posetite: <https://www.gov.uk/statutory-sick-pay>

Odbitci

U redovnim intervalima, Vaš poslodavac Vam mora dostavljati platnu listu koja treba da sadrži sve odbitke od Vaše bruto zarade, poput poreza na dohodak, nacionalnog osiguranja i plaćanja smeštaja. Imate pravo uvida u evidenciju plaćanja u bilo kom trenutku. Pre bilo kog odbitka, morate biti pismeno obavesteni o njima. Ovi odbici moraju:

- Biti po zakonu Ujedinjenog Kraljevstva (npr. Porez na dohodak, nacionalno osiguranje).
- Vi ste ih prihvatili u svom ugovoru.
- Pristali ste na njih u pisanoj formi.
- Ili su povraćaj dodatnih troškova i / ili plaćanja.

<p>Problems</p> <ul style="list-style-type: none"> - Please seek to resolve issues with your employer first – in most cases they will be able to help you. - If you have spoken to your employer and your problem is still not resolved, and you chose to purchase the optional (non-recruitment) pastoral support of your local agent, then please get in contact with them. If necessary, the agent will then contact Concordia. If you obtained your placement through the direct application process, then contact Concordia directly. - In the case of serious and/or urgent problems please contact Concordia directly. - Responsibility for your health and safety on the farm resides jointly with you and your employer. Concordia cannot be held liable for health and safety on the farm. 	<p>Problemi</p> <ul style="list-style-type: none"> - Prvo pokušajte da rešite probleme zajedno sa poslodavcem - u većini slučajeva su u mogućnosti da Vam pomognu. - Ako ste razgovarali sa poslodavcem, ali problem ostaje nerešen, obratite se lokalnom agentukoji će pokušati da Vam pomogne. Ako je potrebno, agent će kontaktirati kompaniju CONCORDIA. Ako ste posao dobili direktno putem postupka prijave, direktno kontaktirajte CONCORDIA. - U slučaju ozbiljnih i / ili hitnih problema, obratite se direktno kompaniji CONCORDIA. Odgovornost za Vaše zdravlje i sigurnost na polj. gazdinstvu snosite Vi i Vaš poslodavac. CONCORDIA ne može biti odgovorna za Vaše zdravlje i sigurnost na polj. gazdinstvu.
<p>Working Hours</p> <p>Whilst there are no guaranteed working hours, most placements are based on a minimum of a 39 hour week on average, which means that you must be available to work for at least 39 hours per week. On many farms additional hours will be available, although it is not guaranteed. If through working additional hours you will be working more than 48 per week, you will need to sign a document saying that you agree to this, however, you will not be required to work more than 60 hours in a week, unless there are exceptional circumstances.</p> <p>Farming is weather dependant, and unusual or unexpected weather conditions may mean that work is available for less than 39 hours per week. If in any given week you have worked fewer than 16 hours, we recommend to our growers to not charge accommodation for that week.</p>	<p>Radni sati</p> <p>Iako broj radnih sati nije zagarantovan, većina ugovora u proseku započinje sa najmanje 39 satinedeljno, što znači da morate biti na raspolaganju da radite najmanje 39 sati nedeljno. Mnoga polj. gazdinstva nude mogućnost prekovremenog rada, iako to nije zagarantovano. Ako radite više od 48sati nedeljno, moraćete da potpišete dokument u kome se navodi da se slažete s tim, međutim, neće biti potrebno raditi više od 60 sati nedeljno, osim u izuzetnim okolnostima.</p> <p>Rad na farmi zavisi od vremenskih uslova, a neuobičajeni ili nepredviđeni vremenski uslovi mogu dovesti do rada manje od 39 sati nedeljno. Ako radite manje od 16 sati nedeljno, preporučujemo poljoprivrednicima da Vam ne naplaćuju smeštaj za tu nedelju.</p>
<p>Holidays and Rest Breaks</p> <p>You will be entitled to 28 days holiday per year including bank holidays (pro rata). If you choose not to take all or part of your holiday during your placement, you will receive payment for this (at your usual rate) with your final wages. Full details at: https://www.gov.uk/holiday-entitlement-rights.</p> <p>When working, you are permitted to take an uninterrupted break of 20 minutes, if you work for 6 hours or longer. Furthermore, you have the right to 11 hours rest between working days. Full details at: https://www.gov.uk/rest-breaks-work.</p> <p>Concordia Membership</p>	<p>Odmori i pauze za odmor</p> <p>Imaćete pravo na 28 slobodnih dana godišnje, uključujući državne praznike (proporcionalno). Ako odlučite da nećete uzeti neke ili sve dane odmora tokom rada, biće vam plaćeni (po uobičajenoj tarifi) zajedno sa konačnom platom. Za detalje: https://www.gov.uk/holiday-entitlement-rights</p> <p>Tokom rada imate pravo na neprekidnu pauzu od 20 minuta ako radite 6 sati ili više. Pored toga, imate pravo na 11 sati odmora između radnih dana. Za detalje: https://www.gov.uk/rest-breaks-work</p> <p>Članstvo CONCORDIA</p>
<p>Concordia membership includes a travel insurance policy that provides you with coverage for up to 52 weeks, when on a Concordia work placement. Your travel to your Concordia work placement(s) in the UK is covered by this policy.</p> <p>Also included in the pack is a UK SIM card with pre-loaded credit and pastoral support. There is no fee payable for Concordia Membership.</p>	<p>Članstvo u Concordia uključuje polisu putničkog osiguranja koja traje 52 nedelje i važi samokada radite preko Concordia.</p> <p>Polisa osiguranja takođe pokriva rizike povezane sa putovanjem na posao koji nudi Concordia u Velikoj Britaniji. Članstvo takođe uključuje SIM karticu sa unapred uplaćenim kreditom za UKi podršku. Ne morate ništa da platite da biste postali član Concordia.</p>
<p>By signing below you confirm that:</p> <ul style="list-style-type: none"> - All information submitted either by yourself directly or by a Concordia representative on your behalf is correct and accurate, and that you have submitted all the necessary documents in support of your application. - Concordia membership is given to you free of charge, and therefore, you have made no payment for this. -You give Concordia and/or your employer permission to pass your mobile 	<p>Potpisivanjem potvrđujete sledeće:</p> <ul style="list-style-type: none"> -Sve informacije pružene pojedinačno ili preko predstavnika kompanije Concordia su precizne i tačne kao da ste predali sva dokumenta potrebna za Vašu prijavu. -U ovom procesu niste ništa platili agentu ili drugim stranama, osim naknade za obradu vize službenom telu. -Članstvo u Concordia nudi Vam se besplatno, pa zbog toga niste ništa platili. -Saglasni ste da ćete ispuniti sve zahteve navedene u vizi i one koje je propisalo

<p>telephone number onto a trusted third party, such that they can conduct a survey to determine whether your welfare has been safeguarded throughout the process. Your name will never be passed onto this company, and it is completely anonymous. Concordia and its suppliers comply with GDPR regulations.</p> <p>- You understand that you alone are liable for any costs that may be incurred by failing to submit correct information or documentation.</p> <p>- You are in a state of health that enables you to undertake hard physical work for the full period of the work placement.</p> <p>- You have read and agree to abide by the terms and conditions set out by Concordia in this document.</p> <p>- You are available and agree to work for the full work period stated.</p> <p>- You understand that any data you provide in the course of the application process may be disclosed to future employers or UK regulatory bodies, subject to the requirements of the UK Data Protection Act / GDPR.</p> <p>You are registered under the health care system in your home country. If you are over 65, you will contact Concordia so an appropriate insurance policy can be provided.</p> <p>This agreement is drawn up in the English language and Bulgarian. In any discrepancy between translations the English version shall prevail.</p> <p>Disclaimer:</p> <p>Please note that the information contained within this document is correct at the time of creation, and rates of pay, worker benefits and deductions may be subject to change from April of the following year onwards. The authoritative source on these matters is Gov.UK, and if ever in doubt, workers are recommended to check this website.</p>	<p>Ministarstvo unutrašnjih poslova Ujedinjenog Kraljevstva, uključujući odlazak iz Ujedinjenog Kraljevstva povratka u zemlju porekla, pre isteka roka važenja vize.</p> <p>- Slažete se da i Concordia i Vaš poslodavac mogu proslediti Vaš telefonski broj i adresu e-poštepouzdanom trećoj strani kako bi mogla da sprovede istragu kako bi utvrdila da li je Vaša dobrobitodržavana tokom celog procesa. Vaše ime nikada neće biti dato ovoj kompaniji i potpuno je anonimno. Concordia i njeni partneri poštuju GDPR uredbu.- Razumete da ste odgovorni za sve troškove koji mogu nastati ako ne pružite tačne informacijeiili dokumente.</p> <p>-U zdravstvenom ste stanju koje vam omogućava da obavljate zahtevan fizički posao tokom celog perioda trajanja ugovora.</p> <p>-Pročitali ste i pristajete da se pridržavate uslova i odredbi koje je Concordia iznela u ovom dokumentu.</p> <p>-Na raspolaganju ste i pristajete da radite tokom celog navedenog perioda rada.</p> <p>-Razumete da se svi podaci dati tokom postupka prijave mogu otkriti budućim poslodavcima iliregulatornih telima Ujedinjenog Kraljevstva, u skladu sa odredbama Zakona o zaštiti podataka,Ujedinjeno Kraljevstvo / GDPR.</p> <p>Razumete uslove i odredbe polise putničkog osiguranja koje nudi Concordia, navedene utekstu. Registrovani ste u zdravstvenom sistemu u zemlji porekla. Ako ste stariji od 65godina, kontaktirajte kompaniju Concordia kako bi Vam mogli ponuditi odgovarajuću polisu osiguranja.</p> <p>Ovaj sporazum je sastavljen na engleskom i srpskom jeziku. U slučaju neslaganja između prevoda, engleska verzija ima prioritet.</p> <p>Izjava o odricanju odgovornosti: Imajte na umu da su podaci u ovom dokumentu tačni u vreme njegovog nastanka, a nivo plata,naknada i odbitaka zaposlenih može se promeniti od aprila sledeće godine. Merodavni izvor ovih izdanja je Gov.UK i, ako postoje sumnje, zaposlenima se savetuje da provere ovu veb lokaciju.</p>
<p>Full name: _____</p> <p>Signature: _____</p> <p>Date: _____</p> <p>Please scan and upload this page with your online application</p>	<p>Puno ime: _____</p> <p>Potpis: _____</p> <p>Datum: _____</p> <p>Skenirajte i otpremite ovu stranicu zajedno sa mrežnom aplikacijom</p>