



5 Tips

WAREHOUSE OPERATIVE

TO KNOW YOUR WORTH

Ensuring that you are being paid a fair day's wage for a fair day's work is not always easy. You don't always know if you are being paid the same as the worker next to you, or a worker in another warehouse. Take the guesswork out of knowing your worth by doing these things:



MAKE SURE YOU ARE EARNING AT LEAST THE MINIMUM OR LIVING WAGE



for
apprentices



for school
leaving age to 17



for ages
18 to 20



for ages
21 to 24



for ages
25 and over

If you are unsure, you can make sure you are receiving the correct minimum rate of pay for your age by using the [wage checker on the government website](#).

WHAT TO DO IF NOT

1. Try having an informal chat with your employer, ask them to explain how they have worked out your pay. You could show them a print out from the government website showing how you found out that your rate was wrong.
2. Call the ACAS helpline on 0300 123 1100, they will check your calculations and work through your options with you.



blueArrow



COMPARE YOUR SALARY TO OTHERS

Warehouse operatives generally earn between **£7.82 - £9.97** per hour / **£13,396 - £22,337** per year.

Warehouse workers who have a forklift license and are operating machinery as part of their role, generally earn between **£8.23 - £11.20** per hour **£14,642 - £25,204** per year.

CONSIDER THE PROS AND CONS OF AGENCY WORK AND DIRECT EMPLOYMENT



If you work as a warehouse operative through an agency, then you may receive a higher hourly pay rate than those who are directly employed in the same environment but those who are directly employed may receive other benefits as part of their salary and feel more secure in their position.

Both options have their advantages, the question is which do you value most, higher pay rates and the freedom to choose where and when you work or employee benefits and job security?

RESEARCH THE HIGHEST PAYING EMPLOYERS



According to [Glassdoor](#) some of the highest paying employers for warehouse workers are currently Asda and Wincanton followed closely by Tesco, Sainsburys and Ocado.

Asda & Wincanton **£10.00** per hour

Tesco, Sainsburys & Ocado **£9.00** per hour

Remember these things

- ⚠ Often, your rate of pay increases after the first 12 weeks of working in a role so if you are quite new, it may be worth staying where you are.
- ⚠ Pay rates can increase based on your level of experience. Longer standing and more experienced employees can enjoy enhanced rates of pay if they stick around long enough.
- ⚠ Be smart, do your research, find out who the employer is and what they stand for. See if you can find some reviews from existing or recent staff before you choose an employer.
- ⚠ Do not leave your current role until you are absolutely sure that you have a job to go to.

Get in touch:

 bluearrow.co.uk/contact-us



bluearrow.co.uk

blueArrow