



Cambridge English Entry Level Certificate in ESOL International (Entry 2) (Key)*

This is to certify that

DARIIA STETSENKO

has been awarded

Pass with Merit

in the

Key English Test

Council of Europe Level A2

Overall Score 135

Reading and Writing 126

Listening 140

Speaking 146

Date of Examination **NOVEMBER A (PM1) 2017**

Place of Entry **KIEV**

Reference Number **17BUA0090002**

Accreditation Number **500/2416/4**

Saul Nassé
Chief Executive

*This level refers to the UK National Qualifications Framework

Date of Issue 15/12/17
Certificate Number 0059814064

Regulated by

Ofqual

For more information see <http://register.ofqual.gov.uk>

Corff dyfarnu cydnabyddedig



Recognised awarding body

KEY ENGLISH TEST (KET)

KET is a general proficiency examination at Level A2 in the Council of Europe's Common European Framework of Reference. It is at Entry Level 2 in the UK National Qualifications Framework.

Further details of KET are given in the KET Handbook, and at www.cambridgeenglish.org

KET results are reported using scores on the Cambridge English Scale. KET certificates are awarded to candidates who achieve the following grades:

Pass with Distinction – CEFR Level B1 (score 140 - 150)

Pass with Merit – CEFR Level A2 (score 133 - 139)

Pass – CEFR Level A2 (score 120 - 132)

Candidates who have achieved a score between 140 and 150 (Distinction) have demonstrated ability at CEFR Level B1. Candidates who have not achieved a passing grade in KET, but score between 100 and 119 receive a Cambridge English certificate stating they have demonstrated ability at CEFR Level A1.

A † symbol next to the grade indicates that the candidate was exempt from satisfying the full range of assessment objectives in the examination.

The Council of Europe's Common European Framework of Reference covers six levels of language proficiency. Research carried out by the Association of Language Testers in Europe (ALTE) shows what learners can typically do at each level. The table below gives examples of typical ability in each of the skill areas for Council of Europe Levels B1, A2 and A1.

Level B1	Listening and Speaking	Reading and Writing
Overall general ability	CAN understand straightforward instructions or public announcements.	CAN understand routine information and articles.
	CAN express opinions on abstract/cultural matters in a limited way or offer advice within a known area.	CAN write letters or make notes on familiar or predictable matters.
Level A2	Listening and Speaking	Reading and Writing
Overall general ability	CAN understand simple questions and instructions.	CAN understand straightforward information within a known area.
	CAN express simple opinions or requirements in a familiar context.	CAN complete forms and write short simple letters or postcards related to personal information.
Social & Tourist	CAN understand straightforward directions, provided that these are not lengthy or complex.	CAN understand straightforward information on food, standard menus, road signs and messages on automatic cash machines.
	CAN express likes and dislikes in familiar contexts using simple language.	CAN complete most forms related to personal information.
Work	CAN understand the general meaning of a presentation made at a conference if the language is simple and backed up by visuals or video.	CAN understand most short reports or manuals of a predictable nature within his/her own area of expertise.
	CAN state simple requirements within own job area.	CAN write a short, comprehensible note of request to a colleague or a known contact in another company.
Study	CAN understand basic instructions on class times, dates and room numbers.	CAN understand the general meaning of a simplified text book or article, reading very slowly.
	CAN express simple opinions using expressions such as 'I don't agree'.	CAN write a very short simple narrative or description.
Level A1	Listening and Speaking	Reading and Writing
Overall general ability	CAN understand simple phone messages.	CAN understand basic notices, instructions or information.
	CAN take part in a basic factual conversation on a predictable topic.	CAN complete basic forms and write notes including times, dates and places.

Further information and examples of the ability statements can be found at www.alte.org

Any alteration to this certificate renders it invalid and use of an altered certificate could constitute a criminal offence.

Cambridge English Language Assessment provides a results verification service to help organisations and agencies quickly and securely validate candidates' Cambridge English examination results at <https://verifier.cambridgeenglish.org>

Name of employee: **DARIIA STETSENKO**

Date: **15.12.2017**

Contract of Employment

For staff with a fixed wage

(who are not comprehended by the Danish Act on Certain Working Conditions in Agriculture etc., or the Danish Employees' Act, and who are not covered by a collective agreement)

This contract of employment has been prepared for use in connection with employment of staff in agriculture who are not employed under the Danish Act on Certain Working Conditions in Agriculture etc., or the Danish Employees' Act, and who are not covered by a collective agreement.

This contract of employment may be used only in connection with employment of staff who do not receive accommodation and/or full board as part of their wages and who are not salaried employees (employed under the Danish Employees' Act).

For employment expected to last more than 1 month and that implies average weekly working hours of more than 8 hours, it is a legal requirement that a contract of employment always be entered and distributed to the employee.

Within one month of the commencement of the employment, the employer is obliged to notify the employee of all essential terms and conditions of the employment. It is a minimum requirement that the notification includes the information stated in this employment contract cf. Consolidation Act No. 240 of 17 March 2010 on the employer's obligation to notify the employee of the terms and conditions of the employment.

This contract complies with the minimum requirements of the abovementioned Act. In addition to this, the employer is obligated to notify the employee of all additional terms essential to the employment. This may be done by filling in Clause 10: Additional Conditions.

Limitation of liability

The Knowledge Centre for Agriculture cannot be held liable for any damages or loss that may be a direct or indirect consequence of the use of the form as a consequence of any individual terms that the parties may have added to the contract. Nor can the Knowledge Centre for Agriculture be held liable for any changes to text of the standard form that the user may make. This contract has been prepared on the basis of the legislation in force as of July 2013.

This contract is published by:

Knowledge Centre for Agriculture
Department for Business Management
Agro Food Park 15, Skejby
DK 8200 Aarhus N
Contact: Bodil Jensen, Tel.: (+45) 8740 5219

The contract can be downloaded from
www.landbrugsinfo.dk/Jura/Ansaettelsesret/Ansaettelseskontrakter

Contract of Employment

The parties

Name of employer/company:

Graff Kristensen A/S

Address:

Viborgvej 717A, 8471 Sabro

Company registration no.: **21803006**

Telephone: **87453332, 23310432**

Name of employee:

Dariia Stetsenko

Address: **86 Karbysheva St.,**

Shpola, Cherkasy reg., Ukraine

Personal registration no.: **05.03.1998**

Telephone: **+380973917766**

The employment is agreed on the following conditions: *(all clauses must be filled in)*
This agreement is not covered by any collective agreement and the employer is not a member of any employers' association.

1. Place of work and transport

Place(-s) of work: **Viborgvej 717A, 8471 Sabro**

Agreements concerning transport between places of work:

A **valid** driving licence/certificate is required: *(tick off as appropriate)*

YES NO

A valid driving licence/certificate is required for the following vehicles:

Car Tractor Forklift truck Other _____

A copy of the driving licence/certificate is attached to this contract.

Any suspension of the employee's licence/certificate is considered a fundamental breach of contract that may result in dismissal of the employee.

2. Duties and responsibilities

Job title/position: **agricultural Intern**

Duties and responsibilities include: **forefaldende gartneriearbejde**

(Tick off if appropriate)

For further details refer to the enclosed job description.

3. Commencement and termination

The employment shall commence on (date): 02.04.2018
and:

is a fixed-term appointment and ends without further notice on (date): 12 mdr. from

The intern can't be terminated during the agreed period. However, the first month will be a trial period, where the both parts can terminate the internship without notice.
If the host of the intern terminates the internship during the trial period, the host has to employ the intern until a new host is found or pay the return expenses for the intern's home journey.

Trial period: (*Tick off one box only*)

The first 1 month of the employment shall be a trial period in which 14 days' notice to any date of a month can be given by either party.

There shall be no trial period.

Any notice of termination should be given in writing.

At the commencement of the employment, the employee has the following length of service:

4. Working hours

Working hours

Average weekly working hours shall be: 37

The daily working hours shall be within the space of time: 07.00 – 16.00

(*Tick off if appropriate*)

For further details refer to the enclosed "Work Schedule".

The work schedule for the period of 14 days is made every 14 days. The schedule is made by the employee and the employer in collaboration.

Breaks

Breaks during the working day: 1 x 10 min and lunch break x 30 min.

The following breaks are included in the working time: all breaks are for own account

Weekends and holidays

The weekly working hours include work on weekends and holidays to the following extent:

(*Tick off or specify*)

of which:

- Saturdays and Sundays are included to the following extent: iflg. plan
- public holidays are included to the following extent:

(The employee shall be off-duty if nothing is agreed concerning weekends and public holidays)

5. Pay

Wage

The cash wage including public holiday payment for the agreed working hours, cf. clause 4, is set according to **individual** agreement and shall be: **2.618,49 DKK** per week for the first 6 months, for the last 6 months the salary will increase to **3.031,40 DKK** per week follow the conditions for Interns – 3F and GLS-A.

From 1 March 2018 in accordance with a new wage scale for foreign trainees (due to 3F and GLS-A Lønoversigter).

Special reasons, if any, for the wage level: Trainee

Overtime

Work outside the agreed average working hours may occur and shall be honoured either by an hourly wage or compensatory time off in lieu according to mutual agreement.

For overtime hours the hourly wage shall be **106,16 DKK** for the first 2 hours, after that **141,54 DKK** (first 6 months); then the hourly wage shall be **122,89 DKK** for the first 2 hours, after that **163,86 DKK** (next 6 months) or compensatory time off in the ratio 1: 1,5

In the event of overtime, the employee must hand in a list of overtime hours worked to the employer no later than 20 in the month. Overtime pay shall be paid with the following month's wage payment or compensatory time off in lieu can be taken according to mutual agreement.

It is agreed that the employee can accumulate a maximum of 37 overtime hours for compensatory time off or payment unless a separate written agreement has been made.

Supplements/Bonus

In addition to the agreed fixed monthly wage there shall be the following supplements/bonus:

None

Other agreements (specify the agreement and the criteria for payment):

Payment

The wage shall be paid at the end of every: (tick off one box)

14 days

Month

So that it is at the employee's disposal: (tick off one box)

at the end of the period

- on the last banking day of the period

Wage negotiations:

The next wage negotiation shall be on (date): _____

6. Holidays

The employee is entitled to holiday in accordance with the provisions of the Danish Holiday Act.

The employee shall be paid: *(Tick off one box as appropriate)*

- a holiday allowance of 12.5 % of the taxable wage in the qualifying year. The holiday allowance shall either be deposited in the holiday allowance fund "FerieKonto" or a holiday certificate shall be issued in accordance with the current rules.

Form and date of payment:

- A holiday allowance of 12.5 % that shall be deposited in the holiday allowance fund "FerieKonto".
- Holiday with pay combined with a holiday supplement of 1 % as from May 1, 20____ for the number of days that qualify for holiday with pay in the qualifying year.

Special holidays beyond the provisions of the Danish Holiday Act (*feriefridage*):

Special holidays are not guaranteed by any legislation and shall be agreed on individually. *(Tick off as appropriate)*

- Every year there shall be _____ special holidays with pay. Special holidays are earned in proportion to the duration of the employment **and**
- can be taken in the holiday year succeeding the qualifying year
or
 can be taken during the qualifying year.
- Special holidays are taken with a notice of _____ weeks given by the employer. (Special holidays are not comprehended by the notice rules of the Danish Holiday Act).
- As per written agreement, special holidays can be transferred and taken in the succeeding holiday year.
- There shall be NO special holidays with pay during the employment.

Special holidays cannot be converted to pay and shall be annulled without pay at the expiry of the employment.

Notice of holidays/special holidays during the notice period: *(tick off one box)*

- There shall be a shortened holiday notice during the notice period in so far as taking holiday that is not main holiday or special holidays, if any. The holiday notice shall be _____ days. Both the holiday notice and the remaining holiday entitlement have to be contained within the notice period. If the employee is disestablished, any holiday that is not main holiday or special holidays, if any, shall be considered taken if the holiday notice and holiday period can be contained within the notice period. If the notice for special holidays, cf. the above concerning special holidays, is shorter than the notice of the notice period, the shortest notice shall always apply.

There shall be no shortened holiday notice during the notice period.

(The holiday notice should be in writing and the employee must sign for having received it)

Holiday balance:

At the commencement of the employment, the employee has taken 0 holidays in this holiday year.

Additional agreements concerning holidays and taking holiday: None

7. Absence due to illness or child's illness

The employer must be notified of absence due to illness no later than at the beginning of working hours on the day of absence.

During illness the employee shall receive: *(Tick off one box)*

- An amount equivalent to the sickness benefit rate for 30 days after 8 weeks' employment in accordance with the Danish Act on Sickness Benefits.
- Full pay for 30 days after 8 weeks' employment and after that according to the provisions of the Danish Act on Sickness Benefits.
- Full pay after 8 weeks' employment

Unless otherwise agreed, the employee must notify the employer of illness personally by telephone. Text messages are not considered personal notification. Notification of illness must be given to:

Solemn Declaration:

The employee must hand in a signed Solemn Declaration after 2 days of illness.

Ability Statement

The employee is obligated to participate in the preparation of an ability statement, and the employer may demand that such a statement be prepared at any time during the illness. If the employee does not comply with this responsibility, it may have consequences for the employment.

Certificate of Absence

The employer is entitled to request that the employee has a doctor confirm in a certificate that the absence is due to illness. If the employee does not comply with this responsibility, it may have consequences for the employment.

The employer shall pay the expenses related to obtaining the ability statement and the certificate of absence, though not in the event of compensatory holiday.

Child's illness

In the event of illness of a child under the age of 12 who is living at home, the following shall apply for one of the parents: (Tick off at least one box)

- The employee shall be entitled to absence against a wage deduction in connection with the child's
 - 1st sick day *and/or* 2nd sick day
- The employee shall be entitled to absence without a wage deduction in connection with the child's
 - 1st sick day *and/or* 2nd sick day
- The employee shall be entitled to absence in connection with a child's illness after _____ months' employment.
- The employee is NOT entitled to absence in connection with a child's illness.

8. Leave in connection with pregnancy, child birth and adoption

The employee is entitled to absence/leave in connection with pregnancy, child birth and adoption under the provisions of the Danish Act on Leave and Benefits in the event of Childbirth.

During pregnancy the employee is entitled to benefits under the applicable rules.

During maternity leave the employee shall receive:

- Pay corresponding to _____ DKK per hour for up to 29 weeks cf. the Danish Act on Employers' Compensation for Pay during Maternity Leave.
The weeks are divided between the parents as follows: 4 weeks for the mother prior to the expected birth; 2 weeks after the birth for the mother as obligatory leave; 2 weeks paternity leave for the father and 21 weeks as joint leave which can be divided between the mother and the father.
- Full pay for up to _____ weeks in which the employer receives a full refund of the maternity benefits
- No pay during absence. The employee shall receive benefits under the applicable rules.

If an agreement has been made concerning accommodation as part of the employment, the employee shall be entitled to live there during the maternity leave against a monthly rent of DKK _____.

9. Staff Accommodation, if applicable

The employment includes the following accommodation:

- A room or a shared accommodation
- Self-contained accommodation

If accommodation is provided as part of the employment, a separate agreement concerning the accommodation must be filled out. The agreement will form part of this contract.

The stated accommodation has a value (market rent) of 1950 DKK/month. This amount includes: All included

10. Additional conditions

Additional conditions:

A pension agreement has been made: Yes No

A health insurance agreement has been made: Yes No

Signatures

By their signature, the parties agree that this contract of employment has been filled in and signed in 2 copies and that each party has received a copy.

Sabro

Place

18/12.17

Date

J. Graff

Signature of the employer

Place

Date

Signature of the employee

Signature of the person in custody of the employee if he/she is below the age of 18

If this contract has been published in both an English version and a Danish version, the Danish version shall apply if there should be discrepancies between the two versions.

Graff Kristensen
Viborgvej 717 A
8471 Sabro

Agro Food Park 15
8200 Århus N
Tlf. 87 40 54 10
info@judd.dk
www.judd.dk

21. december 2017
CVR-nr.: 21803006

Godkendelse af praktikplads

Jordbrugets Uddannelser har godkendt virksomheden som praktikplads for elever i gartneruddannelsen.

Praktikpladsen godkendes til nedenstående specialer:

- Væksthusgartner
- Planteskolegartner
- Havecentergartner

Virksomheden er endvidere godkendt til at uddanne elever i gartneruddannelsens øvrige specialers første 24 måneders uddannelse inklusiv grundforløb 2 ja nej

- Til ansættelse af **6 elever ad gangen inkl. elever på skoleophold**
- Godkendelsen er gældende i perioden. **21. december 2017 til 20 december 2022.**

Afgørelsen kan ankes til: Ankenævnet vedrørende Praktikvirksomheder.
Tvist@naevneneshus.dk

Med venlig hilsen
Jordbrugets Uddannelser

Henning Gregersen


//Sanne Kjølberg

Godkendelsen er givet under forudsætning af følgende:

- at virksomheden ansætter elever i henhold til gældende overenskomst samt forsikringsordning for elever: kan hentes på : www.pension.dk
- at eleven følger ferielovens regler for optjening af feriegodtgørelse og afholdelse af ferie
- at virksomheden, i samarbejde med skolen, medvirker ved fastsættelsen af elevens personlige uddannelsesplan.
- at virksomheden fastsætter en plan for praktikuddannelsen i virksomheden, samt at eleven beskæftiges med arbejdsopgaver i overensstemmelse med målene for den pågældende uddannelse.
- at praktikuddannelsen tilrettelægges så skoleundervisning og praktikuddannelse supplerer hinanden på en hensigtsmæssig måde.
- at der arbejdes efter stigende sværhedsgrad og kompleksitet, så eleven ved afslutningen af den sidste praktikperiode opnår et niveau, der svarer til de krav, som stilles til en færdiguddannet.
- at der ved afslutning af hver praktikperiode udstedes en praktikerklæring med oplysning om elevens arbejdsområder og funktioner.
- at der for virksomheden er udarbejdet en arbejdspladsvurdering (APV) i henhold til gældende arbejdsmiljølovgivning. Vejledning omkring APV kan hentes på [BAU Jord til Bord](#)
- Hvis der sker ændringer i driften af virksomheden, herunder ejerskifte, som har betydning for uddannelsen af elever, skal dette meddeles til sekretariatet for Jordbrugets Uddannelser.

Oplysninger om løn og ansættelsesforhold for elever, praktikerklæringer m.m. kan findes på www.judd.dk

På praktikpladsen.dk, der er det officielle mødested for elever og virksomheder, kan virksomheden finde praktikpladssøgende elever og selv annoncere efter elever.

Jordbrugets Uddannelser har til enhver tid og uden retskendelse og mod behørig legitimation adgang til virksomheder, som har ansat elever, med henblik på tilvejebringelse af oplysninger om de uddannelsesmæssige forhold i virksomheden.

Eventuelle spørgsmål til denne godkendelse kan rettes til sekretariatet for Jordbrugets Uddannelser. 87405410