

## Pay Rates and Holiday Entitlement for Permanent Care Staff

### Pay Scales for Support Workers:

Probationary Rate	£7.60 per hour
Unqualified	£8.04 per hour
NVQ2	£8.43 per hour

### Probationary Support Worker

This will be an opportunity for somebody with little or no experience in the care field. They will need to complete an induction/training programme usually within the first six months, and this programme would be monitored by the House Manager.

### Unqualified Support Worker

This will be for someone joining the Organization with some relevant care/life experience. Anyone who has been with us for at least 12 months should automatically qualify for this.

### Qualified Support Worker

Staff will need to meet some or all of the following criteria:

1. Will hold NVQ2 .
2. Will be fully up to date on relevant courses; Fire Safety, Food Hygiene, First Aid, Moving and Handling.
3. Show flexibility.
4. Will have taken on specific responsibilities within home/Organisation.
5. Will have other specific skills or interests to offer people we care for, or perhaps an appropriate qualification ie in aromatherapy etc.

There will be no automatic right to step up to the next grade on length of service alone.

### Annual Leave Entitlement for Support Workers:

Band	Years of Service	Annual Leave Entitlement including 8 Equivalent Bank Holiday Days (EBHD)
1	From 0 yr to 1 completed year	30
2	" 1 up to 2 " "	31
3	" 2 up to 3 " "	32
4	" 3 up to 5 " "	33
5	" 5 up to 7 " "	34
6	" 7 up to 10 " "	35
7	" 10 up to 13 " "	36
8	" 13 up to 16 " "	37
9	" 16 up to 19 " "	38
10	" 19 up to 22 " "	39
11	" 22 yrs + " "	40

If a permanent member of care staff works more Bank Holidays on their rota than their EBHD they will be given the equivalent time back as annual leave. Holiday allowance follows financial year, April - March.

### Pay Rates for Relief Support Workers

<u>Day Shifts</u>	<u>Weekdays</u>	<u>Saturday</u>	<u>Sunday</u>
Probationary Rate (6 months)	£7.60	£7.60	£8.10
Unqualified Rate	£8.04	£8.04	£8.36
NVQ2 Rate	£8.43	£8.69	£9.38
<u>Night Shifts</u>	<u>Weekdays</u>	<u>Saturday</u>	<u>Sunday</u>
Probationary Rate	£8.59	£9.35	£9.94
Unqualified Rate	£8.89	£9.83	£10.40
NVQ2 Rate	£9.32	£10.46	£11.39
Sleep-in	£27.00	£28.00	£30.00