



## Pay Rates and Holiday Entitlement for Permanent Care Staff

### Pay Scales for Support Workers:

Unqualified	£8.04 per hour
Diploma/NVQ2	£8.43 per hour

### Unqualified Support Worker

This will be for someone joining the organisation with some relevant care/life experience.

### Qualified Support Worker

Staff will need to meet the following criteria:

1. Will hold Diploma or equivalent NVQ2 in Health and Social Care
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 e.g. 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

Day Shifts	Weekdays	Saturday	Sunday
Unqualified Rate	£8.04	£8.04	£8.36
Diploma/NVQ2 Rate	£8.43	£8.69	£9.38
Night Shifts	Weekdays	Saturday	Sunday
Unqualified Rate	£8.89	£9.83	£10.40
Diploma/NVQ2 Rate	£9.32	£10.46	£11.39
Sleep-in	£27.00	£28.00	£30.00