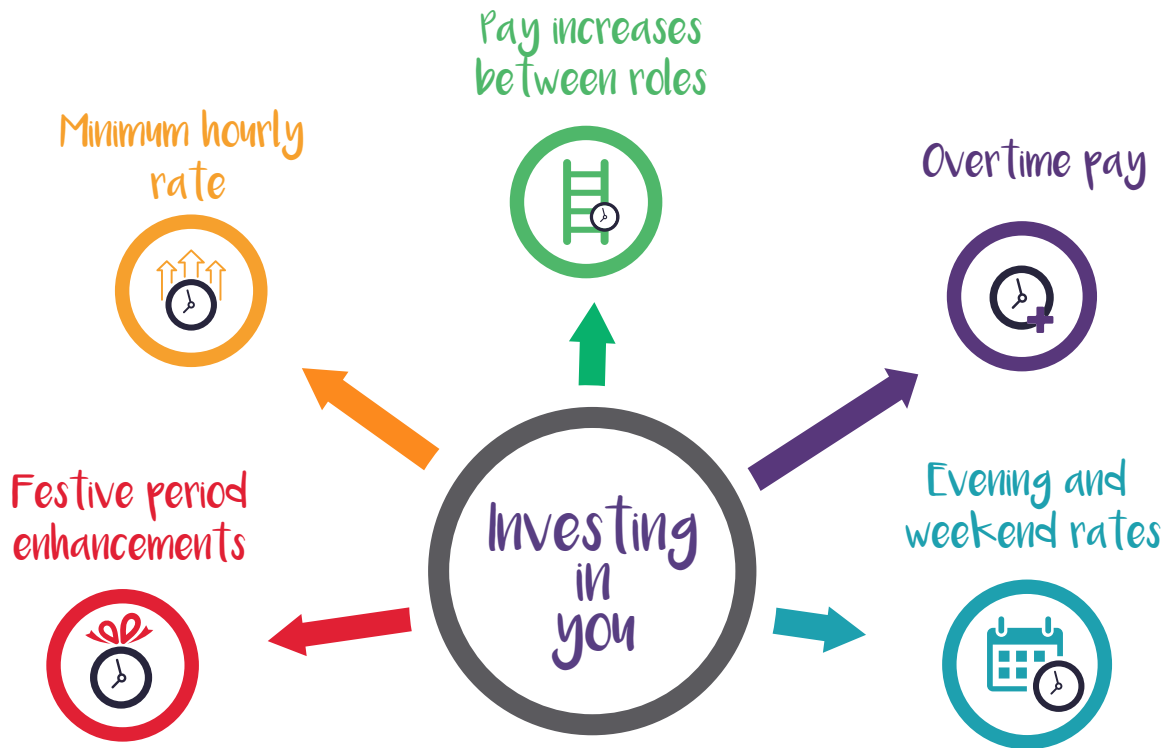


Investing in you

Our colleagues are amazing. We know they love what they do and, every day, their passion and dedication makes a positive difference to the lives of the people we support. As part of our commitment to recognising our committed colleagues, we offer a rewarding pay and benefits package alongside our fulfilling roles.



Pay package

- **£11.45 per hour minimum base pay nationwide**
- **£1 per hour minimum pay difference between Support Workers and Senior Support Workers - plus pay reviews as you progress**
- **50p per hour premium for all evenings and weekends***
- **£1 per hour overtime premium for all overtime* hours**
- **Special Christmas and New Year enhancements**

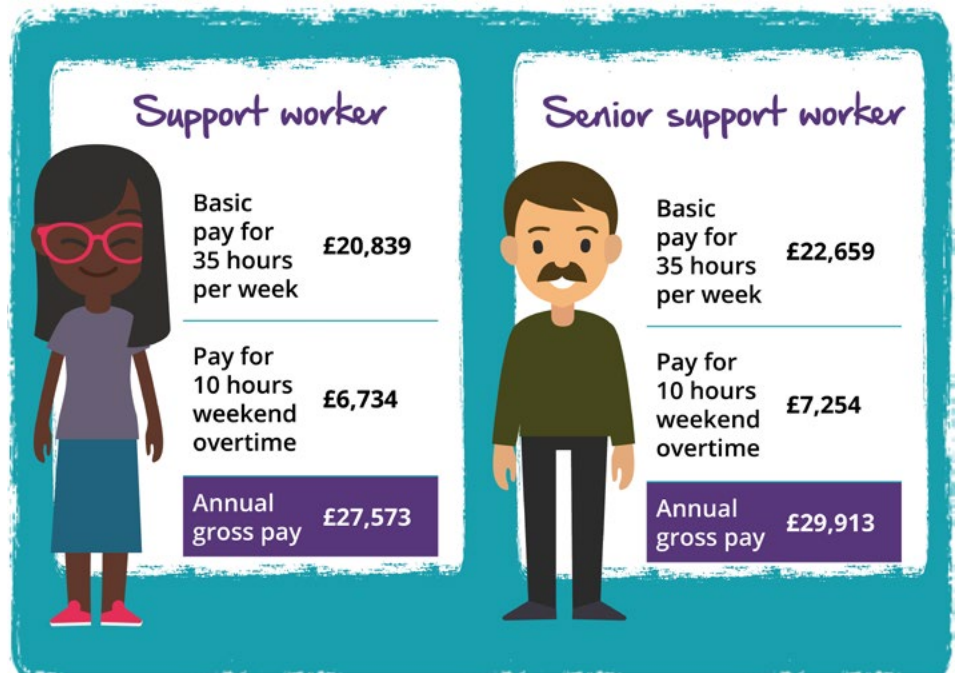
The great news is these enhancements can be added to each other, so you can really **maximise the benefit!**

*Your manager can share the definitions of when each of these rates come into action.

Potential impact on pay

Here is an example of how both the change to base rate pay and the addition of enhanced pay opportunities could impact your annual salary.

Assumes 35-hour weekly contract. Annualised salary details assume minimum base pay for Support Worker is £11.45 per hour and Senior Support Worker is £12.45 per hour and both the weekend (50p) and overtime (£1) premiums are paid for the additional 10 hours worked.



Example

Nik's a support worker earning £11.45 per hour. On top of his full time hours, he chooses to work overtime. He likes to work an extra 10 hours per week at the weekend.

For these additional hours, he receives:

- an additional 50p per hour for working on the weekend,
- plus an extra £1 per hour for working overtime.

This means he earns £12.95 per hour for that shift. Over the year, Nik earns an extra £6,734 by working just 10 hours overtime per weekend.

His colleague Cindy is a Senior Support Worker. She likes to add 10 hours of overtime through the week by picking up evening shifts. Her overtime evening shift, and her extra £1 per hour for being in a senior role, empowers her to earn £13.95 an hour, and an additional £7,254 per year.



This pay package does not apply to bank workers, apprentices, those on TUPE terms and conditions or sleep-in shifts.

Definitions

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Overtime

Overtime hours begin once you have reached 151.7 hours for the month or your monthly contracted hours if this is higher. For example, if you are contracted to 35 hours per week, then your overtime starts at hour 36, so long as your total monthly hours go above 151.7 or your contracted hours. The table below shows three different employee's as a worked example.

Contracted hours (week)	Contracted hours (month)	Worked hours (month)	Minimum hours for overtime (month)	Overtime hours (month)
<i>Employees working 160 hours in a month</i>				
21	91.0	160.0	151.7	8.3
35	151.7	160.0	151.7	8.3
40	173.3	160.0	173.3	0.0

Evening & weekend hours

Evening and weekend hours are those worked (excluding sleep-ins) between 8pm and 8am (Monday to Friday) and weekends (Friday 8pm to Monday 8am). This definition applies regardless of local shift patterns or when a shift starts / ends.

Start shift	Shift end	Premium hours
Mon - 20:00	Tues - 08:00	12.0
Tues- 20:00	Wed - 08:00	12.0
Wed - 20:00	Thurs - 08:00	12.0
Thur- 20:00	Fri - 08:00	12.0

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Christmas and New Year enhancements

It's the most wonderful time of the year! We're really grateful for those that are able to give up their time over Christmas and New Year to help make the festive season truly special for the people we support.

So, as a thank you to those who are able to cover certain shifts on the dates outlined below, **we'll pay you an enhanced rate** in addition to any other premiums.

Date	Premium per hour	Time frame
Christmas Day Wednesday 25 December 2024	£10.00	Midnight to Midnight
Boxing Day Thursday 26 December 2024	£5.00	Midnight to Midnight
New Years Eve Tuesday 31 December 2024	£5.00	Midnight to Midnight
New Years Day Wednesday 1 January 2025	£5.00	Midnight to Midnight
Scotland only: 2nd January 2025 substitute Thursday 3 January 2023	£5.00	Midnight to Midnight