

SOCIAL CARE REWARD BENCHMARKING STUDY 2016

YOUR OPPORTUNITY TO EXPRESS INTEREST

Agenda Consulting is launching a social care reward benchmarking study in partnership with VODG and is seeking expressions of interest from social care organisations who may wish to participate.

To find out more, express interest in the study or join the Reference Group, please contact: sarah.rushworth@agendaconsulting.co.uk or tim.walters@agendaconsulting.co.uk or call on 01865 263720.

Context

On average the organisational paybill represents two thirds of total expenditure amongst social care organisations (*People Count Third Sector 2015*) making it the biggest area of expenditure by some way. With continued financial pressure on social care organisations, well informed and evidence based decisions on reward will be key.

Aims

The overall aim of the study is to support social care organisations in developing their reward policies and practices through a benchmarking approach, which enables them to understand how their pay rates and practices compare with other social care organisations.

This study will build upon a reward benchmarking study undertaken by Agenda Consulting in 2015 with 19 social care organisations.

Scope of the Study

- Basic pay for Support Workers by 9 English Regions
- Basic pay for Senior Support Workers, Deputy Service Managers, Service Managers and Area Managers
- Enhanced pay for Support Workers – sleep-ins, nights, weekends, bank holidays, on call, overtime, supporting people on holidays
- Pay structures – how set, opportunities to progress, contracted hours
- Bonus schemes, recognition awards, car and travel allowances
- Occupational sickness pay– minimum, maximum and variation by length of service
- Maternity and paternity pay
- Annual leave – minimum and maximum allowances
- Pensions – employer and employee contributions
- Use of other benefits e.g. eye tests, childcare vouchers, EAP, health cash plans
- Plans for the future

Key features

- Shaped by a Reference Group
- Aimed at social care organisations with an income of £1m or more
- Each participant able to handpick a benchmark peer group of 5 or more organisations

Participants will receive

- A tailored scorecard report which highlights their performance in relation to their chosen peers and the whole sample
- A sector wide report comprising a commentary together with detailed information about the range of performance on each measure
- An invitation to a Results Workshop

Reference Group

The study will be shaped by a Reference Group which includes:

<ul style="list-style-type: none">• Jacqui Shepcott, Head of HR, Brandon Trust• Amanda Hasler, Employee Engagement and Reward Manager, Dimensions• Gayle Hunt, HR Project Lead, The Grange• Karen Shields, Head of HR, Home Farm Trust• Sharon Walsh, HR Manager, IAS Manchester	<ul style="list-style-type: none">• David Hall, Executive Director of People and Performance, MCHH Society• Irene Fufeyin, Head of HR, National Autistic Society• Jo Bone, Assistant Director - Human Resources, Richmond Fellowship• Karen James, Head of Reward and Projects, Royal Mencap Society• Amanda Nicholson, Head of Human Resources, United Response
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We would be delighted to welcome more members to this group. Please get in touch if you would like to be involved (contact details below).

Timetable 2016

Activity	Date
Expressions of interest	March – April
First Reference Group meeting	Mid March
Second Reference Group meeting	Mid April
Bookings welcome	May - August
Questionnaire completion	June - September
Publication of reports	Early November
Results Workshop	Mid November

Pricing

The cost of participating in the study will be as follows:

Income	Member*	Standard
<£10m	£550 +VAT	£585 +VAT
>£10m	£650 +VAT	£685 +VAT
Non participant	£1,200 +VAT	£1,200 +VAT

*Members of VODG

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