

Prices from
£550 + VAT
Early Bird offer until
28 July 2017

Social Care Reward 2017-18

Reward benchmarks for
social care organisations

"It was particularly relevant and helpful for us to participate in the 2016 Social Care Reward study as we were undertaking a full review of our terms and conditions of employment, and looking to benchmark ourselves was a key element of the process. Agenda Consulting were very professional in their approach to the project and I thought the exercise was run very smoothly"

Sarah Daniel, Director of HR, Heritage Care



Social Care Reward 2017-18

What is Social Care Reward?

Social Care Reward is a benchmarking study, which gathers data on front-line staff pay and benefits packages in the Social Care Sector. Compare your results with other organisations, and gain a solid base of evidence on which to make strategic decisions.

The 2017-18 study will be enhanced, covering more roles. This will provide more in-depth information, giving you the opportunity to choose from a wider selection of peers.

Background

On average the organisational pay bill 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, and the National Living Wage having come into effect on 1 April 2016, well informed and evidence based decisions on reward are key.

Roles including:

- Care/Support Worker
- Apprentice Care/Support Worker
- Senior Care/Support Worker
- Specialist Care/Support Worker
- Bank/Relief Staff
- Registered Nurse
- Nurse Team Leader
- Registered/Service Manager
- Deputy Service Manager
- Area Manager
- Care Home Administrator
- Chef/Cook

Who takes part?

Organisations from the Social Care Sector, including those supporting learning disability, physical disability, mental health, older people, and many more (for full list, see www.agendaconsulting.co.uk/socialcarereward/)

Our Partners

We are delighted to have the support of our partners for Social Care Reward 2017-18. Members of our partners qualify for preferential rates to take part (see Prices).



Key Topics

Overview of Participants including:

- Organisation Income
- Organisation Expenditure
- Organisation Pay Bill
- Numbers of.

Basic Pay including:

- Roles by Region/Nation
- Other Roles: London/not London
- Hours.

Pay Structure including:

- Pay Levels
- Salary Progression.

Enhanced Pay including:

- Higher Rate of Pay
- Percentage Increase
- Sleep In Allowance
- Standby Shift Allowance.

Bonus Scheme including:

- Bonus Award
- Employee Referral Bonus.

Recognition Rewards including:

- Recognition Award Scheme.

Annual Leave including:

- Numbers
- Entitlement Increase.

Occupational Sickness Pay

including:

- Full Pay
- Length of Service Entitlement.

Pension Contributions including:

- Employer Contribution
- Employee Contribution
- Contribution Matching
- Other Arrangements
- Details.

Car and Travel Allowances

including:

- Company Car
- Car Allowance
- Mileage Rate.

Life Assurance including:

- Policy.

Maternity and Paternity Pay

including:

- Maternity Pay
- Paternity Pay.

Other Benefits including:

- Benefits by Type.

The Future including:

- Proposed Changes.

The Process

A simple, easy-to-follow process, with questions split by topic.

1 Enter & Edit Data **2** View Questions & Data **3** Sign Off Data

Complete the questionnaire online.

4 Select Your Peers **5** Reports & Drill Down

Choose between 5 and 20 peers by sub-sector, by organisation size, by region.

- Run your organisation scorecard
- Compare your results with your peers and the whole sample
- Drill down on particular measures for deeper insight
- Download the sector-wide report.



Example

Drill down report for Table 2.13 Median basic rate of pay for Care/Support Workers in London

Table	Measure	Unit	Your Score 2017	Peers		Whole Sample	
				Median	Percent Rank	Median	Percent Rank
Table 2.13	Median basic rate of pay for Care/Support Workers in London	£	9.16	9.10	53% C	9.13	52% C

6 Contacts

- Make direct contact with other participants to learn more.

7 Training and Support

- Come to the Product Training Session to learn how to navigate the reports
- Optional telephone consultation with Agenda to explore your results further.



Report

If you can't join this year, you can buy the report for £1,200 + VAT, which includes all the sector-wide data, and key findings.

Go to the Publications section on the Agenda website: www.agendaconsulting.co.uk/publications/. Report available November 2017.

Social Care Reward 2017-18

Timetable

Bookings welcome	May 2017 – July 2017
Questionnaire available	May 2017
Early bird prices expire	28 July 2017
Deadline for completion of questionnaire	15 September 2017
Choose peers	October 2017
Publication of reports	November 2017
Product training session	November 2017

Prices

Organisation Income	Member Price* Early Bird	Standard Price Early Bird
<£10m	£550	£585
<£10m	£650	£685

All prices are subject to VAT.

* Member prices apply to organisations who are members of VODG

Early-bird prices expire on 28 July 2017. After this date, the price will be £850.

Find out more

- Join a free information webinar May to July.
Go to: www.agendaconsulting.co.uk/events
- Visit: www.agendaconsulting.co.uk/socialcarereward/ for more information, an up-to-date list of organisations taking part, and a list of FAQs.

Join the Study

-  www.agendaconsulting.co.uk/socialcarereward/
-  +44 (0)1865 263 720
-  info@agendaconsulting.co.uk
-  Agenda Consulting, The Jam Factory, 27 Park End Street, Oxford OX1 1HU, UK
-  @AgendaConsult
-  LinkedIn

Terms and Conditions

Conditions of Participation

No information will be attributed to individual organisations in any published report.

Receipt of reports is dependent on completion of the Social Care Reward 2017-18 questionnaire. In the event you are unable to complete the questionnaire by the deadline, no refund will be given and you may be charged the full standard price, as your data will not contribute to the overall report and other participants will be unable to select you as a peer.

Payment

All invoices are payable within 30 days of date of invoice.

Please note that non-payment after booking onto a benchmarking study does not indicate a cancellation. No refunds will be issued unless cancellation is made within 30 days of booking onto the study.

Cancellation Policy

Cancellations must be made by email: info@agendaconsulting.co.uk, by telephone: +44 (0)1865 263 720 or in writing: Agenda Consulting, The Jam Factory, 27 Park End Street, Oxford OX1 1HU, UK.



We are a research consultancy helping not-for-profit organisations achieve their mission through better understanding of their people.