

SOCIAL CARE REWARD 2017-18

Roles and Topics

- **Basic pay** by 9 English regions, Scotland, Wales and Northern Ireland, and
- **Basic pay** by London and rest of UK, for:
 - 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
- **Pay structure** – pay levels, salary progression
- **Enhanced pay** – Higher rate of pay, percentage increase, sleep-in allowance, stand-by shift allowance
- **Bonus scheme** – Bonus award, employee referral bonus
- **Recognition rewards** – Recognition award scheme
- **Annual leave** – Numbers, entitlement increase
- **Occupational sickness pay** – Full pay, length of service entitlement
- **Pension contributions** – Employer and employee contributions, contribution matching, other arrangements, details
- **Car and travel allowances** – Company car, car allowance, mileage rate
- **Life assurance** – Policy
- **Maternity and paternity pay** – Maternity pay, paternity pay
- **Other benefits** – Benefits by type
- **The future** – Proposed changes