

Prices from
£550 + VAT
Early Bird offer until
27 July 2018

Social Care Reward 2018-19: Pay, Terms and Conditions

Offer the right package to attract and retain
the best people



Agenda 
consulting

Social Care Reward 2018-19: Pay, Terms and Conditions

What is Social Care Reward: Pay, Terms and Conditions?

Social Care Reward: Pay, Terms and Conditions is a benchmarking study, which gathers data on the pay and benefits packages for 29 front-line roles in social care organisations. Compare your results with similar organisations, and gain a solid base of evidence on which to make strategic decisions.

Background

On average the organisational pay bill represents two thirds of total expenditure amongst social care organisations (People Count Third Sector 2017), making it the biggest area of expenditure by some way.

With continued financial pressure on social care organisations, including the uncertainties around sleep-in pay, 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 (see www.agendaconsulting.co.uk/scr-clients/ for full list)

Our Partners

We are delighted to have the support of our partners for Social Care Reward 2018-19: Pay, Terms and Conditions. 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.

Sleep-in Pay including:

- Approach to.

Enhanced Pay including:

- Higher Rate of Pay
- Percentage Increase
- 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	Your Score 2018	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	9.16	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.



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Timetable

Bookings welcome	May 2018 – July 2018
Questionnaire available	25 June 2018
Early bird prices expire	27 July 2018
Deadline for completion of questionnaire	14 September 2018
Choose peers	October 2018
Publication of reports	November 2018
Product training session	November 2018

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 27 July 2018.
After this date, the price will be £850.

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 our website:
www.agendaconsulting.co.uk/publications/.
Report available November 2018.

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 list of measures.

Join the Study

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Terms and Conditions

Visit www.agendaconsulting.co.uk/terms-and-conditions/ to see the full terms and conditions.



We are a research consultancy helping not-for-profit organisations develop and sustain the highest levels of employee and volunteer engagement.

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