



**SUPPLEMENTARY INFORMATION FOR
SUPPORT WORKERS**

**RATES OF PAY: Induction Rate: £5.80 p/hour Basic Rate: £6.18 p/hour Flat Rate: £6.54 p/hour
NVQ 3 Rate: £6.88 p/hour**

Starting salary will be made at the appointing stage based on previous length of service in health and social care related work. The table below shows the review points for new staff.

A copy of the NVQ certificate must be provided prior to any pay increase.

Experience in care work	Rate of pay on start	Review
6+ months	£6.54	n/a
5+ months	£6.18	after 3 months of satisfactory service with DCP
4+ months	£6.18	after 3 months of satisfactory service with DCP
3+ months	£6.18	after 3 months of satisfactory service with DCP
2+ months	£6.18	after 6 months of satisfactory service with DCP
1+ month	£6.18	after 6 months of satisfactory service with DCP

Please note: the pay rate review does not replace DCP's probationary period. Probationary reviews will take place after six months of service with DCP.

INDUCTION RATE £5.80 per hour

On completion of a successful 6 month probation period the difference between the induction rate and probation rate will be paid for hours completed of induction training.

RATES FOR SLEEPOVER DUTIES

Undisturbed overnight (sleepover) 11pm until 7am £33.88 per night
Sleepover duties: starting at 8pm or later will be paid at £5.80 for each hour at work.

MILEAGE RATE 40p per mile for cars
24p per mile for motorcycles

Regular checks of mileage claimed to ensure the validity of claims. Please note: staff who use their car for company business must provide the HR Department with a copy of their driving licence and motor insurance certificate. Please ensure that your motor insurance covers company business.

TRAINER RATE £8.95 per hour (when qualified to 7303 level)

PUBLIC HOLIDAYS

All UK public holidays worked are paid at double time.

ANNUAL LEAVE

5.6 weeks per annum based on hours worked. Due to the nature of DCP's work, holiday is generally not granted over the festive period at Christmas and New Year.

Please note – this is supplementary application information only and does not constitute an offer of employment. If successful, all details are subject to contract.