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## RESIDENTIAL CHILDCARE WORKER – RATES OF PAY

**Effective from 28<sup>th</sup> June 2017 the pay structure will be as follows:**

### FULL-TIME STAFF

***Contracted to work 10 shifts each four week period.***

#### Hours of Work

A normal shift spans over 24½ hours as follows: start at 10.00am until 23.00pm, sleep-in from 23.00pm until 08.00am, then back on duty 8.00am until 10.30am the following morning. However, start and finish times of shifts can vary depending on the routine of the house. Days of work can vary from week to week, dependent upon shift availability.

- Probationary staff without QCF (Health and Social Care Children and Young People Level 3) - *six months probation including the completion of 26 whole shifts* @ £141.00 Inclusive of sleep in Hourly rate, £7.50 per normal working hours. After probation period, £144.00 per shift, Inclusive of sleep in. Hourly rate, £7.68 per normal working hours.
- After one years experience in EBD residential childcare and completion of QCF (Health and Social Care Children and Young People Level 3) , £150.00 per shift, Inclusive of sleep in. Hourly rate, £8.06 per normal working hours.
- After two years experience in EBD residential childcare and completion of QCF (Health and Social Care Children and Young People Level 3), £160.00 per shift, inclusive of sleep in. Hourly rate £8.71 per normal working hours.
- Staff with three years experience in EBD residential childcare (within the past five years) and QCF (Health and Social Care Children and Young People Level 3). £170.00 inclusive per shift inclusive of sleep in. Hourly rate, £9.36 per normal working hours.

*If you spend the odd extra time working i.e. when a young person hasn't gone to bed on time, or cannot settle this will be classed as part of your job and not overtime. Regular extra time such as getting up early during school terms will be paid at the normal rate. Obviously if you are up for long periods during the night due to a young person absconding and police attending the home etc, the hours you work will be paid. This is not classed as a waking night but extra hours worked and will therefore be paid at the normal individual rate.*

#### Holiday and Training

- Full-Time staff are entitled to annual leave of 14 shifts (excluding sleep-ins) per year. The leave year runs from the 1st April to 31st March each year.
- Training and meetings will be paid at £7.50 per hour for everyone. This will not apply for staff attending training or meetings as part of their normal paid working shift.

### **Waking Night**

Occasionally, social services/ERA Care will specify that a member of staff performs a waking night duty. ERA Care will try to give as much warning of this as possible, but at times this may be an emergency situation. A waking night duty will only be performed by a post probation member of staff who will stay on duty between 23:00 hrs until 08:00 hrs in the main body of the home according to specified instructions. Waking nights must always be authorised by a home manager prior to the waking night commencing.

- The rate of pay for waking nights will be £11.50/hour.

### **Bank Holiday Pay**

- Bank Holidays will be paid at time and a half, with the exception of Christmas Day, which will be paid at double time rate.