

## **ASSURE HEALTHCARE GROUP STAFF SALARIES APRIL 2021 – MARCH 2022**

These are the new pay structures for front line staff. These are to come in line with the new minimum wage and performance related pay increases, as per our March 2020 Supervision and Appraisal policy.

These are now set rates and there will be no deviation on these when people start or change roles. These rates are based on a 40-hour working week.

Please note that the senior support worker role will no longer be employed to but those currently on that contract will remain on it and follow the day support workers salary rates.

### **Day Support Workers:**

|                                                                                          | <b>Hourly Rate</b> | <b>Yearly Salary</b> |
|------------------------------------------------------------------------------------------|--------------------|----------------------|
| Starting Salary                                                                          | £8.95              | £ 18,616.00          |
| Confirmation of successful probation                                                     | £9.05              | £ 18,824.00          |
| Completion of diploma                                                                    | £9.15              | £ 19,032.00          |
| Achievement of appraisal objectives – In 10 pence per hour increments UP TO A MAXIMUM OF | £9.35              | £ 19,448.00          |

### **Day Team Leaders:**

|                                                                                          | <b>Hourly Rate</b> | <b>Yearly Salary</b> |
|------------------------------------------------------------------------------------------|--------------------|----------------------|
| Starting Salary                                                                          | £10.15             | £ 21,112.00          |
| Confirmation of successful probation                                                     | £10.25             | £ 21,320.00          |
| Achievement of appraisal objectives – In 10 pence per hour increments UP TO A MAXIMUM OF | £10.45             | £ 21,736.00          |

### **Night staff**

Night staff will remain on a flat rate of pay which now already includes the 7% uplift. Should they move into days then their salary will be changed to reflect the role in which they are carrying out during the day.

|                      | <b>Hourly Rate</b> | <b>Yearly Salary</b> |
|----------------------|--------------------|----------------------|
| Night Support Worker | £9.95              | £20,696.00           |
| Night Team Leader    | £10.25             | £21,320.00           |

### **Sleep-in rate:**

The sleep-in rate for the sleep remains at £62.64 with your hourly rate being paid for the additional hours either side.