

SUPPORT WORKER PAY AND BENEFITS

Salary

£8.00 starting pay
£8.12 after 12 months satisfactory service
£8.28 after 36 months satisfactory service

Bank Holidays: 25% hourly rate enhancement
Christmas Day, Boxing Day, New Years Day: Double Time
Sleep in: £32.30 per night
On call: £10.10

Pension Scheme

The Trust offers a pension scheme. Please contact the HR department for further details.

Sick Pay Scheme

If you are absent from work because of sickness you will receive Statutory Sick Pay.

Holiday

The Trust's holiday year is from 1st January to 31st December. 28 days per annum including bank holidays. Pro rata for part time employees (under 37.5hrs).

Child-care Vouchers

We participate in the Childcare Voucher Scheme. You can receive up to £55 per week in childcare vouchers paid for under a salary sacrifice scheme whereby they are tax and NI free. In a typical example this can save up to £700 per year on child care costs.

Papworth Rewards

We have a discount scheme exclusive to Papworth Trust employees.

Papworth Rewards is a discount shopping website featuring over 3000 big-name retailers, set up specifically to benefit you. Even if you use the website just on your everyday purchases, you could save £1000 a year.

- From mobile phones to groceries;
- Clothes to electricals;
- Holidays;

You can accumulate Cashback online, get discount codes on the phone or order top-up cards and vouchers to use in-store.

Cycle to Work Scheme	We operate the government's Cycle to Work Scheme whereby employees can 'loan' cycles and safety equipment from the organisation as a tax free benefit after successful completion of the probationary period.
Parking	Free parking at most sites.
Mileage Allowance	45p per mile for business mileage. Any mileage claimed that exceeds 10,000 per annum will be paid at 25p per mile
Eye Tests	Up to a maximum of £50 for reimbursement of eye test and towards any contribution for spectacles provided for DSE use only.
Care First	All employees are entitled to access our employee assistance scheme which provides advice, information and a counselling service.
Staff Training & Professional Development	We offer a comprehensive training and development programme appropriate to your role. This may include further education leading to professional qualifications and the Trust will either pay for this or offer you a development loan. Training which is a requirement of the job will be supported and paid for by Papworth Trust as part of the training programme.
All other policies (e.g. maternity)	Papworth Trust standard policies and processes.
Notice Period	Four weeks.

Benefits are non-contractual unless they are stipulated as contractual within an employee's contract.