Care Worker – Care at Home Service

Pay Rate

The rate of pay for this job is £8.75 - £9.03 per hour.

The higher pay rate applies only where an appropriate Scottish Vocational Qualification in Health and Social Care or other subject eligible for registration with Scottish Social Services Council as a Care Worker is held.

Method of Payment

Salary is paid monthly in arrears direct to your Bank account by means of credit transfer.

Pension Arrangements

Group Personal Pension Scheme (Auto enrolment)

If staff choose not to join / are not eligible to join the above contractual pension schemes, they will be enrolled automatically into the Association's Group Personal Pension Scheme managed by Scottish Widows if they meet the following criteria:

- Earn over £10,000 a year (£833 a month)
- Are aged 22 or over and
- Are under State Pension Age

Where staff do not meet the above criteria they will not be auto-enrolled into this Scheme. Staff may, however, choose to opt into this scheme where they are not auto enrolled into it, providing they meet the qualifying conditions.

1. You may as an alternative to the arrangements explained above choose, (a) subject to conditions, to join the Scottish Housing Associations Pension Scheme (SHAPS) Defined Contribution Scheme. If you wish to consider the option, please contact the HR Section for details.

Annual Leave

Hanover's annual leave entitlement is a minimum of 22 days per annum, in a full leave year running from 1 April to 31 March, for staff who work five days or shifts per week. Thereafter, staff progress to their maximum annual entitlement of 27 days per annum by the end of their fifth year of qualifying service.

Progress towards maximum entitlement is by means of one additional day's leave being added as at 1 April each year, subject to continuity of service.

Annual leave entitlement for staff working fewer than five days/shifts per week is calculated on a pro rata basis.

Public Holidays
10 days per annum, or days in lieu, for permanent staff normally working five days or shifts per week.

Employees who work fewer than five days/shifts per week will have an entitlement calculated on a pro rata basis.

Sickness Allowance

Employees are entitled to Sickness Allowance in accordance with the provisions of the Scottish Joint Council for Local Government Employees, National Agreement on Pay and Conditions of Service. See table below.

Service at Commencement of Absence from Duty	**Full Allowance For**	**Half Allowance For**
Less than 1 year	5 weeks	9 weeks (after 4 months)
1 year but less than 2 years	9 weeks	9 weeks
2 years but less than 3 years	18 weeks	18 weeks
3 years but less than 5 years	22 weeks	22 weeks
5 years and over	26 weeks	26 weeks

Notice Period
1 Month

Hanover (Scotland) Housing Association is an Equal Opportunities Employer