



**CONTRACT SCHEDULE**

**CONTRACT FOR THE PROVISION OF**  
**TEMPORARY SOCIAL CARE**  
**WORKERS – ADULTS &**  
**COMMUNITIES**

**CONTRACT REFERENCE: P51**

**CONTRACT PERIOD: 6<sup>TH</sup> OCTOBER 2008 TO 31<sup>ST</sup> MARCH 2010**

**PRICING FROM 6<sup>TH</sup> OCTOBER 2008 UNTIL 2008 PAY AWARD IS  
AGREED**

**Corporate Procurement Services  
PO Box 10680  
Birmingham  
B4 7WB**

**PRIVATE AND CONFIDENTIAL**

**CONTRACT FOR THE PROVISION OF TEMPORARY SOCIAL CARE WORKERS – ADULTS & COMMUNITIES (P51)**

**SUBJECT AND BRIEF SUMMARY OF PROPOSALS**

Contract arrangements have been made for the provision of the above.

**CONTRACT MANAGEMENT QUERIES**

Any queries relating to the specification or pricing aspect of this contract, contact Charlie Short, Category nOfficer on Tel 0121 464 0099 or by email: [charlie\\_e\\_short@birmingham.gov.uk](mailto:charlie_e_short@birmingham.gov.uk)

**CONFIDENTIALITY**

The information contained in this schedule is strictly confidential and for the use of authorised officers of Birmingham City Council only. This information has been received and evaluated under the Council's sealed bid procedure and must **NOT** be divulged to any unauthorised person.

**GLYNIS DAVIES  
INTERIM ASSISTANT DIRECTOR - PROCUREMENT**

## **BACKGROUND**

This schedule covers the contract for the provision of temporary social care workers to Adults & Communities Directorate as specified on the following pages.

### **Contractor Ranking**

The contractors are ranked in the price schedule in the lowest overall order following the e-auction, taking into account of the pre-determined weightings. However, please note that the choice of which contractor to use on each occasion is to be made by the manager making the booking.

### **Temporary Worker Vetting Checklist**

The agency will send to the hiring manager, prior to the commencement of an assignment, an electronic copy of the Temporary Worker Vetting Checklist. This checklist confirms that the candidate has the right to work in the U.K. and gives consent for personal details to be used in the prevention and detection of fraud. The hiring manager must retain the document for a period of one complete financial year following completion of the assignment. This is a Birmingham Audit requirement.

### **Working Hours**

Normal working hours for temporary workers supplied under this contract is 36.50 hours.

### **Pay Rate**

For this contract, the pay rate to the worker has been set by City Council. The charge rate to the Directorate broken down by pay rate, national insurance, working time directive (holiday pay) and agency margin is shown on the following pages. **Please note that this information is confidential and for use by Birmingham City Council employees only and must not be disclosed to any unauthorised person, in particular, other recruitment agencies.**

The pay and charge rate will be increased in line with the pay award of the NJC for Local Government Services.

### **Pay Rate - Length of Booking**

Hiring managers should note that the margin charged by the agency reduces after a temporary worker has been on assignment for longer than 6 months.

### **Overtime Rates**

There will be no overtime paid for hours worked over the standard 36.5 hours. In the event of additional hours being worked, this must be agreed by the hiring manager in advance and will be paid at the standard rate.

## **CV's Submitted for a Candidate from Multiple Agencies**

Where the same candidate is put forward from more than one Agency, then the Council will only consider the Agency that first put forward the candidate:

- No CV's will have been submitted without the prior approval of the candidate to be put forward for the position.
- The agency will inform each candidate that the hirer is Birmingham City Council and the section.
- All CV's submitted should state the name of the candidate. CV's that do not state the name will not be considered.
- The agency that submitted the CV first to the requesting manager will be tasked to invite the candidate for an interview.
- The agency will have 3 working days to arrange a mutually convenient time and date for the interview. If this is not carried out within this timescale, the booking will pass to the agency that submitted the CV second.

## **Period of Notice**

The period of notice will be one week for either party. This will not be applicable for issues relating to poor performance, disciplinary matters etc. where no notice is required.

## **Annual Leave**

Temporary workers are required to book leave with their agency in the first instance. The agency will then consult with the hiring manager to seek approval for these dates.

## **Travel Requested by the Council**

If the event of a temporary worker being required to travel at the specific request of the Council, recompense will be made at the rates applicable to Council employees.

The temporary worker must ensure that their motor insurance policy permits business use and that they are in possession of a valid driving license. An original copy of the insurance policy and driving license must be produced for verification by the hiring manager.

## **Introductory Fees**

There are no introductory fees paid to the employment business in the event of a temporary worker supplied by this contractor obtaining a permanent position in the Council provided that the Council's usual recruitment and selection procedures have been followed.

## **HOW TO ORDER**

1. When the need for a temporary worker is identified, contact the agency with the job specification and the location for the role and any security checks required.

For next day starts, the agency will respond to the BCC contact initially within an hour, and update with the current situation on an hourly basis, unless otherwise agreed.

For starts in 2-5 working days, the agency will respond to the BCC contact initially within 2 hours, and update with the current situation on a 2 hourly basis, unless otherwise agreed.

For starts in 6-10 working days, the agency will respond to the BCC contact initially within 1 working day, and update with the current situation on a 4 hourly basis, unless otherwise agreed.

For starts in 11-20 working days, the agency will respond to the BCC contact initially within 2 working days, and update with the current situation on a 4 hourly basis, unless otherwise agreed.

For starts in 21+ working days, the agency will respond to the BCC contact initially within 3 working day, and update with the current situation on a daily basis, unless otherwise agreed.

In the event of 2 or more agencies submitting the same person for the position, if this person is suitable the booking shall be awarded to the agency that first informed the hiring manager of this person first.

2. The agency selected by the hiring manager will ring back to confirm the booking and confirm the name of the person who will be working.

At this time, the manager must advise the agency of the following:

- The Directorate and section
- The location the worker will be situated
- Where the invoice is to be sent
- Any specifics related to the role

3. The booking must be confirmed to the agency with a Voyager budget code in the 5/4/3 format. The budget code will act as a reference to be quoted by the agency on the invoice.

## **CANDIDATE ASSIGNMENT**

1. The supplying agency will ensure that candidate skills are evaluated, as agreed at order receipt, before they commence their assignment with BCC.

2. The supplying agency will complete any candidate security checks (CRB, List 99), as agreed and confirmed at order receipt.
3. The supplying agency will email to the hiring manager a scanned copy of the original copy of the Temporary Worker Vetting Checklist signed by the candidate and by an authorised representative of the employment business. This form confirms that the candidate has the right to work in the U.K. and gives consent for Birmingham City Council to use personal details in the prevention and detection of fraud.  
The hiring manager must retain the Temporary Worker Vetting Checklist for a period of 12 months after the completion of the assignment. This is a requirement of Birmingham Audit.
4. The supplying agency will ensure that all candidates receive an overview of their assignment before the commencement of the assignment.
5. On or before the first day of their engagement, all temporary personnel must produce:
  - proof of qualification appertaining to the category of work
  - references
  - a cleared relevant and current CRB check, if required.

All of this information, plus evidence of their experience, will also be held by the supplying agency and be supplied to the Council upon request.
6. All temporary workers must, where appropriate, be in possession of a time sheet to enable prompt certification of hours to be made by the hiring manager. None of the Contractor's terms and conditions that appear on a timesheet or other communication will apply and all bookings will be made under the terms of this contract.
7. The supplying agency will only charge for hours actually worked by the temporary worker and charge only for temporaries who have arrived at the agreed time and who meet the requested specification in full.
8. Any temporary worker provided by the supplying agency found to have committed any form of gross misconduct may be prosecuted through the courts.

## **CANDIDATE MANAGEMENT**

1. The supplying agency will be responsible for the HR management of temporary workers; the BCC contact must **always** refer any such matters to the relevant agency contact.

2. For temporary workers on long-term assignments, the supplying agency will forward 6-monthly review forms to the relevant BCC contact, in order to obtain role specific feedback.
3. Upon the completion of all assignments, the supplying agency will forward an assignment review form to the relevant BCC contact.
4. The supplying agency will send a service evaluation questionnaire to each BCC contact for completion.

## **CANDIDATE TIME RECORDING AND INVOICES**

### **Timesheets**

1. It is the responsibility of the temporary worker to obtain authorised approval of their weekly worked hours, in the format relevant to the supplying employment business.
2. The BCC contact must keep a record of the approved hours in the relevant employment business format.
3. Temporary worker hours will be processed weekly by the supplying employment business, generating temporary worker pay and invoices to BCC.

### **Invoicing**

1. On confirming the booking, the hiring manager will provide a project / cost centre code and a General Ledger account code to the agency.
2. The supplying agency will forward invoices to Accounts Payable **NOT** to the hiring manager.
3. The invoices are scanned by Accounts Payable and workflowed electronically to the hiring manager for approval / rejection. Invoices that do not state the project / cost centre code and a General Ledger account code will be returned to the agency.
4. If the invoice is not actioned within SAP by the hiring manager within 3 working days, an automatic reminder will be issued for action.
5. If an invoice is not approved due to a price or quantity mismatch then the hiring manager will contact the supplier to agree how to resolve this, e.g. Credit Note or replacement invoice. Accounts Payable will be advised of this action via text input to the SAP system by the approver and will action accordingly.

**Sanctuary - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

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**Eden Brown - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

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**Housing Support - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

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**Entrust - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

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Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**Synarbor - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Reviewing Officer	£11.65	£1.18	£1.35		
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Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**Proline - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
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Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
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Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
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Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
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Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Care Co-Ordinator	£12.27	£1.25	£1.22		
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Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**Pertemps - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
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Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
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Social Worker - MH/LD	£15.39	£1.57	£1.87		
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Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**SWIS - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
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Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
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Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
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Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
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Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
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Senior Social Worker	£16.27	£1.65	£1.97		
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Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
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Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**BS Social Care - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**Pulse - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
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Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**Capita - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
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Social Worker - MH/LD	£15.39	£1.57	£1.87		
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Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**Personnel Bank - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
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Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**Blue Care - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
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Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
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Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
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Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
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Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**Vedior - Rates For Period 6<sup>th</sup> October 2008 until 2008 Pay Award Agreed**

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
Senior Practitioner	£20.49	£2.08	£2.60		
Senior Social Worker - MH/LD	£17.90	£1.82	£2.17		
Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
Team Leader - Community Links	£11.65	£1.18	£1.16		
Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
Senior Care Provider - Nights	£9.20	£0.94	£1.06		
Occupational Therapy Assistant	£9.20	£0.94	£1.06		
Senior Community Support Worker	£8.27	£0.84	£0.82		
Direct Care - Nights	£8.27	£0.84	£0.82		
Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

**\* - The pay rate is higher for Team Managers, Assistant Team Managers, Senior Practitioners, Senior and Social Workers working in mental health and learning difficulties.**

## **PAYROLL TARIFF**

After a worker has been in an assignment for 6 months, the agency margin will be reduced:

<b>Role</b>	<b>Pay Rate to Temporary Worker</b>	<b>Working Time Directive</b>	<b>National Insurance</b>	<b>Margin</b>	<b>Charge Rate</b>
Team Manager - MH/LD	£26.05	£2.65	£3.44		
Team Manager	£23.68	£2.41	£3.00		
Assistant Team Manager - MH/LD	£22.54	£2.29	£2.86		
Assistant Team Manager	£20.49	£2.08	£2.60		
Senior Practitioner - MH/LD	£22.54	£2.29	£2.86		
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Senior Social Worker	£16.27	£1.65	£1.97		
Registered Manager/Residential Manager	£15.40	£1.57	£1.87		
Senior Occupational Therapists	£16.58	£1.69	£2.01		
Social Worker - MH/LD	£15.39	£1.57	£1.87		
Social Worker	£13.99	£1.42	£1.62		
Home Care Co-Ordinators	£14.85	£1.51	£1.72		
Occupational Therapist	£14.85	£1.51	£1.72		
Community Support Manager	£13.25	£1.35	£1.53		
Community Links Co-Ordinator	£13.25	£1.35	£1.53		
Day Care Manager	£13.25	£1.35	£1.53		
Care Co-Ordinator	£12.27	£1.25	£1.22		
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Assistant Unit Manager	£10.79	£1.10	£1.25		
Reviewing Officer	£11.65	£1.18	£1.35		
Social Work Assistant	£9.20	£0.94	£1.06		
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Occupational Therapy Assistant	£9.20	£0.94	£1.06		
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Direct Care Provider	£8.27	£0.84	£0.82		
Night Care Assistant	£8.06	£0.82	£0.80		
Senior Care Assistants	£7.45	£0.76	£0.74		
Community Support Worker	£6.88	£0.70	£0.68		
Driver/Care Assistant	£6.40	£0.65	£0.63		
Care Assistant	£6.25	£0.64	£0.62		

## **CONTRACTOR DETAILS**

**Name:** Sanctuary Personnel  
**Address:** 26-28 Goodall Street  
Walsall  
West Midlands  
WS1 1QL

**Tel No:** 0870 609 0068  
**Fax No:** 0870 609 0069  
**24 Hour Call-Centre** 0870 609 0068

**Branch Opening Hours:** 9am to 6pm

### **To Arrange Assignments**

**Name:**  
**Email:**

**Name:**  
**Email:**

### **Invoice Queries**

**Name:**  
**Email:**

### **Complaints**

**Name:**  
**Tel:**  
**Email:**

**Settlement Terms:** Nett MA

**Name:** Eden Brown Ltd  
**Address:** Charles House  
148 Great Charles Street  
Birmingham  
B3 3HT

**Tel. No:** 0121 685 8700  
**Fax No.** 0121 685 8801

**Branch Opening Hours:** 8.45a.m. - 5.30p.m.

**To Arrange Assignments and Invoice Queries**

Name:  
Email:

Name:  
Email:

**Complaints and Queries**

Name:  
Email:

**Settlement Terms:** Nett MA

**Name:** Human Support Group Ltd T/A Housing Support  
**Address:** Bradford Court  
123 -131 Bradford Court  
Digbeth  
Birmingham  
West Midlands  
B12 0NS

**Tel No:** 0121 643 0566  
**Fax No:** 0121 643 0568  
**24 Hour Call-Centre** 0121 643 0566

**Branch Opening Hours:** 8.30am to 5.30pm

**To Arrange Assignments**

**Name:**  
**Email:**

**Name:**  
**Email:**

**Invoice Queries**

**Name:**  
**Tel:**  
**Email:**

**Complaints**

**Name:**  
**Tel:**  
**Email:**

**Settlement Terms:** NMA

**Name:** Entrust Social Care Ltd  
**Address:** IC2  
Keele University Business Park  
Keele  
Staffordshire  
ST5 5NH

**Tel No:** 0845 126 1661  
**Fax No:** 0845 126 1662  
**24 Hour Call-Centre** 0845 126 1661

**Branch Opening Hours:** 08.45 - 17.15

**To Arrange Assignments**

**Name:**  
**Email:**

**Name:**  
**Email:**

**Name:**  
**Email:**

**Invoice Queries**

**Name:**  
**Email:**

**Complaints**

**Name:**  
**Email:**

**Settlement Terms:** Nett MA

**Name:** Proline Care Ltd  
**Address:** 4<sup>th</sup> Floor  
21 Bennets Hill  
Birmingham  
B2 4QP

**Tel No:** 0121 687 8867  
**Fax No:** 0121 687 8864  
**24 Hour Call-Centre** 0121 687 8867

**Branch Opening Hours:** 08.00 - 17.00

**To Arrange Assignments**

**Name:**  
**Email:**

**Name:**  
**Email:**

**Invoice Queries**

**Name:**  
**Email:**

**Complaints**

**Name:**  
**Email:**

**Settlement Terms:** Nett MA

**Name:** Synarbor plc  
**Address:** Bevis Marks House  
24 Bevis Marks  
London  
EC3A 7NR

**Tel No:** 0207 625 5222  
**Fax No:** 0207 625 5252  
**24 Hour Call Centre:** 07738579610

**Branch Opening Hours:**

**To Arrange Assignments**

Name:  
Tel:  
Email:

Name:  
Tel:  
Email:

**Invoice Queries:**

Name:  
Tel:  
Email:

**Complaints and Queries**

Name:  
Tel:  
Email:

**Name:** Pertemps Recruitment Partnership Limited  
**Address:** 8 Bennets Hill  
Birmingham  
B2 5RS

**Tel No:** 0121 633 9045  
**Fax No:** 0121 633 9046  
**24 Hour Call Centre:** 0121 633 9045

**Branch Opening Hours:** 08:30 - 17:30

**To Arrange Assignments and Invoice Queries**

**Name:**  
**Email:**

**Complaints and Queries**

**Name:**  
**Email:**

**Settlement Terms:** Nett MA

**Name:** SWIIS (UK) Ltd  
**Address:** 2<sup>nd</sup> Floor, Victoria Square House  
81 New Street  
Birmingham  
B2 4BA

**Tel No:** 0121 643 4488  
**Fax No:** 0121 643 6488  
**24 Hour Call Centre:** 07970 510633  
**Email:** [birmingham@swiis.com](mailto:birmingham@swiis.com)

**Branch Opening Hours:** 08.30 - 17.30

**To Arrange Assignments**

**Name:**  
**Email:**

**Name:**  
**Email:**

**Name:**  
**Email:**

**Invoice Queries:**

**Name:**  
**Tel:**  
**Email:**

**Complaints and Queries**

**Name:**  
**Tel:**  
**Email:**

**Settlement Terms:** Nett MA

**Name:** BS Social Care  
**Address:** 20 Bennetts Hill  
Birmingham  
B2 5QH

**Tel No:** 0121 6333123  
**Fax No:** 0121 6432962  
**24 Hour Call Centre:** 0121 6432962

**Branch Opening Hours:** 9.00a.m - 5.30p.m

**To Arrange Assignments**

**Name:**  
**Email:**

**Name:**  
**Email:**

**Invoice Queries:**

**Name:**  
**Email:**

**Complaints and Queries**

**Name:**  
**Tel:**  
**Email:**

**Settlement Terms:** Nett MA

**Name:** PULSE Social Care  
**Address:** 3<sup>rd</sup> Floor  
Guildhall Buildings  
Stephenson Street  
Birmingham  
B2 4BS

**Tel No:** 0121 643 9100  
**Fax No:** 0121 643 9810  
**24 Hour Call Centre:** As above

**Branch Opening Hours:** 8am - 6pm

**To Arrange Assignments**

All bookings via email should be to [socialcare.midlands@pulsestaffing.co.uk](mailto:socialcare.midlands@pulsestaffing.co.uk) where they will be accessed the whole team.

**Name:**  
**Email:**

**Invoice Queries:**

**Name:**  
**Tel:**  
**Email:**

**Complaints and Queries**

**Name:**  
**Tel:**  
**Email:**

**Settlement Terms:** Nett MA

**Name:** Capita Social Care and Housing  
**Address:** 5<sup>th</sup> Floor  
Grosvenor House  
14 Bennetts Hill  
Birmingham  
B2 5RS

**Tel No:** 0121 688 8383  
**Fax No:** 0121 643 8883  
**24-Hour Call Centre:** 0799 0715468

**Branch Opening Hours** 8.30a.m. - 6.30p.m.

**To Arrange Assignments and Invoice Queries**

Qualified Social Workers

Name

Email:

Other Categories

Name

Email:

**Complaints and Queries**

Name:

Email:

**Settlement Terms:** Nett MA

**Name:** Personnel and Care Bank  
**Address:** 111 New Street  
Birmingham  
B2 4EU

**Tel No:** 0121 643 8818  
**Fax No:** 0121 643 7172  
**24-Hour Call Centre:** 0121 643 8818

**Branch Opening Hours** 8.30a.m. - 5.30p.m.

**To Arrange Assignments**

Name  
Email:

Name  
Email:

Name  
Email:

**Complaints and Queries**

Name:  
Email:

**Invoice Queries**

NB: Invoices are sent from the Head Office not the Birmingham branch.

Name:  
Tel. No:  
Fax:  
Email:

**Settlement Terms:** Nett MA

**Name:** Bluecare  
**Address:** 61 Southwark Street  
London  
SE1 0HL

**Tel No:** 0800 376 4899  
**Fax No:** 0870 762 6085  
**24 Hour Call Centre:** None

**Branch Opening Hours:** 8:30am - 5:30pm

**To Arrange Assignments**

Name:

Tel:

Name:

Tel:

Name:

Tel:

Name:

Tel:

**Invoice Queries:**

Name:

Tel:

Email: [credit@hcl-services.com](mailto:credit@hcl-services.com)

**Complaints and Queries**

Name:

Tel:

Email:

**Settlement Terms:** 30 day payment terms

**Name:** Vedior 1 plc (Reliance Care and BBT)  
**Address:** Reliance Care, Neville House, Waterloo Street,  
Birmingham, B2 5TX  
BBT, 4<sup>th</sup> Floor, Cavendish House, 39 Waterloo Street,  
Birmingham, B2 5PP  
**Tel No:** Reliance - 0121 633 9755  
BBT - 0121 212 2292  
**Fax No:** Reliance - 0121 633 9166  
BBT - 0121 212 3352  
**24 Hour Call Centre:** 0800 138 2808  
**Branch Opening Hours:** 8am - 6pm

**To Arrange Assignments:**

**Reliance Care**

Name:  
Email:  
Name:  
Email:  
Name:  
Email:

**BBT**

Name:  
Email:  
Name:  
Email:  
Name:  
Email:  
Name:  
Email:  
Name:  
Email:

**Invoice Queries:**

Name:  
Tel:  
Email:

**Complaints and Queries**

Name:  
Tel:  
Email:

**Settlement Terms:** Nett MA