



# The Great Care Employer scheme

**Company name:**

**This scheme is designed to help you find out what different care employers offer in West Sussex.**

You'll see a list of 'offers' that you may want to receive in your next employment.

Employers have ticked the areas they offer to help you get more information before deciding where you would like to work.

You'll also be able to compare and contrast different employers.

Information has been provided by employers and is not checked by West Sussex County Council, Proud to Care West Sussex or West Sussex Partners in Care. Employers are asked to provide honest and up to date information on their offer.


This scheme is divided into four themes:

## **1. Pay and benefits**

## **2. Security and flexibility**

## **3. Learning and development**

## **4. Supported and valued**

Within each theme are statements that an employer has ticked  to indicate which offers they provide.

# 1. Pay and benefits

## You will get a clear up front statement showing the pay, expenses and benefits offered including:

- Your role and the work you will do.
- Your hourly rate and monthly salary.
- The hours you are be asked to work each day/week.
- What you will earn for care contact time, travel time, mileage and any waiting time if you work in **HomeCare**.

## You will get pay that will be:

- At a competitive rate, above the National Living Wage and at least matching Real Living Wage rates (currently £10.90).
- Increased each year.

## You will be offered bonus payments for at least one of these:

- For joining and for staying.
- For long service.
- For referring a friend.

## You will get offered enhanced pay for:

- At least one of the following: nights, weekends and bank holidays.

## You will get an extra paid holiday:

- On your birthday.

## You will have the opportunity to increase pay:

- By undertaking qualifications.

## **HomeCare** You will be paid:

- For travel time at the same rate as your care contact hours.
- For mileage at the highest rate possible (45p currently).

## You will not have to pay for:

- Your DBS check.
- Any uniform you're required to use.
- Training and qualifications.

## You will be enrolled into a pension scheme (unless you opt out) where:

- The employer's contributions will be at least twice the employee contribution.

## You will have availability:

- To advance pay schemes when needed.

## **HomeCare** You will be offered:

- A company mobile phone.

## **HomeCare** You will be supported in your work travel in at least one of the following ways:

- With a rent a car/scooter scheme.
- With a cycle to work scheme.
- With a 'salary sacrifice' car scheme.

## Your performance is:

- Linked to financial bonuses.

## You will get help with:

- Relocation costs or support in finding a home or guidance on how to get affordable accommodation in the county.

## You will receive:

- A Blue Light card, Perkbox or an equivalent reward scheme.

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## Employers additional comments:

## 2. Security and flexibility

**You will have a choice of contract including:**

Permanent, part-time, temporary, fixed, flexible or zero hours.

**You will have choice and flexibility before starting employment around:**

The number of hours you work. This will help you set up a regular pattern that suits you best and gives you a healthy work/life balance.

**You will receive:**

At least 4 weeks notice for any **permanent** shift changes (with guaranteed payments if there are changes within this period).

**You will be guaranteed:**

A minimum of 16 hours per week (unless you want fewer hours).

**You will be offered:**

Live in care.  
Early shifts.  
Evening shifts.  
Night shifts.  
Weekend work.  
12 hour shifts.  
Short shifts.

**You will have the opportunity to be given:**

Special leave for family care responsibilities.

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**Employers additional comments:**

# 3. Learning and development

**You will be able to access:**

Informal chats at the office, taster sessions or shadow shifts so you can see the reality of working in care before you commit to a role.

**You will have an induction that will:**

Meet the nationally recognised standards developed by Skills For Care and will include the Care Certificate.

Include a visit to the office and introductions to the team.

**You will be shown:**

The pathway for your potential career progression from day one if this is something you're seeking.

**You will have a training plan developed with you that will:**

Include formal and informal training, face to face training and remote. Training is free and you will be paid for attending.

**You will be offered:**

Shadowing and mentoring as a new member of staff and also on an ongoing basis.

Continuing professional development with nationally recognised qualifications that will help you to develop your career.

**You will be given the opportunity to:**

Be a champion in specific areas (such as dementia) to help develop expertise and cascade information to other members of the team.

**You will receive:**

Financial recognition for completing QCFs and diplomas.

Feedback on what's happening across the company, including client updates, challenges and successes.

**You will have the choice to:**

Progress with career development or not. You will be valued either way.

**You will work for a company that:**

Believes that quality is driven up by getting feedback from staff. You will have regular opportunities to give your feedback including supervisions, team meetings and surveys.

Has an open door approach to management where all feedback is valued.

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**Employers additional comments:**

## 4. Supported and valued

### **You will be offered:**

An effective induction to help you in your new role including a welcome session with the registered manager.

### **You will get as part of an induction:**

An outlined personal support plan with signposting to services that are available and regular check in meetings scheduled.

A handbook/pack of information on the managers at all levels, the staff team and how to contact them.

### **You will receive:**

Monthly supervisions that will help to develop your skills and experience, focus on your learning as well as check on how things are going.

Weekly check-ins that will make sure things are working well, with an open door policy to access support at any other time.

### **You will get Well-being support which:**

Includes peer support groups and helplines for financial/wellbeing counselling.

### **You will be placed in:**

A Buddying system when you start working for the company.

### **You will be part of a team of staff that are rewarded and recognised in various ways including:**

Employee awards for performance.

Long service awards.

Events to celebrate success.

### **You will have managers that are:**

Trained in people management, supporting your wellbeing as well your performance.

### **You will be supported to use:**

Clear outcome based care plans for customers to help you make a positive difference to people's lives.

### **You will work for a company that:**

Has a robust Equality and Diversity policy and in an environment that has a zero tolerance to discrimination.

Recognises the attributes, achievements, milestones and hard work that an employee contributes to their role.

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### **Employers additional comments:**