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An employees' pay is known as their 'contracted pay' and is made up of **core pay** and any additional **non-core payments** if appropriate (ie WCD / NSWP). The core pay is made up of 3 different levels - 'Entry', 'Interim' and 'Proven'. Progress to the next level of core pay is the anniversary of the date of employment.

Home Carer role is made up of Core Pay, Working Context and Demand (WCD) payment and depending on what shift pattern is allocated, Non-standard Working Pattern (NSWP) payment will be applied. Below are a few salary examples.

Please note shift pattern allocation is based on service requirements.

		<u>LEVEL</u>		<u>LEVEL</u>		<u>LEVEL</u>	
<u>Home Carer</u>	Core Pay - PCS2 / Grade 3	Entry	£26,031.26	Interim	£26,924.23	Proven	£27,680.96
	WCD	Level 2	£960.00	Level 2	£960.00	Level 2	£960.00
	NSWP - Shift payment	None	£0.00	None	£0.00	None	£0.00
	Total - Full time salary (35hrs)		£26,991.26		£27,884.23		£28,640.96
	Hourly Rate		£14.79		£15.28		£15.69
<u>Home Carer</u>	Core Pay - PCS2 / Grade 3	Entry	£26,031.26	Interim	£26,924.23	Proven	£27,680.96
	WCD	Level 2	£960.00	Level 2	£960.00	Level 2	£960.00
	NSWP - Shift payment	Level A	£908.00	Level A	£908.00	Level A	£908.00
	Total - Full time salary (35hrs)		£27,899.26		£28,792.23		£29,548.96
	Hourly Rate		£15.29		£15.78		£16.19
<u>Home Carer</u>	Core Pay - PCS2 / Grade 3	Entry	£26,031.26	Interim	£26,924.23	Proven	£27,680.96
	WCD	Level 2	£960.00	Level 2	£960.00	Level 2	£960.00
	NSWP - Shift payment	Level B	£1,405.00	Level B	£1,405.00	Level B	£1,405.00
	Total - Full time salary (35hrs)		£28,396.26		£29,289.23		£30,045.96
	Hourly Rate		£15.56		£16.05		£16.46
<u>Home Carer</u>	Core Pay - PCS2 / Grade 3	Entry	£26,031.26	Interim	£26,924.23	Proven	£27,680.96
	WCD	Level 2	£960.00	Level 2	£960.00	Level 2	£960.00
	NSWP - Shift payment	Level C	£2,249.00	Level C	£2,249.00	Level C	£2,249.00
	Total - Full time salary (35hrs)		£29,240.26		£30,133.23		£30,889.96
	Hourly Rate		£16.02		£16.51		£16.93
<u>Home Carer</u>	Core Pay - PCS2 / Grade 3	Entry	£26,031.26	Interim	£26,924.23	Proven	£27,680.96
	WCD	Level 2	£960.00	Level 2	£960.00	Level 2	£960.00
	NSWP - Shift payment	Level D	£3,598.00	Level D	£3,598.00	Level D	£3,598.00
	Total - Full time salary (35hrs)		£30,589.26		£31,482.23		£32,238.96
	Hourly Rate		£16.76		£17.25		£17.67

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