Salary, working patterns and annual leave

Salary

As a new starter band 2 healthcare support worker (HCSW) you can expect to earn £15,404 to £18,157 pro rata + shift allowance.

If you work part time, the same salary will apply pro rata. This means that you will be paid for the hours you work at the same rate as a full time HCSW.

In addition to this basic salary, you will earn more if you work unsocial hours, including working nights, weekends and public/bank holidays. As HCSWs are expected to include night and weekend shifts in their working pattern, you will almost certainly be earning more than the basic salary.

In addition, many of our permanent staff sign up for the staff bank. This enables them to earn more money by working additional shifts which fit in with their daily lives.

Working patterns

We employ HCSWs on either a full time, part time basis or bank. Full time staff work 37.5 hours per week. part-time staff work an agreed portion of full-time hours.

Bank workers undertake temporary roles on either a full or part time basis. We understand temporary work is attractive allowing for greater flexibility and a better work life balance.

As a hospital, we provide a 24/7 service. Our clinical staff, including HCSWs, need to work to meet the needs of our patients, so are expected to work a variety of shift patterns including days, nights, weekends and public/bank holidays. You may be expected to work long days, short days or a combination of the two.

For new HCSWs, working patterns vary area by area and you are likely to work a mixture of shifts. Please be aware that your day shifts are likely to start at 07:00 or 07:30.

When you start work in your clinical area, you will be allocated your days and hours to work over the next four to six weeks. Your days and hours of work will change from rota period to
the next so you will not normally working the same pattern in each rota period. These shifts are managed in what we call an 'off duty rota'. The rota is usually prepared four to six weeks in advance, so you will have plenty of time to plan your home life around your shifts. It is possible to make requests for days off in advance eg to request a certain day off for a wedding or to book annual leave so you are able to have a good work life balance.

It's worth noting at this point that shift working can be very exhausting - it's in the nature of the role that you will have to deal with difficult situations which require you to remain tactful and calm. It can also be physically challenging - you'll be on your feet for long periods and will have to move patients, though we do provide equipment which makes this easier.

The rewards come in knowing that you have helped people experiencing great difficulty and in seeing them comfortable and safe.

**Annual leave**

Like all new employees, you will be entitled to a generous 27 days annual leave plus public holidays in your first year of work. Because the hospital needs to be staffed 24/7 you may be required to work on public holidays. If this is the case you will get another day off to make up for this.

This increases to a maximum of 33 days on achieving 10 years of NHS service.

If you are working part time, your leave will be calculated pro rata ie your leave hours will be calculated depending on how many hour you work per year.