

Charge Rates And Locum Pay scales



AGENDA FOR CHANGE**CODES****SALARY RANGE****Title****Annual/hourly****Clinical Support worker****A – C****£13,233 – £15,725 P/annum
£6.79 - £8.06 P/ hour**

CODE	LTD	PAYE
A	£6.50 per hour	(new clinical support worker)
B	£7.00 per hour	(1-2 years)
C	£7.69 per hour	£6.13 (2 + years)

AGENDA FOR CHANGE**CODES****SALARY RANGE****Title****Higher Level support worker****D - E****£16,333 - £17,732 P/annum
£8.38 - £9.09 P/ hour**

CODE	LTD	PAYE
D	£8.21 per hour	£6.54 (3+ years)
E	£8.52 per hour	£6.79 (4+ years)

AGENDA FOR CHANGE**CODES****SALARY RANGE****Title****Therapy assistant****F – H****£18,157 – £20,710 P/annum
£9.31 - £10.62 P/ hour**

CODE	LTD	PAYE
F	£9.55 per hour	£7.61 (newly qualified ast.)
G	£10.23 per hour	£8.15 (1-2 years)
H	£10.89 per hour	£8.68 (3+ years)

AGENDA FOR CHANGE
Newly Qualified Therapist

CODES
I – J

SALARY RANGE
£22,152 – £24,013 P/annum
£11.36 - £12.31 P/ hour

CODE	LTD	PAYE
I	£12.31 per hour	£9.81 (Newly Qualified)
J	£13.34 per hour	£10.63 (in-between 1 & 2 years experience)

AGENDA FOR CHANGE
Specialist Therapist

CODES
K - M

SALARY RANGE
£24,831 - £33,436 P/annum
£12.73 - £17.15 P/ hour

CODE	LTD	PAYE
K	£15.30 per hour	£12.19 (2 years post grad experience)
L	£17.66 per hour	£14.07 (in-between)
M	£20.00 per hour	£16.08 (3 Years post grad experience)

AGENDA FOR CHANGE
Advanced Therapist

CODES
N - P

SALARY RANGE
£33,436 – £39,273 P/annum
£17.15 - £20.14 P/hour

CODE	LTD	PAYE
N	£20.00 per hour	£16.08 (3 Years post grad experience)
O	£22.71 per hour	£18.09
P	£25.23 per hour	£20.10 (4 Years + post grad experience with specialist areas of service delivery – not just clinical based)

AGENDA FOR CHANGE
Advanced Consultant

CODES
36 – 44
Band 8

SALARY RANGE
£39,273 – £54,714 P/annum
£20.14 - £29.60 P/hour

CODE	LTD	PAYE
Q	£25.23 per hour	£20.10
R	£27.75 per hour	£22.11
S	£30.28 per hour	£ 24.12

Note: Pay rates between Q-S are unlikely to be reached by our community caseload/educational/care settings, as ITS do not differentiate their rates based on the skill level of the SALT. If a client/setting specifically requests a client at this level, then these rates may be possible to negotiate.

All locums will receive

- Paid expenses including travel at 40 pence per mile from an agreed base, telephone calls as charged on bill, printing and postage costs (with appropriate claim forms)

Pay rates information to the locum;

- All pay rates have been lined up to the Agenda for change framework. ITS devise our pay rates above these levels whilst offering locums the following conditions;
 - Clear working guidelines where ITS clients are clear of the working requirements for the Therapist.
 - Hand built caseloads to suit the requirements of the Therapist.
 - Therapy opportunities to really utilise therapy skills and progress client's skills with job satisfaction.
 - Flexibility of working hours to suit the requirements of the therapist.
 - Paid expenses including travel at 40pence per mile (20 miles will be deducted from each locums journey each day to account for a home to base mileage.) telephone calls at 10 pence per call, printing and postage costs (with appropriate claim forms)
 - Mentoring, clinical supervision and reduced rate CPD opportunities.
 - Access to a team of SALTs, to reduce lone working.
 - Therapy resources and assessment materials.
 - Administration materials and paperwork.
- When assigned to a client with ITS you will be assigned a pay rate for all further work with ITS. This rate will obviously be reviewed with Randstad Care following CPD development and further therapy experience obtained.

- Locums will be informally interviewed to evaluate their suitability to the ITS database with Randstad Care. ITS will then notify all approved locums of new ITS clients with an assignment profile. Locums will be selected upon appropriacy of skills, location of therapist and ITS client and speed of response.
- Locums build up their own caseload with ITS based upon the number of hours desired to work by the locum and with the availability of suitable ITS clients. ITS assignments can be combined with other Randstad assignments; however there must be enough flexibility to meet the therapy needs of the ITS client.
- Locums can look to drive and build their own caseload by taking on further ITS assignments and by introducing new clients/setting to ITS for therapy support.