



Rossie

RESIDENTIAL CARE WORKER (DAYS) (RCW) FACT SHEET

The following information is intended to provide applicants and interviewees with some general points relating to employment for an RCW post. It is not intended to be, nor constitutes, a terms and conditions of employment.

Salary/Qualifications

Many posts within Rossie are defined by spinal column point (SCP) and these are split into bandings dependent on the post grading. The current range of SCP's for an RCW is SCP 16 to SCP 36, placement upon this scale is dependent on relevant qualifications.

All employees who are below the maximum SCP within their banding are subject to an annual increment. Employees who are eligible to receive an increment will receive an uplift to the next SCP level (within their banding) which is implemented annually in April.

CALM

CALM stands for Crisis Aggression Limitation Management. It is a tool for the management of challenging and aggressive behavior. The main thrust of CALM is the de-escalation of these behaviours and it is only the final component of CALM which employs physical restraint.

All relevant staff will be trained in CALM within one year of appointment and the expectation is that staff meet the requirements to complete and pass the training in order to ensure effective use of the holding component of CALM. Staff will attend practice sessions at least 3 times per year, which will also count towards Continuing Professional Development (CPD) for registration purposes.

During shifts at Rossie it is advisable to wear suitable clothing/footwear, with the dress code being smart casual. Restrictive clothing, high heels, sandals, as well as excessively long finger nails, rings and dangling earrings are not permitted as they may increase the risk of injury to the individual or others. On CALM training days you should wear tracksuit bottoms or jogging pants with t shirts and/or jumpers (not hooded), and training shoes or soft flat shoes.

You need to be physically fit with no health conditions in respect of undertaking repetitive controlled descents to the floor using manual handling principles (straight back, hip/knee flexibility and kneeling to the floor) both within a simulated training environment and in managing challenging behaviours.

Shifts

An RCW will work on a fixed rolling rota, the current pattern being 6 shifts on and 3 rest shifts. This means, in practice, within the rolling rota, you would work 3 early shifts, 3 late shifts and followed by 3

shifts off. The rota involves you being available to work across all 7 days of the week dependent on how a particular set of 6 falls i.e. you could not specify being routinely unavailable on a particular day of the week. Shift patterns cannot be individualised. Care shift patterns are as follows: early shift 7.45am – 3.15pm and late shift 2.30pm – 10.30pm.

Registration

As a worker in a residential child care service, on commencement of your employment at Rossie you are required to register with the Scottish Social Services Council (SSSC) within 6 months of taking up employment in this role. Rossie recommend you register with SSSC immediately after commencement as the SSSC advice that it takes 60 days to process an application. Within a 5 year registration period, the requirement is for a member of staff to undertake 25 days, or 150 hours, of Post Registration Training and Learning (PRTL).

Fees for RCW registration are as follows:

Application Fee	£35.00
Annual Fee	£35.00
Renewal Fee (after 5 years)	£35.00

It is the individual employee's responsibility to ensure that registration is completed, updated and appropriate payment made. If you are not registered, or fail to renew your registration by the due date with the SSSC, then you will not be able to attend for work which will result in you being unpaid for the length of time you are unregistered.

Pay Method

You will be paid on the 26th day of each month (unless this falls on a bank holiday therefore you will be paid on a working day before this) by BACS (electronic funds transfer).

Leave

Your holiday year commences as from the beginning of the month you commenced employment at Rossie, for a rolling 12 month period. You will receive 31 days annual leave, rising to 36 after 5 years' continuous service. Leave for part time employees will be calculated pro rata of that for full time employees.

Sick Pay

Length of Service	Entitlement to Sickness Absence Payments
1 to 6 months	1 week full pay + 1 week half pay
6 to 12 months	2 weeks full pay + 2 weeks half pay
During 2 nd year	4 weeks full pay + 4 weeks half pay
During 3 rd year	8 weeks full pay + 8 weeks half pay
During 4 th year	10 weeks full pay + 10 weeks half pay
5 th year onwards	12 weeks full pay + 12 weeks half pay

Pension

There are two pension options available at Rossie: one for teaching staff, Scottish Teachers Superannuation Scheme (STSS), and for other staff the Tayside Pension Fund scheme is available. In regards both of these schemes you will be automatically enrolled into the relevant pension scheme unless you elect to 'opt out'. Full details of each scheme are available on the following websites:

- Tayside Pension Fund <http://www.taysidepensionfund.org/>
- STSS <http://www.sppa.gov.uk>

Additionally, information is provided as part of the Induction process.

Benefits

- Being an employee of a multi-award winning organisation
- Professional Career Path
- Clear line management structures
- Regular supervision / support
- Accredited Living Wage Employer
- Professional Training/Qualifications which are portable within the care, education health and psychology sectors
- Comprehensive Induction and Mentoring Programmes
- Regular on-going Training and Development
- Occupational Pension Scheme
- Employee Assistance Programme (inclusive of prescribed number of payments towards counselling and physiotherapy sessions)
- Cover cost of PVG and associated checks
- Free On Line Training (via Moodle)
- Access to Learning Partnership where employer contributes to registerable qualifications (50% paid by Rossie as employer and 50% paid by employee)
- 10% Corporate Membership Discount Scheme at Angus Leisure Centres
- Capital Credit Union
- Perk Box Employee Benefit Scheme
- Organisational sick pay
- Flu Vaccination (for staff at risk of developing potentially serious complications from flu virus)
- Hep B Vaccination