

# Do you want to be a Flexi Worker on our Flexi-Bank Casual Workers Register?



To be a Flexi worker on our Flexi Bank Casual Workers Register, you need to go through our normal on-line recruitment process. You will always be paid on the same pay scale as a permanent employee; however here are some facts about casual worker contracts and how they differ from a permanent contract.

## What is a Casual Worker Contract?

### The main points are:

- No obligation by the Trust to provide work and no guarantee of employment given. Likewise no obligation by the worker to accept work at any time
- Work patterns are ad-hoc and irregular (if work patterns are regular a different type of contract may be required)
- No benefits or employees' rights to unfair dismissal and redundancy etc.
- No continuous service rights accrued (Permanent staff that leave must normally have a calendar month employment break after their P45 has been issued prior to joining the flexi bank.
  - × No Healthcare
  - × No Pension
  - × No Long service extra holiday
- You will accrue the statutory minimum amount of annual leave each month.

### Our Flexi (Casual) Worker Roles:

- Farm & Attraction Worker
- Restaurant & Catering Outlet Assistant
- Life Skills Mini Bus Driver
- Community Support Services Assistant
- Gift Shop & Admissions Assistant
- Life Skills Assistant
- Life Skills Mini Bus Escort
- Support Worker (Residential)

### Training:

Depending on the area of work you will need to complete a number of mandatory training sessions either as a taught course or as an e-learning module. Training must be maintained throughout the duration of the Flexi (Casual) Worker Contract.

On acceptance to the Flexi Bank Casual Workers Register the Service Manager will arrange for you to complete the relevant training.

### Rates of Pay/Benefits:

- Hourly rates dependent on age/role/service & subject to statutory deductions
  - Under 18: £6.15 per hour + Allowances as appropriate
  - 18 and over: From £8.21 + Allowances as appropriate
  - **Flexi Support Worker – Residential £8.35 + allowances\***
  - **Flexi Community Support Services Assistant £9.10 + allowances\***
- Staff Discounts

- Bank Holidays worked - 2 x Basic Rate
- Weekend allowance (£0.70p per hour worked)

**Flexi Casual Support Workers only:**

- Sleep in allowance (£40.00 for each sleep-in undertaken – not classed as working hours)
- Awake night allowance (£24.46 for each awake night + hourly rate – classed as working hours)
- Complex needs allowance (£2,087) per annum – pro rata for part time/flexi staff)