

Pay rates standard

Grade	Shift	Total hourly pay
Specialist nurse ITUA, ITUP, SPEC	Day Mon-Fri 8am-8pm	£36.87
	Night Mon-Thurs 8pm-8am 8pm-12 Midnight Fri 12 Midnight-8am Mon	£41.41
	Weekend 12 Midnight Fri-12 Midnight Sun	£46.13
Registered nurse RN, RGN, RSCN, RMN	Day Mon-Fri 8am-8pm	£31.02
	Night Mon-Thurs 8pm-8am 8pm-12 Midnight Fri 12 Midnight-8am Mon	£32.88
	Weekend 12 Midnight Fri-12 Midnight Sun	£37.37
Health care assistants HCA, HCSW	Day Mon-Fri 8am-8pm	£17.50
	Night Mon-Thurs 8pm-8am 8pm-12 Midnight Fri 12 Midnight-8am Mon	£19.62
	Weekend 12 Midnight Fri-12 Midnight Sun	£21.74

- Thornbury Community Services pays £25 to every nurse matched into a shift which is subsequently cancelled. Where the booking is for a package of care, the cancellation will be limited to the equivalent of one week's confirmed booking.
- Travel expenses are paid at 25 pence per mile including bridge tolls and congestion charges. Public transport costs are paid up to £70 per return journey. Receipts for all incidental travel costs must be provided.
- There may be different pay and mileage rates for specific clients; it is your responsibility to ensure you know the pay and mileage rate when you accept a shift.
- Thornbury Community Services makes no deductions for additional administration charges.
- Holiday Pay at 15.56% is included in your hourly rate and is paid to you on a weekly basis. Thornbury Community Services urges all staff to take their agency paid holiday entitlement in full.
- By accepting these terms, you agree that any such sums paid to you as holiday pay in addition to your hourly rate may be set off against any entitlement to receive statutory holiday pay during periods of annual leave.
- If any changes occur during your placement with regard to your duties, please inform the Care Co-ordination team immediately as this could affect your pay; retrospective changes may not be possible.
- For nursing care provided in the patient's own home no breaks will be deducted.
- Thornbury Community Services urges all agency nurses to have professional indemnity insurance provide by personal membership of a recognised professional body or trade union.
- Tax and NIC are deducted by Thornbury Community Services from the pay rates quoted above.