**NHS v Shooting Star Children’s Hospices**

**Comparison of Terms & Conditions of Employment**

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| **Term** | **Shooting Star Children’s Hospices** | **NHS** |
| **Standard working hours** | 37.5 hours per week | 37.5 hours per week |
| **Notice periods** | HCA (band 3-4) - four weeks’ notice  Nurse (Band 5-6) - six weeks’ notice  Head of/Lead - eight weeks’ notice  Director – twelve weeks’ notice | Band 1 to 4 – four weeks’ notice  Band 5 to 7 – eight weeks’ notice  Band 8 to 9 – twelve weeks’ notice |
| **Geographical Allowance** | £2,415.06 - £2,627.27 pa | * Inner London 20% of basic salary,   range of £4473-£6890   * Outer London 15% of basic salary,   range of £3784-£4882   * Fringe 5% of basic salary,   range of £1034-£1791 |
| **On Call** | Week day £10  Weekend £20 | Local agreement |
| **Unsocial payments** | These are the same as the NHS |  |
| **Overtime** | A flat rate | There is a single harmonised rate of time-and–a-half for all overtime, with the exception of work on general public holidays, which will be paid at double time. |
| **Annual Leave** | On appointment 27 days + 8 days bank hols  After 2 years 29 days + 8 days bank hols  Offer 2 weeks paid Sabbatical Leave every 5th year | On appointment 27 days + 8 days bank hols  After 5 years 29 days + 8 days bank hols  After 10 years 33 days + 8 days bank hols |
| **Occupational Sick Pay** | Based on absence in 12 month rolling period.   * Less than 3 months service – 1 week full pay * 3 – 12 months service – 1 month full pay * 12+ months service – 3 months full followed by 3 months half | Based on absence in 12 month rolling period\*\*   * 1st year of service: 1 month’s full and 2 months’ half pay * 2nd year of service – 2 months’ full and 2 months’ half pay * 3rd year of service – 4 months’ full and 4 months’ half pay * 4th & 5th years of service – 5 months’ full and 5 months half pay * 5+ years of service – 6 months full and 6 months half pay |
| **Maternity/**  **Adoption pay** | 24 months service at 15th week before birth & intends to return to work:  8 weeks full pay less any SMP  18 weeks half pay, less any SMP  13 weeks SMP  13 weeks unpaid | 12 months service at start of 11th week before birth & intends to return to work:  8 weeks full pay less any SMP  18 weeks half pay, plus any SMP  13 weeks SMP  13 weeks unpaid |