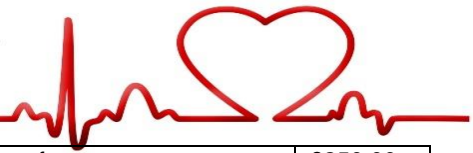




HCA QUALIFICATION, PAY & BONUS STRUCTURE

Timescales	Rate	Position	Qualification / Mandatory Training Criteria	Additional Criteria	Annual Bonus
Start of employment	£8.72	HCA	<p>Completion of:</p> <p>Online Training –</p> <ul style="list-style-type: none"> Dementia The Lived Experience of Dementia Fire Safety Health & Safety Food Hygiene Level 2 Safeguarding <p>Practical Training–</p> <ul style="list-style-type: none"> Moving & Handling 	<p>Completion of:</p> <ul style="list-style-type: none"> Mid-Point Probation Review 98% Attendance Record 98% Timekeeping Supervision every 8 weeks No disciplinary sanctions <p>Timescale: All of the mandatory training must be completed within 1-month timeframe</p>	<p>£150.00</p> <p>Joining Bonus (after 3 months service)</p>
6 Months Service	£9.00	HCA	<p>Completion of:</p> <ul style="list-style-type: none"> AWIF Induction Framework Enrol onto Health & Social Care Level 2 QCF Step Inside Dementia Gwen Am Byth (Mouthcare Training) Breakaway & Avoidance <p>Online Training –</p> <ul style="list-style-type: none"> Improving Mouthcare Essentials in Care 	<p>Completion of:</p> <ul style="list-style-type: none"> AWIF Framework signed off by Manager 98% Attendance Record 98% Timekeeping Registration onto the Social Care Wales Register at this point 6 Month Probation Review Supervision every 8 weeks No disciplinary sanctions <p>Timescale: All of the mandatory training must be completed within 6-month timeframe</p>	<p>£50.00</p> <p>Gift Voucher</p>
1 Year Employment	£9.30	HCA	<p>Completion of:</p> <ul style="list-style-type: none"> Health & Social Care Level 2 QCF (to include the dementia units that will be advised by the college tutor) <p>Practical Training –</p> <ul style="list-style-type: none"> Falls Prevention Fire Training Tissue Viability Sepsis BLS Person Centred Planning Infection Prevention & Control Dysphagia 	<p>Completion of:</p> <ul style="list-style-type: none"> 98% Attendance Record 98% Timekeeping Supervision every 8 weeks No disciplinary sanctions <p>Timescale: All of the mandatory training must be completed within 12 month timeframe</p>	<p>£200.00</p>

MEDDYG CARE



2 Year Employment	£9.50	Acting DCS	<p>Completion of:</p> <ul style="list-style-type: none"> Health & Social Care Level 3 QCF <p>Online Training –</p> <ul style="list-style-type: none"> Renewal of expired training Making Every Contact Count Person Centred Approaches <p>Practical Training -</p> <ul style="list-style-type: none"> Moving & Handling Gwen Am Byth Champion Best Practice in Dementia 	<p>Completion of:</p> <ul style="list-style-type: none"> 98% Attendance Record 98% Timekeeping Supervision every 8 weeks No disciplinary sanctions Managers 2-year assessment of competencies, conduct & performance <p>Timescale: All of the mandatory training must be completed within 18 months timeframe</p>	£250.00
3 Year Employment	£10.00 30 Min Paid Break	Dementia Care Specialist Role	<p>Completion of:</p> <p>Online Training –</p> <ul style="list-style-type: none"> Renewal of expired training Compassion in Practice End of Life Care <p>Practical Training –</p> <ul style="list-style-type: none"> Emergency First Aid at Work Fire Marshall Moving & Handling 	<p>Completion of:</p> <ul style="list-style-type: none"> 98% Attendance Record 98% Timekeeping Supervision every 8 weeks No disciplinary sanctions <p>Timescale: All of the mandatory training must be completed within 12 months timeframe</p>	£500.00