

## FOI 198/2022 Response

### **1. What date was the subsidiary established and when did staff transfer to it from trust employment? Which staff groups were involved?**

The subsidiary Summerhill Services Limited (SSL) was established 2012, and staff were employed within the Wholly owned subsidiary from that date. There has been three further transfers of staff between 2012 and 2019 including; Estates Tradesmen, Catering staff, Porter/Drivers, Domestic, Housekeepers, Gardening Teams, Administrators and Estates, Contracts and Facilities Management Teams

### **2. How many staff does this subsidiary currently employ?**

347

### **3. How many of these are on Agenda for Change terms and conditions? Do AfC terms and conditions apply to all staff including new starters to just to those who transferred from trust employment?**

168 on AfC.

Please note that AfC only apply to those who were transferred under TUPE, and SSL has its own set of terms and conditions which apply to new staff members.

**The following questions only apply if the subsidiary company employs staff on terms other than AfC**

### **4. What is the lowest rate per hour paid to non-AfC staff employed by this subsidiary company? Please give an example of the job title of the staff paid this amount e.g. domestic assistant, porter etc. This is about the base rate paid i.e. not including unsocial hour or other additional allowances apart from those that apply to all working hours such as high-cost area allowances.**

Domestic Assistant, Porter, Catering Assistant £10.54 on Agenda for Change Contract and only if individuals have chosen not to be regraded to an AfC Band 2 from an AfC Band 1. In terms of non AfC the lowest rate of pay is £10.71 per hour for Domestic Assistant, Porter, and Catering Assistant.

**5. Do staff members on this pay get unsocial hours allowance if they are required to work evenings/nights/weekends/bank holidays? If so, how much is it and what working hours does it apply to**

Individuals within SSL get the same unsociable hours payments as Afc employees at the same rate.

<b>Pay band</b>	<b>All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am</b>	<b>All time on Sundays and Public Holidays (midnight to midnight)</b>
1 or A	Time plus 47%	Time plus 94%
2 or B	Time plus 41%	Time plus 83%
3 or C	Time plus 35%	Time plus 69%
D/4 – 9/K	Time plus 30%	Time plus 60%

**6. What pension scheme do non-AfC staff have access to? What does the employer contribute to this as a percentage of salary?**

Employees have access to a NEST government pension scheme, which start at a contribution rate for employees contribution of 5% and employers contribution of 6%

**7. What are sick pay and maternity pay terms for your non-AfC staff? Please attach a terms and conditions document if that would be easier.**

Our Maternity Pay for non Afc staff is statutory

Our sick pay entitlement is as follows:

**10.3 Company Sick Pay (CSP) Allowance – SSL Contract**

Years of Service	CSP Payment
0 to 6 months (probationary period and any extensions)	SSP only (including 3 waiting days)
6 months and up to 2 years (following successful completion of the probationary period)	1 months' full pay and 1 months' half pay
Over 2 years and up to 3 years	2 months' full pay and 1 months' half pay
Over 3 years and up to 5 years	2 months' full pay and 2 months' half pay
Over 5 years	3 months' full pay and 3 months' half pay

**8. Are there benefits available to non-AfC staff which would not be payable under AfC? Eg performance related bonuses, retention bonuses? If so, are they available to all non-AfC staff in the subsidiary or just to those in higher grades?**

SSL offer all employees access to Medicash which is an extra benefit which the NHS doesn't offer which is open to all employees

SSL offers all employees the opportunity to participate within Our Values Recognition Scheme whereby on a quarterly basis we award a benefit of £50 love to shop voucher to the colleague whom it is felt lives that value. This total 200 per quarter as we have 4 values.

We also have a refer a friend Scheme which is open to all employees and provides employees with £200 upon them recruiting a friend £50 at point of individual starting and £150 at the point of the employee being with the Company six months.

We are also able to offer other benefits such as Blue Light Card the same as the NHS Trust.