

**Comparative Pay and Conditions**

Whole time working week	<b>SBC</b> 37 hours	<b>Harbour</b> 35 hours
Annual leave entitlement	31 days (after 5 years)	28 days (after 4 years)
<b>Pay rates</b> (at top of grade)		
Team Manager	Band N £38,042	£27,000
Social Worker	Band K £30,011	Not applicable
Support Worker	Band I £22,958	£17,418
Admin Assistant	Band F £17,802	£13,650
<b>Employer's on-costs</b>		
National Insurance	10%	12.8%
Pension Scheme	<u>16%</u>	<u>6.0%</u> (after 6 years)
Total	26%	18.8%
<b>Sickness Absence</b>		
Average days per employee	10.14 (Council-wide average) (12.42 for Children & Young People's Operational Services)	6 (based on November 2008 – October 2009)