

SCIE's Terms & Conditions

social care
institute for excellence



Pension

SCIE is an admitted body to the Local Government Pension Scheme provided and administered by Essex County Council. Any staff member may join if they wish. The scheme is a final salary scheme to which both the employee and employer contributes.

Leave entitlement

The leave entitlement for all posts is 31 days (or pro-rata) plus statutory bank holidays.

Office hours

Normal office hours are 9am to 5pm, with a 35-hour working week. However, your post may require you to work outside of these hours on occasion. A flexitime arrangement is available for posts within some salary bands.

Probation

All appointments will be subject to a six month probationary period with SCIE.

Trade union

SCIE has a recognised agreement with Amicus/MSF.

Family leave

SCIE offers enhanced maternity, paternity and adoption benefits, and flexible working for its staff in line with current legislation.

Sick pay

Sickness entitlements increase with the length of employment with SCIE, up to six months full rate pay and six months half rate pay after 5 years' service.

Season ticket loan

Interest free loans are available to staff to assist with the purchase of season tickets.

Bicycle loan

For staff who regularly travel to work by bicycle, interest free loans are available to assist with the purchase of a bicycle.

For more information

For more information or if you have any questions please contact the Human Resources Manager on 020 7089 6840 or email recruitment@scie.org.uk