



## **IF YOU WOULD LIKE TO WORK AS A CASUAL WORKER WITH TURNING POINT, THIS SECTION IS FOR YOU**

As a casual worker you will support us in the delivery of a flexible service to meet the needs of the individuals we support.

Casual workers have no set hours, you would be offered work on an ad hoc basis to cover holiday leave, sickness, short notice leave from work or an increase in demands / service provision requirements.

In practice, this means a service may request a casual worker to work to cover an agreed number of hours such as a shift or a number of shifts over a set period. This will be agreed by the manager at the outset of the assignment.

### **WHO ARE CASUAL WORKERS?**

Individuals who like to work on a casual basis usually do so to suit their personal commitments and desire to develop their experience whilst working for a market leader in social care. This flexible agreement provides additional income and development opportunities.

**A casual worker is anyone who works for Turning Point on a casual worker agreement; this is different to a contract of employment. Turning Point does not undertake or guarantee that work will be available on a regular basis, at any particular time or at all. Casual workers may receive ad hoc working opportunities when a Turning Point service requires extra resources.**

It should be noted that the casual worker:

- Would be under no obligation to accept any work offered to them
- Would not be required to work a minimum number of hours
- Would be required to complete a number of pre employment checks including an enhanced CRB check prior to commencement

### **Casual workers will receive:**

- A casual worker agreement and confirmation of hourly rate of pay.
- A letter confirming casual worker status. (once CRB, Legal right to work, Health report and other checks have been confirmed)

# CASUAL WORKING

- Standard induction training.
- Payment on an hourly rate, in respect of such work as you carry out, which is payable monthly in arrears by credit transfer to your bank account. Tax and National Insurance will be deducted as appropriate.
- Statutory maternity, paternity and adoption leave and sick pay, provided you are working at the time leave is required and you are paying National Insurance and Tax.
- Holiday pay entitlement is to be requested from the line manager every three months and will be paid quarterly into the individuals bank accounts.

## **A casual worker will not be:**

- On a long term permanent arrangement
- A permanent/part time employee
- On a Fixed Term Contract
- A regular member of the team
- Eligible to join Turning Point's pension scheme
- Eligible to apply/receive Turning Point employee benefits, including season ticket loans
- Eligible to receive occupational sick pay

## **WHAT NEXT?**

If you think you have the right mix of skills and are interested in finding out about current casual opportunities, why not visit [www.turning-point.co.uk/workforus](http://www.turning-point.co.uk/workforus)