

**Manx Care
Residential Care Staffs (NJC) Joint Negotiating Committee**

WEF 1/4/23

Post	Spine Points	6% Salary	Hourly	
Day Care Officer (DCO2) (Day Support Worker) Probation Scale	18	27,506	14.2579	
	19	28,464	14.7545	
	20	29,418	15.2490	
	21	30,411	15.7637	
Day Care Officer (DCO2) (Day Support Worker) Main Scale Unqualified	22	31,154	16.1488	
	23	31,997	16.5858	
	24	32,983	17.0969	
	25	33,962	17.6044	
** Experience point/Qualification enhancement	26	34,995	18.1398	
Senior Day Care Officer	28	37,198	19.2818	PSC Pay Band 13
	29	38,586	20.0012	PSC Pay Band 13
	30	39,808	20.6347	PSC Pay Band 13
	** Experience point/Qualification enhancement	31	40,993	21.2489
Senior Residential Support Worker	28	37,198	19.2818	PSC Pay Band 13
	29	38,586	20.0012	PSC Pay Band 13
	30	39,808	20.6347	PSC Pay Band 13
	31	40,993	21.2489	PSC Pay Band 13
** Experience point/Qualification enhancement	32	42,145	21.8461	PSC Pay Band 13
This grade includes a 2 point enhancement for more than 10% of hours during weekends				
Residential Support Worker Probation Scale	20	29,418	15.2490	
	21	30,411	15.7637	
	22	31,154	16.1488	
	23	31,997	16.5858	
This grade includes a 2 point enhancement for more than 10% of hours during weekends				
Residential Support Worker Main scale	24	32,983	17.0969	
	25	33,962	17.6044	
	26	34,995	18.1398	
	27	36,082	18.7033	
	** Experience point/Qualification enhancement	28	37,198	19.2818
This grade includes a 2 point enhancement for more than 10% of hours during weekends				
Group Home Manager - Residential Care	35	45,376	23.5209	
	36	46,519	24.1134	
	37	47,772	24.7629	
	38	49,102	25.4523	
Community Support Worker	30	39,808	20.6347	
	31	40,993	21.2489	
	32	42,145	21.8461	
	33	43,324	22.4572	
	34	44,489	23.0611	
	35	45,376	23.5209	
** Experience point/Qualification enhancement	36	46,519	24.1134	

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Post	Spine Points	6% Salary	Hourly
Manager Children's Resource Centre	35	45,376	23.5209
	36	46,519	24.1134
	37	47,772	24.7629
	38	49,102	25.4523
Sleep In		49.48	
Area Manager (Older People)	47	61,093	31.6679
	48	62,400	32.3453
	49	63,701	33.0197
	50	65,239	33.8170
Resource Centre Manager (Older People)	42	54,542	28.2721
	43	55,859	28.9548
	44	57,171	29.6349
	45	58,408	30.2761
	46	59,766	30.9800
	47	61,093	31.6679
Duty Manager (Older People)	35	45,376	23.5209
	36	46,519	24.1134
	37	47,772	24.7629
	38	49,102	25.4523
Day Centre Manager	42	54,542	28.2721
	43	55,859	28.9548
	44	57,171	29.6349
	45	58,408	30.2761
Deputy Day Centre Manager	33	43,324	22.4572
	34	44,489	23.0611
	35	45,376	23.5209
** Experience point/Qualification enhancement	36	46,519	24.1134
** Eligibility for Experience Point: • Completion of 12 months' service at the maximum point of the main scale and • Completion of 5 years' continuous service or • 10 years' aggregate service, within a Manx Care setting			