



What can you expect when you work for The Action Group?

What can I expect to be paid?

Support Workers Non-Qualified	Full time A4 to A5 (£27,351.61 - £27,921.01, per annum pro rata) (*the rate apply from 1 April 2026)
Casual rate	£ 13.45 per hour (*the rate apply from 1 April 2026)
Sleepover Payment	£107.60 per night (*the rate applies from 1 April 2026)

Do you pay travel time?

- Yes, unlike some organisations, we normally pay staff when they are travelling between support shifts.

Who does The Action Group support?

- We work with people with all kinds of support needs, for example: learning disabilities, physical disabilities, mental health problems, autism and addiction issues are just some of the things that we can offer support with.
- The people we work with tend to live in their own homes. Some people live with or near a small group of other adults who also have support needs.
- We support people throughout Edinburgh, East, West and Midlothian and Falkirk.
- Although we do support some children in Midlothian and through play schemes, the majority of the work we do is with adults.

What can I expect from the job?

- Support Workers at The Action Group help people who need support to live the lives they want to lead. Support work can often be rewarding, enriching and life changing: it can also be very challenging!
- Please see the job description and person specification for further details about what the job involves and the qualities that the people we support tell us is important to them.

What training do you provide?



What can you expect when you work for The Action Group?

- We provide full training throughout the course of your employment, but particularly during your probationary period: this would typically involve a mix of classroom learning, shadow shifts and supervision meetings with your line manager.
- Should you not hold a relevant qualification, we will provide support to help you achieve this (subject to employment status).
- We are very proud that we hold Investors in People Gold status: this is partly a reflection of the quality of training we provide.

Do I need to be registered with the SSSC before the interview?

- You do not need to register at this point in the process.
- If you are successful in the recruitment process, and are formally offered a role, then it is a requirement for you to register with the SSSC within 6 months of starting.
- This is something that The Action Group will guide and support you with at the relevant time.
- If you are already registered with the SSSC then you will need to inform them of your employment with The Action Group at the time of starting.

If I pass the interview, what happens next?

- You will be made a provisional offer of employment subject to various checks e.g. satisfactory references, PVG.
- We are always willing to honour any notice period you may have.
- We recommend you wait until we confirm that we are satisfied with your pre-employment checks before you hand in your notice with a current employer.

Any other questions?

Our website contains lots of interesting and useful information, but please also feel free to contact the HR department on **0131 285 5207** or email us at recruitment@actiongroup.org.uk.