

New contractual terms and conditions - council employees

The new Single Status package means changes to some of your pay related and non-pay related terms and conditions of employment. Listed in this section are all the new contractual terms and conditions.

Current allowance

New allowance

Standard working week

The standard working week is 37 hours, Monday to Friday.

Standard working week

Where service areas are required to provide a 6 or 7 day a week service, staff could be requested to work any 5 of 7 days (subject to consultation).

Each service will need to identify what the "normal" working week will be.

Weekend Working (including Bank Holidays)

- (a) **Saturday** - paid at time and a half
- (b) **Sunday** - paid at double time
- (c) **Bank Holidays** - paid at double time

Weekend Working (including Bank Holidays)

For service areas required to provide a 6 or 7 day a week service, weekend and bank holiday payments of time and a half and double time will cease from 1st April 2013.

Overtime (in excess of 37 hours)

Overtime Rates

- (a) **Monday - Saturday** - paid at time and a half
- (b) **Sunday** - paid at double time.
- (c) **Bank Holidays** - paid at double time

Overtime (in excess of 37 hours)

Only one allowance will be paid at any one time. Overtime will only be paid to employees on salaries up to and including spinal column point 28. All overtime will be paid at time and a quarter for hours worked in excess of 37, Monday to Sunday.

Current allowance

New allowance

Shift Working

Alternating Shift paid at 10% of Grade 3.
Rotating Shift Paid at 16% of Grade 3.

Shift Working

Shift working payments will only be paid to employees on salaries up to and including spinal column point 28.
Alternating Shift paid at 5%
Rotating Shift paid at 10%

Standby and Call-out

Standby payments are:
£8.81 Monday 00.00 hrs to Friday 24.00 hrs
£26.43 Saturday 00.00 hrs to Saturday 24.00 hrs
£35.24 Sunday 00.00 hrs to Sunday 24.00 hrs
Call-out paid at overtime rates.

Standby and Call-out

Rostered standby (not including key holders) paid at £8.81, Monday to Sunday inclusive, paid to employees on salaries up to and including spinal column point 28.
Call-out to be paid at time and a quarter.

Unsocial Hours

Paid period 20.00hrs to 22.00hrs at 20%

Unsocial Hours

Payment to be removed.

Car Allowance

Lump sum National Joint Council Middle band £963.00 per annum
Mileage rates Essential Car User 40.90p
Mileage rates Casual Car User 52.20p

Car Allowance

Essential Car User Allowance removed and HMRC mileage rate paid for all car users from 1st April 2014

Mobility

Paid on relocation for up to 4 years after a change in work location.

Mobility

Introduce Mobility Clause in all Wolverhampton Council contracts and cease payment upon implementation.

Current allowance

New allowance

Sleep-In

Paid as per Purple Book at £32.94 per sleep-in.

Sleep-In

Paid at Green Book as per national rate £32.61 per sleep-in Monday to Sunday inclusive.

Night Working

Night working is from 10 pm to 6 am and is paid at time and a third. Enhanced rates are paid for weekends and Bank Holidays.

Night Working

Night Working will only be paid to employees who are not normally required to work at night. Those contractually required to work nights will no longer receive this payment
