

Impact of changes to terms & conditions on key work groups

Current rates of pay and T&Cs		New rates of pay and current T&Cs		% Inc/Dec	New rates of pay and revised T&Cs		% Inc/Dec
ROADWORKER		Proposed			Proposed		
Basic (MW4 x 37 Hours)		WDC Grade 5			WDC Grade 5		
£6.57	£12,675	Basic - 37 hours @ SCP			Basic - 37 hours @ SCP		
Bonus @ 50%	£6,338	£11.64	£22,457	18.12%	£11.64	£22,457	18.12%
O/T 25hrs per month for 6 months @ time&1/2	£1,478	O/T 25hrs per month for 6 months @ time&1/2			O/T 25hrs per month for 6 months @ time&1/2		
Bonus on O/T (paid as part of inclusive rate £9.59)	£480	Bonus on O/T			Bonus on O/T		
O/T 25hrs per month for 6 months @ double time&1/5	£2,168	O/T 25hrs per month for 6 months @ double time&1/5			O/T 25hrs per month for 6 months @ time&1/2		
Bonus on O/T	£468	Bonus on O/T			Bonus on O/T		
Total	£23,607	Total	£28,696	21.55%	Total	£27,515	16.55%
		OUTCOME	£5,088		OUTCOME	£3,908	
RESIDENTIAL WORKER		Proposed			Proposed		
Basic (RE23 x 37 hours All incl)		WDC Grade 6			WDC Grade 6		
£10.43	£20,130	Basic - 37 hours SCP			Basic - 37 hours SCP		
(Rate includes elements of shift and weekend working)		£13.51	£26,065	29.48%	£13.51	£26,065	29.48%
		shift & w/end approx	£3,649		10% shift allowance	£2,607	
Total	£20,130	Total	£29,714	47.61%	Total	£28,672	42.43%
		OUTCOME	£9,584		OUTCOME	£8,542	
LEISURE OFFICER		Proposed			Proposed		
Basic (AP2 x 35 hours)		WDC Grade 5			WDC Grade 5		
£10.55	£19,196	Basic - 35 hours SCP			Basic - 35 hours SCP		
Shift allowance 12%	£2,304	£11.64	£21,244	10.67%	£11.64	£21,244	10.67%
		Shift Allowance 12%	£2,549		Shift Allowance 10%	£2,124	
Total	£21,500	Total	£23,793	10.67%	Total	£23,368	8.69%
		OUTCOME	£2,293		OUTCOME	£1,868	

LEISURE ATTENDANT		Current		Proposed		Proposed	
Basic (MW3 x 37 hours)		£6.37		WDC Grade 3 Basic - 37 hours SCP		WDC Grade 3 Basic - 37 hours SCP	
Shift allow 37 hours @ 10%		£1,228		£8.91		£8.91	
W/E enhancement 7 hours per fortnight @time&1/2		£579		Shift Allowance 10%		Shift Allowance 10%	
W/E enhancement 7 hours @ double time		£1,158		W/E enhance 7 hrs @ 1/2		W/E enhance 7 hrs @ double time	
Total		£15,245		Total		Total	
				OUTCOME		OUTCOME	
HOME CARER		Current		Proposed		Proposed	
Basic (MW5 x 37 hours)		£6.78		WDC Grade 3 Basic - 37 hours SCP		WDC Grade 3 Basic - 37 hours SCP	
		£13,071		£8.91		£8.91	
Total		£13,071		Total		Total	
				OUTCOME		OUTCOME	
CLEANSING OPERATIVE		Current		Proposed		Proposed	
Basic (MW2 x 37 hours)		£6.16		WDC Grade 3 Basic - 37 hours SCP		WDC Grade 3 Basic - 37 hours SCP	
Bonus @ 50%		£5,942		£8.91		£8.91	
Total		£17,826		Total		Total	
				OUTCOME		OUTCOME	
GARDENER/DRIVER		Current		Proposed		Proposed	
Basic (MW3 x 37 hours)		£6.37		WDC Grade 3 Basic - 37 hours SCP		WDC Grade 3 Basic - 37 hours SCP	
Bonus @ 50%		£6,140		£8.91		£8.91	

Total	£18,420	Total	£17,188	-6.69%	Total	£17,188	-6.69%
		OUTCOME	-£1,232		OUTCOME	-£1,232	
GRAVEDIGGER C'HAND	Current	Proposed			Proposed		
Basic (MW4 x 37 hours)		WDC Grade 4			WDC Grade 4		
£6.57	£12,366	Basic - 37 hours SCP			Basic - 37 hours SCP		
Bonus @ 50%	£6,338	37	5.01%		37	5.01%	
Higher Chargehand Plussage	£1,119	£10.18			£10.18		
O/T 10hrs per month @ time&1/2	£1,183	£19,640			£19,640		
Bonus on O/T	£374	Subsumed into job rate			O/T 10hrs per month @		
		N/a			time&1/2		
		£1,833			£1,833		
		N/a			N/a		
Total	£21,380	Total	£21,473	0.44%	Total	£21,473	0.44%
		OUTCOME	£93		OUTCOME	£93	
CATERING ASSISTANT	Current	Proposed			Proposed		
Basic (MW1 x 37 hours)		WDC Grade 3			WDC Grade 3		
£5.96	£11,489	Basic - 37 hours SCP			Basic - 37 hours SCP		
		28	49.60%		28	49.60%	
		£8.91			£8.91		
		£17,188			£17,188		
Total	£11,489	Total	£17,188	49.60%	Total	£17,188	49.60%
		OUTCOME	£5,699		OUTCOME	£5,699	
CLEANER	Current	Proposed			Proposed		
Basic (MW1 x 37 hours)		WDC Grade 1			WDC Grade 1		
£5.96	£11,489	Basic - 37 hours SCP			Basic - 37 hours SCP		
		9	12.73%		9	12.73%	
		£6.71			£6.71		
		£12,952			£12,952		
Total	£11,489	Total	£12,952	12.73%	Total	£12,952	12.73%
		OUTCOME	£1,463		OUTCOME	£1,463	
LEARNING ASSISTANT	Current	Proposed			Proposed		
Basic (GS2 x 35 Hours)		WDC Grade 3			WDC Grade 3		
£8.39	£15,278	Basic - 35 hours @ SCP			Basic - 35 hours @ SCP		
		28	6.42%		28	6.42%	
		£8.91			£8.91		
		£16,259			£16,259		
Total	£15,278	Total	£16,259	6.42%	Total	£16,259	6.42%
		OUTCOME	£980		OUTCOME	£980	

SOCIAL WORKER		Current		Proposed		Proposed	
Basic (SCP37 x 35 Hours)		£15.56		WDC Grade 8 Basic - 35 hours @ SCP		WDC Grade 8 Basic - 35 hours @ SCP	
Retain		£28,395		76		76	
		£1,521		£18.19		£18.19	
Total		£29,916		£33,188		£33,188	
				16.88%		16.88%	
Total OUTCOME		£3,273		10.94%		£3,273	
10.94%							
LIBRARY ASSISTANT		Current		Proposed		Proposed	
Basic (35 Hours)		£8.89		WDC Grade 3 Basic - 35 hours @ SCP		WDC Grade 3 Basic - 35 hours @ SCP	
Alternate Saturday enhancement time and half		£16,217		28		28	
		£809		£8.91		£8.91	
Evening enhancement 7.5%		£1,216		£16,259		£16,259	
				Alternate Saturday enhancement time & half			
				£811			
				£1,219			
Total		£18,242		£18,289		£16,259	
				0.25%		-10.87%	
Total OUTCOME		£46				-£1,984	
COMMUNITY ED WORKER		Current		Proposed		Proposed	
Basic (SCP30 x 35 Hours)		£14.00		WDC Grade 7 Basic - 35 hours @ SCP		WDC Grade 7 Basic - 35 hours @ SCP	
Unsocial hours 7.5%		£25,551		67		67	
		£1,916		£15.92		£15.92	
				£29,047		£29,047	
				Unsocial hours 7.5%			
				£2,179			
Total		£27,468		£31,225		£29,047	
				13.68%		5.75%	
Total OUTCOME		£3,758				£1,579	
PCV Driver		Current		Proposed		Proposed	
Basic (x 37 Hours)		£7.71		WDC Grade 4 Basic - 37 hours @ SCP		WDC Grade 4 Basic - 37 hours @ SCP	
Bonus @ 17.5%		£14,870		37		37	
OT 50 hours @ time and half		£2,602		£10.18		£10.18	
		£578		£19,640		£19,640	
				OT 5 hours @ time&1/2		OT 5 hours @ time&1/2	
				£764		£764	
Total		£17,472		£20,404		£20,404	
				16.78%		16.78%	

		OUTCOME				OUTCOME	
		£2,931				£2,931	
Community Wardens	Current	Proposed				Proposed	
Basic (GS2 x 35 hrs)		WDC Grade3				WDC Grade 3	
£8.41	£15,314	Basic - 35 hours @ SCP				Basic - 35 hours @ SCP	
Night Shift Allow	£1,450	30		6.18%		18	
Week End Enhancements	£2,271	£8.91				£8.91	
		£16,260				£16,260	
		Night Shift Allow				Shift Allowance 10%	
		£1,869				£1,626	
		Week End Enhancements					
		£2,646					
Total	£18,783	Total		10.60%		Total	
		£20,775				£17,886	
		OUTCOME				OUTCOME	
		£1,992				-£897	
Senior Community Wardens	Current	Proposed				Proposed	
Basic (AP2 x 35 hrs)		WDC Grade 4				WDC Grade 4	
£11.90	£21,719	Basic - 35 hours @ SCP				Basic - 35 hours @ SCP	
(including enhancements)		4		-14.46%		37	
		£10.18				£10.18	
		£18,578				£18,578	
		Night Shift Allow					
		£1,035					
		Week End Enhancements				Shift Allowance 10%	
		£3,023				£1,858	
Total	£21,719	Total		-0.54%		Total	
		£21,601				£20,436	
		OUTCOME				OUTCOME	
		-£118				-£1,283	

The information contained in the above examples is for information purposes only and has averaged salary figures calculators used within the authority.
The information reflects average shift and overtime payments.