

Appendix 6

EXTERNAL BENCHMARKING – COMPARISON OF TERMS AND CONDITIONS OF SERVICE

CONDITIONS OF SERVICE	WEST DUNBARTONSHIRE	ARGYLL & BUTE	EAST DUNBARTONSHIRE	RENFREWSHIRE * <i>* Proposals being discussed with TUs</i>	INVERCLYDE
Working Week	7am – 9 pm Monday – Sunday	6 am – 10 pm Monday - Sunday	7am – 9 pm Monday - Sunday	7am – 10 pm Monday - Sunday	6 am – 8 pm Monday – Friday 6am – 1pm Saturday
Standard Hours	37 No alteration to current contracted hours	37 No alteration to current contracted hours	35 but overtime hours to 37 paid at plain time	37 No alteration to current contracted hours	37 * <i>* see detriment protection below</i>
Annual Leave	Maximum of 30 days	Maximum of 28 days	Maximum of 30 days	<i>Maximum of 30 days</i>	Maximum of 28 days
Holidays	12 fixed	8 fixed 4 floating	7 fixed 5 floating	<i>7 fixed 5 floating</i>	7 fixed 5 floating
Public Holiday Working	Double time for all hours worked + 1 day in lieu	Double time for all hours worked	Double time for all hours worked	<i>Double time for all hours worked</i>	Double time for all hours worked + 1 day in lieu
Responsibility Allowance	Payment of full rate or % from Day 1	Payment from Day 1	Payment from Day 1	?	4 week qualifying period for all employees
Overtime Premiums	Time and a half for hours in excess of 37	Time and a half for hours in excess of 37 – for employees on SCP 73 or below. Annual overtime earnings ceiling.	Time and a half for hours in excess of 37	<i>Plain time up to 37 Time and a half 37 – 48 hours Double time hours worked in excess of 48</i>	Time and a half for hours in excess of 37
Weekend	N/a	N/a	N/a but	N/a	10% on weekend

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Working as part of Normal Work Pattern			33.33% on any hours worked between 9pm – 7am		hours worked
Alternating Shifts	10% on all hours worked	N/a	N/a but 33.33% on any hours worked between 9pm – 7am	N/a	10% on atypical hours worked
Irregular Hours	20% on all hours worked	N/a	N/a but 33.33% on any hours worked between 9pm – 7am	N/a	10% on irregular hours worked
Unsocial Hours	20% on all hours worked	N/a	N/a but 33.33% on any hours worked between 9pm – 7am	N/a	10% on unsocial hours worked
Night Working	20% on all hours worked	33.33% on all hours worked between 10 pm – 6am	33.33% on all hours worked between 9 pm – 7am	33.33% on all hours worked between 10 pm – 7am	33.33% on all hours worked during defined night-time
Stand-by	Current SJC provisions to apply pending review	As per SJC agreement	As per SJC agreement	<i>As per SJC Agreement</i>	Current SJC provisions to apply pending review
Call-out	Current SJC provisions to apply pending review	As per SJC agreement	Time and a half for hours worked Double time for fixed public holidays	<i>As per SJC Agreement</i>	Current SJC provisions to apply pending review
Sleep-in	Current SJC	As per SJC	As per SJC	<i>As per SJC</i>	As per SJC

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	provisions to apply pending review	Agreement	Agreement	<i>Agreement</i>	Agreement
Car Allowances	Inland Revenue Rates	Inland Revenue Rates	£800 lump sum + Inland Revenue Rates	<i>Inland Revenue Rates</i>	Inland Revenue Rates
Detriment Protection	As per SJC Agreement	As per SJC Agreement	As per SJC Agreement	<i>As per SJC Agreement</i>	As per SJC Agreement but APT&C will be paid 37 but work 35 until 2010