

Costs of Harmonising Terms & Conditions (Trade Union Proposal)									
							Housing, Environmental & Economic Development	Social Work & Health Improvement	Total
		Chief Executive's	Corporate Services	Educational Services					
Service Hours	Value (£)		61,000				377,000	494,000	932,000
<b>Estimated OT costs based on Double time for Sunday Rest/Free days</b>	No of employees receiving enhancement		101				510	250	861
	Average (£)		604				739	1,976	1,082
Service Hours	Value (£)		35,000	5,000			1,389,000	509,000	1,938,000
<b>Estimated OT costs based on 1/1/2 at other times</b>	No of employees receiving enhancement		7	2			361	470	840
	Average (£)		5,000	2,500			3,848	1,083	2,307
Service Hours	Value (£)			70,000			404,000	733,000	1,207,000
<b>Estimated OT costs based on OT at plain time (below 37)</b>	No of employees receiving enhancement			98			406	764	1,268
	Average (£)			714			995	959	952
Weekend Rates <b>(10% salary enhancement for employees who work Sat/Sun as part of 5/7 6/7 roster)</b>	Value (£)						241,000	248,000	489,000
	No of employees receiving enhancement						70	161	231
	Average (£)						3,443	1,540	2,117
Irregular Hours <b>(costs associated with 10% enhancement paid in respect of staff working outside 8.00 - 8.00)</b>	Value (£)		4,000	90,000			71,000	333,000	498,000
	No of employees receiving enhancement		12	110			120	169	411
	Average (£)		333	818			592	1,970	1,212
Shift Allowance <b>(costs associated with 10% enhancement paid in respect of staff working shift patterns)</b>	Value (£)	1,000	28,000				29,000	665,000	723,000
	No of employees receiving enhancement	2	12				13 *	394	421
	Average (£)	500	2,333				2,231	1,688	1,717
Night Shift <b>(costs at 1 1/3)</b>	Value (£)						-	494,000	494,000
	No of employees receiving enhancement							70	70
	Average (£)							7,057	7,057
<b>Total</b>		1,000	128,000	165,000			2,511,000	3,476,000	6,281,000
* to be verified									