

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