

SUMMARY OF PROPOSAL ON REVISED TERMS & CONDITIONS FOR SJC EMPLOYEES

CONDITION	<u>PROPOSAL</u>	<u>RATIONALE</u>
<u>Working Week</u>	<ul style="list-style-type: none"> • Service hours between 7am and 9pm Monday to Sunday. • Standard working week of 37 hours. • Rate of pay will be based on 37-hour calculator. 	<ul style="list-style-type: none"> • 37 hours covered by Red Book. • Staff currently on 35 hours contracts will not require to increase hours to 37. • Staff currently employed on a 5/5 basis will not be required to move to a 5/7 arrangement unless there is a clear business requirement and only then will this be subject to full consultation.
<u>Public Holiday Allowance</u>	<ul style="list-style-type: none"> • Double Time for all hours worked + 1 day in lieu 	<ul style="list-style-type: none"> • Current terms & conditions
<u>Responsibility Allowance</u>	<ul style="list-style-type: none"> • Individual will be paid Acting Up for the rate of job or % thereof from day 1. 	<ul style="list-style-type: none"> • Will harmonise terms & conditions of employment between former manual & APT & C employees.
<u>Overtime Rates</u>	<ul style="list-style-type: none"> • Over 37 hours paid at T1/2 • Overtime Public Holidays paid at T2 • No grading bar on access to O/T rates 	<ul style="list-style-type: none"> • Clear requirement to harmonise. • Removal of bar removes inconsistency. • Significant numbers of staff currently employed on local arrangements where additional hours are paid at plain time rates. • As a consequence of proposal more staff become eligible for overtime payments

		<p>however needs to be balanced against affordability hence bar placed at 37 hours to reflect new full time hours.</p> <ul style="list-style-type: none"> • Consistent application of standard rate across the organisation removes potential for discrimination and addresses inherent inequalities in existing arrangements. • Current arrangements for payment greater than time ½ mainly apply to male employees.
<u>Alternating Shift Allowance</u>	<ul style="list-style-type: none"> • 10% 	
<u>Sleep in Allowance</u>	<ul style="list-style-type: none"> • To be reviewed in light of recent case law 	
<u>Standby & Call Out Payments</u>	<ul style="list-style-type: none"> • Review standby rates and call out payments on implementation of single status. 	
<u>Irregular Hours</u> <u>Unsocial Hours</u> <u>Night Shift Allowance</u>	<ul style="list-style-type: none"> • Replace with an out of hours allowance paid at T1/5 for all hours worked between 9pm and 7am only. 	<ul style="list-style-type: none"> • Consistency in application. • Mainly affects staff groups due to gain increase in pay through job evaluation. • Greater congruence with modernised working practices.
<u>Public Holidays</u>	<ul style="list-style-type: none"> • Reduce to 8 days across services • 2 x Christmas • 2 x New Year • 2 x Easter • 2 to be determined 	<ul style="list-style-type: none"> • Consistent with modernised working practices and the enhancement of service delivery.

	<ul style="list-style-type: none"> Annual Leave would increase by 4 days to compensate. 	
<u>Excess Travel</u>	<ul style="list-style-type: none"> To be reviewed on implementation of single status. 	
<u>Salary Frequency</u>	<ul style="list-style-type: none"> To be reviewed on implementation of single status. 	
<u>Bonus</u>	<ul style="list-style-type: none"> Removal of non measured bonus payments from manual employees. 	<ul style="list-style-type: none"> Bonus schemes have been examined in light of Cosla guidance
<u>Pay Protection</u>	<ul style="list-style-type: none"> 3 Years Pay Protection as per national agreement. 	<ul style="list-style-type: none"> Implementation of national agreement
<u>Notice Period</u>	<ul style="list-style-type: none"> 4 weeks for all posts up to grade PO1 (or equivalent SJC hourly rate), 8 weeks for all other posts covered by agreement 	<ul style="list-style-type: none"> Enhances service delivery and recruitment process