

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) £6.57	£12,675	WDC Grade 5 Basic - 37 hours @ SCP 46	£22,457	18.12%	WDC Grade 5 Basic - 37 hours @ SCP 46	£22,457	18.12%
Bonus @ 50%	£6,338	£11.64			£11.64		
O/T 25hrs per month for 6 months @ time&1/2	£1,478	O/T 25hrs per month for 6 months @ time&1/2	£2,529		O/T 25hrs per month for 6 months @ time&1/2	£2,529	
Bonus on O/T (paid as part of inclusive rate £9.59)	£480	Bonus on O/T	N/a				
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	£3,709		O/T 25hrs per month for 6 months @ time&1/2	£2,529	
Bonus on O/T	£468	Bonus on O/T	N/a				
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) £10.43	£20,130	WDC Grade 6 Basic - 37 hours SCP 56	£26,065	29.48%	WDC Grade 6 Basic - 37 hours SCP 56	£26,065	29.48%
(Rate includes elements of shift and weekend working)		£13.51	£3,649		£13.51	£2,607	
		shift & w/end approx			10% shift allowance		
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) £10.55	£19,196	WDC Grade 5 Basic - 35 hours SCP 46	£21,244	10.67%	WDC Grade 5 Basic - 35 hours SCP 46	£21,244	10.67%
Shift allowance 12%	£2,304	£11.64			£11.64		
		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	£12,280	WDC Grade 3 Basic - 37 hours SCP 28			WDC Grade 3 Basic - 37 hours SCP 28	
Shift allow 37 hours @ 10%	£1,228	£8.91	£17,188	39.97%	£8.91	£17,188
W/E enhancement 7 hours per fortnight @time&1/2	£579	Shift Allowance 10%	£1,719		Shift Allowance 10%	£1,719
W/E enhancement 7 hours @ double time	£1,158	W/E enhance 7 hrs @ 1/2 W/E enhance 7 hrs @ double time	£723 £1,447			
Total	£15,245	Total	£21,077	38.25%	Total	£18,906
		OUTCOME	£5,831		OUTCOME	£3,661
HOME CARER		Current	Proposed		Proposed	
Basic (MW5 x 37 hours) £6.78	£13,071	WDC Grade 3 Basic - 37 hours SCP 28			WDC Grade 3 Basic - 37 hours SCP 28	
		£8.91	£17,188	31.50%	£8.91	£17,188
Total	£13,071	Total	£17,188	31.50%	Total	£17,188
		OUTCOME	£4,117		OUTCOME	£4,117
CLEANSING OPERATIVE		Current	Proposed		Proposed	
Basic (MW2 x 37 hours) £6.16	£11,884	WDC Grade 3 Basic - 37 hours SCP 28			WDC Grade 3 Basic - 37 hours SCP 28	
Bonus @ 50%	£5,942	£8.91	£17,188	-3.58%	£8.91	£17,188
Total	£17,826	Total	£17,188	-3.58%	Total	£17,188
		OUTCOME	-£639		OUTCOME	-£639
GARDENER/DRIVER		Current	Proposed		Proposed	
Basic (MW3 x 37 hours) £6.37	£12,280	WDC Grade 3 Basic - 37 hours SCP 28			WDC Grade 3 Basic - 37 hours SCP 28	
Bonus @ 50%	£6,140	£8.91	£17,188	39.97%	£8.91	£17,188

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) £6.57	£12,366	WDC Grade 4 Basic - 37 hours SCP 37		5.01%	WDC Grade 4 Basic - 37 hours SCP 37		5.01%
Bonus @ 50%	£6,338	£10.18	£19,640		£10.18	£19,640	
Higher Chargehand Plussage	£1,119	Subsumed into job rate	N/a				
O/T 10hrs per month @ time&1/2	£1,183	O/T 10hrs per month @ time&1/2	£1,833		O/T 10hrs per month @ time&1/2	£1,833	
Bonus on O/T	£374	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) £5.96	£11,489	WDC Grade 3 Basic - 37 hours SCP 28		49.60%	WDC Grade 3 Basic - 37 hours SCP 28		49.60%
		£8.91	£17,188		£8.91	£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) £5.96	£11,489	WDC Grade 1 Basic - 37 hours SCP 9		12.73%	WDC Grade 1 Basic - 37 hours SCP 9		12.73%
		£6.71	£12,952		£6.71	£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) £8.39	£15,278	WDC Grade 3 Basic - 35 hours @ SCP 28		6.42%	WDC Grade 3 Basic - 35 hours @ SCP 28		6.42%
		£8.91	£16,259		£8.91	£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	£28,395	WDC Grade 8 Basic - 35 hours @ SCP	76		WDC Grade 8 Basic - 35 hours @ SCP	76	
Retain		£1,521	£18.19			£18.19		
					16.88%			16.88%
Total		£29,916	Total	£33,188	10.94%	Total	£33,188	10.94%
			OUTCOME	£3,273		OUTCOME	£3,273	
LIBRARY ASSISTANT		Current	Proposed			Proposed		
Basic (35 Hours)	£8.89	£16,217	WDC Grade 3 Basic - 35 hours @ SCP	28		WDC Grade 3 Basic - 35 hours @ SCP	28	
Alternate Saturday enhancement time and half		£809	£8.91			£8.91		
					0.25%			0.25%
Evening enhancement 7.5%		£1,216	Alternate Saturday enhancement time & half					
			£811					
			Evening enhance 7.5%					
			£1,219					
Total		£18,242	Total	£18,289	0.25%	Total	£16,259	-10.87%
			OUTCOME	£46		OUTCOME	-£1,984	
COMMUNITY ED WORKER		Current	Proposed			Proposed		
Basic (SCP30 x 35 Hours)	£14.00	£25,551	WDC Grade 7 Basic - 35 hours @ SCP	67		WDC Grade 7 Basic - 35 hours @ SCP	67	
Unsocial hours 7.5%		£1,916	£15.92			£15.92		
					13.68%			13.68%
			Unsocial hours 7.5%					
			£2,179					
Total		£27,468	Total	£31,225	13.68%	Total	£29,047	5.75%
			OUTCOME	£3,758		OUTCOME	£1,579	
PCV Driver		Current	Proposed			Proposed		
Basic (x 37 Hours)	£7.71	£14,870	WDC Grade 4 Basic - 37 hours @ SCP	37		WDC Grade 4 Basic - 37 hours @ SCP	37	
Bonus @ 17.5%		£2,602	£10.18			£10.18		
					12.41%			12.41%
OT 50 hours @ time and half		£578	OT 5 hours @ time&1/2					
			£764					
Total		£17,472	Total	£20,404	16.78%	Total	£20,404	16.78%

		<i>OUTCOME</i> £2,931				<i>OUTCOME</i> £2,931	
		<i>Proposed</i>				<i>Proposed</i>	
Community Wardens	Current						
Basic (GS2 x 35 hrs)	£8.41	£15,314	30	6.18%	18	£16,260	6.18%
Night Shift Allow	£1,450	£8.91	£16,260		£8.91	£16,260	
Week End Enhancements	£2,271	Night Shift Allow	£1,869		Shift Allowance 10%	£1,626	
		Week End Enhancements	£2,646				
Total	£18,783	Total	£20,775	10.60%	Total	£17,886	-4.78%
		OUTCOME	£1,992		OUTCOME	-£897	
Senior Community Wardens	Current						
Basic (AP2 x 35 hrs)	£11.90	£21,719	4	-14.46%	37	£18,578	-14.46%
(including enhancements)		£10.18	£18,578		£10.18	£18,578	
		Night Shift Allow	£1,035		Shift Allowance 10%	£1,858	
		Week End Enhancements	£3,023				
Total	£21,719	Total	£21,601	-0.54%	Total	£20,436	-5.90%
		OUTCOME	-£118		OUTCOME	-£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.