

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	WDC Grade 5 Basic - 37 hours @ SCP	46	18.12%	WDC Grade 5 Basic - 37 hours @ SCP	46	18.12%
Bonus @ 50%	£6,338	£11.64	£22,457		£11.64	£22,457	
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	WDC Grade 6 Basic - 37 hours SCP	56	29.48%	WDC Grade 6 Basic - 37 hours SCP	56	29.48%
(Rate includes elements of shift and weekend working)		£13.51	£26,065		£13.51	£26,065	
		shift & w/end approx	£3,649		10% shift allowance	£2,607	
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	WDC Grade 5 Basic - 35 hours SCP	46	10.67%	WDC Grade 5 Basic - 35 hours SCP	46	10.67%
Shift allowance 12%	£2,304	£11.64	£21,244		£11.64	£21,244	
		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		Proposed			Proposed		
Basic (MW3 x 37 hours)	£6.37	WDC Grade 3 Basic - 37 hours SCP	28	39.97%	WDC Grade 3 Basic - 37 hours SCP	28	39.97%
Shift allow 37 hours @ 10%	£1,228	£8.91	£17,188		£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	£723				
		W/E enhance 7 hrs @ double time	£1,447				
Total	£15,245	Total	£21,077	38.25%	Total	£18,906	24.01%
		OUTCOME	£5,831		OUTCOME	£3,661	
HOME CARER		Proposed			Proposed		
Basic (MW5 x 37 hours)	£6.78	WDC Grade 3 Basic - 37 hours SCP	28	31.50%	WDC Grade 3 Basic - 37 hours SCP	28	31.50%
		£8.91	£17,188		£8.91	£17,188	
Total	£13,071	Total	£17,188	31.50%	Total	£17,188	31.50%
		OUTCOME	£4,117		OUTCOME	£4,117	
CLEANSING OPERATIVE		Proposed			Proposed		
Basic (MW2 x 37 hours)	£6.16	WDC Grade 3 Basic - 37 hours SCP	28	-3.58%	WDC Grade 3 Basic - 37 hours SCP	28	-3.58%
Bonus @ 50%	£5,942	£8.91	£17,188		£8.91	£17,188	
Total	£17,826	Total	£17,188	-3.58%	Total	£17,188	-3.58%
		OUTCOME	£-639		OUTCOME	£-639	
GARDENER/DRIVER		Proposed			Proposed		
Basic (MW3 x 37 hours)	£6.37	WDC Grade 3 Basic - 37 hours SCP	28	39.97%	WDC Grade 3 Basic - 37 hours SCP	28	39.97%
Bonus @ 50%	£6,140	£8.91	£17,188		£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		Proposed			Proposed		
Basic (MW4 x 37 hours)	£6.57	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		Proposed			Proposed		
Basic (MW1 x 37 hours)	£5.96	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		Proposed			Proposed		
Basic (MW1 x 37 hours)	£5.96	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		Proposed			Proposed		
Basic (GS2 x 35 Hours)	£8.39	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		Proposed			Proposed		
Basic (SCP37 x 35 Hours)	£15.56	WDC Grade 8 Basic - 35 hours @ SCP	76	16.88%	WDC Grade 8 Basic - 35 hours @ SCP	76	16.88%
Retain	£1,521	£18.19	£33,188		£18.19	£33,188	
Total	£29,916	Total	£33,188	10.94%	Total	£33,188	10.94%
		OUTCOME	£3,273		OUTCOME	£3,273	
LIBRARY ASSISTANT		Proposed			Proposed		
Basic (35 Hours)	£8.89	WDC Grade 3 Basic - 35 hours @ SCP	28	0.25%	WDC Grade 3 Basic - 35 hours @ SCP	28	0.25%
Alternate Saturday enhancement time and half	£809	£8.91	£16,259		£8.91	£16,259	
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		Proposed			Proposed		
Basic (SCP30 x 35 Hours)	£14.00	WDC Grade 7 Basic - 35 hours @ SCP	67	13.68%	WDC Grade 7 Basic - 35 hours @ SCP	67	13.68%
Unsocial hours 7.5%	£1,916	£15.92	£29,047		£15.92	£29,047	
		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		Proposed			Proposed		
Basic (x 37 Hours)	£7.71	WDC Grade 4 Basic - 37 hours @ SCP	37	12.41%	WDC Grade 4 Basic - 37 hours @ SCP	37	12.41%
Bonus @ 17.5%	£2,602	£10.18	£19,640		£10.18	£19,640	
OT 50 hours @ time and half	£578	OT 5 hours @ time&1/2	£764		OT 5 hours @ time&1/2	£764	
Total	£17,472	Total	£20,404	16.78%	Total	£20,404	16.78%
		OUTCOME	£2,931		OUTCOME	£2,931	
Community Wardens		Proposed			Proposed		
Basic (GS2 x 35 hrs)	£8.41	WDC Grade3 Basic - 35 hours @ SCP	30	6.18%	WDC Grade 3 Basic - 35 hours @ SCP	18	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		Proposed			Proposed		
Basic (AP2 x 35 hrs)	£11.90	WDC Grade 4 Basic - 35 hours @ SCP	4	-14.46%	WDC Grade 4 Basic - 35 hours @ SCP	37	-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	-5.91%
		OUTCOME	£-118		OUTCOME	£-1,283	