

EXTERNAL BENCHMARKING – COMPARISON OF TERMS AND CONDITIONS OF SERVICE

CONDITIONS OF SERVICE	WEST DUNBARTONSHIRE	ARGYLL & BUTE	EAST DUNBARTONSHIRE	RENFREWSHIRE * <i>* Proposals being discussed with TUs</i>	INVERCLYDE
Working Week	8am – 8 pm Monday – Friday	6 am – 10 pm Monday - Sunday	7am – 9 pm Monday - Sunday	7am – 10 pm Monday - Sunday	6 am – 8 pm Monday – Friday 6am – 1pm Saturday
Standard Hours	37 No alteration to current contracted hours	37 No alteration to current contracted hours	35 but overtime hours to 37 paid at plain time	37 No alteration to current contracted hours	37 * <i>* see detriment protection below</i>
Annual Leave	Maximum of 30 days	Maximum of 28 days	Maximum of 30 days	<i>Maximum of 30 days</i>	Maximum of 28 days
Holidays	12 fixed	8 fixed 4 floating	7 fixed 5 floating	7 fixed 5 floating	7 fixed 5 floating
Public Holiday Working	Double time for all hours worked + 1 day in lieu	Double time for all hours worked	Double time for all hours worked	<i>Double time for all hours worked</i>	Double time for all hours worked + 1 day in lieu
Responsibility Allowance	Payment of full rate or % from Day 1	Payment from Day 1	Payment from Day 1	?	4 week qualifying period for all employees
Overtime Premiums	Double Time – Sunday Time and a half at all other times	Time and a half for hours in excess of 37 – for employees on SCP 73 or below.	Time and a half for hours in excess of 37	<i>Plain time up to 37 Time and a half 37 – 48 hours Double time hours worked in excess of</i>	Time and a half for hours in excess of 37

Appendix 4

CONDITIONS OF SERVICE	WEST DUNBARTONSHIRE	ARGYLL & BUTE	EAST DUNBARTONSHIRE	RENFREWSHIRE * <i>* Proposals being discussed with TUs</i>	INVERCLYDE
		Annual overtime earnings ceiling.		48	
Weekend Working as part of Normal Work Pattern	10%	N/a	N/a but 33.33% on any hours worked between 9pm – 7am	N/a	10% on weekend hours worked
Alternating Shifts	10% on all hours worked	N/a	N/a but 33.33% on any hours worked between 9pm – 7am	N/a	10% on atypical hours worked
Irregular Hours	10% on all hours worked(subject to qualifying conditions)	N/a	N/a but 33.33% on any hours worked between 9pm – 7am	N/a	10% on irregular hours worked
Unsocial Hours	10% on all hours worked (subject to qualifying conditions)	N/a	N/a but 33.33% on any hours worked between 9pm – 7am	N/a	10% on unsocial hours worked
Night Working	33.33% on all hours worked between 10 pm – 8 am	33.33% on all hours worked between 10 pm – 6am	33.33% on all hours worked between 9 pm – 7am	33.33% on all hours worked between 10 pm – 7am	33.33% on all hours worked during defined night-time
Stand-by	Current SJC provisions to apply pending review	As per SJC agreement	As per SJC agreement	<i>As per SJC Agreement</i>	Current SJC provisions to apply pending review

Appendix 4

CONDITIONS OF SERVICE	WEST DUNBARTONSHIRE	ARGYLL & BUTE	EAST DUNBARTONSHIRE	RENFREWSHIRE * <i>* Proposals being discussed with TUs</i>	INVERCLYDE
Call-out	Current SJC provisions to apply pending review	As per SJC agreement	Time and a half for hours worked Double time for fixed public holidays	<i>As per SJC Agreement</i>	Current SJC provisions to apply pending review
Sleep-in	Current SJC provisions to apply pending review	As per SJC Agreement	As per SJC Agreement	<i>As per SJC Agreement</i>	As per SJC Agreement
Car Allowances	Inland Revenue Rates	Inland Revenue Rates	£800 lump sum + Inland Revenue Rates	<i>Inland Revenue Rates</i>	Inland Revenue Rates
Detriment Protection	5 years	As per SJC Agreement – 3 years	As per SJC Agreement – 3 years	<i>As per SJC Agreement – 3 years</i>	As per SJC Agreement 3 years but APT&C will be paid 37 but work 35 until 2010