

## 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
<b>Working Week</b>	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
<b>Standard Hours</b>	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>
<b>Annual Leave</b>	Maximum of 30 days	Maximum of 28 days	Maximum of 30 days	<i>Maximum of 30 days</i>	Maximum of 28 days
<b>Holidays</b>	12 fixed	8 fixed 4 floating	7 fixed 5 floating	7 fixed 5 floating	7 fixed 5 floating
<b>Public Holiday Working</b>	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
<b>Responsibility Allowance</b>	Payment of full rate or % from Day 1	Payment from Day 1	Payment from Day 1	?	4 week qualifying period for all employees
<b>Overtime Premiums</b>	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

<b>CONDITIONS OF SERVICE</b>	<b>WEST DUNBARTONSHIRE</b>	<b>ARGYLL &amp; BUTE</b>	<b>EAST DUNBARTONSHIRE</b>	<b>RENFREWSHIRE *</b> <i>* Proposals being discussed with TUs</i>	<b>INVERCLYDE</b>
		Annual overtime earnings ceiling.		48	
<b>Weekend Working as part of Normal Work Pattern</b>	10%	N/a	N/a but 33.33% on any hours worked between 9pm – 7am	N/a	10% on weekend hours worked
<b>Alternating Shifts</b>	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
<b>Irregular Hours</b>	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
<b>Unsocial Hours</b>	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
<b>Night Working</b>	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
<b>Stand-by</b>	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

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<b>Call-out</b>	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
<b>Sleep-in</b>	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
<b>Car Allowances</b>	Inland Revenue Rates	Inland Revenue Rates	£800 lump sum + Inland Revenue Rates	<i>Inland Revenue Rates</i>	Inland Revenue Rates
<b>Detriment Protection</b>	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