

**Terms & Conditions
Appendix B:**

**Other Pay Allowances
Version: 1.6**



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

1. Standby Duty Allowance for Employees other than Social Workers

1. Entitlement to standby, disturbance and call-out payment

- (a) The nature of the work for some employees makes it necessary for them to carry out standby duties. Such employees will therefore be contractually required to undertake standby duty if so requested by the authority and to carry out emergency work as and when the need arises.
- (b) Standby duties to a specific rostered arrangement whereby employees are under an obligation outside their normal working hours (including Saturdays, Sundays and Public Holidays) to remain on call and to be available to be consulted and if necessary to be called out for emergency duty.
- (c) Employees whose posts are not paid up to and below a professionally graded post and who are required to undertake standby duty, where this requirement is not already reflected in the grade of the post, will be entitled to payment in accordance with the tables below:

	01/04/2019	01/04/2020
For each complete week of standby duty actually performed	£90.95	£93.68
Plus		
For each public or extra public holiday in that week	£17.07	£17.58

2. For Broken Periods of Standby Duty

	01/04/2019	01/04/2020
Monday to Friday	£9.05	£9.32
Saturday	£19.28 for 24 hours	£19.86
Sunday and public statutory holiday	£26.28 for 24 hours	£27.07

NB Each 24 hour period of standby duty is to commence at the beginning of the working day (or at the same hour on non-working days).

3. Disturbance and Call Out Payments

Employees undertaking standby duty, who are contacted or called out in accordance with the agreed arrangements, will be paid on the following basis:

- (i) for each occasion on which the employee is contacted and which results in the exercise of skills for which the standby duty is required, either at the employee's home or elsewhere, a payment of £13.62 with

effect from 1 April 2017; an employee will, however, only be entitled to one such payment within each period of two hours, commencing with the start of the standby session;

- (ii) where an employee becomes entitled to a payment in sub-paragraph (i) and, where that or subsequent disturbance or call out is in excess of one hour, the employee will be entitled to further payment for the whole of the period of disturbance or call-out at the appropriate overtime rates.

Disturbance and Call Out Payments	
01/04/2019	01/04/2020
£14.52	£14.96

4. Payments for Employees not on Standby

Employees not undertaking standby duty but who are contacted or called out will be paid on the following basis:-

- (i) for each occasion on which the employee is contacted and which results in the exercise of skills for which the standby duty is required, either at the employee's home or elsewhere, a payment of £18.74 with effect from 1 April 2017; an employee will, however, only be entitled to one such payment within each period of two hours, commencing with the start of a notional standby session; and
- (ii) where an employee becomes entitled to a payment in sub-paragraph (i) and, where that or subsequent disturbance or call out is in excess of one hour, the employee will be entitled to further payment for the whole of the period of disturbance or call out at the appropriate overtime rates.

Payments for employees not on standby	
01/04/2019	01/04/2020
£19.98	£20.58

5. First Aid Allowance

£365.96 per annum for all contractual hours.

The annual allowance is paid as an hourly rate on contractual hours only. The hourly rate will be calculated based on the *full time* contractual hours.

6. Residential Staff Scheme

Sleeping-in Duty Allowance:

Employee's required for "Sleeping-In Duty" will be paid at the Scottish Local Government Living Wage, or the Real Living Wage (whichever is higher), for all hours collected during this duty. See table below;

Date	Rate of Pay	Source
01/04/19	£9.07	SLGLW
Nov 19	Tbc	RLW
01/04/2020	£9.34	SLGLW
Nov 2020	Tbc	RLW

7. Availability Allowance for Social Workers Based on Isle of Arran

01/04/2019	01/04/2020
£1,674.49 per annum	£1,724.72 per annum

8. Mental Health Officer Allowance

01/04/2019	01/04/2020
£1,828.97 per annum	£1,883.84 per annum