

## SUMMARY OF AGREED CHANGES ON 'STANDBY' 'CALL OUT' ARRANGEMENTS

### Formal 'standby' Payments

- Current rates and arrangements as detailed in the Single Status Agreement to continue unchanged i.e.:

Weekday payments for any employee who is required to be on standby from 6.00 pm to 8.00 am, Monday to Friday.

Weekend payments for any employee who is required to be on standby from 8.00 am to 8.00 am, Saturday and Sunday.

Standby per night: £21.92 (w.e.f. 01.04.13)

Standby per day: £35.50

Alternatively, an inclusive standby payment per week (ie 5 nights and a 2 day weekend) may be made.

Where an employee is required to be on standby for the whole week including a Bank Holiday weekend (ie the preceding Friday and/or following Monday), the weekly payment will be made and time off in lieu given for the Bank Holiday(s) worked.

- Formal 'standby' payments only to be paid to those officers detailed below.
- Additional arrangements and payment for formal 'standby' to additional staff only to be payable if approved by CMT

### 'Call out' payments

- A fixed rate of £25.10 (*as at 01.04.13*) per hour for all employees who are called out for the first 2 hours of each 'call out', irrespective of the employee's substantive grade will be paid. Hours called out in excess of the initial two hours will be paid at the hourly rate for the substantive job, with enhanced rates also being applied as appropriate (in accordance with Part 3, Paragraph 2 – Working Arrangements of the 'green book' as amended by local collective agreements).
- With effect from 1 October 2012 payments are payable from the point that out of hours 'work' commences as a result of a 'call out', regardless of whether the officer is required to leave the home or not.
- Payments will be made for whole hours or part thereof

BUSINESS UNIT	ARRANGEMENTS WITH EFFECT FROM 1 OCTOBER 2012
<b>Housing Options, Energy and Home Support – (Homeless provision)</b>	<ul style="list-style-type: none"> <li>• Formal ‘standby’ arrangements to remain in place</li> <li>• ‘standby’ payments at agreed rates</li> <li>• ‘call out’ payments at agreed rates i.e The appropriate fixed rate for all employees who are called out for the first 2 hours of each ‘call out’, irrespective of the employee’s substantive grade will be paid. Hours called out in excess of the initial two hours will be paid at the hourly rate for the substantive job, with enhanced rates also being applied as appropriate (in accordance with Part 3, Paragraph 2 – Working Arrangements of the ‘green book’ as amended by local collective agreements).</li>   <li>• With effect from 1 October 2012 payments are payable from the point that out of hours ‘work’ commences as a result of a ‘call out’, regardless of whether the officer is required to leave the home or not.</li>   <li>• Payments will be made for whole hours or part thereof</li> </ul>
<b>Building Control – (Dangerous Structures)</b>	<ul style="list-style-type: none"> <li>• No formal ‘standby’ rota and associated payments</li> <li>• With effect from 1 October 2012 implement cascade arrangement for all ‘out of hours’ calls; (arrangements as agreed with the Business Manager)</li> <li>• There will be no contractual obligation to respond to an out of hours call, however where an officer responds to a ‘call out’ – the appropriate call out rate is payable for all employees who are called out for the first 2 hours of each ‘call out’, irrespective of the employee’s substantive grade. Hours called out in excess of the initial two hours will be paid at the hourly rate for the substantive job, with enhanced rates also being applied as appropriate (in accordance with Part 3, Paragraph 2 – Working Arrangements of the ‘green book’ as amended by local collective agreements).</li> <li>• With effect from 1 October 2012 payments are payable from the point that out of hours ‘work’ commences as a result of a ‘call out’, regardless of whether the officer is required to leave the home or not.</li> <li>• Payments will be made for whole hours or part thereof</li> </ul>
<b>Building Service</b>	<ul style="list-style-type: none"> <li>• Formal ‘standby’ arrangements to remain in place</li> <li>• ‘standby’ payments at agreed rates</li> <li>• ‘Call out’ payments at agreed rates i.e The appropriate fixed rate for all employees who are called out for the first 2 hours of</li> </ul>

	<p>each 'call out', irrespective of the employee's substantive grade will be paid. Hours called out in excess of the initial two hours will be paid at the hourly rate for the substantive job, with enhanced rates also being applied as appropriate (in accordance with Part 3, Paragraph 2 – Working Arrangements of the 'green book' as amended by local collective agreements).</p> <ul style="list-style-type: none"> <li>• With effect from 1 October 2012 payments are payable from the point that out of hours 'work' commences as a result of a 'call out', regardless of whether the officer is required to leave the home or not.</li> <li>• Payments will be made for whole hours or part thereof</li> </ul>
<b>Markets and Car Parks</b>	<ul style="list-style-type: none"> <li>• No formal 'standby' rota and payments;</li> <li>• With effect from 1 October 2012 implement cascade arrangement for all 'out of hours' calls; (arrangements as agreed with the Business Manager)</li> <li>• There will be no contractual obligation to respond to an out of hours call, however where an officer does respond to a 'call out' payments to be made at the approved rates</li> </ul>
<b>ICT</b>	<ul style="list-style-type: none"> <li>• No formal 'standby' rota and payments;</li> <li>• With effect from 1 October 2012 implement cascade arrangement for all 'out of hours' calls; (arrangements as agreed with the Business Manager)</li> <li>• There will be no contractual obligation to respond to an out of hours call, however where an officer does respond to a 'call out' payments to be made at the approved rates</li> </ul>
<b>Community Safety</b>	<ul style="list-style-type: none"> <li>• No formal 'standby' rota and payments;</li> <li>• With effect from 1 October 2012 implement cascade arrangement for all 'out of hours' calls; (arrangements as agreed with the Business Manager)</li> <li>• There will be no contractual obligation to respond to an out of hours call, however where an officer does respond to a 'call out' payments to be made at the approved rates</li> </ul>
<b>Waste, Litter and Recycling</b>	<ul style="list-style-type: none"> <li>• Current cascade arrangements for 'out of hours' calls to continue to operate</li> <li>• There will be no contractual obligation to respond to an out of hours call, however where an officer responds to a 'call out' payments to be made at the approved rates.</li> </ul>
<b>Environmental Animal Welfare Control</b> <b>Health and</b>	<ul style="list-style-type: none"> <li>• Current informal cascade system for 'out of hours' calls to continue;</li> <li>• There will be no contractual obligation to respond to an out of hours call, however where an officer does respond to a 'call out' payments to be made at the approved rates</li> </ul>

<b>Grounds Maintenance</b>	<ul style="list-style-type: none"> <li>• 'standby' to continue to operate on an informal basis as and when required for emergency sandbagging as currently in operation;</li> <li>• corporate 'standby' payment (if and when officers placed on 'standby');</li> <li>• 'Call out' payments to be made at the approved rates.</li> </ul>
<b>Planning Development</b>	The arrangements agreed at CMT on 5 April 2010 for an enforcement service over the bank holiday period to continue to operate
<b>Marketing and Promotions</b>	<ul style="list-style-type: none"> <li>• No change to current arrangements</li> <li>• Business Manager will continue to be available in cases of emergency or business continuity issues.</li> </ul>
<b>Business Managers</b>	<ul style="list-style-type: none"> <li>• No formal 'standby' rota and payments</li> <li>• Call out payments to be made at the approved rates if responding to a 'call out'.</li> </ul>

#### **INTRUDER ALARM RESPONSES**

Leisure Centres Customer Services Parks and Amenities Museums	<ul style="list-style-type: none"> <li>• Current informal cascade arrangements to continue to operate</li> <li>• Call out payments to be made at the approved rates with immediate effect.</li> <li>• No further requirement to be called out in the event that a corporate contract is put into place, at which point appropriate notice will be served.</li> </ul>
Corporate Property	<ul style="list-style-type: none"> <li>• Current 'standby'/'call out' arrangements to continue to operate</li> <li>• Corporate "standby" at agreed rates (weekend only)</li> <li>• Call out payments to be made at the approved rates. (weekend only)</li> <li>• No further requirement to be called out in the event that a corporate contract is put into place at which point appropriate notice will be served.</li> </ul>