



Review of contract arrangements for staff in Worthing Theatres

Report by the Executive Head of Corporate & Cultural Services

1.0 Summary

- 1.1 This report is to advise Members of the current terms applying to staff of Worthing Theatres with regard to hours, overtime etc. and to recommend the way forward to harmonising terms and conditions.
- 1.2 This report updates Members on progress being made with regard to the implementation of job evaluation within Worthing Theatres.

2.0 Background

- 2.1 The Joint Staff Committee, on 19 April 2012, determined an appeal, under the Council's Grievance Procedure, by a member of staff employed within Worthing Theatres.
- 2.2 The Committee required a report to be brought to the June meeting of the Joint Strategic Committee outlining the various anomalies between contracts of employment of staff in the Theatres Section, setting out the officers' proposals for dealing with this matter.
- 2.3 The Committee required a full grading review of the contracts of employment of Theatre staff to take place by 8 September 2012, to ensure fairness and consistency, in accordance with the assurance given at Stage 2 of the Grievance Procedure.
- 2.4 The Executive Head of Corporate & Cultural Services has reviewed the contracts of employment of staff within Worthing Theatres and set out in Appendix 1 to this report is a summary of the terms and conditions.
- 2.5 It is recognised that there are substantial differences between the contractual terms of staff and the opportunity exists within the job evaluation process to take steps, in consultation with staff and UNISON to harmonise the terms and conditions as job evaluation takes account of unusual patterns of work.
- 2.6 The Executive Head of Corporate & Cultural Services has commenced a job evaluation exercise within Worthing Theatres. It will not be possible to complete this by 8 September 2012 because of the need to ensure that job descriptions are up to date, but the Executive Head assures Members that this process will be completed as soon as possible.

2.7 The Executive Head of Corporate & Cultural Services is carrying out a review of overtime arrangements across Adur District Council and Worthing Borough Council and will include Worthing Theatres within this review.

3.0 Proposals

3.1 It is proposed that Members note the terms and conditions set out in Appendix 1.

3.2 That Members note that there is a review of overtime across both Councils and that Worthing Theatres will be included within this.

3.3 That the Committee agrees that the Executive Head of Corporate & Cultural Services, as the Head of Theatres and the Head of Human Resources, take steps in consultation with staff and UNISON, to harmonise the terms and conditions as part of the job evaluation process.

3.4 That the Committee notes that the job evaluation process has been commenced and will be completed as soon as practicable.

4.0 Legal

4.1 Section 112 of the Local Government Act 1972 empowers the Councils to appoint such officers as they think necessary for the proper discharge of theirs or other Councils' functions as fall to be discharged by them and that such officers shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the Council appointing think fit.

4.2 Within the Joint Committee Agreement between Adur District Council and Worthing Borough Council, the terms of reference of the Joint Staff Committee are:

1. To be the final appeal, within the Councils, in all policies relating to staff other than [senior staff], including grievance and disciplinary matters;
2. To determine terms and conditions matters in respect of staff other than [senior staff], where these are to be dealt with by Members.

Therefore, these matters come to the Joint Staff Committee and not the Joint Strategic Committee.

5.0 Financial implications

5.1 There are no direct financial implications arising from this report, although it should be noted that the decision of the Committee to implement job evaluation is likely to have a budgetary consequence for Worthing Theatres.

6.0 Recommendation

6.1 That Members note the terms and conditions set out in Appendix 1.

6.2 That Members note that there is a review of overtime across both Councils and that Worthing Theatres will be included within this.

6.3 That the Committee agrees that the Executive Head of Corporate & Cultural

Services, as the Head of Theatres and the Head of Human Resources, take steps in consultation with staff and UNISON, to harmonise the terms and conditions as part of the job evaluation process.

- 6.4 That the Committee notes that the job evaluation process has been commenced and will be completed as soon as practicable.

Local Government Act 1972

Background Papers:

1. Minutes of Joint Staff Committee - 19 April 2012.
2. Joint Committee Agreement between Adur District Council and Worthing Borough Council dated 27 July 2007 and amended 1 May 2011.
3. Contracts of employment for staff in Worthing Theatres.

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Schedule of Other Matters

1.0 Council Priority

1.1 Matter considered and no issues identified.

2.0 Specific Action Plans

2.1 Matter considered and no issues identified.

3.0 Sustainability Issues

3.1 Matter considered and no issues identified.

4.0 Equality Issues

4.1 There are no specific equality issues arising from this report.

5.0 Community Safety Issues (Section 17)

5.1 Matter considered and no issues identified.

6.0 Human Rights Issues

6.1 Matter considered and no issues identified.

7.0 Reputation

7.1 Matter considered and no issues identified.

8.0 Consultations

8.1 Matter considered and no issues identified.

9.0 Risk Assessment

9.1 Matter considered and no issues identified.

10.0 Health & Safety Issues

10.1 Matter considered and no issues identified.

11.0 Procurement Strategy

11.1 Matter considered and no issues identified.

12.0 Partnership Working

12.1 Matter considered and no issues identified.

Appendix 1

Contract No.	Overtime	Enhancements	Leave	Hours
1	Any additional hours authorised and worked beyond 10 in any week will be paid at plain time rate	10% of basic salary to cover evening and weekend working. No further payment will be made for these hours. Hours worked on a public holiday will be enhanced.	20 days plus 2 statutory pro rata plus public holidays	10 hours per week by arrangement, to include evenings, weekends and public holidays
2	-	-	-	16 hours
3	-	-	-	-
4	Overtime will not normally apply, however, additional hours and overtime if authorised, will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked. Any overtime exceeding 30 minutes on any one day will be paid at a rate of time and a half for work on a Sunday, which is currently under review.	-	21 days plus proportional amount of 2 extra statutory days, pro-rata to number of hours worked and shown in hours.	18 hours per week on a rota basis.
5	-	-	21 days plus two extra statutory days and usual public holidays.	37 hours per week
6	Any additional hours authorised and worked beyond 10 in any week will be paid at plain time rate	10% of basic salary to cover evening and weekend working. No further payment will be made for these hours although hours worked on a public holiday will be enhanced to double time.	Entitlement will be the pro rata equivalent of basic 20 days plus 2 extra statutory (40 hours plus 2 in lieu of each statutory day) plus public holidays)	Will average 10 hours per week worked on rota basis, including evening, weekend and public holidays.

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Contract No.	Overtime	Enhancements	Leave	Hours
7	Additional hours/overtime will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked. Current agreement is that if you are required to work overtime, then any overtime exceeding 30 mins on any one day will be paid at a rate of double time for work on a Sunday/public holiday or time and a half for work at any other time.	Hours worked on a Saturday and Sunday as part of normal working week will be paid at enhanced rates (plus a half for Saturdays, plus one for Sundays)	25 days (30 days if you work a six day week) including one week's additional long service entitlement; plus two extra statutory days, plus public holidays.	39 hours per week
8	-	Additional payment of 10% of basic salary. Any hours worked on a public holiday will be enhanced to double time. Personal protection to telephone allowance with the council bearing cost of basic line rental plus VAT (£13.50 per month) paid in monthly instalments in salary.	25 days (which includes 4 additional days entitlement) plus 2 extra statutory days plus public holidays.	37 hours per week
9	6 hours per week	An enhancement of 10% of basic salary is payable to compensate for working irregular hours including evenings and weekends. Dress allowance of £50 per annum, payable monthly. Council pays telephone rental + £2 per quarter for business calls.		37 hours per week plus an allowance for up to 6 hours per week overtime viewed on the basis of an 86 hour fortnight

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Contract No.	Overtime	Enhancements	Leave	Hours
10	<p>Overtime will not normally apply, however, additional hours and overtime if authorised, will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked. The current agreement is that any additional hours worked will be at plain time rate until 3 hours per week have been worked, except hours worked at weekends/public holidays, which will be paid at the appropriate overtime rates as follows:</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p> <p>Payment is only made for overtime exceeding 30 mins on any one day.</p>	-	Entitlement is 20 days, plus two extra statutory days pro rata plus public holidays that fall on your normal working days.	12 hours per week. To provide cover of holiday/sickness absence of Admin Assistant.

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Contract No.	Overtime	Enhancements	Leave	Hours
11	Overtime will not normally apply, however, additional hours and overtime if authorised, will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.		Entitlement is 20 days plus a proportionate amount of 2 extra statutory days - calculated as 88 hours.	20 hours per week
12	-	11% on salary	22 days plus a proportionate amount of 2 extra statutory days.	37 hours per week on rota
13	-	-	21 days plus two extra statutory days and usual public holidays.	37 hours per week on rota
14	<p>Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.</p> <p>The current agreement is that if you are required to work overtime, then any overtime exceeding 30 mins on any one day will be paid at a rate of double time for work on a Sunday/Public Holiday or time and a half for work at any other time.</p>	Hours worked on a Saturday and Sunday as part of normal working week will be paid at enhanced rates (plus a half for Saturdays, plus one for Sundays), in arrears.	20 days plus two extra statutory plus public holidays.	39 hour week

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Contract No.	Overtime	Enhancements	Leave	Hours
15	Additional hours/overtime will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked. Current agreement is that if you are required to work overtime, then any overtime exceeding 30 mins on any one day will be paid at a rate of double time for work on a Sunday/Public Holiday or time and a half for work at any other time.	Weekend working - Time and a half for hours worked on a Saturday and double time for hours worked on a Sunday (pensionable). A bonus of 25% of basic salary is payable, plus an unsocial hours payment of 7½% of basic salary.	20 days plus 2 extra statutory per year, proportionate to no. of months' service completed plus 1 statutory day for each 6 months worked. If required to work on a public holiday, you will, in addition to normal pay for that day, be paid at plain time rate for all hours worked within normal working hours and this will be pensionable, plus you will receive compensatory time off with pay (half day where the time worked is less than half the normal working hours on that day or a full day where the time worked is more than half the normal working hours). Overtime worked on a public holiday is not pensionable.	39 hour week
16	Salary enhancement covers additional hours worked, unless in exceptional cases the Theatres Manager authorises, in advance, enhanced payment for additional hours worked.	10% of basic salary to cover evening and weekend working and hours worked in excess of 39 per week. No further payment will be made for these hours, although hours worked on a Public Holiday will be enhanced to double time.	4 weeks (24 days in recognition of 6 day working week) plus 2 extra statutory days and public holidays	Average 39 hours per week, worked on six days per week, including evening, weekend and public holidays.

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Contract No.	Overtime	Enhancements	Leave	Hours
17	<p>Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.</p> <p>The current agreement is that any additional hours worked will be at plain time rate until 37 hours per week have been worked, except hours worked at weekends/Public Holidays, which will be paid at the appropriate rates as follows:-</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p> <p>Payment is only made for overtime exceeding 30 minutes on any one day.</p>	<p>As work pattern involves work on a Saturday and Sunday as part of normal working week, these hours will be paid at enhanced rates (time and a half for hours worked on a Saturday and double time for hours worked on a Sunday) and will be pensionable.</p>	<p>20 days plus a proportionate amount of two extra statutory days. As contract is due to end on 21 January 2007, this entitlement will be pro-rata to the length of service and shown in hours and equates to 49.3 hours.</p> <p>For info, under current arrangements, if you are required to work on a Public Holiday, you will, in addition to normal pay for that day, be paid at plain time rate for all hours worked within normal working hours and this will be pensionable, plus you will receive compensatory time off with pay (half day where the time worked is less than half the normal working hours on that day or a full day where the time worked is more than half the normal working hours). Overtime worked on a public holiday is not pensionable.</p>	37 hours per week

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Contract No.	Overtime	Enhancements	Leave	Hours
18	-	-	21 days plus a proportionate amount of two extra statutory days. As contract starts on 06.09.10, entitlement will be pro-rata to length of service and equates to 12 days plus bank holidays.	37 hours per week

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Contract No.	Overtime	Enhancements	Leave	Hours
19	<p>The salary enhancement covers additional hours worked, unless in exceptional cases the Theatres Manager authorises, in advance, enhanced payment for additional hours worked.</p> <p>Although, please note that when you progress to SO1 the current agreement is that, as your post is graded above Scale 6, you will not normally qualify for paid overtime but should this be approved at anytime occur, please note that non-contractual overtime is not pensionable.</p>	<p>10% of basic salary to cover evening and weekend working and hours worked in excess of 39 per week. No further payment will be made for these hours, although hours worked on a Public Holiday will be enhanced to double time.</p> <p>This post requires you to have a telephone available for official use at your home address. The Council will bear the cost of the basic line rental + VAT (currently £126.00pa) which is subject to tax and national insurance and also make a minimum contribution of £3 + VAT per quarter (£14.10pa) towards business calls, which is non-taxable (payable monthly).</p> <p>Any business calls in excess of the £3 contribution may be claimed on production of a record of such calls.</p>	22 days plus two extra statutory days plus public holidays. If required to work on public holidays, you will be entitled to time off in lieu.	39 hours per week
20	-	-	21 days plus a proportionate amount of two extra statutory days.	37 hours per week on a rota, including unsocial hours

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Contract No.	Overtime	Enhancements	Leave	Hours
21	Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.	Hours worked on a public holiday will be enhanced to double time.	20 days, plus a proportionate amount of two extra statutory days. As contract is due to end on 31.03.09, this entitlement will be pro-rata to the length of service and equates to 11 days.	37 hours per week on a rota, working evenings and weekends.
22	Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.	10% of basic salary to cover evening and weekend working. No further payment will be made for these hours, although hours worked on a public holiday will be enhanced to double time.	20 days, plus two extra statutory days plus public holidays.	37 hours per week on a rota. Normal working week involves working evenings, weekends and bank holidays. Salary has been determined as complete recompense for working arrangements.
23	The current agreement is that, as your post is graded above Scale 6, you will not normally qualify for paid overtime but should this be approved and at anytime occur, please note that non-contractual overtime is not pensionable.	Because work pattern involves work on a Saturday and Sunday as part of normal working week, you will receive an enhancement of 10% on your basic salary.	22 days plus two extra statutory days plus public holidays.	37 hours per week worked on a rota basis
24	-	-	24 days	40 hours per week

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Contract No.	Overtime	Enhancements	Leave	Hours
25	The salary enhancement covers additional hours worked, unless in exceptional cases the Theatres Manager authorises, in advance, enhanced payment for additional hours worked.	<p>10% of basic salary to cover evening and weekend working and hours worked in excess of 39 per week. No further payment will be made for these hours, although hours worked on a public holiday will be enhanced to double time.</p> <p>This post requires you to have a telephone available for official use at your home address. The Council will bear the cost of the basic line rental + VAT (currently £106.48pa) which is subject to tax and national insurance and also make a minimum contribution of £3 +VAT per quarter (£14.10pa) towards business calls, which is non-taxable (payable monthly)</p> <p>Any business calls in excess of the £3 contribution may be claimed on production of a record of such calls.</p>	20 days plus two extra statutory days plus public holidays. If you are required to work on a public holiday you will be entitled to time off in lieu.	39 hours per week on a rota including evening, weekend and public holidays.
26	-	-	21 days plus a proportionate amount of two extra statutory days, pro-rata to the number of hours you work and shown in hours.	20 hours per week on a rota including evenings, weekends and bank holidays. Hours worked on public holidays will be paid at double time.

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Contract No.	Overtime	Enhancements	Leave	Hours
27	<p>Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.</p> <p>The current agreement is that any additional hours worked will be at plain time rate until 37 hours per week have been worked, except hours worked at weekends/public holidays, which will be paid at the appropriate rates as follows:-</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p> <p>Payment is only made for overtime exceeding 30 mins on any one day.</p>	<p>Because your work pattern involves work on a Saturday and Sunday as part of your normal working week, these hours will be paid at enhanced rates (time and a half for hours worked on a Saturday and double time for hours worked on a Sunday) and will be pensionable.</p>	<p>20 days plus a proportionate amount of two extra statutory days. As you are part-time, this entitlement will be pro-rata to the number of hours you work and shown in hours as 88 hours per annum.</p>	<p>20 hours per week on a rota.</p>

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Contract No.	Overtime	Enhancements	Leave	Hours
28	<p>Overtime will not normally apply, however, additional hours and overtime if authorised, will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.</p> <p>The current agreement is that any additional hours worked will be at plain time rate until 37 hours per week have been worked, except hours worked at weekends/public holidays, which will be paid at the appropriate rates as follows:-</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p> <p>Payment is only made for overtime exceeding 30 minutes on any one day.</p>	-	20 days plus two extra statutory days, pro-rata worked calculated to be 80 hours plus 4 hours per statutory day.	20 hours per week on a rota

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Contract No.	Overtime	Enhancements	Leave	Hours
29	<p>Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.</p> <p>The current agreement is that any additional hours worked will be at plain time rate until 37 hours per week have been worked, except hours at weekends/public holidays, which will be paid at the appropriate rates as follows:-</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p> <p>Payment is only made for overtime exceeding 30 mins on any one day.</p>	-	<p>20 days plus a proportionate amount of two extra statutory days. As part-time, this entitlement will be pro-rata to the number of hours you work and shown in hours. Entitlement is 44 hours, made up of 40 hours' leave plus 4 hours' extra statutory leave. In addition you receive a bank of hours for public holiday entitlement.</p>	<p>10 per week, Monday and Friday, commencing each day at 9.00am</p>

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Contract No.	Overtime	Enhancements	Leave	Hours
30	Any additional hours authorised and working beyond 7 in any week will be paid at plain time rate.	-	20 days (148 hours) plus two extra statutory days plus public holidays, giving an entitlement of 28 hours plus 1.4 hours in lieu of each statutory day.	7 hours per week on a rota, including evening, weekend and public holiday working. Hours worked on public holidays will be paid at double time.

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Contract No.	Overtime	Enhancements	Leave	Hours
31	<p>Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.</p> <p>The current agreement is that any additional hours worked will be at plain time rate until 37 hours per week have been worked, except hours worked at weekends/public holidays, which will be paid at the appropriate rates as follows, unless a special rate has been agreed in advance:-</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p>	-	20 days, plus a proportionate amount of two extra statutory days. As part-time, this entitlement will be pro-rata to the number of hours you work and shown in hours as 80 hours' annual leave and 4 hours in lieu of each statutory day.	20 hours per week on a rota.

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Contract No.	Overtime	Enhancements	Leave	Hours
32	Any additional hours authorised and worked beyond 14 in any week will be paid at plain time rate.	-	Pro-rata equivalent of 20 days (4 weeks plus 2 extra statutory days) plus public holidays, giving entitlement of 56 hours plus 2½ hours in lieu of each statutory day.	14 hours per week on a rota, including evening, weekend and public holidays. Hours worked on a public holiday will be paid at double time.
33	The current agreement is that, if you are required to work any additional hours, then any overtime exceeding 30 mins on any one day will be paid at the appropriate rate.	-	21 days, plus a proportionate amount of two extra statutory days. As part-time, this entitlement will be pro-rata to the number of hours you work and shown in hours.	20 hours per week on a rota
34	Overtime worked above 37 hours per week will be paid at plain rate.	-	21 days. As contract is due to end on 31.01.10, entitlement will be pro-rata to length of service.	37 hours per week on a rota.
35	-	-	22 days plus two extra statutory days and public holidays.	37 hours per week on a rota, working evenings, weekends and bank holidays.
36	-	-	21 days plus two extra statutory days and public holidays which will be pro-rata and expressed in hours.	24 hours per week, Monday to Friday
37	Additional hours worked will be at plain rate.	-	21 days plus a proportionate amount of two extra statutory days. As part-time, this entitlement will be pro-rata to the length of service and calculated in hours.	24 hours per week, on a rota

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Contract No.	Overtime	Enhancements	Leave	Hours
38	The current agreement is that if you are required to work any additional hours, then any overtime exceeding 30 minutes on any one day will be paid at the appropriate rate.	-	21 days plus a proportionate amount of two extra statutory days. As part-time, this entitlement will be pro-rata to the number of hours you work and shown in hours.	12 hours per week, worked on a rota.
39	The current agreement is that, if you are required to work any additional hours, then any overtime exceeding 30 mins on any one day will be paid at the appropriate rate.	-	21 days, plus a proportionate amount of two extra statutory days. As part-time, this entitlement will be pro-rata to the number of hours you work and shown in hours.	14 hours per week worked on a rota.
40	-	-	21 days plus a proportionate amount of two extra statutory days.	37 hours per week, worked on a rota
41	Additional hours worked will be at plain rate.	-	25 days plus a proportionate amount of two extra statutory days. As part-time, this entitlement will be pro-rata to the length of service and calculated in hours.	12 hours per week, worked on a rota.

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Contract No.	Overtime	Enhancements	Leave	Hours
42	<p>Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.</p> <p>The current agreement is that any additional hours worked will be at plain time rate until 37 hours per week have been worked, except hours worked at weekends/public holidays, which will be paid at the appropriate rates as follows, unless a special rate has been agreed in advance:-</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p> <p>Payment is only made for overtime exceeding 30 mins on any one day.</p>	<p>Because your work pattern involves work on a Saturday and Sunday as part of your normal working week, these hours will be paid at enhanced rates (time and a half for hours worked on a Saturday and double time for hours worked on a Sunday) and will be pensionable.</p>	<p>20 days plus a proportionate amount of two extra statutory days. As part-time, this entitlement will be pro-rata to the number of hours you work and shown in hours i.e. 88 hours leave full year.</p>	<p>20 hours per week, worked on a rota.</p>

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Contract No.	Overtime	Enhancements	Leave	Hours
43	<p>Overtime will not normally apply, however, additional hours and overtime if authorised will be paid in line with the provisions of the NJC agreement in place at the time the overtime is worked.</p> <p>The current agreement is that any additional hours worked will be at plain time rate until 37 hours per week have been worked, except hours worked at weekends/Public Holidays, which will be paid at the appropriate rates as follows:-</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p> <p>Payment is only made for overtime exceeding 30 mins on any one day.</p>	<p>Because your work pattern involves work on a Saturday and Sunday as part of your normal working week, these hours will be paid at enhanced rates (time and a half for hours worked on a Saturday and double time for hours worked on a Sunday) and will be pensionable</p>	<p>20 days plus two extra statutory days plus public holidays.</p>	<p>37 hours per week, worked on a rota</p>

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Contract No.	Overtime	Enhancements	Leave	Hours
44	Any additional hours authorised and working beyond 37 in any (Monday to Sunday) week will be paid at plain time rate.	-	Pro-rata equivalent of 20 days (8 hours) plus two extra statutory days.	2 hours per week, worked on a rota, including evening, weekend and public holidays. Hours worked on public holidays will be paid at double time.
45	Any additional hours authorised and working beyond 37 in any (Monday to Sunday) week will be paid at plain time rate.	-	Pro-rata equivalent of 20 days (8 hours) plus two extra statutory days.	2 hours per week, worked on a rota, including evening, weekend and public holidays. Hours worked on public holidays will be paid at double time.
46	Any additional hours authorised and working beyond 37 in any (Monday to Sunday) week will be paid at plain time rate.	-	Pro-rata equivalent of 20 days (8 hours) plus two extra statutory days.	2 hours per week, worked on a rota, including evening, weekend and public holidays. Hours worked on public holidays will be paid at double time.
47	Any additional hours authorised and working beyond 37 in any (Monday to Sunday) week will be paid at plain time rate.	-	Pro-rata equivalent of 20 days (16 hours) plus two extra statutory days.	4 hours per week, worked on a rota, including evening, weekend and public holidays. Hours worked on public holidays will be paid at double time.
48	Any additional hours authorised and working beyond 37 in any (Monday to Sunday) week will be paid at plain time rate.	-	Pro-rata equivalent of 20 days (16 hours) plus two extra statutory days.	4 hours per week, worked on a rota, including evening, weekend and public holidays. Hours worked on public holidays will be paid at double time.

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Contract No.	Overtime	Enhancements	Leave	Hours
49	<p>Current agreement is that any additional hours worked will be at plain time rate until 37 hours per week have been worked, except hours worked at weekends/public holidays, which will be paid at the appropriate rates as follows, unless a special rate has been agreed in advance:</p> <p>Hours worked on Sundays/Public Holidays will be paid at double time; hours worked on a Saturday or any other time beyond 37 hours per week will be paid at time and a half.</p> <p>Payment is only made for overtime exceeding 30 minutes on any one day.</p>	-	20 days plus a proportionate amount of two extra statutory days. As part-time, this entitlement is pro-rata and calculated as 66 hours.	15 hours per week on a rota.
50	Any additional hours authorised and working beyond 37 in any (Monday to Sunday) week will be paid at plain time rate.	-	Pro-rata equivalent of 20 days (16 hours) plus two extra statutory days.	4 hours per week, worked on a rota, including evening, weekend and public holidays. Hours worked on public holidays will be paid at double time.

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Contract No.	Overtime	Enhancements	Leave	Hours
51	Any additional hours authorised and working beyond 37 in any (Monday to Sunday) week will be paid at plain time rate.	-	Pro-rata equivalent of 20 days (8 hours) plus two extra statutory days.	2 hours per week, worked on a rota, including evening, weekend and public holidays. Hours worked on public holidays will be paid at double time.
52	-	8.3% uplift on pay as holiday element for first 37 hours	-	-
53	-	8.3% uplift on pay as holiday element for first 37 hours	-	-
54	-	8.3% uplift on pay as holiday element for first 37 hours	-	-
55	-	12.07% uplift on pay as holiday element for first 37 hours	-	-