

Shift Allowance for Anti-Social Behaviour Team – Terms and Conditions

Applies to:

Anti-Social Behaviour Team members required to work on a shift rota basis incorporating night, weekend and Bank Holiday working.

Information:

Rate: 15% of spinal point 27. This is equivalent to £4,700 p.a. based on a salary of £31,346.

To be adjusted in line with the nationally agreed pay award. The allowance is subject to statutory deductions for tax and National Insurance and is pensionable.

Terms:

- The allowance is paid in complete recompense for shift working incorporating weekend (both Saturdays and Sundays), nights and Bank Holiday working. No other enhanced rates of pay are applicable.
- Non-office hours working (between 17.30 and 09.00) will amount to a minimum of 15% of your overall working hours.
- Your duties and hours of work will be allocated and directed by your line manager, or anyone acting on their behalf. You will be given a minimum of 3 weeks' notice of your shift pattern. However, colleagues are expected to demonstrate flexibility where it is not possible to give the full notice period e.g. covering a shift pattern due to sickness absence.
- The allowance is not payable during periods of sick leave or family leave (maternity/paternity/shared parental leave). Any deductions will be reflected in the next available payroll run.
- You will be required to work 37 hours per week. Time worked beyond the normal shift should be agreed and managed under flexible working, so that colleagues are not working in excess of 37 hours per week on average.
- The Council reserves the right to review, adjust, or remove the allowance in line with business needs. You will be given one months' notice in writing of any change.
- The allowance will cease if you are no longer participating in the shift rota.

Contract Clause wording

The Anti-social Hours Shift Allowance applies to this role. This allowance is payable in complete recompense for working hours in the evenings, weekends, and bank holidays, according to the needs of the service. Please see the Allowance Terms and Conditions for more details.

This allowance is subject to review and may be altered or withdrawn if your working pattern changes, or the Council's policies in this area are varied. You will be given one months' written notice of any changes.

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