

Comparative Data – Shift Allowances and Out of Hours Noise Service Provision

Authority	Information	Payment
Reading Borough Council	Shift/unsocial hours' allowances are payable where: <ul style="list-style-type: none"> • The service is provided each day for periods, which extend beyond the plain hours' bands 7am till 8pm Monday to Friday, and • The employee is required to work an average of at least 2 shifts on separate days per week over a 4 week rota period, which represent a varying amount of disruption to work life balance. 	<ul style="list-style-type: none"> • 15 % of salary
West Sussex County Council	A rotating shift allowance is payable where: <ul style="list-style-type: none"> • The total period covered by the shift is 18 hours or more • At least 4 hours are worked between 20.00 and 06.00 Where the above conditions are satisfied, the following allowances are payable:	<ul style="list-style-type: none"> • 17.0% of salary: for three shifts on a rota basis including a night shift over 5 or 6 days a week • 20.0% of salary: for three shifts on a rota basis including a night shift over 7 days a week. The shift allowance is payable, where appropriate, in addition to the enhanced rate of pay for work on a Saturday or Sunday as part of the normal working week

Comparison of London Boroughs with Out of Hours Noise Services			
Authority	Time of Service	Cost of Out hours Service Mon – Fri 18:00 to 08:00 + weekends	Payment
Barking & Dagenham	Mon – Thurs 19:30 to 02:15 Fri – Sat 19:30 to 04:15 Sun 19:30 to 02:00	92,400	Shift allowance of 20%
Barnet	Throughout Fri to Mon, from 20:00 Fri to 07:00 Mon	108,314	One and half times normal Pay
Brent	Mon – Fri 11:00 to 02:00 Sat 18:00 to 05:00 Sun 18:00 to 02:00	154,000	Enhanced payment of £4,800
Camden	Fri – Sat 22:00 to 04:00	76,451	£150/night + half TOIL
Croydon	Mon – Sun 20:00 to 03:00 In summer, Sat –Sun 10:00 to 17:00 All other times covered by standby service		
Ealing	Mon – Fri 09:00 to midnight Fri – Sat 23:00 to 04:00		20% bonus for every shift, weekend double time
Enfield	Thur – Sun 21:00 to 03:00	93,000	
Haringey	Mon – Fri 08:45 to 05:00 Sat –Sun 10:00 to 18:00 21:00 to 05:00	268,000	20% shift allowance

Authority	Time of Service	Cost of Out hours Service Mon – Fri 18:00 to 08:00 + weekends	Payment
Havering	Thur 19:00 to 23:00 Fri – Sat 22:00 to 02:00	14,700	Payment for each session £336
Hounslow	Fri – Sat 22:00 to 04:00	33,000	Bonus of £2,600 pa
Islington	Sun – Thurs 20:00 to 02:00 Fri – Sat 22:00 to 04:00 Separate licensing team checking noise condition on Sat 21:00 to 04:00	311,657	
Kensington & Chelsea	Sun – Thur 06:00 to 03:00 Fri – Sat 24 hours service	275,315	£7,500 pa per officer
Lambeth	Sun – Thur 22:00 to 03:00	342,000	20 % shift allowance
Merton	Sat 23:00 to 04:00	20,000	
Newham	24/7		25% shift allowance
Redbridge	Mon – Thur 17:00 to 01:00 Fri 18:00 to 02:00 Sat 10:00 to 02:00 Sunday 10:00 to 01:00		
Richmond	Fri – Sat 22:00 to 03:00	48,000	14% shift allowance
Tower Hamlet	Mon – Sat 20:00 to 04:00	434,000	14% enhancement
Waltham Forest	Sun - Thurs 09:00 to 01:00 Fri 09:00 to 03:00 Sat 20:00 to 04:00		20% enhancement

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