

COMMITTEE: ADMINISTRATION

DATE: 7TH JULY 2008

SUBJECT: STANDBY ALLOWANCE

REPORT BY: HEAD of HUMAN RESOURCES

CONTACT OFFICER: CLAIRE RICHARDSON EXT 6682

IMPLICATIONS:

LEGAL	<input checked="" type="checkbox"/>	COMMUNITY SAFETY	<input type="checkbox"/>
EQUALITIES	<input type="checkbox"/>	ENVIRONMENT	<input type="checkbox"/>
FINANCIAL	<input checked="" type="checkbox"/>	CONSULTATIONS	<input type="checkbox"/>
STAFFING	<input type="checkbox"/>	OTHER	<input type="checkbox"/>

WARDS AFFECTED: NONE

PURPOSE

1. To request increases in the rate of the Standby Allowance.

RECOMMENDATION

2. Administration Committee is recommended:-
 - (1) to approve the increase the current rates relating to Standby Allowance in line with the April 2007 pay award from the effective date thereof,
 - (2) to authorise the Head of Human Resources to adjust the rates relating to Standby Allowance on an annual basis from April 2008 in line with any future pay awards and to delegate power to him to this effect, and
 - (3) to instruct the Head of Legal Services to amend Part 7 of the Constitution (Scheme of Delegation to Officers (Non Executive Functions)) accordingly.

BACKGROUND

3. The payment of a Standby Allowance is made to Officers who are required to remain in close proximity to a mobile phone outside normal working hours and at weekends to receive emergency calls.
4. Historically the rates of on which such payments were made was based on the former Eastern Provincial Council Standby Agreement for Manual Workers. The manual rates were provided annually by Eastern Region and the APT&C rates were calculated by the Council at a percentage differential of 45% above the manual rates. Figures were provided by Eastern Region until Single Status Agreement at Luton superseded these arrangements.
5. The Single Status Agreement required the Standby Allowance scheme to be reviewed. However, proposals raised as a result of the review were rejected.
6. Subsequently, Administration Committee agreed to increase the rates relating to Standby Allowance in accordance with the 2006 pay award.

REPORT

7. This report seeks to increase the current rates of Standby Allowance in line with the April 2007 pay award from the effective date thereof and to obtain approval to the delegation to the Head of Human Resources of the power to adjust these rates on an annual basis in line with any future pay awards.
8. The rates of Standby Allowance for the years commencing April 2004 to April 2006 are shown below with the proposed level of payments from April 2007:

Date	1 April 2004 £	1 April 2005 £	1 April 2006 £	1 April 2007 based on 2.475% pay award £
Monday to Friday	9.01	9.28	9.55	9.79
Saturday	13.54	13.94	14.35	14.71
Sunday	18.03	18.56	19.10	19.57
Public holiday	43.60	44.89	46.21	47.35
Whole week (normal)	76.64	78.90	81.23	83.24

9. This report seeks to obtain approval to for the Head of Human Resources to adjust these rates on an annual basis from 2008 onwards in line with the pay award. This report seeks to obtain approval for the scheme of delegation and constitution to be amended accordingly, to accommodate this.

PROPOSAL/OPTIONS

10. To approve the increase in the rate at which Standby Allowance is paid in accordance with the 2007 pay award.
11. To approve the delegation to the Head of Human Resources to authorised him to amend those rates thereafter in line with future pay awards.
12. Not to approve the increase in the rate at which Standby Allowance is paid in accordance with the 2007 pay award.
13. Not to approve the delegation to the Head of Human Resources authoring him to amend those rates thereafter.

FINANCIAL IMPLICATIONS

14. The cost of an increase in the rates at which Standby Allowance is paid is automatically budgeted for with the annual pay award estimates. The Head of Corporate Finance approved this report on 10th June 2008.

LEGAL IMPLICATIONS

15. Save as indicated above there are no legal implications to this report and this has been agreed with J. Newman in Legal Services on 10th June 2008.

STAFFING IMPLICATIONS

16. The Head of HR approved the report on 10th June 2008.

APPENDIX

17. None

LIST OF BACKGROUND PAPERS

LOCAL GOVERNMENT ACT 1972, SECTION 100D

18. None