

Title **Review of working week, role flexibility and other terms and conditions**

Service Area **Resources and Governance**

Estimated Savings **£363,000**

Summary

The Council's current working practices are structured around the principle of standard working hours of 7am - 8pm, Monday to Friday, with tiered payments for 'unsocial' hours.

Staff are paid time plus a quarter for working unsocial hours (8pm-10pm, Monday to Friday).

Night time and weekend work (10pm-7am, midnight Monday to midnight Friday or any time on a Saturday or Sunday) attracts an additional enhancement of time plus one third.

Flexible working patterns based on efficiency and service user requirements will be explored to ensure the Council is optimising the use of its staff and is providing best value, whilst ensuring the Council remains competitive and is seen as an employer of choice.

Impact

Some staff will lose the opportunity to enhance their basic income. This could impact on staff morale.

Where unsocial hours are no longer deemed necessary because of financial pressures or service reconfiguration, fewer staff will be inconvenienced by them.

Changes may result in lobbying by Trade Unions and staff about perceptions of unfairness as changes are likely to adversely affect lower paid and zero hours staff.

Changes could also impact on council's ability to recruit in certain roles.