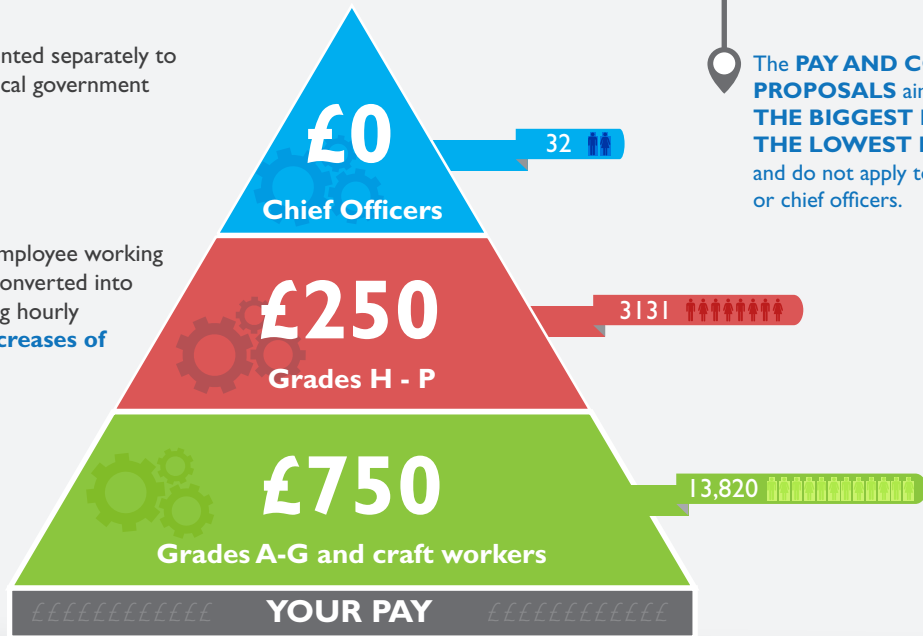




PAY AND CONDITIONS : What the proposals would mean for YOU

The proposals would be implemented separately to any national pay agreement for local government employees.

The payments are based on an employee working full-time hours. These would be converted into hourly rates and added to existing hourly rates of pay, resulting in salary **increases of 13p or 39p** per hour.



The **PAY AND CONDITIONS PROPOSALS** aim to **PROVIDE THE BIGGEST INCREASES** for **THE LOWEST PAID WORKERS**, and do not apply to teaching colleagues or chief officers.

Overtime



Hours worked beyond 37 per week to be **paid at time and one half or TOIL** taken on equivalent basis.

Weekend working



Enhanced rate for hours worked at weekends to be **paid at time-and-one-third**

Night working hours



Enhanced rate for hours worked between 11pm and 6am to be **paid at time-and-one-third**.

Shift working



End of shift allowance on 18-month buy out basis.

Unsocial hours



End of unsocial hours payments.

Excess travel payments



Period over which allowance is payable to **reduce to two years**.

Public holiday working



Plain time plus TOIL based on actual hours worked or double time in complete recompense. The last working day of the year to be redesignated as annual leave in 2014.

Car allowance scheme



Business mileage allowance to **increase to 45p for the first 10,000 miles and 25p thereafter.** Lump sum payment to be removed.



A range of optional employee benefits would be available as part of a salary sacrifice scheme



Car leasing



Cycle to work



Childcare vouchers

A package of optional staff benefits has been created to complement the Pay and Conditions proposals.



Employees would also be able to purchase retail vouchers



The consultation on the pay and conditions proposals runs from Monday, September 30, until Friday, November 8. If you are a member of a trade union you will also receive a ballot paper on the consultation proposals. Want to know more?

YOUR VIEWS



- Helpline: (01224) 665544 (open 9am to 5pm, Monday to Friday)
- Email: T&CEnquiries@aberdeenshire.gov.uk
- Speak with your line manager
- Speak with your trade union representative