

We are pleased to be able to share the new proposals that we have been working on with our trade union colleagues, to introduce a single set of terms and conditions for BCP Council colleagues as part of the Pay and Reward project. The below table shows how the new offer compares to the terms and conditions offered in each of the legacy councils. The new arrangements bring flexibility and choice to your working life, and the new additions to Our Benefits bring some exciting opportunities for colleagues.



	BCP Council (new proposal)	Bournemouth	Christchurch	Poole (and current BCP terms)	Dorset
Leave and time off					
Annual leave entitlement	28 days for new starters rising to 30 days after 2 years continuous service No fixed statutory days No protection for those currently in excess of 30 days	Less than 3 years = 23 days 3 years or more but less than 5 years = 25 days 5 years or more but less than 10 years = 28 days 10 years or more = 30 days	Up to Head of Service = 25 days, 30 days after 5 years Director / Head of Service: 31 days, 31 days after 5 years CEO: 33 days	Up to five years service = 23 days 5-10 years service = 27.5 days 10 + years service = 30.5 days Includes 2 extra statutory days + 0.5 day reserved for last working day before Christmas Reserved right to fix 2 additional statutory days	Grades 1-7 = 25 days, 28 after 5 yrs Grades 8 + = 30 days, 33 after 5 yrs
Bank (public) holidays	8 statutory bank holidays	8 statutory bank holidays	8 statutory bank holidays	8 statutory bank holidays	8 statutory bank holidays
Buying of annual leave	Up to 10 days within specific window; not applicable for staff on term-time only contracts	Up to 10 days additional leave may be purchased in any leave year subject to manager approval	Not applicable	Up to 10 days additional leave may be purchased in any leave year subject to manager approval	Only unpaid leave scheme (see above)
Selling of annual leave	Up to 5 days within specific window; not applicable for staff on term-time only contracts	No provision	No provision	No provision	No provision
Annual leave year	1 April to 31 March	1 April to 31 March or 1 January to 31 December	1 April to 31 March	1 April to 31 March or 1 January to 31 December	1 April to 31 March
Annual leave carry forward	Up to 5 days to be used within the next leave year	Up to 5 days	Up to 5 days until end of June	Up to 5 days	Up to 5 days
Study leave	Reasonable time for study or exams that are relevant to the role – at manager's discretion To be agreed in advance and included within learning agreements where appropriate	05 days paid leave per subject – max of 3 days per year	1 days paid leave per exam – max of 3 days	Up to max of 10 paid leave days per year	1 days paid leave per subject – max of 5 days
Compassionate leave / bereavement	Up to 5 days paid per occurrence for either bereavement or compassionate purposes at manager's discretion No restrictions on relationships	Up to 3 days paid leave – extendable to 5 days for funeral arranging	Up to 5 days paid leave	Up to 5 days paid leave (compassionate) Up to 3 days paid leave (bereavement)	Up to 10 days in any 12 month period
Leave for moving house	No provision	1 days paid leave in 12 month period	No provision	No provision	No provision

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Time off for public duties and volunteering	1 paid day with up to 2 further paid days to undertake a public duty or volunteering, providing the service can still meet its demands Volunteering only approved through Community Action Network	Up to 30 days paid leave with max of 17 days for any one public service No provision for volunteering	Up to 5 paid leave days per year 1 day paid per year case by case basis for volunteering	12 paid leave days per year No provision for volunteering	18 paid leave days per year Up to 1 day per year for volunteering
Time off for reservists training	5 days paid leave and 5 further unpaid days if required	2 weeks paid leave per year	No provision	Up to 15 days paid leave per year	2 weeks paid leave per year
Time off for medical appointments	Routine medical or dental – annual leave or accrued hours Non-routine hospital appointment paid	Routine appts in own time Hospital appts – paid time off	All appts in own time	Routine appts in own time Hospital appts – paid time off	Routine appts in own time Non routine – paid time off
Time off for election duties	Annual leave or accrued hours to be used	Annual leave or flexi leave to be used	Annual leave or flexi leave to be used	Annual leave or flexi leave to be used	Annual leave or flexi leave to be used
Career breaks / sabbatical	Applications permitted from those with 2+ years' service with BCP Council for career break of between 6 and 24 months No paid work to be undertaken during this time	Unpaid leave – no special provision	Unpaid leave – no special provision	Type 1 – Contract maintained on nil pay Type 2 – Contracts ends with keeping in touch arrangements	Unpaid leave – no special provision
Maternity leave	Paid ante-natal appointments Refer to National Green Book Scheme 18 weeks occupational maternity pay for employees with at least one year's continuous local government service at the 11th week before the expected week of childbirth – 90% of contractual weekly earnings for the first 6 weeks and 50% of contractual weekly earnings for the next 12 weeks, provided the employee returns to work for at least 3 months following maternity leave	Paid ante-natal appointments Refer to National Green Book Scheme 18 weeks occupational maternity pay for employees with at least one year's continuous local government service at the 11th week before the expected week of childbirth – 90% of contractual weekly earnings for the first 6 weeks and 50% of contractual weekly earnings for the next 12 weeks, provided the employee returns to work for at least 3 months following maternity leave	Paid ante-natal appointments Refer to National Green Book Scheme 18 weeks occupational maternity pay for employees with at least one year's continuous local government service at the 11th week before the expected week of childbirth – 90% of contractual weekly earnings for the first 6 weeks and 50% of contractual weekly earnings for the next 12 weeks, provided the employee returns to work for at least 3 months following maternity leave	Paid ante-natal appointments Refer to National Green Book Scheme 18 weeks occupational maternity pay for employees with at least one year's continuous local government service at the 11th week before the expected week of childbirth – 90% of contractual weekly earnings for the first 6 weeks and 50% of contractual weekly earnings for the next 12 weeks, provided the employee returns to work for at least 3 months following maternity leave	Paid ante-natal appointments Refer to National Green Book Scheme 18 weeks occupational maternity pay for employees with at least one year's continuous local government service at the 11th week before the expected week of childbirth – 90% of contractual weekly earnings for the first 6 weeks and 50% of contractual weekly earnings for the next 12 weeks, provided the employee returns to work for at least 3 months following maternity leave
Maternity / adoption support leave (to support a parent at the time of birth / adoption)	10 days paid leave for either maternity or adoption Can be used in conjunction with additional 2 weeks paternity leave paid at SPP rate if applicable / required	5 days paid leave	5 days paid leave (maternity only)	5 days paid leave (maternity only)	5 days paid leave
Paternity leave	Up to 2 weeks paid at Statutory Paternity pay (SPP) rate Refer also to Maternity / Adoption Support leave	Up to 2 weeks paid at Statutory Paternity pay (SPP) rate Combined with Maternity / Adoption Support leave	Up to 2 weeks paid at Statutory Paternity pay (SPP) rate Combined with Maternity / Adoption Support leave	Up to 2 weeks paid at Statutory Paternity pay (SPP) rate Combined with Maternity / Adoption Support leave	Up to 2 weeks paid at Statutory Paternity pay (SPP) rate Combined with Maternity / Adoption Support leave
Shared parental leave	Statutory entitlement – up to 50 weeks of leave and up to 37 weeks of pay to be shared between parents having a baby or adopting a child	Statutory entitlement – up to 50 weeks of leave and up to 37 weeks of pay to be shared between parents having a baby or adopting a child	Statutory entitlement – up to 50 weeks of leave and up to 37 weeks of pay to be shared between parents having a baby or adopting a child	Statutory entitlement – up to 50 weeks of leave and up to 37 weeks of pay to be shared between parents having a baby or adopting a child	Statutory entitlement – up to 50 weeks of leave and up to 37 weeks of pay to be shared between parents having a baby or adopting a child

Phased return to work following long term absence	Up to 4 weeks Only full or half days Sick pay and / or annual leave to facilitate	Up to 4 weeks only full or half days Sick pay or annual leave to facilitate	No defined period Sick pay to facilitate	Up to max of 8 weeks Sick pay or annual leave to facilitate	Up to 4 weeks on full pay
Unpaid leave scheme	In exceptional circumstances – annual leave should be utilised first where possible	In exceptional circumstances	In exceptional circumstances	In exceptional circumstances	12 month unpaid leave deduction scheme paid in 12 instalments
Time off for dependants	Unpaid leave – statutory entitlement of reasonable unpaid time off to deal with emergencies involving a dependant	Unpaid leave for a limited period 1-2 days to make alternative arrangements	No maximum but usually 1-2 days will be unpaid leave	Unpaid leave for a limited period 1-2 days to make alternative arrangements	Up to a maximum of 2 days unpaid leave to make arrangements for the care of a dependent
Parental leave	Statutory entitlement – up to 4 weeks per child per year unpaid	Statutory entitlement – up to 4 weeks per child per year unpaid	Statutory entitlement – up to 4 weeks per child per year unpaid	Statutory entitlement – up to 4 weeks per child per year unpaid	Statutory entitlement – up to 4 weeks per child per year unpaid
Carers leave	Up to 3 days paid leave per year for a carer who looks after (unpaid) a family member, partner or friend who needs help because of their illness, frailty, disability, mental health problem or addiction and who cannot cope without that support Leave may be taken in hours or full days	No provision	No provision	No provision	No provision
Disability leave	Reasonable paid time off as a reasonable adjustment, for things typically like treatment, rehabilitation or assessment related to the disability	Statutory reasonable adjustments	Statutory reasonable adjustments	Statutory reasonable adjustments	Statutory reasonable adjustments
Adverse weather conditions	If not able to attend work and sites are open, time off is treated as annual, flexi or unpaid leave Where possible employees can work remotely	If not able to attend work and sites are open, time off treated as annual, flexi or unpaid leave Where possible employees can work remotely	If not safe to travel to work alternative arrangements agreed with manager eg working remotely or taking leave or flexi	If not able to attend work and sites are open, time off treated as annual, flexi or unpaid leave Where possible employees can work remotely	If not able to attend work, leave, flexi, TOIL used or time made up at later date or unpaid If every reasonable effort made to attend but arrived late then lost working time not made up If necessary to leave early, lost working time does not need to be made up If workplace is closed Any working time lost is considered as a paid absence
Christmas closure	Leave or accrued hours to be taken	No closure between Christmas and New Year Offices usually closed early to public on Christmas Eve Employees leaving early take leave, flexi or TOIL	The council retained the right to fix annual leave Depending on which day Christmas Eve falls, but usually close in the afternoon (2018 closed all day) Employees not required to use annual leave	The council retained the right to fix annual leave using part of the annual leave allowance Offices close Christmas eve afternoon Subject to service need	No closure between Christmas and New Year Offices usually closed early to public on Christmas Eve Employees leaving early take leave, flexi or TOIL

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Employment

Standard working week	37 hours Monday to Friday equivalent to 7.4 hours per day exclusive of meal breaks between the hours of 8am and 6pm Disclaimer of any non-standard hours of working to be specified within the contract	Normal office hours are 8.30am – 5.15pm Monday to Thursday and 8.30am to 4.45pm on a Friday	Notional office hours are 8.45am to 5.15pm Monday to Thursday and 8.45am to 4.45pm Friday with 1 hour for lunch	Notional Office Hours are 9am to 5pm Monday Thursday 9am to 4.30pm Friday	Notional office hours are 8.40am to 5.20pm Monday to Thursday and 8.40am to 4pm Friday with 1 hour for lunch
Professional subscriptions reimbursed	Not payable	Not payable	One claim per year relevant to post held	Paid if contractual entitlement	Not payable
Acting up	Payable as a Temporary Withdrawable Allowance	The difference between current SCP and the lowest SCP of the grade acting up into	Maximum limit of 10% of substantive per annum salary	The difference between current SCP and the lowest SCP of the grade acting up into	The difference between current SCP and the lowest SCP of the grade acting up into
Probation	6-month probationary period with reviews at 1-, 3- and 5-months; applies to all new entrants to BCP Council	24 weeks for new employees and those who have had a break in Local Government service (not those who have continuous service)	26 weeks for all new employees (including those with continuous local government service)	26 weeks for all new employees (including those with continuous local government service)	26 weeks for new employees and those who have had a break in Local Government service (not those who have continuous service) Can also apply where there is a significant change to the job role
Flexi leave / TOIL	No ongoing corporate framework exists and previous schemes which set core hours and accounting periods are replaced by our new ways of working There will be a greater focus on performance management and employee outputs Close management discussions to manage and maintain contractual hours or to agree how / when additional time will be taken back Recording of hours is optional, excessive build up of hours should be avoided and employees are expected to notify their manager where this has occurred in order to identify a suitable outcome	Various flexible working schemes determined by directorate	4 week flexi period Max 15 hours flexi credit Max 8 hours flexi debit	2 flexi schemes apply for all up to and including Service Unit Head level	By agreement – not open to all Max of 2 flexi days in a 6 week period

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Notice requirements (employee)	Level 14 and below: 6 weeks notice Level 15 and above: 12 weeks notice	Probation – 1 week Fixed Term Contracts – 1 month Up to grade 6 – 1 Calendar months Grades 9 and above – 3 Calendar months Grades 7-8 – 2 Calendar months	Fixed Term Contracts – 1 month Up to and inc SCP 29 – 4 weeks SCP 30 – 45 – 8 weeks SCP 46 and above – 12 weeks	Probation – 1 week Up to and inc SCP 29 – 4 weeks SCP 30-37– 8 weeks SCP 38 and above – 12 weeks Fixed Term Contracts – 1 month	Up to SCP 28 – 4 weeks SCP 29 - 32 – 8 weeks SCP 33 and above – 13 weeks
Redundancy multiplier	No statutory age bandings 1.5 multiplier for all statutory cap applies where capital costs exceed £8,000 20 Year Service Cap	Statutory Multiplier 1.5 weeks' pay age 41+ 1 x week's pay age 22+ 0.5 x weeks pay age 21 and below Actual weekly wage used rather than statutory weekly wage cap	Statutory Redundancy Pay Multiplier of 1.75 Actual weekly wage used rather than statutory weekly wage cap	Statutory Redundancy Pay Multiplier of 1.5 Actual weeks pay used aged below 55 Age 55+ weeks pay capped at statutory weeks pay limit where pension release costs are more than £5,000	Statutory Redundancy Pay Multiplier of 1.5
Mobility clause	Your normal place of work is [XXX], but you may be required to work at any other place within the BCP area which the council may reasonably require for the proper performance and exercise of your duties Your normal place of work may be changed on reasonable notice (minimum 4 weeks) to any place [within the BCP area] for business needs or due to the discontinuance of use by the council of that location for your work Subject to the suitability of your work and the agreement from your line manager, on any day when you are not required to attend your normal place of work or any other specific place to perform your duties, you are permitted to work from any of the BCP Council offices or from your home provided that these are equipped with all necessary IT, communications and other facilities as the council may reasonably deem to be necessary or desirable for the performance of your duties	You will be based at (location name) or at any such other place of employment in the service of the council as required	Although you will usually be based at the Civic Offices, Christchurch, you are also required to work at other council Offices across the Partnership on a regular basis	You will be based at (location / name or other locations in BOP or under control of BOP	Employment is to the service of Dorset County Council and employees may be required to work in any part of the county in accordance with operational requirements
Flexible retirement	Applications over age 55 with reduced actuary benefits	Open to age 55+ with reduced actuary benefits Discretion policy applies for release of benefits without actuarial reduction	Open to age 55+ with reduced actuary benefits Discretion policy applies for release of benefits without actuarial reduction	Open to age 55+ with reduced actuary benefits Discretion policy applies for release of benefits without actuarial reduction	Open to age 55+ with reduced actuary benefits Discretion policy applies for release of benefits without actuarial reduction
Long service award (recognition)	Replaced by our new recognition scheme (Our Stars) which rewards outstanding behaviours and values and removes emphasis on recognising long service	Long service gift on retirement	No provision	No provision	Gift of glasses and certificate at 25 and 40 years continuous service

Pay and allowances

LGPS Pension Scheme inc Employer Contribution	The LGPS scheme is a tax-approved defined benefit occupational pension scheme	The LGPS scheme is a tax-approved defined benefit occupational pension scheme	The LGPS scheme is a tax-approved defined benefit occupational pension scheme	The LGPS scheme is a tax-approved defined benefit occupational pension scheme	The LGPS scheme is a tax-approved defined benefit occupational pension scheme																																																																																																												
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Teachers Pension Scheme (Youth Workers) inc Employer Contribution	<p>The Teachers Pension scheme is a tax-approved defined benefit pension scheme</p> <p>You are automatically entered into the scheme</p> <p>There are different contribution rates for different pay bands, designed to give equality between the cost and benefits of scheme membership</p> <p>Below shows the employees 2020 / 21 contribution rates:</p> <table border="0"> <tr><td>Up to £28,310</td><td>7.40%</td></tr> <tr><td>£28,311 to £38,109</td><td>8.60%</td></tr> <tr><td>£38,110 to £45,186</td><td>9.60%</td></tr> <tr><td>£45,187 to £59,886</td><td>10.20%</td></tr> <tr><td>£59,887 to £81,662</td><td>11.30%</td></tr> <tr><td>£81,662 or more</td><td>11.70%</td></tr> </table> <p>BCP Council currently pays the balance of the cost of providing your benefits – the employer 2020 / 21 contribution rate is:</p> <table border="0"> <tr><td>BCP Council</td><td>23.68%</td></tr> </table>	Up to £28,310	7.40%	£28,311 to £38,109	8.60%	£38,110 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Additional pay enhancement threshold	Level 16 and below will be entitled to claim additional pay enhancements where appropriate and qualifying criteria is met – refer to Pay and Allowances policy	SCP 29 and below	All below Partnership Manager level	SCP 29 and below	Green Book allowance only, up to Head of Service level
Overtime / Additional Hours	<p>Plain time for hours up to 37 or accrued hours</p> <p>Time and a half for hours in excess of 37</p> <p>Double time on a Bank Holiday or accrued hours equivalent to number of hours worked</p> <p>Night work (between the hours of 10pm and 6am) – time and a third for hours up to 37 or accrued hours equivalent to number of hours worked. Time and a half for hours in excess of 37 or accrued hours equivalent to number of hours worked</p>	<p>Variations apply – refer to contract of employment</p> <p>Green book: Plain time up to 37 hours</p> <p>Time and a half over 37 hours with exception of: Double time on a Sunday or Bank Holiday</p> <p>Overtime / additional hours worked may be agreed to be taken as Flexi / TOIL</p>	Time and a half on any day including weekends and bank holidays over 37 hours	<p>Time and a half Monday – Sunday</p> <p>Double time on Bank holidays</p> <p>Additional hours maybe taken as flexi or TOIL</p>	Plain time however usually any overtime / additional hours worked (time above contracted time) should be taken as Flexi / TOIL
Bank Holiday working	<p>Plain time where part of the standard working week</p> <p>Double time where hours exceed 37</p>	<p>Variations apply – refer to contract of employment</p> <p>Green book: Double time plus a day in lieu</p>	No enhancement	Double time plus additional day / half leave depending on hours worked	<p>Double time for spring and late summer public holidays</p> <p>Triple time payable for Christmas Day, Boxing Day, New Years Day, Good Friday and Easter Monday</p>
Call out	<p>Hours outside of normal contractual hours with the exception of below – plain time or accrued hours</p> <p>Bank Holidays – plain time or accrued hours equivalent to number of hours worked</p> <p>Night work (between the hours of 10pm and 6am) – time and a third or accrued hours equivalent to number of hours worked</p>	Variations apply	<p>Non contractual call out</p> <p>Will be on list for call out but does not need to remain fit to work at all time</p> <p>Can choose whether or not to take call and respond</p> <p>At an agreed (by the HoS on a per standby group basis) hourly premium (x 1.5) rate (includes travel time)</p> <p>Minimum payment of 1 hour</p>	<p>Overtime rates apply for time worked on callout</p> <p>Time spent under 30 minutes without call out will not attract overtime</p>	<p>Relevant overtime payment is made for time worked over 30 mins in any 12 hour period subject to a minimum payment of 2 hours at the overtime rate:</p> <p>Time called out while on standby between midnight and 7am and on Sundays will be paid at double time for a minimum of two hours call out time at the enhanced rate</p> <p>Employee's required to work whilst on stand-by duty on Christmas Day, Boxing Day, New Years Day, Good Friday, or Easter Monday will receive triple pay for call out hours above 30 minutes</p> <p>Double time will be paid for work undertaken when called out on other public holidays</p> <p>Payment is made in addition to the standby payment that is payable</p>

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Standby	<p>Type 1 (on call and required to leave home to provide an essential service if called) – £139.25 p / week</p> <p>Type 2 (on call and able to coordinate response from home if called) – £75 p / week</p>	<p>Variations apply</p>	<p>Contractual Standby (on a rota) *£2.12 per hour for any standby hour (irrespective of weekend, public holidays or time of day)</p> <p>Remote Response Be responding to the issue within one hour by telephone, email or other form of technology</p> <p>Tel Calls – at an agreed (by the HoS on a per standby group basis) hourly premium (x 1.5) rate after 1st 30 mins (in 15 min blocks) on case by case basis</p> <p>Attendance Must attend site within 1 hour At an agreed (by the HoS on a per standby group basis) hourly premium (x 1.5) rate (includes travel time)</p>	<p>Contractual Standby on a Rota £128 per week based on seven days</p> <p>Annually updated in line with pay award</p> <p>No enhancement for weekends</p> <p>Must attend site within 1 hour of callout</p> <p>A minimum 2 hours overtime payment will apply when called out</p> <p>Individual Service Unit rates apply</p>	<p>Normally paid for a 12 hour session: Monday – Friday £9.88 per session Saturday and / or Sunday or bank holiday £17.78 (per session)</p> <p>Payments will be increased in line with cost of living increases at scp 8 when national pay awards are applied (Current allowances based on 1 April 2017 rates)</p> <p>Allowances paid pro-rata for sessions of above 12 hours</p>
Night work	<p>Where part of the working week – time and a third</p> <p>Where not part of the working week – time and a half for hours in excess of 37</p>	<p>Time and a third</p>	<p>Evening Working as part of normal working week – no extra payments</p>	<p>Time and a third between the hours of 8pm and 6am</p>	<p>Time and a third for all hours worked as part of a designated night shift</p>
Sleep in	<p>National minimum wage</p>	<p>National minimum wage</p>	<p>Not applicable</p>	<p>National minimum wage</p>	<p>From 1 April 2017, £34.68 per night covers the requirement to sleep in and up to 30 minutes call out per night</p> <p>Additional time worked in excess of 30 minutes during a sleeping in shift should be claimed as additional hours</p> <p>Additional hours will be paid at plain time or at overtime rates if average hours exceed 37 per week over the roster period</p> <p>Rate is updated annually in line with Green Book pay awards</p>
Shift work	<p>No provision</p>	<p>Variations apply – refer to contract of employment</p>	<p>No enhancement payable</p>	<p>Plus 20%</p>	<p>No enhancement payable</p>
Unsociable hours (hours worked between 8pm and 10pm)	<p>No provision</p> <p>No new entrants after Pay and Reward implementation date Six months protection from implementation date to those eligible *not yet agreed</p>	<p>20% of hourly rate</p>	<p>Evening Working as part of normal working week – no extra payments</p>	<p>9% and 20% of hourly rate</p>	<p>No enhancement payable</p>

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Split shift (working day separated by more than normal break)	No provision No new entrants after Pay and Reward implementation date Six months protection from implementation date to those eligible *not yet agreed	5p per hour	No provision	No provision	No provision
Weekend working (Saturday and Sunday) as part of the working week	No provision No new entrants after Pay and Reward implementation date Six months protection from implementation date to those eligible *not yet agreed	Variations apply – refer to contract of employment	No enhancement payable	No enhancement payable	Time and a half for hours worked on a Saturday or Sunday as part of a regular, rostered arrangement Ad-hoc and / or voluntary weekend working does not attract any enhancement and is paid at plain time
Out of hours officers payment	No provision	Out of hours team only A 20% addition to salary is payable in respect of the requirement to work unsocial hours, at nights and at weekends Sleeping in allowance, standby and call-out, waking night and weekend payments do not apply	Not applicable	Out of hours team only A 20% addition to salary is payable in respect of the requirement to work unsocial hours, at nights and at weekends Sleeping in allowance, standby and call-out, waking night and weekend payments do not apply	Out of hours team only A 20% addition to salary is payable in respect of the requirement to work unsocial hours, at nights and at weekends Sleeping in allowance, standby and call-out, waking night and weekend payments do not apply
Retainer payments	No provision	Variations apply – refer to contract of employment	Not applicable	Variations apply – refer to contract of employment	Payment equivalent to half of the unpaid working weeks (ie 4.32 weeks (under 5 years service) or 4.03 weeks (over 5 years service) based on a requirement to work 38 weeks per year) is applied to the paid working weeks for Midday Supervisors Only (School Crossing Patrols and Passenger Assistants being phased out following protection period) Paid in accordance with the labour market adjustment scheme
Duty payments: Gold and silver duty payments Loggists payment Duty fleet Duty LALO Duty operative Duty supervisor	No separate provision These payments have been consolidated within new Standby and Call Out Arrangements	No provision	No provision	See below for breakdown: £56.07 per month £19.68 per month £149.21 per month £71.17 per month £82.90 / £132.63 per month £94.90	No provision
First aid allowance	No provision	£21.24 per month increased with national pay awards	£21.24 per month increased with national pay awards	£21.24 per month increased with national pay awards	£21 per month for Level 3 training

Telephone rental	No provision	£10.54 per month	No provision	No provision	No provision
Fire warden allowance	No provision	Not applicable	Not applicable	£21.24 per month increased in line with national pay awards	Not applicable
Nursery nurse allowance	No provision	No provision	No provision	£3.30 per hour	No provision
School lettings	No provision	Time and a half Saturdays Double time on Sundays plus an additional fifth if the hours worked fall between 8-10pm (unsocial hours)	No provision	Time and a half Saturdays Double time on Sundays plus an additional fifth if the hours worked fall between 8-10pm (unsocial hours)	No provision
Swimming pool allowance	No provision	£38.52	Not applicable	Not applicable	Not applicable
Temporary withdrawable allowances (previously known as honorariums)	Allowances will be non-contractual, time bound and paid only in specific circumstances, eg acting up / additional responsibilities	Variations apply – see acting up	Variations apply – see acting up	Variations apply – see acting up	Variations apply – see acting up
Tool allowance	£31.26 per month as determined by role	£21.90 per month	Not applicable	£31.26 per month	£355 per year payable towards tools only used for role (vehicle technicians)

Travel and subsistence

Travel for business use	<p>In order to support the council's commitment to reducing its carbon footprint, staff are not expected to travel for meetings where it is possible to attend via MS Teams (or a suitable alternative) instead</p> <p>Should attendance in person be considered absolutely necessary any travel costs should be authorised in advance by an approving manager</p> <p>Employees are expected to identify most cost effective means of travel and travel by public transport where time and distance permits</p> <p>It is recommended that all journeys over 120 miles round trip should be undertaken in a hire car</p>	<p>Employees expected to identify most cost effective means of travel and travel by public transport where time and distance permits</p> <p>All journeys over 120 miles round trip should be undertaken in a hire car</p>	No special provisions	Employees are required to identify most cost-effective means of travel	All journeys over 100 miles should normally be undertaken in a hire car
Mileage rates	<p>HMRC rates to be paid for all business mileage and business cycle related travel</p> <p>Removal of the Public Transport rate</p>	<p>HMRC Mileage rates</p> <p>20p public transport rates payable if public transport could have been used</p>	HMRC Mileage rates	<p>HMRC Mileage rates</p> <p>37p cycle allowance</p>	HMRC Mileage rates

Subsistence rates	Over 30 miles: Day 1 £20 if not home before 8pm Day 2 onwards £30 per day for meals if not home before 8pm Or if home before 8pm, £20 Overnight Accommodation at most cost effective price No more to be claimed than: Overnight Outside of London £100 Overnight Inside London £150	Over 30 miles: Dinner £10 Breakfast day 2 – £6 Lunch day 2 – £9 Dinner day 2 – £10 Accomm London £100 Accomm Outside London £80	Breakfast £6.91 Dinner £12.75	Breakfast £7.95 Lunch £7.52 Tea £2.98 Dinner £9.32 Accomm London £135 Accomm Outside London £80	Breakfast £4.96 Lunch £6.78 Dinner £12 Accomm £83.41
Salary sacrifice car leasing scheme	Salary sacrifice scheme with Tusker to continue – see benefits	Not applicable	Not applicable	Salary sacrifice scheme by Tusker	Salary sacrifice scheme by Tusker
Salary sacrifice cycle to work scheme	Salary sacrifice scheme with Cyclescheme to continue – see benefits	Scheme harmonised on LGR	Scheme harmonised on LGR	Scheme harmonised on LGR	Scheme harmonised on LGR
Excess travel allowance (centre of duty change)	No provision No new entrants after Pay and Reward implementation date Six months protection from implementation date to those eligible *not yet agreed	No provision	No provision	Rates claimable dependent on engine size for 2 year period	25p per mile claimable for up to 18 months

Wellbeing

Occupational Sick Pay Scheme	During 1st year of service 1 month of full pay and (after completing 4 months service) 2 months of half pay During 2nd year of service 2 months full pay, 2 months half pay During 3rd year of service 4 months full pay, 4 months half pay During 4th and 5th years of service 5 months full pay, 5 months half pay After 5 years of service 6 months full pay, 6 months half pay	During 1st year of service 1 month of full pay and (after completing 4 months service) 2 months of half pay During 2nd year of service 2 months full pay, 2 months half pay During 3rd year of service 4 months full pay, 4 months half pay During 4th and 5th years of service 5 months full pay, 5 months half pay After 5 years of service 6 months full pay, 6 months half pay	During 1st year of service 1 month of full pay and (after completing 4 months service) 2 months of half pay During 2nd year of service 2 months full pay, 2 months half pay During 3rd year of service 4 months full pay, 4 months half pay During 4th and 5th years of service 5 months full pay, 5 months half pay After 5 years of service 6 months full pay, 6 months half pay	During 1st year of service 1 month of full pay and (after completing 4 months service) 2 months of half pay During 2nd year of service 2 months full pay, 2 months half pay During 3rd year of service 4 months full pay, 4 months half pay During 4th and 5th years of service 5 months full pay, 5 months half pay After 5 years of service 6 months full pay, 6 months half pay	During 1st year of service 1 month of full pay and (after completing 4 months service) 2 months of half pay During 2nd year of service 2 months full pay, 2 months half pay During 3rd year of service 4 months full pay, 4 months half pay During 4th and 5th years of service 5 months full pay, 5 months half pay After 5 years of service 6 months full pay, 6 months half pay
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Display Screen Equipment – eye tests and glasses	Up to £25 for eye tests at Specsavers for DSE users and £49 for standard single vision glasses (only for DSE use) 2 for 1 offer when purchasing a qualifying frame 1 claim every 2 years	Up to £19 for eye test and £74 for cost of glasses for DSE use	Specsavers scheme Free eye test and contribution towards glasses for DSE use up to £75	Specsavers scheme Free eye test and contribution towards glasses for DSE use up to £75	Up to £21.96 for eye test and up to £65.68 towards glasses for DSE use
Counselling service	Up to 6 free sessions with a Counsellor through Employee Assistance Programme – can be in normal working hours	Up to 6 sessions in normal working hours Can be extended with agreement of manager	Up to 6 sessions in normal working hours Can be extended with agreement of manager	up to 5 sessions funded corporately Service Units may fund additional sessions	Up to 6 sessions in normal working hours Includes schools based staff where the school buys into the advisory service package

Other benefits

Corporate discounts	Discounts on eateries, retailers, travel, events, attractions and more are available through the Our Benefits site	Discounts on eateries, retailers, travel, events, attractions and more are available through the Our Benefits site	Discounts on eateries, retailers, travel, events, attractions and more are available through the Our Benefits site	Discounts on eateries, retailers, travel, events, attractions and more are available through the Our Benefits site	Discounts on eateries, retailers, travel, events, attractions and more are available through the Our Benefits site
Discounts on council services / facilities <i>*To be agreed</i>	<i>Research being undertaken to determine discounts on specific services such as leisure and wellbeing, as well as adult learning</i>	Limited access to discounted council services	Limited access to discounted council services	Limited access to discounted council services	Limited access to discounted council services
Home and electronics salary deductions <i>*To be agreed</i>	Spread the cost of home goods and electronic appliances across monthly salary deductions with retailers Argos, Carphone Warehouse and Currys / PC World, saving on National Insurance and pension	No provision	No provision	No provision	No provision
Financial wellbeing – salary deductions <i>*To be agreed</i>	Colleagues can improve their financial wellbeing by accessing: Financial resources and tools Affordable loans and opportunities for debt consolidation Advance on pay Flexible savings accounts and access to tracker apps	No provision	No provision	No provision	No provision
Workplace nurseries – salary sacrifice <i>*To be agreed</i>	Subject to availability, colleagues can use one of two council owned workplace nurseries – Flippers in Poole and Little Explorers in Christchurch This means your child's nursery fees are deducted straight from your salary before tax and National Insurance, therefore saving you money on your full childcare bill	Access to Flippers workplace nursery – savings on nursery fees which are deducted straight from your salary before tax and National Insurance, therefore saving you money on your full childcare bill	Access to Flippers workplace nursery – savings on nursery fees which are deducted straight from your salary before tax and National Insurance, therefore saving you money on your full childcare bill	Access to Flippers workplace nursery – savings on nursery fees which are deducted straight from your salary before tax and National Insurance, therefore saving you money on your full childcare bill	Access to Flippers workplace nursery – savings on nursery fees which are deducted straight from your salary before tax and National Insurance, therefore saving you money on your full childcare bill

Childcare vouchers	<p>Existing scheme members can access childcare vouchers to help save on tax and NI</p> <p>No new members accepted, however, tax free child care is now available via the government scheme</p>	<p>Existing scheme members can access childcare vouchers to help save on tax and NI</p> <p>No new members accepted, however, tax free child care is now available via the government scheme</p>	<p>Existing scheme members can access childcare vouchers to help save on tax and NI</p> <p>No new members accepted, however, tax free child care is now available via the government scheme</p>	<p>Existing scheme members can access childcare vouchers to help save on tax and NI</p> <p>No new members accepted, however, tax free child care is now available via the government scheme</p>	<p>Existing scheme members can access childcare vouchers to help save on tax and NI</p> <p>No new members accepted, however, tax free child care is now available via the government scheme</p>
Learning and development	<p>Colleagues can access a range of support, learning and personal development opportunities through a variety of sources including face to face training, virtual training, e-learning, mentoring, coaching, video and discussion groups to accompany an initial programme of on-the-job training in their chosen role</p>	<p>Colleagues can access a range of support, learning and personal development opportunities through a variety of sources including face to face training, virtual training, e-learning, mentoring, coaching, video and discussion groups to accompany an initial programme of on-the-job training in their chosen role</p>	<p>Colleagues can access a range of support, learning and personal development opportunities through a variety of sources including face to face training, virtual training, e-learning, mentoring, coaching, video and discussion groups to accompany an initial programme of on-the-job training in their chosen role</p>	<p>Colleagues can access a range of support, learning and personal development opportunities through a variety of sources including face to face training, virtual training, e-learning, mentoring, coaching, video and discussion groups to accompany an initial programme of on-the-job training in their chosen role</p>	<p>Colleagues can access a range of support, learning and personal development opportunities through a variety of sources including face to face training, virtual training, e-learning, mentoring, coaching, video and discussion groups to accompany an initial programme of on-the-job training in their chosen role</p>

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