

AGENDA ITEM NO. 5

**TAVISTOCK TOWN COUNCIL
BUDGET AND POLICY COMMITTEE
TUESDAY 15th OCTOBER 2024**

**BRIEFING NOTE
OUT OF HOURS ON CALL ALLOWANCE**

1. BACKGROUND

- 1.1 Council may recall that the Works Department operates an out of hours emergency on-call service pertaining to our properties, land and community projects. The service is voluntary for staff to join, once they have passed their probationary period, and the original terms of reference and remuneration (£150) was set in 2013 as part of the Collective Agreement arrangements with Unison representing the Staff Side.
- 1.2 The service runs weekly on a rotational basis with the core responsibilities including:
 - a) Being a point of contact out of normal hours for emergencies appertaining to Council properties and land, e.g. fire/intruder alarms, water leaks, access issues, making safe after vandalism/storm damage. Note: when operatives attend site arising from a call out from home an additional overtime payment is made.
 - b) 7hrs of litter collection spread over the weekend, usually 2hrs on a Saturday and 5hrs on a Sunday, with other duties incorporated as appropriate throughout the year e.g. assisting with Remembrance Sunday Flag Flying arrangements.
 - c) Carrying out litter collections on some bank holidays, (usually 2hrs).
- 1.3 As part of the arrangements, the team are able to contact management if required to discuss next steps in dealing with call outs, have access to vehicles and equipment and have an on-call pack with keys and contractor/tenant numbers.

2. THE CURRENT SITUATION

- 2.1 Currently the weekly payment is £200 and there are two members of the works depot team that carry out the on-call

duties on a rotational basis, with the preference that others will take up the option in the future.

- 2.2 In early 2022 a consultation was carried out with the works department and Unison and an agreement was reached to increase the weekly payment to £175, which reflected the application of the general sector pay awards and cost of living over the term, with a commitment to carry out a further review within 12 months, considering amounts payable, duties applying and associated arrangements.
- 2.3 The above review and consultation were carried out in December 2022, duties and arrangements agreed consistent with 1.2, with the weekly payment increased to £200, backdated to 18th October 2022.
- 2.4 Recently a meeting was held between the on-call operatives, Works Manager and General Manager with the on-call team asking whether Council would consider on a yearly basis increasing the weekly payment by CPI.
- 2.5 Your Officers feel that this is a reasonable request which the Council should support and that a pragmatic approach in reviewing the on-call remuneration yearly would be to amend rates payable in line with the Consumer Prices Index (as at April) each year. This would provide certainty for the staff concerned and enable those increases to be made automatically (which they cannot be at present) for the benefit of affected staff. It is also to be hoped that such an arrangement will contribute to retention and recruitment.
- 2.6 Because this is subject to a Collective Agreement changes can only be made with Union agreement. Accordingly: it is

RECOMMENDED THAT Unison be requested to consider agreement to the variation of the Collective Agreement in accordance with the request of staff so as to enable the on call allowance (currently £200) to be adjusted in line with the applicable rate of the consumer prices index increase as at 1st April each year.

2.7 The views of the Committee and Council are sought.

**WAYNE SOUTHALL
GENERAL MANAGER
OCTOBER 2024
TAVISTOCK TOWN COUNCIL**