



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **Personnel Committee**

**December 2019**

### **Report of the Head of Human Resources**

#### **Matter for Information**

#### **Review of Standby**

##### **1. Purpose of the Report:**

The purpose of this report is to seek Member approval to increase the rate paid to employees whilst on standby from £1.03 per session to £1.52 per session.

##### **2. Background:**

The current rate for standby was agreed and implemented as part of the 2010 Workforce Strategy Agreement. The rationale behind the review at this time was to harmonise standby payments across all services within the Council as payments associated to existing standby arrangements differed between services and were seen as benefiting different groups of employees. This review ensured that all employees were treated equally for carrying out the same work for the same period of time and as the standby payment is paid in recognition that the employee is expected to be available to respond to a call for the specified time period, all employees are providing the same service and as such receive equal payments regardless of their substantive post. The payment will only differ based on the hours required by the different standby rotas.

### **3. Current Position**

It has been indicated that there is currently a concern in relation to employee participation in statutory and non - statutory stand by services that the Authority provides. At present an employee's participation on a stand - by rota is on a voluntary basis and they are able to withdraw from the relevant rota by providing 14 days' notice to ensure that sufficient time is available to put a suitable replacement in place. Concern received from Service Managers relates to statutory services being placed in a vulnerable position due to a lack of employee participation due to the current rate of payment for stand by remaining static since the review of 2010. Where there is a potential for employees to withdraw from the stand by rota, this would put additional pressure on employees who are prepared to participate, in that the frequency would be increased. At present there are no contractual arrangements in place with existing employees to participate with stand by duties.

### **4. Financial Appraisal**

The cost of Stand by for 2018/19 inclusive of pay/national insurance and pension contributions totalled £257,000. The projected increase as set out in this report to £1.52 per hour is estimated to cost an additional £174,000. £151,000 of this is paid by the Council, with £23,000 funded by Welsh Government to SWTRA.

It is proposed that this increased amount is funded by the additional budget provision in 2020/21.

### **5. Integrated Impact Assessment**

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being

of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language”.

#### **6. Valleys Communities Impacts:**

No implications.

#### **7. Workforce Impacts**

This proposal impacts on all employees of the Council who are required to participate on a standby rota. This proposal will have a positive impact as the rate of standby is increasing.

#### **8. Legal Impacts**

No implications.

#### **9. Risk Management Impacts:**

This proposal reduces the risk of services not being able to provide services 24/7, particularly during the winter gritting period. By increasing the rate for standby, the agreement made with the Trade Unions provides for Service areas to determine when a new post is created or a post becomes vacant whether there is a need for standby to be contractual for this post. For existing employees, where there is a business case to do so, standby is made contractual to ensure the resilience of the services. Individual business cases will be developed in consultation with the trade unions, as required.

#### **10. Consultation:**

There is no requirement for external consultation on this item. However, full consultation has taken place with the joint trade unions

at the Local Government Services Forum and they have AGREED the proposal, a signed copy of which is attached as Appendix 1.

## **11. Recommendations**

It is RECOMMENDED that Members APPROVE the increase in the rate paid to employees whilst on standby from £1.03 per session to £1.52 per session.

**FOR DECISION.**

## **12. Appendices**

Appendix 1 – Signed Agreement between Neath Port Talbot Council and local recognised trade unions under the National Joint Council for Local Government Services (“Green Book”).

## **13. List of Background Papers**

None

## **14. Officer Contact**

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