

EXAMPLE 7

AGREEMENT FOR THE PROVISION OF OUT OF HOURS EMERGENCY SERVICE IN THE PATHOLOGY DIRECTORATE.

This agreement is made on 18th October 2004 between:

- hereinafter known as "the Trust" which term shall, where appropriate include the Trust's managers or their representatives; and:

1. The following Trade Unions with members currently employed in the Pathology Directorate of the Trust:

- Association of Clinical Biochemists
- AMICUS
- UNISON

2. All existing staff in the Pathology Directorate who are not members of these Trade Unions, and who are listed in paragraph 5 of this agreement

3. The Chair of the Joint Staff Committee

(The Trade Unions and staff mentioned above are hereinafter known as "Staff Side" for the purposes of this agreement) all of whom make such an agreement through a Sub-Group under the auspices of the JOINT STAFF COMMITTEE, recognised by the Trust.

This agreement replaces the current NHS Whitley arrangements for on-call and call-out payments, in respect of all Pathology staff eligible to receive such payments.

For all staff covered by this agreement, it will form a part of their terms and conditions of service

1. Departments covered by the Agreement

This agreement covers the Out of Hours work performed in the Biochemistry and Haematology/Blood Transfusion Departments.

2. Definition of Out of Hours Emergency Service

Out of Hours work covers the situations where staff provides a service during the times of a day when the Departments defined above are closed, in order to deal with:

- emergency requests

3. Periods of Out of Hours Cover

3.1 In Biochemistry and Haematology/Blood Transfusion

For administrative reasons the week will to be divided into nine sessions as follows:

Weekday Sessions	Saturday Sessions	Sunday Sessions
Monday through Friday 1700 – 0900	Saturday 1230 – 2245 Saturday 2245 – Sunday 0900	Sunday 0900 – 2100 Sunday 2100 – Monday 0900

Public Holidays will be treated as if they are a Sunday and will be divided into two sessions, the first of which commences on 0900 on that Public Holiday. When Sunday is followed by a Bank Holiday, Sunday will be worked with the on-call session finishing at 0900 on Monday and the Sunday hours above taking effect on the Bank Holiday.

4. Basic Contractual Arrangements

4.1 This agreement is for a fixed term from 1st April 2004 to 31st March 2005 and will form part of the terms and conditions of service for those staff identified in this agreement (subject to an annual pay review). Participation in the Out of Hours Emergency Service for each individual member of staff will be voluntary. The specific pattern of the Out of Hours Emergency Service will dependent on the operational needs of the service, and staff will be advised accordingly by the Clinical Director of Pathology or the Senior General Manager or a delegated officer authorised to act on the Clinical Director's behalf

All staff who volunteer to participate in the Out of Hours Service will take part in the provision of this service for the duration of this contractual agreement. In extenuating circumstances a member of staff may be released from the agreement however, they would not be eligible for pay protection.

In normal practice it is likely that some staff will provide Out of Hours Emergency Service regularly; others will provide it only occasionally. In determining who will participate in the scheme, regularly or otherwise, the Clinical Director, and the Senior General Manager will take reasonable account of individual preferences and circumstances, competence of the

post-holder and the overall needs of the service, and any recommendations or conditions relating to retaining professional competence.

For operational reasons, the Trust may, at its discretion and upon giving staff a reasonable notice period, re-structure or withdraw the Out of Hours Emergency Service from any service area. In such circumstances each member of staff providing the service being withdrawn will receive short term pay protection (as outlined in Protection of Pay and Conditions of Service Agreement).

4.2 The Out of Hours payment is non-pensionable, as determined by the NHS Pension Scheme Regulations.

5. Staff who are Covered by this Agreement

This agreement applies to the following staff:

- (a) All State Registered Biomedical Scientists (BMS).
- (b) Any Biochemist on Grade B of the NHS Clinical Scientists salary scale.
- (c) Staff who are not State Registered BMS's but who are authorised to participate in the Out of Hours Emergency Service as Second Call Officers, as described in paragraph 7 below.

Under no circumstances will any other staff covered by this Agreement.

6. Conditions for First Call Officers

6.1 In Biochemistry and Haematology/Blood Transfusion

6.1.1 During all sessions of Out of Hours cover, two First Call Officers will be available to provide a dedicated service in the following two areas of work:

- Chemistry
- Haematology and blood transfusion.

6.1.2 First Call Officers have a specific commitment to be continuously and immediately available at home, unless called out to undertake the work described in paragraph 6.1.1 above. Alternatively, and where prior notice has been given, they can be elsewhere, away from home, provided they are within easy reach of the workplace (normally 20 minutes maximum journey time away from the workplace), and easily contactable.

6.1.3 The Trust is committed to providing sleeping accommodation in the Hospital for First Call Officers. If First Call Officers are called out between the hours 2400 to 0700 they will be expected to remain at the Hospital and use the sleeping accommodation provided. At any other times during a session Out of Hours cover, the conditions stated in paragraph 6.1.2 above will apply. The First Call Officer will be granted the whole of the next working day off as a compensatory rest period.

6.1.4 During the hours of 1700 and 1900 of the on-call session the First Call Officer will be required to remain at the on weekday sessions excluding bank holidays.

6.1.5 When a full Saturday on-call period is worked then the following Monday is given as compensatory rest time (except if the following Monday is a Bank Holiday).

6.1.6 Arrangements for Part-time first on-call officers

Part time staff not rostered to work the next day or the Monday following a full Saturday on call period will not receive a compensatory day rest period.

6.1.7 Normally, the Out of Hours service in Biochemistry and Haematology/Blood Transfusion will only be undertaken by staff already working in those Departments. However, any State Registered BMSs in Microbiology and Cytology/Histology Departments may provide the Chemistry Out of Hours service, if they wish, subject to:

- Appropriate training being provided
- The agreement of the appropriate Technical Managers as to their competence
- The agreement of the Senior General Manager

7. Conditions for Second Call Officers

Second Call Officers are rostered to work, on Sundays and Public Holidays, to ensure that essential routine work is completed. Such staff may or may not be State Registered BMSs. Those who are not State Registered BMS's can be authorised, by the managers defined in paragraph 4.1 above, to be Second Call Officers provided they are directly supervised by one of the members of staff mentioned in paragraph 5 (a), (b), (c).

8. Rates of Payment and Time off in Lieu for Out of Hours Work

8.1 Rates of payment and Time Off in lieu for Out of Hours work are set out in Appendix A. This also includes rates of payment for Ad Hoc call outs and Second Call Officer.

8.2 The rates of payment listed in Appendix A will be subject to an increase to recognise cost of living relating to the NHS pay round 2004/05.

8.3 The payments listed in Appendix A have been set locally by the Trust. There will be no revision of these payments from 1st April 2004 to 31st March 2005, (with the exception of the appropriate cost of living increase relating to the NHS pay round 2004/05). They are not intended to relate to current NHS Whitley rates for On Call or Call Out payments, nor any changes in such rates during the 2004/2005 financial year.

8.4 The Time Off in Lieu indicated above is given in addition to the appropriate payment and must be taken during the appropriate current leave year in agreement with the appropriate Technical Manager. This is entirely separate from the arrangements described in paragraph 9 below.

8.5 Staff may be rostered for part of a session only, provided that:

- the remaining part of the session is fully covered by another officer on duty
- this has the approval of a manager as defined in paragraph 4.1 above
- this does not frequently occur, in that most staff are normally rostered to work whole sessions.

In such circumstances, payment will be made on a pro-rata basis for multiples of complete half-hours. Time Off in Lieu will be provided in accordance with paragraph 8.1.

9. Alternative Reward to Payment

As an alternative to payment, staff may instead, choose to take a half-day in lieu of each session covered. This time off in lieu will be subject to the operational requirements of the Department and the agreement of the Departmental Technical Manager, and must be taken within seven days of the session worked.

10. Sick Leave. Special Leave and Annual Leave

10.1 No Out of Hours payment shall be made during an employee's absence from work on sick leave or special leave granted under local or national conditions of service (In extenuating circumstances, payment may be made to an employee on special leave at the discretion of the Senior General Manager.)

10.2 With regard to annual leave it is possible for staff to take one day's annual leave and be rostered to provide an Out of Hours Emergency Service with effect from the evening of the same day on which the annual leave is taken. This should only happen infrequently and must be agreed with a manager defined in paragraph 4.1 above. Where however, staff are taking an extended period of annual leave beyond one day, they should not normally provide an Out of Hours Emergency Service over the same period.

11. Travelling Expenses and Telephone Expenses

11.1 In respect of any "actual" call outs, including Ad Hoc call outs referred to in Appendix A, the officer on duty will be paid travelling expenses in accordance with the Trust's conditions of service, for journeys between home and the workplace.

11.2 Telephone expenses incurred in connection with the Out of Hours Emergency Service will also be paid to First Call Officers on duty, in accordance with the Trust's conditions of service.

12. Monitoring of the Appropriateness of Emergency Requests

12.1 The number and nature of emergency requests, to which officers must respond, will be kept under regular review to ensure that such requests are appropriate. This will be achieved via the regular departmental meetings between technical leads, departmental consultants, the Clinical Director, the Senior General Manager, and trade union representatives.

12.2 Staff working in the scheme will continue to be able to refer any requests, which appear unreasonable to a member of the Pathology Department Medical Staff, as appropriate, who will if necessary consult the Doctor making the request.

13. Interpretation of the Agreement

If there is a need to clarify any issues that may arise from the interpretations of this agreement, the same arrangements as in 12.1 will apply. A member of the Human Resources Directorate may also attend if necessary.

14. Review of Agreement

14.1 This agreement shall take effect from 1st April 2004 until 31st March 2005. A new agreement will be re-negotiated for any defined period thereafter, and such negotiations will commence no later than 1st January 2005.

14.2 Any review of the agreement may take account of:

- the needs of the service
- any increases to pay agreed by the Secretary of State for PTB staff
- other indicators which reflect pay claims for public sector employees or for Pathology services in general.
- any other relevant factors e.g. changes to the Working Times Regulations.

15 Alternative working arrangements

15.1 Alternative working arrangements in individual departments may be explored following consultation between staff and management and will not invalidate this agreement.

15.2 Such alternative working arrangements will be reviewed with the staff concerned prior to any permanent changes being agreed, subject to the operational needs of the service.

15.3 Alternative working arrangements should strive towards compliance with the Working Time Directive.

Appendix A

Rates of Payment and time off in lieu for, out of hours work

1. Biochemistry and Haematology/Blood Transfusion Staff

First Call Officer working:-	Gross payment per single session	Time off in Lieu per single session
Weekdays	£217.47	
Saturdays	£177.72	
Sundays	£208.08	
Public Holidays (Except 25,26 Dec & 1 Jan)	£208.08	1 Day
25,26 Dec & 1 Jan	£249.52	1 Day

2. Ad-Hoc Payments

If outside normal working hours, it is necessary for an Officer covered by this Agreement to attend the Pathology Laboratory or any other Trust premises to :

- assist a First Call Officer; or
- provide specialist support

Such Officer will be paid an amount depending on :

- a) Total time spent in the Laboratory for this purpose
- b) Normal travelling time between the officer's home and the Laboratory, subject to a maximum of 30 minutes for the return trip.

The Officer undertaking the ad hoc call out shall be entitled to a compensatory rest period if the Officer does not have an uninterrupted 11 hour break in any 24 hour period. To comply with the Working Time Regulations and in accordance with the Trust's Local Collective Agreement on Working Time Regulations, this period of compensatory rest will be a working day off, which shall be taken within 14 days of the event.

Using the total of a) and b) above, payment will be made on a pro rata basis. This is subject to a minimum of £22.79 per ad hoc call out, which is based on a notional duration of two hours at £11.41 per hour for a weekday session. For 25, 26 December and 1 January, these payments are increased to £27.42 and £13.72 respectively.

Appendix A

Rates of Payment and time off in lieu for, out of hours work

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Appendix A

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EXAMPLE 2

Haematology and Biochemistry On-Call / Out Of Hours (OOH) Agreement 15th April 2010

Since March 2009 management, staff and their Trades Union representatives have worked together through a joint working party to review the current on-call and out-of-hours arrangements for the Haematology and Biochemistry Laboratories. This is to meet Clinical Pathology Accreditation (CPA) and European Working Time Directive requirements to move to a maximum shift of 15.5 hours duration initially and ultimately a maximum shift of 13 hours duration.

Management have agreed to support the implementation of the staff's interim proposal which is time-bound and will run from 1st June 2010 to 31st May 2011. Following on from this the group has developed a phased long term solution for implementation from 1st June 2011.

Phase 1 of the long term solution will then be effective for one calendar year from 1st June 2011 to 31 May 2012. Phase 2 will then run indefinitely from that point.

This document sets out the arrangements that will apply for the interim period and the phased long term solution. This is a local collectively negotiated on-call and OOH's agreement outside of the nationally agreed Agenda for Change terms and conditions of service.

Details of the example rotas for the interim and long term are outlined in Appendix 1.

Existing staff will not receive pay protection for any reduction in on-call earnings resulting from the introduction of the interim or long term solutions.

For staff appointed after 1st January 2010, active participation in the on-call rota will be a contractual requirement. New staff joining the Blood Sciences on call rota during the interim period will receive the same sessional rates as existing staff during each stage of the phased changes (see Section 2). New staff who join after the interim period has elapsed will received a fixed sessional rate of £350 during the Phase 1 period and will then receive the same rate as existing staff from Stage 2 onwards.

1 General Principles

1. New non-working "rest" day immediately prior to a week night on-call session.
2. Staff will not be required to make up additional core hours in lieu of their paid days off.
3. The day post a night on-call session as a recovery day as now.
4. The interim solution arrangements to run for one calendar year (12 months) with no further alterations imposed during this period.
5. Non-discipline staff will be accommodated within on-call rota as far as possible with the proviso that their core role and responsibilities are not compromised by days off pre and post on call.
6. Part time staff will benefit from the specific arrangements outlined in 2 and 3 where the on-call session falls on their normal working day. Where the on-

call session falls on a non-working day they will receive the new sessional payment only.

7. The arrangement is non contractual for current staff but the staff have agreed to a commitment to supply an on-call service.
8. All staff will receive the same fixed payment for OOH working irrespective of AFC banding.
9. Swapping and splitting of shifts/payments is acceptable as long as the swap is made through the laboratory manager or designated responsible senior BMS and noted on the rotas.
10. The agreement is based on a minimum of 10 participants per on call rota.

2 Working Pattern and Remuneration

Interim solution

Days	Hours	Payment	Notes
Monday - Thursday	17.30 – 09.00	Fixed fee £410	Paid day off before and after
Friday	17.30 – 09.00	Fixed fee £410	Paid day off before
Saturday	12.30 – 21.00	Fixed fee £410	
Saturday night	21.00 – 09.00	Fixed fee £410	
Sunday day	09.00 – 21.00	Fixed fee £410	
Sunday night	21.00 – 09.00	Fixed fee £410	Following day off

Notes

1.4 FTE staff to be appointed to both laboratories.

1. £410 per session, maximum 15.5 hours duration.
2. Current Saturday morning arrangements apply with two staff attending 09.00 to 12.30 and receive 3.5 hours TOIL each. The on call person commences at 12.30pm until 21.00 hrs for 1 sessional payment (with a second payment for the session 2100 – 0900).

Long Term Solution: phase 1

To run for 12 months from the termination of the interim period

Days	Hours	Payment	Notes
Monday to Thursday	20.00 – 09.00	Fixed fee £380	Paid day off before and after
Friday	20.00 - 09.00	Fixed fee £380	Paid day off before
Saturday	09.00 – 21.00	Fixed fee £380	+ 3.5 hours TOIL
Saturday night	21.00 – 09.00	Fixed fee £380	
Sunday day	09.00 – 21.00	Fixed fee £380	
Sunday night	21.00 – 09.00	Fixed fee £380	Following day off

Notes

1. £380 paid per session, maximum 13 hours duration.
2. Saturday on-call person works 9am until 9pm - paid £380 and receives 3.5 hours TOIL. A second person works with them from 9am -12.30pm and receives 3.5 hours TOIL for this period.
3. Flexible rostering will be implemented to allow day staff to hand over to night staff at 8pm.
4. The £380 will be subject to and adjusted to the annual NHS inflationary award at the time phase 1 commences.
5. New staff joining will receive a fixed rate of £350 per session

Long Term Solution: phase 2

To run from the termination of phase 1 onwards

Days	Hours	Payment	Notes
Monday to Thursday	20.00 – 09.00	Fixed fee £350	Paid day off before and after
Friday	20.00-09.00	Fixed fee £350	Paid day off before
Saturday	09.00 – 21.00	Fixed fee £350	+ 3.5 hours TOIL
Saturday night	21.00 – 09.00	Fixed fee £350	
Sunday day	09.00 – 21.00	Fixed fee £350	
Sunday night	21.00 – 09.00	Fixed fee £350	Following day off

Notes

1. £350 paid per session, maximum 13 hours duration
2. Saturday on call person commences at 9am until 9pm - paid £350 and receives 3.5 hours TOIL. A second person works with them from 9am - 12.30pm and receives 3.5 hours TOIL for this period.
3. The £350 will be subject to and adjusted to the annual NHS inflationary award at the time phase 2 commences.
4. Indexation (inflation) to be applied annually as per the national NHS pay award from this point.

3 Other Arrangements

Commitment to on-call rota (existing staff only)

A 6 month on-call rota will be published by the Blood Sciences Manager or nominated deputy every 6 months. Staff wishing to withdraw temporarily or permanently from the on-call rota will need to give 6 months notice, in writing, of their intention to come off the rota. In exceptional circumstances a shorter notice period maybe negotiated with the Blood Sciences Manager. The intention of this commitment is to ensure that the viability of the provision of the on-call service is preserved.

Contractual on-call (new staff from 1st January 2010)

All *new* staff will have a contractual obligation to actively participate in the on-call / OOHs service. Where due to health or caring responsibilities staff wish to withdraw

fully or partially from the on-call rota on a temporary or permanent basis this request should be made in writing and will be considered in line with relevant Trust Policies and Procedures by the Blood Sciences Manager. Where the request cannot be accommodated advice and support will be sort from the relevant Senior HR Advisor.

Superannuation

There will be no change from the current agreement for existing or new staff joining.

Annual review of the agreement

After April 2012 these arrangements will be reviewed on an annual basis to ensure they remain relevant to suit the needs of the service.

Travelling Expenses

The current travel arrangements for on call staff at weekends and Bank Holidays will remain with travel expenses being paid currently at 47.3p for a car of <1500cc and 58.3p >1500cc. These will be aligned annually as per the national NHS pay awards.

Partnership Working Group Collective Agreement

Signed on behalf of:

Divisional General Manager (Diagnostics)

Date.....

Senior HR Advisor

Date.....

FTO UNITE

Date.....

FTO UNISON

Date.....

Appendix 1

Example rotas

Example of Biochemistry interim rota

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	15.5	0	7.5	7.5	7.5	8.5	0
2	7.5	15.5	0	7.5	7.5	0	0
3	7.5	7.5	15.5	0	7.5	0	12
4	0	7.5	7.5	15.5	0	0	0
5	7.5	7.5	7.5	7.5	15.5	0	0
6	7.5	7.5	7.5	7.5	7.5	0	0
7	7.5	7.5	7.5	7.5	7.5	12	0
8	7.5	7.5	7.5	7.5	7.5	0	0
9	7.5	7.5	7.5	7.5	7.5	0	12
10	7.5	7.5	7.5	7.5	7.5	0	0
11 (new)	7.5	7.5	7.5	7.5	7.5	0	0

Example of Biochemistry long term rota

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	13	0	7.5	7.5	7.5	12	0
2	7.5	13	0	7.5	7.5	0	0
3	7.5	7.5	13	0	7.5	0	12
4	0	7.5	7.5	13	0	0	0
5	7.5	7.5	7.5	7.5	13	0	0
6	7.5	7.5	7.5	7.5	7.5	0	0
7	7.5	7.5	7.5	7.5	7.5	12	0
8	7.5	7.5	7.5	7.5	7.5	0	0
9	7.5	7.5	7.5	7.5	7.5	0	12
10	7.5	7.5	7.5	7.5	7.5	0	0
11 (new)	7.5	7.5	7.5	7.5	7.5	0	0

EXAMPLE 3

Local Agreement: On Call Agreement for Building and Engineering Tradestaff	Reference Number: 1
Policy owned by: Human Resources	Issue Date: 26 February 2002

HOSPITALS NHS TRUST

Estates Department

On Call Agreement For Building And Engineering Tradestaff

The following agreement will apply to all Building & Engineering Ancillary staff providing on call services for the Estates & Facilities Department. This agreement will supersede all prior local agreements and the current Whitley Council arrangements. It is assumed that one individual will cover each whole week. Each week will commence at the end of the normal working day on Monday. Where the Monday is a bank holiday then the on call week will commence on the Monday morning at the time a working day would normally have commenced.

This agreement will commence on Monday 4th March 2002.

Basic On Call Payment

This will consist of a set payment per occasion. Payment will be made at £8.00 per occasion and will be subject to any subsequent percentage pay increase as per the basic rate of pay.

- Week days one occasion per day
- Weekends two occasions per day
- Bank Holiday three occasions

There will be nine occasions in a standard week with the exception of Bank Holiday periods where an additional 2 occasions will be payable for each bank holiday on call. An occasion is defined as the period from the time of finishing normal duties on one day (including a short working day) to the time of commencing work on the next day.

Call Out Payments

Staff called out to work during an on call occasion will receive a standard payment per call up to a maximum of 2 hours in duration. The 2 hours will commence on arrival at the hospital site.

The standard payment :

1. Will consist of 2hrs at the person's normal hourly rate of pay for that time of the day and day of the week, including any unsocial payment.
2. Travel payment of half an hour at the following rates will also be paid per call-out with the exception of element 3 below.
 - Monday – Saturday inclusive : Plain time plus one quarter.
 - Sunday and Bank Holidays : Plain time plus one half.
3. Subsequent calls within the same 2 hour period will be treated as one call (even if employees have left the site)

Local Agreement: On Call Agreement for Building and Engineering Tradestaff	Reference Number: [REDACTED]
Policy owned by: Human Resources	Issue Date: 26 February 2002

Mileage will be paid at the appropriate Trust rate.

Time worked above 2 hours on any one call out will be paid at the appropriate rate applicable at that time and day of the week:

- Monday - Saturday inclusive: Plain time plus one half
- Sunday and bank holidays: Double plain time
- Where work is carried out after midnight and more than 3 hours before the normal commencement time of the next normal day shift payment shall be double plain time.

Days off in Lieu

Standby cover over a Bank Holiday will qualify for one working day off in lieu with pay. An employee will not be entitled to more than one day off in lieu for the same bank holiday day.

Sick Leave whilst On Call

Payments for rostered standby will be made during periods of sick leave.

Annual Leave

It is the responsibility of individual employees to arrange cover, and advise appropriate people of these arrangements, if annual leave coincides with periods of Standby. The individual rostered to work this will be paid the allowance.

Working time regulations

See separate guidelines on compensatory rest arrangements.

Review

This agreement will be reviewed after 18 months. Either side may terminate this agreement with twelve weeks notice.

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EXAMPLE 4

MAINTENANCE CRAFTSMAN LOCAL AGREEMENT (AMENDED – MARCH 2008)

ON-CALL PAYMENTS

Background

Under Whitley Council Regulations, the payment for maintenance staff on-call is paid as an hourly rate, plus additional payment for work done whilst on call.

However, this system is now causing problems and needs reviewing.

Agreement

In order to address this problem it is agreed that, rather than pay Whitley Council hourly rate for on-call, the following local system be introduced.

Payments and Periods

Monday to Friday 4:00 p.m. to 8:00 a.m. following day	£31.61 per session
Saturday 8:00 a.m. to Sunday 8:00 a.m.	£47.42 per session
Sunday 8:00 a.m. to Monday 8:00 a.m.	£47.42 per session
Bank Holiday and Statutory Days (where applicable) 8:00 a.m. to 8:00 a.m. following day.	£47.42 per session

The above payment will include the first call for work undertaken of up to and including 2 hours.

Work Undertaken Payments

If the call requires the craftsman to be working in excess of the 2 hours, then all additional work undertaken will be paid at the craftsman's normal hourly rate, plus the appropriate enhancement.

DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT

Payment for Sickness

Any member of staff rostered for on-call duty but unavailable due to sickness, will be paid the stand-by allowance only and in accordance with the Whitley Council Maintenance Handbook.

Standards

The on-call service will remain as an emergency service. It is the responsibility of all on-call staff to ensure the service is maintained during periods of absence and annual leave etc. in accordance with the existing on-call procedure i.e.:

It is the responsibility of all on-call staff to ensure the service is maintained during periods of absence, holidays etc. Cover for illness will be by other members of the section and any problems should be reported to the Supervisor at the earliest opportunity. Supervisors will inform the section as soon as they know cover is required for illness. Section members will notify the Supervisors of any change to on-call rotas.

Future Uplifts

The on-call rate will automatically be uplifted with future pay awards.

This agreement will be superseded by Agenda for Change On-Call Agreement following national and local agreement.

Date:

Signed:

Head of Estates

Date:

Signed:

Date:

Signed:

Human Resources

Staff Side Convenor