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Comparison of RDC and BBC terms and conditions with #One Team Proposal

Item	RDC	BBC	Variance	#One Team Proposal
Full-Time Hours	37 hours	37 hours	No	
Job Evaluation Scheme	Whitely Council - with the use of an external evaluator on an “as and when” basis.	JE completed internally. LGA Senior Managers NJC HAY	Yes	NJC from Band 1 to 10 LGA Senior Managers ELT1 to CEO
Standard working pattern	For a full-time employee: Monday – Thursday 7 ½ hrs Friday 7 hrs	For a full-time employee: Monday – Thursday 7 ½ hrs Friday 7 hrs	No	
Pay negotiation machinery	NJC (Green Book)	Local pay negotiation Incremental progression is based on satisfactory performance. Colleagues who have received a formal written warning for misconduct and/or capability are excluded from annual incremental progression for that year.	Yes	For #One Team pay scales to be agreed that will follow NJC pay awards going forward and that BBC if to stay local pay negotiations, then to make a commitment to follow the NJC arrangements
Pension	LGPS	LGPS	No	
Probation arrangements	6 months, on successful completion there is a one increment award (unless appointed at the top of scale)	6 months, on successful completion there could be a one increment award if they started between 2 October and 1 April, if not would be following 1 April (unless appointed at the top of the grade)	Yes	It is proposed that a one increment award is applicable on successful probation from start date (unless at top of grade)
Market premia	£5k pa, deductible for pension, PAYE and NI. Non-contractual, reviewed annually* Currently limited to Planning and Building Control posts.	No current arrangements in place, although there is a policy.	Yes	This is to be reviewed as part of the #One Team project to align. Create a Market Supplement Policy applicable to the partnership

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Overtime Payments	For employees below scp22 overtime where approved would be at time and half. For employees scp 22 – 28 overtime where approved would be plain time. For employees scp29 and above overtime is not payable unless exceptional circumstances.	For employees on Band A to G overtime where approved would be payable. Mon – Sat time and half/Sun or PHs double time For employees on Band H, overtime should only be payable if formally authorised. Mon – Sat time and half/Sun or PHs double time For employees Band I and above overtime is not payable unless exceptional circumstances.	Yes	To undertake a review and align appropriate policy to BBC and RDC
Car allowance and mileage rates	Essential Mileage User allowance where applicable, Mileage rates and CO2 bands are as per Green Book (HMRC guidelines)	Essential Mileage User allowance where applicable, Mileage rates and CO2 bands are as per HMRC guidelines	No but will need to review policy	To review the policy in terms of working across the partnership to define what can/can't be claimed for.
Acting up arrangements	Payable after 5 weeks acting-up. Paid the difference in the salary of the acting-up role in addition to substantive salary. This may be a percentage subject to whether the employee is partially or fully covering the duties of the acting-up role.	Payable after 4 weeks or more. Paid up to a maximum of 5 incremental points from the employees substantive pay point (discretion for more from CEO), based on a percentage of the duties of the role being covered. Payable for no more than 12 months.	Yes	To undertake a review and align appropriate policy to BBC and RDC
Subsistence allowances	In line with NJC Green Book	Hotel £120 per night in London, £80 elsewhere. Allowances for food etc. as detailed in the Policy.	Yes	To undertake a review and align appropriate allowances to BBC and RDC
Other allowances	Opening/Closing Evening attendance Covid Test and Trace Covid (other) EH Night-Time economy Fire Marshall First Aid	First Aid Out of Hours/standby	Yes	To undertake a review and align appropriate allowances to BBC and RDC

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	Out of hours On Call							
Other awards Non contractual	Attendance award, calculated twice yearly for the period April to September and October to March. Staff who achieve full attendance (there are no discretions applied for EqA) receive either a £50 payment (Grossed up) or they can claim a ½ day uplift to their annual leave entitlement. Long service award, £100 for each 10 year period.			Long Service Awards 10 years – certificate 20 years – personalised mug and certificate 30 years – personalised crystal glass and certificate 40 years – Certificate, personalised salvers and £200 for a gift to be purchased by BBC			Yes	It is proposed to remove the attendance allowance at RDC. A review across both RDC and BBC will take place as to how long service is awarded.
Sick pay entitlement	Length of Service	Full pay entitlement	Half pay entitlement	Length of service	Full pay entitlement	Half pay entitlement	No	
	<12 months	1 month	2 months (after 4 months service)	<12 months	1 month	2 months (after 4 months service)		
	During 2 nd year	2 months	2 months	During 2 nd year	2 months	2 months		
	During 3 rd year	4 months	4 months	During 3 rd year	4 months	4 months		
	During 4 th and 5 th year	5 months	5 months	During 4 th and 5 th year	5 months	5 months		
	>5 years	6 months	6 months	>5 years	6 months	6 months		

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Annual leave year	April to March			April to March			No	
Holiday entitlement	SCP	After 1 month service up to 5 years' service	> 5 years' service +	Grade	<5 years service	>5 years service	Yes	To align the leave so there is no disadvantage. RDC leave will increase in the main but it is proposed to remove the discretionary day therefore adding to the leave entitlement. NJC has also committed to an additional days leave in April 2023, so this will need to be factored in.
	1 - 22	22	27	A to C	23	27		
	23 -34	24	29	D & E	25	28		
	35 -46	25	30	F to L	27	30		
	AD, SD, MD	25	30	M and above	33	35		
Holiday carry over provision	Equivalent to one week's annual leave entitlement. Discretions are allowed with AD sign-off. Carry over to be used by the end of May (June for 21/22 carry over).			Maximum of 5 days to be taken by the end of June.			Yes	Agree to align for consistency to May
Maternity provision	26 weeks OML + 26 weeks AML. CMP @ 6 weeks 90% of average weekly earnings. 12 weeks as lower rate SMP + half pay. 21 weeks at lower rate SMP. 10 x KIT days Colleagues are given the option to consolidate payments and/or average the payments out across the period of maternity leave.			26 weeks OML + 26 weeks AML. CMP @ 6 weeks 90% of average weekly earnings. 12 weeks as lower rate SMP + half pay. 21 weeks at lower rate SMP. 10 x KIT days No provision given to colleagues to vary the payments as per RDC.			No	

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Paternity provision	Unpaid time off for up to two ante-natal appointments. Max two weeks leave. Entitled to SPP. Paid maternity support leave up to five days at or around the time of birth.	Unpaid time off for up to two ante-natal appointments. Max two weeks leave. Entitled to SPP. Paid maternity support leave up to five days at or around the time of birth.	No	
Compassionate leave arrangements	One weeks paid leave, usually extended by AD discretion.	One weeks paid leave. Can be extended at discretion of manager	No	
Performance management arrangements	Covered under the Performance Management Policy and protocols but the implementation is at best “variable” by service area.	Have not completed appraisals since 2020	Yes	To undertake a review and align appropriate policy to BBC and RDC
Disciplinary arrangements	Standard ACAS compliant. Option for an “agreed outcome” as an alternative to a formal hearing (not in matters relating to Gross Misconduct).	Standard ACAS compliant.	Yes	To undertake a review and align appropriate policy to BBC and RDC
Grievance arrangements	Standard ACAS compliant.	Standard ACAS compliant.	No but policy needs reviewing	To undertake a review and align appropriate policy to BBC and RDC
Organisational Change including pay protection	Standard ACAS compliant, pay protection if applicable is 12 months 100% protection and 6 months 50% protection. Also if applicable protects essential car user allowance and annual leave for the same period	Standard ACAS compliant, pay protection if applicable is 12 months 100% protection	No	To undertake a review and align appropriate policy to BBC and RDC
Redundancy provision	One week’s pay based on contractual pay. Service Max’s out	One week’s pay based on contractual pay. Service Max’s out at 20 years.	No	

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	at 20 years. Ready reckoner used to calculate redundancy pay.	Ready reckoner used to calculate redundancy pay.		
Notice periods	<p>From Employee Standard is one calendar month, expect for: Probationers - One week Managers and Key posts* - Two calendar months Leadership Team - Three calendar months.</p> <p>To Employee Probationers - One week Up to four years' service - One calendar month Five years of more service - One week for each year of continuous service up to a maximum of 12 weeks.</p>	<p>From Employee Probationers - One week Up to and including Grade E - One month Grade F to J - Two months Grade K > - Three months</p> <p>To Employee Probationers - One week One month or more but less than two years' service - One week Two years of more but less than 12 years' service - 1 week for each year of service Twelve years or more - 12 weeks</p>	Broadly comparable	Will align notice periods with proposed pay scales for #One Team
Staff recognition	Golden Ticket – reward for staff who go the extra mile. The ticket can be exchanged for 2 hours flexi* of a £10 Amazon voucher. Nominations by a manager of LT member.	BBC held staff awards in October 2021. Can request an honorarium for staff going extra mile	Yes	Staff recognition to be reviewed across both RDC and BBC
EAP	CareFirst	Vivup	Yes	This will be reviewed as contracts are up for renewal
Staff discounts	Sodexo, via an on-line platform offering a wide variety of discounts and benefits.	Vivup	Yes	This will be reviewed as contracts are up for renewal
Salary sacrifice schemes	Tusker (Car Leasing)	Tusker Cycle to Work Electrical items via Vivup Will be introducing AVCs also	Yes	Will look to align salary sacrifice across BBC and RDC were applicable

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Car loan facility	Not available	Available subject to scheme T&C's and at the Chief Exec's. discretion.	Yes	Look to remove this as not utilised.
Car Parking	Free use of the Freight House Car Park, limited other parking at the South Street office.	Free use of Town Hall car park	No	
Professional fees	Paid for one approved and professional institute.	Paid for one approved and professional institute.	No	
Relocation package	Up to £5K with finance sign-off.	No policy	Yes	To undertake a review and align appropriate policy to BBC and RDC
TU recognition	Unison – currently there are no local representatives.	Unison – currently 2x local representatives	No	
Season ticket loan	Not available	Subject to scheme T&C's.	Yes	Look to remove this as not utilised.