

Local agreement on working or providing emergency cover outside normal hours

The national Agenda for Change agreement left certain provisions for local agreement.

The following agreements have been made.

1 Working up to an average five unsocial hours per week

Average Unsocial Hours (per week)	Percentage of Basic Salary	
	Pay Bands 1-7	Pay Band 8
More than 0.5 but not more than 2	2%	2%
More than 2 but not more than 5	5%	5%

2 On-call cover with a frequency below 1 in 12

Frequency of on-call	Value of enhancement
Less than 1 in 12	Pay per session: an hour's pay or an hour's pay at the minimum of Band 6*, whichever is the greater

The rate per session is defined as one hour's pay excluding high cost area supplement, but including any long term recruitment and retention premium.

3 Standby cover

The locally agreed standby scheme is based on the on-call scheme. Any issues for clarification are therefore to be interpreted in the light of the national and local on-call agreements, with the following exceptions.

To be on standby is to be available in the workplace to provide emergency cover, whereas staff on-call may be at home. Employees on standby or on-call are entitled to rest except when they are required.

The standby commitment is to be paid at a rate of 1.5 x on-call.

Frequency of standby	Value of enhancement
1 in 3 or more frequent	14.25% of basic pay
1 in 6 or more but less than 1 in 3	6.75% of basic pay
1 in 9 or more but less than 1 in 6	4.5% of basic pay
1 in 12 or more but less than 1 in 9	3.0% of basic pay
Less than 1 in 12	Pay per session: one-and-a-half hour's pay or one-and-a-half hour's pay at the minimum of Band 6*, whichever is the greater

* excluding any transitional points

The rate per session is defined as one-and-a-half hour's pay excluding high cost area supplement, but including any long term recruitment and retention premium.

For work done as a result of being called, the employee will be paid at the overtime rate of time-and-a-half or, on public holidays, double time. Alternatively, an employee may choose to take time off in lieu.

4 Unforeseen changes

The nationally agreed and defined payment of £15 for changes at short notice (paragraph 2.19 of the draft Terms and Conditions Handbook) has been extended locally. This will cover the on-call scheme and the standby scheme.

As with payments for work outside normal hours, payments for on-call would be based on the planned on-call/standby rota. Short notice payments would be made as described above. The Trust would not make retrospective pay adjustments for additional work undertaken, or for shifts not worked.

4 Review of on-call and standby

This agreement will be reviewed six months after implementation, i.e. from September 2004.