Manual Worker - Shift Pay

People Link Pay Element	Description	Description	2022 Annual Rate 2.50%	2022 Weekly Rate 2.50%	2022 Monthly Rate 2.50%	2023 Annual Rate 7.50%	2023 Weekly Rate 7.50%	2023 Monthly Rate 7.50%	2024 Annual Rate 8.00%	2024 Weekly Rate 8.00%	2024 Monthly Rate 8.00%	
Alternating Shift Weekly, Monthly & TTO Weekly, Monthly												
2183	SHIFT RATE ALT 1,2,3	Manual Worker Grades 1,2,3	£4,017.03	£76.98	£334.75	£4,334.38	£83.07	£361.1979	**£4,681.13**	**£89.71**	**£390.0938**	1/7 of grade and incremental point 3/0 week
2180	SHIFT RATE ALT 1,2,3 TTO	ALT 123 TTO	£3,348.72	£62.36	£279.73	£3,505.37	£67.18	£292.1141	**£3,785.79**	**£72.55**	**£315.4824**	1/7 of grade and incremental point 3/0 week
2186	SHIFT RATE ALT 4,5,6	Manual Worker Grades 4,5,6	£4,946.60	£92.88	£412.88	£5,226.48	£100.22	£435.7901	**£5,647.84**	**£108.24**	**£470.6533**	1/7 of grade and incremental point 6/0 week
2187	SHIFT RATE ALT 4,5,6 TTO	Alt 456 TTO	£3,919.44	£75.11	£326.62	£4,229.08	£81.05	£352.4230	**£4,567.39**	**£87.53**	**£380.6160**	1/7 of grade MW/6/0, assuming 42.30 weeks = TTO
2189	SHIFT RATE ALT 7,8	Manual Worker Grades 7,8	£5,353.20	£102.55	£446.03	£5,773.51	£110.65	£481.1251	**£6,233.56**	**£119.51**	**£519.4500**	1/7 of grade and incremental point 7/2 week
Rotating Shift Weekly, Monthly & TTO Weekly, Monthly												
2234	SHIFT RATE ROT 1,2,3	Manual Worker Grades 1,2,3	£5,623.22	£107.77	£468.60	£6,067.45	£116.2793	£505.6212	**£6,552.85**	**£125.5817**	**£546.0709**	1/5 of grade and incremental point 3/0 week
2231	SHIFT RATE ROT 4,5,6	Manual Worker Grades 4,5,6	£6,785.04	£130.03	£565.42	£7,321.06	£140.3039	£610.0882	**£7,906.73**	**£151.5280**	**£658.8944**	1/5 of grade and incremental point 6/0 week
2237	SHIFT RATE ROT 7,8	Manual Worker Grades 7,8	£7,490.02	£143.54	£624.17	£8,081.73	£154.8818	£673.4776	**£8,728.26**	**£167.2721**	**£727.3550**	1/5 of grade and incremental point 7/2 week
Split Shift Weekly, Monthly & TTO Weekly, Monthly												
2261	SHIFT RATE SS 1,2,3	Manual Worker Grades 1,2,3	£1,405.81	£26.94	£117.15	£1,516.87	£29.0659	£126.4057	**£1,638.21**	**£31.3953**	**£136.5174**	5% of grade and increment 3/0
2258	SHIFT RATE SS 1,2,3 TTO	Split 123 TTO	£1,137.93	£21.81	£94.83	£1,227.83	£23.5306	£102.3189	**£1,326.06**	**£25.4132**	**£110.5052**	5% of grade and increment 3/0
2267	SHIFT RATE SS 4,5,6	Manual Worker Grades 4,5,6	£1,696.52	£32.51	£141.38	£1,830.55	£35.0914	£152.5454	**£1,976.99**	**£37.8879**	**£164.7491**	5% of grade and increment 6/0
2255	SHIFT RATE SS 4,5,6 TTO	Split 456 TTO	£1,371.54	£26.28	£114.30	£1,479.89	£28.3613	£123.3243	**£1,598.28**	**£30.6302**	**£133.1902**	5% of grade and increment 6/0
2264	SHIFT RATE SS 7,8	Manual Worker Grades 7,8	£1,871.99	£35.88	£156.00	£2,019.88	£38.7098	£168.3231	**£2,181.47**	**£41.8066**	**£181.7889**	5% of grade and incriment 7/2

Standby Payment (Per Stint) & (Per 6 Hour Stint)

People Link Pay Element	Description	Description	2022 Rate 2.5%	2023 Rate 7.5%	2024 Rate 8.0%
2050	STANDBYMW RATE GEN	General (Per Stint)	£24.10	£26.0049	**£28.0853**
2051	STANDBYMW RATE SAT STBY	Saturday (Per 6 Hour Stint)	£17.90	£19.3289	**£20.8753**

Note: Each (approx. 6 hour) daily standby stint attracts a proportion of the standard Manual Worker standby rate (the standard rate is for a 16 hour stint), the proportionate rate is applied to the Manual Worker '10 stint per week' principal

Standby Payment (Per week) - Workshop staff only

People Link Pay Element	Description	Description	2022 Rate	2023 Rate	2024
2004	STANDBYMW RATE WRKSHPSTBY	Workshop	£6.50	£6.50	£6.50

Note: No Pay Award Due. Fixed Rate, Refrozen 2023

Standby Payment (Per hour) - Municipal Services Cleaning only

People Link Pay Element	Description	Description	2022 Rate 2.5%	2023 Rate 7.5%	2024 Rate 8.0%
2053	SKILLS RATE INFRACLEAN	General	£12.1088	£13.0654	**£14.111**

Additional Supplements

People Link Pay Element	Description	Description	2022 Rate 2.5%	2023 Rate 7.5%	2024 Rate 8.0%
2093	SKILLSPA RATE DIVER	Diver's Supplement	£20.1349	£21.7255	**£23.4635**
2114	SKILLS RATE KITTINGUP	Kitting-up Sustetement	£70.5301	£76.1020	**£82.1902**
2153	SKILLS RATE KITUPSUPER	Supervisor's Kitting-up Supplement	£80.5745	£86.9399	**£93.8951**
2144	SKILLS RATE FRTCH	Fort Regent Teaching Duty*	£30.2342	£32.6227	**£35.2325**

*For Education, Sport and Culture employees only, payment for undertaking extra duty teaching at Fort Regent, paid at a set rate per instance (non-pensionable)

People Link Pay Element	Description	Description	2022 Rate 2.5%	2023 Rate 7.5%	2024 Rate 8.0%
2156	SKILSPA RATE UGRNDFIXED	Weekly	£18.4858	£19.9462	**£21.5419**
2162	SKILLS RATE UGRNDSESS	Sessional	£27.7116	£29.9008	**£32.2929**
2159	SKILLS RATE UGRNDHSES	Increased Sessional	£36.9487	£39.8676	**£43.0571**

Confined Spaces (Competency & Availability) Allowance

Non Pensionable & Non-permanent, Non-calculable for sickness

People Link Pay Element	Description	Description	2022 Rate 2.5%	2023 Rate 7.5%	2024 Rate 8.0%
2084	SKILLSPA RATE CONFSPH	High risk & rescue	£34.5344	£37.2705	**£40.3601**
2087	SKILLSPA RATE CONFSPM	Medium risk	£28.5558	£30.8117	**£33.2766**
2090	SKILLSPA RATE CONFSPL	Low risk	£8.5725	£9.3576	**£10.1062**

Abseil Team

People Link Pay Element	Description	Description	2022 Rate 2.5%	2023 Rate 7.5%	2024 Rate 8.0%
2066	SKILLS RATE ABSEIL	Team Leader Hourly Payment	£1.7857	£1.9376	**£2.0926**
2069	SKILLS RATE ABSEIL TL	Sessional/Shift	£32.7253	£35.3106	**£38.1354**

Travel Time (Per Day)

People Link Pay Element	Description	2022 Rate	2023 Rate	2024 Rate
2279	Travel Time (Municipal Services)	1/4 of hourly rate*	1/4 of hourly rate*	**1/4 of hourly rate***
2282	Travel Time (Municipal Services)	1/4 of hourly rate*	1/4 of hourly rate*	**1/4 of hourly rate***
2297	Travel Time (HSSD)	1/4 of hourly rate*	1/4 of hourly rate*	**1/4 of hourly rate***
2207	Travel Time (Ed)*** Temporary Duties Only	1/4 of hourly rate*	1/4 of hourly rate*	**1/4 of hourly rate***
2303	Travel Time Shift (HSSD)	1/4 of shift pay*	1/4 of shift pay*	**1/4 of shift pay***

*for corresponding grade
**Non pensionable payment for the travel requirement of a job if the employee is required to travel to different work location
*** Erf - Energy Recovery Facility

Fuel Time (Per Day)

People Link Pay Element	Description	2022 Rate	2023 Rate	2024 Rate
2288	Fuel Time (Erf)****	1/4 of 1.5 x hourly rate (overtime)***	1/4 of 1.5 x hourly rate (overtime)***	**1/4 of 1.5 x hourly rate (overtime)***
2285	Fuel Time (Erf)**** Temporary Duties Only	1/4 of 1.5 x hourly rate (overtime)***	1/4 of 1.5 x hourly rate (overtime)***	**1/4 of 1.5 x hourly rate (overtime)***

* paid to Municipal Services and Waste Management for the time spent outside normal working hours filing their work vehicles with fuel
**Pensionable
***for corresponding grade
**** Erf - Energy Recovery Facility

Manual Workers - First Aid Allowance*

People Link Pay Element	Description	2022 Annual Rate	2023 Annual Rate	2024 Annual Rate
2108	SKILLSPA RATE FIRSTAID	427.88	427.88	**427.88**

*Frozen

**T's & C's for sports contract agreed for hourly rate 2144 to increase from £26 to £28 per hour wef 01.04.2019 - 31.03.2022 Fort Regent Teaching Duty - Additional Supplement