

Manual Worker - Shift Pay

Alternating Shift Weekly, Monthly & TTO Weekly, Monthly

People Link Pay Element	Description	Description	2019 Weekly Rate 2.20%	2019 Monthly Rate 2.20%	2020 Weekly Rate 4.00%	2020 Monthly Rate 4.00%	2021 Weekly Rate 0.9%	2021 Monthly Rate 0.9%	
2183	SHIFT RATE ALT 1,2,3	Manual Worker Grades 1,2,3	£71.29	£310.00	£74.15	£322.42	£74.81	£325.32	1/7 of grade and incremental point 3/0 week
2180	SHIFT RATE ALT 1,2,3 TTO	ALT 123 TTO	£57.67	£250.75	£59.97	£260.75	£60.51	£263.10	1/7 of grade and incremental point 3/0 week
2186	SHIFT RATE ALT 4,5,6	Manual Worker Grades 4,5,6	£86.01	£374.00	£89.46	£389.00	£90.26	£392.50	1/7 of grade and incremental point 6/0 week
2187	SHIFT RATE ALT 4,5,6 TTO	Alt 456 TTO	£69.57	£302.50	£72.35	£314.58	£73.00	£317.41	1/7 of grade MW6/0, assuming 42.20 weeks = TTO
2189	SHIFT RATE ALT 7,8	Manual Worker Grades 7,8	£94.96	£412.92	£98.77	£429.50	£99.66	£433.37	1/7 of grade and incremental point 7/2 week

Weekly Monthly Weekly Monthly Weekly Monthly

Rotating Shift Weekly, Monthly & TTO Weekly, Monthly

People Link Pay Element	Description	Description	Weekly	Monthly	Weekly	Monthly	Weekly	Monthly	
2234	SHIFT RATE ROT 1,2,3	Manual Worker Grades 1,2,3	£99.81	£434.00	£103.79	£451.33	£104.73	£455.40	1/5 of grade and incremental point 3/0 week
2231	SHIFT RATE ROT 4,5,6	Manual Worker Grades 4,5,6	£120.43	£523.67	£125.24	£544.58	£126.37	£549.48	1/5 of grade and incremental point 6/0 week
2237	SHIFT RATE ROT 7,8	Manual Worker Grades 7,8	£132.94	£578.08	£138.25	£601.17	£139.50	£606.58	1/5 of grade and incremental point 7/2 week

Weekly Monthly Weekly Monthly Weekly Monthly

Split Shift Weekly, Monthly & TTO Weekly, Monthly

People Link Pay Element	Description	Description	Weekly	Monthly	Weekly	Monthly	Weekly	Monthly	
2261	SHIFT RATE SS 1,2,3	Manual Worker Grades 1,2,3	£24.95	£108.50	£25.95	£112.83	£26.18	£113.85	
2258	SHIFT RATE SS 1,2,3 TTO	Split 123 TTO	£20.22	£87.92	£21.00	£91.33	£21.19	£92.16	
2267	SHIFT RATE SS 4,5,6	Manual Worker Grades 4,5,6	£30.13	£131.00	£31.31	£136.17	£31.60	£137.39	
2255	SHIFT RATE SS 4,5,6 TTO	Split 456 TTO	£24.36	£105.92	£25.32	£110.08	£25.54	£111.07	
2264	SHIFT RATE SS 7,8	Manual Worker Grades 7,8	£33.23	£144.50	£34.55	£150.25	£34.86	£151.60	

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

People Link Pay Element	Description	Description	2019 Rate 2.20%	2020 Rate 4.00%	2021 Rate 0.9%
2055	STANDBYMW RATE GEN	General (Per Stint)	£22.32	£23.21	£23.42
2051	STANDBYMW RATE WKDAY STBY	Weekday (Per 6 Hour Stint)	£8.29	£8.62	£8.70
	STANDBYMW RATE SAT STBY	Saturday (Per 6 Hour Stint)	£16.59	£17.25	£17.41

	STANDBYMW RATE SUN STBY	Sunday (Per 6 hour Stint)	£24.88	£25.88	£26.11
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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 resulting in a different rate for weekdays (1 stint) Saturdays (2 stints) and Sundays (3 stints) . As agreed in the HSS Housekeeping Chargehands - Community Sites Standby Agreement July 2011

Standby Payment (Per week) - Workshop staff only					
People Link Pay Element	Description	Description	2019 Rate 2.20%	2020 Rate 4.00%	2021 Rate 0.9%
2004	STANDBYMW RATE WRKSH PSTBY	Workshop	£6.11	£6.35	£6.41

Standby Payment (Per hour) - Municipal Services Cleaning only					
People Link Pay Element	Description	Description	2019 Rate 2.20%	2020 Rate 4.00%	2021 Rate 0.9%
2053	SKILLS RATE INFRACLEAN	General	£11.21	£11.66	£11.77

Additional Supplements					
People Link Pay Element	Description	Description	2019 Rate 2.20%	2020 Rate 4.00%	2021 Rate 0.9%
2093	SKILLSPA RATE DIVER	Diver's Supplement	£18.65	£19.39	£19.57
2114	SKILLS RATE KITTINGUP	Kitting-up Supplement	£65.32	£67.93	£68.54
2153	SKILLS RATE KITUPSUPER	Supervisor's Kitting-up Supplement	£74.62	£77.61	£78.30
2144	SKILLS RATE FRTCH	Fort Regent Teaching Duty*	£28.00	£29.12	£29.38

*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).

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People Link Pay Element	Description	Description	2019 Rate 2.20%	2020 Rate 4.00%	2021 Rate 0.9%
2156	SKILLSPA RATE UGRNDFIXED	Weekly	£17.12	£17.80	£17.97
2162	SKILLS RATE UGRNDSSESS	Sessional	£25.66	£26.69	£26.93
2159	SKILLS RATE UGRNDHISES	Increased Sessional	£34.22	£35.59	£35.91

Confined Spaces (Competency & Availability) Allowance					
Non Pensionable & Non-permanent, Non-calculable for sickness					
People Link Pay Element	Description	Description	2019 Rate 2.20%	2020 Rate 4.00%	2021 Rate 0.9%
2084	SKILLSPA RATE CONFSPH	High risk & rescue	£33.23	£33.36	£33.66
2087	SKILLSPA RATE CONFSPM	Medium risk	£27.39	£27.50	£27.75
2090	SKILLSPA RATE CONF SPL	Low risk	£8.32	£8.35	£8.43

Abseil Team					
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People Link Pay Element	Description	Description	2019 Rate 2.20%	2020 Rate 4.00%	2021 Rate 0.9%
2069	SKILLS RATE ABSEIL	Team Leader Hourly Payment	£1.66	£1.73	£1.75
2066	SKILLS RATE ABSEIL TL	Sessional/Stint	£30.31	£31.52	£31.80

Travel Time (Per Day)				
People Link Pay Element	Description	2019 Rate	2020 Rate	2021 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*
2297	Travel Time (Erf)*** 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	2019 Rate	2020 Rate	2021 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 filling their work vehicles with fuel

**Pensionable

***for corresponding grade

**** Erf - Energy Recovery Facility

Manual Workers - First Aid Allowance*				
People Link Pay Element	Description	2019 Annual Rate	2020 Annual Rate	2021 Annual Rate
2108	SKILLSPA RATE FIRSAID	427.88	427.88	427.88