

Hierarchy of Enhanced Hourly Rates V1.0 01.02.11

Up to 37 Hours Per Week (All Grades)		Overtime Hours HC01-07 #2	Overtime Hours HC08-11 #2
Hourly Rate X 2 (plus time in lieu) <i>(PE:1370) #1</i>	Public Holiday Hours	<i>Hourly Rate X 2 (PE:1430)</i>	<i>Hourly Rate (PE:1450)</i>
Hourly Rate plus 5/6 <i>(PE:1204)</i>	Weekend Night Time Working Hours	<i>Hourly Rate plus 1/2 (PE:1460)</i>	<i>Hourly Rate (PE:1450)</i>
Hourly Rate plus 1/2 <i>(PE:1365)</i>	Weekend Day Time Working Hours	<i>Hourly Rate plus 1/2 (PE:1460)</i>	<i>Hourly Rate (PE:1450)</i>
Hourly Rate plus 1/3 <i>(PE:1375)</i>	Night Time Working Hours	<i>Hourly Rate plus 1/2 (PE:1460)</i>	<i>Hourly Rate (PE:1450)</i>
Hourly Rate	Day Time Working Hours	<i>Hourly Rate plus 1/2 (PE:1460)</i>	<i>Hourly Rate (PE:1450)</i>

Notes:-

#1 Or Hourly Rate X 3 (PE:1372) and no time in lieu.

#2 Overtime Hours are those in excess of 37 per week and benefit from the enhancements set out in the right hand columns. All hours up to 37 per week benefit from the enhancements set out in the left hand column with the exception of hours worked during standby outwith Day Time Working Hours. All hours worked during standby outwith Day Time Working Hours (in excess of 10% of the session) are classed as overtime by the Standby Policy and paid as per the right hand columns.

#3 Examples are provided overleaf

Examples:

1. An employees on grade HC02 has worked 20 hours in a week and agrees to work an additional 4 hours on a Friday 0900 to 1300. Payment is at Hourly Rate.
2. An employee on grade HC04 has worked 37 hours in a week and agrees to work 3 hours on a Saturday 0900 to 1200. Payment is at the Overtime Rate of Hourly Rate plus 1/2.
3. An employee on grade HC05 has worked 35 hours in a week and agrees to work 3 hours on a Saturday 0900 to 1200. Payment for the first 2 hours is at the Weekend Day Time Rate of Hourly Rate plus 1/2. Payment for the final hour is at Overtime Rate of Hourly Rate plus 1/2.
4. An employee on grade HC05 has worked 20 hours in a week and agrees to work a night shift of 8 hours from 1000 to 0600 on the Saturday night. Payment is at Weekend Night Time Rate of Hourly Rate plus 5/6.
5. An employee on grade HC05 has worked 37 hours in a week and agrees to work an additional 2 hours at the end of their shift during Night Time Working Hours. Payment is at the Overtime Rate of Hourly Rate plus 1/2.
6. An employee on grade HC05 has worked 28 hours in a week and agrees to work an additional 2 hours at the end of their shift during Night Time Working Hours. Payment is at the Night Time Working Rate of Hourly Rate plus 1/3.
7. An employee on grade HC06 has worked 37 hours in a week. They are on standby on the Saturday night and work 3 hours between 2300 and 0200. Payment is at the Overtime Rate of Hourly Rate plus 1/2 (less the first 10% of the session).
8. An employee on grade HC06 has worked 35 hours in a week. They are on standby on the Saturday night and work 3 hours between 2300 and 0200. Payment is at the Overtime Rate of Hourly Rate plus 1/2 (less the first 10% of the session).