

Appendix Two

**Comparison of employee pay costs across Local Authorities**

Part 2/3	Employee Pay Element	Wirral Council	Merseyside 1	Merseyside 2	North West 1	North West 2
2	Additional hours	X 1.33			X 1.25 at or below SCP26  SCP26 + time off in lieu	Paid at flat rate up to 39 hours, then overtime rate.
3	Saturday	X 1.5	X 1.5	X 1.5	X 1.25	2 additional increments for all hours worked.
3	Sunday	X 2	X 2	X 1.5	X 1.25	2 additional increments for all hours worked.
3	Bank Holiday	X 2	X 2		X 1.5	X 1.5
3	Overtime	X 1.5	X 1.5	X 1.5, below SCP32 only	X 1.25	X 1.5
2	Night	X 1.33	X 1.5  Supported Living x 1.33 night enhancement		X 1.25	3 additional increments for all hours worked
2	Unsocial	X 1.2	X 1.5		Not provided	

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Part 2/3	Employee Pay Element	Wirral Council	Merseyside 1	Merseyside 2	North West 1	North West 2
2	1 <sup>st</sup> rest day enhancement	X 1.5 Band A to H		X 1.5	Not provided	
2	2 <sup>nd</sup> rest day enhancement	X 1.5 Band C to H X 2 Band A and B	X 2	X 1.5	Not provided	
2	Standby	£26	£26.50 £32.94 Manager		Mon – Fri 2% of basic weekly pay  Sat – Sun 4% of basic weekly pay (plus 50% enhancement for bank holiday or extra-statutory days.	
2	Call out	Minimum 2 hours x 1.5  X 1.5 per hour	Minimum 2 hours x 1.5  First 3 hours x 1.5 After 3 hours x 2  Sunday x 2 After 12am x 2		Minimum 2 hours x 1.25  X 1.25 per hour	
2	Shifts	N/A	Leisure 10% rotating Security/Careline		Rotating x 1.25 Alternating x 1.25 Split additional 5p	

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Part 2/3	Employee Pay Element	Wirral Council	Merseyside 1	Merseyside 2	North West 1	North West 2
			20% Transport 15% Public Buildings 12.5%		per hour	
2	Pay Protection	1 year, up to £2,000 or 2 grades, whichever is the lesser.	24 calendar month period.	None	1 year at basic pay	100% in year 1 50% in year 2
3	Essential Car Allowance and Mileage	<p>451-999cc: Lump sum = £846 per mile, 1<sup>st</sup> 8,500 = 36.9p per mile, 8,501+ = 13.7p</p> <p>1000-1199cc: Lump sum = £963 per mile, 1<sup>st</sup> 8,500 = 40.9p per mile, 8,501+ = 14.4p</p> <p>1200cc + Lump sum = £1,239 per mile, 1<sup>st</sup> 8,500 = 50.5p per mile, 8,501+ = 16.4p</p>	<p>451-999cc: Lump sum = £846 per mile, 1<sup>st</sup> 8,500 = 36.9p per mile, 8,501+ = 13.7p</p> <p>1000-1199cc: Lump sum = £963 per mile, 1<sup>st</sup> 8,500 = 40.9p per mile, 8,501+ = 40.9p</p>	<p>HMRC rate: Per mile: 10,000 = 40p 10,001+ = 25p</p>	<p>Lump sum not paid</p> <p>Per mile, 1<sup>st</sup> 11,000 = 54p Per mile, 11,000+ = 16.4p</p>	

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Part 2/3	Employee Pay Element	Wirral Council	Merseyside 1	Merseyside 2	North West 1	North West 2
3	Casual Car Mileage	451-999cc, per mile: 1 <sup>st</sup> 8,500 = 46.9p 8,501+ = 13.7p  1000-1199cc: 1 <sup>st</sup> 8,500 = 52.2p 8,501+ = 14.4p  1200cc + 1 <sup>st</sup> 8,500 = 65p 8,501+ = 16.4p	451-999cc: per mile, 1 <sup>st</sup> 8,500 = 46.9p per mile, 8,501+ = 13.7p  1000-1199cc: per mile, 1 <sup>st</sup> 8,500 = 52.2p per mile, 8,501+ = 14.4p	HMRC rate: Per mile: 10,000 = 40p 10,001+ = 25p	Per mile: 1 <sup>st</sup> 11,000 = 54p 11,001+ = 16.4p	
3	Cycle Mileage	Per mile: 1 <sup>st</sup> 8,500 = 46.9p 8,501+ = 13.7p	Not provided		Per mile = 20p	
2	Subsistence Allowance	Evening Meal £12.00 Tea £3.00 Lunch £10.00 Breakfast £7.00  Overnight London £153 Overnight other £116  Day release course Wirral College Lunch £1.17 Tea £0.46	Evening Meal £12.28 Lunch £7.55 Breakfast £5.47  Out of pocket expenses Per week £17.67 Per night £4.41  Meal charges residential and allied employees: Snack, supper		Meal allowance payable with receipt when individual travel outside the Council area (Breakfast, Lunch and Dinner only).	Reasonable, approved expenses.

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		Reaseheath College Lunch £1.50 Tea £0.40  Other Colleges Lunch £1.85 Tea £0.72	£0.60 Tea £0.40 Dinner £1.31 Breakfast £0.77			
2	First aid	£105 First Aider	£104 First Aider		£104 First Aider £52 for designated Deputy First Aider.	
2	Long Service	£144.35 for 1 <sup>st</sup> 25 years £5.76 every year over 25 years.	£5 for every year's service, must have 20 years continuous service.		£223 when employee achieves 15 years service and 1 day's leave (to be taken within 12 months).	
2	Retainer	7-8 weeks x 0.5 – equalised over 12 months	6 weeks x 0.5 – paid during school holidays			