



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2022-2023

COUNCIL

28th SEPTEMBER 2022

REVIEW OF THE COUNCIL'S TERMS & CONDITIONS

JOINT REPORT OF THE CHIEF EXECUTIVE, DIRECTOR OF HUMAN RESOURCES AND DIRECTOR OF FINANCE & DIGITAL SERVICES

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1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to advise Council of a further proposal for change in respect of terms and conditions.

2. RECOMMENDATIONS

It is recommended that:

- 2.1 Council agree to introduce an enhancement for weekend working based on a Third of Time payment;
- 2.2 That this change is introduced from the 1st October 2022.

3. BACKGROUND

- 3.1 Members will recall that at the Council meeting of 6th July 2022, it was agreed to make changes to Grades 1 to 5 of the Council's pay and grading system and to reintroduce double time plus a day in lieu for any statutory holidays worked.
- 3.2 Members will also recall that within the said report, a commitment was given to keep further terms and conditions matters, raised by the recognised trade unions, under review in light of operational and service need.
- 3.3 The changes agreed by Council on the 6th July 2022 were positively received by both the trade unions and staff. The trade unions also welcomed the Council's commitment to keep under review additional terms and conditions matters raised by them.

4. TERMS AND CONDITIONS

- 4.1 As referenced in paragraph 3.3 above, the recognised trade unions reacted very positively to the changes agreed and indeed, discussions have continued with them since the Council meeting of the 6th July 2022, in respect of any further changes to the terms and conditions matters they raised.
- 4.2 The issue of enhanced rates for weekend working was one of the further changes which has been under consideration. The area of social care in particular is one where this matter is becoming an increasingly operational barrier to weekend capacity. It is also apparent that independent care providers are increasingly making such enhanced payments.
- 4.3 In light of this, the Council has now reviewed its arrangements and determined that it would be reasonable to introduce an enhanced payment for those staff that work on weekends.
- 4.4 The enhancement being proposed is that for any hours worked on a Saturday or Sunday, staff will be paid a supplement of a third of time, starting from the 1st October 2022.
- 4.5 In scope roles for the payment of the weekend supplement would include home care staff, social care staff, leisure staff, cleansing staff etc.

5. EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO ECONOMIC DUTY

- 5.1 Due regard has been given to the Council's public sector equality duties under the Equality Act 2010, namely the Public Sector Equality Duty and Socio Economic Duty.
- 5.2 An Equality Impact Assessment has been completed and concluded that the recommendations set out in the report are in line with the above legislation.

6. WELSH LANGUAGE IMPLICATIONS

- 6.1 There are no Welsh Language implications as a consequence of the recommendations contained within this report.

7. CONSULTATION

- 7.1 Discussions have taken place with the recognised trade unions over these proposals.

8. FINANCIAL IMPLICATION(S)

- 8.1 The financial implications of implementing the changes set out at section 4 amount to £1.0M (full year cost). The ongoing implications will be factored into the Council's Medium Term Financial Plan as part of the current update. The part year implication for this financial year (6 months, £0.500M) can be funded from available one-off resources.

9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 9.1 In accordance with Section 54 of the Local Government and Elections (Wales) Act 2021 the Chief Executive must keep under review (i) the number and grades of staff required by the Council for the exercise of its functions; (ii) the organisation of the Council's staff; (iii) the appointment of the Council's staff and (iv) the arrangements for the management of the Council's staff (including arrangements for training and development).
- 9.2 Where the Chief Executive considers it appropriate to do so, they must make a report to Council setting out the Chief Executive's proposals in respect of any of the matters set out in paragraph 9.1.
- 9.3 It is Full Council's responsibility to then consider such reports.

10. CONCLUSION

- 10.1 This report sets out a proposal to introduce an enhanced payment for weekend working which will have operational benefits in terms of ensuring workforce capacity.