



# **RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**MUNICIPAL YEAR 2023-2024**

**COUNCIL**

**20<sup>th</sup> SEPTEMBER 2023**

## **REVIEW OF THE COUNCIL'S TERMS & CONDITIONS**

### **JOINT REPORT OF THE CHIEF EXECUTIVE, DEPUTY CHIEF EXECUTIVE & GROUP DIRECTOR OF FINANCE, DIGITAL & FRONTLINE SERVICES AND DIRECTOR OF HUMAN RESOURCES**

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                  Finance, Digital & Frontline Services  
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#### **1.     PURPOSE OF THE REPORT**

- 1.1   The purpose of the report is to provide Council with a proposal for change in respect of staff terms and conditions of employment.

#### **2.     RECOMMENDATIONS**

It is recommended that:

- 2.1   Council agree to introduce a revised rate of pay for Sunday working based on a Time plus a Half of Time payment;
- 2.2   That this change is introduced from the 1<sup>st</sup> November 2023.

#### **3.     BACKGROUND**

- 3.1   Members will recall that at the Council meeting of 28<sup>th</sup> September 2022, it was agreed to introduce an enhanced rate of pay for weekend working at Time plus a Third of Time payment.
- 3.2   Members will also recall that 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 change agreed by Council was positively received by both the trade unions and staff. The trade unions also welcomed the Council's ongoing 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 welcomed the changes previously agreed. Discussions have continued with them since the Council meeting of the 28<sup>th</sup> September 2022, in respect of any further changes to the terms and conditions matters they raised.
- 4.2 Recently, the issue of enhanced rates for weekend working was again raised by the trade unions, with a view to whether the Council could further enhance the current Third of Time rate. Following the conclusion of the most recent discussions, the Council has now reviewed its position and determined that it would be reasonable to consider an increase to the current weekend working rate.
- 4.3 The enhancement being proposed is that for any hours worked on a Sunday, staff will be paid an enhanced rate of Time Plus a Half, starting from the 1<sup>st</sup> November 2023. The existing Time plus a Third payment will remain in place for any hours worked on a Saturday.
- 4.4 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 £0.330M (full year cost). The ongoing implications will be factored into the Council's Medium Term Financial Plan. The part year implication for this financial year (5 months, £0.138M) 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 increased enhanced payment rate for weekend (Sunday) working which will have operational benefits in terms of ensuring workforce capacity.