

56146

Could you provide details of in-person group inductions that your council carries out?

Induction for new colleagues is led by service areas. This includes the provision of information specific to the service and the role along with relevant core and role-specific learning.

The Council's Learning and Development team offers an invitation to new colleagues to attend a Welcome Event.

These are hosted approximately every eight weeks and are for new colleagues who have joined any part of the Council.

- What group of workers receive in-person group inductions?

Some service areas may bring colleagues together as part of their induction. This includes teachers and newly qualified social workers who take part in activities which are related to specific requirements for these registered roles.

- Approximately how many workers received in-person group inductions in the last year?

Not all induction events are recorded centrally. Some inductions will be held informally and therefore, not recorded.

Between 1 July 2024 to 30 June 2025 169 colleagues attended the Council Welcome Event.

- Are trade unions invited to these group inductions?

Trade Union colleagues are invited to attend the Council-wide Welcome Event sessions.

Could you provide a list of all your shift allowances, how much they are worth and their qualifying terms?

Rates specified are effective from 1 April 2025.

Shift payments

To qualify as a shift pattern:

- the shift span must be ten hours or more
- there must be at least two distinct work periods within the pattern
- work periods alternate or rotate in immediate succession or otherwise follow a set rota
- there is a minimum of four hours between the latest starting time of the first shift and the earliest start time of the last shift.

Payment:

- Minimum qualifying span of 10 hours up to 13 hours: £1,257.04 (£0.67 per hour)
- More than 13 hours and up to 16 hours: £1,885.56 (£1.00 per hour)
- More than 16 hours and up to 19 hours: £2,514.08 (£1.34 per hour)
- More than 19 hours: £3,771.12 (£2.01 per hour)

Split shift payments

To qualify as a split shift pattern:

- the shift span must be ten hours or more
- there are unpaid breaks totalling two hours or more in a single work period
- the most frequently occurring split shift occurs more than half of the days worked.

Payment:

- Minimum qualifying span of 10 hours up to 13 hours: £1,257.04 (£0.67 per hour)
- More than 13 hours and up to 16 hours: £1,885.56 (£1.00 per hour)

Variable working payment

To qualify as a variable working days pattern:

- days worked and days off will vary according to set rotation on a weekly basis.
- the same arrangement of working days does not occur on more than two thirds of the weeks worked.
- £785.65 (£0.42 per hour)

Night hours

- Hours worked between 9 pm and midnight, and 6 am to 7 am (minus any unpaid breaks)
- Paid at: £3.91 per hour

Supplemental night hours

- Hours worked between midnight and 6 am (minus any unpaid breaks)
- Paid at: £5.48 per hour

Weekend hours

- Hours worked between midnight on Friday to midnight on Sunday
- Paid at: £3.01 per hour

- Do you have a shift allowance for split shifts?

Yes

- Which job titles receive split shift allowances?

- Cleaning Operative
- Cleaning Supervisor
- Community Therapy Assistant
- Cook
- Domestic Support Assistant
- Facilities Technician
- Facilities Technician Supervisor
- Home Care Manager
- Senior Care and Support Worker
- Social Care Assistant
- Social Care Worker (Home Care)

- Gender split of workers who receive a split shift allowance?

82% female, 18% male

- Are any job titles excluded from split shift allowance despite meeting the qualifying terms?

No. If an employee's working pattern attracts a split shift payment, then this would be applied