

Final Management On- call Offer (30 May 2012)

Definition

(AfC handbook Part 2 section 2 paragraph 2.54)

On call systems exist as part of arrangements to provide appropriate service cover across the NHS. A member of staff is on-call when, as part of an established arrangement with his / her employer, he / she is available outside his / her normal working hours – either at the workplace, at home or elsewhere – to work as and when required.

Issue / Principle	Management Negotiation Position
Equal pay	<p>The guiding principle is that harmonised arrangements must be consistent with the principles of equal pay for work of equal value.</p> <p>Therefore all of the principles that follow must deliver against this requirement and will be assessed accordingly.</p> <p>SG EQIA on the policy is essential.</p> <p>Boards will also need to consider local EQIA upon assimilation.</p>
Commitment of availability payment	<p>A payment for being available for on-call duties at the following rates:</p> <p>From 01.10.2012 - £16.50 per session From 01.04.2013 - £17.00 per session From 01.04.2014 - £18.00 per session.</p> <p>The sessional payment in place from 01.04.2014 onwards will be increased in line with annual pay awards.</p>
Frequency	<p>There will be 9 on-call sessions per week with the start and finish times being determined locally to meet the needs of the service. There will be 5 weekday sessions and 4 sessions at the weekend. A public holiday will attract 2 sessions over a 24 hour period.</p>

Work done and Travel Time	<p>Payment for work done including travel time will be in line with the AfC agreement, ie overtime payments of time and a half except on public holidays when this will be paid at double time. This will be at the individual's substantive rate and will be for the duration of work done including travel time and will be rounded up to the nearest 15 minutes per call out. Work done will commence when the employee leaves home (or other agreed base) and will end on arrival home (or at other agreed base).</p> <p>Work undertaken from home either telephone or on-line advice will also attract payment for work done. This will be paid according to the actual duration of the period of work undertaken.</p>
Toil	<p>Staff should have the option to take TOIL rather than payment for work done in line with paragraph 3.5 of the NHS terms and conditions of service handbook. TOIL for work done should normally be taken within 3 months or according to the needs of the Service. Staff who are unable to take TOIL within the 3 month period will receive payment which will be at the rate in place at the time the work was undertaken and will be at plain time.</p>
Compensatory rest	<p>Individuals will receive compensatory rest in accordance with Section 27 and HDL(2003)3.</p>
Sleeping in	<p>Availability payment and payment as if on-call. In addition to this staff will receive a payment for a total of two hours at the Scottish minimum hourly rate as outlined in the relevant pay circular to reflect disturbed time at the start and end of each shift. This rate will be paid at double time for staff 'sleeping in' on a public holiday.</p> <p>Staff will be paid at appropriate rate for work done in line with on-call.</p>
Pensions	<p>Take advice from SPPA. Our understanding is that payments that are regular and continual feature of job are pensionable.</p>
Transition	<p>Mark time protection as outlined in the "Chisholm agreement" will be applied to those staff who require protection.</p>

	To comply with the “Chisholm agreement” as applied in 2004 for assimilation purposes and in 2008 when the new unsocial hours arrangements were introduced, it will be overall target earnings that are assessed for purposes of protection. Target earnings will be assessed by using a locally agreed reference period which fairly represents the earnings of each individual. Protection will be offset by annual pay uplifts and any incremental uplift due.
Implementation Date	The new agreement will be implemented from 1 October 2012 with no retrospection.

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