

# APPENDIX N

## WAVERLEY BOROUGH COUNCIL

EXECUTIVE - 13 APRIL 2010

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**Title:**

**CHANGE TO TERMS AND CONDITIONS OF SERVICE  
– THE WORKING WEEK**

**[Portfolio Holder: Cllr Ms Denise Le Gal]  
[Wards Affected: N/A]**

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**Summary and purpose:**

This report proposes a change to Terms and Conditions of Service.

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**How this report relates to the Council's Corporate Priorities:**

This report relates to the Corporate Priority - Value for Money.

**Equality and Diversity Implications:**

This report is compliant with legislation.

**Resource/Value for Money implications:**

The financial implication of this report are detailed in the report.

**Legal Implications:**

This report is compliant with legislation.

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**Background**

1. Currently staff are entitled to receive enhancements for weekend working, even if the employee only works at the weekend. This enhancement date back to a time when weekend working was seen as anti social and for example offices, shops, banks etc did not open at weekends

## **Proposed change**

2. The Deputy Chief Executive and the Head of HR have consulted with the Joint Consultative Committee and reached agreement on a change to terms and conditions for new staff and for current staff who change their job from 1st April 2010.
3. For all staff in post at 1.4.2010, weekend working is paid at an enhanced rate of time and half on Saturdays and double time on Sundays. However for any change in contract {new post, secondment etc} from 1.4.2010 the new conditions for weekend working (i.e. no enhancements) will apply.
4. For staff who commenced employment with Waverley on or after 1.4.2010, hours worked at a weekend are paid at plain time with no enhancement, except where the hours are over and above 37 hours and agreed in advance with their Head of Service which would be paid at overtime rate.

## **Recommendation**

It is recommended that the change to terms and conditions of service detailed in this report be agreed.

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