

**ANGUS COUNCIL
PERSONNEL & PROPERTY SERVICES COMMITTEE**

ITEM No. 23

29 AUGUST 2000

OVERTIME AND ADDITIONAL HOURS COSTS 1999/2000

REPORT BY DIRECTOR OF PERSONNEL

ABSTRACT

This report advises of overtime and additional hours costs within the Council during the 1999/2000 financial year.

1. RECOMMENDATION

The Committee note the terms of this report for its interest.

2. INTRODUCTION

The Director of Personnel is remitted to submit an annual report on overtime and additional hours costs to the Chief Officers' Management Team and the Personnel and Property Services Committee.

The reason for the two categories 'additional hours' and 'overtime' is that the former relates to additional hours worked by part time employees which is paid at plain time rate whereas the latter relates to additional hours worked by full time employees which is paid at premium (overtime) rates.

3. OVERTIME AND ADDITIONAL HOURS COSTS - 1999/2000

In 1999/2000:

- overtime and additional hours payments of £1,491,160.47 were made with overtime accounting for £865,325.67 and additional hours payments, £625,834.80.
- of the £865,325.67 overtime payments, £367,622.44 was to APT&C employees and £497,703.23 to Manual employees
- of the £625,834.80 additional hours payments, £376,434.50 was to APT&C employees and £249,400.30 to Manual employees

A breakdown of costs on a department by department basis and a breakdown of costs for the previous financial year, 1998/99, is available in the "Members' Lounge".

A comparison of the 1999/2000 figures with those of 1998/99 shows that:

- overtime and additional hours payments have increased by 14.09% (£183,931.38), with overtime increasing by 12.87% (£98,646.75) and additional hours payments by 15.78% (£85,284.63)
- APT&C overtime payments have increased by 21.44% and Manual by 7.27%
- APT&C additional hours payments have increased by 6.93% and Manual by 32.29%

A breakdown of increases/decreases in costs on a department by department basis is available in the "Members' Lounge".

Please note that the figures are taken from the payroll and as overtime is paid in arrears the actual period the figures relate to is March to February inclusive.

In considering the information, and specifically increases in costs over the previous year, the Committee should note that from 1 April 1999 pay rates for APT&C and Manual employees increased by 3.3%.

4. FINANCIAL IMPLICATIONS

There are no direct financial implications associated with the terms of this report.

5. CONSULTATION

The Chief Executive, Director of Finance and Director of Law & Administration have been consulted on the terms of this report. The Chief Officers' Management Team have been consulted on the content of the report and on the associated information available in the "Members' Lounge".

JANICE TORBET
Director of Personnel

NOTE No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.