

ANGUS COUNCIL
RESOURCES AND CENTRAL SERVICES COMMITTEE
1 SEPTEMBER 2005
OVERTIME AND ADDITIONAL HOURS COSTS 2004/05
REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report advises of overtime and additional hours costs within the Council during the 2004/05 financial year.

1. RECOMMENDATION

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

2. INTRODUCTION

The Personnel Services Manager is remitted to submit an annual report on overtime and additional hours costs to the Chief Officers' Management Team and the Resources and Central 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 – 2004/05

In 2004/05:

- overtime and additional hours payments of £1,939,446.22 were made with overtime accounting for £702,394.20 and additional hours payments, £1,237,052.02
- of the £702,394.20 overtime payments, £379,315.58 was to employees on APT&C grades and £323,078.62 to employees on Manual grades
- of the £1,237,052.02 additional hours payments, £950,249.48 was to employees on APT&C grades and £286,802.54 to employees on Manual grades

A breakdown of costs on a department by department basis and a breakdown of costs for the previous two financial years, is available in the "Members' Lounge".

A comparison of the 2004/05 figures with those of 2003/04 shows that:

- overtime and additional hours payments have increased overall by 3.31% (£62,298.81) - overtime increasing by 0.18% (£1,243.20) with additional hours payments increasing by 5.19% (£61,055.61)
- APT&C overtime payments have decreased by 0.42% with Manual overtime payments increasing by 0.88%
- APT&C additional hours payments have increased by 12.25% and Manual additional hours payments have decreased by 12.95%

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 above information the Committee should note that with effect from 1 April 2004 pay rates increased by 2.95% as a result of the annual pay settlement.

4. FINANCIAL IMPLICATIONS

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

5. HUMAN RIGHTS IMPLICATION

There are no human rights implications associated with the terms of this report.

6. CONSULTATION

The Acting 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".

David S Sawers
Chief Executive

HR/PersServMan

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.