

To: REGENERATION SERVICES COMMITTEE		Subject: PAYMENT OF OVERTIME FOR EMPLOYEES ON OR ABOVE SCP35
From: HEAD OF REGENERATION SERVICES		
Date: 17 February 2010	Ref: 1496	

## 1. Purpose of Report

- 1.1 To ask Committee to homologate the approval and payment of overtime to employees earning spinal column point 35 or above.

## 2. Background

- 2.1 A number of employees from the Regeneration Service, earning on or above spinal column point 35 have been required to work overtime, details of which are listed in section four below.

## 3. Sustainability Implications

- 3.1 There are no sustainability implications, the overtime is required in order to maintain the services provided by the department and funding is available within the services' staffing budget lines.

## 4. Proposals / Considerations

- 4.1 Two employees from the Business Support Team were required to work at the BBC Good Food Show at the SECC, at which the Council had a stand in conjunction with South Lanarkshire Council. The purpose of the councils' participation in this event was to promote the food sector in Lanarkshire, the Lanarkshire brand and Tourism Lanarkshire. As well as promoting the Lanarkshire area, the stand provided space for eight local companies to exhibit their products at the Good Food Show. Products exhibited included: shell fish; biscuits/cakes; whisky; venison; ice cream; cheese and Chinese food products.
- 4.2 Formal evaluation is being carried out on the success of the event for participating companies. Initial feedback from all companies, however, is that it was extremely successful for all companies, all of whom have expressed appreciation to the Council for the support provided.
- 4.3 The event ran from Fri 30 October to Sunday 1 November 2009, therefore the officers were required to work over Saturday and Sunday. The posts involved are detailed below and the amount of overtime required for the employees on or above SCP35 is listed at appendix 1.
- |     |                               |        |        |          |
|-----|-------------------------------|--------|--------|----------|
| 4.4 | Business Support Co-ordinator | NLC 13 | SCP 46 | £ 38,781 |
|     | Economic Development Officer  | NLC 12 | SCP 45 | £37,905  |
- 4.5 Overtime was also required throughout September, October and November for the Employer Engagement Co-ordinator as part of the Council negotiations for a Flexible New Deal contract. The Council with its delivery partner Routes to Work were successful in becoming a sub contractor to the Wise Group and the contract came into effect from October 2009. The contract subject to performance could be worth £5 million over the next 5 years.

4.6 The work involved was very detailed and complex, requiring substantial time to be invested assessing the contracts and the risks associated. Information on FND was not available until near its operational start date as it was the subject of a government review due to the economic circumstances. The Council were required to make key decisions very quickly and relied on the work of the officer concerned to advise throughout the contract negotiations. This work was done, over and above his other responsibilities which are very onerous in the current economic climate. The only way the work could be carried out was through overtime.

4.7 The post involved is detailed below and the amount of overtime required is listed at appendix 1.

Employer Engagement Co-ordinator	NLC 13	SCP 46	£38,781
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## 5. Corporate Considerations

5.1 This report is in line with the current conditions of service, which require Executive Directors to seek approval from the appropriate service committee for overtime for employees on or above Spinal Column Point 35.

## 6. Recommendations

6.1 It is recommended that Committee:

- i) Approve the payment of overtime for the officers detailed in section four of this report.
- ii) Refer this report to the Policy and Resources Human Resources Sub Committee for information.



**Maureen McConachie**  
**Head of Regeneration Services**

Local Government Access to Information Act: for further information about this report, please contact Caitriona McAuley, Economic Development Manager on 01698 302846

## Appendix 1

### Overtime for employees on or above SCP 35

<b>Post Name</b>	<b>Hours required</b>
Co-ordinator	5 hours at time + half 9 hours at double time
Economic Development Officer	5 hours at time + half 9 hours at double time
Co-ordinator	16 hours at time + half 4 hours at plain time 23 hours at double time