

# MEMBERS FACT SHEET

## AGENDA FOR CHANGE OVERTIME PAYMENTS

All staff in pay bands 1 to 7 will be eligible for overtime payments. There is a single harmonised rate of time-and-a-half for all overtime, with the exception of work on general public holidays, which will be paid at double time.

Overtime payments will be based on the hourly rate provided by basic pay plus any long-term recruitment and retention premia.

Part-time employees will receive payments for the additional hours at plain time rates until their hours exceed standard hours of 37.5 hours a week.<sup>1</sup>

The single overtime rate will apply whenever excess hours are worked over full-time hours, unless time off in lieu is taken, provided the employee's line manager or team leader has agreed with the employee to this work being performed outside the standard hours.

Staff may request to take time off in lieu as an alternative to overtime payments. However, staff who, for operational reasons, are unable to take time off in lieu within three months must be paid at the overtime rate.

Senior staff paid in pay bands 8 or 9 will not be entitled to overtime payments.

Time off in lieu of overtime payments will be at plain time rates.