

Kevin

Sorry for the late response we have two types of shifts which cover 27/7 365 days.

All staff are all on band 300 but rotating shifts receive 23% this is because we feel staff have more disruption on rotating shift.

The alternating AM & PM 16% shift allowance.

Gordon

Hi Kevin

My operational staff are currently paid as follows and I personally feel that their salaries are low in comparison with other Universities.

Security Supervisor 3 shifts - Salary £15,300 p.a. plus £4,161.24 rotating Shift Allowance.

Security Supervisor 2 shifts - Salary £15,300 p.a. plus £3,120.84 Shift Allowance.

Security Supervisor 1 shift - Salary £15,300 p.a. plus 20% for any hours worked between 10pm & 6am.

Senior Security Officer 3 shifts - Salary £14,869 p.a. plus £4,161.24 rotating Shift Allowance.

Senior Security Officer 2 shifts - Salary £14,869 p.a. plus £3,120.84 Shift Allowance.

Senior Security Officer 1 shift - Salary £14,869 p.a. plus 20% for any hours worked between 10pm & 6am.

Security Officer 3 shifts - Salary £13,739 p.a. plus £4,161.24 p.a. rotating Shift Allowance.

Security Officer 2 shifts - Salary £13,739 p.a. plus £3,120.84 p.a. Shift Allowance.

Security Officer 1 shift - Salary £13,739 p.a. plus 20% for any hours worked between 10pm & 6am.

These salaries were determined following HERA and it was agreed that the shift allowances would always attract the same % pay rises as the base salary. This explains the figures for 2 and 3 shift allowances, they started off at £3,000 and £4,000 respectively and have gone up with the pay rises we have been receiving in accordance with the phased three year pay rise given to Academics. All the above salaries will attract one increment, subject to performance, in 2009 for staff who were in post following implementation and new staff are subject to a performance related increment on a phased basis thereafter.

Apart from the shift allowances explained and paying 20% of the hourly rate to anyone who works between 10:00pm and 6:00am we do not pay any other allowance in respect of shift work/unsocial hours. This has been most welcome as we do not now have to deal with all the paperwork associated with our previous complicated rotating shift and unsocial hours allowances. As a result we do not

now receive complaints from staff about not being able to understand how their monthly pay has been worked out.

Our shifts are 8 hours but include a 36 minute unpaid meal break. This allows us to have our staff here for an average of 40 hours per week but we only pay them for 37 hours. Possible trouble ahead as it looks like we will have to reduce to 36 and a quarter hours in 2010.

Overtime is paid on the following basis.

Time worked over and above the normal working week, including rest days, Monday - Sunday time and a half (basic hourly rate x 1.5)
Public Holidays or University Declared Holidays double time (basic hourly rate x 2)

If a Public Holiday falls as part of a normal working week, plain time plus plain time (basic hourly rate x 1)

If a University Declared Holiday falls as part of a normal working week no other allowance but annual leave is increased by five days per year to compensate for working the five annual University Declared Holidays.

If a Public Holiday falls while a group is on rest day as part of their normal working shift pattern then the rest day is reallocated.

If a University holiday falls while a group is on rest day as part of their normal working week, no action in view of increased annual leave entitlement.

Any time off take in lieu of payment is at plain time only.

Hope this helps

Regards
Gary

Hi Kevin

Here at QMUL we are all in-house and we pay 35% security loading of the salary, officers are rostered to work on a two on two off basis 12 hour shifts, this means that if they are rostered for a bank/christmas/easter holiday we do not pay any extra pay.

Overtime payments when working on their days off are paid at x1.5 24/7.

Hope this helps
Bob Hunt

Hi Kevin

Here at Anglia Ruskin Officers receive 17% on top of salary – 5% for rotating shifts and 12% weekend working allowance. The weekend working allowance aspect is based on the number worked per year, the 5% was negotiated 12 years ago. Supervisors work alternating shifts and get 8.75% on top of salary. They also get £4K per annum (not pensionable) for being on-call.

Hope this helps – would be interested in seeing the overall outcome of your enquiry

Kind Regards
Bernie

Kevin

My 24/7 staff get paid a 15% shift allowance - (classed as a rotating shift pattern)
My staff who work mainly out of hours i.e. nights and weekends, get a 20% shift allowance.

Caretaker who work a 2-shift system i.e. earlies and lates (classed an alternating shift allowance) get a 10% shift allowance.

All staff who work bank holidays get triple time (this used to be double time plus a day off in lieu).

Regards

Graeme

Hi Kevin

Loughborough:

Separate day and night shifts, (days 6x2 & 2x10) (Nights 7x3 & 10x6) 15% days, 33.3% nights. % is of basic pay.

Agreed with Unison during the recent pay review (2006) but is a continuation of what was paid previously.

All staff get 3 hours per week overtime at 1.5x (makes a 40 hr working week.)

Bank Holidays are double time plus a day in lieu if worked, other concessionary days are at standard time plus a day in lieu.

John Thomas
Deputy Security Manager
Loughborough University
J.R.Thomas@lboro.ac.uk
01509 222140

Hi Kevin

My in house staff are on basic scale 4 i.e. £16,671 to £19,842 for working a straight 36.5 hour week with no overtime. In addition they receive a 25% shift allowance which covers working weekends bank holidays and unsocial hours. I am led to understand this is a 'blue book' arrangement. The team supervisors are on scale 6 i.e. £21,684 to £29,139 and also receive a 25% shift allowance for the same hours as patrol officers. I also have some assistant team supervisors on Scale 5, i.e. £18,702 to £23,694 plus 25%

Regards

Norman

Kevin,

At Bristol, we pay 25% uplift on basic salary for rotating shift (and permanent nights) allowance and 16% uplift for alternating shift allowance. This includes all bank holidays and University closure days (although they get these days back as extra rest days during the year).

We pay 1.5 times hourly rate for Monday – Saturday (midnight to midnight) and 2 times hourly rate for Sunday and Bank holidays only. This is paid only if overtime is worked, otherwise the above allowance covers it.

When we trawled the market about two years ago, these percentage uplifts were about the top end of what most sectors were paying out there for shift work.

Hope that helps,

Jerry Woods
Security Services Manager

UNIVERSITY OF BRISTOL

Kevin,

I don't pay any allowances.

Security days (06.00-22.00) are on grade 3 (supervisors on 4)
Security nights (22.00-06.00) are on grade 4 (supervisors on 5)
Control room staff are on scale 5
Managers on scale 6
Operations manager on scale 7

Mark