**Appendix 5**

**Rutland County Council Allowances and Benefits**

**Monetary Benefits**

Mileage rates Paid in line with current HMRC rates

Acting up/Additional

 Responsibility Allowance At levels appropriate to the post acted up to

Expenses Paid at NJC rates

Market Supplements Where the need for a supplement has been demonstrated through recruitment practices and benchmarking

Professional fees/

Training subscriptions Where appropriate to the post

Standby In accordance with Corporate Policy

Relocation Where applicable and in accordance with the Relocation Policy

Sleeping In Paid at NJC rates

Local agreement regarding weekend enhancements:

For work on a Saturday or Sunday as part of the normal working week, payment will

be made at time and a half for all hours worked. For employees paid at SCP 4 or

below, work on a Sunday will be at double time. Work on a Saturday or Sunday

outside the normal working week will be regarded as overtime.

Local agreement – enhancements for weekend working for Registrars

Registrars will be paid enhancements for weekend working - work on a Saturday or

Sunday as part of the normal working week, payment will be made at time and a half

Consolidated salaries

Where roles are defined as providing a service over 7 days, such contracts will be

considered as all-inclusive with no differentiation of pay rates between Monday to

Friday and weekends (unless and accept that such rates are necessary for recruitment

and retention purposes).

Shift Allowance

The Council working patterns do not include shift patterns and therefore there are no

supplementary payments or allowances other than those provided by overtime or

weekend enhancements.

**Other benefits – where appropriate to the post**

Flexi time

Time off in lieu (TOIL)

Other flexible working arrangements where appropriate for the post

Training – professional training and/or internally arranged where appropriate.