

**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 essential and 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.

### Apprentices rates of pay

The Council pays an hourly rate above the National Minimum Wages rates for Apprentices in order to provide a fair and competitive rate of pay that enables us to recruit and retain quality Apprentices.

### 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.