

West Lothian Council

Schedule of Shift Allowances

LEVEL	AMOUNT	DESCRIPTION
1	7.5%	Employees who work no more than one day at weekends and/or work out with the period 8:00am to 8:00pm as part of a pre-determined shift/work cycle.
2	10%	Employees who work a predetermined work cycle where weekend working is an integral part of that cycle and who as part of that work cycle may be required to work on a split duty basis which covers morning, evening and weekend work or where a standard cyclic shift pattern exists as part of their normal working week.
3	12.5%	Employees who work Continental Shift Patterns (defined as a predetermined work cycle over a four-week period where the variance between the length of longest and shortest shifts over the cycle exceeds 50% and where weekend working is required on two occasions out of four over the cycle).
4	14%	Employees who work the normal working week on a rotational cyclic shift pattern that covers at least two shifts and where weekend working is an integral part of the shift cycle.
5	17.5%	Employees who work the normal working week on a predetermined shift pattern that covers at least 3 shifts one of which is a night shift and where weekend and evening working is an integral part of the shift cycle.
6	33.33%	Employees who work solely at night to predetermined shift patterns and where weekend working is an integral part of the shift cycle.

Notes and Exceptions

- 1 Emergency care workers in Social Work (SCET) required to provide the full range of out of hours services to the community receive a 30% allowance in recognition of their specific working pattern.
- 2 The above allowances will only apply to those employees, as appropriate who are contracted to work shift patterns as defined in this Statement of Particulars.