

Dundee City Council

Health and Social Care Partnership

Homecare Review

Proposal for Change

Option 1 – 25 hour contract - split-shift

This would attract an incentive payment of £1000 for any worker moving to a split-shift For employees reducing hours this will attract a payment of the hours lost based on one year salary loss spread over 3 years

Year 1 50%

Year 2 30%

Year 3 20%

For example – see attached

Option 2 – 23 hour contract – single shift

For employees opting for this contract a payment based on the above would be payable

For employees currently contracted to work over or under 30 hours, a separate discussion will take place.

Settlement Agreement

It is proposed that employees would be asked to sign a settlement agreement where they would be required to pay-back a percentage of their payment should they leave their employment over the 3 year period.

Certification of Protection

Certificates of protection will be issued to employees as appropriate

APPENDIX 2

Example Scenarios SCP 44/£12.43 per hour	Original Gross Salary	New Gross Salary	Annual Gross Loss	Approximate Annual Net Loss	Approximate Monthly Net Loss
Reducing from 30 hour contract to 25 hour contract	£19,444.07	£16,203.39	-£3,240.68	-£2,171.25	-£180.94
Reducing from 30 hour contract to 23 hour contract	£19,444.07	£14,907.12	-£4,536.95	-£3,039.76	-£253.31

Home Care Review – Trade Union information

Case Study One

Ms X is a 30 hour worker on single shift contract. This is a 5 day rota, working alternate day shift and back shift over a 7 day period. These periods are fixed periods and staff are slotted into a 5 day pattern within each 7 day period. This is a rigid rota and can result in 7 day working if the 5 day straddles two separate weeks. This rota involves 25 day working over a 35 day cycle. This works out at 260 days per annum at 6 hours per day.

A typical 30 hour single shift worker who does not want to work split shift will be able to change to a 23 hour single shift contract.

This will provide a similar shift pattern, however the hours will vary across the three patterns:

7 am until 1pm

7am until 11 am

4pm until 10pm

This is similar to the 30 hour, however will be a rolling pattern, which will allow staff to identify shift patterns more easily. This rota involves 21 day working over a 35 day cycle. The total days worked would be 219 days at 5.25 hours per day.

This, whilst acknowledging the financial implications will provide 41 days less working per annum with an average shift of 5.25 hours.

Staff will be working in the geographical locality in which they live (though choice) and remain part of their own community.

The shorter days working provides a more comprehensive balance of working choice and rolling shift patters will allow future planning of care and family commitments.

Case Study Two

Ms X works 25 hours split shift. The nature of the shift means she commences work at 7am until 11am, and then has 5 hours until commencement her second half of shift from 4pm until 10pm. During this period Ms X carries out task to suit her own needs and circumstances. Ms X works two and a half days, leaving her four days a week not working. Childcare requirements are limited to two or three days, and Ms X's partner or family member is able to give children breakfast and get to school club before leaving for work. After school care is available for her children until her partner is home from work. Extended family may also be able to support this arrangement with planned rotas being known well in advance.

Ms X works in the geographical locality in which she lives (though choice) and remains part of her own community.

In her new rota she will work 156 days per year which is 104 days less per year than traditional shift pattern.