



Haringey Council

General Purposes Committee

On 12 January 2010

Report Title. **Fixed Rate Overtime for School Site Managers – Review**

Report of: **Ian Bailey, Deputy Director, Business Support and Development, The Children and Young People's Service**

Date 16 December 2009

Contact Officer : **Carmelina Tona, Head of Schools' Personnel, 020 8489 3259**

Wards(s) affected: **ALL**

Report for: **Key decision**

1. Purpose of the report

1.1. To agree a revised fixed overtime rate from 1 April 2009, for school site managers.

2. State link(s) with Council Plan Priorities and actions and /or other Strategies:

2.1. Links with People Strategy – Ways of Working theme to get the best out of our people and support continued and sustained improvement in our schools

3. Recommendations

3.1. That the committee agrees to the rate retrospectively increasing from 1 April 2009 to £7.70 and £10.50 respectively and thereafter will be increased in line with pay awards.

4. Reason for recommendation(s)

4.1. This rate has not been reviewed in line with any cost of living increases since 2005

5. Other options considered

5.1. Leaving the rates unchanged, but as this is contractual overtime there may be a possibility of claims being made for not fully implementing the pay awards since 2005.

6. Summary

- 6.1. School Site Managers have had a long established fixed overtime rate which covers the work associated with opening and closing school premises, when they are let out to other organisations outside normal school hours.
- 6.2. The rate is currently £7 an hour for Monday to Saturday and £9.50 for Sunday.
- 6.3. This will affect all School Site Managers across Haringey Schools.
- 6.4. The increase would mean an average increase in the claims over a year of approximately £90 for those claiming the lower rate and £38 for those claiming the higher rate.

7. Chief Financial Officer Comments

7.1 The Chief Finance Officer has been consulted in the preparation of this report and comments that schools have delegated budget shares that cover the payment of salaries, including site-managers' overtime, when incurred on a school's core activities.

7.2 Site-managers' may also work overtime when an external party hires school buildings. Section 5.1 of Haringey Council's Scheme for Financing Schools requires that costs associated with such external hires are not charged to a school's budget share but are fully recovered from the income levied. The proposed backdated increase may lead to a situation where the cost of a hire is now, in retrospect, not covered by the income recovered and as such there is a risk that a central provision is necessary to meet the cost of any claims made, given that this change is being proposed by the authority.

8. Head of Legal Services Comments

8.1 The Head of Legal Services has been consulted on the content of this report and has no specific comment to make concerning the proposed changes to the fixed overtime rate, other than to note that the new rate has been agreed with the trade unions.

9. Head of Procurement Comments –[Required for Procurement Committee]

9.1. Not applicable.

10. Equalities &Community Cohesion Comments

10.1. These changes proposed arise out of discussions with unions and staff following the single status agreement. It is felt that the overtime rate should change to more closely align and keep track with pay changes, following the single status equal pay agreement.

11. Consultation

11.1. The relevant unions have been consulted and the new rates agreed with them

12. Service Financial Comments

12.1. There are no direct financial implications arising from this report for the CYPS service.

13. Use of appendices /Tables and photographs

13.1. None

14. Local Government (Access to Information) Act 1985

No documents that require to be listed were used in the preparation of this report