

Allowances, Bonus and Additional payments

Schedule listing different payment types and whether proposal is for it to change, go or be retained.

WAGE TYPE	Total Amount	Count	Average Payment	Retain/ REVIEW / Go	Comment
ALLOW - Low Pay Supplement Cook Total	£717	10	£72	GO	
ALLOW - Low Pay Supplement Eesct Total	£5,133	77	£67	GO	
ALLOW - Low Pay Supplement GKA Total	£10,042	181	£55	GO	
ALLOW - Low Pay Supplement GR1 Total	£12,171	256	£48	GO	
ALLOW - Low Pay Supplement HCare Total	£3,523	73	£48	GO	
ALLOW - Low Pay Supplement Op11 Total	£4	2	£2	GO	
ALLOW - Low Pay Supplement Op12 Total	£11	1	£11	GO	
ALLOW - Low Pay Supplement Op13 Total	£70	4	£18	GO	
ALLOW - Low Pay Supplement Op14 Total	£560	107	£5	GO	
ALLOW - Low Pay Supplement Op15 Total	£409	92	£4	GO	
ALLOW - Low Pay Supplement Op16 Total	£28	69	£0	GO	
ALLOW - Low Pay Supplement Sesct Total	£637	9	£71	GO	
ALLOW - Low Pay Supplement SLcIn Total	£842	11	£77	GO	
ALLOW - Low Pay Supplement SLgr3 Total	£492	20	£25	GO	
ALLOW - Low Pay Supplement smsa Total	£12,024	428	£28	GO	
ALLOW - Low Pay Supplement SS/AC Total	£4,794	56	£86	GO	
ALLOW - Low Pay Supplement ssma Total	£1,720	89	£19	GO	
ALLOW - Low Pay Supplement vsmsa Total	£1,530	24	£64	GO	
ALLOW - Low Pay Supplement vssma Total	£99	2	£50	GO	
ALLOW - Low Pay Supplement Total	£7,540	161	£47	GO	
ALLOW - Potters Bar Allow Total	£35,972	34	£1,058	GO	No longer relevant. Staff transferred under TUPE arrangements
ALLOW - Regist. All(+1.5) Total	£1,674	2	£837	GO	No longer relevant. Removed when staff moved onto officer scales
ALLOW - Regist. All(+2) Total	£1,026	2	£513	GO	No longer relevant. Removed when staff moved onto officer scales

WAGE TYPE	Total Amount	Count	Average Payment	Retain/ REVIEW / Go	Comment
ALLOW - SCP Laundry Allow Total	£299	18	£17	GO	School crossing patrol staff 18 x Gr2 both men & women
ALLOW - SMSA Add Duty Total	£32,489	56	£580	GO	50 x Gr2 women and 3 x Gr2 man, plus 2 x Gr5 women
ALLOW - Split Duty Total	£4,988	99	£50	GO	53 x women and 15 x men Gr1 and Gr5
BONUS - Annual Bonus Total	£9,699	472	£21	GO	one off annual payment for low paid
BONUS - Attendance Bonus Total	£30,667	67	£458	GO	Parks staff attendance bonus payment
BONUS - Leisure Bonus Total	£16,175	23	£703	GO	22 x Leisure Attendants Gr3 or Gr6 mostly men
BONUS - Library Bonus Total	£4,607	4	£1,152	GO	4 x Gr3 Caretakers in Libraries men
BONUS - London Excess Total	£10,261	1339	£8	GO	1p per hour low pay adjustment for Gr 1 - 6 staff
BONUS - Minor Main Bonus Total	£4,153	6	£692	GO	5 x Gr5 men, school caretakers
BONUS - Porters Bonus Total	£18,939	17	£1,114	GO	16 men Gr3 & Gr5, 1 Sc5 woman
BONUS - Transport Bonus Total	£55,742	25	£2,230	GO	23 x Gr5 men, 2 Gr5 women - Drivers
ALLOW - Porters Allowance Total	£231	3	£77	GO	3 x Gr3 men
BONUS - Pks Prd Bon GR1 Total	£3,301	2	£1,651	GO	Gardeners
BONUS - Pks Prd Bon GR2 Total	£8,414	4	£2,103	GO	Gardeners
BONUS - Pks Prd Bon GR3 Total	£41,320	19	£2,175	GO	Gardeners
BONUS - Pks Prd Bon GR4 Total	£5,007	3	£1,669	GO	Gardeners
BONUS - Pks Prd Bon GR5 Total	£10,089	4	£2,522	GO	Gardeners
BONUS - Pks Prd Bon GR5+1 Total	£5,405	2	£2,703	GO	Gardeners
BONUS - Pks Prd Bon GR5+2 Total	£42,006	15	£2,800	GO	Gardeners
BONUS - Pks Prd Bon GR6+3 Total	£6,177	2	£3,089	GO	Gardeners
BONUS - Bonus Total	£82,269	35	£2,351	GO	4 male sewer ops Gr5, 10 male parking staff Gr3, 8 men & 1 woman Gardeners various Gr 2 - 5, 6 male mobile cleaners Gr3-5
BONUS - Bonus Adjustment Total	£1,738	5	£348	GO	5 x Cleaners/ Caretakers in schools
BONUS - Bonus Arrears Total	£1,916	13	£147	GO	
BONUS - CABS Total	£2,688	1	£2,688	GO	School caretakers claims
OTHER - Retainer cash Total	£10,582	86	£123	GO	casual staff
OTHER - School Meals Payments	£539,663	1230	£439	RETAIN	Retain – but proper criteria to be applied to those that can qualify for payment. 650 SMSA's, 200 Nursery Nurses, 80 Welfare Asst, 160 Teaching Asst, 30 Learning Mentors, 110 others

WAGE TYPE	Total Amount	Count	Average Payment	Retain/ REVIEW / Go	Comment
ALLOW - Non Resident. Allw Total	£356	2	£178	RETAIN	2 x Gr5 men
ALLOW - SCP Pen Allow Total	£390	3	£130	RETAIN	Pensions allowance to make up for difference transferring from Met Police. 3 School Crossing Patrol staff Gr2 men – moving to Sc1b
BASIC - Reg. Unsocial Total	£4,125	14	£294	RETAIN	Contractual unsocial hours payment to home care staff
BONUS - Catering U/staff. Total	£13,137	183	£72	REVIEW	Claim payment for staff covering others. Needs to be revised. No justification compared to other staff in the council. Will be replaced by alternative bonus/ productivity arrangements and overtime.
BONUS - Cleaning U/staff. Total	£116,560	133	£876	REVIEW	Claim payment for staff covering others. Needs to be revised. No justification compared to other staff in the council. Will be replaced by alternative bonus/ productivity arrangements and overtime.
BONUS - Performance Bonus Total	£62,613	53	£1,181	REVIEW	Justified bonus payment based on quantifiable performance information. Gardeners Gr3 - 6, 90% men Needs to be revised to take account of differentials in pay following regrade but loss of productivity bonus. This scheme is judged capable of being extended to other occupational groups, such as <u>catering staff in the preparation of schools meals</u>. A commitment is given to exploring this.

WAGE TYPE	Total Amount	Count	Average Payment	Retain/ REVIEW / Go	Comment
BONUS - Understaffing Total	£16,384	70	£234	RETAIN	Claim payment for SMSA, staff covering other absent employees. Needs to be revised. Justification for retention on basis of additional responsibility for looking after extra children. Therefore similar in principle to acting up or honoraria payment for additional duties.
ALLOW - Baby Sitting Allow Total	£1,382	6	£230	RETAIN	Claim payment for staff attending evening meetings
ALLOW - Clothing Allowance Total	£5,994	82	£73	GO	This will be absorbed by regrade increase. One off annual payment to Enforcement staff in Environment, Homecare staff, and Porters
ALLOW - Dog Food Allow Total	£2,853	4	£713	REVIEW	Merge dog food and exercise allowance into one payment to be determined by service based on current rates. 4 x Sc6 men get this for feeding dogs in Parks service
ALLOW - Exercise Allow Total	£4,463	4	£1,116	REVIEW	Merge dog food and exercise allowance into one payment to be determined by service based on current rates. 4 x Sc6 men get this for walking dogs in Parks service
ALLOW - Medical Allowance Total	£399	3	£133	RETAIN	Payable to schools staff. 1 x Gr1, 1 x Sc3, 1 x Sc4 all women.
ALLOW - Shift Pay S&L Total	£10,884	19	£573	REVIEW	8% allowance on basic pay. Men & women grades Gr3 and Gr6 in Leisure centres get this. Proposal is to get 10%
ALLOW - Shift Pay Total	£19,174	30	£639	REVIEW	Men & women various grades Gr 2 – 5. Porters, Care Asst's, Caretakers get this. Proposal is 10%
ALLOW - Site.Man.Swim.Pool Total	£5,205	3	£1,735	RETAIN	2 x Sc5 and 1 x Sc6 all men in Schools - Site Managers get this for maintenance of swimming pools. Formula based allowance. Justified.
BASIC - B/Hol Enhancement Total	£74,701	374	£200	RETAIN	

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BASIC - Hsg Trans. Pay Total	£22,949	30	£765	REVIEW	Homes for Haringey staff only. Not relevant. Estate Services Officers - 26 x Gr3 Men, 3 x Gr3 women, 1x Sc6 man
BASIC - London Weighting Prks Total	£6,804	3	£2,268	RETAIN	Engineers London Weighting rate. Play Fitters in Parks.
BASIC - Reg. Night Enh. Total	£119,807	33	£3,631	RETAIN	90% manual grades - 18 x Gr4 Night Care Asst all women, 10 x Night Res RH5 women
BASIC - Reg. Saturday Enh Total	£243,277	288	£845	RETAIN	100 x Libraries staff mostly Sc 3-6, 12 x Parking Attendants, 120 x Care Assts/ Home Care Gr 3-6
BASIC - Reg. Sunday Enh man Total	£235,607	143	£1,648	RETAIN	Man Gr 1- 6 22 men, 121 women - homecare, mobile cleaners, night care staff
BASIC - Reg. Sunday Enh off Total	£13,588	14	£971	RETAIN	
BASIC - Saturday Enh Total	£72,512	151	£480	RETAIN	Leisure attendants, cleaners, emergency response officers, support workers
BASIC - Sun/BH Enh RHOP Total	£57,574	104	£554	RETAIN	
BASIC - Sunday Enh Man Total	£38,507	70	£550	RETAIN	
BASIC - Sunday Enh Off Total	£21,614	32	£675	RETAIN	
OTHER - Long Service Award Total	£10,446	54	£193	REVIEW	Proposal to give £210 after 20 years Haringey Service. Improvement to existing arrangement.
OVERTIME - Addit. Hours x 1 (TN) Total	£1,062,764	1019	£1,043	RETAIN	Additional hours payment to part timers working extra hours. Not pensionable
OVERTIME - Addit. Hours x 1 (TNP) Total	£106,523	559	£191	RETAIN	Additional hours payment to part timers working extra hours. Pensionable
OVERTIME - Call Out @ 1 Total	£4,175	5	£835	RETAIN	Call out payment for Parks staff. Plain time rate.
OVERTIME - Call Out @ 1.5 Total	£56,886	33	£1,723	RETAIN	Call out payment for Emergency response team and duty staff in residential homes within Adults service
OVERTIME - Call Out @ 2 Total	£2,431	6	£405	RETAIN	Call out payment for Emergency response team in Adults service and Porter, Wood Green
OVERTIME - Call Out @ Plan Total	£70,364	28	£2,513	RETAIN	
OVERTIME - O/T Lower Rate @ 1 Total	£34,950	39	£896	RETAIN	Site managers in schools get fixed overtime rates for doing specific additional duties (but not the full job). This will be kept the same.

WAGE TYPE	Total Amount	Count	Average Payment	Retain/ REVIEW / Go	Comment
OVERTIME - O/T Lower Rate@1.5 Total	£5,790	13	£445	RETAIN	Site managers in schools get fixed overtime rates for doing specific additional duties (but not the full job). This will be kept the same.
OVERTIME - Overtime @ 1.5 Total	£556,693	461	£1,207	REVIEW	Change rate to Time & third (1.33) as per proposal
OVERTIME - Overtime @ 2 (T/S) Total	£1,686	5	£337	REVIEW	Change rate to Time & half (1.5) as per proposal
OVERTIME - Overtime @ 2 Total	£140,047	461	£303	REVIEW	Change rate to Time & half (1.5) as per proposal
OVERTIME - Overtime @1.5(T/S) Total	£9,594	10	£959	REVIEW	Change rate to Time & third (1.33) as per proposal
OVERTIME - Parking Addit. HR s. Total	£14,136	15	£942	RETAIN	Plain time rate for Parking staff. Gr3 and Gr5 14 men, 1 woman
OVERTIME - Parks Flat Rate O/T Total	£35,391	30	£1,180	GO	Parks staff contractual overtime rate (£9.25 per hour) This will be replaced by the appropriate overtime rates.
OVERTIME - Planned Overtime Total	£352,270	378	£932	REVIEW	Overtime rates given to officers graded SO1 and above. Proposal is to pay plain time rate instead of set rates up to grade PO4.
OVERTIME - Reg Overtime @ 1.0 Total	£16,430	14	£1,174	RETAIN	Contractual overtime
OVERTIME - Reg Overtime @ 1.5 Total	£199,642	132	£1,512	RETAIN	Contractual overtime 25 x Drivers, 50 x Site Mgrs Schools, 27 Parking Attendants, 14 Porters
OVERTIME - Reg Planned O/T Total	£12,083	6	£2,014	RETAIN	Contractual overtime rates for officers graded SO1 and above. SO1 - PO5 7 men, 8 women
OVERTIME - Sleeping in CSS Total	£15,221	13	£1,171	GO	Will be replaced with standard sleeping in duty payment.
OVERTIME - Sleeping In Duty Total	£44,124	45	£981	RETAIN	
OVERTIME - Stand-By Duty Total	£25,899	42	£617	RETAIN	
OVERTIME - Stand-By Duty@Plan Total	£98,282	39	£2,520	RETAIN	Stand-by duty overtime for officers graded SO1 and above
OVERTIME - Unsocial Hours (T) Total	£3,941	39	£101	RETAIN	
OVERTIME - Unsocial HR s (T/S) Total	£4,123	42	£98	RETAIN	
ALLOW - Haringey Factor Total	£1,900	7	£271	REVIEW	Bring in line with Recruitment & Retention payment principles. Recruitment and retention payment to certain Social Workers

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ALLOW - Pager Deputy Allow Total	£5,759	8	£720	RETAIN	Justified payment for call out purposes.
ALLOW - Pager Holder Allow Total	£16,863	10	£1,686	RETAIN	Justified payment for call out purposes.
ALLOW - Reg. Sleep In Total	£4,311	7	£616	RETAIN	
OTHER - Staff Subsistence Total	£96	1	£96	RETAIN	
OVERTIME - Waking Night Total	£18,460	49	£377	RETAIN	
ALLOW - Bikers Payment Total	£247	1	£247	RETAIN	
ALLOW - Cycle Allowance Total	£2,129	9	£237	RETAIN	
ALLOW - Disturbance Allow Total	£2,722	14	£194	RETAIN	
ALLOW - Driving Licence Total	£1,000	2	£500	RETAIN	
ALLOW - First Aid Total	£37,502	271	£138	RETAIN	
BASIC - Acting Up Total	£22,595	108	£209	RETAIN	
BASIC - Addit Percentage Total	£383,798	220	£1,745	RETAIN	Typically this is for Irregular hours payment. Most staff in Sc3 - 6 pay grades
OTHER - Eye Test Total	£6,798	267	£25	RETAIN	
OTHER - Simply Health Sub Total	£4,014	96	£42	RETAIN	subsidy to staff on simply health scheme
BASIC - Addit Basic % Total	£19,441	10	£1,944	RETAIN	Bring in line with Recruitment & Retention payment principles. Mostly IT staff get this as Retention allowance
ALLOW - HGV Licence Total	£162	1	£162	RETAIN	
ALLOW - Lab Tech Adv Cert Hgy Total	£303	1	£303	RETAIN	
ALLOW - Lab Tech Cert Hgy Total	£1,146	7	£164	RETAIN	
ALLOW - Language Payment Total	£22,437	155	£145	RETAIN	
ALLOW - Management Allow 1 Total	£843	1	£843	RETAIN	Teachers
ALLOW - Management Allow 3 Total	£2,895	1	£2,895	RETAIN	Teachers
ALLOW - Rec & Retention Total	£4,118	1	£4,118	RETAIN	Teachers
ALLOW - Special Needs 2 Tch Total	£3,714	1	£3,714	RETAIN	Teachers
ALLOW - Telephone Allow Total	£20,921	132	£158	RETAIN	
BASIC - Abs Adjust. (TN) Total	-£1,349	2	-£674	RETAIN	
BASIC - Abs Adjust. (TNP) Total	-£7,381	44	-£168	RETAIN	
BASIC - APT Allowance Total	£1,030	2	£515	RETAIN	2 Pathology Technicians
BASIC - Basic Hours (Sat) Total	£69,091	261	£265	RETAIN	
BASIC - Basic Hours (Sun) man Total	£79,578	169	£471	RETAIN	
BASIC - Basic Hours (Sun) off Total	£11,636	38	£306	RETAIN	
BASIC - Basic Hours Total	£431,519	715	£604	RETAIN	
BASIC - Jury Service Total	-£31,892	44	-£725	RETAIN	
BASIC - London Weighting Adv Total	£38,524	29	£1,328	RETAIN	Advice Bureau staff conditions

WAGE TYPE	Total Amount	Count	Average Payment	Retain/ REVIEW / Go	Comment
BASIC - London Weighting Chof Total	£146,658	97	£1,512	RETAIN	Chief Officers conditions
BASIC - London Weighting ILO Total	£19,730	8	£2,466	RETAIN	North London Waste conditions
BASIC - London Weighting Soul Total	£117,036	54	£2,167	RETAIN	Soulbury staff conditions
BASIC - London Weighting Yth Total	£46,459	63	£737	RETAIN	Youth worker conditions
BASIC - Nights (Mon-Fri) Total	£60,978	25	£2,439	RETAIN	10 x Night Residential Workers mostly women, and 14 x Home Care Asst Gr4 mostly women. Time and third payments
BASIC - Nights (Saturday) Total	£2,106	7	£301	RETAIN	6 x Night Care Asst Gr4 women.
BASIC - Nights (Sunday) Total	£2,877	6	£479	RETAIN	6 x Night Care Asst Gr4 women.
BASIC - Payable OMP Total	£308,100	122	£2,525	RETAIN	Maternity pay
BASIC - Payable OSP Total	£3,994,872	4839	£826	RETAIN	Sick pay
BASIC - Protected Allow Total	£4,201	2	£2,100	RETAIN	
BASIC - Sessional Hours Total	£3,673	2	£1,836	RETAIN	
BASIC - SMP amount Total	£359,044	131	£2,741	RETAIN	
BASIC - SSP Amount Total	£557,247	2299	£242	RETAIN	
BASIC - Strike Action Total	-£55	9	-£6	RETAIN	
OTHER - A/L In Excess Total	-£462	1	-£462	RETAIN	
OTHER - Adj To Pay (NT) Total	£3,875	22	£176	RETAIN	
OTHER - Adj To Pay (TN) Total	£49,050	97	£506	RETAIN	
OTHER - Adj To Pay (TNP) Total	£235,380	409	£576	RETAIN	
OTHER - Canvass Expenses Total	£5,958	64	£93	RETAIN	Election duties
OTHER - Canvass Fee Total	£43,129	69	£625	RETAIN	Election duties
OTHER - Car allowance	£412,407	511	£807	RETAIN	
OTHER - Car Lump Sum Adj	£1,496	19	£79	RETAIN	
OTHER - Car Mileage Casual (NT)	£54,983	142	£387	RETAIN	
OTHER - Car Mileage Essential (NT)	£134,507	304	£442	RETAIN	
OTHER - Car Mileage Essential (T)	£255	2	£127	RETAIN	
OTHER - Conference Subs. Total	£752	3	£251	RETAIN	
OTHER - Conference Travel Total	£1,135	6	£189	RETAIN	
OTHER - Creche Payment B cash Total	£18,717	12	£1,560	RETAIN	Claim payment - Staff who work in Creche on casual basis
OTHER - Ext. Course - Subs Total	£31	2	£16	RETAIN	
OTHER - Ext.Course -Travel Total	£151	2	£75	RETAIN	
OTHER - Gen.Teach. Council Total	£102	2	£51	RETAIN	Teachers
OTHER - Honorarium Total	£525,825	317	£1,659	RETAIN	
OTHER - Lens Prescription Total	£9,785	163	£60	RETAIN	
OTHER - Occ Plus Rates Total	£1,454	22	£66	RETAIN	claim payment temporary staff
OTHER - Outstanding A/L(T) Total	£5,883	8	£735	RETAIN	

WAGE TYPE	Total Amount	Count	Average Payment	Retain/ REVIEW / Go	Comment
OTHER - PET - Travel Total	£134	6	£22	RETAIN	Post entry training
OTHER - Sessional Cash TN Total	£24,746	45	£550	RETAIN	casual staff
OTHER - Sessional Cash TNP Total	£25,488	31	£822	RETAIN	casual staff
OTHER - Telephone Allow Total	£152	4	£38	RETAIN	
OTHER - Travel Exp. TN Total	£2,160	3	£720	RETAIN	
OTHER - Travel Exp. (EEE) Total	£23,553	135	£174	RETAIN	
OTHER - Varifocal Lens Total	£8,288	78	£106	RETAIN	
OTHER - VAT Total	£584	17	£34	RETAIN	
RETAINERS – Officer staff on 40 week term time contracts including SMSA, Catering and School Crossing Patrol staff				RETAIN	Justification for retention of Retainer payments outlined in Appendix G below.