

BLAENAU GWENT COUNTY BOROUGH COUNCIL

RECORD AND NOTICE OF DECISION BY MANAGING DIRECTOR

Further to the decision of Full Council on 2nd April 2020, the following decision(s) has/have been taken in exercise of Emergency Powers by the Managing Director by reason of the need to ensure that Council business is progressed in light of the current COVID-19 pandemic.

Date of Decision(s): 19 May 2020

Declarations of Interest received: Corporate Leadership Team members all declared an interest (i.e. Managing Director, Corporate Directors Education, Social Services & Regeneration and Community Services, Chief Officers – Resources & Commercial.

Consulted: Cllr Daniels (Portfolio Holder) 19 May 2020.

TITLE OF REPORT(S):

**Covid-19 Emergency Response – Staff Overtime Payments
(Considered by GOLD 14 May 2020)**

DECISION(S) NOTED:

Overtime

- **Option 3 agreed - That for the Covid-19 emergency period the cap on payment in the current overtime policy is relaxed and all staff are paid any accrued overtime at their grade (rate of pay) from the 23rd March to the 28th May (subject to review)**
- **Gold agreed that no one from CLT would claim overtime**
- **It was agreed that overtime costs for additional time worked during this period would be claimed back from the Welsh Government Hardship Fund.**

Summary of reasons for Decision(s):

In responding to the Emergency Covid-19 some Officers have worked in excess of what they would normally work and accumulated time which contractually the Council needs to treat either as overtime or as time off in lieu (TOIL). During the same period some planned leave has not been taken to ensure that critical services can be delivered to the community. The impact of this is that some Officers will have substantial time owed to them by the end of May. If this is granted as TOIL and then put alongside annual leave it could result in some Officers being away from work for an extended period of time.


Alternatively, the Council can grant a temporary exception to the cap in the overtime policy and allow Officers above SCP 20 to be paid over-time instead of TOIL, it would also recompense Officers below SCP20 at their substantive rate of pay (the policy caps this at SCP20). Also the timeline to take leave as a result of TOIL has been temporarily extended from 3 months to 6 months to support business continuity.

Unison has made representation (11 May) to this effect and asked that CLT, in responding to the emergency make a temporary adjustment overtime policy and pay all approved overtime at a rate that is commensurate to the grade.

The Chief Officer (Resources) has confirmed that the costs of overtime incurred as a result of the Covid-19 response are eligible to be reclaimed from the Welsh Government's Hardship Fund.



Monitoring Officer:



Chief Officer (Resources):