

Additional Information Regarding Standby Arrangements

We have been discussing arrangements for standby with the Trades Unions. As previously advised the Council is a category one responder and as such there is a requirement to be able to respond in the case of emergencies. To develop our resilience we have explored the use of contractors, and will continue to do so. We do wish to use our own staff where possible. As a category one responder we require reassurance that rotas will be populated. We have therefore offered the option of contractual standby, which would be paid at the enhanced rate of **£140 per week**.

We have taken on board concerns raised by the Trades Unions that employees are being asked to sign up for contractual standby without knowing how that will operate in practice.

To allow you to see how this would work we are offering the option of signing up for contractual standby for the period until **30th April 2020**.

You would be required to undertake standby when rota'd during this period, although if you have other commitments you can make arrangements for another employee to cover a shift.

From 30th April 2020, you can opt to retain contractual standby on an ongoing basis if you wish to do so or revert to non contractual.

If you wish to sign up for contractual standby for the period to 30th April 2020 please tick the box below and return it to Human Resources (address below):

I wish to be included on the Winter Rota/ Standby for contractual standby until 30th April 2020 and am willing to undergo the required training/assessment.

I understand that by ticking the above box that I am agreeing to the variation of my Contractual terms & conditions of employment for the period until 30th April 2020 to include the requirement to undertake Standby when instructed to do so.

If you wish to participate in Standby on a non contractual basis or do not wish to participate at all please tick the appropriate box below.

I wish to opt for non contractual Winter Rota/ Standby

I do not wish to participate in the Winter Rota/ Standby

Name : Employee No :

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Job Title : Department :

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**Please return this slip to : Case Management, Human Resources, Scottish Borders Council,
Old School Building, Newtown St Boswells, Scottish Borders, TD60SA, OR e-mail to
askhr@scotborders.gov.uk**