

SUMMARY OF PREMIUM PAYMENTS FOR SINGLE STATUS EMPLOYEES
1 April 2025 to 31 March 2026

Payment	Rate
Nightworking	Hourly allowance of £4.54 in addition to normal hourly rate for all night hours worked between 21:00 and 07:00 unless Shift Allowance is applied.
Shift Working	Weekly flat rate Shift Allowance of £53.28 subject to qualifying criteria. Pro-rated for part-time employees.
Sleep Ins	Hourly rate of £13.06, at the rate of the Scottish Local Government/ Real Living Wage whichever rate is higher.
Standby	<div>Complete Week £132.92</div> <div>Monday to Friday (per day) £13.24</div> <div>Saturday £28.19</div> <div>Sunday £38.38</div> <div>Public Holiday £24.94</div>
Disturbance	<div>Call Out whilst on Standby £18.76</div> <div>Call Out not on Standby £25.18</div>

This Pay Award is backdated to 1 April 2025.

Please ensure the correct rates are on all claims submitted for payment. These payments are uprated in line with any annual pay awards. In addition, they are also incorporated into the calculation for an additional holiday pay top-up, which is payable for the first four weeks of annual leave, based on a preceding 52-week reference period.

For further information contact the Payroll & Reward Team on 01738 475555 (option 3) or email: payrollandreward@pkc.gov.uk