

## Station / Group Manager Staffing Calculations

2 x GM x 365 days = **730 cover duties required per year**

4 x SM x 365 days = **1460 cover duties required per year**

SM / GM contractual requirement for cover duties = 11 Cover duties in each 6 week period. This equates to a total of **96 covers** every 12 months.

Station / Group Manager entitled to 28A, 5B, 3LS and 8PH every year.

The maximum number of cover duties impacted by leave is:

28A – 8 cover duties

5B – 5 cover duties

3LS – 3 Cover duties

8PH – 8 Cover duties

**Total – 24 cover duties**

Each manager will therefore be available for a minimum of **72 cover duties** per year after leave is taken into account.

N.B. Not all leave will be taken on cover duties therefore in practice the minimum number of covers will increase.

Any request for leave is not approved until alternative cover is found.

Table 1 – Impact of SM numbers on cover provision\*

SM Numbers	Minimum Covers Provided (72 pp)	Covers Needed	Additional Covers required	Potential Additional Covers per person per year	Potential Additional Covers per person per six week reference period
20	1440	1460	20	1	0.12
19	1368	1460	92	4.84	0.56
18	1296	1460	164	9.11	1.05
17	1224	1460	236	13.88	1.60
16	1152	1460	308	19.25	2.22
15	1080	1460	380	25.33	2.91
14	1008	1460	452	32.29	3.72

Table 2 – Impact of GM numbers on cover provision\*

GM Numbers	Minimum Covers Provided (72 pp)	Covers Needed	Additional Covers required	Potential Additional Covers per person per year	Potential Additional Covers per person per six week reference period
10	720	730	10	1	0.12
9	648	730	82	9.11	1.05
8	576	730	154	19.25	2.22
7	504	730	226	32.29	3.72
6	432	730	298	49.67	5.72

\*All calculations assume there are no covers lost due to other abstractions such as detached duties, external training courses, sickness, other duties etc.

GMB (inc on costs) = £72,686

SMB (inc on costs) = £62,517

Move from current position to 16 SM & 8GM would realise saving of **£395,440** before any additional cover costs.

### Additional Cover Options

#### Option 1 – Previous cover enabling plan

Under the previously Cover Enabling Plan managers received a non pensionable payment of 1.05% of the relevant 20% flexi duty supplement for completing an additional cover regardless of whether this was of a weekend (24hr period) or weekday (16hr period). Prior to SR the majority of these payments were in relation to Fri, Sat or Sun due to the nature of the fixed 6 week rota system

This equates to:

GM = 1.05% x 9286 = £97.50 + on costs (13%NI) = **£110.18**

SM = 1.05% x 8022 = £84.23 + on costs (13%NI) = **£98.57**

#### Option 2 – Flat rate payment

GM Hourly rate = £25.44 - 20% of this = £5.088

Additional cover on weekday = 16hrs @ 5.088 = £81.41

Additional cover on weekend = 24hrs @ 5.088 = £122.12

With on costs these non pensionable payments would cost the authority **£91.99 & £137.99**

Using the same principle the SM payments would be £70.34 & £105.50

With on costs these non pensionable payments would cost the authority **£79.48 & £119.21**

### Savings

308 SM Additional Covers needed

154 GM Additional Covers needed

Table 3 – Potential costs and overall savings after additional covers

Costs	SM	GM	Total	Saving after additional costs
Option 1	£30,359.56	£16,967.72	£47,327.28	£348,112
Option 2*	£36,716.68	£21,250.46	£57,967.14	£337,472

\*Option 2 costs based on worse case scenario of all additional covers incurring weekend payment. In practice an adjustment to the existing rota system including the allocated nominal groups plus a requirement for personnel to complete a set number of weekend covers would limit this impact.

Additional Option

Consider the use of WMs on the green/amber list to provide cover after 1700 hrs where SM is unable to provide cover due to sickness/injury. An example of this would be a SM unavailable long term for cover due to an operation. Payable at development rate additional shift.

**Potential Additional Earnings**

308 SM Additional Covers needed therefore 19.25 additional covers per year and 2.22 additional covers per six weeks

154 GM Additional Covers needed therefore 19.25 additional covers per year and 2.22 additional covers per 6 weeks

Table 4 – Potential additional earnings per manager

	SM		GM	
	Per year	Per six weeks	Per year	Per six weeks
Option 1	£1,621.43	£186.99	£1,876.88	£216.45
Option 2*	£2,030.86	£234.21	£2,350.81	£271.11

\*Based on all additional cover incurring weekend payment.