

By: Peter Sass, Head of Democratic Services
Gary Cooke, Cabinet Member for Corporate and Democratic Services

To: Selection and Member Services Committee –5 March 2015

Subject: County Car Service – Proposed Increase to the rate of pay for casual drivers

Summary: This report invites the Committee to consider an increase to the rate of pay for casual drivers for the County Cars and the opportunity to link this to the staff pay award in future years.

1. Introduction

- (1) The County Council currently uses 5 casual drivers as part of the County Car service provided for elected Members in accordance with the County Car Policy.
- (2) Since 2007 the casual drivers have been paid £10 per hour for driving and/or waiting time.

2. Proposal to increase the hourly rate for the casual drivers

- (1) The cost of living increase in pay grades for staff between 2008/09 and 2015/16 is 5.1%. Incremental progression/reward payments over this time for staff deemed to be achieving the required standard would range from 9.8% to 18.1% depending on where staff are on the pay scales.
- (2) Any increase in the hourly rate of pay for the casual drivers would also cover the annual leave element that is required to be separated out from their hourly rate by the Working Time Directive regulations. The Committee may also wish to consider linking the casual driver's remuneration for pay to the staff pay award for future years so that the level of remuneration for the drivers keeps pace with Kent County Council officers.

3. Recommendations:

The Committee is recommended to agree that:

- (a) the Cabinet Member for Corporate and Democratic Services be recommended to agree an increase to the rate of pay for the casual drivers having heard whatever the Committee considers appropriate; and
- (b) subject to the approval of (a) above, the Head of Democratic Services be instructed to ensure that the hourly rate for the casual drivers be uplifted annually by the same rate as for Kent County Council employees achieving satisfactory performance.

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Background Documents - None