

ALLOWANCES – COUNCIL EMPLOYEES

The following are the allowance rates that apply to Council employees along with details of whether the allowance is locally or nationally agreed and what each is linked to where uprating applies. The first table shows allowances for EP&M employees and the second table allowances for Craft Workers.

EP&M EMPLOYEES

SCHEDULE OF ALLOWANCE RATES AS AT 01/04/26

Name of Allowance	Whether the allowance is locally or nationally agreed, and if it is uprated what this is linked to.
<p>1. Stand-by Allowances In recompense for undertaking Stand-by duty the employee shall receive the following:</p> <p>i) An allowance of £118.48 for each complete week of stand-by duty. A complete week of stand-by is viewed as five separate periods between Monday and Sunday.</p> <p>ii) For incomplete weeks of stand-by an employee will be compensated on a daily basis as follows: (i.e. less than five periods from Monday – Sunday)</p> <p>Monday – Friday (per night) £11.81</p> <p>Saturday and Sunday (per night) £15.44</p> <p>Saturday and Sunday (24 hours) £25.16</p> <p>Public Holidays (24 hours) £68.58</p> <p>For the purposes of this scheme a night is defined as being between 2300 hours and 0700 hours the following morning as a minimum.</p>	<p>All the standby rates are linked and uprated in accordance with the nationally agreed pay award for SJC employees. The current rates were applied as at 01.04.26.</p> <p>The nationally agreed standby payments w.e.f. 01.04.25 are shown under the link below.</p> <p>Pay Scales 2026-27</p> <p>The council is partially aligned with the national rates, with a local agreement in place (see EP&M local conditions below). See the current Council rates as per the payroll system, at the end of the document (under the above link) w.e.f. 01.04.26</p> <p>The national rates used by the Council are ‘complete week of stand-by duty’, ‘Monday-Friday (per night)’, and ‘Saturday and Sunday – 24 hours’.</p> <p>The national rates not used by the Council are ‘for each public or extra statutory holiday in a complete week of standby’ and ‘for a Sunday,</p>

	<p>public and extra statutory holiday in respect of broken periods of standby’.</p> <p>Three local rates used in the Council that are not on the national circular are ‘Saturday and Sunday (per night)’, ‘Public Holidays (24 hours)’, and ‘disturbance per standby period over 1 hour’ – see below.</p> <p>The Council’s EP&M local conditions are under the link below with the Standby and call out arrangements under 2.</p> <p>Revised Local Conditions Dated June 2025</p>
<p>2. Disturbance Allowance (for a person on Stand-by)</p> <p>Where an employee, undertaking stand-by, is disturbed (i.e. takes a call but does not leave home) or called out the following will apply:</p> <p>Disturbance per stand-by period of Under 1 hour Nil</p> <p>Disturbance per stand-by period of Over 1 hour £19.52</p>	<p>As per the standby rates above, Disturbance Allowance is linked and uprated in accordance with the nationally agreed pay award for SJC employees. The current rates were applied as at 01.04.26.</p> <p>As mentioned under Standby Allowances above, the rate for ‘disturbance per standby period over 1 hour’ is not on the national circular – this is a local rate in the Council.</p> <p>The Council’s EP&M local conditions are under the link below with the Disturbance arrangements when on Standby shown under 2.5.5.</p> <p>Revised Local Conditions Dated June 2025</p>
<p>3. First Aid Allowance</p> <p>Payment for being a designated first aider is £384.26 per annum. This will be paid monthly in equal instalments.</p>	<p>First Aid Allowance is an EP&M locally agreed allowance and is only uprated on the instruction of the Chief Officer, People and Citizen Services.</p>

	<p>The Council's EP&M local conditions are under the link below with First Aid payments under 3.1.</p> <p>Revised Local Conditions Dated June 2025</p>
<p>4. Fire Warden Allowance</p> <p>Payment for being a designated fire warden is £240.36 per annum. This will be paid monthly in equal instalments.</p>	<p>Fire Wardens Allowance is an EP&M locally agreed allowance and is only uprated on the instruction of the Chief Officer, People & Citizen Services.</p> <p>The Council's EP&M local conditions are under the link below with Fire Warden's Allowance under 3.2.</p> <p>Revised Local Conditions Dated June 2025</p>
<p>5. Accompanying Residents when on Holiday</p> <p>Allowance for accompanying a resident(s) on holiday is £121.68 per day.</p>	<p>Accompanying Residents when on Holiday Allowance is an EP&M locally agreed allowance and is uprated in accordance with increases in the Scottish Local Government Living Wage (SLGLW).</p> <p>The allowance links to the Scottish Local Government Living Wage (SLGLW) currently set at £13.52 per hour.</p> <p>The overnight period is a 9-hour period from 10pm to 7am. The amount is currently calculated as £13.52 multiplied by 9 hours which equals £121.68</p> <p>The Council's EP&M local conditions are under the link below with the Accompanying Residents when on Holiday Allowance under 3.3.</p> <p>Revised Local Conditions Dated June 2025</p>

<p>6. Registrar's Allowances</p> <p>The allowances for Registrars are:</p> <p>£15.00 Monday – Friday during normal office hours outwith Registrar's Office</p> <p>£75.00 on Saturday outwith Registrar's Office</p> <p>£120.00 on Sunday outwith Registrar's Office</p> <p>£30.00 on Saturday within Marischal College, Area Offices and Town House</p>	<p>Registrar's Allowances are EP&M locally agreed allowances and are only uprated on the instruction of the Chief Officer, People and Citizen Services.</p> <p>The Council's EP&M local conditions are under the link below with Registrar's Allowances under 3.4.</p> <p>Revised Local Conditions Dated June 2025</p>																										
<p>7. Car User Rates and Allowances</p> <p>These will be maintained in accordance with the "Approved mileage rates" recognised by the HM Revenue & Customs, which are:</p> <table border="0"> <tr> <td>Mode of Transport</td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td>Cars</td> <td>Motorcycles</td> <td>Bicycles</td> </tr> <tr> <td>First 10,000 business miles in tax year</td> <td>45 pence</td> <td>24 pence</td> <td>20 pence</td> </tr> <tr> <td>Each business mile over 10,000 miles in tax year</td> <td>25 pence</td> <td>24 pence</td> <td>20 pence</td> </tr> </table> <p>Those who carry a fellow employee as a passenger will receive an additional 5 pence per mile on work journeys.</p> <p>Where a post is designated as requiring an Essential Car User Allowance the following annual allowance will be paid.</p> <table border="0"> <tr> <td>Actual Annual Business Mileage</td> <td>Annual ECU Allowance</td> </tr> <tr> <td>Under 1,200 miles</td> <td>£120</td> </tr> <tr> <td>1,200 – 5,000 miles</td> <td>£250</td> </tr> <tr> <td>5,001 – 7,500 miles</td> <td>£500</td> </tr> <tr> <td>Over 7,501 miles</td> <td>£800</td> </tr> </table>	Mode of Transport					Cars	Motorcycles	Bicycles	First 10,000 business miles in tax year	45 pence	24 pence	20 pence	Each business mile over 10,000 miles in tax year	25 pence	24 pence	20 pence	Actual Annual Business Mileage	Annual ECU Allowance	Under 1,200 miles	£120	1,200 – 5,000 miles	£250	5,001 – 7,500 miles	£500	Over 7,501 miles	£800	<p>The Car, Motorcycle and Bicycle User Mileage Rates are the approved HMRC mileage rates and have been in place since tax year 2011/12. See website below.</p> <p>https://www.gov.uk/government/publications/rates-and-allowances-travel-mileage-and-fuel-allowances/travel-mileage-and-fuel-rates-and-allowances</p> <p>The Essential Car User Allowances are an EP&M locally agreed allowance and only uprated on the instruction of the Chief Officer, People and Citizen Services.</p> <p>Revised Local Conditions Dated June 2025</p>
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CRAFT WORKERS

SCHEDULE OF ALLOWANCE RATES AS AT 01/04/26

Name of Allowance	Whether the allowance is locally or nationally agreed, and if it is updated what this is linked to.
<p>1. Standby</p> <p>£11.75 Broken periods Monday-Friday</p> <p>£25.03 Broken periods Saturday</p> <p>£34.06 Broken periods Sunday</p>	<p>All the standby rates are linked and updated in accordance with the nationally agreed pay award for Craft Workers (SJNC). The current rates were applied as at 01.04.26</p> <p>The nationally agreed standby payments for Craft Workers w.e.f. 01.04.26 are shown under the link below.</p> <p>Craft Scales 01-04-26</p> <p>The Council is partially aligned with the national rates, with a local agreement in place (see under link below).</p> <p>Craft Workers Collective Agreement 2025</p> <p>The national rates used by the Council are 'Broken periods Mon-Fri'; 'Broken periods Saturday'; and 'Broken Periods Sunday'.</p> <p>The national rates not used by the Council are 'Weekly rate' and the 'Public Holiday rate'.</p>
<p>2. First Aid Payments</p>	

<p>Payment for being a designated first aider is £384.26 per annum. This will be paid monthly in equal instalments.</p>	<p>First Aid Allowance is a locally agreed allowance for Craft Workers and is only updated on the instruction of the Chief Officer, People and Citizen Services.</p> <p>The Council's Craft Worker local conditions are under the link below with First Aid payments under 4.1.</p> <p>Craft Workers Collective Agreement 2025</p>																										
<p>3. Car User Rates and Allowances</p> <p>The Council will operate Inland Revenue car user rates, which are:</p> <table border="0"> <tr> <td>Mode of Transport</td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td>Cars</td> <td>Motorcycles</td> <td>Bicycles</td> </tr> <tr> <td>First 10,000 business miles in tax year</td> <td>45 pence</td> <td>24 pence</td> <td>20 pence</td> </tr> <tr> <td>Each business mile over 10,000 miles in tax year</td> <td>25 pence</td> <td>24 pence</td> <td>20 pence</td> </tr> </table> <p>Those who carry a fellow employee as a passenger will receive an additional 5 pence per mile on work journeys.</p> <p>Where a post is designated as requiring an Essential Car User Allowance the following annual allowance will be paid.</p> <table border="0"> <tr> <td>Actual Annual Business Mileage Allowance</td> <td>Annual ECU</td> </tr> <tr> <td>Under 1,200 miles</td> <td>£120</td> </tr> <tr> <td>1,200 – 5,000 miles</td> <td>£250</td> </tr> <tr> <td>5,001 – 7,500 miles</td> <td>£500</td> </tr> <tr> <td>Over 7,501 miles</td> <td>£800</td> </tr> </table>	Mode of Transport					Cars	Motorcycles	Bicycles	First 10,000 business miles in tax year	45 pence	24 pence	20 pence	Each business mile over 10,000 miles in tax year	25 pence	24 pence	20 pence	Actual Annual Business Mileage Allowance	Annual ECU	Under 1,200 miles	£120	1,200 – 5,000 miles	£250	5,001 – 7,500 miles	£500	Over 7,501 miles	£800	<p>The Car, Motorcycle and Bicycle User Mileage Rates are the approved HMRC mileage rates and have been in place since tax year 2011/12. See website below.</p> <p>https://www.gov.uk/government/publications/rates-and-allowances-travel-mileage-and-fuel-allowances/travel-mileage-and-fuel-rates-and-allowances</p> <p>The Essential Car User Allowances are a Craft Worker locally agreed allowance and only updated on the instruction of the Chief Officer, People and Citizen Services.</p> <p>Revised Local Conditions Dated June 2025</p>
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4.Tool Allowance

In accordance with the local Craft Workers agreement, Tool allowance will continue to be paid by the Council in accordance with SJNC rates. The following tool allowances are payable to **building craftspeople**: -

	Annual Value
Carpenter and Joiner	162.76
Banker Mason	83.72
Mason Fixer, Plasterer, Bricklayer, Slater, Roof Felter, Gratebuilder and Tilefixer	83.72

The following tool allowances are payable to **apprentices** who are put to the expense of maintaining tools: -

	Annual Value
Carpenter and Joiner	162.76
Mason (Banker Mason and Mason Fixer), Plasterer, Bricklayer, Slater, Gratebuilder and Tilefixer	140.92

These rates took effect on 01.04.26 in accordance with SJNC Circular CS/63 . The local Craft Workers Agreement states that the Council will apply the SJNC rates for Tool Allowance.

SJNC CS-63

It should be noted that there is not a post title in the Council of 'Banker Mason' and so that rate is not applicable in this council.