

35-hour Working Week Proposal: Now and next (update following week of 17 –21 February)

Isla Newcombe

Chief Officer - People & Citizen Service

26 February 2025

Updates from the past week

This week collective consultation with our recognised Trade Unions has continued and questions and feedback from these meetings, and from the employees consultation form - 35 Hour Working Week Formal Consultation Feedback Form are being analysed and used to update the FAQs.

FAQ updates

The FAQs that have been added to or updated this week are:

- What if I am contracted to work more than 37 hours?
- Will my pay be reduced if we move to a 35-hour working week from 1 April 2025?
- What is pension protection?
- I have not received a letter, only an email
- Can we remove core hours to allow for more flexibility?
- How will it be decided where the 2 hours comes off a week? Can we suggest what we'd prefer?
- How does this work with rotas/shifts especially in frontline services or services which run 24 hours per day?
- Will annual leave still increase after 5,10 years?
- Is there any impact on special leave?
- Is it still possible to carry forward/purchase annual leave?
- Why are we proposing this change?
- Is VSER still an option?
- How will this impact staff on long term sick or a career break?

You'll find these updates, alongside the full list of FAQs, at

<https://peopleanytime.aberdeencity.gov.uk/35-hour-working-week-formal-consultation/> All new FAQs are marked as (new).

What is happening next?

Chief Officers or Senior Managers have started to send out invitations for cluster briefings which will begin to take place this week (w/c 24 February).

Where possible these sessions will be recorded so those that those who cannot attend at the time will be able to watch it back. Please do attend if you are able.

During these sessions Chief Officer or Senior Manager, who will explain:

- The rationale for the proposed reduction in working hours.
- What the reduction in hours may mean for ways of working and service delivery in your cluster.
- The mitigations proposed.
- How questions and feedback can be raised.

Local team discussions will then take place for more focused in-depth discussion.

You will also be offered the opportunity to request an individual consultation meeting if you want to discuss more specifically any personal queries and/or the implications of the proposal.

In the meantime, please continue to share feedback and raise questions through the Formal Consultation Online Form. As these come in, they are being collated and reviewed collaboratively by People Services and relevant Senior Management Teams for consideration and are being used to further FAQs.

Keep up to date with all the latest 35-hour working week information on <https://peopleanytime.aberdeencity.gov.uk/35-hour-working-week-formal-consultation/>

