

National Framework Agreements - Overtime Entitlements for Different Grades

In accordance with the terms and conditions set out in the National Framework Agreement for Liverpool Hope University, the following overtime rates now apply.

Grade 1

Overtime worked outside normal working hours paid at normal standard hourly rate up to 35 hours then at enhanced rate above 35 hours\*\*

For part time employees who are required by Liverpool Hope to work Saturday/Sunday on a regular basis enhanced rate\*\*\* will apply.

Grades 2 to 7

All overtime paid at normal standard hourly rate up to 35 hours then at enhanced rate above 35 hours.

(ie. Staff working less than 35 hours will get additional hours at normal standard hourly rate for hours worked up to 35 then the enhanced rate for hours worked over 35)

For part time employees who are required by Liverpool Hope to work Sunday on a regular basis enhanced rate\*\*\* will apply

Grades 8 and above

 N/A

***Notes:***

*\* Working arrangements for staff on 365 day shift patterns have not been included in this agreement and will be subject to future negotiations with the recognised unions following the HERA and Framework Agreement principles*

*\*\* Overtime payments can be taken as either pay or time off in lieu*

*\*\*\* Enhanced rate = one and a half times normal standard rate for overtime worked Monday to Saturday and two times normal standard rate for overtime worked on Sunday. This rate applies for part time staff who, are required to work on a regular basis at the weekend in line with the criteria laid out in the above table.*