

Agenda Item:

Report to: Amenities Committee

Date: 3rd December 2025

Subject: Standby and Callout Allowance

Summary: The Committee is asked to consider the implementation of Standby or Callout Allowance.

1. Background and objective

- 1.1 The council has grown over the last 12 months and has taken on more services one major one being the public toilets. As the council procedure through the devolution process it is anticipated that it will continue to grow its asset/service portfolio.
- 1.2 Over the last 3 months there have been issues at the public toilets outside of normal working hours of the staff, which has resulted in the Operations Manager attending the site and liaising with contractors to resolve the issues.

2. Purpose of the report

- 2.1 The purpose of this report is to consider the implementation of standby and callout allowance for staff members, at present that would be senior staff members such as Operations Manager, Deputy Town Clerk, and where necessary long-term Town Rangers (subject to discussion and agreement), on a rota basis.
- 2.2 It would need to be an employee with a driving license to be able to get to various locations across the Bexhill area.
- 2.3 This is for the council to implement in the new financial year.

3. Standby and Callout Allowances

- 3.1 On research other Local Authorities, the following rates for staff on standby or callout are listed in a table below.

Standby and Callout Allowances			
Local Authority	Standby Allowance		Callout Allowance
South Kesteven DC	£190.00 per week		£120.00 per week
East Devon DC	£34.71 per day		1 1/2 or double time
Perth and Kingross	£12.73 per day		1 1/2 hourly rate
Luton Borough Council	£151.57 per week		2 x per hourly rate
Hinkley Borough Council	£100 per week		1 1/2 or double time
Basingstoke Council	£157.50 per week		1 1/2 hourly rate
Newark council	£21.92 per night		£25.10 per hour

4. Financial Implications

4.1 The information provided in the table above is based on a variety of councils. Due to the fact the assets are mainly the public toilets at the time of this report and call outs are potentially low in frequency and risk, it would only require 1 employee to be on standby for a week at time or less (depend on number of employees in the rota).

4.2 In experience I would suggest a starting point of £10.00 per day/night (net).

4.3 Based on £10.00 per day/night – 7 days per week and for 52 weeks per year = £3,640.00.

4.4 As such a budget of £4,000 could be included in the wages and salaries budget.

5. Recommendation

5.1 To consider the implementation of standby and call out allowance starting in April 2026.