



## **Approved Market Supplements and Material Factor Payments**

In certain circumstances, the Council will agree a variation to the above policy for certain groups of employees (see Special payments guidance document). These variations will be shared with Central Panel or such other body as agreed. They must comply with Equal Pay law and have no taint of discrimination for the basis of them or their application.

All requests for any variations to the policy must have a full business case provided and have been agreed by the Director of HR and OD.

The current agreed variations are:

<b>Department</b>	<b>Title</b>	<b>Details</b>	<b>Review date</b>
Commercial & Operations	Project Director, Nottingham Castle	To pay a ceiling rate of £60,279.	31/03/2021
	Assistant Activity Leader	To uplift hourly wage as follows: Level 1 £9.18 with market Supplement (£10.00) Level 2 £9.36 with market supplement (£10.20)	31/03/2021
	Public Realm Operatives Level 3 – Driver Labourer	To pay a ceiling amount of £22,393	30/11/2021
	Workshop Controllers & HGV Fitters	To pay the following ceiling amount: L1 – 27,800 L2 - £29,538	30/04/2021
	Group Fitness Instructor / Aerobics Instructor	To Pay: Level 1 £32,303 (including market Supplement). Level 2 £33, 607 (including market Supplement). Supplement only to be paid for hours spent delivering classes.	31/03/2021
	Head Activity Leader & School Swimming Instructor	To pay: Level 1 - £24,539 (incl. market Supplement) Level 2 - £25,530 (incl. market supplement)	31/03/2021
	Head of Parking Fleet & Transport Operations	To pay a ceiling amount of £77,144	31/07/2021
	Venue Director, Theatre Royal and Royal Concert Hall	To pay a ceiling amount of £65,862	01/08/2021
	Project Director Nottingham Castle	To pay a ceiling amount of £60,279	31/03/2021
	Head Activity Leader / Casual Head Activity Leader	To pay 28% percentage allowance on all basic pay	31/03/2021
Assistant Activity Leader / Casual Assistant Activity Leader	To pay 28% percentage allowance on all basic pay	31/03/2021	



	Casual Aerobics Instructor & Aerobics Instructor	To pay 68.5% percentage allowance on all basic pay	31/03/2021
Children Adults	Social Worker (Advanced Practitioner) - EDT	To apply 20% plussage on all hours worked in compensation for unsocial shift patterns worked.	30/11/2021
	Children's Residential Social Care Worker	To pay a 10% uplift on pay L1 - £23748 at L2 - £25202	28/02/2021
	Head Activity Leader/Swim Instructors	To pay a ceiling of: L1 – £24,539 L2 - £25,530	31/03/21
	Social Worker – Whole Life Disability	To pay ceiling amount of £32,865 for L2 and ceiling of £35,828 for L3.	01/07/2021
	Youth Justice Service Case Manager / Court Officer	To pay ceiling amount of £21,645.24 (L1) and £22,440.24 (L2)	21/09/2021
	JAC Instructor Casual - Social Care 6 Casual	Percentage Allowance – pay £19.66 ph	30/11/2021
	Mental Health Support Teams Service Manager	To pay a ceiling of £53,000	31/01/2021
	Senior Practitioner	To pay a ceiling of £38,849 (L1) and £41,782 (L2)	01/07/2021
	EDT – Team Manager	To apply 20% plussage on all hours worked in compensation for unsocial shift patterns worked.	30/11/2021
	Social Work Team Managers	To pay a ceiling amount of £43,683 (L1) and £46,635 (L2)	01/07/2021
	Principal Social Worker	To pay ceiling amount of £55,000	30/11/2021
	Supervising Social Worker, SW Level 3, Fostering Teams	To pay ceiling amount of £36,000	28/08/2021
	Interim Director Of Adult Services	To pay a ceiling amount of £111,385 (pro rata for part time colleagues)	30/04//2021
	Strategy & Resources	Occupational Health Advisor	To pay a ceiling amount of: L1 – 35,878 L2 - £37,788
Server Specialist		To pay a ceiling amount of £41,782	31/12/2020
Development & Growth	Programme Manager - Specialist and Programme Manager	To pay a ceiling amount of £55,864	28/02/2021
	Head of Traffic	To pay ceiling amount to £76,500	09/09/2021
	Building Control Officer	To pay a ceiling amount of £36,788 (pro rata for part time colleagues)	09/09/2021
	Property Development Manager	To pay a ceiling amount of £51,982	31/08/2021
	Corporate Portfolio And Investment Manager	To pay a ceiling amount of £51,982	31/08/2021
	Director of Major Projects and Public Transport	To pay a ceiling amount of: L1 - £89,324 L2 - £95,344	31/12/2020