
my job requires me to do standby.

what does this mean?

This means that as a required part of your contract of employment you will be part of a rota to undertake your role on an emergency basis out with normal working hours, ensuring 24/7 cover is provided.

Standby has two aspects, you will be contactable by phone to provide relevant advice and guidance and may also be required to attend to carry out work at either your normal place of work, or other location within Orkney or you may simply be called in to work and not be required to give telephone advice.

do I have a choice not to do this?

No, it is a contractual requirement of your post, clearly identified within the job profile requirements and it is therefore non-negotiable.

do I need to be able to drive?

Yes you need to be able to drive.

do I get to use a Council vehicle?

In some roles yes, but others you would be required to use your own vehicle. If you are provided with a Council vehicle this is only for work purposes and no personal use is permitted. This will be clear in the job profile, but please check with the recruiting manager or at the interview for the job if you are unclear.

can I claim for mileage costs?

Where you are using your own vehicle, yes, in line with relevant HMRC rules and Council policies and procedures you can claim for mileage costs incurred whilst on standby.

what does it mean for where I live?

You must ensure that wherever you live in Orkney, whether you already live here when making an application for this post, or where you are relocation to Orkney to take up the post you are able to travel anywhere on the Orkney mainland.

what if I live off of Orkney mainland?

This type of post is not suitable for out of Orkney working or for living on one of the non-linked isles, unless you also have an ability to be based on the mainland for standby periods.

The Council does not provide or cover the costs of hotel or other overnight accommodation to stay on the mainland for periods of standby where people are or choose to live on one of the north or south isles that are not linked.

what do I get paid for doing standby?

Payments for standby are over and above your normal salary for your post and these include:

standby allowance

You are able to claim an allowance payment for simply being on the rota, the level of allowance depends on whether you are covering an overnight on a weekday, a weekend day, a public holiday day or a full week.

disturbance allowance

You can claim a small disturbance payment where you are called on the phone during your period of standby. This payment includes carrying out work for up to 30 minutes.

additional hours/overtime

Where you are required to work for over 30 minutes whilst on standby, you are able to claim those hours at the relevant hourly rate of pay including and unsocial hours allowance payment. Where you have worked over 37 hours in the week the relevant overtime rate, when claiming overtime you do not also get unsocial hours allowance payment.

Standby payments (from April 2025)

standby allowance

Full Week	£123.97.
Public Holiday in Full Week	£41.32.
Weeknight overnight	£12.36.
Saturday up to 24 hours	£26.32.
Sunday for up to 24 hours	£35.87.
Public Holiday for up to 24 hours	£54.32.

disturbance allowance

£19.82 including up to 30 minutes work.
Only 1 payment in any 2-hour period.

overtime

37 – 45 hours in a week	Time and a half.
Over 45 hours in a week	Double time.