

# Town of Small Point-Adam's Cove

## On-Call Pay Policy

Policy # 006/2023

Date of inception: September 19, 2023

Amendments:

### **On Call Pay Policy**

1. On-Call pay is payable to any employee who has been deemed on-call as per the on-call schedule and as per the collective agreement section 21.05(c) which refers to snow clearing operations.
2. The Snow Clearing Policy is in effect as per the regulations from January 1 to March 31 of each year and on-call pay will be provided during this time.
3. The Council may extend the start and end dates of the snow clearing operations as required or deemed necessary and on-call pay will be provided accordingly.
4. On-call scheduling can also be deemed necessary by Council during other times, or during events where it is deemed necessary.
5. The employee who is on call will have full access to the Town vehicles and is permitted to bring the vehicle home at the end of their shift.
6. The on-call employee is required to be easily contacted and available at all times, and will be provided with the Town emergency cell phone while on-call.
8. The emergency contact cell phone will remain with the Town if no on-call duties have been assigned.
9. The on-call employee is not necessarily the same as the emergency contact which will be the employee when on-call but can be any employee or a member of council if no on-call duties have been scheduled.
9. The Cell phone will be held by the emergency contact on duty.

This regulation passed and adopted by council on

Date : September 19, 2023

Signed : 

Policy # 006/2023