

Reference no.: 15-004

22 April 2015

REQUEST FOR INFORMATION – *Information relating to weekend bonuses*

Thank you for your request for information. As Museum Secretary for Amgueddfa Cymru - National Museum Wales ('the Museum'), I am responsible for responding to your request for information.

I refer to your email of 25 March 2015, in which you asked for the following information:

The number of staff members of the National Museum Wales who are affected by the planned cuts to their pay through the removal of their weekend bonuses? I would appreciate if this information could also be broken down to show how many staff are affected in each museum.

Response

Please find below the Museum's response to your request.

Amgueddfa Cymru – National Museum Wales is an important visitor attraction in Wales. We have seven sites open to the public, most of which operate seven days a week. "Front-of-house staff" at these sites provide the interface with visitors in a variety of roles (e.g. security, catering, cleaning and interpretation). These staff typically work five days a week on a variety of different rotas, most of which involve working a number of Saturdays, Sundays and Bank Holidays.

Traditionally, Museums paid an attendance allowance, on top of normal salary, for work at weekends and Bank Holidays, but these payments are now seen, within the sector, as anachronistic. Most other National Museums have already removed these payments, or are in the process of doing so.

Amgueddfa Cymru believes that salary scales for our front-of-house staff are broadly comparable to other National Museums without the attendance allowance. The allowance also distorts our internal pay structures – effectively doubling the daily rate of pay in some instances.

We therefore propose to buy-out any contractual rights to the Saturday and Sunday allowances (we will retain the Bank Holiday payments) with; either a lump sum, which will be a multiple of a year's total payment of the allowance; or else a phased payment over a number of years. We also propose other improvements to pay including; the introduction of the living wage; improvements to starting pay; and pay

rises, which will moderate the impact, on take-home pay in the longer term, for people affected.

Based on staff-in-post in our December 2014 payroll, 272 out of 616 staff had received payment of this allowance for at least one Saturday or Sunday in the previous twelve months: the breakdown by site is shown in the table below.

Site	Count of loss
Big Pit: National Coal Museum	42
National Museum Cardiff	81
National Roman Legion Museum	6
National Slate Museum	17
National Waterfront Museum	30
National Wool Museum	8
St Fagans: National History Museum	88
Grand Total	272

Your request was considered according to the principles set out in the National Assembly's Code of Practice on Public Access to Information (third edition). The Code is published on the Internet at www.information.wales.gov.uk.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to the Director Finance and Corporate Resources at the following address:

Mr. Neil Wicks
Director of Finance and Corporate Resources
Amgueddfa Cymru – National Museum Wales
Cathays Park
Cardiff
CF10 3NP

When dealing with any concerns, we will follow the principles of the National Museum of Wales's Code of Practice on Complaints, which is available on our website at www.museumwales.ac.uk/en/45/.

Internal review requests should be submitted within two months of the date of receipt of the response to your original letter.

You also have the right to complain to the Information Commissioner's Office (ICO) if you are not content with the outcome of your complaint or review. Generally, the ICO will not make a decision unless you have exhausted the complaints procedure provided by the Museum.

The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

If you have any further queries or concerns then please contact me via my email address.

Yours sincerely

Elaine Cabuts
Museum Secretary