

23rd February 2017

Changes to Employee Terms & Conditions of Service

Collective Agreement with effect from 01 April 2017

This agreement acknowledges the relevant national agreement as the National Joint Council for Local Government Services (Green Book) as varied, altered or amended from time to time by local collective agreements and rules made in conjunction with Peterborough City Council and recognised trade unions.

1. Removal of certain enhancements

With effect from 1st April 2017, the following additional allowances to basic pay would cease:

Pay Elements	Comments
Excess Travel Allowance	Paid when office moved permanently resulting in difference of new home to work mileage above 4 miles
Reimbursement of Telephone Calls	Landlines replaced by mobiles
Reimbursement of Telephone Rental	Landlines replaced by mobiles
Home Working Expenses	No further payments to be made
Payment for Meals	
Payment for Professional Subscriptions	
Payment for Use of Home Equipment	
Payment for Call Out for staff paid on SCP 27 and above	No change to those SCP 26 and below
Payment for Standby - for staff paid on SCP 27 and above	No change to those SCP 26 and below
Weekend Enhancements	All hours to be paid at plain time on Sunday to Saturday. Shift pay would be paid as per the existing agreement to those staff so entitled

2. Christmas Closure

The arrangement agreed by the Joint Secretaries relating to Christmas closure, would become a permanent arrangement but the operation of it would be reviewed annually.

3. Car Mileage

With regards to car mileage this would be increased from 25p per mile to 30p per mile and would be reviewed annually.

4. Incremental increase

As part of this proposal, it was confirmed that all increments due to staff on 1st April 2017 would be paid.

5. Changes in the next five years

No further changes to terms and conditions of service will be proposed locally until 2021 unless there is a change in law, or if there is a significant and unexpected deterioration in the Council's finances.

Trades Unions have carried out a consultative ballot on the proposals and, following further discussions the above proposal is now submitted to JCF for agreement.

If agreement is reached then final approval will be sought from the Council's Employment Committee in accordance with Council delegations. A collective agreement would then be in place which is binding on all parties.

Signed on behalf of the council

Mandy Pullen - Assistant Director HR & Development



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Date

29/2/17
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Signed on behalf of the joint trade unions

Mark Burn - Joint Staff Side Secretary


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Date

28/2/17
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Signed by Chair of Employment Committee

Cllr Mohammed Nadeem

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Date

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