



Nottinghamshire
County Council

Changes to terms and conditions

Benefit under review	Current provision	Proposed change	Staff affected																								
Travel and subsistence <ul style="list-style-type: none"> • Essential Car User Allowance • Essential Car User Mileage rates • Casual User Mileage rates • Subsistence 	£795 lump sum 451-999cc £905 lump sum 1000cc + 33.6p 37.1p 42.9p 47.7p Actual expenditure up to a maximum set by the National Joint Council conditions for breakfast and evening meals only	Remove Essential Car User Allowance All mileage to be paid at HM Revenue and Customs rate of 40p per mile up to 10,000 miles Remove other than in exceptional circumstances e.g. overnight stay	All staff currently in receipt of Essential Car User Allowance All staff currently claiming mileage All staff currently claiming subsistence																								
Additional leave for social care staff	Either five or six days additional annual leave entitlement	Protection for staff currently in post but cease the additional allowance for any new staff	New staff in relevant service areas																								
Annual leave entitlement	<table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Basic</th> <th>5yrs+</th> <th>10yrs+</th> </tr> </thead> <tbody> <tr> <td>up to SCP 28</td> <td>24</td> <td>29</td> <td>32</td> </tr> <tr> <td>SCP 29+</td> <td>27</td> <td>32</td> <td>34</td> </tr> </tbody> </table>		Basic	5yrs+	10yrs+	up to SCP 28	24	29	32	SCP 29+	27	32	34	Remove additional leave after 10 years: <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Basic</th> <th>5yrs+</th> <th>10yrs+</th> </tr> </thead> <tbody> <tr> <td>up to SCP 28</td> <td>24</td> <td>29</td> <td>29</td> </tr> <tr> <td>SCP 29+</td> <td>27</td> <td>32</td> <td>32</td> </tr> </tbody> </table>		Basic	5yrs+	10yrs+	up to SCP 28	24	29	29	SCP 29+	27	32	32	All staff with the exception of teachers, youth workers and craft workers where separate leave provisions apply
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Salary protection	Either: <ul style="list-style-type: none"> • three years protection of salary grade with incremental progression and pay award, or 	Two years pay protection with no incremental progression or pay award	Any new claimants with the exception of: <ul style="list-style-type: none"> • teachers where separate salary safeguarding provisions apply • staff entering salary protection as part of phase one NJE implementation - including school based staff 																								

Benefit under review	Current provision	Proposed change	Staff affected
	<ul style="list-style-type: none"> • four years, as above, for two years and 50% for the next two years, or • five years with no incremental progression or pay award 		Schools can, if they wish, retain three years protection for support staff as part of their pay policy
Disturbance allowance	<p>Four years additional mileage at either Essential (33.6p/37.1p) or Casual (42.9p or 47.7p) rates</p> <p>Three years additional travelling time</p>	Two years additional mileage only, at Public Transport Rate of 22.6p per mile. Remove additional travel time allowance	All staff with the exception of school based staff where this provision is not currently applied

Current benefit	Proposed change from 1st January 2010
Redundancy payment	
Redundancy payment based on actual salary	No change
Compensation can be paid by the County Council on a discretionary basis as compensation for the loss of employment. At the moment, compensation is paid for a maximum of up to 66 weeks (up to 104 weeks in exceptional circumstances) based on a maximum of 40 years service	Compensation will be limited to a maximum of 50 weeks
Staff over 50 have a compensation payment of 30 weeks but also get access to their pension with added years service	Staff over 50 will be entitled to a maximum of up to 50 weeks compensation with access to their pension but with no added years service
Regulations change in April 2010 to move the age limit to 55	Regulations change in April 2010 to move the age limit to 55
Option for added years on a sliding scale up to five years, plus up to a maximum of a further five years for exceptional personal circumstances	These options will be removed
Early retirement on efficiency grounds	
In exceptional cases the County Council offers efficiency retirement at age 50, with up to three added years, or up to six years and eight months in exceptional cases	The option to grant efficiency retirement in exceptional circumstances for staff over 50 will be kept, but with no provision for added years
Age limit moves to 55 in April 2010	Age limit moves to 55 in April 2010