

21 July 2008

Pay Circular (AforC) 5/2008

Mileage allowances (motor cycles) On-call allowances

To: All NHS employers

Summary

This pay circular informs employers of agreed changes to the rates of mileage allowances for staff using motor cycles at work (Annex L of the Terms and Conditions of Service Handbook). The changes to Section 2 of the Handbook resulting from the agreement to extend the period of protection of on-call allowances are in paragraphs 6 to 9 and the Annex.

Action

- 1 The new rates of allowances for motor cycles users are effective from 1 July 2008. Employers should ensure that all their staff who are required to use their motor cycles to travel on NHS business and receive the allowances set out in Section 17 and Annex L of the Handbook, are receiving the new rates with effect from this date.
- 2 The NHS Staff Council is reviewing on-call allowances. The Council has agreed that employers should continue to use existing local and nationally agreed systems of remuneration of on-call until 31 March 2010.

Review of mileage allowances

- 3 The NHS Staff Council has agreed that the new rates of mileage allowances for motor cycle users should apply immediately in order to ensure staff are adequately compensated for the current cost of their work related travel. The Council is reviewing the whole system of reimbursement of travel costs, including the system of reimbursing staff who use their own cars and motor cycles on NHS business. Further joint work will be undertaken in partnership, in the mileage allowance sub-group, to develop a system of reimbursement meeting the needs of managers and staff. The sub-group will explore the possibility of a new structure for the reimbursement of travel related expenses which can be supported by managers and staff. Working in partnership the sub-group will consult managers and staff in the NHS on any proposals it may develop for a new structure of allowances, once these are sufficiently worked out in draft form and adequately costed. The target date for the completion of this work is the end of December 2008.
4. Further information about the review will be posted on the Agenda for Change web site and there will be notices in the Workforce Bulletin.

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Protection of on-call allowances

5. The NHS Staff Council is reviewing on-call allowances. The Council has agreed that employers should continue to use existing local and nationally agreed systems of remuneration of on-call until the national review is finished.
6. Unless agreed otherwise by local partnerships, existing payments under local and nationally agreed arrangements will continue until 31 March 2010 when any new arrangements agreed by the Staff Council would start. This extended protection applies to existing staff and new starters.

Review of on-call allowances

7. The Agenda for Change agreement said that the NHS Staff Council might devise new harmonised arrangements during the four-year period of protection for on-call, based on further monitoring of experience in early implementer sites and evidence from national roll-out. The time taken to review unsocial hours arrangements means that the period of protection of existing on-call arrangements needs to be extended to give time for a thorough review of on-call arrangements.
8. The target date for completion of the review is September 2009. This will allow sufficient time for consultation and NHS preparation before new arrangements could be implemented in April 2010. The review will ensure that on-call arrangements are consistent with equal pay for work of equal value. Existing arrangements for on-call can remain in place until new arrangements are implemented.

Enquiries

9. Employers should direct enquiries to: agendaforchange@nhsemployers.org

Further copies

10. Copies of this circular can be downloaded from: www.nhsemployers.org
11. A copy of the NHS Terms and Conditions of Service Handbook can be downloaded from the NHS Employers website at the following web address
www.nhsemployers.org/payandconditions/agendaforchange.asp

AfC5/ 2008

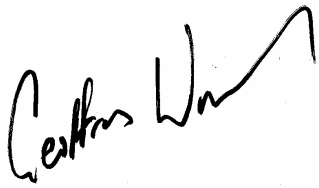
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Issued by

A handwritten signature in black ink, appearing to read 'Geoffrey Winnard', is written over a light grey rectangular background.

Geoffrey Winnard
Head of Agenda for Change (non-medical pay)
NHS Employers

Appendix

Pay circular (AforC) 5/2008

NHS Terms and Conditions of Service Handbook

1. The Changes made effective by this circular are:

Annexe L: Mileage allowances

2. In Annex L the changes are:

Standard rates

Motor cycles

In line 3 the value 16.2p is deleted and replaced by **17.8p**

In line 3 the value 25.3p is deleted and replaced by **27.8p**.

In line 5 the value 6.1p is deleted and replaced by **6.7p**.

In line 5 the value 9.0p is deleted and replaced by **9.9p**.

Section 2: Maintaining round the clock services

3. The existing paragraph 32 in Section 2 is deleted.

4. A new paragraph 32 is inserted as follows:

The NHS Staff Council is reviewing on-call. The target date for completion is September 2009 to allow sufficient time for consultation and NHS preparation before new arrangements could be implemented in April 2010. The review will ensure that on-call arrangements are consistent with equal pay for work of equal value. Existing arrangements for on-call will remain in place until new arrangements are implemented. Paragraph 2.46 specifies the period of protection of on-call.

5. Paragraph 46 in Section 2 says:

“Where agreed locally, all current on-call arrangements may be protected for groups of employees for up to four years from the effective date of assimilation, irrespective of whether they were nationally or locally agreed. This extended protection will apply to existing staff and new staff during the period of protection. In the former early implementer sites, where staff’s effective date of assimilation was earlier than it was for staff elsewhere, the period of protection will end on 30 September 2008. This brings staff in the former EI sites into line with staff employed in the rest of the NHS.”

This paragraph is amended and the new paragraph now says:

Unless locally, **it is** agreed **otherwise**, all current on-call arrangements **will** be protected for groups of employees up to 31 March 2010, irrespective of whether they were nationally or locally agreed. This extended protection will apply to existing staff and new staff during the period of protection.”