

Collective Agreement

This collective agreement is entered into by the Borough Council of Newcastle-under-Lyme, Unison, GMB and GMB/Apex (hereinafter referred to as "the Parties") on 29 September 2015. The Proposals will come in to effect on 1st October 2015.

Under the terms of this collective agreement, the Parties accept the proposal below.

The Parties agree that the Proposals constitute a collective agreement between them in accordance with local collective bargaining arrangements and local and national terms and conditions of employment. It is intended by the parties hereto to be a legally binding contract.

The savings which are achieved through the measures set out below form part of a package of cost reductions to enable the Council to partially achieve savings from staff related costs set out in its budget 2015/16.

1. Evening Meeting Allowances

- 1.1 Staff covered by the NJC terms and conditions will receive time off in lieu when attending evening meetings, with the removal of the 'evening meeting allowance'. It is proposed that staff on JNC terms and conditions will continue to attend evening meetings as part of their normal duties and will not be entitled to time off in lieu.
- 1.2 The Elected Members will consider starting evening meetings earlier than 7.00pm and will endeavour to conclude meetings by 8.00pm wherever practical. It has been agreed with the Joint Trade Unions that this should be monitored and reviewed in January 2016.

The current arrangements for paying either subsistence allowance or mileage allowance in relation to attending Evening Meetings will remain the same.

2. Long Service Award

- 2.1 The existing Long Service Award Scheme shall cease as from the 1st October 2015. Employees in the scheme at that date shall receive the revised payments calculated from the start of their employment with Newcastle-under-Lyme Borough Council up to their retirement leaving date, calculated in years as shown in the table below.

The council will meet the cost of any tax and National Insurance on any payment made.

20 to 30 years NBC service	31 to 40 years NBC service	41 + years NBC service
£150.00	£300.00	£450.00

3. Car mileage rates

3.1 The car mileage rates for non-lease cars will change from 1 October 2015 to the following:

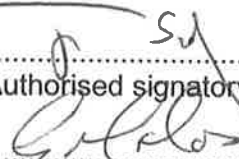
		451–999 cc	1000–1199 cc	> 1200 cc
Per mile for first 10,000 miles	Inside Borough	51p	53p	55p
	Outside Borough	31.3p	34.8p	43.3p
Per mile after 10,000 miles	Inside Borough	13.7p	14.4p	16.4p

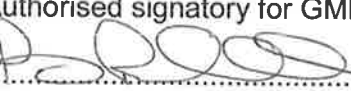
For clarification journeys to destinations within the boundary of Stoke-on-Trent should be classed as the 'inside the Borough' rate.

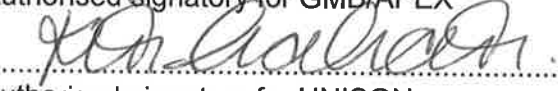
3.2 It has been agreed with the Joint Trade Unions that in December 2016 the mileage rates will be reviewed.


IN WITNESS this Agreement has been signed by the parties the 1st day of
October 2015.

SIGNED:


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Authorised signatory for the Employer


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Authorised signatory for GMB


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Authorised signatory for GMB/APEX


.....
Authorised signatory for UNISON