

Working Arrangements Group

Pay Protection

DCS Drivers

We are aware that there are a small group of DCS Drivers who will have lost earnings as a result of the move to the new driving allowances from 1st November 2016. This group are those who are paid at the top of the band 4 payscale. This is because the driving allowance was paid against regular additional hours/overtime hours worked as well as enhancements.

We have identified the affected staff by reviewing a clean 12 week pay period prior to implementation of the change (June/July/August 2016) and have identified the driving element paid as a result of extra hours worked and enhancements by individual, expressed as a monthly sum. Usually we would off set any loss against all other earnings in the pre and post implementation reference periods. However as driving is a business critical operational task, and as a partnership group we set out to try to improve the financial incentive for team colleagues to drive, we have agreed that for the purposes of the WAG implementation we will offer protection of this allowance as an individual payment.

We will write to the 61 affected individuals in early January detailing the earnings protection which will be applied to them. The length of short term earnings protection to be paid will be determined by the length of time the individual has undertaken the driving skill and subject to a maximum of 12 months. Payment will be actioned in January 2017 along with arrears for November and December 2016.

AFC Subsistence /Away From Base Allowance

We will not offer earnings protection solely as a result of the move to Mobile Subsistence Allowance (from either Away from Base or AfC Subsistence).

Changes to expenses, which include subsistence payments, do not trigger an earnings protection situation. We only ever protect as/when a short term earnings protection is triggered (by a change to working arrangements which does create a need for short term earnings protection), then all taxable subsistence payments (such as AfB and MSA) have to be included in the calculation of the overall level of earnings to be protected. This is necessary because the ESR short term pay protection calculation automatically counts all taxable payments towards meeting the earnings level being protected when calculating any 'top up' protection to be paid each month. If we didn't include them then the 'top up' payment would be less than that due.