APPENDIX A

CAR MILEAGE ALLOWANCE SCHEME
TERMS OF A COLLECTIVE AGREEMENT

1/ PURPOSE

This document sets out the terms of a collective agreement in relation to the establishment of revised car allowance rates. The agreement has been reached with the recognised trade unions: UNISON, GMB and UNITE.

The new scheme and related transitional arrangements will apply from 1st April 2015 and as a consequence of the Council’s withdrawal from the national scheme for car allowance rates as set out in the Green Book.

2/ APPLICATION

This collective agreement applies to the terms and conditions of all Green Book employees. It is intended that the same terms will apply to all other employees of the Council in accordance with the same timeframes and following appropriate consultation.

3/ TERMS OF AGREEMENT

i/ Essential Car User Lump Sum

The existing protection of essential car user lump sum payments will be extended for a further period up to 31 March 2016 unless ending earlier as a result of an employee gaining promotion to a higher graded position. As from 1 April 2016 all employees will be paid in accordance with applicable casual user rates and any existing protection arrangements will end at that point.

ii/ Contractual References

References in contracts to the requirement to provide a vehicle will be removed.

iii/ Provision of Pooled Vehicles

As part of this agreement the Council will explore the provision of an authority wide pool vehicle arrangement and/or the provision of alternative transport arrangements to meet the needs of the service.

iv/ Phased reduction of level of casual car user allowances

As part of this agreement there will be a phased reduction of casual car mileage rates as from the 1st April 2015. Such phasing to be managed as follows:-

1st April 2015: removal of the top band for mileage rates (i.e. 1200 – 1450 cc)
1st April 2016: payment in accordance with HMRC mileage allowances only
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