

Rochdale Borough Council

Changes to Terms and Conditions of Employment

	Current Terms and Conditions (effective from 1/4/15 until 31/3/17)	Changes to Terms and Conditions (effective after April 2017)
Unpaid Leave	<p>Mandatory unpaid leave for all staff, graduated scheme based on grade or equivalent salary.</p> <p>Grade 10 and above – 5 days Grades 7,8 and 9 – 4 days Grades 3,4,5 and 6 - 3 days Grades 1 and 2 - 2 days</p> <p>Unpaid leave to be taken over the Christmas and New Year periods 2015 and 2016 if possible, subject to operational requirements – to be reviewed after 2 years</p>	Apply graduated mandatory unpaid leave on a permanent basis
Incremental Progression	Withhold Incremental progression for the years 2015 and 2016.	Apply incremental progression for 2017/18 and then the next increment (where applicable) would be awarded every other year i.e. the next increment would be paid in 2019/20
Premium payments (as approved by Council November 2014)	<p>Apply a phased approach for implementing the premium payment and shift payment with gradual reduction between April 2015 and 31 March 2017, full implementation from 1/4/17.</p> <p>1/4/16 to 31/4/17 Premium payment 8% 1/4/16 to 31/4/17 Shift Payment 3%</p> <p>Bank Holidays 1/4/16 to 31/4/17- Bank Holiday 100% removal of day off in lieu.</p> <p>(ie to increase the Bank Holiday payment from 25% to 100% from 1/4/15; remove the day off in lieu)</p>	Full implementation from 1/4/17, premium payments cease. No change to the Bank Holiday payments