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|  | **Current Terms and Conditions**  **(effective from 1/4/15 until 31/3/17)** | **Changes to Terms and Conditions**  **(effective after April 2017)** |
| Unpaid Leave | Mandatory unpaid leave for all staff, graduated scheme based on grade or equivalent salary.  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  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 | 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) | 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.  1/4/16 to 31/3/17 Premium payment 8%  1/4/16 to 31/3/17 Shift Payment 3%  Bank Holidays  1/4/16 to 31/3/17- Bank Holiday 100% removal of day off in lieu.  (ie to increase the Bank Holiday payment from 25% to 100% from 1/4/15; remove the day off in lieu) | Full implementation from 1/4/17, premium payments cease. No change to the Bank Holiday payments |