

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 from 1st April 2017)
Unpaid Leave	<p>Apply Mandatory unpaid leave on a graduated basis based on grade or equivalent salary as follows;</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>	<p>Apply the graduated mandatory unpaid leave on a permanent basis</p>
Incremental Progression	<p>Withhold Incremental progression for the years 2015 and 2016.</p>	<p>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</p>
Premium payments and Shift Payments	<p>Apply a phased approach for implementing premium payments and shift payments with gradual reduction between April 2015 and 31 March 2017, full implementation from 1/4/17.</p> <p>1/4/16 to 31/3/17 Premium payment 8%</p> <p>1/4/16 to 31/3/17 Shift Payment 3%</p> <p>Bank Holidays 1/4/16 to 31/3/17- Bank Holiday 100% with the removal of the provision for a day off in lieu.</p>	<p>Full implementation from 1/4/17, premium payments and shift payments cease. No change to the Bank Holiday payments and arrangements.</p>