

ACAS
RESOLUTION ON PAY 2008/2009

KEY DEAL TERMS

The key terms of the pay and conditions deal for 2008/2009 have been agreed between ITN Management and BECTU and NUJ on Friday 6 June 2008 at 00.45am.

The key terms for recommendation to the JSC are:

- 1. RPI FOR 2008 (4.3%)**
- 2. RPI FOR 2009 taken from the November figure in December**
- 3. AVAILABLE DAYS**
 - a. The proposal is not changing and should reflect what should currently be the practice with A-Days – it is more to provide a consistent approach to dealing with A-Days across ITN.
 - b. "ITN will give employees maximum advance notice of requirements to work time not previously rostered. Employees will be called on the day in question i.e. employees may be called in, in the case of unforeseen sickness/absence or the transmission of special programmes short notice leave or spontaneous programme/business requirements until 12 noon on the day of question"
- 4. RECOVERY TIME**
 - a. As per the current terms of the staff handbook
- 5. WEEKEND WORKING**
 - a. 20 fixed weekends where protected days will be rostered on both Saturday and Sunday.
 - b. There will remain 104 protected days in the year of which 52 will be rostered on weekend days including the 20 weekends above.
- 6. SUBSIDISED TAXIS**
 - a. **Taxis will be provided for staff who wish to take them between 22.30 – 23.29**
 - i. Tax will be paid for the benefit in kind of the journey by staff
 - ii. We will compensate these staff for 2008 and 2009 on the following basis:
 1. Using a period of 6 months (Dec 2007- May 2008) an average monthly tax cost will be calculated for each member of staff who regularly take taxis between 22.30 – 23.29pm

2. In 2008 we will pay a non consolidated compensation payment equivalent to the balance of the remaining term in 2008 multiplied by the average monthly tax cost as calculated above.
 3. In the January 2009 payroll we will pay a **final once off** non consolidated compensation payment equivalent to 75% of 12 times the average monthly tax cost.
 4. Only staff with an average monthly tax cost of £10 or more will qualify for the above 2008/2009 payments.
 5. This will be for existing staff employed before 1 June 2008.
- b. Taxis will be provided for staff who wish to take them between 23.30 – 06.29**
- i. Tax will be paid for the benefit in kind for the journey by staff.
 - ii. We will compensate staff as we recognise that public transport is limited at these times. This will be on the basis of the following terms:
- c. 20% taxpayer will be able to claim an allowance of £0.75 per mile based on their normal journey from work to home/home to work.**
- i. for a 20% taxpayer – the value of the allowance cannot exceed the cost of the tax on the journey – where the tax on the journey exceeds the value of the allowance by more than £1.00 the company will pay the difference.
- d. 40% taxpayer will be able to claim an allowance of £1.25 per mile based on their normal journey from work to home/home to work.**
1. for a 40% taxpayer – the value of the allowance cannot exceed the cost of the tax on the journey – where the tax on the journey exceeds the value of the allowance by more than £5.00 the company will pay the difference

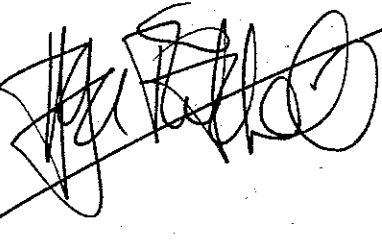
7. MEAL CLAIMS AND ITN DAYS

- a. As we have been unable to reach agreement on changes to Meal Claims and the implementation of ITN days, we have agreed to retain the status quo. This means:
 - i. Meal claims will continue to be paid when staff are working on location more than 2/3 mile away from base.
 - ii. The concept of ITN days has been removed from the deal.

8. All other terms are as per the staff handbook.

Agreement - 6 June 2008

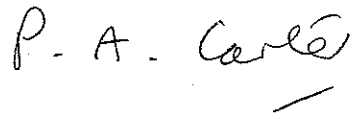
Signed:



DATE: 6 June 2008

Hazel Mitchell
Director of Human Resources

Signed:

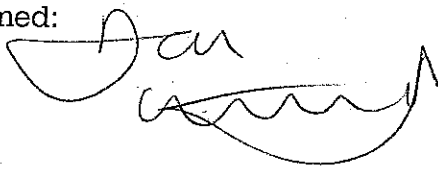


DATE:

6th June 2008

Paul Carter
Chairman - Joint Shop Committee - BECTU/NUJ

Signed:



DATE:

6th June
2008

Dan Wright
FOC - NUJ