REDUNDANCY AND RESETTLEMENT

ARRANGEMENTS A.  GENERAL

.1 Principles to apply upon redundancy

The arrangements set out below will apply to redundant members of the B.T. Police Force covered by the current Machinery of negotiation for Police Staff employed by BTP as at 28th February 2004 who leave the service or transfer to other posts under redundancy on or after 24th February 2004.

Officers who, as a result of earlier redundancy, are currently in receipt of payments based on the lodging allowance or allowance for the use of their own means of transport under the terms of earlier agreements are, as from 1st January 1984, to have such future payments based on the appropriate higher rate provided under this agreement, but will still be subject to the conditions of payment applicable under the terms of those earlier agreements.

In relation to officers who joined BTP after 28th February 2004, alternative arrangements apply in relation to redundancy and resettlement.

Although the wording of this agreement relates, for convenience of drafting, to the male gender it applies also to the female gender.

The following principles are to be observed in dealing with redundancy:

(i) When a decision is reached that a post is redundant, the occupant is to be advised in writing.

(ii) In the case of officers under 55 years of age (60 in the case of officers who are not members of a Police Pension Fund), the advice (Clause (i)) is to include an intimation that the officer will be offered at an early date, a suitable vacancy, in his own rank or a lower rank.

(iii) Every endeavour will be made to offer such as a vacancy as will avoid, where possible, an officer, having to move his home.

(iv) In the case of an officer 55 years of age or over (60 in the case of officers who are not members of a Police Pension Fund), the advice (Clause (i)) is to include an intimation that the officer will be called upon to retire at the expiry of a period as defined in paragraph 18, unless a suitable vacancy can be offered after officers under 55 years. (60 in the case of officers who are not members of a Police Pension Fund) have been dealt with.
(v) Where it is found necessary, in order to provide a suitable
position for an officer 55 years of age or over (60 in the case of
officers who are not members of a Police Pension Fund) in a post not itself redundant,
may be advised that he will be called upon to leave the service as defined in
paragraph 18.

(vi) An officer who leaves the service:

(a) being 55 years of age or over (60 in the case of officers who are not members of a
Police Pension Fund) and given notice to retire under Clause (iv), for whom there
is no suitable vacancy, or as an alternative to accepting the offer of such vacancy;

OR

(b) being 55 years of age or over (60 in the case of officers who are not members of a
Police Pension Fund) and given notice to retire under Clause (v);

OR

(c) being 55 years of age over (60 in the case of officers who are not members of a
Police Pension Fund) for good reasons declines an offer of alternative work;

is entitled to the relevant provisions of paragraph 21, 22 and 23.

In determining whether an officer has good reasons for declining an offer of
alternative work regard will be had to the relevant provisions of the Employment
Protection (Consolidation) Act 1978 and to the Notes for Guidance set out in
Schedule ‘A’ to this agreement.

NOTES:

(1) The provisions set out in paragraph 1 need not be invoked if displaced officers
can be placed in existing vacancies by mutual agreement. Such an agreement
should in no way remove any entitlement which displaced officers may enjoy
under the terms of this redundancy and resettlement agreement.

(2) Questions relating to the application of any of these principles should be dealt
with at Area Committee level including any cases where a displaced officer has
been unable to join a Superannuation Fund by reasons of age or health.

(3) Where an officer is a member of a Superannuation to receive benefit from the
Fund, he will, if over age 55 (60 in the case of officers who are not members of a
Police Pension Fund), be dealt with as if he were under 55 years of age (60 in the
case of officers who are not members of a Police Pension Fund) in order to enable
him to fulfil the necessary qualifications.
If after the implementation of the appropriate Promotion-Transfer and Redundancy Arrangements agreed for Police Staff there are still redundant staff remaining to be accommodated, volunteers to leave the service shall be sought within the rank(s) affected and to the extent necessary to deal with the degree of remaining redundancy.

In applying this procedure volunteers shall be sought from staff:

(i) at the point of redundancies; and if necessary

(ii) at such locations where voluntary retirement will assist in the disposal of redundancies.

Management will exercise their discretion whether to allow staff to leave the service under this arrangement.

B. OFFICERS TRANSFERRED TO OTHER POSITIONS

2. Officers Who Transfer and Subsequently Elect to Leave the Service

An officer who, on becoming redundant, accepts a transfer to another position and who, within six months of transfer and for good reasons, although not redundant in his new post, elects to leave the service, will be dealt with as if he had left the service on the date he transferred to the alternative post.

3. Retention of London Pay Supplement

Officers transferred outside the London area shall retain the London Supplement at the rate paid immediately prior to transfer on a personal basis for the first promotion after transfer, disregarding any transfer promotion immediately consequent upon displacement or reclassification relating broadly to the responsibilities at date of transfer. Officers who fail to obtain promotion shall retain the Supplement indefinitely.

Retention of Housing Allowance

Officers who transfer to posts in locations which carry a lower group supplementary allowance but do not move their home will retain their existing rate of Housing Allowance on a personal basis until either:

the Housing Allowance applicable to the group to which he has been transferred overtakes his personal allowance;

OR

the officer is promoted
5. Time Off to Visit Other Locations

Reasonable time off (up to a maximum total of five days which need not be consecutive) with pay, plus free rail travel, will be given to an officer declared redundant, who has a bona fide reason for the purpose of:

(a) visiting the location of a post for which he is contemplating submitting an application and which if successful, would necessitate movement of place of residence;

(b) visiting the place he is to which to be transferred in order to secure accommodation

(c) Leave subject to reasonable exigencies of the service.

In cases where such visits necessarily involve staying overnight at the location visited, the officer will be reimbursed any reasonable expenses incurred up to a maximum of scale expenses for one day and night in respect of himself and his spouse on each occasion overnight expense are incurred.

6. Retention of Rates of Pay

A redundant officer who is transferred to a post in a lower rank is to be permitted to retain the rate of pay of his existing rank during the period so employed and to proceed to the maximum in due course.

C. OFFICERS TRANSFERRED TO POSITIONS INVOLVING MOVEMENT OF HOME

7. Mobility Payment

A mobility lump sum payment (see Schedule 'BJ') shall be paid to a redundant officer, married or single and regardless of whether or not he is a householder, who transfers to a vacancy at a place where he would normally be required to move his place of residence.

In the case of officers who received the mobility payment and who removed their home to the vicinity of the new employment location an additional lump sum (see Schedule 'BJ'), shall be paid provided the removal of home is completed within twelve months of the date of transfer to the new post. This additional payment will not be unreasonably withheld where there is satisfactory reason for going beyond that time limit.

The above payments are subject to income tax.
Officers will be required to refund the payment if they do not remain at the new work place for a minimum period of twelve months, unless transferred under the Promotion, Transfer and Redundancy Arrangements, or at the request of Management.

8. Lodging Allowance - Married Officer with Dependents and Single Officers who are Householders

A redundant officer who transfers to a vacancy at such a distance that it is necessary to move his home shall, subject to complying with the following conditions, be granted lodging allowance at the appropriate rate (see Schedule 'B') pending moving home to the new place of work:

(a) The transfer must be one in which the Management under normal circumstances would require the officer to move home.

(b) The officer transferred must be (have married or a single officer with) dependents living with him, or be a householder.

(c) The officer must actually lodge and in addition, be maintaining a home for his dependents.

(d) The officer, if under 52 years of age (55 years of age for Inspectors and those officers who are not members of a Police Pension Fund) at date of his post becoming redundant, must take all reasonable steps to secure housing accommodation at the place to which transferred.

9. Lodging Allowance - Officers Without Dependents Who are not Householders

An officer without dependents, who is not a householder, shall on transfer on redundancy be paid lodging allowance at the appropriate rate for a redundant employee whilst seeking permanent accommodation at the place to which transferred. This is subject to the relevant conditions set out in a paragraph 8 above and to a maximum period of twelve months from date of transfer.

10. Travelling Allowance in Lieu of Lodging Allowance - Staff with Dependents and Single Officers Who are Householders

A redundant officer who is transferred to a place where he would normally be required to lodge and if he lodged, would qualify for payment of lodging under the conditions set out below and elects to travel daily rather than lodge, shall be paid a travelling allowance representing payment at the ordinary rate for the time actually spent in travelling during the week, subject to a maximum of the appropriate weekly lodging allowance as shown on Schedule 'B', provided:
(a) the transfer must be in one in which the Management under normal circumstances would require the officer to move his home;

(b) the officer transferred must have dependents living with him, or be a householder;

(c) the officer, if under 52 years of age (55 years of age for Inspectors and those officers who are not members of a Police Pension Fund) at date of redundancy, must take all reasonable steps to secure housing accommodation at the place to which transferred;

(d) the maximum period of two years for the payment of travelling allowance will not apply to redundant officers covered by the foregoing arrangements.

11. **Travelling Allowance in Lieu of Lodging Allowance - Single Officers Without Dependents Who Are Not Householders**

(..... An officer without dependents, who is not a householder, shall on transfer on redundancy be paid a travelling allowance representing payment at the ordinary rate for the time actually spent in travelling during the week, subject to a maximum of the appropriate lodging allowance for a redundant officer for the week, whilst seeking permanent accommodation at the place to which transferred. This is subject to the relevant conditions set out in paragraph 10 above and to a maximum period of twelve months from date of transfer.

12. **Household Removals Etc**

An officer who is required to move his home and actually removes the household, subject to complying with the appropriate regulations then currently in force, will be granted:

(i) free removal of furniture, including the reimbursement of the cost of reasonable insurance whilst the effects are in transit;

(ii) disturbance allowance applicable to redundant officers;

(iii) financial help towards the cost of house sale and purchase (see Schedule 'B1)

Where the household removal is over such a distance that the officer and his family have to lodge overnight while the household effects are in course of transit, overnight expenses necessarily incurred will be reimbursed.

Payment of disturbance allowance, the payments in connection with the sale and purchase of houses and free removal of furniture, in cases where a displaced officer seeks to remove his home after a period of twelve months from date of transfer, should not be withheld where the officer has a satisfactory reason for going beyond the normal time limit.
An educational lodging allowance will be payable for each child who remains at a residence in the old location in order to continue studies at his/her school at that location in preparation for examinations.

Application for any benefits connected with the removal of home i.e. household removal, disturbance allowance, assistance with house purchase, financial help towards the cost involved in house sale and purchase and educational lodging allowance are to be submitted by one member of a household only.

An officer who benefits from the above arrangements would be entitled to the provisions of paragraph 21 and where applicable, paragraph 22 and 23 should be declared redundant at a later date in his new post and as a consequence, leaves the service.

A single officer without dependents who lives at home and as a result of redundancy moves to another location will be granted free removal of furniture and disturbance allowance. No other form of assistance with house purchase (Section 13) or financial help towards legal costs etc. will be granted in these circumstances.

13. Assistance with Housing Purchase

The arrangements set out below are available to a redundant officer who is a householder transferred to a place involving movement of home, to assist in the purchase of an unfurnished house or dwelling place for own occupation in the new location, provided he/she removes home thereto within twelve months of the date of transfer to the new post unless there is satisfactory reason for going beyond that time limit.

These arrangements are to apply to either the initial transfer following displacement due to redundancy or a subsequent change in place of employment related to the same redundancy, but not both.

Each of the arrangements will only be available subject to the conditions set out in separate documents which are obtainable on application.

(a) Officers will be reimbursed the interest on a loan of up to £7500 taken out for the purpose of purchasing a property at the new location.

PLUS

(b) The Authority will reimburse a redundant officer mortgage interest payments reasonably incurred by the officer over the initial ten years of the mortgage of the property at the new location on the following basis:
First year of mortgage—an amount equivalent to 10D% of mortgage interest payments made.

Second year of mortgage an amount equivalent to 80% of mortgage interest payments made.

Third year of mortgage an amount equivalent to 60% of mortgage interest payments made.

Fourth year of mortgage an amount equivalent to 40% of mortgage interest payments made.

Next six years of mortgage an amount equivalent to 25% of mortgage interest payments made.

The payments to be made in yearly installments one year from the commencement of the mortgage, subject to the officer providing proof as to the amount of interest payments made during the receding twelve months.

14. **Housing Allowance**

An officer in receipt of the single officer's rate of Housing Allowance, who as a result of redundancy is transferred to a place involving the movement of home and who rents unfurnished accommodation at the new location at a higher rental than for his/her previous residence, will, subject to the production of appropriate confirmatory documentation, be refunded the difference between the two rates of rental, subject to a maximum payment of the difference between the single officer's and married officer's rate of Housing Allowance. Such payment will be limited to a maximum period of five years after removal, or if the officer concerned is promoted or transferred again for reasons other than redundancy, whichever is the sooner.

This arrangement would be automatically cease if the officer's matrimonial status changed.
D. OFFICERS TRANSFERRED TO POSITIONS INVOLVING ADDITIONAL DAILY TRAVELLING TIME AND/OR ADDITIONAL DISTANCE – NOT REQUIRING MOVEMENT OF HOME

15. Personal Daily Travelling Allowance

A redundant officer who transfers to a vacancy at a place where he would not normally be required to move bis home will not be eligible for a daily travelling allowance until the additional travelling time incurred exceeds 30 minutes each way. The following arrangements will only apply to the time in excess of the 30 minutes each way additional travelling time period

(a) (i) During the initial three years following the date of transfer the payment is to be at the ordinary rate, as for time towards, for the additional daily travelling time which the officer incurs in each direction between bis home and the new place of work, subject to a maximum in the appropriate daily lodging allowance. The daily lodging allowance in this context is one-fifth of the redundant officer's weekly lodging allowance.

(ii) The allowance during the fourth, fifth and sixth years is to be based on three-quarters, one-half and one-quarter respectively, of the additional daily travelling time. Where during the initial three years the payment is limited to the maximum of the daily lodging allowance, the payment in the fourth, fifth and sixth years is to be three-quarters, one-half and one-quarter respectively of the maximum of the daily lodging allowance.

(b) The case of an officer employed on shift working the mean journey time should be established for the overall shift cycle of the post in which redundant and this should be compared with each of the actual journey times, to and from work, on the day for which payment is being made.

(c) The arrangement to terminate after a period of six years from the date the officer takes up alternative employment unless exceptional circumstance are proved.

(d) The allowance is to be continued regardless of promotion, within the maximum overall period of six years, at the same location.

16. Residential Travel Facilities

An officer not in receipt of lodging allowance, who as a result of redundancy takes a post which is some distance from that which he formerly held and is permitted to travel daily from bis present home, is to be granted the following facilities;
(a) Where the rail mileage incurred immediately prior to redundancy, free residential travel for the additional mileage involved for a period of seven years and continuing thereafter until obtaining the first promotion following the expiry of the seven year period

(b) This arrangement to apply to an officer who transfers to a post with a rate of pay the same or lower than that when declared redundant, transfers to an identified position or who is promoted to an initially advertised position in the new organisation(s) at the time of redundancy. Promotion relating broadly to the responsibilities at date of transfer will not debar an officer from the facility. The arrangement is also to apply to transfer due to the closing of officers or re-organisation.

(c) An officer in receipt of the above facility who subsequently decides to move home at his own expense is to retain the same additional free residential mileage, as that for which he qualified when first he transferred upon redundancy, irrespective of whether such a move takes him further away from his workplace, subject to continuing to qualify as set out in (a) and (b) above.

(d) An officer who takes a post which is a greater distance from his home compared with the position previously occupied and travels daily by road or L.T. rail services because of the absence of a reasonable British Rail service, is to be reimbursed any additional 'bus fares or L.T. rail fares reasonably incurred.

(e) Where there is no reasonable train services and a displaced officer elects to use his own means of transport, he shall be paid the equivalent of additional 'bus fares or an allowance (see Schedule 'B1') for the additional direct road mileage involved compared with his road journey prior to redundancy, whichever is the greater. In the case of an officer who receives the Mobility Payment these arrangements are subject to a maximum of the lodging allowances and to maximise period of three years from the date the officer transfers to alternative employment following redundancy.

NOTE:

The arrangements set out in Clauses (d) and (e) are to apply in similar circumstances and with the exception of the qualification in Clause (e), cover the same period as obtained in the case of additional free rail travel referred to in Clauses (a), (b) and (c).

To be included in annual review basis on RP.I (all items)
17. Officers Leaving the Service on a Voluntary Basis to Accommodate Redundancy

An officer, not himself redundant, who voluntarily leaves the service, with the assent of Management, in order to provide a suitable vacancy for a displaced officer is to receive the benefit of the under mentioned arrangements (paragraphs 18 to 21).

18. Additional Notice of Termination of Employment

No officer with four years' service or more, will be called upon to leave the service in less than 4 months from the date of his personal advice. The minimum length of notice in the case of officers with less than four years' service is to be:

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Minimum Number of Month's Notice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 4 years service</td>
<td>3 months</td>
</tr>
</tbody>
</table>

19. Time Off to Look for Other Work

Reasonable time off with pay (up to a maximum of five days which need not be consecutive), plus free rail travel will be given to any officer given notice of redundancy who has a bona fide reason for visiting a prospective employer in order to find new employment. Leave to be subject to reasonable exigencies of the service.

20. Enrolment in Government Re-training Scheme

An officer who, at any time after being advised that he will become redundant, leaves the police service and enrolls in an approved Government re-training scheme, will be granted the Redundancy terms set out in Sections 21, 22, and 23 as applicable.

21. Redundancy Payments

A redundancy payment on the following basis will be made to officers whose services are terminated by reason of redundancy in accordance with this Agreement:
(A) *Officers Not-in-Receipt of a Pension*

A redundancy payment equal to the greater of:

Either

(1) (a) A payment equal to 2.5 weeks standard pay for each completed year of railway service up to a maximum of 25 years.

PLUS

(b) A supplementary payment equal to one week's standard pay for each completed year of railway service after the age of 40 years.

OR

(2) An amount equal to the aggregate of:

(a) the Statutory Redundancy Payment calculated in accordance with the relevant provisions of the Employment Protection (Consolidation) Act, 1978.

PLUS

(b) a Supplementary Severance Payment equal to one week's standard pay for each completed year of railway service in excess of 15 years or after age 45, whichever is the greater.

PLUS

(c) an amount equal to 40% of (a) and (b).

(B) *Officers in Receipt of a Pension*

A redundancy payment equal to the greater of:

Either

(1) 52 weeks standard pay reduced by 1% for each complete year worked after eligibility for a Special Early Retirement Pension or an unreduced pension;

OR

(2) an amount equal to the aggregate of:

(a) the Statutory Redundancy Payment calculated in accordance with the relevant provisions of the Employment Protection (Consolidation) Act, 1978
PLUS (b) a supplementary Severance Payment equal to one week's pay for each completed year of railway service in excess of 15 years or after age 45, whichever is the greater;

PLUS (c) an amount equal to 40% of (a) and (b)

PLUS (d) for officers having pensionable benefits based on less than 30 years fund membership (40 years for officers who are not members of the B.T. Police Force Superannuation Fund), an extra payment of one week’s standard pay for each completed year of non-pensionable service subject to a maximum payment under this clause of £2,000.

NOTES:

(i) Service is deemed to include junior service

(ii) The total payment will not exceed a payment related to the weekly rate calculated under the relevant provisions of the Employment Protection (Consolidation) Act 1978, multiplied by the remaining weeks up to age 65 (50 in the case of women).

(iii) Previous service terminated due to redundancy where no redundancy payment were made, will be taken into account in calculating the overall length of service, provided the break in service does not exceed 3 years, credit for 3 years only will be given.

This will not apply to the Redundancy Payment calculated in accordance with the relevant provisions of the Employment Protection (Consolidation) Act, 1978 (Clause B (2) (a) above).

(iv) Redundancy payment under this scheme will be in fulfillment of the Authority's liabilities under the relevant provisions of the Employment Protection (Consolidation) Act 1978, but the provisions of this scheme will be in no way prejudice the officer's rights under the Act.

(v) For the purpose of the above 'Pension' refers to the payment of an immediate pension from a scheme or arrangement to which the Authority has contributed, which is not reduced because of early repayment and includes a Special Early Retirement Pension payable under Section 22 of this Agreement.
(y) The period of membership of the B.T. Police Force Superannuation Fund, the B.R. (Wages Grades) Pension Fund or other transport undertaking pension scheme will be deducted from an individual's full period of continuous service. Such membership includes contributory membership and additional purchased membership, but does not include any credit granted in lieu of a previous entitlement to a pay-related Customary Practice pension or in respect of a transfer payment received from a non-transport undertaking pension scheme.

(vii) Service entitling an individual to benefits under the Authority's Customary arrangements (including the supplemental pensions associated with membership of the G.W.R. Enginemen and Fireman's M.A.S. and the G.W.R. Pension Society), the B.T.C. (Male Wages Grades) Pension Scheme or other minor scheme will be counted as non-pensionable for this purpose.

22. Pensions

(a) Special Early Retirement Pensions

The following arrangements will only apply to officers who are 40 years of age and over as at 24 February 2004.

(i) Where an officer is retired on grounds of redundancy within five years before Minimum Pension Age and has an entitlement to a deferred pension in the Scheme of which he/she is a member, payable from Minimum Pension Age, the Authority will pay a pension equal to the amount of the deferred pension until he attains Minimum Pension Age, or earlier death.

(ii) If such an officer, who is granted a loan under Sub-Section (b) (i) below, should die during the period prior to attaining Minimum Pension Age and if the lump sum death benefit from the scheme is insufficient to repay the amount of any loan advanced, the Board will only see to recover from his estate the amount of the death benefit payable under the Scheme.

(iii) If such an officer is a member of the Fund which increases pensions in line with the Pensions (Increases) Acts, the pension under this arrangements will be similarly increased.

(b) Members of Pension or Superannuation Funds Providing a Lump Sum at Retirement

Officers aged 50 and over with deferred benefits may receive an advance from the Authority equal to the amount of the lump sum retirement benefit.
The advance would fall due for repayment at the time of payment of the lump sum retirement benefit or on the death of the member if this occurs first. In the case where some or all of the lump sum is provided by computation of pension, the advance will be subject to an undertaking from the member that the appropriate part of his pension payable by the Authority until Minimum Pension Age under Sub-section (a) (i) above will be equal to the remaining pension after deducting the computed part.

(c) Additional Lump Sum Payment

An officer who is entitled to a Special Early Retirement Pension under Section (a) above, may, at the time of leaving the service, elect to receive instead of the benefits described in Sections (a) and (b) above, a lump sum payment in addition to the lump sum payable under Section 21 (Redundancy Payments) of these arrangements.

The lump sum payable under this Section will be equal to the weekly Special Early Retirement Pension which would have been payable under Section (a) at the date of leaving the service multiplied by the number of weeks between the date of leaving the service and the date of attaining Minimum Pension Age.

(d) Refund of Contributions

When a withdrawal benefit is paid after less than five years' membership and does include payment in respect of interest, a payment will be made by the Authority of an amount equal to one per cent of the sum of the contributions the member has paid to the Fund, multiplied by the number of complete periods of six months of his contributory membership.

(e) Equivalent-Preserved-Benefit

As the Graduated State Pension Scheme has been discounted it is no longer normally possible to make a 'payment-in-lieu' to that scheme. However, the 'equivalent-preserved-benefit' may be preserved through the Provident Mutual Life Assurance Association, or similar institution and where advantage of this facility is taken, the Authority will not exercise their right to recover up to half the cost of such a benefit from the withdrawal benefit from the Pension/Superannuation Fund.

(f) Death Prior to Minimum Pension Age

In the event of death prior to Minimum Pension Age, the benefits payable would be in accordance with the rules of the Pension/Superannuation Fund concerned.
23............TrawlEacilities...

The following travel facilities will be granted to officers who leave the service due to redundancy:

(a) 45 years of Age or Over at Date of Termination of Employment or Under 45 but with 20 Years' Service

(b) To receive one British Railways free ticket during the 12 months from date of termination of employment, provided the officer's annual quota as an active member of the staff is not exhausted.

Subject to proof of unemployment being provided, one B.R. free ticket per year will be granted upon application in the period of five years immediately following the date of leaving the service.

24.Tenancy of Railway-Owned Houses

Sympathetic consideration will be given to occupants of B.R.B. owned houses who leave the service owing to redundancy and who indicate a desire to retain the tenancy.
NOTES FOR GUIDANCE

DEFINITION OF SUITABLE ALTERNATIVE WORK

1. For the purpose of the Employment Protection (Consolidation) Act 1978 and in particular the provisions relating to alternative work, the following Notes of Guidance have been agreed between the Employer's and Employee's Sides of the British Transport Police Force Conference.

2. As indicated in the Guide to the Redundancy Payments Act factors which may be taken into account in determining what constitutes an offer of suitable alternative work in relation to the employee concerned are the skills of the employee, the nature of his previous work, the earnings in his new job compared with his previous earnings and where the new job is in a different place the difficulties which the transfer might cause.

3. The alternative work offered should be within reasonable distance of the employee's place of residence, having regard to the availability of transport and hours of work - see Clause 4. Where additional expense arises in travelling to the alternative work, whether by rail or 'bus' it will be understood that the employee will be reimbursed for that extra cost.

4. For the purpose of determining what constitutes an officer of suitable alternative work:

   (a) Any new post where additional travel does not exceed 30 minutes each way will be deemed a suitable alternative post.

   (b) In cases where an officer incurs travelling time in excess of 30 minutes each way and the total average travel does not exceed an hour and three quarters in each direction is deemed a suitable alternative post.

   (c) Special consideration will be given to cases falling under (b) the above where it can be shown that, whilst additional travelling time to that already incurred is not involved, difficulties in travelling will be experienced, e.g. an officer working in an urban area with a direct train service who is transferred to a rural area with indirect transport services.

NOTE:

Travelling time for this purpose will include:

Waiting time en-route arising from making train of 'bus' connections.

Waiting time for first train or 'bus' service following completion of turn of duty.
ALLOWANCES

ALLOWANCES UPON REDUNDANCY

The following allowances are to be revised annually on the basis of movement in the Retail Index (All Items):

- Mobility Payment (Section 7)
- Additional Mobility Payment (Section 7)
- Lodging Allowance (Section 8 and 9)
- Travelling Allowance in Lieu of Lodging Allowance (Sections 10 and 11)
- Disturbance Allowance (Section 12)
- Educational Lodging Allowance (Section 12)
- Allowance for Use of Own Transport (Section 16)

ALLOWANCES FOR THE SALE AND PURCHASE OF HOUSES ON TRANSFER

All Staff

Reimbursement of actual and necessary legal fees involved in house sale/purchase and estate agent's fee, plus stamp duty.

Bridging loan interest is to be reimbursed for a maximum of the first three calendar months.
SCHEDULE 'B1'

REDUNDANCY ALLOWANCES: AMOUNTS PAYABLE AS FROM 1 JULY 2002

<table>
<thead>
<tr>
<th>ALLOWANCE</th>
<th>AMOUNT</th>
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<tbody>
<tr>
<td>LODGING ALLOWANCE</td>
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<td>Weekly - Redundancy</td>
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<td>Chief Inspector</td>
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<td>TRAVELLING ALLOWANCE IN LIEU OF LODGING</td>
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<tr>
<td>DISTURBANCE ALLOWANCE</td>
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<td>All ranks</td>
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<tr>
<td>(i) Married householder/single householder with dependents</td>
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<td>(ii) Single householder without dependents</td>
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<td>MOBILITY PAYMENT</td>
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<tr>
<td>ALLOWANCE FOR USE OF OWN TRANSPORT</td>
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<td>All ranks</td>
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<tr>
<td>EDUCATIONAL LODGING ALLOWANCE</td>
<td>£21.36</td>
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</tbody>
</table>

* Amounts in excess of £2,350 are subject to income tax
# REDUNDANCY, TRANSFER AND RESETTLEMENT ARRANGEMENTS FOR POLICE STAFF

## GENERAL GUIDANCE AS TO POINTS OF INTERPRETATION

<table>
<thead>
<tr>
<th>Point No.</th>
<th>Section of Agreement</th>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>IB</td>
<td>What is the position in regard to existing practices for securing voluntary redundancy? Regional</td>
<td>It is not the intention that any existing jointly agreed practice with regard to securing voluntary redundancy should be disturbed. It would be left to the Committees to continue to operate such agreements in light of the many filled varied circumstances arising in a redundancy situation.</td>
</tr>
<tr>
<td>2</td>
<td>5 &amp; 19</td>
<td>Are 'bus' fares payable in connection with visits to other duty, locations or a prospective train employer service.</td>
<td>'Bus' fares reasonably incurred additional to those normally incurred in travelling to and from would be payable where there is no suitable service.</td>
</tr>
</tbody>
</table>
| 3         | 8 & 10               | What is the definition of a householder                                  | (i) A married householder means a married member of the staff who is living with his or her family in unfurnished accommodation at his or her permanent station at the date of transfer. A single employee (including a widow, widower or a divorced person) with dependents whose domestic circumstances are analogous to those of married persons to be treated as a married householder.  
(ii) Single householder means a single member of the staff, male or female, who is living in unfurnished accommodation (other than in his or her parent's home) at his or her permanent station at the date of transfer. (Such unfurnished accommodation to comprise at least two rooms (one which may be a kitchen) furnished with his or her own furniture). |
<p>| 4         | 9 - 11               | What is the maximum payment in the case of a single employee without dependents who is not a householder, who has received the Lodging Allowance for a period and then, for good reasons, is paid the Travelling Allowance in lieu of Lodging Allowance for a subsequent period? | The total payment in such cases is to be restricted to the equivalent of 12 months full lodging Allowance.                                                                                                                                                                                                                           |
| 5         | 12, 13 &amp; 14         | What is the position in regard to an employee who transfers to a own location where he would normally be required to move to? | Where such an employee who has been paid the Mobility Payment and an allowance for using his means of transport, subsequently decides for good reasons, e.g. change of domestic circumstances... |</p>
<table>
<thead>
<tr>
<th>Page</th>
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<tbody>
<tr>
<td>6</td>
<td>13A</td>
<td>Can the Interest Free Loan facility be made available to an employee who is faced with the payment of an initial premium as a condition of tenancy?</td>
<td>Subject to proof of reasonable need, sympathetic consideration will be given to the position of an employee who intends to rent at the new location.</td>
</tr>
<tr>
<td>7</td>
<td>13(C)</td>
<td>What is understood by 'reasonably incurred' in respect of reimbursement of mortgage interest payments?</td>
<td>It is expected that, in normal circumstances, an individual should use the maximum possible from the net proceeds of the sale of the former property in the purchase of the property at the new location and the movement of home should be either to a similar quality of house, e.g. from a 3 bedroom semi-detached property, or to a house similar price range i.e. the property purchased should be at approximately the same price as the property sold. In the application of the foregoing, sympathetic consideration will be given in those cases where an individual wishes to make reasonable improvements to the property purchased in the new location.</td>
</tr>
</tbody>
</table>
REDUNDANCY & RESSETLEMENT

New Entrants Employed w.e.f. 29 February 2004

The following agreement will apply to Police Officers employed with effect from 29 February 2004 in relation to Redundancy & Resettlement.

Statutory Redundancy payment upon leaving the service

Statutory Notice upon leaving the service

Standard relocation package with the reimbursement of:

- legal fees
- estate agent fees
- stamp duty
- household removal costs
- storage
- lodging allowance
- mobility lump sum (£3366)

The above will be subject to Inland Revenue limitation of £8000 over which sums become taxable.

The BR Director will have discretion to review payments in light of special circumstances on individual cases.

No other entitlements are applicable under Redundancy & Resettlement.