

EMPLOYMENT COMMITTEE – 31 MARCH 2011**DISTURBANCE POLICY AND PROCEDURE****REPORT OF THE DIRECTOR OF CORPORATE RESOURCES****Purpose of Report**

1. The purpose of this report is to seek the approval of the Employment Committee to a revision of the Council's Disturbance Policy and Procedure for the purpose of clarification.

Background

2. The Council's current Disturbance Policy and Procedure was implemented in March 2010. However, following several enquiries, it became apparent that greater clarification was required in relation to eligibility to claim for excess mileage travelled as a result of relocation to another work place. The policy has therefore been re-worded to clarify that only travel in excess of six miles per day return journey can be claimed as disturbance mileage. This has been further illustrated by including examples of mileage that can and cannot be claimed.
3. Greater clarity surrounding the relationship between disturbance and organisational change, redeployment and pay protection has also been given, as well as reinforcing the requirement to submit claims on a monthly basis in accordance with the provisions of the Council's Travel Guide.
4. The current Policy and Procedure does not specifically apply to centrally-employed teachers employed under School Teachers' Pay and Conditions and they have therefore continued to benefit from the provisions of the previous policy. For reasons of consistency and fairness, it is proposed that the revised Policy and Procedure should apply to this group of employees.
5. The Disturbance Policy and Procedure remains substantially unchanged save for these areas of clarification.

Trade Union Consultation

6. This policy has been sanctioned by the recognised trade unions for employees employed under the conditions of service of the National Joint Council for Local Government Services.

7. This Policy has not been sanctioned by the trade unions recognised for centrally employed teachers. However it is proposed to implement its provisions for this group of employees.

Recommendations

8. The Employment Committee is asked to approve the revised Disturbance Policy and Procedure for immediate implementation.

Background Papers

None.

Circulation under Local Issues Alert Procedures

None

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Equal Opportunities Implications

There are no equality issues arising from this report.