

Agenda for Change

EXECUTIVE GUIDANCE

Total Pay During Assimilation

We have been asked for guidance on the application of para 9.8 of the Final Agreement of Agenda for Change in relation to overtime and rest day working payments.

Where partners agree locally to implement the new Agenda for Change overtime rates at the same time as assimilation the following method should be applied:-

A calculation commencing October 1st should take the total earnings for an individual under the original conditions and a similar calculation for total earnings that would have applied had Agenda for Change been operational.

- A) Total earnings from October 1st 2004 to personal assimilation date under original conditions
- B) Total earnings under Agenda for Change conditions from October 1st 2004
- C) B minus A = positive or negative figure

Subject to the above calculation a positive figure will be returned to the employees as arrears.

A negative figure would not be recovered (unless it was as a result of any cause other than the implementation of Agenda for Change).

10 December 2004