



## **RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

### **CABINET**

**17<sup>th</sup> OCTOBER 2022**

### **ALL WALES INTERIM JOINT MILEAGE PROTOCOL**

#### **JOINT REPORT OF DIRECTOR OF HUMAN RESOURCES AND DIRECTOR OF FINANCE AND DIGITAL SERVICES IN DISCUSSION WITH THE LEADER OF THE COUNCIL (CLLR A MORGAN) AND DEPUTY LEADER (CLLR M WEBBER)**

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#### **1. PURPOSE OF THE REPORT**

- 1.1 The purpose of the report is to provide details of an all-Wales Interim Joint Mileage Protocol, recently approved by the WLGA Executive Board and NJC Trades Unions, that has been circulated to all twenty-two authorities in Wales for formal consideration.

#### **2. RECOMMENDATIONS**

- 2.1 It is recommended that Cabinet formally consider the adoption of the interim joint protocol, which will result in the Council's mileage rate temporarily increasing by 5p from the current 45p to 50p per mile, effective from 1<sup>st</sup> November 2022.

#### **3. REASONS FOR RECOMMENDATIONS**

- 3.1 To provide details of the proposed interim scheme as detailed at Appendix 1.

#### **4. BACKGROUND**

- 4.1 The interim protocol has been developed jointly by both employers and trades unions to recognise the impact of the current cost of living crisis on the workforce and the immediate pressures presented as a consequence of unprecedented increases in fuel costs.
- 4.2 In developing the policy, it was formally acknowledged that the agreed rate of reimbursement for mileage rates for local government employees is determined locally by each local authority, with the majority of local authorities in Wales adopting the HMRC mileage rates. The HMRC mileage rate provides for the reimbursement of mileage without incurring tax or national insurance. However, the rate has remained static since 2011/12 and an argument was presented to the Joint Council for Wales that this has not kept pace with current fuel costs.

## **5. INTERIM JOINT MILEAGE PROTOCOL**

- 5.1 This is a joint protocol between Leaders of local authorities in Wales, facilitated through the WLGA Executive Board and the trades unions of the Joint Council for Wales, to introduce a measure that provides for a temporary increase in mileage reimbursement costs in the short term to address current market volatility in fuel rates.
- 5.2 The protocol allows staff to claim an additional payment of 5 pence per mile (where tax and NI are paid), which increases the current rate from 45p to 50p, when an agreed threshold is breached.
- 5.3 The agreed threshold is £1.50 per litre or 15.2 pence per mile, as determined by the HMRC Advisory Fuel Rate Assessment, as the point at which the ability to claim the additional payment would be triggered and the point below which it would be removed.
- 5.4 This protocol does not replace current local arrangements but offers, through mutual agreement between local government employers and trades unions in Wales, a temporary arrangement that is triggered by an increase in fuel rates that exceed an agreed threshold, the arrangement is similarly removed when fuel rates reduce below that same threshold.
- 5.5 Full details of the scheme are contained within the Interim Joint Mileage Protocol document at Appendix 1.

## **6. EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO ECONOMIC DUTY**

- 6.1 The WLGA and the trades unions would have given due regard to the public sector equality duties under the Equality Act 2010, namely the Public Sector Equality Duty and Socio-Economic Duty.

## **7. WELSH LANGUAGE IMPLICATIONS**

- 7.1 There are no Welsh language implications as a result of the recommendations in this report.

## **8. CONSULTATION / INVOLVEMENT**

- 8.1 There are no consultation requirements associated with the Scheme.

## **9. FINANCIAL IMPLICATION(S)**

- 9.1 The estimated cost of applying this interim mileage protocol is £10k per month.

## **10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

10.1 There are no legal implications as a consequence of Cabinet agreeing to this interim joint mileage protocol.

**11. CONCLUSION**

11.1 Should Cabinet agree to the introduction of this Interim Joint Mileage Protocol, then staff will be able to claim an additional 5p per mile, to mitigate against the impact of incurring higher fuel costs.