

14 May 2020

Dear Chief Constable,

### **Home to Work Mileage**

Following the mandate from the NPCC meeting in January 2020, the Workforce and Finance Coordination Committees have resolved the longstanding issue of home to work mileage. The position, to be implemented from 1 June 2020, is addressed in the attached Memorandum of Understanding (Appendix Item A). Force payroll managers have been notified of the imminent change by the NPCC National Reward Team (NRT).

The memorandum has been arrived at after a period of negotiation with staff associations in order to minimise both future costs, where possible, and retrospective costs, reflecting the imperative of achieving value for money. There are financial and oversight implications which forces will wish to consider, specifically:

- In those forces where a deduction has been made, there will be some increased costs, as described in the paper to Chiefs' Council [attached].
- That paper gives a sense of the adjustment to budgets that may be required (and is, in most costs, relatively modest). The actual variance will affect forces differently depending on their individual circumstances; numbers of officers who claim, their location, size of force, etc.
- There may, however, be scope to limit cost increases as forces look to adopt new working methods during and beyond the COVID-19 response.
- The supporting guidance detailed at the bottom of the memorandum will need to be communicated. The effective date is 1 June 2020. Forces may wish to encourage officers and staff to make any relevant claims later in June to allow this new guidance to be understood.
- New guidance will require forces to decide how to monitor compliance.

This memorandum arises from a legal challenge to the interpretation of Police Regulations. It does not directly affect local arrangements for Police Staff. If colleagues have any queries concerning the memorandum, please contact [rachel.jones@west-midlands.pnn.police.uk](mailto:rachel.jones@west-midlands.pnn.police.uk) or the NRT.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Matt Jukes', is written over a light blue circular stamp.

Matt Jukes

NPCC Lead on Pay and Conditions

