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To: ALL MEMBERS

Dear Brother / Sister

**NJC CIRCULAR – NJC/2/20 – ANNUAL LEAVE – RETAINED DUTY SYSTEM -
CALCULATION OF PAY**

Due to a change in legislation arising from case law the calculation of pay for leave taken by a worker who works variable hours will no longer be based on an average of the previous 12 weeks' pay.

From 6 April 2020, the reference period for this calculation will be 52 weeks.

This change in the legislation has implications for members working the retained duty system. Accordingly, this needs to be reflected in the Grey Book. The attached NJC joint circular brings attention to those changes.

The change on the reference period is likely to be neutral in effect for many members; will be advantageous for some and have a detrimental effect for others. However, the changes to the Grey Book are required by the legislation.

I am sure the information in the NJC circular will be of interest to all members, and in particular those of you who have a retained duty system contract.

Best wishes.

Yours fraternally

ANDY DARK
Assistant General Secretary

Attach X1

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