



### **SATCO and SATCO (PCG) Non pensionable pay supplements**

Members of the union who work in the above grades will already know that part of their remuneration package includes a non pensionable pay allowance, in addition to their salary. This previously was only an option to members of these grades if they chose not to elect to have a company car allocated to them, however since the removal of the option for company cars by NATS at the beginning of last year then almost all SATCO and SATCO (PCG) grades should now be in receipt of the this. The only exception to this will be if you were allowed to keep a car until the end of its lease term which has still to expire.

As the option for a car was unilaterally removed by NATS the BEC negotiated an increase to the cash allowance replacement. As there was no option for a company vehicle the union executive assumed that money was simply now a non pensionable cash allowance. Recent discussions with NATS have confirmed that this is not the case.

NATS have stated that they still see this as a car allowance and as such these grades can only claim the allocated car rate for mileage on directed business trips as opposed to the full business rate (currently 40p a mile) if they are required to use their own car. The union's position on this is that members in this circumstance have been left in an unfair position as they cannot receive a vehicle from NATS in lieu of any monies but are being penalised on a mileage rate as if they were.

In light of our discussions NATS have agreed to review this situation, including the possibility of re-introducing the option of company cars for these two grades but will be unable to start this work until March next year and there are no guarantees of any changes to the current policy as a result.

Therefore we feel it is appropriate to advise our members who are affected by this of the situation and recommend that on the occasions where the use of a car for a business trip (excluding going to a from your normal place of work) is required then members should consider the use of a hire car, booked through NATS, as a alternative to the situation described above.

We will update members of any progress on this issue and if you have any questions or concerns then please speak to your Prospect representative.

Prospect ATCO BEC August 2009.

