



Unite – Amicus Section policy on reimbursement of childcare expenses

The NEC has developed this policy with the recognition that equality of access to its representative structures is fundamental to developing inclusive policy and industrial strategies throughout the union.

The policy covers the democratic structures of the union, specifically the industrial, regional and equality structures and the NEC, it further covers education courses.

In order to encourage diversity of participation in its structures, Unite – Amicus Section will ensure this policy is widely communicated, to ensure the practices of the union are improved to recognize the care responsibilities that members may have, and to ensure members are aware that the union is committed to support their involvement through its democratic structures.

In order to facilitate active participation of members with primary caring responsibilities for children and other family members with care requirements, all officers and staff will endeavour to ensure union meetings take place during weekdays, and that paid release from employers is obtained for participants. Further, that where possible, meetings will take place at a local venue.

Unite – Amicus Section will only provide child care facilities where it is not possible for children to be cared for at home, care will only be provided by registered child carers and where the health and safety of the care provided for those children can be assured.

Members with care responsibilities undertaking union business during their regular working week will already have childcare arrangements in place. Members are not entitled to claim for expenses for care responsibilities that would normally be incurred during their regular working week, only those additional costs above their usual arrangements will be reimbursed. Members are further not entitled to claim expenses for care responsibilities if another family member would be able to provide caring responsibility.

Unite – Amicus Section will reimburse carer expenses covering an hourly payment of £6 payable for each occasion of child care where the services of a registered child minder are used where a receipt is provided.

Unite – Amicus Section will reimburse carer expenses at full cost for registered carers of disabled children or other family members where the member has primary care responsibility and a receipt is provided.

Rates charged by registered child minders are variable throughout the United Kingdom. A well-recognized source of guidance is the National Child Minding Association (NCMA). The NCMA does not publish a recommended rate for child minder payments, but it does undertake an annual survey of national rates. The results of the most recent survey are shown in the table below.

[Image:3]

Source: <http://www.ncma.org.uk/>

From these results it can be seen that an average payment for services of part-time and full-time child minders combined is £4.17/ hour. However, Unite – Amicus Section policy is opposed to poverty wages and therefore reimburses expenses at £6 per hour.