

Long Term Welfare Scheme – EWS/EWSI Engineering

EWS recognises that in certain circumstances, engineering employees who become ill may not be able to return to their normal duties, or in certain cases, to any suitable alternative position within the company. In such circumstances, the first priority will be to assist the employees so that they can return to work for EWS. If this proves not to be possible then the company, in conjunction with professional medical advisors, will review the situation and may provide additional financial assistance to an engineering employee who has to leave the employment of EWS for reasons of ill health.

The current arrangements for ill health resettlement applicable to engineering grades are to be withdrawn and the following new arrangements to be introduced.

1. EWS together with the engineering employee, professional medical advisors and the local representative will make every effort to help the engineering employee return to productive work, where such work is identified, the engineering employee will retain their rate of pay for 6 months. At the end of the 6 month period the rate of pay for the new job will apply. The existing pension arrangements will continue to apply to staff transferred to a position with a lower rate of pay.
2. In the event that work deemed suitable by professional medical advisors cannot be found, and it is established that there are no suitable vacancies available, an engineering employee unable to return to work, will leave the company with the following benefits:
3. For engineering employees with between 6 months and 24 months service with EWS, a total payment of 10_ months of basic salary, (this amount will include all Company sick pay received and contractual notice payments).
4. For engineering employees with over 2 years' service with EWS and who are aged under 50 years (at the date when normal sick-pay arrangements would cease) a total payment of 18 months of basic salary, (this amount will include all Company sick pay received and contractual notice payments).
5. For engineering employees with over 2 years' service with EWS, and who are aged 50 years or over (at the date when normal sick pay arrangements would cease) a total payment of 24 months of basic salary. (This amount will include all Company sick pay received and contractual notice payments).
6. Basic salary is defined as the engineering employee's salary basic week **35 hours** including the appropriate shift working.
7. The total payment will be limited to the basic earnings that may have been earned by the individual during the remaining period of employment with EWS until attaining normal retirement age (currently 65 years).