

London Weighting Allowance Policy

The Royal Veterinary College currently pays London Weighting Allowance to eligible staff (permanent and fixed term contracts), which encompasses:

1. Staff whose contractual permanent base either is Camden, or Hawkshead main campus^{*}.
2. Staff who are contractually employed by the RVC to work at London-based premises, such as a joint venture with another London University/ a research premises or a secondment to an institution.
3. Staff who reside in the London Weighting Region and have a contract where they are permanently work from home.

^{*} Staff who have a contractual base of Camden or Hawkshead and have a formal/ informal arrangement to work from home on occasion are still eligible to London Weighting Allowance.

Unless already agreed as part of previously agreed/historic contractual terms, the following staff will not be eligible for London Weighting:

1. Staff whose contractual/working location is outside the M25/Outer London limits
2. Staff working at Boltons Park Farm
3. Staff who are based or work primarily overseas
4. Staff Working on a Marie Curie fellowship contract
5. Staff on specialised contracts/rates of pay
6. Staff whose contracts specifically do not include London Weighting

London Weighting rates are agreed locally and any approved increase normally implemented or backdated to 1st August annually. Current rates of London Weighting are published in the salary scales on the HR Intranet page.

London Weighting allowance is pensionable and is subject to income tax and national insurance deductions at the current prevailing rates.