



WORLD CLASS SWIMMING PROGRAMME

LOSS OF EARNINGS POLICY

Where applicable, Loss of Earnings will be provided for team staff involvement in World Class camp and international competition activities.

Staff Loss of Earnings will be offered to:

- Employers to compensate for additional staffing costs associated with provision of cover whilst their staff member is participating in World Class Swimming programme camp and international competition activities.
- Self-employed staff or staff working for clubs on a voluntary basis.
- Home Country Institute practitioners for additional days service provision.

LOSS OF EARNINGS RATES

Loss of Earnings claims will be offered for the duration of the event, to include travel days at the standard British Swimming rate (currently £70 per day)

The following exceptions are:

Specialist Staff

Specialist staff, such as sports science/sports medicine practitioners, tutors etc., will be offered a negotiated daily rate that must be approved by the National Performance Director in advance of the event.

The WCP Performance Coordination/Support Services Manager and WCP Logistics Manager must be notified for budgetary purposes and to ensure that Team Managers and WCP Operations Staff are informed of the agreed rate prior to claims being made.

Non-British Swimming Head Coaches

Head Coaches will be offered a fee at the standard British Swimming Loss of Earnings rate for the duration of the event but in addition will receive an extra 3 days at the standard rate to account for preparatory work leading into the event.

Non-British Swimming Lead Team Managers

Lead Team Managers will be offered a fee at the standard British Swimming Loss of Earnings rate for the duration of the event but in addition will receive an extra 3 days at the standard rate to account for preparatory work leading into the event.

ELIGIBILITY

Loss of Earnings may only be claimed by employers or self employed/voluntary staff to compensate for loss of income.

Loss of earnings will not be offered:

- For non-British Swimming activities i.e.
 - Olympic Games
 - Commonwealth Games
 - World Student Games

Note: Loss of Earnings will be offered during British Swimming preparation camps leading into the above competitions.

- To coaches personally choosing to attend optional camps and competitions e.g. Mare Nostrum, World Cups.
- To British Swimming Staff.
- To British Swimming Consultants contracted to participate in World Class Swimming camp and competition activities.

SUMMARY

Where appropriate, payments will be offered to staff to contribute towards any salary or income lost in connection with their involvement in British Swimming activities. The rates applied will be in line with British Swimming policy and claims made via invoice and/or Loss of Earnings forms as advised by the Team Manager.

ANNUAL POLICY REVIEW AND REVISIONS

This Loss of Earnings Policy will be reviewed on an annual basis, or earlier if the standard Loss of Earnings rate requires amendment following a GB Swimming Board directive.

The next Loss of Earnings Policy review will be completed by the end of June 2010 and the revised policy posted on the World Class Swimming Programme section of the website.