

# HOLIDAY PAY SCANDAL

**HUNDREDS of casuals and freelances are probably being robbed of their legal entitlement to holiday pay by national and local newspapers.**

BAJ urges any member who might be affected or who knows of anyone who might be affected to contact the BAJ office to discuss how to get the owed money.

The position is that casuals are entitled to be paid a holiday supplement for every shift they work on any publication or broadcast network.

Freelances are also entitled to holiday pay when they work on a shift basis for any publication or broadcast network.

It matters not that the freelance is paid gross and handles his/her own tax and national insurance as a self-employed person. A freelance who does a shift as opposed to an assignment is a "worker" under the Working Time Regulations, 1998. Thus he/she is entitled to holiday pay.

At first, successive governments said that casuals and freelances were only entitled to holiday money after working for a company for one or more shifts a week for more than 13 weeks.

However, this was challenged and the European Court ruled in October, 2001, that every day of casual or freelance employment counts for holiday pay/entitlement which is

a maximum of four weeks a year. In practice, this means that any casual or freelance whether paid gross or net for a shift is entitled to a holiday supplement of 8 per cent per shift.

The additional requirement for a freelance is that he/she cannot provide a stand-in to cover the shift. The relationship must be personal. An individual's own skills are wanted, not just any journalist's.

The obvious excuse for a media outlet is to say that the holiday supplement is included in the shift payment. But that won't wash. The courts have ruled that employers must clearly identify the rate of pay and the holiday supplement in writing.

An employer may still try to brazen it out by saying in writing that the shift rate is, say, £100 and the holiday supplement is £8 when the rate had previously been £108. This is obviously possible, but the answer is to resist the ploy and insist on the usual payment of £108 plus the 8 per cent holiday money.

The position is obviously easier in offices where a casual rate has been agreed with the recognised union. The 8 per cent holiday supplement must obviously go on top of the agreed rate.

Until recently, the law allowed casual and freelance workers to claim unpaid holiday supplement back six years under the Wages Act. However, disappointingly, the Court of Appeal ruled in April that the Wages Act does not apply and that under the Working Time Regulations claims can only go back a year. Claims must be brought within three months of the end of the year.

At MGN, the casual rates and holiday supplement were written into the house agreement as of January 1st, 2002. So any casuals or freelances who have done work for MGN over the past three years and didn't get a holiday supplement for each shift should contact the BAJ office for advice.

General Secretary Steve Turner said: "BAJ is aware that many publications have not been paying casuals and freelances their holiday money. It's shameful that many bosses have been ignoring the law. BAJ is ready to issue proceedings on behalf of affected members to get them their dues if any company won't budge."

**Freelances and casuals being robbed of cash**

## £3,000 GIFT

A WONDERFUL donation of £3,000 has been given to BAJ by the Daily Mirror Chapel.

The gift is to help pay the £3,671 which BAJ spent on accountancy and legal fees in the preparation and presentation of BAJ's case at last year's arbitration on MGN pay.

General Secretary Steve Turner said: "BAJ asked the Daily Mirror Chapel if it could possibly share some of the arbitration cost. I could hardly believe it when the Chapel decided to give £3,000.

"The NEC cannot thank Daily Mirror members enough for their fantastic generosity."

Turn to Centre Pages →

## ELECTION TIME FOR BAJ NEC

**ELECTIONS are here again. Nominations are wanted for the five lay places on the BAJ National Executive Committee.**

The period of office is two years from the biennial conference on October 12. Members can nominate colleagues or themselves. Candidates must have been journalists for at least five years. Closing date: July 18.

Send nominations to BAJ, 89 Fleet Street, London EC4Y 1D11. If there are more than five candidates, elections will be held.

Under rule 5 (a) known candidates have to disclose in BAJ NEWS in advance of the election any groups with which they have been associated over the past two years.

All present five NEC members are seeking re-election:

● **CRAWFORD McAFFEE** (National Chairman): Ex-Daily Mirror and Mail on Sunday staffman and ex-Daily Mirror Chapel official, now Sunday Mirror part-time sub: Y11A.

● **BOB BAYLISS**: Ex-Sunday Mirror staffman, Deputy FOC and Mirror Pensions Trustee, now retired: NPF, Inland Waterways Association, Catalina Society, RNLI.

● **ANDREW GOLDEN**: Ex-Sunday Mirror staffman and former Sunday Mirror FOC and Group Convenor, now Mirror Pensions Trustee and freelance: National Trust, Performing Rights Society, Musicians Union.

● **JAMES HOLE**: Ex-MGN Publicity staffman and FOC, now a government publications editor: NPF, National Trust, National Art Collections Fund and Friends of the Royal Academy.

● **DENNIS RICE**: Ex-Sunday Mirror Deputy News Editor, News of the World senior reporter, Daily Express Chief Reporter and Express and Daily Star FOC, now Mail on Sunday staffman: NPF, Wasps RU Club and University of Ulster Alumni Association.

**Please use the enclosed form to recruit a member**

# Legal Briefing

**ANY attempt by an employer to change a journalist's contract of employment unilaterally will usually be unlawful. BAJ's Employment Solicitor Glyn Jones explains:**

**A**n employment contract is a very important document. It sets out the terms of a binding contract at law between the employer and the employee, covering most if not all parts of the working relationship and can only be changed in limited circumstances.

Obviously, the terms can be varied by mutual consent between the parties - for example, changing the job title or place of work, increasing salary or changing the working hours. This should always be done in writing either by way of a supplementary agreement or by having a new contract altogether.

Small changes to individuals' contracts might also be made in other ways, such as by the introduction of policies on use of e-mail in the workplace in a staff handbook published after the contract was signed. Such changes might be said to be adopted by custom and practice, but there is then scope for argument and evidential difficulties, should the relationship break down and the parties find themselves before a Court or Employment Tribunal.

A term of the contract may give the employer an express right to change its terms, for example a mobility clause requiring the employee to change his place of work.

However, the employer cannot reserve the right to unilaterally make fundamental changes to an agreement such as varying pay or hours.

Collective agreements negotiated by a trade union can operate to vary contracts of individual employees, for example by increasing the rate of pay. An individual employee might object to a variation in his terms unless it can be shown that the union acted as his agent or that the terms of the collective agreement had been adopted by custom and practice.

Unilateral variation by an employer is not permitted at common law and any changes imposed in this way are unlawful. However, an employer may terminate the existing agreement (subject to the agreed or statutory notice period of the employee) and offer a new contract which includes the variation.

If the employee acquiesces and goes along with the change, he then loses his

rights under the old contract and the new one takes effect. If the employee refuses to accept the new contract, the employer is then in a dilemma, for if he dismisses the employee, he might face a claim for unfair or wrongful dismissal.

Alternatively, the employee may have the right to resign and sue for unfair constructive dismissal, if the change goes to the root of the contract, or work on under protest subject to the new terms and sue for compensation for breach of the old contract and reinstatement of the old terms. This is a potential minefield and members are strongly urged to seek advice from BAJ before responding in any particular way.

Certain changes in the law can change the terms of the contract, for example the Working Time Regulations imposes maximum compulsory working hours for all but a few exempted occupations and gives compulsory breaks to the working day and statutory paid annual leave. Other examples have been the Minimum Wage and various European Directives. On a transfer of undertakings, following the sale of a business, the new employer cannot change the terms of the existing

employee and any attempted variation of the contract will be invalid if it occurs by reason of the transfer. However, any variations which do not arise by reason of the transfer would have to be considered in accordance with earlier paragraphs. The question of whether or not the change was by reason of the transfer is one for a Court to decide.

This article has dealt with variations to written contracts. However, contracts need not necessarily be in writing and these are equally enforceable, but riddled with evidential difficulties. Many journalists are employed under any number of different arrangements, including casual verbal contracts, which are notoriously problematical.

Every employee is entitled, not later than two months after the beginning of the employment, to a written statement of employment particulars. This is the basic minimum entitlement, short of a written contract, and it is possible to take an employer to an Employment Tribunal for breach of this rule. The Tribunal can draft the terms and order the employer to pay a penalty of two weeks' pay (currently £560).



GLYN JONES

# Rises of 3

**BAJ has negotiated pay increases ranging from 3% to 8.6% for journalists on the Daily Mirror, Sunday Mirror and The People.**

The 2005 House Agreement gives:

- A 3% basic pay rise for full and part-time journalists, probationers on completion of their probation, trainees and casuals. The 3% also applies to match fees.
- Two extra days' holiday for all 500 journalists on the three titles.
- Minimum salaries of £30,000 in London, £26,000 in Manchester and Glasgow and £22,000 in Belfast.
- Minimum salaries of £1,000 in London, £900 in Manchester and Glasgow and £800 in Belfast.

The package includes business-class travel for staff on flights lasting more than six hours and agreement to have an equal pay audit.

The minimum increases and salaries give about 90 MGN journalists rises ranging

**BAJ will press**

from 3.1% to 8.6%. The other 410 MGN journalists receive the basic 3%. Rises are back-dated to January 1.

A deal was reached by BAJ and MGN negotiators at conciliation talks held at ACAS to see if arbitration could be avoided.

The package was approved in a secret, postal ballot of BAJ's 141 members in the MGN bargaining unit. The ballot was conducted by the independent scrutineers Electoral Reform Services. The voting: in favour 84. Against 12. Unreturned votes: 45. The number voting Yes constituted 87.5% of the valid vote.

Negotiations on the 2005 House Claim lasted six months. BAJ put forward a well-researched case, but the Company was unwilling to give journalists a fair share of the profits.

BAJ argued the RPI averaged 2.9% throughout 2004. Average wage growth was up 4.4% in December. London prices were up 9.7% in 2004. Operating profits for MGN's national titles were up 15.8%

# QUALITY HOWLERS

It was the missing apostrophe in a headline that started it ... "Clearer accounting demanded on value for taxpayers money".

A gnarled night editor or a beady-eyed revise sub couldn't have found a clearer possessive, but the 's' in "taxpayers" simply wasn't there.

After that I checked the paper concerned, the Daily Telegraph, over the next couple of months to see what other nasties might lurk. I found 12 howlers, mostly at the schoolboy level, during a not very comprehensive content analysis.

They included: electoral role, childrens' committee (it's that apostrophe thing again), older of the six, and the same person referred to as Miss and Mrs in the same story. The Liberal Democrats' policy was described as wanting Britain to enter the EU, which was news to readers who thought we were already in it (evidently, "euro" was intended).

It provided gruesome evidence of the idea that if you want proof-reading practice, read a national newspaper.

Maybe the Telegraph is no worse than its rivals, but for the publication that calls itself "Britain's best-selling quality daily" maybe that isn't be the point.

The exercise was done mainly in February and March this year, when staff were perhaps distracted by the savage cull being imposed by the new management. Employers and editor ought to take more account of moral when they plan redundancies.

The postscript to my exercise was the worst. I sent the list to the Telegraph editor, Martin Newland, expecting a degree of horror; a touch of contrition. Instead, a lady in his office wrote to say the editor had asked her to apologise for the "sloppy mistake" (singular).

I replied that I wouldn't be so nerdy as to make an issue of one mistake, but 12 in barely more than two months was surely enough to concern any editor. No further response.

The Telegraph's letter came "From the Editor" with an email address charles.moore@telegraph.co.uk. It gave up the job in 2005.

Sloppy or what? C

# HOLIDAY PAY SCANDAL

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● A member did a few freelance shifts for PA recently and was pleasantly surprised to receive automatically a holiday supplement for each shift.

He has to thank BAJ's employment solicitor Glyn Jones and member Paul Loweridge for that. Glyn and Paul used to

work for PA as freelance starting price reporters at the races.

Glyn, Paul and other freelance starting price reporters were not paid any holiday money. But Glyn and Paul took the case to court. Although they didn't establish that they were really working as employees (they were), they did win the day on holiday money. Now PA is honouring the law.



# %-8.6% in MGN deal

## or even better terms next year

from £60.8 million in 2003 to £70.4 million in 2004.

MGN MD Felix Watson did say in an email to MGN journalists after the ballot result: "I would like to thank the BAJ negotiators whose long and carefully worked arguments did not always fall on deaf ears." Just most of the time!

### Among the best

General Secretary Steve Turner said: "MGN is still not treating its journalists as generously as it should and could out of profits which are among the best in Fleet Street. We will again seek to persuade the Company to distribute the profits more fairly next year.

"Nonetheless, the total package is as good as any in Fleet Street and is better than most settlements across the industry. Agreements in other Trinity Mirror subsidiaries range from 2.45% to 2.9%".

"Some Canary Wharf journalists were earning only £20,000 or so when BAJ achieved recognition in 2001. The new

£30,000 minimum and other substantial benefits would not have happened without BAJ's involvement. Many salaries are, of course, much higher and the London average is £44,000 a year.

"This is the first time since recognition in 2001 that BAJ negotiators have achieved more on basic pay than the rise given to MGN employees outside the BAJ bargaining unit. Other employees received only 2.5% with no extras.

"I would like to pay tribute to my co-negotiators Daily Mirror FOC Alan Livermore and Sunday Mirror Deputy FOC Terry O'Hanlon. They have given generously of their time, commitment and skills to achieve a decent settlement for colleagues."

BAJ has also reached agreement on its 2005 House Claim in MGN's Sports Division after more than six months of talks. The settlement came after two conciliation sessions at ACAS.

It gives journalists on the Racing Post and associated titles a 3% basic pay rise,

a minimum salary of £23,000 at age 22 after two years' service and two extra days off, making a total of three days off, for anyone working Christmas Day.

The new £23,000 minimum salary gives 8 journalists rises ranging from £1,000 to £6,875 inclusive of the 3% rise. Some 6 others will get substantial rises when they complete two years' service next year.

Discussions will begin soon between BAJ and the Company on introducing salary banding for journalists and developing a trainee scheme.

BAJ only reached agreement reluctantly

to save staff waiting any longer for their money. The Company should and could have given more. Operating profits in the Sports Division were up £3.8 million to £18 million in 2004. The operating margin of 36.8% was among the best in the media world.

● The Marxist-led NUJ is still trying to oust BAJ from representing the Sports Division despite losing its claim for a recognition ballot at the Central Arbitration Committee and the High Court. The NUJ is taking its case to the Appeal Court on July 20-21.

## Your finances

THE audit of BAJ's 2004 accounts has been completed. The auditors, Civvals, of London, W1, found our affairs to be in order. Enclosed is a copy of the audited accounts. Section 32A of the Trade Union and Labour Relations (Consolidation) Act 1992 requires members to be told every year that:

"A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and if necessary securing regularisation of that conduct.

"The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with; the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

"Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

The law also requires members to be told that the General Secretary was paid £22,000 salary with benefits of £439 last year. No salary or benefits were paid to the National Chairman or other members of the NEC.

Our accounts from January 1 until May 31, 2005, are:

### INCOME

Advance/arrears subs	2,065.00	Subs received	
Donations	1,287.50	January	8,820.25
Legal fees	750.00	February	8,812.75
Bank interest	57.48	March	8,892.75
Share dividends	0.52	April	8,862.75
British Telecom refund	136.25	May	8,748.00
Mobile phone refund	105.00		
Recovered court charges	175.00	TOTAL	48,713.25

### EXPENDITURE

Legal expenses/Helpline fees	7,194.72	Website	573.95
Legal advisers' retainers	8,265.65	Photocopying	108.29
Legal advisers' expenses	360.72	Postage	255.79
Legal advisers' insurance	685.70	Stationery/printing	697.20
Outside legal bills/court fees	1,433.16	Secretarial	691.76
Books, mainly legal	764.01	Book-keeping	395.00
Tax Helpline	489.60	Audit fees	1,850.62
BAJ Press Cards	81.71	Bank and BACS charges	115.00
UK Press Cards	195.73	Office rent	1,084.68
Trainee Press Cards	2.50	Office rates	441.75
Company search fees	47.00	Water Rates	468.00
BAJ NEWS	910.31		
Bounty payments	150.00	TOTAL	46,022.93
Pay/NIC (S.Turner)	7,750.03		
Pay/NIC (D.Thomas)	7,463.26	TOTAL INCOME	48,713.25
Keyman insurance	183.05	TOTAL EXPENSES	46,022.93
Telephones (4)	2,114.50		
Fax lines (2)	269.00	IN HAND	3,132.07
Mobile phone	174.04		
Computer and support	364.45	2004 surplus	10,816.00



Mike and OBE medal with wife Michele and son Alex

## Mike's Royal Appointment

PHOTOGRAPHER Dr Mike Maloney went to Buckingham Palace for his most important assignment - collecting his OBE from the Queen.

Mike, 54, became the first Fleet Street photographer to be so highly honoured. He is the former Chief Photographer of Mirror Group Newspapers and has 105 major photo awards to his credit.

He says the secret of his success is having "the ability to persuade people to do things for me." He once coaxed the Prime Minister to sit on the floor underneath a lampshade for a portrait.

He talked Sir David Steel (now Lord Steel) into wearing a mohican-style wig and got Prince Charles to don a sombrero for a shot.

Mike was also awarded an Honorary Doctorate of Arts at the University of Lincolnshire and Humberside in 2001. He was born and bred in Lincoln and, from the age of 10, always wanted to be a photographer.

Mike says he didn't dare dream of having such a distinguished career when he began work on a local newspaper in Lincolnshire in the late 1960s.

## Freelance forum

By Cedric Pulford

LATE payment is one of the biggest gripes for many freelancers, but the answer is in our own hands if we care to use it.

The Late Payment of Commercial Debts (Interest) Act allows us to charge compensation and interest when an invoice is unpaid after 30 days. (Self-billing by a newspaper or magazine doesn't affect the liability for prompt payment).

The compensation scale is £40 for a debt up to £999, £70 for £1,000-£9,999 and (unlike to worry many journalists!) £100 for £10,000 or more. Interest is 8% above base rate, meaning interest can currently be charged at 12.75% per annum.

Of course, applying the act has to be weighed against the chance of being blacklisted for future work. But a polite reminder of the legal position may work wonders. Meanwhile, we reported in the last column (March 2005) on the freelance who took *Future Publishing* to court and is still working for them.

Among prompt payers is the *Evening Standard*. A BAJ member says, "Fees haven't gone up for more than six years. At least they pay on time."

A member of the BAJ Freelance Panel offers this reminder about copyright: as owners of the material, freelancers don't have to simply accept what publishers demand. Often these days they want the entire copyright.

We can grant first British serial rights if we want to sell the article elsewhere ourselves. Or if we're lousy for the publisher to make onward sales to other publications, we can arrange to have a share of the proceeds.

Another panellist reports that all the editorial lines at the *Daily Express* are 0871 premium rate numbers. Her advice for established contributors: don't ever phone, only email!

### LATEST RATES REPORTED BY BAJ FREELANCE PANEL:

*Mail on Sunday*, court report, 500 words (ordered but not used), £350. *Sunday Mirror*, property picture caption, 300 words, £175. *Sunday tabloid*, real life, 900 words, £850.

*Evening Standard*, property feature, 1,000 words, £500. *Evening Standard*, property feature, 700 words, £300. *Daily Express*, feature, 2,000 words, £850. *Women's monthly*, real life, 750 words, £300. *Women's monthly*, first person feature, 800 words, £250 plus travel expenses. *National daily*, first person feature, 1,500 words, £500.

*Independent*, spread, £350. *Independent*, feature, 1,000 words, £250. *Independent*, property feature, 900 words, £200. *Architect's Journal*, 1,000 words, £225. *Grafik*, 1,200 words, £250. *Observer* syndication service, news feature, 800 words, £150.

● If YOU would like to join the Freelance Panel, contact the BAJ Office.

# Rosy outlook for newspaper profits

By BAJ member

**NEWSPAPER circulations may continue to decline, but the profits outlook is rosy for nationals and regionals.**

An in-depth study by accountants PricewaterhouseCoopers says that opportunities exist for newspaper publishers to maximum circulation and advertising revenues.

Readers are remaining loyal regardless

of price increases and advertisers are willing to pay a lot more for colour ads.

At the same time, newspapers can boost profits considerably by selling goods and services to a captive audience.

The study says quality newspapers earn around 70 per cent of income from advertising with the other 30 per cent coming from sales. The proportions are

reversed with the tabloids. Regional newspapers are even more dependent on advertising. The sector gets 80 per cent of its income from adverts, mostly classified.

The study says that despite 30 years of circulation decline, reading a paper is still an important part of UK culture. Apart from Scandinavia, the UK has the highest readership in Western Europe.

It adds: "Historically, rising cover prices have more than offset national newspaper circulation declines, resulting in overall revenue growth for publishers.

The advertising cycle which is currently returning to growth will have a positive effect on advertising revenues in the short term. Nationals were particularly hit by the recent advertising recession with the sector down 17 per cent from 2000 to 2003.

## Premium

Fragmentation of TV and radio sectors gives a premium to the big TV networks and newspapers which are capable of delivering mass audiences.

The Sun has a daily readership of more than 9 million and the Daily Mirror over 5 million which compares favourably with mass-market TV. Regional newspapers should also benefit as local radio fragments.

A key opportunity for national and regional newspapers over the next five years, says the study, is the expansion of colour. The price paid for colour ads can be two-thirds higher than mono ads.

A nice little earner for many papers is the sale of goods and services to readers. The Telegraph Group already makes 15-20 per cent of its profits from reader offers. This activity could be expanded by many groups.

The study concludes that the focus on declining ABCs masks a more fundamental positive outlook in which newspapers can expect strong growth in profits in the short to medium term.

● Let's use the study to rebut the tales of woe from employers who claim they can't afford decent staffing levels, wages or fringe benefits.

## Terry sweats it out

GETTING round the London Marathon course doesn't get any easier - even after 25 times, writes Terry Newell. The big handicap is giving Paula Radcliffe a 45-minute start!

Out at Blackheath, at the start, it was as warm as a summer's afternoon by 9am and we had it all to do. The only shade was provided by those giant buildings in docklands.

The Wednesday before the run, the wind chill factor was minus six. The cheerful Sunday sunshine, which some people go to Benidorm for, put a lobster red glow on my upper slopes and I eased to a jog to finish in 6 hours. It's the longest I've been in the sunshine since I was 18. I'm happier with a touch of moonshine.

By Tower Bridge first time, my two fantasies flare up - a plate of egg and chips and a taxi ride home. I had



Newell and 25th medal

to make do with a water drink, a boiled sweet and shanks's pony.

I've fortunately turned up every year since the first race in 1981. Only 28 others from the first 7,500 starters were plodding on somewhere in this year's 35,000 field.

Even jogging was a struggle this time, but when an angel passed me I knew I was in paradise. She was followed by Kylie Minogue-shaped Sarah squeezed into a thong. On her left buttock were the letters S A R and A H on the right.

Two ice creams after the race, then two weeks off, and now I'm getting ready for 23 April, 2006.

## Discount for tax returns

BAJ has fixed new discount rates for members' tax returns being handled by our chartered accountants Civvals of London W1.

A freelance return costs £495 + VAT (a discount of £85 off the normal charge), a staff return costs £230 + VAT (£35 off) and a spouse's return costs £185 + VAT (£24 off).

Members can, of course, ring the Tax Helpline free of charge on 0207 258 3461

over any tax query. Just ask for Amir Kazi or Sanjay Thulla.

Members are obviously under no obligation to have their tax returns done by Civvals. In fact, if any member would like to know the name of a firm of chartered accountants in his/her own area, Civvals will provide it. The discounted rates can obviously be used as a benchmark with which to compare the charges of other chartered accountants.

## MEMBERS' NEW BOOKS

ANY members who have new books on sale are free to give details in this book column. Just email 25 words of basic information to: office@bjajunion.org.uk

● **Bomber Boys: The RAF Offensive in 1943** by Kevin Wilson, Weidenfeld & Nicolson, £25. Gripping account of the air war by its participants.

## Key Facts

- INFLATION: April 1987 = 100. May 2005 = 192. Rise in past year 2.9 per cent.
- AVERAGE EARNINGS: 2000 = 100. April 2005 = 119.8. Private sector rise in the past year including bonuses 4.7 per cent.
- UNEMPLOYMENT: February - April 2005 averages 1,411,000. Down 15,000 on previous 3 months.
- HOUSES: Halifax national house price index 1983 = 100. May 2005 = 525.6. Annual change 5.7 per cent.
- MOTORING: AA's new system for mileage rates for cars averaging 10,000 miles a year. Car cost new up to £10,000 - 34.97p a mile. Car cost new £10,000 - £13,000 - 44.05p a mile. Car cost new £13,000 - £20,000 = 56.15p a mile.