



Amended Savings Proposal

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| Report Title | Introduce a Package of Changes to Terms and Conditions for Council Employees |
| Cabinet Member with Lead Responsibility | Paul Sweet Governance and Performance |
| Accountable Strategic Director | Keith Ireland |
| Originating service | Delivery |
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1.0 Description of Savings Proposal

- 1.1 Collectively negotiated package of changes to terms and conditions. Estimated savings remain subject to review.
- 1.2 The package to include measures which will not amend or distort the Wolverhampton Pay Model based on fair and equality proofed job evaluated outcomes. This will require meaningful consultation with the recognised Trade Unions on changes to collective agreements. Applicable to all non-teaching employees of the Council in all services.
- 1.3 Amendments subject to consultation with trade unions and employees**
Following consultation and feedback from employees it is now proposed to remove the proposal to reduce working hours and increment freeze. It is however proposed that in the future there will be no pay for the first day of sickness absence and also that the rate of 45p per mile be reduced to 25p per mile. Protection for those claiming high mileage will be considered.

2.0 Table Setting out Financial Proposal

2.1 Total base budget savings

| | Year | Year | Year | Year | Year | Year |
|--|---------|---------|---------|---------|---------|---------|
| | 2014/15 | 2015/16 | 2016/17 | 2017/18 | 2018/19 | Total |
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Original base budget savings | 0 | 4,549 | 1,248 | (3,799) | (498) | 1,500 |
| Removal of reduced hours proposal and increment freeze | 0 | (4,299) | (1,098) | 3,799 | 498 | (1,100) |
| Revised base budget savings | 0 | 250 | 150 | 0 | 0 | 400 |

2.2 Staffing Implication

| | Year | Year | Year | Year | Year | Year |
|---------------------------|---------|---------|---------|---------|---------|-------|
| | 2014/15 | 2015/16 | 2016/17 | 2017/18 | 2018/19 | Total |
| | FTE | FTE | FTE | FTE | FTE | FTE |
| Total base budget savings | 0 | 0 | 0 | 0 | 0 | 0 |

3.0 Communications Strategy Implications

3.1 Collective consultation followed by Council wide communications to all employees.

4.0 Corporate Landlord Implications

4.1 There are no direct implications arising from the changes.

5.0 Customer Implications

5.1 Managers will need to ensure adequate service cover.

6.0 Economic Implications

6.1 The changes may have an adverse impact of the economic prosperity of the City.

7.0 Environmental Implications

7.1 There are no direct environmental implications arising from these changes.

8.0 Equality Implications

8.1 Full equality analyses will be carried out. The proposals seek to create savings without changing pay rates or distorting the Wolverhampton Pay Model based on fair and equality proofed job evaluated outcomes.

9.0 Financial Implications

9.1 The indicative financial implications in terms of savings are detailed in the proposal above.

10.0 Health Implications

10.1 The changes may have an adverse impact on those employed by the City Council and those dependent upon them.

11.0 Legal Implications

11.1 Would aim to seek agreement with the trade unions to achieve the changes through collective agreement (with a set review period). If this is not achievable, the changes could be imposed (but risk of claims for breach of contract and/or unlawful deduction from wages) or would need to dismiss (“for some other substantial reason”, under the Employment Rights Act 1996) and re-engage. Would require a 3 month consultation period to seek to achieve agreement and collective agreement.

12.0 Policy Implications

12.1 There are no direct Policy implications arising from these changes.

13.0 Procurement Implications

13.1 There are no direct procurement implications arising from these changes.

14.0 Staffing Implications

14.1 Direct impact on all employees. Full consultation will be undertaken.