

Proposal for Officer Options for Savings - Equality Impact Assessment Template (Oct 2012)

Section 1: Your details

EIA lead Officer: Jenny Fletcher

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Head of Section: Chris Hyams

Chief Officer: Surjit Tour

Department: Law, HR & Asset Management

Date: 12 December 2012

Section 2: What Council proposal is being assessed?

Proposal to change the Council's Enhanced Discretionary Severance Scheme to apply a flat week multiplier to the number of years service.

This affects 6333 posts.

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes / No **If 'yes' please state which meeting and what date**

**Cabinet and Employment and Appointments Committee: 20
December 2012**

<https://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/budget-options-eias>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All employees	<p>Positive – all employees will be entitled to an enhanced discretionary severance scheme, which is based on a flat week multiplier, based on length of service. The flat week multiplier will be at least equivalent to the highest statutory multiplier of 1.5 weeks. The multiplier will be applied to all employees and will be based on actual weekly pay.</p> <p>Negative – all employees will receive less redundancy than the current scheme.</p>	<p>N/A</p> <p>This is an unintentional disadvantage.</p> <p>The proposal to change the Council's current discretionary severance scheme is part of a range of measures the Council is</p>			

		proposing to make financial savings needed to reduce the budget deficit, and is therefore not intended to discriminate any particular group of employees.			
Women/men	<p>The number of women post holders in the workforce is 64.39% - 4078 posts.</p> <p>Positive - All women post holders are entitled to the flat week multiplier (at least equivalent to the highest statutory multiplier of 1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.</p>	N/A			
Race	<p>The number of BME post holders in the workforce is 2.27% - 144 posts.</p> <p>Positive - All BME post holders are entitled to the flat week multiplier (at least equivalent to the highest statutory multiplier of 1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.</p>	N/A			
Disability	<p>The number of disabled post holders in the workforce is 2.75% - 174 posts.</p> <p>Positive - All disabled post holders are</p>	N/A			

	entitled to the flat week multiplier (at least equivalent to the highest statutory multiplier of 1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.				
Religion and Belief	<p>The number of non Christian post holders in the workforce is 3.98% - 252 posts.</p> <p>Positive - All non-Christian post holders are entitled to the flat week multiplier (at least equivalent to the highest statutory multiplier of 1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.</p>	N/A			
Sexual Orientation	<p>The number of lesbian, gay or bi-sexual post holders in the workforce is 0.63% - 40 posts.</p> <p>Positive - All lesbian, gay or bi-sexual post holders are entitled to the flat week multiplier (at least equivalent to the highest statutory multiplier of 1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.</p>				
Gender Re-assignment	<p>The number of transgender post holders in the workforce is 0.17% - 11 posts.</p> <p>Positive - All transgender post holders are entitled to the flat week multiplier (at least</p>	N/A			

	<p>equivalent to the highest statutory multiplier of 1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.</p>				
Age	<p>The number of post holders in the workforce aged between 16-29 is 15.30% - 969 posts.</p> <p>Positive - All post holders aged between 16-29 are entitled to the flat week multiplier (at least equivalent to the highest statutory multiplier of 1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.</p> <p>The number of post holders in the workforce aged between 30-59 is 75.82% - 4802 posts.</p> <p>Positive - All post holders aged between 30-59 are entitled to the flat week multiplier (at least equivalent to the highest statutory multiplier of 1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.</p> <p>The number of post holders in the workforce aged over 60 is 8.87% - 562 posts.</p> <p>Positive - All post holders aged over 60 are entitled to the flat week multiplier (at least equivalent to the highest statutory multiplier of</p>	N/A			

	1.5 weeks), based on length of service, (consistent with the statutory scheme) and applicable to all other employees.				
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Section 5a: Where and how will the above actions be monitored?

The Council will consult with staff and trade unions in relation to this proposal and feedback will be considered. The proposals and consultation feedback will be presented to Cabinet on 20 December 2012. The impact on employees will be monitored by managers with support from Human Resources and Organisational Development. A further EIA will be produced on the impact of application of the enhanced discretionary severance policy where this is appropriate.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

N/A

Section 6: What research / data / information have you used in support of this process?

The Council's budget deficit position: Wirral Council is facing unprecedented cuts to its funding. £108million, one third of the Council net budget will be removed over the next three years.

Research has been conducted through North West Employers and other local authorities across the country to make comparisons against other discretionary severance schemes.

Workforce statistics for the full workforce.

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

Section 8: How will consultation take place and by when?

Consultation has taken place with the Trade Unions as part of the Corporate Joint Consultative Committee (JCC) process where meetings are held every three weeks. In addition there have been and will be ongoing specific meetings with The Leader and The Chief Executive in relation to terms and conditions of employment, including the proposed change to the enhanced discretionary severance scheme. A decision will be made by Cabinet in December 2012.

All employees affected by the proposal to change the Council's Enhanced Discretionary Severance Scheme were written to on 23 November 2012. The letter informed employees that the Council had opened consultation with the Trade Unions in relation to changing the current scheme to a scheme that was more affordable for the Council.