



# Employment and Appointments Committee Special Meeting

<b>Date:</b>	<b>Thursday, 7 February 2013</b>
<b>Time:</b>	<b>7.00 pm (or on the rising of the Cabinet, whichever is the later)</b>
<b>Venue:</b>	<b>Committee Room 1 - Wallasey Town Hall</b>

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## AGENDA

### 1. MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST

Members are asked to consider whether they have any disclosable pecuniary or non pecuniary interests in connection with any item(s) on this agenda and, if so, to declare them and state the nature of the interest.

### 2. PROPOSAL TO CHANGE THE COUNCIL'S ENHANCED DISCRETIONARY SEVERANCE SCHEME (Pages 1 - 72)

### 3. ANY OTHER URGENT BUSINESS APPROVED BY THE CHAIR (PART 1)

### 4. EXEMPT INFORMATION - EXCLUSION OF MEMBERS OF THE PUBLIC

The public may be excluded from the meeting during consideration of the following items of business on the grounds that they involve the likely disclosure of exempt information.

RECOMMENDED –

That in accordance with section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following items of business, on the grounds that they involve the likely disclosure of exempt information as defined by the relevant paragraphs of Part 1 of Schedule 12A to that Act. The public interest test has been applied and favours exclusion.

### 5. ANY OTHER URGENT BUSINESS APPROVED BY THE CHAIR (PART 2)

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## WIRRAL COUNCIL

### EMPLOYMENT AND APPOINTMENTS COMMITTEE

7 FEBRUARY 2013

<b>SUBJECT:</b>	<b>PROPOSAL TO CHANGE THE COUNCIL'S ENHANCED DISCRETIONARY SEVERANCE SCHEME</b>
<b>WARD/S AFFECTED:</b>	<b>ALL</b>
<b>REPORT OF:</b>	<b>CHIEF EXECUTIVE</b>
<b>RESPONSIBLE PORTFOLIO HOLDER:</b>	<b>EXECUTIVE MEMBER CORPORATE RESOURCES</b>
<b>KEY DECISION?</b>	<b>YES</b>

#### 1. EXECUTIVE SUMMARY

- 1.1. Cabinet on 7 February 2012 received a report titled: Proposal to Change the Council's Enhanced Discretionary Severance Scheme.
- 1.2. The purpose of this report is to consider the recommendation from Cabinet on 7 February 2013 to adopt a revised Discretionary Severance Scheme.

#### 2. BACKGROUND AND KEY ISSUES

- 2.1. The Council is facing a considerable financial challenge to reduce the net Council budget. The current position is that the Council is facing a budget deficit of approximately £109m over the next three years. The projected deficit for 2013/14 is currently £39m, with exception items at £38.4m, giving a total of £77.4m for 2013/14. This will necessitate significant changes to the manner in which the Council conducts its business, which will impact on the Council's workforce.
- 2.2. The Council currently employs its workforce on national and local conditions of service. The local conditions of service are subject to local agreement through a collective agreement with recognised Trade Unions (NJC Recognition Agreement with Trade Unions). The Council has a legal obligation to consult with recognised Trade Unions and staff on options to reduce the cost of the workforce and so reduce the potential numbers of job losses. The requirements for consultation are laid out in the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA).
- 2.3. As part of the consultation, the Council is required to consult on the terms of the Enhanced Discretionary Severance Scheme. Consultation in relation to the proposal to change the Council's Enhanced Discretionary Severance Scheme formally opened on 12 November 2012.

- 2.4. During this period of consultation, the Council met with the recognised Trade Unions through a series of regular meetings, with the aim of seeking agreement and to consider the Trade Unions feedback in relation to the Council's budget shortfall for 2013-14.
- 2.5. 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.

### **3. THE COUNCIL'S ENHANCED DISCRETIONARY SEVERANCE SCHEME**

#### **3.1 Introduction**

The Council currently has an Enhanced Discretionary Early Voluntary Retirement (EVR) and Severance (VS) scheme in place to be able to facilitate the release of an employee from their employment. Severance is where an employee leaves the organisation by mutual agreement and receives a compensatory payment (redundancy) for their loss of employment.

In addition for those employees who leave employment either through voluntary or compulsory redundancy who are aged 55 plus and members of the Local Government Pension Scheme, this process automatically triggers the early release of their pension. The early release of pension for employees over the age of 55 results in an additional cost to the Council. The costs can be paid back with interest over five years if the Council chooses to do so.

#### **3.2 Requirements of the Enhanced Discretionary Scheme**

The power to make a lump sum severance payment derives from the Local Government (Early Termination of Employment) (Enhanced Discretionary Compensation) (England & Wales) Regulations 2006. Regulation 6 of the regulations provides Local Authorities with an Enhanced Discretionary power to make severance payments up to 104 weeks pay. The Council's agreed scheme allows for payments up to 66 weeks.

The 2006 Regulations (Regulation 7) require that each employing authority must formulate, publish and keep under review the policy that they apply in the exercise of their Enhanced Discretionary powers and if the authority decides to change its policy, they must publish a statement of the amended policy and may not give effect to any policy change until one month after the date of publication.

In formulating and reviewing their policy the authority must:

- a) Have regard to the extent to which the exercise of their Enhanced Discretionary powers (in accordance with the policy), unless properly limited, could lead to a serious loss of confidence in the public service; and
- b) Be satisfied that the policy is workable, affordable and reasonable having regard to the foreseeable costs.

#### 4. The Council's current budget position

4.1 The range of officer budget options, at £78m, to meet the budget shortfall of £109m, will mean that there will be a reduction in staff. The Council therefore needs to look at the cost of the current enhanced Discretionary Severance Scheme, so that the cost does not worsen the Council's financial position, and seeks to improve it.

The Council's position on reserves is that they exactly match the risk level for 2013-14, as set out in the Cabinet report of 29 November 2012. The Cabinet Monitoring report of 20 December 2012, notes the emergence of new financial risks, that could require further savings.

4.2 The Council currently has exception items for 2013/14 which total £38.4m. The exception items include the costs for bad budgets, bad debt, the estimated cost of single status implementation and the estimated cost of redundancies. The total budget deficit, with exception items at £38.4m and the current funding gap of £39m, is £77.4m.

4.3 The cost of severance and the early release of pension are met in the following ways:

1. The early release of pension for those staff aged 55 plus is paid back over a five year period if the Council chooses to do so.
2. The cost of severance is met in two ways: however the Council's financial position requires a new approach to minimise revenue costs:

Previous Practice	Proposed Approach
i. The Council is able to capitalise the cost of the statutory scheme only. This involves a request to the Department of Communities and Local Government. The capitalisation, if agreed, results in an additional reserve cost of approximately 10% of the cost which is usually recovered over three years.	Fund from capital receipts
ii. The amount that the Council chooses to pay over and above the statutory element, referred to as the discretion, the Council has to find as a one off payment in year from further savings.	Either: <ul style="list-style-type: none"><li>• Application to Government to fund from capital receipts; or</li><li>• Review the necessity to make the payment.</li></ul>

#### 5. Current Position: Enhanced Discretionary Severance Scheme

5.1 The statutory redundancy scheme is calculated using multipliers (ranging from 0.5-1.5), which provide that a redundant employee is entitled to:

- half a week's pay capped at £450 for every full year of employment under the age of 22;
- a week's pay capped at £450 for every full year of employment aged 22-40; and
- one and a half weeks' pay capped at £450 for every full year of employment aged 41 and over, subject to an overall maximum of 20 years (30 weeks pay).

5.2 The Council's current scheme is based on the above. The Council has exercised its discretion in two ways;

1. The weekly pay is not capped at £450 per week. It is calculated at the actual weekly salary;

And

2. The scheme then applies a multiplier of 2.2 to the statutory uncapped entitlement. This provides a maximum of 66 weeks pay, rather than 30 weeks for those with 20 years service over the age of 41.

5.3 The Council's Enhanced Discretionary Severance Scheme is amongst the most generous schemes. A list of comparative authorities is attached at Appendix 1.

## **6. Alternative Options**

6.1 There are a range of options for changing the Council's Enhanced Discretionary Severance Scheme. Those options are shown at Appendices 3a and 3b. The options are shown based on 10% and 15% of the workforce.

6.2 The range of options at Appendices 3a and 3b show the following, modelled at 10% and 15% of the workforce:

1. The cost of each scheme
2. The cost of statutory redundancy
3. The reduction in cost from the current scheme
4. The percentage saving
5. The total cost above the statutory element that would need to be capitalised.

6.3 The range of options consists of the following:

1. The statutory scheme with the weekly salary capped at the statutory cap of £450 per week (cap effective 1 February 2013).
2. The statutory scheme with the weekly pay uncapped.
3. Alternative options using the statutory scheme, with a capped weekly salary, with a range of multipliers.
4. Alternative options using the statutory scheme, with an uncapped weekly salary with a range of multipliers.
5. A range of options which do not use the statutory multiplier, and instead use a flat week calculation.
6. A proposal for two schemes. Scheme one would protect the lowest paid workers by applying the 2.2 multiplier for those staff earning up to £21K. This salary level is the level used as a definition of low pay in National Pay negotiations. This would be uncapped. Scheme Two would apply the statutory multiplier only, for those staff earning above £21k. The weekly pay would not be capped, so this would benefit the higher paid staff.

## **7. RELEVANT RISKS**

7.1 The Council is required to set a legal and balanced budget for 2013/14 and is facing an estimated budget deficit of £39m for 2013/14 as part of a total saving of £109m over the next three years. With only £78m of savings options identified, any amount higher than the statutory scheme, the discretion, increases the funding gap of £31m,

the current shortfall in the Council's three year budget. The Employment and Appointments Committee will need to consider the advice provided to Cabinet as to whether additional costs are a prudent action.

## **8 OTHER OPTIONS CONSIDERED**

- 8.1 A number of options to change the Council's current Enhanced Discretionary Severance Scheme are provided for consideration.
- 8.2 The consultation process provided an opportunity to explore and discuss all options before final decisions are made which may impact on our workforce.

## **9. CONSULTATION**

- 9.1 Extensive consultation has been undertaken with the recognised Trade Unions on the range of options and alternatives sought.

## **10. IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS**

- 10.1 None

## **11. RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS**

- 11.1 The Council is having discussions with Government in relation to capitalising the cost of redundancy. Only the statutory element of the cost can currently be capitalised. The Council will be seeking to capitalise costs for up to 15% of the workforce
- 11.2 For 10% of the workforce, the statutory cost of redundancy is £2,479,289. For 15% of the costs of the workforce, the statutory cost of redundancy is £3,718,934. The costs over and above these amounts, given the finances of the Council, may be an imprudent cost. Further advice will be given at the meeting.
- 11.3 This report concerns the Council's full workforce.

## **12. LEGAL IMPLICATIONS**

- 12.1 The Council is meeting the requirements to keep the Enhanced Discretionary Severance Scheme under review.
- 12.2 The Council will ensure that it complies with the necessary requirements to consult under the TULRCA.
- 12.3 The Council must meet its statutory duty under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006. By virtue of regulation 7(3) the council when formulating and reviewing its policy must:
  - Have regard to the extent to which the exercise of their discretionary powers (in accordance with the policy), unless properly limited, could lead to a serious loss of confidence in the public service; and
  - Be satisfied that the policy is workable, affordable and reasonable having regard to the foreseeable costs.

### **13. EQUALITIES IMPLICATIONS**

13.1 Equality impact assessments are published for all options for change. All equalities issues are considered as part of consultation.

13.2 The EIA attached to this report, and is available at:

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

### **14. CARBON REDUCTION IMPLICATIONS**

14.1 Not applicable for this report.

### **15. PLANNING AND COMMUNITY SAFETY IMPLICATIONS**

15.1 Not applicable for this report.

### **16. RECOMMENDATION/S**

16.1 The Employment and Appointments Committee are asked to consider the recommendation made by Cabinet on 7 February 2013 and to make a decision on an appropriate Discretionary Severance Scheme.

16.2 That the proposed change to the Council's Enhanced Discretionary Severance Scheme is agreed and that the revised scheme is published in accordance with the regulations.

### **17. REASON/S FOR RECOMMENDATION/S**

17.1 The Council has to set a legal and balanced budget for 2013/14. The aim is to protect as far as it can, front line services for vulnerable people. All options for reducing costs are being considered.

17.2 The Council's current Enhanced Discretionary Severance Scheme is unaffordable and applying the scheme will worsen the Council's financial position.

17.3 Consultation is required under TULRCA on the potential impact of any options being considered with the aim of minimising job losses. Consultation is required as part of a collective bargaining position on current local conditions of service. The Council's policies require consultations as good practice. All consultation is an essential and welcome part of working with our Trade Unions and staff to address the significant financial challenges the Council faces.

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## APPENDICES

- Appendix 1: A Comparison of other North West Local Authorities' Severance Schemes
- Appendix 2: A summary of the options
- Appendix 3a: A range of options, with costs, for the Council's Enhanced Discretionary Severance Scheme – costs based on 10% of the workforce
- Appendix 3b: A range of options, with costs, for the Council's Enhanced Discretionary Severance Scheme – costs based on 15% of the workforce

## REFERENCE MATERIAL

None

## SUBJECT HISTORY (last 3 years)

<b>Council Meeting</b>	<b>Date</b>
Cabinet	7 February 2013
Cabinet	18 September 2012
Employment and Appointments Committee	18 September 2012
Cabinet	8 November 2012
Employment and Appointments Committee	7 November 2012

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**A Comparisons of other North West Local Authorities' Severance Schemes**

**Appendix 1**

<b>Council Category</b>	<b>Council and Council Category</b>	<b>Level of redundancy calculator applied</b>	<b>Statutory redundancy pay (SRP) or Actual weeks pay (AWP)</b>	<b>Applied to Voluntary/Compulsory</b>
City Council	Carlisle City Council	Statutory Calculator x 2.5 (Max 75 weeks)	AWP	Compulsory
		Statutory Calculator x 1.5 (Max 45 weeks)	AWP	Voluntary only
Metropolitan Borough/Unitary	Cheshire West & Chester	Statutory Calculator x 2 (Max 52 weeks)	AWP	Voluntary and compulsory
City Council	Manchester	3 weeks per year of service (Max 30 weeks)	AWP	Voluntary and compulsory
Metropolitan Borough	Tameside	3 weeks per year of service (Max 30 weeks)	AWP	Voluntary only – time limited offers
		Statutory Calculator only (Max 30 weeks)	SRP	Compulsory
County/Unitary	Lancashire	Statutory Calculator x 1.8 (Max 54 weeks)	AWP	Voluntary only
		Statutory Calculator only (Max 30 weeks)	AWP	Compulsory
City Council/Unitary	Liverpool	Statutory Calculator x 1.8 (Max 54 weeks)	AWP	Voluntary only
		Statutory only (Max 30 weeks)	AWP	Compulsory
Unitary	Halton	Statutory calculator x multiplier as follows: 1 April 2012 - 31 March 2013 x 1.8 1 April 2013 - 31 March 2014 x 1.6 1 April 2014 - 31 March 2015 x 1.4 (Max 66 weeks)	AWP	Voluntary only

**A Comparisons of other North West Local Authorities' Severance Schemes**

**Appendix 1**

<b>Council Category</b>	<b>Council and Council Category</b>	<b>Level of redundancy calculator applied</b>	<b>Statutory redundancy pay (SRP) or Actual weeks pay (AWP)</b>	<b>Applied to Voluntary/Compulsory</b>
Unitary	Halton	Statutory Calculator only (Max 30 weeks)	AWP	Compulsory
Metropolitan Borough	Stockport	Statutory Calculator x 1.5 (Max 45 weeks)	AWP	Voluntary only
		Statutory Calculator only (Max 30 weeks)	AWP	Compulsory
County	Cumbria County Council	Statutory Calculator x 1.5 (Max 45 weeks)	AWP	Voluntary only
		Statutory Calculator only (Max 30 weeks)	SRP	Compulsory
Metropolitan Borough/Unitary	Cheshire East	Statutory Calculator x 1.5 (Max 45 weeks)	AWP	Voluntary and compulsory
Borough/Unitary	Warrington	Statutory Calculator x 1.5 (Max 45 weeks)	AWP	Voluntary and compulsory
Metropolitan Borough/Unitary	Oldham	Statutory Calculator x 1.5 (Max 30 weeks)	AWP	Voluntary and compulsory
Metropolitan Borough/Unitary	Bolton	Statutory Calculator plus an additional 12 weeks (Max 42 weeks)	AWP	Voluntary only
Metropolitan Borough/Unitary	Bury	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory

**A Comparisons of other North West Local Authorities' Severance Schemes**

**Appendix 1**

<b>Council Category</b>	<b>Council and Council Category</b>	<b>Level of redundancy calculator applied</b>	<b>Statutory redundancy pay (SRP) or Actual weeks pay (AWP)</b>	<b>Applied to Voluntary/Compulsory</b>
Borough	Blackburn and Darwen	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory
Borough/Unitary	Blackpool	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory
Unitary	Chorley Council	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory
Metropolitan Borough/Unitary	Knowsley	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary only (no compulsory redundancies)
Metropolitan Borough/Unitary	Rochdale	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory
City Council/Unitary	Salford	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory
Metropolitan Borough/Unitary	Sefton	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory
Metropolitan Borough/Unitary	St Helens	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory
Metropolitan Borough/Unitary	Trafford	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory
Metropolitan Borough/Unitary	Wigan	Statutory Calculator only (Max 30 weeks)	AWP	Voluntary and compulsory

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**A summary of options for a revised Enhanced Discretionary Severance Scheme**

<b>Option 1</b>	Statutory scheme, based on the statutory cap on earnings of £450 per week (effective 1 February 2013)
<b>Option 2</b>	Statutory scheme, based on actual earnings
<b>Option 3</b>	Add an additional multiplier to the statutory scheme based on the statutory cap on earnings of £450 per week
<b>Option 4</b>	Add an additional multiplier to the statutory scheme based on actual earnings
<b>Option 5</b>	Do not apply the statutory scheme, use a flat week calculation
<b>Option 6</b>	Two scheme approach where the level of salary is used to determine the multiplier

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## A range of options, with costs, for the Council's Enhanced Discretionary Severance Scheme - based on 10% of the workforce

Severance Calculation	Capped			Uncapped		
	Cost	% of Current costs	Cost above the Statutory Scheme	Cost	% of Current costs	Cost above the Statutory Scheme
Statutory Scheme	£2,479,289	36.6%	£0	£3,082,967	45.5%	£603,678
<b>Multiplier Options</b>						
1.2	£2,975,147	43.9%	£495,858	£3,699,560	54.5%	£1,220,271
1.5	£3,718,934	54.8%	£1,239,645	£4,624,450	68.2%	£2,145,161
1.7	£4,214,791	62.1%	£1,735,502	£5,241,044	77.3%	£2,761,755
1.8	£4,462,720	65.8%	£1,983,431	£5,549,340	81.8%	£3,070,051
2.0	£4,958,578	73.1%	£2,479,289	£6,165,934	90.9%	£3,686,645
2.2 Current	£5,454,436	80.4%	£2,975,147	<b>£6,782,527</b>	100.0%	£4,303,238
<b>Flat Week Options</b>						
1.5	£3,038,485	44.8%	£559,196	£3,764,522	55.5%	£1,285,233
1.7	£3,443,617	50.8%	£964,328	£4,266,458	62.9%	£1,787,169
1.8	£3,646,182	53.8%	£1,166,893	£4,517,426	66.6%	£2,038,137
2.0	£4,051,314	59.7%	£1,572,025	£5,019,363	74.0%	£2,540,074
2.2	£4,456,445	65.7%	£1,977,156	£5,521,299	81.4%	£3,042,010
<b>Two Scheme Option</b>						
1.0 Over £21,000 2.2 Under £21,000	N/A			£3,848,167	56.7%	£1,368,878

Based on estimate at 31 March 2013, employees in post at 28 January 2013  
Statutory Cap = £450 per week (effective 1 February 2013)

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## A range of options, with costs, for the Council's Enhanced Discretionary Severance Scheme - based on 15% of the workforce

Severance Calculation	Capped			Uncapped		
	Cost	% of Current costs	Cost above the Statutory Scheme	Cost	% of Current costs	Cost above the Statutory Scheme
Statutory Scheme	£3,718,934	36.6%	£0	£4,624,450	45.5%	£905,517
<b>Multiplier Options</b>						
1.2	£4,462,720	43.9%	£743,787	£5,549,340	54.5%	£1,830,407
1.5	£5,578,400	54.8%	£1,859,467	£6,936,676	68.2%	£3,217,742
1.7	£6,322,187	62.1%	£2,603,254	£7,861,566	77.3%	£4,142,632
1.8	£6,694,081	65.8%	£2,975,147	£8,324,011	81.8%	£4,605,077
2.0	£7,437,867	73.1%	£3,718,934	£9,248,901	90.9%	£5,529,967
2.2 Current	£8,181,654	80.4%	£4,462,720	<b>£10,173,791</b>	100.0%	£6,454,857
<b>Flat Week Options</b>						
1.5	£4,557,728	44.8%	£838,794	£5,646,783	55.5%	£1,927,849
1.7	£5,165,425	50.8%	£1,446,491	£6,399,687	62.9%	£2,680,754
1.8	£5,469,274	53.8%	£1,750,340	£6,776,140	66.6%	£3,057,206
2.0	£6,076,971	59.7%	£2,358,037	£7,529,044	74.0%	£3,810,110
2.2	£6,684,668	65.7%	£2,965,734	£8,281,949	81.4%	£4,563,015
<b>Two Scheme Option</b>						
1.0 Over £21,000 2.2 Under £21,000	N/A			£5,772,250	56.7%	£2,053,316

Based on estimate at 31 March 2013, employees in post at 28 January 2013  
Statutory Cap = £450 per week (effective 1 February 2013)

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

## **Section 1: Your details**

**EIA lead Officer:** Jenny Fletcher

**Email address:** jennyfletcher@wirral.gov.uk

**Head of Section:** Chris Hyams

**Chief Officer:** Surjit Tour

**Department:** Law, HR & Asset Management

**Date:** 6 December 2012

## **Section 2: What Council proposal is being assessed?**

**Proposal to change the Council's Discretionary Severance Scheme to two schemes as follows:**

**Scheme One:**

**Statutory scheme with enhancement of 2.2 multiplier, uncapped salary, for employees earning up to £21,000**

**Scheme Two:**

**Statutory scheme with uncapped salary for those employees earning over £21,000**

**Scheme one affects 3508 posts, scheme two affects 2825 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](mailto: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, as both schemes are based on uncapped salary. Currently the statutory scheme is capped at £430 per week.</p> <p>The Council’s lowest paid employees (those earning up to £21,000, will be entitled to statutory, plus a multiplier of 2.2.</p> <p>Negative - Employees earning above £21,000 will be entitled to less severance pay than the current scheme.</p>	<p>The proposal to change the Council’s current discretionary severance scheme is part of a range of measures the Council is proposing to make financial savings needed to reduce the budget deficit, and is</p>			

		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><b>Scheme One</b> Of the 64.39% (4078 posts) of women post holders, 58.23% (2375 posts) are affected.</p> <p><b>Scheme Two</b> Of the 64.39% (4078 posts) of women post holders, 41.76% (1703 posts) are affected.</p> <p><b>Comparison of schemes</b> Positive – more women post holders are entitled to scheme one.</p>	N/A			
Race	<p>The number of BME post holders in the workforce is 2.27% - 144 posts.</p> <p><b>Scheme One</b> Of the 2.27% (144 posts) of BME employees, 39.58% (57 posts) are affected.</p> <p><b>Scheme Two</b> Of the 2.27% of BME employees, 60.41% (87 posts) are affected.</p> <p><b>Comparison of schemes</b> Negative – less BME post holders are entitled</p>	This is an unintentional			



	to scheme one	disadvantage.  All BME post holders are entitled to an enhanced discretionary severance scheme, based on an uncapped weekly payment.			
Disability	<p>The number of disabled post holders in the workforce is 2.75% - 174 posts.</p> <p><b>Scheme One</b> Of the 2.75% (174 posts) of disabled employees, 48.28% (84 posts) are affected.</p> <p><b>Scheme Two</b> Of the 2.75% (174 posts) of disabled employees, 51.72% (90 posts) are affected.</p> <p><b>Comparison of schemes</b> Negative – less disabled post holders are entitled to scheme one.</p>	<p>This is an unintentional disadvantage.</p> <p>All disabled post holders are entitled to an enhanced discretionary severance scheme, based on an uncapped weekly payment.</p>			
Religion and Belief	The number of non Christian post holders in the workforce is 3.98% - 252 posts.	N/A			

	<p><b>Scheme One</b> Of the 3.98% (252 posts) of non-Christian post holders, 43.65% (110 posts) are affected.</p> <p><b>Scheme Two</b> Of the 3.98% (252 posts) of non-Christian post holders, 56.35% (142 posts) are affected.</p> <p>.</p> <p><b>Comparison of schemes</b> Negative – less non-Christian post holders are entitled to scheme one.</p>	<p>This is an unintentional disadvantage.</p> <p>All non-Christian post holders are entitled to an enhanced discretionary severance scheme, based on an uncapped weekly payment.</p>			
Sexual Orientation	<p>The number of lesbian, gay or bi-sexual post holders in the workforce is 0.63% - 40 posts.</p> <p><b>Scheme One</b> Of the 0.63% (40 posts) of lesbian, gay or bi-sexual post holders, 32.5% (13 posts) are affected.</p> <p><b>Scheme Two</b> Of the 0.63% (40 posts) of lesbian, gay or bi-sexual post holders, 67.5% (27 posts) are</p>				

	<p>affected.</p> <p>.</p> <p><b>Comparison of schemes</b>          Negative – less lesbian, gay or bi-sexual post holders are entitled to scheme one.</p>	<p>This is an unintentional disadvantage.</p> <p>All lesbian, gay or bi-sexual post holders are entitled to an enhanced discretionary severance scheme, based on an uncapped weekly payment.</p>			
Gender Re-assignment	<p>The number of transgender post holders in the workforce is 0.17% - 11 posts.</p> <p><b>Scheme One</b>          Of the 0.17% (11 posts) of transgender post holders, 72.72% (8 posts) are affected.</p> <p><b>Scheme Two</b>          Of the 0.17% (11 posts) of transgender post holders, 27.27% (3 posts) are affected.</p> <p>.</p> <p><b>Comparison of schemes</b>          Positive – more transgender post holders are entitled to scheme one.</p>	N/A.			
Age	<p>The number of post holders in the workforce aged between 16-29 is 15.30% - 969 posts.</p>				

	<p><b>Scheme One</b> Of the 15.30% (969 posts) of post holders aged between 16-29, 79.56% (771 posts) are affected.</p> <p><b>Scheme Two</b> Of the 15.30% (969 posts) of post holders aged between 16-29, 20.43% (198 posts) are affected.</p> <p>.</p> <p><b>Comparison of schemes</b> Positive – more post holders aged between 16-29 are entitled to scheme one.</p> <p>The number of post holders in the workforce aged between 30-59 is 75.82% - 4802 posts.</p> <p><b>Scheme One</b> Of the 75.82% (4802 posts) of post holders aged between 30-59, 48.81% (2344 posts) are affected.</p> <p><b>Scheme Two</b> Of the 75.82% (4802 posts) of post holders aged between 30-59, 51.19% (2458 posts) are affected.</p> <p>.</p> <p><b>Comparison of schemes</b> Negative – less post holders aged between 30-59 are entitled to scheme one.</p>	<p>N/A</p> <p>This is an unintentional disadvantage.</p> <p>All post holders aged between 30-59 are entitled</p>			
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	<p>The number of post holders in the workforce aged over 60 is 8.87% - 562 posts.</p> <p><b>Scheme One</b> Of the 8.87% (562 posts) of post holders aged over 60, 69.93% (393 posts) are affected.</p> <p><b>Scheme Two</b> Of the 8.87% (562 posts) of post holders aged over 60, 30.07% (169 posts) are affected.</p> <p><b>Comparison of schemes</b> Positive – more post holders aged over 60 are entitled to scheme one.</p>	<p>to an enhanced discretionary severance scheme, based on an uncapped weekly payment.</p> <p>N/A</p>			
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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 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. £100million, 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. A number of Council's use schemes based on the statutory entitlement e.g. Sefton, Wigan, Knowlsey.

Workforce statistics generated for employees who would be entitled to scheme one and those entitled to scheme two, and workforce statistics for the full workforce.

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

Yes

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for publishing)

**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.

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

**Section 1: Your details**

**EIA lead Officer:** Jenny Fletcher

**Email address:** jennyfletcher@wirral.gov.uk

**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](mailto: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.

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

**Section 1: Your details**

**EIA lead Officer:** Jenny Fletcher

**Email address:** jennyfletcher@wirral.gov.uk

**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 the Statutory Scheme, with a reduced multiplier (less than the current multiplier of 2.2).**

**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](mailto: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 the statutory scheme, with a multiplier. The multiplier will be less than the current multiplier of 2.2. 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 proposing to make financial</p>			

		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 statutory scheme, with a multiplier based on actual weekly pay, consistent with 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 statutory scheme, with a multiplier based on actual weekly pay, consistent with 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 entitled to the statutory scheme, with a multiplier based on actual weekly pay, consistent with all other employees.</p>	N/A			
Religion and	The number of non Christian post holders in	N/A			

Belief	<p>the workforce is 3.98% - 252 posts.</p> <p>Positive - All non-Christian post holders are entitled to the statutory scheme with a multiplier based on actual weekly pay, consistent with all other employees.</p>				
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 statutory scheme, with a multiplier based on actual weekly pay, consistent with 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 statutory scheme, with a multiplier based on actual weekly pay, consistent with all other employees.</p>	N/A			
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 statutory scheme, with a multiplier based on actual weekly pay, consistent with all other employees.</p>	N/A			

	<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 statutory scheme, with a multiplier. on actual weekly pay, consistent with 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 statutory scheme, with a multiplier. based on actual weekly pay, consistent with all other employees.</p>				
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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. A number of Council's use schemes based on the statutory entitlement only e.g. Sefton, Wigan, Knowlsey, St Helen's. A number of Council's then apply a multiplier, e.g. Warrington, Cheshire East, Cheshire West and Chester.

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.

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

**Section 1: Your details**

**EIA lead Officer:** Jenny Fletcher

**Email address:** jennyfletcher@wirral.gov.uk

**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 the Statutory Scheme, applying the statutory cap of £430 weekly pay.**

**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](mailto: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 the same statutory severance scheme, which applies a statutory cap of £430 weekly pay.</p> <p>Negative – those employees earning more than £430 a week will not have their redundancy payment based on actual pay.</p> <p>Negative – all employees will receive less redundancy than the current scheme.</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 proposing to make financial savings needed to reduce the budget deficit, and is therefore not intended to discriminate any particular group of employees.</p>			

Women/men	<p>Positive</p> <p>The number of women post holders in the workforce is 64.39% - 4078 posts.</p> <p><b>Earning £430 per week or less</b> Of the 64.39% (4078 posts) of women post holders, 74.64% (3044 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 64.39% (4078 posts) of women post holders, 25.36% (1036 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – less women post holders earn more than £430 per week and will be subject to the statutory cap.</p> <p>This therefore has more of a negative impact on men.</p>	N/A			
Race	<p>Positive</p> <p>The number of BME post holders in the workforce is 2.27% - 144 posts.</p> <p><b>Earning £430 per week or less</b> Of the 2.27% (144 posts) of BME post holders, 64.58% (93 posts) earn £430 per week or less.</p>				

	<p><b>Earning more than £430 per week</b> Of the 2.27% of BME employees, 35.42% (51 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – less BME post holders earn more than £430 per week and will be subject to the statutory cap.</p>	N/A			
Disability	<p>Positive</p> <p>The number of disabled post holders in the workforce is 2.75% - 174 posts.</p> <p><b>Earning £430 per week or less</b> Of the 2.75% (174 posts) of disabled employees, 64.94% (113 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 2.75% (174 posts) of disabled employees, 35.06% (61 posts) earn more than £430.</p> <p><b>Comparison</b> Positive – less disabled post holders earn more than £430 per week and will be subject to the statutory cap.</p>	N/A			
Religion and Belief	<p>Positive</p> <p>The number of non Christian post holders in the workforce is 3.98% - 252 posts.</p>				

	<p><b>Earning £430 per week or less</b> Of the 3.98% (252 posts) of non-Christian post holders, 56.75% (143 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 3.98% (252 posts) of non-Christian post holders, 43.25% (109 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – less non-Christian post holders earn more than £430 per week and will be subject to the statutory cap.</p>	N/A			
Sexual Orientation	<p>Negative</p> <p>The number of lesbian, gay or bi-sexual post holders in the workforce is 0.63% - 40 posts.</p> <p><b>Earning £430 per week or less</b> Of the 0.63% (40 posts) of lesbian, gay or bi-sexual post holders, 45% (18 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 0.63% (40 posts) of lesbian, gay or bi-sexual post holders, 55% (22 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more lesbian, gay or bi-sexual post holders earn more than £430 per week</p>	<p>This is an unintentional disadvantage.</p> <p>All lesbian, gay or bi-sexual</p>			



	and will be subject to the statutory cap.	post holders are entitled to the statutory scheme consistent with all other employees.			
Gender Re-assignment	<p>Positive</p> <p>The number of transgender post holders in the workforce is 0.17% - 11 posts.</p> <p><b>Earning £430 per week or less</b> Of the 0.17% (11 posts) of transgender post holders, 81.82% (9 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 0.17% (11 posts) of transgender post holders, 18.18% (2 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – less transgender post holders earn more than £430 per week and will be subject to the statutory cap.</p>	N/A			
Age	<p>Positive</p> <p>The number of post holders in the workforce aged between 16-29 is 15.30% - 969 posts.</p> <p><b>Earning £430 per week or less</b> Of the 15.30% (969 posts) of post holders aged between 16-29, 92.05% (892 posts)</p>				

	<p>earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 15.30% (969 posts) of post holders aged between 16-29, 7.95% (77 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – less post holders aged between 16-29 earn more than £430 per week and will be subject to the statutory cap.</p> <p>The number of post holders in the workforce aged between 30-59 is 75.82% - 4802 posts.</p> <p><b>Earning £430 per week or less</b> Of the 75.82% (4802 posts) of post holders aged between 30-59, 64.72% (3108 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 75.82% (4802 posts) of post holders aged between 30-59, 35.28% (1694 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – less post holders aged between 30-59 earn more than £430 per week and will be subject to the statutory cap.</p> <p>The number of post holders in the workforce aged over 60 is 8.87% - 562 posts.</p>	<p>N/A</p> <p>N/A</p>			
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	<p><b>Earning £430 per week or less</b> Of the 8.87% (562 posts) of post holders aged over 60, 82.38% (463 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 8.87% (562 posts) of post holders aged over 60, 17.62% (99 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – more post holders aged over 60 earn more than £430 per week and will be subject to the statutory cap.</p>	<p>N/A</p>			
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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. A number of Council's use schemes based on the statutory entitlement e.g. Sefton, Wigan, Knowlsey, St Helen's.

Workforce statistics generated for employees who earn more than £430 per week, and workforce statistics for the full workforce.

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

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

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

**Section 1: Your details**

**EIA lead Officer:** Jenny Fletcher

**Email address:** jennyfletcher@wirral.gov.uk

**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 Discretionary Severance Scheme to the Statutory Scheme, with uncapped salary.**

**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](mailto: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, as the proposal is to use actual weekly pay (uncapped salary). Currently the statutory scheme is capped at £430 per week.</p> <p>Negative – those employees earning less than £430 a week (current statutory cap) will not benefit from the proposal to use actual weekly pay.</p> <p>Negative – all employees will receive less redundancy than the current scheme.</p>	<p>This is an unintentional disadvantage.</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</p>			

		measures the Council is 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>Negative</p> <p>The number of women post holders in the workforce is 64.39% - 4078 posts.</p> <p><b>Earning £430 per week or less</b> Of the 64.39% (4078 posts) of women post holders, 74.64% (3044 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 64.39% (4078 posts) of women post holders, 25.36% (1036 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more women post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All women post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
Race	Negative				

	<p>The number of BME post holders in the workforce is 2.27% - 144 posts.</p> <p><b>Earning £430 per week or less</b> Of the 2.27% (144 posts) of BME post holders, 64.58% (93 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 2.27% of BME employees, 35.42% (51 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more BME post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All BME post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
Disability	<p>Negative</p> <p>The number of disabled post holders in the workforce is 2.75% - 174 posts.</p> <p><b>Earning £430 per week or less</b> Of the 2.75% (174 posts) of disabled employees, 64.94% (113 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 2.75% (174 posts) of disabled employees, 35.06% (61 posts) earn more than £430.</p>				

	<p><b>Comparison</b> Negative – more disabled post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All disabled post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
Religion and Belief	<p>Negative</p> <p>The number of non Christian post holders in the workforce is 3.98% - 252 posts.</p> <p><b>Earning £430 per week or less</b> Of the 3.98% (252 posts) of non-Christian post holders, 56.75% (143 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 3.98% (252 posts) of non-Christian post holders, 43.25% (109 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more non-Christian post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>N/A</p> <p>This is an unintentional disadvantage.</p> <p>All non-Christian post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			

Sexual Orientation	<p>Positive</p> <p>The number of lesbian, gay or bi-sexual post holders in the workforce is 0.63% - 40 posts.</p> <p><b>Earning £430 per week or less</b> Of the 0.63% (40 posts) of lesbian, gay or bi-sexual post holders, 45% (18 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 0.63% (40 posts) of lesbian, gay or bi-sexual post holders, 55% (22 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – less lesbian, gay or bi-sexual post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	N/A			
Gender Re-assignment	<p>Negative</p> <p>The number of transgender post holders in the workforce is 0.17% - 11 posts.</p> <p><b>Earning £430 per week or less</b> Of the 0.17% (11 posts) of transgender post holders, 81.82% (9 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b></p>				

	<p>Of the 0.17% (11 posts) of transgender post holders, 18.18% (2 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more transgender post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All transgender post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
Age	<p>Negative</p> <p>The number of post holders in the workforce aged between 16-29 is 15.30% - 969 posts.</p> <p><b>Earning £430 per week or less</b> Of the 15.30% (969 posts) of post holders aged between 16-29, 92.05% (892 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 15.30% (969 posts) of post holders aged between 16-29, 7.95% (77 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more post holders aged between 16-29 earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All post holders aged between 16-29 are entitled to the statutory scheme</p>			

	<p>The number of post holders in the workforce aged between 30-59 is 75.82% - 4802 posts.</p> <p><b>Earning £430 per week or less</b> Of the 75.82% (4802 posts) of post holders aged between 30-59, 64.72% (3108 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 75.82% (4802 posts) of post holders aged between 30-59, 35.28% (1694 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more post holders aged between 30-59 earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay. .</p> <p>The number of post holders in the workforce aged over 60 is 8.87% - 562 posts.</p> <p><b>Earning £430 per week or less</b> Of the 8.87% (562 posts) of post holders aged over 60, 82.38% (463 posts) earn £430</p>	<p>based on actual weekly pay, consistent with all other employees.</p> <p>This is an unintentional disadvantage.</p> <p>All post holders aged between 30-59 are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
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	<p>per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 8.87% (562 posts) of post holders aged over 60, 17.62% (99 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more post holders aged over 60 earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All post holders aged over 60 are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
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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.

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