

OPTION:

To review the Council's current terms and conditions of employment to make financial savings

BUDGET SAVING:

1. Review of Car Mileage: £770,000
2. Review of enhancements: £2,024,170
3. Review of Policy including Disturbance Allowance, Phone Rental, Relocation Allowance: £67,204.
4. Unpaid leave: £1,500,000

Total saving: £4,361,374

DESCRIPTION OF OPTION:

The Council currently employs 4,800 people. The current salary cost is £102m. Enhancements and allowances subject to national and local conditions of service total approximately £6m per annum.

The Council is seeking to reduce those costs with the following changes:

1. To stop paying essential car user allowance and move all mileage allowance to current HRMC rate at 45p per mile.
2. To remove the enhancements for additional overtime and out of hours working for all time worked, with the exception of night working and public holidays; where public holidays will remain on time and a half and night working on time and a third.
3. Review of Policies including Disturbance Allowance, Phone Rental, Relocation Allowance.
4. To implement four days unpaid leave for an initial period of three years, after which time it will be reviewed.

RATIONALE FOR SAVINGS

Wirral Council, (along with many other local authorities) is facing unprecedented pressure on its finances. We need to save an estimated £100 million over the next three years (2013-16). The proposals above are part of a range of measures being put forward to reduce the budget deficit, and to reduce the cost of service delivery.

IMPACT

Each of the proposals above affect the Council's workforce, including contractual salary. An Equality Impact Assessment has been completed for all proposals, with the exception of Relocation Allowance, as this affects potential future employees.

MITIGATION

The proposals as outlined above directly impact the current terms and conditions of employment, however they do not directly put staff at risk of redundancy and produce savings the equivalent to approximately 250 jobs, and have been proposed with the aim of reducing the number of redundancies the Council may need to make.