

# 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:** 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.

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
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>	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.			
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>.</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.