

## ADDENDUM – Additional Phase 2 Budget Conversation Responses

### 1. Background

- 1.1. This document details the final position of the Phase 2 budget conversation, which launched on 29<sup>th</sup> January 2016 and closed at 5pm on 7<sup>th</sup> March 2016. This document contains only new responses, received after the initial publication of Council papers. Previous responses can be found in Schedule H of the Council papers.
- 1.2. The approach to budget setting has been the same as in previous years, with a two-phased consultation approach. Residents, staff, community groups and other stakeholders have been asked to respond with their comments.

#### Formal consultation responses

- 1.3. In total, 24 responses have been received from the public, and can be analysed as follows:

	As at 26 <sup>th</sup> February	Received between 27 <sup>th</sup> February and 7 <sup>th</sup> March	Total
Survey Monkey online form	17	4	21
Handwritten response	3	0	3
<b>Total</b>	<b>20</b>	<b>4</b>	<b>24</b>

- 1.4. 23 respondents answered question 1: ‘Do you have any comments to make about the second phase budget proposals?’ and comments can be classified as follows:

Response	As at 26 <sup>th</sup> February	Received between 27 <sup>th</sup> February and 7 <sup>th</sup> March	Total
Positive	4	1	5
Neutral	1	0	1
Negative	15	2	17
<b>Total</b>	<b>20</b>	<b>3</b>	<b>23</b>

- 1.5. In question 2, respondents were asked, after having read the consultation document, how much they understood the Council’s proposals. 23 people answered as follows:

Response	As at 26 <sup>th</sup> February	Received between 27 <sup>th</sup> February and 7 <sup>th</sup> March	Total
A great deal	7	3	10
A fair amount	10	1	11
Not very much	1	0	1
Nothing at all	1	0	1
<b>Total</b>	<b>19</b>	<b>4</b>	<b>23</b>

1.6. The following subjects were raised by respondents:

<b>Response Theme</b>	<b>Respondents Citing Issue</b>
Staff Terms & Conditions	8
Traffic Controls	2
Public Transport	2
Christmas Decorations	1
Disability Housing	1
Mayor's Car	1
Car Parking	1
Highway Repairs	1
Vivacity	1
National Government Cuts	1
St. George's Hydrotherapy Pool	1

#### **Responses from staff on the 'Ask Gillian' intranet page**

- 1.7. At the time of publication, 41 staff responses had been received through the Council's 'Ask Gillian' intranet page. For this addendum, an additional 18 responses have been received (bringing the total to 59) and the comments are included within this report. Each comment has been responded to in full and published on the intranet page.
- 1.8. Issues raised by staff are as follows:

<b>Response Theme</b>	<b>Respondents Citing Issue</b>
3 Day Christmas Closure	22
Staff Mileage Rates	21
Increment Freeze	7
Staff retention/low morale	5
Mayor's Car	4
Unions	4
Additional Lease Purchase	2
Voluntary Redundancy	1
Staff Lease Cars	1
Parking for Staff	1
NHS TUPE Staff	1
On-Call Allowances	1

**Survey Monkey responses to the online budget consultation received between 27<sup>th</sup> February 2016 – 7<sup>th</sup> March 2016**

Ref	Do you have any comments to make about the second phase budget proposals?	Having read the second phase proposals document, how much do you now feel you understand about why the council must make savings of £24.1million in 2016/17?	If you have any specific ideas about how the council can save money and protect services, please state these here:	Response
18	The proposals to further erode the terms and conditions of Council employees are disappointing and unfair; particularly the requirement for managers to take unpaid leave at Christmas. These are the staff who are required to deliver and oversee significant service transformation, and this does nothing to foster their ongoing commitment and loyalty. The year on year cuts to terms and conditions undermines the value and worth of Local Government employees, and harms the public service ethos on which local authorities have traditionally depended.	A great deal	Use fewer management consultants Deliver more services in house to improve quality and control costs	<p>Thank you for your question.</p> <p>We do appreciate that the changes to terms and conditions will have an impact on our employees.</p> <p>We have tried to minimise the impact on lower paid employees.</p> <p>We value our staff highly and are working on proposals that will enhance the offering to staff in other ways (e.g. salary sacrifice car lease scheme, improved work-life balance opportunities, continuation of the employee assistance programme, learning and development etc.)</p>

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19	The proposals to further erode the pay and terms of conditions of Council employees is disappointing, particularly the proposal to take 3 day's pay from senior managers at Christmas (in effect the opposite of a Christmas bonus) which will adversely affect the very people on whom the Council will be relying to implement huge transformation and service reorganisation plans. This isn't the way to foster commitment and enthusiasm, and represents another step down the path of diminishing the role and value of Local Government employees, and the public service ethos that they embody.	A great deal	Use fewer management consultants Deliver more services in house to improve quality and value for money	<p>Thank you for your question.</p> <p>We do appreciate that the changes to terms and conditions will have an impact on our employees.</p> <p>We have tried to minimise the impact on lower paid employees.</p> <p>We value our staff highly and are working on proposals that will enhance the offering to staff in other ways (e.g. salary sacrifice car lease scheme, improved work-life balance opportunities, continuation of the employee assistance programme, learning and development etc.)</p>

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20		A great deal	Public transport needs looking at i.e. empty buses running around in threes. A ten minute schedule is not needed, Fifteen or twenty minutes is adequate on most routes. Buses are far too big, and causing a waste of fuel, and the cause of air pollution.	The Council monitors public transport provision carefully. The majority of public transport is not subsidised by the Council and is therefore run by commercial third parties.
21	I think it is appropriate to raise council tax in order to safeguard services. I am relieved to learn that St George's Community Hydrotherapy Pool is to receive support.	A fair amount		n/a

**Staff responses to the Phase 2 budget conversation published on 'Ask Gillian' published between 27<sup>th</sup> February and 7<sup>th</sup> March 2016.**

*N.B. All staff have received a response which is available on the Council intranet for all staff to view.*

<b>Ref</b>	<b>Staff Comment</b>
42	<p>Please could we be given details of how the process for staff to claim fuel expenses back from Inland Revenue works, and what is the actual amount per mile we would get in return from them?</p> <p>Will the payroll staff be completing our tax forms to claim back the tax on the loss of petrol allowance?</p> <p>Question/s sent on behalf of the team.</p>
43	<p>Has the possible increase in delivery costs for therapy equipment been calculated? Staff are advising they are going to feel reluctant to make an additional trip to a clients to deliver equipment (with a cost implication to them in terms of wear and tear on their vehicle), when they can utilise the supplier contract. It has proved more costly when previously calculated to have all equipment delivered directly to clients, rather than staff kindly taking the equipment in their cars.</p> <p>Reducing the petrol allowance will affect those on lowest grades the most as they do the most visits. For therapy, there is likely to be an increase in NRS delivery charges as our support staff will refuse to do the extra visits, rightly so as they won't be covering the cost of using their car and why should they when we have an equipment contract who should be providing this service. We have always tried to use our support staff to deliver equipment where possible to reduce the delivery costs with NRS (who are a more expensive way of delivering) but I can see this increasing if the petrol is cut so drastically.</p> <p>Where can copies be obtained of the impact assessment relating to the impact the proposed changes will have on service provision?</p> <p>Question/s sent on behalf of the team.</p>
44	<p>Hi Gillian. Please could someone confirm how the 3 days unpaid leave will be calculated for part time staff please? As a part time worker the days I am required to work or book as leave during the Christmas period varies depending on when the bank holidays fall. This year as an example I would not be required to work 3 days if services remained open.</p>
45	<p>In view of the proposed change to the mileage rate it is being suggested that staff can use the pool cars, however they need to be back by 4.30. Frequently assessment visits made by my team are out of area and this makes it difficult to guarantee being back within this time. Is there any plan to extent the time cars can be returned to make them more usable for our roles.</p>
46	<p>Pool Cars - it is suggested that we use these for reviews in view of the decrease in mileage. A lot of the reviews I do are out of area, my understanding is that these cars only have a range of 40miles which is totally inadequate. If this is the case will the council be purchasing other vehicles that use petrol/diesel so that they are able to cover a greater distance.</p>
47	<p>Regarding the retention scheme in Children's Social Services of £3000 for grade 12 staff. – Social Workers in Adults on this grade are not paid this retention fee and will therefore be harder hit by the loss of the 3 days' pay over Christmas, and not annually moving up through the spine points. How is this fair and equitable across the workforce? I would like to say though that I do not begrudge my colleagues in Children's Social Care their money and believe they are worth every penny, as are all of this council's staff.</p>
48	<p>I am a manager paid at grade 12. I work 26 hours per week over 3.5 days - Mon-Wed and Sat mornings. Please can you confirm that the deduction from pay will be pro-rata? Also if I only work Mon Wed and the days covered by the 3 day enforced deduction of pay are a Wed-Fri (this year at least), 2 days of which I am not being paid for anyway, surely I can't have the money taken away? I can't 'not get paid' twice! How will this work please?</p>

Ref	Staff Comment
49	<p>Hi,  When will we know what services will need to be open over the Christmas period? and when will the option of taking Christmas leave as unpaid be offered to staff? In relation to your answer to 1078 will any extra unpaid leave that has been purchased then be able to be taken at a later date by part time staff who have paid more than they need?</p>
50	<p>With regards to ref 1078/1109 whilst the implied response to pro-rata deductions is that there will be a balancing out of time losses and gains over a period of time, why can't this be treated the same as bank holiday allowance for part time workers where you are required to either top up your pro rata allowance by adjusting leave up or down? It is a system part time workers are familiar with and will mean any loss or gain is an adjustment is in year not waiting until 2020 as an example to recoup again? The amount of salary deduction would not change, hence still meeting the cost savings target and the two processes would be consistent.</p> <p>Could you also confirm if part time staff graded 11 and below will be taking annual or unpaid leave pro rata (ie booking 2.5 A/L days as a pro-rata amount when they would actually only work 2 days during the 3 day closure) or if they will only be required to book annual leave for the closedown days they would normally have been at work? If the latter, surely the principles are not being applied consistently?</p>
51	<p>We feel these proposals have the potential to cause some resentment between staff on different grades. If changes to both the three-day closure and to increments were consistent across the workforce the feeling is that we would be more supportive of the proposals. However, we think the proposal to bring in one rule for certain staff and another for a different group is inconsistent.</p> <p>There hasn't been enough explanation of why an incremental freeze is proposed only for staff on grades 12-15. We feel that the answer offered so far, that this protects lower paid staff, has not been conveyed effectively. The average wage in Peterborough is £24,000 – therefore hundreds of staff earning more than the city average will still be receiving an increase – yet those earning above around £36,000, when combined with other measures, receive a reduction in their pay. This proposal on increments only affects grades 12-15. Senior managers who are on a different pay scale normally don't get increments – and therefore probably weren't planning for one. Now those in the middle may have to readjust their budgets just a couple of months before an increase was set to be applied. We think that it would have been better to propose the changes to terms and conditions in the first phase - as this would have given staff the maximum amount of time to plan for any changes to their salary. We feel that increments should be kept for all staff in line to receive one in 2016/17 irrespective of grade.</p>
52	<p>With regards to freezing increments for band 7/grade 12 and above, doesn't this run the risk of reduced performance as why would people attempt to develop if they are not going to get recognised for this?</p> <p>What percentage of employees are expected to reach the requirements for a pay increase on the proposed performance related pay scheme?</p> <p>What amount of budget is proposed for any increase in the cost in salaries relating to the proposed performance related pay scheme?</p> <p>When will the detail of the proposed performance related pay scheme become available? It is currently not clear what we are being asked to consult on. Questions sent on behalf of the team.</p>
53	<p>Staff on SP42 and above who have been in post for a long time and reached the top of their pay band will not be affected by the freeze on progression through the banding. Stopping this progression will only affect those who are more newly in post - how is this fair and how much has this been projected as saving the Council?</p>
54	<p>I am currently employed on NHS Ts and Cs via a static TUPE transfer to PCC. As the definition of static is self-explanatory in relation to TUPE, I would be grateful if you could clarify how this equates to the proposed changes to our T's and C's as</p>

Ref	Staff Comment
	detailed in the 2016/17 budgets?
55	Hi Gillian Regarding your answer to Question 1069 why is an agreement reached with a union binding on employees who are not union members. The majority of staff are probably not union members.
56	Can I make a suggestion to make savings to the 2016/17 Budget? I am aware that each week a Manager and a Director is on call, I am also aware that they are paid an extra allowance for this task but are hardly ever called upon. My proposal is that the "On call" amount is reviewed so that the "on call" amount is reduced but if they are actually called upon then they put a claim in for the hours actually worked. I feel this would make a significant saving to PCC
57	<b>More information</b> We understand the importance of the unions in this process – however we aren't sure how representative they are of staff. Are you able to tell us how many staff the unions represent at the council? Many people could earn less next year than this year. Calculators to work out how much your pay will be affected would be useful. We think a staff briefing would be good to enable us to hear the consultation process explained and to hear other views from staff. <b>Other options.</b> We would also like to know if the council would consider other options to staff terms and conditions to make the same savings. These options could include the consideration of changes to overtime conditions (capped), an option for staff to take less holiday entitlement instead of having to have an incremental pay freeze and the introduction of agile working.
58	Hi Gillian Regarding your answer to Question 1069 why is an agreement reached with a union binding on employees who are not union members. The majority of staff are probably not union members.
59	Hi Gillian Regarding your answer to Question 1069 why is an agreement reached with a union binding on employees who are not union members. The majority of staff are probably not union members. (not a duplicate - 2 responses submitted)
60	It is costing me approx. £1400 yet many staff are experiencing £0 effect, how is this fair?

## Feedback from community organisations/stakeholder groups

### **Meeting: Joint Consultative Forum**

Date: 3<sup>rd</sup> March 2016

Attended by: Kim Sawyer

Feedback: Trades unions have balloted their members on the proposals which have been rejected. Therefore discussions are ongoing. The matter has, in accordance with the National Agreement, been escalated to the regional joint secretaries with a view to reaching agreement. The meeting with the joint secretaries has been arranged for 24<sup>th</sup> March.

Peterborough Community Assistance Scheme are due to meet on 8<sup>th</sup> March 2016.

Budget papers have been circulated to Disability Forum, School's Forum, Bondholder Breakfast and PHP who did not meet during the conversation periods. No feedback has been received to date. .