

**Proposed Changes to Staff Terms and Conditions****ADDENDUM TO FINAL PROPOSALS - UPDATE****25 February 2016**

Further to the Addendum to the Final Proposals circulated on 29 January 2016, CMT and the Project Board have now updated the information regarding the Essential User Car Allowance and the preferred option of a proposed buyout.

All other proposals remain unchanged.

**Phase 1**

Terms & Conditions	First Proposal	Final Proposal - Updated
<p><u>Proposal 1</u></p> <p>Essential Car User Allowance (ECUA)</p>	<p>Proposal to withdraw ECUA for all staff and provide pool cars</p>	<p><b>Proposal to continue to withdraw ECUA but to not provide pool cars as part of this consultation.</b></p> <p><i>Further to the initial 'buy out' offer of 75% of current ECUA paid in one lump sum, the new proposal to recompense staff currently receiving ECUA is to recommend a 'buy out' over 3 years as follows:</i></p> <p><i>June 2016 - March 2017 = 100% of current ECUA paid</i>  <i>April 2017 - March 2018 = 66% of current ECUA paid</i>  <i>April 2018 - March 2019 = 33% of current ECUA paid</i>  <i>April 2019 = ECUA withdrawn</i></p> <p><i>This is based on the following current rates of ECUA:</i></p> <p><i>Higher amount £1,239 pa</i>  <i>Medium amount 963 pa</i>  <i>Lower amount £846 pa</i></p> <p><i>(Other amounts may be applicable to TUPE staff)</i></p> <p><i>Note: The 3 year buy out will only be paid if individuals agree to use their own car for WDC business.</i></p> <p>New ways of working and improved management of mileage and travel by line managers and staff to be implemented E.g. review of the need to travel on Council business.</p>

## APPENDIX 5

Unions were informed of the updated proposal verbally on 23 February and the proposals were discussed at an extra Members Trade Union Panel on 24 February.

This new proposal is now being circulated to Heads of Service and Senior Officers for cascading to staff as well as being communicated via the Big Button on the Intranet (Hard copies are available on request).

The deadline for receiving feedback to this Update is **Wednesday 2 March 2016** and the Project Board welcomes feedback and comments via the following mechanisms:

- Terms and conditions generic email inbox - tandcreview@warwickdc.gov.uk
- The Project Board
- Line Managers
- Unions
- HR
- Employee Support Officers

### **Prepared by the T&C Project Board:**

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