

Proposed Changes to Staff Terms and Conditions**ADDENDUM TO FINAL PROPOSALS****29 January 2016**

Further to the Final Proposals circulated on 15 January 2016, CMT and the Project board are now able to provide further information regarding the Essential User Car Allowance and the preferred option of a proposed buyout.

Phase 1

Terms & Conditions	First Proposal	Final Proposal
<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>Proposal to continue to withdraw ECUA but to not provide pool cars as part of this consultation.</p> <p><i>To recompense staff currently receiving ECUA, the proposal is to recommend a 'buy out' at 75% of the annual current amount received by the individual (pro rata for new starters).</i></p> <p><i>This means that the following amounts would be paid as a 'one off lump sum (subject to tax and NI) in June 2016:</i></p> <p><i>Higher amount (£1,239 pa) = £929</i> <i>Medium amount (963 pa) = £722</i> <i>Lower amount (£846 pa) = £637</i></p> <p><i>(Other amounts may be applicable to TUPE staff)</i></p> <p><i>Note: This 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>

Unions were informed of the additional proposal on 28 January and this is now being circulated to Heads of Service and Senior Officers for cascading to staff as

APPENDIX 4

well as being communicated via the Big Button on the Intranet (Hard copies are available on request).

The deadline for receiving feedback to the Final Proposals remains at 5 February 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:

Richard Hall – Chair
Tracy Darke – SMT
Sue Firminger - HR