

**EMPLOYEE FEEDBACK RECEIVED AFTER THE 31/3/11
DEADLINE – NON TRADE UNION EMPLOYEES**

Pay Freeze

No. of employees potentially affected	623
No. of Responses	1
Comments	<p>I agree that a pay freeze for one year only is preferable to redundancies.</p> <p>Whilst acknowledging the need for the Council to find savings, these proposals are of concern due to the real financial burden they place on individuals as part of a number of well known economic impacts that are seeing an erosion in real terms of the value of money in peoples pockets and therefore impacts on standards of living.</p> <p>The proposals represent a move away from national 'Green Book' terms and conditions that are seen as highly valuable to staff as a mechanism of equal and fair treatment in local government employment.</p> <p>A pay freeze in times of increasing inflation is in fact a pay cut in real terms, the impacts of which will compound year on year. The national pay negotiation system through the Green Book I am sure will take into account the economic conditions of Local Government across the country and the need for them to produce savings as a result of Government cuts and I do not see the justification for Bolsover to have a local procedure in place.</p>
Alternative Suggestions	None

Note: National Employers have now announced that no annual pay rise will be offered this year.

Car Allowances (Essential and Casual)

No. of employees potentially affected	122
No. of Responses	4
Comments	<p>Feedback has been exclusively from Essential Users</p> <p>I believe this will unfairly penalise the lowest paid workers, as the scrapping of the essential car user allowance will produce the largest pay cuts in percentage terms for the lowest paid workers.</p> <p>For example:</p> <ul style="list-style-type: none"> • A worker on £17,000 basic salary (plus £1239 essential car user allowance) would receive a 6.8% pay cut; • A worker on £45,000 basic salary (plus £1239 essential car user allowance) would only receive a 2.7% pay cut. <p>It does not seem fair that lowest paid staff must take the biggest pay cuts in percentage terms.</p> <p>The remaining feedback refers to:</p> <p>Concerns raised that this is change to national terms and conditions and views expressed regarding the need to bring a car to work if no longer an essential user, i.e. using public transport instead. It was felt that the loss of this allowance may impact on recruitment/retention.</p> <p>Concern that the 40p per mile will not fairly recompense business users, and how this is calculated, based on increased motoring costs relating to fuel, insurance, maintenance, road tax. Plus for essential users, there is a double whammy of the loss of lump sum of £1200 per year.</p> <p>It would be interesting to know what the 'true' figures are for running a vehicle based on current fuel charges as opposed to the published figures from the tax office.</p>

Alternative Suggestions	<p>Maybe it would be possible to still pay a percentage of the essential car user allowance to lower paid employees on a sliding scale to ensure that the 'pain' of the pay cut is distributed fairly.</p> <p>Would suggest that there be a small % pay cut across the board to achieve the same saving.</p>
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Note: the 40p HMRC mileage rate has increased to 45p from April 2011.