

NORTH WARWICKSHIRE BOROUGH COUNCIL

MINUTES OF THE SPECIAL SUB-GROUP

4 January 2012

Present: Councillor M Stanley in the Chair

Councillors Phillips, Smith and Sweet

An apology for absence was received from Councillor Hayfield.

Councillors Fox, Moore, Morson, B Moss and Pickard were also in attendance.

1 **Declarations of Personal or Prejudicial Interests**

Any personal interests arising from the membership of Warwickshire County Council of Councillor Sweet and membership of the various Town/Parish Councils of Councillors Phillips (Kingsbury) and M Stanley (Polesworth) were deemed to be declared at this meeting.

2 **Local Government Pension Scheme Consultation**

The Deputy Chief Executive reported on a consultation paper issued by the Government setting out proposals to achieve short term savings of £900m within the Local Government Pension Scheme by 2014 -15. The Sub-Group was informed of the proposals and asked to agree a draft response.

Resolved:

That the draft response appended to the report of the Deputy Chief Executive be agreed.

3 **Exclusion of the Public and Press**

Resolved:

That under Section 100A (4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12A to the Act.

4 **Staff Travel**

The Sub-Group was asked to consider a number of options relating to staff travel arrangements for all affected staff other than those whose conditions of service were delegated to the Executive Board.

Resolved:

That the Secretary of State be notified and a 90 day formal consultation be carried out with the Trade Unions on the basis that it is proposed to change contractual terms and conditions of 100 or more employees relating to staff travel arrangements, as follows:-

- (i) that no more staff car leases are authorised;**
- (ii) that existing leases continue and can be extended by up to one year save that all remaining leases shall be terminated on 30 April 2015;**
- (iii) that where leases expire before 30 April 2015 those staff currently entitled to a car lease shall be given a travel allowance of their current car lease entitlement, less 10%, plus the current car lease mileage rate until 30 April 2015;**
- (iv) that staff be responsible for car insurance from 1 June 2012 or as soon as is practicable thereafter, either by paying for their car to be insured through the Council's insurance policy or by arranging their own insurance.**
- (v) that the criteria for essential user allowance be reviewed and a report be brought to Members;**
- (vi) that from the date of implementation of any change in essential car user allowance, only staff meeting the new essential user criteria will be entitled to an essential car user allowance save that any staff in receipt of the travel allowance at (iii) above be given the opportunity to switch to essential user, provided that they comply with the new criteria;**
- (vii) That, during 2014/15 a review of the market place for staff within the current entitlement range for car leases be carried out, with a view to determining whether there are any cases where market supplements should be paid;**
- (viii) that staff car loans be available to staff whose leases have expired;**
- (ix) that from 1 June 2012, or as soon as is practicable thereafter, the mileage rates for casual and essential users be changed to the HMRC mileage rate of 45 pence per mile. Dependant on the cc of the car, for essential users the current rate is from 36.9-50.5 pence per mile and for casual users from 46.9 – 60.0 pence per mile.**

The reason for the proposed changes is to reduce costs, due to pressure on the Council's budget.

The purpose of the consultation period is to listen to and consider the trade unions' suggestions and then to obtain the employees' written consent to the changes. Employees will be given the opportunity to agree to their terms and conditions being amended accordingly at the end of the 90 day consultation period on 9 April 2012 and for a further period of two weeks up to and including 23 April 2012.

In the event that any employees do not agree to their terms and conditions being amended on or before 23 April 2012, their contract be terminated with the appropriate contractual notice and re-engagement offered on new terms which:-

- a In the case of essential and casual users change their current mileage allowance to the HMRC rate of 45 pence per mile;**
- b In the case of employees currently receiving essential user allowance, this will continue only until such time as the Council has reviewed essential user criteria, at which point they would move to the appropriate allowance under the new criteria; and**
- c In the case of those employees currently entitled to car leases give them entitlement to the essential user allowance and mileage rate only until such time as the Council has reviewed essential user criteria, at which point they would move to the appropriate allowance under the new criteria.**

No contracts will be terminated and no employee will be given notice of termination prior to the expiry of the 90 day consultation period on 9 April 2012.

Chairman