

Appendix 2

New Proposal from 1st April 2019

March 2018 offer	Your feedback	New offer 1 April 2019
Reduce basic annual leave entitlement by 1 day	<ul style="list-style-type: none"> • Annual leave is very important and valued • Annual leave was reduced in 2010 • Most unpopular part of the revised package 	<ul style="list-style-type: none"> • No change in annual leave entitlement • Apply levy to staffing budgets to deliver savings • New starters/those moving within the Council will retain the same level of basic leave as other colleagues
Remove legacy additional 5/6 days annual leave for eligible staff employed pre April 2010	<ul style="list-style-type: none"> • This is very valued by those still in receipt of the additional leave (currently 548 people) • Those who do not receive it thought it was unfair • New starters in the relevant service areas/roles not received this since 2010 	<ul style="list-style-type: none"> • Remove 5/6 additional days from those still in receipt • Phase over 3 years - an increase from 2 years previously proposed
Buy-back annual leave	<ul style="list-style-type: none"> • Would be welcomed by many as an option • Only available to those who can afford it • No one loses and some people will get something they would value 	<ul style="list-style-type: none"> • New scheme will enable up to 5 days buy back per annum • Entirely voluntary

March 2018 offer	Your feedback	New offer
Reduce pay protection from 2 years to 1 year for any new pay protections after 1 April.	<ul style="list-style-type: none"> • Minimal impact as not many people affected • If change is made it is important that people currently in receipt have the current agreement honoured (currently 60). 	<ul style="list-style-type: none"> • Maintain a policy for pay protection but reduce the duration from 2 to 1 years • Continue current arrangements for those agreed before April 2019 • Apply to new protection arrangements after 1st April 2019
Revised package for redundancy pay from 01/04/2019.	<ul style="list-style-type: none"> • Limited impact • People concerned that the proposals were an indication of large numbers of redundancies • It will still be better than the statutory minimum 	<ul style="list-style-type: none"> • Revised final table which addresses the issue of recognising longer service and continuing to use actual salary rather than the statutory capped amount • Continue current arrangements for those packages agreed before 1st April 2019 • Apply to redundancies agreed post April 2019
Continue review of flexible working to extend provisions and ensure greater consistency of application.	<ul style="list-style-type: none"> • Positive feedback about flexible working but need to broaden awareness of range of provision • Need to have equity and consistency of application 	Work on this will continue irrespective of the ballot outcome with the objective of maximising flexibility
Commitment of no further changes to terms and conditions for the life of the current Administration		