

## **Appendix 3: Consultation responses as of 15<sup>th</sup> June 2009**

### 1. Trade Union responses

#### 1.1 Employee side Unison

Comments were received on the content of the draft job evaluations around the following issues:

Concern that general items in each of the job descriptions requiring officers to carry out other duties from time to time could give managers discretion to impose additional duties that could be remunerated at a grade higher than that of the post.

The job description for the Tactical Street Enforcement Officer includes comments on the form of supervision that that are inconsistent with what will actually be undertaken by the post holder.

Comments that the tasks of policy development and of maintaining a regular round of ward walkabout are outside of the remit of the Street Enforcement Support Officer.

Comments on other aspects of the restructure will be sent later after further consultation with staff and other trade unions.

### 2. Individual staff responses

Four individual responses were received from staff affected by the restructure:

2.1 It was raised that staff who are already on a 10% supplement for additional duties will be at a financial disadvantage if required to work as proposed on weekends and out of hours due to having to pay for child care arrangements.

2.2 The proposed salary increment of 10% is not sufficient and would place serious financial hardship on carers or young parent with childminding costs.

2.2 An officer who will be assimilated into the position of Street Enforcement Support Officer commented that they are happy with the proposed job description.

2.3 Comment on the Street Enforcement team leader job description about the requirement to provide managerial cover if one of the team leaders is on sick or annual leave.

### 3. Responses from staff meetings

3.1 There is an ongoing programme of meetings with Environmental Crime staff to gain input and feedback about new ways of working. In addition, an informal meeting with the Assistant Director and staff was held on 2<sup>nd</sup> June to discuss the restructure. The following issues were raised through these forums:

- Impact of out-of-hours working on officers with family or other personal commitments.

- A 10% supplement may not be sufficient to cover child care costs required because of out of hours working.
- Concern that the burden of working evenings and weekends could fall on officers without family commitments, although managers assured staff that it would be managed fairly with flexibility built into shift management.
- Some officers felt that 10% was not sufficient remuneration to cover out of hours working. Managers explained that 10% is the maximum supplement that can be awarded under single status.
- Whether alternative shift patterns could be explored, where officers work extended hours over a shorter working week in return for a longer weekend. This is being explored by managers.
- Whether the existing arrangements where street wardens and enforcement officers currently work after 8pm to deal with evening enforcement issues in return for time off in lieu will continue. This has since been integrated as an option for flexible working in the proposals for out of hours working. Some officers supported continuing this approach, while others expressed a view that 10% remuneration for out of hours working would not be appropriate for hours after 8pm.
- Concern that officers may be required to work in and around the areas in which they live. Managers have advised that their main area of work will not be around where they live, but according to service requirements officers may be required to work in these areas on no more than an occasional basis, an example being assisting a colleague on an out-of-hours shift.
- Health and Safety – risk of working out of hours. Managers have assured staff that all ways of working will continue to be subject to risk assessment.