

Written feedback received from employees during the formal consultation period (28 January - 16 February 2015):

Feedback from Staff Consultation - 28 Jan-16 Feb 2015			
No.	Employee Comments	Date Received	Satisfied with proposal yes/no
1	<p>Thanks for the work that you have done towards getting us to the position that we were presented with this morning – I agree that it must be one of the most difficult and complex pieces of work in existence!</p> <p>I've given you my views before but appreciate that this is a new proposal. I do want to express support for the proposal and appreciate the spirit and context in which it has been made.</p> <p>I take the point about 'winners and losers' but I can see no possibility of this being resolved – a significant number of staff affected have left the organisation during that period and will not benefit at all – an obvious group of 'losers' that we might want to compare ourselves to! I appreciate that some colleagues have records of their PAs, managers recommendations etc and might want to argue that they would be entitled to a much higher figure. Others, through no fault of their own will not have that and could not make the same argument. So off we would go on another 'equalities' issue! It's time to draw a line and move on.</p>	28/01/2015	Yes
2	I support the proposed offer.	29/01/2015	Yes
3	Not sure if we need to actually feedback , but thought that I would drop a line. The current proposal is satisfactory and will at least bring the matter to a close.	03/02/2015	Yes
4	I would like to take this opportunity to thank you and colleagues in finding a resolution to the outstanding PRP issue for senior staff. I believe the offer made is a palatable solution that will draw a line under the past poor management of the scheme. I understand that there will be some winners and losers, but feel that as senior managers we need to acknowledge that and move on. I look forward to taking part in the Modern Reward Strategy, which I hope to be a fairer and well managed process.	04/02/2015	Yes
5	I'm fine with the proposals.	12/02/2015	Yes
6	I am content with the offer and would have happily signed the acceptance letter. I do have concerns with the revised settlement process and the ability of lawyers to give a clear opinion (rather than a list of considerations) without knowing the outcome had the performance management scheme actually operated. Thus the legal process is unlikely to add clarity. I note the comment that it is intended to review senior managers and Chief officers pay and grading by April 2015. I was not aware of the review and suggest that it will be helpful to explain the process and range of possible outcomes to those impacted.	12/02/2015	Yes
7	Many thanks for your email and attachment. I have read both documents which appear to be a consolidation and update of the material shared with senior managers in August 2014. I note that the feedback from those August sessions have been considered and explanation set out in the attachments. My only comment is as someone affected by the inequity between the PO8 and SM1 issue. I am disappointed that that issue will not be resolved under this process. It is particularly disappointing for me as I have direct management responsibility for a number of PO8's in my team who look to me for guidance, management and support in what is a difficult, high risk statutory area of work. In all the circumstances I accept the proposals set out in order to bring the PMS issue to an end and I am glad to see that payment will be made in March 2015. I look forward to receiving the settlement agreement as set out in the emails below.	14/02/2015	Yes
8	I support the council's proposal as the only sensible option, including acknowledging that by agreeing to the proposals I will be exiting the current PRP scheme for senior managers.	16/02/2015	Yes
9	<p>It has become clear throughout the process that the situation as recognised has become incredibly complex and difficult to untie. I believe that the proposed settlement presents the best possible compromise to resolve the issue, particularly as it is applicable across all cases.</p> <p>I would support the proposal as it stands.</p>	16/02/2015	Yes
10	<p>Thanks for your e-mail, and for attempting to resolve what is clearly a difficult issue.</p> <p>My observations are that I am someone who agreed to the 2010 pay freeze, and do have appraisal paperwork to support my performance. Accordingly, in view of the what follows, I am resigned to being on the wrong side of the 'winners and losers' divide.</p> <p>Given the state of the Council's finances, I feel compelled to adopt the same stance as I did in 2010, so I confirm that I do not oppose the proposal.</p>	16/02/2015	Yes
11	<p>I have the following comments on the Performance Management Scheme for Chief Officers as set out in recent communications:</p> <ul style="list-style-type: none"> • I broadly accept that a lump sum payment in full and final settlement of previous potential payments under the various scheme(s) is the correct way to approach the historical elements. However, without knowledge of any new proposed scheme it is difficult to form a judgement about the reasonableness of the Council's offer and requirement to waive any existing contractual rights. • I am concerned that with no replacement scheme in place officers are in a position where remuneration for existing staff is based on a range of varying circumstances and creates on-going open ended anomalies. • For new staff there also needs to be guidance in place about where to appoint staff and what they are told about their terms and conditions e.g. the reality is - 'you are appointed to a particular salary point and there will be no incremental or performance based progression until a new scheme is in place'. This will lead to a whole new range of inconsistencies and may influence candidates view of the organisation. <p>I accept that a new scheme is being worked on but ceasing the scheme as proposed without a successor in place does not seem to me to be the best position. If a new scheme were being consulted on simultaneously staff could form a view about the benefits being 'offered' in sacrifice of old schemes and a new scheme going forward.</p>	16/02/2015	Partly Satisfied
12	I am minded to accept the proposal provided (a) the award counts towards pensionable pay; and (b) it is paid in the current financial year.	16/02/2015	Yes
13	<p>Feedback re the signing of a settlement agreement in regard to the end of the PRP scheme. This would seem to be signing away the rights to PRP, without any actual date for a new scheme and the fact that if the new scheme is not one that we would be happy to sign up to there would be no alternative and so could be left without any alternative or opportunity for pay increase for the foreseeable future.</p> <p>In regard to the actual offer that seems to be acceptable but the issue is that we do not have any information on what would take its place.</p>	16/02/2015	Partly Satisfied
14	I accept the offer.	16/02/2015	Yes
15	<p>I am happy to agree to the payment settlement offer.</p> <p>My only concern is the fact that we are not being given lost increments and pay is not therefore keeping apace with those on PO8 who receive automatic increments and the Local Government pay award. Please can this be looked at as part of the review as I have a deputy who I manage and whose pay I think exceeds mine, which cannot be right or fair.</p>	16/02/2015	Yes

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16	<p>I think that the consultation period is unnecessarily short, given people may have wished to take legal advice, even before Tracie's e-mail of 6 February and the news that it contained.</p> <p>I think ceasing the scheme at this stage is something of a missed opportunity. I'm sure many managers would have welcomed linking the scheme to Corporate Plan outcomes and savings achievements through a more rigorous appraisal process for 15/16. It is difficult to square the ceasing of the scheme in advance of the work on the "Modern Reward Strategy" with the statement in the consultation letter (the last sentence on page 3).</p> <p>It is something of an indictment that we do not have complete appraisal paperwork at our level given what we preach to the managers below us (I do have some by the way). However if someone does have adequate records and can demonstrate that, I think it is unfair that the scheme is not being applied to them in full.</p> <p>I understand the reason why consolidation is not proposed but the settlement will be a long way from the actual financial loss for some whereas for others it might be much closer. Rather than a flat rate, some way of equating this to actual loss would be fairer, albeit not as simple but not too complicated to work out using some agreed assumptions.</p> <p>The proposed settlement payment will be subject to deductions for tax, NI and pension contribution. Of course the Tax/NI element is non-discretionary but deducting a pension contribution seems perverse (and unfair) when the payment itself has no bearing on future pension entitlement (i.e. non-consolidated). I don't see how it can be a legitimate pension contribution if it's not going to make any difference to my actual pension. Can you confirm that you have checked that this is within pension scheme rules and if consideration can be given to not making a deduction for pension contribution.</p>	16/02/2015	Does not state either way
17	<p>Thank you for your email in relation to Performance Management Scheme for Chief Officers and opportunity to feedback on the proposals.</p> <p>Firstly, as a Senior Manager in the Authority during the period in question, it is pleasing to see that this matter is now finally being taken seriously and addressed. Thank you</p> <p>My Feedback as follows:</p> <p>1. Despite having taken the performance scheme seriously over the last 4 years by having robust performance appraisal documents, in order to bring this matter to a close and concentrate on the looking forward I support the offer of a lump sum settlement of £4000 for the period between 1st April 2011 to 31st March 2015.</p> <p>Observation and concern looking forward.</p> <p>1. In the early consultation meeting (last September), it was stated that only a small number of Senior Managers waived their rights to the 2009/10 pay award (I was one of those SM's) and did that to support the wider cause. I do appreciate this was under different Leadership and that you have sort advise that contractually the Council does not have to reimburse, but ask if this could be reconsidered based on a moral obligation if the response was low (which was not communicated at the time) and especially in line with the Council's new values to be more Human.</p> <p>2. I note the proposal asks me to sign away rights to the existing scheme (ceasing 31st March 2015). However, it does not provide any indication of what the new scheme would look like and if it would recognise good performance going forward. Therefore, much trust is being placed in the Council to agree a new reward scheme that rewards those that excel in their role and factors for the year 2015/16 which is not considered in this proposal.</p> <p>Finally thank you for addressing the matter and as stated, I hope the new Reward offer to Senior Managers provides for the opportunity for those that do excel to be appropriately rewarded and not placed in the same box as someone that are just getting the job done. This will be key for the Authority driving forward in challenging times.</p>	16/02/2015	Yes
18	<p>I think senior management had all "up to a point" acknowledged that we had suffered a financial loss in pay over the past four years and that there was no easy solution and that the Council was seeking to make redress, which of course is appreciated.</p> <p>We also realise that there is significant downward financial pressure on the Council's budget, which is why reaching a settlement that is affordable now must be balanced with the risk of limiting future liability from those who are minded not to settle, given that the decision making process for changing the Council's senior manager pay scheme in 2012 and the reasons for not implementing either scheme is unclear and choosing not to implement any further pay award until such time as a new scheme is in operation may not withstand challenge.</p> <p>Senior Managers are now in a position where we are being asked to waive contractual and statutory rights by signing a draft "settlement agreement" by 6th March. However, we have not yet received the settlement agreement and therefore until the boundaries, extent and scope of waiver is known, e.g. any unintended effects or consequential loss it is difficult to predict what an independent legal advisor might say.</p> <p>I think it would be beneficial if Council could provide the draft "settlement agreement" ASAP</p> <ul style="list-style-type: none"> • Clarification of boundaries and scope of the waiver contractual and statutory rights, i.e. could any other T&C of employment or pay be affected in any way • Clarity on what scheme will apply now and in the future to any staff rejecting the offer (my assumption being that if some Senior Manager contracts aren't varied, the new pay scheme when adopted by the Council can't or won't apply to them?) • Quantum - this is clear (£4k) • Losses - obviously this varies, for some staff quite minimal, for others this could be upwards of £12,000 in salary alone, plus future quality of life losses, e.g. pension income, pay freeze this year at 2010/11 levels, etc. <p>At a time when the Council must make extremely difficult decisions regarding its future, its structure, its staff and their capability and capacity, it will need to attract, motivate and retain excellent managers to sit below its leadership team. Whilst remuneration is not and should not be the only incentive, it is difficult to see how having a pay scheme that has no possible progression either through good performance or time served would be attractive. Therefore Members may wish to consider some form of alternative enhancement for 2014/15 and 2015/16.</p> <p>Please note, this does not necessarily reflect my position, but is rather from a perspective of protecting both the Council and its employees' positions. I am therefore not sure that the consultation, proposal and subsequent recommendations should yet be considered final. I am pleased to discuss further.</p>	16/02/2015	Does not state either way