

## UNISON's Alternative to Terms and Conditions Changes for NCC

Proposed Change to T&C	Proposed Saving	Alternative Proposal	Justification
<p><b>1. Removal of SLMG Competency Pay</b></p> <p><b>2. Introduction of Car Parking Charges</b></p> <p><b>3. Reduced Time on redeployment Register</b></p>	<p><b>£150k p.a.</b></p> <p><b>£780k p.a.</b></p> <p><b>£700k p.a.</b></p>	<p><b>Increase use of Capitalisation by £1.63m to £8.63m for 2011/12</b></p>	<p><b>The cuts are Front Loaded so should use Capitalisation more for the first year.</b></p>
<p><b>4. Reduce Redundancy pay to 1.5 times the Statutory Payment</b></p> <p><b>5. Freezing Incremental Pay for 2 years</b></p>	<p><b>£1m p.a.</b></p> <p><b>£2m p.a.</b></p>	<p><b>Further reduce use of Agency/ Consultants than is projected in Strategic Choices (£1.5m) to £4.5m in 2011/12 and commit to reduce spend by same amount for each of the next 4 years.</b></p>	<p><b>The current proposed reduction of £1.5m represents a saving of approx 4%. This reduction is not in line with the Council Cuts of Formula and Specific Grants, which are around 13.5%. This alternative represents a saving of 12.5% on agency/consultant use.</b></p>
<p><b>6. Removal of Contractual Sick Pay for the first 3 days of Sickness absence.</b></p>	<p><b>£750k</b></p>	<p><b>To remove this contractual entitlement we estimate would cost the Council over £1m due to having to D&amp;R all Council employees.</b></p>	<p><b>This represents an expenditure of £250k not a saving.</b></p>

**\*Other alternatives concern the £11m that was held back out of the Supporting People budget last year – we are awaiting the Council to give information on how this is to be spent.**