

Consultation feedback on JNC and Wider Workforce Savings

Proposal	Suggestions	Comments
Freezing performance related increments	<p>Reward performance with non-consolidated payment</p> <p>Provide alternative non-cash incentives and implement the freeze on alternate years</p> <p>Review year on year along with budget forecasts</p> <p>Look at how increments are awarded e.g. to truly high performers or as market supplements</p>	<p>Could have an adverse effect on R&R</p> <p>Review the ways that managers reward performance and address any opportunities in the proposals</p> <p>Consider how this would be perceived outside BCC and does not show that BCC values its chief officers. Facing reduced numbers in some directorates, but taken on additional work for no additional compensation</p> <p>Don't understand how it interacts with other proposals</p> <p>Does not support the ambition to attract and retain talent</p> <p>Not demonstrating BCC as a good employer and employees feel undervalued</p> <p>Adverse effect on recruitment if they can't see a natural growth in earnings</p> <p>Hard to comment without the pay progression process not yet determined</p> <p>Reactionary to making savings over actual people strategy, explanation of the logic sitting behind reducing the reward package whilst trying to reshape the organisation. Short term fix with long term negative consequences</p> <p>Other authorities couldn't implement this as posed too much risk</p> <p>Performance should not be related to pay</p>
Amending working week resulting in 1.35% reduction	<p>Leave NJC paycales as they are to save on the development cost for SAP HR</p> <p>1% could be saved by not implementing pay award and remaining achieved through reducing agency, consultancy, interims, personal service companies and any other off payroll workers.</p>	<p>Managers may try to circumvent the detrimental effect by paying overtime to compensate for the reduction in pay</p> <p>Would be disproportionate to apply this on top of all the other pay cuts affecting JNC officers.</p> <p>36.5 hour week does not apply to JNC contracts as they regularly work in excess of this for free, in implementing this could lead to the presumption that they can choose to work 36.5 hours and claim flexi time or overtime for hours in excess.</p> <p>Is it in addition to the 5% cut?</p> <p>Bit disingenuous referencing the 36.5 hour working week</p> <p>Should only apply one or the other pay reduction</p>
5% pay reduction		<p>JNC pay reduction proposal is seen as a statement of the value that the Council attaches to its JNC staff</p> <p>Could cause overlap between NJC and JNC pay structures</p>

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		<p>Narrow perspective on savings without full consideration of the impacts</p> <p>Not clear enough on what is trying to be achieved</p> <p>Longer term impact on pensions</p> <p>Manchester seen significant uplifts in senior pay</p> <p>How does this effect bench marking carried out</p> <p>Effect on recruitment and retention</p> <p>Politically driven with no rational for 5% feels irrational without evidence to understand the proposal</p> <p>Context of Kerslake and Children's Services overlooked</p>
Review of long service recognition	<p>Maybe scrap the actual gift, but recognise the contribution has been valued</p> <p>Create a financially neutral scheme</p>	<p>Should be celebrating peoples commitment to BCC and public service</p> <p>Good proposal, nice to have not essential</p> <p>It would impact on staff feeling valued and their morale, particularly if they are due to receive a retirement gift or long service award in the year or it ceases.</p>
Subsistence allowance	<p>Exception should be made where overnight stays are required and a clear system introduced with no ambiguity</p>	<p>Most agreed with it and have never claimed it or had no comment</p> <p>No information about how the savings were calculated and whether it's a true reflection of the real savings that can be made</p>
Review of employee benefits package	<p>See if employees would like to reduce hours per week or month and be paid less</p> <p>Reduce annual leave</p> <p>Limit to cashable savings only</p> <p>Move more employees to home working as productivity can be increased</p>	<p>Great idea</p> <p>JNC Officers need to be able to benefit from the agile working opportunities.</p> <p>Need more information on what the offer will be to comment on it</p> <p>One standard flex system</p> <p>Benefits not viewed as valued, no clear examples of development and training, Develop the package in consultation with managers who oversee and implement them</p> <p>No amount of rewards can compensate for the increment freeze and 5% cut</p> <p>Look at total reward package</p> <p>Maximise income that can be achieved as should be able to achieve more than £250K</p>