

Pay and Reward Policy 2020/21: Trade union responses - March to September 2020

Feedback	Response
UNITE	
Supports both changes to the policy	
UNISON	
We welcome the decision to remove the additional payments regarding block car usage for chief officers.	
The re-employment restrictions will be seen as positive by some and negative by others. I am aware of staff frustrations at seeing colleagues taking voluntary redundancy as part of a cost cutting exercise, within a 6-week period returning on a staff bank and working more hours than they took redundancy from.	The proposal will lead services to consider the longer term implications of redundancy proposals and not make decisions based on individuals, but on service delivery need.
My main concern around this suggestion is correctly identifying what is a voluntary redundancy situation. If for example we have 3 candidates for redundancy which means there is a need for a competitive process if someone steps forward in that situation we want it clearly understood this is still a compulsory redundancy situation by volunteering they will not be penalised for speeding process up and reducing stress levels.	This is an issue for the Job Security Policy in terms of how redundancies are identified and proposals implemented.
As a union we will always support the use of public money to support local government services and protect services by keeping them where they belong. By allowing staff to take voluntary redundancy deleting posts and then return on an ad hoc basis and end up working as many hours as previously worked surely identifies that posts should not have been deleted in the first place.	Individual circumstances based on each individual case can be considered by a Head of Service should the situation arise.

<p>The section around settlement agreements is one that I can understand NCC wishing to implement and I welcome the paragraph around a need to look at it on a case by case basis...We would also ask that NCC consider that staff going through a settlement agreement may be doing so as the only outcome viable to them at that time and at a future time they may be in a position to be a future asset to NCC as a member of staff so considering their ability to return to work for NCC should not be snap decision and should be fully considered at the appropriate time.</p>	
<p>GMB</p>	
<p>Whilst voluntary redundancy is defined in law as being exactly that (i.e. that it is entirely voluntary), it has been applied rather loosely by Newport City Council over the last ten years or so. I am aware of a number of instances where employees have accepted redundancy voluntarily when faced with a choice between this and a patently unsuitable alternative role when their own positions have been deleted in departmental restructures.</p>	<p>This is an issue for the Job Security Policy and not the Pay and Reward Policy. Any concerns about individual redundancy consultation processes should be raised via the JS Policy or as part of consultation at the time of the proposal being set out.</p>
<p>The Equality Assessment in respect of age appears contradictory and lacks comprehensiveness.</p>	<p>A further rewrite of the FEIA has been undertaken and shared with GMB. No further comments on the new version were received.</p>