

What is happening?

Tameside Council is consulting with all staff (except teaching staff) and recognised trade unions over proposed changes to terms and conditions.

Why is it happening?

Local government is facing major financial pressure and Tameside faces significant budget reductions and will ultimately receive no central support grant, which we rely on to fund half our services. This means making hard decisions. To prepare for the tough times ahead and to help protect staff as much as possible, the Council is looking to reduce its workforce costs to avoid the need for large-scale redundancies. Changes to existing benefits and terms and conditions are seen as the least worst way to reduce costs and protect services and jobs. We are working closely with trade unions to make sure that any proposals are as fair as possible.

Who is affected?

All Council staff, including support staff in schools are affected. This is because equality law means everyone who has the same employer and is on the same terms and conditions must be treated equally. Only teachers are **not** affected as they are on separate statutory terms and conditions from all other council staff.

In addition, Elected Members who have chosen not to accept any of the cost of living allowances awarded to employees since 2009 have also agreed to apply the equivalent percentage pay reduction to their allowances over the same period.

Where can I get more information?

The consultation documents explaining each proposed change are now available at <http://intranet2.tameside.gov.uk/termsandconditionsconsultation/> and will be provided to every employee.

What is the process from here?

Any member of staff can comment on these proposals by responding to the consultation survey <https://www.surveymonkey.co.uk/r/tamesidetandc> or through your trade union. You can find out more about this in the consultation booklet.

The formal consultation will end on 31 January 2016. All feedback and comments will be considered and a decision will be taken on which proposals will be implemented across the Council and schools with effect from 1 September 2016. We will advise you of the outcome and outline the process to implement the changes to your terms and conditions.

Who can I speak to?

If you have any questions that are not currently covered by our frequently asked questions you can email them to our dedicated inbox listening@tameside.gov.uk, talk to your line manager and/or speak to your Trade Union who will be able to answer any queries you have.

Summary of a number of proposals being considered to achieve a £1m reduction in employing costs:

1	Pay the Living Wage Foundation rate of £8.25 for employees on Grade A and B
2	No pay for the first 3 days of any sickness absence
3	Reducing sick pay to 75% of your contractual sick pay
4	Reducing the occupational sick pay scheme to maximum 3 months full pay and 3 months half pay from a maximum 6 months full pay
5	Paying plain time rate for all overtime hours (no enhancements) at an increased rate of 1/36 th
6	Removal of weekend working 15% enhancement
7	Removal of night time 1/3 rd enhancement
8	Bank holidays to be paid at double time with no additional time off in lieu
9	No Christmas enhancement for time worked over the Christmas closure period and removal of the extra paid holiday provided by the Council
10	Having 3 days mandatory unpaid leave
11	Reduction of car mileage rates for casual users to HMRC rates (max 45p/mile) and removal of the car loan facility
12	Removal of essential car user lump sum allowance and removal of the car loan facility
13	Reducing current pay by 1% per annum
14	Reducing current pay by 2% per annum
15	Freeze pay by not applying any Nationally agreed pay increase