

In the box below please provide any additional suggestions you may have about how we can save money on our workforce costs

1 lower millege but keep calls in one area and not all over also calls closer to home even do walking rounds instead of having to use cars this would benefit for more carers in the community who dont drive 2 those who wish to have reablement charge them £5 aday i have 5 service users all getting 6 weeks or more for free and some just taking advantage of the system to meet there needs so 5 clients £5 aday 1 week for 5 clients £175 aweek 6 weeks at £1050 year if my calculations are correct £9100 our team has 200 employees if all had 5 clients £1820000 a year that's if im correct and only a gesture as we find that clients are coming back to us constantly and they know how it works and they have even told us how its saving them on paying for care 3 i do agree with no pay for the first 3 days of sick 4 i do not agree with removing the weekend enhancements i have one weekend of a month that is the only time i get to spend with my family bank holidays should be double pay i dont mind not having an extra days holiday 5 xmas should be double pay were not able to celebrate as were working so we should be entitles this may cause people to book the day of causing trouble to get an employee to cover it i myself have covered xmas and new year this year and also last year on the nightshifts as they was struggling to get them covered 6 freeeezzee pay leave us alone we enjoy what we do and we do a very good job of it i myself been doing it for 9 years i don't want to leave but if i take a cut i will have no choice i wont to keep a roof over my head and i know i speak for not just myself 2 out of 10 will find other work there will be no more community support workers if we take a cut were not on that much as it is 7 go back to care but for those who meet the criteria 8 24 hour service our team is 7 to 1 or 8 to 2 then 4 till 10 bring 12 hour shifts also more contractual hours to suit our needs and also our clients we start our beds at 7pm not every client wants to go to bed at 7pm 9 show community support workers how to apply dressings we are trained to do medication why not dressings saving on most clients having care and calls from district nurses show us basic physiotherapy again cutting cost of visits from 3 services for one client finally the end iv enjoyed working for tameside social services and im really hoping ill retire from tameside mean while i will wait for the proposl to come in and if wages cut traumatically then i will look into other paid work 9 till 5 also can i state and not being rude the chief executive the directors sure these dont work as hard as we do there able to have the big nice houses fancy cars dining out money cant buy happiness but trust me it does help as i know if i take this cut we will for sure lose our house and were married not many people are alot of tameside are single parents single

1 You pay a levy to various organisations e.g. Transport for Manchester, you need to explain to them you can't support their staff on better terms and conditions than your own staff and reduce what you pay accordingly. 2 I think a 1-2% cut across the board harsh - but 2% or freezing pay on everyone on £55k and

1) closing all public buildings during Christmas to reduce workforce overhead expenses 2) Sell off unused/unwanted public buildings that are not being utilized/benefitted from to raise revenue 3) Further utilization of technology in Public services such as Yammer/Skype/teleconferencing and other social media platforms to reduce unessential travel. 4) review current suppliers to ensure best value for money vs quality 5) Possibility of outsourcing/tupee staff to private sector or other public sector organisations / setting up social enterprises to provide commissioned services. 6) Streamline services by merging departments/sections reducing number of top section management Director/Executives. 7) Further joining

1) Ensure more savings by closing down public buildings during Christmas season to save more on non essential overheads. 2) Save on non essential travel by using more technology such as skypeing/teleconferencing/ social media forum sites yammer etc. (in house training will be required) 3) Review current suppliers are they the best value for money? 4) Could large local business provide investment to increase revenue that could form part of their CSR. 5) Are there any public buildings that could be sold to increase revenue. 6) Are there any staff that could be outsourced/tupeed/contracted across

<p>1. Carry out service review and restructure to place waste, streets, ground care, cemeteries and parks to form 1 service with 1 Head of Service, 1 ops manager for each area and appropriate ops supervisors. This would mean a reduction in managerial staff over the departments to save costs. This has been implemented in other AGMA Authorities with great success to combat less income from central government. 2. No pay freeze or reductions to staff below grade G to ensure those staff on lower pay grades still have adequate living wage. 3. Place Waste Services back onto 4 day week from Tuesday to Friday with task and finish. Savings would be made by no Bank Holiday payments being required just Good Friday to account for but this could be separate agreement, less Agency staff being required to complete rounds not completed in current timescales. 4. Carry out review of pay on waste services staff to consolidate contractual overtime</p>
<p>1. Review all shift patterns and staffing numbers for all services that work on rotas - this may realise fewer hours are needed thus reducing costs 2. Review the weekly contracted hours - if this is reduced, reduce the annual pay accordingly 3. Review annual leave - if the number of days entitlement is reduced the productivity lost by reducing weekly contracted hours could be counteracted by employees having less days</p>
<p>A 10% reduction in the salary of the "elite" who were immune from the pay & grading exercise last time, or anyone who earns more than £50k.</p>
<p>A longer working week would allow for a potential reduction in the workforce and provide additional cover for those services that need staff in situ.</p>
<p>After 40 years service and above the age of 65 no staff to be retained only on voluntary basis. More use of community pay back teams as ongoing concern in working with grounds maintenance cleansing countryside and neighborhood groups in covering the staff which have retired or left on severance.</p>
<p>All staff should receive the correct salary for the job they do - this is not the case and if it was a considerable sum of money could be saved</p>
<p>All those paid over £60,000 to take a 2% paycut and a reduction in Annual Leave. Annual leave to be calculated on the basis of time served and not seniority</p>
<p>Allow all those who have applied to leave, leave.</p>
<p>allow more flexible working, and possibly a "pool of hours", whereby people can borrow hours off work and pay them back. This may reduce absenteeism</p>
<p>Allow the community to have a say on what the council money is spent on.</p>
<p>Although I appreciate the difficulties the council faces due to central government budget constraints, the council needs to be mindful that they are competing with the private sector for some jobs. The private sector is experiencing a slow recovery, so the council may lose valuable knowledge and experience to the private</p>
<p>Apply the same conditions to teachers</p>
<p>As stated twice above some of the LARGER salaried STAFF taking a percentage cut not the ones already on the breadline The Police got together and collectively knocked on No.10's door and got a result maybe the CHIEF EXECUTIVES of the hardest hit authorities should all be doing the same Reduce the number of Councillors by one per constituency Sadly whatever happens and whatever reductions to pay and conditions feel redundancies are inevitable</p>
<p>As this will be my 3rd pay cut ... I suggest that councilor numbers are cut by 1/3 - 3 per area is not</p>
<p>ASK HIGHER GRADES TO CONTRIBUTE MORE THAN LOWER PAID GRADES IN ALL THE AREAS THAT ARE GOING TO BE HIT IE: REDUCED SALARIES. DO THE COUNCIL NEED ALL THE COUNCILLORS? IF SO ASK THEM WHO HAVE 2 INCOMES TO TAKE A CUT</p>
<p>Asst. Exec Director average pay capped at £75,000 Executive Director average pay capped at £100,000 Chief Executive average pay capped at £150,000</p>
<p>Before implementing reduction in terms and conditions must be certain that all other savings proposals are being implemented and that savings targets are being achieved. All staff shouldn't have to pay because some areas of the Council are not implementing or identifying other savings.</p>
<p>Before terms and conditions of employment are changed for permanent members of staff there should be a reduction in the Locum's currently employed throughout the organisation. Sickness absence also needs to be looked at especially staff who are persistently off on short term sickness.</p>

Being new to the council I'm not always sure that the number of jobs filled are required. There don't seem to be the same number in the private sector doing the same job.
By employing less agency/locum staff.
By looking into the payment of maternity leave - staff are allowed 6 months full pay/6 months half pay when they have a choice to return to work - someone who may be critically ill does not have this choice and may suffer a significant cut in pay at what may already be a really upsetting period eg someone who is suffering from cancer and is on long term sick
By sharing staff at higher end with other councils. By reducing politicians for the various wards. By not printing everything such as files on policies, Children Centre files (which no one looks at), only extract data. can all areas be scrutinized or modified such as call out schemes , allowances
Carillion Contract - rumours are rife that the monies paid to them far exceed the market rate for work. Buildings are poorly maintained, old malfunctioning heating systems, draughty windows etc, investment now would save ££'s in maintenance fees in future, in one building the heating was locked on all day on the hottest day of the year! Staff are unmotivated and disengaged there is something of a culture of "its not my job" bring in performance management weed out the underperformers invest in quality recruitment and have a productive engaged workforce. Invest in the town centres, why would anyone shop in Ashton unless they had to? Why not try to entice outlet stores in, they fit the financial demographic of Tameside offering top brands at cheaper prices, less £ shops and more high street brands are needed to entice shoppers in - think Cheshire Oaks, The Lowry,. Free parking, the car parks are a disgrace poorly lit and filthy why would
Carillion Contract has to be reviewed- we pay Carillion a ridiculous amount of money for very small jobs within our service. Revenue from business rates, improve the town centres make parking free, will make the towns busier so bring in more businesses and increase rates collected. Think big picture more, you have closed the very popular handmade market in Stalybridge, and replaced with another type of market on a Sunday - no shops open on Sundays so no increased trade for the town! Reduce contractors or outsourced work. Sell advertising space on vehicles. Use land in Tameside to have car boot sales The cinema in Ashton could be re-opened as a cooperative owned by residents and show similar entertainment to Stockport Plaza, Marple Regent etc bringing in customers at night, this would have a knock effect and create the need for
Charge for services provided to the public, enforce fines for those who are not following the bin swap scheme and cut th benefits provided to those who do not need them!
Claim VAT back on mileage
close all public buildings during Christmas holidays season in order to save further costs on overheads.
Community Mental Health support workers can be out sourced as the agencies providing this support are cheaper and provide the same service. reduce the amount of admin support
Consider all annual leave to include bank holidays e.g 30days leave = 25 days + bank holidays
Costs savings analysis to be undertaken relating to employees using own cars V cost of works vehicles used by employees in the course of their duties. Analysis of agency costs and what roles workers are covering, including duration.
Could you please explain to me why the top people of the council are not being affected when they earn the most and a pay cut of 2% would save more money quickly.
Create job roles/contracts which reflect the terms and conditions offered in the private sector - i.e. longer working weeks. Removes the reliance on overtime, improves morale in the workforce, attracts increased quality employees and reduces reliance on more expensive, external contractors.
Cut 2 out of every 3 councilors. Reduce the crazy levels of financial and staff support they receive
cut Cllr's from each ward to two and reduce salary of chief exe and leader of the council
cut councillors allowances
Cut councilors average pay to minimum wage and reduce their hours.
Cut on down on Councillors and top paid management jobs. You need to get in the real world and look at what us workers do for this council. The suggestions are absolutely disgusting
Cut out unnecessary middle managers.
Cut the amount of councillors!

Cut the number of councillors and expenses paid to councillors, stop providing lunches for any meetings, meetings can be adjourned whilst people go and buy lunch or bring their own.
Cut the number of Councillors per ward to 2 instead of 3.
Cut the number of councilors within the council and the ridiculous things that they spend council money on. i.e statues which are an eye sore, redeveloping hyde market which made it 100% worse than it has ever
Cut the top management pay.
Cut the working week by 1 hour across the board so everyone is affected
cutting the amount of Councilor's , stop wasting money on pointless statues that keep popping up throughout the borough
Definitely allow unpaid leave. This is something we would actively support.
Do we need to relook at pay and grading. Given the massive reductions across the council there is a disparity across services in pay -v- responsibilities. there are still teams across directorates that offer the same/similar services that could have the potential to be council wide services . This would avoid duplication and
Does Tameside MBC need to reduce the number of elected members serving as cabinet members, thereby reducing costs?
Don't penalise people whose salaries are already lower than the national average. Instead, start from the top down and make pay cuts from the top. The reason I propose this is because a lot of managers who were graded on a different scale under the pay and grading exercise gained whereas, the lower paid, who are already struggling to manage, suffered reductions.
each team should be scrutinized fully and the chief exec be assured that all savings have been made- to the last penny before anyone receives a reduction in pay. I am sure teams are still generating high printing costs etc, duplication of work, services not joined up and making the most of our workforce. on the surface it may look like it is but in reality I think more can be done. this may be minimal savings but I feel its necessary to protect people from falling into debt and poverty
Employ fewer councillors!
employment of agency workers on Tameside when cuts are being made.
ensure workers are indeed working through the day
Equal annual leave across the pay scale.
Equalize holiday entitlements across the grades. Open considerations for compressed working hours with a reduction in working week, or look at changing work patterns across weekends, such as 8 days on 4 off.
Expand the service areas that make a profit, explore other income generating ideas. Implement yellow box cameras like bus lane cameras to fine infringements etc. make users pay more. Look at the carillion contract and bring it back in house, this contract is not cost effective; the council is very naïve if it thinks it is. I have various examples of carillion exploiting the council
Fight the demands for cuts
find other ways of packaging and distributing paper work related to saving money and print in black and
For each member of staff to work 1 hour per week unpaid

For people joining the organisation there is little incentive to stay. I fully appreciate this has to be done for the longevity of the organisation and I support it. However people with fresh new ideas who have worked in similar backgrounds who could potentially help with efficiencies aren't heard. This council still runs with an attitude of "because we have always done it like this". Its a huge barrier to change. Small actions, and the hardworking people out there want to make the difference. My workload is extremely challenging and I really enjoy my work, Yet I can see/hear the attitude of others trapped in an environment unwilling to embrace change. The communication about embracing change and driving a new council needs to be stronger in my opinion. I've come from Department where change was also huge factor and I have personally been through a large number of re-structures etc. My previous Department had far more internal SLA's even in its admin functions, and to be honest the expectation on some employees was much higher.(this isn't a criticism, just an observation) Literally within each service area there were activities where work was "timed" logged, monitored and then quality checked. Regardless of the employee's Grade. Employees were given a percentage of the amount of work completed, so they knew exactly how productive they were each month, and as an Organisation they knew the output of its workforce and could calculate the FTE required. This was very useful when looking at the workforce costs! Having this approach also allows you to record trends, and to plan for any projects or additional work. Detailed Staffing reports were sent to Directors monthly i.e. secondments, fixed term contracts, including sickness, career breaks, maternity etc and as a performance target managers would look at how many? had they expired? the cost? allowing them to work with HR on workforce strategies to review workforce costs. Communication such as org charts were available on the intranet. The efficiencies being in a smarter way of working. There was a business consultant who I worked alongside who taught the principles of "lean" which I would highly recommend. the details are on internet.

Force agency staff usage to cease, and if additional staff are needed, they can be hired on temporary contracts for less cost.

Freeze and cut wages at the top of the ladder for a change

Freezing pay would be a preferred option as although this will be a pay decrease in the long term people will not feel they are having money taken away from them. Also I feel three days unpaid leave is too much. Possibly 1 or 2 days is more manageable and acceptable to staff.

Get rid of 1/3 of the councillors

Get rid of a Councillor in each ward .

Get rid of all the massive high earners that aren't doing their job that are causing the rest of us to have a nervous breakdown and go on the sick because we having to do their job for them. There are plenty of areas that money is wasted that could be better apportioned instead of hitting the workforce with pay cuts instead

Get rid of PCSO's cheap ineffective policing.

Get rid of the bidwigs at the top who are costing the council too much money. Give school employees the chance to take redundancy packages or at least offer them out to schools. Lots of people would accept.

Get rid of the clear desk policy. We spend on average 5 minutes unpacking and 5 minutes packing up our desks - so 10 minutes a day. Do you know that adds up to over one working week per year for a full-time employee that is spent operating a clear desk policy? Can we really afford this?! And what does it actually achieve? I pack up and unpack the same desk every day - it is a complete waste of time!

Get rid off councilors. there are far too many and they are not needed.

Get staff to actually work for their money. More staff should be sacked for poor conduct. Rather than it being a job for life

Greater percentage saving for salaries over 40,000

Have a restructure and remove the people that are not pulling their weight.

Have a standard day of 7hrs 12 mins. Having three official days of different length creates unnecessary

Have councilors allowances and numbers (just like staff) been investigated as we are continually being told (nationally and locally) we are all in this together?

have the number and cost of expenses of councilors been looked at?

<p>Having experienced some of the services provided by the council first hand as a customer some services are amazing with first rate service in place, however I have seen that there are challenges within some departments. Whilst there are savings to be achieved via the workforce perhaps some of the departments within the council require support in managing their own systems and finances. Having had a member of family in care what can only be described as a financial catalogue of errors ensued over 3 years - the most pertinent would be the continuing to pay for a care home for three months after the person had died. Possibly further savings can be achieved by looking at working practices and systems within the council teams</p>
<p>Highways be funded under central government rather than local as road tax goes to central government pot.</p>
<p>How many more staff would we need to loose in order to balance the books? More staff volunteered to leave than was required. Is this an option?</p>
<p>How much has been spent on this survey? How much are you spending on the new council buildings? How much can be saved by reducing the 57 councillors and their wages?</p>
<p>I am not sure but maybe the council needs to also reframe what activities/ services that it provides across the borough so that we better engage citizens and communities to be more self sufficient and less reliant on</p>
<p>I do believe revising the sickness scheme would be beneficial.</p>
<p>I don't understand why employees have been refused to take voluntary severance in some circumstances when you are still looking at reducing costs. Surely they should have been letting the employees take severance if they wished to do so before then implementing changes to the terms and conditions.</p>
<p>I feel the maternity terms and conditions should also be reviewed as these are far more generous than the majority of employers, if we implemented a statutory maternity policy this would be huge saving and would put us more in line with the private sector.</p>
<p>I recently requested early retirement but was refused on the grounds that we still have services to deliver which didn't make sense when you want to make savings.</p>
<p>I suggest a further cut in the workforce (there are still some staff who would like to leave the authority) so that remaining council employees can benefit from reasonable working conditions. Perhaps another look at management with a view to streamlining posts might also be a good idea.</p>
<p>I suggest that you seriously look at management and councilors pay/expenses. 1% cut of someone on £20,000 compared to someone over £50,000 - who is going to miss it the most? The lowest paid being hit again whilst the most well off barely notice. Compare and review what other local councils have done, Oldham seem to be doing ok? Join forces with other councils to negotiate better deals for procurement etc.</p>
<p>I think a lot of cuts should start at the top, counselors etc. A lot of staff struggle to make ends meet as it is, shouldn't we look at cuts for the higher paid workers. It always seems to be the already overworked and less paid workers that suffer. Also what incentive will there be for people to take jobs that involve night shifts</p>
<p>I think it may help to look at the Grades again of Senior Staff as most of the downgrades at the last consultation affected lower paid staff. Also there is constant pressure to take up training and e-learning at much cost to the Council.</p>
<p>I think rather than paying people less to do the same job they should actually do less so another option would be an agreement of a four day week. Or options for people to take less pay and more leave. That feels more fair to me. I also hope that you are doing an equality impact assessment against these proposals and understand your workforce. Women will be more affected than men and do you fully understand how many of your staff are the sole provider for their household? Many rely on this one wage - I'm a single parent with a mortgage and whilst I fully understand we have to make savings we need to do it in fair way. At least if you work less you have an option to get another job to make up the money. But working the same for less</p>
<p>I think that promoting flexible working may help, some services do not allow employees to work flexibly but I feel that it should be promoted for all services and I don't just mean reducing hours. This could also mean reduced days working but completing work in a longer day, holiday purchase scheme, job share, working Term Time Only etc. - all of these are available but some services just do not allow it - Revenues for example only allow employees to work full time or 18 hours a week nothing else - surely it would be better to apply</p>
<p>I think the complaints procedure needs looking at , as it is dealt with by 4 members of management before a response is sent, when some can be finalised over a telephone call, this is creating unnecessary work.</p>

<p>I think this may have the opposite effect to that which the Council is trying to achieve, I think staff will feel demotivated and a lot of work which is not quantified in the costs outlined because staff volunteer or work above and beyond their hours will not happen.</p>
<p>I think TMBC really needs to consider cuts that do not affect the lower grades, people are already struggling on minimum and living wage and those barely above it. These are the people that make the difference in the borough, the ones working so hard. They are the majority. The average wage is £22k and the top £160. This tells us there are few at the top and many at the bottom. Don't plunge the majority of the borough into deeper deprivation. These workers are also your residents and service users. A decrease in wages will further affect the local economy and increase demands on social and health budgets. It is obvious to me where the cuts need to be made. Please consider the bigger picture and impact on many.</p>
<p>I would like to see Tameside going through every piece of expenditure it has and looking where the wastage or excessive expenditure is. For example rather than having a pathetic looking Christmas tree in the centre of Hyde, why not save the money and not have one at all. What other savings of a similar nature could be</p>
<p>I would rather give up holidays than lose pay.</p>
<p>I would say reducing higher paid members of staff wages who are over and above a 'living wage'. We shouldn't increase amounts of holidays for higher paid grades as they are also being paid more to have a day off. I would do a consultation session with staff like the workforce engagement sessions to get a view from everyone rather than the decisions being made from high up and only affecting lower grade members of</p>
<p>If meetings/visits are in the Tameside area then public transport or walking should be the first option rather than pay mileage. Staff could still use their own vehicle if this is the preferred option but mileage wouldn't</p>
<p>If reducing bank holiday day in lieu entitlement it should also consider a review around entitlement of staff claiming lieu days if not worked due to leave.</p>
<p>If staff knew the direction the organization was taking we would be better placed to make more suggestions, but there appears to be no strategy for the organization and everything is piecemeal and reactive. The organization is taking the easy option instead of being creative and innovative, for example the plan for Traded Services seems to be to hand them off to other providers when this is an area of business that could grow commercially and bring in additional income for the Council, I don't understand why we are not following the model of other Councils such as Trafford. It's like giving the crown jewels away. As an example the NQT programme brings in several thousand pounds income but because the person who currently runs the programme is leaving, a quick decision has been made to hand the programme over to one of the teaching schools in Tameside rather than exploring whether it could be kept in-house. In terms of workforce costs, could we make more use of volunteers. I also think that some services have not been as thorough in terms of Service Reviews as other services. Some services are still top heavy in managers, can Heads of Services not reduce further as long as there are Work Group Managers available to undertake the day-to-day</p>
<p>If the directors of Tameside took a pay cut they would save a large amount of money. Instead these are exempt from these cuts so the bottom line staff are hit again. How is this fair.</p>
<p>If the training, development and succession planning was much more effective, colleagues would know what they should be doing and importantly, how, saving time, you would need fewer staff - more savings. Self-service functions through the portal could be vastly improved saving time and effort searching for things that are not listed in a logical way also content is very out of date. For example, The Managing Absence Policy can be found under 'M' but it is about absence so as a minimum it should be listed twice also under 'A' for absence management. The Christmas Advent Calendar Appeal is still on there. This might seem minor but just think about the number of people that go on there looking for something, can't find it, they ring someone, HR probably and ask for assistance, that person then has to have a look for it, so that is two people now looking for something that should be easy to find (the main principle of self-service). This happens on a daily basis, so to underestimate the time wasted would be misguided. The authority should introduce a redundancy policy - the current system is hugely expensive, inefficient and counter-intuitive to what the</p>
<p>If you cut pay and conditions to members of staff we will just leave. You will lose good staff and it will cost you more money.</p>
<p>improve IT systems to reduce manual inputting/processing; look at service redesign on outdated processes</p>

In our modern society it has been proven by many forward thinking companies that having a happy, healthy workforce, where people have less time off and goodwill thrives, means striving to offer good pay and conditions in a pleasant working environment. Sometimes it's not what you take away that saves money, but what is invested back into the workforce. Harking back to the dark days of the 1970's with cuts, strikes and unhappy employees is not the way forward. Look at cutting wastefulness with resources, and maybe unnecessary expenses on perks spent on things by the highest paid members of the council, certainly not on the basic pay and conditions that any working person both deserves and expects.
Increase the proposed unpaid leave from 3 days to 5 days. This would be a more acceptable proposal to many staff than many of the other proposals.
Increase the working week to 40 hours instead of implementing pay cuts. The increased number of hours should mean that more staff could be offered the voluntary severance scheme. I believe that in the current economic climate colleagues would prefer to increase the number of hours they work rather than take a pay
Instead of having a blanket 1-2% pay cut. 0-£10,000 pa 0% pay cut £10,000-£20,000 1% £20,000-£30,000 2% £30,000-£40,000 3% £40,000+ 5% Reducing Councillor numbers from 3 to 2
Instead of reducing lower paid roles who are crucial to the running of the services, reduce the number of middle management and give higher management higher cuts than everybody else. I understand that everybody lives to their means but the same amount of cuts to everybody no matter how high or low they
Instead of reducing sick pay why not reward staff for having no sick days in a 12 month period and giving them an additional day or 2 leave to take? Look at reducing the current maternity pay scheme as it's very generous. Stop all honorariums for staff. Staff working an additional hour per week for the same pay, this would mean the council are getting more for their money. All those on management grades to be re graded to reflect the levels of responsibility. I think it would be a very bad idea to reduce anyone's pay or change anyone's terms and conditions, we should be motivating staff and looking to invest to save and giving staff adequate training so they can improve working practices to become more efficient and look at different ways to generate more income. Why are we not looking at what we spend outside of payroll costs? How about stopping all agency spend? Looking at contracts that are currently in place and looking to go out to tender or renegotiate for a better deal. Selling services such as our payroll, resource management, HR, debtors/creditors functions to outside bodies/companies such as schools and Academies.
Instead of taking the 1st 3 days of sick pay ask colleagues to use any flexi they have to a maximum of 2 days and allow them to go into 1 day debit and work the time back Increase the proposed 3 days unpaid leave to 5 days instead of reducing pay by 1% or freezing increments
Instead of the emphasis being purely on saving workforce costs, there should be more focus on getting the current workforce to be more efficient which could lead to a reduction in outsourcing / sub-contractor costs. Also, opportunities for the council to charge private firms for their services should be considered further.
Is a review of teachers t & C taking place as well? I have a friend who works for a Sheffield 2ndy school and they have gone through similar, so it can be done
It is your job to manage the finances. Not mine!
I've noticed it is always the main work force that is being hit all the time are the councillors and well paid managers etc being hit the same they earn a lot more money than us lower paid employees who are always getting hit with these cuts who are already scraping the barrel.
Job ID codes need to be changed or scrapped as people who want to work across services are unable which is a cost affect with booking staff and casuals
Just a 1% cut from senior managers would save more than any more cuts from the lowest paid.
Less Chiefs more Indians!
LOOK AT MANAGEMENT/WORKFORCE RATIO
Look at money spent on caretaking arrangements, currently we have a caretaker till 11 in the morning with nothing for them to do. If this is the case at Shirley House is it the case elsewhere. ???
Look at other expenses. There is a lot of money spent on resources we don't need or could manage without. I think that funding could be spent more conservatively without having an effect on wages and the cost of

Look at the higher earners. Look at productivity, efficiency and utilisation of staff. Employ quality rather than quantity .
Look at the TOP for cuts to Services first please
Look at wage Bill starting at the TOP down lot of MONEY SAVE THERE .
Look at ways of generating income from services & reducing duplication of work with current staff
Look at whether there are any long term agency staff bearing in mind the additional costs to the LA in respect of them have double sided printing as default rather than single side to save paper and money only
Look for other options than making the workforce pay.
Maintain the car loan scheme, but increase the interest rate to generate a profit ,not a loss. During service redesigns, ensure that structures are put in place that are built around the service requirements and not the people who work in them.
Make cuts and wage reductions from the top. Also instead of percentage pay increases award everyone the same monetary increase (eg £500 per year for everyone).
Make decisions on which non essential services the Council will no longer provide.
Make sure all higher executive staff, including the Chief Executive, take pay cuts to bring their wages into line with those on pay grades A and B. There is absolutely no justice in cutting benefits for those on the lowest wages (which these proposals will affect disproportionately) when they make minimal difference for people on £100k+. If you are so concerned about Tameside, show it.
Managers from each area to spend a week with another department/team to identify savings they do in their own area's and how other area's can also save in the same way as other teams. A fresh set of eyes may be able to pick things out. Some area's I work in have not gone paperless and are printing lots of paper everyday, whereas in some area's printing has been reduced.
Maternity benefits should be looked at carefully to achieve maximum benefit for the Council, rather than maximum 5 weeks annual leave to apply to ALL staff. Reduce the number of councillors and for those remaining a maximum expense allowance (I am not anti- councillors, I think they do a brilliant job but the numbers are disproportionate to the size of the borough.
Maximum pay to any council employee to be under £100,000
Maybe reducing the working week by an hour? earlier Friday finish?
Maybe take a 5% slice off the top end wage earners rather than keep reducing the lower end.
Maybe to include the higher paid people too.
Maybe you need to invest to decrease so investment in staff health and wellbeing should, if effective, reduce sickness absence/improve morale and productivity thereby saving the organization money.
More flexiable in approaches, especially around staffing grades, i.e., why differences in holidays depending on scales of pay.
more flexible working to reduce mileage costs
MP'S - DO WE NEED AS MANY AS WE HAVE? ARE THEY TAKING PAY CUTS, PAY FREEZES? ECT
MP's, Councillors, to have a pay cut.
n/a
n/a
No
No because it doesn't matter what we say we are never heard.
None
None a this time.
None I'm afraid but It's easy to agree with these sort of proposals when you have a good salary and can manage on a bit less but so many of us are at rock bottom as it is.
Offer part time\jobshare to staff, even down to .80\90%. Offer home working for % of week at a reduced rate of pay to take into account :- savings on fuel\parking\childcare costs\to care for others (and\or choice).
Offer voluntary redundancy
One easy saving would be to cut the number of counsellors in the borough. If each town had one representative, there would be a considerable saving.

Pay councillors less money and reduce the amount of employees paid over £80,000. Stop paying out money for bronze statues that are dangerous.
pay cuts from the top down
Pay less to local councillors!
pay people to leave.
Pay should be reduced for the very highest paid - I've been told our Chief Exec receives more than the Prime Minister!
People who return from Maternity leave now receive all their leave for the time they were off, including bank holidays. This did not used to be the case. One of my staff was on maternity leave as a full-time employee, came back working 18 hours but re-couped all her leave based on her full-time status. Hardly saw her in the office for months. Is this a legal requirement or could the leave be proportioned, as it was when I
Performance and competency based pay.
Performance related movement along the spinal increments
Perhaps a suggestion on the proposals should include reducing pay for those who are over a certain salary ie all those over £50,000 take a one off salary cut
perhaps examine the workforce hierarchy in more detail - in my work placement we have 3 managers for 14 staff which seems rather top heavy. Reduce the ridiculous amounts paid to Carillion for jobs, services and supplies that could be sourced elsewhere far cheaper - surely Carillion are not 'Best Value' in the real world.
Permitting employees who have asked and been declined in their application to take voluntary severance/early retirement to leave the council, now be allowed to leave.
Personally I have always wondered why I am entitled to receive hours back when its a bank holiday. I work 32 hours Tuesday - Friday and although it is nice to have time back when its a bank holiday Monday this generally equates to 1 weeks additional holiday ie 4 days over the year - how many people does this apply to and how much could be saved if this was removed?
personally I prefer not to change sickness conditions, loss of pay can make a condition worse. however I do not benefit from any enhanced payments so would not be affected by that change
Prioritise services delivered to the public / target lower priority services.
Propose a wage cap to apply to the chief executive and a cap on councillors expenses. Question how many Bankers will be going through this process over Christmas?
Rather than trimming costs I would prefer a more holistic approach using the GMPF model and sharing staff across Greater Manchester Councils
Reduce Councillors and joint working with partners
Reduce councillors on the wards, amalgamate wards and share resources, particularly where there is only one party represented in that ward. No perks or special responsibilities monies. No travel, use new technology instead. Check out the transparency expenditure chart, there were a lot of invoices paid for consultancy fees and even room hire. Could have used other college buildings. Make room hire in town halls more affordable more people may use them. Any service that can be offered to others could be done at a cost, such as providing financial support or practical support like Age Uk and care companies do.
Reduce councillor's pay and allowances.
Reduce councilors, We are going on a 5/7 day Rota in January which is not needed at this time which means workers will be working needlessly and not being able to do some of the work we do through the week, also having to travel from our base in Denton to another base after 5pm and weekend costing more money in
Reduce management as there are too many managers not doing a lot an yet they are paid a lot to just three managers managing one team is not cost effective while majority of staff work hands on don't require managers as the can manage their own work with minimal supervisions. Employ skilled workers rather than depending on unskilled workers who have t pass work again to the skilled workers and as result it create duplication of work. Or train those on site.
Reduce management before non management
Reduce maternity pay to statutory maternity throughout

Reduce mileage even further by reducing the number of meetings employees attend. With today's technology you don't need to leave your desk in order to take part in a 'meeting'. Crack down on employees who exploit the flex system in order to build up their holidays. Does the Council really need so
Reduce number of Councillors
Reduce number of Councillors and /or MP's . 2 councillors per ward is sufficient.
Reduce number of Councillors or their expenditure further.
Reduce numbers of councilors working for TMBC merge wards that councillors cover.
reduce the amount of councillors on the council,there are way way too many of them and are a drain on council funds.....there lays your problem.
Reduce the amount of councillors per ward to two!
reduce the amount of local ward councillors by increasing ward sizes and reducing their hidden concessions.
Reduce the amount of managers we have and higher wages to take a reduction in wages
Reduce the managers wages stop giving all the work out to agencies where you pay more
Reduce the maternity scheme in terms of full time months paid & holidays accrued
Reduce the number of AED's and SUM's
Reduce the number of councillors and associated bureaucracy. Millions have been spent on shiny new schools and the markets whilst Adult Services have faced massive cuts which are not sustainable.
Reduce the number of Elected members
Reduce the number of managers in Education
Reduce the number of ward councilors Staff were paid additional money to talk to residents about the bin swap, this should have been done by ward councilors for free, they could have chatted to their residents etc
Reduce the number of wards in Tameside so hyde have one rather than 3 or 4 which will save money. Stop wasting money on flower beds, redoing bus stations, statues etc etc
Reduce the numbers and expenses claimed by Councilors.
Reduce the occupational sick pay scheme further, for example reduce the number of moths occupational sick pay is paid for, not just the level of pay.
Reduce the TMBC councillors by at least 50% to reflect the reduction in workforce.
Reduce the working week to 35 hours a week instead of the 36 hour a week we work now? or 34 hours per week. Senior Officers and Councillors should be biting the bullet and slashing services rather than hitting the work force once again, most of the staff feel demoralized and undervalued. There has been lots of severance cuts and all the work has been put on the remaining staff, and this has to stop cut services now instead of putting it off. If Compulsory redundancy has to be implemented then so be it.
Reduce wage bill and other associated costs by GMPF becoming a stand alone pension fund
Reduce wage bills by letting GMPF split away from the council and manage its own terms.
Reduce weekend rate slightly, or re-grade out of hours workers jobs to reflect unsociable hours worked. For example a Grade C with out of hours working could be Grade C and a half.
Reduce working week from 36 to 35 hours.
Reduced pay for higher management. I feel the frontline workforce have paid enough.
Reducing councilors - it's been said before and there's always a reason not to do so, but Tameside residents don't want or need so many. Particularly those who are husband/wife (or employ their partners - value for money is questionable).
Reduction in night rate, not loss of the rate altogether. I cover nights occasionally as part of my shift pattern out of choice - many of my colleagues do the same. If the rate was removed completely I would not be prepared to work those hours due to the toll it takes on family life, social life, sleep patterns and health. Yes working nights isn't tasking but it is hard work for your body!
Re-evaluate all top level of council and council management as these are the "Biggest" cost on the what the council can afford.
Removal of the out of hours environmental call out would surely save money and other councils no longer run this service. Most issues are not emergencies.
Remove maternity support policy. Review the maternity policy so it is not as favourable.

Remove the incremental increase after 6 months in new positions
Rent out all the empty properties around the Tameside area to start up business'. This would result in increased revenue. Create more jobs for people in the area so less money is being spent on welfare.
restrict the number of times a member of staff can be off with pay. staff can be off on a number of occasions and be paid. e.g. can be off on 10 separate occasions and be paid.
Review the heating systems in the buildings for work based employees. Review the placement of work based employees, work bases should be in the locality they work in. You have informed us in the past that car mileage is one of the highest expenses.
sack carrillion
Save money by not demolishing and renewing the council offices. Also make additional savings where possible i.e. no night/weekend/public holiday working unless absolutely unavoidable.
Scrap paid Maternity Support Leave, Life Choices leave. Reduce Teachers & Council's Maternity Pay Scheme. Reduce Pay Protection when become At Risk
Send emails instead of letters where possible. Skype conferencing - telephone can be difficult. Ensure systems connect properly when off site to increase productivity. It can take ages to connect and still drops a lot. Engage providers and Voluntary sector groups to work with us on borough displays (flowers etc.) and clean ups? Hotdesking opportunities could definitely be increased. I also just tried to access the map from the link and it doesn't work so it needs to be easier - link from main page? Provide an information page on free parking in and around our borough and frequently attended places like Manchester and Stockport. It will reduce the times people end up in a higher paid one due to now knowing the area.
Senior members of management returning officers taking higher proportionate pay cuts and elected members fees being reduced
Service re-design where needed.....number of positions are not needed.....and therefore staff structures need to be carefully looked at in order to have an effective and sustainable workforce with the correct capacity.
Services have been combined, the workforce has shrunk considerably. Shared services with other
sickness benefits should be maintained as a priority, this is when we most need to take care of our staff that have been working above and beyond for a long period. The labour council of Tameside could stand up to the current government and provide a clear message that the current level and speed of cuts is putting lives at risk and causing unnecessary suffering to their constituents.
Some people are taking home more than 10k a month and we are all in this together, doesn't wash. Lowest paid will be the most affected.
Sorry this is above my pay grade!!
specific statutory safeguarding roles that require expertise need to be attracted could this area of work be
Start at the top with the highest earners, like Chief Exec and Directors taking a larger proportionate reduction in salaries.
stop all funding for meals, entertaining, refreshments and expenses for councillors and anyone whom works for the council, all meetings should be conducted in an office environment. People in the work place don't claim these unnecessary expenses when they work through their lunch breaks, they recognise people need to eat no matter where they are and it should not be the responsibility of the council tax payers to pay for meals, drinks and entertainment on any level. The mileage allowance should be further reduce people should not be making a profit from this, the MOD allow less than 30p per mile councillors and council workers do
stop extravagant payments for items such as the xmas tree inside Dukinfield TH when there is a large xmas tree outside for all to see
stop paying bounces
Stop putting stupid statues up and paying somebody to water plants because it rains enough already in this
Stop spending money on things that don't matter. Have one councillor per ward rather than 3.
Stop wasting money on street furniture (ie) statues trees, bushes. you only have to look at Lord Sheldon Way for example of wasted costs.
stop wasting money putting trees statues bushes, up all round tameside

strongly suggest that maternity pay should reduce and this can be introduced for teachers as well - big discrepancies between teachers and support staff
Structured efficient training and management will increase productivity meaning less staff required (once the backlog is cleared)
Suggest we ask those staff earning £50k to take a 10% cut firstly as these cuts affects the most needy. Ask staff to buy the Xmas extra days if they want them and not force us to be unpaid.
SUM1 and above pay scales should take a 10-15% wage cut, I have difficulty seeing why anyone needs more than 40k per year to live in Tameside.
Support staff wages are very low and existing staff are overworked and under constant pressure. In a school environment I believe savings should be taken from other areas ie better management of equipment, stationery, supplies and improved procedures put in place to avoid duplication and wastage.
Take a good look at what value for money is represented by the top earning 10% of employees.
Take the money off councillors who are on over £50,000 not people who are on small sums eg £14,000. Make sure MPs are setting a good example or sack them (Rochdale MP sexting children, should be sacked). Anyone like that in Tameside should be sacked.
the buying of uniforms,stationary and any medical goods etc,start relooking and source cheaper ,get networking on these any other costs.
The chief exec of a council, should not earn in a month, what some people earn in a year. Reduce the wage of all senior managers by 10% Get rid of Carillion. It is criminal that we pay a profit making company millions of pounds every month, to do jobs that used to be done in house cheaper. Get rid of councilors being paid a wage. They used to do it for free, with expenses paid. Now some of them are better paid than staff who
The council has a top heavy workforce. Under the pay and grading and the recent restructure of departments, higher paid employers retained their pay and their employment, whilst the lower paid members of the workforce lost out. These proposals smack of the same mindset.
The councils aim is to save money and we fully appreciate that however now due to seven day working your have repetitive services in the IUCT team. You have hospital social workers, front door social workers and health staff with management, out of hours social workers and on call staff as well as localities with management and in the Dukinfield office. Please outline how this is cost efficient?
The financial pressures faced by the council can only be met with effective reduction in the workforce. These proposals whilst offering to keep people in posts only causes financial pressures for those workers and their families, which can only result in a less effective workforce. A reduction in services can be the only true measure that safeguards the interests of the workforce and their terms and conditions, which would need to be managed through restructure and redundancy.
The leaders of numerous private companies have taken pay cuts from their disproportionately large salaries, so why shouldn't our leaders or elected members do the same? Back in the 1960s, elected members weren't
The on call systems need to be looked at across the service where I am sure we could work more closer together and support one another and therefore reduce our costs that way as well. Look at how we can work across job roles to help each other out when short staffed, such as reablement and long term support job ID codes and HR policies do not allow for this. Reduction in agency costs.
The Whole workforce having to take two days unpaid leave is equal and fair.
The 'workers' seem to be taking all the flack for the cuts - what about CX / Councillors / ED's/ AED's taking a reduced salary!! How you can warrant the CX being on more than the PM?
The workforce have been through enough, it's time to stop harassing us.
There appears to be a lot of managers within certain areas are these posts needed. Staff could be offered more flexible working and it could be re circulated and people may choose to do this and this would have a cost benefit. Remote working could be encourage more and this would reduce mileage costs. As more service reviews take place all staff being consulted; are staff who are at risk of redundancy given opportunity to up skill and work in other departments where an opportunity may arise and posts could be ring fenced and then there would be a reduction in costs for recruiting and managers time etc. There are many multi

<p>There are currently too many council wards and too many local councillors most of which I'm sure do a good job but all of which cost a significant amount of money and claim significant expenses on top. So redraw the local ward boundaries and make significant reduction to the amount of councillors. Secondly senior management numbers to be reduced and all should have at least £10000 pay cut. Those paid over £100,00 should have at least a 15% reduction in pay as they have seen their pay increase significantly since pay and grading which is contrary to the rest of the workforce.</p>
<p>There are many staff who would be willing to work overtime on their own rate of pay. I hear this all the time. Currently they can not work over time in my work area as they would be entitled to time & half. Staff would benefit financially by having the opportunity to earn extra money, even if it at plain time they would be better off. Also it would reduce the need to use agency staff.</p>
<p>There have been many cuts to front line staff, which I understand needs to be done, however I have noticed an extra tier of management in our service unit. Could we try and balance the workforce more?</p>
<p>there must be others ways, like reducing senior management and councilors people on grade f and below cant afford to go backwards</p>
<p>There needs to be a focus on reducing the spend on agency workers.</p>
<p>There should be a easier way of being able to 'buy' additional leave time. This is something that I would consider if the process was more straight forward and if I new the cost without having to make a full application for. Has any consideration been made to reduce a standard working week to 35hours?</p>
<p>to many managers still in place, one ATM took severance to save money and now we have an acting ATM costing the same that is not needed.other providers the ATM post is non existant and not needed. this role is done by seniors, duty manager,rotas etc at a massively lower rate, they are not needed in my area.6 x an average of 35k each, saving £210,000</p>
<p>To not just target support staff as they are paid the least money and if this was the case for higher paid members of staff a bigger saving would be made as they have bigger salaries.</p>
<p>To think about spending money on blue lights under the bridge in Denton. Who authorised this and how much did it cost? We as residents were not consulted and how much did it cost us?</p>
<p>Top management are on significantly higher pay than most employees - it would save more money if they take higher pay decreases and reduce the number of posts</p>
<p>TRY CUTTING THE DIRECTORS/MANAGERS PAY AND YOU WILL SAVE A LOT MORE MONEY AND REDUCE THE AMOUNT OF COUNCILLORS</p>
<p>Try doing 1 restructure and stick to it, what is it costing to keep doing this sort of thing. make councillors more accountable let them feel the pain they are a joke & sicken me with wait I see them still do its disgusting they have no shame!!!!</p>
<p>Use less agency workers</p>
<p>use more casuals rather than over time in Emergency Control Service</p>
<p>We "encourage" flexible working; however, after meetings etc a number of employees are told to come back to the office which means they claim mileage; however, if they worked from home this would avoid costly</p>
<p>We could try cutting councillor's allowances and giving them a 2% pay cut.</p>
<p>we need a better system to chase up debtors, for example when call out is used (should we still be using this system for alarms??) keep it for emergencies! I've heard of alarm charges being written off (£100+) as its such a long winded procedure to chase up the paperwork it would take longer in officer time and therefore the manager takes the decision to waiver the costs!! the Tameside lottery idea whereby all council tax payers opt in to pay 50p or £1 to potentially win £100 per month the rest can be used to fund other services that the public benefit from e.g new flowers in summer for parks and gardens etc.</p>
<p>We think every Tameside employee including the Chief Executive should be included in this proposal.</p>

What about standardising annual leave- this is currently quite generous especially for senior members of staff. If everyone was to take a standard 27 days max with additional leave for length of service and not position in the council. This would save the council money. Also what about an incentive for people who have gone at least 12 months without taking sick leave, this happens in other councils and it does work to reduce sick days and the cost to council. I personally have never claimed mileage for my casual car use as I try and use public transport or walk to local meetings and the odd distance meeting I feel is part of my job. I think restricting mileage within the locality for casual car users might discourage people using their car as often, so people may walk more, therefore increasing their exercise levels while saving the council money.

when staff are off work for periods of time should they be entitled to annual leave as they have not worked to earn the entitlement for Annual leave

When there is a pay rise. Why do it as a percentage. The gap is getting wider between pay brackets. It should be say 10p an hour. Then everyone gets the same increase.

Why are we paying eye watering amounts to Carillion and then expecting TMBC staff to pay for this? It is not

Why don't all the staff that are paid in excess of £50,000 per annum accept a 1% pay decrease? And is it not possible to negotiate a better deal with both Greater Manchester Waste, and GMPTA so that we dont have to pay extortionate bills to them every year that drains our budget?

Why haven't the holidays pro rata been looked at - It seems the higher the scale the more holidays you are awarded -can this be looked at ? TMBC transport to be fitted with trackers , any out of work trips should be paid per mile back from the person misusing the transport.

YES! Tell the MP's not to take their 10% pay rise and that should help a lot.