

Fit for the future survey results – and next steps

Thank you to almost 2,000 of you across the County Council who completed the recent survey, about proposed alterations to working practices aimed at removing or minimising barriers to change.

The majority of these changes effect staff employed in central services and the impact in schools is minimal.

Feedback shows that, on the whole, you are realistic and understand the council's financial situation and support the general approach. Many of you also suggested constructive alternatives for some of the proposals.

The vast majority of proposals were well supported by those who took part with between 70% and 90% in favour of such changes as reviewing flexible working practices, linking increments to higher performance scores, offering interview expenses for internal jobs only for redeployees and subsistence (meals) allowances only in exceptional cases.

However some believed that some of the proposals reduced the 'cushion' offered during periods of change by too much - and didn't allow you flexibility to make necessary adjustments to personal circumstances if you were redeployed to a lower graded job or your working base moved.

The two proposals where people expressed most concerns consistent with the views expressed by the unions in the negotiations, were;

- Ceasing disturbance allowance altogether – where staff whose working base is changed by more than a mile are paid for their additional travel for up to three years
- Capping compensation payments for people redeployed on lower grades to 10% of their original earnings, and reducing the compensation period from three to one year.

Changes to the proposals

As a result of your feedback and negotiations with unions we are now putting forward changes to these two proposals which are;

- Disturbance allowance to continue to be paid – but to people who have to travel more than ten additional miles to reach their new working base, and for a maximum of one year.
- If you are redeployed to a lower graded post salary protection will be up to 2 grades or 20% of your original salary (whichever is lower). For the majority of staff this level of protection represents no change to the current arrangements. The compensation period will reduce to one year.

Misunderstandings

The survey feedback shows that there are some misunderstandings about the suggested changes that we'd like to clarify;

- Under this proposal the Christmas concessionary day will be **added** to your overall leave entitlement if suits the business and **is not** being abolished.
- We will review flexi-time as part of a programme to promote flexible working - modernising how we work - and have no plans to remove it
- The County Hall canteen is not subsidised!

Next steps

We will update you again on progress and implementation soon. To see the full list of proposed changes and FAQs about them [click here](#)