

Modern Reward Strategy: Travel Proposal Consultation.

Following the October Core Brief item on Modern Reward Strategy and the email from Emma Croll on 6-10-06, I can now tell you that the Travel Allowance proposal was formally endorsed by the Personnel Committee on 16th October. We are launching the proposal shortly and commencing the formal consultation process. This proposal has been reached in dialogue with both Unison and GMB and is one that we believe most fully satisfies the jointly agreed principles. The current arrangements, in place for many years, are complex, inequitable and are ripe for reform. This proposal is fair, and consistent and the advantages are outlined in the launch document accompanying the proposal, which will be issued to all staff.

Formal Consultation arrangements:

The formal proposal and supporting document outlining the management case will be sent electronically to all staff with email access and you should ensure that you send hard copies to those without such access.

Hard copies for Home Care employees and Road Crossing Patrol employees are being organised by the MRS team and departmental HR.

You may also have employees who only have occasional email access. Please make sure they are also sent a hard copy.

Your role as senior manager:

As senior managers in the organisation, you will have an important role in supporting the management proposal. Many of your teams will be affected by these changes and some individuals may not welcome them. Others, however, will see that the current system of allowances is not sustainable.

All employees (Green Book employees) are asked for feedback on the proposal and there are several ways of doing this:

- online survey
- by email to MRS@norfolk.gov.uk
- via you as the line manager
- via the Trade Union Steward.

You can support the consultation process:

- by being an ambassador for the Modern Reward Strategy and the proposal
- by helping to communicate the proposal and contribute to discussion with your teams
- by being a channel for feedback following the Core Brief and consultation process.

I'd like to thank you for your support and look forward to any feedback you can give us.

Audrey Sharp

**Project Manager
Modern Reward Strategy**

01603 638151