

Dear Bev,

Thank you for sharing the report.

Development Management (DM) would like to make the following comments which we hope will be considered prior to next week's meeting. I have copied Simon into this email as Project Lead.

Firstly, DM are pleased to see the report recommends a revised authorised travel user policy which addresses some of the concerns we raised in our formal consultation response, particularly:

- 1) that the Council will reimburse essential users (of which planning and enforcement officers are classified as being);
- 2) that the ECU banding will be reviewed annually
- 3) that a bicycle mileage will be introduced which will be helpful particularly for those who have a bike and can conduct local site visits
- 4) that you have to have access to a suitable mode of transport during working hours rather than having to have the car at work which enables Harborough based staff to use alternative methods to get to work but to still comply with the Policy
- 5) that non authorised users will not be able to park in the staff car park, thereby freeing up spaces for essential users.
- 6) that the policy is to be deferred to 1st April 2018

During the consultation the opinions, views and suggestions from all of those affected by the proposed changes to the Travel User Policy were taken into account when considering policy revisions. We have welcomed the positive input from both staff and UNISON.

However, we are concerned:

- 1) that the ECU Lump Sum has not been reviewed and in our opinion should be raised in line with inflation.

The lump sum payments of £963, £480 and £240 should be adjusted to reflect inflation since 2011, as follows:

Table: average inflation Great Britain (CPI) - by year

average inflation	inflation
CPI Great Britain 2016	0.50 %
CPI Great Britain 2015	0.05 %
CPI Great Britain 2014	1.47 %
CPI Great Britain 2013	2.53 %
CPI Great Britain 2012	2.83 %
CPI Great Britain 2011	4.48 %

<http://www.inflation.eu/inflation-rates/great-britain/historic-inflation/cpi-inflation-great-britain.aspx>

	£963		£480		£240	
	Annual Inflation Increase (2dp)	Running Total	Annual Inflation Increase (2dp)	Running Total	Annual Inflation Increase (2dp)	Running Total
with 2011-2012 inflation @ 4.48%	£43.14	£1,006.14	£21.50	£501.50	£10.75	£250.75
with 2012-2013 inflation	£28.47	£1,034.61	£14.19	£515.69	£7.10	£257.85

@ 2.83%						
with 2013-2014 inflation @ 2.53%	£26.18	£1,060.79	£13.05	£528.74	£6.52	£264.37
with 2014-2015 inflation @ 1.47%	£15.59	£1,076.38	£7.77	£536.51	£3.89	£268.26
with 2015-2016 inflation @ 0.05%	£0.54	£1,076.92	£0.27	£536.79	£0.13	£268.39
with 2016-2017 inflation @ 0.50% currently, but TBC	£5.38	£1,082.30	£2.68	£539.47	£1.34	£269.73
with 2017-2018 inflation @ TBC						
Lump Sums to be paid to staff from the April 2018 Travel User Policy Adoption Date =						

[2016 Inflation headlines from the Bank of England:](#)

“As in the August Report, inflation is projected to continue to rise over the near term. That partly reflects the effects of past falls in energy prices dropping out of the annual comparison. Further ahead, higher import prices associated with the past depreciation in sterling and the further significant fall since August **are expected to push up inflation for several years.**” (bold emphasis added).

“CPI inflation picked up to 1.0% in September, from 0.5% in June, but remains below the 2% target.”

Bank of England Inflation Report November 2016

<http://www.bankofengland.co.uk/publications/Documents/inflationreport/2016/nov.pdf#page=366>

2) The ECU Lump Sums are not part of staff wages. The Lump Sums are meant to proportionately remunerate for the annual costs of using a vehicle for work purposes. Motoring costs may rise or fall. The UK Consumer Price Index (CPI) is a balanced and reserved method of calculating changes in motoring costs; the CPI takes the geometric mean of prices to aggregate items at the lowest levels, instead of the arithmetic mean. “Transport” is a key element of the CPI. The CPI is a “National Statistic” and is currently the main measure of inflation in the UK. It is, for example, used to set UK Government Benefits. The new Travel User Policy should be amended to state that the Lump Sum will be adjusted annually to reflect the real costs of motoring, adjusted by UK CPI inflation figures. This will lead to a fairer and responsive policy.

Your point has been noted. One of the proposals is to retain the current NJC mileage rates. Proposing the retention of the existing mileage rates has allowed us to put forward an alternative option to retain essential user lump sum payments. This proposal will help to deliver some of the savings members have tasked officers with and also continue to be able to make lump sum payments to officers as appropriate.

3) It also seems unfair that most essential users in similar roles to us who do circa 1500-2000 miles per year, will only get £240 more than a user who does 20 miles per year.

Feedback from the staff during the open sessions and through the consultation was that if someone is required to provide a suitable vehicle for work, then they should be compensated for this. The three tier proposal helps to address this so every essential user is compensated in some way. It is accepted that mileage varies from person to person and from year to year.

4) That Casual Car Users (CCU) can claim parking on days that a car is needed may cause more conflict for spaces and maybe difficult to monitor.

This is unchanged from the current policy. All authorised designated users are issued a parking permit to be displayed at all times.

In addition to the above concerns we also have some queries:

1) What band of ECU do new starters start on as they won't have a previous year's mileage to base it on?

It is proposed that new starters essential user lump sum payments would be based on the average number of miles colleagues in similar roles receive. This will be agreed in discussion with the relevant Service Manager and Head of Paid Service

2) How will the mileage claim be calculated for those on Maternity leave?

It is proposed that the average mileage claimed over a two year period would be taken into account when considering what lump sum payment should be paid during periods of maternity, paternity, parental and adoption leave. This will be agreed in discussion with the relevant Service Manager and Head of Paid Service.

3) Is there going to be a review of staff eligibility for ECU / CCU?

Yes, once Council have made a decision if appropriate, a review in conjunction with Service Managers and the Head of Paid Service will be carried out.

4) Are we correct to assume that the thresholds will be pro-rata, so part time staff will still benefit from ECU?

Payments will not be pro rata for part time staff. The proposed lump sum allowances are based on the mileage necessary to carry out job roles rather the current £963 which is paid regardless of the number of miles travelled.

Finally, we would like it noting that we are disappointed the Unison letter has been made exempt without explanation as this conveys a lack of transparency.

Employers are obliged to respect the confidential and sensitive nature of communications between union representatives and their members and trade union. It is understood that UNISON will be making reference to their members and it is possible they may be identifiable from the information being provided. In the interests of confidentiality, it has been decided their submission should be exempt.

I look forward to hearing from you shortly.

Thanks and Regards