

Emails from 2 Authorities who have tried to remove lump sum payments

1)

From: Caroline.Glass@newark-sherwooddc.gov.uk [<mailto:Caroline.Glass@newark-sherwooddc.gov.uk>] **On Behalf Of** Tracey.Mellors@newark-sherwooddc.gov.uk
Sent: 31 October 2014 08:30
To: Louise Brown
Subject: RE: Removal of essential car user lump sum payment

Hi Louise,

Yes we did remove the ECUA. We consulted with the Trades Unions via our Joint Consultative Committee and wrote to our staff as part of the consultation.

We made it quite clear that we were removing the lump sum because of the financial difficulties the council found itself in.

Most staff just accepted it but a couple did raise concerns. That said, had they not accepted it we would have dismissed and re-engaged anyway.

We did it in 2 stages – 50% reduction in each stage and from the moment we entered into consultation we ceased paying the allowance to all new eligible employees.

We gave adequate notice on each occasion by writing to individuals a couple of months before ceasing the payment on each occasion.

I hope this helps but if not, please come back to me.

Regards
Tracey

2)

From: Sue Jeffery [<mailto:sue.jeffery@nottsc.gov.uk>]
Sent: 30 October 2014 13:55
To: Louise Brown
Subject: RE: Removing essential car user lump sum payment

Hi Louise

I have been asked to respond to your enquiry – we removed ECU back in 2010 as part of a package of Terms & Conditions – these were not agreed with the TU's – we issued notice to all staff (see attached letter) but the staff voted for 'action short of a strike' so to settle we made a one off payment to all staff of

All essential car users

£450 equivalent to a further 6 months notice of the removal of the lump sum.

All other authorised car users

£150 as one off compensation for the reduction in mileage rates at the HMRC recommended rate.

We also issued the guidance to Managers – if you have any queries, please give me a ring

Sue

Sue Jeffery
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Environment & Resources
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East Midlands Councils provided the following list of Authorities who have removed Essential Car User Lump Sum Payments by a variation of contract.

Chesterfield BC
Newark & Sherwood DC
Corby BC
Derby City
Northamptonshire CC
Nottinghamshire CC
Broxtowe BC
Nottingham City