

## POLICY FINANCE ADMINISTRATION

2 December 2014

## REPORT OF HEAD OF COMMUNICATIONS

## STAFF CAR PARKING DISCOUNT SCHEME AND CHARGES

## 1.0 PURPOSE OF REPORT

- 1.1 To consider and decide whether to extend the discounted staff car parking scheme for two years and then review it. To decide whether to formally link the staff car parking charges to the long stay car parking charges for the public. To consider the union proposal (by UNISON and GMB) to extend the staff car park discount scheme **and** freeze the current charges for two years.

## 2.0 RECOMMENDATIONS

- 2.1 To consider and decide whether to accept the union proposal that the current staff car parking charges, at the discounted rates remain unchanged, and that these charges are frozen for the next two years, to be reviewed in 2016.
- 2.2 If the above is not accepted to extend the discounted scheme for two years but increase the car parking charges as in 2.2 below.
- 2.3 That staff car parking charges are linked to long stay car parking charges and the Head of Communications in consultation with Management Team have delegated authority to increase the staff car parking charges in line with increases to long stay car parking charges at appropriate times as described in para 3.6 below.
- 3.0 KEY ISSUES
- 3.1 Melton Borough Council adopted a Green Travel Policy in September 2011 to encourage employees to choose alternative, sustainable modes of transport for travelling to and from the workplace.
- 3.2 Unison in consultation with GMB (the recognised trade unions) have submitted a report, attached at Appendix A, putting forward their case for the extension of the discounted scheme until September 2016 and a freeze on any increase in charges for the same period.
- 3.3 In September 2011 Unison submitted a proposal to the Policy Finance and Administration Committee, requesting that the proposed car parking charges for staff be reduced, to mitigate any potential financial impact that this may have on the workforce. This proposal was agreed on the following basis, with a condition that this would be reviewed in a year's time. This was reviewed again in September 2012, with an agreement to freeze the current charges until September 2014.

A discounted scheme was agreed as outlined below.

Band 1 -4 = 75% discount

Band 5-8 = 50% discount

Band 9 and above = no discount (£1.00 per day 50p ½ day)

3.4

Joint Staff Working Group (JSWG) in September 2014 supported staff car parking charges being linked to the long stay car parking charges. JSWG recommended that the principle of a discounted rate is accepted and that it should be discounted for 2 years and then be reviewed. JSWG also considered the charges should be linked to the long stay car parking charges.

3.5

Staff car parking charges were set by comparison to long stay car parking charges for the public. The rate is based on a seven day ticket for long stay car parking. The discount scheme means staff on lower pay scales receive a discounted rate.

3.6

This matter has been considered by Management Team who support the extension of the discounted scheme and suggest the rates continue to be linked to the Long Stay Car Parking Charges for the public and be increased should there be an increase in long stay car parking charges to the public at a point where it is economically viable to increase the staff charges.

3.5

In their report (Appendix A) Unison refer to expenditure on green issues with the money raised through the implementation of staff car parking charges. The administration for the cycle to work scheme has been paid for from the monies raised. No further suggestions have been received and none have been refused. Future suggestions will be considered and taken forward as appropriate.

#### 4.0 **POLICY AND CORPORATE IMPLICATIONS**

4.1 This has implications for staff car parking charges and therefore staff conditions of service.

#### 5.0 **FINANCIAL AND OTHER RESOURCE IMPLICATIONS**

5.1 The cost will be met from existing budgets.

5.2 The removal of the discount scheme will impact on current staff terms and conditions albeit temporary conditions.

#### 6.0 **LEGAL IMPLICATIONS/POWERS**

6.1 Employment law will apply.

6.2 The current discount scheme was agreed as a temporary measure to be reviewed.

6.3 The removal of the discount is not a clear breach of employment legislation but like many employee issues may be challenged.

#### 7.0 **COMMUNITY SAFETY**

7.1 No direct implications.

## 8.0 EQUALITIES

8.1 Continuing the discount scheme has no direct equalities implications.

## 9.0 RISKS

There are no direct risks outside normal employment issues from extending this scheme.

## 10.0 CLIMATE CHANGE

10.1 Staff are encouraged to use green methods of transport and to car share or park and stride.

## 11.0 CONSULTATION

11.1 This was considered by Joint Staff Working Group in September 2014. The recognised Trade unions, UNISON and GMB have been consulted and have submitted a proposal.

11.2 Joint Staff Working Group (JSWG) supported staff car parking charges being linked to the long stay car parking charges. JSWG recommended that the principle of a discounted rate is accepted but is not fixed and that it should be discounted for 2 years and then be reviewed.

11.3 Management Team have considered these proposals and their views are outlined above in para 3.6.

## 12.0 WARDS AFFECTED

12.1 All

Contact Officer Angela Tebbutt

Date: 18 November 2014

Appendices : A

Background Papers: PFA Sept 2011, JSWG Sept 2012. Sept 2014

Reference : X PFA 2 12 14