

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2018

Name of Budget Saving	Remove Regular Car Allowance
Department and service area	Resources, Finance and Integrated Service Support
Completion Date	22 January 2018
Lead officer	Gary Fairley

Aims and Objectives

To close the car lease scheme to employees designated regular car users.

Regular car users can access the car leasing scheme and benefit from a Council contribution of up to £2,000 per annum plus 13p per mile travelled. In 2015/16 the average mileage for regular users, based on the 355 regular users who claimed mileage was 1,710.

For the 217 regular users who have opted for the car lease option the cost of the scheme is £482,000 per annum. For the same average mileage the alternative of reimbursement of mileage travelled in the employees own vehicle is estimated to cost £167,000. As such there is a potential to save £315,000.

Higher savings may be achieved if other alternatives such as public transport and or fleet and pooled vehicles are utilised for business travel.

It is anticipated that the savings would accrue evenly over a three year period as leases are renewed. There will also need to be a period of consultation and the potential for the change to require a

contract variation for employees.

1. Does the proposed budget saving affect people?

YES

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2. What is/are the reason(s) for your proposed budget saving?

The Regular Car Allowance and associated access to Car leasing is significantly more costly than a banded mileage payment scheme. It represents an opportunity to reduce costs and minimise impact on service provision. The change, if approved will be subject to consultation with the relevant recognised Trade Unions.

It complements the increased provision of electric pool vehicles and actions to reduce journeys and the carbon foot print of the Councils grey fleet.

Further work required to assess the contractual nature of the current arrangements and this will inform the implementation route change linked to the wider goal of reducing CO2 emissions.

3. Impact

Which of the protected characteristics* will the proposed budget saving have an impact upon?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	No	Employee's contracts will require to be changed to reflect removal of this benefit.	There is no data held specifically on the profile of regular car users who access the car lease scheme. The changes will apply to equally to all 217 users who currently access the scheme and the remainder of regular users who do not currently access the scheme.
Disability	As above	As above	As above

Gender Reassignment	As above	As above	As above
Marriage & Civil Partnership	As above	As above	As above
Pregnancy and maternity	As above	As above	As above
Race	As above	As above	As above
Religion or Belief	As above	As above	As above
Sex	As above	As above	As above
Sexual Orientation	As above	As above	As above

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

The Regular Car Allowance and associated access to Car leasing is significantly more costly than a banded mileage payment scheme. It represents an opportunity to reduce costs and minimise impact on service provision. The change, if approved will be subject to consultation with the relevant recognised Trade Unions.

It complements the increased provision of electric pool vehicles and actions to reduce journeys and the carbon foot print of the Councils grey fleet.

Implementation will be determined once the contractual status of the current arrangements have been fully assessed by Legal Services.

Any changes will be communicated effectively to those affected from the proposal.

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality, Diversity and Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

Issues as they impact service delivery would be captured in performance reporting. Monitoring will continue on the level of business travel undertaken.

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

Reducing costs will help alleviate pressure on budget and lessens budget deficit so lessening impact on services to vulnerable groups.

EQIA would be part of review and development of replacement policy.