

# Midlothian



**Midlothian Council**

## **Equality Impact Assessment (EqIA) of Budget Proposals**

**2018**

Name of Budget Saving	Review of Lease Car Scheme and Employee Retention 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 retention car users alongside review of retention allowance

Retention car users can access the car leasing scheme and benefit from a Council contribution of 4.36% of salary, with no separate payment for miles travelled. Retention allowance is an equivalent additional salary payment as an alternative.

Both arrangements have a clawback clause if the employee leaves, car lease via termination penalties and retention by a requirement to return the last 12 months allowance

For the approx. 90 retention users the cost of the scheme is £150,000 per annum. 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 change in terms and conditions which may require to be secured through either voluntary sign up or at worst a termination and reengagement process.

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?

Changes to the retention scheme and associated access to car leasing were proposed at the Business Transformation Group. 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.

### 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	Employees' contracts may/will require to be changed to reflect removal of this benefit.	There is no data held specifically on the profile of retention users who access the car lease scheme or receive payment. The changes will apply impact differently on car lease and retention payment employees, the exact impact will be dependent on the approach taken to implement any change.
Disability	As above	As above	As above
Gender	As above	As above	As above

Reassignment			
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 change impacts on employee terms and conditions as such the change, if approved will be subject to consultation with the relevant employees and recognised Trade Unions in accordance with the Policy for Organisational Change.

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

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

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

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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 be required to monitor turnover and staff engagement levels.

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 /arrangements