Coventry City Council

Agenda

Finance and Corporate Services Scrutiny Board (1)

Time and Date
2.00 pm on Wednesday, 29th March, 2017

Place
Committee Room 2 - Council House

Public Business

1. **Apologies and Substitutions**

2. **Declarations of Interest**

3. **Minutes**

   (a)   To agree the minutes of the meeting held on 13 March 2017 (Pages 3 - 4)

   (b)   Matters Arising

4. **Digital Strategy Task & Finish Update Note** (Pages 5 - 14)

   Briefing Note

   Members are encouraged to bring their lap tops to the meeting for the consideration of this item.

   Members of the Digital Strategy Task and Finish Group have been invited to attend for consideration of this item.

5. **Report on the Outcome of the 2016/17 Early Retirement Voluntary Redundancy Programme** (Pages 15 - 22)

   Briefing Note

6. **Outstanding Issues Report**

   Outstanding issues have been picked up in the Work Programme

7. **Finance and Corporate Services Scrutiny Board (1) Work Programme 2016/17**
   (Pages 23 - 26)

   Report of the Scrutiny Co-ordinator

8. **Any other items of Public Business**

   Any other items of public business which the Chair decides to take as matters of urgency because of the special circumstances involved

Private Business
        Nil

Martin Yardley, Deputy Chief Executive (Place), Council House Coventry

Tuesday, 21 March 2017

Notes:1) The person to contact about the agenda and documents for this meeting is Carolyn Sinclair, Governance Services, Council House, Coventry, alternatively information about this meeting can be obtained from the following web link:
        http://moderngov.coventry.gov.uk

2)   Council Members who are not able to attend the meeting should notify Carolyn Sinclair as soon as possible and no later than 9am on the day of the meeting giving their reasons for absence and the name of the Council Member (if any) who will be attending the meeting as their substitute.

3)   Scrutiny Board Members who have an interest in any report referred to this meeting, but who are not Members of this Scrutiny Board, have been invited to notify the Chair by 12 noon on the day before the meeting that they wish to speak on a particular item. The Member must indicate to the Chair their reason for wishing to speak and the issue(s) they wish to raise.

Membership: Councillors S Bains, L Kelly (Chair), J Lepoidevin, J McNicholas, G Ridley, T Sawdon, R Singh, T Skipper and R Thay

By Invitation: Councillor R Brown, T Mayer, J Mutton

Please note: a hearing loop is available in the committee rooms

If you require a British Sign Language interpreter for this meeting OR it you would like this information in another format or language please contact us.

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Coventry City Council
**Minutes of the Meeting of Finance and Corporate Services Scrutiny Board (1) held
at 1.00 pm on Monday, 13 March 2017**

Present:

Members: Councillor L Kelly (Chair)

                                   Councillor S Bains
                                   Councillor J Lepoidevin
                                   Councillor J McNicholas
                                   Councillor T Sawdon
                                   Councillor R Singh
                                   Councillor D Skinner
                                   Councillor T Skipper
                                   Councillor R Thay

Other Members: Councillor J Mutton (Cabinet Member for Finance and
                                   Resources)

Employees:

            Place: V Castree, P Jennings, C Sinclair, H Williamson

Apologies: Councillor G Ridley

Public Business

41.   **Declarations of Interest**

        There were no declarations of interest.

42.   **Minutes**

        The minutes of the meeting held on 25 January 2017 were signed as a true
        record. There were no matters arising.

43.   **2016/17 Quarter 3 Capital Programme**

        The Board considered a line by line analysis of the Capital Programme for 2017/18
        - 2021/22, which provided the detail of the estimated spend for 2016/17 with its
        resourcing plans together with ongoing costs up to 2021/22.

        The Board questioned officers on aspect of the capital schemes in respect of:
        • Schools and educational provision
        • Social care – Pathways and DFGs
        • WMCA projects
        • Coventry Station Masterplan inc. NUCKLE 1.2
        • Growth Fund
        • Kickstart Office
        • Highways and Public Realm (including car parks)
        • Sports and leisure facilities
        • ICT

– 1 –

In noting the report, the Board requested further information to be emailed to them on the following:

- Schools and educational provision: The Basic Need cabinet report to support the capital requirement for providing new pupil places by expanding existing schools or new schools, so that they can understand the detail of the allocated spend.
- Broad Park: An update on the Cabinet Member report dated 6 April 2010 in terms of what was happening with the programme.
- WMCA projects: further detail of funding from the combined authority and the approval process together with information on when the expected funding would be guaranteed.

44.   **Outstanding Issues Report**

There were no outstanding issues.

45.   **Work Programme**

The Board noted the work programme.

46.   **Any other items of Public Business**

There were no other items of business.

(Meeting closed at 2.30 pm)

Coventry City Council

To: Finance and Corporate Services Scrutiny Board

Date: 29th March 2017

Subject: Digital Strategy Task & Finish Update Note

1   Purpose of the Note
1.1   To provide an update on progress made against the Digital Strategy and in particular the recommendation made at the last meeting of the Task & Finish group on 22nd November 2016.

2   Update on actions from last meeting
2.1   At the last meeting of the Task & Finish group there was an action that the Task and Finish Group hold select committee style meetings with the three main broadband providers.

2.2   The plans to hold briefing sessions with each of the 3 main broadband suppliers within Coventry has had to be put on hold. This is due to the Council's involvement in the CSW Broadband project. The project is currently out to tender for Contract 3 of the project and it has been advised that meetings should not take place whilst the procurement process is underway. The meetings will be delayed until after the procurement process is completed in early Autumn.

3   Update on Recommendations
3.1   Appendix 1 gives an update against each of the recommendations made at the meeting on 22nd November 2016

4   Update on Digital Strategy
4.1   The Digital Coventry strategy was approved by Cabinet and Council on 21st February. The strategy has been published onto the councils website and is available to download from http://www.coventry.gov.uk/digitalcoventry

4.2   A communications plan has been developed to support the strategy and promotion activity started during March.

4.3   Appendix 2 gives an update on some of the key activities that have been taking place related to the Digital Strategy since the meeting on 22nd November 2016

LISA COMMANE & PAUL WARD, PEOPLE DIRECTORATE, 024 7678 7542

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Finance and Corporate Services Scrutiny Board and Business, Economy and Enterprise Scrutiny Board Recommendation	Update on status
a) Include the principle and opportunities for Digital transformation in our Council strategies and budget setting plans.	It is recognised that Digital is a principle which unpins a lot of how we operate as an organisation. As such it is an inherent part of a lot of our plans and strategies. Council Strategies (other than the digital strategy itself) that reflect digital transformation include the Workforce Strategy and the Information Management Strategy. Both have strong references to how digital transformation will help achieve their visions. On a more detailed level, work within projects such as the sports project developing the city centre destination sports facility will rely heavily on a digital infrastructure both from an operational point of view (good internet site and pre bookings) to car parking signage on our ring road that will be able to direct traffic to appropriate car parks. As Digital is something which unpins and enables, it was not mentioned specifically in the budget or pre budget reports – although digital transformation practices are at the heart of a lot of our savings plans. An example of this was included one of the appendices for the budget setting documentation - Review of business processes for the administration of Revenues and Benefits - to include an improved digital offering and automated self service solutions – to realise efficiencies in back office administration. Resulting in a saving of (£50k) in 18/19 rising to (£150k) in 19/20. Corporate Leadership Team are also including digital thinking as we reinvigorate the Council's change programme and develop future budget plans.
b) Continue to explore and implement new ways of working for all staff and Elected Members. This includes designing bespoke training and development for staff and Members based on need, following a Digital Skills survey and equipment audit. The role of change agents and more informal networks for sharing and building digital skills will also be developed.	Work has been ongoing with regards to Digital Skills across the organisation and a Be Digital campaign has been established. This is leading on the following activities: • Digital Skills Framework – framework setting out basic digital requirements • Launch of a Digital Skills Strategy • Digital day held for staff with basic digital skills. • Embedding and coaching of Office 365/SharePoint

		• Training of (Digital) Change Agents, Change Agents who have put themselves forward to support their teams to initially help embed Office 365 and SharePoint and moving forward support the Be:DiG1T@L campaign • Continued ICT floor walks
c)	Provide ongoing training and support to Members to encourage Members to maximise their use of digital and technology	Various initiatives have started with Members with regards to the use of digital technology. An example of this is moving to a "paper-lite" planning committee, led by Member Digital Champion Cllr Brown, process - whereby paperwork for the committee is viewed electronically rather than on physical hard copy. This is alongside other corporate initiatives as part of the Be Digital campaign as mentioned above.
d)	Continue to communicate and encourage the use of Council online services as a contact option for constituents and customers, by Members and Officers, and encourage feedback on their effectiveness.	Where possible, the use of online services is promoted either via the web site or in any press releases (where applicable). This is partly responsible for the year to date rise to 23.24% of online service requests. The most successful channel shift experienced so far is with the "Homefinder - Apply for priority service" where 83.33% of requests being made by self-service. Further details on developments since the meeting in November are available in Appendix 2
e)	Seek to maximise the opportunities to implement digital and new ways of working as we consolidate buildings - and the role that Finance and Corporate Services Scrutiny Board can play for example in taking an overview of KickStart action plans as teams prepare for the move.	The Finance and Corporate Services Scrutiny Board attended the Friargate site at the end of January and have received presentations from Nigel Clews with regards to the Kickstart programme. As progress continues with the Friargate move there will be a proactive communication campaign.
f)	Instruct officers to meet regularly with broadband service providers in the City to encourage investment in the City and share information on new developments and connectivity challenges	Officers have established regular meetings with the major Internet connectivity suppliers (City Fibre, BT & Virgin) to discuss the development of their networks within the city. As part of the West Midland Combined Authority Digital Group there is active work looking at Internet Connectivity from the main suppliers across the region. The CSW broadband project and investment is looking specifically at the provision of superfast broadband within Coventry.

g)	Work with developers to ensure that new housing developments have high quality digital connectivity and support its inclusion in the Local Plan.	The draft City Centre Area Action Plan and the Draft Local Plan include policies which directly encourage the expansion of digital infrastructure.
h)	Inform the relevant officer, when Members have discussions with constituents on issues regarding Broadband at a ward level, to enable the Council to ensure conversations are joined up with service providers.	As per recommendation f) above, there is proactive work on-going with suppliers. Members should be encouraging constituents to be registering issues directly with suppliers. If Members are aware of significant or multiple issues then these should be raised with Paul Ward (paul.ward@coventry.gov.uk) moving forward.
i)	Commit to continue to improve our online services and ICT support, which includes benchmarking and opportunities to share services and ideas with neighbouring authorities.	We are engaging with our Customer Relationship Management system supplier to support sharing of processes and discussing the principle of a design think tank with a number of identified colleagues from across local authorities. At the same time we are currently exploring the opportunity to obtain a blue badge process from one of our neighbouring councils. We seek to obtain customer feedback on user experience, indeed we are in the process of identifying how we can proactively seek input following all transactions. The insight to date has been used to continue to evolve processes, this is supported through ongoing training for Meet & Greet and contact centre team members who help to guide customers through the use of processes to a successful conclusion.

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There has been progress made on a number of Digital projects since the last meeting. The table below provides an update on some of these projects:

Digital Coventry Theme	Key Activity	Update
Digital Place	Superfast broadband	Currently at the planning stage and working closely with the Coventry Solihull & Warwickshire (CSW) project team on contract details. As part of the match funding we will be appointing a temporary project manager to manage all of Coventry's interests on the project. The recruitment process is underway and we are looking to appoint over the next couple of months.
Digital Place	Free public Wi-FI (City Centre & Friargate)	We are in the final stages of contract negotiations with InTechnology Wi-Fi to provide free public wifi within the city centre following a procurement process. They have already delivered successful implementations in Edinburgh (with over 100k active users) and Watford. The network installation and app development will run in parallel – we are finalising dates for implementation and have confirmed the network will be expanded to include coverage inside the ring road and Friargate. The network can be further extended by agreement to cover key footfall areas throughout the city.
Digital Place	AppyParking	Last year the Council teamed up with Appy Parking and Nwave to trial an innovative new Parking App to help to make finding an on-street parking space in Coventry simple. Appy Parking shows available spaces in real time in order to eliminate the need to trawl the city's streets looking for a gap. It was trialled across three locations in the city to show street spaces at New Union Street, Warwick Road and St Johns Street. An additional £150,000 funding has been awarded from the Department of Transport which will mean all of Council on street parking bays will be included in the scheme along with 18 electric vehicle charging bays.
Digital Place	WMCA Digital Group	Officers are part of an emerging WMCA Digital Group which meets monthly and has been is primarily made up of representatives from each Local Enterprise Partnership areas. The group is led by Sarah Windrum who is a member of the Coventry & Warwickshire LEP. Priority areas of focus are linking digital connectivity needs to productivity gains for business, digital skills and infrastructure such as 5G and internet speeds and capacity.
Digital Customer & Inclusion	Channel shift	The year to date online self-service percentage has continued to rise to 23.24% with the most successful channel shift experienced with the "Homefinder - Apply for priority service" where 83.33% of requests being made by self-service. Since the meeting in November the following work has been completed on "MyAccount":

		- General improvements to the MyAccount functionality including a star rating feedback option at the end of specific forms which help us with continual service improvement. Also introducing a search bar for customer to be able to search for service types rather than find them on a list - Flytipping and Grafitti forms have been made available via MyAccount and are linked to from the web site - Improvements have been made to the Council Tax change of address form - Various Registrars forms have been introduced as we move their services online with work continuing in this area.
Digital Communities	Gen2gen	A scheme run by the Council's library services and Coventry University which helps older people make better use of social and digital media is going from strength to strength. During the past four years 70 Coventry University student volunteers have provided IT training to hundreds of older people. Coventry's Central Library host the sessions using its IT facilities. More than 500 people have taken part in Gen2gen learning about anything from setting up an email account, use of the Internet, Tablets, Smartphones, laptops and digital cameras. Gen2gen is being extended in Stoke and Earlsdon libraries, as it has proved such a success in the Central library.
Digital Communities	Bell Green Silver Surfers	A community based group known as the Bell Green Silver Surfers have been helping its members, aged 67 to 87, to become more comfortable making use of digital media while also helping reduce isolation in the community. The group which caters for people in the Bell Green and Longford areas of the city has 17 members, and a waiting list for new recruits. The group was set up in 2010, in the Bell Green Community Centre following the closure of a course at the Bell Green Library. The course responds to individual's needs and over the years the group has managed to secure funding to buy Laptops and other equipment. Recently it has received funding from People's Health Trust which is enabling it to replace some of its older laptops and sustain the group into 2018.
Digital Workforce	EPost	This is a project to implement technology to enable us to scan all incoming post and deliver it electronically to a secure location. This will either be a team SharePoint site, an individual's e-mail or to an Information @Work location depending on the type of documents received. We are currently going through a proof of concept and mail has been successfully scanned and delivered to the above systems.
Digital Workforce	Office 365	We are developing a new Intranet platform to replace the existing Beacon system. The new

		platform based development has been completed on Office 365. Currently the web editors team are going through and reviewing all the areas of content on the existing Intranet and redesigning/migrating the content. Current timeline for go-live is June/July. During April, Coventry is also hosting a best practice technical "show and tell" for members of ICT services from neighbouring authorities. Colleagues can come and see what we are doing with the platform and how we are doing it, sharing knowledge and experiences.
Digital Workforce	Digital Change Agents	Employees, apprentices and managers from across the Council have signed up to the role of Digital Change Agents. Digital Change Agents will be: • Supporting teams to improve digital capabilities and communicate the benefits of being digital Support the implementation of the Digital Skills Strategy • Recognised as the Council's digital 'talent' • Championing digital change • Looking at how we can improve what we do through new technology • Keen to learn new things and add to their digital skill-set The first challenge for our 60 Digital Change Agents is to support and work with their teams to improve confidence and working knowledge of SharePoint.

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Coventry City Council

To Finance and Corporate Services Scrutiny Board   **Date 29th March 2017**

Subject   Report on the outcome of the 2016/7 Early Retirement Voluntary Redundancy programme

1   Purpose of the Note

1.1   The purpose of this Briefing Note is to update the Scrutiny Board with the outcome of the recent Early Retirement Voluntary Redundancy (ERVR) scheme. The report outlines the current arrangements for exit payments and updates the Board in relation to future proposals based on the impending changes to public sector exit payments that were the subject of a government consultation last year and what the potential future impact of changes on the Council are likely to be.

2   Recommendations

2.1   The Scrutiny Board is asked to
   •   note the outcomes from the recent ER/VR round
   •   note the potential impacts of changes to the national framework for pensions and redundancy arrangements
   •   forward any recommendations onto the appropriate Cabinet Member

3   Information/Background

3.1   In the last six years the Council has had its government funding cut by more than £95m per year and will need to make further savings rising to an additional £36m per year by 2020. The workforce is by far the biggest area of Council spend and has a significant impact on Council's budget. In a bid to meet the financial challenges, the Council has run a number of ERVR programmes, the last one was launched in November 2016.

4   Outcome of the 2016/7 ERVR Round

4.1   Applications for ER/VR were invited from across the Council and all staff were eligible to apply. The scheme closed on 31 January 2017. Applications were considered by the Directorate Management Teams and approved by the respective Executive Directors.

4.2   In total, 307 applications were made of which 91 (86 people) proposals have been approved, around 30% of applications, which is consistent with previous rounds. All the exit costs are calculated in accordance with Coventry City Council's terms and conditions currently in force and detailed in section 5 and Appendix 1.

4.3   There were over 200 people who applied for ERVR who were turned down. The process was clear that there would be certain groups who were less likely to be accepted, but no groups were excluded in this round. The process sought to involve greater line management involvement in an attempt to manage people's expectation and line managers were asked to meet with all applicants personally to inform them of the decision. Experience tells us that some applicants are deeply affected by being turned down.

4.4   This is the sixth ERVR programme and the workforce is now about half what it was a decade ago. ERVR is a blunt tool and can cause upset and distraction across the workforce. In the future, it is recommended that Council wide programmes are avoided and instead appeal for volunteers for redundancy on a localised scale, ahead of structural changes aligned to business needs likely to result in workforce reductions.

5.   Redundancy Compensation

5.1   The current arrangements for compensation in the case of redundancy are set out in Appendix 1.

5.2   Redundancy payments are triggered when an employee with more than two years continuous service leaves on the grounds of redundancy. The entitlement is calculated using age and length of service. The maximum number of years' service, which can count for the redundancy calculation is 20 years. The greater amount is paid from:

- A payment equivalent to 1.5 times the entitlement to statutory redundancy weeks (statutory redundancy weeks are based on age and length of service)
  OR
- A payment equivalent to statutory redundancy weeks plus a 6 week lump sum based on current salary.

5.3 Where an employee is over 55 years of age at the point of redundancy and is a member of the Local Government Pension Scheme (LGPS), the employee's leaving is automatically treated as an early retirement under the scheme. When calculating the value of an exit package, a local authority needs to calculate and include the costs to the authority as well as payments/benefits to the employee. This means that 'pension strain' costs will need to be added to the redundancy cost for the total cost of the exit package. Pension strain is an additional one-off sum that an employer is required to pay to the Pension Fund in order to allow the early release of pension benefits without actuarial reduction.

6. Resource Implications

6.1 The proposed deletion of all the posts from the latest round will realise a saving of £2,161,000 per annum. These savings will be used to meet the Councils savings targets for 2017/18 that were built into the medium term financial strategy as part of the 2015/16 budget setting process. Approximately £240,000 of the estimated saving relates to posts funded from external or trading income and the saving available for this element will depend on the precise way in which service redesign is undertaken.

6.2 It should be noted that one-off exit payments are generally met from reserves and on-going revenue budgets which have been specifically set aside for the purpose of meeting these costs. This then allows immediate savings to be made in revenue budgets once posts have been deleted.

6.3 Under the Council's constitution, exit payments over £100k were reported to the Audit and Procurement Committee for approval. There were eight exit payments that met this criterion, outlined in Table 1.

Table 1: Exit packages over £100k

Directorate	Number of Cases Approved	Salary Budget of Approved individuals £000	One-Off Cost (Redundancy plus Pension Strain) £000	Average One-Off Cost £000
People	4	225	564	141
Resources	3	189	516	172
Place	1	35	111	111
Total	**8**	**449**	**1,191**	**149**

6.4   The Audit and Procurement Committee also requested a report on all of the redundancies for information. Redundancies with exit payments under £100k are outlined below.

Table 2: Exit packages under £100k

Directorate	Number of Cases Approved	Salary Budget of Approved individuals £000	One-Off Cost (Redundancy plus Pension Strain) £000	Average One-Off Cost £000
People	33	641	892	27
Resources	32	819	976	31
Place	18	252	371	21
Total	83	1,712	2,239	27

7.   Future changes to Public Sector exit payments

7.1   The Government announced at the 2015 Spending Revenue that it intended to reduce the costs of redundancy payments and end six-figure exit payments and ensure greater consistency between public sector workforces. HM Treasury published its response to the consultation in September 2016 and the proposals are outlined below.

7.2 Cap on payments

7.2.1 Once in place, the cap will limit entitlement to termination payment to a maximum aggregated amount of £95,000. Payments to be included in the calculation of the exit payment subject to the cap include:

* Payments related to voluntary and compulsory redundancies

* Payments related to other voluntary exits

* The cost to the employer of offering early access to unreduced pensions in place of, or in combination with, other exit payments

* Special exit payments and ex gratia payments related to exit from employment

* Any extra-contractual payments agreed as part of the exit process

* Payments or compensation in lieu of notice and payments relating to the cashing up of outstanding entitlements (this does not include accrued but untaken annual leave).

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7.2.2   Under the impending legislation that caps exit payments at £95k, nine of the exit packages in the latest round of ERVR would have met this criterion. Paying not more than £95k would have saved the Council £433k, however it would have been likely that not all of those (if any) would have chosen to leave the Council voluntarily under those conditions.

7.2.3   Capping redundancy payments creates a particularly difficult issue in relation to the Local Government Pension Scheme (LGPS), where at present, employees who are members of the LGPS and who are aged over 55 are obliged to take their pension if their employment ends on grounds of redundancy or business efficiency. Under these circumstances, pension benefits will still be payable, but will be subject to reduction to the extent that the employer is prevented by the cap from paying the full cost of waiving the reduction (so called pension strain) unless the employee is willing – and can afford – to pay a potentially expensive top-up, assuming this is allowed.

7.2.4 The cost of providing unreduced benefits for even quite modest earners with long service can be substantial. Therefore, although the policy aim of the cap is primarily to avoid substantial cash pay-outs to high earners, the actual scope is likely to be much wider and may bring into scope Grade 6 employees.

7.2.5   For employers, whilst reducing the overall cost of redundancies, caps potentially have a significant effect on levels of take-up of voluntary redundancy packages by older employees and we may expect to impose redundancy through compulsory redundancy.

7.2.6 Draft legislation indicated there may be the option of obtaining Full Council approval to waive the cap in 'exceptional circumstances'. Where a council exercises this option a full record of the reasons for the decision must be kept for at least three years and should be published as part of the annual accounts or in a list published at the start of the financial year.

7.3 Recovery of Exit Payments

7.3.1 There is already draft legislation for recovering exit payments from individuals earning over £80,000 who leave the public sector and then return to work in the same sub-sector within 12 months.

7.4 Other Proposals

7.4.1   HM Treasury's response to the consultation indicated that it would continue to push through on further reforms to public sector redundancy payments, although the proposed changes are likely to affect other public sector organisations more than local authorities. These proposals are:

* Setting a maximum tariff for calculating exit payment at 3 weeks' pay for each year of service

* Setting a cap of 15 months as the maximum number of months' salary

* Tapering the amount of pension lump sum the individual is entitled to receive the closer someone is to the normal pension age

* Setting the maximum salary for the calculations of salary to a suggested £80,000 maximum

7.4.2   In respect to Coventry City Council arrangements for redundancy pay, setting a maximum tariff of 3 weeks' pay for each year of service would only affect those employees with short service ie those with two to three years' service, because of the Council's occupational redundancy option of an additional six weeks on top of the statutory scheme. This proposals, if accepted, would require the Council to amend the occupational redundancy scheme.

7.4.3   The maximum amount of weeks paid as redundancy within the Councils current arrangement is equivalent of eleven months' salary and therefore under the 15 month proposed cap and there will be no need to amend current arrangements.

7.4.4   The proposal to taper redundancy lump sums closer to retirement date would affect early retirements. The consultation document does not give any examples of what the tapering may be and HM Treasury are cognisant about the equality impact of tapering arrangements on older employees.

7.4.5   Any proposal to set a maximum salary for the calculation of redundancy will potentially affect our Director population only. At the suggested limit of £80,000, Assistant Directors and above will be affected at current rates of pay.

7.4.6   Whilst this paper discusses the arrangements for Coventry City Council staff on 'Green Book' terms and conditions that cover the vast majority of staff, there are are other group eg Soulbury (Teachers) and staff transferring into the Council, who's arrangements will need to be reviewed.

7.5 Proposed changes to the Pension Scheme

7.5.1 The government is currently in consultation with Trade Unions regarding changes to the pension scheme in a redundancy situation. Without knowing what the proposals are, it is difficult to comment on how they will impact on our current arrangements. Any of the following proposals will significantly reduce the overall cost of redundancy and reduce the payback time. The proposals are highly likely to reduce the number of people willing to leave voluntarily under the new arrangements, which are:

* limiting employer funded top ups to no more than the value of the redundancy lump sum that might otherwise be payable, or

* Prohibiting employer funded pension top ups entirely, while giving the option for the individual to decide whether to use any lump sum exit payment to increase their pension entitlement, or

* Changing the age at which individuals would be able to have early access to an employer funded pension top up as part of an exit package to 5 years before the person's Normal Pension Age in the scheme under which they are currently accruing pension benefits (now age 67 or 68 in most cases), or

* Raising the age at which early access to pension benefits are permitted.

7.6 Current Situation

7.6.1 The Governments timetable indicated in the response to the consultation has already slipped with regulations bringing Section 41 of the Enterprise Act into effect having only just been published. It can reasonably be expected later this year.

7.6.2 The government's timetable also stated that it was expecting firm proposals on exit payments around December 2016, but as yet we are not aware of any progress in this, which means that the proposed implementation date of July 2017 is unlikely.

7.6.3 Changes to pension schemes is a sensitive and contentious issue and the government has indicated that if agreement cannot be reached through consultation with Trades Unions, it will consider primary legislation to take reforms forward. As yet we have not heard any more.

Barbara Barrett, People Directorate
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Coventry City Council Enhanced Redundancy
Compensation Pay

Age	Complete years of service																		
---	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17*	1.50																		
18	1.50	2.25																	
19	1.50	2.25	3.00																
20	1.50	2.25	3.00	3.75															
21	1.50	2.25	3.00	3.75	4.50														
22	1.50	2.25	3.00	3.75	4.50	5.25													
23	2.25	3.00	3.75	4.50	5.25	6.00	6.75												
24	3.00	3.75	4.50	5.25	6.00	6.75	7.50	8.25											
25	3.00	4.50	5.25	6.00	6.75	7.50	8.25	9.00	9.75										
26	3.00	4.50	6.00	6.75	7.50	8.25	9.00	9.75	10.50	11.25									
27	3.00	4.50	6.00	7.50	8.25	9.00	9.75	10.50	11.25	12.00	12.75								
28	3.00	4.50	6.00	7.50	9.00	9.75	10.50	11.25	12.00	12.75	13.50	14.25							
29	3.00	4.50	6.00	7.50	9.00	10.50	11.25	12.00	12.75	13.50	14.25	15.00	15.75						
30	3.00	4.50	6.00	7.50	9.00	10.50	12.00	12.75	13.50	14.25	15.00	15.75	16.50	17.25					
31	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	14.25	15.00	15.75	16.50	17.25	18.00	18.75				
32	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	15.75	16.50	17.25	18.00	18.75	19.50	20.25			
33	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	17.25	18.00	18.75	19.50	20.25	21.00	21.75		
34	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	18.75	19.50	20.25	21.00	21.75	22.50	23.25	
35	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	20.25	21.00	21.75	22.50	23.25	24.00	24.75
36	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	21.75	22.50	23.25	24.00	24.75	25.50
37	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	23.25	24.00	24.75	25.50	26.25
38	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	24.75	25.50	26.25	27.00
39	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	26.25	27.00	27.75
40	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	27.75	28.50
41	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	29.25
42	3.75	5.25	6.75	8.25	9.75	11.25	12.75	14.25	15.75	17.25	18.75	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75
43	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	30.00	31.50
44	4.50	6.75	8.25	9.75	11.25	12.75	14.25	15.75	17.25	18.75	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75	32.25
45	4.50	6.75	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00
46	4.50	6.75	9.00	11.25	12.75	14.25	15.75	17.25	18.75	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75	32.25	33.75
47	4.50	6.75	9.00	11.25	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00	34.50
48	4.50	6.75	9.00	11.25	13.50	15.75	17.25	18.75	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75	32.25	33.75	35.25
49	4.50	6.75	9.00	11.25	13.50	15.75	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00	34.50	36.00
50	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75	32.25	33.75	35.25	36.75
51	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00	34.50	36.00	37.50
52	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	26.25	27.75	29.25	30.75	32.25	33.75	35.25	36.75	38.25
53	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	28.50	30.00	31.50	33.00	34.50	36.00	37.50	39.00
54	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	30.75	32.25	33.75	35.25	36.75	38.25	39.75
55	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.00	34.50	36.00	37.50	39.00	40.50
56	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	35.25	36.75	38.25	39.75	41.25
57	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	37.50	39.00	40.50	42.00
58	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	39.75	41.25	42.75
59	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.00	43.50
60	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.75	44.25
61+	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.75	45.00

No of weeks Enhanced Redundancy Pay

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Finance and Corporate Services Scrutiny Board (1) Work Programme 2016/17

6 July 2016
The Digital Agenda
7 September 2016
2017-20 Medium Term Financial Strategy and Efficiency Strategy EU Funding
19 October 2016
Reserves
22 November 2016 – Joint with SB3
Digital Strategy Task and Finish Group report back
30 November 2016
Impact of changes to Local Council Tax Support Scheme Procurement Strategy and Social Value Act
25 January 2017
The Move to Friargate Workforce Strategy Capital Programme
13 March 2017
Capital Programme
29 March 2017
Update on Early Retirement/Voluntary Redundancy Programme (ER/VR) Digital Strategy Task and Finish Group Update
Dates to be determined
Impact of changes to Local Council Tax Support Scheme – June 2017

Date	Title	Detail	Lead Officer
6 July 2016	The Digital Agenda	To introduce the developing Digital Strategy enabling the Board to input into it as it is still in draft form. To look to set up a working group to develop further strands of work. This will be identified at the meeting.	Lisa Commane
7 September 2016	2017-20 MTFS	To discuss the Council's Medium Term Financial Strategy and its new Efficiency Strategy	Paul Jennings
7 September 2016	EU Funding	To receive a briefing note on the funding received from the EU by the Council.	Chris West
19 October 2016	Reserves	To look at reserves in detail and how the information on them is presented to the public.	Barry Hastie/ Paul Jennings
30 November 2016	Impact of changes to Local Council Tax Support Scheme	Changes were introduced to the Local Council Tax Support Scheme from April 2016. This item is to look at the impact of implementation after 6 months. To include how much money has been raised as a result of this change, how much it has cost to collect, levels of arrears and the impact on residents. Look to invite external partners in to inform discussion e.g. CAB.	Barrie Strain/Glenda Cowley
30 November 2016	Procurement Strategy and Social Value Act	To examine the extent to which the Social Value Act is delivering added value when we are letting contracts.	Liz Welton
30 November 2016	Digital Strategy Task and Finish Group report back	To feedback to SB1 the recommendations from the Digital Strategy Task and Finish Group.	Vicky Castree
25 January 2017	The Move to Friargate	To look at progress towards meeting the objectives in the business case.	Nigel Clews/ Martin Vickery
25 January 2017	Workforce Strategy	To review the workforce strategy	Barbara Barrett
25 January 2017	Capital Programme	To receive a line by line update on the 2016/17 Capital Programme.	Paul Jennings
13 March 2017	Capital Programme	To receive a line by line update on the 2016/17 Capital Programme (deferred from 25 January)	Paul Jennings
29 March 2017	Update on Early Retirement/Voluntary Redundancy Programme (ER/VR)	Following on from the session on Reserves, this item was requested to look at the uptake of ER/VR and the associated costs.	Barbara Barrett/ Barry Hastie
29 March 2017	Digital Strategy Task and Finish Group Update	To look at progress against the recommendations made by the Digital Strategy Task and Finish Group.	Lisa Commane/ Mark Chester
TBC –	Impact of changes to	To look at the impact of the changes a year after implementation, including	Barrie Strain/

2017/18	Local Council Tax Support Scheme –	collection rates, cost of collection, levels of arrears, enforcement arrangements the impact on residents.	Glenda Cowley
Moved to SCRUCO for consideration	Friargate	Friargate will be examined by SCRUCO as responsibility for scrutiny cuts across two boards.	

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