

DISABILITY REVIEW

The proposals for the savings in the Disability Review were presented to the staff and the trade unions a few months ago now and the problems are well known. It is likely that the grade 8 and grade 5 job descriptions will be deleted.

INITIAL PROPOSALS

In this proposal staff who have been declared surplus will be entitled to leave on Voluntary Redundancy as no suitable alternative post can be offered. Staff will however be offered a post at the next grade down (probably 7 and 4). The table below shows the removal of these grades and cuts in management posts that are not being replaced.

Option1	Disability Review		Totals
GR	Number	Mid point	
9	3	41,946	125,838
7	21	28,947	607,887
6	158	24,552	3,879,216
4	310	17,939	5,561,090
Total			10,174,031

Approval was then obtained by management to allow the grade 6 VERA applicants (and the grade 5's who were entitled to leave) to go, and their posts would be replaced at the grade 4 level. This produced a new saving, £300k additional to the original target, shown below.

Option1	Disability Review		Totals
GR	Number	Mid point	
9	3	41,946	125,838
7	21	28,947	607,887
6	115	24,552	2,823,480
4	353	17,939	6,332,467
Total			9,889,672

TRADE UNION PROPOSAL

A joint Trade union proposal in the table below was submitted that retained the grade 5 job description was submitted this week. It met the initial target saving.

Option 4	UNISON (Gerry Stovin)		
GR	Number	Mid point	
9	3	41,946	125,838
7	21	28,947	607,887
6	115	24,552	2,823,480
5	79	21,753	1,718,487
4	274	17,939	4,915,286
Total			10,190,978

FURTHER SAVINGS REQUIRED

Since then it has been confirmed that the 27% management savings are required **on top of** the £800k initial saving. Unfortunately this is not uncommon within Transformation.

We are due to meet again on Monday the 21st December and it would appear that the trade union proposal will be rejected at the new target budget is nearer the second table of £9.8 million.

WHAT HAPPENS NEXT

I have requested further information from the Transformation team on the correct figures to be used and we will consider how the savings can be adjusted again.

This review appears to be the only one where a reduction in staff salaries is being used to fund a saving. Putting aside any history, this is a step to far for the trade unions to take and if a final proposal which we hope to prepare over the holiday period is rejected we will hold a series of staff meetings to decide on a course of action.

Gerry Stovin, UNISON