

SUMMARY OF STAFF CONSULTATION FEEDBACK

During the 45 day formal consultation period, which ended on 19th December, employees were invited to give feedback on the proposals via the following methods:

- Via Survey Monkey – link <https://www.surveymonkey.com/r/tcreview>
- Via post, send to the Workforce & Core Strategy Team, HR Service, 2nd Floor, Trafford Town Hall.
- Through their line manager

Out of 1639 individuals subject to consultation, 83 employees provided feedback. This represents 5% of staff affected. All feedback received was via Survey Monkey.

The feedback has been collated and reviewed. Some comments were multi-stranded, therefore, for the purposes of grouping the comments into themes, they have been separated out.

The summary below is set out in question order.

Q1 – Which Directorate do you work in?

Area	CFW	T&R	EGP	Anon	Total
Feedback received	29	44	8	2	83

Q2 – Which Service do you work in?

Responses were received from the following services:

- Access Trafford
- Adult Social Care
- Audit and Assurance
- Building Control
- Children in Care
- Commissioning
- Connexions
- Economic Growth
- Education and Early Years
- Education Welfare
- Exchequer Services
- Family Support
- Finance
- Fraud
- Governor Services
- HR
- ICT
- Leadership Support

- Legal and Democratic
- Libraries
- MARAS
- Parking
- Partnerships and Communities
- Permanence and Transitions
- Planning
- Procurement
- Registrars
- Revenues and Benefits
- Safeguarding
- Special Educational Needs
- Transformation

Q3 - Do you agree with the proposal to extend 3 days mandatory unpaid leave for a temporary 2 year period (1st April 2016 to 31st March 2018)?

Response	Yes	No	No response
Percentage	40%	55%	5%

Q4 - Please give your views on the proposal to extend 3 days mandatory unpaid leave for a temporary 2 year period (1st April 2016 to 31st March 2018).

Comments have been themed and the number of comments per theme detailed below in rank order.

Theme	Number of comments
Agree	27
It is a pay cut	20
Unfair	8
Adverse effect on workload	7
Difficult to take leave/flexi/TOIL	7
Shouldn't be compulsory	5
Not real consultation	3
Effect on service delivery	2
Issues attracting and retaining staff	2
Seems permanent	1
Should be more than 3 days	1
Should reduce annual leave by 3 days instead	1
Shouldn't be exceptions	1
Staff shouldn't lose money, service users should	1

Q5 - Please give your views on the proposal to put in place a scheme whereby employees can request to take additional unpaid leave of between 1 and 7 days (in addition to the mandatory unpaid leave), which will have pay deductions spread over 12 months.

Comments have been themed and the number of comments per theme detailed below in rank order.

Theme	Number of comments
Good idea/Fine	48
Will effect workloads of colleagues not taking additional leave	7
Difficult to accommodate in some services	6
Should be instead of mandatory leave	5
Further pay cut	4
Inequitable, likely to be taken by those more financially comfortable or with smaller workloads	2
Will effect service provision	1
The right to additional leave should be the default; the reasons for refusing should be limited.	1
Not for me	1

Q6 - Do you think you might request some additional days of unpaid leave if the pay deductions are spread over 12 months?

Response	Yes	No	No response
Percentage	35%	61%	4%