

Equality Impact Assessment (EIA) SUMMARY (Publishing Form)	
Title of Strategy:	MODERNISING OUR REWARDS STRATEGY
Directorate/Department: Service Director	Chief Executive Department, Human Resources Section
Telephone No: Address:	01835 824000 Scottish Borders Council HQ
Summary of Strategy and its aims:	<p>The purpose of the strategy is to extend the range of benefits for employees and elected members to include retail, supermarket and holiday operator discounts, health care cash plans, car lease salary sacrifice scheme and technology and software salary sacrifice scheme.</p> <p>In essence employees participating within the scheme will see significant savings (tax and NI) through salary sacrifice. Whilst for SBC improving the employee rewards package is a recruitment/retention aid.</p> <p>The aim of the strategy is to offer a range of benefits that are available to all Council employees, subject to duration of contract of employment for certain benefits, and elected members.</p> <p>With a pay freeze followed by minimal pay awards over recent years and the Councils negotiated pay containment measures, the Council recognises that employee finances have been constrained. Traditional monetary incentives as a means of encouraging productivity will continue to be limited in the current financial environment.</p> <p>As a result of this, we have reviewed our current employee benefits package and would like to build on this to introduce a comprehensive, tailored benefits package that is both varied and cost effective in order to assist with the recruitment, retention and motivation of the Council's workforce.</p>
Strands Impacted: Please note: If you leave any box blank in this section you will have decided that your proposed service or function has no impact on that particular strand.	<p>Age x Disability x Gender x Race x Religion or Belief x</p> <p>Sexual Orientation x Poverty/Social Exclusion Health x</p> <p>We consider the scheme to be fully inclusive. This is because the full range of goods and services available within the scheme is designed to interest and appeal to all employees regardless of their protected characteristic, personal financial standing or vulnerability.</p>
Summary of key issues arising and decisions made	<p>Undertaking the EIA has indicated both negative and positive impacts. With the positive impacts outweighing the negative.</p> <p>Considerations: At the time of carrying out the EIA there are 5,345 employees with contractual hours posts employed by the Council, out of which 4,988 employees will be eligible for benefits as they will have completed 6 months service with the Council and have a contract which is either permanent or expected to last for at least 2 years. This results in 357 employees not being eligible for the benefits, this represent 6.68% of the total number employed.</p>

	<p>The 357 employees are employed in temporary contracts, which tend to be in place for covering long term sickness or maternity, additionally, many other temporary contracts are in place to deliver specific projects, which are both time and resource constrained. To address this those effected will be directed to aspects of the scheme that will be of benefit to them.</p> <p>For those employees in the under 25's age group there are 156 employees of the Council to be considered for the benefits contained within the scheme, out of which 61 are eligible and 95 are not eligible. Whilst this shows a negative impact when comparing the numbers consideration has been given to the other Council priorities that are being met, mainly towards the employment of younger people, with 26 probationary teachers and 19 modern apprentices. If these 45 are removed from the ineligible grouping there is no age bias in the Scheme.</p> <p>Salary Sacrifice Scheme - there is a potential adverse impact on an employee's pensionable pay and the resulting pension receivable; however this impact is for the employee to assess against their own personal circumstances and financial priorities. In addition, it is possible for them to investigate off-setting this through the use of Additional Voluntary Contributions (AVCs), potentially using the savings they receive through participating within the scheme.</p>
<p>Summary of key recommendations</p>	<p>Given that this is a revised scheme in line with SBC's current monitoring arrangements it is proposed that the scheme is reviewed and evaluated on its anniversary of adoption to ensure that no other adverse impacts have become evident. Particular attention will be given to the collection and analysis of demographic data thus ensuring that all employees can and do take advantage of the scheme.</p>
<p>Agreed by Head of Service</p>	<p>yes</p>

**For further information, a copy of the full assessment or if you require this information in an alternative format or language please contact:
Equality & Diversity Officer, Scottish Borders Council HQ, Newtown St Boswells, TD6 0SA.**

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