

## Appendix 1

Comments rec'd from staff:

1. In respect of the proposal to split the concessionary day - I'll ask the Taxi to wait shall I? Hardly seems worthwhile dropping me off at 8.45am then 45 minutes back to Ely followed by 45 minutes back to Cambourne.... :-) Having two half-days instead of one full day disguises the fact that each half day entails a lot of the elements of a full day - the most obvious being travel to and from work. Such costs must be seen as pro-rata those incurred on a full day and are, therefore, double those incurred on a normal working day (four journeys on two half days instead of two journeys on one full day). Will they be exact half days? Will staff be allowed to take the two halves as a whole later in the year? What are the implications and practicalities for part timers and those working 37 hours over four days?

2. As per Greg's e-mail I do have one comment around the proposed concessionary day being split into 2 half days.

I feel this is not the best use of this day as staff will have to travel to work on both days instead of saving traveling costs. This is not only an extra expense to staff, some of which travel quite a distance, but also from an environmental point of view, this is not a particularly 'green' policy. Both petrol for two journeys and firing up the office boilers and lighting etc for 2 days when they could be left off.

I would also make the observation that working two half days, does not feel like having a well deserved break. You still need to get up early for work etc etc. Whereas a full day off gives a much more beneficial break to staff and physiologically is much more relaxing and restful.

I have no objection to opening as we did last year. I came in and covered the whole period and was happy to do so. However, I feel that splitting the concessionary day in two does not make financial, emotional or environmental sense for staff or the Council.

3. SMT is recommending that the one concessionary day be used to close for the afternoon on Christmas Eve and New Year's Eve. That means the offices will be open to the public between 9am and 12.30pm on both days – the building will be open to staff between 8am and 1pm.

My comment on this proposal is that it prejudices those that live outside Cambourne and have to travel to the office. I would also question the sense in terms of our green travel plans. I would be happier with complete days in the office and complete days off.

4. Is it worth coming in for half a day? As I have to come into the offices I would prefer to actually do a whole days work.

We should either be open over the xmas period or shut, not a mix of both.

5.

My opinion is that using a day of everyone's leave to shut early on Christmas Eve and New Years Eve is a mistake.

Once the building has been opened, heated, etc, and staff have travelled in to work, only staying open til 1pm is both a waste of resources and a waste of travelling time and fuel. If staff want to have those afternoons off (provided the office is covered) they can use flexi leave or AL. Personally, if I making the effort to travel into work in the morning I would like to be able to do a full days work and use the concessionary day elsewhere, possibly having a full day off on one of the "eves" or at another time in the year.

The current proposal limits staff options whereas the above arrangement would give staff extra flexibility without taking away the option of taking the afternoons off for those who want to.

Anyway, I hope the comments can be taken into consideration. Out of interest, what happens to the BH that would normally be used for Boxing Day which is on a Saturday this year?

6.I am writing to say I feel it is impracticable to ask staff to travel in for two days just for a few hours, for myself and many others it would double the travelling time (not good especially if the weather is bad) also I would use two lots of fuel instead of one, particularly as everyone seems to be going on about the current economic climate of saving money and keeping costs to a minimum. I do not agree with splitting the day when it could incur extra costs to myself for travelling or I would have to take a days holiday.

7. Firstly, I would be most surprised if you hear from many staff on this subject as the general view when discussed is that SCDC will do whatever it wants to with little to no regard to what or how it will affect staff. This has been proven to be the case in the past and very little has been done to change that approach by Councillors or any level of management.

Secondly, as a part time worker with small children, I now either have to find an additional £300 to pay for childcare during this period or take the time off as holiday. Baring in mind I only currently get 12 days annual leave, this will leave me with 9 days holiday (3 weeks) left. This is all I have left to use to cover School Holidays & times when my children are ill, which as you can clearly see, doesn't cover even half of what I need. Add to this the fact that SCDC "family policies" are not that workable i.e very little chance of being able to provide advance warning when time is needed to be taken off and not financially viable as usually unpaid.

As usual SCDC is making the right noises by asking for this feedback but unfortunately I have very little belief that anything put forward will be considered as Councillors and Management have made it perfectly clear that the only people that matter are the residents. I wonder will there be another staff survey soon? Consider the fact that the last one was conducted before the numerous anti-staff changes were put in place and the results were as negative as they were, is SCDC brave enough to conduct another one?

8. We had a team meeting this morning and next Xmas was discussed - with the outcome being a request for more information please! Particularly as to how this will leave part-timers to calculate their leave entitlement and hours off etc.... What are the plans overall for the period not just Xmas eve and new years eve?

9. DSO - Just to remind you that whatever is decided the Operations teams will be working full days being the nature of the work

10. My comment is that it's not satisfactory. For the staff who have a fair distance to travel it means there are two occasions where they have the journey to and from the office for half a days work. I don't think it's a very good use of time and is not consistent with the 'green' policies that are supposed to be part of the Council ethos. If the office is closed for a full day they don't have to travel so it cuts out two journeys. I am in the fortunate position that I can (probably) arrange to work from home on those half days, but not everyone is able to do that and many members of staff will have to come into the office to provide a service which will cost them time and money for the additional travelling.

Is the decision based on an analysis of actual public access to the offices between Christmas 2008 and new year? If so will the staff be allowed to see the analysis?