

**LONDON BOROUGH OF BROMLEY
CONSULTATION DOCUMENT
PROPOSALS FOR INTRODUCING CAR PARKING CHARGES
FOR LONDON BOROUGH OF BROMLEY STAFF AND MEMBERS
FROM 2012/13**

1) Introduction and Overview

This paper covers the reasons why car parking charges for staff are to be introduced, having been agreed by the Council as a budget option on a sliding scale over the next three years, starting in May 2012. The Consultation principles have been agreed by Chief Officers and the Corporate Management Team. The purpose of this document is to formally consult with those affected by the proposals and also, where appropriate, to communicate with staff who will be indirectly affected by the proposed changes.

In line with the Council's procedures for managing change, a copy of this proposal is also being sent to Trade Unions, Departmental Representatives and the Staff Side Secretary as part of the formal consultation process which will last for a period of 30 days. The Timetable for implementation of the changes if formally adopted is included in this document.

The Council is facing challenging times as it attempts to reduce its budget by over £30 million over the coming two years. A significant programme of change is underway with many services re-modelling and reducing costs. This work, and work on balancing conflicting demands, has, in many cases, led to significant budget reductions which have, in some instances, necessitated redundancies. These proposals are part of an underlying commitment to see whether some savings can be achieved without impacting directly on front line services or looking to make further staff redundant.

The proposals, if adopted, will lead to the generation of, initially, £150,000 worth of income rising to £300,000 which will alleviate the need for alternative savings to be taken from services or staffing.

In addition The Treasury is considering whether employees' parking spaces can be considered as a benefit in kind on which they could be taxed. Any contribution made by staff to this benefit would reduce their tax liability. The Treasury has not released any time lines around these changes.

If a car parking charge is introduced for staff, it may be possible to explore whether a salary sacrifice for car parking passes could be implemented. This could offset some of the costs (tax and National Insurance) of the new charge. It would be important that any scheme did not have high administrative costs. Any a scheme would require formal approval from HRMC who will not give a prior indication of approval.

Charging Elsewhere

Whilst availability of parking for staff and charging arrangements vary an increasing number of other local authorities and public bodies have introduced car parking charges for staff. Charging is becoming more common at London Boroughs and most NHS Hospitals/ PCTs and universities have charged for some time.

More local authorities are currently considering introducing car parking charges for staff which contributes to existing budget gaps and helps to remove the 'them and us' syndrome as most individuals who drive to work have to pay for parking rather than receive a taxpayer funded benefit. Some authorities have received media criticism for not bringing in charges at market levels.

Charges within the borough for off street parking vary depending upon the proximity of the car park to the shopping centre/high street. Some examples are given below:

- Station Road car park (off Tweedy Road past Bromley North Station):
£2.50 all day which equates to an average cost per month of £47.50 (assuming average of 19 working days per month after leave and bank holidays)
- Palace Grove and South Street car park
£2.80 for up to 4hours (max stay)
- Westmoreland Road car park
£6.00 over 5 hours
£312 three month season ticket - £104 p/mth
- Glades/Multi Storey car park £0.90 per hour
£10.00 for 6+ hours

Many people working in Bromley pay residents to park on their driveways; cost is usually £15 per week or £60 per month. This is considerably cheaper than the cost of parking in the car parks available and in some cases than the cost of using public transport.

Proposed Charging Principles

Appendix 1 sets out two models for charging which are being circulated for consultation. One Model sets out fees at a flat rate for all staff and Members with an enhanced fee for Directors. The second Model creates a sliding scale of fees dependent on grade.

It is proposed that all staff and Members will be charged to use relevant car parks, except for certain protected essential users and staff who have a space on medical grounds.. A separate consultation document has been sent around dealing with criteria for exempt essential users. A Panel of senior officers will determine who qualifies under the new criteria.

Car parking charges will apply to St. Blaise, the Multi-storey; South Street and Westmoreland car parks. The Council does have other staff parking facilities and views will be sought on whether these should be included.

Car parking permits will cover a full year and charges will apply during holidays, short periods of sickness and for days when an officer chooses not to use their car. However, charges will be suspended for extended periods of absence (20 consecutive days is suggested) with the agreement of a line manager and part time staff and equivalent would pay a pro-rata rate.

Car parking charges will be deducted from staff via the payroll system and it is proposed that any member of staff or any person who has accepted a permit should give one month's notice if they wish to end the arrangement.

Where individuals consider they would prefer to make their own parking arrangements rather than pay for a parking permit, it is proposed that any capacity created could be sold to staff on a first come, first served, basis at a rate to be agreed.

On the introduction of the scheme, visitors should be directed to pay and display car parks rather than being offered free parking.

All income generated from the car parking scheme will contribute towards savings targets.

2) Consultation

As outlined above, this is the start of the consultation process which will last 30 days. The work will be undertaken concurrently with the consultation on essential user status. The timeline will be:

- 30th March – issue of consultation document to current permit holders, Trade Unions, Staff Side Secretary and Departmental Representatives;
- Tuesday 7th May – close of consultation;
- 8th – 18th May – consideration of representations and responses produced;
- Implementation of scheme, if adopted, June 2012.

Any contractual issues will be dealt with through the consultation process. If further reports to members are required, then any consultation responses may be produced as background to those reports.

Mark Bowen
Director of Resources
29th March 2012

FEE PROPOSALS

**On Permits Allocated
Scenario 1 - Flat Rate A**

Grade	Staff Numbers	Less: estimated essential	Staff excl essential	Charge p/mth £	Months	Per annum £
Directors	5		5	40	12	2,400
AD	23		23	25	12	6,900
MG3	5	0	5	25	12	1,500
MG4	17	0	17	25	12	5,100
MG5	49	0	49	25	12	14,700
MG6	82	0	82	25	12	24,600
Pos	265	-136	129	25	12	38,700
Sos	125	-100	25	25	12	7,500
Scales	97	-60	37	25	12	11,100
Soulbury A	10		10	25	12	3,000
Soulbury B	10		10	25	12	3,000
Essential (incl above) Essential Users' assumed to be charged as a result of the review	190	-296	190	25	12	57,000
Members	60		60	25	12	18,000
Total	938					193,500

**On Permits Allocated
Scenario 2 - Mixed Rate**

Grade	Staff Numbers	Less estimated essential	Staff excl essential	Charge p/mth £	Months	Per annum £
Directors	5		5	50	12	3,000
AD	23		23	45	12	12,420
MG3	5	0	5	40	12	2,400
MG4	17	0	17	40	12	8,160
MG5	49	0	49	20	12	11,760
MG6	82	0	82	20	12	19,680
Pos	265	-136	129	20	12	30,960
Sos	125	-100	25	20	12	6,000
Scales	97	-60	37	10	12	4,440
Soulbury A	10		10	40	12	4,800
Soulbury B	10		10	20	12	2,400
Essential (incl above) Essential Users' assumed to be charged as a result of the review	250	-296	250	see below	12	60,000
Members	60		60	25	12	18,000
Total	998					184,020

NOTE:

1. Included in the budget 2012/13 Full year £ 150,000

2. Charges are inclusive of VAT @ 20%

Motor bike charges £10 per month.