

Board of Directors Meeting

Report

Subject: PID 6.6.1 Car Parking Charge Review - Update

Date: 30th April 2015

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Lead Director: Karen Fisher / Peter Wozencroft

Executive Summary

Following approval from the Executive Team on the 5th January 2015 to consult staff about car parking charge increases, based on a salary graded approach; consultation took place during February 2015 with the JSPF and Medical LNC.

The view of the Medical LNC was that they would not support an increase in car parking charges and specifically did not support the salary graded approach. Whereas the JSPF were more accepting of a car parking charge increase but felt strongly that there should be a flat rate for all staff regardless of salary and that car parking facilities should not be subsidised by patient care monies and that the Trust should not 'profit' from Car Parking Income.

The Trust contractually provides the PFI Special Purpose Vehicle (SPV) with a guaranteed car park income of £1.3m per annum, which is subject to RPI increases. Assuming that visitor parking income remains constant in 2015/2016, in order for car parking to break even, the WTE staff flat rate would rise to £12 per month from £10 and £6 for part time staff from £5. This equates to a 20% rise for all staff using Trust car parking facilities.

We have sought legal advice and given our current Car Parking policy, which is currently under review, states that '*rates are subject to variation with approval of the Trust's Joint Staff Partnership Forum*'. At the March 2015 meeting of the JSPF the revised proposal was agreed and too that staff parking charges would be reviewed annually to reflect RPI. This will remove the need to consult staff about charge reviews annually.

The implementation will be supported by a communication plan to all staff.

Recommendation

The Board of Directors are asked to note the outcome of the discussions with the JSPF and Medical LNC and agree that we move forward with implementing a flat increase across all staff from the 1st April 2015 and reviewing charges annually inline with RPI.

Relevant Strategic Objectives (please mark in bold)	
To consistently deliver safe, effective high quality care achieving a positive staff and patient experience	To eliminate the variability of access to, and outcomes from our acute and community services
To reduce demand on hospital services and deliver care closer to home	To develop extended clinical networks that benefit the patients we serve
To provide efficient and cost effective services and deliver better value healthcare	
Links to the BAF and Corporate Risk Register	N/A
Details of additional risks associated with this paper <i>(may include CQC Essential Standards, NHSLA, NHS Constitution)</i>	N/A
Links to NHS Constitution	N/A
Financial Implications/Impact	As per PID 6.6.1
Legal Implications/Impact	Legal advice has been sought on the Trust's authority to deduct charges from staff salaries with or without staff consent.
Partnership working & Public Engagement Implications/Impact	N/A
Committees/groups where this item has been presented before	JSPF – February & March 2015 LNC – February 2015 Executive team, 2 nd and 9 th March 2015
Monitoring and Review	Annually review staff car parking fee inline with RPI
Is a QIA required/been completed? If yes provide brief details	N/A