

Addendum as at 19 February 2018

Department of Childrens Services:

	<u>Service Area</u>	<u>Budget line detail</u>	<u>Trade Union Feedback</u>	<u>Management response</u>
4C2	Education Services	Prevention and Early Help – detailed proposals form part of the Executive report Doc AC -7th November 2017 Early Years - From 2017 part of the Dedicated Schools Grant will be removed. Plans are being formulated to develop a coherent and targeted suite of early years' services including early help, family centres and early years' including Children's Centres. The proposal is included here as there could be staffing implications.	<p><u>"Level 2 - 08/02/18</u></p> <p>Unison raised concerns about the consultations being mixed up and asked if some communication could be circulated to separate it out. Felt the restructure needed to be slowed down as staff are struggling to understand.</p> <p>Staff don't understand where they are.</p> <p>NEU also had concerns from staff about not understanding how they were affected so had not been asking questions, e.g. traded services, children's centres."</p>	<p><u>Level 2 - 08.02.18</u></p> <p>Management advised SEN and Behaviour are part of the assessment and achievement services. Early Help is about meeting needs early on. These are the two strands and across the top of this are the enabling and business functions. It is proposed the Faith Tutors move to a traded service and sit in that arm and staff are aware of this. Some work has been done around working to a traded service model."</p>
			<p>NASUWT are receiving questions from the Faith Tutors. A meeting was held with them today and NASUWT had not been advised.</p> <p>Unison noted staff were at the briefing today who thought they were in scope and they were not. Meetings are also arranged at short notice.</p> <p>NEU raised concerns from the Manager of the New Communities and Travellers Team. There are 1.5 Teaching and Learning Consultations listed when there are 2.5 and the Manager and another</p>	<p>Management advised that meetings are put in with as much notice as possible but also when trying to respond to specific issues swiftly.</p> <p>Management advised that when the list was produced the Manager wasn't in post so wouldn't be on the list; this would also be the case for the Diversity and Cohesion Manager. It was a snapshot at that time and will need to be worked on as we move forward.</p>

			<p>member of staff are not on the list. When the end of the consultation is reach we need to be sure that the groups/staff are correct for assimilation – if this went ahead today it wouldn't be right.</p> <p>"Unison noted the same position for Governor Services – list 2.5 staff and there is a Manager and 4 staff.</p> <p>Unison noted the response but felt time was running out. Unison noted the same position for Governor Services – list 2.5 staff and there is a Manager and 4 staff.</p> <p>Unison noted the response but felt time was running out.</p> <p>NEU asked for information on who was entitled to which post as no information available.</p> <p>"Unison noted Social Care staff were going to managers to see if they were in scope – if don't have any planned job profiles how will they know.</p> <p>Concerned with the drip feed of information and surprises such as the Faith Tutors which TU's weren't aware of. How do Management know which families to target and what the thresholds will be? Research in Sheffield and Huddersfield has shown a link between budgets and support to families. Need a separation between SEN and EH.</p>	<p>Management noted that in terms of co-ordination of the FTE lists we have to make sure it is right and it is Managers' responsibilities to make sure it is.</p> <p>Management felt there were two clear issues. Irrespective of cuts, there are serious decisions to be made about risk. The other side is making the most of the financial envelope available.</p>
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			<p>Where did the £13.3m figure come from?</p> <p>"Unison advised if Management go to the EH model, yes this will lead to savings but need evidence of the programmes to be in place and that information isn't there.</p> <p>The crux is what will you deliver and what won't be. Understand what Management are doing but what will you deliver with 50% less staff.</p> <p>"Unison noted that staff cannot do the same job if they can't deliver. Cases won't be less but there will be less staff – how will this work. What won't you be doing?</p> <p>NASUWT agreed that if you are consulting we need to know what staff will be doing in the future.</p> <p>Unison noted the comments would be captured but wanted an answer to the question.</p> <p>Unison asked in terms of the SEN proposals that members are raising concerns on workloads and the number of staff presented is incorrect.</p> <p>"NEU noted that if members don't get information then we can say that we won't close the consultation. The business case is simple and we don't have the detail. For example the Portage Team are proposed to reduce from 6 to 3 with a workload of 143 cases – how will that be managed.</p>	<p>Management noted if you have 10 staff for 2 strands; 1 manager and 4 staff each – can't join those teams to give more. There will be a targeted service and preventative work but not for as many people.</p> <p>Management advised that we cannot provide what we have done previously and noted the comments.</p> <p>Management said that if there are a cut in numbers we will work through the finite number of cases staff take on. If the Portage Team can work with 30 families, other families will not receive the support they did and that will be the harsh reality.</p>
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		<p>NASUWT asked which families we would no longer support and who would you help. How can you decide when it may not be a need now?</p> <p>NEU noted that those 143 cases may need a visit and you may offer less but will those families be signposted elsewhere.</p> <p>Unison said this will be based on the premise that there is somewhere to signpost families to. It goes back to the earlier request of what will be needed in each area and who will take responsibility when it goes wrong. The structure is not wrong but the consultations are being mixed up.</p> <p>NEU said that at the point the consultation closes you might say you can't cut the Portage workers. It's having that final sum.</p> <p>Unison asked why the cut is £13.3m – why can't half of this be taken from the £24m reserves. Unison asked why the cut is £13.3m – why can't half of this be taken from the £24m reserves.</p> <p>Unison noted the public consultation would close on 12 February and asked if there was opportunity to extend the consultation. Why does the structure have to be in place by October?</p> <p>Unison asked why the two consultations were together.</p> <p>Unison felt that the SEN proposals could go through</p>	<p>Management advised these challenges need to go through to Council. That cut was what Children's were given and we have had to work with that. We are also concerned re the numbers, however, with the new model staff will work to the family footprint so there is mitigation but there will be a reduction. If we can cut management posts we will but we have to fit in the envelope given and there is no approval for any more funding.</p> <p>Management advised that savings have to be in place by 2020/21. If looking at protected salaries and the fulls savings of the structure wouldn't come in until September 2020. If there is a delay and the position remains as it is, there is the potential that cuts may have to go deeper to meet target savings.</p> <p>Management advised that if it had gone to plan the SEN arrangements would have been implemented by now but following representation from the Deaf Society the proposals were reconsidered so has brought these two together.</p>
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		<p>but the EH proposals would take longer as would also need to work with HR on how assimilation would work.</p> <p>Unison asked if the EH proposals could move to January so that SEN could be dealt with first.</p> <p>Unison asked if it could be put back 2 months.</p> <p>Unison asked if they could put in a request for extra funds to cover this.</p> <p>NEU asked for information from Mark Anslow line by line on the pool staff will be put into and what posts will be available. If there is a costed model this information should be available.</p> <p>Unison want clearer information and ideas of who we will be targeting so that can ask questions. Some of the information is vague saying 1- workers but how many people will they deal with, what programmes will run. If there are 1,400 cases – how many children is that.</p> <p>"NASUWT asked what would happen to traded services if they didn't meet the target.</p> <p>NEU noted that schools are not necessarily the clients but families are and need to look at the misnomer that families will pay and get into the detail.</p>	<p>Management advised the SEN proposals are set against the HNB and not core funding but would still have the issue of not making savings.</p> <p>Management advised it wouldn't be until September given the summer term. It would wipe out any teachers terms and conditions and any form of consultation would be put back by around 6 months and if still working to the £13.3m savings would have deeper cuts from not meeting the window.</p> <p>Management agreed to pick up with Mark Anslow and Julie Cowell and ask Mark to attend Level 2 next week.</p> <p>"This would be reviewed. A support structure is in place to support them to meet the target. We have good practice in the Music Service and they have been working with teams. We have to move to a marketable service and indications are that it is a good service to sell but if there is no client base this will be reviewed but we believe they can operate effectively.</p>
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			<p>Unison noted the law of unintended consequences that a service can be cut if not trading and the knock on effects make this in danger of making into pounds, shilling and pence and families don't operate in that way.</p> <p>"Unison felt if we got the model right but doing over the future as a 5-10 year programme and slow down the process.</p> <p>It was felt that the model needed more time to see if it would work and it felt rushed.</p>	<p>Management do not want to do this and would want to expand service and all agree with that but the budget is what the budget is.</p>
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4C8	Social Care - Fostering and Adoption	Fostering and Adoption – review team manager structure with potential reduction of one team manager post.	<p><u>Level 2 - 01/02/18</u></p> <p>Unison will raise this at Level 3 as the number of children hasn't gone down so savings haven't been made.</p>	<p><u>Level 2 – 1/2/18</u></p> <p>Management advised if foster carers increased it will be an issue but there are a number of teams and some short term could move to long term.</p>
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Department of PLACE

4E5	Neighbourhoods & Customer Services	Street Cleansing and Public Conveniences - reduction street cleansing resources for 2019/20	<p><u>Level 2 - 8.2.18</u></p> <p>Unite made a statement which: - outlined the changes in the Mechanical Sweeping shift system from 4x4 shifts and cleaning every day to now working a normal shift patten with one weekend in 6 without overtime opportunities. This has had a significant impact on the cleanliness of the District - outlined the increased risks in flooding, as drains and gullies are not being regularly swept. The leafing season is October to December and leaves are still down due to the reduction in staff numbers.</p>	<p><u>Level 2 - 8.2.18</u></p> <p>SH stressed that management and Councillors are not keen to make any cuts to the budget and understand that the proposal for Street Cleansing is particularly large and will affect both service delivery and staff numbers. Cuts have to be made in order to produce a balanced budget within the finance available which has reduced significantly from central government over recent years. Management appreciate the hard work being done by colleagues working with reduced resources.</p>
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			<p>- suggested that there had been a massive increase in fly tipping since the introduction of charges for bulky waste collections and alternate weekly refuse collections which has resulted in side waste which is classed as fly tipping.</p> <p>- one of the Council's corporate priorities is Cleaner and Safer but the budget proposals area contradiction to that.</p>	
			<p><u>Level 2 - 8.2.18</u> Unite asked by Waste is getting a budget increase of £3m whereas Cleansing is being cut by £1m and proposed that the budget increase be reduced to £2m with no cut to Cleansing.</p> <p><u>Level 2 - 8.2.18</u> GMB said that Cleansing resources are not shared across the District which leads to some teams working with reduced resources while others are at fully capacity. This is very demoralising for staff. A proposal to reduce the number of Councillors was made.</p> <p><u>Level 2 - 8.2.18</u> Unite said that they did not believe that routing would work and asked whether a decision would be taken not to clean town centres every day.</p>	<p><u>Level 2 - 8.2.18</u> SH advised that the increase in budget for Waste is to cover increased costs over the period of the recently negotiated Waste Contract with AWM. Whilst recycling tonnages are increasing thereby reducing the amount of waste to landfill, the cost of landfill has increased. Details of these figures to be provided to the Unions within the bounds of commercial confidentiality. The tonnes sent to AWM per week will also be provided.</p> <p><u>Level 2 - 8.2.18</u> ID said that it is a political decision where the cuts are made and agreed that every decision will have a knock-on effect. What management needs to do is to look at mitigating the impact on service delivery and staff. Consideration will include looking at initiatives which have increased efficiency such as Smart Bins, the external littering enforcement contract and volunteer support from Members for cleansing initiatives.</p> <p><u>Level 2 - 8.2.18</u> ID confirmed that management will talk to Unions, staff and managers about what can be done to best achieve the budget cut. He said he is always happy to listen to good ideas which may improve efficiency.</p>
			<p><u>Level 2 - 8.2.18</u> GMB advised that management worked with Unions and staff regarding the introduction of routing and that staff opinions are noted. This had worked well in Waste.</p>	<p><u>Level 2 - 8.2.18</u> SH said that management are committed to working with staff and unions to do the best that can be done with the resources available. He confirmed that management understand the importance of a clean district.</p>
4E7	Sport & Culture	Remodel of Visitor Information & frontline service - reduce the number and/or size of Visitor Information Centres (VICs), moving to a more digital basis promoting the district to		<p><u>Level 2 - 8.2.18</u> Management confirmed that discussions are on-going with the Bronte Society about the TUPE of staff. Updated to be provided at Level 3.</p>

		target audiences, with the potential for VIC information points as co-located provision.		
4E12	Sport & Culture	Ministry of Food – cessation of the service teaching people how to cook, eat and improve their long term health		<u>Level 2 - 8.2.18</u> SON confirmed that no suitable redeployment opportunity had been found for the member of staff at the Ministry of Food. Management still working with the staff member.
5E1	Sport & Culture	Museums & Galleries - Review of service to include potential for income generation, service efficiency and integration and remodelling of operational delivery.		<u>Level 2 - 8.2.18</u> SH confirmed that a commission had been advertised. No response to date.
5E2	Neighbourhoods & Customer Services	Youth Service - All commissioned grants will be reviewed during 2018, with grants to VCS groups providing youth work ceasing from April 2019.		<u>Level 2 - 11.1.18</u> ID confirmed that this proposal has not staffing implications.
4R21	Planning Transportation & Highways	Regeneration – reduction in the funding for the Road Safety Team	<u>Level 2 - 8.2.18</u> Unison asked whether any progress had been made on selling the Road Safety service to other authorities.	<u>Level 2 - 8.2.18</u> CE confirmed that no progress had been made to date.

Steve Hartley provided the following to TU's at the conclusion of the level 2 on the 8 February 2018:

SH said that he fully understood the Union position and that he would be happy to listen to alternative proposals. He stressed that large cuts are not just being made in the Department of Place but across the Council. He confirmed that all Strategic Directors are fighting to retain as many as possible of their current services at a sustainable level.

SH stressed the importance of management working with the Unions to understand their position and hoped that the good working relationship would continue.

Department of Health & Wellbeing

Trade Unions requested to cancel future weekly meetings and have requested that these revert to monthly meetings to address any issues within Health & Wellbeing. The next Level 2 meeting is scheduled for the 27 February 2018.

Department of Corporate Resources – Human Resources

5H1	Human Resources	Workforce Development reprioritised to focus on use of more specialist ad-hoc external delivery. Review of Occupational Safety.	<u>31.01.18 - Feedback from UNITE</u> to management; a request that the proposed restructure of the HR Service is put on hold until the appointment of a new HR	<u>31.1.18 - Management Information/Response</u> - management will raise this feedback with Parveen and acknowledged that the Chief Executive was aware of the feedback. However management stated that HR are still left with a saving of £350k which must be made.
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			Director. Concerns were raised about the diversion of resources from other areas of HR into the Workforce Development Area. UNITE expressed concern whether sufficient resources are available within HR to deliver the plans and objectives in the future. UNITE stated that it wishes to work with HR management to achieve this.	
			01.02.18 - No response	01.02.18 - An alternative proposal submitted at Level III. A Q and A document is being drawn up which will be shared with staff and Trade Unions. A meeting is scheduled on 09.01.18 to present to staff a second draft of the structure and any changes. A staff meeting with the Occupational Safety Team is also being held w/c 05.02.18 regarding questions raised by the team.

Department of Corporate Resources – Estates & Property

4R14	Estates & Property	"Asset Management – make the best use of the Council's and public sector partners' estate working with the Voluntary and Community Sector Also seek to invest in non-operational property to generate surplus income"	08.2.18 – Level 3. At the previous meeting TU's asked what the contribution will be from the third parties who we share accommodation with and also a list of organisations who are using Council accommodation and are not paying for it.	08.2.18 – Level 3. Management stated that there were no organisations who are using Council accommodation apart from the Police who are not charged for occupying our buildings as Council staff occupy theirs as a reciprocal arrangement. This arrangement is continually being reviewed.
4R15	Estates & Property	Facilities Management – operational cost reductions reflecting the continued contraction of the organisation	08.2.18 – Level 3. At the previous meeting TU's asked if 4R15 "reducing the number of buildings occupied" is a capital scheme and asked for a breakdown of operational costs including maintenance and utilities.	08.2.18 – Level 3. Management stated that £100K related to residual saving on Jacobs Well. In 18/19, Bank House £38K, Kershaw House £20K. In 19/20 £400K for Richard Dunn and £50K for Queensbury Pool Staff have moved out of Kershaw House now and staff in Bank House will be moving into Sir Henry Mitchell House by the end of March.
4R16	Estates & Property	Facilities Management – reduction in the maintenance budget as the size of the operational estate shrinks	08.2.18.- Level 3 Unite asked if the potential savings on energy costs involved in moving the CPU had been taken in to account.	08.2.18 – Level 3. Management confirmed that they had not as they timescales had yet to be determined.

Department of Corporate Resources – ICT

No further meetings after 5 February 2018

Department of Corporate Resources – Legal & Democratic Services

No further consultations meetings held after 15 December 2017.

Department of Corporate Resources – Financial services, Revenues & Benefits and Payroll

No further consultation meetings held after 5 February 2018

Office of the Chief Executive

No further consultation meetings held after 5 February 2018