

**SECOND ADDENDUM TO THE REPORT OF THE DIRECTOR OF HUMAN RESOURCES
TO THE MEETING OF THE EXECUTIVE TO BE HELD ON 23 FEBRUARY 2016**

**ADDITIONAL TRADE UNION FEEDBACK ON THE EXECUTIVE'S BUDGET
PROPOSALS FOR THE 2016/17 AND 2017/18 COUNCIL BUDGET**

<p>General Comments</p>	<ul style="list-style-type: none"> ▪ Weekly departmental consultation meetings have been held. ▪ Management have shared the budget line proposals and provided details of what the staffing impact is likely to be together with information on VRs and vacancies and have received some comments and feedback from the TUs and staff. ▪ Information on the department's secondments, temporary contracts, honoraria payments, casual workers and consultants has been provided. ▪ There was a final consultation meeting on the 18th February and an overview meeting on the 11th February. ▪ Management acknowledge the trade unions continue to have concerns about the number of agency, temporary and casual workers and consultants and has responded to these general concerns as follows:- ▪ The Council has already committed to, and has been actively engaged in, looking at ways to avoid compulsory redundancies, wherever possible and this will continue. ▪ We will continue to seek to redeploy staff at risk of redundancy to suitable posts including those covered by agency workers. ▪ Controls have been in place for a considerable time on the use of agency workers and the external advertisement of vacancies. All posts are advertised 'internal only' in the first instance. ▪ A review of the use of casual workers has commenced. ▪ However, TUs will appreciate that the Council cannot and will not:- ▪ Breach the statutory rights of temporary and fixed term employees. ▪ Terminate with immediate effect all the above arrangements for individuals providing essential work for the Council. Such a decision would result in the enforced closure of services such as children's centres, adult residential homes, recreation centres, Libraries, Theatres etc. ▪ Management will continue to consult the trade unions about ways of avoiding redundancies, including on these staffing and resourcing concerns, during the further consultations on implementation of the Council budget decisions.
--------------------------------	--

Regeneration	<ul style="list-style-type: none"> ▪ The TUs feel that insufficient information has been provided for meaningful consultation but management do not feel that they are able to provide any further details until Top Management posts have been filled. ▪ Further Consultation meetings have taken place since the last Executive Committee Addendum where queries raised have been addressed. The position remains the same as in the last Executive Report addendum.
Finance	<ul style="list-style-type: none"> ▪ All service areas have provided their views (no structures as yet) as to how the budget reductions may be achieved and have received comments and feedback from the TU's and staff. ▪ In Commissioning & Procurement, ICT and Revs & Bens the reductions are expected to be mitigated by vacancies and VRs. ▪ In Financial Services there is a proposed reduction of 2 posts over the two years, at the moment there are no VR requests or vacancies but management have already had some constructive discussions with the TUs and staff as to how this could be achieved without the need for CR - although of course this cannot be ruled out. ▪ The Trade Unions have continued to comment extensively on the proposals in this department since the last Executive Report Addendum. All queries, comments and suggestions have been responded to including alternative suggestions put forward by the trade unions in respect of Financial Services. ▪ There are no contentious issues in this Department.
Adults	<ul style="list-style-type: none"> ▪ Unison and GMB are happy that all information that they have requested has been provided by management. ▪ There remain concerns about 3A5 – the 80FTE reduction due to the lack of information about which posts will be affected in 2017/18. The TUs state that this means that they are unable to consult their members at this time. ▪ A number of queries from UNITE have been received and are in the process of being answered. ▪ There have been no further Departmental Consultation meetings since the last Executive Report Addendum. This was agreed with the Trade Unions.
Children's	<ul style="list-style-type: none"> ▪ 3C1 & 3C2 – Management have provided feedback to the TUs following meetings held with special school heads on the 18/19 Jan. This has resulted in a further 2 days being identified to discuss proposal with HTs in the context of a full SEND review. There is a complete re-commissioning of Core SEND services and how these will be provided in the future. ▪ 3C3 & 3C4 & 3C5 – Management have shared how they see the virtual school bringing together a number of functions under one roof which is a new strategy. Further information on how the new virtual school will look & operate is currently being worked up by Management. Given the new appointment of DD (EES) and the need for her to review & reflect this proposal, staff have been advised that

	<p>any further information will be delayed for up to 2 months to allow this to happen.</p> <ul style="list-style-type: none"> ▪ 3C6 – Management have tabled restructure proposals for the Employment & Skills service. This has been shared with staff at briefings with TUs invited. This information is subject to continuing discussion as part of the consultation process. ▪ 3C7 & 3C8 & 3C9 & 3C10 – As agreed Management have tabled initial restructure proposals as part of the Journey to Excellence programme. This has included indicating which likely posts are at risk of deletion. All the information has been circulated to staff within Specialist Services and briefing sessions have been held, to which the TUs have been invited & attended. This information is subject to continuing discussion as part of the consultation process.
Legal Services	<ul style="list-style-type: none"> ▪ Discussions have focussed on existing vacancies and consultation continues with a view to moving from 3 legal teams to 2, with a corresponding reduction of management posts. ▪ There continues to be ongoing discussion regarding the composition of the teams that will exist within legal services given the nature of the changes to the rest of the organisation. Management stated that some legal work will reduce due to the reducing nature of the some of the departments & the council's priorities facing Adults & Children's services. Between now & April 17 there will need to be an element of retraining within legal services as the balance of skills required changes.
Environment and Sport	<ul style="list-style-type: none"> ▪ With regard to the vacancies in Waste which had been identified (12) Management have now confirmed with the TUs that they will be moving to appoint back fill on an agency basis. This is with the aim of meeting the requirements of the service and still ensuring that the TUs felt that their current members were being protected in terms of possible job loses at a later date. ▪ The TUs are aware that work is progressing to analyse the casual usage, specifically in libraries, with regard to concerns about the excessive use of casuals.
Chief Executive	<ul style="list-style-type: none"> ▪ TUs are still concerned that the information regarding 2017/18 budget proposals in the Chief Executive's office has had no detail provided but the Trade Unions are aware that Management are still formulating plans and will share details as they become available.
Human Resources	<ul style="list-style-type: none"> ▪ Consultation remains ongoing. ▪ Proposed structures have been tabled. ▪ No issues outstanding