

SCHEDULE OF MAIN OPPOSITION SAVINGS PROPOSALS

No.	Service	Description of Saving	2014/15 £	2015/16 £	Total £	Rationale	Impact on the Community and possible alternative/mitigation	Staffing impact	Impact on other council service or partner budget	Other risks and impacts and possible mitigation
1	Cooperative Council	Stop funding translation/interpreting for Council documents and services	23,000		23,000		Total spend across Council from 1.4.13 to 31.12.13 = £16,994 40% of the expenditure relates to Sign Language. Sign Language is provided as a 'reasonable adjustment' within the scope of the Equality Act 2010. There is a direct instruction in the Act that public bodies provide information to disabled people in a format that they can understand. It is likely that there would be some cost to the Council for the provision of this service even if delivered in an alternative way.		Translation and interpretation costs are funded from services own budgets. The contract for translation and interpretation is managed and monitored by the Equality Officer who was responsible for the new contract that was implemented in 2012. If a corporate contract or provision wasn't in place services would need to access their own provision in terms of translation and interpretation.	Public bodies have a legal responsibility to provide information to disabled people in a format that they understand, this provision generally relates to sign language. If the Council did not have a mechanism to provide this service would be open to legal challenge and the related costs of contesting the challenge and any award that might be made. The risk of the Council not providing some level of community language interpretation and translation relates to consequential costs. There is no requirement within the Equality Act 2010 for public bodies to provide translation and interpretation for community languages, however we could be subject to significant consequential costs if the Council was found to have failed to meet the General Equality Duty and discriminated on the grounds of race and nationality.
2	Cooperative Council	Cease employing an equality officer	39,000		39,000		The role of the Equality Officer relates to developing the Council's policies and providing advice to services on implementing these policies, each service area carries out their own impact assessments within the framework developed by the Equality Officer and Team Leader. The Council is required to demonstrate how it meets its General Equality Duty under the Equality Act 2010, the way in which public bodies do this is not prescribed. If this was not delivered in the current format there would be the need for the Council to demonstrate how it ensures that it meets the General Equality Duty. It is likely that the Council would need to use external resources to develop our policies to ensure that we comply with our duties under the Equality Act as there is insufficient capacity with the remaining members of the team to deliver this service. The Equality Officer also delivers community engagement activity to the wider community and supports the Armed Forces Covenant Partnership. The removal of this post would impact on the Council's ability to deliver its commitments within the Armed Forces Covenant and wider community engagement activity.	1 employee would be placed at risk - and the post would be deleted.	Services would need to ensure that they met their responsibility within the General Equality Duty without advice and guidance from within the Council. A number of Local Authorities have been subject to Judicial Reviews as the process that they have followed in relation to reviewing services and making savings was not robust. Reduced capacity to support services to deliver community engagement activity.	The Equality Officer is also the Lead Officer in relation to the delivery of the Armed Forces Covenant and supports the Partnership. If this post was removed there would be limited capacity to deliver this work. Also the Equality Officer directly delivers Community Engagement activity with other members of the team. There would be a reduction in capacity to deliver community engagement activity on behalf of the Council.
3	Customer Services	Cease employing sustainability development officers	66,000		66,000			2 employees would be placed at risk		The Sustainability team made up of 2 officers are now the only energy related posts operating in the Council, so consequently their work is very varied and links with a number of other Council services. The work that the 2 officers undertake with Council staff and clients is integral to driving efficiencies in energy usage in both operational and school buildings. The service they offer is one that is well received by schools with the vast majority of primary schools and some secondary schools buying back their support service, which not only helps schools identify savings on their energy consumption but also helps to educate both staff and pupils to become more sustainable. A proportion of the 2 officers salaries (approx 50%) are reimbursed from schools buyback. The team are actively involved with a number of building projects and play a leading role in assessing and reviewing utilities charges for Academies within the BSF programme and the PFI, to ensure that the recharges for utilities usage for Council services operating from these sites are equitably split. They are responsible for reviewing all utilities charges across the Council operational buildings and with ensuring that the Council receives best value when procuring its energy packages and energy initiatives. The officers' work has been vital in enabling the Council to achieve the excellent CRC rating we received and without the team's contribution, the Council could have been issued with significant financial penalties.
4	Council Wide	Reduce memberships and subscriptions across the council	55,000		55,000	Spend was £158k in 2012/13 across the whole council	This represents a cut of just over 1/3 but specific proposals for which memberships and subscriptions would be deleted are not available so the impacts can not be assessed.	This represents a cut of just over 1/3 but specific proposals for which memberships and subscriptions would be deleted are not available so the impacts can not be assessed.	This represents a cut of just over 1/3 but specific proposals for which memberships and subscriptions would be deleted are not available so the impacts can not be assessed.	This represents a cut of just over 1/3 but specific proposals for which memberships and subscriptions would be deleted are not available so the impacts can not be assessed.
5	Council Wide	Reduce attendance at conferences across the council	20,000		20,000	Spend was £32k in 2012/13 across the whole council	This represents a cut of over 60% but specific proposals for which events would no longer be attended are not available so the impacts can not be assessed. However, access to knowledge about the significant changes taking place affecting local government and best practise would be reduced which may impact on the ability to identify further opportunities for efficiency savings.	This represents a cut of over 60% but specific proposals for which events would no longer be attended are not available so the impacts can not be assessed. However, access to knowledge about the significant changes taking place affecting local government and best practise would be reduced which may impact on the ability to identify further opportunities for efficiency savings.	This represents a cut of over 60% but specific proposals for which events would no longer be attended are not available so the impacts can not be assessed. However, access to knowledge about the significant changes taking place affecting local government and best practise would be reduced which may impact on the ability to identify further opportunities for efficiency savings.	This represents a cut of over 60% but specific proposals for which events would no longer be attended are not available so the impacts can not be assessed. However, access to knowledge about the significant changes taking place affecting local government and best practise would be reduced which may impact on the ability to identify further opportunities for efficiency savings.
6	Council Wide	Reduce the costs of recruitment advertising	25,000		25,000	Spend was £57k in 2012/13.		Saving of a few hours		Currently implementing new recruitment/advertising process which will deliver savings.
7	Law, Democracy & People Services	Cease paying staff to work for trade unions	82,000		82,000			Redundancy of two employees		Negotiation framework becomes unstructured. Changes, redundancies etc become more difficult to agree. Likely to be a greater number of disputes with greater call on elected member's time. More tribunal/legal claims as regional officers will place holding applications because of time pressures.
8	Law, Democracy & People Services	Charge trade unions for office accommodation	14,000		14,000					May not be easy to cash this saving as the space used by the Unions is shared with the Civil Resilience Team.

9	Cooperative Council	Reduce Delivery & Planning and Policy & Strategy spend by around 10%	87,000		87,000		We have just completed a restructure of the whole of the Co-operative Council and Commercial Delivery Team. This will deliver £40k more savings than our original target. As part of this, the Policy & Strategy Team has become the Co-operative and Commercial Projects Team and will provide corporate project management capacity to deliver a range of projects linked to the Council's priorities and to generate additional income for the Council. These include youth employment, therefore any further reduction in capacity would impact on our ability to meet the priorities and needs of the community. It would also reduce the capacity available to deliver commercial projects and generate additional income, which would potentially mean more reductions to services for the community. Similarly, Delivery & Planning is primarily focussed on supporting service delivery (existing and new ways of working), partnership working and the provision of performance and management information.	To deliver the proposed saving, at least 1 post in the new Projects Team and additional 1.5 posts in Delivery & Planning would be deleted.	Many of the projects being delivered by the new Projects Team are being delivered on behalf of or in conjunction with different service areas across the Council and partner agencies. Any further reduction in capacity would place additional pressures on other council services who in some cases would not be in a position to take projects forward. Delivery & Planning has a key role supporting services to deliver+N6 savings through the provision of management and performance data (for example around adult social care and children social care) and developing new ways of working. Further savings for the service would impact on the ability of the team to do this.	A key role of Delivery and Planning is to complete a number of statutory activities including data returns to Government, partnership working, and inspection activities including, for example, OFSTED's inspection of children safeguarding. A further cut to the team would impact on the ability of the team to complete these activities and potentially have a negative impact on the reputation of the Council.
10	Council Wide	Savings through partnership working/shared services with other authorities	125,000	125,000	250,000		There is a potential for conflicts of interest to arise if senior roles are shared e.g. the attraction of inward investment which could generate additional business rates - which authority's interests would the officer put first?	Asking senior officers to fulfil their role for two authorities may be unrealistic given the hours currently worked by senior officers following the halving of resource at this level and the scale and pace of change demanded by the radical changes taking place in local government. Staffing structures and areas of responsibility may need to be rationalised between the two authorities.	Some of the services identified as potentially being shared are already generating external income (e.g. from schools in Shropshire) which is reducing the Council's net costs. If services are shared it is unclear how this income being earned by T&WC from schools in Shropshire would be treated.	A list of potential services to share with Shropshire has been identified but no discussions have taken place at officer level between the authorities to identify the one-off costs associated with for example data migration or system developments, timescales or how any savings generated would be apportioned between the two authorities. In the absence of any specific detailed business case the savings figure is a target.
11	Law, Democracy & People Services	Re-negotiate terms and conditions including sick pay policy and/or potential % reduction to all pay grades	500,000	1,000,000	1,500,000					Sick pay is governed by national terms and conditions agreements, If the Council only paid SSP there will be impacts on the level of sickness absence which are difficult to have a sound basis to estimate. It will be necessary to enter into lengthy collective negotiations to change employment contracts but ultimately the council is likely to have to terminate the contracts of all employees and offer revised terms of engagement. This will lead to employment tribunal applications and legal costs. In the time available the estimated saving was the best figure that could be arrived at but has a high degree uncertainty.
12	Law, Democracy & People Services	Cease paying essential car user lump sum payments	300,000		300,000					This is an area a number of council's have changed.
Total			1,336,000	1,125,000	2,461,000					