



To: Chair and Members of the County Council

Date: 29 April 2013

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Dear Councillor

I refer to this agenda for the meeting of the **COUNTY COUNCIL** to be held at **10.00 am** on **TUESDAY, 7 MAY 2013** in **COUNCIL CHAMBER, COUNTY HALL, RUTHIN LL15 1YN** and enclose the following report(s).

**Agenda Item  
No**

**10 WORKFORCE EFFICIENCIES (Pages 3 - 6)**

To consider a report by the Head of Human Resources (copy to follow) detailing the savings required to achieve the Workforce Efficiencies identified in the budget and the process proposed for implementing those savings.

Yours sincerely

G Williams  
Head of Legal and Democratic Services

**MEMBERSHIP**

**Councillors**

Ian Armstrong  
Raymond Bartley  
Brian Blakeley

Gwyneth Kensler  
Geraint Lloyd-Williams  
Margaret McCarroll

Joan Butterfield  
Jeanette Chamberlain-Jones  
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**Report To:** Full Council

**Date of Meeting:** 7<sup>th</sup> May 2013

**Lead Member / Officer:** Cllr Barbara Smith/Linda Atkin, Head of HR

**Report Author:** Linda Atkin, Head of HR

**Title:** Workforce Efficiencies

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## 1. What is the report about?

The report provides an update on the negotiations on workforce efficiencies. This is correct as at 26<sup>th</sup> April 2013. A full update will be given verbally at the meeting which will also include recommendations.

## 2. What is the reason for making this report?

At the meeting on 9<sup>th</sup> April 2013, the Council were requested to go back to the Trade Unions to see if there was any scope to reach agreement on the workforce efficiencies required which would negate the need to impose the changes proposed to terms and conditions of employment.

## 3. What are the Recommendations?

Recommendations will be given verbally at Full Council.

## 4. Report details.

Following on from Full Council on 9<sup>th</sup> April 2013, the Council met with the Trade Unions to understand their position and expectations in preparation for the LJCC scheduled for 24<sup>th</sup> April 2013. For the meeting, the Council put forward a revised proposal which:

- 1) Removed the need for employees to provide a vehicle in the future and
- 2) Removed the proposed changes to pay protection and disturbance mileage to allow further discussions on this area.

A productive discussion was had at LJCC where it was agreed that both sides should aim to reach agreement prior to Full Council with the assistance of the Joint Secretaries on the 25<sup>th</sup> April 2013 and that a Special LJCC should be held prior to Full Council to finalise the position including recommendations.

A conciliatory meeting was held on the 25<sup>th</sup> April 2013 with the Joint Secretaries. The Council put forward a revised proposal which was formally submitted to the Trade Unions on Friday afternoon. At the time of writing the Trade Unions would not have had time to consider this or respond.

The revised proposal built on 1 & 2 above and included a proposal for a transitional period for the implementation of the HRMC mileage rate. Negotiations are on-going regarding the terms of the transitional arrangements.

A Special LJCC has been arranged for Wednesday 1<sup>st</sup> May 2013.

**5. How does the decision contribute to the Corporate Priorities?**

This is fundamental to the authority meeting its efficiency savings required.

**6. What will it cost and how will it affect other services?**

The impact on services is dependent on which efficiencies are agreed going forward. There should not be any additional costs associated with these as they are efficiency savings. However, if these workforce efficiencies are not achieved next year then the impact on services will be considerable as a difficult decision would need to be made to either look at cutting front line services or making redundancies/

**7. What are the main conclusions of the Equality Impact Assessment (EqIA) undertaken on the decision? The completed EqIA template should be attached as an appendix to the report.**

A revised EqIA will need to be undertaken on the final proposal.

**8. What consultations have been carried out with Scrutiny and others?**

A report was presented to LJCC on the 24<sup>th</sup> April 2013.

**9. Chief Finance Officer Statement**

The council will continue to face significant financial challenges over the coming years as reductions to public sector funding across the UK are likely to continue in the medium term. The Budget delivered by the Chancellor of the Exchequer recently signalled further reductions to Welsh Government funding which is likely to reduce local government funding as a consequence. It is almost inevitable that this will mean greater savings targets are required by local councils in Wales than have been built into budgets and medium term financial plans. The 2013/14 budget already assumes that £200k savings will be achieved through the proposed savings with a further £300k in 2014/15. If these savings are not achieved then services will be required to find the additional savings on top of the £6m they are already dealing with over the 2 year period in a worsening financial climate.

**10. What risks are there and is there anything we can do to reduce them?**

The risks will be dependent on whether efficiencies can be agreed and if they are agreed, they will vary from service to service. If savings are not achieved through this proposal, other less palatable savings and cuts will be required which may present different risks to the Council.

The risk that service delivery will be affected if staff are unable to travel for their work will be mitigated through the following arrangements. Staff unable to provide their own car for work mileage will have access to pool vehicles where possible. Arrangements will be made for

particularly high mileage users to have a designated pool car. The protection arrangements outlined in the report will also help to mitigate this risk.

#### **11. Power to make the Decision**

Power to make the decision is s112 Local Government Act 1972

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