

Record of Cabinet decisions

Thursday, 27 January 2011

3.00pm to 3.45pm

Date of publication: 28 January 2011

The record of decisions are subject to approval at the next meeting of the Cabinet

Present:	Councillor Rodney Chambers	Leader of the Council
	Councillor Alan Jarrett	Portfolio Holder for Finance and Deputy Leader
	Councillor Jane Chitty	Portfolio Holder for Strategic Development and Economic Growth
	Councillor Howard Doe	Portfolio Holder for Housing and Community Services
	Councillor Phil Filmer	Portfolio Holder for Front Line Services
	Councillor Tom Mason	Portfolio Holder for Adult Services
	Councillor Mike O'Brien	Portfolio Holder for Community Safety and Enforcement
	Councillor Les Wicks	Portfolio Holder for Children's Services
	Councillor David Wildey	Portfolio Holder for Children's Social Care

In Attendance: Neil Davies, Chief Executive
Rose Collinson, Director of Children and Adults
Robin Cooper, Director of Regeneration, Community and Culture
Mick Hayward, Chief Finance Officer
Richard Hicks, Assistant Director, Customer First, Leisure, Culture, Democracy and Governance
Julie Keith, Head of Democratic Services
Tricia Palmer, Assistant Director, Organisational Services
Deborah Upton, Assistant Director, Housing and Corporate Services/Monitoring Officer

Apologies for absence

Apologies were received from Councillor Janice Bamber (Customer First and Corporate Services).

Declarations of interest

There were none.

Budget Savings - Proposed Staffing Reductions

This report set out a number of proposed reductions in staffing in response to the Council's reduction in funding, to which approval to commence consultation was sought. It was reported that the Government's Comprehensive Spending Review had been announced on 20 October 2010 which proposed the changes to Central Government spending over the next four years. This had been followed by the provisional Local Government settlement on 13 December 2010 which led to the Council identifying a funding gap of £23.5m for 2011/2012, as reported to Cabinet on 21 December 2010.

It was noted that staff consultations had already commenced where reorganisations and staffing reductions were within Directors' delegated authority. This report set out a number of posts affected by proposed reorganisations, which could have significant service or policy implications together with the impact of the proposed reductions.

An addendum report was tabled at the meeting which identified further reorganisation proposals to which approval to commence consultation was sought.

The proposals affected the following service areas: School Improvement Service; Safer Communities; Conservation Service; Tourism and Heritage Service; Tree Team; Democratic Services/Members Services; Empty Homes and Energy Efficiency Team; Planning Policy and Design Service; Development Management; Visitor Information Centre and the Economic Development and Social Regeneration Service.

Diversity Impact Assessment screening exercises had been undertaken on the individual proposals and were attached at appendix 2 to both the main report and addendum report. It was noted the reductions proposed to the social regeneration team would not impact adversely on minority ethnic groups because the service would continue its community cohesion work within its proposed revised staffing structures. This would mitigate against a possible disproportionate impact on minority ethnic groups. The impact would continue to be monitored closely to ensure that any unidentified and unintended negative impact is recognised and responded to.

The Chairman of the Business Support Overview and Scrutiny Committee had agreed to waive call in on recommendation 7.1 in the addendum report on the basis that this was reasonable in all the circumstances and to it being treated as a matter of urgency in accordance with Rule 16.11 of the Overview and Scrutiny Rules (Part 5 of Chapter 4 in the Constitution).

Decision number:

Decision:

7/2011

The Cabinet authorised the Chief Executive and Directors to undertake consultation with staff and trade unions on the proposals set out in the main report and addendum

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report.

- 8/2011** **The Cabinet agreed that the above decision is considered urgent and therefore should not be subject to call-in.**
- 9/2011** **The Cabinet recommended to Council to authorise the Chief Executive and Directors, in consultation with the Portfolio Holder for Finance, to consider and determine all consultation responses received in respect of the affected posts, set out in the main report and addendum report, and implement any subsequent restructure.**
- 10/2011** **The Cabinet recommended to Council a programme of meetings to reflect the proposals as outlined in paragraph 5.1 in the main report.**

Reasons:

To respond to the reduction in funding from April 2011.

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Leader of the Council

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Date

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