

Report to Cabinet

Subject: Community Leisure Restructure

Date: 11th September 2014

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Wards Affected

None

Purpose

To seek the approval of Cabinet to implement a revised structure for the delivery of Community Leisure which achieves a saving of £126,000 per annum against a delivery target of £139,700; a shortfall of £13,700.

The shortfall can be accommodated within existing budgets in both the short and medium term; this is achieved by reducing the contingency sums set aside when the Councils budgets reduction programme was agreed by Budget Council in March 2014.

Key Decision

This is not a key decision

Background

- 1.1 At Budget Cabinet in March 2014 a saving target of £139,700 for Community Leisure was agreed. Proposals for a restructure of the Community Leisure service area were drafted and subject to formal consultation with staff and trade unions between 17th June and 17th July 2014.
- 1.2 The original proposals subject to consultation delivered the saving target of £139,700 however following extensive feedback from the staff directly affected and the trade unions the proposals were amended. As a result there is a shortfall in achieving the saving target of £13,700.
- 1.3 JCSC and the trade unions supported the amended proposals acknowledging that the proposals achieved £126,000 of the £139,700 saving target.

- 1.4 The Chief Executive, as Head of Paid Service, has the statutory power to agree to structural changes where the costs can be met within the existing budgets. On this occasion the costs cannot be met within the existing budgets without the use of contingency amounts. Approval to implement the final structure was given by the Chief Executive under his delegated authority on 18th August 2014 subject to Cabinet approval of the reduced savings level.

Proposal

- 2.1 A new staffing structure for Community Relations has been subject to full consultation with staff, trade unions and Joint Consultative and Safety Committee. Implementation of the new staffing structure as recommended by the JCSC would result a reduced savings level compared to the agreed target. It is therefore requested that Cabinet approve a reduced savings target for this area of £126,000.

Alternative Options

An alternative would be not to agree to a revenue increase of £13,700 which would result in implementing a staffing structure which is less fit for purpose than the proposed solution.

Financial Implications

The Budget Council in March 14 set out an ambitious target of delivering £2,458,100 of on-going savings over the next 5 years in order to maintain a secure and stable medium term financial plan. This proposal, for a revised structure, is one of many changes that will need to be implements over the coming years in order to achieve the required level of spending reductions.

The revised Community Leisure structure delivers a significant proportion, over 90%, of the programmed savings in this area. When the Council set its individual savings target it did include a central provision to account for the costs of implementation, investment, and under delivery of the stated individual targets.

This proposal falls short of the set target by £13,700 per annum, however it is considered that this can be accommodated from the central provision.

This does however reduce the central provision and increases the risk that if other budget reduction targets are not met then the achievement of a stable medium term financial position may not be achieved.

Appendices

None

Background Papers

JCSC Reports of 17th June 2014 and 12th August 2014

Delegated Officer Decision of 18th August 2014

Recommendation(s)

That Cabinet approve a reduced savings target of £126,000 for Community leisure and agrees a reduction in the central provision of £13,700 per annum.

Reasons for Recommendations

To enable the new staffing structure to be implemented and a saving of £126,000 to be achieved.