



Cabinet

23 October 2013

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|------------------------------------------------|----------------------------------------------------------|---------------------------------|
| Report Title | Reduce Staffing in Management and Sector-Led Improvement | |
| Classification | Open | |
| Cabinet Member with Lead Responsibility | Elias Mattu Leisure and Communities | |
| Accountable Strategic Director | Sarah Norman | |
| Originating service | Community | |
| Accountable officer(s) | Geoff Tait | . |
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1.0 Description of Savings Proposal

It is proposed to restructure and re-align the Sector-Led Improvement team with a savings target of £33,000.

On the basis of the centralisation of most parts of this service together with the re-alignment of remaining areas it is proposed to delete the Head of Service post, saving £68,000.

2.0 Table Setting out Financial Proposal

2.1 Total base budget savings

| | Year 2014-2015 £000 | Year 2015-2016 £000 | Year 2016-2017 £000 | Year 2017-2018 £000 | Year 2018-2019 £000 | 5 year total £000's |
|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|------------------------|
| Total base budget savings | 0 | 101 | 0 | 0 | 0 | 101 |

2.2 Staffing Implication

| | Year 2014-2015 £000 | Year 2015-2016 £000 | Year 2016-2017 £000 | Year 2017-2018 £000 | Year 2018-2019 £000 | 5 year total £000's |
|----------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|------------------------|
| Full Time Equivalent (FTE) | 0 | 3 | 0 | 0 | 0 | 3 |

3.0 Communications Strategy Implications

3.1 The Communications Strategy Implications of this proposal are minimal.

4.0 Corporate Landlord Implication

4.1 The Corporate Landlord Implications of this proposal are none or minimal.

5.0 Customer Implications

5.1 The implications for customers of this proposal are minimal.

6.0 Economic Implications

6.1 The Economic Implications of this proposal are minimal.

7.0 Environmental Implications

7.1 The Environmental Implications of this proposal are minimal.

8.0 Equality Implications

8.1 An equalities analysis screening has been undertaken, a full analysis is not required.

9.0 Financial Implications

9.1 The Financial Implications in terms of savings and investments are as described in the proposal above.

10.0 Health Implications

10.1 The Health Implications of this proposal are minimal

11.0 Legal Implications

11.1 The Legal Implications of this proposal are minimal provided that due process is followed

12.0 Policy Implications

12.1 The Policy Implications on agreed Council policy are minimal. This proposal supports the delivery of the corporate priority 'Delivering a Confident Capable Council'. Consideration could also be given to the location of the complaints function to ensure delivery of the Customer Services Strategy.

13.0 Procurement Implications

13.1 The Procurement Implications of this proposal are minimal

14.0 Staffing Implications

14.1 This proposal may involve redundancies. Reductions in employee numbers will be managed through voluntary redundancies, vacancy management and redeployment. Reductions in employee numbers will require fair and due process to be followed regarding consultation, selection and implementation of any compulsory redundancies.

15.0 Trade Union Implications

15.1 **No Implications Recorded.**