

**STOCKTON-ON-TEES BOROUGH COUNCIL**

**CABINET RECOMMENDATIONS**

**PROFORMA**

Cabinet Meeting .....16th December 2010

1. Title of Item/Report

EIT Task & Finish Report

2. Record of the Decision

Consideration was given to a report which presented the options for efficiency, improvement and transformation savings within the Human Resources Service including Health and Safety.

The service comprised 3 main areas of responsibility: organisational development, advisory services and health and safety and was delivered under a Head of Human Resources. There were 43.58 full time equivalent staff. The service was well regarded by customers and had achieved a number of external awards. It provided good value for money compared with similar organisations and had played a significant role in ensuring Employment Tribunal claims were kept to a minimum with only 6 cases (excluding equal pay cases) last year.

The impact which the changes to the functions and finance of Local Government were having on the work of the service now and over the next 12 – 18 months, as EIT reviews were delivered, was considered. It was therefore recommended that a phased approach to achieving the efficiency savings required was taken. This phased approach was designed to deliver significant savings immediately whilst minimising the impact on those aspects of the service where demand was increasing.

In phase one, all vacant posts and hours would be deleted, the health and well being service including the back care programme would be reviewed, and opportunities for raising additional income including a revised Service Level Agreement with Schools in relation to the provision of the Health and Safety service would be explored. Phase 2 would involve investigating the possibility of partnership working with Darlington Council with whom some initial discussions had already been held.

If the additional income referred to in the report, or the partnership working with Darlington Borough Council, was not achieved then a further report would be brought to Cabinet to consider how additional savings could be accomplished.

Total savings of £322,000 were being sought which amounted to 22.85% of the resource allocation to the Human Resources Service. This figure included target savings of 15% and the HR efficiency target for 2011/12. The proposals under phase 1 achieved savings of 21.2% with Phase 2 potentially delivering savings of an additional 14% - 21%.

The scope of the review and the options for efficiency savings was considered by the Corporate, Adult Services and Social Inclusion Select Committee on 26th October and 7th December and they were supportive of the recommendations.

RESOLVED that:-

1. that all vacant posts and vacant hours on previously full time posts, within the Human Resources service, be deleted from the establishment.
2. review the health and well being service including the back care programme
3. continue to explore opportunities for raising additional income including a revised Service Level Agreement with Schools in relation to the provision of the Health and Safety service
4. investigate the possibility of partnership working with Darlington Council

3. Reasons for the Decision

The Efficiency, Improvement and Transformation Reviews, (EIT) was a three year programme across all the Council's activities in response to the slow down in the national economy and the impact this would have on the Borough's Medium Term Financial Plan, coupled with increased expectations and demand for services. The EIT programme's aim was to maintain high performance, continue to improve satisfaction and enable further improvement across the Borough. The report presented the outcomes of the officer lead EIT Task and Finish Review of Human Resources, following the decision of Executive Scrutiny to expedite the delivery of some of the year 3 EIT reviews to year 2.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

Not applicable

7. Date and Time by which Call In must be executed

Midnight on Friday 24 December 2010

Proper Officer  
20 December 2010