

**Agenda Item
Housing and Community Safety
Select Committee
3 November 2011**

Year 3 EIT Review of Community Safety & Security

Summary

This report sets out proposals for making the target savings of £153,000 from this review.

Detail

1. As discussed at the last meeting of the Committee, on 15 September, a meeting was held with Unison and Unite on 19 September, to discuss the proposal to reduce the number of Senior Neighbourhood Enforcement Officers from four to two. The trade unions expressed concern about the amount of time for which Neighbourhood Enforcement Officers would be working without a Senior Neighbourhood Enforcement Officer to refer to. The management representatives explained that this already happens occasionally, and that a range of senior officers (Enforcement & Surveillance Co-ordinator, Security Services Manager and Head of Community Protection) would be available for telephone consultation in the event of circumstances arising in which the Neighbourhood Enforcement Officers could not rely on their own judgement or established precedents. It was also noted that any reduction in savings in this case would need to be offset by an increase elsewhere, and that no alternative proposals had been forthcoming.
2. Managers explained that they had considered alternatives of retaining four Seniors, or running with three, but had concluded that the 'two Seniors' model was the best option in the circumstances. Discussions then focussed on the criteria and process for selecting two from the remaining three Seniors. The trade unions confirmed that the selection criteria were satisfactory and were advised that an HR Officer and the Community Safety Manager would participate in the selection process to provide additional independent objectivity.
3. Members of the Committee will recall that 21 of the 26 respondents to the consultation process expressed clear support for the proposals. A schedule of the comments received within the consultation process has been prepared, with responses to each comment, and circulated to all staff within scope of the review.
4. A schedule of the proposed savings is attached as Appendix A, and it is now proposed that the Committee considers including these in its report to Cabinet.

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