

CABINET	AGENDA ITEM No.4
20 DECEMBER 2019	PUBLIC REPORT

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Cabinet Member(s) responsible:	Councillor David Seaton, Cabinet Member for Finance	
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**CABINET ADDENDUM – MEDIUM TERM FINANCIAL STRATEGY
2020/21-2022/23- TRANCHE ONE**

Background

- 1.1. This addendum has been produced in order that Members receive the most up to date position regarding the Tranche One Budget Consultation.
- 1.2. This document contains consultation feedback received, which we were unable to include within the main report due to the timing of publication.
- 1.3. No paper (hard copy) consultation responses were received at the reception desks or at the libraries.

Changes to the Consultation Response

- 1.4. This update contains the following:
 - The one additional budget consultation response received.
 - Feedback received from the youth Council
 - Feedback received from the Unions
 - Feedback received from the Police and Crime Commissioner
 - Recommendations made at Joint Scrutiny of the Budget 18 December 2019

Budget Consultation Feedback

1.1. This document contains:

- A list of consultation responses received to date via the online survey.
- Feedback received from the stakeholder groups which have been directly consulted with.

1.2. The following section details the one additional online survey responses received:

Do you have any comments to make about the phase one budget proposals?	Having read the phase one proposals document, how much do you now feel you understand about why the council must make total savings of almost £33.5million in 2020/21 and over £33.9million by 2022/23? Tick the answer you agree with.	If you have any specific ideas about how the council can save money or generate additional income to protect services, please state these here:
<p>I am concerned that there is no real mention on the impact of having no officers dealing with sport or leisure within the local authority moving forward. Currently officers lead the active lifestyles and sports strategy for the city working with stakeholders along with completing many funding applications and delivering the successful ones across the site, these include table tennis, tennis, cricket, football and DiscGolf. Removing officers will have a negative impact on what physical activity can be supported within the city and will mean partnership work with the sports partnerships and national governing bodies will pretty much stop. Vivacity are the culture and leisure partner for PCC but they do not have the resource or expertise to deliver on a lot of the work undertaken currently by officers, also a lot of stakeholders require PCC sign off and involvement such as the Football Foundation, Living Sport and other national bodies.</p>	<p>A fair amount</p>	<p>By continuing with officers being employed by the local authority funding can be gained to support clubs, groups and the culture and leisure trust to grow and deliver for the city in a positive and sustainable way. Following the strategy work completed in 2017/2018 it is clear the city needs new and improved leisure facilities to keep up with a fast growing population and to generate income. The new facility being worked on currently for Werrington is a key example and will need an officer to lead over the coming years, this is just one example of investing to generate income and this will be without any capital spend for the local authority,</p>

Youth Council- Budget Consultation feedback

The Youth Council was attended by Rob Hill, with the following Questions from the young people being received and the responses given:

1. Is there a transition period for services ending?

Depends on service, multiskilled staff, and conversation with schools about trading services. Changes with happen Jan to March.

2. Is there likely to be more cuts in the future?

Council are trying to make services sustainable and have a sustainable budget.

3. What services are there to counteract these cuts?

Have transformed to do things differently. This is the first time for youth services that staff have been cut. Youth Inspired may be able to help. We believe in the value of mentoring but schools do not have a good budget and not in council's control.

4. Why is the youth service always the first to get cut?

Not a statutory service so have no national protection. However there has been consultation around national youth services, everyone starting to realise they are critical. We are part of the national conversation. Councils Union LGA is pushing for it to come back. Priority is to look after young people and older people.

5. Will more young people be going into care as a result of cuts?

PCC will try to keep the structure of services, but less people will be working with families.

6. What is the impact on NCS?

No impact and PCC are keeping contract. 300 young people accessed NCS this year.

7. What is the link between cuts and Conservatives cuts nationally?

If you want services to change and modernise, you have to change and modernise. You need to make people short of money so they find other ways of spending.

8. How will you combat homelessness?

To different types of homelessness; rough sleeper and homeless. 75% of rough sleepers have drug, mental health and alcohol issues. We are bringing homelessness down. Often young people need more properties in year, 214 properties were increased in year, these were from landlords on a guaranteed rent basis. In Peterborough there are 30 rough sleepers and they are offered city centre night shelters. Due to addictions they often don't want help and it's a way of life. They are funding their habit through begging.

9. Communities - not a sense of community - is there anything in place that would help with social issues?

'Think Communities' - trialled in Orton - transient community - working with businesses and getting community members on board e.g. litter picking. That is the answer for society. Hamptons took a long time to get community as community buildings etc were not put in first. Cardea was better as shops etc were put in first. Ideally the Youth Council would contribute towards building communities, ideas and concepts.

Introduction.

We understand the financial pressures placed upon PCC by the governments ongoing woeful funding to LG. This has been over too many years now.

During this time of reduced funding the council choose to freeze council tax for some years and proudly proclaimed this as the way forward and how this served the people of Peterborough, forgetting since the political decision to cut funding and then at the same time over a 7 year period very harshly imposed a 4% pay rise. So yes our staff paid and subsided the very low council tax.

We faced 4 years ago our staff pay and conditions being eroded by the employer which led to a failure to agree which out of that came the changes for example the thorny issues of parking.

We have seen outsourcing, a huge reduction in staff to try to counter the total lack of understanding from central government of the needs of the growing population which is explained in the budget proposals.

Following on from this is our response and some ideas which may hopefully mitigate the impact upon our staff.

Contract and Commercial.

Reducing support for older people when they are discharged from hospital will lead to readmission and so cost more in the long term.

Savings made from joint commissioning with CPFT will have a detrimental impact on the service. Changes to staff skill mix inevitably mean lower graded staff doing the work that was previously undertaken by higher graded staff.

Further cuts to public health will have a detrimental impact on the health of residents and cost more in the long term.

Charging for the lifeline service will lead to fewer people using the service and likely cause more hospital admissions.

Removing funding for the stay well campaign will lead to vulnerable people facing hypothermia leading to hospital admissions.

Vulnerable people find being "empowered" difficult to put into action. This is likely to lead to worse mental health conditions.

Changes to the serco contract will see those at the bottom of the salary scale being expected to shoulder the burden of the cuts.

A review of the admin fee Aragon applies to all jobs they undertake for the council. It stand at 12%, we have raised this i feel most years at this time of year. This applies only through the help desk if a project the fees are considerably less- It was the unions that bought this to the table. Could you please look at admin fees that Serco apply also.

Within this area please would you look at Skanska fees, they have an agreement with Highways for reduced costings, but for the rest of PCC it appears no such agreement exists so education for example is left as a third party and end up paying full fees.

Also departments are having to use them and its felt that costs are not transparent at the start of the process which leads us to pay more than we thought it would be.

City college Peterborough

Room hire at the Education Centre make sure this is advertised widely so staff are aware of the rooms available.

Changes to Serco contract

With the increased reliance on technology will there be a better level of support, for example the wait for Citrix to work, we have seen a growth of PAs how many of them do we now have?

Reduce the amount of stationery ordered at SMH it currently stands at 100 to 150 boxes of paper every 4 to 6 weeks as well as pens, envelopes etc, is there any check at all on whats coming into SMH?

Controls relating to HR

As above a move towards a technological workplace will support for this new way of working be put in place.

Our staff over the past 18 months have had to adapt to new computer systems twice and now more reliance on tech to produce results.

Reshaped HR function

Reliance on mangers to manage this clearly at times is not happening there are within our workforce outstanding managers, and clearly some not so good managers, over the years we have seen different leadership schemes, managers meetings to try to up-skill and become leaders.

We really hope this works but with the churn of managers in certain areas of PCC i am doubtful but will be happy to be proved incorrect. This process will of course take time would it be possible to find the really good managers who could become mentors for other managers.

Support provided for members

£44 a year for 7 day 365 parking on any street, £3.66 per month. Lets just take that in for a moment, while staff pay for there working days under a threat of disciplinary action if they abuse there permit. So when not at work or on leave I quite rightly pay to park.

But as a member no that does not take place, park where you want at any time, even stopping income from the public parking and paying in St.Peters Rd, (rear of TH), so now they will pay £110 a year £9.66 for 24-7-365 parking, please during payment times at St.Peters Rd could they be asked to park in car haven a 2 minute walk further into town. Do members have Wi Fi and phone line paid for please?

Could we look at reducing tea and cakes after the Citizenship Ceremony as much seems to be left.

The mayors car, why are we not leading, after the motion passed at full council meeting declaring a climate emergency lets prove our green credentials and rid ourselves of a very powerful Jag and get a sponsored electric car, lets not leave it when this saving of £3000 pound could be made now.

Also could we sell the number plate EG 1 lets see how much we could get.

Redesign of services.

Housing enforcement officers

We currently administer a selective licensing scheme for private rented accommodation in certain areas of our city, can/should/will we be expanding this scheme across the whole of Peterborough. This would be a big task but it does generate fees.

Are we making sure that our officers in housing enforcement who deliver Rutland Council housing services and the regulatory services staff member who also works within Rutland is making us money and if so could we roll this out to neighbouring authorities such as CCC or Fenland .

We are empowered by statute to charge for services for example serving a notice upon a landlord is charged at £400 and failure to produce an energy performance certificate incurs a fine of £200, we now implement changes introduced by government which allows us to administer civil penalties which just recently raised £56000.

Are we ensuring that the fines and we keep the Rutland contract then we should look at making sure the fines/charges end up in our bank account not theirs as its our staff doing the work.

Reduction of agency staff in CS

The shortage of skilled SW has been an issue for many years and will continue while there is a national shortage. In Peterborough an already small pool of potential CS workers is made even smaller by a edict that we will have FTE or half FTE and nothing else.

This moratorium is not written into any policy its just seem to have come into practice as a senior manager says so, this to my knowledge has led to people leaving and staff

disheartened about applying for a more senior role as then their hours are put at risk which does not help with family life or work-life balance, we ask please look at this to see if we can be more flexible we do have a flexible working policy but it seems not for CS.

A more flexible approach may reduce costs of agency staff.

Review of school transport costs.

We are pleased to see this, would we be able to use our buses for example the ASC buses or from the depot this would reduce the reliance on taxis. How about selling advertising space on our buses, also it's good to see in the paperwork close working with CCC as the proximity of our borders may reduce costs. Also the issue of transport is raised on next paragraph

A child applies for a school place - 3 schools added, no offer as all full - directed to the next nearest school - parent is eligible for transport assistance through the LA - taxi/bus pass provided dependent on case

Requests for preferred schools remain open for the academic year - Admissions then remove all requests and the parents have to reapply - If transport is in place with no open requests the child will never be offered an alternative - unless they move or change schools due to age - transport continues until this occurs - if offered in Reception this could lead to 7 years of transport support - I don't know what strategies transport has in place to check this - perhaps they review annually??

Academies may keep them on the waiting list, but this is not maintained in the authority We have oversold ourselves and now have nearly 50% of the schools using an SLA which I do not have the staff to cover

Increase in workload year on year - Penalty notices cases going to court - non-school attendance cases including interviews under caution - we have no capacity to cover all of this now

Reduction of response time to non-hazardous flytipping

We would suggest to extend the time by nearly and in some cases double would mean that the smaller team would be picking up more items as tipping attracts more and more flytipping if not dealt with promptly

Also we have had the idea proposed idea of CCTV cameras for many years please put into places of constant flytipping as this may deter the dumpers.

Also with PES officers covering the whole city they could report in dumping of waste. Ask staff who live in Peterborough to report dumping that may happen where they live or pass by on the way to work.

Using our assets

SMH

Do/will CITB be paying for parking including parking in premium areas? Are we using the rooms at the weekend for any form of meetings/functions etc.

Could we look at the registry office moving into the Town Hall and selling the land in Thorpe rd that it sits on now, this would hopefully enable the rooms within the Town hall to be used for weddings/functions/parties/ birthdays/receptions. Have the staff ever been informed that they could hire said rooms that would be over a thousand people then include relatives friends etc.

This idea would bring in revenue including room usage parking income and hopefully use of Royce rolls for food.

Of course the TH has 24 hour access for staff who work over the weekend. The public would be catered by appointment as they are now at the RO.

Has the monies for selling the Gloucester centre been included within the income to PCC.

HR implications

This is a massive blow to our staff, they have embraced office moves, agile working, and the move from IT system to another to come back to the one they had first of all. While all this is happening the demand of work pressures continues to grow. Please may we have an HSE stress risk assessment for our staff to see what results we get to help them in the future.

We fail to understand how PCC are proposing cuts to HR staff when at CCP we have a private company providing HR support, the staff at CCP and ASC are PCC staff so why are we not looking how this can be fair or right, we feel its at odds with our own management at work policy.

Consultants we have had reports of consultants having their contracts extended again and again can we be assured that these are being tracked and we are getting results.

We would hope that everything will be done to support staff who will be made unemployed by these proposals.

We would ask that after this round of possible VRs and possible CRs that PCC look at offering to staff who are unaffected by this tranche. We have had some inquires if this will happen and i see on insite staff have asked via the ask Gillian.

We ask that if staff affected by proposed redundancy are if possible and by amicable agreement be allowed to leave before 31st March 2020.

We thank the chief exec in her staff briefings mentioning trying to mitigate job losses by utilizing CCC job vacancies .

Some thoughts that have come to us.

The coffee machines within rooms at the TH which are left on all day and rarely used could we not get rid, it would save money on electricity and stocking of said machines.

Stopping the provision of cakes after the citizenship ceremony which many of them get left.

A shop front at the TH for printing, people walk to kall kwik, with the right marketing this we feel could bring in income,

why are Serco printing items for PCC what is the cost of this when we have a print room.

High volume print should go to the print room- are we making sure the appropriate members of staff are doing the printing, are we doubling up services in this area?

Take on young trainees who could perform some duties to help them gain employment in the future.

Why does food need to be catered for at meetings?

The Samsung 65 inch TV which has sat in the kitchen at the back of the reception room for over a year, this shows who/how/why was it ordered and how many times has this occurred elsewhere in PCC. The very expensive dyson fans that have been purchased for the leaders office which budget did that come out of please, and are they for the use of all staff.

Please see this as the Union initial response but as the consultation moves on we shall add to it

Recommendations made by Joint Scrutiny of the Budget

MFTS Appendix C – Budget Consultation Document, including Tranche One Budget Proposal detail

- The Joint Scrutiny of the Budget Committee **RESOLVED** to recommend to Cabinet that, in reviewing the support given to Councillors' Car Parking, consideration should be given to the subsidy of public transport as an alternative option.

*Proposed by Councillor Sandford, Seconded by Councillor S. Bond.
14 in favour, 9 against, 2 abstentions.*

- The Joint Scrutiny of the Budget Committee **RESOLVED** to recommend that Cabinet reconsiders the £59,000 savings proposal to increase the non-hazardous fly-tipping removal period.

*Proposed by Councillor Ellis, Seconded by Councillor Murphy.
15 in favour, 6 against, 8 abstentions.*

MFTS Appendix D – Equality Impact Assessments – Tranche One MFTS 2020/21-2022/23

- The Joint Scrutiny of the Budget Committee **RESOLVED** to recommend that Cabinet reviews the budget to determine its effect on tackling the Climate Emergency.

*Proposed by Councillor Murphy, Seconded by Councillor Sandford.
Agreed unanimously.*

Actions

MFTS Appendix C – Budget Consultation Document, including Tranche One Budget Proposal detail

- It was agreed that the Cabinet Member for Finance would arrange for a briefing note to be distributed to Members of the Committee providing a more detailed explanation and rationale for the proposals to withdraw the provision of I.T. equipment for Councillors.
- The Service Director, Communities and Safety, to arrange a meeting with Members in the new year regarding the progress of new sports centre in Werrington.
- The Service Director, Communities and Safety, to arrange a visit to Peterborough City College for interested members, focussing on facilities for disabled people.

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