



## Amended Savings Proposal

<b>Report Title</b>	Efficiency Savings in staff from the implementation of the Care Act.
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### 1.0 Description of Savings Proposal

The full implementation of the Care Act will require a radical redesign of our service structure that sits behind our contact with the public. Care Act implementation will work in tandem with the development of the Better Care Fund, identifying opportunities for closer integrated working, addressing duplication of activity and identifying staffing inefficiencies.

### 2.0 Table Setting out Financial Proposal

#### 2.1 Total base budget savings

	<b>Year 2014/15 £000</b>	<b>Year 2015/16 £000</b>	<b>Year 2016/17 £000</b>	<b>Year 2017/18 £000</b>	<b>Year 2018/19 £000</b>	<b>Year Total £000</b>
Original Base Budget Saving	0	1,000	0	-350	0	650
Adjustment to Original Saving	0	-800	0	0	0	-800
Amended Base Budget Saving	0	200	0	-350	0	-150

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The net impact of -£350,000 in 2017/18 for this saving is offset by a +£350,000 for saving URN 0054 (Restructure of Older People Assessment & Care Management - Social Work Teams).

## 2.2 Staffing Implication

	Year 2014/15 FTE	Year 2015/16 FTE	Year 2016/17 FTE	Year 2017/18 FTE	Year 2018/19 FTE	Year Total FTE
Original Base Budget Saving	0.0	0.0	0.0	0.0	0.0	0.0

## 3.0 Communications Strategy Implications

3.1 This proposal will require the appropriate level of consultation and will take into account the views of service users and key stakeholders. The budget proposals will be published on the City Council's website on 14 October for public scrutiny as part of the Council's commitment to being open and transparent. Staff directly affected by this change proposal will be spoken to by a senior manager within their department.

## 4.0 Corporate Landlord Implications

4.1 The Corporate Landlord Implications of this proposal represent a considerable risk. There will be considerable impact on office space requirements, with multiple moves as the restructure is implemented. This will be mitigated by engaging with Corporate Landlord as part of the Programme infrastructure.

## 5.0 Customer Implications

5.1 The implications for customers of this proposal represent some risk. Concerns may be raised about changes to staffing; these will be addressed through a central communication strategy.

## 6.0 Economic Implications

6.1 The Economic Implications of this proposal represent some risk. Significant changes to staffing may impact on the local economy. Work will be undertaken to understand the impact on those staff affected who live and work in Wolverhampton and advice prepared for those affected.

## 7.0 Environmental Implications

7.1 The Environmental Implications of this proposal are minimal. It is unlikely that there will be direct environmental implications from this proposal.

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## **8.0 Equality Implications**

8.1 All proposals will be assessed to determine if there are potential equality implications. Where appropriate, an equality analysis screening will be undertaken. Where this indicates that implications may exist, a full equality analysis will be completed.

## **9.0 Financial Implications**

9.1 The Financial Implications in terms of savings and investments are as described in the proposal above. All Adult Care staff other than those within existing savings proposals are potentially part of this savings programme.

## **10.0 Health Implications**

10.1 The Health Implications of this proposal are minimal. The proposals that may impact on staffing will be addressed through the Councils existing HR policies to support staff.

## **11.0 Legal Implications**

11.1 The Legal Implications of this proposal represent a considerable risk. The changes to multiple contracts that will be required to manage this change will require legal expertise committed to support the programme. Additional investment will be required to support a programme of change.

## **12.0 Policy Implications**

12.1 The Policy & Corporate Plan Implications on agreed Council policy are minimal. There will be minimal risk to Policy and Corporate Plan implications. The Care Act Programme Board has members from the Policy Team and provides regular updates on Policy impact.

## **13.0 Procurement Implications**

13.1 The Procurement Implications of this proposal are minimal.

## **14.0 Staffing Implications**

14.1 The HR Implications of this proposal represent a considerable risk. This is a significant change programme, involving large groups of staff and will require significant commitment of HR expertise. Additional revenue investment will be required to support a programme of change. Reductions in employee numbers will require fair and due process to be followed regarding consultation, selection and implementation of compulsory redundancies.