

Savings Proposal

Cabinet Member	Councillor Paul Sweet	Type:	Service cut
Assistant Director	Alistair Merrick		
Savings Owner	Dawn Phillips		

Proposal: To reduce the staffing establishment of the Corporate Health & Safety Team from four members of staff to three.		2014/15 £000	2015/16 £000	2016/17 £000	2017/18 £000	2018/19 £000	Total	
The current structure of the Corporate Health & Safety Team is a Manager and 3 Health & Safety Officers. Their role is to develop Health and Safety strategy, policies and procedures for the Council. The actual responsibility for management of health and safety in the workplace is a line management responsibility within Directorates. The Corporate Health & Safety Team then monitor the performance of line management against adopted policies and procedures. Currently an upgrade of the strategy, policy and procedures is being progressed. Following further training with line management it would be possible to reduce the number of Health & Safety Officer post by one. However this would reduce the resource for on-going monitoring.	Reduction in Revenue Expenditure (Show as Positive)		35				35	
	Additional Income (Show as Positive)						-	
	Net Saving	-	35	-	-	-	35	
	Invest-to-save Funds Required							
	Revenue (Negative)							-
	Capital (Negative)							-
	Total Invest-to-save Funds Required	-	-	-	-	-	-	-
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	Reduction in Staffing - Headcount		1				1	
	Reduction in Staffing - FTE		1				1	
	Staffing remaining - post savings FTE	3.0						
	Current Revenue Budget for Service Area (£000)	174						
	Revenue Budget for Service Area - post savings (£000)	139						

Communications Strategy Implications:
Communications around this proposal can be addressed through normal channels.

Corporate Landlord Implications:
Over the next 12 months the responsibilities for health and safety for building managers would need to be reinforced to drive greater compliance with adopted policies and procedures.

Customer Implications:
Less resources would be available for monitoring the performance of managers in discharging their health and safety responsibilities which could increase the risks for service users of injury.

Economic Implications:
None at present.

Environmental Implications:
None at present.

Equality Implications:
An initial equalities analysis is in progress

Financial Implications:
The Financial Implications in terms of savings and investments are as described in the proposal above. It should be noted that less resources would be available for monitoring the performance of managers in discharging their health and safety responsibilities which if more incidents incurred could lead to increased fines from the Health and Safety Executive (HSE).

Health Implications:
Less resources would be available for monitoring the performance of managers in discharging their health and safety responsibilities which could increase the risks for service users and staff of injury.

Legal Implications:
Potential of increased prosecutions from the HSE if reduced monitoring of managers compliance with policies and procedures leads to an increase in incidents of injury for staff and service users.

Policy Implications:
The proposal supports the corporate plan priority of being a 'Confident Capable Council'.

Procurement Implications:
None at present.

Staffing Implications:
There are no direct implications as a vacancy currently exists. Consultation would be required with the Corporate Health and Safety Team about the reduction in resources and the reprioritising of their workloads.