

BUDGET CUT ASSESSMENT FORM

Budget Cut Assessment Form SUBSCRIPTIONS - NEREO	Ref No H2	Responsible AD	Responsible Finance Manager	Responsible HR Manager	Responsible Lawyer	Responsible EIA Officer
Description of Proposal:						
<p>To remove the Council's subscription towards the North East Regional Employers Organisation. NEREO provide advice and support on Employee issues as well as hosting the North East Provincial Council, a forum where the employers meet with the recognised trade unions to debate and resolve current issues. The network meetings for members and officers are noted below. Attending the officer meetings enables emerging issues to be discussed and ideas on how to tackle problems to be shared with colleagues across the North East, it is particularly effective when new legislation or policy emerges and also when services are transferred e.g. Public Health. HR officers also use NEREO to officially gain information for benchmarking purposes before setting policy. The Provincial Council meetings allow Members to hear the views of the unions and also put views forward in the aim of maintaining good working relationships.</p>						
North East Strategic HR Forum North East Development Forum Equalities and Diversity Scrutiny Officers Joint Scrutiny Members/Officers		Health and Safety Lead Officers Member Development Officers Education / Children's Services HR Group Public Health				
Human Resources Impacts		Asset Management Impacts	Decommissioning Costs		Cost Shunting	
No. of posts to be deleted	0	Detail any released buildings/building space Identify disposal or requisition issues N/A	In addition to HR and Asset costs identify any others e.g. early contract termination costs. 1 year notice would need to be given.		Is there any known or potential to increase costs elsewhere within Council budgets Officers attend training courses hosted by NEREO – the cost at market rate for 2014/15 was £750 which would need to be found from other budgets. The officers meeting, the NESHRF, is an arena where new developments and policy are discussed and sharing of information is carried out. It should be noted that without this officers would need to source information which will impact on productivity. There would also be a loss of support for the AD Finance and HR who uses the NESHRF as a network support forum to gain knowledge and discuss new employee legislation/issues with colleagues from the North East. Whilst a separate subscription is paid for the North East Jobs portal the benefit of using this is significant with the authority receiving and estimated savings of £47k per annum, it is likely the subscription cost would increase if the Council withdrew from NEREO although this figure isn't known yet. Provincial Council acts as the negotiating body for employee pay and terms and conditions, alternative arrangements would need to be put in place which would impact on officer time..	
No. of potential redundancies	0					
Estimated Redundancy costs	£0					

	Financial Summary				
	2016/17	2017/18	2018/19	2019/20	2020/21
Estimated reduction to budget	£0	£15,680	£15,680	£15,680	£15,680
Redundancy Costs					
Asset Implication					
Decommissioning Costs					
Known Cost Shunting					
Overheads		506	500	496	496
NET Budget Reduction	£0	£16,186	£16,180	£16,176	£16,176

Equality Impacts

Overview is EIA needed?			Protected Characteristics				
Put 'x' in relevant box if the proposal:	'x'	Comments, including any charge across the options. Include the number of people affected, where known	<ul style="list-style-type: none"> Put 'x' in the box in the Impact column if there are positive (P) or negative (N) equality impacts. Leave box blank if there are no potential equality impacts Put L, M, H or ? in relevant column using following descriptions: L = sustainable adjustment in daily routine M = significant reorganisation or change H = life changing or limiting impact on quality of life ? = not known at this stage. 	Explain decision, level of impact and any change across the options		Yes	Brief Details
Affects		Service users		Impact	Level		
		Employees		P	N	L/M/H/?	Have Cumulative Impacts been identified?
		The wider community	Age				Have unlawful impacts been identified?
Significantly affects how services are delivered?			Race				Are there opportunities to advance equality?
Have a significant effect on partner organisations?			Sex				Are there opportunities to foster good relations?
Affect services known to be important to particular protected groups?			Gender Reassignment				Have any other options been explored and discounted?
Affect different protected groups in different ways?			Disability				
Relate to service areas with known inequalities			Religion or Belief				
			Sexual Orientation				
			Pregnancy or Maternity				

Marriage/Civil Partnership				

MTFP – 2016/17 – Equality Screenings. This screening tool is to gather information on potential equality impacts to inform decision making. It is not an equality impact assessment. EIA will be done at a later stage where appropriate. All proposals must have an equality screen document. Decision makers must have equality screening information before any decision is taken. DBC is at risk of legal challenge if decision makers do not have this information.