

BUDGET CUT ASSESSMENT FORM

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|---|---------|---|----------------|---|------------------------|---|-------------------------|
| Budget Cut Assessment Form: REDUCE WORKFORCE DEVELOPMENT FUNCTION TO ONLY PROVIDE STATUTORY TRAINING FOR ELIGIBLE STAFF | | Ref No C11 | Responsible AD | Responsible Finance Manager | Responsible HR Manager | Responsible Lawyer | Responsible EIA Officer |
| Description of Proposal: There would only be statutory training in place and more of it would be externally commissioned. The only provision that would be made would be the statutory training requirements for newly qualified social workers and for other staff with statutory requirements in order to be registered/eligible to fulfil their roles. Functions would be shared between the Principal Social Worker and 2 workforce development staff. The service may be required to deliver training over and above projected levels and, if so, will achieve income levels and training subsidies which are greater than the core budget and which would be required to meet staffing costs. | | | | | | | |
| Human Resources Impacts | | Asset Management Impacts | | Decommissioning Costs | | Cost Shunting | |
| No. of posts to be deleted | 3 | Detail any released buildings/building space Identify disposal or requisition issues | | In addition to HR and Asset costs identify any others e.g. early contract termination costs | | Is there any known or potential to increase costs elsewhere within Council budgets There may be pressure for additional Business Support to the managers acquiring the functions | |
| No. of potential redundancies | 3 | | | | | | |
| Estimated Redundancy costs | £28,026 | | | | | | |

| | Financial Summary | | | | |
|-------------------------------|-------------------|---------|---------|---------|---------|
| | 2016/17 | 2017/18 | 2018/19 | 2019/20 | 2020/21 |
| Estimated reduction to budget | £40,000 | £80,000 | £80,000 | £80,000 | £80,000 |
| Redundancy Costs | 28,026 | | | | |
| Asset Implication | | | | | |
| Decommissioning Costs | | | | | |
| Known Cost Shunting | | | | | |
| Overheads | £1,306 | £2,575 | £2,542 | £2,524 | £82,524 |
| NET Budget Reduction | £13,280 | £82,575 | £82,542 | £82,524 | £82,524 |

Equality Impact Assessment
 Officers have considered the proposal's relevance to Darlington Borough Council's Public Sector Equality Duty. Councillors should note that an initial equalities impact assessment screening was conducted and determined that this proposal has no or negligible impacts on protected characteristics and therefore a full EIA was not undertaken.