

## BUDGET CUT ASSESSMENT FORM

H3

<b>Budget Cut Assessment Form</b>	<b>UNION CONTRIBUTION</b>	<b>Ref No H3</b>	Responsible AD	Responsible Finance Manager	Responsible HR Manager	Responsible Lawyer	Responsible EIA Officer
<p><b>Description of Proposal:</b></p> <p>Stop paying the wage of Unisons Full Time (FT) Branch official. The official would then either;</p> <ol style="list-style-type: none"> <li>1. Move back to their substantive role or</li> <li>2. Remain a full time representative for Unison but with Unison funding the post and the Official's substantive post remains open to return to for a set period of time</li> <li>3. Official remains a full time representative for Unison, Unison fund the post and the substantive post of the Official is no longer a secondment, a resignation would be expected</li> </ol> <p>Consideration needs to be taken for the full time contract cover of the Branch Official should he return to his substantive post as there would be more facility time required.</p> <p>There are 715 employees who pay Unison subscriptions via the Council's payroll (approximately 33%), it is thought this is reflective of Unison membership across the Council however as members can also opt to pay via direct debt the figure could be higher.</p> <p>There are 13 Unison Stewards representing employees, some are more active than others in dealing with employee relations issues (case work, formal consultation processes, policy development, sitting on trade union meetings)</p> <p>The Officials substantive post is current being filled by a fixed term contract, renewable on an annual basis.</p> <p>Trade Unions stewards recorded time off for union duties was 2013/14 – 21 days, 2014/15 – 22 days, 2015/16 - 39 days. This excludes full time Officials time. It would be expected that this time would increase if the proposal is approved and a FT official is not available.</p> <p>The Council wants to maintain good industrial relations and good working relationships with the Unions help to accomplish this. If this funding was not added back and Unison decided not to fund the post there would be a reduced capacity within Unison for helping members and employer negotiations.</p>							
<b>Human Resources Impacts</b>		<b>Asset Management Impacts N/A</b>		<b>Decommissioning Costs N/A</b>		<b>Cost Shunting</b>	
<b>No. of posts to be deleted</b>	0	<b>Detail any released buildings/building space Identify disposal or requisition issues</b>  The Full Time Official and Administrative Support (0.54 Full time equivalent unison employee – 20 hours per week) is housed in Room 115 at the Town Hall. We do not provide accommodation for any other Unions. Depending on the scope of the proposal, this accommodation could be released and office space reclaimed.		<b>In addition to HR and Asset costs identify any others e.g. early contract termination costs</b>  Additional costs associated with computer equipment / printer, email account, printing etc. could be saved		<b>Is there any known or potential to increase costs elsewhere within Council budgets</b>  Without a full time representative available (if Unison chose not to fund) further involvement and time out for trade union duties would be expected of the 13 stewards. Some are currently more active than others. This may have an impact on service provision for services where the stewards work.  Fixed term contract cover will finish if the Unison Official returns to substantive post (not eligible for a redundancy payment)	
<b>No. of potential redundancies</b>	0						
<b>Estimated Redundancy costs</b>	£0						

	<b>Financial Summary</b>				
	2016/17	2017/18	2018/19	2019/20	2020/21
Estimated reduction to budget	0	£41,543	£41,966	£42,394	£42,394
Redundancy Costs			0		
Asset Implication			0		
Decommissioning Costs			0		
Known Cost Shunting			0		
Overheads		1,337	1,334	1,337	1,337
NET Budget Reduction	0	£42,880	£43,300	£43,731	£43,731

**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.