



NEWCASTLE CITY BRANCH

Budget 2013

Planning the TU strategy

2013 Position



- Newcastle Council budget – 2013 / 2016
- £90M cut
- “Newcastle 2016” – 3 year approach
- Public Message - Nick Forbes 19.09.2012
 - “This is not a council that believes in outsourcing....”
 - “....no sacred cows in this budget process”
 - “....only radical change will allow us to meet the challenges ahead”
 - “We remain committed...to avoid compulsory redundancies”

Branch Strategy 2013



- Trade union and workforce engagement
- Oppose privatisation
 - Co-operatisation?
 - “We are wholly committed to the values of a co-operative council....” Nick Forbes Chief Exec Job advert 27.09.12
- Protect staff hours and conditions
- Procurement policy
 - in-house improvement
 - Community right to challenge
- Managing job loss to avoid compulsory redundancies

Branch Strategy 2013



- Workforce planning
 - 3 years duration
- Maximise Voluntary redundancies
 - General trawl
 - Bumps
 - Internal promotion
- Redeployment
- Equalities – EINA Process –
 - Integrated Impact assessment
 - “Fairness”
- Employee support
 - Access to training and development

Council Approach



- 13 Workstreams

- Housing
- Local Maintaining
- Local Services
- Local Support
- Civic Enterprise
- Services to Schools
- Commissioning & Procurement

David Slater

David Slater

Tony Durcan

Ruth Rogan

Steve Evans

John Collings

Rachel Baillie

Council Approach (2)



- 13 Workstreams (continued)

- Civic Duties Linda Scott
- Working City 1
 - Employment & skills Andrew Lewis
- Working City 2
 - Planning & Economic Policy Andrew Lewis
- Public Protection & Safety Stephen Savage
- Support Services Steve Evans
- Social Care Cathy Bull / John Collings

HR Context



- X1.5 enhanced redundancy scheme until 31 August 2015 (max 45 weeks pay)
- 2 years cash value protection, capped at a maximum of 3 grades
- Selection for Redundancy?
 - Interviews
 - Objective criteria based
 - Mix of both
- Employee relations changes
 - Redundancy appeal
 - 1 stage appeal, chaired by director

Progress to date



- 20 September Branch Secretary meeting with acting Chief Exec (A.C.E.)
- 24 September – initial TU budget update meeting with A.C.E.
 - Agreed
 - Protocol on information sharing
 - Joint Comms
 - Promoting / sharing staff ideas and good practice

Next Steps



- Weekly meetings of Workstream leads, HR support and UNISON officers during initial phase
- Corporate meetings
 - Weekly
 - UNISON leads and Head of Corporate Services / Head of Organisational Change / HR
 - Fortnightly
 - UNISON leads and A.C.E.

Political Opportunities



- Branch Secretary meeting with Leader
- Informal Cabinet / TU meetings
- “UNISON connected elected members”
 - Cllr Veronica Dunn – Byker Ward
 - Cabinet Member, Adult Services
 - Cllr Linda Hobson – Westerhope Ward
 - Cllr Felicity Mendelson – South Jesmond Ward
 - Policy scrutiny member

Opportunity for Challenge



- **Scrutiny Committees**

- **Service Delivery Scrutiny Committee:** to oversee all aspects of decision-making and service delivery within the Council.
- **Policy Scrutiny Committee:** to oversee all aspects of Council policy.
- **Public Services Scrutiny Committee:** to examine the Council's relationship with other organisations working in the city, how the outcomes of its partners and other service providers further the city's interests and meet community priorities and any other service issues affecting the city. This will also act as the statutory crime and disorder scrutiny committee for the Council.
- **Health Scrutiny Committee:** to undertake formal NHS scrutiny and that of health service issues.

Member's Attitudes!



- “Everybody out” - Or not?
- Combating
Austerity fatigue?



Visibility

- Lobbying
- Leafleting
- Open Meetings
- Steward

Involvement

- Stand up and be counted
 - Leadership
- Key date?



Key Dates



- **07 November** - Informal cabinet review proposals
- Mid/end November – Informal scrutiny
- **20 November** – Publication of pre-budget proposals
- **28 November** – Cabinet approval of proposals pre-budget consultation
- **Early December** – Formal scrutiny begins
- **17 February** – Publication of post consultation budget proposals
- **25 February** - Cabinet approves budget proposals
- **March** – Full council approval