



Cabinet

Date:	Thursday, 20 December 2012
Time:	5.30 pm
Venue:	Committee Room 1 - Wallasey Town Hall

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SUPPLEMENTARY AGENDA

3. BUDGET 2013/16 - INITIAL PROPOSALS (Pages 1 - 28)

The minutes of the five Special Overview and Scrutiny Committees, at which the Budget Options were considered, are attached together with the minutes of the Wirral Schools' Forum.

18. ANY OTHER URGENT BUSINESS APPROVED BY THE CHAIR (PART 1) - AUTOMATIC ENROLMENT - POTENTIAL DEFERRAL OF EMPLOYER COSTS (Pages 29 - 44)

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CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE 3 DECEMBER 2012

47. BUDGET OPTIONS

The Committee received a presentation from Jane Morgan, Corporate Policy Manager, Chief Executive's Department, on the process of the consultation and the progress made on Stage 2 of the consultation to date. Jane Morgan reported that over 70 budget options had now been published and outlined the role of Overview and Scrutiny members.

The Chair proposed that the Children and Young People's Overview and Scrutiny Committee work through the budget options and for each option the relevant officer would outline the proposed budget option.

Officers gave details and responded to members questions on each of the budget options in respect of the following areas in turn;

1. Transport Policies for Adults and Children

Nancy Clarkson, Strategic Services Infrastructure, introduced the option. Responding to comments from members she stated that the Council currently provides transport for well over a thousand people across the borough every day. The option involved a full review of that transport, with a view to stopping providing transport to some or all Council services and instead requiring those using the services to either contribute to the cost or find alternatives. Some members expressed concern about the levels of transport that would be available for severely disabled children and adults and Nancy Clarkson noted that there was statutory provision for the most vulnerable children and for adults there were packages of care that would still be retained for the most vulnerable adults.

2. Area Teams for Family Support

Tracey Coffey, Strategic Service Manager Children and Families introduced the option and informed the Committee that Area Teams provided preventative services for vulnerable children and families. Due to the number of teams there was some duplication and the option in this area was to reduce the number of Area Teams from 11 to 4, working across the borough based on need. Members were informed that this was a good way forward and that while savings could be realised the outcome would be a better service provision.

3. Schools Music Service

Sue Talbot, Strategic Service Manager, Early Years and Primary Education introduced the option and commented that the Schools Music Service had been restructured and would not now need the subsidy from the Council.

4. Oaklands Outdoor Education Centre

Vivian Stafford, Strategic Service Manager- Post 16 Commissioning and Economic Generation introduced the option that was to reduce the Council subsidy and ensure that the Centre brought in enough income to break even. The aim was for this done through increased marketing and by seeking sponsorship. Vivian Stafford commented that there were risks to this business model but there were grounds to feel confident - alternative options were outlined if there was a view to mitigate risks

5. Educational Psychology Service

Julia Hassall, Acting Director of Children's Services, introduced the option and commented that savings would be achieved by not filling a vacant post. The service would be reduced but would continue to meet statutory requirements.

6. Foundation Learning

Vivian Stafford, Strategic Service Manager- Post 16 Commissioning and Economic Generation introduced the option that was to stop the programme currently offered to schools that developed and then delivered Foundation Learning for those young people at risk of becoming NEET (Not in Education, Employment or Training). The option in this area was to target support from the Careers Education Information Advice and Guidance Service. Vivian Stafford informed members that schools had been piloting work around young people who were at risk of becoming NEET and that funding was currently used in schools mainly to provide off site learning.

7. Universal and Targeted Commissioning of Parenting Services

Steve Pimblett, Head of Universal Youth Support Service, introduced the option and outlined how the Council currently invests money with organisations in the community and voluntary sector to provide parenting family support and advisory services, including families affected by poverty and disadvantage. The option was to reduce and target these services at those families most at risk of poor outcomes. A great deal of duplication had been identified and there was potential for the VCF sector and the Council continues to work together. Some members were concerned for risks in the future e.g. if domestic violence increased in 3-5 years time. Julia Hassall commented that work would have to be done on how these services could be provided and recognised that there would be a need to be proactive in this area.

8. Schools Budget - PPM and PFI Options

David Armstrong, Deputy Director CYPD and Assistant Chief Executive, introduced the option that proposed to transfer costs currently met by the Council to the Schools Budget. David Armstrong noted that there was currently extensive consultation being conducted with Secondary and Primary Headteachers.

9. School Improvement and Income from Academy Schools

Stuart Bellerby, Strategic Service Manager, Secondary and Lifelong Learning introduced the option that proposed to reduce the level of non-traded school improvement support and training and to increase income for those services provided to Academy Schools by increasing what the Council charges. He stated that there were currently no Wirral schools in a category and Sue Talbot commented that Wirral schools were in the top quintile of OFSTED inspected schools in the country which was welcomed by Members.

10. Youth and Play Services

Steve Pimblett, Head of Universal Youth Support Service, introduced the option that proposed to review the provision of Play Schemes, reduce the outreach service and integrate all youth clubs in the 4 main Youth Hubs. It was further proposed that the Youth opportunity fund that provides opportunities for organisations to bid for funding to deliver projects for young people would be stopped. Steve Pimblett commented that the service would be aligned with the new Youth Zone planned for Birkenhead and that currently Wirral spent more per head on services for young people compared to statistical neighbour averages. Some members raised concerns regarding accessibility in terms of distance and costs and Julia Hassall, Acting Director of Children's Services, commented that the 4 area Youth Hubs would be retained and the possibility of improved transport to the hubs could be explored.

11. Youth Challenge

Steve Pimblett, Head of Universal Youth Support Service, introduced the option that proposed that the budget for services to young people – outreach, risk taking behaviour, Big Nights, Arts and Drama – be reduced.

12. Children's Centres and Sure Start

Sue Talbot, Strategic Service Manager, Early Years and Primary Education, introduced the option that proposed the option to reduce universal services from children's centres and charge for most universal services which are provided. This would further include the release of a number of satellite children's centres to schools. David Armstrong commented that all 16 Children's Centres would remain in situ and there were no proposals for closure.

13. Careers, Education Information, Advice and Guidance

Vivian Stafford, Strategic Service Manager- Post 16 Commissioning and Economic Generation introduced the option to redesign and reduce services to ensure the targeted work still took place at the level defined by the Council's statutory duties. Vivian Stafford commented that the aim was to work in a more peripatetic way e.g. in libraries.

14. Short Breaks for Children with Disabilities

Simon Garner, Strategic Service Manager- Childcare, introduced the option that would be to reduce the number and range of the short breaks which were funded for children with disabilities. He commented that the change would mean the budget could be planned more effectively without compromising services

15. Child and Adolescent Mental Health Service (CAMHS)

Simon Garner, Strategic Service Manager- Childcare, introduced the option which was to reduce the service by a third. Simon Garner commented that staff had developed to offer a range of services and that it was an area that was being looked at prior to the consideration of budget options.

Some members expressed concern that provision services for the most vulnerable must not be compromised and that the Council needed to ensure that a good service continued to be provided. Members suggested that there would be a need, in the future, for a review of all budget options undertaken to ensure the most vulnerable were being protected.

Resolved – That

1) the officers be thanked for their hard work in the preparation of the budget options and their contributions at the Children and Young People’s Overview and Scrutiny meeting.

2) the Committee offers thanks and best wishes to Tracey Coffey, Strategic Service Manager, who would shortly be leaving the Authority to take up a new post in Halton Borough Council.

52. BUDGET OPTIONS

The Committee received a presentation from Lucy Barrow, Community Engagement Manager, Chief Executive's Department, on the process of the consultation and the progress made on Stage 2 of the consultation to date. Lucy Barrow reported that over 70 budget options had now been published and the savings identified were 25 per cent more than what was needed, giving Members and the public a real choice as to where they should be made. She also went on to outline the role of Overview and Scrutiny members in the process.

At the suggestion of the Chair the Committee then considered the 13 budget options relevant to its own remit in turn.

1. Full Management Restructure

The Chair indicated that the Committee had no comments to add to the option proposals.

2. Staff Terms and Conditions

Members asked if a HR analysis could be provided as to the level of impact on staff and services which would be affected.

Chris Hyams, Head of HR & Organisational Development introduced this option. Responding to comments from Members she indicated that the proposal to introduce four days unpaid leave would result in a 1.5% reduction in pay for all non-schools staff. Ms Hyams gave the Committee an example of scales of pay and the amount of reduction per month a person could lose. This proposal would realise a saving of £1.5m per annum. The proposed changes to enhancements would affect approximately 1,200 employees. Regular discussions were taking place with the Trade Unions on these proposals.

When asked about staff who hold more than one job with the Council, Ms Hyams indicated that a number of part time staff had more than one job and that a contract of employment was given for each post held. When asked by Members about transitional pay arrangements. Ms Hyams confirmed that the current transitional pay policy applies to contractual earnings for one year, up to £2,000. Ms Hyams agreed to circulate comparisons of the payment of enhancements in neighbouring authorities.

In relation to car allowances, Ms Hyams indicated that the proposal was to stop paying essential car user allowance and pay a mileage rate at HMRC rates. Studies from other Authorities had shown that this could cause a short disruption.

3. Procurement

The Chair indicated that a Special meeting of the Council Excellence Overview and Scrutiny Committee could be held to discuss the savings if Members so wished.

4. Treasury Management

In response to Members, Mr Peter Timmins, Interim Director of Finance agreed to provide a summary explanation of the breakdown of the reported 1.7 million Treasury savings.

5. Civic Services

Surjit Tour, Acting Director of Law, HR and Asset Management explained the option and indicated that the civic diary for mayoral events would be managed in a more proactive way to ensure that events are used as a learning experience for the forthcoming Mayor/Mayoress.

Members expressed concern and indicated that the public reaction to the mayor attending events had always been well received and they were not in favour of reducing events if there is a high public demand.

6. Four Year Election

The Chair indicated that the Committee had no comments to add to the option proposals.

7. Reduce Cost of Democracy/ Restructure of Civic/Committee Services and Electoral Services

The Chair indicated that the Committee had no comments to add to the option proposals.

8. IT Services

The Chair indicated that the Committee had no comments to add to the option proposals.

9. Better Use of Buildings

Mr Ian Brand, Head of Asset Management introduced this option. In response to Members comments, Mr Brand indicated that in relation to Acre Lane, consultation was needed to be held with schools who may wish to choose alternative venues. An understanding was needed as to the future business model; this would entail a detailed piece of work. It was recognised that staff may need to work in different ways i.e. agile working.

As Acre Lane came under the remit of both Asset Management and Children and Young People, Mr Brand indicated that discussion would be held with both

Departments to agree a solution. If Acre Lane was to be kept a substantial programme of repair and maintenance works was needed.

In response to Members, Mr Brand explained the view previously expressed by the Interim Director of Regeneration, Housing that the demolition of the Finance Municipal Building could have a negative impact on Hamilton Square. A Member questioned this view, and in further discussion it was suggested that use of the cleared site for car parking could support the re-use of Birkenhead Town Hall.

10. Transforming Business Support

Chris Hyams, Head of HR and Organisational Development introduced this option

11. Restructure of Legal Services

Surjit Tour, Acting Director of Law, HR and Asset Management responded to Members and indicated that the options key area was to look at external legal spends; how the department instructed legal advice and personnel and to look at bringing back outsourced services.

12. Asset Management Restructure

Ian Brand, Head of Asset Management introduced this option and answered questions from Members in relation to use of consultants and shared services.

13. HR Restructure

Chris Hyams, Head of HR and Organisational Development introduced this option

The Chair indicated that the Committee had no comments to add to the option proposals.

14. Libraries and One Stop Shops

In response to Members, Mr Peter Timmins, Interim Director of Finance agreed to provide confirmation as to the size of, and what was remaining in the book fund.

Members raised concerns regarding the impact the new welfare reform would have on staff working at the One Stop Shops, which may have health and safety implications.

Members asked if a schedule of chosen sites and timescales for implementation could be provided to enable them to assist at the planning stage. Mr Peter Timmins agreed to provide this.

15. Revenues and Benefits

In response to Members, Mr Peter Timmins, Interim Director of Finance agreed to provide information regarding the savings in relation to the Local Council Tax Support Scheme.

The Chair thanked the Members for their input and indicated that if Members had further comments these could be fed directly to the appropriate Officers.

ECONOMY AND REGENERATION OVERVIEW AND SCRUTINY COMMITTEE
5 DECEMBER 2012

40 BUDGET OPTIONS

The Chief Executive presented for Members' consideration the 'What Really Matters?' Budget Options questionnaire, together with the Budget Options summary papers for both Regeneration and Environment and Transformation and Resources, which had been developed by Council Officers. The questionnaire had informed the option papers, which had been published to indicate where savings might be found for Councillors, Partners, staff and the public to consider.

The Committee considered a presentation on the two stage budget consultation process, which indicated that the initial process had the highest level of consultation response in the UK and had guided the development of the savings options. As part of stage two of the budget consultation, over 70 budget options had been published, which included 25% more savings than was needed, in order to give genuine choice. So far, some 4000 responses had been received.

The Chair commented that this was an opportunity for the Committee to inform the Cabinet of its views, to seek further information on the options and to make suggestions for alternative and/or additional savings. Specific Options with associated savings/income generation from the summary papers, which fell within the remit of the Economy and Regeneration Overview and Scrutiny Committee, had been highlighted for consideration by Members, viz:

Regeneration and Environment	
Pre Planning Advice	£10,000
Members indicated their general agreement to the option to introduce a fee, to cover staff time, for all pre-planning advice, in line with most of the local authorities in the Merseyside area.	
Apprentice Programme	£500,000 or £420,000
Members commented upon the value of the Apprenticeship Scheme and expressed a view that consultation should be undertaken to ascertain whether the scheme would remain viable with reduced wage incentives. Members were also pleased that an option remained for the Cabinet to retain the scheme in part, by way of the development of a scheme for the Liverpool City Region.	
Handy Person Service	£209,400
Members noted that the Council would explore ways in which the service might be available, for example, through the establishment of a social enterprise or through links to the Wirral Traders Scheme. Members noted also that a reduced number of staff would still facilitate the fast track hospital	

discharge service through DCLG funding and that options would be explored to continue the service beyond 2015.	
Restructure of Regeneration, Housing and Planning Department	£338,900
<p>In response to a comment from a Member that the stage one questionnaire did not provide sufficient detail in relation to the proposed saving, the Director indicated that more detail had been included in both the summary paper and detailed paper. He outlined the rationale for the proposed savings and commented that the proposal included the deletion of seven posts, of which two were currently vacant.</p> <p>Members indicated that with duties being shared amongst reduced teams, increased staff workloads would have to be considered. Members also noted the comments of the Director in relation to the availability of funding and, specifically, that the proposal would continue to allow sufficient resource to deal with deliverable projects seeking some form of external resource.</p>	
Home Insulation Scheme	£985,600 or £925,600
<p>Members considered two options in relation to the future of Council-funded home energy efficiency activity in Wirral; either to remove the budget for the programme, or to reduce the budget and still allow some work related to energy efficiency and fuel poverty. The Director indicated that at the end of March 2013, the Insulation Programme would have reached 59% of the target at year 3 of the seven year programme. He set out the impact of the two options and referred also to the common approach being developed in the Liverpool City Region to deliver the Green Deal, which would provide a mechanism for households to obtain insulation either at no up front cost or through subsidies.</p> <p>Members indicated that their preferred option was to reduce the budget to ensure the continuation of work related to energy efficiency and fuel poverty, but not to fund insulation works.</p>	
BME Support Programme	£100,000
Members noted the proposed option to cease delivery of the Council's Black, Minority and Ethnic (BME) support service in the light of other community based organisations now providing this type of service.	
Supporting People Service	£2,000,000
Members noted that the proposed option would involve a reduction of the Supporting People budget, from 2014/2015, through the renegotiation of contracts, tendering services,	

remodelling services and closing services. The Director outlined the wide-ranging services delivered by the Supporting People programme and commented that the impact of the proposal would be mitigated by the remaining resources being more closely focused on the most vulnerable.	
Invest Wirral	£352,000
<p>In response to questions from Members, the Director of Regeneration, Housing and Planning commented that the North West was doing very well and bucking the national trend in relation to investment. He was pleased to report that Wirral had the highest rate of business growth in the UK and, in the light of new opportunities expected to come on stream as a result of the new European Regional Development Fund (ERDF) Business Support programme in the new year, proposed to restructure the Council's business support offer.</p> <p>Members noted that the proposals would impact on the Council's ability to invest to support new businesses but would be mitigated by working closely with regional and national organisations to secure the provision of replacement funding.</p>	
Transformation and Resources	
Marketing and Public Relations	£52,000
Members considered a proposed reduction by 50% in the core marketing budget, which would result in fewer resources being invested in the promotion of the Council's services and key messages. Members noted that although its use had been very successful, the remaining resources would be focused on a smaller set of key priorities.	
Destination Marketing	£95,000
<p>Members noted that the proposed option was to take the entire Core and Supported Events Budget as a budget saving, which would result in a new process to support both local and national event organisers, by the provision of more detailed information for event delivery and helping to secure private sector sponsorship and other funding streams.</p> <p>The value of tourism to Wirral currently stood at £289m and Members noted that the economic impact of significant numbers of visitors attracted to events in Wirral would be affected if the budget was withdrawn. Members referred to some of the excellent schemes that had benefited from Council support and questioned whether some funding could be retained to be focused upon key schemes; and/or whether it would be feasible to seek matched funding.</p>	

Tranmere Rovers Sponsorship	£135,000
Members referred to the promotion of Wirral on a national basis and to the significant local community benefit associated with the Council's sponsorship of Tranmere Rovers Football Club, which was now proposed to cease, leaving the Club to seek an alternative sponsor. However, other local football clubs were also involved in Wirral and Members expected that Tranmere would continue to connect with the local community without the Council's sponsorship.	

In response to a comment from a Member with regard to the use of increased Business Rates associated with the International Trade Centre that would be available to the Council for Economy and Regeneration as a result of the Enterprise Zone status, the Director indicated that discussions were ongoing with the LEP for the Council to access those resources. However, there was already a significant call on what would be a limited resource and it was not appropriate to budget for such funding availability at the present time.

The Chair sought assurance from officers that the agreed savings would be realised. The Director confirmed that on a departmental basis, Economy and Regeneration savings had always been delivered within agreed timescales and he met on a regular basis with the Cabinet Members for Regeneration and Planning Strategy and Housing and Community Safety to discuss budget savings and other issues. He anticipated that savings agreed by the Cabinet would be achievable and the appointment of three Strategic Directors to work across Departments should ensure that targets were met.

Resolved –

- (1) That the views of the Committee in relation to each of the savings options within the remit of Economy and Regeneration be presented to the Cabinet for consideration.**
- (2) That information be provided to Members direct, upon the numbers of apprentices kept on by employers at the end of their placement.**
- (3) That the proposed reduction in the Supporting People budget with effect from 2014/2015 be added to the Committee's scrutiny work programme.**

39. BUDGET OPTIONS

The Committee received a presentation from Kevin McCallum, Marketing and Engagement Manager, Chief Executive's Department, on the process of the consultation and the progress made on Stage 2 of the consultation to date. Kevin McCallum reported that over 70 budget options had now been published and the savings identified were 25 per cent more than what was needed, giving Members and the public a real choice as to where they should be made. She also went on to outline the role of Overview and Scrutiny members in the process.

At the suggestion of the Chair the Committee then considered the 14 budget options relevant to its own remit in turn.

1. Assessment and Care Management

Graham Hodkinson, Director of Adult Social Services, introduced this option. Responding to comments from Members he stated that the Department needed to be reorganised, remove specialisms and develop professional activities; Staff were working on a significant amount of projects which were not easy to deliver. Mr Hodkinson indicated that Social Workers were working closely with colleagues in the NHS.

In relation to joint working with Health, Dr Abi Mantgani, Accountable Officer Designate, NHS Wirral CCG indicated that he welcomed the idea of Social Workers being practice centred, working closer geographically, this was something that had been raised previously. He raised concern regarding the potential delays in relation assessments which may affect the pressures on the NHS and budget; He felt further discussions and a joint approach was needed. Graham Hodkinson indicated that the Department would be looking into joint investment with NHS, with Social Workers providing adequate support to assisting in getting people out of hospitals. This would require a detailed piece of work to look at how systems work.

Mr Hodkinson indicated that with the reduction in staffing and increased demand for services, this would prove a challenge but it was essential to undertake joint working with colleagues in Health.

2. Targeted Support

Graham Hodkinson, Director of Adult Social Services introduced this option. Responding to comments from Members he indicated that currently this was a system that was reactive but needed to be proactive to help and support people to manage their conditions and health to ensure they are being hospitalised for the right reasons.

Dr Abi Mantgani supported these initiatives which could assist in ceasing unnecessary admissions, which was why concern was raised regarding the delay in

assessments. A number of initiatives were being undertaken to help people manage in their own homes.

In response to Members, Mr Hodkinson indicated that in relation to assistance from the multi community and faith sectors this was an area that both the Department and Health were looking at. In term of outputs Mr Hodkinson indicated that more focused outcomes along with performance were needed, people leaving the care system with less needs.

In response to Members, in relation to Dementia care, Dr Mantgani indicated that carers needed a lot of support and health was currently looking at this along with the Carers Champion to offer assistance to those carers. Dr Mantgani agreed to submit a report on this to next meeting of the Committee.

The Chair, in summing up, expressed the Committee's general support for the department in working jointly with the NHS.

3. Support for Carers

Graham Hodkinson, Director of Adult Social Services introduced this option. Responding to comments he stressed the need to improve services for carers and distribute the funding more effectively. In response to concerns raised, Mr Hodkinson indicated that the policy had yet to be implemented. Carers will get a different approach to access services this will sit alongside the Carers Strategy. A range of services are to be commissioned to meet their needs this would replace personal budgets.

Funding is to be allocated to GP for short breaks; referrals can be made for people to access this

In summing up, The Committee expressed concern regarding the Department's ability to make the saving and indicated that individuals may loose out which may cost the Council in the long term.

4. Non-Residential Care Charges

Graham Hodkinson, Director of Adult Social Services introduced this option. Responding to comments indicated that the charges where in line with the National Criteria, people will be asked to contribute towards the services they access against their disposable income. This would be a stepped approach to help people adapt to the changes.

In response to Members, Mr Hodkinson agreed to provide case studies on the effect of changes to the charging policy. It was indicated that that disposable income would not include utility and food bills

With regards to hardship, Mr Hodkinson indicated that at present it was unclear as to what impact this would have; fair processes would be put in place and the Department was able to use its discretion when dealing with individual cases.

5. Assistive Technology

Graham Hodkinson, Director of Adult Social Services introduced this option. Responding to comments Mr Hodkinson indicated that the charge was quite low which would cover the cost of equipment. The charge would need to be reviewed on a regular basis.

6. Community Meals

Graham Hodkinson, Director of Adult Social Services introduced this option. Responding to comments Mr Hodkinson indicated that social isolation was a big issue and the Department was not looking to cease funding to luncheon clubs which offer a bit of contact for older people. At present the service is not being fully utilised as there were better options in local supermarkets etc. the service had some flexibility but this was a service in need of improvement. Consultation with services users was to be undertaken giving them the options.

The Chair, in summing up, stated that the Committee generally supported the option but raised concern regarding the rising costs. Members asked for the administrative costs to be highlighted within the proposal.

7. Day Services

Graham Hodkinson, Director of Adult Social Services introduced this option. Responding to comments Mr Hodkinson indicated that there had been a big shift in demand and some of the buildings were not fit for purpose. Currently undergoing the first stage of the consultation process and it was recognised that detailed consultation was need with day services but there was a need to downsize the service.

Mr Hodkinson indicated that the Department would be looking at utilising leisure services facilities to offer different approaches i.e. sports and leisure activities. Ms Chris Beyga, Head of Personal Support, Adult Social Services indicated that although the demand was there, people wanted something different.

In response to Members suggestions, Ms Beyga indicated that discussions were being held with West Kirby Concourse, Beechwood and Leasowe Project to use their facilities for activities.

Members commented that it was pleased the Department were looking at this issue, as the Committee had done a lot of work on this with the Care Quality Commission. There was a need to increase choice and dispose of poor quality buildings.

Mr Hodkinson indicated that some of the services were linked in with communities; these would need to be built on when working well. Members indicated that there was a need to raise the aspirations of services users and change the perception that day centre services were the only options available. Examples of this had been shown at Best Bites, Birkenhead College.

In relation to training Ms Beyga indicated that the Department had received a grant from sector led trainers Skills for Care who had given support to help those staff to fill the skills gap.

Impacts to services users were not yet known, needs would need to be re-assessed on an individual basis; this was a huge piece of work to be undertaken. The needs of carers would also need to be assessed as it was recognised that the day services were a respite for some carers.

In response to Members, Mr Hodkinson agreed to circulate the full Impact Assessment in relation to the proposed option.

The Chair, in summing up, stated the Committee's support of the proposed option.

8. Help and Advice for Older People

Graham Hodkinson, Director of Adult Social Services introduced this option. The Committee agreed to postpone discussion on this option to allow for further information to be circulated.

9. Residential Care for Learning Disabilities

Graham Hodkinson, Director of Adult Social Services introduced this option.

The Chair, in summing up, indicated the Committees support for the option

10. Review of Contracts

Graham Hodkinson, Director of Adult Social Services introduced this option

The Chair, in summing up, indicated the Committees support for the option

11. Review of Emergency Duty

Graham Hodkinson, Director of Adult Social Services introduced this option

The Chair, in summing up, indicated the Committees support for the option

12. Equipment Services

Graham Hodkinson, Director of Adult Social Services introduced this option and answered questions thereon.

The Chair, in summing up, indicated the Committees support for the option

13. Short Breaks (Respite)

Graham Hodkinson, Director of Adult Social Services introduced this option

In response to Members comments, Mr Hodkinson indicated that work had been undertaken with the independent sector which was currently on-going. There was a need to ensure the respite centres were of a decent condition.

Members expressed concern in relation to Fernleigh, in that services currently provided were not available in the independent sector last year and sought assurances that it would be in the future.

The Chair, in summing up, indicated the Committees support for the option but sought assurances that services provided at Fernleigh were made available in the independent sector.

14. Voluntary Sector Contract Review

Graham Hodkinson, Director of Adult Social Services introduced this option in relation to investment with ARCH initiatives, Mr Hodkinson indicated that this would need negotiating and commissioned by the NHS.

In relation to the ESF funding impacts, Mr Hodkinson indicated that meetings were to be held with key voluntary sector agencies to gain a full a picture of the impacts.

Mr Brian Donaldson, representing the Carers Association asked about the transport policy for children and adults as this did not appear in the budget options. In response Mr Hodkinson indicated that this was detailed in the options for Children and Young People as it included the adoption of a new transport policy relating to home to school transport. For adults we had already started (from September) implementing the transport policy that was there but had not been implemented. This was not subject to consultation.

The Chair thanked the Members for their input and congratulated the Director of Adult Social Services and his Department on a clear, concise and transparent approach.

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SUSTAINABLE COMMUNITIES OVERVIEW AND SCRUTINY COMMITTEE
4 DECEMBER 2012

44. BUDGET OPTIONS

The Committee received a presentation from Jane Morgan, Policy Manager, Chief Executive's Department, on the process of the consultation and the progress made on Stage 2 of the consultation to date. Jane Morgan reported that over 70 budget options had now been published and the savings identified were 25 per cent more than what was needed, giving Members and the public a real choice as to where they should be made. She also went on to outline the role of Overview and Scrutiny members in the process.

Jane Morgan then responded to some questions from the Committee and informed the meeting that a variety of community groups representing the elderly had and were being engaged in the consultation and that she would feed back the suggestion about marketing the consultation in as many post offices as possible.

At the suggestion of the Chair the Committee then considered the 18 budget options relevant to its own remit in turn.

1. Libraries (and One Stop Shops)

Malcolm Flanagan, Head of Revenues, Benefits and Customer Services, introduced this option. Responding to comments from Members he stated that it was the intention to try and keep an open environment within libraries rather than introducing separate rooms. There would be less change in smaller libraries and staff were being trained in giving first level advice. It was acknowledged that a large number of people did not have internet access but there were over 200 personal computers available in libraries for the public to use. The proposed closure of libraries between Christmas and New Year would mean just one library remaining open, if more were to remain open then the saving would be reduced.

There were certain charges for some library services and these were reviewed each year. There was a need to ensure a balance of any increase in charges for certain services not adversely affecting the income being received.

The Chair, in summing up, expressed the Committee's continuing support for the department in maintaining an excellent library service in the face of reducing resources.

2. Dog Kennels

Rob Beresford, Head of Regulation, introduced this option. Responding to comments from Members he referred to the advantages of being part of a Merseyside consortium with several other neighbouring authorities and the fact that the kennels at Halewood did have spare capacity. He did share concerns at the short term nature of dogs being at the kennels before being put down and wanted to give the greatest opportunity for dogs to find a new home. The Council kennels currently had a rehoming rate of about 80 per cent. He had spoken to the RSPCA who had kennels

at Cross Lane in Wallasey and consultations were ongoing with the Friends group. The problem of the logistics of travel to Halewood would be explored during the tender process if this option was to proceed.

On a motion by the Chair, seconded by Councillor S Williams, it was –

Resolved (4:2) – The Committee expressed all Party concern that people could be put off having to travel to Halewood to collect dogs and that officers investigate the logistics of this.

3. Environmental Health

Rob Beresford, Head of Regulation, introduced this option which proposed an investigation into collaboration with Cheshire West and Chester in order to establish a Mutual to deliver regulatory services.

4. Trading Standards

Rob Beresford, Head of Regulation, introduced this option which proposed a reduction in the staffing level within the Trading Standards Teams by one Fair Trading Officer and a Senior Trading Standards Officer.

5. Pest Control

Rob Beresford, Head of Regulation, introduced this option which proposed reducing operating costs of the service whilst continuing to increase income. Responding to comments from Members he stated that most local authorities didn't charge for rat infestation treatments and in Wirral the number of infestations had shown a gradual decline. Members congratulated those in the service for the high quality of the service provided.

6. Community Patrol

Rob Beresford, Head of Regulation, introduced this option which was a terms and condition option for staff across the Council.

7. Dog Fouling

Rob Beresford, Head of Regulation, introduced this option. Responding to comments from Members he informed the Committee that the current team of 10 officers was far in excess of what other local authorities had. Over 200 £50 fixed penalty notices had been issued with a very high payment rate. This amount could be raised to £70 if the Council was to adopt different legislation but the Council would have to undertake specific consultation.

It was suggested that the Council could look at dog free zones.

The Interim Director of Technical Services suggested the need for a more unified approach to enforcement regimes covering a range of services.

On a motion by the Chair, seconded by Councillor Fraser, it was –

Resolved (unanimously) – That officers look at mechanisms for a more co-ordinated approach to the subject of enforcement on Wirral.

8. Car Parking Operations

The Interim Director of Technical Services introduced this option. Responding to comments from Members he stated that the proposed ‘all day’ charge of £2.50 would be introduced at all Council car parks, including those which were currently free and those around Council offices. The current pilot of ‘free after 3pm’ would also cease.

Members commented upon the cost of setting up ticket machines and collection of more monies from machines where there were currently none and that the introduction of charges could drive away trade from some shopping areas.

The Chair, in summing up, registered the Committee’s concerns over the impact of charging for car parking in areas where it was currently free and also at the proposed cessation of the ‘free after 3pm’ scheme.

[POST MEETING CORRECTION – following the meeting the Interim Director realised that he had inadvertently described in his verbal presentation a possible variant (charging for currently free parking) that was not included in the options before the Committee. He advised Committee Members by email accordingly. The agenda papers and consultation documentation had, however, described the correct option.]

9. Garden Waste Kerbside Recycling Scheme

The Interim Director of Technical Services introduced this option. Responding to comments from Members he stated that the recycling targets were pooled for Merseyside so a fall in the recycling rate should not incur penalties for Wirral. The extra cost of more waste going to landfill would not negate the proposed charges. Officers had netted out the income to this proposal and a report would evidence these calculations which he would be happy to circulate to Members. There would be a need in the longer term to look at more sophisticated models for garden waste.

The Chair, in summing up, stated that it was valid for the Committee to register its concerns as to whether the benefits of introducing a charge would outweigh the costs of waste going to landfill.

10. Waste Charges

The Interim Director of Technical Services introduced this option. Responding to comments from Members he commented that currently if a bin was reported as missing on the day of collection then the Council would replace it but in future that would only apply if the bin had evidentially been damaged by the collection workforce. If a bin was destroyed by fire, or for any other reason a replacement bin was required then the householder would be charged for a replacement.

11. Highway Maintenance

The Interim Director of Technical Services introduced this option. Responding to comments from Members he stated that he would circulate to the Committee a breakdown of the figures where savings were proposed in respect of maintenance of roads, footways, signage and street furniture.

12. Street Lighting

The Interim Director of Technical Services introduced this option which would stop night time inspections (scouting) of lighting and, where it was safe to do so, switch off lighting. Some investment in equipment changes would be required to achieve a reduction in the energy charges and would be offset against savings in energy purchased.

The Chair suggested that the Department should consider, when replacing lights, that they were replaced with the most energy efficient luminaires available.

13. Highway Drainage

The Interim Director of Technical Services introduced this option. Responding to comments from Members he stated that this proposal would lead to a reduced service in those areas not susceptible to flooding. He acknowledged that the inspection arrangements would need to be constantly monitored over future years due to changing weather patterns.

14. Street Cleansing

The Interim Director of Technical Services introduced this option. Responding to comments from Members he stated that the proposal for a 6 month pilot scheme would be across the whole of the borough and mapping of the pilot area would be finalised once this option was brought forward for a final decision. He acknowledged the need for the pilot to be fair and that it wouldn't be targeted on areas where the results would be favourable to the outcome.

There were generally good response times in respect of those tourist areas, such as promenades, which were busier during fine weather but there did need to be a sharpening up of the response for next season.

15. School Crossing Patrols

The Interim Director of Technical Services introduced this option. Responding to comments from Members he stated that it was a non-statutory requirement to provide school crossing patrols and this option would ask schools to pay. For those that did a service level agreement would be developed with the school but those schools that chose not to pay the patrol would be withdrawn. The proposal had been explained to the Primary Head Teachers' meeting and also to Secondary Head Teachers at a Schools Forum. In mitigating the effect of withdrawing the service 45 sites currently had a pelican crossing.

Some Members expressed their total opposition to the proposal as it was the responsibility of the Council to keep roads safe. A Member suggested that motor manufacturers could be approached to sponsor crossing patrols.

The Chair suggested that as the budget options were for savings of 25 per cent more than was required, this could be one that wasn't pursued.

16. Reduction of Parks' Maintenance

The Interim Director of Technical Services introduced this option. Responding to comments from Members he stated it was not intended that areas of parks and open spaces left for wildlife and wild flower meadows would be totally abandoned but rather that there would be planting and seeding carried out.

17. Withdrawal of Parks' Maintenance

The Interim Director of Technical Services introduced this option. Responding to comments from Members he stated that the proposal to maintain just one bowling green in Birkenhead Park was because it held national events and due to the status of the park. Any funding which could be pursued from sports bodies would be sought if it could be applied to the outcomes the Council wished to achieve.

Members queried why golf courses should continue to be maintained at the expense of all but one bowling green leading to a feeling of marginalisation amongst bowlers. The possibility of gaining income from sports such as sand yachting should also be examined in conjunction with the Council's tourism officers.

The Chair suggested that any withdrawal of beach management would need to be undertaken in such a way that it didn't drive visitors away.

18. Modernisation of Leisure Centres

The Interim Director of Technical Services introduced this option which would have an impact on 21 fte staff.

Members suggested the need to maximise revenue from café facilities at leisure centres when in use for galas etc and also the possibility of negotiating with the trades unions over opening on bank holidays.

The Chair thanked all the staff involved in the budget consultation process.

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WIRRAL SCHOOLS' FORUM

28th November 2012

MINUTES

Present

R. Longster (Chair)

Schools Group

S Allen	A Moore
E Cogan	C Penn
B Cummings	K Podmore
P Dixon	G Pritchard
C Hughes	J Weise
L Ireland	M Walker
D Kitchin	G Zsapka
M Kophamel	

Non-Schools Group

S Davies	D McDonald
J Kenny	S McNamara

In Attendance

D Armstrong	Cllr W Clements
P Ashcroft	S Dainty
S Ashley	J Hassall
S Bellerby	M Lightburn
S Blevins	A Roberts
N Clarkson	

Apologies

J Gordon	S Peach
S Higginson	N Reilly
B McGregor	P Roberts
J Owens	

The Acting Director of Children's Services explained that the meeting was to discuss the impact the Local Authority's budget savings options 2013-16 on schools and to advise Cabinet at their meeting on 20th December.

Schools Music Service (£21,000)

This savings option was noted and no further comments were made.

Oaklands Outdoor Centre (£23,000)

This savings option was noted and no further comments were made.

Planned Programmed School Maintenance (PPM) (£450,000)

As many schools have had work completed for legionella and asbestos in the past, costs moving forward should be considerably less and budgets could be reduced. The costs would transfer to the school budget and kept centrally or if delegated then schools will cover their own costs.

Private Finance Initiative (PFI) Affordability Gap (£2,300,000)

The saving to the council would effectively mean a charge to all schools not just the PFI schools. There were concerns that the schools would not be able to afford this collectively and that transfers should not be made until this becomes affordable by schools.

There are 2 City Learning Centres funded through PFI, which need to be looked at further.

School Improvement and Academy Income (£191,000)

The savings option was noted. This will not impact on the EQ service.

Home to School Transport (£832,000)

The removal of discretionary denominational transport expenditure totals £180,000. The diocese representative was concerned that some parents would not be able to choose a denominational school due to the cost of transport.

A secondary representative was concerned that under the changes proposed pupils going to Catholic Grammar School would suffer financially. It was pointed out that other Grammar Schools don't receive free transport for children travelling across Wirral.

There were concerns that the removal of transport for 16 -19 year old vulnerable children would inhibit travel and attendance to school or college, post 16. Special school members pointed out that given the high profile accorded to NEETS and the difficulties in placing our most vulnerable, that such a move forward was of great concern.

The Special Schools representatives further pointed out that:

- head teachers have already received concerns from many parents
- there were concerns that parents would choose to go to a nearer mainstream schools rather than the most appropriate for the child.
- There are a significant number of high risk vulnerable young people receiving transport, with and without statements, they should be considered most carefully and individually before removing the option of transport for future individual students.
- There were concerns about the impact of school attendance.

Members would welcome a full consultation as they are concerned about where lines would be drawn.

Child and Mental Health Service (£250,000)

It was suggested that the Children in Care Council should be involved in the redesign of the service. With cuts in the Health Service as well we need to take into consideration if this will affect the service for LAC's / Adopted Children further.

Education Psychology Service (£80,000)

This savings option was noted and no further comments were made.

Careers Education Information Advice and Guidance (£1,000,000)

This savings option was noted.

Children's Centres and Surestart (£2,172,000)

Members requested that when this option is being considered that the business model that Frank Field MP has been involved in is taken into consideration, before further advance of funds to Mr Field's proposed projects.

Comments were made about implications of changes for Nursery Schools where Childrens Centres are integrated and the need for consultation.

Foundation Learning (£133,000)

Members pointed out that proposed savings in this area, Foundation Learning and the Wirral Apprentice Programme were not conducive to reducing NEET issues or for helping schools fit young people for employment / training within the Borough.

Short Breaks for Children with Disabilities (£300,000)

This savings option was noted and no further comments were made.

Youth and Play Service and Youth Challenge (£1,578,000)

Members commented on the importance of these services for young people. In relation to the Youth Opportunities Fund, it was noted that this option not only gave carefully thought out small but important grants to organisations working with young people, but also gave young people experience of applying / bidding and preparing presentations for grant applications and a further body of young people the

valuable, lifelong experience of being Grant Panel Members. It was noted as important the need to continue to involve and engage young people in Wirral Councils decision making.

Area Team/Family Support (£200,000)

Members noted the expectation that redesigned services would be better targeted and focussed

Universal and Targeted Parenting (£900,000)

Comments as above

Reducing School Crossing Patrols (352,000)

There were concerns about increases in road traffic accidents, particularly the safety of the children and any bad publicity the schools may receive. Members noted comments about the difficulty this may place Governing bodies and Headteachers in, especially in relation to finance, parental pressure and equity. There are over 100 crossing sites, many of which are shared. Schools are concerned about the affordability of being charged for a number of crossings.

Wirral Apprentice Programme (£500,000)

Members would like to know how successful the scheme has been in securing permanent employment. There were concerns that the national scheme is not very good.

Closure of Acre Lane (£260,000)

A training provision would still be required. Although the building is in need of significant refurbishment it is maintaining quality training that is the important issue here.

Procurement (£80,000)

This savings option was noted and no further comments were made.

Conditions of Service (£4,000,000)

Changes to overtime rates and the reduction of protection for the Phase 3 Job Evaluation from 3 years to 1 year may affect school staff.

HR Service

This will not affect the service to schools as this is purchased through an SLA.

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WIRRAL COUNCIL

CABINET

20 DECEMBER 2012

SUBJECT:	AUTOMATIC ENROLMENT- POTENTIAL DEFERRAL OF EMPLOYER COSTS
WARDS AFFECTED:	ALL
REPORT OF:	INTERIM DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR PHIL DAVIES
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1 This report seeks the decision of Members on the option to delay the automatic enrolment of existing eligible jobholders, into the Local Government Pension Scheme (LGPS) employed at Wirral Council, from a staging date of 1 March 2013 to 1 October 2017. Eligible job holders will still be able to enrol into the scheme in the meanwhile.

2.0 BACKGROUND AND KEY ISSUES

Auto-Enrolment Legislation

- 2.1 The Pensions Act 2008 introduced measures and the legislative framework around workplace pension reform aimed at encouraging private pension saving to avoid over reliance on the welfare state in retirement.
- 2.2 All employers must comply with the new pension duties being introduced in stages from October 2012 which require employers to assess their workforce to identify the specific status of each employee under auto enrolment legislation. Existing employees have the right to enrol at any time.

Categories of 'Workers'

- 2.3 The legislation applies to all "Workers" who are defined as individuals that work under a written or verbal contract.

There are different categories of Worker as follows:

- Entitled Workers
- Jobholders - Eligible
- Jobholders - Non-eligible

The table below shows category of worker relative to age and earnings

Table 1: Status of workers with regard to age and earnings

Age → Earnings ↓	16-21	22- State Pension Age	State Pension Age - 74
Under lower earnings threshold (£5,564)	Entitled Worker		
Between £5,564 and £8,105	Non-eligible jobholder		
Over earnings triggers for auto enrolment (£8,105)	Non-eligible jobholder	Eligible jobholder	Non-eligible jobholder

- 2.4 Wirral Council has a staging date of 1 March 2013. All employees must be provided with information regarding the pension scheme and the impact of the legislation on their individual circumstances within two months of the staging date. Specifically, all existing eligible jobholders not contributing into a qualifying pension scheme must be enrolled and non eligible jobholders and entitled workers advised of the option to join the scheme.
- 2.5 The LGPS has been amended from 1 October 2012 in order to comply with the statutory certification requirements as a qualifying scheme.

Employer Costs.

- 2.6 Under the provisions of the LGPS all new employees with contracts of 3 months or more are contractually admitted into the scheme in accordance with the LGPS rules and not the statutory auto-enrolment procedure. Casual or temporary employees with contracts of less than three months can elect to join. All employees can opt out of membership of the scheme and thereafter will be subject to the auto-enrolment procedures and re-enrolled every three years.

The non-participation rate of the scheme relative to the workforce, who at the staging date must be either enrolled or advised of the opportunity to join the scheme, is set out below. Non-participation is at its lowest for permanent staff. There is a sharp difference between schools and non-schools Temporary staff;

Table 2: Participation in the Pension Scheme

Council	Number of Post Holders	Number of Post Holders not in Pension Scheme	Percent of post holders <u>not</u> in the Scheme %
Casuals	1385	1236	89.2
Temps	223	120	53.8
Permanent	5173	850	16.4
Total	6781	2206	32.5
Schools			
Casuals	986	971	98.5
Temps	723	638	88.2
Permanent	3550	527	14.8
Total	5259	2136	40.6

- 2.7 The employer cost to enrol individual employees into the pension scheme is determined at each triennial actuarial valuation with the current future service rate

set at 12% of pensionable earnings for the period 2011/12 to 2013/14. The estimated cost to enrol all existing eligible jobholders is detailed in section 7 of the report.

Transitional Delay

- 2.8 To manage current budgetary constraints transitional provisions under the Employer's Duties (Implementation) (Amendment) Regulation 2012 have been introduced. These provisions permit employers to delay automatically enrolling existing eligible jobholders that are not members of the pension scheme prior to the staging date. If the employer chooses to apply the delay period effectively these employees would not be automatically enrolled into the scheme until 1 October 2017 deferring the additional costs of a surge in scheme participation. However, such employees can enrol at any time. The easement of delaying auto enrolment does not apply to new appointees who commence employment after the staging date.
- 2.9 During the period of deferment of automatic enrolment, the workforce structure will be subject to considerable change in response to the lower funding for Councils. This will reduce the number who will be required to be enrolled in the LGPS in October 2017.

It should be noted that any eligible jobholder to whom the transitional delay period is applied will still have the right to opt in to the LGPS during that period.

Utilising the provision to delay, would prevent an employee suffering a deduction from pay and the need to complete forms to once again opt-out of pension savings within the LGPS.

- 2.10 To invoke this provision it is conditional that a notice is issued to the relevant jobholders by 1 April 2013 and failure to comply with this timeframe will preclude its use. However, once a notice is issued, an employer cannot automatically enrol these employees at an earlier date during the transitional period.
- 2.11 An Employer may decide not to make use of the transitional delay period to avoid further administrative complexity in adopting different process for existing and new employees. To avoid incurring financial penalties from the Pension Regulator, processes will need to be implemented, to ensure that those to whom the transitional delay period is applied are enrolled into the LGPS at the end of the period.
- 2.12 Employers may also consider taking a paternalistic approach by ensuring employees start providing for their retirement as early as possible.
- 2.13 The Fund has received clarification from the main Merseyside district councils of their intention to invoke the transitional delay period until 1 October 2017.

3.0 RELEVANT RISKS

- 3.1 There is a risk that if a timely decision is not taken on the reasonableness of invoking the transitional provisions the time constraints to notify members will remove the opportunity to utilise the provision. There is therefore the need to take a balanced view of the current budgetary constraints and the employer's responsibility

to promote scheme participation as a valuable element of the remuneration package.

3.2 The expected avoidance of costs provided in the attached appendix are based on information provided by the Fund Actuary taking account of industry wide opinion on the indicative opt out rates. There is a risk that all members who are auto-enrolled will remain in the scheme due to inertia and that the additional costs could be potentially at the highest levels quoted.

3.3 Conversely given the fact that the employees have already made the choice to opt out of the scheme it may be considered more probable for them to opt out again thereby avoiding further cost to the employer. The employer may wish to enrol all existing employees to demonstrate best practice with regard to encouraging greater personal responsibility towards pension saving.

4.0 OTHER OPTIONS CONSIDERED

4.1 No other options have been considered.

5.0 CONSULTATION

5.1 There has been no consultation undertaken or proposed for this report.

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

6.1 There are none arising from this report.

7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

7.1 The deferral of costs by utilising the transitional delay period for eligible job holders is estimated in Appendix 1. It demonstrates an avoidance of cost over four years (excluding schools) of £3.171m, and for schools, £1.097m.

7.2 The cost of employees electing to enrol is shown over three scenarios in Appendix 2. the saving for non-schools would be reduced from £3.171m to

- At 15% enrolment £2.695m
- At 30% enrolment £2.220m
- At 50% enrolment £1.585m

7.3 The primary focus of the financial information is to raise awareness of the potential cost of Auto Enrolment and allow Members to consider the order of magnitude of making use of the available transitional provisions.

7.4 The Council will incur additional administration costs resulting from the necessity to communicate with all employees at the staging date providing information regarding the pension scheme and the options available.

8.0 LEGAL IMPLICATIONS

8.1 There are none arising from this report.

9.0 EQUALITIES IMPLICATIONS

- 9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?
 (a) Is an EIA required? Yes Published

In view of the proposed policy the Council has evaluated the impact and equality of access to the LGPS for employees with any of the protected characteristics and does not consider that this action will adversely affect any group.

10.0 CARBON REDUCTION IMPLICATIONS

- 10.1 None arising from this report

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

- 11.1 None arising from this report

12.0 RECOMMENDATION/S

- 12.1 That Members recommend that Wirral Council invoke the transitional provisions within the Employer’s Duties (Implementation) (Amendment) Regulations 2012.

13.0 REASON/S FOR RECOMMENDATION/S

- 13.1 To manage the affordability and pressures on budgets in the current climate emerging from auto-enrolment legislation from increased employer pension costs with effect from 2013/14. It should also be noted that employees have the right to opt in to the LGPS during the period of deferment.

REPORT AUTHOR: Peter Timmins
 Director of Finance Interim
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 email: petertimmins@wirral.gov.uk

APPENDICES
Automatic Enrolment Cost Projection

REFERENCE MATERIAL
Public Service Pension Bill

SUBJECT HISTORY (last 3 years)

Council Meeting	Date

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Annex - 1 Cost Projection of Automatic Enrolment from 2nd March 2013

	All Non Enrolled Employees	Less non-enrolled	Eligible enrolled [2-3]	Less NI Rebate 3.4% on Eligible	Net annual cost [4-5]	4 year cost [6 x 4 years]
1	2	3	4	5	6	7
Authority	1,212,491	278,005	934,486	141,599	792,887	3,171,548
Schools	521,514	203,749	317,766	43,443	274,322	1,097,290
Total	1,734,005	481,754	1,252,252	185,042	1,067,210	4,268,838

Annex 2 Saving arising from delaying auto-enrolment - three scenarios

Scenario 1 - 15% enroll

	15% Stay in eligible overall	4 year cost [2 x 4 years]	4 year Saving
Authority	118,933	475,732	2,695,816
Schools	41,148	164,593	932,696
Total	160,081	640,326	3,628,512

Scenario 2 - 30% enroll

	30% Stay in eligible overall	4 year cost [6 x 4 years]	4 year Saving
Authority	237,866	951,464	2,220,084
Schools	82,297	329,187	768,103
Total	320,163	1,280,651	2,988,187

Scenario 3 - 50% enroll

	50% Stay in eligible overall	4 year cost [6 x 4 years]	4 year Saving
Authority	396,444	1,585,774	1,585,774
Schools	137,161	548,645	548,645
Total	533,605	2,134,419	2,134,419

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Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Jann Lindoe
Email address: jannlindoe@wirral.gov.uk
Head of Section: **Chris Hyams**
Chief Officer: **Surjit Tour**
Department: Law, HR & Asset Management
Date: 30 November 2012

Section 2: What Council proposal is being assessed?

To delay until 1 October 2017 the automatic enrolment of existing eligible jobholders who are not contributing to the Local Government Pension Scheme.

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes If 'yes' please state which meeting and what date
.....20 December 2012.....

Please add hyperlink to where your EIA is/will be published on the Council's website (**see your Departmental Equality Group Chair for appropriate hyperlink**)
.....

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity
- Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

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Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
<p>ALL</p> <p>The group of employees = 555 employees</p> <p>Employees who are aged between 22 and their State Pension Age, who earn more than £8,105 per annum and not currently</p>	<p>This group will not automatically be enrolled into LGPS at the Councils staging date of 1 March 2013.</p> <p>Positive - Since these employees have already opted out of LGPS, utilising the provision to delay enrolment until 1 October 2017 will mean that the individuals will not suffer a deduction from pay or need to complete forms to once again opt-out of pension savings within the LGPS.</p>	<p>Pension regulations require that all employees are informed in writing of the benefits of saving towards a pension and informing them of the Councils decision to delay auto-enrolment . They can opt-in at any time within the four year period.</p> <p>Individuals in this group will be informed in writing of the benefits of saving towards a pension and that they can elect to join LGPS at any time.</p>	<p>Jann Lindoe</p>	<p>Within 2 months of 01/03/12</p>	<p>Additional processes within payroll team</p>

<p>participating in the LGPS</p> <p>Employees aged under 22 or over state pension age and not currently participating in the LGPS</p>	<p>Under auto-enrolment legislation employees in this group will not automatically be enrolled into LGPS.</p>				
<p>Women / Men</p>	<p>Positive</p> <p>The percentage of men affected (28% of employees) is lower for this group than compared to the percentage of men in the workforce (33% of employees)</p> <p>Negative</p> <p>The percentage of women affected (72% of employees) is higher for this group than compared to the percentage of women in the workforce (67% of employees)</p>	<p>Continue to monitor the Equality statistics to ensure that there is not a detrimental impact on particular groups of employees.</p> <p>Positive promotion of the benefits of enrolling in the Pension scheme / saving for the future to be aimed at all employees.</p>			
<p>Race</p>	<p>Positive</p> <p>The percentage of BME employees (1.8% of employees) is lower than compared to that of the rest of the workforce (2.17% of employees)</p>	<p>Continue to monitor the Equality statistics to ensure that there is not a detrimental impact on particular groups of employees.</p>			
<p>Disability</p>	<p>Positive</p> <p>The percentage of disabled employees affected (1.4% of employees) is lower for this</p>	<p>Continue to monitor the Equality statistics to ensure that there is not a detrimental impact on</p>			

	group than compared to the percentage of disabled employees in the workforce (3.06% of employees)	particular groups of employees.			
Sexual Orientation	Positive The percentage of Heterosexual employees affected (21.26% of employees) is lower for this group than compared to the percentage of Heterosexual employees in the workforce (39.98% of employees)	Continue to monitor the Equality statistics to ensure that there is not a detrimental impact on particular groups of employees.			
Gender re-assignment	Positive The percentage of employees who have undergone Gender re-assignment (0.1% of employees) is lower than compared to the percentage within the workforce (0.23% of employees)	Continue to monitor the Equality statistics to ensure that there is not a detrimental impact on particular groups of employees.			
Religion and Belief	Positive Christian belief (16.4% of employees) is lower for this group of employees compared to that of the rest of the workforce (31.85% of employees) Non Christian belief (0.9% of employees) is lower for this group of employees compared to that of the rest of the workforce (4.55% of employees)	Continue to monitor the Equality statistics to ensure that there is not a detrimental impact on particular groups of employees.			
Age	Positive <i>Young = 16-49 year olds</i> The number of employees in this category is significantly lower than the rest of the workforce (30.81% of employees compared	Continue to monitor the Equality statistics to ensure that there is not a detrimental impact on particular groups of employees.			

	<p>to 61.2% of employees)</p> <p>Negative</p> <p><i>Older = 64 years old plus</i></p> <p>The number of employees in this category is higher than the rest of the workforce (4.68% of employees compared to 3.5% of employees)</p>	<p>Under automatic enrolment legislation employees over state pension age are not automatically enrolled but have the option to join LGPS</p>			
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Section 5a: Where and how will the above actions be monitored?

There is a cross-departmental team involved meeting the auto-enrolment requirements – this team will ensure that the statutory needs are met and the employees affected receive appropriate communications.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

Access to pension savings within the Local Government Pension Scheme continues to be an option to all employees of Wirral Council.

Section 6: What research / data / information have you used in support of this process?

Pensions Legislation dictates that all employees receive appropriate communications about their options and how auto-enrolment legislation will or will not affect them as individuals.

Equality workforce profile data of the group of employees (not enrolled in the LGPS) has been compared using the data of the workforce – as held within the Human Resources section.

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

Yes / No – (please delete as appropriate) NO

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

The group of employee have already opted out of the LGPS, therefore the proposal is only to delay the auto-enrolment process.

As a statutory requirement, auto-enrolment legislation has met equality requirements under Workplace Reform. This EIA relates to the Council's election to utilise a specific provision under Transitional Arrangements.

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

N/A

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published (section 2b)**
- b) **Include any potential positive impacts as well as negative impacts? (section 5)**
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**