

**What  
Really  
Matters?**

**Budget Option**  
**Transforming  
Wirral  
Council**

## Savings

2014/2015	2015/2016	2016/2017	TOTAL
£000s	£000s	£000s	£000s
3111	2500	0	5611

## Option summary

The role of Local Government is changing at the most rapid pace in living memory; as more and more funding is removed, Councils are being forced to totally re-evaluate the way they do business – what services they continue to provide, what they outsource to the private and voluntary sector and what services are no longer available.

We intend to pro-actively respond to the changing needs of our communities through remodelling Wirral Council to ensure we are able to deliver the most sustainable, effective, targeted services for our communities possible.

We will address the structure and makeup of the entire Council by working with staff to transform our workforce – its structure, its skills, its priorities and its size. We will totally re-evaluate, re-design and re-structure the organisation. At the end of next year Wirral Council's funding will have been reduced by around one third – the size of our workforce does not reflect this.

This option would see the workforce reduced in a targeted, strategic fashion, taking an equitable and fair approach to staff regardless of service area. We will particularly look to remodel and achieve savings within back office, administrative areas where we have a particularly high comparative cost. This important exercise will deliver a flexible, fit for purpose organisation better able to adapt to the changing demands of our residents at a time of rapidly diminishing resources. This will also mean that even deeper cuts will not be made in front line services. We will also invest in support and training for our staff during this difficult transition period. This would also lead to a reduction in the amount of money which is invested in funding Trade Union Representatives and Training.

The Council could also, as part of this budget option, avoid paying additional costs of £2.373 million (based on 500 staff leaving) by removing the current, generous severance package available to staff leaving the organisation and instead implementing the statutory redundancy package based on actual pay.

## Potential impact

Inevitably, the primary impact from this budget option would be a reduction in our workforce. However, given the scale of the savings required and the need for change this option seeks to develop a comprehensive programme of transformation; minimising the impact on services and ensuring the reduction in workforce is achieved effectively and provides our staff and communities with the greatest degree of certainty.

## Reducing the impact

This option would lead to a completely redesigned Council – one that is much more able to deliver on its duty to Wirral residents with greatly reduced resources. Any specific potential impacts on services and/or staff would also be subject to further, detailed consultation.