

**Efficiencies Proposed by Management for 2010/11 and 2011/12**

Date produced: updated 25th November 2009

Business Plan	Proposal	Net Impact on Profile			No. of posts impacted by proposal
		2010/11	2011/12	2012/13	
<b>Efficiencies Proposed by Management</b>					
<b>Customers and Communications</b>					
Customer Services and ICT	<b>Customer Services.</b> Extending joint working with Essex County Council to provide a face to face service on behalf of this Council at libraries in the district.	20,000	30,000	30,000	0
People and Democracy	Deletion of the Head of Corporate Policy and Communications post.	84,980	84,980	84,980	1
People and Democracy	Reorganisation and restructuring of Complaints, Scrutiny and Freedom of Information functions, resulting in the reduction in staffing by one post in 2011/12.	0	37,690	50,250	2
People and Democracy	Reorganisation of Policy, Marketing and Communications sections to reduce the current budgetted staffing hours required.	20,000	20,000	20,000	0
<b>Efficiency and Resources</b>					
Finance	<b>Revenues/Housing Benefits system support.</b> Deletion of one Clerical Assistant post (vacant).	14,680	14,680	14,680	1
Finance	<b>Housing Benefits</b> - Reduction in budgets of surplus hours, overtime and a provision held for training.	20,900	22,800	22,800	
<b>Communities</b>					
Community Services	<b>Community Transport.</b> To review staffing structure and reduce by one part-time post.	12,610	12,610	12,610	4
Community Services	Reorganisation of staffing of Children and Young Peoples function. Responsibility for the function to be shared between a number of staff resulting in the deletion of the Children and Young Peoples Manager post.	41,020	41,020	41,020	1

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<b>Environment and Sustainability</b>					
Environment	To increase income to achieve a break-even position for the Pest Control service by 2011/12.	5,000	10,820	10,820	0
Environment	Dog Warden. To not renew the rental agreement of a commercial unit (currently on 5year lease ending Sept 2010) used to provide temporary kennels and storage and co-locate dog warden equipment in pest store at Millennium Tower.	2,500	5,500	5,500	0
Environment	Building Control. Restructure of service involving the deletion of the Building Control Manager post.	45,000	45,000	45,000	1
Environment	<b>Environmental Services.</b> Rationalising of management arrangements resulting in the deletion of the Principal Environmental Health Officer, Public Health and Housings post.	47,460	47,460	47,460	1
Environment	<b>Health &amp; Safety/Emergency Planning.</b> To rationalise the Health & Safety and Emergency Planning service resulting in the cessation of the Emergency Planning Service Level Agreement with Essex County Council.	13,500	13,500	13,500	0
Operations	Reorganisation and restructuring within Operations services including back office functions.	119,500	129,000	129,000	5
<b>Totals</b>	<b>Options - Efficiencies Proposed by Management</b>	<b>447,150</b>	<b>515,060</b>	<b>527,620</b>	<b>16</b>