

Statement: PS09.04

Cabinet – 18 January 2022

Re: Agenda item 9 - 2022/23 Budget Report and Treasury Management Strategy (Including Public Health)

Statement submitted by: Jeff Sutton – GMB

GMB are opposed to any aspect of the Budget that:

1. Causes significant job losses or withdrawal of services
2. Increases the work load on grass works staff by decreasing their numbers but leaving the work load the work load the same
3. Leads to services being outsourced or 'insourced' to BWC
4. Irrational loss of staff via succession planning
5. Reduction by common activities work which are not researched properly.
6. Detrimentially affects the lower paid citizens of the City,

1. Causes significant job losses or withdrawal of services.

We recognise that it is often the perceived way out of a deficit get rid of staff. We were also involved in the Voluntary Redundancy policy where staff were let go without any thought for the structure that was being left behind. Hence the GMB threatened Legal Action to stop it. Rather than chop off the roots you need to start with the leaves and branches. See how many senior and more expensive roles can be lost. A TP1 job will probably equate to 3 or 4 lower paid ones.

2. We in the GMB are opposed to any aspect of the Budget that -

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2. Increases the work load on grass works staff by decreasing their numbers but leaving the work load the work load the same.

It is morally wrong to reduce frontline staff and to expect them to pick up the work of their colleagues who's vacancies have been deleted. What needs to happen is to talk to these members of staff and ask them where they see efficiencies can be made. Look at new ways of working (again), Value for money (again) in procurement, rationalising management streams.

3. Leads to services being outsourced or 'insourced' to BWC.

So often outsourcing can lead to greater cost or poorer service that BCC does not have control over. You should look at bringing Home Care back under BCC where all the issues being looked by the Ethical Care group and can be implemented. The staff treated fairly and the service users needs better met. There is a duplication of management structure between BCC and BWC and it seems obvious that great savings can be made by bringing BWC and BWP. Inhouse and directly under the control of BCC officers.

4. Use of consultants

If we added up the cost of the consultants we have used over the past few years they will probably equate to the deficit! Currently within the senior management team there are seven (7) Consultants within the Communities and Public Health structure. Do you really think that the senior management are unable to work these issues out for themselves or is there a feeling that it is better because it's paid for and not undertaken by BCC staff?

5. Irrational loss of staff via succession planning

This policy is VR in another disguise and decisions are being made with management input to a trio from the SLT.

6. Reduction by common activities work which are not researched properly

We have been here before with the rationalisation of ABS (Admin and Business Support). Decisions were made on what was needed from ABS by people who all had PA's. Many staff found themselves without the ABS support they needed and had additional workloads. ABS staff were put into positions they weren't always suited for, many left and had to be replaced.

7. Detrimentially affects the lower paid citizens of the City

Service cuts affect the lower paid disproportionately to the better off. Social care cuts. Loss of nursery places have a bigger impact in Hartcliffe than in Clifton. These low paid citizens place a triple whammy ! 2.99% rise in Council tax, 4% rent rise and probably a 20% – 30% rise in their service charges. Add the increase of Energy charges and it's a prohibitive amount.