

**GENERAL FUND REVENUE BUDGET, COUNCIL TAX,
CAPITAL & TREASURY MANAGEMENT STRATEGY 2020/21****BUDGET AMENDMENT****Item 77****Labour Group Amendment 1****Amendment 1**

- Allocate £0.050m from the Winter Maintenance Reserve to provide additional transitional funding for commissioning services addressing violence against women and girls in 2020/21. To further agree to replenish the reserve through the 2021/22 budget process (if it is assessed to be required) from one-off resources.

Chief Finance Officer Comments

The Winter Maintenance reserve is not a statutory reserve and Members are free to reduce this reserve if they wish, with the clear understanding that it may need to be replenished in future for a harsh winter, therefore potentially requiring identification of one-off resources in future budget rounds.

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- Increase the proposed Controlled Parking Zone (CPZ) standard (full scheme) permit charge by 29p a week, to a cost of £165 annually to raise £0.338m.
- Increase high emission vehicle surcharge from 25% to 50%, raising £0.197m.
- Additional charge for 3rd and subsequent vehicles of £80 on full scheme CPZ and £70 on Light touch CPZ raising £0.040m.
- Exempt all low-income residents/households who are in receipt of council tax reduction and /or universal credit from these increases; costing £0.200m in lost income and additional administration costs.
- Offer a 25% discount to households who share a car and need to buy permits in 2 or more CPZs costing an estimated £0.005m.
- Reduce the proposed increase in cost of an annual trader permit by £10, reducing income by £0.010m. This will reduce the annual permit cost to £770 per annum.

Allocate in accordance with Section 55 of the Road Traffic Regulation Act 1984 £0.360m in recurrent funding as follows:

- £0.350m to support borrowing costs for sustainability and carbon reduction projects, raising an estimated additional £3.900m capital resources which is repaid over 15 years, bringing the total capital available in the Sustainability & Carbon Reduction Investment Fund (SCRIF) to £4.400m. This £3.900m additional allocation to be used as a capital budget for eligible public transport services, road, air quality or environmental improvement priorities, such as:
 - infrastructure to expand zero emission transport;
 - improvements to roads; filling potholes, repairing uneven pavements and other works to make cycling, walking and driving safer;
 - improvements to cycling, bus, pedestrian and electric/hydrogen vehicle projects, to support carbon emission reduction;

- further investment into the bus network, introducing more bus shelters, real-time bus stops and schemes to reduce bus journey times;
 - staff posts (funded through these capital resources) to support the increased spending on transport projects and priorities;
 - Increased tree planting, to help absorb toxic emissions and improve air quality; and
 - Support for the work and outcomes of the Climate Assembly on transport.
- £0.010m of revenue funding per annum to support the development and expansion of the council's bike share scheme including consideration of investment in electric bikes

Chief Finance Officer Comments

The net income generated by this amendment has been assessed by Parking Services as potentially achievable. The planned use of the income raised through on-street parking is on expenditure that meets the criteria set out in Section 55 of the Road Traffic Regulation Act 1984.

The proposal to raise additional unsupported borrowing is allowable. Under Standard Financial Procedures the scheme would need to come to Policy & Resources Committee setting out the full financial implications.

The proposal to exempt low income households from the proposed residents' permit fee increases will require applicants to demonstrate that are receipt of the relevant benefits and they are under an obligation to inform the council of any change in their circumstances. This exemption is a significant administrative burden and staffing resources to support this proposal. The cost of these staff is reflected in the amendment.

- Members are advised that any new means-tested service that requires residents to advise of changes in their circumstances can potentially increase the risk of error or omission.

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Green Group Amendment 2

- Increase off street parking (tariffs by up to a maximum of 10%) as set out below which will raise £0.161m:-

Increase London Road carpark tariffs to:

1 hour- £1.60
2 hours- £3.30
4 hours- £6.50
9 hours- £10.00

Increase Norton Rd off street carpark tariffs to:

4 hours- £3.80
5 hours- £4.90
9 hours- £6.00
12 hours- £7.10

Increase Trafalgar St carpark weekday tariffs to:

1 hour- £3.30
2 hours- £6.40
4 hours- £10.00
6 hours- £11.00
9 hours- £13.00

- Recognising the contribution of hard standings to flooding, increase crossover fee charges by 25%, raising £0.010m.

Allocate the £0.171m in recurrent funding as follows:

Transport

- Reducing the proposed increase in annual trader permits by £10 per annum at an estimated reduction in income of £0.010m. If Amendment 1 is agreed this would reduce the annual cost to £760, if not £770;
- Reduce the increase in the quarterly trader permit charge by £15 (£60 over a year) to £235 reducing income by an estimated £0.060m;
- £0.028m development funding for the Bikeshare scheme including consideration of investment in electric bikes;

Food poverty, fuel poverty and sustainable energy

- £0.049m to fund a city-wide food policy post to alleviate food poverty, promote healthy eating, minimise food waste, and help the city achieve gold standard in 'sustainable food' status; and
- £0.024m to develop a business case and support development of District Heat Network projects and a storage facility for sustainable energy.

Chief Finance Officer Comments

The net parking income generated by this amendment has been assessed by Parking Services as potentially achievable.

For clarity, net additional income raised from off-street parking is not subject to Section 55 of the Road Traffic Regulation Act 1984, regulating the use of any on-street parking surplus.

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Green Group Amendment 3

- To counter irresponsible driving in bus lanes and improve bus journey times, invest £0.384m capital resources in 12 additional bus lane cameras to raise an estimated annual net income from fines, after allowing for borrowing and other running costs, of £0.192m in 2020/21 increasing to £0.384m in subsequent years.
- Use the net additional income raised to fund qualifying expenditure under section 55 of the Road Traffic Regulation Act 1984, which covers provision of public transport services, road, air quality or environmental improvements.
- Temporarily reduce the proposed £0.980m transfer to the waste PFI Project Reserve, as shown on page 168 Of the agenda, to £0.810m thereby releasing £0.170m one-off funding

Allocate the £0.170m in one-off funding in 2020/21 as follows:

- £0.090m, bringing the total resources available to £0.100m, to fund the development of a masterplan and enabling works for the Madeira Terrace, Black Rock and Gasworks sites, to ensure synergy between these developments;
- £0.050m feasibility and seed funding for a Brighton and Hove carbon offsetting scheme towards genuinely achieving net zero carbon by 2030; and
- £0.030m towards year one of a part time ecologist post to facilitate rewilding

Allocate the £0.192m in recurrent funding from 2020/21 as follows:

- £0.052m to recruit an Energy Manager with capacity to work on future renewable energy systems, including solar farms;
- £0.047m for additional Sustainability & Carbon Reduction fund (SCRIF) revenue funding such as additional staff to secure grant funding and provide transport improvements;
- £0.048m for a Tree Officer to co-ordinate increased tree planting especially in parks and open spaces ;
- £0.025m to support the development of community wealth building across the city; and

- £0.020 for community planting schemes, such as community orchards and to expand the reach of community composting schemes.

Allocate the further £0.192m full year effect recurrent funding from 2021/22 as follows:

- £0.064m for a senior staff post to oversee and progress work to embed social value fully in asset management, planning and investment decisions made by the council;
- £0.030m for ongoing funding of part time ecologist post to facilitate rewilding;
- £0.055m revenue support to supplement the capital Sustainability & Carbon Reduction Fund (SCRIF) allocation to progress the outcome of future meetings and outcomes of the city Climate Assembly; and
- Use £0.043m of the income each year for 4 years to replenish funds withdrawn from the Waste PFI to ensure that funds are available to meet planned commitments.

Chief Finance Officer Comments

The projected net income from additional cameras is based on prudent estimates provided by Parking services. However, until the cameras are operational the income estimates are uncertain and therefore there is a low-level risk associated with this new income source. The estimated capital costs are based on recently purchased cameras but could fluctuate depending on where they are sited.

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Green Group Amendment 4

- In recognition that many on-street parking charges have been unchanged from 2016/17 to 2019/20, increase most on-street and seafront parking charges by an average of 6% compared to 2019/20 (as set out below) raising an estimated recurrent income of £0.625m. The proposed tariffs to be as follows:

TARIFF	2020/21 Charge approved by P&R	Proposed New Charge
On-street Pay & Display		
HIGH TARIFF		
Zone Y - Central Brighton North		
1 hour	£3.60	£3.80
2 hours	£6.20	£6.60
4 hours	£10.40	£11.00
Zone Z - Central Brighton South		
1 hour	£3.60	£3.80
2 hours	£7.00	£7.40
4 hours	£11.00	£11.70
MEDIUM TARIFF		
Zone Y - Central Brighton North (Cheapside, The Level, Dyke Road)		
1 hour	£2.00	£2.10
2 hours	£4.50	£4.80
4 hours	£6.50	£6.90
Zone M		
1 hour	£2.00	£2.10
2 hours	£4.50	£4.80
4 hours	£6.50	£6.90
11 hours	£10.40	£11.00
Zone N (Seafront section)		
1 hour	£2.00	£2.10
2 hours	£4.50	£4.80
4 hours	£6.50	£6.90
11 hours	£10.40	£11.00

LOW TARIFF		
Zone A - Preston Park Station		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone C - Queen's Park		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone E - Preston Park Station North		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone F - Fiveways		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone G - Hollingbury Road & Ditchling Gardens		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone H - Kemp Town		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone I - Craven Vale		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone J - London Road Station		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone K- Preston Village		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone N - Central Hove		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80

Zone O – Goldsmid		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone Q - Prestonville		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone R - Westbourne		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone T - Hove Station Area		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Zone W - Westbourne West / Wish park		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.00	£4.20
11 hours	£5.50	£5.80
Seafront Pay & Display		
HIGH TARIFF		
Seafront Inner - Madeira Drive (1 March - 31 October) (West of Arch 83/84)		
1 hour	£3.60	£3.70
2 hours	£7.00	£7.00
4 hours	£11.20	£11.70
11 hours	£17.00	£17.00
Seafront Inner - Marine Parade [West of Burlington Street]		
1 hour	£3.60	£3.70
2 hours	£7.00	£7.00
4 hours	£11.20	£11.70
11 hours	£17.00	£17.00
Seafront Inner - King's Road		
1 hour	£3.60	£3.70
2 hours	£7.00	£7.00
4 hours	£11.20	£11.70
11 hours	£17.00	£17.00
MEDIUM TARIFF		
Seafront Inner - New Steine		
1 hour	£2.00	£2.10
2 hours	£4.50	£4.80
4 hours	£6.20	£6.60
11 hours	£10.40	£11.00

LOW TARIFF		
Seafront Outer - Madeira Drive [East of Arch 83/84]		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.20	£4.50
11 hours	£7.20	£7.60
Seafront Inner - Madeira Drive (1 Nov - 28/29 Feb) [West of 83/84]		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.20	£4.50
11 hours	£7.20	£7.60
Rottingdean High Street		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
3 hours	£3.20	£3.40
Roedean Road		
1 hour	£1.00	£1.10
2 hours	£2.00	£2.10
4 hours	£4.20	£4.50
Madeira Drive Coach Park		
4 hours	£9.00	£9.50
8 hours	£16.00	£17.00

- Use the net additional income raised to fund qualifying expenditure under section 55 of the Road Traffic Regulation Act 1984, which covers provision of public transport services, road, air quality or environmental improvements. Thereby releasing £0.625m general fund resources.

Allocate £0.391m in recurrent funding from 2020/21 as follows:

- £0.073m to reverse the proposed saving in Community, Equalities & Third Sector staffing as shown on page 94 of the agenda;
- £0.010m to reverse the proposed saving on the Communities Fund as shown on page 95 of the agenda;
- £0.020m to reverse the proposed saving on the Communities, Equalities & Third Sector initiatives budget as shown on page 95;
- £0.029m to reverse the proposed saving on schools' governor support as shown on page 69 of the agenda;
- £0.040m additional funding for youth led grants;
- £0.075m to reverse the proposed saving in the perpetrator programme as shown on page 72 of the agenda;
- £0.030m to provide additional support Violence Against Women & Girls (VAWG) services;
- £0.022m for services offering open door drop-ins and weekly services for women in crisis;
- £0.015m for the disability advice centre with the aim of securing match funding from the CCG;

- £0.030m to reverse the saving of £0.020m on short breaks for carers, as shown on page 68 of the agenda, and to provide additional funding of £0.010m for short breaks for carers; and
- £0.047m to reverse the proposed staffing saving in Democratic Services as shown on page 107 of the agenda.

Allocate £0.234m in one-off funding for 2020/21 as follows:

- £0.234m to reduce the proposed saving of £1.470m on adult learning disability (community care adults) as shown on page 68 of the agenda for 2020/21 only.

Allocate £0.234m in recurrent funding from 2021/22 as follows:

- £0.234m to the financing costs budget to fund £2.600m capital resources through borrowing towards a Brighton and Hove warmer homes investment capital fund (providing grants for insulation and other carbon saving investments) needed to support the achievement of carbon neutrality by 2030 (under guidance of the city climate assembly)

Chief Finance Officer Comments

The net parking income generated by this amendment has been assessed by Parking Services as achievable and takes account of an estimated reduction of demand due to higher prices.

The proposal to raise additional unsupported borrowing is allowable. Under Standard Financial Procedures the scheme would need to come to Policy & Resources Committee setting out the full legal and financial implications.

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- Replacing the recurrent funding for Procurement and Contract Management of £0.171m identified within table 4 on page 30 of the agenda with Modernisation funding over 2 years totalling £0.342m which is identified in table 6 on page 34 of the agenda.
- Increasing the income savings target from fees for the Architecture and Design Service from £0.015m to £0.044m at page 86 of the agenda.

It is proposed to allocate the £0.200m recurrent resources released above to:-

- Reverse £0.160m of the £0.907m saving in agency placements within the Children's Safeguarding and Care Service on page 71 of the agenda that relates to Special Guardianship Order Allowances which reduces the payments by the applicable amounts of child benefit;
- Reverse the £0.010m saving in the Communities Fund budget within the Communities, Equalities and Third Sector service area on page 95 of the agenda;
- Reverse the saving of £0.020m for short stay respite on page 68 of the agenda; and
- Allocate £0.010m to the financing costs budget to fund £0.220m capital resources through borrowing, towards the restoration of Madeira Terraces.

Chief Finance Officer Comments:

The use of Modernisation funding to replace the £0.171m recurrent funding for Procurement and Contract Management will mean the resources for this service are only provided for 2 years, leaving a funding shortfall from 2022/23. Modernisation resources are limited and at much lower levels than during the last 4-year period. This proposal allocates £0.342m of these resources and therefore there is a risk this limits the council's ability to deliver service improvements and savings in future years.

The increased income target in the Architecture and Design Service is relatively modest however this does rely on the service attracting and having the capacity to deliver additional work and therefore is a potential financial risk.

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Conservative Group Amendment 2

- Increase Environmental Protection Fines to the allowable maximum as set out in the table below: -

Fine	Current Charge (£)	Max Charge (£)
Littering - early payment	55	110
Littering - full payment	75	150
Littering from vehicles	75	150
Spitting, urinating, defecating	75	150
Dog fouling	75	80
Graffiti	75	150
Fly posting	75	150
Unauthorised flyering	75	150
Industrial and commercial waste receptacle offence	110	110
Disposing of commercial waste illegally	300	400
Residential fly tipping	300	400
Failure of business to produce a waste transfer note / non-compliance of duty of care certificate	300	300

This is estimated to generate £0.040m per annum.

It is proposed to use these additional resources to tackle Graffiti across the city in accordance with the allowable use of this fine income by increasing it by nearly 50% from £0.082m to £0.122m.

Chief Finance Officer Comments:

The proposed maximum fines are in line with DEFRA guidance. The increases in some fines are substantial and may cause an increase in non-payment however this has been factored into the estimated increase in fine income. The use of this additional income for graffiti removal is allowable under DEFRA guidance.

GENERAL FUND REVENUE BUDGET, COUNCIL TAX, CAPITAL & TREASURY MANAGEMENT STRATEGY 2020/21

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Item 77

Conservative Group Amendment 3

Amendment 3

- Propose a service redesign of the service area 'Head of Transport, Policy and Strategy Service' to deliver £0.100m cost savings in a full year. A service redesign affects staff and could not be implemented until July 2020 and therefore the part year saving is £0.075m in 2020/21.
- Propose an increase saving in the Travellers Service from £0.050m to £0.100m shown on page 94 of the agenda. This would impact on staffing and therefore could not be implemented until July 2020 and therefore the part year saving is £0.037m.

It is proposed to allocate the £0.112m part-year recurrent revenue resources in 2020/21 to: -

- Remove the £0.005m inflationary increase towards Youth Services from the HRA Budget and instead have this paid by the general fund;
- Reverse the proposed increase in business permits shown on page 83 of the agenda, reducing income by £0.035m;
- Reverse the proposed increase in trader's permits shown on page 83, reducing income by £0.030m;
- Reverse the proposed surcharge for second and additional residential permits shown on page 83, reducing income by £0.027m; and
- Allocate £0.015m to take steps to planting more trees in the city's parks with the aim to double the cities tree cover by 2045.

The £0.038m full year effect of the savings proposals in 2021/22 to be allocated to the financing costs budget to fund £0.820m capital resources through borrowing, towards the restoration of Madeira Terraces.

Chief Finance Officer Comments:

The proposed savings in the Travellers service is expected to be staffing and security reductions. This additional saving represents a further 10% reduction in the service's resources. Similarly, the saving on transport is approximately a 10% reduction in the service's resources. As these proposals are not significant proportions of the total service budgets, the impact on services should not fundamentally change the service provided. The staffing EIA S8 for this service is appended to these amendments.

Local authorities have a statutory duty to provide a site for Gypsy and Traveller communities. This duty is met by the provision of the Traveller site at Horsdean. This has 12 permanent pitches and 21 transit pitches. Further to this, case law has established that Roma Gypsies and Irish Travellers are covered by the protected characteristics of race in the Equality Act 2010. Under the Equality Act the council has a duty to have due regard to the need to advance equality of opportunity between different groups. The Traveller Service carries out this duty by enabling Gypsies and Travellers access to health, education and other essential services, thus reducing the inequalities that they may otherwise experience.

There is a staffing EIA S7 for the proposed service redesign of the service area 'Head of Transport, Policy and Strategy Service' appended to these amendments.

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Item 77

Conservative Group Amendment 4

- To reduce the Union Facility Time budget by £0.040m in a full year. The saving is expected to be implemented by July 2020 and therefore the part year affect is £0.030m in 2020/21.

It is proposed to allocate the £0.030m recurrent revenue resources the financing costs budget to fund £0.650m capital resources through borrowing, towards the restoration of Madeira Terraces.

The £0.010m full year effect of the savings proposals in 2021/22 to be allocated as follows:-

- To use an additional £0.003m in 2021/22 to take steps to planting more trees in the city's parks with the aim to double the cities tree cover by 2045;
- To use an additional £0.005m in 2021/22 for youth services after the working group have reported on its findings and what it may be able to do with this additional funding; and
- To use an additional £0.002m in 2021/22 to fund £0.040m borrowing to fund the Madeira terraces restoration.

Chief Finance Officer Comments:

A reduction of Trade Union facility time would have a consequential impact on representation for employees, as the union representatives on full-time release carry out individual representation of employees in formal meetings, as well as collective representation in other meetings with the council. This means there could be delays in resolving employment issues and disputes. The proposal could also negatively impact on industrial relations. Staffing EIA S9 is appended to these amendments.

GENERAL FUND REVENUE BUDGET, COUNCIL TAX, CAPITAL & TREASURY MANAGEMENT STRATEGY 2020/21

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Item 77

Conservative Group Amendment 5

- Invest £40m in commercial properties over and above the purchases required to support the rebalancing of the commercial portfolio, to generate a net income stream to fund borrowing to support the Madeira Terraces renovation project. The estimated net income based on recent commercial purchases is £0.315m, subject to the availability, suitability and due diligence of potential purchases.
- The £0.315m should release approx. £6.8m borrowing assuming the asset has at least a 50-year life to support the Madeira terraces restoration.
- Release the estimated balance of the General Fund ICT Investment Reserve of £0.100m, shown on page 169 of the agenda, and use these resources to fund design, feasibility and business case studies for commercial uses of the Madeira Terraces, including estimating the likely income streams that could support further borrowing.
- For social value and carbon reduction measures to be strongly considered as part of any commercial portfolio investment and any proposed uses for Madeira terraces.

Chief Finance Officer Comments:

The proposal to invest £40m in commercial properties represents a substantial increase in the council's borrowing and increased financial risk from the reliance of rental income to cover financing costs. Therefore, a rigorous due diligence process using expert advice is essential to protect the council's financial position. The council has experienced limited opportunities to invest in commercial properties in the last 2 years as part of rebalancing of the existing portfolio and therefore the delivery of this amendment is currently at risk due to lack of opportunities, particularly in the local area. However, all commercial property investments require approval of the Policy & Resources Committee which will include full property, legal and financial implications.

The ICT Investment Reserve is a discretionary reserve and therefore can be amended by members. This reserve is earmarked to support improvements in Information Technology & Digital services which are key to supporting the modernisation of council services and therefore its release could potentially limit or slow down the council's ability to support service improvements.

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Item 77

Conservative Group Amendment 6

- Reduce the resources for the centralised Communications service by £0.200m in addition to the £0.044m saving already identified on page 108 of the agenda and prioritise only key internal and external communications. This saving to be delivered through a restructure.
- The proposed size of this saving has a significant impact on the delivery of the service and therefore will require a report to Policy & Resources Committee to demonstrate how this change would be delivered, highlighting the impact this would have on the relationship the council has with staff, members and citizens. It is anticipated that any restructure could not be implemented until October 2020 and therefore the saving in 2020/21 would be £0.100m.

Subject to Policy & Resources Committee's approval of the restructure, invest the £0.100m part year saving in 2020/21 in services for adults with learning disabilities to mitigate in part the proposed savings of £1.470m in this service area, included at page 68 of the agenda.

Full year additional savings of £0.100m in 2021/22 to be allocated to :

- £0.095m for youth services after the working group have reported on its findings and what it may be able to do with this additional funding; and
- £0.005m to take steps to planting more trees in the city's parks with the aim to double the city's tree cover by 2045.

Chief Finance Officer Comments:

The proposed additional saving in the Communications team represents a significant reduction of approximately 40% in resources identified for the 2020/21 budget. This level of reduction will impact on the current model of service and therefore potentially change the relationship the council has with staff, members and citizens. This will therefore require a report to Policy & Resources Committee as indicated within the proposed amendment. This will need to include a staffing equality impact assessment.

For savings proposals where the detail of the impact on staffing is not yet known or may be subject to change, full staffing EIAs will be completed as part of the formal consultation, under Council's Framework for Managing Change process, and the proposals may then be modified based on the findings of the EIA.

