

**PENDLE BOROUGH COUNCIL
2018/19 GENERAL FUND REVENUE BUDGET – SAVINGS PROPOSAL**

- | | |
|--------------------------------|------------------------------|
| 1. SERVICE | All Services |
| 2. IMPLEMENTATION DATE: | 1/4/18 |
| 3. CORPORATE PRIORITY | All Corporate Priorities |
| 4. TITLE OF PROPOSAL | Management of Staffing Costs |

5. BRIEF DESCRIPTION OF PROPOSAL:

To reduce the overall cost of staffing; in 2018/19 primarily by non-filling posts currently vacant and in subsequent years by a range of measures which will be determined in due course and discussed with Members, Staff and Unions as appropriate.

6. FINANCIAL IMPLICATIONS (NET ADDITIONAL SAVINGS)

	2018/19 £	2019/20 £	2020/21 £
Revenue	150,000	TBC	TBC
Capital	0	0	0

7. IMPACT ON SERVICE PROVISION, IMPLEMENTATION AND OTHER ISSUES

2018/19

Work is on-going to develop the Council's budget for 2018/19 and this has identified further scope to reduce staff costs mainly as a result of currently vacant posts. A saving of £150k is proposed for 2018/19 and this can be achieved by a combination of :

- not recruiting to vacant posts (unless such recruitment is essential);
- voluntary redundancy;
- requests for flexible retirement (whereby savings arise on employer pension contributions and from reduced hours of work whilst retaining experienced staff prior to full retirement)
- small scale structural changes where opportunities present themselves as a result of the above factors.