

Appendix 2: Further efficiencies from working differently

| Plan | 2019/20 | 2020/21 onwards | Explanation | Initial consideration of possible equalities impact |
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| Reduce the resource within the Countryside Service | £5,000 | £15,000 | A 'Ffordd Gwynedd' review is currently underway in this Unit. It is anticipated based on our information of what is currently happening that opportunities will arise to free-up savings through that work but if that does not deliver it would be possible to reduce the budget by reducing the work undertaken a little. | It will possibly have an impact and a further assessment is required |
| Reduction in the number of Councillors | £0 | £100,000 | The Local Government Boundary Commission has already noted that they will reduce the number of elected members. Although no saving will be available until May 2022, it should be taken into consideration now in order to avoid unnecessary cuts to services. | No equality impact anticipated |
| Revise DBS checking arrangements | £0 | £50,000 | A review is currently being held in relation to the Council's current policy to recheck the crime records of each officer who fulfils work where a DBS check is required. Each check costs £44 which means that the Council pays this fee at the beginning of each relevant officer's employment, and every 3 years thereafter. It is a legal requirement to carry out a DBS check on each newly employed officer in the relevant fields, but it is the Council's choice to currently recheck the records every 3 years (although organisations such as the Care Inspectorate etc. support this). Ceasing to carry out rechecks every 3 years would realise an annual saving of £50,000 for the Council, and a review is currently being held to consider how it would be possible to do this without endangering the safety of vulnerable children and adults, i.e. receiving any disclosure of a crime record following a recheck which draws attention to the crime amongst the Council workforce is very scarce and, when a crime has been committed, this would be known to the employer before carrying out the recheck. Other options that would realise a smaller saving are also part of the consideration, but further work on the possibilities is required before submitting them. | No equality impact anticipated |

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| Remove 1 post from the Communication and Engagement Service | £0 | £26,000 | This Service provides support to all the work undertaken in the engagement field, the Council's website, press office, internal communication, communication with councillors and communicating in emergencies. We anticipate that we can still continue to provide the service in line with corporate priorities whilst reducing 1 post. | It will possibly impact disability, age and race characteristics and a further assessment is required |
| Restructure the support for Scrutiny | £25,000 | £0 | There is a need to ensure a structure that has the capacity to support the increasing requirements of the Council's scrutiny arrangements. Two posts have become vacant in the Democracy Service and redirecting the financial resource to a scrutiny support purpose is being looked at, whilst realising a financial saving at the same time. This could be done in the face of a review of working arrangements currently being held within the Democracy Service, i.e. this is what allows for the saving and the ability to redirect a resource. | No equality impact anticipated |
| Reduce staffing at the Tax and Benefits Service by 4% | £40,440 | £0 | This 1.5 post is already vacant in the Unit, and our current performance reflects this. Not filling this post permanently would mean that we could maintain the current performance but there would be less ability to cope with unusual situations in future. Whilst residents should not be impacted during period of normal pressure, there would be an impact in terms of a delay before responding at busier times, or during a period of change in arrangements. | It will possibly impact people with the age and disability characteristics. Further assessment required |
| An electronic payslip system for everyone | £3,750 | £11,250 | Discontinuing paper payslips completely would be unpopular among many members of staff who currently receive paper payslips. There is a risk that it could increase the number of enquiries. However, it would have no impact on the public. | No equality impact anticipated |
| Savings in place from recent restructuring of the Library Service | £15,000 | £0 | Over the last 4 years, the Libraries Service has introduced a series of changes to its provision model and has achieved savings for the Council as a result. £15k of savings have been generated above the target set for the service by the Council, and during 18/19, this budget will be used to help ground the new service. | No equality impact anticipated |

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| <p>Collaborate with the third sector to find a new provider to take over the day care service in Criccieth and Blaenau Ffestiniog</p> | <p>£25,000</p> | <p>£75,000</p> | <p>There are two day centres, namely Encil Y Coed, Cricieth (18 attending at present with the centre open three days a week) and Blaenau Ffestiniog (15 attending at present and open four days a week) where bodies such as Age Cymru are present in the areas already. The Hafod y Gest and Ffestiniog Memorial Hall developments are opportunities to collaborate.</p> <p>Although the service will continue for the individuals changing the provider can be sensitive matter for those who attend and their families. Many of those who attend both centres have already gone through changes some years ago when closing Noddfa Madog day centre in Porthmadog where many of those attending the centre moved to Encil y Coed and Blaenau Ffestiniog.</p> <p>There is also a risk for individuals to choose not to attend the new provision in the area which would mean an increase in demand for domiciliary care in areas where it is challenging to deliver care packages.</p> <p>The savings would be achieved by considering holding the centre at a different location in the area. Blaenau Ffestiniog day centre is held in the community centre. We pay an annual rent to the centre they have noted a concern that the community centre would not be able to sustain itself without the rent.</p> | <p>An impact on individuals with the age and disability characteristics is anticipated and further assessment is required</p> |
| <p>Improve the coordination of the service with the Children and Families Department at the time of transfer</p> | <p>£0</p> | <p>£60,000</p> | <p>Currently, the Children and Families Service provides a service for children with learning disabilities until they reach 18 years old, and then the Adults Service commissions services for them from then on. There is an opportunity to take advantage of the efficiencies that could arise by jointly planning better. A change in culture would be required to develop services based on lifelong collaboration principles across both services, and this would be a challenge. Initially, it would be possible for us to scrutinise the best way of collaborating when reviewing CHC cases at transition age sooner, and working with the Children and Families Department to plan the support.</p> | <p>A positive impact is expected and further assessment is required</p> |

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| Review of out of county packages in order to find more local locations to individuals | £50,000 | £50,000 | This important work of reviewing out of county packages needs to continue in order to be in-keeping with the strategy of providing support based on active support principles in the field of learning disabilities and the recovery model in the field of mental health and give the opportunity (when appropriate) to those who want and need it, to receive support locally. As we go through the cases and look at developing opportunities locally for individuals, we are confident in being able to discover some savings, but reaching the £100k level could be a challenge, especially when reaching cases with profound needs and intensive behavioural management. | Potential impact and further assessment required |
| Hire Collection Vehicles at the Recycling Centres instead of purchasing them | £15,000 | £5,000 | Currently, we purchase lifting vehicles at the recycling centres, but a review has demonstrated that savings could be made by hiring these vehicles. There would be no impact on Gwynedd residents. | No equality impact anticipated |
| Rationalise the Highways' On-duty / On-call arrangements | £7,500 | £7,500 | We currently have on-call arrangements in the Highways service, which receives and acts upon calls by the public, the Police and other agencies regarding matters relating to highways maintenance. Currently, the service is arranged based on the areas / work unit division / commissioning. It would be possible to move to a situation of combining some aspects of the arrangement, or operating based on two areas. | No equality impact anticipated |
| Use cheaper materials to maintain roads | £45,000 | £0 | By using non-premium binder when maintaining roads, it is considered that money could be saved. It is not believed that Gwynedd residents would notice the different. In reality, we already use it in some places. | No equality impact anticipated |
| Change CCTV with monitoring officers to a system 'without officers' | £0 | £210,000 | With the Cabinet's agreement, this work is already underway as our equipment have reached the end of their lifetime. Of course, there is a possibility that relevant residents find that the service is not as good as the current service without supervision, but by using modern equipment, it is possible to enlarge camera images that watch a wider area, and have nearly the same impact. | It will potentially impact individuals with various characteristics and further assessment is required |

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| Change working arrangements for collecting waste by establishing shifts and shorter circuits | £0 | £150,000 | Our experience shows an argument for changing our shifts pattern in terms of waste collection. Although this would not mean a change in frequency to our collections, it would mean changing collection days for some. It could, however, help with the complaint that we miss some collections because some on the lorry are unfamiliar with the circuit, as it would then be the same people on the circuit continuously. This could also help to create "ownership" of the circuit amongst the workforce. Changing the collection day for a number of residents would create some confusion at the beginning. Need an alternative arrangement to ensure completing the task (circuit) to give residents assurance that the collection is done on the same day. | It will potentially impact individuals with the age and disability characteristic and a further assessment is required |
| Support and train child-minders and nurseries ourselves | £24,980 | £0 | A reduction in the ability to provide training packages and set up grants for childminders and nurseries. There would not be a significant impact on children and families because the service could provide the training internally without the need to commission externally. | It will possibly impact the age characteristic and a further assessment is required |
| Reduce the Maintenance Allowance budgets | £0 | £30,900 | This is a budget that will be reduced in expenditure over the coming years, as it achieves family support packages under a historical package. No expenditure has been approved from a new from this budget for a number of years, and it will end when the young people who continue to receive the allowance turn 18 years old. There will be no further use of it after the next 3 years, and therefore there would be no impact on children and families. It is no longer possible to approve plans under this arrangement due to legislative change. | No equality impact anticipated |
| Realise more efficiency savings within the Emergency Planning Service | £12,700 | £0 | This service is provided by a joint Unit for North Wales. A discussion with the unit manager indicates that we should be able to see a further efficiency saving of this size over the next 3 years. £10,000 of this has already been achieved and it should not have any substantial impact on Gwynedd residents. | No equality impact anticipated |
| Total | £269,370 | £790,650 | | |