

**NORTH YORKSHIRE COUNTY COUNCIL**

**15 December 2010**

**STATEMENT OF THE CORPORATE SERVICES PORTFOLIO HOLDER  
(Corporate Services, Finance, Performance Management and Procurement)**

**COUNTY COUNCILLOR CARL LES**

**Restructuring and staff reductions**

Directorate restructurings and service changes in response to the budget savings requirement continue apace with large numbers of staff unfortunately affected. Good comprehensive communication and consultation arrangements are in place with staff and the relevant unions.

Over 900 staff have been written to formally in terms of their job being affected in some way. The anticipated reduction in jobs from this number is much less and likely to be some 200. The intention is to redeploy as many displaced staff as possible and progress to date on this is reassuring.

Overall staff numbers continue to fall, with 110 FTE reductions in the year to date (not including schools). The majority of (non school) appointments are now to fixed term contracts and the number of new appointments has significantly reduced by 220 this quarter compared to numbers last year.

Inevitably this position has reduced the County Council's ability to appoint apprentices. The availability of apprentice posts locally is even more important in the current economic climate, to provide job opportunities for young people. So I'm pleased that we have been able to identify other opportunities. The recruitment team in HR have secured funding to deliver a 'Building Futures' project. This is a programme developed to provide unemployed young people with employability skills and training for careers in building and construction. It will provide 13-weeks of generic employability training and practical work experience with contractors operating within a number of NYCC's construction/building projects. The programme moves unemployed young people to accredited training, and where possible to paid employment, starting in January with 25 places.

**Equality Act**

The Equality Act 2010 came into force on 1 October, although many provisions remain to be clarified and implemented. This new legislation aims to streamline and simplify the protection for different communities into a single Act. It affects the Council as an employer and a service provider - and as a local authority, the bar is set higher for us than it is for private enterprise. Information for staff and Members is regularly updated on the intranet to ensure all are aware of what the Council expects of them and I encourage Members to keep themselves informed of the latest developments.

## **Providing more information to the public**

Following the Government announcement earlier in the year that local authorities, as well as other public bodies will be required to be more open and transparent on a range of issues, more information has been provided on the format and content. The Government's intention is, by making this information available, in some cases in a common searchable format, that the public at large will be able to scrutinise these matters and act as "armchair auditors", gaining information about this authority and an ability to compare information across authorities nationally.

Most coverage has been given to the need to publish details of all expenditure items over £500. This must be available no later than January 2011, and work is nearing completion on putting the systems in place that will allow us to meet this deadline. The information will be published and accessible through a webpage on the County Council's internet site under a banner of Open Data.

As well as the spend data, information will be provided through these pages on contract information, information on senior staff salaries and the roles and responsibilities of the Management Board. In addition, the webpage will provide access to other information on our accounts, overall staffing numbers, links to current vacancies and wider information on service responsibilities.

Further details will be provided to Members through the Members News as this webpage is developed.

**1 December 2010**