



Agenda item:

[No.]

General Purposes Committee

On 18th April 2011

Report Title. Proposed staff changes and reductions in Libraries, Archives & Museum Services

Report of **Mun Thong Phung, Director: Adults, Culture & Community Services**

Signed : *UJA Redfern*

Contact Officer: **Diana Edmonds: 020 8489 2759 / 2760**

Wards(s) affected: **All**

Report for: **Key /Non-Key Decision**

1. Purpose of the report

- 1.1. To seek approval for the proposed staff changes in Libraries, Archives and Museum Services in order to meet council approved budget reductions and the loss of ABG funding from 2011/12.
- 1.2. To seek approval for the proposed revised weekend opening hours in the library service and the public archives search room at Bruce Castle Museum and the Museum on Public Holidays.

2. State link(s) with Council Plan Priorities and actions and /or other Strategies:

2.1. Council Plan Priorities:

- Encouraging lifetime well-being at home, work, play and learning;
- Promoting Independent living while supporting adults and children in need; and
- Delivering excellent customer focused cost effective services.
- Developing libraries as Community Hubs

2.2. Community Strategy which states that Haringey should be “a place for diverse communities that people are proud to belong to” with an aim “to improve the quality of life for everyone”.

3. Recommendations

- 3.1. The committee approves the revised post changes and deletions detailed in Appendices A and B, taking into account the outcome of the consultation outlined in Appendix C and paying due regard to the authority’s public sector equalities duties.
- 3.2. The committee approves the revised Sunday opening offer of the Library Service, the revised Saturday opening hours of the Public Archives Search Room and the cessation on Museum opening on public holidays. outlined in Appendix A, paying due regard to the authority’s public sector equalities duties
- 3.3 The committee notes that the revised structure will be implemented from 1 May 2011.
- 3.3. The committee notes the level of savings to be achieved from the review in 2011/12 outlined in paragraph 11.

4. Reason for recommendation(s)

- 4.1. The budget challenges faced by the Council over the next three years, as a result of substantial Government cuts to local authority funding and the in-service loss of the Area Based Grant have required Libraries, Archives and Museum services to identify £749,000 of savings for 2011/12, of which £633,000 are staff related. Although some vacant posts will be deleted and voluntary redundancy to achieve these savings has already been agreed in a number of cases, £381,200 of savings are still required and the proposals in Appendix A set out the changes needed to achieve this amount.
- 4.2 The reduction in staff numbers across the service has required some revision of service opening hours in order to deliver services within the resources available.

5. Other options considered

- 5.1. Options for whole library closures have been considered, but it has been recognised that in Haringey, our cultural services are both high performing and popular with the public. Our libraries are used by almost 60% of residents, the highest level of use in any London Borough; within Haringey, they are the third most-used Council service, and were voted “good” or “excellent” by 63% of our residents. The Library and Archives Service is statutory in nature and so the Council is required to fund, facilitate or deliver it directly.
- 5.2. The retention of all Haringey’s libraries has been agreed by Council with the intention of integrating and developing services so that library buildings function

as community hubs within the areas in which they are located.

6. Summary

- 6.1. The proposed changes will support the continued delivery of library, archive and museum services from all current sites, in part through the maximisation of RFID/self service technology, but will require a reduction in Sunday opening hours in the library service and a reduction in the public archives search room opening hours on Saturdays.
- 6.2. The aim of the changes is to help achieve the council's budget reduction targets and deliver library services within the available budget.
- 6.3. Outlined in Appendix B is a detailed list of the post changes and deletions.
- 6.4. Outlined in Appendices D and E are the current structure charts and proposed structure charts for the service.

7. Chief Financial Officer Comments

- 7.1. The restructure described above will allow this Business Unit to achieve the budget reductions outlined at Cabinet on 8th February 2011.
- 7.2. It is likely that the savings will not be achieved in full during 2011/12. The Service must find alternative savings in order to meet the total budget reduction.

8. Head of Legal Services Comments

- 8.1. In reaching its decision on Recommendations 3.1 and 3.2 the Committee should take into account the outcome of consultation set out at Appendix C and have due regard to the authority's public sector equality duties, taking into account the attached equalities impact assessments at Appendices F and G. The position of any employee whose post is affected as a result of the implementation of these proposals should be considered under the terms of the Council's policies and procedures regarding redeployment and redundancy.

9. Equalities & Community Cohesion Comments

- 9.1. Equalities Impact Assessment for staff changes has been completed to stage 4. Summary of Assessment will be completed following implementation.
- 9.2. The impact of the proposed changes to service delivery was analysed against six major equalities strands. No groups could be identified as likely to experience disproportionate problems with access to libraries, stock or archive services.

10. Consultation

- 10.1. The proposals have been the subject of consultation and discussion with

affected staff in the services and the unions since the beginning of February 2011. A period of formal consultation was undertaken with staff and their representatives between 1 March and 31st March 2011.

- 10.2. Appendix C outlines UNISON comments on the proposed staff changes which helped to pull together comments made by individual staff during the consultation process. The Assistant Director's response has been incorporated within this document against each section of comment.

11. Service Financial Comments

- 11.1. A total of £749,000 of savings have been identified for 2011/12 of which £633,000 are staff related. This will achieve the required £584,000 saving for the council and will offset the loss of ABG funding in libraries (£150,000 of which funded front line posts).
- 11.2. The deletion of vacant posts and voluntary redundancies agreed as part of the council wide process have saved £251,800. The remaining £381,200 will be achieved through the implementation of the staff changes proposed in this report.
- 11.2. The reduction in Sunday opening from four libraries to one, the change to opening the public archives search room on alternate rather than every Saturday afternoon and the closure of the Museum on public holidays, will enable the library, museum and archives services to be delivered within its available staff and budgetary resources.

12. Use of appendices

- 12.1. Appendix A – Proposed establishment and service changes
- 12.2. Appendix B – Proposed post deletions and amendments
- 12.3. Appendix C – CLL UNISON comments and Management response April 11
- 12.4. Appendix D – Structure charts Aug 10
- 12.5. Appendix E - Revised structure charts April 11
- 12.6. Appendix F - Equalities Impact Assessment of the Library, Archives & Museum establishment changes
- 12.7. Appendix G - Equalities Impact Assessment of the Library, Archives & Museum Service changes

13. Local Government (Access to Information) Act 1985

n/a