



## Belfast City Council

<b>Report to:</b>	Strategic Policy and Resources Committee
<b>Subject:</b>	<b>Value for Money Review of Security</b>
<b>Date:</b>	21 March 2014
<b>Reporting Officer:</b>	Ronan Cregan, Director of Finance and Resources Gerry Millar, Director of Property and Projects
<b>Contact Officer:</b>	George Wright, Head of Facilities Management Mark McBride, Head of Finance and Performance Charlie Thompson, Principal Consultant, Efficiency Unit

<b>1</b>	<b>Relevant Background Information</b>
1.1	Members will be aware that previously SP&R agreed that a VFM review of the security function would be undertaken led by the Council's central Efficiency Unit. Following completion of the review a report was presented to SP&R committee on 24 January 2014 which identified a potential operating model/ structure that would realise at least £300,000 of efficiency savings.
1.2	Committee on 24 January 2014 authorised officers to continue with the development and implementation of a revised model/ structure for the Council's security function. It was agreed that an update report would be brought to Committee prior to the commencement of the new financial year to keep members informed of the progress in relation to this review.
<b>2</b>	<b>Key Issues</b>
2.1	The officer working group tasked with developing a new operating model for the security function has ensured ongoing engagement with trade unions in accordance with agreed Council policies and procedures.
2.2	Following committee approval to develop and implement a new structure, officers have held ongoing consultative meetings with trade union representatives. This approach has helped to facilitate the implementation process and all represented trade unions for the security function have now confirmed that they are content with the arrangements proposed to implement the new structure as previously reported to SP&R Committee on 24th January 2014.
2.3	This consultative approach has ensured that the target of £300,000 of efficiency savings has been achieved. This amount has been removed from the 2014/15 budgets which ensures that we meet our £2m target for 2014/15. The agreed structure and operating model developed also ensures that all requests for voluntary redundancy can be accommodated. Please refer to the attached extract from the 24 January 2014 SP&R report for specific details of the structure (Appendix 1).

2.4	To ensure full adherence with the Council's HR policies and procedures it is expected that the proposed structure will be in place by June 2014, however every effort is being made to ensure the implementation is undertaken as efficiently as possible.
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<b>3</b>	<b>Resource Implications</b>
3.1	£300,000 has now been removed from relevant budgets.
3.2	The review will facilitate a reduction of 11 staff on a voluntary basis.

<b>4</b>	<b>Equality and Good Relations Implications</b>
4.1	There are no equality or good relations implications associated with this report.
<b>5</b>	<b>Recommendations</b>
5.1	The Committee is requested to note the progress made in regard to the implementation of the VFM review of Security as set out above.

<b>6</b>	<b>Decision Tracking</b>

<b>7.</b>	<b>Key to abbreviations</b>

<b>8.</b>	<b>Documents Attached</b>
	Appendix 1: Appendix 2 and 3 from the SP&R VFM Review of Security and Review of Civic HQ: Progress Update report, 24 January 2014