Proposal	How to achieve this	Comments/Achievable Saving if implemented
(1) Review of Management Structure of Council	Chief Executive take on responsibility for areas such as – HR; Legal; IT Health and Social Care – concentrate solely on these areas with Customer and Housing Services being transferred to Resources (Customer Services to merge with Finance and Integrated Service Support; Housing Services to merge with Property and Facilities Management) Education, Communities and Economy – concentrate solely on Education with Communities and Economy being transferred to Resources	This proposal would reduce the number of Heads of Service by 2 posts and a further third and fourth tier management review should also provide additional savings
(2) Property and Facilities Management	Carry out an analysis of what is the best and most cost effective manner of providing this area whether "in-house" or whether outsourcing the direct labour organisation to local trade firms is more cost effective. This to include the current "in-house" catering services as national catering providers may be interested in securing the contract for areas such as school meals. (Page 112 of 218 makes provision for the sharing of the management of catering services with another Council but this does not go far enough). By outsourcing what is not a core service this may lead to a reduction in management costs. As part of the analysis, consider how much is currently apportioned for management costs per service provided. Page 109 of 218 suggests the creation of an ALEO (Arms Length External Organisation) if this was an option it should have been investigated and implemented some time ago	
(3) Property and Facilities Management	At presentation to newly Elected Councillors, the Head of Service listed 10 third tier posts, some appeared to have no responsibility for staff.	A review of this Service in conjunction with the proposals contained in (1) above to ascertain why 10 third tier posts are necessary
(4) Transformation Programme	The Integrated Service Support Project – to include all support services including staff who work directly for Councillors. With the Council looking at making such drastic reductions in the number of	

	support staff, Councillors cannot allow further reviews to not include staff who support them particularly since support posts in Integrated Service Support provide support to front line services such as Health and Social Care	
(5) Shared Services	Approach other "Lothian" Councils or other providers with a view to considering options such as sharing – Legal, HR, Payroll, Creditors, Contact Centre. There must be savings which can be made by merging these services even if the savings are in relation to office accommodation and lower charges levied in respect of the IT packages used by staff working in these areas	
(6) Office Accommodation	Radical review of absolute minimum office desks with a view to reducing the number of maintained buildings. With shared services and changes to work practices by staff working from home this should free up space. Consider how many staff travel, say more than, 15 miles each way to work each day – each trip they make they are at risk, Council would get more from them if they are less tired by not travelling each day, more hot desking opportunities, resource saving to the Council by the employee using their own accommodation, heating and lighting and resource saving to the employee who is not paying so much for travel	
(7) Leisure Services	Review the actual number of facilities and viability of continuing to operate all of them in the current financial climate. Engage communities in terms of what they want in their leisure facilities with a view to having fewer buildings but having facilities which are of greater interest and use to communities. Page 126 of 218 suggests transferring the running of small leisure centres to community partnerships to operate as unmanned "pure gym" style facilities	
(8) Section 75 Agreements	Increase the charges levied for Section 75 Agreements to ensure that fees levied to developers pay for more of the initial services the Council requires to provide to new developments, a proportion of the raise to go to Community Councils and other third sector organisations. This could cover areas where the Council is cutting services such as flower beds, Christmas lights etc	
(9) Attending a school outwith Midlothian	Whilst continuing to accept that parents have a choice as to which school to send their child to including a child being educated in a school where Gaelic is taught, Midlothian does not have any such	

	schools. Full costs of this should be borne by parents and not the Council	
(10) Reserves	Further investigations into the ability of the Council to spread the burden of transformation between reserves	

Savings Proposals Summary circulated to Elected Members   **Comments/achievable saving if implemented**

(1) Senior Management Team (Page 45 of 218)		Saving shown in summary is not for 2018/19
(2) Communities and Economy (Page 45 of 218) (also see Page 50)	Transfer of Welfare Rights function to CAB	Has discussion taken place to-date to allow an estimated saving of 0.143m to be listed?
	Reduction in large and small grants – need a breakdown of proposal to save 0.600m (Note: this is not in 2018/19). Presumably some of these organisations provide services instead of the Council. If they are no longer able to function without grant money, the work they do will still have to be done presumably by the Council leading to an increase in expenditure in the future.	Note: Page 53 states a review of grants will lead to an increase in the team of staff overseeing this in the future – this is an increase in costs when the proposal is to reduce the actual amount of money paid out in large and small grants!
	Consider reduction in the number of Licensing Standards Officers from 2 to one post in line with other local authorities which cover a relatively small geographical area	
(3) Education (Page 45 of 218)	Reduction in learning assistant posts	what is the impact on the children who receive this support?
	Charging for instrumental tuition	is there not a charge associated with the cost of recovering these fees. All fees should be paid "up front" thereby reducing recovery costs
(4) Resources (Page 46)	Extend bin collection frequency – include food waste in this by extending to fortnightly in line with what other Councils area already doing ie West Lothian Council already does this. Brown bin could be 4 weekly	Charge for garden waste collection – how realistic is this given the already consideration issue of dumping of large household items on wasteland and parks

	Page 47 and Page 107– Remove all Car Allowances regardless of the category and removal of the car leasing scheme – will result in savings and also resource saving in terms of staff time to management this	
	Page 48 – From a total proposal of a reduction of 242 posts, this Directorate appears to be losing 167	How can services still be provided and what impact on the services will this have?
	Page 97 – Decriminalised Parking and increasing charges for car parks – What provision has been made for the introduction of decriminalised parking and what pressure will this put on resources for a service which is not a core local authority function. It is accepted this is not being introduced to generate income but this also cannot be introduced and consume resources which are already stretched and may be further as a result in the reduction in posts within this directorate.	Increasing car parking charges – will this not lead to increase in costs of processing payments and taking recovery action?
	Page 100 – Stop the Taxi Card Scheme	Has consideration been given to whether persons currently eligible for this scheme receive DLA which includes an element for travel?
	Page 102 – Sales Force Spend to Generate	What is the impact on current service delivery?
	Page 109 – Creation of an ALEO – Council should have considered this some time ago when other local authorities moved to this way of providing Services. Council should be looking at the most cost effective way of providing services which are non-core and this is unlikely to be the most cost effective	
	Page 128 – Life Guard Cover	if the cover can be reduced, why is the current level of cover in place given that risk assessments have been carried out which confirm a lower level of cover is acceptable?
	Page 131 of 218 – Transfer of halls to community groups	Not viable if the Council has to continue to provide legal, technical and financial support to the community enterprises – Council does not have the in-house resources to continue to provide this