

Appendix A - Details of individual proposals as placed on www.thurrock.gov.uk/talk

Title	Proposal	Implementation
<u>1</u> Finance and Corporate Governance restructuring	Short to medium term restructuring programme.	As a support service we do not have any service levels that we can vary except through staffing levels. Once targets have been set we shall set out a phased reduction in the staffing levels to achieve the required savings
<u>2</u> Identifying Carers' Centre saving options	Review the Carers' Centre to identify savings options which could include - closing the service; retaining the existing service or externalising to a third sector/private/not-for-profit provider.	The review will examine several proposals; these are likely to include various externalising models – getting someone else to supply the service on the council's behalf. It is important to note that a significant change of this nature requires at least three months consultation before any final decision is agreed. This is in addition to any consultation required as part of the implementation process. This means 1 April 2011 is the earliest the resource would be able to close or transfer to another provider. The number of staff at risk of redundancy: 6-8
<u>3</u> Review how the Fair Access to Care Services (FACS) criteria is applied	This will also look at the possibility of moving to critical-only criteria. The review will also look at ways in which we can make sure we are not encouraging dependency e.g. issues such as double-handed hours (where two staff are needed for support) are determined, how medication prompts are agreed and how 'care hours' should be allocated	It should be noted that out of the Adult Social Care budget over two thirds is in external placement costs (ie. care to clients) and not in direct Council provision or direct Council staff costs. Therefore the way to make major savings is to tighten the eligibility criteria and restrict the numbers who get care directly funded from the council in the future. If Thurrock moves to only funding critical service users it will be a significant restriction on existing services. It will mean people with very high needs no longer getting a service – the key issue that needs to be addressed during any consultation exercise will be whether this is going to lead to higher care costs in the future as people's dependency increases and they become critical more quickly. It is important to note that a significant change of this nature requires at least three months consultation before any final decision is agreed. This is in addition to any consultation required as part of the implementation process.

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<u>4</u> Review of all long-term placements and decisions requiring residential and nursing care	Potentially tightening the eligibility criteria and restricting the numbers who get care directly funded from the council in the future	It should be noted that out of the Adult Social Care budget over two thirds is in external placement costs (ie. care to clients) and not in direct Council provision or direct Council staff costs. Therefore the way to make major savings is to tighten the eligibility criteria and restrict the numbers who get care directly funded from the council in the future. This will be a major change for people who may have been in existing places for some years and is likely to be opposed if significant numbers of people are moved or the council ceases to fund existing care packages. The council would, of course, look to minimise any disruption; seek cheaper alternatives; provide support to carers where this keeps someone out of residential care, but in the long term, if savings of this scale need to be found, they can only be delivered by restricting care. Vulnerable adults would be likely to get less service. No posts or redundancy costs.
<u>5</u> Review potential to outsource Learning Disabled services which are currently in-house	Outsourcing of in-house Learning Disabled services. Review of in-house provider services and exploring the viability of outsourcing to an appropriate external provider such as a social enterprise.	A Task and Finish group has been re-established and is expected to report to cabinet in October/November with options to go live in April 2011. If feasible some posts could be seconded or TUPE to social enterprise. It is likely that some posts will be lost.
<u>6</u> Develop Community rehabilitation service with the Primary Care Trust (PCT)	Development of Community rehabilitation service jointly with the PCT. Establish the Intermediate Care Service as a matter of urgency.	Appointment of the Team Manager required. This will ensure all service users have a full re-ablement package before they go in to long-term care. Removal of further vacant posts in the Crisis Support and Intervention Team (in addition to the four taken in the 2010/11 savings proposals). This may impact upon the viability of an Intermediate Care Service.
<u>7</u> Sale of council land	Sell the Dilkeswood Community Centre site	The community centre is closed and no longer used. The decision to sell the land will require member sign-off. The decision will require no posts to be deleted or redundancy costs.

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<p><u>8</u> Community Well-Being staffing review</p>	<p>Community Well Being (adult social care, housing, libraries and cultural services) conduct a staffing and efficiency review - particularly of management and support posts.</p>	<p>The review may recommend a reduction in the number of managers or support posts across this directorate. The number will not be known until the review is complete. This will require consultation with staff. Cuts in management positions could have a negative effect on the well-being of staff. There is the potential for this to impact on: the retention of staff, decrease in staff morale, increased sickness, damage to quality of service and insufficiently skilled staff</p>
<p><u>9</u> Identify potential efficiencies at Collins House</p>	<p>Review Collins House residential home to consider - externalisation (out-sourcing - getting someone else to supply the service on the council's behalf); maintaining as an in-house resource or closure.</p>	<p>If this service is closed it will be a major loss. Externalising will retain the service and may generate savings in future years. If the service is outsourced, it is likely there will be TUPE costs for some years. If it is closed, redundancy costs would have to be taken into account. It is important to note that a significant change of this nature requires at least three months consultation before any final decision is agreed. This is in addition to any consultation required as part of the implementation process. Existing care costs - which make up over 80% of the costs will still be required even if Collins House is closed. People will have to be placed elsewhere. Will not be cash releasing for at least two years.</p>
<p><u>10</u> Identify potential efficiencies at Hathaway Road respite unit</p>	<p>Review activity at Hathaway Road respite unit - this will include closure, externalisation (outsourcing - getting someone else to supply the service on the council's behalf) or maintaining as a separate Thurrock Council resource.</p>	<p>This is Thurrock Council's only in-house respite unit for people with learning / physical disabilities. If closure is the preferred option it will mean a significant service reduction and take at least six months to progress. It is important to note that a significant change of this nature requires at least three months consultation before any final decision is agreed. This is in addition to any consultation required as part of the implementation process.</p>

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11 Implement tighter procurement criteria for Social Care service provision contracts.	Review all Service Provision (SP) social care contracts likely to be tendered over the next 12 months.	Tendering contracts to be assessed against tighter criteria which will include focus on - statutory requirement; whether things can be done differently and whether it will save us money. The following service contracts are due for renewal over the next 12 months. They are vital for the council's prevention strategy. We are looking for a minimum of 10% and up to 25% reduction in the contract price. SP - Domestic Violence; SP - Generic floating support (a floating service is one which goes into the service users home to provide support) SP - Young people floating support; Meals on wheels Domiciliary care; All 3rd sector grants. There will be no redundancy costs.
12 Review of Adult Social Care assessment and care management processes.	Review how efficient our existing assessment and care management processes are. Identify areas which could be made more efficient.	Possible redundancies depending upon outcome of reviewed processes - this project may not produce major efficiencies and could be time-consuming. It is important to note that a significant change of this nature requires at least three months consultation before any final decision is agreed. This is in addition to any consultation required as part of the implementation process.
13 Review of adult social care charging policies	Review of social care charging policies. This will compare what Thurrock currently charges, against other local authorities' social care charges.	Following the review, a report will be presented to members with options regarding future payment policies. All Adult Social Care services are potentially chargeable and means tested to ensure no unfair burden is placed upon people. We currently secure about £1.5 million through non-residential charges.

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<p>15 Review of library services and workforce remodelling.</p>	<p>Review of library services including workforce remodelling. The review will see a significant reduction in management and staff costs. It will also see the deletion of one "central" post based at Grays. Other savings will be made by one or more of the following: reduce opening hours</p>	<p>reduce the book fund and the closure of one or more libraries. Specifically, the full year effect of any savings arising from changes to Chafford Hundred library's opening hours in 2010/2011 will contribute to these savings."</p>
<p>16 Removal of one senior manager in Community Well-Being Directorate</p>	<p>Deletion of one Head of Service post in Community Well Being directorate (adult social care, housing, libraries and cultural services)</p>	<p>One permanent post will be reduced upon retirement of existing Head of Service. Alternative management arrangements will need to be put into place</p>
<p>17 Stop spending against the Cohesion Grant</p>	<p>Reclaim remainder of Cohesion Grant</p>	<p>No budget available to continue 2010/11 work plan or to implement new projects. One post will be at risk.</p>
<p>18 Reduce financial support available to the voluntary sector</p>	<p>Reduction of grants to the voluntary sector</p>	<p>Thurrock Council will make less grants available to the voluntary sector which could have an adverse affect on any two (or more) of Thurrock's 14 voluntary sector organisations.</p>

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<u>19</u> Reduce financial support available to Impulse Leisure	Reduction of grant to Impulse Leisure	Even a 10% reduction would have a very significant adverse affect on service provision. The closure of a Leisure Centre might be an outcome of a significant reduction
<u>20</u> Staff reduction in the Sports and Leisure team.	Delete Sports Development Officer Post	This reduces the Sports and Leisure team from three to two. The sports development function - which organises community events such as fun runs, club education sessions: promoting healthy lifestyles and supporting the Thurrock School Sports Partnership - will cease.
<u>21</u> Staff reduction in the Museum/Heritage team	Delete heritage assistant post	This represents deleting half the museum/heritage team. This cut could mean there will be up to 50% fewer school visits, events, talks to community groups and outreach work etc
<u>22</u> Mainstream Council's Corporate Diversity requirement	A review of the Corporate Diversity requirement will seek, over time, to mainstream the council's statutory obligations regarding equalities and diversity	Between one and two permanent posts will be at risk.
<u>23</u> Identify potential savings in Homelessness service	Review of the Homelessness Service to reduce duplication and take account of changing national policy issues	Restructuring of service to reflect new demands of national policy initiatives including impact of revised Housing Benefit rules. Potential rationalising of service offer and overall staffing requirements.
<u>24</u> Identify potential savings in housing strategy	Review of Housing Strategy and Enabling capacity to explore options and future requirements - offer and needs.	Review current staffing compliment and capacity to deliver service functions.
<u>25</u> Identify potential savings in Grounds Maintenance service	Review Grounds Maintenance Services: including Street Cleansing by market-testing exercise	The review could potentially: Lead to a reduction of, or closure to, Grounds Maintenance cleansing services Improve service delivery to council housing estates Make savings to the Housing Revenue Account Have wider council implications such as TUPE costs
<u>26</u> Identify potential savings in Sheltered Housing	Review of the Sheltered Housing needs	The review could potentially: Reduce the number of sheltered schemes within council ownership Lead to staff reductions Provide different service offer options for clients and change of use initiatives around some schemes. Improve focused sheltered housing services
<u>27</u> Identify potential savings in Tenant Participation	Review Tenant Participation services to reflect regulatory needs and improve use of resources	Potential restructuring of service to reflect interaction with community development function and test service against outsourcing option. Potential staffing issues including potential TUPE if outsourced.

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28 Identify potential savings in lettings policy and processes	Review lettings policy and administration of waiting list functions and services	Improved lettings policy applied to applicants for housing and those seeking transfer and mutual exchanges. Improved usage of CBL (ACRONYM) and I/T potential review of administration costs and associate staffing support. Consider implications on service re national policy influences
31 Restrict home to school and home to college eligibility criteria	Changes to Home to School and Home to College transport policy restricting access for pre- and post-16 year old pupils/students	This will reduce the number of pupils eligible for subsidised transport to their school or college. A reduction at post-16 year old pupils may have an impact on those who remain in education, employment and training and risks how well we raise aspirations across Thurrock. Possible impact on aims around raising aspirations by encouraging more students to access 6th form
32 Reduction in Asset Management responsibilities on behalf of schools	Reduction in Asset Management responsibilities on behalf of schools	Responsibility for low-priority level issues will be passed back to the schools. Examples include asset management planned visits, asset management oversight of responses to minor works issues and reactive response. May be some knock on impact on council level accountabilities for asset condition and health and safety requirements in schools One Permanent post will be at risk
33 Streamline school admissions process	Re-structuring of resources available for end of year and in year admissions with priority for significantly increasing use of on-line applications	Increasing the number of online applications and streamlining process for applying for places in Thurrock schools. This will include reducing the need for producing expensive admissions booklets in the future. There are possible impacts on: Performance and timeliness of processing applications Performance if there is a reduced capacity available to support the council input to the admissions appeals process Two Permanent Posts will be at risk.
34 Support for Children in Care and their families	Oaktree - a review will ensure critical services are delivered more effectively	Six Permanent Posts are at risk
35 Review eligibility criteria for Thurrock Access to Resource Panel	Thurrock Access To Resource Panel (TARP) will be restricted on the provision of funding for services to those children with most needs or at most risk. This will be mitigated through other targeted services	Support will be reserved for children and young people meeting criteria around higher level of need
36 Align services to better meet the need in the community	Local Delivery Restructuring	The proposal is to make the management of locally delivered services more sensitive to local needs. Ten permanent staff at risk

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<u>37</u> Re-commissioning services within Adult Education	Re-commissioning services within Adult Education	Re-commissioning should deliver increased value for money and better response to community learning needs
<u>38</u> Identify potential savings at Children's Centres	Review service provision through Children's Centres	Savings are being examined against potential outsourcing of services. Six Permanent Posts are at risk.
<u>39</u> Restructuring Thurrock Youth and Connexions Information Advice and Guidance service	Review of the Information Advice and Guidance service	Re-organisation will mean reduced level of service. The council will look at reshaping the deployment of personal advisers. A review of support functions will allow the service to continue Ten permanent staff at risk
<u>40</u> Revise charges for children and youth service provision	To review charging policy against service available	Possible impact on access to particular services in light of increase but should be minimal
<u>41</u> Reduce consultancy levels within Children, Education and Families Directorate	To review posts currently held by consultants	Decisions will be made about potentially removing positions after a thorough review of current posts.
<u>42</u> Tighter control on staff training opportunities	Tighter control on staff training opportunities	Possible impact on staff morale and on recruitment and retention
<u>43</u> Restructuring School Improvement services to focus on statutory service requirements	Restructuring School Improvement services to focus on statutory service requirements	In light of the changes introduced by the new Government and the likely increase in the number of academies locally, these changes should allow the local authority to continue to fulfil its statutory responsibilities to monitor and evaluate the quality of learning in Thurrock. Six permanent posts at risk
<u>44</u> Restructuring 14-19 Development services	Re-structuring 14-19 Development to focus on statutory service requirements	As the new Government has changed the emphasis of 14-19 development and other linked services, levels of activity can be reduced. 11 permanent posts at risk
<u>45</u> Reviewing management responsibilities in conjunction with service restructures	Rebasing management costs for supporting functions	Revising management responsibilities to take account of reductions in breadth and scope of service delivery Up to three permanent posts at risk
<u>46</u> Sharing officer resource between the Children's Trust Board and Local Safeguarding Children's Board	Restructure Programme Board support mechanisms	Restructuring of management and administration costs between the Local Safeguarding Children's Board (LSCB) and the Children's Trust Programme Boards to provide an integrated support function. One permanent post being deleted.
<u>47</u> Reviewing use of Children, Education and Families' satellite officer bases	Rationalising assets which house central staff and service provision.	We will look at improving how we use our external sites (such as the Culver Centre and Crown House).
<u>48</u> Reduce supported bus service	Reduce supported bus services	Impact on more vulnerable residents One permanent post at risk
<u>49</u> Review advertising potential on fleet and highway services	Income from advertising on fleet and highway	Need to ensure there is no adverse impact on the visual amenities of the borough
<u>50</u> Invest less in Local Transport Plan	Local Transport Plan policy changes resulting in a 10% reduction	Lower level of future repair and maintenance of highways

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<u>51</u> Reduce the number of PCSOs	Cease match funding Essex Police in the funding of Police Community Safety Officers (PCSOs)	Reduction in number of PCSOs deployed in Thurrock
<u>52</u> Reduce financial support for Local Development Framework and regeneration service	Reduction in Local Development Framework (LDF) and regeneration service	Risk to delivery of regeneration projects and slow down in production of LDF documents Three permanent posts at risk
<u>53</u> Reduce financial support available for the Royal Opera House	Royal Opera House (ROH) non contribution	Potential impact on the day to day running of the project and reputational damage with the ROH
<u>54</u> Return of planning powers to the council	Return of planning powers	Estimated net gain in fee income when planning powers return from the Thurrock Thames Gateway Development Corporation (TTGDC)
<u>55</u> Review frequency of waste collection	Change in waste collection frequencies	Reputational damage. However there could be an increase in recycling. Contamination may increase. 20 permanent posts at risk
<u>56</u> Charging for replacement bins	Charging for replacement bins	The council could introduce charges to replace lost or damaged bins. There is a risk of a reputational damage and increased contamination in other bins
<u>57</u> Spend less cleaning the streets	Reduce cleansing by 10% per annum	Street cleanliness could decrease significantly because there would be less staff responsible for cleaning them. Reputational damage. 15 permanent posts
<u>58</u> Spend less cutting the grass	Reduce grass cutting by 10% per annum	A reduction in the number of staff responsible for cutting grass will reduce the frequency that the borough's open spaces can be cut. Resident dissatisfaction with the look of open spaces. Reputational damage. 10 permanent posts at risk
<u>59</u> Allow staff to buy extra holiday time	Staff buying extra leave	The council would be able to sell additional days holiday to employees. Although criteria around the purchase will be adopted the decision could have an impact on service delivery
<u>60</u> Reduce employees working hours	Reduce working week by one hour per week per year.	This would require a change in human resources policy and extensive staff consultation. This would impact on services.

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61 Identify potential savings across Change and Improvement directorate	A review of the Change and Improvement directorate to identify savings options within the directorate and across the council.	Change and Improvement directorate provides business support functions to services across the council - these include the management of the Vertex contract, performance management, internal and external communications team and an efficiency team. 2011/12 savings will come from a combination of restructuring within the service; the potential to reduce council-wide duplication by centralising and rationalising some cross-council functions and to make more effective use of cross-council budgets. There may also be some 'spend to save' opportunities with in-year benefits. The scale of impact, including potential redundancies, will depend on the outcome of the review.
64 Cut Cllrs Allowances	Cut the cllrs allowances and the cabinet/mayor and chair of group money by at least 15% with that money put it into front line services!	make savings by reducing cllr expenditure
65 Review the Strategic Partnership contract with a view to its reduction or elimination	The Council is administratively top heavy and this does not allow sufficient responsiveness to fast changing situations because of the additional processes that have to be gone through Review all the functions of Vertex and rationalise them Take back into direct control or externalise some of the functions demonstrably less well managed by Vertex and only allow them to keep and develop what works well for the Council This would return more direct control to Council staff and drive up quality	Vertex will stop costing the Council more year on year and start making efficiency savings that equal or exceed those being made by retained staff departments Will save on no uplift in contract monies and through reducing the contract scope
66 Radical Budget	Re-base the budget around statutory services and ensure they are well funded and run. Any difference that is left over between the statutory budget and the total budget can then be prioritised by Members over the 'extra services' that the Council can provide there is no community budget gone there is no leisure the centre are not being funded there is no culture Libraries; CUTS when they said save them Sports and leisure; Cuts when they say children should go for free Culture; What culture Community cohesion; Cut the budgets yet fought for them months ago! Diversity; What! you must be joking Voluntary sector GONE want it all for free - no services and no free advice under this council! community forums. GONE no more funding	Current budget £120 million less savings of £15 million leaves £105 million. If statutory services come to say £80 million this leaves £25 million for the icing on the cake services
68 Reduce the number of cabinet members in line with service cuts	there is no community budget gone there is no leisure the centre are not being funded there is no culture Libraries; CUTS when they said save them Sports and leisure; Cuts when they say children should go for free Culture; What culture Community cohesion; Cut the budgets yet fought for them months ago! Diversity; What! you must be joking Voluntary sector GONE want it all for free - no services and no free advice under this council! community forums. GONE no more funding	The Council will save money per cabinet position removed

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69 Review and reduce high salaried positions	Review the payroll and define all people with salaries and/or 'consultants' costs which exceed £100,000 per annum, on an annualised basis if part time, with a view to cost reduction. The objective being to reduce the highest earnings to that level. Any remaining above must be clearly proven cost effective and essential. If this is not possible the position should be made redundant and the tasks and responsibilities redefined to others able and willing to perform more effectively.	Substantial savings should follow together with better succession planning and more transparent local government
70 Review the use of private consultants being contracted to write TBC policies and strategies	Local voluntary sector agencies who specialise in providing a variety of support and information services to the residents of Thurrock are about to have services severely cut. Contracting those Voluntary sector agencies to perform consultancy services in relation to TBC policy and strategy review could help to absorb cuts and allow those much needed services to continue providing local independent services to local residents. The consultancy is currently carried out by private companies which are often much more expensive and diverts money away from the local economy. Local voluntary sector agencies have a greater understanding of the local community needs and can assist in ensuring community inclusion when drafting policies and strategies that will have a long lasting effect on Thurrock residents.	It will cost much less to contract local specialist voluntary sector agencies to review policies and strategies. This will boost the revenue of those local voluntary sector agencies which will be cut to almost no services locally in this round of cuts. Local voluntary sector agencies have a greater understanding of the local community needs over and above those of a private business that may have little or no understanding of the community needs and are often not even based locally.
71 Public Protection/Enforcement	Review the number of managers/supervisors/senior officers in this section; There are almost as many managers working as there are foot patrol officers. Section should be out fining people not educating them.	Staff costs as senior posts cut back. Would bring in money as charging people fines
73 Do not post pay slips by first class to staff who work in schools in August	Every August pay slips to staff in schools are sent out by first class mail. I am sure most people know what is in their pay slip every month and have on line banking, so I feel there is no need for this to happen.	If it is a legal requirement that you need to send out pay slips then send them by second class post.
74 less managers	Remove a tier of management; run competitive interviews, to give lower ranks more opportunities to meet new challenges.	Salaries of high flyers will be reduced and give the onus back to those who wish to aspire to a higher level.

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75 Elections once every four years	Instead of the current system of electing a third of councillors each time, we would move to having an election every four years. This should lead to greater political stability and enable councillors to make difficult decisions and not have to be constantly in 'election mode' which militates against long-term planning.	Saving on the cost of elections and increased willingness to take long-term financial decisions and see them through.
76 Better recycling information for householders	The recent recycling leaflet issued to householders states that Tetra Paks can now be recycled; this conflicts with advice on your website. I rang the Council, and was advised that the leaflet is wrong! That was several weeks ago, and I'm still waiting for the mistake to be corrected. The leaflet also specified that carrier bags could not be recycled, which was a change from previously; this change wasn't highlighted as such. No wonder the Council is spending so much on extracting contaminated waste from blue bin collections. My suggestion is that you should issue a new leaflet, with a version date on it, and specify precisely what can and can't be recycled, and what the changes are from the previous version. For example, I'm a conscientious recycler, but am not clear on the following: Which types of plastic can be recycled (specify the number code that can be recycled)? Does mixed waste need separating, e.g. plastic tape removed from card? Can bubble wrap/Jiffy bags go in?	Better information will increase recycling rates, and reduce costs arising from having contaminated waste. If you can't include this level of detail on a leaflet, then at least have it on your website, along with an FAQ section with my types of examples answered, and more FAQs as they are received by the Council. That would also cut down on your call volumes, and save cost, as householders could self-serve via your website.
77 Mayor/Mayoress	Does the Borough of Thurrock really require a Mayor/Mayoress, with their fancy car and driver??	Save money of a car and driver plus no doubt expenses etc
78 Vigorously collect unpaid council tax	THURROCK Council is owed more than £3million in unpaid council tax and business rates, according to a new report. The analysis, by public services union GMB, reveals nearly £2million in council tax and £1.6million in non-domestic rates was not collected during the financial year 2009/10.	The collected council tax can be used to offset planned savings elsewhere.
79 Implement work smart initiatives	Review necessity of council employees physically to be in a council building. Introduce efficient IT infrastructure to support remote working.	Reduced requirement for council office space. Reduced travel expenses. More efficient use of workforce. Bringing Thurrock into the 21st century.

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80 Improve Webmail performance	Improve the performance of the remote mail Webmail service. To have to wait an inordinate amount of time for the server to respond when attached via the UK's fastest available internet speed is at best frustrating, at worst an appalling waste of resource (i.e. employee's time).	Efficient, efficient, efficient. May reduce usage of the \Thurrock Shrug\" and accompanying poor view of the council's reputation within its employee base."
82 Introduce multi-tier PC desktop	Recognise that there are Power Users within the authority for whom a standard desktop PC does not suffice.	Time savings through not having to wait for the PC to process information.
83 Exploit IT experience within workforce	Recognise that you have individuals within the employee base who have more IT and real world experience than the in house ICT team.	Less frustration within the workforce leading to better productivity. Improve relationship between council and Vertex ICT.
84 Basic IT training for all staff (where required) for improve efficiency	Do some basic training on most efficient use of PC, Windows, Office etc. Explain the difference between Windows Explorer and Internet Explorer! Explain what a PC is, what a network is !	People won't be wasting time, for example, entering a web address into a search engine, searching, then visiting the resultant web site. All because they don't understand the difference between a search bar and an address bar ! Reduced requirement to continually reload web pages by efficient usage of opening pages in new windows.
85 Use widescreen monitors	Replace standard screens with widescreen monitors where applicable	Reduced frustration within workforce borne of continual scrolling left and right - especially where it takes time for the screen to refresh! Better for employee's eye health. Improved productivity having multiple concurrent windows displayed to reduce the need continually to switch between windows.
86 Improve network performance	Improve internal and external network performance precluding the need to waste up to 50% of the user's time waiting for a response	A no brainer. Working a 7.5 hour day wherein much is spent waiting for a response results in a 3.75 hour productivity per day. The technology is long since mature - albeit not within Thurrock Council. Invest to save !!!
87 Introduce usage of Virtual Private Networks (VPN) for key applications	Introduce usage of Virtual Private Networks (VPN) for key applications. This will allow access to key systems to remote workers or those whose job role demands they are outside of the Thurrock network.	Reduced frustration. Better quality of system information. Less travelling, therefore less travelling expenditure. More timely updating of system information. Reduction on burden to Thurrock network, thus hopefully improving network performance to those working within the network. Will allow users to work any time of the day.
90 Free Bus Passes to Over 60's	To review the current obligations to see the feasibility of restricting free travel to Essex only destinations or for users to pay half travel fare to destinations outside of Essex.	This I believe have a great saving on this budget. However not having current statistics unable to predict an amount.

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91 Annual Living Allowance increment	For all staff to agree and accept not to take the annual living increment (which might be just 0.5% this year rather than 1% or 2%) so that the Council can use it as part of its savings. It may save some jobs?	Money used elsewhere that are important to the way the Council can provide essential services in Thurrock.
92 Bed and Breakfast Charges	Stop putting families up in B&B that costs £79 per night when you could use the local Premier Inn for £30 per night. Use Premier Inn to temporarily rehouse tenants.	Average costs of B&B is £79 - costs of Premier Inn is £30. You do the sums!!!
93 Tenants and Leaseholders - Self Help	Tenants and owners could self help. For example, with Council staff supervision they could paint and decorate the landing in the flats, care for the gardens around them. Health and safety would be addressed by not using ladders etc.	Savings on maintenance costs. Tenants could be rewarded by having their rent or service charge reduced.
94 Switch off electrical equipment	Switch off all electrical equipment in the evenings and at weekends.	Costs savings in overheads
95 Heating	Sort out the heating in the Civic Offices. What is the point of having the heating on when the weather is fine outside. Why are there heated air vents at the entrance to the civic offices - when the doors are always opening??	Would save on heating costs
96 Grays Beach	Sell off Grays Beach - apart from the summer months the beach is empty, the cafe is expensive (and not that nice or clean).	Would be no need for the cost of running a half empty park
97 Letter headed paper	Instead of ordering pre-printed, colour, letterheaded paper, use the facilities on Word to add the council logo and create a standard black and white template for the whole council.	This would lead to a reduction in cost of stationery across the council and standardise the templates used. Where shared printers are used, it would prevent wasteful printing on letterhead accidentally left loaded in the printer.
99 Combine Essex, Southend and Thurrock library services	To combine Essex, Southend and Thurrock library services and operate as a franchise. The individual libraries can be badged as "Local" either as Thurrock, Essex and Southend, or even more local with Essex Libraries "Badged" as Basildon, Brentwood etc."	The service can save money by buying books together, have one computer system and one fleet of mobile libraries. Staffing options 1. Council staff 2. Core staff from council with volunteers 3 Small local branches run by volunteers with paid support and central services.
100 The use of buses	The use of taxis is, I believe, already being reviewed. To add into the consideration the use of Public Transport (Buses) as a norm, except where risk assessments have proved this is an unacceptable risk or where disabled children are involved. Where taxis are required, they are booked centrally and Petty Cash is not given to service users to pay for taxis.	This will see a reduction in transport expenses

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Title	Proposal	Implementation
101 Encourage managers to ACT UP instead of recruiting consultants	Instead of recruiting Interims for Senior Manager posts the council should use the Managers below to \ACT UP\ in rotation. This would save money and give the Managers valuable insight and experience which will make them better managers in the future."	In house staff development and a reduction in consultancy costs.
102 Default all internal council printers to black	Many government departments have issued an edict to stop using colour printing to aid saving (not to mention the green upside). Email footers saying \save a tree, think before you print\ will now change to \black print good, no print better\ (on the basis that while it's always referred to as printing in \black and white\ the only printing done is in black). Colour printers require four sets of supplies - cyan, yellow, magenta and black - to produce a multicolour document. In view of this, I am sure a great deal of printing done by the Council could switch to the use of just one supply set, i.e. black and thus aid saving."	This will reduce the amount of money spent on print - paper and ink as well as having the added benefit of being environmentally friendly.
103 Sell/auction all Council properties that are not occupied and boarded up.	Sell/auction Council properties that are not occupied and boarded up. This would save on maintenance and renovation and also avoid vandalism of the properties which adds to the cost of maintenance	The council would receive an initial sum for the sale of land. The sale would also remove ongoing maintenance costs.
104 Making better use of Community Payback scheme	Use Community Payback Scheme to cover service cuts. Making use of Community Payback Scheme through Probation service in areas of litter picking and cleaning graffiti. They would not need CRB checks and they are supervised by the probation service. This would see areas being cleared and maintained and at the same time the public would be aware they are actually doing their community service. They have cleared the grounds and painted the insides of several village halls in Thurrock. It was also in the Gazette that they had cleared alleys at the rear of Bedford Road, Grays.	Offenders will be 'paying back' to Thurrock
105 Better stationery management	Sharing stationery, equipment internally (across all council departments) when it is no longer needed by the team which bought it.	The savings would obviously be cutting the purchase of unnecessary stationery. It'd also mean stationery purchased will be used.

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Title	Proposal	Implementation
106 Create an external funding team	I would like to suggest that in the proposed restructure of the Council an External Funding Team was implemented. They could be dedicated to sourcing and applying for funding for all the Directorates working with key staff in these to ensure that revenue and sustainability are key. Funding could be for both Council and Voluntary sector groups and this would also avoid duplication of applications from different Directorates and also lack of communication on bids and also that full protocol was abided by.	The team would be responsible for bringing in external funding which would be used to improve services.
107 Lowering the temperature of the hot water in the Civic Offices.	At present the hot water is so hot in the Civic Offices that you cannot put your hands under it. Apart from being dangerous and wasteful it also means that it is difficult to wash your hands properly	Reduce cost of heating hot water
108 Stop Printing Thurrock magazine	Stop printing Thurrock Magazine	Reduce printing and distribution costs
110 Centralise Information and Communications Technology (ICT) resources	Review directorate staff roles with a significant element of ICT activity with a view to centralising where appropriate	Economies of scale - directorates focus on their core business, reduce single point of failure, maximised use of resources, strategic rather than tactical focus, standard processes, centralised management, reduce duplicated effort, Service Level Agreements.
112 Cut down big time on food for meetings at Civic Offices	Stop buying food for meetings at Civic Offices	You will save thousands
113 Stop use of Council vehicles outside of work time	Stop people taking work vans home. How much extra does that cost?	Save money in fuel
114 Stop free meetings at Thameside and Civic Offices	A charge should be incurred to cover cost of power, light and staff	A charge should be incurred to cover cost of power, light and staff
115 Introduce a pay and display machine at Hawkes Close car park	Charge people for using the car park - staff and residents	Charge people for using the car park - staff and residents
116 Things to do in evenings/weekends for children and teenagers	More accessible youth clubs or clubs. Get volunteers/parents to help run it to keep prices down. Use old walls where children can go to do graffiti art or use a young persons allotment - where goods can be sold or to become self sufficient.	This will save money from people defacing the council property for example basic graffiti or rubbish dumped. Cars being set fire the list is endless. All this would save money in the end
117 Review and reduce Magazine / booklet subscriptions	Review need for magazine subscriptions to go to relevant departments but also cancel unnecessary paid subscriptions	Save unnecessary spending which could be used elsewhere

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Title	Proposal	Implementation
118 Time & Attendance tracking	Something suggested a number of times, implement true time & attendance tracking. Normally Return On Investment is 6-9 months and savings can be significant - typically 5%+ conservatively of wage bill.	Would reduce false time keeping, which defrauds council of working hours, and allows staff to book flexitime they are not entitled to. Reduce management time tracking holidays, sick leave etc. And statistics can be used legally in disciplinary matters, Used to sell the systems and know that it usually makes a big impact. Union issue may need to be overcome.
119 Council land in Springhouse road	There is a small piece land in Springhouse road that the council upkeep, could it be handed over to the community or tarmaced and used for parking	Which would would save money on the up keep of the land.
120 Bus Passes	I have heard that the government want to cut the bus passes for the elderly. Can the residents contribute towards that bus pass	If for example each resident paid a small nominal fee toward the bus pass it would generate some income coming in and then in effect would go a small way to contributing to the budget
121 Review and reduce street lighting	I LIVE ON BRANDON GROVES WHERE EVERY HOUSE HAS EXTERIOR SECURITY LIGHTS, SO DO WE REALLY NEED STREET LIGHTING? APART FROM THE COST THEY ADD TO THE LIGHT POLLUTION IN THE AREA. I ALSO THINK FOR THE SAME REASONS WE DON'T NEED TO HAVE THE A13 SO BRIGHTLY LIT.	SAVINGS MADE THROUGH USING LESS ELECTRICTY AND LESS MAINTANENCE.
122 Political Officers	Scrap the positions of political officers.	Save money by not employing political officers. Instead the politicians can use the free advice and research of their own political parties headquarters and the Labour and Conservative councillor associations which all councillors are members.
123 Outsourcing	There are many disadvantages of outsourcing so at a time like this it will be prudent to REVIEW everything we have been contracting out as these contracts could be very expensive.	Outsourcing may be more expensive - Sometimes it is cheaper to keep a process in-house as compared to outsourcing. Alternatively, we could renegotiate all such contracts which may seem reasonable in difficult financial times like this.
130 Kerb stones	Stop replaceing kerbstones that dont need replacing	It will save money from being wasted unnessary.
131 Run our own employment agency - cut external agency fees	Sometimes the Council needs casual staff to support the many services we deliver, e.g. for holiday periods and other leave and although placements are not permanent, this is an excellent opportunity for local people to gain hands-on skills and experience which can contribute to their longer term employability.	This will cut down hugely on external temp staff costs plus has the benefit of using more local labour (current staff agencies that are used are outside Thurrock). Will also ensure better control of staff and enable multi skilling and reduce time and costs for managing outside agencies.

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Title	Proposal	Implementation
132 Sell all Village Halls	Sell all of the Village Halls. Village halls are currently owned by the Council but run by committees. This means that the Council is still having to pay out a lot of money for repairs etc. There is also a Council run hall that could be sold.	Money saved on repairs and upkeep and money generated by sale of properties. It would also cut staff time spent dealing with village halls.
134 Reduction in Staff hours - close one half day a week	Where possible working hours could be reduced for most staff by closing one half day. Although this may not be popular neither are other budget cuts. This may mean Thurrock doesn't need to deteriorate further, not so many services need to be cut, not so many people need to lose their jobs and it may even give people cherished spare time. I note that various companies in the private sector have used this approach and it has worked!	Wages, utility services, extra free time may even reduce sickness leave due to more free time.
137 Contract out all council services	Contract all council services, including social services, youth services, housing services, maintenance, libraries, leisure, connexions, cleaning, IT services etc.. Some vital services would require extra monitoring but all could be contracted out of Local Authority	Most if not all of these services could be provided at a considerable saving. Contracted agencies will generally have lower overheads with fewer tiers of management than Local Authorities. Therefore significantly reducing cost. Services could also be monitored more effectively ensuring quality from providers who value and want to keep their contracts. A smaller contracting Local Authority needs less space, IT, Stationery, Managers or Staff. Therefore very significant savings whilst services continue to be delivered to high standards.
138 Change Area of Basement Car Park of Civic Offices To Storage Space	Convert area of basement car park into a secure storage area. Stop paying companies like 1 big storage for storage area Move less used documents into basement storage and use space for more desks Close external offices and move staff into new desks.	Reduce external costs for document storage Reduce costs for building leases etc Enable better management of documents and reduce amount of docs being stored
139 Replace Mayor's car with green alternative	replace the Mayor's gas gussler with more green alternative example horse and wagon	not forking out on petrol and saving a large carbon foot print
141 Charge for T fest	T fest is growing in success and is becoming an important event. However is costly to organise and is not just attended by residents, charge entry	Money making event, at worst cost neutral
142 Introduce policy to stop re-employment of staff as consultants	Review ex employees coming back in consultancy capacity at higher cost	Reduced costs. Improved morale
145 Review Lee Valley Park Funding.	Investigate the possibility of stopping or reducing the funding paid to maintain Lee Valley Park in East London on the grounds that Thurrock residents rarely use the park and many do not even know where the park is.	Focus Thurrock's spending on Thurrock's services.

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Title	Proposal	Implementation
146 More peer led projects by young people	Train more young people to have a bigger role within their communities. More consultation with Thurrock Youth Cabinet. Get some ideas from young people.	Less money spent on projects that have low numbers Projects that will intrest young people and meet their needs This will encourage young people to get involved and the project will become more cost effective
148 Stop staff award vouchers	In these times, although excellence in the workplace should always be recognised, a certificate and thanks should suffice without monetary reward.	Put the money spent on vouchers up as a saving instead.
151 Get rid of Blackberry Devices for Cllrs	Arrange for Cllrs to hand back blackberry devices.	Cllrs do not need blackberry devices at all. Webmail was and still is adequate for their needs.
152 Tenants paying part of housing repair jobs	I think that council tenants should pay a percentage of the repair jobs or call out charges. This would reduce the amount the council pays for a call charge - they get charged for minor jobs which the tenant could do themself.	This would reduce the amount of calls the repairs lines recieves would save council money, they could then concertrat on the major repairs.
153 Car park charging at country parks.	Many of the country parks in Thurrock fall on its borders and are used by those living in neighbouring boroughs without contributing to its upkeep(One Tree Hill and Basildon for example). Thurrock vehicles wishing to use the park could display a permit showing the registration, others would be required to buy a ticket and the money help fund the park.	Those wishing to use the park would help contribute to maintainence costs.
154 Get private sector sponsorship for posters, leaflets events etc.	Would it not be a good idea to try and get some sponsorship from major companies within the area, this could help towards the cost of posters, leaflets and magazine, in fact a whole host of things. I'm sure that large companies like Unilever would love to help local residents and in deed the council. This could also help towards organising local events, such as the mayor dinner and dance, staff awards... You could even approach large retail stores from Lakeside Just a thought!	This could save on print costs. And, if you were to get the events sponsored it could help or even pay for all promotional costs too.
155 Charge residents for parking on pavements where pedestrians have restricted access	All residents on Chafford hundred have at least one parking space, however many people tend to park on the pavements and roads blocking pedestrian access and do not use their allocated parking spaces / garages. People who park on the road / pavements should either pay for a permit to park on the road / pavement or should be issued with a fine, at a minimum where pedestrian access is being impacted.	Money gained from permits / fines would raise significant funding to re-invest into the local authority. Given the current number of cars that park in this way illegally, the cost of employing a team / individual to perform this role would be minimal proportionately.

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	Title	Proposal	Implementation
161	Rationalise directorates	Rationalise the directorates and in particular the director posts. While certain directors oversee complex, multi-faceted and heavily staffed areas of the council, others do not - yet all the directors will be on similar pay grades. A small directorate could report straight to the chief executive now a permanent one is in post.	Reduction in the number of high-salaried staff
164	Leave the Local Government Association	Leave the Local Government Association	Save the subscription fee for each year.
166	Replace boilers at Civic Offices with combined heat and power plant	Replace boilers at Civic Offices with combined heat and power plant instead.	A combined heat and power plant burns gas to generate electricity and the hot air is used to create hot water. Surplus electricity and hot water can supply nearby buildings. The previous Government was offering grants of 40 percent to increase the use of CHP plants. With a new college being built opposite the civic offices the cost of the plant could be split with the college saving council taxpayers money and any surplus electricity and hot water used by the museum and other nearby council buildings or surplus electricity sold to the national grid. Initially expensive but it will create a long term saving and may eventually generate an income stream especially as the coalition Government is keen for local authorities to generate their own electricity. Worth investigating as a long term project. Woking Council has had this technology since 1992 so well worth visiting this local authority and see if it is worthwhile to install in Thurrock.

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Title	Proposal	Implementation
169 Stop people driving across pavements to park their cars in their front gardens	Will stop inconsiderate residents damaging pavements.	Take Daiglen Drive in South Ockendon for instance - dozens do this. Every year council workmen come along and repair damaged footpaths and pavements caused by householders driving across the pavement to park their car in their front garden when they haven't had a driveway built. Yet nothing is done about forcing these householders to pay for a proper driveway to be installed so they continue to damage the pavements. And the council continues to repair the footpaths caused by the damage of these inconsiderate householders. Other local authorities have a zero tolerance approach to this sort of behaviour. Yet Thurrock Council appears to turn a blind eye and for whatever reason fails to tackle this problem. The result is damaged pavements and footpaths across the borough costing the taxpayer a small fortune. Those residents that have paid the council to install a driveway must be asking themselves why they bothered. Money saved in pavement repairs. Revenue from installing driveways.
170 Save money by not sending unnecessary letters to council employees.	Instead of sending notification that money has gone into your bank account for expenses and letters regarding probationary periods and other Human Resource mailing etc. etc., why not just send an email to that member of staff.....?	Save money on printing, paper and postage. Saves time and resources for the officer tasked to carry out that task.
173 Merge council tax and business rates departments	Instead of two separate departments who do similar work - merge the two departments together.	Merge the council tax and business rates departments. Why does Thurrock council need two separate departments with two sets of administration and two sets of management? They both do a similar job, registering people or businesses, moving people in and out of properties, awarding discounts and exemptions. Merge the two departments remove any duplicated jobs and save some cash on the administration.
174 Lighting sensors	Where possible, install sensors on lights in offices that will be triggered when a person walks by	Reduction of electricity costs
176 Stricter management of council's sick leave policy	Stricter management of council's sick leave policy to bring in line with private sector. Should sack staff abusing system	Less sick leave = more productivity
177 All council staff to take an immediate 20% wage cut	Cut council staff costs	You will save 20% of current wage bill
178 Reduce number of people working in refuse collection lorries	Reduce the number of people in the lorry from 4 to 2. Use people on community service to clean up streets.	Reduce wages and get people to give back to the community

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Title	Proposal	Implementation
179 Reduce number of staff in Council reception area	There are too many staff for the work	Reduce wage cost
180 Second class post	99.9% of all mail should be sent by 2nd class postage or hand delivered where possible.	Must save in the long run as postage is so expensive.
182 Remove hanging basket displays around borough	They are only toys for jobs to play with	It will save money on purchasing, maintaining and clearing up after
183 Reduce the waste food collection	Reduce the waste food collection (brown bins) to once a month nobody can fill these bins in one week	Will save on staff and transport costs
184 Remove complicated call centre system	Give team's direct contact details and save redirecting calls	Save money time and wages.
185 Multi-trades handyperson for repairs in the Civic Offices	Rather than bringing in different contractors to carry out specific repairs/replacements, consider contracting for a multi-trades handyperson who will be able to tackle all minor jobs. For example, in our department, one of the electrical contractors must call at least once a week to change light tubes. Each call will presumably have a call-out charge and therefore this is an expensive service Contracting for a multi-trades person would be cheaper as they would be able to carry out various repairs in one visit	Saving on call-out charges and a more efficient, rapid service on carrying out repairs/replacements
188 Pay Slips	Stop printing payslips and have a computerised system where staff can log on and see their pay slips via a secure system and only send out if staff are on sick/maternity/paternity leave	Would substantially save on the cost of printing and toners and we already have an IT system in place.
189 Car Parks	Introduce charging in King Street car park, Stanford-le-Hope, and remove the permit requirement between 8am and 9am	Commuters will defect from the expensive C2C car park at £6 per day, for a cheaper tariff at a Thurrock Council run car park. This could generate as much as £100,000 per annum for the Council at the expense of C2C. It will also reduce the cost for residents travelling to London every day for work.
190 Consultations Change	Rather than individual departments carry out consultations, let a specialist take over their consultations.	The staff can get on with what they are doing, and one consultation specialist can do this work more efficiently with less staff who are experienced in the work. This should make a great saving to the council.

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Title	Proposal	Implementation
191 Combining Services	The Council needs to broaden its horizons and look at new ways of organising and delivering services to better meet the needs of local people. It can't be done alone and it won't be done doing the same thing as has always been done. Joint services and combined teams, for example between the Council and the PCT / health services, must be an option. Rationalising both frontline and support staff has been widely mentioned in these pages. But the real value will come from this approach being led in partnership and across organisations - not in isolation.	Reduced duplication of services, skills and resource. Removal of rigid, inflexible structures in favour of multi-disciplinary and multi-agency teams. The right people doing the right things with greater clarity of role and responsibilities. Better capacity to meet needs faster and more effectively. Combinations of skills and experience brought together and used more effectively to meet local need. Lower cost base. Reduction in physical assets e.g. buildings (sold off, rented etc to provide income generation)
192 Carry out an in house staff skills, knowledge and understanding audit	Find out who has what skills, who knows what and who understands what. Look at who needs to have what, know what and understand what. Use the have's to pass on skills, knowledge and understanding to the have not's. Only if there are not the skills, knowledge and understanding in - house should staff be paid for to attend external training, conferences, seminars and other such costly 'jolleys'.	Everyone has skills, knowledge and understanding to pass on to others, consequently the training budget could be reduced. Many people attend training courses and keep the learning to themselves, learning can be cascaded down through staff groups more cheaply than buying in training or sending staff out to be trained.
193 Office Moves	Stop excessive office moves	Avoid costly and unnecessary office relocations moving staff from one area to another at huge costs.
194 Reduce the amount spent on special needs packages	The special needs contract for each high dependency child should be open for tender across the UK, so that the real market can bid to provide care for any child costing more than £200,000 a year with the care package including relocation of parents if needed	A reduction in spend in Thurrock and a better value spend for the child and parent
195 Promote the sale of empty Council properties and small green areas around former council properties	Newly private home owners have the financial ability or desire to purchase adjoining properties that are still owned by Thurrock as well as communal green areas that they can take the responsibility of maintenance.	Saving the need to keep in order, in check, no need for grass gutting etc and the development of a local market letting the property locally, maybe using a more socially profitable collective
196 Reduce the number of Heads of Service in all Departments	reduce the number of Heads of Service in all departments, not just community wellbeing. Some small departments have more heads of service than big departments.	Less Chiefs would save the Council £240,000 each year.

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Title	Proposal	Implementation
197 Prioritise Statutory Services, Partner with Charities & Voluntary Sector for Discretionary Services	Focus spending on delivery of efficient, high quality statutory services such as social care and education. For discretionary services partner with third sector organisations such as charities and offer them free or low cost shop/office space in disused council buildings in return for running discretionary services.	Lower running costs of discretionary services. Some income from use of unused council sites
198 Electoral Register	Go back to the old way, with completed forms being left on door steps and collected instead of sending out in the post and then sending out 2nd reminder forms. Also stop sending out notification that your postal vote (if you get one) will be sent out shortly!! Entire election and count procedure needs looking into especially after this years disaster!	Printing costs, postage costs, staffing costs
199 Introduce Home Working and Hot Desking	Introduce home working and 'hot desking'	Reduces the number of staff required in the Civic Offices, reduces overheads and energy costs, frees up space.
200 Actively Market Meeting Rooms at the Civic Offices	Raise money by actively marketing meeting rooms at the Civic Offices for corporate events and community events.	This would provide an income stream for the Council
201 Stop Mileage Claims for in Borough Travel	Remove the ability for staff and Councillors to claim mileage for travel expenses within the Borough.	Reduction in the overall expenses budgets. Enables staff and Councillors to set an example to the public and encourages use of public transport.
202 Co-locate Services	Bring together front line services and co-locate them into community hubs e.g. Libraries co-located with housing services.	Reduces overheads, frees up buildings for alternative use or disposal. Makes services work together for the benefit of residents and provides a 'one stop shop' for services and advice.
203 Remove the expensive lighting in the Council's Chamber	The lighting is expensive to run - it has 70+ lightbulbs !!!! and they are not energy saving ones either!!. Its like a greenhouse in there !!	Would reduce energy costs and the impact on the environment.
204 Stop paying for Director's Mobile Phone Bills	Stop paying for mobile phone bills. If calls are for work use then Directors should make them at work. They should pay for their own personal calls.	Reduce the overall cost to the Council's budget.
205 Introduce Heat Exchange Units	Install the units in all meeting rooms to convert excess 'hot air' into useful energy.	Helpful use of excess 'hot air' to reduce energy costs.
206 Reduce the number of Councillors from 49 councillors to 29	3 cllr ward to 2 cllr ward and 2 cllr ward to 1 cllr ward. 2 cllr ward, elections every 2 years, 1 cllr ward, elections every 4 years. slims down the number of politicians and focuses attention on individual performance of councillors	£200k pa in cllr allowances, plus .savings on less elections
207 Refinance borrowings	Interest rates are at an all time low, why not benefit the council and reduce annual interest charges by refinancing borrowings	lower annual interest charges

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Title	Proposal	Implementation
208 Extend council services to include local Primary Care Trust	Thurrock Health services to merge. The council has a track record in the delivery and administration of social care built up since unitary. Why not extend that and take in all primary care services	Merging care services will have synergistic effect and release cost savings
209 Sick leave	Employ someone to follow abusers that claim to be sick. These people cost the council every year and continually abuse the system. They think that they have 2 more weeks of paid leave!!!	The cost of employing someone would be offset against those they catch going to football/shopping etc
211 Decorating Services	Allow council tenants to pay for decorating to be done by Council Workers or the approved contractors. The tenant would be sure of a good service, and would generate regular work for the Council employees.	Will bring in extra revenue for the Council.
212 Community Service	Work more closely with the Probation Service, for offenders to do jobs such as street cleaning, litter picking, graffiti removal, chewing gum removal, grass cutting, maintainance of flower beds, etc. None of these jobs would require the operation of any skilled machinery, therefore all costs would be met by the Probation Service.	These jobs are currently done by Council employees, therefore saving on salaries.
213 Review the Council Pension Scheme	Close final salary scheme with immediate effect and move to a defined benefits scheme or average salary benefits scheme, with a greater salary contribution made by employees.	Reduce the increasing financial liability to the council and in turn council tax payers in the future.
214 Internal/external printing and document storage	All internal printing should be carried out in black and on grayscale or lowest print settings to save on ink. All external documents including posters and leaflets printed in black and white to save costs. Document storage should be held in electronic format rather than hard documents being retained (with the exception of certain legal documents). If Civic Offices were run on a paperless electronic document environment with staff being able to access these from work stations and even remotely this would save money on printing etc	No need for document storage costs, reduction in paper and printing consumables.
217 Council Staff to work 2 hours less per week	By cutting the working week by 2 hours (half an hour per day Monday to Thursday), this will not have a significant impact on council services yet it will save the council a substantial amount of money.	Basing it on an average hourly rate of £10.00 per hour per staff member (2500 staff), the council could potentially save £1.3 million in 26 weeks. Most staff are able to absorb a cut in wage of £20.00 per week (average).

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Title	Proposal	Implementation
218 Reduce Green and Blue Bin Collection to Fortnightly	Reduce the collection of the blue recycling and green general waste bins to fortnightly, if the three bins are used correctly the health risks are minimal as the brown bin is the only bin that requires emptying on a weekly basis.	Reduced staffing and fuel costs.
219 Provide designated graffiti walls	To try and restrict some of the graffiti vandalism around Thurrock allocate certain 'wall areas' that this art form can be legally expressed on. The idea is that these walls are then painted over on a regular basis and artists then can re-graffiti them. This would mean that graffiti would be restricted to legal walls and savings could be made as illegal graffiti would be reduced. For personal safety it would be necessary to have these walls in areas that are easily accessible."	Allocated walls would save money because illegal graffiti would be reduced
220 Pens, pencils, notepads and post-it-notes	Stop providing these for all Departments and at all meetings. Free stationery items are taken for granted and are expected. Providing your own does not prevent you from doing your job effectively and efficiently.	Big savings for the stationery budget.
221 Stop sending leaflets and information literature to schools when it has no relevance to them	So many leaflets and information items are sent to schools from the Council offices, via the internal post system. These are mostly not relevant to schools and far too many are sent - for example the 'Whats on' guide to the Thameside Theatre. Only one copy is really needed by the school but at least 30 are sent - the rest are put straight into the recycling bin. Many other leaflets go straight into the recycling bin too. This happens all the time and is a huge waste of resources.	The Council would need to print far less of these leaflets and would save on printing costs.
223 Review of Funding to Voluntary Sector Organisations.	Review of Voluntary/Third Sector Organisations	Some Voluntary Sector Organisations are more or less extensions of council service provision, in effect outsourced departments providing largely non-statutory services, with most funding coming from the council, and should therefore be subject to the same scrutiny.
225 Thurrock Gazette	Why every week do the council take out two full pages in the Gazette regarding council house bidding and allocation. Surely this could all be done via the internet or the various housing offices in the borough. Everybody can access the net at local libraries or visit a local housing office.	I do not know the cost of two full page ads in the Gazette but my guess would be between 500 and 1000 pounds multiply that by 52 and you can see a very substantial saving

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Title	Proposal	Implementation
226 Timers on the Kitchen Water Heaters	Put timers on the water heaters that provide the staff with hot water for tea, coffee etc. The timers can be set to turn the heaters on at 7am and switch off at 7pm Monday - Friday, or whenever staff are supposed to occupy the offices.	This will save the Council money on electricity and be better for the environment.
227 Reduce cost of spending on Fobbing High Road maintenance	Reduce the cost of maintenance on High Road Fobbing. It must be the most highly maintained road in the borough. As soon as a small blemish appears, within days the orange marker paint is out, and the road has been repaired, faster than any other road in Thurrock, and it is only a back road but it does have some big expensive houses on it! I wonder who lives along there that has so much say in it's upkeep??	Reduce costs
228 Stop using external Design agencies for writing and design work	Use the in-house services from Design and Communications. Spending monies on promotional literature with external companies that have relationships with the relevant groups, have an impact on expenditure and possible job roles.	Common sense - why pay double for what you can acheive through the appropriate council run departments.
233 Pay staff and residents by BACS not cheques	When we need to pay cheques to staff for expenses or reimburse residents, pay it straight into their account rather that raising a cheques - much cheaper.	Paying BACS is much cheaper, that issuing cheques.
234 Delete all Non-statutory posts	The deletion of roles that are not required by statute. Things that the government does not require the council to provide (i.e. Community Development Services)	The deletion of these posts / services would save money from wages and the budgets that are allocated to deliver the services
236 Advertising spend	Currently the council places almost all its advertising in one local newspaper which fails to reach a large proportion of the population Bundle up all the council's annual local advertising budgets and ask all the local papers to bid for it.	Should produce a major saving. If it doesn't, nothing is lost.
237 Council \newspaper\''''	Currently the council places almost all its advertising in one local newspaper which fails to reach a large proportion of the population Start a council \newspaper\" sent to every home in Thurrock every two to three weeks. This should include all council-based advertising: jobs, public notices, Thurrock Choice Homers, and promotions. Talk with other public service organisations (NHS, development corporation, police and fire) to take their advertising too."	Top slicing the council's advertising spend should - even if no saving is made - increase its value for money by reaching every home and providing an opportunity to promote other non-advertised council services.

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Title	Proposal	Implementation
238 Cut All Spending on the now cancelled 'Contact Point' Project	Following Government Announcement that Contact Point Initiative is cancelled the Council should stop spending money on this project, so reemploy or make redundant relevant staff, stop spending any money with companies etc	The Council received approx 75k per year in grant funding http://www.dcsf.gov.uk/everychildmatters/_download/?id=7276 . As this funding will now cease the council will have to cover the costs of people and companies employed on this project themselves, unless they make the cuts necessary. Also other staff must have spent time and money on this project so potential for savings there.
241 Reduce Staff Sick Leave to Two Weeks full pay rather than 6 months	Contractual Sick Leave should be reduced to two weeks per year, before SSP is paid.	Increasing productivity reduces the need for temporary/agency staff
242 Review Staff Car allowance	When staff are off on sick leave they still receive their car allowance.	As staff are not using their cars for work whilst off sick, by stopping this payment, the council will save per month for each staff member. With some staff off for more than one month at a time, this could add up to a considerable amount.
247 Decommission 'Hard to let' properties	Properties in Sheltered accommodation which are 'Hard to let' should change to meet needs for more housing.	Increase in revenue when properties void
250 Out of Hours Call Out	A call comes into ***, we then ring direct to the guys on the emergency call out who are getting paid to do this. Why are there then managers who are also getting paid to be on call out who sit at home not doing the work - surely this is a waste of money	Savings on salary
254 Reduce use of mobile phones/blackberrys	Significantly reduce the number of mobile phones and blackberry's paid for by the council for staff. Use paper diary's plus outlook diary. Do staff really need to be available all the time via mobile and blackberry surely most things can wait an hour or so if someone is at a meeting or away from their desk?	Reduction in costs of mobile phones and blackberry including line rental and initial costs.
256 Review the functions of the Sports Development department	Passing maintenance of pavilions etc to Building Maintenance and fixtures to Parks.	This could result in a substantial saving to the council
257 Review the functions of the Sports Development department (2)	All bowls clubs should pay something towards grounds maintenance and building rent	This would generate an income for the Council
258 Review the functions of the Sports Development department (3)	All cricket clubs should take over the maintenance of their squares/pitches.	This would generate an income for the Council
259 Pay slips	Stop printing payslips and send by secure electronic means. We have the IT means to do so.	Save on paper and printing costs.
262 Weekend Skips	Bring back the weekend skip service, would reduce the amount of fly tipping and make the borough look tidier.	In the long run would save money on collecting fly tipping

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	Title	Proposal	Implementation
265	Staff Car Mileage	At present staff are paid a fixed sum per month if they are essential car users. The member of staff then has to fill out a claim form to get reimbursed at XXp per mile. The form then needs to get signed off by a head of service. Instead, the Council could negotiate a 'flat fee' paid every month based on the actual mileage of individual members of staff. This could be done by reviewing their claims over the past three years and then taking a nominal 10%. Local agency home care staff are paid a nominal mileage rate and then each year supported to claim a tax rebate based on their mileage I believe - this too could be explored as a way of shifting the cost. We should also refuse to pay mileage to any consultants	Less bureaucracy / form filling. Less expenditure on mileage .
266	Non-domestic collection	Charge church halls/village halls/care homes/play schools for collection above 180lts of waste.	Generate income for council.
267	Cap Consultants' Fees	Thurrock Council should agree a transparent fixed fee amount that it will pay Consultants. The range at the moment is far too great .. £400 per day is the equivalent £100K per year .. We should say this is the maximum we will pay EVER ... the consultant market is shrinking and we should take advantage .. I really think people will come to heel and we will get decent people. - We could even get some positive publicity ... the media would love us taking a stand - remember the average wage in Britain is £88.46 per day ...	Consultants have cost Thurrock MILLIONS in the past ... so this will ensure value for money with less expenditure .. it could save hundreds of thousands.
269	Rehouse single tenants living in large houses.	Single people should live in one or two bedroom flats and not three bedroom houses as is commonly done. Larger houses should be allocated to large families who need the space.	The council will spend less on renting properties for large families to live in and instead rent flats for single people which are cheaper. A review will also identify people who have been living in council houses for thirty plus years who have no interest in looking for a job.
271	Council tenant rent payback	Add say £10 per week to the rent which would then be totally or part refundable at the end of the year subject to an inspection of the property to confirm that the property has been looked after by the tenant.	This would ensure that tenants would take extra care of their homes saving council maintainace costs.
272	Smoking	Stop staff having regular or on the hour smoking breaks during work time	This would ensure employees are working to a full days production of work.

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Title	Proposal	Implementation
275 Stop meaningless public surveys	Stop public surveys. A lot of surveys do not change the outcome of any decision. I believe a decision is made long before a survey reaches the public. Any information gathered from these surveys are meaningless.	Save on paper Save on ink Save on time Save on wages from \stat collectors\''''
278 Housing Benefits	Bring back the annual Housing Benefit renewal. This will ensure all claims are being paid on the correct information and no claim slips through the net	Reduce overpayments of housing benefit
281 Stop pointless road works	for example the bus lane that was input in north stifford and the 20 mph speed limit in the same road. there is no school in this road. It is just a road.	the whole cost of this would be saved as it was not needed
284 Re-assess food supplies across all departments - source from local farms or suppliers.	After seeing the BBC programme about food waste, many of the farms giving free food away were in our area. Why cant we approach the farms and take the fresh produce that is not uniform enough to sell to the supermarkets. It is all fresh from the growers and farmers and once it is on a plate who was to know the egg was a bit small or the lettuce was not tall enough?	If a price could be negotiated, even half the supermarket trade price for schools, care homes etc, this has the potential to make a difference for both consumers and producers.
286 Block personal use of the internet	Block all internet websites apart from those officially identified as work related	Bandwidth savings mean that those who have a legitimate need to access the internet for work purposes will not have to wait unnecessarily because their colleagues are \busy\" accessing their favourite social networking, shopping or news sites - instead of doing what they are paid to be doing. Without the distraction of Facebook, Myspace, Twitter, Amazon, BBC etc staff will get more work done."

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288	Title	Proposal	Implementation
	School Development Budget/Sports Councils	<p>First of all what is the budget? Also there should be some consensus about whether the money in the budget is needed. For example devise a meeting with all the schools and sports council to see whether the money is actually needed. If some of the money is not needed half or some should go to the sports councils. Also the money for sports goes to the sports development department and I believe it should go directly to the sports council as the money will be more efficient if it went there. Also if the money went to the Sports Council they can hold votes as to where they would like the money to go. The real question is, is the Sports development department worth the money they are allowed. And for us to answer that question Sports clubs should liase a meeting to discuss this, as they will be the only ones that have a real insight into where the money would be best suited to go.</p>	Cut school development budget
289	Change format of Audio Books	<p>Audio books are currently purchased as multiple CD sets (between 8 and 14 disks per book) in a large case. Occassionally Audio Books are available as a 1-disk set (still an unabridged book). Cassette versions are also available. 'Playaways' (self contained audio book on MP3 player) are also available. Multiple CD sets retail for around £44.00 Single Disk unabridged books are around £11.99 As a single disk set is 25% cost of a multiple disk set, you could effectively buy twice as many single disk audio books for only half of the multiple CDs sets budget. Disposal of old Audio books - I have never seen these on the 'sale' shelves at the library, where do they go? Can they be sold to other libraries in the UK? can they be sold on ebay/amazon?</p>	Halve the audio books budget for multiple CD sets (but purchase twice as many titles in single disk format) pleasing both the budget holders and the readers. Sell redundant audio books via ebay/amazon. Put on library 'for sale' shelves. Approach other County Libraries for swaps/sales.
290	Landlord Schedule Payments	<p>Rather than sending 2 letters BACS confirmation Landlord Schedule Payment letter Just send all details on the Landlord Schedule Payment list</p>	It will save on postage and paper

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	Title	Proposal	Implementation
295	Diversity Business Unit	<p>Local authorities are under a statutory duty to promote equality and meet the requirements of the Equality Act 2010. Not all local authorities have sufficient expertise or qualified staff to meet these obligations which include training, policy requirements and events. We developed a framework to work with other councils and put in place potential revenue options to buy our services through selling accredited training and development on equality issues and policy support to other local authorities based on the expertise and national standing of the Thurrock team. This model has the potential to set a benchmark for how all other local authorities work on equalities within this new economic climate and the framework has been in place since 2009 but put on hold. Many initiatives that the Thurrock team provide for example its Equality Framework, T-Fest and Holocaust School Projects are nationally recognised and other authorities want to learn and buy in this expertise.</p>	<p>Because the business unit provides national qualifications it can draw down government funding and it can also charge other local authorities for services. The revenue would allow the council over time to meet its obligations at nil costs and support other services through its income generation. This idea should be supported and developed.</p>
297	Train all budget holders in budget management	<p>Managers (and others) seem to be asked to make financial decisions without any basic training in the implications of their actions, how to calculate the budgetary impact and/or how to project the benefits and costs. Thus short term expedient decisions may be made with long term adverse consequences when more thought and understanding should have been applied. Managing a budget is not something anyone can do. Make sure that those who do know what they are doing.</p>	<p>It will make savings in the long term rather than knee jerk savings in the short term that cost so much more later.</p>
298	English Language only publications	<p>Stop printing literature in loads of different languages. It is not necessary.</p>	<p>Hundreds of thousands should be saved by printing only in English language.</p>

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	Title	Proposal	Implementation
299	Closure of the Cashiers office	<p>Many Local Authorities around the country have taken the steps of closing cashier offices. This firstly enables the authority to have less transactions charges that it has to bear. It saves money instantly. The current arrangements of having drop points in the Local Area Housing Offices is somewhat outdated and presently does not allow for receipts, etc to be issued. You also have the costs of collecting the cash and bringing the cash back to the civic offices for banking. The Council needs to be innovative and lead by example. Should the Council close the Cashiers office it would need to publicise and offer advice and guidance to its users.</p>	<p>The cost of insurance premiums reduces as you are not insuring for the same large amount of cash held within the offices. The resources needed are less hence the staff savings. The space is utilised for another purpose or dept thus reducing overall accommodation costs.</p>
301	Make money from civil ceremonies	<p>currently Thurrock council make only an administration fee for any naming ceremonies or renewal of vows ceremonies arranged and carried out by the registration staff. As it is Thurrock staff that carry out these ceremonies (outside of work hours and paid privately by civil ceremonies Ltd) they would be perfectly placed to perform these ceremonies on behalf of Thurrock council with all of the money coming to Thurrock. A lot of other boroughs work in this way to capture revenue that would otherwise go to an external company and an added benefit is that there would be no cost in doing this as trained staff are already in place.</p>	See above.
302	Waste and Recycling Plastic Bags	<p>I think that we should still be able to put bags in the blue bin.</p>	This will save landfill and will cut costs
303	Hourly Paid Agency Workers	<p>Limit all hourly paid agency workers to a maximum of 35hrs in any one week. Also all agency workers should be on a business critical need only and agreed by section director; each contract period should be for a maximum of 3 months and only renewed following agreement from the relevant director.</p>	<p>This would save 2hrs per week per agency worker and eliminate the potential to overspend on agency costs where timesheets are submitted for more than the normal 37hrs per week.</p>
304	stop free transport to faith schools	<p>stop free transport to faith schools. as parents choose to send their children there, transport costs should not be a burden to the council.</p>	<p>the council will save whatever they are currently paying for this free service.</p>

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Title	Proposal	Implementation
306 Postpone sending electoral roll reminders until the 15th October	All Thurrock residents have to complete a register of electors form. The form asks who is living at the property on 15th October, and yet reminders are sent out in the middle of September. We have until 21st November to register. Reminders should be sent out after 15th October. Some residents may postpone registering deliberately as they may be expecting their circumstances to change at that time.	Administrative and postal costs will be saved.
309 Review Highways Maintenance/ Alterations Contracts	Tighten up on time allowed to carry out the work and provide heavy penalties for non completion in agreed time.	Nearly all operations we see on our roads stand idle for many days (no operators working at all) causing road restrictions and delays unnecessarily. This generally indicates that the work could be finished in a shorter time and cost the Council Less. Contractors meanwhile grow fat. I do not know the overall annual cost of these operations to our council but it's a good bet you could save hundreds of thousands by tightening those contracts. Also think of the reduction of pollution from queues of traffic, delays to bus services etc.
310 Charge for private sales in public car parks	Impose a fee on any person who is using a Council maintained public car park to sell a vehicle. Such instances are a regular feature of the car park opposite my house and most probably in several others throughout the borough. Notices on these vehicles provide all necessary contact details.	Whilst not perhaps making \savings\" as such, it would provide additional income which is just as good."
312 Road Humps and Pot Holes!!	Scrape up the road humps throughout the borough, and re use the tarmac to fill all the pot holes!!	Recycling the materials will mean spending less on new materials to fill the holes.
313 allow clothes / textiles in blue recycling bin	allow clothes / textiles in blue recycling bin.	wouldn't cost any more to collect as most blue bins are far from full. would save money on landfill costs. extra costs for staff to sort recycling could be offset from the money received for the rags & create some much needed jobs.

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Title	Proposal	Implementation
316 Ask facility users to make voluntary contributions	As the Council/Govenment seems reluctant to increase taxes to pay for services, invite service users to make voluntary cash contributions/donations at local service points to cover this short time financial crisis. Put an advert in the Gazette inviting people to make donations. People are used to making charitable donations to TV appeals for both home and abroad. It is now time for them to contribute to their local services and community - Charity can begin at home and now is the time.	This should not be all about savings but rather about investment and conservation of services. However savings will be made in keeping services open and keeping people in employment rather than on the dole/benefits. Put an Advert in the Gazette and at facilities that face closure asking for donations. Donations can be collected by staff at these locations and paid to Financial Services via the usual Banking Procedure. This has probably never been done before the Council would need to quickly set a precedent and try to bypass any red tape etc that may hinder the process. Just Do It - you have nothing to lose
317 Waste collection services-Frost Estate	The collection service for the Frost Estate should be out sourced. It will cover approxiamately 450 homes only.	This will mean the Council will meet its target and costs for waste collection and avoid purchase of new small vehicles to over come the Estate access problems. The existing bins can be continued to be used.
318 Culver Centre Catering	For all departments to use Culver Centre Catering and we would be happy to bring it to you.	It would save using outside catering amd put costs back in to the council.
319 Food donations	The council should collect collect donated food cans - which have almost expired or are cosmetically damaged -from local retailers.	Families in Need can be given food vouchers to get the stock from the council when needed in an emergency.