

Appendix 1

- The use of agency staff is costing £2.43m 2012/13 so far. We believe that a fundamental review for such a large requirement of agency staff could be better handled by a programme of retraining and redeploying existing staff. Service areas that are finding difficulty to recruit should be reviewed to determine why there is a large turnover in those service areas.
- A modern council should not be reliant on increasing fees and charges to generate income. We believe that the increases are having a detrimental impact on individual in the highest need areas and also those residents that are just above the benefits level, are amongst the most detrimentally impacted by these actions.
- The Welfare Reforms will have a detrimental effect on the most vulnerable residents in our borough. We believe the cuts in support services will add to the pressure on these individuals and should be reviewed.
- The transfer of Public Health responsibilities to the Council should have been used to increase the Council's contribution to the overall health and well-being of the residents of our borough. The use of the additional grant to support existing services should be reviewed to allow additional services to be provided.
- We are concerned that the capital plan, again, does not reflect the greater need of the borough. The capital plan is closely linked to the borrowing and investment strategy and this is an area that needs urgent review and control. The spiralling capital financing requirement, (which is debt), is continuing to grow and there are no obvious plans to reduce the amount which will stand at over £603m at 31 March 2014.