

HAMPSHIRE COUNTY COUNCIL

Executive Decision Record

Decision Maker:	Executive Member for Culture and Recreation
Date:	17 November 2010
Title:	Hampshire Museums and Arts Service- Planning for the Future
Reference:	2154
Report From:	Director of Culture, Communities and Rural Affairs

Contact name: Janet Owen, Head of Museums and Arts and Lead, SE Hub

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1. The decision:

- a) That the Executive Member Approves the Phase 1 reorganisation of the Hampshire Museums and Arts Service and implementation of the necessary measures to meet the financial implications and timescales associated with them, taking into account the proposed strategic direction and heritage asset management approach.
- b) Recognises and commends the professionalism of all staff who are facing a very challenging situation and supports the adjustments made following the staff consultation exercise together with the implementation of employment procedures aimed at minimising the number of compulsory redundancies required.
- c) Recognises the representations and responses made in relation to the local impact of proposals, reaffirms the commitment to ongoing core support, and confirms that the maximum amount of time and effort possible will be allocated in seeking appropriate and sustainable community partnership arrangements (as set out in section 11.4 of this report).
- d) Agrees the establishment of a community partnership transition fund of £50,000 for 2011/12 in direct support of efforts to establish, develop or sustain such partnerships at the venues identified in the report.
- e) Fully supports ongoing efforts made by the Museums and Arts Service to develop a formal business plan that seeks to achieve transitional Renaissance Funding for the 2011/12 financial year and that this plan should seek direct financial support for developing the community partnership models referred to in the report.
- f) Approves a consortium bid to the MLA/DCMS involving other services and Museums for potential future New Renaissance funding in an attempt to secure the maximum amount of future funding for museums across Hampshire.

2. Reason(s) for the decision:

- 2.1. This decision is required in recognition of the severe financial adjustment that is necessary in response to the 20% reduction in funding in the Museums Service Budget. The County Council must be in a position to respond to this reduction by 31 March 2011. The reduction is linked directly to the end of the current Renaissance in the Regions Funding programme.
- 2.2. In addition to the financial and timescale impact associated with this particular funding stream, the County Council needs to restructure the service in such a way that it responds to both the current and future funding climate within which many public authorities are operating. This includes the necessity to work closely and collaboratively with other museums services and venues, many of whom are facing similar challenges and threats.
- 2.3. A decision is required now in relation to insuring that the necessary contractual obligations in relation to the treatment of staff is followed and that the minimum number of staff will need to be served with formal notice. (To achieve this the County Council are intending to run the ring-fencing and slotting in procedures, first to minimise the number of staff who will receive formal notice and, in addition to this, the County Council's wider voluntary redundancy process will be available to all staff involved.)

3. Other options considered and rejected:

- 3.1. To do nothing and wait until there is more clarity from Government or absolute certainty on long term funding – this was rejected on the basis that the scale of financial risk in considering the current and overall financial challenge faced by the organisation, in common with most other Local Authorities, is far too high.
- 3.2. To attempt to segregate Renaissance funded posts and activity and remove these to offset the cuts - this was rejected for the reasons set out in paragraph 10 of the report.
- 3.3. Handover museum venues to other bodies or the community/voluntary sector – current service provision includes responsibilities to specific collections buildings and assets which the County Council takes very seriously.

4. Conflicts of interest:

- 4.1. Conflicts of interest declared by the decision-maker:

None

- 4.2. Conflicts of interest declared by other Executive Members consulted:

None

5. Dispensation granted by the Standards Committee: none.

6. Reason(s) for the matter being dealt with if urgent: not applicable.

7. Statement from the Decision Maker:

Approved by:

Date:

17 November 2010

**Executive Member for Culture and Recreation
Councillor Mrs. M. Snaith-Tempia**