



Library Service Consultation – Reduction in staffed hours - Staff Impacts

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Department: Culture, Communities and Business Services
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Description of current service/policy

The County Council's Library Service is one of the largest in the country, with over 5.1 million visits per year and over 5 million book issues per year. It employs 486 staff (300 Full Time Equivalent), 77% of these are part-time and are supported by 1,266 trained volunteers across 48 council run libraries, open for a total of 1722.5 hours per week. The service has varying opening hours with Tier 1 Libraries (including Discovery Centres) open 50-62 hours per week, Tier 2 Libraries open 34-50 hours per week and Tier 3 Libraries open 11.5-35.5 hours per week. This consists of daytime opening, including lunchtimes, Saturdays and Sundays (two Libraries only), and some late-night opening until 7pm

Geographical impact: All Hampshire

Description of proposed change

Proposal to reduce staffed opening hours across all Tiers (including Discovery Centres), to support achieving a £1.040 million operational saving required due to budget reductions. The degree of change will be dependent on consultation outcomes, but it is expected be a reduction of at least 15-25% of hours. This could be a blanket reduction across all libraries or a standardisation of hours within each tier. The changes are expected to result in a reduction of up to 46 Full Time Equivalent staff. FTE savings are being reviewed across the Library Service and are not directly linked to a specific Library; redeployment could be an option for those staff impacted by the changes.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Engagement and consultation

Has engagement or consultation been carried out? Planned

The Library Service will be undertaking a 10-week public consultation to seek customers', residents', staff and stakeholders' views on the emerging Libraries' Strategy to 2025, proposed changes to the Library Service and the impact of these changes, and any alternative options. Staff are encouraged to identify as 'staff' in the Public Consultation to give the overall staff view on the strategy.

Information on the previous Balancing the Budget Consultation (www.hants.gov.uk/balancingthebudget) is in paragraphs 19-22 of the Exec Member for Recreation and Heritage decision report, which can be accessed at <http://sites.digital/hants1>, with further details also available in paragraphs 55-60.

Statutory considerations	Impact	Mitigation
<p>Age: Low</p>	<p>31% of Library Service staff are aged 55 and over, compared with 27% for Hampshire County Council. Staff could be required relocate to an alternative branch but the impact of this has been assessed as Low as they already work in clusters at up to 6 alternative Libraries to their base location. A second local consultation will follow in Summer 2020, giving the opportunity to comment on specific opening hour options.</p> <p>As further information is available more detailed Equality Impact Assessments will be completed.</p>	
<p>Disability: Low</p>	<p>7% of Library Service staff have disclosed having a disability, compared with 3% for Hampshire County Council. Staff could be required relocate to an alternative branch but the impact of this has been assessed as Low as they already work in clusters at up to 6 alternative Libraries to their base location. Reasonable adjustments will continue to be made where appropriate. A second local consultation will follow in Summer 2020, giving the opportunity to comment on specific opening hour options.</p> <p>As further information is available more detailed Equality Impact Assessments will be completed.</p>	

<p>Sexual Orientation:</p> <p>Neutral</p>		
<p>Race:</p> <p>Neutral</p>		
<p>Religion and Belief:</p> <p>Neutral</p>		
<p>Gender reassignment:</p> <p>Neutral</p>		
<p>Gender:</p> <p>Low</p>	<p>The Library Service employs 483 staff, 87% are female and 13% are male. Although this is a high ratio the service is unable to assess the specific impacts on these staff until the consultation is complete and decisions can be made based on the responses.</p> <p>As further information is available more detailed Equality Impact Assessments will be completed.</p>	
<p>Marriage and civil partnership:</p> <p>Neutral</p>		
<p>Pregnancy and maternity:</p> <p>Neutral</p>		

Other policy considerations	Impact	Mitigation
<p>Poverty:</p> <p>Neutral</p>		
<p>Rurality:</p> <p>Low</p>	<p>Some Library staff live and work in rural areas, they could be required relocate to an alternative branch but the impact of this has been assessed as Low as they already work in clusters at up to 6 alternative Libraries to their base location. Reasonable adjustments will continue to be made where appropriate. A second local consultation will follow in Summer 2020, giving the opportunity to comment on specific opening hour options.</p> <p>As further information is available more detailed Equality Impact Assessments will be completed.</p>	

Neutrality statement (if all considerations have a neutral Impact)

Any other information

In addition to the consultation, staff engagement sessions will take place where Senior Managers will engage with staff to discuss the proposed options and seek feedback.

A second local consultation will follow in Summer 2020, giving the opportunity to comment on specific opening hour options.

Effort would always be made to reduce staff levels in a planned and sensitive way by: managing vacancies as they arise, to deliver savings through natural turnover and redeployment of staff; and exploring voluntary redundancy, with compulsory redundancy only considered as a last resort. The County Council would ensure consultation with staff and trade unions about workforce implications at the appropriate time and in accordance with its policies and procedures.

As further information is available more detailed Equality Impact Assessments will be completed.