

## ESSENTIAL REFERENCE PAPER 'A'

### IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives ( <i>delete as appropriate</i> ):	<b>People</b> Deliver strong and relevant services  Improve outcomes for vulnerable families and individuals  <b>Prosperity</b> Deliver value for money  Enhance the economic well being of East Herts
Consultation:	East Herts Branch of UNISON originated this proposal and consulted with the regional organiser and Branch membership
Legal:	None.
Financial:	None.
Human Resource:	Submitted to HR 6/9/13
Risk Management:	None.