

## ESSENTIAL REFERENCE PAPER 'A'

### IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives (delete as appropriate):	<p><b>People</b> This priority focuses on enhancing the quality of life, health and wellbeing of individuals, families and communities, particularly those who are vulnerable.</p> <p><b>Place</b> This priority focuses on the standard of the built environment and our neighbourhoods and ensuring our towns and villages are safe and clean.</p> <p><b>Prosperity</b> This priority focuses on safeguarding and enhancing our unique mix of rural and urban communities, promoting sustainable, economic and social opportunities.</p>
Consultation:	Building Control staff have been consulted.
Legal:	Legal implications are contained in the report.
Financial:	The concept of a mutual is new within our accounts some outside advice may be needed on the treatment and issues arising from this business setup.
Human Resource:	<ul style="list-style-type: none"><li>• HR advice and expert employment law advice would need to be obtained on the setting up of Mutuals and any arising staff issues.</li><li>• Staff and UNISON will need to be consulted</li><li>• TUPE regulations may apply. If applicable this will impact on staff terms and conditions and pension rights. The Mutual may be required to achieve admitted body status to the Local Government Pension Scheme or set up a comparable pension.</li><li>• A review of the potential staffing needs of the mutual will be required and any redundancy costs may need to be met by the Council.</li></ul>
Risk Management:	The Building Control Service needs to respond to a changing market place where the service competes for much of its work. Simply reducing costs by cutting staff costs will result in a service which will have less opportunity to respond to changes in the construction

	world with a reduced selection of skills available and less opportunities for staff.
--	--