

## ESSENTIAL REFERENCE PAPER 'A'

### IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives:	Priority 1 – Improve the health and wellbeing of our communities  Priority 2 – Enhance the quality of people's lives  Priority 3 – Enable a flourishing local economy
Consultation:	None
Legal:	N/A
Financial:	<p>The capital costs for these options are: Option 1: £5m Option 2: £13.5m Funding for the project would need to be a combination of internal and external borrowing.</p> <p>The cost of funding this project has been calculated in ERP B1 and B2</p> <p>The modelling performed is based on a number of assumptions including;</p> <ul style="list-style-type: none"><li>• the current PWLB rates,</li><li>• the return on current investment</li></ul> <p>This modelling was based on the capital costs of development being charged over the lifetime of the final assets.</p> <p>Both models will require an increase from the current subsidy of £250k to approx. 320k – 400k</p> <p>As with most financial modelling the assumptions may</p>

	<p>change over time and the impact of the development on the revenue budget may cause additional pressure or generate additional receipts.</p> <p>Sensitivity analysis has been carried out for both options for a 25% increase and deduction in net income.</p>
<p>Human Resource:</p>	<p>The main HR implications of the proposals include working hours, restructuring of the existing team, recruitment of additional staff and possible full closures.</p> <p>Employees at the theatre are already on annualised hours contracts working Monday - Sunday including evening working so existing terms and conditions do not need to be changed to enable the theatre to be open 7 days a week 9.00am – 11.00pm. However, any changes to working patterns in terms of custom and practice would require sufficient consultation with staff. Working hours will need to be monitored carefully to ensure that working time regulations are adhered to. Employees currently receive weekend and bank holiday pay enhancements so consultation would be required should any change to these arrangements be proposed.</p> <p>The restructuring of the existing team and creation of new roles will be done in accordance with the council's Redundancy policy which provides a framework for organisational change, ensuring that appropriate consultation with employees and Unison is carried out, redundancies are avoided and employees are developed and retained wherever possible. Recruitment to new roles will be carried out in a fair and consistent manner in accordance with the council's Recruitment policy.</p>

	<p>If full closures are required and staff are unable to work, HR will need to advise on the implications for staff. Possible solutions will depend on the duration of the closure and could include temporary redeployment of staff elsewhere in the council, compulsory annual leave or a lay-off (with pay).</p>
<p>Risk Management:</p>	<p>Initial operating an development risks have been considered.</p>
<p>Health and wellbeing – issues and impacts:</p>	<p>Under the National Health Service Act 2006, each local authority has a duty to ‘take such steps as it considers appropriate for improving the health of the people in its area’. Further subsections set out the wide-ranging steps which may be taken to fulfil this duty, including providing information and advice, and making available the services of any person or any facilities.</p>
<p>Equality Impact Assessment required:</p>	<p>Yes – to follow</p>