

Public Health and Corporate Resources Directorate

2026/27 Budget Saving Proposals

Budget saving proposal - Ref No CR26MTFP

Directorate

Public Health and Corporate Resources

Reference number

CR26MTFP

Service area

Welfare and Exchequer

Portfolio holder(s)

Cllr Turner

Cllr Dad

Proposal title

Staffing Savings

Forecast savings

Savings	2026/27 (£000)	2027/28 (£000)	2028/29 (£000)	2029/30 (£000)	2030/31 (£000)
Implementation Costs	-	-	-	-	-
Incremental Savings (savings each year)	(237)	(148)	-	-	-
Cumulative Savings	(237)	(385)	(385)	(385)	(385)
Incremental FTE reduction (if applicable)	5.5	8	-	-	-
Cumulative FTE reduction (if applicable)	5.5	12.5	12.5	12.5	12.5

Description of proposal

The Council is anticipating a reduction in Housing Benefit admin grant from the DWP and also in funding from McMillan for Advice. Housing Benefit is anticipated to see the largest reduction, around £0.3m of grant funding will be lost over the next two years, because of the ongoing rollout of Universal Credit (UC). As roll out of UC continues there will be a reduction in the workload of the Benefits team. This proposal seeks to reduce staffing costs in line with the grant reduction. Should there be a delay to the reduction in caseload and the grant is not reduced as quickly as forecast, then savings targets will be adjusted.

Impacts

Is it likely that the proposal could have implications for any of the following?

Impact area	Impact Yes/No
Service users / Customers	Yes
Council staff	Yes
Partners	Yes
Other Council Services	Yes
Corporate (enabling) support	N/A
VCSE	Yes
Council Plan deliverables	N/A
Legal / regulatory requirements	N/A
Capital programme	N/A
Work location / building	N/A
Contracts / procurement	N/A
Information technology (IT)	N/A
Political priorities	Yes
Another directorate	Yes
Other (specify)	

Potential impacts

- Housing Benefit migration to Universal Credit continues to roll out. Caseload in the Benefits team in Kirklees will continue to reduce and transfer to the DWP. This is not new, the service is in redesign to reflect the impact of Gov't policy.
- Similarly McMillian are changing their approach to Advice funding. Current funding is due to end June 2026. A new regional approach is being developed. What funding Kirklees will

receive is currently unknown, but this proposal assumes nil funding and a commensurate reduction in staffing resource.

Proposed mitigating actions

We will explore opportunities across the service and Council to offer alternative employment to staff affected and as vacancies arise they will not be filled.

Continue to seek opportunities to work with Mc Milian in their changed approach. Review Advice provision and seek efficiencies and automation.

Requirements

Question	Answer (Yes/No)
Does this proposal require an Integrated Impact Assessment?	Yes
Will this proposal require a Specific Service Consultation?	Yes

Accountability

Accountable	Name
Accountable Head of Service	Sarah Brown, Head of Welfare and Exchequer
Accountable Service Director	Kevin Mulvaney, Service Director - Finance

Budget saving proposal - Ref No CR2601

Directorate

Public Health and Corporate Resources

Reference number

CR2601

Service area People Services

People Services / Kirklees Direct

Portfolio holder(s)

Cllr Nosheen Dad

Proposal title Review Ways of Working

Review Ways of Working

Forecast savings

Savings	2026/27 (£000)	2027/28 (£000)	2028/29 (£000)	2029/30 (£000)	2030/31 (£000)
Implementation Costs	-	-	-	-	-
Incremental Savings (savings each year)	(248)	(213)	(210)	-	-
Cumulative Savings	(248)	(461)	(671)	(671)	(671)
Incremental FTE reduction (if applicable)	4.8	5	6	-	-
Cumulative FTE reduction (if applicable)	4.8	9.8	15.8	15.8	15.8

Description of proposal

Modernisation of the service, new systems and revised agile ways of working whilst not having a detrimental impact on services internally / externally and the customer experience.

Impacts

Is it likely that the proposal could have implications for any of the following?

Impact area	Impact Yes/No
Service users / Customers	Yes
Council staff	Yes
Partners	No
Other Council Services	Yes
Corporate (enabling) support	Yes
VCSE	No
Council Plan deliverables	Yes
Legal / regulatory requirements	No
Capital programme	No
Work location / building	No
Contracts / procurement	No
Information technology (IT)	Yes
Political priorities	No
Another directorate	Yes
Other (specify)	

Potential impacts

The savings proposed are based on assumptions around predicted turnover and the benefits being achieved from investments in systems alongside temporary investment in new leadership team capacity to support with identifying efficiencies in processes and ways of working.

Proposed mitigating actions

We have made investments in new technology to mitigate any negative experience for staff or customers and prioritised the year one savings for non-customer facing roles.

Requirements

Question	Answer (Yes/No)
Does this proposal require an Integrated Impact Assessment?	Yes
Will this proposal require a Specific Service Consultation?	No

Accountability

Accountable	Name
Accountable Head of Service	Shauna Coyle, Head of People Services
Accountable Service Director	Shauna Coyle, Head of People Services

Budget saving proposal - Ref No CR2602

Directorate

Public Health and Corporate Resources

Reference number

CR2602

Service area

Strategy and Innovation Services

Portfolio holder(s)

Cllr Pattison (The Leader) and Cllr Dad (Corporate)

Proposal title

Vacancy Management savings across Strategy and Innovation

Forecast savings

Savings	2026/27 (£000)	2027/28 (£000)	2028/29 (£000)	2029/30 (£000)	2030/31 (£000)
Implementation Costs	-	-	-	-	-
Incremental Savings (savings each year)	(300)	-	-	-	-
Cumulative Savings	(300)	(300)	(300)	(300)	(300)
Incremental FTE reduction (if applicable)	6	-	-	-	-
Cumulative FTE reduction (if applicable)	6	6	6	6	6

Description of proposal

Several currently vacant posts will not be filled and will be permanently removed from the services within the 'Strategy and Innovation' Service Directorate (i.e. Information Technology, Communication, Policy, Data and Insight, Transformation)

Impacts

Is it likely that the proposal could have implications for any of the following?

Impact area	Impact Yes/No
Service users / Customers	No
Council staff	Yes
Partners	No
Other Council Services	No
Corporate (enabling) support	Yes
VCSE	No
Council Plan deliverables	No
Legal / regulatory requirements	No
Capital programme	No
Work location / building	No
Contracts / procurement	No
Information technology (IT)	No
Political priorities	No
Another directorate	Yes
Other (specify)	N/A

Potential impacts

The impacts will be in a reduction in capacity within the affected services (i.e. Information Technology, Communication, Policy, Data and Insight, Transformation), all of which provide support and challenge to the council's wider set of frontline services.

Proposed mitigating actions

Mitigations for impact will include the prioritisation of incoming work and individual workloads, to ensure that the council's highest priorities are met and staff wellbeing is supported.

Requirements

Question	Answer (Yes/No)
Does this proposal require an Integrated Impact Assessment?	No
Will this proposal require a Specific Service Consultation?	No

Accountability

Accountable	Name
Accountable Head of Service	Heads of Service within Strategy and Innovation
Accountable Service Director	Andy Simcox, Service Director for Strategy and Innovation

2026/27 Budget Saving Proposal

Budget saving proposal - Ref No CR2603

Directorate

Public Health and Corporate Resources

Reference number

CR2603

Service area

Welfare and Exchequer

Portfolio holder(s)

Cllr Turner (Finance) Cllr Dad (Corporate)

Proposal title

Deletion of 3 posts

Forecast savings

Savings	2026/27 (£000)	2027/28 (£000)	2028/29 (£000)	2029/30 (£000)	2030/31 (£000)
Implementation Costs	-	-	-	-	-
Incremental Savings (savings each year)	(76)	-	-	-	-
Cumulative Savings	(76)	(76)	(76)	(76)	(76)
Incremental FTE reduction (if applicable)	2.04	-	-	-	-
Cumulative FTE reduction (if applicable)	2.04	2.04	2.04	2.04	2.04

Description of proposal

These posts have been vacant since April 2025 and following review of services no longer need to be filled. They can be deleted. Deletion will not impact on Council tax collection.

Impacts

Is it likely that the proposal could have implications for any of the following?

Impact area	Impact Yes/No
Service users / Customers	No
Council staff	No
Partners	No
Other Council Services	No
Corporate (enabling) support	No
VCSE	No
Council Plan deliverables	No
Legal / regulatory requirements	No
Capital programme	No
Work location / building	No
Contracts / procurement	No
Information technology (IT)	No
Political priorities	No
Another directorate	No
Other (specify)	No

Potential impacts

These are existing vacancies that have not needed to be replaced due to efficiencies in working practice.

Proposed mitigating actions

Greater automation, efficiency and use of IT.

Requirements

Question	Answer (Yes/No)
Does this proposal require an Integrated Impact Assessment?	No
Will this proposal require a Specific Service Consultation?	No

Accountability

Accountable	Name
Accountable Head of Service	Sarah Brown, Head of Welfare and Exchequer
Accountable Service Director	Kevin Mulvaney, Service Director - Finance

Budget saving proposal - Ref No CR2604

Directorate:

Public Health and Corporate Resources

Reference number:

CR2604

Service area:

Bereavement Services

Portfolio holder (s):

Cllr Carole Pattison

Proposal title:

Bereavement Services Vacancy Management

Forecast savings

Savings	2026/27 (£000)	2027/28 (£000)	2028/29 (£000)	2029/30 (£000)	2030/31 (£000)
Implementation Costs	-	-	-	-	-
Incremental Savings (savings each year)	(40)	-	-	-	-
Cumulative Savings	(40)	(40)	(40)	(40)	(40)
Incremental FTE reduction (if applicable)	1	-	-	-	-
Cumulative FTE reduction (if applicable)	1	1	1	1	1

Description of proposal

Deletion of a Customer Service Officer role which is vacant from the staffing structure.

Impacts

Is it likely that the proposal could have implications for any of the following?

Impact area	Impact Yes/No
Service users / Customers	No
Council staff	No
Partners	No
Other Council Services	No
Corporate (enabling) support	No
VCSE	No
Council Plan deliverables	No
Legal / regulatory requirements	No
Capital programme	No
Work location / building	No
Contracts / procurement	No
Information technology (IT)	No
Political priorities	No
Another directorate	No
Other (specify)	No

Potential impacts

Some customers may perceive that standards have reduced and engagement with the service is less personal until they become accustomed to new ways of working through the use of AI to undertake administrative tasks.

Proposed mitigating actions

Mitigations would be to look at existing staff function with a view to sharing out customer engagement equally around the existing team members whilst more administrative tasks are digitalised.

Requirements

Question	Answer (Yes/No)
Does this proposal require an Integrated Impact Assessment?	No
Will this proposal require a Specific Service Consultation?	No

Accountability

Accountable	Name
Accountable Head of Service	Jenny Frear, Head of Venue Management
Accountable Service Director	Adele Poppleton, Service Director for Culture and Visitor Economy

Budget saving proposal - Ref No CR2605

Directorate:

Public Health and Corporate Services

Reference number

CR2605

Service area:

Culture and Visitor Economy - Cleaning & Caretaking Service

Portfolio holder(s)

Cllr Dad

Proposal title:

Closure of Peripatetic Caretaking Service

Forecast savings

Savings	2026/27 (£000)	2027/28 (£000)	2028/29 (£000)	2029/30 (£000)	2030/31 (£000)
Implementation Costs	Up to 81	-	-	-	-
Incremental Savings (savings each year)	(61)	(61)	-	-	-
Cumulative Savings	(61)	(122)	(122)	(122)	(122)
Incremental FTE reduction (if applicable)	8	-	-	-	-
Cumulative FTE reduction (if applicable)	8	8	8	8	8

Description of proposal:

Closing down of the (loss making) Peripatetic Caretaking Service currently provided to schools. Historically, this service has supplied temporary caretaking support when a school's site-based caretaker is unavailable due to sickness, annual leave or other absences. Although it has contributed valuable operational continuity, sustaining the service has become increasingly challenging in light of ongoing budget constraints. Currently, the service operates with a £121,000 budget deficit resulting from a decrease in schools purchasing this provision.

Impacts

Is it likely that the proposal could have implications for any of the following?

Impact area	Impact Yes/No
Service users / Customers	Yes
Council staff	Yes
Partners	Yes
Other Council Services	No
Corporate (enabling) support	No
VCSE	No
Council Plan deliverables	No
Legal / regulatory requirements	No
Capital programme	No
Work location / building	Yes
Contracts / procurement	No
Information technology (IT)	No
Political priorities	No
Another directorate	No
Other (specify)	No

Potential impacts

If the Council ends the Peripatetic Caretaking Service, schools may face short-term disruptions as they arrange alternative cover for caretaker absences, especially during unplanned events. Eight employees would be directly affected and may face role changes or redundancy if redeployment is not possible within the Caretaking Service.

Proposed mitigating actions

To ensure a smooth transition with minimal disruption, the service plans to end Peripatetic Caretaking from September 2026, following consultation and in line with the academic year.

Schools will have ample time to arrange alternatives, with collaborative support from the service. The eight affected employees will be offered redeployment within the service or Council to help retain skills and reduce redundancy risk. All staffing changes will follow Council HR policies and include appropriate consultation and support.

Requirements

Question	Answer (Yes/No)
Does this proposal require an Integrated Impact Assessment?	Yes
Will this proposal require a Specific Service Consultation?	Yes

Accountability

Accountable	Name
Accountable Head of Service	Jenny Frear, Head of Venue Management
Accountable Service Director	Adele Poppleton, Service Director for Culture and Visitor Economy

Budget saving proposal - Ref No CR2606

Directorate

Public Health and Corporate Resources

Reference number

CR2606

Service area

Catering Service

Portfolio holder(s)

Councillor Dad

Proposal title

Increase in fees and charges for school meals to mitigate increase in food costs and supply chain.

Forecast savings

Savings	2026/27 (£000)	2027/28 (£000)	2028/29 (£000)	2029/30 (£000)	2030/31 (£000)
Implementation Costs	-	-	-	-	-
Incremental Savings (savings each year)	(600)	(600)	(600)	-	-
Cumulative Savings	(600)	(1200)	(1800)	(1800)	(1800)
Incremental FTE reduction (if applicable)	-	-	-	-	-
Cumulative FTE reduction (if applicable)	-	-	-	-	-

Description of proposal

Catering is currently a subsidised service costing around £0.9m pa (excluding overheads). This proposal maintains that level of subsidy but assumes additional costs of £600k pa (pay and food inflation). There will be an Increase of 5% on the buyback calculation for charges to maintained schools from April 2026 and a 15p per meal increase in the price of a school meal from September 2026 (5.3%).

Is it likely that the proposal could have implications for any of the following?

Impact area	Impact Yes/No
Service users / Customers	Yes
Council staff	No
Partners	Yes
Other Council Services	No
Corporate (enabling) support	No
VCSE	No
Council Plan deliverables	No
Legal / regulatory requirements	No
Capital programme	No
Work location / building	Schools
Contracts / procurement	No
Information technology (IT)	No
Political priorities	No
Another directorate	No
Other (specify)	

Potential impacts

An Increase of 5% on the buyback calculation for charges to maintained schools from April 2026 and a 15p per meal increase in the price of a school meal from September 2026 (5.3%) could increase pressures on school and family budgets.

Proposed mitigating actions

A number of mitigating actions will include the continued monitoring and review of labour structures to ensure that productivity targets are consistently met, helping to maintain operational efficiency. Additionally, ongoing collaboration with the supply chain remains a

priority in order to mitigate inflationary pressures and manage cost increases effectively. These measures aim to safeguard service delivery while minimising financial strain on stakeholders.

Requirements

Question	Answer (Yes/No)
Does this proposal require an Integrated Impact Assessment?	Yes
Will this proposal require a Specific Service Consultation?	No

Accountability

Accountable	Name
Accountable Head of Service	Jenny Frear, Head of Venue Management
Accountable Service Director	Adele Poppleton, Service Director for Culture and Visitor Economy

