



Place and Resources Scrutiny Committee

Date: Thursday, 20 November 2025
Time: 6.30 pm
Venue: Meeting Room 1, County Hall, Dorchester, DT1 1XJ

Members (Quorum: 3)

Nocturin Lacey-Clarke (Chair), Ray Bryan (Vice-Chair), Louie O'Leary, Craig Monks, David Tooke, Sarah Williams, Alex Fuhrmann, Jack Jeanes, Barrie Cooper and Alex Brenton

Chief Executive: Catherine Howe, County Hall, Dorchester, Dorset DT1 1XJ

For more information about this agenda please contact Democratic & Governance Services Meeting Contact 01305 224450 / antony.nash@dorsetcouncil.gov.uk

Members of the public are welcome to attend this meeting, apart from any items listed in the exempt part of this agenda. If you would like to attend this meeting and have any specific requirements please contact the Democratic Services Officer named above.

For easy access to all the council's committee agendas and minutes download the free public app called Modern.Gov for use on any iPad, Android, and Windows tablet. Once downloaded select Dorset Council.

Agenda

Item	Pages
4. PUBLIC PARTICIPATION	3 - 4

Representatives of town or parish councils and members of the public who live, work, or represent an organisation within the Dorset Council area are welcome to submit either 1 question or 1 statement for each meeting. You are welcome to attend the meeting in person or via MS Teams to read out your question and to receive the response. If you submit a statement for the committee this will be circulated to all members of the committee in advance of the meeting as a supplement to the agenda and appended to the minutes for the formal record but will not be read out at the meeting. **The first 8 questions and the first 8 statements received from members of the public or organisations for each meeting will be accepted on a first come first served basis in accordance with the deadline set out below.** Further information read [Public Participation - Dorset Council](#)

All submissions must be emailed in full to antony.nash@dorsetcouncil.gov.uk by 8.30am on 17 November 2025

When submitting your question or statement please note that:

- You can submit 1 question or 1 statement.
- a question may include a short pre-amble to set the context.
- It must be a single question and any sub-divided questions will not be permitted.
- Each question will consist of no more than 450 words, and you will be given up to 3 minutes to present your question.
- when submitting a question please indicate who the question is for (e.g., the name of the committee or Portfolio Holder)
- Include your name, address, and contact details. Only your name will be published but we may need your other details to contact you about your question or statement in advance of the meeting.
- questions and statements received in line with the council's rules for public participation will be published as a supplement to the agenda.
- all questions, statements and responses will be published in full within the minutes of the meeting.

Place and Resources Scrutiny Committee 20 November 2025

Statement received from UNISON

Back in January 2025 UNISON raised concerns to Cabinet about the pace of cuts and significant job losses proposed, the risks of AI/Automation without clear implementation details, the lack of an equality impact assessment in regard to how residents and customers, particularly those that are digitally excluded and that these cuts would likely impact low paid workers female workers more. Despite this the programme went ahead with the first phase commencing in July.

The consultation was a very difficult process for all involved and those impacted felt there was a lack of engagement, unclear rationale and concerns over service failure given that the Council is not technologically ready and the proposed job cuts. At the start of the process too much emphasis was given to PWC's recommendations without proper engagement with the unions and frontline staff. During this phase of reorganisation, staff tasked with designing and implementing OFC themselves were reorganised creating a double bubble of stress and work demands. Careful consideration needs to be made on the impact of work-related stress on all employees going through future reorganisations to facilitate OFC.

While we are pleased that the pace has been slowed, we are still concerned about potential service failure especially where new technology has yet to be embedded where cuts have been made. For example, due to the cuts in Business Support, Social Workers and Family Workers have been advised that their (already unmanageable) workloads will be increasing as they will now need to take on more administrative duties. In Customer Services the 20% cut in staffing will lead to extended wait times for those contacting the Council while we have no new technology in place. We have yet to see an EQIA on how the new direction of OFC will impact residents of Dorset.

We cautiously support the new direction OFC is taking and glad that our views which we expressed very clearly back in January have been taken on board. It is a shame our concerns were not actively addressed earlier as this would have saved employees a lot of undue stress and anxiety and potential service failure while we wait for new technology to be embedded.

This page is intentionally left blank