

**Item 11 - Question Time**

Response to Mrs C Wilson

The Council has a commitment to avoid compulsory redundancies, wherever possible, and will continue to work with trade unions and staff to manage the impact of budget pressures on our workforce. The Council has also developed a Rural Impact Tool and reports to Members now include an assessment of the rural impact of decisions being made at Committees and Council meetings, and how these can be mitigated.

All budget savings brought to Council in December 2014 included an assessment of the potential rural impact to ensure Members were fully aware of the implications of budget reductions and the mitigating actions that would be taken to minimise these. Further to the decisions on the budget, the strengthened partnership arrangements with trade unions will be used to ensure that full engagement and consultation on any reductions in the workforce continues.