

Unison has a number of concerns and issues with regard to this report and the Council's ICT and E-Government strategies:

- (1) *Why has the Council adopted a 'piece-meal' approach to ERDMS?*

The approach is a controlled roll out to services in priority order. Currently, not all services are ready for ERDMS but some need it immediately.

- (2) *Naturally, the costs of an 'in-house' provision for scanning and indexing appears disproportionately large, due to the above. If the Council were to use ERDMS across all services, this would drastically reduce the costs of any in-house or external provision of this.*

The cost of an in-house service would exceed that of an external one and it should be remembered that there is no in-house expertise.

- (3) *If it is necessary to lose ½ a post just by introducing ERDMS in the Benefits section, it is likely to force redundancies when introduced in Revenues and the rest of Finance. Naturally, this is a big concern.*

The matter will be kept under review. The emphasis will be on avoiding compulsory redundancies if possible as the project is rolled out.

- (4) *Clearly, the Council should have a timetable to bring in ERDMS across all services, which could potentially lead to 5/6 full-time posts being made redundant. This is a bigger concern and something that needs to be discussed now with the Unions, rather than as and when each Service adopts ERDMS.*

We are happy to begin constructive discussions with the trade unions.

- (5) *You state in the report that Planning and Economic Development will be the first to introduce ERDMS, but make no mention of a joint venture, which again must impact on costs. However, I note that there has been no formal consultation with Unison on this matter and any effect this may have on staff in that service.*

Proposals will be discussed with the trade unions once they have been developed.

- (6) *Clearly, Unison is grateful for your consultation and the opportunity to comment on this report. However, there are wider issues that need to be looked at, starting with some kind of formal consultation on the Council's timetable for ERDMS and E-Government strategy. Unison would appreciate it, if you can pass on these comments to the 'project board' co-ordinating this.*

These comments will be passed on to the Project Board and the trade unions will be consulted.