

Appendix 2

Part 1 - Public suggestions relating to budget savings

This part of appendix 2 lists all the suggestions made by members of the public at the roadshows, the workshops and through the suggestion forms that related to budget savings.

The suggestions are listed according to the service area to which they relate and the area of the roadshow or workshop at which they were made.

B = Buckie
ES = Elgin South
EN = Elgin North
F = Forres
K = Keith
L = Lossiemouth
M = Milne's
S = Speyside
P = Pupils
O = Suggestion form

PROPERTY & REGULATIONS

Planning & Development	Cease grants to owner/occupiers for house repairs	S
Housing Management	Travellers site use Tyoch as the approved site	F
	NO funding for travellers, be it cleaning up behind them or providing permanent sites.	O
Homelessness / Allocations	Re-allocated council house immediately	F
	Introduce a house downsizing initiative	F
	Stop letting people who break window, destroy these council houses but they give them another one	F
	3 x People who trash their homes should be made to live in them.	F
	Too many empty houses	F
	Quicker turn around on receiving council house and take in special maintenance guys when you don't need them it costs nothing especially throughout winter	B
	Stop re-housing people in hotels	K
	Stop funding houses with new/best that can be bought	K
	council house 'landlords' should be able to move residents when their domestic situation changes (ie children leaving home) to houses more suited to their circumstances (eg from a 3-bed to a 1-bed) in order to free up housing for people more needing of the property.	M
	increase council house rents more in line with private rents	O
	Housing/estate policy needs reviewed	F
	there should be tougher guidelines imposed on people who cause trouble once they're allocated houses	B
	people should be given stricter conditions of tenancy.	B
	after so many months, people should be expected to pay a percentage of the rent	B
	reduce funding	B
	these people should contribute towards costs of their rent - not just from housing benefit	B
	Spend to save – less taken from capital fund?	M
	Houses could be built: saving money on temporary accommodation	L
	Council houses vacant for too long	EN
	Re-house families when members leave i.e. from 3 to 2 bedroom house – council should have more authority to do this	EN
	If you damage property you should pay for it	EN
	Council housing tenants – take advantage often and don't look after property and gardens – no pride in their property	P
	Allocation of houses – review	P
	Seems high – important but could be cut	P
	Lots of money in comparison to other services	P
	Social housing necessary – may be people who could be more realistic about their economic status	K
	Social housing not for life – eg review of peoples housing / circumstances	K
	People to take more responsibility if circumstances demise	K
	Council house tenants should be means tested	K

Building Services	Stop replacing kitchens etc in council houses that do not need to be replaced	K
	Money wasted on making houses liveable after bad tenants	F
	Can we reduce emergency repairs through maintenance?	EN
	Why replace things that are perfectly okay?	K
	Why use firms from out with Moray?	K
	Should look at private sector and learn lessons "too many chiefs and not enough Indians"	K
	Look at cheaper processes	K
Property Services	3 x Solar panels on all council buildings	F
	4 x Cut down on heating in libraries, community centre / Cut back on heating and lighting costs at council HQ, halls	F
	Look at council venues (community centres) make rooms available at reduced or no cost to freelance practitioners who offer services or classes with health benefits	F
	cut tiers of managers in DLO i.e. mechanics and heating engineer staff for more staff on the ground floor	F
	More maintenance work out to tender. Get rid of DLO buildings	B
	2 x Turn heating down & ask employees to wear a jumper in the winter	ES
	Negotiate better deals on fuel	ES
	Use more sustainable forms of energy to bring down fuel bill	ES
	Turn off lights at night and reduce heat	K
	Make sure someone oversees refurbishment contracts (school kitchens) & follows up faults; surely this work is guaranteed	K
	Sell off council premises no longer in use or used by council in particularly Elgin high street	M
	reduce heating in council buildings as staff open windows but leave radiators on.	M
	Re sell the metal from Elgin Academy	EN
	Turn the heating down	S
	2 x Save on electricity, Turn off lights in council buildings	S
	Ensure redundant properties are either sold or rented	S
	Generate income by reducing commercial rates and parking charges, encouraging businesses	S
	Get rid of all mothballed buildings, properties and all unused land.	S
	We should get a limit on our gas, electricity and water (possibly to do with council buildings/staff)	L
	Pay 50p more for over used essentials e.g. electric, gas and water (possibly to do with council buildings/staff)	L
	Council departments should be paying a small amount for hiring rooms within council buildings	L
	Introduce commercial pricing for business hiring accommodation within council buildings	L
	Turn off the more of the lights in your Central office at night. I cycled past at 7pm on 1st October 2012 and was shocked at wasted electricity. Apparently, Moray Council has signed up to a carbon management plan and over the next five years is aiming to reduce its carbon emissions by 30%. Failure to take action will result in energy bills rising by as much as £3 million a horrendous figure which would have to be offset by massive council tax rises or severe spending cuts (http://www.northern-scot.co.uk/News/Council-moves-to-reduce-rising-18m-energy-bill-6743.htm)	O
	Sell Council's valuable and well-located Hamilton Drive properties and consider relocating to one of the empty units in the retail park near Asda.	O

Property Services	Trust your employees more. I emailed Council HQ because there were huge numbers of lights on at 7:30pm one evening. They told me it was because a new automatic system was having teething problems. People are much better judges of whether lights need to be on or not. Put-up a few reminders next to switches and brief them on importance of saving energy, then let them make their own decisions. If you don't put faith in your own employees, then we're really in trouble...	O
	Reduce the heating by a couple of degrees in Council Buildings- Schools, libraries, offices etc. They are always very warm. 18- 19c would be fine.	O
	Consider reducing calls to expensive outside contractors for simple snagging jobs. Many simple jobs could be carried out by a Moray wide general handyman e.g. simple repairs to buildings and windows.	O
	Promote some of the empty building you have after the building of your fancy new annexe. Give a discount to starting up businesses - some money is better than nothing surely.	O
	How about introducing a scheme in which all council energy consumption is displayed in real time. A visible reminder to reduce energy use.	O
	combine council services in small towns in one building	O
	make non human impact cuts - corporate services, roads, gardening and estates	O
	Install solar panels on all council buildings	O
	Close all the small offices in Elgin and other towns, Keith, Buckie, etc and provide a mobile service along with or in addition to the mobile library. Services like paying rent etc can be outsourced to the Post Office. Sell the offices to developers.	O
	INSTALL SOLAR PANELS ON ALL COUNCIL BUILDINGS	O
	How about putting mini wind generators on the top of the council chambers to trap all the hot air	O
	All internal doors, approx 24 of them, at Beechbrae Education Centre are currently being taken off and adapted to be turned over so that the user can see through the glass panel. How long have those doors been the other way round? Years I would imagine and to no harm as far as I am aware. Why? At this time of seriously trying to save, why waste money on this type of exercise when peoples jobs are at risk! Who made up this idea and what made them think that this is a priority above saving jobs etc. I think a little common sense should have been exercised in this case and that the person who organised this task to go ahead should have their salary reviewed!	O
	Turn the heating down in public buildings.	O
	Selling of all the properties released by the building of the Annex. I guess any buildings or sites that are no longer used	O
	Build wind turbines on the roofs of all council buildings	O
	close libraries, schools, council offices that are duplicate in proximity to each other	O
	Reduce the Heat in Council buildings by a couple of degrees,	O
	Elgin Community Centre too hot	O
	Review building temperatures	F
	Running costs - electricity etc. can be reduced, solar panels	F
	Use solar panels on all council buildings	F
	Use generators in leisure centres/swimming pools to generate electricity	F
	rent or sell council buildings rather than be empty	ES
	switch off lights in council buildings	ES
	change heating	ES

Property Services	need to be better about reducing heating costs in leisure buildings/ get grants for better heating systems	ES
	why not sell or generate revenues from empty buildings	B
	why don't council sell buildings before taking on new ones	B
	Look at ways of saving on heating/lighting	M
	Better management of energy bills	S
	Shut off lighting when no one is around	S
	Solar power – buildings, panels on ground to get power; spend to save	EN
	Heating – is it on all the time in schools? Windows left open – heat escapes	EN
	Investigate possibility of getting electricians etc cheaper	P
	Look at cutting property services	P
	More sold on to save / make money	P
	Suggestion that council offices in Buckie and Keith should be reviewed and one office would suffice. Concern expressed about cost of travel then increasing	K
	Need to rationalise council sites	K
	Council buildings – reduce heating bills	K
Development Plans & Economic Development	Reduce the council's involvement in the provision of economic development schemes –contract it out	O
	Stop building on flood plain	O
	Be aware that up wind farms could stop your much needed revenues from tourism	O
	Get new shopping centre up and going with decent shops	O
	Stop applying for ESF funding, needs match funding and could save on European posts in council	O
	Stop wasting time and money on wind energy policy	O
	Leader Funding – why did it cost £152,000 to administer a fund of £271,000, too many cooks	O
	Encouraging development of derelict, brownfield sites in Elgin and other towns (with added benefits for tourism and jobs to young & under-employed) i.e. Edgar Road roundabout & St Giles Centre, rather than any more new, out-of-town projects. Conserve what we already have, rather than continuing to build more as heritage is a key asset for Moray.	O
	Review of staffing structures is required. Having raised this internally and been ignored i raise it again. The post of Planning and Economic Development Manager was deleted as an attempt to reduce the number of third tier managers. However, this has been undone and the number of managers has increased again. Structures allow for no progression resulting in higher turnover and associated costs.	O
	are we missing out on funding opportunities. Partnership working is key to accessing money	ES
	cut back economic development in long term	B
	Revise budget inc staff and public engagements	S
	Discussed retail park, empty – why wasted money - Have food courts, be better more businesses, shouldn't this have been discussed with builders as to what they would have before hand?	P
	Fill up one development before starting on another	P

Development Management	Re-evaluate all houses when extensions have been built	F
	Increase planning fees for windfarms and major schemes	M
	Developer contributions to be managed internally as staff suggested years ago. Management to listen to staff suggestions regarding budget savings.	O
	I and others objected to 3 applications for houses in our area mainly because of the state of the road leading to the site which is in this condition mainly because of the applicant. However the planning officer in charge of the case advised myself that "There was no way that a planning applications would be refused just because we had complained". If this is the case why bother with neighbour notification of the 21 days for complaints on planning applications. This would cut out paper work and time.	O
	Make the planning department profitable. Planning issues should be paid for and profit made from the charges paid by the developers. The planning department should NOT be paid for by the council tax.	O
	A few years ago the management of Development Plans and Economic Development were merged with a savings of a 3rd tier position. This efficiency saving has effectively been wiped out with the current situation, which is even less efficient as the Council subsidises a 3rd tier secondment for 2.5 days per week. This leaves the Development Planning function with NO manager. How can this be effective and improve productivity? No motivation, no leadership of staff.	O
	Planning policy staff could take a project management approach to major applications and save Directors and Heads of Service having to attend meetings with applicants, considerable saving for all parties concerned.	O
	Could we do with less employees	P
	Less difficulties in building – less regulations	P
	Restrict businesses (planning permission)	P
	Should look at private sector and learn lessons “too many chiefs and not enough Indians”	K
Environmental Health	Look at cheaper processes	K
	Reduce specialist posts of little value i.e. street football, dog wardens	M
	All dog owners to pay for License in Moray. £10 per dog which wardens already in place could issue and ask for proof which could be a little tag on collar. Fines for no licences. The money will cover emptying of fouling bins and give you a profit.	O
	Removal of the Community Warden scheme. This could save over £100,000 per annum. The Police Service in Scotland is to maintain its numbers in terms of police officers and if the truth be told it is these individuals who make the real difference to our communities not the Wardens. The National Evaluation of Scotland's Community Wardens report suggests that Wardens make a positive impact but to what level is the question we should be asking. Although the issues they deal with could be deemed important to some the real value to the greater community is very limited. In these troubled financial times and with the commitment of the Scottish Gov't to policing I believe there is a real opportunity to save money by the removal of the wardens scheme.	O
	Should be regulated by the companies themselves	EN
	Become more centralised rather than local ie regional rather than local	K
Trading Standards	Trading Standards does the same as Citizens' Advice Bureau – can they be cut?	M
Building Standards	look at options of transferring costs to customer i.e. building warrants, get customer to do more of the work before they submit	B
	Consider charging for services ie building warrants	K

Development Services Management & Support	Merge Development Plans / Management and Services to save money	K
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SCHOOLS & LEISURE

Childcare		
Pre-school provision	Childcare should be taken out of council funds – people should train themselves	EN
	Cease pre-school & nursery education	S
	don't make any cuts to pre-school provision	B
	Starting too young now – nursery is good but not needed to look at 3 years old even 2 years old being discussed – not a priority	L
	Preschool – parents contribute towards this provision; challenge at Scottish Government level regarding level of subsidy but would the money go to the Council? Is it fair for pre-school to be charged when primary and secondary education is free?	EN
Primary Schools	7 x Close some small or rural schools (old building & small intake schools, under 20 pupils)	F
	2 x Small schools to be incorporated into larger ones	F
	Share head teachers	F
	Why do some schools have to share a janitor and others don't	F
	too many primary schools e.g. logie, glenlivet, alves, inveravon etc.	F
	2 x Rural schools with small numbers must be closed for advantage of children/costs above average	ES
	3 x Small schools need to be looked at/closed	ES
	2 x Close 1 primary school in every ward	ES
	3 x Close small schools/ Close schools with small rolls/ Close schools and relocate pupils elsewhere	K
	Merge Mosstodloch primary into Milne's primary; Mosstodloch small and in bad shape	M
	Reconsider the number of schools but don't limit its materials	M
	2 x Cut down the number of primary schools/ Close high costs primaries to move to larger schools	M
	Increase class sizes and reduce number principal teachers and promoted posts in schools	M
	close all small primary schools where the average cost per pupil is above the national average and as an alternative bus them to other nearby primaries as their closure has little to no effect on the majority of Moray residents.	M
	Close the 5 smallest primaries with highest cost per pupil	EN
	5 x Close expensive schools, under capacity but respect rural nature	S
	Shared head teachers for primaries	S
	Rationalise primary schools, possible to combine rural schools within 10-15 miles of one another	S
	3 x Close a school/ Merge some smaller schools	L
	Review Primary School Estate	O
	End the Primary school day for all pupils at the same time so two buses are not needed to take the kids home- some primary schools already do this so why can't all of them?	O
	Close the schools where education is most expensive per head to provide all children with good quality education at affordable price, cut P1-3 early home buses and provide supervised homework club & single bus at P4-7 finishing time	O
	Close small rural schools	O
	Consider the closing of the small rural schools.	O

Primary Schools	It appears that there are many schools in rural areas that remain open with a handful of pupils. These schools function with a head teacher, cook, janitor etc not to mention costs in energy. This is not beneficial for the children as it does not stimulate them socially. Surely it would be beneficial to close these schools and bus the children to a school nearby and save the Council a lot of money.	O
	unpopular as it may be rationalise the school estate	O
	my idea for saving Moray Council money is; close smaller schools and use capacity to full	O
	Moray has already reduced front-line services several times over the last few years to make savings. All the council's services are vital, and none are luxuries. The schools budget is huge and I think that the council should again be looking at under-used schools, unpopular as that would be in the smaller communities. However I really think that it's time the council looked at its behind the scenes administrative departments such as the Legal Department and the Chief Executive's Office. The people of Moray would be heartened to see that the council could remove some highly paid posts from within, rather than always penalising the poorly paid and the vulnerable sectors in the community.	O
	Review rural primary schools to close the ones that have a small no. of pupils and where it would be cheaper to use council run minibuses to transport the children to school but also utilise the buses for community transport as well We could generate extra funds by selling off or transferring these surplus properties and cutting down on maintenance and property security. For example we have Tomintoul High School for sale at £250,000 http://www.moray.gov.uk/downloads/file81212.pdf How long has this been empty? And are we not proactively advertising the property for sale for tourism purposes. Maybe we need to reduce the price to sell the property as there are still running costs while it lays empty.	O
	Rationalise the Schools Estate - no need for as many as there is	O
	close libraries, schools, council offices that are duplicate in proximity to each other	O
	Rationalise the school estate- However make sure it is done on the situation as it is not on projected figures that could prove inaccurate. Look at the Urban schools, where the transport implications have less of an impact. Look at all the costs of change, IE increase in transport etc.	O
	Look at closing rural schools if doing so actually saves money	O
	Close/merge rural schools where feasible	O
	Review schools estate	F
	Do we have too many schools too close together?	F
	Agreed that costs for small schools are too high	F
	Agreed to close some schools	F
	Schools closures - especially little schools which cost money except for Tomintoul due to danger of winter travel	ES
	smaller schools with very small numbers should go	ES
	rationalisation of primary school estate across the board	ES
	loose schools that aren't filled to capacity	ES
	shut 1 primary per ASG	ES
	why not close small schools and build new purpose built one	ES
	consider maintenance costs on older school buildings	ES
	close some schools	ES

Primary Schools	maintaining very small school populations isn't good- educationally or financially	B
	schools closures need to be investigated	B
	review of how primary schools deliver learning	B
	close the very small primary schools and move to next closest primary	B
	if small schools close then ensure building can be used e.g. library	B
	amalgamation, sharing buildings, better use of space	B
	Too many primary schools. Close smaller schools or where there are multiple schools in an area – but what about subsequent travel costs?	M
	Cost per pupil (outlying schools)	L
	Need to consider closing 'smaller' schools – not necessarily smaller schools – combining schools with under capacity	L
	Schools – cost per pupil – big impact – would parents accept school in next village / town	L
	45 primary schools – some schools operating below capacity therefore can absorb the extra pupils	L
	Close smaller schools – challenge to SG	L
	School capacity requires review	S
	Why are some primary schools sitting with excessive budgets?	S
	Must be economic basis for school closures but there is scope of closures	S
	Close smaller/rural schools - primary	EN
	Consensus – review school estate – primary and secondary	EN
	Amount of primary schools ie Buckie integration easier for bigger school. Socially Cullen, Portknockie, Fordyce	P
	Look at schools not at capacity and amalgamate more so at inner town schools – concerns however on rural areas travelling further	P
	Small primaries should be merged or cut	P
	Close smaller schools and bus pupils to other schools	P
	Review / close school estates (primaries) – bus pupils instead – cheaper	P
	Also has social benefit – small school into big secondary not great	P
	TMC should consider closing some rural schools with smaller numbers	K
	Number of children should be reviewed and merge schools	K
	Should consider review of schools and consider closures and / or merging schools	K
	Rural schools should be investigated for price per pupil.	K
Secondary Schools	Cut in departments in budgets in secondary schools for things such as pens	M
	Increase class sizes and reduce number principal teachers and promoted posts in schools	M
	High school doesn't need a new school	EN
	Create a primary schools manager for each secondary school to manage policies and budgets and reduce Head teacher relief.	S
	Close Elgin high school	S
	Close Elgin High school and integrate with Elgin Academy.	O
	elgin high school -surely this is something that should be deferred rather than getting rid of peoples jobs	O
	elgin high can wait until better times return -moray council contribution 7 million-no brainer really	O

Secondary Schools	Put the Librarians in the secondary schools on a school term contract as the secondary school librarys are not open in the school holidays, there is no requirment for them to be working in the school holidays	O
	Thing about closing Lossiemouth High and sending the kids to Elgin- where there will be two brand new schools and is less than 5 miles away.	O
	share heads	ES
	integrate primary and secondary school together in same campus e.g. Milne's and Mosstodloch	ES
	review estate requirements e.g. Lossie, Milne's children be redistributed	B
	Review of class sizes – increase rather than decrease. Concern over whether this would impact on quality of education but could save money	M
	Increase class sizes, reduce seniors	M
	Schools – cost per pupil – big impact – would parents accept school in next village / town	L
	Elgin Academy – facilities here not being used for ASN requirements	EN
	Consensus – review school estate – primary and secondary	EN
	Class sizes to be reviewed to ensure preventative measures and to protect staff health eg Additional Support Needs investment.	K
	Should consider review of schools and consider closures and / or merging schools	K
CLD	Reduce services to statutory min., cutting out children's activities in libraries and museums and cancelling activities such as out of school football	F
	Investigate the RAPLOCK (deprivation area in Stirling) youth bank source of funding to see if we can to this here	F
	Cut community education and after school provision to the statutory minimum	B
	Community development in education including sport, adult learning – take out education budget and put in community planning budget, sharing resources	M
	Reduce specialist posts of little value i.e. street football, dog wardens	M
	Cut CLD	O
	Fees for CLD services	ES
	Employers should pay for English lessons	ES
	people should be encouraged to run community centres but the council must have staff to support these groups	ES
	why can't community groups take over community centres and museums	ES
	Why have English as a second language services?	EN
	Could do it ourselves – if there was a big enough demand but not necessarily councils responsibility – help not provide	P
	Scope for savings in CLD	P
	Could youth work help to support older people in their own homes? Youth volunteers could do shopping, gardening etc for the elderly?	K
Leisure Services	Perhaps a trial / pilot inter-generational project could be done in Moray	
	Make Leisure centre more self sufficient. Outsource café	F
	Save costs of building new sports facilities, any use of ex-RAF Kinloss	F
	Why put up flat screens in community centres- not used	F
	Look at closing pools	ES
	Charge more groups at community centres (a lot of groups use them for free)	ES
	Do away with town halls or raise the price to cover the running of the premises	K

Leisure Services	Collect keys for tennis court at swimming pool	K
	Run leisure services as a profit making business i.e. extend hours	K
	Cease funding for Moray Leisure Centre	M
	Reconsider leisure facilities; less important compared to areas such as education	M
	Public leisure facilities could be reconsidered, not a necessity	M
	Increase fees for all swimming pools & ice rinks	M
	Leisure should be paid for, except where the user can't afford it	EN
	Review management at Moray Leisure Centre – become self financing	S
	Flood lights on the all weather pitch at Speyside High – they stay on for an hour after users have gone	S
	Morrison playing fields changing rooms	L
	Is the tea room at cooper park viable/profitable	L
	increase swimming pool charges	O
	Stop subsidising leisure facilities such as Moray Leisure Centre - this is a centre that run properly could make the council money rather than bleeding it dry other private companies have to make ends meet even with council hefty rates.	O
	Firstly The Moray Leisure Centre when it opened was suppose to be run as a stand alone profit making business for many years now The Moray Council have handed out money to keep them going and I believe it was £700,000.00 last year. Every other business you find themselves in a shortfall situation have to make cut backs and The leisure centre should do the same and look at their wages bill for a start as I am sure that most of the top executives are being payed wll over the odds. No other business can apply for a lone it they are finding it difficult which many are. That would be your first saving.	O
	stop sending monthly letters about my direct debit for my annual saver recreation card. I pay by direct debit every month and can check it on my bank statement. My friend is in agreement the savings may only be small but it is a total waste of money.	O
	reduce hours/close underutilised leisure facilities	O
	Look at more income generation e.g. better marketing of leisure facilities	O
	Cut down on leisure evening classes or have one evening where there are no activites at all in building - save elec, etc	O
	Too much subsidy for MLC	F
	Too little is being charges for room hire in community centres/ Review the pricing structure.	F
	Pools need to be used more effectively Pools are competing well with private gyms and pools. Need to promote services better	F
	Recognise outdoor facilities less expensive	F
	Support for Forres leisure centre but not subsidising MLC	F
	tennis courts - integration facility/sharing facilities	ES
	more communities could take over these facilities	ES
	look at putting up fees for leisure centre and reduce subsidy	ES
	dense activities like exercise classes bring in more money but activities that are not used heavily - do we need them?	ES
	increase in some charges for some services.	ES
	pools not being used highly	ES
	leisure services and pools need to be better about income generation	ES

	need for better partnership working to achieve savings	ES
Leisure Services	active school co-ordinators - take this responsibility back to teaching/auxiliary staff	B
	need to look at closures including MLC , grant not essential	B
	cost to user for services	B
	Is the subsidy to the Moray Leisure Centre needed?	M
	Put up leisure charges	M
	Join with Highlands to build a unit?	L
	Income could be generated through better management of Community Centres	S
	Run leisure centres more like a business	S
	Why do MLC need money from TMC?	S
	MLC (black hole – capital spend)?	EN
	Not as essential as economy	P
	Can do without facilities (exercise)	P
	Close some of the smaller pools	P
	Trim facilities with exception of pools	P
	£650,000 paid to support leisure centre seems excessive	P
	Discussion around costs of Elgin Leisure Centre	K
	Community Centres should break even or make money if managed properly without being subsidised.	K
	Review this service ie how these are mis-managed	K
Libraries	Small fee 50p to borrow library books capped at £5 per month for avid readers	F
	2 x Pay for internet use (in libraries)	F
	Restrict library hours to 3-8 pm daily or all day Fri & Sat	F
	Encourage people to donate good quality books, DVDs & CDs	F
	Close all libraries except in Elgin, Buckie, Keith, Forres, Aberlour	B
	Important to have reading area in libraries well removed from PC training area – readers wish peace and quiet	B
	Gift library to college & schools	ES
	Need to increase income from facilities perhaps by charging for internet access at libraries,	E
	selling library buildings and putting the service into schools.	E
	Charge for internet in libraries	K
	Keep main libraries but smaller ones OK in schools	M
	Cut down on maintenance costs by having limited opening hours, access to books but full access to computers	EN
	£2m is too much to be spent on libraries and should be cut	EN
	Close libraries on Saturdays or earlier on weekdays and retain Saturday mornings to save on overtime	L
	Mobile libraries (cease) save £30,000 per year	L
	Libraries services should only be open from 2p.m until 7pm	O
	there should be an annual membership fee and also computer access should be charged for	O
	charge for libraries -annual fee and also charge for computer access -there used to be a charge?	O

	Libraries in schools - meantime staff work 52 week contract. Why not change to term time and use the deficit hours (hours worked to cover shortfall of leave in relation to school holidays) Those hours can be worked to cover any stock takes etc.	O
Libraries	close small under utilised libraries	O
	centralization library in Elgin	O
	stop Grant Lodge development	O
	close libraries, schools, council offices that are duplicate in proximity to each other	O
	Why are so many PCs in libraries?	F
	increase charges rather than all free services	B
	charge for ECDL	B
	Costs for portal services	B
	Annual membership fee – maybe not for students	P
	Spend seems a lot	P
	Could be reduced	P
	Less need for books due to technology	P
	No pupils use the library	P
	Antiquated – books are dead – more use of internet	P
	Service is good but maintenance of books – possibly consider a new way of working	P
	Consider centralising library – consider looking at Aberdeen Uni library as an example	P
	Close smaller libraries and use mobile libraries but must make sure the library is fit for purpose	P
	No one reading books – any need for it – mostly electronic , kindle online etc	P
	£2million too much	P
	Merge smaller libraries	K
Museums	3 x Charge admission to museum £1 adults, 50p child, family tickets	F
	2 x Charge for museums entry not just donation	F
	Cost far too much and should be cut	EN
	Cut down on museums	EN
	Community asset transfer for museums and heritage i.e. Falconer museum	EN
	Don't run arts centres or museums - outsource them to charitable trusts instead.	O
	A skeleton service must be retained	F
	Make a small charge	F
	close all museums	ES
	why not get other people to run museums and access alternative funding	ES
	Option to be run by Trusts	S
	Not necessary in small places – can go to museums in bigger cities	P
	Other museums in Moray – not aware	P
	Create Trusts – share facilities / locations – rationalise services	P
	Entry fees are too low? Increase fees makes a small increase in revenue	P

	Not really necessary	P
	One central	P
	Charge	P

Museums	Charge – donation on entry	P
	Raise awareness of museums – good for tourism	P
ASN provision	Cut auxiliaries	F
	cut classroom assistants,	F
	Budget appears very high relative to mainstream budget	ES
	Do away with taxi for problem children, problem should be dealt with at their school or 4 behaviour kids in one car	K
	Look at costs	S
	I dont think that Beechbrae requires a Receptionist or a Building manager as most other council out building dont need them.	O
	Change Admin Officer and receptionist, Beechbrae to work term time and not a 52 week contract. Apart from Education Psychology all Education related posts at Beechbrae work term time. The building is extremely quiet during school holidays and there is no need for those two posts to be there.	O
	Review why Central Support Services at Beechbrae require an Admin Officer to Line Manage 1 x clerical support when it is not directly required and is not happening. Line Mangmt could be covered by the Principal Teachers in the service as they currently Line Manage all the other non-teaching posts within that section.	O
	I noticed at the roadshow last night that Additional Support Needs in schools were costing a whopping £12m or so. As a former teacher (and now a Comms lecturer at Moray College) this is an easy area to save money. Trim this back, ensure all assistants spend as much time as possible in classroom and encourage parents to volunteer to help their own children (and others too). The money spent is nearly half the total secondary schools budget and I feel this area of "equality" legislation has become far too bloated, without delivering proper value for money.	O
	Be more flexible in use of support staff - they should working directly with teachers, not through Principal of Learner Support, which creates more tangles (£12 million for ASN seems shockingly large?)	O
	considered a potential areas for savings	ES
	Additional Support Needs is a large budget – need to cut from there	M
	Youngsters feel they can see the wider issues eg mental health, vulnerable, autistic. Integration with youngsters – using food facilities eg mix together in new school building layout and attitude can help support	P
	Mirror support in Elgin Academy in other schools with vulnerable people – can do this in primary schools too – make everyone aware and responsible	P
	Combine more	P
	Ask for parent volunteers – this could reduce budget	P
	Few numbers need support – large figure	P
	Too much spent here, doesn't appear that children benefited (one's who don't want to be there, not children with support needs)	P
	Review and allocation of additional support needs. All children matter = TABLE CONSENSUS	K
Schools & Curriculum Development	Are the 'in-service' days of any proper value	F
	Keep all in service days and training days within council premises and not providing lunches	F
	Support teachers so they do not go off sick with stress	K

Schools & Curriculum Development	Train teachers in "restorative justice" practices, so that finding compromises and making peace becomes the normal route for solving conflict, rather than sulks. Huge future benefits in terms of pre-empting kids becoming disengaged with school (due to minor problems festering underneath the surface - what seem like trivial grievances to us can be a big deal to young people) & later saving in terms of policing systems.	O
	Stop training for Parent councils- they are badly attended and a waste of money.	O
	parents should pay for exams	ES
	too many people in schools are non teaching staff	B
	could teachers support punches/ playtime instead of employing extra staff	B
	If you cut back on sport, you will lose on health – charge small amount / subsidised	P
	Like the idea of a teacher but like the idea of using more technology – more PCs	P
School Strategic Management	Reduce scale of school building upgrading; then to keep the £34m for capital spend and close them.	F
	visiting specialists cut and the cover time offered to existing staff in school for an additional cost,	F
	cut home school link workers,	F
	Merge the 2 Elgin Secondary Schools.	F
	2 x Why have class rooms assistants not lost in service days/ Cut class rooms assistants on in service days	B
	Consider cutting quality improvement officers in Educational Services rather than front-line services	E
	Centralisation of local ASG clerical/admin support i.e. generic phone number	K
	Stop replacing schools which are approx. 30 years old	K
	Schools, leisure, libraries – trim school strategic management budget & HQ management	M
	sell surplus school properties to maintain working schools,	O
	Schools seem to have a lot of spare money around the end of the tax year and seem to be able to buy lots of IT equipment and possibly other items just to spend the money could this not be questioned and perhaps put in a corporate pool?	O
	There was a time about 15 years ago when the council got gave early retirement to lots of staff over 50. I assumed at the time the council was able to let these folks go because it could employ younger, cheaper people to do the job. Has this been looked at.	O
	The education Department should make the end of the school day in Primary Schools be the same for all pupils. This only happens in a couple of schools at the moment. Consequently in the vast majority of Primary Schools the afternoon bus has to do two trips. Taking home the P1-3's and then the P4-7's. This must cost thousands of pound in additional transport fees and I suspect most parents would like all their children to come out of school at the same time.	O
	Extend the Christmas Holidays in schools to 3 weeks and reduce the summer holidays. This would save heating bills as I assume that schools have a lower level of heating in winter during the holidays than term time. If they don't make sure the heating is turned down in schools during the holidays!	O
	QIOs for schools - even though they may look busy, they should be scrapped. In some cases, they add to divisions by siding with a head who becomes isolated from her teachers.	O
	School spending prioritized on frontline and what actually enhances Learning & Teaching in the classroom. So, set a minimum requirement for teaching time with Guidance & Senior Management teams, meaning they have a real sense of what classrooms are like & saving money. Cut back the six secondments - schools have more than enough resources now with Teach.it & better sharing.	O

	Why need additional lighting in bus drop off area at Elgin Academy?	O
School Strategic Management	Devolve school strategic plan to HTs. QIOs are duplicates	ES
	Could development officers be shared with other councils?	ES
	look at joining HTs in bigger towns or rural areas	ES
	if schools are cut then this area will be reduced	ES
	cut QIO numbers	B
	investigated supply teachers	B
	merge with property services	B
	Review of structure and facilities with schools e.g. senior teachers/principal teacher	M
	Is there room for more 'slimming' of management in education?	M
	Look at school resources, amount of computers	L
	Could the provision of Head Teachers be some how centralised to the secondary schools into which they feed?	S
	Head Teachers should concentrate on teaching and not managing budgets	S
	One Head Teachers could manage all primary schools within an ASG and one accountant per ASG	S
	Re-think the way in which primary schools are managed, only have one Head Teacher per ASG	S
	School Strategic Management: school & curriculum development, educational services admin management – could there be a general central management with some expertise? (2 people in group	EN
	Combine rather than separate	P
	Save money here – seems a lot for this area	P
	Supply not always great – don't know subject and could do with specialists eg Higher Physics	P
	School strategic Management – new schools = less repairs	P
	Why start a new school after 34 years – they should last longer.	K
	Consider 'Heads of Faculty' rather than lots of individual Heads of departments in schools.	K
	Could save by integration with property services – avoid duplication	K
	Why not have Property look after schools estates?	K
Instrumental Instruction Service	Leave the Moray Music Centre and Moray Schools Youth Orchestra to run, however the latter of these, a small charge could be added for the amount the young people are getting from it.	F
	Music should be charged for	B
	Reduce music tuition	ES
	My children went to music lesson when they were at school but I would have paid privately if this service was not available. I think most other people would do the same. I think Aberdeenshire has stopped music lessons in school and they have also done away with PE Art and Music teachers in primary school.	O
	Music not statutory	ES
	considered potential area for savings	ES
	Musical tuition – could be a saving	L
	Charge parents more for this service	S
	Charge going rate	S
	Music instruction is a low priority	EN

Instrumental Instruction Service	Means testing / subsidies on music etc – don't want pupils to be discouraged from subjects due to costs	P
	Not essential – cuts could be made	P
	Possible increase in fees	P
	Suggested this should not be provided by TMC	K
	Review of fees for tuition	K
	Why can't it pay for itself	K
	Review of fees	K
HQ Admin & Management	Let head teachers do more staff training instead of having so many development officers in the education department	F
	Incentives for older more expensive teaching staff to leave so younger, less expensive teachers can come off the supply list	F
	Too many people in education office in Elgin	F
	review duplication of jobs i.e. girfec and a number of the new posts created.	F
	Communicate between all primaries so that all have same policies and communication with parents.	K
	Schools, leisure, libraries – trim school strategic management budget & HQ management	M
	can education deal with 1 director and a secretary?	B
	admin/heads - savings to be made	B
	school management is too top heavy	B
	Should cut out unnecessary management	K
	Teachers sick leave should be reviewed eg due to stress of dealing with kids. All children should be dealt with at a basic level before it becomes a long term issue	K
General	It was difficult to judge - my concern is regarding quality - why do we need so many poorly performing teachers/ social workers - these cost.....just because education is important shouldnt mean they can spend spend spend - quality first!!!	F
	Cost far too much and should be cut	EN
	2 x Make a max. amount of jotters that pupil can have to stop waste	L
	do we need active schools co-ordinators	B
	too many specialist teachers	B
	consider academic/private schools from council control	B
	Centralise education at Scottish Level not local level	M
	Consider possible sharing education sections with other LAs	S
	System / departments could be provided in a better way	S
	More cost effective to have Scottish governance same as police?	EN

SOCIAL WORK

Casework Services	Families be more responsible for family members	K
Support Services	Stop rewarding unacceptable behaviour by sending pupils on trips	K
	no parenting classes	B
	Service for children – ‘naughty’ trips etc	P
	More tackling of problem issues etc in primary school – family support helps solve issues – not everyone has this	P
	If youngsters don’t have something to do then this can lead to trouble, boredom, vandalism – early intervention can help alleviate this.	P
	Early intervention – 3/4 years old – why not just be for 4 year olds	P
	Council should not pay for ‘rewards’ for bad behaviour eg trips out and about	K
	Greater investment in early intervention to prevent out of area placements	F
Out of Area Placements / ARP	Cease all out of area placements costs –should be paid for in other councils’ budgets	ES
	Provide facility in Moray	K
	Build a centre in Moray to accommodate children who are placed outside Moray due to behaviour problems	O
	Review OOA placements for savings potential	F
	room to negotiate on provider charges	B
	Ridiculous amount of money spent on out of area placements: provide a facility in Moray; NHS should provide more in this area	M
	contributions from NHS on healthcare issues	
	Cost versus number of children in this situation	S
	Out of area placement – spend to save; single centre generate income?	EN
	Other options? Essential	P
	Council shouldn’t send kids out with Moray	K
Fostering & Adoption	Costs per unit high – must be savings	K
	Speed up adoption process	O
	£300,000 from fostering and adoption to criminal justice to support early intervention	M
	Review of service to look for savings	K
Throughcare / Aftercare	Children leaving care need financial help & support	S
	money should be linked to people being encouraged to be as independent as possible	B
Performance & Strategy		
Social Work Training	Are we wasting too much training (social work) as a result of unnecessary public concern? Could training be shared across departments and/or with other councils? Are we always efficient? Is there sharing of good practice across councils? General consensus	EN

Criminal Justice Services & Youth Justice	Community service – picking up litter in street, empty bins, clean toilets, and clear snow	K
	Use community service orders for street sweeping, clearing weeds from the side of the road, removing graffiti, picking up litter	M
	Make more use of community orders for street sweeping, weeds, graffiti, litter	O
	Use Community Service/Pay Back sentences to pick up litter & recycling work and snow clearing. This is not against their human rights as is successfully done in other parts of the country.	O
	Expand the restorative justice scheme. Could have positive effect on the community and a savings to the council. Litter-picking and street sweeping	O
	Utilise community service to become apprentices to employed staff e.g. buildings maintenance/parks & gardens, litter pickup	O
	use more people e.g. litter picking/weeding, etc.	ES
	restorative justice - could do all sorts of different things to do activities others are paid for	ES
	Criminal Justice/Youth Spend further £0.5m for early intervention – less cost to fixing the problem	M
General	Stop issuing so many 'hand outs' from social work/services – benefit culture again	M
	Over spent – not good	EN
	Maintain social workers in local communities	S
	Streamline staff – look at structure and who does what	L
	Look at efficiency savings	S

ROADS & REFUSE

Civil Engineering Consultancy Services		
Flood Risk Management	Was water table altered after the 1997 flood?	F
	Also things like the Flood Alleviation scheme for the River Findhorn in Forres in my opinion is a waste of time, as when was the last time it flooded?	O
	Can small flood schemes come out of revenue budget to reduce costs?	F
	Over the top – too much money	EN
	More action on prevention i.e. clean rivers – look at the basic first before the big spend – engage public more	EN
Waste Management	Put a charge on green bin usage	F
	Charge for bin collection	F
	Charge for plastic bags	F
	Fine pavement cyclists, dog fouling, etc	F
	Increase fines for litter, dog fouling £1000	F
	Stop smoking in bus shelters	F
	Keep pushing recycling	F
	Charge to empty bins - you will get a lot more fly tipping	F
	Bins emptied on application and share bins with neighbours	F
	2 x 50p per household for garden waste	B
	Publish figures for recycling per town and encourage competition	B
	Investigate incineration of general waste when heat & power plant goes ahead	B
	Let people know what is and what is not recyclable	B
	Reduce residential waste collection to once a month & enforce the recycling scheme	B
	Empty bins less, fines for not recycling	B
	Install lifting winches at the pumping stations so you don't have to hire cranes	B
	Employ staff to fine people for dropping litter to generate income and reduce need to street cleaners	ES
	Empty recycling plastics bins 4 weekly	ES
	Allow incineration plant	ES
	Target school pupils about litter	K
	Reduce frequency of bin collection particularly in rural areas & garden bins	K
	Empty garden bins less in winter months	K
	Make sure bin lorries do only one collection of the same place	K
	Charge take aways & fast food outlets several thousands of year to cover costs of picking up their litter	M
	Encourage people to be more responsible for their waste/ encourage supermarkets to use less plastic	M
	Try to get waste management budget and what the public can do to help keep it steady so no employees have to be cut from this service	M
	Make recycling a more obvious concern to the public	M

Waste Management	Improve recycling and encourage contractors & firms to recycle more – even by increasing fees for dumping	M
	Empty all bins 4 weeks	M
	Collect green refuse bin monthly	M
	Charge for dog poop bags	EN
	Reduce landfill use recycle more, anaerobic digestion	EN
	Reduce bin men to 2 and make drivers do more work	EN
	Create income from waste incineration rather than paying landfill – use heat for electricity or heat for swimming pools or housing	S
	Look at incinerating waste	S
	Compost as much as possible	S
	Retention of centralised refuse facilities	S
	Community refuse bins instead of individual bins	S
	Street sweeper could be better used if vehicles parked on 1 side of street on alternate days	L
	Undercover patrols at strategic times when people are most likely to be dropping litter. Fine those who openly flout the rules and destroy our beautiful communities and countryside. This sends out a strong signal on an issue a large number of the local population feel strongly about and raises £50 a time.	O
	I have previously enquired about Recycling Plastic as it is one of the major things that fill up most green bins!. I was told it was impossible as there are many types of plastic. However i can take my plastic to Huntly to recycle and other areas of Scotland recycle it. Surely you could come up with some way for us to recycle it giving you the chance to get cash back and there would be less for landfill.	O
	Stop wasting money giving so many coloured boxes to residents which if you drive out and about are lying unused at road ends	O
	More anti-litter patrols in hotspots at particularly bad times handing out £50 fine for law-breakers. Ask the public to report areas and times when patrols needed most. Possibly use undercover cameras to capture evidence and expedite any prosecutions (if offenders decide to appeal fine). This raises revenue for Council (paying for the costs & more), reduces amount of budget spent on cleaning-up mess and pleases vast majority of people.	O
	Pass a local by-law restricting the sale of glass bottled drinks. In terms of potential for damage to environment and hurt to people/wildlife glass tossed away is a key danger. Moreover, if glass is taken out of the equation, "on-the-go" recycling facilities can focus on plastic bottles and tin cans. As these will be collected together in the Council purple bins, it makes the bins much more straightforward to develop. More recycling reduces the cost of landfill and saves us money.	O
	Give everyone bigger recycling bins and only pick up refuse every three weeks	O

Waste Management	Over the last few weeks we have had no less than tree people round at our bins. Two to put a letter on it stating that we either have to put our house number on or our house name seems a bit pointless considering we live in the country and the bin is on my land right outside my house. Two men to put this letter on, the cost of the paper the ink and the little plastic bag and tape to stick it to the bin.I assume this is on every bin in Moray. It would of cost far less tow put the information in the local newspapers or the radio. The third man had a clipboard and was going into the bins I assume to see what we are recyling he had no permission and I object as he was invading my privacy. In this letter it also stated that only one bin would be collected from each household usless you had obtained a larger bin from the council.What a waist again of money as I paid and purchased a second bin from the council so will they take both bins away and repace them with a new one. I want to keep my smaller bins as they are easier to handle.	O
	I live near Brumley Brae Elgin and note that many refuse collection vehicle appear to return to base mid afternoon. Could the routes not be optimised to make sure the crews work a full day or as Councils in Europe seem to do double shift the trucks, this would reduce the amount of vehicles required which at well over 100k, I believe would be a significant saving.	O
	Tender rubbish collections	O
	We do not need brown bin collections every fortnight during the winter.	O
	Households should be encouraged to recycle more. There are lots of areas of Moray who still have not received their additional bins my house included.	O
	Greater push for recycling. Highlight costs for landfill tax. Not fines as these cost to implement. Warning stickers or recycling info leaflets stuck to bin	O
	Continue to encourage recycling - more recycling points throughout area	O
	Community to adopt a street	O
	Less collections of brown bins in the winter months	O
	Brown bins to be collected monthly in winter	O
	Also paper & plastic bins once a month	O
	Could savings be made by not using private waste management contractors	F
	why do operatives work over Xmas and New year?	F
	issue is not increasing waste management but better recycling facilities	F
	Review food bins. Look at cost benefits of recycling	F
	Less individual bins and more collection points	F
	Can MC make money from recycling	F
	Turn waste management into revenue similar to Aberdeenshire	F
	sometimes waste trucks are duplicated	ES
	less garden waste collection in winter	ES
	sharing waste facilities with Highland	ES
	too much equipment and replacing equipment not needed. Not buying equipment and material that aren't needed	ES
	suggest fining people who don't recycle	ES

	is this service too good?	ES
	suggest stop brown bin collections in winter months	ES
Waste Management	extra collections should be paid for	B
	carry out spot checks and check for recyclables	B
	less garden collection in winter	B
	Look at using an incinerator rather than landfill	M
	Tell people what they can/can't recycle to help people to recycle more	M
	Waste management can be trimmed	M
	More education around the cost of not recycling.	M
	Fees up for waste management – less £ being removed	M
	Different colour bins – necessary?	L
	Recycling of plastics – save money long term	L
	Charge for removal of white goods	L
	Brown bins Nov / March not needed so regularly. Reduce winter collections of brown bins	L
	People could take their own eg paper, cans	L
	Opt out of recycling collections thereby people who want to take their own responsibility can	L
	Refuse Lorries - Shouldn't be put out if roads not clear	L
	Share of use with other LAs	S
	Plastics – more that could be recycled rather than go to landfill	EN
	Review of what goes to landfill and what is recycled	EN
	More education/information needed for the community – e.g. brown bins not being used enough	EN
	Potential market for recycled waste!	EN
	Build incinerators rather than landfill – Kirkhill Quarry, mixed view on this	EN
	Charge for poo bags	EN
	Reduce how often rubbish is collected.	EN
	Generate income from recycling	EN
	Education as well as cuts – e.g. recycling	EN
	See recycling as a resource: energy and cash.	EN
	Recycle at schools should be improved	P
	Keep recycling – possibly invest bigger bins for more recycling	P
	½ million could be saved by putting correct items in correct bin	P
	More can be done in recycling	P
	Encourage	P
	Charge for rubbish collections	P
	Green bins not being emptied as much would help save money	P
	Public toilets - Do not use – should be provided by businesses	P
	Use barrows to pick up litter rather than vans.	K
	Raise awareness of recycling and consequences if not embraced	K

Grounds Maintenance	Jobs not flowers	F
	Why were men spraying weeds in the evenings	F
	Community start a gardening scheme to maintain flower beds; donate plants	F
	Allow some of Grant Park to become wild encouraging wildlife	F
	Get local groups to adopt a graveyard and look after it with volunteers and adults with special needs, run an awards scheme	B
	Cut down on parks, lining, planting, football parks & Grant Park Forres	B
	Plants not necessary	B
	2 x Reduce grass areas between roads and houses with car parking	ES
	Private sector sponsoring roadside grass maintenance in return for advertising; sections of roadside looked after by council and companies have a say in planting, etc	ES
	Should transfer responsibility for some community benefit to the community e.g planting of flower displays could be taken over by community councils who can get funding from other national organisations and the companies who own the wind turbine farms.	E
	Flower decorations done by organisations i.e. youth council, community orders/prisoners	EN
	Increase price of bedding plants to private individuals	S
	Use farmers to cut grass verges	S
	Roadside grass cutting seems to stop at Elgin and forget the rest of Moray	S
	Reduce cutting of verges	S
	Cut gardening	S
	Protect – ground maintenance	S
	Plastic plants	S
	I believe the gardening/ grass cutting section employ additional staff in summer and the roads section in winter why not combine these two sections, stabilize staffing, streamline the management structure and operate more vehicles that do multiple jobs. I believe other councils have done this.	O
	plough up the parks and plant potatoes	O
	take control of lairs in cemeteries that were sold over 40 years ago but have never had anyone buried in them and re-sell them/use them to reduce the need for additional cemeteries	O
	only replace play equipment when the communities have raised half the costs	O
	do away with weedkand funerals thereby reducing the need for overtime	O
	Gardening to tender and brick over roundabouts, remove flower beds from roadsides	O
	make non human impact cuts - corporate services, roads, gardening and estates	O
	Get rid of Flood Team ASAP. Previously we only did minimal reactive maintenance to watercourses (ie tree/shopping trolley snagged on bridge) and we got flooded. However now that we have "state of the art" flood prevention schemes built throughout Moray we must surely have security against major flooding. Therefore there must be much less need for any watercourse maintenance and if required it must surely be far easier to carry out. So we should now be able to dispense with the services of the Flood Team.	O

Grounds Maintenance	Road verge cutting for lines of sight only, including farm entrances	O
	Weedkiller used has minimal residual value so why use it. Just let the weeds grow and involve the local communities in adopt a street type idea	O
	Infilling cut onto round headstones does not save money as more time needed to cut the grass and possible damage to headstones	O
	Why not cut the road verges less and let the wild flowers grow	O
	Why not plant less bedding plants and put in perennials instead, e.g. heather?	O
	Why use annuals when planting up parks, why not use perennials. They come up year after year and can be divided for new gardens and spaces	O
	Reduce roadside grass cutting	O
	remove grounds maintenance	ES
	more lorries than needed	ES
	empowering employees would result in a better job	ES
	suggest not using sPrays that are used to spray gutters as isn't effective	ES
	if there's no money available, then we shouldn't put money here (parks)	B
	why dig up bedding plants/bushes to just replace them with new ones?	B
	no grass cutting in cemeteries	B
	staff rationalisation	B
	community is trying to take responsibility for lands and parks	B
	Mapping exercise to see what community do – put back to community	L
	Flowers etc that council plant are very often vandalised waste of money continually replacing them.	P
	Replace flowers with something sturdier eg trees (cheaper to deal with in long run)	P
	Residents take more responsibility for what is planted etc eg on an estate this should be done by residents – don't always rely on the council to do it all	P
	Needs reduced not cut the grass as often	P
	Transfer of grounds maintenance to communities – Duke of Edinburgh, School involvement etc	P
	Community to look after their own burial grounds	P
	Get volunteers	P
	Reduce grass cutting	P
	Too many play areas across Moray – do not all need the equipment – streamline this service	P
	Flower beds are important to the Forres area – part of the identity but communities / businesses should contribute or take over eg Forres in Bloom; however it does require dedicated volunteers which need more recognition	P
	Cyclists in woodlands should do it themselves it should not be the councils priority	P
	Sponsorship for roundabouts but need to be careful it does not obscure the traffic	P
	Community help save money	P
	Could open spaces be run by community groups	K
	Could the responsibility for park upkeep be linked with CFE? How could this be linked?	K

Building Cleaning & Catering	Increase school meal prices	F
	Charge full cost of schools meals	B
	Cut out meals to elderly & cease café at Elgin community centre	ES
	School dinners should be more appealing to stop young people going into town Jamie Oliver style	K
	Secondary pupil who are given free school meals, a vast majority don't take advantage of this and choose to go out for lunch	EN
	My school canteen is very expensive and the prices should be lowered	EN
	Pay full price from school meals	S
	School meals. Offer children cold platter instead of having the expense of staff to prepare hot food Saves on staffing levels and also electicity. Many children already take packed lunches so offering sandwiches wholemeal bread/white bread etc selection of fillings carrot sticks slices of cucumber baby tomatoes perhaps bread sticks with a dip then fruit yoghurts jellies crisps and a drink milk fresh orange etc. Food along these lines takes less preparation therefore less staffing, could fulfill nutritional value and mabybe be more cost effective, Children qualifying for free meals could then be the same as others and maybe parents who already give kids packed lunches would use the service as well. (Do all parents enjoy making packed lunches!)	O
	Look at the price of school meals because pupils and staff pay only half the cost	O
	Cut Roads & Refuse - cleaning vacant council houses	O
	staff empty their own bins	B
	School dinners – P1-3 free - stop	L
	Increase charges for school meals	S
	Cleaning in schools – lights left on in whole building rather than just where needed	EN
Building Cleaning & Catering	Vending more popular things	P
	School meals in primary school shouldn't be increased	P
	Pupils could clean up more in schools, could make a reduction in cleaning – keep priority areas but cut all other areas	P
	In a community centre – we do ourselves	P
	Private companies instead – be cheaper?	P
	Is there a new way of costing all TMC food services?	K
	Services should be joined up	K
Harbours	Streamlining and economies of scale	K
	Building and Catering – should not be cleaning a building twice in the same day	K
	Increase harbour fees and run them on a more "commercial" basis. Why should all Council tax payers subsidise this service?	O
	Review harbour charges	F
	Increase fees for harbours	M
	Out to Trust / Sell	S
	Charge for industry – significant contributor to economy	P
	Single better harbour	P
	Savings could be made	P

Fleet Services	Stop workers taking home vehicles	F
	Pool cars are being abused	F
	Rent pool cars out for use as social transport at night	F
	Why do we need so many workers with vans? Why do they have to get them to and fro?	B
	Pool cars should be cc998, cheapest cars	K
	Fleet services claim majority of service costs are recharged	K
	Workers not on standby have vans	M
	Keep road vehicles +1 year longer	M
	Fleet services workshop open 24 hrs to cutback sub contracting, maintenance vehicles fully utilise 12 months of the year	M
	Don't take home vehicles – everyone uses the pool	S
	Consider lease rather than buy vehicles	S
	2 x Over use of council vans for journeys to work & coming home for lunch , Road man living in Knockando working at Tomintoul or Dufftown? Taking council vehicle home. Another workman in Glenlivet working out of Dufftown taking lorry home. Why not re-locate these sort of people?	S
	This web process is over simplified, daily there are many many examples of saving that could be made. Stop council employees taking council vehicles home and being used for supermarket shopping trips is one example.	S
	Don't allow staff to take home vehicles – save on fuel costs	O
		O
	Why do so many council staff have vans home with them, they can't all be on standby. This must be a very large cost in fuel to the council.	
	Review people in posts that require to drive as part of their job and see if they do actually have a licence and that they are not using another person to drive them around. This costs the council two wages to carry out one post. This is happening.	O
	Pool cars and vans thus decreasing motoring expenses	O
	Get rid of some of the pool cars that according to local newspapers are not used.	O
	Get more Pool Cars, if it is proven that they are saving money. I overheard an employee in the street (a carer I think) saying that she never used a pool car. She just said there wasn't one available and continued to claim mileage.	O
	Review Council / DLO vehicles being kept at home by employees, reducing fuel costs etc.	O
	Being in the motor trade I wonder why you need to paint the bottom of council school buses pink and plaster them with stickers. The cost per bus must be around £1,000 per vehicle. I can understand the high viz yellow for safety on trucks as here would be little cost as these bodies would have to be painted anyway. I would have thought the buses should have high viz markings for safety as well. The policy of buying standard white vans makes sense but not spending this type of money on cosmetics. Surely a saving.	O

Fleet Services	When I was in Lhanbryde on Tuesday the 9th of October there was no less than 8 Council Vans and 1 Lorry all of which appeared to have one person in it who were all standing about talking or on their mobile phones. I am certain if this amount of people were required in this area could they not double up and halve the amount of vehicles and save the fuel. Someone is not doing their job if this is being allowed to happen and wasting money. I personally think this is where there would be the most savings on wasteful expenditure. If the council were to get an independent rate payer and pay them not a stupid amount of money to look at every department to see where money is being frittered away there would be thousands saved. The above is one example.	O
	Re-locate pool cars to reduce staff downtime when collecting and returning. Pool cars in my experience can typically involve around half an hour of redundant time to collect, get work gear and return, If this happens for 2 bookings a day that is 1 hour of staff time wasted, multiplied by say 40 staff having to get pool cars from offices other than where they are based = 40hrs/day or 10,000hr/years. Even if staff time is being charged out at £40/hr = £400,000/year. This cost is currently being absorbed by individual sections and not being considered when DBS are reporting the savings.	O
	Can more Council vehicles be run on used cooking oil	O
	Vehicles being misused	F
	Sub contract MC fleet services and transport	F
	Look at type/cost of car used for fleet. Why hybrid - expensive option?	F
	Review trips i.e. are they necessary, can they be reduced? Promote more car sharing	F
	staff taking vehicles home - review	ES
	do we need all of these vehicles?	B
	Why can't volunteer groups use them – save expense costs eg transport elderly – more savings possible with more cars	L
	Expand pool cars – target need better ie 2 seater are no use	L
	Fleet should be reviewed and only retain what is necessary	S
	Too many council vans outside houses – “employees seem to have for own use” – can they have trackers installed?	EN
	Review of fleet	EN
	Integration – planning of journeys/moving items to reduce the amount of fuel needed in council vehicles	EN
	There should be a cut in the number of TMC vehicles	K
	Please have a review of TMC vehicles, is there more control over the use of these vans / cars	K
	The table want improved governance of all fleet services. Council employees shouldn't be allowed to take cars home	K
	Outwith warranty work use existing staff for maintenance	K
	Concern regarding council vans and staff taking them home	K
	Staff attending meetings and consequently using pool cars – should be more closely governed.	K
	Fleet Services should be reviewed.	K

Roads Management & Maintenance	Stop bikes, car and lorries going onto pavements	F
	Repair only once, poor job meant they were called back to do it again.	F
	Provide yellow sand box	F
	3 x Reduce time which street lighting is on	F
	Turn off street lighting from 9.30 pm	F
	Remove tourist information outside Scot scoop	F
	Householders responsible for snow removal from building frontages	F
	Many street lights are on throughout the night which is unnecessary	B
	Get Tesco Keith to be responsible for snowing clearance around their store	K
	Cut back on street lighting and rural areas do without	K
	Reduce street lighting by 1/3 after 2am	K
	Stop the sweeping brush lorry that goes round the streets in Keith for a while	K
	Stop snow clearing of pavements and require properties to clear snow	M
	Cut down on street lighting overnight	M
	Switch off ½ street lighting	M
	Reduce street lighting and switch off midnight to 6am	M
	Reduce winter maintenance off priority routes	EN
	If built properly you wouldn't have to spend so much	EN
	Reducing time street lighting in on, change to energy savings bulbs	EN
	Reduction of road repairs and improvements as 26.9% is only needed for it	EN
	Reduce or switch off streetlighting between midnight and 6 am	S
	Reduce street lighting	S
	Discontinue putting up street lights in middle of country – A941 Fogwatt	S
	Reduce street lighting hours	S
	Cut street lighting time and frequency	S
	Street lighting to be turned off at certain times	S
	Sieve through your Road workers. Do you actually need so many in rural communities. Guaranteed they are standing around most days.	O
	Switch off every other street light and in most areas switch them off between 1-5am. For the few people out at that time they are not required. In areas where there are no street lights people carry torches.	O
	Shut off street lights after 0100	O
	Have periods where only half the lights are switched on (eg between 3am and 5am when scarcely anyone is using the streets.) Clearly this needs to be carefully planned, would have a bigger impact on rural areas.	O
	Very pleased to hear about proposed cuts to street lighting - http://local.stv.tv/elgin/news/local-democracy/193406-reduce-street-lighting-to-help-towards-moray-council-savings-of-30m/ Excellent idea and please implement as widely as possible. It would be fantastic to see the stars properly, without light pollution, and clearly such an easy way to save money. Keep up the good work.	O
	roads maintenance to tender	O

Roads Management & Maintenance	make non human impact cuts - corporate services, roads, gardening and estates	O
	Switch off all street lights between (perhaps) 1am and 5am - save energy, budget, light pollution and might act as a social curfew.	O
	I would be happy is some of the street lights in my street were switched off or dimmed as long as safety was not affected.	O
	Turn off street light after midnight in rural areas. Turn off every other street light in most Urban areas.	O
	Who checks joiners/builders who leave debris on the road surface. There must be an increase in maintenance costs when there roads are not cleared	O
	Slip road on Morriston Road, Elgin should either be fully treated or left untreated. Only a teaspoon full of grit put on the slip road	O
	Switch selected street lights off after midnight - in Germany this has been done for years. Lights which work like that are marked with a red tape so people know that their car might be in the dark	O
	Less street lighting in town areas	O
	There is a lot of cut backs and no help to clear snow for the elderly or those with a disability	O
	Reduce digging up roads	O
	investigate dimming of street lights	F
	Belief that roads dept. waste a lot of time	F
	Look at less expensive ways of maintaining/ repairing roads	F
	can money be saved through tendering for small roads jobs i.e. no BEAR roads	F
	avoid temp road repairs - fix it properly 1st time	F
	dimmed street lighting	ES
	streets are not reasonably cared for - winter roads and road cleaning	ES
	do gritting properly	ES
	switch off every alternative street light	ES
	reduce street lighting	ES
	don't have pod of frontline workers all in Elgin - spread them out	B
	staff rationalisation	B
	pot holes filled but less flowers	B
	Change street lighting times – save electricity	M
	Reduce / cut winter maintenance – owner responsibility	L
	Provide more grit boxes, clear own paths	L
	Street lighting – switch off (midnight) half on half off	L
	Need to be cleared earlier from snow / frost	L
	We need to take responsibility for pavement / road clearing – we can all do a small bit for our own streets / pavements	L
	Sand bins – distribute more for self help	L
	Consider using grit rather than salt – save money on filling in pot holes etc	S
	TMC should not cut expenditure on roads, snow clearing etc.	S
	Street lighting – provide an alternative e.g. on/off and dimming	EN

	Reduce aspiration to do as well – less concerned with league tables – lower standards
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P

Roads Management & Maintenance	Short term fixes not working on roads especially pot holes	P
	Neighbourhoods should be encouraged to do their own gritting	K
	Too many workers standing about doing nothing	K
	Do things properly so you save money in the long term – example - pot holes filled and do not last and then has to be done again. Make use across Moray of all staff as Elgin seems to have more while other areas have had staffing cuts.	K
Traffic & Transportation Management	Scrap plans to build a multi-storey car part or move the bus station or make a castle to cashmere trail	F
	Switch off unnecessary traffic lights at Kinloss/Findhorn junction	F
	Parking meters to all staff	F
	No more signposts	F
	School crossing patroller outside primaries over lunchtimes are unnecessary	B
	Make every roundabout a landmark. Have a competition for art/sculptures at every one bring in tourists	ES
	2 x Stop Western Distributor Road	ES
	Not another by pass for Elgin	K
	Charge council staff for car parking	M
	Don't waste the money on the Western distributor road	M
	Remove traffic lights on Alexander road	M
	Charge £1 per day for parking in Lossiemouth, Keith, Buckie and Forres	EN
	2 x Stop Western link road	EN
	Cut down on plans/building new roads, if you are going to do it, do it right the first time	EN
	Generate income by reducing commercial rates and parking charges, encouraging businesses	S
	Abandon west Elgin link road	S
	Forget Western Distributor route - concentrate on dualling of A96	S
	Forget Western Distributor route	S
	Charge staff £1 per day for car parking	S
	Parking at annexe – staff from 1-2 using it	O
	Encourage people into town centres by having a time limit on town centre parking and not charging. Too many people park in town squares for whole days for free.	O
	Reduce use of consultants within transportation	O
	Charge to use the staff carpark- most people don't get free parking with the job	O
	Remove (or at least switch off) all illuminated road signs - save energy, budget, light pollution and ongoing maintenance cost.	O
	Review all road signs and then remove/reduce number - reduce ongoing maintenance cost and reduce chance of theft for scrap metal	O
	No link road	O
	Less street calming in non-residential areas	O
	park and ride facilities for employees that work in town centre	ES
	scrap western link road	ES
	suggest traffic calming message could be reduced to save money	ES
	increase parking charges locally rather than free i.e. Buckie	B

Traffic & Transportation Management	£220,000 income generation from charging employees and Councillors for car parking – mixed reaction to this.	M
	Toll rates for HGV	L
	Raising money: charge for parking in other areas – not just Elgin e.g. Keith and Forres, increase charges. Consensus – consistent charges across Moray. Double yellow side streets to avoid people avoiding paying charges.	EN
	Bypass is a waste of money	P
	Best time to build bypass? Should be postponed	P
	Car park charges – consider but long term not short term parking and depending on the location of the car park eg Forres House CC	P
	Don't do link road	P
Public Transport Unit	Charge a min. £1 for senior bus users	F
	Small charge to use school buses except for children on free school meals	F
	Dial a Bus – make a pick up point for all going to same area	F
	Provide school transport within the strict 2-3 mile limits	B
	Bus passes should pay £1	K
	Duplicate taxi runs to schools i.e. 3 taxis for 3 pupils	K
	Promote Dial M bus for integration into the community	M
	Car sharing, but council supported, bus for disabled people	M
	Single runs for primary schools, linked with school times P1-3 & P4-7	M
	People with mobility allowance or mobility cars should pay for using council transport to day services or use their own cars	S
	Look at school transport	S
	Smaller buses, at least off peak - theres hardly anyone on them e.g. Lhanbryde, Aberlour	O
	Why should tax payer subsidise bus routes? Is there an alternative funding option. Review is needed	F
	Subsidised buses are not needed	ES
	pupil transport for small number of pupils needs to be looked at	ES
	increased charges for subsidised transport rather than remove services	B
	rationalise transport public and school where possible. Look at school transport system and see if any spare capacity for public passengers	B
	Look at organisation of bus times/routing of school buses/distance limit	M
	Lollipop un-necessary for roads where traffic control exists	L
	Why is the council responsible for school transport?	S
	Why using taxis?	S
	As above re. school buses and planning of journeys	EN
	Encourage people to get out of cars and use buses e.g. stop free buses and provide small amount. General agreement that more people would be prepared to pay a little more if they knew why.	EN
	Consider order / dial a bus service for rural areas	P
	Look at system differently eg dial a bus	P
	Why not use TMC vehicles rather than outside companies	P

	School transport should be reviewed to ensure value for money	K
Public Transport Unit	Lot of waste eg taking kids to school in taxis	K
	Why are taxis being used, why are they not sharing taxis – this is being reviewed	K
	All school transport should be reviewed	K
	Ask developers / stores to contribute to costs of rural bus services	K
	Public transport encourages independence – consider raising bus passes to the age of 65	K
Direct Services Admin	Seems a lot	P
General	The council has centralised offices to the centre of town why not look at centralizing depots to the waste land next to Ashgrove in Elgin. The fuel and rental costs of basing your Building Services in Mostodloch must be high. I believe upward of 70 vehicles are taken home every night by staff even though they are not on standby. surely a perk the council can no longer afford to provide. Fuel alone must cost over £100k PA. Centralising waste collection from Brumley Brae and Building services must be saving worth further analysis.	O
	stop manpower wastage - one man working and three watching, monitor vans parked not working	O
	staff workload match private companies- gardeners, roadworkers	O
General	Spend to Save in Direct Services. By investing in appropriate levels of management, staff resources, staff training, facilities, plant and equipment the planning, resourcing and execution of front line services will become even more efficient generating significant savings. A major area of expenditure is in front line services such as waste, lands and parks, roads etc. I understand that managers and staff are too busy fire fighting and are therefore unable to spend time and energy improving services.	O
	The former British Gas waste ground area next to Ashgrove depot in Elgin could be used to centralise Building Services, Refuse Collection and buses. The Council could then give up rental of the three depots the sections rent and reduce the cost of every Building Services tradesperson having a van home with them every night, this perk must be costing well over £50k per annum in fuel alone.	O
	Too much management tier	L

COMMUNITY CARE

Specialist Services - Learning Disabilities	Reduce the number of houses for people with learning difficulties, more into one house with shared care	EN
	Reduce specialist services for learning disabilities	EN
	Vulnerable adults (learning disabilities) – deliver less sophisticatedly. Provide safe care less on bigger aspirations for these groups. Not training/rehabilitation – social warehousing. Not general consensus of the group.	M
Maybank		
Barlink		
Specialist Services - Mental Health	Reduce care for elderly and mental health by bringing back in house	M
Drug & Alcohol Services	Stop giving them money	F
	Far too much spent on drink and drugs rehab. Help them but not habitual offenders	F
	Shouldn't be paying for drug addicts to get them off their addictions	EN
	Cease all drug & alcohol services	S
	Cut Drug & Alcohol services	O
	more done in moray instead of outsourcing to other authority areas	F
	Investigate example of Stirling Orchestra which helped reduce costs of YP offending/drug and alcohol use	F
	why pay for this service when it is self inflicted	ES
	reduce funding	B
	Review of licensing rules to reduce problems and save money in this service – mixed feelings in the group about this.	M
	Start education early (primary) to help people further down the line – early intervention. Maybe even younger, this would save money, teaching about it at a younger age	P
Access & Fieldwork Teams & Adult Protection	Drug and Alcohol – share with other Las	K
	Those who can should be encouraged & helped to live independently in the community	S
Occupational Therapy	Should be assess on persons' needs	S
Joint Equipment Store / Community Alarm	Make the joint equipment store more efficient and accountable for delayed hospital discharges. Provide more vans and drivers and delivery times	O
	services are good but can squeezes be put on but keep their quality	ES
Care at Home	Reduce care for elderly and mental health by bringing back in house	M
	More local carers – no need for travel expenses	S
	2 x Basic training – dusting, etc for carers	S
	Check on carers work – attitude problems , not enough time given by managers to check work	S
	Get a neighbour volunteer thing going to look after old people so carers don't have to travel so far	O
	too many home carers	ES
	do not reduce	ES
	charge people who can afford it	ES
	Agency home help clarification, investigate costs	L
	Savings can be made – especially with more efficient use of staff	S

Care at Home	Could more people go to group settings rather than individually at home?	EN
	Pay families a carers allowance to look after relatives – would be a reduction from home care budget	P
Care Purchasing	Go for quality care – cheaper may be more expensive in long run	F
	Usage of nursing home beds to house aged who need care	F
	Possible cuts to be made especially in admin and management	S
	More community spirit – families look after elderly rather than care home	P
	Could we get a ‘better deal’ by using a better provider?	K
	Is there a better way to procure this service?	K
	Shouldn’t be in the council remit to pay for – should be health budget	K
Day Care Services	Elderly in rural areas need social interaction especially in outlying areas	S
	Create or maintain local day services to reduce travel	S
Moray Employment & Training		
Moray Resource Centre	Disabled people have to wait too long for assessment and to get improvements done	S
Taigh Farrairs	Cut community care - Taigh Farrairs	O
Management, Strategy & Support and Change Fund	Perhaps the management & strategy budget could be trimmed	M
	Should make management changes to bring reduction in costs	S
General	More expensive in the future	S
	No cuts	S
	Increasing population so can’t cut from there but we should share this burden with NHS; preventative care can be moved to be supported by voluntary sector; as is the case with ‘home from hospital’ care – use the voluntary sector more.	M
	Taking responsibility sometimes with families regarding care of elderly	L
	People with less disability could be a lower priority	P

CENTRAL SUPPORT SERVICES

Legal Services	3 x Outsource legal services	K
	Moray has already reduced front-line services several times over the last few years to make savings. All the council's services are vital, and none are luxuries. The schools budget is huge and I think that the council should again be looking at under-used schools, unpopular as that would be in the smaller communities. However I really think that it's time the council looked at its behind the scenes administrative departments such as the Legal Department and the Chief Executive's Office. The people of Moray would be heartened to see that the council could remove some highly paid posts from within, rather than always penalising the poorly paid and the vulnerable sectors in the community.	O
Committee, Election and Members Support	Cut down on the number of councillors & if old enough should use free bus service	F
	Don't pay elected members salary or expenses	F
	Cut expenses for Councillors	F
	Why pay cllrs who are not full time a salary	M
	Cut the number of Councillors from 26 down to 15.	E
	Reduce number of councillors	EN
	Reduce allowances	S
	Cut administration for Leader	S
	Do not pay councillors a salary - just regulated expenses.	O
	Councillors should learn to say no to constituents who make complaints. There is a reality that some people think all they have to do is keep complaining about a service to their Councillor, and the service will have to cave in and provide services, sometimes contrary to policy and setting a precedent for more complaints. Councillors could ask services if the complaint is reasonable, before making demands, instead of assuming that demands are reasonable ,costing the Council money, and playing personal politics with public funds.	O
	Stop providing bottled water at meetings- use a jug and tap water	O
	Publishing councillors' expenses online is just the start. Once local citizens can read how their money is being spent the pressure will really be on to cut costs. Obviously we dont want to see expenditures for small amounts here and there, what we would like to see is the larger ones, a threshold should be set.	O
	Set maximum number of word limits on the length of reports submitted by officers. Long reports that nobody reads are a waste of officer time and a means of avoiding accountability for spending.	O
	councillors wages freeze for year to match employees - cutback in councillors expenditure	O
	Look at members' pay	F
	too many members	ES
	Members should not get free parking	ES
	Members and committees to be more concise to save officer time	ES
	look at members salaries and expenses when they work and how much they can do, reduce amount of time Cllrs work, 2 evening and 1 day per week	B
	"Elected Members do it for the love of the community"	EN
	Suggestion in reduction of wages	K

Registrars Service	Increase charges for births/deaths/marriages & burials plot admin so that income covers costs	M
Customer Services	Why have access points in Buckie and you have to go to Elgin office	B
	too many people employed to answer phones	ES
Accountancy	individual staff should be made responsible for their own spending	ES
Payments & Procurement	No need for procurement	F
	Sites we have to use cost double that of most other sties	F
	Procurement savings should be calculated overall rather than centrally i.e. cost of time to departments.	F
	Put at realistic cost not inflated prices, check supermarkets first	K
	Procurement is costing money	EN
	Also, I understand there is a department called "Procurement" is it needed? Surely, the managers in each department could place orders like they used to.	O
	Unnecessary spending on expensive items such as the new Moray Council Building which I believe was so that the Council abandon their rented building and sell off their outsource buildings. It could only be the Council who would try and sell their buildings when there is a recession on and property not selling. It is also I believe that a Dishwasher had to be purchased in this building as there are meetings and there would obviously be tea and coffee to be served and the staff would not be expected to wash up their own cups and saucers so this dishwasher was purchased at the cost of £5,000.00 even a working kitchen in restaurant dishwasher don't cost that much as I have checked. I think there should be a committee of volunteers be appointed to voice the public opinion on the expenditures and stop the unnecessary spending of our money	O
	Shop around for your insurance premiums	O
	Reduce storage costs and insurance costs by making sure the Council is not keeping equipment that is never used.	O
	join other authorities	F
	Business cases should be drawn up	F
	Don't waste money on consultants. Offer 1 year contracts instead.	F
	Procurement over staffed - too many top officers	F
	Too much outsourcing.	F
	Spend money locally - it would save money	F
	Stop spending money on consultants. Employ people who know what they are doing.	F
	Reduce/remove consultants across the council	F
	why hire consultants? Hire qualified staff	ES
	savings to be had in procurement	ES
	is this the cheapest option - procurement	ES
	use in house consultants to save money and get better value for money	ES
	Concern re. procurement of contractors	M
	Can we outsource across the board e.g. payroll?	M
	Costs more and adds costs – items could be sourced cheaper locally	S
	Central Procurement is not necessary – have to wait too long for items, centralising centrally (without authorities) takes longer	P
	It is costing TMC lots of money – should be easier to buy at local level. Its too prescriptive.	K
	Use local suppliers – encourage local suppliers to tender for jobs.	K

Payments & Procurement	Make it easier to buy things cheaper eg at super stores / local shops without having to go through procurement eg – cost of light bulbs in shop in comparison to procurement and then time taken fro delivery.	K
Taxation	All council tax by direct debit	B
	Mandatory payment of council tax by direct debit	K
	Charge charity shops full council tax	M
	Why do elderly not pay any rent nor community tax? Pay either one or the another	S
	Ensuring that all Council tax is collected. There appear to be a few unfinished properties which are not registered to pay for Council tax.	O
Finance Management & Administration	Stop each dept having to use all of its budget, allocated only what they need	F
	Why do we need 200 budget managers	B
	Reduce borrowing as priority and get rid of capital spend on interest	M
	Reduce capital spending and associate financing/interest costs	EN
	Review funding and remove any duplication	O
	Reduce capital expenditure and borrowing	O
	Have a say where Capital Spend goes i.e. not Moray Leisure Centre. TMC can decide where best to spend i.e. not flood prevention and give to ice rink.	EN
Employee Administration & Management	Look at subcontracting some more services out e.g. employment support	O
Employee Development	Is all staff training necessary and good value for money	F
Human Resources	2 x Productively of staff – too many managers/ Far too many chiefs and not enough Indians and too many made up jobs	F
	Use local labour & support to reduce costs	F
	Don't pay for the 1 st day of sickness	F
	Cut some jobs in the offices where possible	F
	Cut hours rather than workers	F
	Staff morale - illness/stress is costly	F
	Have a CEO with business experience and qualifications who can run the council profitably	F
	4 x Cut back on managers' & pay/ Senior staff overpaid	F
	Cut travelling expenses & trips for managers	F
	3 x Cut back on duplication of work by reducing tiers of management	F
	Employee ex royal Engineer as heads of departments and then work down so 60% of employees are ex REs	F
	Reduce middle management by at least 1/3; the other 2/3 will have to pull their weight	F
	Cut senior managers	F
	No free lunches or coffee	F
	outsource HR,	F
	Reduce the working week to 4 days or 35 hours	B
	No sick pay for first day of absence	B
	Team briefings by email	B
	3 x It's time to cut back at the top rather than the bottom	B

Human Resources	Stop paying pay rises by percentages	ES
	5 x Don't pay for the 1 st day of sickness/ Stop or cut sick pay	ES
	5 x Reduce working week for grade 8 & above to 35 hours saving £1.5m/ Reduce all white collar workers by 1 hour per week	ES
	Take 3 weeks holiday at Xmas reducing heating costs	ES
	Cut wage bill for higher management not lowest paid	ES
	Top level high paid jobs to go	ES
	2 x Why pay on call staff for gritting duty to answer the phones	ES
	Stop upgrading more and more council officers	K
	Cut managers pay by 20%	K
	Does job share save money or duplicate things	K
	Stop paying for council employees to stay at home i.e. suspended	K
	Review wages & expenses of employees	K
	Review staffing – cut from top down not bottom up. Duplication or unnecessary jobs to be stopped	K
	Cut out overtime	M
	Cut staff costs not by cutting staff but by looking at pensions of the highest paid, pay rises, etc	M
	Why do you still pay telephone allowances when you can give staff mobiles	M
	Assess salaries of highest paid officials and their pensions with a view of cutting staff costs	M
	Assess all staff competence and need so as to increase efficiency	M
	All members of the council to have big cut in wages	M
	Why do workers finish early on Fridays to be brought back in on Sat or Sun on overtime	M
	Pay employees less until they come up with an idea on how to save everyone's money	EN
	Cost far too much and should be cut	EN
	Promoting people to their own level of incompetence is rife within any public service and should be dealt with	EN
	The council needs to revisit the size of the organisation	EN
	Why have wage bill increased by £6,000,000	EN
	2 x Reduce senior management, £104,000 per year wage is criminal – look at top of tree	EN
	Work 1 hour less per week	EN
	Lose 2 days before getting paid	EN
	Give up 1 day holiday per year	EN
	There are some depts. Or sections within council producing nothing. Paper pushing creating work for other council staff	EN
	Cut waste in teams for admin by looking to other organisations & good practice	S
	4 x Cut senior managers, too many top officials with too high salaries, Look at streamlining senior management posts, Cut back on senior managers rather than workers	S
	Team work saves money	S
	Recruit staff who can act as consultants to save on external consultants	S
	Seek pay restraints for senior managers	S
	Cut back on middle management, keep core services	S
	Another restructuring, probably centrally	S

Human Resources	4 x Look at admin costs, costs unreal, expensive	S
	Cut HR section	S
	a pay freeze for two years is another.	S
	Stop paying overtime	O
	Carry out time in motion study	O
	After all the efficiencies identified by initiatives such as DBS, does scope exist to reduce the hours worked by staff who are now not fully utilised. Even if it is just a couple of hours a week the saving in the wage bill must be significant. By doing this it should lead to less redundancies.	O
	Where possible, always employ Moray people for Council jobs. This removes local people from idleness (with its attendant ailments), reduces the pressure on local services and avoids resentment growing about 'incomers' getting the jobs. Remember, people can be trained on jobs and those born & bred in Moray are more likely to have a strong sense of loyalty to their local area (plus be understood by the locals!). When I applied for a job in Speyside High School four years ago, both myself and the only other candidate were incomers, so that obviously doesn't count!	O
	I know from moving around and visiting other local authorities - the value of experienced staff who provide advice and guidance on various matters. I would not like to see experienced staff, who provide this advice on a regular basis made redundant and replaced by inexperienced staff in the name of saving money. There is nothing worse than asking for advice on matters which are important to a person and not getting a correct or clear answer due to inexperience. It is also demoralising for the inexperienced member of staff who may want to give the best service but just do not have the knowledge as yet. This kind of pressure can put a lot of stress on staff and impact on their long term confidence. I appreciate the need for cost savings but please remember the council is a public service. I feel strongly that these cuts should not affect the areas where advice is given.	O
	get rid of number of staff on over inflated salaries not actually contributing anything directly to the services to people - too many corporate box ticking stat nonsense	O
	We need to maintain our beautiful area, further reduction in street sweeping, litter collections, grass cutting and flower beds would be unacceptable. Cut out levels of unproductive management who are using up staff time asking for unnecessary reports.	O
	Do not employ 2 posts where one would suffice	O
	Review union reps pay - change in employment law required	O
	make a list of everyone in the council earning more than £50000 and work out who is front line -do away with anyone that is a paper shuffler or anything to do with quality assurance	O
	If you're off sick, the first day is unpaid - this might result in less sickness days being taken and also where supply staff needs to be employed to cover, you don't have 2 wages to pay for the day.	O
	trim down on executives, local councillors who do not have any power against moray council anyway.	O
	Cut the staff in your offices - run the council like a business rather than a poorly run charity.	O
	fully implement single status. get all employees to work a standard week e.g. 36 hours	O
	At my place of work we have not received a cost of living ay rise for the last 2 years. My husband also had a pay freeze. Lots of companies are having pay freezes. It may not be nice, but it is a lot better than losing a job! could consideration not be given to staff at Moray Council having a pay freeze for a couple of years. I am sure they would rather a pay freeze than lose their jobs.	O

Human Resources	Freeze pay rises for local government workers	O
	The Community Planning Partnership themes are greener, safer/stronger, healthier, wealthier/fairer and smarter. Surely keeping Moray looking good in terms of grass cut, weeds sprayed, potholes filled in and litter picked must rank higher than a pen pushing bean counter in the council headquarters	O
	I note that one of the biggest expenditure in The Moray Council is their wages bill what it doesn't show is how much of that is attributed to sick pay. I am certain a large portion of the wages can be attributed to that. So why not stop paying out sick pay and revert back to the standard sick pay (SSP) not only will you save money but you will find that the sickness time off that employees have will remarkably decrease and there would be a further saving as temporary staff would not be required.	O
	Encourage staff to suggest efficiencies. Offer a prize for the best suggestions. But also allow anonymous entries.	O
	I believe Moray Council Chief Officers are still paid an annual essential car user lump sum of over £1000 each. Could these highly paid members of staff not give this up as the rest of the workforce did a number of years ago.	O
	Cut back on layers of managers	O
	Stop issuing lunch vouchers for Length of Service awards. A £12 lunch voucher for 20 years service is not a gift but a little insulting.	O
	Remove some expensive layers of top management.	O
	You could save a fortune and not have to cut services by getting rid of two layers of managers.	O
	I've a friend who works in Environmental Services and says she has FIVE layers of management above her, some of whom only line-manage two or three people!	
	Motivating staff rather than failing to develop them. Removing the culture of bullying and ignoring ideas generated from officers. When questioned, planning management have referred to staff as "petulant children" and told staff "just do as you are told". Ideas are not responded to and certain management achieve nothing, other than networking for their own goals. A motivated, organised, well lead workforce will achieve targets and provide a better quality service. Bullying of individual members of staff simply results in unproductive time and negative attitudes. Clear out the negative dead wood.	O
	As an employee of the Council can I suggest that it consider following the lead of the private sector when looking at cost cutting, and that is to thin out middle management. This could be done in two ways; 1 - reduce the numbers of middle managers by redundancy. The obvious savings would be in salary, but would also lead to savings as outlined below. 2 - reduce the cumbersome and elongated decision processes that invariably involve managers ill-equipped and without suitable qualifications to be involved in technical matters outwith their scope. Managers time freed up in this manner could then be used in sharing the workload ie. get them back on the tools !	O
	Reduce the number of trips Managers go on to the Central Belt. Use web-cams etc to attend meetings virtually.	O
	Reduce the number of Conferences staff go on.	O
	Reducing the workforce is the only answer. This can be achieved through efficiency services. If people don't want to be there, their attitude has a knock on effect to those around them. Clear the dead wood, provide good leadership and motivation and a lean efficient structure to meet the demands of the next decade and beyond.	O
	Offer all council employees over 25yrs service voluntary redundancy	O
	Cut human resources	O

Human Resources	Cut expenses - treat taxpayers money as if it was your own	O
	Stop using compliment slips when sending things in internal mail. It's a waste of paper & money	O
	Cutting down on management wages	O
	Reduce council working on Saturdays	O
	everyone around £60K should be cut. Contracts should be tighter with a management review.	F
	too many middle managers	F
	Improve efficiency	F
	Review sickness policy	F
	Make substantial cuts to wage bill but look at cuts to every member of staff	F
	Cut upper and middle management - reduce salaries and staff. Can do with less managers but not less staff	F
	Efficiency of workforce i.e. too many workers on a job and only a few working - building works jobs	F
	Training days outside MC buildings when buildings are available - needs a balance	ES
	staff should not get free parking	ES
	staff and pool cars needs to be looked at	ES
	reduce staff wages in education	ES
	too top heavy, middle management needs to be reduced	ES
	maybe admin staff could be shared by several teams to save money	ES
	each head of service told to cut from top down and see how many staff need to be removed	B
	don't use so many subcontractors i.e. plumbers, electricians and use current council staff to open/close toilets	B
	allow people who are capable of doing jobs to do them i.e. change light bulbs	B
	efficiencies to be made by not checking up on staff. Not filling out lots of papers and ticking boxes	B
	review staff pensions	B
	staff car parking charges	B
	Reduce amount of time managers spend on admin	M
	Too many managers	M
	Scope for freezing salaries	S
	Huge savings could be made – eg middle management	S
	Excessive council employees – too many chiefs	S
	People management – Senior Management should be more accountable for the performance of people working within their departments	S
	Senior management structure should be more efficient	S
	Cuts should come from top down	S
	Admin to top management should be trimmed	S
	Senior management should be held to more account for the performance of the people working within their departments.	S
	Suggestion to cut out layers of management and improving communication	K
	Monitor staff sickness – how many are off through work stress?	K
	How can work stress be reduced which will save having to arranged expensive cover and add to the stress of those not yet off.	K
Health & Safety	review of all health and safety regulations and be sensible	B

ICT Application	Communicate, not just on website as this is difficult to navigate	B
	Skype instead of BT phone lines	F
ICT Infrastructure	Speak to Forres community council to reduce IT costs refurbishing old computers, software, etc	F
	Consider lease rather than buy IT equipment	S
	Improved PCs	F
Chief Executive, Policy and Governance	There must be money to be saved, maybe around the research and information department	F
	Stop printing connect and other useless bits of paper	F
	Why do we need so many RIOs, project officers put the money to front line services or cost savings	K
	Cut CE section harder this time; too many staff for size of council	M
	Consider cutting the numerous project officers, research officers rather than front-line services	E
	Look at policy and governance department	EN
	Review of community planning	S
	CPU budget too expensive	S
	Complaints forms too complex and off putting	L
	Stop rebranding ie logos	O
	Reduce the number of highly paid people needed to generate performance management data, which is pretty straightforward, and need not be costly. Some services can run their performance management framework cheaply, without the need for an extremely well paid Research and Information Officer. If one can, all can!	O
	Scrutinise the value of the Corporate Policy Unit and the PR team. I'm sure if asked they would say they were invaluable but is that really true? What contribution do they really make to the delivery of front line Council services?	O
	Reduce the number of press officers/public relations officers	O
	Reduce numbers of staff employed on Community Planning activities. This is not a frontline service and participating agencies are by now all well aware of the need to coordinate their efforts. They do not need people to waste time producing newsletters which simply consist of web site links.	O
	make non human impact cuts - corporate services, roads, gardening and estates	O
	Moray has already reduced front-line services several times over the last few years to make savings. All the council's services are vital, and none are luxuries. The schools budget is huge and I think that the council should again be looking at under-used schools, unpopular as that would be in the smaller communities. However I really think that it's time the council looked at its behind the scenes administrative departments such as the Legal Department and the Chief Executive's Office. The people of Moray would be heartened to see that the council could remove some highly paid posts from within, rather than always penalising the poorly paid and the vulnerable sectors in the community.	O
	user departments to carry out their own research and information tasks	O
	Stop creating initiatives just to keep staff in the Chief Executives Section in jobs. These initiatives often create little positive and just tick a box, they just divert staff away from their jobs. Its no coincidence that the new initiatives come up around the time that budget cuts are being considered, in order that staff within this section are shown to be fully employed and required.	O
	Increase the CSU because good engagement in things like assets could well save money overall	O
	Limit excessive use of glossy paper, e.g. For Curriculum for Excellence folder	O

Chief Executive, Policy and Governance	cut connect	F
	too much staff time on performance reporting	F
	Review employee newsletter	ES
	Review of performance management across the whole council – no output, no requirement.	M
	No more consultations – let people go to their Elected Members	S
Designing Better Services	How many buildings have been sold so far as stated in DBS	F
	DBS has closed no buildings, where is the savings?	F
	Increase electronic filing	S
	Council logistics seems very poor - vast improvements could be made	S
	Cut DBS	O
	Annexe – invest to save. Is it cost effective to spend £4m on Annexe and how much saved from buildings not being used?	EN
	Queried why TMC need more or new buildings? Why building when TMC is attempting to save money? New projects should be kept on back burner	K
Internal Audit	Cut internal audit service	O
Corporate Services Allocations	cut back on corporate services ;	O
General	2 x Your central services function needs looking at. Too many cuts on front line services, budget cuts should be concentrated on central services including chief executives section	M
	Share back-office services wherever possible - i.e. legal advice, teaching 'secondments', Pay Roll, Human Resources - with Aberdeenshire, City, Highlands & any other Councils who realise the benefits of cost-saving. Don't duplicate work (i.e. designing IT systems & drafting procurement contracts).	O
	Either the Council commits to processes such as ERDP and PSIF and actions the results or, don't bother if it is a tick box exercise for management as staff can use their time more productively.	O
	Combine personnel and legal services with other local authorities e.g. Aberdeenshire and or Aberdeen. Pay less managers and probably improve skills!	O
	Combine the post of Finance Director and Chief Executive.	O
	Cut back in backroom services such as Finance, HR, Legal and Corporate Services by sharing services across Scotland. Protect front line Services at a local level.	O
	Reduce the number of outside consultants the Council uses.	O
	Cut payments to other sources eg consultancies and use your own staff	O
	Reduce use of consultants	O
General	Cut Central Services or look at outsourcing	M
	Combine departments – Admin, HR, ICT, Financial Services	P

General	Why separate departments – should be merged	K
	HR and ICT – efficiency savings	K

OTHER

Benefits	Cut credits to single mothers and start charging maintenance to fathers	F
	Get some of the 'fit' benefits fraudsters to work a few hours a day helping in the community	F
	Re think of housing benefits and council tax benefits for family size i.e. not to big before benefits are issued	ES
	Benefits should be for those who need it	M
	Save money but cutting benefits	M
	Need to save money on benefits which are given to those who are poor but don't necessarily need them	EN
	Make benefit applicants pass more stringent regulations	S
	People in permanent residential care forfeit 80% of benefits	S
	Why does council tax and housing benefits cost so much	S
	If they work charge then £2 or £5 per week	O
	Enforcement of housing benefit rules would result in a lesser cost for this - abuse is rampant	O
	More rigorous controls to reduced fraud loopholes	F
	don't give money give vouchers	B
	Large sum of money – too much spent on this	EN
General	2 x Look at what services that have already had huge cuts then go to the ones that haven't done much cuts first	F
	Better integrated services – avoid cross overs	F
	Stop putting work out to contractors, more in-house work	F
	Share services with neighbouring councils	F
	Was there any need for the new offices	B
	Reduce spend on outside consultant, agencies, etc	ES
	Cut the waste of paper by office workers	ES
	Advertise local services on your website for money	K
	Limit money into Elgin; spread money more evenly throughout region	K
	2 x Stop spending when there is no money	K
	Make Tesco /Asda pay same rates per square metre as small shops	K
	£266m seems excessive to service 90,000 people	M
	Spread cuts evenly over all departments	M
	Do not use expensive consultants when there are plenty of people who would gladly help	M
	Cut the dole and cheaper drugs now	EN
	All money should be concentrated on health and education	S
	2 x Save money on meetings – provide own food instead of outside caterers, No expenses on employees or councillors at meetings	S
	Concentrate money on early intervention	S
	2 x Reduce stationary costs	S

General	use common sense when spending for the people	S
	It was disappointing that a cllr felt that certain decisions made by members were overturned by senior management	S
	Strategic Environmental Assessment (SEA) is a statutory requirement to be undertaken for all public sector plans, programmes and strategies. Currently the Council carries out some SEA work internally, while some departments contract consultants and others may not take account of SEA. I have suggested for several years that the Council could set up a "populated" options database to make SEA fairly straightforward for staff to carry out and therefore make a financial saving in the longer term.	O
	The Council do not adhere to planning objections so why are we bothering to send in suggestions on how to cut Council spending as this will be a fruitless exercise as not one of the suggestions will probably be acted on is this not an exercise to make it look good. The one question I will ask why do we need three councillors to each ward when in the past one was efficient. That is now three times expenses and salary and they don't do much good anyway.	O
	Reduce the number of conferences and meetings in the Central Belt staff go to- they are expensive- travel, hotels etc. Use technology to have virtual meetings instead	O
	Stop producing expensive glossy brochures think email and if brochures do need to be produced print in black and white on ordinary paper	O
	stop duplication in processes, systems, posts	O
	How about actually carrying out ERDP's? How many long serving employees still await an ERDP? These types of appraisal are vital to ensure a productive, well trained workforce is available to fulfill the duties of the Council.	O
	How many services don't actually have a service plan and section workload plans? I know we don't. Basic management tools missing, covered by staff muddling through.	O
	Be fair, make the cuts across each and every section by equal amounts and stop cutting the same sections. Some sections have had cut several years in a row and I am perfectly aware that there are some departments that have never lost a penny and their budgets have increased dramatically over the last few years.	O
	Could the council not be generating some money somehow as well as saving it?	O
	Private cars are too good. We should be travelling on public transport or in smaller vehicles. A person is only 6% of the weight of the car so 94% petrol wasted	O
	Highlight costs of daily tasks to employees - get folk on the ground to engage and be empowered to make savings and be part of change & improving efficiency will make for a happier workforce	O
	Utilise community service more - expand community gardens, clean ups and increase revenue by increasing plant sales and production	O
	Encourage community involvement	O
	Make more use of voluntary groups - to give services	O
	Make people that are unemployed work for their money like keep the parks or clean drives and pavements	O
	Stop arranging lunch meetings	O
	Send less paper out such as one copy of things instead of two to couples	O
	Each town should have basics but larger towns have the extra resources	F
	Review smaller budget headings - don't overlook for savings	F
	Reduce everything by a set %	F

General	Sell used cooking oil	F
	Consider community budgeting	F
	Can depts. be shared with Highland council to save costs through using technology more efficiently	F
	Apply % reduction to all services	F
	Zero based budgeting - council should run like a business	ES
	community centres, museums, leisure centres, music tuition, and youth clubs should be run by the communities	ES
	not happy for council to be outsourcing - deliver service another way	ES
	streamline services - not have too many people doing the same thing	ES
	realistic charging for licensing fees, harbours and leisure	ES
	Further education is more important than primary or secondary so loose some people through natural wastage	ES
	why not integrate services with Highland/Grampian e.g. payroll/ central services, insource these services to MC	ES
	Reduce street lighting to pay for learning disability services	ES
	look at sub-contracting dept. by dept. rather than blanket use of subcontracting	ES
	cut budget across the board	ES
	raise funding	ES
	more investigation into service sharing e.g. dial a bus, halls, etc.	B
	want to cut parts not complete services	B
	council should investigate how to work more with voluntary groups	B
	join services with Highland and Aberdeen/Aberdeenshire - should this save money?	B
	Flatten admin and use across departments rather than having admin specific to departments	M
	Too high spend on consultancy fees – use internal expertise	M
	Merge services with other councils/share services	M
	Look for scope to sell off spare capacity i.e. training/or share systems	M
	Tender for more services	M
	Consider shared services – centralise HR, IT, Procurement	L
	“Against the wall” is necessary – what is necessary - ‘cloudy and flowery’ has to go	L
	Need to be very clear on what specific services offer – look at all round	L
	Streamline electronic filing – switch to paperless offices. Council must be smarter in their work practices	S
	Can some departments be combined to reduce overall admin costs	S
	Communities could take over the running of some services	S
	Communities should take over the cutting of grass, up keep of signs etc	S
	Very little scope for cuts in Speyside more scope for larger towns like Elgin	S
	Cut back on trips made by council officials	S
	Only way to make cuts is simply to do things more efficiently	S
	Cut down on general administration	S
	Combine service departments and reduce staffing costs	S
	Cut down on service duplication	S
	Loan charges come down?	EN

	Centralise admin services. Should we go to Highland or Grampian or in its entirety to join up and share services?	EN
	Where possible reduce borrowing and therefore loan charges	EN
General	Reduce printing e.g. at training events	EN
	Postage – letters – emails should save money	P
	Combining services to save money	P
	Remodelling makes more sense	P
	Re-use things more – folders, envelopes	P
	Look internally at what Moray has before going out for services	P
	Can TMC demonstrate that out-sourced services are good value for money?	K
	Should be looking at savings in all departments and avoiding duplication	K
		K
	Should have an overall review of the highest budgets as these could be utilised more efficiently eg Council Tax paid via Direct Debit.	K
	Smaller budgets eg museums and libraries are not always the best place to identify savings as they help a vast amount of people and allow people to help themselves this will allow overall savings	K
	People should be encouraged to take more responsibility and not expect TMC to pick up all the pieces	K
	Share services with other Local Authorities and Agencies	K
	Educate the public as to what TMC services are and do	K
	Why use outside tradesmen when skilled workforce – is this more costly?	M
	Contracts cheaper than council staff – use contractors for skills don't have in house	M
Partners	Stop Police cars being used for shopping	F
	3 x Lobby Alex Salmond/COSLA to change policy on keeping community charge capped for several years/ not everyone wants council tax cuts if it means poor services	F
	Work with the 3 rd sector to increase efficiency	B
	Charge for hospital meals – min. charge	ES
	Increase community charge	ES
	Cut trident	K
	Raise council tax	K
	Submit to Scottish Government details of what you need to carry out the services you are committed to as they have promised to finance	M
		M
	Consider sharing backroom services e.g. finance, IT, HR, etc with other partners	M
	Cancel the Trident contract	M
	Reduce the size of the armed services	M
	Increase taxation	M
	More vigilant approach to tax evasion	M
	Save money on prisons by cutting things like food a bit and gym	EN
	3 x More support for social enterprise, generate use for service provision, engage for waste	EN
	Amalgamate education depts. With Moray and Aberdeenshire	EN
	Amalgamate social work depts. With Moray and Aberdeenshire	EN

Partners	Return elgin fire station to day manning and retained	S
	Press government to ease health and safety regulations to a reasonable level	S
	Encourage social enterprise projects	O
	Remove by-laws that prohibit public drinking on the Plainstones and try to create a 'cafe' culture where fancier restaurants are free to invest in decent outdoor facilities for customers to enjoy. Imagine the extra revenues during long summer nights...	O
	Structured and focused development opportunities for young and under-employed, liaising with local employees to improve skills for jobs that are actually needed in area. This has the major benefit of removing people from being economically unproductive and dependent on state 'charity'. Similarly, El Sistena (Big Noise) orchestra-style (already in Raploch and Govanhill) to work with more deprived youngsters across Moray. Harness the amazing musical talent already in this area to inspire folks from all different backgrounds using this successful model. A stitch in time saves nine.	O
	Consider an increase in the Community tax charge for all households.	O
	Have Moray Council consulted about the possibility of raising Council tax? I realise this is contrary to SNP doctrine but I am sure many people may be prepared to pay a bit more in order to maintain services.	O
	would be happy to pay more council tax	F
	Citizens panel should be used as a savings	F
	charge for false alarms to increase revenue (GFRS)	F
	Investment in Forres medical centre - centre poorly designed leading to increased costs	F
	Dr Grays - trees are dangerous	F
	Why don't NHS pick up larger part of D&A services costs?	ES
	public would be willing to contribute towards national bus pass	ES
	could you double the council tax	B
	lobby to change statute on some services to make savings	B
	reduce money to fire service	B
	why does everyone over 60 get a bus pass	B
	Could CPP look at ASN provision and how it could be done a different way?	B
	Local authorities set own Council Tax level. Increase especially for expensive properties	M
	Get more funding for Council Tax from Central	M
	Football clubs charge for policing outside as well as inside the ground	L
	Increase Council Tax to raise money rather than cuts	S
	Better use of schools (rural areas), combine with Dr surgery, chemist, grocer. Supplementary usage if left open	EN
	In real terms we are paying less than 10 years ago. Happy to pay more if it mean services weren't reduced. Half the table fully agreed. Half wondered if some people may not be able to afford this. Look for areas where costs can be fairly increased	EN
	Need to make better use of Police officers	K