

# COUNCIL BUDGET - MONTH 8 2012/13 REVENUE AND CAPITAL MONITORING

<b>Cabinet Member</b>	Councillor Jonathan Bianco
<b>Cabinet Portfolio</b>	Finance, Property and Business Services
<b>Report Author</b>	Paul Whaymand, Finance
<b>Papers with report</b>	None

## HEADLINE INFORMATION

<b>Purpose of report</b>	<p>The report sets out the Council's overall 2012/13 revenue and capital position, as forecast at the end of Month 8. The in-year revenue position is forecast as an underspend of £2,525k an improvement of £459k from Month 7.</p> <p>An underspend of £4,875k is currently forecast on General Fund capital budgets for 2012-15. There is a forecast pressure of £5,701k on the HRA capital programme over this period due to projected variances on new build projects.</p>
<b>Contribution to our plans and strategies</b>	Achieving value for money is an important element of the Council's medium term financial plan.
<b>Financial Cost</b>	N/A
<b>Relevant Policy Overview Committee</b>	Corporate Services and Partnerships
<b>Ward(s) affected</b>	All

## RECOMMENDATIONS

That Cabinet:

1. Note the forecast management budget position for revenue and capital as at Month 8.
2. Note the treasury Month 8 update at Appendix B.
3. Approve the retaining of agency staff as detailed in Appendix C.
4. Approves the allocation of £190k from general contingency to Residents Services to fund emergency works to Children's Homes, which are revenue in nature.
5. Approves the addition of £693k of Department of Health funding to Social Care and Health revenue budgets to spent on helping people to leave hospital more quickly, get settled back at home with the support they need, and prevent unnecessary admissions to hospital and delegates authority to the Corporate Director of Social Care and Health, in consultation with the Cabinet Member for Social Services, Health & Housing to sign the associated Section 256 agreement.
6. Submission of a grant application to Transport for London to fund works enabling the Canal and River Trust to deliver improvements to towpaths alongside the Grand Union Canal between Stockley Park and Hayes.

7. **Note the decision of the Deputy Chief Executive and Corporate Director Residents Services, in consultation with the Leader or the Council and Cabinet Member for Finance, Property and Business Services taken on 9 January 2013, to amend fees and charges as detailed in appendix D with effect from 1 February 2013.**

## **INFORMATION**

### **Reasons for Recommendations**

1. The reason for the monitoring recommendation is to ensure that the Council achieves its budgetary objectives. The report informs Cabinet of the latest forecast revenue and capital position for the current year 2012/13.
2. Recommendation 4 seeks authority to release £190k to Residents Services directorate budgets from General Contingency to fund emergency works following OFSTED inspections at Charville and Mulberry Parade Children's Homes.
3. Recommendation 5 seeks authority to add £693k of Department of Health to 2013/14 Social Care and Health revenue budgets, in order to helping people to leave hospital more quickly, get settled back at home with the support they need, and prevent unnecessary admissions. In addition delegated authority is sought to enable the Corporate Director of Social Care & Health to secure this funding from Hillingdon PCT under a Section 256 agreement.
4. The grant application detailed in recommendation 6, if successful, will enable the Canal and River Trust to deliver improvements encouraging greater use of the canal towpath by pedestrians and cyclists. These works would build on similar improvement completed on the West Drayton stretch of the canal and provides links extensive local development in the Hayes area.
5. On 20 December 2012 Cabinet Cabinet delegated authority to the Deputy Chief Executive and Corporate Director of Residents Services, in consultation with the Leader of the Council and Cabinet Member for Finance, Property and Business Services, to revise cemeteries fees and charges and amend the policy on pre-purchasing burial sites with effect from January 2013. Recommendation 7 and appendix D report back to Cabinet on this decision.

### **Alternative options considered**

6. There are no other options proposed for consideration.

## **SUMMARY**

### **A) Revenue**

7. As at Month 8 (November) a forecast underspend of £2,525k on 2012/13 revenue budgets is reported following recognition of a £620k exceptional levy payment to the West London Waste Authority.
8. A net underspend of £3,145k is reported on normal activities, with a £105k pressure on directorate budgets and a £3,250k underspend on corporate budgets due to deferred borrowing in support of Primary School Expansions. This represents an improved position from Month 7 with a £209k improvement on directorate budgets and a £250k improvement on corporate budgets.

9. Directorate operating budgets include savings of £17,696k, of which 87% are either banked or on track for delivery.
10. As directorate operating budgets now approach a balanced position, the underspend on financing costs is expected to deliver a windfall enabling the Council to fund the exceptional levy and increase balances to an estimated £27,963k by 31 March 2012.

## B) Capital

11. Forecast outturn on the 2012/13 General Fund Capital Programme is £57,223k, a variance of £2,840k on a revised budget of £60,063k. The majority of this relates to unallocated contingency.
12. Over the three-year period 2012 to 2015, an underspend of £4,875k is now reported on the General Fund Capital Programme. Table 7 provides further detail of this projected underspend.
13. General Fund capital receipts for 2012/13 are projected to be £6,551k at Month 8. A favourable variance of £7,986k is forecast over the period 2012 to 2015.
14. A net pressure of £5,701k is reported on the HRA capital programme over the period of 2012 to 2015, which relates to variances on New Build projects.

## A) REVENUE

15. Table 1 indicates the overall impact of the expenditure forecast now reported on the approved budget and the resulting balances position.

**Table 1**

2012/13 Original Budget	Budget Changes		2012/13 (As at Month 8)		% Var of budget	Variances (+ adv/- fav)		
			Current Budget	Forecast		Variance (As at Month 8)	Variance (As at Month 7)	Change from Month 7
£'000	£'000		£'000	£'000		£'000	£'000	£'000
229,902	-759	Directorates Budgets on normal activities	229,143	229,248	0%	+105	+314	-209
-41,360	760	Corporate Budgets on normal activities	-40,600	-43,850	8%	-3,250	-3,000	-250
<b>188,542</b>	<b>1</b>	<b>Sub-total Normal Activities</b>	<b>188,543</b>	<b>185,398</b>	<b>-2%</b>	<b>-3,145</b>	<b>-2,686</b>	<b>-459</b>
		<b>Exceptional items: WLWA Supplementary Levy</b>		620		+620	+620	0
<b>0</b>	<b>0</b>	<b>Sub-Total</b>	<b>0</b>	<b>620</b>		<b>+620</b>	<b>+620</b>	<b>0</b>
<b>188,542</b>	<b>1</b>	<b>Total net expenditure</b>	<b>188,543</b>	<b>186,018</b>	<b>-1%</b>	<b>-2,525</b>	<b>-2,066</b>	<b>-459</b>
-		<b>Budget Requirement</b>	-	-190,668		0	0	0
<b>190,668</b>	<b>0</b>		<b>190,668</b>			<b>0</b>	<b>0</b>	<b>0</b>
<b>-2,126</b>	<b>1</b>	<b>Net total</b>	<b>-2,125</b>	<b>-4,650</b>		<b>-2,525</b>	<b>-2,066</b>	<b>-459</b>
<b>-23,313</b>		<b>Balances b/f 1/4/012</b>	<b>-23,313</b>	<b>-23,313</b>		<b>0</b>	<b>0</b>	<b>0</b>
<b>-25,439</b>	<b>1</b>	<b>Balances c/f 31/3/13</b>	<b>-25,438</b>	<b>-27,963</b>		<b>-2,525</b>	<b>-2,066</b>	<b>-459</b>

## Directorates' Forecast Expenditure Month 8

16. Table 2 provides analysis of the budget, forecast and variance at directorate level. Further detail on each directorate is set out in Appendix A. The group forecasts exclude sums provided for in contingency which are set out in table 4.

**Table 2**

2012/13 Original Budget	Budget changes	2012/13 Current Budget as at Month 8	Directorate		2012/13 Forecast (as at Month 8)	% Var	Variances (+ adv/- fav)		
							As at Month 8	As at Month 7	Change from Month 7
£'000	£'000	£'000			£'000		£'000	£'000	£'000
22,090	167,242	189,331	Administration & Finance	<i>Exp</i>	189,150	0%	-181	-85	-96
-9,004	-165,393	-174,397		<i>Inc</i>	-174,940	0%	-543	-533	-10
<b>13,085</b>	<b>1,849</b>	<b>14,934</b>		<b>Total</b>	<b>14,210</b>	<b>-5%</b>	<b>-724</b>	<b>-618</b>	<b>-106</b>
386,494	9,323	395,817	Residents Services	<i>Exp</i>	393,683	-1%	-2,134	-2,119	-15
-298,379	2,155	-296,224		<i>Inc</i>	-294,207	-1%	+2,017	+2,318	-301
<b>88,115</b>	<b>11,479</b>	<b>99,593</b>		<b>Total</b>	<b>99,476</b>	<b>0%</b>	<b>-117</b>	<b>+199</b>	<b>-316</b>
315,308	-194,139	121,169	Social Care & Health	<i>Exp</i>	123,606	2%	+2,437	+2,569	-132
-205,801	181,673	-24,128		<i>Inc</i>	-26,148	8%	-2,020	-1,993	-27
<b>109,507</b>	<b>-12,466</b>	<b>97,041</b>		<b>Total</b>	<b>97,458</b>	<b>0%</b>	<b>+417</b>	<b>+576</b>	<b>-159</b>
16,691	0	16,691	Contingency Priority Growth		17,221	3%	+530	+157	+373
2,504	-50	2,454			2,454	0%	0	0	0
<b>229,902</b>	<b>812</b>	<b>230,714</b>	<b>Sub-Total Normal Activities</b>		<b>230,819</b>	<b>0%</b>	<b>+105</b>	<b>+314</b>	<b>-209</b>

17. Administration & Finance are projecting **an underspend of £724k (£106k improvement)** at Month 7. Movement from Month 7 primarily relates to vacant posts being held open for longer than previously forecast.

18. Residents Services are forecasting **an underspend of £117k (£316k improvement)**, with movement from Month 7 including transfer of £163k overachievement of Development Control income from contingency and £117k of improvements within the group, primarily due to improvements on Education budgets.

19. Social Care & Health are projecting **an overspend of £417k (£159k improvement)** which is primarily due to slippage on savings from the Supported Housing Programme, partially off-set by underspends on Commissioning contracts. Movement from Month 7 primarily relates to posts remaining vacant within Children's Services and delays in recruitment of new starters.

### **Progress on 2012/13 Savings**

20. Table 3 below sets out progress against the savings programme for 2012/13 as set out in the budget approved in February 2012.

**Table 3**

<b>Rag Status of Savings (At Month 6)</b>	<b>Administration &amp; Finance</b>	<b>Residents Services</b>	<b>Social Care &amp; Health</b>	<b>Total (Month 6)</b>	<b>%</b>
Blue - Banked	-1,781	-5,542	-5,232	-12,555	70.95
Green - On track for delivery	-55	-2,076	-743	-2,874	16.24
Amber - Potential significant savings shortfall or a significant or risky project which is at an early stage;	0	-195	-150	-345	1.95
Red - Serious problems in the delivery of the saving.	-300	-350	-1,272	-1,922	10.86
<b>Total</b>	<b>-2,136</b>	<b>-8,163</b>	<b>-7,397</b>	<b>-17,696</b>	<b>100.00</b>

21. As at Month 8, 87% of savings are classified as either banked or on track, with the banked element rising to 71% from 68% at Month 7. Progress continues to be made in banking these savings, however there remains 13% of savings reporting either potential or serious problems with delivery. Although progress is being made towards containing this shortfall in the current year, a number of alternative savings are being developed where original proposals appear unworkable. This is reflected in the fact that the forecast Group position shows an overspend of £105k rather than the £1.9m for projects currently flagged as red.

**Development & Risk Contingency: £530k overspend (£373k adverse movement)**

22. £16,691k of potential calls on the Development & Risk Contingency were incorporated into the 2012/13 budget. Following the decision by Cabinet in month 7 to make a number of allocations from contingency reflecting the fact that risks were no longer contingent, the remaining contingency budget is now £15,120k. Variances on the allocations made in month 7 are reported in the Group positions. Table 5 shows the latest forecast call on this contingency budget. Forecast contingency requirements remain broadly consistent with MTF assumptions in totality, however there has been some movement on specific allocations.

**Table 4**

Group	Development and Risk Contingency	2012/13 Budget	Forecast as Needed (Month 8)	Variance (+adv / -fav)		
				Variance (As at Month 8)	Variance (As at Month 7)	Change from Month 7
<i>2012/13 allocations:</i>		£'000	£'000	£'000	£'000	£'000
<b>Current Commitments:</b>						
All	General Contingency	1,000	1,000	0	0	0
All	Pump Priming for BID Savings	500	500	0	0	0
A&F	Uninsured Claims	400	400	0	0	0
A&F	Schools withdrawal from the HR payroll and OH service	300	300	0	0	0
RS	Impact of HB Changes on Temporary Accommodation	737	737	0	0	0
RS	Waste Disposal Levy	550	550	0	0	0
RS	Additional costs for two year olds	357	246	-111	-111	0
RS	Development Control Income	500	500	0	-163	+163
RS	Carbon Reduction Commitment Energy Efficiency Scheme	450	350	-100	-100	0
RS	Local Development Framework Legal & Consultancy Fees	90	90	0	0	0
RS	SEN Transport	100	330	+230	+200	+30
RS	HS2 Challenge Contingency	200	200	0	0	0
RS	Contingency against Leisure outsourced income streams	480	635	+155	+65	+90
SC&H	Social Care Pressures (Adults')	6,171	6,171	0	0	0
SC&H	Social Care Pressures (Children's)	165	165	0	0	0
SC&H	Increase in Transitional Children due to Demographic Changes	2,742	2,742	0	0	0
SC&H	Potential shortfall in reablement, LD & PD savings targets	500	500	0	0	0
SC&H	Asylum Funding Shortfall	1,449	1,516	+67	+67	0
RS	Fuel		80	+80	+40	+40
RS	Legal Costs (SAS Fire Security)		123	+123	+123	0
RS	Legal Costs (M25 Spur Road CPO)		50	+50	0	+50
RS	Traveller Incursions		8	+8	+8	0
RS	Planning Appeals		28	+28	+28	0
<b>Original Contingency Allocation</b>		<b>16,691</b>	<b>+17,221</b>	<b>+530</b>	<b>+157</b>	<b>+373</b>
<b>Approved Permanent Allocations:</b>						
SC&H	Social Care Pressures (Children's)	-140	-140	0	0	0
A&F	Schools withdrawal from the HR payroll and OH service	-230	-230	0	0	0
RS	Development Control Income	-500	-500	0	0	0
RS	Contingency against Leisure outsourced income streams	-380	-380	0	0	0
<b>Approved One-Off Allocations:</b>						
RS	ICT Licenses - Microsoft Migration	-321	-321	0	0	0
<b>Current Remaining Contingency</b>		<b>15,120</b>	<b>+15,650</b>	<b>+530</b>	<b>+157</b>	<b>+373</b>
<b>One-Off Allocations Seeking Approval:</b>						
RS	Childrens' Homes Urgent Works	-190	-190	0	0	0
<b>Forecast Remaining Contingency</b>		<b>14,930</b>	<b>+15,460</b>	<b>+530</b>	<b>+157</b>	<b>+373</b>

23. The pressure reported on SEN Transport has been increased to £330k reflecting the growth in pupil numbers in September 2012 and the introduction of additional transport routes to manage this increased demand. As growth in pupil numbers is expected to continue this

pressure continues to be monitored through MTFF processes and contingency included in draft budgets for 2013-14.

24. An adverse movement of £90k is reported on the Leisure contingency to reflect the cost of renovation works required on the golf courses now being managed in house following issues with the outsourced provider.
25. An increase of £40k is reported on the contingency required to cover fuel costs and an additional £50k call on contingency is reported in relation to legal costs associated with compulsory purchase of land used for the M25 spur to Heathrow Terminal 5.
26. Following OFSTED inspections at two Children's Homes urgent works are to be undertaken at a cost of £190k. This work is revenue in nature and a recommendation is included within this report to fund these from unallocated General Contingency.
27. Current forecasts continue to assume that the remainder of funds set aside within General Contingency will be required in full over and above pressures detailed in table 4 above. Further detail on all contingency items can be found within the relevant directorate summary in appendix A to this report.

### **Priority Growth: Nil variance**

28. The 2012/13 General Fund budget approved by Council on 23 February 2012 increased the unallocated Priority Growth budget from £1,000k to £1,704k, while maintaining a budget of £800k for HIP Initiatives. Table 6 summarises the position with regards to each element of priority growth.

**Table 5**

<b>Priority Growth</b>	<b>2012/13 Budget</b>	<b>Agreed draw downs</b>	<b>Unallocated</b>
<b>2012/13 Unallocated Priority Growth at start of the year</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>HIP Initiatives Budget:</b>	800		
Communications Projects		7	
Heritage/Civic Pride/Environmental Projects		284	
Business Improvement Delivery		212	
<b>HIP Initiatives unallocated balance</b>	<b>800</b>	<b>503</b>	<b>297</b>
<b>Unallocated non specific growth</b>	1,704		
Green Spaces (approved October 2012)		50	
<b>Balance of unallocated growth</b>	<b>1,704</b>	<b>50</b>	<b>1,654</b>
<b>Total</b>	<b>2,504</b>	<b>546</b>	<b>1,958</b>

29. As at Month 8 HIP Steering Group have approved £503k allocations from the HIP Initiatives budget, leaving £297k as yet unallocated. To date Cabinet have approved one release from unallocated growth, leaving £1,654k available to fund further initiatives in the current financial year.

30. The forecast at Month 8 assumes the remaining unallocated budgets for both HIP Initiatives and unallocated growth will be committed in full by 31 March 2013, with any underspend at outturn contributing to balances.

## **Corporate Budgets Forecasts: £3,250k underspend (£250k improvement)**

31. Table 7 shows budget, forecast and variance reported on corporate budgets as at Month 8.

**Table 6**

2012/13 Original Budget	Budget Changes	2012/13 Current Budget as at Month 8	Corporate Budgets	2012/13 Forecast Outturn (as at Month 8)	Variances (+ adv/- fav)		
					Variance (As at Month 8)	Variance (As at Month 7)	Change from Month 6- 7
£'000	£'000	£'000		£'000	£'000	£'000	£'000
12,340	-922	11,418	Financing Costs	8,168	-3,250	-3,000	-250
950	0	950	IAS 19 Pension Adjustment	950	0	0	0
-35,583	0	-35,583	Asset Management A/c	-35,583	0	0	0
10,165	1,682	11,847	Levies & other corp budgets	11,847	0	0	0
-29,232	0	-29,232	Corporate Govt Grants	-29,232	0	0	0
<b>-41,360</b>	<b>760</b>	<b>-40,600</b>	<b>Corporate Budgets</b>	<b>-43,850</b>	<b>-3,250</b>	<b>-3,000</b>	<b>-250</b>

32. As a result of healthy cash flows and rephasing of the capital programme, an improvement of £250k is reported on financing costs with the remaining £3,000k underspend due to borrowing on schools not being required in the current financial year.

## **B) CAPITAL**

### **Programme Monitoring**

33. Table 7 sets out the latest forecast outturn on current General Fund capital projects. Forecasts for future years include live capital projects and programmes of works as included in the draft programmes for 2012/13 to 2014/15, which were reported to Cabinet and Council in February 2012.

34. Budgets reported throughout this year have been adjusted to reflect the re-phasing exercise approved by Cabinet in December.

35. The original budget of £89,286k as agreed by Cabinet on 23 February 2012 has now been re-phased by £43,130k and therefore the current revised budget for 2012/13 is £60,063k. As at Month 8 forecast outturn for 2012/13 is £57,223k (£56,964k at Month 7).

36. **Table 7**

	2012/13	2013/14	2014/15	Total Month 8	Total Month 7
	£'000	£'000	£'000	£'000	£'000
Original Budget	89,286	71,110	37,012	<b>197,408</b>	<b>197,408</b>
Revised Budget	60,063	100,840	52,224	<b>213,127</b>	<b>213,127</b>
Forecast Outturn	57,223	100,305	50,724	<b>208,252</b>	<b>207,993</b>
Council Resourced Variance – see table 9	-2,840	-535	-1,500	<b>-4,875</b>	<b>-5,134</b>
External Grants Variance	0	0	0	<b>0</b>	<b>0</b>
Other Resourced Variance	0	0	0	<b>0</b>	<b>0</b>
<b>Programme Variance</b>	<b>-2,840</b>	<b>-535</b>	<b>-1,500</b>	<b>-4,875</b>	<b>-5,134</b>

37. The actual General Fund capital expenditure as at the end of November had reached £21,138k representing 37% of current forecast outturn.

38. The main programme shows a net favourable variance of £1,313k, comprising pressures of £407k, underspends of £1,720k as set out in Table 8 below.

**Table 8**

<b>Council Resourced Variance</b>	<b>2012/13 £'000</b>	<b>2013/14 £'000</b>	<b>2014/15 £'000</b>	<b>Total (Mth 8) £'000</b>	<b>Total (Mth 7) £'000</b>
<b>Pressures:</b>					
Highgrove Pool Phase II	0	0	0	0	1,027
Botwell Green Leisure Centre	63	0	0	63	63
Hayes End Library Development	0	0	0	0	56
Hillingdon Sports & Leisure Centre	0	50	0	50	50
Primary School Expansions - Phase 2A Temporary	218	76	0	294	294
<b>Total Council Resourced Pressures:</b>	<b>281</b>	<b>126</b>	<b>0</b>	<b>407</b>	<b>1,490</b>
<b>Underspends:</b>					
Civic Centre Works Programme	-717	0	0	-717	-717
Primary School Expansions - Phase 1A Temporary	-300	0	0	-300	-300
Primary School Expansions - Rosedale Temporary	-243	0	0	-243	-243
New Young People's Centres	-155	0	0	-155	-155
Road Safety	-75	0	0	-75	-100
Manor Farm Stables Development	-65	0	0	-65	-65
South Ruislip Development - Plot A	-75	0	0	-75	-75
Primary School Expansions - Minor Works	-60	0	0	-60	-60
Ruislip High School Expansion	-30	0	0	-30	-30
<b>Total Council Underspends:</b>	<b>-1,720</b>	<b>0</b>	<b>0</b>	<b>-1,720</b>	<b>-1,745</b>
<b>Projected Re-phasing</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Main Programme Variance</b>	<b>-1,439</b>	<b>126</b>	<b>0</b>	<b>-1,313</b>	<b>-255</b>
<b>General Contingency</b>	<b>-401</b>	<b>-661</b>	<b>-1,500</b>	<b>-2,562</b>	<b>-3,879</b>
<b>Unallocated Priority Growth</b>	<b>-1,000</b>	<b>0</b>	<b>0</b>	<b>-1,000</b>	<b>-1,000</b>
<b>Council Resourced Variance</b>	<b>-2,840</b>	<b>-535</b>	<b>-1,500</b>	<b>-4,875</b>	<b>-5,134</b>

39. The General contingency has reduced by £1,317k as a result of the transfer of budget to Highgrove Pool Phase II (£1,027k) and Hayes End Library Development (£290k) agreed at December Cabinet, this takes the current general contingency down to £2,562k.

40. Hillingdon Sports & Leisure Centre is currently projecting a pressure of £50k, there is an on-going review of defects with the main contractor. Botwell Green is currently forecasting an in-year overspend of £63k relating to closing out costs. This is in addition to the £2,390k overspend reported in prior years.

41. Schools Expansion Programme – Rosedale Temporary is reporting an underspend of £243k. Accounts are still being finalised for the remaining temporaries for phase 1a, but an underspend of between £300k to £500k is expected due to savings against budget on the main contract and fees. This project was completed in September 2011. The budget carried forward contains the retention which will be released this year when defects are rectified. The Minor works are currently forecasting an underspend of £60k from a revised budget of £437k.

42. On the Primary School Expansions Phase 2A Temporary project, works on all the temporary schools were completed in time for the September term time (namely Rosedale, Wood End, Rabbsfarm, Ryefield, Hillingdon, and Charville). The contract was terminated and new contractors employed at an estimated additional cost up to £500k, however the overspend on this phase is currently estimated to be £294k, although accounts with the original contractor still need to be finalised.
43. The Civic Centre Works Programme is currently forecasting an underspend of £717k, against a budget of £2,104k, due to a number of projects being delayed.
44. South Ruislip Development Plot A - The project is forecasting a £75k underspend on the library fit-out. The marketing plan has been devised and the flats and are planned to be available for sale early in the new-year.
45. The Road Safety programme is currently forecasting to underspend by £75k from the full budget of £250k. This is partly due to the use of TFL grant monies being prioritised for the resident-identified schemes rather than Council funding. Further work is underway to review and agree in principle a range of additional suitable measures that will not require formal public consultation. These actions may therefore reduce the current forecast closer to budget.

## Capital Financing

**Table 9**

Capital Receipts	2012/13 Budget £'000	2013/14 Budget £'000	2014/15 Budget £'000	Total Month 8 £'000	Total Month 7 £'000
Budget Approved February 2012	13,344	12,675	0	26,019	26,019
Revised Budget	6,551	9,362	20,410	36,323	36,323
Forecast Disposals	6,551	9,362	28,396	44,309	44,309
<b>Variance</b>	<b>0</b>	<b>0</b>	<b>-7,986</b>	<b>-7,986</b>	<b>-7,986</b>

46. Forecast capital receipts for 2012/13 are currently estimated at £6,551k, no change since Month 7. To date actual capital receipts total £1,330k.
47. The programme is still anticipated to generate an overall surplus of £7,986k and deliver significant revenue savings to the Council through reduced borrowing costs. Table 10 below shows the forecast borrowing for the period 2012/13 to 2014/15.

**Table 10**

Prudential Borrowing Forecast	2012/13 £'000	2013/14 £'000	2014/15 £'000	Total Month 8 £'000	Total Month 7 £'000
Revised Budget	19,925	52,005	10,859	82,789	82,789
Council Resourced Variance	-2,840	-535	-1,500	-4,875	-5,134
Capital Receipts Variance	0	0	-7,986	-7,986	-7,986
<b>Forecast Borrowing Requirement</b>	<b>17,085</b>	<b>51,470</b>	<b>1,373</b>	<b>69,928</b>	<b>69,669</b>

## Housing Revenue Account Capital Programme

48. Table 11 sets out the latest forecast outturn for the HRA capital programme.

**Table 11**

Housing Revenue Account Capital Programme	2012/13 Budget £'000	2013/14 Budget £'000	2014/15 Budget £'000	Total Month 8 £'000	Total Month 7 £'000
Original Budget	17,923	13,708	7,052	38,683	38,683
Revised Budget	3,900	29,857	7,052	40,809	40,809
Forecast Outturn	4,666	30,115	11,729	46,510	46,510
HRA Resourced Variance – see table 12	766	258	4,677	5,701	5,701
External Grants Variance	0	0	0	0	0
Other Resources Variance	0	0	0	0	0
<b>Programme Variance</b>	<b>766</b>	<b>258</b>	<b>4,677</b>	<b>5,701</b>	<b>5,701</b>

49. The HRA capital expenditure to the end of November 2012 was £558k which represents 12% of the forecast outturn. Further overspends forecast for 2013/14 and 2014/15 bring the total pressure on HRA projects to £5,701k as set out in table 12 below.

**Table 12**

HRA Resourced Variance	2012/13 £'000	2013/14 £'000	2014/15 £'000	Total Month 8 £'000	Total Month 7 £'000
<b>Pressures:</b>					
New Build - Extra Care Sites Phase 1	495	0	0	495	495
New Build - HRA Pipeline Sites Phase 1	144	0	0	144	144
New Build - Learning Disability Sites Phase 1	127	0	0	127	127
New Build - HRA Pipeline Sites Phase 2	0	258	56	314	314
New Build - Supported Housing Programme	0	0	4,621	4,621	4,621
<b>Total HRA Resourced Pressures:</b>	<b>766</b>	<b>258</b>	<b>4,677</b>	<b>5,701</b>	<b>5,701</b>
<b>Projected Re-phasing</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>HRA Programme Variance</b>	<b>766</b>	<b>258</b>	<b>4,677</b>	<b>5,701</b>	<b>5,701</b>

50. New Build HRA Extra Care Sites Phase 1: The Triscott House contractor's claim of an extra £758k of additional works has caused a £495k overspend on the overall project in 2012/13. Further to this position it has been necessary to incur remedial works at an additional cost of £108k. These works have been undertaken by the Council and are to be claimed against the original contractor. There is however, a litigation risk that this additional cost may not be fully mitigated against the contractor's claim.

51. The final account for the New Build Pipeline Phase 1 project is not yet settled, however, the forecast overspend is not expected to exceed £144k. This has arisen from variations to

highways, fixtures and fittings and building related works. There is a further financial risk that has arisen due to a potential dispute on an item of fixture and fittings of £30k that would add to the existing overspend.

52. The New Build HRA Learning Disability Sites scheme is currently expected to overspend by £127k. These works are related to further drainage, utility and external landscaping works that were not included in the original contract. The contract variation order was approved in July 2012.

53. The New Build HRA Pipeline Sites Phase 2 scheme is forecasting an overspend of £314k, of which £90k relates to the Gilbert Road site. The balance of £224k relates to the forecast on the remaining seven sites. These seven sites have been put on hold whilst the business case is updated and reviewed. Officers are awaiting assurance that the HCA grant authority will allow for the long stop date to be extended to the end of 2013/14.

54. The New Build Supported Housing Programme is forecasting an overspend on category 1 sites of £4.62m as a result of a review of the design brief. A revised programme will be presented to Cabinet and if approved the budget will be updated accordingly.

## **CORPORATE CONSULTATIONS CARRIED OUT**

### **Financial Implications**

55. The financial implications are contained in the body of the report.

## **CORPORATE IMPLICATIONS**

### **Corporate Finance**

56. This is a Corporate Finance report.

### **Legal**

57. There are no legal implications arising from this report.

## **BACKGROUND PAPERS**

58. Monitoring report submissions from Groups.

## Appendix A – Detailed Group Forecasts

### Administration & Finance £725k underspend (£107k improvement)

1. The Group budgets have been realigned to reflect the new Council structure, which has included transferring the Commissioning team and the Housing Benefit team into the Finance Directorate. Overall, the position for month 8 is an underspend of £725k, which represents an improvement of £107k from month 7. The movement this month is as a result of the realignment of forecasts to reflect the current recruitment plans across the 2 Groups and revisions to non-salaries forecasts.

Services	2012/13 (As at Month 7)		% Var of budget	Variances (+ adv/- fav)		
	Current Budget	Forecast		Variance (As at Month 8)	Variance (As at Month 7)	Change from Month 7
	£'000	£'000		£'000	£'000	£'000
Administration	7,642	7,175	-6%	-467	-443	-24
Finance	7,292	7,035	-4%	-257	-175	-82
<b>Total</b>	<b>14,934</b>	<b>14,210</b>	<b>-5%</b>	<b>-724</b>	<b>-618</b>	<b>-106</b>

## **Administration - £467k underspend (£24k improvement)**

Services		2012/13 (As at Month 8)			Variances (+ adv/- fav)		
		Current Budget	Forecast	% Var of budget	Variance (As at Month 8)	Variance (As at Month 7)	Change from Month 7
		£'000	£'000		£'000	£'000	£'000
Administration Directorate	<i>Exp</i>	706	664	-6%	-42	-58	16
	<i>Inc</i>	-56	-56	0%	0	0	0
	<i>Rechgs</i>	-22	-22	0%	0	0	0
	<b>Total</b>	<b>627</b>	<b>585</b>		<b>-42</b>	<b>-58</b>	<b>16</b>
Corporate Communications	<i>Exp</i>	875	823	-6%	-52	-60	8
	<i>Inc</i>	-103	-95	-7%	8	8	0
	<i>Rechgs</i>	-774	-774	0%	0	0	0
	<b>Total</b>	<b>-1</b>	<b>-46</b>		<b>-45</b>	<b>-53</b>	<b>8</b>
Democratic Services	<i>Exp</i>	3,285	3,270	0%	-15	13	-27
	<i>Inc</i>	-819	-889	9%	-70	-60	-10
	<i>Rechgs</i>	624	624	0%	0	0	0
	<b>Total</b>	<b>3,090</b>	<b>3,005</b>		<b>-85</b>	<b>-48</b>	<b>-37</b>
Human Resources	<i>Exp</i>	3,652	3,598	-2%	-54	-80	26
	<i>Inc</i>	-1,015	-1,042	3%	-27	-23	-4
	<i>Rechgs</i>	-2,669	-2,669	0%	0	0	0
	<b>Total</b>	<b>-32</b>	<b>-113</b>		<b>-81</b>	<b>-103</b>	<b>22</b>
Legal Services	<i>Exp</i>	1,930	1,962	2%	32	29	3
	<i>Inc</i>	-557	-571	3%	-14	-20	6
	<i>Rechgs</i>	-1,332	-1,332	0%	0	0	0
	<b>Total</b>	<b>42</b>	<b>60</b>		<b>18</b>	<b>9</b>	<b>9</b>
Policy & Performance	<i>Exp</i>	4,350	4,142	-5%	-208	-167	-41
	<i>Inc</i>	-567	-591	4%	-24	-24	0
	<i>Rechgs</i>	132	132	0%	0	0	0
	<b>Total</b>	<b>3,915</b>	<b>3,683</b>	<b>0</b>	<b>-232</b>	<b>-191</b>	<b>-41</b>
<b>Total Expenditure</b>		<b>14,798</b>	<b>14,460</b>	<b>-2%</b>	<b>-338</b>	<b>-323</b>	<b>-16</b>
<b>Total Income</b>		<b>-3,116</b>	<b>-3,244</b>	<b>4%</b>	<b>-128</b>	<b>-120</b>	<b>-8</b>
<b>Total Recharges</b>		<b>-4,041</b>	<b>-4,041</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Administration Total</b>		<b>7,642</b>	<b>7,175</b>	<b>0</b>	<b>-467</b>	<b>-443</b>	<b>-24</b>

### **Administration Directorate £42k favourable (£16k adverse movement)**

1. The adverse movement this month relates to the revised structure of the directorate following the retirement of the previous Chief Executive.

### **Corporate Communications: £45k favourable (£8k adverse movement)**

2. The majority of the underspend this month is attributed to part year vacancies which include the Head of Service post. The budgets for these vacancies are being used to fund agency staff brought in to cover the workload while recruitment is in progress for the permanent posts and also to cover maternity leave. The adverse movement this month relates to the cost of upgrading computer equipment for the design team.

**Democratic Services: £85k favourable (£37k improvement)**

3. There is a projected overspend on salaries due to the managed vacancy factor not being met in full. Revisions to estimates on non salary budgets and the realignment of income targets have led to a further improvement this month.

**Human Resources: £81k favourable (£22k adverse movement)**

4. The underspend on salaries is as a result of the realignment of the senior tier of the HR structure and other vacant posts within the service being held open for longer than was previously anticipated. The adverse movement this month relates to the inclusion to the forecast of redundancy costs following the restructure of the HR Business Partner function.

**Legal Services: £18k pressure (£9k adverse movement)**

5. There is a slight pressure on salaries as a result of the managed vacancy factor not being achieved in full. The adverse movement this month relates to a higher than anticipated spend on professional qualification fees and a slight downward revision of the income forecasts.

**Policy, Performance and Partnerships: £232k favourable (£41k improvement)**

6. There is an underspend on salaries due to the in-year effect of the Business Support Unit restructure that has resulted in 2 vacant posts and the part year effect of various vacant posts for which recruitment is in progress. An additional post will shortly become vacant due to the resignation of a member of staff, which, along with further delays in recruitment to a number of vacant posts has resulted in the improvement this month.

**Finance - £257k underspend (£82k improvement)**

Services		2012/13 (As at Month 8)		% Var of budget	Variances (+ adv/- fav)		
		Current Budget	Forecast		Variance (As at Month 8)	Variance (As at Month 7)	Change from Month 7
		£'000	£'000		£'000	£'000	£'000
Audit & Corporate Fraud	<i>Exp</i>	1,238	1,262	2%	24	21	3
	<i>Inc</i>	£0	-10	0%	-10	-10	0
	<i>Rechgs</i>	-1,209	-1,209	0%	0	0	0
	<b>Total</b>	<b>28</b>	<b>42</b>		<b>14</b>	<b>11</b>	<b>3</b>
Finance	<i>Exp</i>	10,211	10,447	2%	237	340	-103
	<i>Inc</i>	-2,995	-3,115	4%	-119	-117	-3
	<i>Rechgs</i>	-3,262	-3,262	0%	0	0	0
	<b>Total</b>	<b>3,953</b>	<b>4,070</b>		<b>117</b>	<b>223</b>	<b>-106</b>
Procurement	<i>Exp</i>	771	854	11%	83	62	21
	<i>Inc</i>	-45	-47	3%	-2	-2	0
	<i>Rechgs</i>	-769	-769	0%	0	0	0
	<b>Total</b>	<b>-42</b>	<b>39</b>		<b>81</b>	<b>60</b>	<b>21</b>
Commissioning	<i>Exp</i>	1,415	1,322	-7%	-93	-93	0
	<i>Inc</i>	-299	-314	5%	-15	-15	0
	<i>Rechgs</i>	-998	-998	0%	0	0	0
	<b>Total</b>	<b>118</b>	<b>9</b>		<b>-108</b>	<b>-108</b>	<b>0</b>
Housing Benefit	<i>Exp</i>	171,177	171,084	0%	-93	-93	0
	<i>Inc</i>	-167,942	-168,210	0%	-268	-268	0
	<i>Rechgs</i>	0	0	0%	0	0	0
	<b>Total</b>	<b>3,235</b>	<b>2,874</b>		<b>-361</b>	<b>-361</b>	<b>0</b>
<b>Total Expenditure</b>		<b>184,811</b>	<b>184,969</b>	<b>0%</b>	<b>157</b>	<b>236</b>	<b>-79</b>
<b>Total Income</b>		<b>-171,281</b>	<b>-171,696</b>	<b>0%</b>	<b>-414</b>	<b>-412</b>	<b>-3</b>
<b>Total Recharges</b>		<b>-6,239</b>	<b>-6,239</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Finance Total</b>		<b>7,292</b>	<b>7,035</b>	<b>0</b>	<b>-257</b>	<b>-175</b>	<b>-82</b>

**Audit and Corporate Fraud: £14k pressure (£3k adverse movement)**

7. The minor adverse movement this month relates to a slight revision in non-salary forecasts.

**Finance: £117k pressure (£106k improvement)**

8. There is a forecast overspend on salaries of £45k due to the managed vacancy factor not being achieved in full. This overspend includes the cost of additional staffing resources required in the Revenues team for the implementation of the localisation of Council Tax Support, who are now due to start later than previously forecast in February and March which has improved the overall position this month. Income estimates in Revenues have been revised after detailed analysis of income trends and historical data, which has led to an increased income forecast. The movement in non salaries budgets is as a result of the projected costs of the Liberata contract and redundancy costs as a result of the Capital Accounting team restructure.

**Procurement: £81k pressure (£21k adverse movement)**

9. The adverse movement this month is due to the costs associated with training staff on the new category management strategy, and the payment of outstanding subscriptions which was higher than anticipated. In addition, two procurement consultants have been hired on 3

month contracts to assist in the implementation of the category management approach and other projects within the Procurement team.

**Commissioning: £108k favourable (nil movement)**

10. The projected salaries position for the Commissioning team is an underspend of £54k arising from part year vacancies in a number of posts. There is also a projected underspend on non-salaries budget.

**Housing Benefit: £361k favourable (nil movement)**

11. The Housing Benefit Service has recently been transferred in to the Finance Directorate and work is being undertaken to thoroughly review all budgets in detail. The current reported underspend arises primarily from the positive outcome of the 2011/12 Housing Benefit claim, netted down by the costs of clearing the backlog of work that has built up during the year through the Liberata capacity grid and the costs of preparing the service for the significant changes in Benefits regime being to be implemented in 2013/14.

## Residents Services

### Revenue: £117k underspend (£316k improvement)

1. The Group has a projected outturn position of a £117k underspend, excluding pressure areas that have identified contingency provisions. This is an improvement of £316k on the reported Month 7 position, which includes the transfer of £163k overachievement of development control income previously reported against contingency.

Services		2012/13 (As at Month 8)		% Var of budget	Variances (+ adv/- fav)		
		Current Budget	Forecast		Variance (As at Month 8)	Variance (As at Month 7)	Change from Month 7
		£'000	£'000		£'000	£'000	£'000
Corporate Property & Construction	<i>Exp</i>	3,461	3,641	5%	180	-40	220
	<i>Rech</i>	-495	-495	0%	0	0	0
	<i>Inc</i>	-2,323	-2,463	6%	-140	0	-140
	<b>Total</b>	643	683	6%	40	-40	80
Education	<i>Exp</i>	278,623	277,889	0%	-734	-524	-210
	<i>Rech</i>	-382	-382	0%	0	0	0
	<i>Inc</i>	-242,697	-242,723	0%	-26	-26	0
	<b>Total</b>	35,544	34,784	-2%	-760	-550	-210
Housing (General Fund)	<i>Exp</i>	20,676	19,055	-8%	-1,621	-1,605	-16
	<i>Rech</i>	-492	-492	0%	0	0	0
	<i>Inc</i>	-11,142	-9,020	-19%	2,122	2,094	28
	<b>Total</b>	9,042	9,543	6%	501	489	12
ICT Highways & Business Services	<i>Exp</i>	48,905	49,011	0%	106	120	-14
	<i>Rech</i>	-17,015	-17,015	0%	0	0	0
	<i>Inc</i>	-12,104	-12,004	-1%	100	100	0
	<b>Total</b>	19,786	19,992	1%	206	220	-14
Planning Sport & Green Spaces	<i>Exp</i>	12,075	12,150	1%	75	70	5
	<i>Rech</i>	-114	-114	0%	0	0	0
	<i>Inc</i>	-4,651	-4,820	4%	-169	20	-189
	<b>Total</b>	7,311	7,217	-1%	-94	90	-184
Public Safety & Environment	<i>Exp</i>	50,312	50,222	0%	-90	-90	0
	<i>Rech</i>	-3,109	-3,109	0%	0	0	0
	<i>Inc</i>	-19,436	-19,306	-1%	130	130	0
	<b>Total</b>	27,767	27,807	0%	40	40	0
Transportation Planning Policy & Community Engagement	<i>Exp</i>	3,371	3,321	-1%	-50	-50	0
	<i>Rech</i>	0	0	0%	0	0	0
	<i>Inc</i>	-3,871	-3,871	0%	0	0	0
	<b>Total</b>	-500	-550	10%	-50	-50	0
<b>Total Expenditure</b>		417,423	415,289	-1%	-2,134	-2,119	-15
<b>Total Recharges</b>		-21,607	-21,607	0%	0	0	0
<b>Total Income</b>		-296,224	-294,207	-1%	2,017	2,318	-301
<b>Residents Services Total</b>		<b>99,593</b>	<b>99,476</b>	<b>0%</b>	<b>-117</b>	<b>199</b>	<b>-316</b>

### Contingency Items: Gross Pressure £3,237k (£828k improvement)

2. The Council's 2012/13 contingency budget contains provision for areas of expenditure or income for which there is a greater degree of uncertainty. The net position after the application of the contingency is shown in the table below. The reported movement from Month 7 consists of increases in forecast pressures of £400k and transfer of £1,038k of contingency into group budgets as approved by Cabinet in December 2012.

Contingency Item	Gross Pressure Month 8 (£000s)	Gross Pressure Month 7 (£000s)	Change from Month 7 (£000s)	Contingency Allocation (£000s)	Net Pressure (£000s)
Impact of Housing Benefit Changes on Temporary Accommodation	737	737	0	737	0
Waste Disposal Levy	550	550	0	550	0
Development Control Income	500	337	163	500	0
Carbon Reduction Commitment	350	350	0	450	-100
Additional Costs for 2 Year Olds	246	246	0	357	-111
HS2 Challenge Contingency	200	200	0	200	0
Contingency Against Leisure Outsourced Income Streams	635	545	90	480	155
SEN Transport	330	300	30	100	230
Local Development Framework	90	90	0	90	0
Fuel	80	40	40	0	80
Traveller Incursions	8	8	0	0	8
Planning Appeals	28	28	0	0	28
Legal Costs (SAS Fire Security)	123	123	0	0	123
ICT Licenses - Microsoft Migration (General Contingency)	321	321	0	321	0
Children's Homes Urgent Works	190	0	190	0	190
Legal Costs (M25 Spur Road CPO)	50	0	50	0	50
<b>Original Contingency Allocation</b>	<b>4,438</b>	<b>3,875</b>	<b>563</b>	<b>3,785</b>	<b>653</b>
<b>Approved Permanent Allocations:</b>					
Development Control Income	-500	0	-500	-500	0
Contingency against Leisure outsourced income streams	-380	0	-380	-380	0
<b>Approved One-Off Allocations:</b>					
ICT Licenses - Microsoft Migration (General Contingency)	-321	0	-321	-321	0
<b>Current Remaining Contingency</b>	<b>3,237</b>	<b>3,875</b>	<b>-638</b>	<b>2,584</b>	<b>653</b>

- The contingency to cover the impact of changes in Housing Benefit on temporary accommodation is forecast to be required in full.
- The contingency against the additional forecast costs of the 'pay as you throw' (PAYT) waste disposal levy from the West London Waste Authority (WLWA) of £550k is assumed to be required in full. However there is considered to be a risk that the budgeted contingency sum will be insufficient. After a significant adverse movement in the WLWA 2011/12 outturn position and reduction in proposed 2012/13 savings, a recovery plan was approved in July. However since the plan was approved there has been a further deterioration in both the 2011/12 outturn position following external audit, and the recovery plan expectations. WLWA have served a supplementary levy on the constituent Boroughs for which Hillingdon's share is £620k, which has been treated as an exceptional item. There is a further potential pressure on the PAYT tonnages, as an increasing proportion of tonnage is being sent to landfill than assumed when the levy was set, as WLWA diversion schemes have either been cancelled or not met expectations.

5. The Carbon Reduction Commitment contingency is for the estimated costs for the requirement to purchase allowances for each tonne of carbon produced by the Council, the overall required allowances of £350k includes the reduction in actual allowances purchased for 2011/12 reported to Cabinet in September 2012. It also includes the £250k budget for allowances for schools that has been provided for in the schools budget.
6. The forecast call on contingency to cover increased provision of childcare to disadvantaged two year olds under the free entitlement, which is funded from the increased allocation within the Early Intervention Grant, is £246k, no change compared to Month 7.
7. The HS2 contingency is part of a joint fighting fund with 18 other authorities, and it is expected that this contingency will be fully utilised.
8. In December 2011 the Council took over the operation of three golf courses, where these have been re-possessed from the previous golf operator that had incurred significant rent arrears. An interim operational budget has been established for the service that assumes that a small surplus of £20k before overheads and capital charges is delivered, representing a saving against the contingency held for leisure.
9. The current position against this operational budget is that there is a significant shortfall against the interim income targets. Due to the exceptionally wet weather during April to July playing conditions were not ideal, and pay and play and associated income is £289k below target, an adverse movement of £11k compared to Month 7. In addition, there is a shortfall against membership income of £35k. There is also a pressure on course management and maintenance budgets of £78k, reflecting short-term hire costs of mowing equipment and course renovation works. This is offset by the staffing costs so far being £86k under budget as the approved structure contains a number of vacant posts, an adverse movement of £1k compared to Month 7. In addition, Mack Trading successfully appealed against the business rates valuations for the courses producing an ongoing saving on the business rates liability of £41k. It is assumed that the current adverse variance of £275k is carried forward to the year end.
10. The income target of £380k relating to Mack Trading's operation of the golf courses has now been eliminated through the drawing from contingency approved by Cabinet in December 2012, hence the £255k deficit on the in-house operation described above is the only call on the remaining leisure contingency of £100k, an adverse movement of £90k compared to Month 7.
11. Special Educational Needs (SEN) Transport is an area that has seen significant pressure in the last financial year. The pressure of £330k, an adverse movement of £30k compared to Month 7, reflects the increase in pupil numbers and 12 new routes from September 2012. Successive school censuses have shown that the population of pupils with SEN statements in schools is growing more than twice as fast as the school population as a whole.
12. Current analysis shows that the fuel budget has a forecast pressure of £80k at the current bulk purchase price of £1.13 per litre, an adverse movement of £40k compared to Month 7.
13. Across the group £8k has been spent so far on actions to prevent traveller incursions.
14. Planning appeals costs of £24k are forecast to be incurred on the appeal hearings for the Gutteridge Farm application, plus £4k of legal costs relating to other appeals.
15. The Council has recently taken a long-running trading standards case to court, for which legal costs in terms of Counsel's fees and disbursements are £123k.

16. Urgent works of £125k at Charville children's home and £65k at Mulberry Parade children's home are being implemented following the recommendations of OFSTED reports, and a recommendation to release general contingency to cover these works is included in the body of the report.

17. The Head of Legal Services has been granted approval to incur costs of up to £50k to pursue claims relating to the compulsory purchase of land used for the M25 spur road to Heathrow Terminal 5.

**Corporate Property & Construction: £40k overspend (£80k adverse)**

18. A zero based budgeting exercise has been performed on business rates budgets across the group, resulting in a £40k underspend, no change compared to Month 7.

19. There is a projected shortfall in the capitalisation of Corporate Construction staff of £80k due to the impact of three staff who have been on long-term sickness for a substantial part of the year, and therefore were unable to work on chargeable projects in the capital programme. The overall staffing costs chargeable to capital projects are forecast to be £220k greater than budgeted, reflecting additional project management resources engaged to deliver Phase 2 of the Primary Schools Capital Programme. However, the overall additional recharges to capital projects are forecast at £140k as the income from these additional resources is reduced by the non-chargeable costs due to sickness described above.

20. The service is also managing the financial risk over the recovery of costs associated with the disposal of assets that are projected to generate capital receipts this financial year.

**Education: £760k underspend (£210k improvement)**

**Schools: variance not applicable**

21. The Schools Budget is ringfenced and funded from the Dedicated Schools Grant (DSG), and covers a range of services directly linked to schools. The majority of the DSG is delegated to schools (£200.1 million), with the remainder (£22.4 million) being retained by the Council. The rules applying to the DSG allow for any surplus and deficit balances to be carried forward into the next financial year, for both schools delegated budgets and the centrally retained DSG element (decisions on how this is used lie with the Schools Forum). It should be noted that the Schools Budget is completely separate to the General Fund and no interaction between these two funds is allowable.

22. The forecast movement on the DSG central reserve carried forward for 2012/13 is summarised in the following table:

Schools Retained Budget Movements	Current Budget (£000s)	Forecast Variance Month 8 (£000s)	Forecast Variance Month 7 (£000s)	Change from Month 7 (£000s)
Opening Balance 1 April 2012	-	-226	-226	0
DSG Income	-222,459	+495	+495	0
Delegated to Schools	200,057	0	0	0
Centrally Retained	22,402	+265	+97	+168
In-Year Movement	0	+760	+592	+168
<b>Forecast Closing Balance 31 March 2013</b>	-	<b>+534</b>	<b>+366</b>	<b>+168</b>

23. The overspend of £760k is due to a pressure on Special Educational Needs (SEN) spend at independent special schools of £1,024k, an adverse movement of £74k compared to Month 7 where there are increased numbers of children being placed from September 2012, and a shortfall of DSG income of £495k, no change compared to Month 7, where the actual funded pupil numbers differ from the projected pupil numbers used to set the budget primarily due to the exclusion of the primary and nursery pupil numbers at Rosedale College from the final DSG calculation issued in June 2012. This is partly offset by projected underspends on SEN support (£118k), education out of school (£535k), and increased recoupment income (£106k).

**General Fund: £760k underspend (£210k improvement)**

24. The education service has identified measures to fully deliver the 2012/13 £800k saving target set on the basis that reduced responsibilities remain with the Council following the transfer of schools to Academy status.

25. In addition, there are underspends arising from vacant posts in part of the service, specifically the educational psychology service (£154k), the youth service (£100k), the early years team (£30k), and the school improvement service (£60k), an improvement of £70k compared to Month 7. Posts are being held vacant in some areas given the need to identify further savings for the 2013/14 budget from the education service, and where services are being considered as part of cross-cutting BID projects such as the children's pathway project.

26. A review of discretionary expenditure budgets across the service has identified underspends of £115k, an improvement of £15k compared to Month 7, the full year effects of which are being counted towards savings targets for 2013/14. In addition, there is a forecast underspend on schools redundancy costs of £108k. There is also additional anticipated buy-back of services from schools of £26k, no change compared to Month 7.

27. There is a forecast underspend of £240k on Council-run Children's Centres due to the service being yet to reach full operational capacity, resulting in reduced staffing and running costs, an improvement of £90k compared to Month 7.

28. There is a pressure on the Adult Education service, due to greater than budgeted provision of subsidised courses, leading to a forecast overspend on sessional tutors of £73k.

**Housing: £501k overspend (£12k adverse)**

**Housing (General Fund): £501k overspend (£12k adverse)**

29. There is a forecast overspend of £501k on Housing (General Fund) budgets, an adverse movement of £12k compared to Month 7. The Housing Needs services is forecast to overspend by £100k reflecting the increased caseload managed by the service. In addition, the housing budget includes an MTFE savings item from bringing the outlying HRA offices into the Civic Centre. For 2012/13 there is a target saving of £500k. This is projected to be around £400k short and was being covered previously within the Supporting People budget within Social Care & Housing.

30. As previously reported, the increase in the number of homelessness approaches to the Council as a result of welfare reform and the economic climate is now being seen. There has been an increase of 42% in the numbers of people being seen at homelessness reception in the first 6 months of this year (269 compared with 190). The DCLG have recently noted an increase in successful applications stating that for Quarter 1 they vary considerably from 4% in Yorkshire & Humber to 27% in London. This additional workload is being contained within existing resources and being closely monitored.

**Housing Revenue Account: £3,777k underspend (£1,056k improvement)**

31. The Housing Revenue Account (HRA) is forecasting an underspend of £3,777k as shown in the table below, an improvement of £1,056k compared to Month 7. The service is delivering an MTFE saving of £229k, which has been banked. These savings reflect major changes in the delivery of the service consistent with the BID programme enabling the service to deliver to the same level of quality as before.

Services		Current Budget (£000s)	Forecast (£000s)	% Var of budget	Variance (As at Month 8) (£000s)	Variance (As at Month 7) (£000s)	Change from Month 7 (£000s)
Housing Maintenance	Exp	+27,797	+26,158	-6%	-1,639	-624	-1,015
Housing Management	Exp	+34,228	+33,221	-3%	-1,007	-962	-45
Rent & Other Income	Inc	-63,791	-64,922	2%	-1,131	-1,135	+4
<b>In Year (Surplus) / Deficit</b>	<b>Total</b>	<b>-1,766</b>	<b>-5,543</b>		<b>-3,777</b>	<b>-2,721</b>	<b>-1,056</b>

32. There is a favourable movement of £1,015k from the Month 7 forecast within the maintenance budget. The major items within this movement include an underspend of £336k on the elemental renewal programme mainly due to a lack of resources to deliver structural repairs, £103k on energy efficiency works, £114k on adaptations and slippages on capital funded from revenue of £336k on the windows programme and £90k on conversions. In addition there is further uncommitted money within this budget of around £1 million. A further report on proposals to spend this uncommitted money is currently being prepared for approval. Further underspends are likely with the amount depending on whether approval is granted for proposed spends and the lead time needed to complete the spending before the financial year end.

33. For housing management, the favourable movement of £45k from the Month 7 forecast is due to a number of items including a reduction in bad debt provision based on current debt levels of £136k and an ICT underspend of £60k. This has been offset by various overspends including increased call centre costs of £63k, higher finance recharges of £40k and increased security and electricity costs of £41k at Triscott House.

34. The income budget is projecting an overall favourable variance of £1,131k, an adverse movement of £4k compared to Month 7, within the context of an overall income budget of £63.8 million this overall variance amounts to around 1.75%.

**ICT Highways & Business Services: £206k overspend (£36k adverse)**

35. There is a forecast pressure of £150k on maintenance budgets for day to day repairs for both the Civic Centre and outstations around the borough, reflecting a continuation of last year's outturn position. This partly offset by an underspend on health and safety compliance budgets of £45k.

36. In addition there is a forecast pressure of £20k relating to increased postage prices of 13% for first class clean mail and 9% for second class clean mail coming into effect from April 2012.

37. A restructure of the Facilities Management service is likely to deliver a £50k saving this financial year, which has a full year effect feeding into the Medium Term Financial Forecast for 2013/14.
38. The significant risks around the outdoor advertising income target have meant that it has been flagged as 'red' in the savings tracker, with a forecast pressure against the overall target of £100k, no change compared to Month 7, as the remaining opportunities are unlikely to deliver additional income this financial year.
39. The fleet management service is managing several risk areas, and is in a transitional position as the vehicle replacement programme takes effect. A net overspend of £121k is now reported, as the service is actively managing down maintenance costs as older vehicles are replaced, producing an underspend of £132k. However in this interim period there are pressures on contract hire of £253k due to short-term arrangements being put in place while replacement vehicles are procured. The service is also closely monitoring insurance claims, where there is a greater risk around accidental damage under self-insurance arrangements.
40. There is an underspend on the customer contact centre of £50k, due to posts being held vacant pending the further restructure of service, as part of the ongoing work to identify BID savings from streamlined processes at the interface with residents.
41. There is also an underspend of £40k on Ordnance Survey mapping charges which have been covered this financial year directly by the Government.

**Planning Sport & Green Spaces: £94k underspend (£71k improvement)**

42. The forecast position for Development Control income is an excess over the income target of £184k, an improvement of £21k compared to Month 7. The improvement in Month 8 reflects the full effect of the recent fee increase on major applications that are likely to come forward this financial year. Furthermore, the forecast for this year is dependent upon one-off Council-led applications for school expansions through the Primary Schools Capital Programme, and is reliant on several other key developments coming forward this financial year.
43. Pre-application advice income from developers shows a pressure of £35k, an improvement of £5k compared to Month 7, reflecting continuing weak demand for major applications other than for very large sites where the trend is towards funding this advice through planning performance agreements (gift funding). £120k of gift funding has been received so far this year, no change compared to Month 7, which is fully committed to the additional temporary staff engaged by the service to deliver these agreements.
44. The forecast pressure on building control is £100k, driven by the over-recovery of fee income compared to the costs of processing building control applications under the cost recovery model, which is ringfenced to the service.
45. There is an underspend of £45k on centrally held leisure budgets for consultancy and clothing that relate to the previous in-house operation of leisure centres that are not needed, and are included in the savings arising from the review of discretionary budgets included in the MTFF.

**Public Safety & Environment: £40k overspend (no change)**

46. There is a projected shortfall of £150k on off-street parking income, no change compared to Month 7, which is attributable to Cedars and Grainges multi-storey car parks in Uxbridge town centre, reflecting the continuation of pressures reported last financial year.
47. The Parking Revenue Account is forecast to have an in-year overspend of £164k, due to pressures on income from Penalty Charges Notices, which can be contained within the
-

existing reserve in the current year, however going forward this will be increasingly difficult to sustain.

48. There is a staffing underspend of £90k in Technical Administration and Business Support, no change compared to Month 7, due to the impact of vacant posts being held open. This service area has been the subject of BID review work, and as a result the underspend is contributing towards savings targets for 2013/14.
49. Waste Services is currently reporting a £20k net underspend, no change compared to Month 7, however there are a number of risks that are actively being managed. There is an expectation of reduced income from the New Years Green Lane Civic Amenity site whilst the refurbishment work takes place, and the Council is challenging the basis for a 30% management fee increase from the West London Waste Authority for the Victoria Road site. The Trade Waste and Graffiti services are forecast to return underspends which will assist in offsetting these pressures and risks, and produce the net underspend of £20k.

**Transportation Planning Policy and Community Engagement: £50k underspend (no change)**

50. The service is reporting a £50k favourable position due to the impact of vacant posts across the service, no change compared to Month 7. This includes the part-year effect of the restructure of the town centres and community engagement teams into a single team.

## Social Care and Health Services

Revenue: **£417k adverse** (£159k favourable)

1. The Social Care and Health forecast has been compiled following analysis of relevant activity trends and application of the MTFE £7,342k savings programme. In summary there is a favourable movement of £160k from the month 7 position.
2. The adverse movement from budget is primarily due to slippage in the Supported Housing build programme (£1,500k) which has resulted in clients not being able to move from Residential placements to supported living placements. This has been significantly offset to date by strong management controls across the service which will remain in place.

Services		2012/13 (As at Month 8)		% Var of budget	Variances (+ adv/- fav)		
		Current Budget £'000	Forecast £'000		Variance (As at Month 8) £'000	Variance (As at Month 7) £000	Change from Month 7 £000
Children & Families Services	<i>Exp</i>	+30,323	+30,142	-1%	-180	-51	-129
	<i>Inc</i>	-3,387	-3,075	-9%	+313	+330	-17
	<b>Total</b>	<b>+26,935</b>	<b>+27,068</b>	<b>0%</b>	<b>+132</b>	<b>+279</b>	<b>-147</b>
Asylum Services	<i>Exp</i>	+7,955	+7,955	0%	+0	-0	+0
	<i>Inc</i>	-6,715	-6,715	0%	+0	-0	+0
	<b>Total</b>	<b>+1,239</b>	<b>+1,240</b>	<b>0%</b>	<b>+0</b>	<b>-0</b>	<b>+0</b>
Older Peoples Services	<i>Exp</i>	+32,495	+34,380	6%	+1,885	+1,926	-42
	<i>Inc</i>	-7,677	-9,141	19%	-1,465	-1,426	-38
	<b>Total</b>	<b>+24,818</b>	<b>+25,238</b>	<b>2%</b>	<b>+420</b>	<b>+500</b>	<b>-80</b>
Physical & Sensory Disability Services	<i>Exp</i>	+8,379	+8,873	6%	+495	+461	+34
	<i>Inc</i>	-587	-836	42%	-249	-225	-24
	<b>Total</b>	<b>+7,792</b>	<b>+8,038</b>	<b>3%</b>	<b>+246</b>	<b>+236</b>	<b>+10</b>
Learning Disability Services	<i>Exp</i>	+27,134	+27,911	3%	+777	+749	+28
	<i>Inc</i>	-4,036	-4,154	3%	-119	-168	+50
	<b>Total</b>	<b>+23,099</b>	<b>+23,757</b>	<b>3%</b>	<b>+658</b>	<b>+580</b>	<b>+78</b>
Mental Health Services	<i>Exp</i>	+5,768	+5,608	-3%	-160	-160	-0
	<i>Inc</i>	-394	-453	15%	-60	-60	+0
	<b>Total</b>	<b>+5,374</b>	<b>+5,154</b>	<b>-4%</b>	<b>-220</b>	<b>-220</b>	<b>-0</b>
SCH&H Other Services	<i>Exp</i>	+9,116	+8,737	-4%	-379	-356	-23
	<i>Inc</i>	-1,332	-1,774	33%	-441	-443	+2
	<b>Total</b>	<b>+7,784</b>	<b>+6,963</b>	<b>-11%</b>	<b>-820</b>	<b>-799</b>	<b>-21</b>
Total Expenditure		+121,169	+123,606	7%	+2,437	+2,569	-132
Total Income		-24,128	-26,148	103%	-2,020	-1,993	-27
<b>SCH&amp;H Total</b>		<b>+97,041</b>	<b>+97,458</b>	<b>-6%</b>	<b>+417</b>	<b>+576</b>	<b>-159</b>

3. The forecast assumes the full use of contingency available to the department as shown in the table immediately below and that the pressure on Asylum services continues to be funded from the council's general contingency.

Division of Service	Gross Pressure Month 08	Contingency	Net Pressure
<b>Current Commitments:</b>			
Asylum Funding Shortfall	+1,516	+1,449	+67
Social Care Pressures (Children's)	+165	+165	0
Social Care Pressures (Adults)	+6,171	+6,171	0
Increase in Transitional Children due to Demographic Changes	+2,742	+2,742	0
Potential shortfall in reablement, LD & PD savings targets	+500	+500	0
<b>Original Contingency Allocation</b>	<b>+10,954</b>	<b>+10,887</b>	<b>+67</b>
<b>Approved Allocations:</b>			
Social Care Pressures (Children's)	-140	-140	0
<b>Remaining Contingency Allocation</b>	<b>10,954</b>	<b>10,887</b>	

## MTFF Savings

- The group is delivering a savings programme totalling £7,342k and to date has banked £5,232k (71%). At the present time £150k is at risk, being the BID operating model (£100k) and BID Major Transformation projects (£50k). There is a shortfall of £1,272k from the BID children's services business support review (£255k), review of LD Day Services (£311k), and Supported Housing (referred to below); these are included in the forecasts set out below. With these exceptions the remainder of the programme is on target to deliver the balance representing major changes in service delivery for the group.
- The capital programme has for a number of reasons slipped from its original timetable; the slippage in 2012/13 is estimated to be around £1.4m although it should be noted that the actual cost of community based support is still to be confirmed. A small contingency provision of £0.1m has been allowed for potential variance on this so the total slippage for M5 monitoring purposes will be around £1.5m. The MTFF did allow for £0.5m contingency relating to this project and this has been allocated to Learning Disability where the pressure is greatest.

## Children Services: £132k adverse (£147k favourable)

- The favourable movement since the month 7 forecast is primarily as a result of slippage in recruitment start dates (£137k) and having to re-advertise hard to fill posts.
- There continues to be focus on a greater use of In House Fostering placements rather than the private sector which is in line with the MTFF strategy and is on track to deliver its savings target for this year. The number of in-house placements at the end of Q2 is 116 (51%) compared with 97 (44%) at the same time last year.
- The gross budget for this service (£30,136k) includes an MTFF saving target of £1,968k, the target saving of £1,673k on the placements budget being the most significant. The primary cause of slippage relates to the implementation of the business support review (£255k) and although this is unlikely to be recovered in this year management are successfully offsetting this by holding vacancies and maximising the use of in-house Fostering for new referrals.

### **Asylum: Nil Variance (no change)**

9. The additional pressure (reported previously) relates to the value and number of applicants found to be ineligible by UKBA exceeding the 2011/12 trend. Assuming that the trend recorded in quarters 1 and 2 are repeated then the reduction in the overall UKBA grant income will be £67k greater than that provided for.
10. The department is in ongoing discussion with UKBA on specific LBH matters with regard to the funding shortfall. As a result representations have been made to the UKBA regarding the ongoing financial support LBH receive from the 'Gateway' grant.

### **Older People Services: £420k adverse (£80k favourable)**

11. The movement from the month 7 forecast is primarily due to a fall in the number of residential placements although it is not yet clear if this will be sustained throughout the winter period when demand normally increases. The pressure in this service relates to residential placements remaining higher than originally forecast along with pressure on Direct Payments and Homecare. The pressure on placements is partially offset by an underspend forecast for community based support as demand to date has been lower than anticipated.
12. The MTFF strategy is to continue to develop the personalisation agenda and support people to live at home through the Reablement and the TeleCareLine service. There continues to be robust management scrutiny of residential and nursing placement requests and full application of the benefits of TeleCareLine service and reablement. Since April the total number of placements being provided has fallen by 49 to be less than 550 at the end of November.
13. The success of the Reablement and TeleCareLine services can be demonstrated by the significant reduction in the number of new residential and nursing placements which during 2009/10 was 652 and 350 respectively; the current forecast is 210 and 200 respectively.
14. The gross budget for this service (£32,766k) includes an MTFF saving of £1,985k and at the present time has achieved £1,785k banked, £200k on track to deliver. The gross budget for placements and community support services is £26,414k.

### **Physical Disabilities: £246k adverse (£10k adverse)**

15. There has been no material movement from the month 7 forecast on a gross budget for this service of £8.4m. This includes an MTFF saving for this service of £517k and at the present time £382k has been banked, £60k is on track to deliver and there is £75k slippage.
16. The adverse forecast is due to delays in the supported accommodation build programme as set out above. The gross budget for placements and community support services is £7,128k. The forecast for the remainder of this service is currently on budget.

### **Learning Disability: £658k adverse (£78k adverse)**

17. This adverse movement from the month 7 forecast is as a result of an increase in the number of residential placement weeks now forecast.
18. The gross budget for this service (£27,303k) includes an MTFF saving of £962k and at the present time £20k is on track to deliver with £942k potential slippage. The gross budget for placements and community support services is £24,696k. The forecast for the remainder of this service is currently on budget.

19. The adverse forecast is due to delays in the supported accommodation build programme as set out above and delays due to the Judicial Review challenge which are now being addressed. This forecast also assumes that £500k can be drawn down from the Contingency held for this purpose mitigating the pressure from £1,158k to £658k as reported in this forecast.

**Mental Health: £220k favourable (no change)**

20. There has been no change to this forecast on a gross budget for this service of £5.8m which includes an MTFF saving for this service of £500k which has been banked. The gross budget for placements and community support services is £3,038k. The forecast for the remainder of this service is currently on budget.

**SC&H Other Services: £820k favourable (£21k favourable)**

21. The movement from the month 7 forecast is primarily due to slippage in recruitment (£24k).

22. The gross budget for this service (£9,116k) includes an MTFF saving of £1,410k, of which £1,260k has been banked to date with £150k at risk. The risk relates to the BID operating model (£100k) and BID Major Transformation projects (£50k).

## **APPENDIX B – Treasury Management Report as at 30 November 2012**

### **Outstanding Deposits - Average Rate of Return on Deposits: 0.68%**

	<b>Actual £m</b>	<b>Actual %</b>	<b>Bench-mark %</b>
Up to 1 Month	71.4	52.65	55.00
1-2 Months	25.6	18.89	15.00
2-3 Months	16.0	11.80	10.00
3-6 Months	6.0	4.42	10.00
6-9 Months	10.0	7.37	10.00
9-12 Months	0.0	0.00	0.00
12-18 Months	0.0	0.00	0.00
<b>Subtotal</b>	<b>129.0</b>	<b>95.13</b>	<b>100.00</b>
Unpaid Maturities	6.6	4.87	0.00
<b>Total</b>	<b>135.6</b>	<b>100.00</b>	<b>100.00</b>

1. With the exception of the unpaid Icelandic investments, our deposits are held with UK institutions, which hold at a minimum, a Fitch or lowest equivalent of A- long-term credit rating.
2. Deposits are currently held with the following institutions; BlackRock MMF, Deutsche MMF, Fidelity MMF, Goldman Sachs MMF, Ignis MMF, PSDF MMF, HSBC MMF, Royal Bank of Scotland, HSBC, Lloyds TSB, Bank of Scotland, Barclays, Nationwide and Newcastle City Council.
3. During November fixed-term deposits continued to mature in line with cashflow requirements. Any surplus funds were either placed in instant access accounts or fixed term deposits of up to six months in order to meet near term cash flow requirements.

### **Outstanding Debt - Average Interest Rate on Debt: 2.96%**

	<b>Actual £m</b>	<b>Actual %</b>
<b>General Fund</b>		
PWLB	79.93	22.85
Long-Term Market	15.00	4.29
<b>HRA</b>		
PWLB	221.82	63.42
Long-Term Market	33.00	9.44
<b>Total</b>	<b>349.75</b>	<b>100.00</b>

4. There were no early debt repayments or rescheduling activities during November.

### **Ongoing Strategy**

5. In order to maintain liquidity for day-to day business operations, short-term balances will be placed in instant access accounts, as these are yielding a higher rate of interest than those offered on fixed term deposits of up to three months. When cash flow allows, long term deposits will be placed to help increase the average rate of return achieved.
6. During November outstanding PWLB loans still carried large premiums and therefore made rescheduling of debt unfeasible. Early redemption opportunities will continue to be monitored; however, whilst global economic conditions remain and the UK maintains its AAA rating, it is unlikely the market will move to an extent that will make rescheduling viable.

## **Appendix C**

### **Retaining of agency staff for Social Care, Health, and Housing Services**

The following agency staff are required to be retained within Social Care and Health to maintain essential services whilst recruitment is in process. Posts 1 to 3 are required to enable permanent recruitment to be completed. Post 4 has been submitted to Cabinet previously but requires a further extension due to project implementation.

<b>Ref</b>	<b>Post Title</b>	<b>Start Date</b>	<b>Proposed End Date</b>	<b>2010/11 Spend £000</b>	<b>2011/12 Spend £000</b>	<b>2012/13 Spend £000</b>	<b>Current Request £'000</b>	<b>Total Spend £000</b>
1	C&F Children In Need (CIN) Team Senior Social Worker	02-Jan-12	31-Mar-13	0	9	40	26	75
2	C&F CIN Team Senior Social Worker	01-Apr-12	31-Mar-13	0	0	36	14	50
3	C&F CIN Team Senior Social Worker	01-Apr-12	31-Mar-13	0	0	41	14	55
4	ASC Technical Admin Team Project Manager	17-Jun-10	31-Mar-13	78	75	65	5	223

### **Retaining of agency staff for Administration & Finance**

This assignment has been supporting the implementation of the new monitoring process, reporting directly to the Finance Manager (MTFF, Capital & Projects), whilst the consultation and resulting recruitment processes took place. It is required to cover one of the Principal Accountant posts whilst the recruitment process is undertaken.

The recruitment process is taking longer than anticipated with a shortage of good quality candidates from the initial advert. It is anticipated that interviews will be completed during January 2013. The current extension expires at the end of January. It is estimated an extension of up to 12 weeks (to end of April 2013) will be required to cover the period prior to the new appointee commencing.

<b>Ref</b>	<b>Post Title</b>	<b>Start Date</b>	<b>Proposed End Date</b>	<b>2010/11 Spend £000</b>	<b>2011/12 Spend £000</b>	<b>2012/13 Spend £000</b>	<b>Current Request £'000</b>	<b>Total Spend £000</b>
1	Principal Accountant (Capital Reporting)	11 June 2012	30 April 2013	0	0	59	22	81