

COUNCIL BUDGET - MONTH 2 2013/14 REVENUE AND CAPITAL MONITORING

Cabinet Member	Councillor Jonathan Bianco
Cabinet Portfolio	Finance, Property and Business Services
Report Author	Paul Whaymand, Corporate Director of Finance
Papers with report	None

HEADLINE INFORMATION

Purpose of report	<p>This report provides an update to Cabinet on the Council's latest financial position and performance against the 2013/14 revenue budget and current capital programme, as forecast at the end of May 2013 (Month 2).</p> <p>An underspend of £24k is forecast against 2013/14 General Fund revenue budgets.</p> <p>The latest position on other funds and the capital programme is detailed within the body of this report.</p>
Contribution to our plans and strategies	Achieving value for money is an important element of the Council's medium term financial plan.
Financial Cost	N/A
Relevant Policy Overview Committee	Corporate Services and Partnerships
Ward(s) affected	All

RECOMMENDATIONS

That Cabinet:

1. Note the forecast management budget position for revenue and capital as at Month 2.
2. Note the treasury management update for Month 2 at Appendix E.
3. Approves funding of the following from capital contingency budget:
 - Hayes Civic Hall Car Park scheme (£53k), and
 - Libraries Refurbishment scheme (£99k).
4. Continue the delegated authority up until the 26 September 2013 Cabinet meeting to the Chief Executive to approve any consultancy and agency assignments over £50k, with final sign-off of any assignments made by the Leader of the Council. Cabinet are also asked to note those consultancy and agency assignments over £50k approved under delegated authority between the 25 April and 25 July 2013 Cabinet meetings, detailed at Appendix F.

5. Approve the allocation of £25k of High Street Innovation Fund grant to Residents Services revenue budget in 2013/14 to continue an existing project to support independent retailers up to March 2014.
6. Approve the allocation of £787k of Weekly Collection Support Scheme grant to Residents Services revenue budget in 2013/14 to introduce a food waste collection service from October 2013.
7. Note that the Council has with partners secured £450k of funding from Mayor's Air Quality Fund, and approves the Council's participation in the development of detailed proposals for the use of this funding.
8. Approve the allocation of £25k of Getting Young People Working grant to Children's & Young People Services revenue budget in 2013/14 to continue work with young unemployed people with behavioural difficulties to help them into work.
9. Approve the submission of a funding bid into the Greater London Authority Pocket Parks programme.
10. Approve the submission of a funding bid into the Sport England Community Sport Activation Fund, and delegate the final details of the bid to the Corporate Director of Residents Services to agree in consultation with the Cabinet Member for Community, Commerce and Regeneration.
11. Approve the allocation of £56k of Food Standards Agency grant to Residents Services revenue budget in 2013/14 to undertake additional sampling of imported food products.
12. Approve the allocation of £856k Adoption Reform Grant to the Children's Social Care revenue budget 2013/14 to increase the number of Looked After Children adopted. Delegate the final decision over the allocation of the £856k to the Director of Children and Young People's Services, in consultation with the Leader of the Council and the Cabinet Member for Education and Children's Services.
13. Approve the allocation of £100k of Social Housing Fraud Grant to Residents Services (HRA) revenue budget in 2013/14 to continue the existing work to reduce fraudulent use of Council Housing.
14. Note that the Council has made a bid for Department of Communities and Local Government funding to tackle use of bed and breakfast accommodation to house homeless families.
15. Ratify emergency contract and financial decisions made by the Chief Executive and Leader of the Council on 30 May 2013 in relation to the Ruislip Lido Enhancement Programme and Northwood Bowls Club refurbishment.
16. Ratify an emergency contract decision made by the Chief Executive and Leader of the Council on 2 July 2013 in relation to the refurbishment works at Harlington Library.
17. Authorise the Leader of the Council and Cabinet Member for Finance, Property and Business Services, in consultation with the relevant Corporate Director, to make all necessary decisions in respect of the utilisation of Priority Growth capital and revenue funds as required between Cabinet meetings. Such decisions to be reported to the next Cabinet meeting.
18. Agree that during the intervening period between the 2013 July and September Cabinet meetings, to delegate full authority to the Leader of the Council, in conjunction with the relevant Cabinet Member(s) and Corporate Director(s), to make any policy, contractual or financial decision that would otherwise be reserved constitutionally to the Cabinet, if a delay would prejudice Council projects or service delivery. Such decisions to be reported to the next Cabinet meeting.

INFORMATION

Reasons for Recommendations

1. The reason for the monitoring recommendation is to ensure that the Council achieves its budgetary objectives, providing Cabinet with an update on performance to date against budgets approved by Council on 14 February 2013 and management actions to deliver outturn within that approved budget.
2. The treasury management update provides an update to Cabinet on Treasury Management performance during the previous month.
3. **Recommendation 3 - Hayes Civic Hall Car Park** – contingency funding is required to fund a projected overspend of £53k due to an area of defective concrete slab which required repairing being significantly larger than originally tendered for. **Libraries refurbishment** – an additional £158k is required for asbestos work and roof repairs at Oak Farm library. The unallocated libraries refurbishment budget will fund £59k towards this, however the remaining £99k is a cost pressure which requires funding from the corporate contingency
4. **Recommendation 5** - An existing project to fund support to independent retailers to maximise the visual impact of shop frontages in three town centres, funded from the Greater London Authority Outer London Fund and from LAA Reward Grant is currently contracted up to November 2013. It is recommended to extend this contract to provide further support up to March 2014, funded from High Street Innovation Fund grant received in 2011/12.
5. **Recommendation 6** - In 2012/13 the Council has made a successful bid for DCLG funding from the Weekly Collection Support Scheme to introduce a weekly food waste collection service. The proposal is to introduce this service in October 2013.
6. **Recommendation 7** - The Council has made successful bids into the Mayor of London's Air Quality Fund for two projects promoting the use of electric vehicles and to monitor air quality along strategic transport corridors. This is followed by a more detailed proposal stage at which point the final details of the actual award will be confirmed with Transport for London, which is due to be completed in the autumn of 2013.
7. **Recommendation 8** - The Council has successfully applied for Greater London Authority Getting Young People Working grant to assist young people with behavioural difficulties not in education employment or training (NEET) to progress into further learning or apprenticeship opportunities, where these young people are outside the remit for support from existing programmes.
8. **Recommendation 9** - The Greater London Authority Pocket Parks programme will be open for bids in July 2013, and it is recommended that the Council bid for funding following up on proposed projects developed for earlier funding rounds.
9. **Recommendation 10** - It is recommended that the Council makes a grant application for £240k over three years to Sport England's Community Sport Activation Fund. If successful the grant will provide additional revenue funding that will further extend the

range of sports activities available to adult residents for the next 2 or 3 years including extending the existing Back to Sport programme.

10. **Recommendation 11**- The Council has successfully applied for funding from the Food Standards Agency to undertake additional sampling as part of the national co-ordinated risk-based food sampling programme 2013/14.
11. **Recommendation 12** - The grant will be used to reduce the delay for children waiting to be adopted by improving the number and range of adopters recruited and improve support to adopters on a ongoing basis.
12. **Recommendation 13** – The Council has made a successful bid for DCLG Social Housing Fraud grant to continue existing work and build on the results achieved so far in identifying unlawful sub-letting and recovery of Council housing for use by people with genuine housing needs.
13. **Recommendation 14** – On 28 June 2013 the Council submitted an application for £300k of funding support to support and develop innovative and sustainable solutions to the problems that are driving the use of bed and breakfast accommodation to house homeless families. The funding seeks to halt the rapid rise in the number of families in Hillingdon in bed and breakfast accommodation, and then reduce the numbers as quickly as possible.
14. **Recommendations 15 and 16** formally ratify recent emergency decisions taken as per the Constitution, due the absence of a Cabinet meeting.
15. **Recommendations 17 and 18** provide for continuity of top-level decision-making during the summer period, as required between Cabinet meetings, to make any necessary Cabinet level decisions in respect of the Council's finances, service or projects. Any decisions made under this delegation will be reported to the next Cabinet meeting.

Alternative options considered

16. There are no other options proposed for consideration.

SUMMARY

A) Revenue

17. As at Month 2, the in year revenue monitoring position shows that forecast next expenditure for the year 2013/14 is £24k less than the budget. The variance relating to Group budgets is an overspend of £2,476k which consists of an overspend in ASC of £675k, primarily relating to delays in the delivery of savings in Learning Disabilities following the Judicial Review of the closure of day centres and a pressure on Home Care services; an overspend in Residents Services of £1,032k reflecting the high demand led pressures being experienced on Housing Needs, partially offset by an underspend on Education budgets; an overspend in Childrens & Families of £998k due to an increase in the number of looked after children; and an underspend in Administration & Finance of £229k, primarily from significant salary underspends in both Groups. The overall adverse position is offset by an underspend of £2,500k in capital

financing costs, set aside for the Primary Capital Programme, which will now not be required until the next financial year.

18. Although a significant overspend on directorate operating budgets is currently forecast, all Groups are working up plans to ensure that they deliver an outturn within budget this year and do not rely on the capital financing underspend.
19. The month 2 position also assumes that the £1,000k unallocated priority growth budget and the £800k HIP budget will be fully spent by the year end. Projected balances carried forward in the month 2 report are £30,274k an improvement of £24k on the figure of £30,250k included in the February 2013 budget report to Cabinet and Council.
20. The reported position takes into account the delivery of £17,111k savings included in the 2013/14 budget of which 53% are banked or on track for delivery. There are also savings brought forward from 2012/13 to be permanently identified of £1,979k of which 54% are banked or on track for delivery.

B) Capital

21. Forecast outturn on the 2013/14 General Fund Capital is £116,988k a variance of £267k on a revised budget of £116,722k after transferring £152k from the contingency budget to the main capital programme.
22. Over the three-year period 2013 to 2016, an underspend of £4,108k is now reported on the General Fund Capital Programme made up of £4,375k relating to the corporate contingency budget offset by £267k on project overspends.
23. General Fund capital receipts to be generated for 2013/14 are projected to be £8,801k as at month 2 of which £15k has been realised year to date. This is £3,135k lower than the budget for 2013/14 but it is due to 2 receipts being delivered at the end of 2012/13 rather than early in 2013/14. An overall adverse variance of £3,667k for capital receipts is forecast over the next four years of the capital programme, 2013/14 to 2016/17.
24. A net pressure of £777k is reported on the HRA capital programme over the period of 2013 to 2016, which relates to variances on New Build projects.
25. Full details of the Capital Programme are provided in Appendix D.

FURTHER INFORMATION

A) General Fund Revenue Budget

26. As at month 2, General Fund revenue expenditure is forecasting a slight underspend of £24k. Directorate operating budgets are forecasting a £2,476k pressure which is offset by an underspend on corporate operating budgets. The budget for development and risk contingency contains an additional £489k carried forward from 2012/13 and the unallocated contingency provision should be sufficient to cover emerging in year pressures. At this stage Priority growth is forecast to be required in full. As a result balances as at 31 March 2014 are projected to be £30,274k.

Table 1: General Fund Overview

Original Budget	Budget Changes		Month 2		% Var	Variance (+ adv / - fav)		
			Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1
£'000	£'000		£'000	£'000		£'000	£'000	£'000
165,738	(156)	Directorate Operating Budgets	165,582	168,058	1%	2,476	0	2,476
20,738	156	Corporate Operating Budgets	20,894	18,394	12%	(2,500)	0	(2,500)
22,883	489	Development & Risk Contingency	23,372	23,372	0%	0	0	0
1,800	0	Priority Growth	1,800	1,800	0%	0	0	0
211,159	489	Sub-total Normal Activities	211,648	211,624	0%	(24)	0	(24)
		<u>Exceptional items:</u>						
211,159	0	Total Net Expenditure	211,648	211,135	0%	(24)	0	(24)
(211,159)	(489)	Budget Requirement	(211,648)	(211,159)		0	0	0
0	0	Net Total	0	(24)		(24)	0	(24)
(30,250)	0	Balances b/fwd 01/04/13	(30,250)	(30,250)		0	0	0
(30,250)	0	Balances c/fwd 01/14/13	(30,250)	(30,274)		(24)	0	(24)

27. At this early stage of the year there are significant pressures emerging within service budgets and an overview of these are given in the following paragraphs whilst the detailed explanations are contained within Appendix A. There are particular pressures temporary accommodation, in Looked after Children and in special educational needs, both for places and transport. Close scrutiny of all these issues is being undertaken to analyse possible links with welfare reforms, as well as work on mitigating strategies.

Directorate Operating Budgets (£2,476k pressure)

28. Table 2 below provides an overview of forecast outturn on directorate operating budgets, excluding those items managed through contingency. Further detail on group positions is set out in Appendix A to this report.

Table 2: Directorate Operating Budgets

Original Budget	Budget Changes	Directorate	Month 2		% Var	Variance (+ adv / - fav)			
			Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1	
£'000	£'000		£'000	£'000		£'000	£'000	£'000	
197,598	265	Admin. & Finance	Expenditure	197,863	197,622	0%	(241)	0	(241)
(174,923)	(275)		Income	(175,198)	(175,186)	0%	12	0	12
22,675	(10)		Sub-Total	22,665	22,436	-1%	(229)	0	(229)
136,323	145	Residents Services	Expenditure	136,468	139,686	2%	3,218	0	3,218
(71,997)	(237)		Income	(72,234)	(74,420)	3%	(2,186)	0	(2,186)
64,326	(92)		Sub-Total	64,234	65,266	2%	1,032	0	1,032
31,099	0	Children's Social Care	Expenditure	31,099	32,677	5%	1,578	0	1,578
(7,855)	0		Income	(7,855)	(8,435)	7%	(580)	0	(580)
23,244	0		Sub-Total	23,244	24,242	4%	998	0	998
72,393	(54)	Adult Social Care	Expenditure	72,339	73,932	2%	1,593	0	1,593
(16,900)	0		Income	(16,900)	(17,818)	5%	(918)	0	(918)
55,493	(54)		Sub-Total	55,439	56,114	1%	675	0	675
165,738	(156)	Total Directorate Operating Budgets		165,582	168,058	1%	2,476	0	2,476

29. An underspend of £229k is forecast on Administration and Finance primarily due to significant salary underspends as a result of vacant posts in both Groups following restructures in several services.

30. A pressure of £1,032k is forecast for Residents Services, primarily as a result of exceptional demand-led pressures being experienced at present on Housing Needs. In addition, demographic pressures on special needs transports budgets are impacting on the corporate contingency budgets and special needs placements are impacting on the schools budget.

31. A pressure of £998k is forecast in Children Social Care Service is primarily due to an increase in demand for Looked after Children placements above the numbers forecast for the approved budget 2013/14.

32. A pressure of £675k in Adults Social Care Services primarily results the delays in implementation of the Day Centre reconfiguration as a result of the Judicial Review and from an increase in demand on Learning Disability services.

Progress on Savings

33. An update on the 2013/14 savings programme is set out in table 3 below. In cases where slippage is reported in delivery of savings, the impact upon directorate budgets has been included in the forecast outturn position in table 2.

Table 3: Month 2 RAG Status for 2013/14 Savings

	Admin. & Finance	Residents Services	Children & Families	Social Care	Cross Cutting	Total 2013/14 Savings	
	£'000	£'000	£'000	£'000	£'000	£'000	%
Banked	(953)	(3,475)	(293)	(1,179)	0	(5,900)	35%
On track for delivery	(98)	(2,118)	(255)	(673)	0	(3,144)	18%
Potential significant savings shortfall or a significant or risky project which is at an early stage;	0	(509)	(1,396)	(3,162)	(3,000)	(8,067)	47%
Serious problems in the delivery of the saving	0	0	0	0	0	0	0%
Total 2013/14 Savings	(1,051)	(6,102)	(1,944)	(5,014)	(3,000)	(17,111)	100%

34. As at month 2, 53% of the savings are classified as either banked or on track for delivery. There are no savings classified as red, but there are 47% classified as amber highlighting the large programme of more complex savings currently being implemented. A large proportion of these amber savings is expected to ultimately be delivered, but will require a close focus throughout the year. The £3,000k cross cutting Social care BID savings will be split into respective Groups once the restructures from the pathway projects are finalised and the technical admin review which has been extended to cover a wider range of services is fully scoped and costed. £1,500k of the £3,000k cross cutting BID saving target is covered by contingency provision.

35. As part of the 2013/14 monitoring we are also tracking progress on the delivery of the £2m savings from 2012/13 that, although covered by alternative savings during 2012/13, did not have permanent budget solutions in place for delivery in the current financial year. At this stage of the year, 54% of those savings have now been classed as banked or on track for delivery whilst of the remaining 46%, 33% are classified as amber. The red saving in Residents services relates to the proposed saving in Housing from the move of the area office staff into the Civic centre. Further work on recharges to the HRA is being undertaken to see if there is capacity to deliver this remaining savings target through other routes.

Table 4: Month 2 RAG Status for b/fwd 2012/13 Savings

	Admin. & Finance	Residents Services	Children & Families	Social Care	Total B/fwd Savings	
	£'000	£'000	£'000	£'000	£'000	%
Banked	(145)	(77)	0	0	(222)	11%
On track for delivery	(90)	(50)	0	(706)	(846)	43%
Potential significant savings shortfall or a significant or risky project which is at an early stage;	(65)	(30)	(255)	(311)	(661)	33%
Serious problems in the delivery of the saving	0	(250)	0		(250)	13%
Total B/fwd Savings	(300)	(407)	(255)	(1,017)	(1,979)	100%

Corporate Operating Budgets (£2,500k underspend)

36. Table 5 below provides an overview of forecast outturn on corporately managed budgets as at Month 2. These budgets include the externally set levies and central government grants, over which the Council has limited control.

Table 5: Corporate Operating Budgets

Original Budget	Budget Changes		Month 2		% Var	Variance (+ adv / - fav)		
			Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1
£'000	£'000		£'000	£'000		£'000	£'000	£'000
11,456	0	Interest & Investment Income	11,456	9,456	-22%	(2,500)		(2,500)
9,282	156	Levies & Other Corporate Budgets	9,438	9,438	0%	0		0
20,738	156	Total Corporate Operating Budgets	20,894	18,894	-12%	(2,500)	0	(2,500)

37. An underspend of £2,500k on financing costs has been forecast due to the deferral of borrowing on the primary School Expansion Programme for 2013/14. However this sum is expected to be required in 2014/15 as the Council continues to provide additional school places within the borough.

38. There are no reported variances on levies or other budgets at this stage.

Development & Risk Contingency

39. The Council has set aside £23,372k to manage volatile and uncertain budgets within the Development & Risk Contingency, which included £21,883k for specific risks and £1,489k as General Contingency. £489k was carried forward from an underspend on unallocated contingency in 2012/13. Table 6 below sets out the latest forecast call on these contingency budgets, with further detailed provided at a directorate level in Appendix A to this report. At this stage it is expected that all increases to specific contingency provisions will be contained with the unallocated contingency provision.

Table 6: Development and Risk Contingency

Original Budget	Budget Changes	Current Commitments	Revised Budget	Forecast as Needed	Variance (+ adv / - fav)			
					Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1	
£'000	£'000		£'000	£'000	£'000	£'000	£'000	
1,000	489	Corporate	General Contingency	1,489	875	(614)	0	(614)
500	0		BID Pump Priming Fund	500	500	0	0	0
660	0		Pensions Auto-enrolment	660	660	0	0	0
400	0	A&F	Uninsured Claims	400	400	0	0	0
402	0	Residents Services	Carbon Reduction Commitment	402	365	(37)	0	(37)
217	0		Outsourced Leisure Income Streams	217	386	169	0	169
200	0		HS2 Challenge	200	200	0	0	0
200	0		Heathrow Expansion Challenge	200	200	0	0	0
737	0		Impact of Welfare Reform on Homelessness	737	737	0	0	0
30	0		Hillingdon Local Plan	30	30	0	0	0
760	0		SEN Transport	760	1,338	578	0	578
2,010	0		Waste Disposal Levy	2,010	2,409	399	0	399
1,995	0	CSC	Reduction in UKBA Asylum Funding	1,995	1,500	(495)	0	(495)
781	0		Looked After Children (Demographic)	781	781	0	0	0
3,814	0	Adult Social Care	Transitional Children (Demographic)	3,814	3,814	0	0	0
1,500	0		BID Staffing Structure Review	1,500	1,500	0	0	0
3,997	0		Older People's Services (Demographic)	3,997	4,492	495	0	495
1,226	0		Physical Disability (Demographic)	1,226	1,059	(167)	0	(167)
896	0		Learning Disability Service (Demographic)	896	692	(204)	0	(204)
1,558	0		Mental Health Service (Demographic)	1,558	1,434	(124)	0	(124)
22,883	489	Total Development & Risk Contingency		23,372	23,372	0	0	0

40. A number of adverse movements have been forecast on the Development and Risk contingency for 2013/14. The major movements include the council's share of the increase in the fixed cost levy from West London Waste Authority due to the correction of a base budget adjustment; a significant pressure on SEN transport; also continuing pressure on income from outsourced leisure services; and forecast pressures in Older

People placements. The overall pressure is partially mitigated by reduced pressures for other Social Care clients and in relation to Asylum funding.

Priority Growth

41. The 2013/14 General Fund Revenue Budget approved by Council on 14 February 2013 set aside £1,000k within the unallocated Priority Growth budget, in addition to £800k in the HIP Initiatives budget. Table 6 summarises the position with regard to each of these elements.

Table 6: Priority Growth

	Budget £'000	Approved Allocations £'000	Unallocated Growth £'000
HIP Initiatives Budget:			
Original Budget	800	297	503
Sub-Total HIP Initiatives Budget	800	297	503
Non-Specific Priority Growth			
Original Budget	1,000		1,000
Sub-Total Non-Specific Priority Growth Budget	1,000	0	1,000
Total Priority Growth	1,800	297	1,503

42. As at Month 2 HIP steering group has approved £297k from the HIP initiatives budget leaving £503k to fund further initiatives in the current year. In addition no allocations have been made from Priority Growth. The General Fund forecast assumes the remaining unallocated budgets for both HIP initiatives and Priority Growth will be committed in full.

Schools Budget, Parking Revenue Account and Collection Fund

43. Details of the Schools Budget and the Parking Revenue Account have now been included in the monitoring report and while these budgets do not directly impact on the General Fund this will enable any interaction with the General Fund to be noted. At month 2, the Schools Budget is forecasting an overspend of £294k primarily due to an increase in demand for SEN placements. The Parking Revenue Account is forecasting an in-year deficit from a forecast shortfall in income. Details of these funds are explained in Appendix B.

44. In addition, information on the Collection Fund is now being included in this report as with the changes to local government funding and the retention of business rates, the implications on the Council's finances are significant. The latest Collection Fund position is forecasting the release of £2,895k into the general Fund in 2014/15, arising from a forecast in year surplus and from a carried forward surplus from 2012/13 due to a reduction in the bad debt provision. Details of the Collection Fund are contained within Appendix B.

Housing Revenue Account Budget

45. The Housing Revenue Account (HRA) is currently forecasting an underspend of £542k. Whilst there is a forecast slight pressure income, this is offset by underspends on staffing and on overheads. Further details are explained in Appendix C.

Appendix A – Detailed Group Forecasts (General Fund)

ADMINISTRATION & FINANCE (£229k underspend)

1. The combined position for the Administration and Finance Groups at month 2 is an underspend of £229k. Underspends as a result of vacant posts have been netted down by the cost of agency staff, employed to ensure the smooth implementation of current restructures and also cover the potential pressure on income from schools for the purchase of training.

Table 1: Administration & Finance Summary

Original Budget	Budget Changes			Month 2		% Var	Variance (+ adv / - fav)		
				Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1
£'000	£'000			£'000	£'000		£'000	£'000	£'000
8,749	42	Admin. Directorate	Salaries	8,791	8,703	-1%	(88)	0	(88)
5,052	0		Non-Sal Exp	5,052	4,990	-1%	(62)	0	(62)
(2,744)	0		Income	(2,744)	(2,734)	0%	10	0	10
11,057	42		Sub-Total	11,099	10,959	-1%	(140)	0	(140)
11,558	350	Finance Directorate	Salaries	11,908	11,822	-1%	(86)	0	(86)
172,239	(127)		Non-Sal Exp	172,112	172,107	0%	(5)	0	(5)
(172,179)	(275)		Income	(172,454)	(172,452)	0%	2	0	2
11,618	(52)		Sub-Total	11,566	11,477	-1%	(89)	0	(89)
20,307	392		Salaries	20,699	20,525	-1%	(174)	0	(174)
177,291	(127)		Non-Sal Exp	177,164	177,097	0%	(67)	0	(67)
(174,923)	(275)		Income	(175,198)	(175,186)	0%	12	0	12
22,675	(10)		Total	22,665	22,436	-1%	(229)	0	(229)

2. As a result of part year vacant posts across the Administration Group, particularly in Performance, Occupational Health and Legal Services teams, not providing cover for maternity leave and employees in full time posts returning to work part time after maternity leave, there are significant salaries underspends in Administration in Month 2
3. Through price negotiations, a reduction of £17k in the contract spend for Hillingdon People has been secured, without affecting the service provision. Additionally, post entry training qualifications coming to an end this summer and reviews of subscriptions and ICT spend within service areas have contributed £25k towards the projected underspend on Non salaries expenditure within the Group.
4. As a result of high demand and more efficient operation with regard to appointment scheduling, income within the Registration of Births, Deaths and Marriages is projected to overachieve by £20k this year. This includes delivering an increased target as a result of an MTFF 13/14 proposal for £30k, which has now been affected in budgets. Conversely, a £32k pressure is projected on schools income for training services provided by Human Resources as a result of lower take up of both SLA and 'pay as you go' services.

Table 2: Administration Operating Budgets

Original Budget	Budget Changes	Service	Month 2		% Var	Variance (+ adv / - fav)			
			Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1	
			£'000	£'000		£'000	£'000	£'000	
442	2	Directorate	Salaries	444	432	-3%	(12)	(12)	
6	0		Non-Sal Exp	6	6	0%	0	0	
(56)	0		Income	(56)	(56)	0%	0	0	
392	2		Sub-Total	394	382	-3%	(12)	0	(12)
676	4	Corporate Comms	Salaries	680	735	8%	55	55	
187	0		Non-Sal Exp	187	169	(10%)	(18)	(18)	
(103)	0		Income	(103)	(103)	0%	0	0	
760	4		Sub-Total	764	801	5%	37	0	37
1,425	7	Democr. Services	Salaries	1,432	1,469	3%	37	37	
1,895	0		Non-Sal Exp	1,895	1,885	-1%	(10)	(10)	
(849)	0		Income	(849)	(869)	2%	(20)	(20)	
2,471	7		Sub-Total	2,478	2,485	0%	7	0	7
2,347	12	Human Resources	Salaries	2,359	2,341	-1%	(18)	(18)	
467	0		Non-Sal Exp	467	455	-3%	(12)	(12)	
(591)	0		Income	(591)	(561)	-5%	30	30	
2,223	12		Sub-Total	2,235	2,235	0%	0	0	0
1,924	8	Legal Services	Salaries	1,932	1,885	-2%	(47)	(47)	
98	0		Non-Sal Exp	98	99	1%	1	1	
(575)	0		Income	(575)	(575)	0%	0	0	
1,447	8		Sub-Total	1,455	1,409	-3%	(46)	0	(46)
1,935	9	Policy & Perf.	Salaries	1,944	1,841	-5%	(103)	(103)	
2,399	0		Non-Sal Exp	2,399	2,376	-1%	(23)	(23)	
(570)	0		Income	(570)	(570)	0%	0	0	
3,764	9		Sub-Total	3,773	3,647	-3%	(126)	0	(126)
8,749	42	Admin. Directorate	Salaries	8,791	8,703	-1%	(88)	0	(88)
5,052	0		Non-Sal Exp	5,052	4,990	-1%	(62)	0	(62)
(2,744)	0		Income	(2,744)	(2,734)	0%	10	0	10
11,057	42		Total	11,099	10,959	-1%	(140)	0	(140)

5. Within the Finance Directorate, vacant posts as a result of ongoing restructures within have added to the salaries underspend in month 2. Recruitment is underway in Procurement & Commissioning with posts expected to be filled by September. To effect a smooth transition and to embed the Category Management approach, agency staff have been employed while the implementation of the new structure is ongoing.
6. In April 2013 Council Tax Benefit was abolished and replaced with a local Council Tax Reduction Scheme and administration funding for the scheme was reduced. Workload increased as a result of the changes and from having numerous vacant posts and so the contract with Liberata to use their capacity grid to deal with queries received has been extended.
7. The funding for discretionary housing payments (DHP) increased this year to £1,245k. Whilst claims for DHP have risen significantly, payments made this year have followed the strict criteria put in place and are less that would be expected at this point in the

year. However, it is likely that forthcoming Benefit Cap introduction will affect around 600 households in Hillingdon and so the demand on DHP is likely to increase.

Table 3: Finance Operating Budgets

Original Budget	Budget Changes	Service	Month 2		% Var	Variance (+ adv / - fav)			
			Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1	
			£'000	£'000		£'000	£'000	£'000	
547	3	Internal Audit	Salaries	550	552	0%	2		2
50	0		Non-Sal Exp	50	53	6%	3		3
0	0		Income	0	0	0	0		0
597	3		Sub-Total	600	605	1%	5	0	5
3,549	8	Operational Finance	Salaries	3,557	3,580	1%	23		23
688	98		Non-Sal Exp	786	766	-3%	(20)		(20)
(984)	0		Income	(984)	(963)	-2%	21		21
3,253	106		Sub-Total	3,359	3,383	1%	24	0	24
2,115	360	Procurement	Salaries	2,475	2,467	0%	(8)		(8)
188	0		Non-Sal Exp	188	188	0%	0		0
(344)	(275)		Income	(619)	(618)	0%	1		1
1,959	85		Sub-Total	2,044	2,037	0%	(7)	0	(7)
4,350	(79)	Revenues & Benefits	Salaries	4,271	4,195	-2%	(76)		(76)
170,659	(225)		Non-Sal Exp	170,434	170,428	0%	(6)		(6)
(170,727)	0		Income	(170,727)	(170,726)	0%	1		1
4,282	(304)		Sub-Total	3,978	3,897	-2%	(81)	0	(81)
997	58	Strategic Finance	Salaries	1,055	1,028	-3%	(27)		(27)
654	0		Non-Sal Exp	654	672	3%	18		18
(124)	0		Income	(124)	(145)	17%	(21)		(21)
1,527	58		Sub-Total	1,585	1,555	-2%	(30)	0	(30)
11,558	350	Finance Directorate	Salaries	11,908	11,822	-1%	(86)	0	(86)
172,239	(127)		Non-Sal Exp	172,112	172,107	0%	(5)	0	(5)
(172,179)	(275)		Income	(172,454)	(172,452)	0%	2	0	2
11,618	(52)		Total	11,566	11,477	-1%	(89)	0	(89)

RESIDENTS SERVICES (£1,032k pressure)

8. Residents Services has a projected outturn position of an £1,032k overspend, excluding pressure areas that have identified contingency provisions. This reflects the exceptional demand-led pressures being experienced at present on housing needs, demographic pressures on special needs transport budgets impacting on the corporate contingency and special needs placements impacting on the schools budget.

Table 1: Residents Services Operating Budgets

Original Budget	Budget Changes	Service	Month 2		% Var	Variance (+ adv / - fav)			
			Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1	
£'000	£'000		£'000	£'000		£'000	£'000	£'000	
1,381	0	Corporate Property & Construction	Salaries	1,381	1,381	0%	0	0	
838	288		Non-Sal Exp	1,126	1,126	0%	0	0	
(2,142)	(302)		Income	(2,444)	(2,444)	0%	0	0	
77	(14)		Sub-Total	63	63	0%	0	0	
9,849	(81)	Education (GF)	Salaries	9,768	9,248	-5%	(520)	(520)	
12,133	32		Non-Sal Exp	12,165	11,755	-3%	(410)	(410)	
(10,421)	65		Income	(10,356)	(10,386)	0%	(30)	(30)	
11,561	16		Sub-Total	11,577	10,617	-8%	(960)	0	(960)
3,852	(93)	Housing (GF)	Salaries	3,759	3,820	2%	61	61	
11,098	0		Non-Sal Exp	11,098	14,976	35%	3,878	3,878	
(11,123)	0		Income	(11,123)	(13,177)	18%	(2,054)	(2,054)	
3,827	(93)		Sub-Total	3,734	5,619	50%	1,885	0	1,885
13,294	5	ICT Highways & Bus. Serv.	Salaries	13,299	13,299	0%	0	0	
25,058	(468)		Non-Sal Exp	24,590	24,790	1%	200	200	
(12,031)	0		Income	(12,031)	(12,231)	2%	(200)	(200)	
26,321	(463)		Sub-Total	25,858	25,858	0%	0	0	0
4,026	0	Planning Sport & Green Spaces	Salaries	4,026	4,019	0%	(7)	(7)	
4,541	(33)		Non-Sal Exp	4,508	4,508	0%	0	0	
(4,733)	0		Income	(4,733)	(4,728)	0%	5	5	
3,834	(33)		Sub-Total	3,801	3,799	0%	(2)	0	(2)
17,662	(5)	Public Safety & Environment	Salaries	17,657	17,537	-1%	(120)	(120)	
14,755	500		Non-Sal Exp	15,255	15,412	1%	157	157	
(10,020)	16		Income	(10,004)	(9,899)	-1%	105	105	
22,397	511		Sub-Total	22,908	23,050	1%	142	0	142
1,544	0	TPP&CE	Salaries	1,544	1,523	-1%	(21)	(21)	
1,011	0		Non-Sal Exp	1,011	1,011	0%	0	0	
(6,246)	(16)		Income	(6,262)	(6,274)	0%	(12)	(12)	
(3,691)	(16)		Sub-Total	(3,707)	(3,740)	1%	(33)	0	(33)
439	0	Public Health	Salaries	439	325	(26%)	(114)	(114)	
14,842	0		Non-Sal Exp	14,842	14,956	1%	114	114	
(15,281)	0		Income	(15,281)	(15,281)	0%	0	0	
0	0		Sub-Total	0	0	0	0	0	0
52,047	(174)	Residents Services	Salaries	51,873	51,152	-1%	(607)	0	(607)
84,276	319		Non-Sal Exp	84,595	88,534	5%	3,825	0	3,825
(71,997)	(237)		Income	(72,234)	(74,420)	3%	(2,186)	0	(2,186)
64,326	(92)		Total	64,234	65,266	2%	1,032	0	1,032

9. The Council's 2013/14 contingency budget contains provision for areas of expenditure or income within Residents Services for which there is a greater degree of uncertainty. The position against these contingency items is shown in Table 2 below.

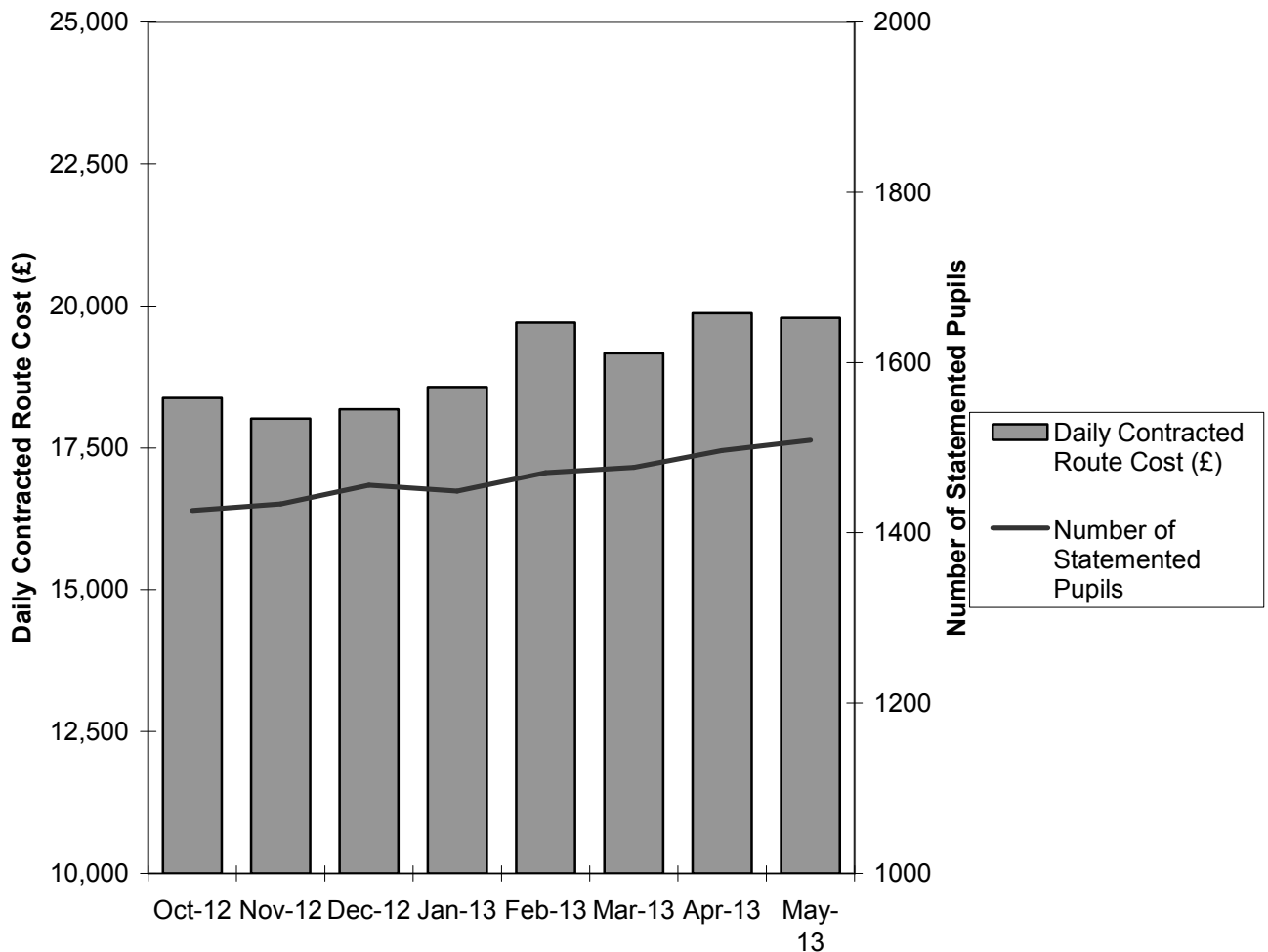
Table 2: Residents Services Contingency Items

Original Budget	Budget Changes	Current Commitments	Revised Budget	Forecast as Needed	Variance (+ adv / - fav)
£'000	£'000	£'000	£'000	£'000	Variance (As at Month 2) £'000
2,010	0	Waste Disposal Levy (Demand-led Tonnage Increases)	2,010	2,409	(399)
760	0	SEN Transport	760	1,338	578
737	0	Impact of Welfare Reform on Homelessness	737	737	0
402	0	Carbon Reduction Commitment	402	365	(37)
217	0	Outsourced Leisure Income Streams	217	386	169
200	0	HS2 Challenge Contingency	200	200	0
200	0	Heathrow Expansion Challenge Contingency	200	200	0
30	0	Hillingdon Local Plan	30	30	0
4,556	0		4,556	5,665	1,109

10. The contingency allocation reflects the budgeted projection set by the West London Waste Authority (WLWA) for the impact of the 'Pay as You Throw' (PAYT) scheme. After two months the increase in tonnages is lower than assumed when the levy was set, producing a forecast underspend against the full contingency of £56k. In addition, Hillingdon's share of the portion of the increase in the Fixed Cost Levy from WLWA due to a correcting base budget adjustment by WLWA of £2.6 million is £455k.
11. Special Educational Needs (SEN) Transport is an area that has seen significant pressure in the last financial year. The forecast pressure on this budget is now £1,338k, which exceeds the budgeted contingency allocation of £760k by £578k. The overall pressure mainly reflects the increased costs of delivering home to school transport for out-of-borough placements and children with more complex needs. There has been a net increase in contracted routes operated of 15 routes (7% increase) compared to April 2012. However, the cost of delivering the current route requirements increased by over 20% since the beginning of the autumn term. This reflects the increased need to provide transport on 19 new routes to out-of-borough placements requiring greater distances travelled, as well as an increased number of children requiring individual transport due to more complex needs, that could not appropriately be provided on existing routes.
12. The pressure beyond the budgeted contingency allocation of £578k reflects that mitigating actions through policy changes and controls that in the budget were assumed to reduce overall costs by £250k are serving mainly to slow the overall rate of growth in the demographic pressure. There are also additional costs that reflect the transport needs of statemented children that commenced between budget setting and the start of the

financial year with a full year effect of £354k. This is offset by a one-off underspend on inter-authority recoupment of £26k due to lower than average recoupment activity.

13. Chart 1 below illustrates the recent trends in SEN transport contracted route costs compared to the overall numbers of statemented pupils that Hillingdon supports. The increase in the number of statemented pupils is also impacting on the Schools Budget in Appendix B where an overspend of £871k is forecast on independent special needs school placements.



14. The contingency to cover the impact of changes in Housing Benefit on temporary accommodation is forecast to be required in full. This contingency relates to the impact of the migration of temporary accommodation leases to rates linked to the Local Housing Allowance, and is not directly linked to the increase in demands on the Housing Needs service that is also leading to pressures in the current year.

15. 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 requirement to purchase allowances under the Carbon Reduction Commitment energy efficiency scheme for 2012/13 was reported to Cabinet in June 2013. An underspend against the contingency of £37k is expected due to the exemption for unmetered supplies continuing in 2013/14. The contingency requirement also includes the £250k budget for allowances for schools that has been provided for in the schools budget.

16. There was an outturn deficit on the in-house management of golf courses in 2012/13 of £459k. As the service is entering its second full season there is an improvement in this position. Membership charges were reduced and membership income is reduced by £40k compared to last year. However, pay and play and associated income is showing a forecast improvement of £143k compared to last year. Staffing costs are £50k higher than last year due to the impact of recruitment activity, offset by the falling out of one-off costs for course improvements and consultancy last year of £120k. Hence the overall pressure is forecast at £286k, an improvement of £173k compared to last year's outturn.
17. There is a pressure of £100k due to the loss of rental income from the Minet gym. The current operator has exercised their break clause with effect from August, and a procurement exercise has been undertaken to identify an alternative operator, however it is unlikely that the current income stream will be replaced.
18. The HS2 and Heathrow expansion challenge contingencies provide resources to enable the Council to respond flexibly and effectively to the continuing threat that these infrastructure projects pose to residents, and it is expected that they will be fully utilised.
19. The examination in public of Part 2 of the Hillingdon Local Plan is on track to take place in spring 2014, and it is therefore expected that this contingency will be fully utilised.

Corporate Property & Construction (nil variance)

20. The service is managing financial risks around the achievement of capital receipts and the delivery of the capital programme, particularly the Primary School Capital Programme and it is currently forecast that these risks can be contained within budgets.

Education (£960k underspend)

21. The education service has savings items totalling £1,369k included in the 2013/14 budget, including savings from the children's pathway project, and the further management restructure of the service which has yet to reach the implementation stage.
22. The service continues to experience high staff turnover and vacancies resulting in forecast staffing underspends in the youth service (£170k), the school improvement service (£175k), education welfare (£40k), parent support (£30k), educational psychology (£70k) and the early years' team (£35k). Many of these posts have been held vacant pending the full implementation of the children's pathway.
23. There is a forecast underspend of £260k on Children's Centres due to the combined impact a more corporate approach to commissioning services from the centres, and continued underspends on running costs identified in the previous financial year; a forecast underspend of £150k on training for early years providers, continuing the position identified last year; and an over-achievement of £30k on income due to additional buy back from schools.

Housing (£1,885k pressure)

24. During this financial year, the Housing Needs budget is under considerable pressure as a result of the supply of Private Sector Leasing (PSL) and other private rented sector accommodation being taken by either private tenants or other local authorities. Consequently, the Council has had to put people in much more expensive bed and

breakfast (B&B) accommodation. As a result the Housing Needs budget is projecting an overspend of £1,635k.

25. Bed and Breakfast accounts for the vast majority of this overspend, showing a forecast overspend of £1,180k. In addition, increased incentive payments to procure prevention properties accounts for £420k of the overall pressure. The B&B pressure is due to the number of households reaching 194 at the end of May, compared with 61 at the end of December 2012 and 102 at the end of March 2013. The Month 2 figure of 194 has more than trebled since December and continued the sharp increase since the end of March increasing by 92 households. In addition, the average net cost for the Council for the B&B accommodation has also increased - the full year average cost of £4,300 in 2012/13 rising to a current level of £5,800.
26. The Month 2 projection assumes the B&B numbers will only increase to 240 by the end of the year. This is based on 200 additional properties being available from initiatives to contain the pressure such as making use of other Council accommodation and making use of partnership funding for procuring properties. If these and other similar initiatives fail to deliver the properties then there is a risk that the pressure will rise to over £3 million. There is also likely to be some pressure from welfare reforms and specifically from the Benefit Cap. However, this will depend on whether the Cap is implemented at the planned date of August 2012 or is delayed. Mitigation measures to reduce the impact include the use of Discretionary Housing Payments (DHP), helping people into work, and as a last resort, out-of-borough procurement. In addition any additional new build properties will help to free up larger Council housing properties to alleviate the impact of the Cap for a small number of families who might not be able to cover rents from Housing Benefit income if they have to pay the higher levels of private sector rents.
27. There is also a pressure of £250k due to the shortfall in savings from targeted recharges to the HRA arising from returning staff in outlying offices to the Civic Centre, which is shown as 'red – shortfall' in the savings tracker. Further work is continuing to identify mitigating opportunities within the overall impact of recharges to the HRA across Residents Services.

ICT Highways & Business Services (nil variance)

28. There is a forecast pressure of £280k 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.
29. The fleet management service has been in a transitional position as the vehicle replacement programme takes effect, and the benefits of this programme are now feeding through. A net underspend of £40k is now reported, as the service is actively managing down maintenance costs as older vehicles are replaced, producing an underspend of £185k. However in this interim period there are remain pressures on contract hire and leases of £145k 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.
30. There is also an underspend of £40k on Ordnance Survey mapping charges which are being covered again this financial year directly by the Government.

31. Income from the London Common Permit Scheme is forecast to exceed the target set by £200k. The outturn variance for 2012/13 was £369k, however a cautious approach has been taken as there is no guarantee that this income stream will be sustained at the current level throughout the year.

Planning Sport & Green Spaces (£2k underspend)

32. The forecast pressure on building control is £90k, driven by the budgeted 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.

33. The management agreement with the operator of the Hillingdon Sports & Leisure Centre has now been completed, releasing an ongoing annual contribution for contract monitoring of £30k which is additional income to the service, of which £20k can be released the current year.

34. There is additional income of £55k due to the impact of the rent escalator for Stockley Park golf course, £10k from other leisure rents, and a minor staffing underspend of £7k due to a vacant post in the Events team.

Public Health (nil variance)

35. The responsibility for Public Health was transferred into Residents Services in May 2013, and since then an exercise has been undertaken linked to a BID project to review all of the budget assumptions underpinning the allocation of the ringfenced Public Health grant. This is reported in detail in a separate report on this agenda. Within this there are two vacant posts in the Specialist Health Promotion, producing the staffing underspend of £114k, and increasing the grant available for allocation by the same amount.

Public Safety & Environment (£142k pressure)

36. There is a projected shortfall of £150k on off-street parking income, which is attributable to Cedars and Grainges multi-storey car parks in Uxbridge town centre, reflecting the continuation of pressures reported last financial year.

37. There is a forecast pressure of £180k on the imported food service. Income targets for this service are on track to be delivered, mainly due to continued strong imports of seasonal fruit and vegetables, however the costs of testing these products has increased significantly due to changes in the sampling requirements specified by the European Union for these products. This position assumes there are no further changes to the list of 'high risk' products and their sampling frequencies, which are re-issued quarterly, over the remainder of the financial year.

38. There is a forecast staffing underspend of £120k in Technical Administration and Business Support, due to the impact of vacant posts that have been held open during the restructuring process for this service. This service area is also delivering a savings target of £169k included in the 2013/14 budget.

39. Waste Services is currently forecast at a £68k underspend. This is due to a forecast underspend on graffiti removal of £23k and additional recycling income of £45k.

Transportation Planning Policy & Community Engagement (£33k underspend)

40. The forecast underspend results from the impact of a vacant post within the planning policy team (£21k), and the final allocation of the New Homes Bonus adjustment grant for 2013/14 being £12k greater than assumed at the time of budget setting.

CHILDREN SOCIAL CARE SERVICES (£998k pressure)

41. The month 2 revenue budget forecast for 2013/14 shows an adverse movement of £998k against budget as shown in the table 1 below. The adverse movement from budget is primarily due to an increase in Looked after Children higher than originally forecast in the budget for 2013/14.

Table 1: Children Social Care Operating Budget

Original Budget	Budget Changes	Service	Month 2		% Var	Variance (+ adv / - fav)			
			Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1	
£'000	£'000		£'000	£'000		£'000	£'000	£'000	
13,067	0	Children & Families	Salaries	13,067	13,317	2%	250		250
12,822	0		Non-Sal Exp	12,822	13,771	7%	949		949
(2,645)	0		Income	(2,645)	(2,846)	8%	(201)		(201)
23,244	0		Sub-Total	23,244	24,242	4%	998	0	998
2,768	0	Asylum	Salaries	2,768	3,094	12%	326		326
2,442	0		Non-Sal Exp	2,442	2,495	2%	53		53
(5,210)	0		Income	(5,210)	(5,589)	7%	(379)		(379)
0	0		Sub-Total	0	0	0	0	0	0
15,835	0	Children's Social Care	Salaries	15,835	16,411	4%	576	0	576
15,264	0		Non-Sal Exp	15,264	16,266	7%	1,002	0	1,002
(7,855)	0		Income	(7,855)	(8,435)	7%	(580)	0	(580)
23,244	0		Total	23,244	24,242	4%	998	0	998

42. The Children services forecast assumes the full use of the £781k contingency available to the service but for Asylum services the position is more favourable and a reduced use of contingency is now forecast, see table 2 below.

Table 2: Children Social Care Development and Risk Contingency

Original Budget	Budget Changes	Current Commitments	Revised Budget	Forecast as Needed	Variance (+ adv / - fav)		
					Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1
£'000	£'000	£'000	£'000	£'000	£'000	£'000	
781	0	Social Care Pressures	781	781	0	0	0
1,995	0	Asylum Funding shortfall	1,995	1,500	(495)	0	495
2,776	0		2,776	2,281	(495)	0	495

Children and Families Service: £998k adverse

43. Budget forecast at month 2 indicates a pressure of £950k in looked after children due to an additional 18 FTE placements in excess of the forecast built into the 2013/14 budget for 2013/14. This cost pressure for the Children and Families service is mainly driven by the number of Looked after Children (LAC) which is at risk of increasing due to an increase in children moving into the Borough. To minimise any potential impact of these increased numbers management are addressing preventative measures to mitigate

against a like for like increase. For example the estimated average cost of a LAC is some £50k over the course of their 'stay'.

44. A recent report produced by the London Councils Safeguarding Board on the numbers of LAC in inner London Boroughs showed a significant reduction against an increase nationally and more importantly against outer London boroughs. It maybe that inner London are more effective with their prevention services but one could also take the view it because there is a movement of families away from inner London effected by welfare capping. It is too early to be confident about the impact of these changes for Hillingdon but increasing pressure from numbers of intentionally homeless families with no access to public funds is likely to continue to place significant demands on the resources of Children Services.
45. There has also been a sharp increase recently in the need for C&F services (under s17 of the Children Act) to fund homeless families (e.g. with children) who have been evicted. At this stage it is not clear whether this is a one-off 'spike' or the beginning of a 'cost shunt' resulting from impending Welfare Benefit changes. However, the spend from January to May 2013 totals £47k and if this continued there could be an increase of £120k over last years costs. Whilst this is not included in the budget forecast at this stage the position will be carefully monitored over the next few months.

Asylum Service

46. A renegotiation of the UKBA Gateway agreement is currently in progress in conjunction with the three other most affected councils. The four councils met with UKBA in May 2013 and these discussions were encouraging with broad agreement reached on several issues albeit subject to formalised agreements. In respect of other issues raised by the councils the UKBA haven't shut the door but have asked for evidence and further information to substantiate the council's argument.
47. The financial forecast does though indicate that the call on contingency for 2013/14 will be £495k less than that provided for in the Risk and Development Contingency due to grant income being higher than the budget for 2013/14.

ADULT SOCIAL CARE (£675K pressure)

48. The adverse movement from budget set out in Table 1 below is primarily due to slippage resulting from the Judicial Review challenge of Day Centres reconfiguration (£350k) which delayed these changes into 2013/14. The balance relates to the placements budget, being £300k higher than built into the Budget for 2013/14.

Table 1: Adult Social Care Operating Budgets

Original Budget	Budget Changes	Service	Month 2		% Var	Variance (+ adv / - fav)			
			Revised Budget	Forecast Outturn		Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1	
£'000	£'000		£'000	£'000		£'000	£'000	£'000	
6,431	0	Older People	Salaries	6,431	6,301	-2%	(130)		(130)
23,572	17		Non-Sal Exp	23,589	24,518	4%	929		929
(8,977)	0		Income	(8,977)	(9,621)	7%	(644)		(644)
21,026	17	Sub-Total	21,043	21,198	1%	155	0	155	
1,612	0	Physical & Sensory Disability	Salaries	1,612	1,480	-8%	(132)		(132)
6,726	0		Non-Sal Exp	6,726	6,767	1%	41		41
(592)	0		Income	(592)	(647)	9%	(55)		(55)
7,746	0	Sub-Total	7,746	7,600	-2%	(146)	0	(146)	
5,882	0	Learning Disability	Salaries	5,882	5,360	-9%	(522)		(522)
21,157	0		Non-Sal Exp	21,157	22,498	6%	1,341		1,341
(6,281)	0		Income	(6,281)	(6,518)	4%	(237)		(237)
20,758	0	Sub-Total	20,758	21,340	3%	582	0	582	
1,526	0	Mental Health	Salaries	1,526	1,449	-5%	(77)		(77)
4,889	0		Non-Sal Exp	4,889	5,003	2%	114		114
(400)	0		Income	(400)	(382)	-5%	18		18
6,015	0	Sub-Total	6,015	6,070	1%	55	0	55	
2,322	(71)	Social Care Directorate	Salaries	2,251	2,280	1%	29		29
(1,724)	0		Non-Sal Exp	(1,724)	(1,724)	0%	0		0
(650)	0		Income	(650)	(650)	0%	0		0
(52)	(71)	Sub-Total	(123)	(94)	0%	29	0	29	
17,773	(71)	Adult Social Care	Salaries	17,702	16,870	-5%	(832)	0	(832)
54,620	17		Non-Sal Exp	54,637	57,062	4%	2,425	0	2,425
(16,900)	0		Income	(16,900)	(17,818)	5%	(918)	0	(918)
55,493	(54)	Total	55,439	56,114	1%	675	0	675	

49. The contingency for Adult Social Care clients has been disaggregated this year to provide a more transparent view of the demographic pressures on different client groups. The Month 2 forecast for each client group shows a number of variances from the budgeted contingency, however the net effect is that the forecast assumes the full use of contingency available to the department as shown in table 2 below

Table 2: Adult Social Care Contingency

Original Budget	Budget Changes	Current Commitments	Revised Budget	Forecast as Needed	Variance (+ adv / - fav)		
					Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1
£'000	£'000	£'000	£'000	£'000	£'000	£'000	
3,814	0	Transitional Children (Demographic)	3,814	3,814	0	0	
1,500	0	BID Staffing Structure Review	1,500	1,500	0	0	
3,997	0	Older People's Services (Demographic)	3,997	4,492	495	495	
1,226	0	Physical Disability (Demographic)	1,226	1,059	(167)	(167)	
896	0	Learning Disability Service (Demographic)	896	692	(204)	(204)	
1,558	0	Mental Health Service (Demographic)	1,558	1,434	(124)	(124)	
12,991	0		12,991	12,991	0	0	

50. The delay resulting from the Judicial Review challenge to the council's decision to close Day Centres at Parkview and Woodside enabling the delivery of £350k savings from both the closure and associated client transport costs, has caused a budget pressure in 2013/14 of £90k for Older People Services and £260k in Learning Disabilities.

51. The remaining £65k pressure for Older People Services is made up of an increase in homecare costs of £168k offset by additional client income and underspends on staffing costs; and the remaining pressure on Learning Disabilities of £321k relates to the forecast number of placements being 5 fte clients higher than originally budgeted for in 2013/14.

52. The expenditure forecast for Physical Disabilities is an underspend of £146k due to forecast placements there being 3 fte clients less than included in the 2013/14 budget.

53. There is also an adverse pressure on Mental Health budgets due to an increase in the amount of community support provided to clients, which includes home care and personal budgets of £55k.

54. Following on from the restructure of the Social Care and Health group into separate Adults and Children Groups, the former Social Care Directorate Budgets need to be disaggregated and this should be completed shortly with the appointment of the new Director of Adults. The current forecast shows an adverse position of £29k due to the increased salary costs arising from the restructure and use of agency staff to cover vacancies.

Appendix B – Other Funds

Schools Budget

1. 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 maintained schools (£118.4m), with the remainder (£31.7m) 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.
2. The forecast movement on the DSG central reserve carried forward for 2012/13 is summarised in the following table:

Original Budget	Budget Changes		Month 2		Variance (+ adv / - fav)		
			Revised Budget	Forecast Outturn	Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1
£'000	£'000		£'000	£'000	£'000	£'000	£'000
(150,058)	0	DSG Income	(150,058)	(150,058)	0		0
118,379	0	Delegated to Schools	118,379	118,379	0		0
4,826	0	Early Years	4,826	4,826	0		0
4,906	0	Schools (Retained)	4,906	4,222	(684)		(684)
21,947	0	SEN	21,947	22,925	978		978
0	0	Total Schools Budget	0	294	294	0	294
(709)	0	Balances b/fwd 01/04/13	(709)	(709)	0	0	0
(709)	0	Balances c/fwd 01/14/13	(709)	(415)	294	0	294

3. The overspend of £294k is due primarily to an overspend of £871k on independent special needs school placements for pre- and post-16 pupils, which assumes that more pupils are placed in these establishments as local provision is at full capacity. Stated pupil numbers are expected to reach a total of nearly 1,600 placements by the end of the financial year, continuing the trend set out in Chart 2 above. This is netted down by an underspend on joint funded placements, where action taken by the Council to place children nearer to home has resulted in a significant decrease in the numbers placed in residential placements, where to date there are only 8 pupils being funded.
4. The expanding schools contingency is also forecast to overspend by £248k reflecting the full impact of places delivered through the Primary Schools Capital Programme for September 2013.
5. At this stage it is too early in the year to forecast with certainty the year end budget impact for the 2 year old free entitlement, the 2 year old capacity building fund, and the impact of the transfer of responsibility for post-16 pupils. It is expected that these items will be contained within existing budgets.
6. In year over or underspends are allowed to be carried forward within the DSG central reserve. At the end of the 2012/13 financial year, the DSG central reserve had a surplus

balance of £709k. This is forecast to be reduced by the in-year overspend of £294k, to a projected reserve level of £415k as at 31 March 2014.

Parking Revenue Account

7. The Parking Revenue Account is established to govern the use of income from Penalty Charges Notices (PCNs), together with other on-street parking income streams, in accordance with Section 55 of the Road Traffic Regulation Act 1984.

Original Budget	Budget Changes		Month 2		Variance (+ adv / - fav)		
			Revised Budget	Forecast Outturn	Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1
£'000	£'000		£'000	£'000	£'000	£'000	£'000
(4,387)	0	Income	(4,387)	(4,032)	355	0	355
4,295	0	Expenditure	4,295	4,072	(223)	0	(223)
(92)	0	In year Surplus /Deficit	(92)	40	132	0	132
(67)	0	Unallocated Balances b/fwd 01/04/13	(67)	(67)	0	0	0
(159)	0	Unallocated Balances c/fwd 01/14/13	(159)	(27)	132	0	132

8. An in-year deficit of £40k is forecast for the 2013/14 financial year. There is a total forecast shortfall of income of £355k, reflecting the continued lower level of Penalty Charge Notice (PCN) income relative to the historic income target. This level of shortfall assumes that the new parking enforcement contractor in place from August 2013 will be able to immediately maintain PCN income at current levels. The income pressure is offset by compensating savings totalling £315k, from the enforcement contract (£180k), and various non-pay budgets (£43k), as well as the budgeted surplus of £92k.

Collection Fund

9. The collection of local taxes is managed through the Council's Collection Fund, in order to avoid short-term volatility in income impacting on provision of services. As such any surplus or deficit will be factored into budget setting for 2014/15, with current forecasts indicating that £2,895k can be released to the General Fund.

Original Budget	Budget Changes		Month 2		Variance (+ adv / - fav)		
			Revised Budget	Forecast Outturn	Variance (As at Month 2)	Variance (As at Month 1)	Movement from Month 1
£'000	£'000		£'000	£'000	£'000	£'000	£'000
(112,926)	0	Gross Council Tax Income	(112,926)	(113,426)	(485)	0	(485)
15,605	0	Council Tax Reduction Scheme	15,605	15,605	0	0	0
(480)	0	Balance b/fwd	(480)	(2,890)	(2,410)	0	(2,410)
(97,801)	0	Net Council Tax Income	(97,801)	(100,711)	(2,895)	0	(2,895)
(99,398)	0	Gross NNDR Income	(99,398)	(99,398)	0	0	0
58,027	0	Less: Tariff	58,027	58,027	0	0	0
(60)	0	Less: Levy	(60)	(60)	0	0	0
(41,431)	0	Net NNDR Income	(41,431)	(41,431)	0	0	0

10. Current forecasts for 2013/14 Council Tax revenues indicate an in-year surplus of £485k, however there may be scope for further improvement in this position as additional properties come on stream in the coming months. To date there has been no material movement in uptake of the Council Tax Reduction Scheme however the potential impact of upcoming wider benefit reforms may result in adverse movement in this position as the year progresses.

11. In addition to this in-year surplus, a surplus of £2,410k was reported for 2012/13 due to limited volatility around exemptions during the fourth quarter of the year and lower than anticipated requirement for bad debt provision. This sum can be added to the in-year position to release £2,895k to the General Fund in 2014/15.

12. Latest NNDR forecasts show no material movement to date on rateable value, however there has been an adverse movement on empty properties expected to reduce income by £3,000k in 2013/14. The impact of this variance on Hillingdon's General Fund would be approximately £900k in 2014/15 however there remains significant provision for decline in rateable value which could potentially absorb this pressure. Were rateable value to remain constant for the remainder of 2013/14 a surplus of £500k would be expected. In light of the balance of probabilities a breakeven position is reported at Month 2.

Appendix C – HOUSING REVENUE ACCOUNT

1. The Housing Revenue Account (HRA) is showing an in-year underspend of £542k as shown in the following table.

Table 1: HRA Overview 2013/14

Original Budget	Budget Changes		Month 2		% Var	Variance (+ adv / - fav)
			Revised Budget	Forecast Outturn		Variance (As at Month 2)
£'000	£'000		£'000	£'000		£'000
10,537	0	Housing Management	10,537	10,075	-4%	(462)
12,341	0	Repairs & Maintenance	12,341	12,341	0%	0
17,838	0	Major Works	17,838	17,838	0%	0
1,357	0	Development & Risk Contingency	1,357	1,080	-20%	(277)
15,307	0	Interest & Investment Income	15,307	15,307	0%	0
57,380	0	Sub-total Normal Activities	57,380	56,641	-1%	(739)
	0	<u>Exceptional items:</u>				0
57,380	0	Total Net Expenditure	57,380	56,641	-1%	(739)
(57,428)	0	Rental Income	(57,428)	(57,231)		197
(48)	0	Net Total	(48)	(590)		(542)
(20,213)	0	Balances b/fwd 01/04/13	(20,213)	(20,213)		0
(20,261)	0	Balances c/fwd 31/03/14	(20,261)	(20,803)		(542)

- The Housing Management budget is showing an underspend of £462k. This is mainly due to staffing savings of £110k due to vacant posts pending restructuring proposals, and £243k from savings on the costs of the Hayes Area Office.
- At this stage both Repairs and Maintenance and Major Works budgets are projected to spend to budget. A process for authorisation and release of Major Works projects is being finalised and this will ensure that the budget is spent in line with the approved plan.
- There is a forecast £277k underspend on the HRA contingency due to projections for bad debt movements. At this stage it is unlikely that the full provision will be needed in the current year that was assumed for the impact of welfare reforms.
- The rental income is showing a small overspend of £197k against a target of £57.4 million, due to a higher reduction in number of properties through the right-to-buy (RTB) scheme, both at the end of last year and then expected for this year.

Appendix D – CAPITAL PROGRAMME

Capital Programme Monitoring

6. The current forecast outturn on current General Fund capital projects is detailed in table 1 below. Forecasts for future years include live capital projects and programmes of works as included in the draft programmes for 2013/14 to 2015/16 reported to Cabinet and Council in February 2013.
7. General Fund Capital Expenditure currently totals £1,179k, representing 1% of forecast outturn. The majority of projects are forecasting to fully spend to annual budget. Capital expenditure in 2013/14 is expected to be considerably higher than in 2012/13 as a significant proportion of the capital programme is for school expansions and many of the schools are now entering the construction stage and will therefore result in significant expenditure.

Table 1 – General Fund Capital Programme

	2013/14	2014/15	2015/16	Total Month 02
	£'000	£'000	£'000	£'000
Original Budget	130,779	63,141	17,803	211,723
Revised Budget	116,722	84,488	16,303	217,513
Forecast Outturn	116,988	84,488	16,303	217,779
Council Resourced Variance – see table 8	267	0	0	267
External Grants Variance	0	0	0	0
Other Resourced Variance	0	0	0	0
Programme Variance	267	0	0	267

8. The main internally funded programme shows a net adverse variance of £267k comprising pressures of £273k and under spends of £6k as set out in Table 8 below. This assumes that the recommendations to fund the cost pressures of £152k from general contingency will be approved.
9. Although not reported as a variance in the above table, phase 2 of the schools expansion programme could have a potential surplus against budget of up to £9.8 million. This is due to the contract awards indicating lower costs than anticipated during the feasibility and design stage of the projects. However, as the construction phase is just beginning it would be imprudent not to report an underspend at this stage. There may be unforeseen issues that could reduce this favourable position moving forward. Furthermore as phase 2 develops a favourable position is more likely to emerge in next year with regards to budget phasing, in line with the completion of the projects.

Table 2

Council Resourced Variance	2013/14 £'000	2014/15 £'000	2015/16 £'000	Total (Mth 02) £'000
Pressures:				
Hillingdon Sports & Leisure Centre	73	0	0	73
Primary School Expansions - Phase 2A Temporary	200	0	0	200
Total Council Resourced Pressures:	273	0	0	273
Underspends:				
Manor Farm Stables Development	-6	0	0	-6
Total Council Underspends:	-6	0	0	-6
Projected Rephasing	0	0	0	0
Main Programme Variance	267	0	0	267
General Contingency	-1,375	-1,500	-1,500	-4,375
Unallocated Priority Growth	0	0	0	0
Council Resourced Variance	-1,108	-1,500	-1,500	-4,108

Council Resourced Variances

10. Negotiations are ongoing with the contractor over the completion of remedial works at Hillingdon Sports & Leisure Centre. Consultants have been appointed to assess the scope of the additional works required. These issues are resulting in a forecast over spend of £73k.
11. Primary Schools Expansions – Phase 2A temporary - due to the poor performance of the contractor on these projects, the contract was terminated and new contractors employed. The likely over spend is estimated to be £200k; however it now seems likely that the final position may reduce further as negotiations have progressed.
12. General Contingency – funds totalling £4,527k are reserved to deal with cost pressures arising on projects in the main capital programme over the next three years to 2015/16 and currently are reported as under spent by £4,375k.

External Grants Variance

13. Abbotsfield Sixth Form Refurbishment - final accounts have been agreed resulting in an under spend of £69k which will be returned to the urgent building schools conditions unallocated budget.

Capital Financing

Table 3

Capital Receipts	2013/14 £'000	2014/15 £'000	2015/16 £'000	2016/17- 2017/18 £'000	Total Month (02) £'000
Budget Approved February 2013	11,936	17,057	9,173	5,464	43,630
Revised Budget	9,024	17,057	9,173	5,464	40,718
Forecast Capital Receipts from Disposals	8,801	14,087	10,764	3,399	37,050

Variance	223	2,970	-1,591	2,065	3,667
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14. Capital receipts for 2013/14 are forecast to be £8,801k. This represents a £223k reduction from the revised budget level. Over the next four years, the forecast accumulated disposal receipts is £37,050k. There is an element of risk around the certainty of these receipts being fully realised which has been reflected in the disposals forecast. This is £3,667k lower than the budgeted level which will have the effect of increasing borrowing levels. However overall borrowing levels are offset by a reduction £4,081k from under spends on council resourced schemes.

Table 4

Prudential Borrowing Forecast	2013/14	2014/15	2015/16	2016/17-2017/18	Total Month (02)
	£'000	£'000	£'000	£'000	£'000
Revised Budget	75,513	26,634	563	3,772	106,481
Council Resourced Variance	-1,081	-1,500	-1,500	0	-4,081
Capital Receipts Variance	223	2,970	-1,591	2,065	3,667
Forecast Borrowing	74,655	28,104	-2,528	5,837	106,067

Housing Revenue Account Capital Programme

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

Table 5

Housing Revenue Account Capital Programme	2013/14	2014/15	2015/16	Total Month (02)
	£'000	£'000	£'000	£'000
Original Budget	3,352	3,485	3,485	10,322
Revised Budget	3,709	3,485	3,485	10,679
Forecast Outturn	4,486	3,485	3,485	11,456
HRA Resourced Variance – see table 12	777	0	0	777
External Grants Variance	0	0	0	0
Other Resources Variance	0	0	0	0
Programme Variance	777	0	0	777

17. HRA capital expenditure to the end of May 2013 was £76k representing 2% of the forecast outturn. Over spends forecast for 2013/14 amount to £777k.

Table 6

HRA Resourced Variance	2013/14	2014/15	2015/16	Total Month 02
	£'000	£'000	£'000	£'000
Pressures:				
New Build - Extra Care Sites Phase 1	535	0	0	535
New Build - HRA Pipeline Sites Phase 1	5	0	0	5
New Build - Learning Disability Sites Phase 1	121	0	0	121
New Build - HRA Pipeline Sites Phase 2	116	0	0	116
Total HRA Resourced Pressures:	777	0	0	777

Projected Rephasing	0	0	0	0
HRA Resourced Variance	777	0	0	777

18. New Build HRA Extra Care Sites Phase 1: Triscott House – contractual issues (change in design briefs) leading to a forecast over spend of £535k have yet to be resolved with the main contractor. The over spend will depend on the outcome of final assessment of cost and could range from £416k to £892k. The forecast represents a median case scenario representing approximately 10% of the total budget. The Council is in litigation with the contractor and this significantly extends the time frame to resolve these issues.
19. The New Build HRA Learning Disability Sites scheme is currently expected to overspend by £121k. Whilst the project is now complete, there are additional costs to be incurred on final account around external landscaping and flooring costs at Horton Road and drainage and utility connection works at Ascott Court.
20. New Build HRA Pipeline Sites Phase 2 is forecasting an overspend of £116k on final account for the Gilbert Road site due to extra demolition costs, pre-construction fees and additional highways works.
21. The HRA Works to Stock is currently forecasting to spend to budget £3,352k although once works have commenced and progressed further during the financial year this forecast will be revised.

Appendix E- Treasury Management Report

Outstanding Deposits - Average Rate of Return on Deposits: 0.50%

	Actual £m	Actual %	Bench-mark %
Up to 1 Month	89.1	59.36	60.00
1-2 Months	13.0	8.66	15.00
2-3 Months	15.0	9.99	10.00
3-6 Months	24.0	15.99	10.00
6-9 Months	3.0	2.00	5.00
9-12 Months	0.0	0.00	0.00
12-18 Months	0.0	0.00	0.00
Subtotal	144.1	96.00	100.00
Unpaid Maturities	6.0	4.00	0.00
Total	150.1	100.00	100.00

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, HSBC MMF, PSDF MMF, Royal Bank of Scotland, HSBC, Lloyds TSB, Bank of Scotland, Barclays and Kinston-upon-Hull City Council.
3. During May 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: 2.98%

	Actual £m	Actual %
General Fund		
PWLB	75.04	21.87
Long-Term Market	15.00	4.37
HRA		
PWLB	220.07	64.14
Long-Term Market	33.00	9.62
Total	343.11	100.00

4. There were no early debt repayment opportunities or rescheduling activities and no breaches of the prudential indicators during May.

Ongoing Strategy

5. In order to maintain liquidity for day-to-day business operations, short-term balances will be placed in short term deposits of up to three months, as these are generally yielding a higher rate of interest than instant access accounts. When cash flow allows, long term deposits will be placed to help increase the average rate of return achieved.
6. During May outstanding PWLB loans still carried large premiums and therefore made rescheduling of debt unfeasible. Early redemption opportunities will continue to be monitored.

Appendix F – Consultancy and agency assignments over £50k approved under delegated authority

The following Agency staff costing over £50k have been approved under delegated powers by the Chief Executive in consultation with the Leader and are reported here for information.

Post Title	Start Date	Proposed End Date	2011/12 Spend (or earlier) £'000s	2012/13 Spend £'000s	Current Request £'000s	Total Spend £'000s
Administration & Finance						
Commercial Manager - ASC/Children's	08-Nov-11	06-Dec-13	0	39	73	112
Commercial Manager - Public Health	09-Nov-12	23-Jun-13	0	27	23	50
Commercial Manager	06-Nov-12	05-Sep-13	0	34	29	63
Procurement Manager	20-Feb-12	13-Dec-13	8	104	53	165
Procurement Manager – Construction	18-Jun-12	05-Sep-13	0	100	48	148
Senior Lawyer ECS & Social Care	01-Apr-12	30-Jun-13	0	49	18	67
Senior Lawyer – HRA	01-Apr-10	31- Mar-14	47	57	58	162
Property Lawyer	01-Jun-12	30-Sep-13	0	45	26	71
Property Lawyer	16-Jul-12	30-Sep-13	0	36	26	62
Head of Internal Audit	15-May-13	14-Aug-13	0	38	41	79
Principal Accountant Capital	13-May-13	23-Jun-13	0	81	13	94
Residents Services						
Clerk of Works (outside establishment)	01-Feb-13	30-Sep-14	0	0	120	120
Senior Delivery Manager	03-Mar-11	27-Sep-13	89	95	50	234

Post Title	Start Date	Proposed End Date	2011/12 Spend (or earlier) £'000s	2012/13 Spend £'000s	Current Request £'000s	Total Spend £'000s
Senior Delivery Manager (outside establishment)	05-Nov-12	27-Sep-13	0	49	61	110
Delivery Manager (outside establishment)	26-Apr-12	27-Sep-13	0	65	55	120
Delivery Manager (outside establishment)	13-Aug-12	27-Sep-13	0	48	38	86
Delivery Manager (outside establishment)	07-Jan-13	27-Sep-13	0	23	41	64
Principal Quantity Surveyor (outside establishment)	04-Apr-11	27-Sep-13	53	57	42	152
Quantity Surveyor	13-Mar-11	27-Sep-13	56	51	29	136
Quantity Surveyor (outside establishment)	19-Nov-12	27-Sep-13	0	26	33	59
Quantity Surveyor (outside establishment)	12-Nov-12	27-Sep-13	0	23	34	57
Quantity Surveyor (outside establishment)	11-Jul-12	27-Sep-13	0	41	29	70
Project Manager (outside establishment)	08-Oct-12	27-Sep-13	0	40	43	83
Delivery Manager (outside establishment)	15-Oct-12	27-Sep-13	0	41	56	97
Development Surveyor	19-Jul-11	29-Nov-13	31	64	50	145
Project Manager (outside establishment)	09-Jul-12	12-Jul-13	0	55	21	76
Early Years Practitioner	01-Jan-11	01-Jun-13	25	20	5	50
Early Years Practitioner	01-Jan-11	01-Jun-13	25	20	5	50

Post Title	Start Date	Proposed End Date	2011/12 Spend (or earlier) £'000s	2012/13 Spend £'000s	Current Request £'000s	Total Spend £'000s
Electrical Engineer	04-Oct-10	30-Aug-13	68	42	19	129
Highways Engineer (outside establishment)	30-Jul-12	02-Aug-13	0	38	19	57
Building Control Surveyor	02-Jul-12	19-Jul-13	0	49	21	70
Interim Chief Education Officer	01-Jul-12	26-Jul-13	0	92	128	220
Interim Corporate Transformation Manager (outside establishment)	01-Aug-10	30-Sep-13	240	172	273	685
Early Years Practitioner	01-Jul-13	31-Mar-14	0	37	21	58
Programme Co-Ordinator, General Construction	12-Nov-12	10-Jan-14	0	22	49	71
Development Surveyor	19-Jul-11	29-Nov-13	31	64	50	145
Architect	15-Apr-11	04-Oct-13	35	49	27	111
Architect	23-May-11	27-Sep-13	29	65	27	121
Schools Building Surveyor	25-Jun-12	27-Sep-13	0	39	34	73
Planning Enforcement Lawyer	13-Sep-12	27-Sep-13	0	27	33	60
Social Care and Health						
Children's Homes Residential Care Worker	01-Apr-10	28-Jul-13	42	18	2	62
Merrifield Team Residential Care Worker	01-Apr-10	28-Jul-13	61	29	11	101
Merrifield Team Residential Care Worker	01-Jan-11	28-Jul-13	40	23	10	73
Children's Homes Residential Care Worker	01-Apr-10	28-Jul-13	42	19	5	66
Children's Homes Residential Care Worker	01-Apr-12	28-Jul-13	0	53	12	65

Post Title	Start Date	Proposed End Date	2011/12 Spend (or earlier) £'000s	2012/13 Spend £'000s	Current Request £'000s	Total Spend £'000s
ASC Disabilities Day Centre Off.	01-Apr-10	28-Jul-13	41	25	3	69
C&F -Merrifield Team Residential Care Worker	01-Sep-11	28-Jul-13	14	26	10	50
C&F -Merrifield Team Residential Care Worker	01-Apr-11	28-Jul-13	33	29	11	73
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	57	21	9	87
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	57	21	9	87
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	57	21	9	87
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	57	21	9	87
ASC Disabilities Residential Team Leader	01-Apr-10	28-Jul-13	45	17	6	68
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	46	26	7	79
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	46	26	9	81
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	46	26	9	81
ASC Disabilities Residential Team Leader	01-Apr-10	28-Jul-13	48	33	11	92
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	46	26	6	78
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	46	26	6	78
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	46	26	12	84
ASC Disabilities Night Care Worker	01-Apr-10	28-Jul-13	39	22	6	67

Post Title	Start Date	Proposed End Date	2011/12 Spend (or earlier) £'000s	2012/13 Spend £'000s	Current Request £'000s	Total Spend £'000s
ASC Disabilities Residential Care Worker	01-Apr-10	28-Jul-13	36	26	6	68
ASC Disabilities Residential Team Leader	01-Apr-10	28-Jul-13	57	19	11	87
ASC Disabilities Senior Support Worker	01-Apr-10	28-Jul-13	37	15	6	58
ASC Disabilities Day Centre Officer	01-Apr-10	28-Jul-13	25	33	8	66
ASC Disabilities Day Centre Officer	01-Apr-10	28-Jul-13	40	25	8	73
ASC Disabilities Day Centre Officer	01-Apr-10	28-Jul-13	41	25	8	74
ASC Disabilities Day Centre Officer	01-Apr-10	28-Jul-13	41	25	8	74
ASC Deputy Director	24-Apr-12	28-Jul-13	0	175	63	238
ASC Access and Assessment Team Manager	23-Jul-12	28-Jul-13	0	58	27	85
ASC Access and Assessment AMHP	02-Aug-10	28-Jul-13	58	61	21	140
ASC Technical Admin Team Project Manager	17-Jun-10	28-Jul-13	153	70	32	255
C&F Triage Social Worker	19-Feb-12	28-Jul-13	20	53	14	87
C&F-Tech Admin Officer	01-Apr-10	30-Jun-13	44	21	2	67
C&F Safeguarding Disabled Children's Strategy	01-Apr-10	28-Jul-13	78	36	5	119
C&F Triage Social Worker	01-May-12	28-Jul-13	0	57	18	75
C&F CIN Team Social Worker	01-Apr-10	28-Jul-13	94	49	16	159

Post Title	Start Date	Proposed End Date	2011/12 Spend (or earlier) £'000s	2012/13 Spend £'000s	Current Request £'000s	Total Spend £'000s
C&F Referral & Assessment Team Manager	01-Apr-12	28-Jul-13	0	48	25	73
C&F Referral & Assessment Team Archiver	01-Apr-10	28-Jul-13	40	22	4	66
C&F Asylum Deputy Team Manager	17-Oct-11	28-Jul-13	12	73	24	109
C&F-Referral & Assessment Team Social Worker	01-Aug-11	28-Jul-13	33	45	32	110
C&F-Tech Admin Assistant	01-Apr-10	28-Jul-13	48	22	5	75
C&F Asylum Social Worker	12-Sep-11	28-Jul-13	26	47	16	89
C&F Asylum Social Worker	07-Nov-11	28-Jul-13	30	49	16	95
C&F CIN Team Senior Social Worker	01-Apr-12	28-Jul-13	0	51	14	65
C&F Referral & Assessment Team Social Worker	01-Mar-12	28-Jul-13	6	50	23	79
C&F Referral & Assessment Team Social Worker	01-Apr-12	28-Jul-13	0	57	21	78
ASC - Mental Health AMHP	20-Aug-12	28-Jul-13	0	33	17	50
ASC Disabilities O/T Care Manager	18-Jun-12	28-Jul-13	0	41	20	61
ASC Mental Health Service Manager	10-Oct-12	28-Jul-13	0	47	18	65
ASC Reablement Project Manager	01-Aug-12	28-Jul-13	0	40	21	61
C&F Asylum Social Worker	15-Aug-11	28-Jul-13	28	48	17	93
C&F Asylum Support Worker	01-Apr-12	28-Jul-13	0	41	14	55

Post Title	Start Date	Proposed End Date	2011/12 Spend (or earlier) £'000s	2012/13 Spend £'000s	Current Request £'000s	Total Spend £'000s
C&F CIN Team Senior Social Worker	01-Apr-12	28-Jul-13	0	49	22	71
C&F CIN Team Senior Social Worker	01-Apr-12	28-Jul-13	0	46	19	65
C&F CIN Team Senior Social Worker	01-Apr-12	28-Jul-13	0	46	19	65
C&F Triage Deputy Team Manager	15-Jul-12	28-Jul-13	0	49	23	72
C&F CIN Team Senior Social Worker	01-Apr-12	28-Jul-13	0	50	19	69
C&F -Technical Admin Team Admin Assistant	01-Apr-11	28-Jul-13	21	23	7	51
C&F-Tech Admin Officer	01-Feb-11	28-Jul-13	26	23	7	56
Telecare & Reablement Project Manager	01-Apr-13	31-Jul-13	0	40	46	86
C&F Social Worker	01-Jan-12	30-Jun-13	14	58	6	78
C&F Social Worker	01-Jan-12	30-Jun-13	6	43	5	54
C&F Social Worker	01-Jan-12	30-Jun-13	14	51	5	70
C&F Service Manager	01-Aug-12	30-Jun-13	0	102	12	114
C&F Assessment & Intervention Social Worker	01-May-12	30-Jun-13	0	49	4	53
Social Worker (Asylum Team)	01-May-13	30-Jun-13	0	49	4	53
Service Support Manager ASC	06-May-13	30-Jun-13	153	70	25	248