

# COUNCIL BUDGET - 2018/19 REVENUE AND CAPITAL MONTH 9 BUDGET MONITORING

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<b>Cabinet Portfolio</b>	Finance, Property and Business Services
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<b>Papers with report</b>	Appendices A – F

## HEADLINES

<b>Purpose of report</b>	<p>This report provides the Council's forecast financial position and performance against the 2018/19 revenue budgets and Capital Programme.</p> <p>An underspend of £69k is reported against 2018/19 General Fund revenue budgets as of December 2018 (Month 9), representing an adverse movement of £228k from the position reported to Cabinet at Month 8 primarily due to a transfer of resources from the General Fund to support Public Health functions.</p> <p>The latest positions on other funds and the Capital Programme are detailed within the body of this report, with continuing pressures on High Needs placements in the Schools Budget feeding through to a projected £7,381k cumulative deficit on the ringfenced Dedicated Schools Grant account. This represents an adverse movement of £335k from the previously reported position at Month 8.</p>
<b>Contribution to our plans and strategies</b>	<p><b>Putting our Residents First: <i>Financial Management</i></b></p> <p>Achieving Value for Money is an important element of the Council's Medium Term Financial Plan.</p>
<b>Financial Cost</b>	N/A
<b>Relevant Policy Overview Committee</b>	Corporate Services, Commerce & Communities
<b>Ward(s) affected</b>	All

## RECOMMENDATIONS

### That Cabinet:

1. Note the budget position as at December 2018 (Month 9) as outlined in Table 1.
2. Note the Treasury Management update as at December 2018 at Appendix E.
3. Continue the delegated authority up until the next 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 24<sup>th</sup> January and 14<sup>th</sup> February Cabinet meetings, detailed at Appendix F.
4. Approves re-phasing of 2018/19 capital expenditure and associated financing budgets totalling £39,032k (General Fund) and £16,836k (HRA) into later years of the capital programme.
5. Accept awards of £44k additional grant funding from Transport for London for the Bridges Assessment and Strengthening Programme (£35k) and Borough Officer Training Programme (£9k).
6. Accept £71k funding from the Department for Education towards support for care leavers at risk of rough sleeping to be managed within Social Care budgets in 2018/19 and 2019/20.
7. Accept £210k funding from the Ministry of Housing, Communities and Local Government to support preparations for Brexit in 2018/19 and 2019/20, alongside additional funding to specifically support port authorities.
8. Agree to the virement of £50k from unallocated capital contingency to fund works to the fountain at the Beck Theatre and approve the associated capital release.

### INFORMATION

#### Reasons for Recommendations

1. The reason for **Recommendation 1** is to ensure that the Council achieves its budgetary objectives, providing Cabinet with an update on performance at Month 9 against budgets approved by Council on 22 February 2018. An update on the Council's Treasury Management activities is signposted in **Recommendation 2**.
2. **Recommendation 3** is intended to enable continued delegation of approval for appointment of consultancy and agency appointments over £50k to the Chief Executive, with final sign-off from the Leader of the Council. In addition, Appendix F reports on use of this delegated authority previously granted by Cabinet.
3. **Recommendation 4** proposes to re-phase 2018/19 capital expenditure and associated financing budgets totalling £39,032k (General Fund) and £16,836k (HRA) into future years of the capital programme. This is in order to reflect phasings included in the draft revised capital programme budgets for 2019/20 to 2023/24 submitted to December Cabinet in the Council's Budget – Medium Term Financial Forecast report. As at December Cabinet (Month 7) forecast re-phasing under spends were reported for the current financial year as follows: Schools Expansions Programme £16,996k, Self Financing Developments £11,610k, Main Programme £10,426k and HRA Major Projects £16,836k. General Fund and HRA Programmes of Works schemes will be reviewed at the end of the financial year to ensure only the required level of budget is carried forward.

4. Transport for London have confirmed additional funding of £35k for two schemes at Trout Road Bridge and Field End Bridge. In addition, TFL have awarded £9k in respect of the Borough officer training programme **Recommendation 5** seeks approval to accept this additional funding.
5. As part of the Government's Rough Sleeping Strategy, the Department of Education have announced a dedicated funding stream to support those care leavers at risk of rough sleeping, with Hillingdon expected to receive £24k in 2018/19 and £47k in 2019/20. **Recommendation 6** seeks authority to accept this funding and apply this towards securing additional support for this group.
6. On 28 January 2019 the Government announced £56.5m funding for local authorities to assist with their preparations for Brexit in 2018/19 and 2019/20, with a confirmed allocation for Hillingdon of £210k and further targeted funding expected to reflect the presence of Heathrow Airport in the borough. **Recommendation 7** seeks authority to accept this funding.
7. **Recommendation 8** seeks authority to transfer and release £50k from capital contingency to finance works to the fountain at the Beck Theatre, Hayes. In order to expedite these works, this recommendations seeks authority to both vire funds from contingency and grant capital release.

## SUMMARY

### Revenue

8. General Fund revenue budgets are projected to underspend by £69k as at Month 9, an adverse movement of £228k from Month 8 primarily due to a transfer of resources from the General Fund to Public Health, with the headline position comprising of a number of reported pressures such as growing demand for Children's Services and the cost of Fleet Management operations being offset through a range of measures including; workforce underspends, reduced capital financing costs, release of General Contingency and deployment of Earmarked Reserves. There is currently £113k uncommitted General Contingency available to manage emerging issues over the remainder of this financial year.
9. General Fund Balances are expected to total £39,440k at 31 March 2019, under the assumption that the remaining Unallocated Budgets are utilised in-year, and reflecting the planned £950k drawdown from the £40,321k opening General Balances.
10. Of the £10,655k savings included in the 2018/19 budget, £9,955k are either banked or classed as 'on track for delivery', with £700k classified as being higher risk or in the early stages of delivery. Ultimately, all £10,655k savings are expected to be delivered in full or met through alternative mechanisms. Any items with potential issues will be covered by alternative in-year savings proposals and management actions.
11. A surplus of £1,036k is reported within the Collection Fund relating to favourable positions on both Council Tax and Business Rates, which is predominantly driven by strong growth in Business Rates in the Borough and a carry forward surplus within Council Tax and represents a £7k improvement on Month 8. Any surplus realised at outturn will be available to support the General Fund budget in future years.
12. The Dedicated Schools Grant is projecting an in-year overspend of £3,256k at Month 9, an adverse movement of £335k from Month 8. This overspend is largely due to continuing pressures in the cost of High Needs, which also account for the adverse month on month movement and results in a forecast carry forward cumulative deficit of £7,381k at 31 March 2019.
13. Although, additional funding has been provided by the DfE, it remains clear that this pressure cannot be contained within the Schools Budget, and therefore the longer-term solution to this pressure represents a significant risk within the context of the Council's own medium term financial planning. This is a problem across the sector and as such, and significant lobbying of government will continue.

### Capital

14. As at Month 9 an underspend of £5,640k is reported across the £395,529k General Fund Capital Programme, this material variance relates to the purchase of Uxbridge Police Station not proceeding as noted in the December Cabinet report. While a favourable variance of £1,066k is reported on capital grant income, a £2,172k shortfall in capital receipts and CIL is expected to result in a £4,534k improvement against £178,625k budgeted Prudential Borrowing. Slippage in planned capital expenditure from 2018/19 is expected to reduce the in year borrowing requirement by £54,593k from £72,377k and therefore impact favourably on debt financing costs for 2019/20.

## FURTHER INFORMATION

### General Fund Revenue Budget

15. An underspend of £342k is reported across normal operating activities at Month 9, although this includes a number of underlying pressures including Children's Services Placements, Green Spaces and Fleet Management. These are being contained at a corporate level through the use of workforce underspends, Earmarked Reserves, uncommitted General Contingency budget and favourable variances on Corporate Operating Budgets arising from slippage in borrowing required to support capital investment. This position is netted down by a transfer of £295k from the General Fund to support Public Health functions in the current year in line with the approach being taken in the 2019/20 budget presented elsewhere on this agenda. This approach ensures that Public Health functions benefit from a pro rata share of the overall increase in resourcing in the budget as well as absorbing any cut in the specific public health grant.
16. £10,655k of savings are included in the 2018/19 General Fund revenue budget. Currently £8,152k are banked, delivery is currently in progress against £1,803k of savings, £700k are tracked as amber due to either being in the early stages of delivery or deemed higher risk although all savings are expected to ultimately be delivered in full or met through alternative measures. Since Month 8, £408k of savings have been moved to banked, amber savings are at £700k, a £257k reduction from Month 8.

**Table 1: General Fund Overview**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000
			Revised Budget £'000	Forecast Outturn £'000			
207,578	(1,075)	Directorate Operating Budgets	206,503	206,607	104	169	(65)
4,878	1,191	Corporate Operating Budgets	6,069	5,623	(446)	(444)	(2)
8,929	(987)	Development & Risk Contingency	7,942	7,942	0	0	(0)
200	0	HIP Initiatives	200	200	0	0	0
(1,249)	871	Unallocated Budget Items	(378)	(378)	0	0	0
<b>220,336</b>	<b>0</b>	<b>Sub-total Normal Activities</b>	<b>220,336</b>	<b>219,994</b>	<b>(342)</b>	<b>(275)</b>	<b>(67)</b>
0	0	Exceptional Items Resource allocation from General Fund to Public Health	0	295	295	0	295
<b>220,336</b>	<b>0</b>	<b>Total Net Expenditure</b>	<b>220,336</b>	<b>220,289</b>	<b>(47)</b>	<b>(275)</b>	<b>228</b>
(219,386)	0	Budget Requirement	(219,386)	(219,408)	(22)	(22)	0
<b>950</b>	<b>0</b>	<b>Net Total</b>	<b>950</b>	<b>881</b>	<b>(69)</b>	<b>(297)</b>	<b>228</b>
(40,321)	0	Balances b/fwd	(40,321)	(40,321)			
<b>(39,371)</b>	<b>0</b>	<b>Balances c/fwd 31 March 2019</b>	<b>(39,371)</b>	<b>(39,440)</b>			

17. General Fund Balances are projected to total £39,440k at 31 March 2019 as a result of the planned drawdown of £950k being reduced by the £69k projected in year underspend. The Council's current MTFE assumes that unallocated balances will remain between £15,000k and £32,000k to manage emergent risks, with any sums above that level earmarked for use to smooth the impact of government funding cuts.

## Directorate Operating Budgets

18. Directorate Operating Budgets represent the majority of the Council's investment in day-to-day services for residents, with more volatile or demand-led areas of activity tracked separately through the Development and Risk Contingency. Further information on the latest projections for each service is contained within Appendix A to this report, with salient risks and variances within this position summarised in the following paragraphs.

**Table 2: Directorate Operating Budgets**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000	
			Revised Budget £'000	Forecast Outturn £'000				
7,591 (1,092)	444 0	Chief Executive's Office	Expenditure	8,035	7,916	(119)	(112)	(7)
			Income	(1,092)	(1,168)	(76)	(77)	1
<b>6,499</b>	<b>444</b>		<b>Sub-Total</b>	<b>6,943</b>	<b>6,748</b>	<b>(195)</b>	<b>(189)</b>	<b>(6)</b>
17,262 (3,170)	(1,570) 0	Finance	Expenditure	15,692	15,738	46	74	(28)
			Income	(3,170)	(3,561)	(391)	(420)	29
<b>14,092</b>	<b>(1,570)</b>		<b>Sub-Total</b>	<b>12,522</b>	<b>12,177</b>	<b>(345)</b>	<b>(346)</b>	<b>1</b>
116,355 (43,096)	1,984 (1,658)	Residents Services	Expenditure	118,339	118,688	349	328	21
			Income	(44,754)	(44,593)	161	242	(81)
<b>73,259</b>	<b>326</b>		<b>Sub-Total</b>	<b>73,585</b>	<b>74,095</b>	<b>510</b>	<b>570</b>	<b>(60)</b>
142,505 (28,777)	2,887 (3,162)	Social Care	Expenditure	145,392	145,745	353	384	(31)
			Income	(31,939)	(32,158)	(219)	(250)	31
<b>113,728</b>	<b>(275)</b>		<b>Sub-Total</b>	<b>113,453</b>	<b>113,587</b>	<b>134</b>	<b>134</b>	<b>0</b>
<b>207,578</b>	<b>(1,075)</b>	<b>Total Directorate Operating Budgets</b>		<b>206,503</b>	<b>206,607</b>	<b>104</b>	<b>169</b>	<b>(65)</b>

19. An underspend of £195k is reported on the Chief Executive's Office budgets at Month 9 as a result of vacancies and non-staffing underspends and the overachievement of income within Legal and Human Resources. Across Finance, a net underspend of £345k is projected as a result of vacant posts across the directorate while compensatory variances on income and expenditure relate to revisions to grant funding to support Housing Benefit administration and associated investment in additional staffing.
20. A net pressure of £510k is reported across Residents Services, representing a favourable movement of £60k on the previously reported position at Month 8. The net favourable movement results from reductions in forecasts in Waste (£87k), ICT (£42k) and Green Spaces (£12k) offset by adverse movement from pressures on ASBIT (£39k), Fleet (£27k) and Residual Education functions (£37k) and other minor favourable movements across the group.
21. The Residents Services position for Month 9 incorporates pressures of £650k linked to vehicle hire and maintenance in Fleet services, £120k feasibility costs for Capital and Planned works, £197k on Residual Education functions and £333k on Green Spaces which are offset by staffing vacancies and the use of Earmarked reserves to support services. A range of management actions are being undertaken which are expected to improve this position and reduce the forecast deployment of Earmarked Reserves to support these priority services.

22. A net £134k overspend is reported across Social Care budgets, representing no change from Month 8 which results from movements in staffing costs and income offset by reductions in forecast costs of placements during the month. Included within this position are a number of ongoing pressures that the service is managing relating to the cost of Agency Social Workers, Legal Counsel and the provision of Temporary Accommodation for Section 17 cases. In addition, the headline position incorporates pressures arising from higher placement costs following slippage in opening the Parkview development which are expected to be funded through liquidated damages from the contractor. Similarly, the management of this position is currently dependent on drawdown of earmarked reserves which are expected to reduce as the year progresses and the impact of management actions and new ways of working are delivered.
23. The Council is permitted to finance the costs associated with service transformation from Capital Receipts, with both one-off implementation costs and the support for service transformation, including the BID team, being funded from this resource. Current projections include an estimate of £2,352k for such costs, which will continue to be reviewed over the remainder of the year and have been excluded from reported monitoring positions. It is anticipated that these costs will be financed from a combination of Capital Receipts and Earmarked Reserves.

### Progress on Savings

24. Savings of £10,655k were included in the 2018/19 budget. As at Month 9, £9,955k are either banked or on track for delivery. £700k savings are in the early stages of delivery or potentially subject to greater risk to delivery, however ultimately all £10,655k savings are expected to be either delivered in full or replaced with alternative initiatives. Any items with potential issues will be covered by alternative in-year savings proposals and management actions.

**Table 3: Savings Tracker Month 9**

2018/19 General Fund Savings Programme	CEO	Finance	Residents Services	Social Care	Cross-Cutting	Total 2018/19 Savings	
	£'000	£'000	£'000	£'000	£'000	£'000	%
B Banked	(58)	(728)	(2,444)	(3,751)	(1,171)	<b>(8,152)</b>	<b>76.5%</b>
G On track for delivery	0	0	(320)	(1,177)	(306)	<b>(1,803)</b>	<b>16.9%</b>
A Potential significant savings shortfall or a significant or risky project which is at an early stage;	0	0	(350)	0	(350)	<b>(700)</b>	<b>6.6%</b>
R Serious problems in the delivery of the saving	0	0	0	0	0	<b>0</b>	<b>0.0%</b>
<b>Total 2018/19 Savings</b>	<b>(58)</b>	<b>(728)</b>	<b>(3,114)</b>	<b>(4,928)</b>	<b>(1,827)</b>	<b>(10,655)</b>	<b>100.0%</b>

### Corporate Operating Budgets

25. Corporately managed expenditure includes the revenue costs of the Council's Capital Programme, the net impact of Housing Benefit Subsidy arrangements on the Council, externally set levies and income arising from the provision of support services to other funds and ring-fenced budgets.

26. An underspend of £446k is reported against Corporate Operating Budgets as at Month 9 an improvement of £2k from Month 8. This position principally reflects an underspend against capital financing costs across Treasury Management budgets, offset by additional investment in the West London District Coroners Service.

**Table 4: Corporate Operating Budgets**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000
			Revised Budget £'000	Forecast Outturn £'000			
0	0	Interest and Investment Income	Salaries	0	0	0	0
6,259	(592)		Non-Sal Exp	5,667	5,168	(499)	(499)
(371)	100		Income	(271)	(271)	0	0
<b>5,888</b>	<b>(492)</b>		<b>Sub-Total</b>	<b>5,396</b>	<b>4,897</b>	<b>(499)</b>	<b>(499)</b>
480	0	Levies and Other Corporate Budgets	Salaries	480	475	(5)	(3)
11,237	1,872		Non-Sal Exp	13,109	13,167	58	58
(11,602)	(189)		Income	(11,791)	(11,791)	0	0
<b>115</b>	<b>1,683</b>		<b>Sub-Total</b>	<b>1,798</b>	<b>1,851</b>	<b>53</b>	<b>(2)</b>
0	0	Housing Benefit Subsidy	Salaries	0	0	0	0
147,529	(0)		Non-Sal Exp	147,529	147,529	0	0
(148,654)	(0)		Income	(148,654)	(148,654)	0	0
<b>(1,125)</b>	<b>0</b>		<b>Sub-Total</b>	<b>(1,125)</b>	<b>(1,125)</b>	<b>0</b>	<b>0</b>
<b>4,878</b>	<b>1,191</b>	<b>Total Corporate Operating Budgets</b>		<b>6,069</b>	<b>5,623</b>	<b>(446)</b>	<b>(444)</b>

## Development & Risk Contingency

27. For 2018/19, £8,929k was set aside to manage uncertain elements of budgets within the Development & Risk Contingency, which included £7,929k in relation to specific risk items and £1,000k as General Contingency to manage unforeseen issues. Cabinet at Month 6 approved the release of those elements of the Development and Risk Contingency relating to prior years, items which were uncertain at the time of budget setting and are now confirmed into base budgets. The impact of these changes reduces the funding for the Development and Risk Contingency by £987k in 2018/19 to £7,942k. At this stage in the financial year, a breakeven position is projected against this provision, which represents no change from the projection at Month 8. Within this position, £113k of General Contingency remains available to manage emerging risks.

**Table 5: Development & Risk Contingency**

Original Budget £'000	Budget Changes £'000	Service		Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000
				Revised Budget £'000	Forecast Outturn £'000			
291	(291)	Fin.	Uninsured claims	0	0	0	0	0
1,736	0	Residents Services	Impact of Welfare Reform on Homelessness	1,736	857	(879)	(798)	(81)
1,172	0		Waste Disposal Levy & Associated Contracts	1,172	772	(400)	(400)	0
200	0		Heathrow Expansion Challenge Fund	200	200	0	0	0
1,885	0	Social Care	Asylum Service	1,885	1,985	100	100	0
797	(394)		Demographic Growth - Looked After Children	403	1,172	769	769	0
367	0		Demographic Growth - Children with Disabilities	367	756	389	389	0
277	0		Social Worker Agency Contingency	277	277	0	15	(15)
443	(184)		SEN transport	259	633	374	374	0
730	258		Demographic Growth - Adult Social Care	988	1,077	89	89	0
0	1,041		Winter Pressures - Social Care Funding	1,041	1,041	0	0	0
0	(1,041)		Additional grant	(1,041)	(1,041)	0	0	0
50	0	Winterbourne View	50	0	(50)	(50)	0	
381	(376)	Corp. Items	Apprenticeship Levy	5	0	(5)	(5)	0
(400)	0		Additional Investment Income	(400)	(400)	0	0	0
0	328		Southall Gas Works (funded from General Contingency)	328	500	172	0	172
1,000	(328)		General Contingency	672	113	(559)	(483)	(76)
<b>8,929</b>	<b>(987)</b>	<b>Total Development &amp; Risk Contingency</b>		<b>7,942</b>	<b>7,942</b>	<b>0</b>	<b>0</b>	<b>(0)</b>

28. The managed reduction in households accommodated in Bed and Breakfast seen throughout 2017/18 has continued into 2018/19, with projections assuming that the number of households will be maintained at 130, 20 below MTFE assumptions for the remainder of the year. In addition, continuing management action to reduce the costs and use of Temporary Accommodation through maintaining a high number of placements into the private sector is

expected to deliver a £879k underspend against contingency provision, an improvement from Month 8.

29. The call on the Waste contingency reflects an underspend of £400k for Month 9 against the budgeted provision of £1,172k, to fund estimated population driven increases in the cost of disposal via the West London Waste Authority (WLWA) levy and associated waste disposal contracts. Waste tonnages to date have shown an increase compared to the same period last year, but the rate of increase has slowed as the year progressed (in particular that for organic waste, which has been affected by the very dry summer) with the main increase seen in the residual waste stream. Current projections indicate that costs can be managed within the reduced contingency sum.
30. As at Month 9 the Asylum service is projecting a drawdown of £1,985k from the contingency, an overspend of £100k, no change from the Month 8 forecast. The overspend relates to a drop in the level of income received as well as an increase in the number of UASC, which the Council remains responsible for. These USAC's are not being transferred in accordance with the National Transfer Agreement, which was introduced in 2016 due to a slowdown in the number of authorities now willing to take them.
31. The forecast overspend of £769k on the contingency provision for Looked After Children remains unchanged from Month 8. The overspend is a result of a continuing increase in the number of high cost Residential placements, where the Service has had to place children outside of the Borough. The unit cost of placement has increased from an average of £3,400 per week to £4,000 per week, and the length of stay is now longer than in previous years due to the complex nature of the support required. It is also evident that the type of places needed are becoming increasingly harder to source as other Councils are trying to secure similar places.
32. The service is projecting a drawdown of £277k from the Social Worker agency contingency, an improvement of £15k on the Month 8 position, reflecting the latest recruitment success of Newly Qualified Social Workers. This contingency reflects the additional cost of using agency staff to cover essential Social Worker posts as the recruitment of Social Workers continues to be very competitive.
33. The Children with Disabilities service is projecting a draw down of £756k from the Contingency, representing a £389k forecast overspend, no change from Month 8 projections. The service have taken steps to review individual placements to ascertain whether any of the placements should be part funded by external partners, such as education and health and anticipate that a number of placements will be part funded.
34. The service is projecting a drawdown of £1,077k from the Demographic Growth for Adult Social Care contingency, a pressure of £89k, no change from Month 8. The service continues to monitor the growth in the number of and complexity of Social Care placements especially in the lead up to the winter months.
35. On 17 October 2018, the Department of Health and Social Care confirmed funding allocations totalling £240m of additional funding for councils to spend on adult social care services to help councils alleviate winter pressures on the NHS, getting patients home quicker and freeing up hospital beds across England. Hillingdon will receive £1,041k of this funding, which will be managed through contingency and applied to ensure appropriate social care packages are in place for those leaving hospital with eligibility for social care.
36. The forecast drawdown from the contingency for SEN Transport is £633k, a pressure of £374k and no change from Month 8. This reflects the latest position taking into account the

impact of the start of the new academic year, which generally has the greatest movement. The service has had to purchase additional roles which has resulted in the additional funding being required from contingency.

37. Cabinet in January 2019 approved the release of £328k from General Contingency to Resident Services budgets to meet the ongoing costs of specialist advice in relation to the Council's Claim for compensation in connection with the Council owned land acquired by SJWL to provide access to the Southall Gas Works site. In order to expedite settlement of this matter, some of the expenditure previously anticipated in 2019/20 has been brought forward increasing the projected call on contingency to £500k in 2018/19. No other material variances are reported against specific contingency items; with a minor £5k underspend on the Apprenticeship Levy reflecting current payroll expenditure. To date it has been forecast that in addition to the drawdown from contingency set out above a further sum of £559k will be applied to fund the pressures outlined above, with the remaining £113k to manage emerging issues.

### HIP Initiatives

38. £200k of HIP Initiative funding is included in the 2018/19 General Fund revenue budget, which is supplemented by £899k brought forward balances, to provide £1,099k resources. £128k of projects have been approved through HIP Steering Group for funding from resources as at Month 9, leaving £971k available for future release.

**Table 6: HIP Initiatives**

Original Budget	Budget Changes	HIP Initiatives	Month 9		
			Revised Budget	Approved Allocations	Unallocated Balance
£'000	£'000		£'000	£'000	£'000
200	0	HIP Initiatives Budgets	200	0	(200)
0	899	B/fwd Funds	899	128	(771)
<b>200</b>	<b>899</b>	<b>Total HIP Initiatives</b>	<b>1,099</b>	<b>128</b>	<b>(971)</b>

### Schools Budget

39. At Month 9 the Dedicated Schools Grant position is an in-year overspend of £3,256k. This is predominantly due to continuing pressures in the cost of High Needs. When the £4,125k deficit brought forward from 2017/18 is taken into account, the forecast deficit to carry forward to 2019/20 is £7,381k. This represents an adverse movement of £335k on the previously reported position, primarily as a result of the additional funding made available by the Department for Education.
40. The in year overspend of £3,256k as at Month 9 is made up of £2,694k High Needs linked to the transfer of pupils from statements to EHCP's, £405k to alternative provision for pupils not attending mainstream provision, £468k for early years provision offset by £311k underspend due to the decision of Schools Forum to withhold growth contingency where pupil growth is not sufficient to require the need for this funding.

### Collection Fund

41. A £1,036k surplus is projected against the Collection Fund at Month 9, a £7k improvement from Month 8, which is made up of a £734k surplus on Council Tax and a £302k surplus on Business Rates. The Council Tax surplus is largely as a result of strong in-year collection rates contributing £235k and the brought forward surplus of £499k relating to better than

expected performance during 2017/18. The favourable variance across Business Rates is due to strong growth in Business Rates as a number of new developments in the borough have been brought into rating, with a £742k in-year surplus being sufficient to offset the brought forward deficit of £440k.

### **Housing Revenue Account**

42. The Housing Revenue Account is currently forecasting a £574k favourable variance, resulting in a drawdown of reserves of £20,863k. This results in a projected 2018/19 closing HRA General Balance of £16,245k, with the use of reserves funding investment in new housing stock. The headline monitoring position incorporates underspends of £1,004k mainly in relation to planned works and contingency, offsetting a £430k income pressure predominantly from rental income.

### **Future Revenue Implications of Capital Programme**

43. Appendix D to this report outlines the forecast outturn on the 2018/19 to 2022/23 Capital Programme, with a £5,640k underspend projected over the five-year programme. Alongside an improvement in Government Grant and contribution income and no change in Capital Receipts or CIL, Prudential Borrowing is projected to be £4,534k lower than the £178,625k revised budget. This change has been factored into the growth in capital financing costs over the MTFF period outlined in the budget report to this Cabinet, any further reductions in anticipated Capital Receipts or increases in project expenditure may necessitate a review of future financing costs.

## Appendix A – Detailed Group Forecasts (General Fund)

### Chief Executive's Office (£195k underspend, £6k improvement)

44. The CEO directorate is reporting an underspend of £195k at Month 9, representing an improvement of £6k on Month 8. The improvement primarily relates to smaller movements across the directorate.

**Table 7: Chief Executive's Office Operating Budgets**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000	
			Revised Budget £'000	Forecast Outturn £'000				
1,445	0	Democratic Services	Salaries	1,445	1,462	17	23	(6)
1,750	(29)		Non-Sal Exp	1,721	1,694	(27)	(26)	(1)
(602)	0		Income	(602)	(617)	(15)	(14)	(1)
<b>2,593</b>	<b>(29)</b>		<b>Sub-Total</b>	<b>2,564</b>	<b>2,539</b>	<b>(25)</b>	<b>(17)</b>	<b>(8)</b>
2,012	(13)	Human Resources	Salaries	1,999	1,918	(81)	(85)	4
361	424		Non-Sal Exp	785	781	(4)	(7)	3
(230)	0		Income	(230)	(271)	(41)	(43)	2
<b>2,143</b>	<b>411</b>		<b>Sub-Total</b>	<b>2,554</b>	<b>2,428</b>	<b>(126)</b>	<b>(135)</b>	<b>9</b>
1,954	75	Legal Services	Salaries	2,029	2,005	(24)	(17)	(7)
69	(13)		Non-Sal Exp	56	56	0	0	0
(260)	0		Income	(260)	(280)	(20)	(20)	0
<b>1,763</b>	<b>62</b>		<b>Sub-Total</b>	<b>1,825</b>	<b>1,781</b>	<b>(44)</b>	<b>(37)</b>	<b>(7)</b>
5,411	62	Chief Executive's Office Directorate	Salaries	5,473	5,385	(88)	(79)	(9)
2,180	382		Non-Sal Exp	2,562	2,531	(31)	(33)	2
(1,092)	0		Income	(1,092)	(1,168)	(76)	(77)	1
<b>6,499</b>	<b>444</b>		<b>Total</b>	<b>6,943</b>	<b>6,748</b>	<b>(195)</b>	<b>(189)</b>	<b>(6)</b>

45. Within the position, underspends are reported across each subjective heading. Staffing underspends are primarily a result of the early delivery of a 2019/20 MTF savings in Human Resources, with a favourable non-staffing forecast driven by a reduction in the number of Special Responsibility Allowances in Democratic Services. Income surpluses have been achieved through increased legal planning work and lease renewals, alongside contributions from education establishments supporting expenditure on training for newly qualified social workers in Learning & Development.

## Finance (£345k underspend, £1k adverse movement)

46. The overall position for Finance at Month 9 is a forecast underspend of £345k. This position is broadly in line with that reported at Month 8. This position reflects the implementation of the restructure within Procurement and assumes a reduced draw down from reserves of £32k following the revision of salary forecasts within Revenues and Benefits Service.

**Table 8: Finance Operating Budgets**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000	
			Revised Budget £'000	Forecast Outturn £'000				
2,058	(278)	Business Assurance	Salaries	1,780	1,665	(115)	(126)	11
1,443	409		Non-Sal Exp	1,852	1,928	76	66	10
(567)	0		Income	(567)	(583)	(16)	(13)	(3)
<b>2,934</b>	<b>131</b>		<b>Sub-Total</b>	<b>3,065</b>	<b>3,010</b>	<b>(55)</b>	<b>(73)</b>	<b>18</b>
1,540	0	Procurement	Salaries	1,540	1,574	34	43	(9)
64	0		Non-Sal Exp	64	54	(10)	(7)	(3)
(35)	0		Income	(35)	(37)	(2)	0	(2)
<b>1,569</b>	<b>0</b>		<b>Sub-Total</b>	<b>1,569</b>	<b>1,591</b>	<b>22</b>	<b>36</b>	<b>(14)</b>
3,505	(170)	Corporate Finance	Salaries	3,335	3,298	(37)	(10)	(27)
1,785	(1,702)		Non-Sal Exp	83	111	28	3	25
(151)	0		Income	(151)	(162)	(11)	(13)	2
<b>5,139</b>	<b>(1,872)</b>		<b>Sub-Total</b>	<b>3,267</b>	<b>3,247</b>	<b>(20)</b>	<b>(20)</b>	<b>0</b>
4,277	188	Revenues & Benefits	Salaries	4,465	4,460	(5)	36	(41)
1,847	(17)		Non-Sal Exp	1,830	1,933	103	88	15
(2,090)	0		Income	(2,090)	(2,450)	(360)	(385)	25
<b>4,034</b>	<b>171</b>		<b>Sub-Total</b>	<b>4,205</b>	<b>3,943</b>	<b>(262)</b>	<b>(261)</b>	<b>(1)</b>
536	0	Pensions, Treasury & Statutory Accounting	Salaries	536	512	(24)	(16)	(8)
207	0		Non-Sal Exp	207	203	(4)	(3)	(1)
(327)	0		Income	(327)	(329)	(2)	(9)	7
<b>416</b>	<b>0</b>		<b>Sub-Total</b>	<b>416</b>	<b>386</b>	<b>(30)</b>	<b>(28)</b>	<b>(2)</b>
11,916	(260)	Finance Directorate	Salaries	11,656	11,509	(147)	(73)	(74)
5,346	(1,310)		Non-Sal Exp	4,036	4,229	193	147	46
(3,170)	0		Income	(3,170)	(3,561)	(391)	(420)	29
<b>14,092</b>	<b>(1,570)</b>		<b>Total</b>	<b>12,522</b>	<b>12,177</b>	<b>(345)</b>	<b>(346)</b>	<b>1</b>

47. The Business Assurance workforce underspend is largely within Internal Audit and reflects vacancies following the recent BID review of the Service, which is nearing full implementation. A corresponding increased reliance on external consultancy supporting the audit function during the implementation of the new structure is driving the non-staffing pressure for the Business Assurance function as a whole.
48. The underspend on Corporate Finance reflects vacancies within the current establishment. The position within Revenues and Benefits reflects the in year benefit of external grant funding.
49. Pensions, Treasury and Statutory Accounting is reporting an underspend of £31k, principally due to a vacant post held within the service, reduced costs against the external audit contract with Ernst & Young, and increased charges to the Pension Fund for support provided.

## Residents Services (£510k overspend, £60k favourable movement)

50. Residents Services directorate is showing a projected outturn overspend of £510k at Month 9, excluding pressure areas that have identified contingency provisions.

**Table 9: Residents Services Operating Budget**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000	
			Revised Budget £'000	Forecast Outturn £'000				
17,187	(21)	Infrastructure, Waste and ICT	Salaries	17,166	16,819	(347)	(244)	(103)
35,689	197		Non-Sal Exp	35,886	37,250	1,364	1,210	154
(10,543)	(479)		Income	(11,022)	(11,443)	(421)	(239)	(182)
<b>42,333</b>	<b>(303)</b>		<b>Sub-Total</b>	<b>42,030</b>	<b>42,626</b>	<b>596</b>	<b>727</b>	<b>(131)</b>
18,547	192	Housing, Environment, Education, Health & Wellbeing	Salaries	18,739	18,214	(525)	(642)	117
23,510	977		Non-Sal Exp	24,487	25,093	606	608	(2)
(17,361)	(1,037)		Income	(18,398)	(18,159)	239	303	(64)
<b>24,696</b>	<b>132</b>		<b>Sub-Total</b>	<b>24,828</b>	<b>25,148</b>	<b>320</b>	<b>269</b>	<b>51</b>
3,995	18	Planning, Transportatio n & Regeneration	Salaries	4,013	3,711	(302)	(231)	(71)
685	437		Non-Sal Exp	1,122	1,373	251	256	(5)
(4,059)	(231)		Income	(4,290)	(4,172)	118	8	110
<b>621</b>	<b>224</b>		<b>Sub-Total</b>	<b>845</b>	<b>912</b>	<b>67</b>	<b>33</b>	<b>34</b>
12,626	180	Administrativ e, Technical & Business Services	Salaries	12,806	12,242	(564)	(581)	17
4,116	4		Non-Sal Exp	4,120	3,986	(134)	(48)	(86)
(11,133)	89		Income	(11,044)	(10,819)	225	170	55
<b>5,609</b>	<b>273</b>		<b>Sub-Total</b>	<b>5,882</b>	<b>5,409</b>	<b>(473)</b>	<b>(459)</b>	<b>(14)</b>
52,355	369	<b>Residents Services Directorate</b>	Salaries	52,724	50,986	(1,738)	(1,698)	(40)
64,000	1,615		Non-Sal Exp	65,615	67,702	2,087	2,026	61
(43,096)	(1,658)		Income	(44,754)	(44,593)	161	242	(81)
<b>73,259</b>	<b>326</b>		<b>Total</b>	<b>73,585</b>	<b>74,095</b>	<b>510</b>	<b>570</b>	<b>(60)</b>

51. The overall variance is a result of non-staffing pressures across Fleet Management, Grounds Maintenance and Residual Education functions being offset by staffing underspends across the directorate.

52. The Council's 2018/19 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. At Month 9, projected calls on contingency are £1,102k below the budgeted provision, an adverse movement the Month 8 position. The table below shows the breakdown for each contingency item.

**Table 10: Development and Risk Contingency**

Original Budget	Budget Changes	Development & Risk Contingency	Month 9		Variance (As at Month 9)	Variance (As at Month 8)	Movement from Month 8
			Revised Budget	Forecast Outturn			
£'000	£'000		£'000	£'000	£'000	£'000	£'000
1,736	0	Impact of Welfare Reform on Homelessness	1,736	857	(879)	(798)	(81)
1,172	0	Waste Disposal Levy & Associated Contracts	1,172	772	(400)	(400)	0
0	328	Southall Gas Works	328	500	172	0	172
200	0	Heathrow Expansion Challenge Fund	200	200	0	0	0
<b>3,108</b>	<b>328</b>	<b>Current Commitments</b>	<b>3,436</b>	<b>2,329</b>	<b>(1,107)</b>	<b>(1,198)</b>	<b>91</b>

53. The Month 9 data in Table 11 below shows a continuation of the reduction achieved in 2017/18 of the use of Temporary Accommodation. During the third quarter of 2018/19 the number of Households in higher cost Bed & Breakfast placements has stabilised, following an increase during the 2<sup>nd</sup> quarter. The total number accommodated remains below MTFE assumptions made by officers in modelling Supply and Demand.

**Table 11: Housing Needs performance data**

	October 18	November 18	December 18
All Approaches	190	174	133
Full Assessment Required	186	165	129
New into Temporary Accommodation (Homeless and Relief)	28	21	26
Households in Temporary Accommodation	474	461	463
Households in B&B	133	126	128

54. As in previous years, a contingency has been set aside in 2018/19 to resource the procurement of Private Sector placements or the need for Temporary Accommodation in the borough. The call on contingency relating to homelessness is forecast at £857k, £879k below the budgeted provision, a favourable movement of £81k from Month 8. The service is forecasting the number of clients in B&B accommodation will be 130 at the end of the financial year, 20 below MTFE assumptions, whilst reducing the overall use and cost of Temporary Accommodation. This is expected to be achieved through maintaining a high number of placements into the private sector and the continued close monitoring of unit costs.
55. The Council will continue to closely monitor this risk, as given the introduction of the Homeless Reduction Act in April 2018, potential pressures could materialise in the remainder of the financial year. Increased prevention and move-on activity could require the service to draw on the Housing Incentives earmarked reserve, with any drawdown being subject to the usual approvals. It should be noted that there has been a notable increase in homeless referrals to the Council from 1st October 2018 when a new 'duty to refer' commenced, placing a new responsibility on statutory and partner organisations to refer homelessness cases to the local authority for assistance. Officers will keep the referral rates to the Council under review.
56. The call on the Waste contingency, to fund estimated population driven increases in the cost of tonnages via the West London Waste Authority (WLWA) levy and associated waste disposal contracts, is forecast at £772k, having been reduced by £400k earlier this year from

the budgeted provision of £1,172k. Whilst aggregate waste tonnages to date have shown an increase compared to the same period last year, current projections, based on actual data for the nine months to December, continue to indicate that costs can be managed within this reduced contingency sum in 2018/19.

57. Cabinet in January 2019 approved the release of £328k from General Contingency to Resident Services budgets to meet the ongoing costs of specialist advice in relation to the Council's Claim for compensation in connection with the Council owned land acquired by SJWL to provide access to the Southall Gas Works site. In order to expedite settlement of this matter, some of the expenditure previously anticipated in 2019/20 has been brought forward increasing the projected call on contingency to £500k in 2018/19.

### **Infrastructure, Waste and ICT (£596k overspend, £131k improvement)**

58. At Month 9, there is a £596k forecast overspend across the service, arising from a number of variances affecting service areas reflecting a combination of ongoing staffing and non-staffing pressures. The overall forecast encompasses a number of management actions, which will be closely monitored during the financial year.
59. The forecast pressure for Fleet Management is £784k, representing a £33k adverse movement. The pressure relates primarily to vehicle repairs and maintenance, an element of which relates to one-off legacy costs from the outgoing contractor. There are pressures/risks associated with increasing fuel costs, the service's performance in relation to insurance claims and hired vehicle costs. A range of management actions are in place and the service has started to implement a refreshed Capital Vehicle Replacement Programme. The adverse movement in the month largely relates to an increase in the forecast for damage repairs, following the service's review of the latest job records from the maintenance contractor
60. An earmarked reserve drawdown of £500k is offsetting the pressure of £323k in Waste Services (a favourable movement of £43k compared with Month 8). The projected underlying overspend results from a temporary increase in overtime payments within the Waste Service due to performance issues with agency staff and wider recruitment difficulties in the refuse/recycling area owing to demand and competition. Non-staffing costs are forecasting a pressure, due to overspends on refuse sacks for green and garden waste and mixed dry recycling. The favourable movement in Month 9 largely results from the sale of bulk bins to housing developers and from increased levels of trade waste income at New Years Green Lane.
61. The Highways and Street Lighting service shows a net overspend of £44k (a £4k adverse movement) reflecting latest staffing forecasts and underachievement of the managed vacancy factor due to low staff turnover. Within this position, there is anticipated over-achievement against income targets, attributable to various revenue streams including S38, S278, vehicle crossings and fixed penalties.
62. The Capital and Planned Works service shows a projected pressure of £120k against base budget, an adverse movement of £27k from Month 8. The adverse movement represents £5k against staffing costs and associated fees and £22k against additional project works that cannot be capitalised. The overall variance reflects the latest forecast of the residual expenditure for staffing costs after forecast fees have been assumed as chargeable to capital projects. The service is reviewing the cost of some of its higher cost agency which could improve the position further.
63. The Corporate Communications Service is showing an underspend of £11k against budget (an £8k favourable movement); attributable to refreshed staffing and agency cover

requirements following the implementation of the BID review. The favourable movement in Month 9 reflects a maternity pay adjustment within the staffing forecast.

### **Housing, Environment, Education, Health & Wellbeing (£320k overspend, £51k adverse movement)**

64. At Month 9 there is a overspend position of £320k across the service, representing an adverse movement of £51k on the month 8 position. Pressures within Green Spaces, Private Sector Housing and the Residual Education functions are being partially mitigated by underspends within Business Performance, Community Safety and the wider Public Health service. Adverse staffing movements within Private Sector Housing and Disabled Facilities teams are partially offset by an improved position against non contingency funded items within the Homeless service.
65. Green Spaces shows a favourable movement of £13k from Month 8 reflecting developer income contributions for maintenance of Stockley Park land transfers, net of reactive repairs to crematorium machinery. The overall position continues to reflect underspends on hard to recruit posts within Youth services, reductions in income streams as a result of HS2 implementation within Golf and forecast pressures on non-staffing budgets within Parks and Open Spaces.
66. Underspends from vacant posts within Trading Standards and projected underspends on Voluntary sector grants continue to be forecast at Month 9. The wider Public Health position will be influenced by outcomes from the BID review, which is currently focused on areas of contract spend and ensuring efficient provision of mandated services.

### **Planning, Transportation & Regeneration (£67k overspend, £34k adverse movement)**

67. A net pressure of £67k is reported across the service at Month 9; with a £302k underspend on workforce budgets across Planning Services and Road Safety being offset by £251k pressures across non-staffing budgets and £118k adverse variance on income. The adverse movement reported reflects lower than anticipated Building Control income over recent months.
68. Workforce underspends continue to reflect challenging market conditions for the recruitment and retention of professional Planning Officers, with a corresponding increase in reliance on external consultancy contributing towards the non-staffing pressure. The reported non-staffing position includes an in year £130k pressure in fees for outsourced planning applications processing, with the draft budget for 2019/20 making allowance for this uplift.
69. A £118k shortfall is projected against the budgeted £4,290k Development and Building Control revenue streams, although these continue to be closely monitored alongside corresponding contract expenditure given both the potential impact of changing property market conditions and the need to maintain sufficient capacity within the service to support Planning Performance Agreements and Pre-Application Advice. As at Month 9 £3,109k or 73% of this forecast income has been banked which is slightly lower than anticipated but will continue to be closely monitored.

### **Administrative, Technical & Business Services (£473k underspend, £14k improvement)**

70. Administrative, Technical and Business Services is reporting a forecast underspend of £473k at Month 9, representing a minor £14k improvement on the month. The underspend is primarily due to high staff turnover and part year vacancies in the service.

71. A small adverse staffing movement reflects the forecast cost of temporary Environmental Health Officers for food safety inspection reviews, however, agency assignment costs are largely mitigated by further slippage on recruitment assumptions to existing vacancies. Reduced deployment rates on the Parking Enforcement contract is delivering an improved non-staffing position for Month 9, whilst not materially impacting upon income penalty charge notice income levels.
72. While improvements to non-staffing within Parking are reported, the income shortfall at Cedars and Grainges continue to represent a significant pressure for the directorate. Underachievement of income at the two multi-storey car parks is delivering a forecast £461k budget pressure. Within the Heathrow Imported Food Unit, income from testing products of Soil Products remains at £150k, however, the recent publication of new import testing list includes high volume products, which will be monitored closely and are likely to improve this position.

## SOCIAL CARE (£134k overspend, no change)

73. The Social Care directorate is projecting an overspend of £134k as at Month 9, no change on the Month 8 projections. Included within this position are a number of ongoing pressures that the service is managing relating to the cost of Agency Social Workers, Legal Counsel and the provision of Temporary Accommodation for Section 17 cases. It should be noted that Table 12 has been realigned to reflect the new Social Care Senior Management structure which was recently agreed

**Table 12: Social Care Operating Budgets**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (as at Month 8) £'000	Movement from Month 8 £'000	
			Revised Budget £'000	Forecast Outturn £'000				
14,762	(210)	Children's Services	Salaries	14,552	14,517	(35)	(27)	(8)
17,224	230		Non-Sal Exp	17,454	18,028	574	622	(48)
(6,483)	(1,005)		Income	(7,488)	(7,728)	(240)	(190)	(50)
<b>25,503</b>	<b>(985)</b>		<b>Sub-Total</b>	<b>24,518</b>	<b>24,817</b>	<b>299</b>	<b>405</b>	<b>(106)</b>
8,358	95	Early Intervention, Prevention & SEND	Salaries	8,453	7,706	(747)	(742)	(5)
6,044	(74)		Non-Sal Exp	5,970	5,996	26	133	(107)
(2,243)	700		Income	(1,543)	(1,073)	470	356	114
<b>12,159</b>	<b>721</b>		<b>Sub-Total</b>	<b>12,880</b>	<b>12,629</b>	<b>(251)</b>	<b>(253)</b>	<b>2</b>
7,086	(24)	Adult Social Work	Salaries	7,062	6,973	(89)	31	(120)
71,039	813		Non-Sal Exp	71,852	71,875	23	(84)	107
(18,195)	(2,842)		Income	(21,037)	(20,979)	58	122	(64)
<b>59,930</b>	<b>(2,053)</b>		<b>Sub-Total</b>	<b>57,877</b>	<b>57,869</b>	<b>(8)</b>	<b>69</b>	<b>(77)</b>
12,980	433	Provider and Commissioned Care	Salaries	13,413	13,549	136	(14)	150
5,012	1,624		Non-Sal Exp	6,636	7,101	465	465	0
(1,856)	(15)		Income	(1,871)	(2,378)	(507)	(538)	31
<b>16,136</b>	<b>2,042</b>		<b>Sub-Total</b>	<b>18,178</b>	<b>18,272</b>	<b>94</b>	<b>(87)</b>	<b>181</b>
43,186	294	<b>Social Care Directorate Total</b>	Salaries	43,480	42,745	(735)	(752)	17
99,319	2,593		Non-Sal Exp	101,912	103,000	1,088	1,136	(48)
(28,777)	(3,162)		Income	(31,939)	(32,158)	(219)	(250)	31
<b>113,728</b>	<b>(275)</b>		<b>Total</b>	<b>113,453</b>	<b>113,587</b>	<b>134</b>	<b>134</b>	<b>0</b>

## SOCIAL CARE DEVELOPMENT AND RISK CONTINGENCY (£1,671k overspend, £15k improvement)

74. The Council's 2018/19 Development and Risk Contingency includes provisions for areas of expenditure within Social Care for which there is a greater degree of uncertainty and relates to in-year demographic changes, including Asylum seekers and SEN Transport. Table 14 sets out the Month 9 projected position for the Development and Risk Contingency, which is reporting a pressure of £1,671k; an improvement of £15k on the Month 8 projections.
75. The overspend is due to continuing pressures in the costs of Looked After Children and Children with Disabilities placements, where it is evident that the service are supporting more children with complex needs. The service are also experiencing growth in SEN Transport requirements, where the service have firmed up the impact of the new academic year and the

new transport requirements. There is also an underlying growth in Adult placements with a Learning Disability and Mental Health primary care need.

**Table 13: Social Care Development & Risk Contingency**

Original Budget £'000	Budget Changes £'000	Development & Risk Contingency	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000
			Revised Budget £'000	Forecast Outturn £'000			
1,885	0	Asylum Service	1,885	1,985	100	100	0
797	(394)	Demographic Growth - Looked After Children	403	1,172	769	769	0
367	0	Demographic Growth - Children with Disabilities	367	756	389	389	0
277	0	Social Worker Agency Contingency	277	277	0	15	(15)
443	(184)	SEN transport	259	633	374	374	0
730	258	Demographic Growth - Adult Social Care	988	1,077	89	39	50
50	0	Winterbourne View	50	0	(50)	0	(50)
<b>4,549</b>	<b>(320)</b>	<b>Current Commitments</b>	<b>4,229</b>	<b>5,900</b>	<b>1,671</b>	<b>1,686</b>	<b>(15)</b>

**Asylum Service (£100k overspend, no change)**

76. The service is projecting a drawdown of £1,985k from the contingency, no change on the Month 8 projections. The overspend relates to a drop in the level of income received as well as an increase in the number of UASC, which the Council remains responsible for, which are not being transferred in accordance with the National Transfer Agreement, which was introduced in 2016. This agreement has enabled the Council to transfer a number of under-18 UASC to other local authorities in line with the agreement, resulting in a lower volume of under 18's being supported by Hillingdon. However, the Council is now seeing a growth in the younger cohort of UASC, generally in the 13 to 14 year old age group, which will require at least a Foster Care placement and a slow down in the number of authorities willing to take UASC, which is having an impact on the projected position.

**Demographic Growth - Looked After Children (£769k overspend, no change)**

77. The service is projecting a drawdown of £1,172k from the Contingency, an overspend of £769k, no change on the Month 8 projections. The majority of this pressure relates to an increase in the number of high cost Residential placements, where the Service has had to place children outside of the Borough. It is also evident that the unit cost has increased from an average of £3,400 per week to £4,000 per week, and that the length of stay is much greater than in previous years due to the complex nature of the support required. It is also evident that the type of places needed are becoming increasingly harder to source as other Councils are trying to secure similar placements.
78. The service continues to monitor this position through regular reviews of individual cases, and where possible children are stepped down when it is safe to do so. It should also be noted that this year could start to see an increase in the number of children looked after, where previously this number has remained constant over the last few years.

79. Additionally, the service received confirmation in December 2018, that they had been successful in securing a grant of £400k, which will be used to support vulnerable children and prevent them from entering the care system.

**Demographic Growth – Children with Disabilities (£389k overspend, no change)**

80. The service is projecting a draw down of £756k from the Contingency, an overspend of £389k, no change on the Month 8 projections. This reflects that there is an increase in the number of cases that have more complex needs, which in most cases, require a residential placement or more respite care. The service have now taken steps to review individual placements to ascertain whether any of the placements should be part funded by external partners, such as education and health and anticipate that a number of placements will be part funded.

**Social Worker Agency (Children's) (Nil variance, £15k improvement)**

81. The service is projecting the full drawdown of £277k from this contingency, an improvement of £15k on the Month 8 position, which continues to reflect the latest recruitment success of Newly Qualified Social Workers, the appointment of permanent staff to the new Senior Management Team and more recently a reduced reliance on agency staff. The pressure relates to the additional cost of using agency staff to cover essential Social Worker posts, where there is a premium cost of circa £18k for an agency worker, as the recruitment of Social Workers continues to be very competitive.

**Demographic Growth - SEN Transport (£374k Overspend, no change)**

82. The service is projecting a drawdown of £633k from the SEN Transport contingency, an overspend of £374k, no change on the month 8 position. This reflects the latest position taking into account the impact of the start of the new academic year, which generally has the greatest movement. The additional cost is required to cover the increase in the number of pupils that have an Education, Health and Care Plan (EHCP), in most cases the increase in the SEN pupil population has been absorbed in existing routes, but it is now clear that the service is having to purchase additional routes for some children, which has resulted in additional funding being required from the contingency.

**Demographic Growth - Adult Social Care (£89k overspend, £50k adverse)**

83. The service is projecting a drawdown of £1,077k from the Adult Social Care contingency, an overspend of £39k, no change on the Month 8 projections. This position is being closely monitored especially in the lead up to the winter months.

**DIRECTORATE OPERATING BUDGETS (£134k overspend, £4k adverse)**

**Children's Services (£299k overspend, £106k Improvement)**

84. The service is projecting an overspend of £299k, as at Month 9, a £106k favourable improvement on the Month 8 projections, due to an increase in the receipt of external income and a reduction in the projection of non-staffing costs. The service is now reporting a slight underspend of £35k on staffing, which reflects the success of recent recruitment activity and a slow down in the reliance of agency staff to cover vacant posts, where any new request continues to be closely scrutinised.
85. The service is currently managing a pressure in Legal costs and the cost of supporting Section 17 cases, through management action and by implementing new ways of working.

Additionally, the in house Legal Service has recruited an additional advocate, which should help to reduce external Legal costs.

#### **Early Intervention, Prevention & SEND (£251k underspend, £2k adverse)**

86. The service is projecting an underspend of £251k as at Month 9, an adverse movement of £2k on the Month 8 projections. The majority of the underspend relates to staffing, where the service has put on hold staff recruitment, whilst it undertakes a BID review. Included in this is an underspend of £224k on the Educational Psychological Service, which partially offsets a shortfall in income of £362k, following the cessation of funding from the DSG for Early Years and School based support. The position also includes a projected overspend of £148k in the Early Years Centres budgets, following the transfer of responsibility from the Dedicated Schools Grant into the Council's base budget with effect from 1 September 2018.

#### **Adult Social Work (£8k underspend, £77k improvement)**

87. The service is projecting an underspend of £8k as at Month 9, an improvement of £77k on the Month 8 projections. The service has an underspend of £89k on staffing, where the service has a number of vacant posts, netted down by small overspends of £23k on non staffing and a shortfall in income of £58k. This service area includes all of the placement costs, which are covered within the Development and Risk Contingency.

#### **Provider and Commissioned Care (£94k overspend, £181k adverse)**

88. The service is projecting an overspend of £94k as at Month 9, an adverse movement of £181k on the Month 8 projections, due to an in depth review of staffing costs across establishments, which identified a need for more residential workers to support clients needs. This includes an overspend of £136k on staffing and an overspend of £465k on non-staffing costs, which predominantly relates to the provision of client equipment netted down by a surplus of £507k in income.

## Appendix B – Other Funds

### COLLECTION FUND (£1,036k underspend, £7k favourable movement)

89. A surplus of £1,036k is reported within the Collection Fund at Month 9, relating to favourable positions on both Council Tax and Business Rates, which is predominantly driven by growth in Gross Rates in the borough and a carry forward surplus within Council Tax. This represents a £7k improvement from the position reported at Month 8. Any surplus realised at outturn will be available to support the General Fund budget from 2019/20 onwards, the underspend forecast at Month 9 was included within the draft budget considered by Cabinet in February 2019.

**Table14: Collection Fund**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Movement from Month 8 £'000	
			Revised Budget £'000	Forecast Outturn £'000				
(121,176)	0	Council Tax	Gross Income	(121,176)	(121,233)	(57)	(65)	8
10,918	0		Council Tax Support	10,918	10,740	(178)	(147)	(31)
(2,680)	0		B/fwd Surplus	(2,680)	(3,179)	(499)	(499)	0
<b>(112,938)</b>	<b>0</b>		<b>Sub-Total</b>	<b>(112,938)</b>	<b>(113,672)</b>	<b>(734)</b>	<b>(711)</b>	<b>(23)</b>
(109,572)	0	Business Rates	Gross Income Section 31	(109,572)	(110,618)	(1,046)	(1,076)	30
(3,849)	0		Grants	(3,849)	(4,042)	(193)	(196)	3
53,246	0		Less: Tariff	53,246	53,246	0	0	0
7,451	0		Less: Levy	7,451	7,948	497	514	(17)
69	0		B/fwd Deficit	69	509	440	440	0
<b>(52,655)</b>	<b>0</b>	<b>Sub-Total</b>	<b>(52,655)</b>	<b>(52,957)</b>	<b>(302)</b>	<b>(318)</b>	<b>16</b>	
<b>(165,593)</b>	<b>0</b>	<b>Total Collection Fund</b>	<b>(165,593)</b>	<b>(166,629)</b>	<b>(1,036)</b>	<b>(1,029)</b>	<b>(7)</b>	

90. A surplus of £734k is projected against Council Tax at Month 9, predominantly as a result of strong collection rates continuing into and throughout 2018/19 and the brought forward surplus of £499k relating to better than expected performance during 2017/18. This represents an improvement of £23k from the Month 8 position.
91. A £302k net surplus is reported across Business Rates at Month 9, driven by growth in Gross Rates due to a number of new developments in the borough being brought into rating. This £742k in-year underspend is sufficient to off-set the brought forward deficit of £440k. The £16k adverse movement from Month 8 is caused by minor changes in the Gross Rateable during the month.

## Appendix B – Other Funds

## SCHOOLS BUDGET

### Dedicated Schools Grant (£3,256k overspend, £335k adverse)

92. The Dedicated Schools Grant (DSG) outturn position is an in-year overspend of £3,256k at month 9. This is an adverse movement of £335k from the month 8 position, due to continuing pressures in the cost of High Needs placements. When the £4,125k deficit brought forward from 2017/18 is taken into account, the deficit to carry forward to 2019/20 is £7,381k.

**Table 15: DSG Income and Expenditure 2018/19**

Original Budget	Budget Changes	Funding Block	Month 9			Variance (as at Month 8)	Movement from Month 8
			Revised Budget	Forecast Outturn	Variance		
£'000	£'000		£'000	£'000	£'000	£'000	£'000
(275,559)	1,485	<b>Dedicated Schools Grant Income</b>	(274,074)	(274,074)	0	0	0
214,132	0	<b>Schools Block</b>	214,132	213,821	(311)	(311)	0
26,100	(2,238)	<b>Early Years Block</b>	23,862	24,330	468	483	(15)
2,773	0	<b>Central School Services Block</b>	2,773	3,178	405	405	0
32,554	753	<b>High Needs Block</b>	33,307	36,001	2,694	2,344	350
<b>0</b>	<b>0</b>	<b>Total Funding Blocks</b>	<b>0</b>	<b>3,256</b>	<b>3,256</b>	<b>2,921</b>	<b>335</b>
0	0	Balance Brought Forward 1 April 2018	4,125	4,125			
<b>0</b>	<b>0</b>	<b>Balance Carried Forward 31 March 2019</b>	<b>4,125</b>	<b>7,381</b>			

### Dedicated Schools Grant Income (nil variance, no change)

93. The DSG has been updated with the additional High Needs funding recently announced by the DfE. The allocation of this additional funding is based on the 2 to 18 year old population and for Hillingdon this has resulted in a £775k increase to the High Needs block in 2018/19. There will also be an additional £775k of High Needs block funding allocated in 2019/20.

### Schools Block (£311k underspend, no change)

94. The £311k underspend relates to the growth contingency fund which is funded from the Schools Block. Schools that are expanding, in agreement with the local authority, to meet basic need pupil population growth, receive additional funding to provide financial recompense to schools throughout the relevant financial year to cover the cost of this agreed and planned growth. Schools Forum took the decision to withhold growth contingency allocations for two schools due to insufficient pupil growth in September 2018, which accounts for the majority of this underspend.
95. There is also a mechanism within the growth contingency policy to allow for schools that have experienced significant in year growth and it is currently anticipated that there will be an underspend in this budget allocation.

### Early Years Block (£468k overspend, £15k improvement)

96. Two year old funding has now been adjusted to reflect the number of children accessing the entitlement based on the January 2018 census. This has resulted in a £128k increase in 2018/19 funding which should cover the cost of the increase in two year olds accessing the free entitlement.

97. The 3 and 4 year old funding for both the universal and the additional free entitlement has also been adjusted following the January 2018 census and the release of the updated guidance. This guidance clarifies that the funding provided for the new additional 15 hour free entitlement will be adjusted based on actual take up, which is a change to the treatment of previous new initiatives, where the funding provided was not adjusted until sufficient time had been allowed to settle in the initiative. Funding for the universal entitlement has increased slightly, whilst the funding for the additional 15 hour entitlement has reduced significantly as a consequence of lower actual uptake than estimated by the DfE when calculating the original funding allocation. The current projection has been revised following publication of the May census data for early years and the impact of the funding adjustments is estimated to result in a £501k overspend in 2018/19.
98. It has been agreed that the DSG will only fund the Early Years Centres up until 31 August 2018 with any over or underspend at this point to be charged to the DSG. The outturn position for the three centres at the end of August is a £100k overspend, as a consequence of a shortfall in the levels of income being generated. The only additional charges to the DSG in relation to the Early Years Centres will be for overheads which will be calculated at the end of the financial year.
99. There is currently an overspend of £35k in the Early Years Advisory Service where a savings target of £150k has been put in place by Schools Forum which may not be achieved in full in the current year.
100. These overspends are partly offset by a £57k underspend in the Family Information Service where there have been vacant posts for part of the year along with a projected £119k underspend in vulnerable children funding as fewer children are being identified as requiring additional support.

#### **Central School Services Block (£405k overspend, no change)**

101. The overspend partly relates to confirmation from the ESFA that the copyright licences for schools should be charged to the centrally retained DSG. The DSG budget was set with the view that these licenses could be charged to the Schools Block, and therefore no budget was included within the Central School Services Block.
102. There is a £267k overspend as a result of an increase in the number of young people accessing alternative provision. The local authority currently commissions fifty places at the in-borough alternative provision setting and the historic trend is for numbers at the start of the academic year to be below this number before gradually building up. Currently numbers accessing this provision are already in excess of the commissioned number, resulting in an additional cost pressure.
103. The overspend is partly off-set by additional income projected from schools that have excluded pupils where the local authority is able to recover the Age Weighted Pupil Unit cost for the period following exclusion.

#### **High Needs Block (£2,694k overspend, £350k adverse)**

104. There continues to be significant pressure in the High Needs Block with an overspend of £2,694k being projected at month 9.
105. The main driver for the overspend is linked to the transfer of pupils from statements to Education, Health and Care plans (EHCPs). As pupils were transferred to an EHCP they moved onto the new banded funding model which often resulted in a higher resource

requirement. The transfer process was completed by 31 March 2018, however there are still cases where schools are querying the funding levels allocated. These cases are subject to a further review and following the submission of additional evidence often a higher level of resource is agreed. The 2018/19 budget was increased to reflect this anticipated increase, but the budget is still insufficient.

106. The rise in the number of pupils with an EHCP has also resulted in an increase in the number of schools receiving additional funding through the 2% threshold mechanism. This funding mechanism recognises those schools that have a disproportionate number of pupils with SEN on roll and distributes additional funding to schools that have more than 2% of their total pupil population with an EHCP. The funding is adjusted each term following receipt of confirmed census data, and the adjustments following the October census has resulted in a £157k overspend against budget.
107. There is an increase in expenditure on the placement of pupils with SEN in independent or non-maintained schools. The High Needs budget for 2018/19 includes a savings target within the budget for Independent and non-maintained school SEN placements which is dependent on a number of pupils leaving at the end of the summer term 2018 and new placements not being made. However, due to a lack of capacity in-borough, further placements have been made throughout the year, resulting in an additional pressure on the High Needs block.
108. The current year has seen a further increase in the cohort of post-16 SEN placements from September 2018. The local authority is still negotiating with providers on the level of funding for some of these placements with the current projection based on an estimated increase in cost.
109. In addition to the cost of pupils with an EHCP, the High Needs Block is now funding Early Intervention Funding (EIF) as an alternative to the allocation of statutory funding for children with SEN who experience significant barriers to learning. This funding allows schools to access funding quicker to enable them to intervene early and have the greatest impact. The current projected spend on EIF in 2018/19 is £176k.

## **Appendix C – HOUSING REVENUE ACCOUNT**

110. The Housing Revenue Account (HRA) is currently forecasting a drawdown of reserves of £20,863k, which is £574k more favourable than the budgeted position and the overall movement from Month 8 is a favourable £5k. The 2018/19 closing HRA General Balance is forecast to be £16,245k. The use of reserves is funding investment in new housing stock. The table below presents key variances by service area:

**Table 16: Housing Revenue Account**

Service	Month 9		Variance (+ adv / - fav)		
	Revised Budget	Forecast Outturn	Variance (As at Month 9)	Variance (As at Month 8)	Movement from Month 8
	£'000	£'000	£'000	£'000	£'000
Rent Income	(55,932)	(55,279)	653	653	0
Other Income	(4,877)	(5,100)	(223)	(223)	0
<b>Net Income</b>	<b>(60,809)</b>	<b>(60,379)</b>	<b>430</b>	<b>430</b>	<b>0</b>
Housing Management	12,819	13,055	236	238	(2)
Tenant Services	4,172	4,107	(65)	(44)	(21)
Repairs	5,056	5,615	559	500	59
Planned Maintenance	4,360	3,430	(930)	(889)	(41)
Capital Programme Funding	38,728	38,728	0	0	0
Interest & Investment Income	15,371	15,197	(174)	(174)	0
Development & Risk Contingency	1,740	1,110	(630)	(630)	0
<b>Operating Costs</b>	<b>82,246</b>	<b>81,242</b>	<b>(1,004)</b>	<b>(999)</b>	<b>(5)</b>
<b>(Surplus) / Deficit</b>	<b>21,437</b>	<b>20,863</b>	<b>(574)</b>	<b>(569)</b>	<b>(5)</b>
General Balance 01/04/2018	(37,108)	(37,108)	0	0	0
<b>General Balance 31/03/2019</b>	<b>(15,671)</b>	<b>(16,245)</b>	<b>(574)</b>	<b>(569)</b>	<b>(5)</b>

## Income

111. Rental Income is forecast to under recover by £653k and other income is forecast to over recover by £223k, nil movement on Month 8.

112. The number of RTB applications received in the first nine months of 2018/19 was 121 compared to 129 for the same period in 2017/18, a reduction of 6%. There have been 34 RTB completions in the first nine months of 2018/19 compared to 46 for the same period in 2017/18, a reduction of 26%. The RTB sales forecast as at Month 9 remains the same as Month 8 at 50 RTB sales.

## Expenditure

113. The Housing management service is forecast to overspend by £236k, a favourable movement of £2k on Month 8 due to reduced forecasts on salaries of £13k and increase in various running costs totalling £11k.

114. Tenant services is forecast to underspend by £65k, a favourable movement of £21k on Month 8 due to reduced forecasts on running costs within sheltered housing and caretaking.

115. The repairs budget is forecast to overspend by £559k, a net adverse movement of £59k on Month 8 due to increased pressures on repairs of £79k and a reduction in staffing forecasts of

£20k. The planned maintenance budget is forecast to underspend by £930k, a favourable movement of £41k on Month 8 due to reduced forecast expenditure on programmed works.

116. The overall forecasts for the capital programme funding, interest and investment income, and the development and risk contingency budget remain unchanged from Month 8.

## HRA Capital Expenditure

117. The HRA capital programme is set out in the table below. The 2018/19 revised budget is £83,791k and there is a forecast net variance of £25,787k, £27,929k due to re-phasing and a cost overspend of £2,142k. There is an increase in re-phasing of £4,495k and an increase in cost overspend of £262k compared with Month 8.

**Table 17: HRA Capital Expenditure**

Programme	2018/19 Revised Budget	2018/19 Forecast	2018/19 Cost Variance Forecast V Revised Budget	2018/19 Project Re-Phasing	Total Project Budget 2018-23	Total Project Forecast 2018-23	Total Project Variance 2018-23	Movement 2018-23
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Major Projects</b>								
New General Needs Housing Stock	30,437	22,330	0	(8,107)	144,423	144,423	0	0
New Build - Appropriation of Land	8,635	10,765	2,130	0	8,635	10,765	2,130	0
New Build - Shared Ownership	6,500	716	0	(5,784)	15,714	15,714	0	0
New Build - Supported Housing Provision	12,884	9,472	(350)	(3,062)	15,343	14,993	(350)	(100)
<b>Total Major Projects</b>	<b>58,456</b>	<b>43,283</b>	<b>1,780</b>	<b>(16,953)</b>	<b>184,115</b>	<b>185,895</b>	<b>1,780</b>	<b>(100)</b>
<b>HRA Programmes of Work</b>								
Works to stock programme	20,619	10,541	362	(10,440)	57,797	58,519	362	362
Major Adaptations to Property	2,135	1,668	0	(467)	7,160	7,160	0	0
ICT	81	12	0	(69)	162	162	0	0
HRA General Capital Contingency	2,500	2,500	0	0	2,500	2,500	0	0
<b>Total HRA Programmes of Work</b>	<b>25,335</b>	<b>14,721</b>	<b>362</b>	<b>(10,976)</b>	<b>67,619</b>	<b>67,981</b>	<b>362</b>	<b>362</b>
<b>Total HRA Capital</b>	<b>83,791</b>	<b>58,004</b>	<b>2,142</b>	<b>(27,929)</b>	<b>251,734</b>	<b>253,876</b>	<b>2,142</b>	<b>262</b>
Movement on Month 8	0	(4,233)	262	(4,495)	0	262	262	262

## Major Projects

118. The 2018/19 Major Projects programme revised budget is £58,456k and the forecast expenditure is £43,283k, with a re-phasing of £16,953k, and a cost variance of £1,780k during the period 2018-2023. There is an increase in the re-phasing variance of £160k across the programme and a reduction in the cost overspend by £100k compared to Month 8.

## New General Needs Housing Stock

119. The 2018/19 General Needs Housing Stock revised budget is £30,437k. This is an increase of £6,290k following Cabinet in Month 8 approving a virement from the HRA General Capital Contingency budget. There is a forecast re-phasing of £8,107k across the General Needs programme due to the construction works across a number of developments commencing later than initially expected. This represents an adverse movement of £257k compared to

Month 8. A significant amount of the re-phasing relates to a revised cashflow for the Acol Crescent project and a later than previously anticipated commencement on site date for the Nelson Road redevelopment.

120. To date 45 buybacks have been approved with each acquisition at different stages of completion. This is the net approved number of buybacks following adjustment for properties that were approved but later failed to progress. The potential buybacks are estimated to cost up to £14,630k. This will be funded from the New General Needs Housing Stock budget.
121. The planning application was approved at Planning Committee on 20 February 2018 for the mixed development of General Needs and Shared Ownership units at the Acol Crescent site. Demolition and tree removal works have been completed and the former nursery site has been cleared. The main contractor is now on site completing preliminary site set up works with a view to commencing construction works soon. The scheme is estimated to have a 12 month programme to completion.
122. The Housing programme comprising seven units of new build properties and five extensions or conversions at various sites are all now complete. The final account position is currently being negotiated with the contractor for the new build developments.
123. Lead Consultants and architects have been appointed for the developments at Maple and Poplar Day Centre and Willow Tree. The employer's agents and appointed architects have finalised the design of the schemes. The planning application for the Maple and Poplar site has been approved with the Willow Tree development also approved by committee subject to the S106 obligations being signed off. The tender process is being undertaken to appoint a main contractor for both projects. This is likely to be completed by March 2019 with the current projected start on site being quarter 2 of the new financial year.
124. The planning application for the Belmore site has now been submitted and is pending approval. A contractor has been appointed to complete demolition works across all the aforementioned sites in preparation for the main works, with demolition now complete on all sites.

#### New Build - Appropriation of Land

125. The revised budget of £8,635k is for New Build appropriation of land for two sites at the former Belmore allotments and Maple / Poplar day centre. The forecast expenditure includes these two sites and appropriations for Woodside Day Centre £1,870k and Bartram Close garages £260k.

#### New Build - Shared Ownership

126. The New Build Shared Ownership 2018/19 revised budget is £6,500k. This is an increase of £118k following Cabinet in Month 8 approving a virement from the HRA General Capital Contingency budget. The forecast expenditure is £716k with a projected re-phasing of £5,784k which represents an increase of £125k in the phasing variance compared to Month 8.
127. The new build shared ownership budget comprises schemes being delivered across five sites including units at both Belmore and Maple and Poplar. These will deliver 60 units in total.
128. The Woodside Day Centre redevelopment has progressed in-year following approval to submit Planning Application for mixed-use development of a GP surgery and 20 shared

ownership flats. Consultants are now progressing designs and preparing tender documents ready to gain expressions of interest.

### New Build - Supported Housing

129. The Supported Housing Programme comprises the build of 160 mixed client group units across three different sites. The 2018/19 revised budget is £12,884k with a re-phasing of £3,062k due to a combination of the Parkview and Yiewsley schemes, with the former scheme being subject to liquidated damages. There is a reduction in re-phasing of a further £222k across the Supported Housing Programme compared to Month 8, primarily resulting from increased effort from the contractor at Parkview to complete the scheme.
130. The reported cost underspend for Grassy Meadow has increased by £100k to £350k. Of the cost underspend, £250k represents a partial release of the contingency budget with the remaining contingency to be potentially released once the final account position has been agreed with the contractor and officers are confident all costs have been absorbed. The remaining £100k of the cost underspend is with respect to Capital Programme Team Fees budget that is surplus to requirement as the project nears completion.
131. The scheme at Yiewsley is a small part of a wider re-development of the whole site and is anticipated to create 12 units of supported housing. The project is at the preliminary stage of feasibility and the multi-disciplinary consultants have been appointed.
132. The scheme at Parkview will run beyond its target completion date, although the contractor has now intensified resources on the site to achieve completion as soon as possible.

### **HRA Programmes of Work**

133. The Works to Stock revised budget is £20,619k with a forecast expenditure of £10,541k. The re-phasing variance is £10,440k, an increase in re-phasing of £4,095k on the Month 8 position across various workstreams due to the validation, procurement and consultation timetables required to deliver these works. There is also an increase in the cost overspend of £362k relating to lifts £123k, windows £94k and scaffolding £145k.
134. The major adaptations budget is £2,135k and the forecast expenditure is £1,668k, with a re-phasing of £467k, an increase in re-phasing of £252k on the Month 8 position.
135. The HRA ICT budget is £81k and the forecast expenditure is £12k, a reduction in re-phasing of £12k on the Month 8 position.
136. The HRA General Capital Contingency revised budget is £2,500k and the forecast is break even. The contingency budget is included within the HRA capital programme to ensure the Council retains sufficient flexibility to secure additional housing units where opportunities become available and to manage risk.

### **HRA Capital Receipts**

137. There have been 34 Right to Buy sales of council dwellings as at the end of December 2018 for a total gross sales value of £6,845k and a further 16 sales are forecast to bring the yearly total to 50, totalling £9,731k in 2018/19.

138. The application of retained Right to Buy receipts is limited by the retention agreement to a maximum 30% of the cost of replacement housing. In the event that expenditure does not meet the criteria, funds would be payable to the MHCLG.
139. During 2018/19, the £10,642k receipts generated in 2015/16 could potentially become repayable unless the following expenditure profile is achieved: Q1 £10,229k, Q2 £7,170k, Q3 £7,435k and Q4 £10,641k. Cumulative expenditure on 1 for 1 replacement from previous quarters above the minimum requirement can be carried forward.
140. The cumulative spend requirement for 2018/19 Q1 was not met as reported in the Cabinet report for Month 4, whilst the cumulative spend requirement for Q2 and Q3 has been met.

## Appendix D - GENERAL FUND CAPITAL PROGRAMME

141. As at Month 9 an under spend of £66,899k is reported on the £128,985k General Fund Capital Programme for 2018/19 due mainly to rephasing of project expenditure. The forecast outturn variance over the life of the 2018/19 to 2022/23 programme is an underspend of £5,640k.
142. General Fund Capital Receipts of £16,764k are forecast for 2018/19, with a shortfall of £672k in total forecast receipts to 2022/23.
143. Overall, Prudential Borrowing required to support the 2018/19 to 2022/23 capital programmes is forecast to be within budget by £4,534k. This is mainly due to cost under spends of £5,440k and additional grants and contributions of £1,066k, partly offset by a combined shortfall of £2,172k in forecast capital receipts and Community Infrastructure Levy receipts.

### Capital Programme Overview

144. Table 18 below sets out the latest forecast outturn on General Fund capital projects, with project level detail contained in annexes A - D to this report. Forecasts for future years include capital projects and programmes of work approved by Cabinet and Council in February 2018.

**Table 18: General Fund Capital Programme Summary**

	Total Project Budget 2018-2023	Total Project Forecast 2018-2023	Total Project Variance 2018-2023	Movement from Month 8
	£'000	£'000	£'000	£'000
Schools Programme	72,316	72,166	(150)	(10)
Self Financing Developments	79,544	79,544	-	
Main Programme	123,358	118,325	(5,033)	(33)
Programme of Works	113,439	112,982	(457)	(427)
General Contingency	6,872	6,872	-	
<b>Total Capital Programme</b>	<b>395,529</b>	<b>389,889</b>	<b>(5,640)</b>	<b>(470)</b>
Movement	573	103	(470)	

145. The revised five year programme budget has increased by £573k due mainly to the recent additional Disabled Facilities Grant award and further schools contributions to the devolved formula capital programme.
146. The Schools programme reports cost under spends of £150k partly relating to under spend on the replacement of Northwood Academy and uncommitted temporary classroom funding on the former Primary Schools expansions programme. The building expansion at Warrender was completed in January 2019 with external works to be finished by March 2019. The extension to Hillside Primary school is nearing completion and expected to be complete in the first half of 2019 including further adaptation works to the existing school. The all weather sports pitch at Vyners Secondary School has been completed and works are in progress for the main expansion, which is expected to be finished towards the end of next

year. The main building contractor has recently been approved for the expansion at Ruislip High. Works on site are expected to commence shortly with completion anticipated in the summer of 2020.

147. Projects to increase provision for young persons and pupils with Special Educational Needs are planned to commence shortly covering ten schools and colleges overall over three years.
148. The Self-Financing development programme includes two major mixed residential developments at the former Belmore Allotments and Yiewsley pool sites. The Yiewsley sites redevelopment includes the re-provision of the library and discounted market sale housing. Draft plans are under preparation for all sites, including the re-provision of the swimming pool budgeted within the Main Programme. The budget also includes £50,000k over two financial years to finance the newly incorporated housing company Hillingdon First.
149. The Main programme reports an under spend of £5,033k which includes the purchase of Uxbridge police station which will not be proceeding. The favourable movement of £33k relates to under spends on completed schemes that commenced in prior years. Negotiations are ongoing with other parties around arrangements for the new Hillingdon Outdoor Activity Centre (HOAC) site, which is planned to be operational in 2020/21. Public realm works on several town centre improvements are continuing into next year. The redevelopment of the boxing clubhouse and football club changing facilities at Field End Recreation Ground is in progress and expected to be complete in April 2019.
150. Programmes of Works reports an overall decrease of £427k from the previous month. Uncommitted Corporate Technology and Innovation funding of £200k has been vired to the general equipment capitalisation budget to meet anticipated demand for the year. Other forecast movements in Council resourced under spends amount to £181k on completed projects or uncommitted funds within the overall programme. This includes the Civic Centre and Property Works Programmes, and road safety schemes. Forecast commitments on Disabled Facilities Grant adaptations are £246k below budget. The vehicle replacement programme is underway with various service vehicles in the process of procurement.
151. The remaining 2018/19 unallocated general contingency budget is £872k after the allocation of £146k funding to works to improve Harefield village pond, reported under the Environmental and Recreational Initiatives budget. In total there are £6,872k remaining contingency funds available over the period 2018-23.

## Capital Financing - General Fund

152. Table 19 below outlines the latest financing projections for the capital programme, with a favourable medium term variance of £4,534k reported on Prudential Borrowing, due mainly to forecast cost under spends.

**Table 19: Capital Financing - General Fund**

	Revised Budget 2018/19 £'000	Forecast 2018/19 £'000	Variance £'000	Total Financing Budget 2018-2023 £'000	Total Financing Forecast 2018-2023 £'000	Total Variance £'000	Movement
Council Resource Requirement	98,370	37,548	(60,822)	277,198	270,492	(6,706)	(289)
<b>Financed By Prudential Borrowing</b>							
Service Development	45,517	13,706	(31,811)	100,410	95,876	(4,534)	(289)
Self Financing	26,860	4,078	(22,782)	78,215	78,215	-	
<b>Total Borrowing</b>	<b>72,377</b>	<b>17,784</b>	<b>(54,593)</b>	<b>178,625</b>	<b>174,091</b>	<b>(4,534)</b>	<b>(289)</b>
<b>Financed By Other Council Resources</b>							
Capital Receipts	21,493	16,764	(4,729)	72,073	71,401	(672)	-
CIL	4,500	3,000	(1,500)	26,500	25,000	(1,500)	-
<b>Total Council Resources</b>	<b>98,370</b>	<b>37,548</b>	<b>(60,822)</b>	<b>277,198</b>	<b>270,492</b>	<b>(6,706)</b>	<b>(289)</b>
Grants & Contributions	30,615	24,538	(6,077)	118,331	119,397	1,066	(181)
<b>Capital Programme</b>	<b>128,985</b>	<b>62,086</b>	<b>(66,899)</b>	<b>395,529</b>	<b>389,889</b>	<b>(5,640)</b>	<b>(470)</b>
Movement	573	(6,091)	(6,664)	573	103	(470)	

153. Total approved prudential borrowing is £178,625k over the five year programme of which £78,215k is in respect of self financing developments that will generate future income including capital receipts from discounted market sale. There is also £100,410k approved borrowing for the development of services, which remains the principal driver of the £10,410k uplift in capital financing charges borne by revenue over the MTFP period.

154. In 2018/19 forecast capital receipts amount to £16,764k after financing transformation costs and as at the end of December an amount of £1,316k has been received. A further two sites have been sold at auction in December at higher prices than previously estimated and other sites are scheduled to be auctioned before the end of the financial year. A major site has been approved to be sold to Hillingdon First at the market valuation of £3,500k and this is also included in the forecast. Other forecast receipts in 2018/19 include £10,765k for planned appropriations of four General Fund sites to the HRA for residential development, including the Belmore Allotments site, for which a planning application has recently been submitted.

155. As at the end of December, a total of £1,977k Community Infrastructure Levy (CIL) receipts (after administration fees) has been invoiced or received this financial year, a movement of £657k from last month. Eligible activity exceeds the CIL forecast with spend on Highways

investment, community assets through the Chrysalis Programme and other major community infrastructure such as schools meeting the criteria for application of CIL monies.

156. Additional Section 106 contributions of £65k received in the last quarter will be allocated to the existing Secondary Schools Expansions Programme. There are also additional grants and contributions totalling £350k mainly allocated to existing Schools projects. The Grants and Contributions forecast also includes increased allocation of available Disabled Facilities Grant of £182k towards additional Social Care equipment capitalisation. The financing budget assumes £13,350k Basic Needs grant for the period 2020/21-2022/23. It is expected that any grant awards below this level would be offset by expenditure reductions as the grant is based on forecast school places demand.
157. A favourable variance of £4,534k is reported on prudential borrowing with the movement in month of £289k due to the additional Section 106 financing of £65k and net movement of £224k in Council resourced cost under spends.

## APPENDIX 1a - Schools Programme

Prior Year Cost	Project	2018/19 Revised Budget	2018/19 Forecast	2018/19 Cost Variance	Forecast Re-phasing	Total Project Budget 2018-2023	Total Project Forecast 2018-2023	Total Project Variance 2018-2023	Project Forecast Financed by:		
									Council Resources	Government Grants	Other Cont'ns
£'000		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	<b>Education and Children Services</b>										
137,138	Primary Schools Expansions	93	48	(45)	0	93	48	(45)	48	0	0
4,352	New Primary Schools Expansions	8,880	9,328	0	448	10,974	10,974	0	8,491	2,483	0
1,040	Secondary Schools Expansions	19,828	4,360	0	(15,468)	54,960	54,960	0	22,549	31,917	494
45,568	Secondary Schools New Build	399	274	(105)	(20)	399	294	(105)	274	20	0
0	Meadow School	250	250	0	0	250	250	0	250	0	0
0	Additional Temporary Classrooms	2,400	0	0	(2,400)	4,000	4,000	0	3,724	276	0
0	Schools SRP	0	268	0	268	1,640	1,640	0	0	1,640	0
<b>188,098</b>	<b>Total Schools Programme</b>	<b>31,850</b>	<b>14,528</b>	<b>(150)</b>	<b>(17,172)</b>	<b>72,316</b>	<b>72,166</b>	<b>(150)</b>	<b>35,336</b>	<b>36,336</b>	<b>494</b>

## Appendix 1b- Self Financing Developments

Prior Year Cost	Project	2018/19 Revised Budget	2018/19 Forecast	2018/19 Cost Variance	2018/19 Forecast Re-phasing	Total Project Budget 2018-2023	Total Project Forecast 2018-2023	Total Project Variance 2018-2023	Project Forecast Financed by:		
									Council Resources	Government Grants	Other Cont'ns
£'000		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	<b>Self Financing Developments</b>										
	<b>Finance, Property and Business Services</b>										
14	Yiewsley Site Development	1,860	78	0	(1,782)	23,000	23,000	0	23,000	0	0
0	Belmore Allotments Development	0	0	0	0	4,605	4,605	0	3,276	0	1,329
0	Housing Company Financing	25,000	4,000	0	(21,000)	50,000	50,000	0	50,000	0	0
	<b>Social Services, Housing, Health and Wellbeing</b>										
0	Woodside GP Surgery	0	0	0	0	1,939	1,939	0	1,939	0	0
<b>14</b>	<b>Total Self Financing Developments</b>	<b>26,860</b>	<b>4,078</b>	<b>0</b>	<b>(22,782)</b>	<b>79,544</b>	<b>79,544</b>	<b>0</b>	<b>78,215</b>	<b>0</b>	<b>1,329</b>

## APPENDIX 1c - Main Programme

Prior Year Cost	Project	2018/19 Revised Budget £'000	2018/19 Forecast £'000	2018/19 Cost Variance £'000	2018/19 Forecast Re-phasing £'000	Total Project Budget 2018-23 £000	Total Project Forecast 2018-23 £000	Total Project Variance 2018-23 £000	Project Forecast Financed by:		
									Council Resources £000	Government Grants £000	Other Cont'ns £000
<b>Community, Commerce and Regeneration</b>											
2,200	Gateway Hillingdon	950	950	0	0	950	950	0	950	0	0
6,274	Hayes Town Centre Improvements	2,687	800	0	(1,887)	2,962	2,962	0	306	1,300	1,356
448	Inspiring Shopfronts	247	100	0	(147)	447	447	0	447	0	0
25	Uxbridge Cemetery Gatehouse	549	3	0	(546)	549	549	0	549	0	0
951	Uxbridge Change of Heart	1,045	250	0	(795)	1,045	1,045	0	807	0	238
<b>Central Services, Culture and Heritage</b>											
0	New Museum	525	0	0	(525)	5,632	5,632	0	4,882	0	750
0	New Theatre	300	0	0	(300)	44,000	44,000	0	42,950	0	1,050
<b>Finance, Property and Business Services</b>											
6,438	Battle of Britain Heritage Pride Project	342	342	0	0	342	342	0	342	0	0
36	Battle of Britain Underground Bunker	824	75	0	(749)	1,018	1,018	0	1,018	0	0
97	Bessingby Football/Boxing Clubhouse	1,497	1,247	0	(250)	1,497	1,497	0	1,497	0	0
0	Uniter Building Refurbishment	400	0	0	(400)	400	400	0	400	0	0
0	Purchase of Uxbridge Police Station	5,000	0	(5,000)	0	5,000	0	(5,000)	0	0	0
0	Botwell Leisure Centre Football Pitch	0	0	0	0	200	200	0	200	0	0
0	Yiewsley Swimming Pool	2,000	50	0	(1,950)	30,000	30,000	0	30,000	0	0
12	Hillingdon Outdoor Activity Centre	6,988	4,248	0	(2,740)	26,488	26,488	0	0	0	26,488
<b>Planning, Transportation and Recycling</b>											
0	RAGC Car Park	250	25	0	(225)	250	250	0	250	0	0
4,017	Street Lighting - Invest to Save	1,483	1,483	0	0	1,483	1,483	0	1,483	0	0
<b>Social Services, Housing, Health and Wellbeing</b>											
0	1 & 2 Merrimans Housing Project	620	0	0	(620)	620	620	0	620	0	0
<b>Cross Cabinet Member Portfolios</b>											
4,356	Projects Completing in 2018/19	475	427	(33)	(15)	475	442	(33)	411	0	31
<b>24,854</b>	<b>Total Main Programme</b>	<b>26,182</b>	<b>10,000</b>	<b>(5,033)</b>	<b>(11,149)</b>	<b>123,358</b>	<b>118,325</b>	<b>(5,033)</b>	<b>87,112</b>	<b>1,300</b>	<b>29,913</b>

## APPENDIX 1d - Programme of Works

Prior Year Cost	Project	2018/19 Revised Budget	2018/19 Forecast	2018/19 Cost Variance	Forecast Re-phasing	Total Project Budget 2018-2023	Total Project Forecast 2018-2023	Total Project Variance 2018-2023	Project Forecast Financed by:		
									Council Resources	Government Grants	Other Cont'ns
£'000		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
N/A	Leaders Initiative	393	268	0	(125)	1,193	1,193	0	1,193	0	0
	<b>Community, Commerce and Regeneration</b>										
N/A	Chrysalis Programme	1,331	1,202	0	(129)	5,331	5,331	0	5,316	0	15
N/A	Playground Replacement Programme	250	150	0	(100)	750	750	0	750	0	0
	<b>Central Services, Culture and Heritage</b>										
N/A	Bowls Clubs Refurbishments	651	221	0	(430)	1,151	1,151	0	1,151	0	0
N/A	Libraries Refurbishment Programme	1,000	100	0	(900)	3,000	3,000	0	3,000	0	0
N/A	Leisure Centre Refurbishment	1,601	50	0	(1,551)	3,101	3,101	0	3,101	0	0
	<b>Education and Children Services</b>										
N/A	Devolved Capital to Schools	1,222	1,222	0	0	2,254	2,254	0	0	1,846	408
N/A	School Building Condition Works	3,059	900	(12)	(2,147)	9,859	9,847	(12)	1,926	6,869	1,052
	<b>Finance, Property and Business Services</b>										
N/A	Civic Centre Works Programme	1,585	1,084	(92)	(409)	3,585	3,493	(92)	3,493	0	0
N/A	Corporate Technology and Innovation	904	708	0	(196)	3,396	3,396	0	3,396	0	0
N/A	Property Works Programme	680	545	(19)	(116)	2,600	2,581	(19)	2,581	0	0
N/A	CCTV Programme	708	1,393	0	685	1,758	1,758	0	1,677	0	81
N/A	Youth Provision	1,409	605	0	(804)	2,409	2,409	0	2,409	0	0
	<b>Planning, Transportation and Recycling</b>										
N/A	Highways Structural Works	10,539	10,539	0	0	19,539	19,539	0	17,265	0	2,274
N/A	Road Safety	202	132	(70)	0	802	732	(70)	732	0	0
N/A	Transport for London	7,087	5,545	0	(1,542)	19,979	19,979	0	0	19,223	756
N/A	Purchase of Vehicles	3,911	2,100	0	(1,811)	10,551	10,551	0	10,551	0	0
N/A	Harlington Road Depot Improvements	315	315	0	0	315	315	0	315	0	0
	<b>Social Services, Housing, Health and Wellbeing</b>										
N/A	Disabled Facilities Grant	2,833	2,587	(246)	0	12,033	11,787	(246)	0	11,787	0
N/A	PSRG / LPRG	225	25	(200)	0	1,125	925	(200)	925	0	0
	<b>Cross Cabinet Member Portfolios</b>										
N/A	Environmental/Recreational Initiatives	1,043	815	0	(228)	1,043	1,043	0	1,033	0	10
N/A	Section 106 Projects	597	244	0	(353)	597	597	0	0	0	597
N/A	Equipment Capitalisation - Social Care	985	1,167	182	0	4,925	5,107	182	0	5,107	0
N/A	Equipment Capitalisation - General	691	691	0	0	2,143	2,143	0	2,143	0	0
	<b>Total Programme of Works</b>	<b>43,221</b>	<b>32,608</b>	<b>(457)</b>	<b>(10,156)</b>	<b>113,439</b>	<b>112,982</b>	<b>(457)</b>	<b>63,157</b>	<b>44,832</b>	<b>5,193</b>

## Appendix E – Treasury Management Report as at 31 December 2018

**Table 20: Outstanding Deposits – Average Rate of Return on Deposits: 0.58%**

	Actual (£m)	Actual (%)	Benchmark (%)
Up to 1 Month	60.5	76.58	70.00
1-2 Months	3.5	4.43	10.00
2-3 Months	0.0	0.00	0.00
3-6 Months	0.0	0.00	0.00
6-9 Months	0.0	0.00	0.00
9-12 Months	0.0	0.00	0.00
<b>Total</b>	<b>64.0</b>	<b>81.01</b>	<b>80.00</b>
Strategic Funds	15.0	18.99	20.00
<b>Total</b>	<b>74.0</b>	<b>100.00</b>	<b>100.00</b>

158. Deposits are held with UK institutions or overseas institutions, all of which hold a minimum A-Fitch (or lowest equivalent) long-term credit rating. UK deposits are spread between AAA rated Money Market Funds, an AAA rated Pooled Fund, the DMADF, Goldman Sachs International Bank, Lloyds Bank plc and Handelsbanken plc. An overseas deposit is held with DBS (Development Bank of Singapore). There is also an allocation to Strategic Pooled Funds. On the 1<sup>st</sup> December 2018 Swedish bank Svenska Handelsbanken AB transferred all UK business to a new UK subsidiary Handelsbanken plc, therefore investments with Handelsbanken are no longer classified as overseas.
159. The average rate of return on day-to-day operational treasury balances is 0.58%. As part of the Council's investment strategy for 18/19 a total of £15m has been invested in three long-dated strategic pooled funds (£5m in each). The strategic pooled funds have a 3-5 year investment horizon with dividends being distributed periodically.
160. The Council aims to minimise its exposure to bail-in risk by utilising bail-in exempt instruments and institutions whenever possible. However, due to the significant amount held in instant access facilities needed to manage daily cashflows, it is not possible to fully protect Council funds from bail-in risk. At the end of December, 84% of the Council's total funds have exposure to bail-in risk compared to a December benchmark average of 58% in the Local Authority sector (latest benchmark provided quarterly by the Council's treasury advisors Arlingclose). The Council's exposure reduces to 11% once instant access facilities are removed from the bail-in total.
161. Liquidity was maintained throughout December by placing surplus funds in instant access accounts and making short-term deposits with the DMADF and purchase of DMO T-Bills. Deposit maturities were scheduled to match cash outflows and where required, funds were withdrawn from instant access facilities. During the month, there were maturities with the DMADF and a scheduled T-Bills settled.

**Table 21: Outstanding Debt - Average Interest Rate on Debt: 3.41%**

	Actual (£m)	Actual (%)
<b>General Fund</b>		
PWLB	43.52	17.74
Long-Term Market	15.00	6.11
<b>HRA</b>		
PWLB	153.82	62.70
Long-Term Market	33.00	13.45
<b>Total</b>	<b>245.34</b>	<b>100.00</b>

162. There was one scheduled General Fund PWLB EIP debt repayment of £0.75m this month. Gilt yields fell during the month, although premiums remained too high to make early repayment of debt feasible; however, with the need to borrow later in the year, repayment of any debt is unlikely.
163. There were no breaches of the Prudential Indicators or non-compliance with the Treasury Management Policy and Practices.
164. In order to maintain liquidity for day-to-day business operations during January, cash balances will mainly be placed in instant access accounts and short-term deposits. Opportunities to lock in short-term borrowing will be monitored.

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

165. 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. The number of agency approvals granted over the past month is lower than normal due to Social Care assignments being approved for two months, rather than one, in December 2018.

**Table 23: Consultancy and agency assignments over £50k**

Post Title	Original Start Date	Approved From	Proposed End Date	Previous Approval £'000	Approved £'000	Total £'000
<b>Residents Services</b>						
Planning Enforcement & Appeals team leader	01/04/2018	01/01/2019	02/04/2019	72	25	97
Planning Enforcement Officer	02/07/2018	28/01/2019	29/04/2019	36	18	54
Project Manager, Capital Programme Team	07/02/2016	31/12/2018	31/03/2019	72	23	95
Architect, Capital Programme Team	07/05/2018	07/01/2019	07/04/2019	37	15	52
Private Sector Housing Team Manager	01/02/2018	07/01/2019	31/03/2019	88	30	118
Private Sector Housing Officer	18/06/2018	14/01/2019	31/03/2019	82	19	101
Transformation Manager	01/01/2019	31/12/2018	01/07/2019	37	78	115
Principal Planning Policy Officer	12/10/2017	14/01/2019	14/04/2019	60	24	84
Major Application (PPA) Planner	20/03/2017	28/01/2019	26/04/2019	182	25	207
Food H & S Environmental Health Officers x6	21/01/2019	21/01/2019	19/04/2019	0	105	105
Development/Programme Manager	07/02/2016	21/01/2019	21/04/2019	212	21	233
Acting Fleet Manager	15/01/2018	15/02/2019	05/04/2019	114	17	131
BID Project Manager	28/01/2019	28/01/2019	28/07/2019	0	71	71
<b>Social Care</b>						
Support Worker	03/04/2017	04/02/2019	03/03/2019	68		70
Support Worker	03/10/2016	04/02/2019	03/03/2019	55	2	57
Support Worker	03/04/2017	04/02/2019	03/03/2019	53	2	55
Care Worker	06/07/2016	04/02/2019	03/03/2019	75	2	77
Social Worker	26/07/2017	04/02/2019	03/03/2019	110	6	116
Approved Mental Health Worker	29/05/2016	04/02/2019	03/03/2019	203	6	209
Approved Mental Health Worker	05/02/2018	04/02/2019	03/03/2019	52	4	56
Approved Mental Health Worker	01/06/2015	04/02/2019	03/03/2019	248	5	253
Care Worker	06/03/2017	04/02/2019	03/03/2019	55	2	57
Care Worker	03/04/2017	04/02/2019	03/03/2019	53	2	55

<b>Post Title</b>	<b>Original Start Date</b>	<b>Approved From</b>	<b>Proposed End Date</b>	<b>Previous Approval £'000</b>	<b>Approved £'000</b>	<b>Total £'000</b>
Support Worker	04/04/2016	04/02/2019	03/03/2019	81	2	83
Social Worker/Senior Social Worker	02/10/2017	04/02/2019	03/03/2019	92	5	97
Advanced Social Work Practitioner	30/04/2018	04/02/2019	03/03/2019	63	6	69
Social Worker	05/06/2017	04/02/2019	03/03/2019	100	5	105
Social Worker	16/04/2018	04/02/2019	03/03/2019	65	6	71
Social Worker	04/06/2018	04/02/2019	03/03/2019	46	5	51
Social Worker/Senior Social Worker	04/09/2017	04/02/2019	03/03/2019	102	6	108
Social Worker	04/06/2018	04/02/2019	03/03/2019	57	6	63
Service Manager for OPSPD	02/04/2018	04/02/2019	03/03/2019	112	10	122
Advanced Social Work Practitioner	30/04/2018	04/02/2019	03/03/2019	62	6	68
Service Manager	30/07/2018	04/02/2019	03/03/2019	67	10	77
Programme Lead-Urgent & Emergency Care	01/03/2018	04/02/2019	03/03/2019	141	12	153
Social Worker (CHC)	03/01/2017	04/02/2019	03/03/2019	99	4	103
Team Manager	17/07/2017	04/02/2019	03/03/2019	126	8	134
Senior Social Worker	01/04/2013	04/02/2019	03/03/2019	116	6	122
Social Worker	06/04/2017	04/02/2019	03/03/2019	103	6	109
Social Worker	23/10/2017	04/02/2019	03/03/2019	74	5	79
Social Worker	13/11/2016	04/02/2019	03/03/2019	129	6	135
Social Worker	16/12/2016	04/02/2019	03/03/2019	141	6	147
Social Worker	21/08/2016	04/02/2019	03/03/2019	143	6	149
Social Worker	05/09/2014	04/02/2019	03/03/2019	324	6	330
Social Worker	10/07/2017	04/02/2019	03/03/2019	75	6	81
Social Worker	07/11/2016	04/02/2019	03/03/2019	152	6	158
Social Worker	04/05/2015	04/02/2019	03/03/2019	211	5	216
Social Worker	13/04/2015	04/02/2019	03/03/2019	246	6	252
Social Worker	01/04/2013	04/02/2019	03/03/2019	175	6	181
Senior Social Worker	30/04/2012	04/02/2019	03/03/2019	316	6	322
Social Worker	11/07/2016	04/02/2019	03/03/2019	167	6	173
Social Worker	01/08/2015	04/02/2019	03/03/2019	184	6	190
Team Manager	27/03/2017	04/02/2019	03/03/2019	130	7	137
Social Worker	27/10/2016	04/02/2019	03/03/2019	135	6	141
Senior Social Worker	21/11/2017	04/02/2019	03/03/2019	118	6	124
Social Worker	14/08/2017	04/02/2019	03/03/2019	94	5	99
SENDIASS Manager	02/05/2017	04/02/2019	03/03/2019	46	6	52
Early Years Practitioner	24/02/2014	04/02/2019	03/03/2019	62	1	63
Educational Psychologist	15/11/2015	04/02/2019	03/03/2019	187	7	194
Special Needs Officer	01/12/2016	04/02/2019	03/03/2019	103	5	108
Independent Domestic Violence Advisor	12/01/2015	04/02/2019	03/03/2019	132	4	136
Social Worker	11/08/2014	04/02/2019	03/03/2019	337	6	343

<b>Post Title</b>	<b>Original Start Date</b>	<b>Approved From</b>	<b>Proposed End Date</b>	<b>Previous Approval £'000</b>	<b>Approved £'000</b>	<b>Total £'000</b>
Social Worker	01/01/2013	04/02/2019	03/03/2019	358	6	364
Social Worker	01/04/2013	04/02/2019	03/03/2019	151	6	157
Social Worker	26/08/2016	04/02/2019	03/03/2019	140	5	145
Support Worker	20/12/2015	04/02/2019	03/03/2019	76	0	76
Social Worker	04/07/2016	04/02/2019	03/03/2019	191	6	197
Social Worker	03/07/2016	04/02/2019	03/03/2019	176	6	182
Senior Social Worker	19/12/2011	04/02/2019	03/03/2019	408	6	414
Social Worker	21/11/2016	04/02/2019	03/03/2019	115	6	121
Social Worker	01/01/2013	04/02/2019	03/03/2019	350	6	356
Senior Social Worker	29/06/2017	04/02/2019	03/03/2019	116	6	122
Senior Social Worker	05/10/2015	04/02/2019	03/03/2019	168	6	174
Early Years Practitioner	23/02/2015	04/02/2019	03/03/2019	63	2	65
Principal Educational Psychologist	01/08/2015	04/02/2019	03/03/2019	207	11	218
Educational Psychologist	15/08/2016	04/02/2019	03/03/2019	90	7	97
Educational Psychologist	01/03/2016	04/02/2019	03/03/2019	185	12	197
Child Protection Chair	01/07/2015	04/02/2019	03/03/2019	237	0	237
Social Worker	02/07/2017	04/02/2019	03/03/2019	68	6	74
<b>Finance</b>						
Benefit Officer	03/08/2015	28/01/2019	28/04/2019	189	15	204