

# COUNCIL BUDGET - 2019/20 REVENUE AND CAPITAL MONTH 9 BUDGET MONITORING

<b>Cabinet Member</b>	Councillor Jonathan Bianco
<b>Cabinet Portfolio</b>	Finance, Property and Business Services
<b>Report Author</b>	Paul Whaymand, Corporate Director of Finance
<b>Papers with report</b>	Appendices A - F

## HEADLINE INFORMATION

<b>Purpose of report</b>	<p>This report provides the Council's forecast financial position and performance against the 2019/20 revenue budget and Capital Programme.</p> <p>A net in-year underspend of £1,671k is reported against 2019/20 General Fund revenue budgets as of December 2019 (Month 9), representing an improvement of £458k on the position reported to Cabinet at Month 8. Unallocated reserves are projected to total £34,239k at 31 March 2020.</p> <p>The latest positions on other funds and the Capital Programme are detailed within the body of this report.</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 and Communities
<b>Ward(s) affected</b>	All

## RECOMMENDATIONS

That Cabinet:

1. Note the budget position as at December 2019 (Month 9) as outlined in Table 1.
2. Note the Treasury Management update as at December 2019 at Appendix E.
3. Continue the delegated authority up until the March 2019 Cabinet meeting to the Chief Executive to approve any consultancy and agency assignments over £50k, with final sign-off of any assignments made by the Leader of the Council. Cabinet are also asked to note those consultancy and agency assignments over £50k approved under delegated authority between the 23 January 2019 and 13 February 2019 Cabinet meetings, detailed at Appendix F.

4. **Approve acceptance of gift funding in relation to a Planning Performance Agreement in accordance with the provisions of Section 93 of the Local Government Act 2003 for;**
  - a. Land at Bulls Bridge Estate - £40k.
  - b. Land at Guru Nanak School, Springfield Road, Hayes - £32k.
  - c. Marriott Hotel, Heathrow - £23k.
  - d. Land South of Ballinger Way & East of Broadmead Road, Northolt - £32k.
  - e. 1 Vinyl Square - £15k.
  - f. 42 & 44 Mahlon Avenue - £10k.

## **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 21 February 2019. 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 back on use of this delegated authority previously granted by Cabinet.
3. Gift funding has been offered by developers which if accepted by Cabinet will be utilised to fund dedicated staff to support this pre-application and application work. **Recommendation 4** seeks authority from Cabinet to approve the acceptance of £152k, in relation to a number of major developments.

### **Alternative options considered**

4. There are no other options proposed for consideration.

## SUMMARY

### REVENUE

5. General Fund revenue budgets are projected to underspend by £1,671k at Month 9, an improvement of £458k on the position reported at Month 8. An underspend of £369k is projected against Directorate Operating Budgets with a number of reported pressures being offset by compensating underspends. An underspend across Corporate Operating Budgets of £606k and a £694k reduction in Development and Risk drawdown is forecast. Grant income is in line with budget, with a minor £2k favourable variance as grant allocation have been confirmed.
6. Within Development and Risk Contingency, the previously reported pressure on SEN Transport has reduced with further improvements on Asylum, Homelessness and Waste Disposal costs. There have been additional calls on contingency in Month 9 in relation to Development Control income shortfall, Looked after Children and Housing legal challenges. There remains £250k uncommitted General Contingency within the reported monitoring position to manage any emerging risks over the remainder of this financial year.
7. General Fund Balances are expected to total £34,239k at 31 March 2020, under the assumption that the balance of General Contingency and Unallocated Priority Growth monies are released in-year. This is a reduction of £6,105k from the opening balance of £40,344k, an improvement on the planned release of £7,776k from reserves to support the 2019/20 budget.
8. Of the £8,141k savings being managed in year, £7,421k are either banked in full or classed as 'on track for delivery', while £720k classified as either higher risk or in the early stages of delivery. Within the position reported, £532k has moved in Month 9 from on track to being banked and £150k has moved from early stage of delivery to on track. Ultimately, all £8,141k of the savings are expected to be delivered in full, with any items with potential issues being covered by alternative in-year savings proposals and management actions.
9. A surplus of £459k is reported within the Collection Fund relating to favourable positions on both Council Tax and Business Rates, which are predominantly driven by a carry forward surplus from 2018/19. This surplus will be released to support the 2020/21 General Fund budget.
10. The Dedicated Schools Grant is projecting an in-year overspend of £5,160k at Month 9, a £81k adverse movement from Month 8. The overspend is predominantly due to continuing unfunded pressures in the cost of High Needs and results in a forecast carry forward cumulative deficit at 31 March 2020 of £13,652k

### CAPITAL

11. At Month 9 the projected underspend against the 2019/20 General Fund Capital Programme is £17,764k, predominantly as a result of rephasing of project expenditure. The forecast outturn over the life of the programme to 2023/24 is an underspend of £104k. The planned investment will require £224,321k Prudential Borrowing, £750k lower than anticipated at budget setting in February 2019. This results from increased grants, contributions and capital receipts, although is not expected to materially impact upon the £11,788k per annum revenue financing charges ultimately required to support this level of investment.

## FURTHER INFORMATION

### General Fund Revenue Budget

12. An underspend of £1,669k is reported across normal operating activities at Month 9, an improvement of £458k on Month 8, which is primarily linked to an improvement in Directorate Operating budgets of £227k and a favourable movement in Development and Risk budgets of £228k. There remain recurrent pressures relating to Early Years Centres, Education and ICT, which are offset primarily by staffing underspends to deliver a net £369k underspend on Directorate Operating Budgets.
13. Development Risk and Contingency is currently benefitting from three windfall income streams, consisting of additional Better Care Fund monies, Asylum Grant funding and a rebate from the West London Waste Authority, which is mitigating pressures on specific contingencies of £1,137k on SEN Transport, £750k on Adult Social Care placements, £450k Housing Legal Challenges and £571k on Development Control income.
14. The net adverse movement of £324k on specific contingency including Development Control Income, Housing Legal Challenges, with release of £250k General Contingency and £227k improvement in the base budget delivering £458k improvement.
15. Savings of £8,141k are being managed within the 2019/20 budget. Currently £6,790k savings are banked, delivery is currently on track against £1,101k of savings, and £250k are either in the early stages of delivery or deemed higher risk although all savings are expected to ultimately be delivered in full. This is an improvement on the position reported in Month 8 with £712k being moved from on track for delivery to being banked and £620k improvement from early stages of delivery to on track.

**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			
210,620	1,989	Directorate Operating Budgets	212,758	212,389	(369)	(142)	(227)
7,436	0	Corporate Operating Budgets	7,436	6,830	(606)	(603)	(3)
12,863	(2,789)	Development & Risk Contingency	10,074	9,380	(694)	(466)	(228)
(991)	800	Unallocated Budget Items	(340)	(340)	0	0	0
<b>229,928</b>	<b>0</b>	<b>Sub-total Normal Activities</b>	<b>229,928</b>	<b>228,259</b>	<b>(1,669)</b>	<b>(1,211)</b>	<b>(458)</b>
(222,152)	0	Corporate Funding	(222,152)	(222,154)	(2)	(2)	0
<b>7,776</b>	<b>0</b>	<b>Net Total</b>	<b>7,776</b>	<b>6,105</b>	<b>(1,671)</b>	<b>(1,213)</b>	<b>(458)</b>
(40,344)	0	Balances b/fwd	(40,344)	(40,344)			
<b>(32,568)</b>	<b>0</b>	<b>Balances c/fwd 31 March 2020</b>	<b>(32,568)</b>	<b>(34,239)</b>			

16. General Fund Balances are expected to total £34,239k at 31 March 2020 as a result of the forecast position detailed above, £1,671k higher than projected at budget setting in February 2019. The Council's Medium Term Financial Forecast 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

17. 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 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				
8,110 (1,207)	0 (1)	Chief Executive's Office	Expenditure	8,110	8,128	18	28	(10)
			Income	(1,208)	(1,222)	(14)	(29)	15
<b>6,903</b>	<b>(1)</b>		<b>Sub-Total</b>	<b>6,902</b>	<b>6,906</b>	<b>4</b>	<b>(1)</b>	<b>5</b>
19,069 (3,221)	56 (175)	Finance	Expenditure	19,125	19,232	107	120	(13)
			Income	(3,396)	(3,555)	(159)	(165)	6
<b>15,848</b>	<b>(119)</b>		<b>Sub-Total</b>	<b>15,729</b>	<b>15,677</b>	<b>(52)</b>	<b>(45)</b>	<b>(7)</b>
116,482 (43,966)	2,149 (1,313)	Residents Services	Expenditure	118,631	119,113	482	442	40
			Income	(45,279)	(45,699)	(420)	(350)	(70)
<b>72,516</b>	<b>836</b>		<b>Sub-Total</b>	<b>73,352</b>	<b>73,414</b>	<b>62</b>	<b>92</b>	<b>(30)</b>
148,761 (33,408)	666 756	Social Care	Expenditure	149,427	150,060	633	288	345
			Income	(32,652)	(33,668)	(1,016)	(476)	(540)
<b>115,353</b>	<b>1,422</b>		<b>Sub-Total</b>	<b>116,775</b>	<b>116,392</b>	<b>(383)</b>	<b>(188)</b>	<b>(195)</b>
<b>210,620</b>	<b>2,138</b>	<b>Total Directorate Operating Budgets</b>		<b>212,758</b>	<b>212,389</b>	<b>(369)</b>	<b>(142)</b>	<b>(227)</b>

18. An overspend of £4k is reported on Chief Executive's Office budgets at Month 9, a £5k adverse movement on Month 8. Across Finance, a net underspend of £52k is projected on the Month 8 previously reported position, reflecting a combination of vacancies and use of grant funding to support additional staff.
19. At Month 9, a net pressure of £62k is reported across Residents Services, representing an £30k favourable movement from Month 8 as a result of increased staffing underspends. The headline position includes a £365k pressure on ICT contract costs, £295k pressures across Education functions, which are partially offset through a combination of staffing underspends and other favourable variances. In addition £385k is being released from Earmarked Reserves to support current levels of investment in waste services.
20. A net underspend of £195k is reported across Social Care budgets, the Month 9 favourable movement of £195k linked to increased staffing underspends. There are a number of variances in the position including pressures relating to delays in securing additional health contributions towards placements meeting both social care and health needs, alongside the deficit on Early Years Centres transferred from the schools budget. These are being offset through additional Troubled Families Grant, settlement of a long running case in the Council's favour and more efficient use of the Better Care Fund.

21. 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 £2,733k for such costs, which will remain under review 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

22. The savings requirement for 2019/20 is £6,609k. In addition, there are savings of £700k brought forward from 2018/19 which gives an overall total of £7,309k. Within this position there are £832k of funding requirements, covering Troubled Families, Fleet and Parking Services. For reporting from Month 4 onwards the savings have been adjusted to remove the £832k of funding requirements, giving a restated gross savings target of £8,141k with the aim of improving the transparency on the progress of savings.
23. Of this sum £7,891k are either banked or on track for delivery in full during 2019/20. £250k savings are in the early stages of delivery or potentially subject to greater risk to delivery, however, ultimately all £8,141k is expected to be delivered in full, with any items with potential issues being covered by alternative in-year savings proposals and management actions. This represents an improvement on the position at Month 8, with £712k moving from on track to being banked, and £620k moving from early stage of delivery to on track for delivery.

**Table 3: Savings Tracker**

2019/20 General Fund Savings Programme	CEOs	Finance	Residents Services	Social Care	Cross-Cutting	Total 2019/20 Savings	
	£'000	£'000	£'000	£'000	£'000	£'000	%
B Banked	(387)	(501)	(1,601)	(2,369)	(1,932)	<b>(6,790)</b>	<b>83.40%</b>
G On track for delivery	0	(229)	(95)	(554)	(223)	<b>(1,101)</b>	<b>13.52%</b>
A Potential significant savings shortfall or a significant or risky project which is at an early stage;	0	0	0	0	(250)	<b>(250)</b>	<b>3.07%</b>
R Serious problems in the delivery of the saving	0	0	0	0	0	<b>0</b>	<b>0.00%</b>
<b>Total 2019/20 Savings</b>	<b>(387)</b>	<b>(730)</b>	<b>(1,696)</b>	<b>(2,923)</b>	<b>(2,405)</b>	<b>(8,141)</b>	<b>100.00%</b>

### Corporate Operating Budgets

24. Corporate Operating Budgets are currently forecasting a £606k favourable variance, which is a favourable movement of £3k on the Month 8 position with the Housing Benefit Subsidy continuing to be forecast to budget. In addition to the favourable position on Corporate Operating Budget, Corporate Funding has a £2k favourable variance. Included in this report are updates to the unallocated growth, inflation and savings budgets.
25. As a result of anticipated capital expenditure and associated borrowing being slipped from 2018/19, alongside proactive use of capital grants and alternative funding, a £288k underspend is reported on the revenue costs of debt financing. An ongoing review of the Council's balance sheet has identified up to £357k of historic credit balances, which are expected to be written

on during 2019/20, delivering a one-off windfall underspend. Housing Benefit remains on budget with no variance being reported. No material variances are reported across the remainder of Corporate Budgets, with a headline underspend of £606k.

**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
7,777	0		Non-Sal Exp	7,777	7,489	(288)	(286)
(87)	0		Income	(87)	(47)	40	40
<b>7,690</b>	<b>0</b>		<b>Sub-Total</b>	<b>7,690</b>	<b>7,442</b>	<b>(248)</b>	<b>(246)</b>
490	0	Levies and Other Corporate Budgets	Salaries	490	492	2	(4)
12,570	0		Non-Sal Exp	12,570	12,567	(3)	4
(12,289)	0		Income	(12,289)	(12,646)	(357)	(357)
<b>771</b>	<b>0</b>		<b>Sub-Total</b>	<b>771</b>	<b>413</b>	<b>(358)</b>	<b>(357)</b>
0	0	Housing Benefit Subsidy	Salaries	0	0	0	0
147,629	0		Non-Sal Exp	147,629	147,629	0	0
(148,654)	0		Income	(148,654)	(148,654)	0	0
<b>(1,025)</b>	<b>0</b>		<b>Sub-Total</b>	<b>(1,025)</b>	<b>(1,025)</b>	<b>0</b>	<b>0</b>
<b>7,436</b>	<b>0</b>	<b>Total Corporate Operating Budgets</b>		<b>7,436</b>	<b>6,830</b>	<b>(606)</b>	<b>(603)</b>

## Development & Risk Contingency

26. For 2019/20 £12,863k was set aside to manage uncertain elements of budgets within the Development & Risk Contingency, which included £12,031k in relation to specific risk items and £832k as General Contingency to manage unforeseen issues. With £2,789k release to service budget £10,074k remains available to manage the full range of issues facing the council. As at Month 9, a £694k underspend is reported against this sum, representing a £228k improvement on Month 8.

**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				
1,072	0	Residents Services	Impact of Welfare Reform on Homelessness	1,072	682	(390)	(328)	(62)
1,972	(772)		Waste Disposal Levy & Associated Contracts	1,200	19	(1,181)	(781)	(400)
0	0		Development Control - Major Applications	0	571	571	300	271
0	0		Housing Legal Challenges	0	450	450	0	450
1,885	0	Social Care	Asylum Service	1,885	700	(1,186)	(940)	(245)
3,273	(403)		Demographic Growth - Looked After Children	2,870	2,748	(122)	(267)	145
1,017	(367)		Demographic Growth - Children with Disabilities	650	895	245	282	(36)
277	0		Social Worker Agency Contingency	277	221	(56)	(56)	0
997	(259)		SEN transport	738	1,875	1,137	1,237	(100)
1,938	(988)		Demographic Growth - Adult Social Care	950	1,700	750	750	0
0	0		Additional BCF Income	0	(331)	(331)	(331)	0
(400)	0	Corp. Items	Additional Investment Income	(400)	(400)	0	0	0
832	0		General Contingency	832	250	(582)	(332)	(250)
<b>12,863</b>	<b>(2,789)</b>	<b>Total Development &amp; Risk Contingency</b>		<b>10,074</b>	<b>9,380</b>	<b>(694)</b>	<b>(466)</b>	<b>(228)</b>

27. Within Residents Services, Development Risk and Contingency is showing a reported underspend of £550k, a movement of £258k from Month 8 primarily linked to Development Control Income shortfall requiring a £571k call on contingency, a £271k movement in Month 9 and Housing Legal Challenges £450k being declared as a call on contingency. These are being offset by waste disposal costs reporting a £400k reduction in the call on contingency. The overall underspend includes £390k in relation to lower homelessness costs from reduced reliance upon Bed and Breakfast accommodation and a £330k rebate from the West London waste Authority.
28. Within Social Care there is forecast a £1,186k reduced call on contingency in Asylum Service due to an uplift in grant income following a Home Office review of funding rates and the Month 9 favourable movement of £245k of increased income relating to rental income as more UASC contribute towards their rental costs. There was significant growth built into the Looked After Children budget in 2019/20 and this has seen an adverse movement in Month 9, which still delivers an underspend of £122k against contingency. The demand has remained stable,



however there is an increased cost of Semi-Independent placements. There has been a minor improvement in position for Children with Disabilities of £36k in Month 9.

29. Social Worker Agency Contingency has a £221k call on contingency, £56k less than budget, reflecting assumed recruitment to permanent posts and changes to agency arrangements. Adult Placements has a £1,700k call on contingency, which is £750k over contingency budget. This reflects the increase in the number of placements particularly in Mental Health. This position is partially funded through a contribution to contingency from additional Better Care Fund grant announced in July 2019.
30. SEN Transport is reporting a £1,875k call on contingency, £1,137k higher than the budgeted amount. This is reflecting the continued growth in the number of children that have an Education, Health and Care Plan (EHCP), which is currently running at approximately 11%, and is reflected in the MTFE for 2020/21.
31. The above specific calls on contingency result in a net underspend of £112k, with a further £582k underspend projected against General Contingency to deliver an overall favourable variance of £694k. Within this position there remains £250k General Contingency available to respond to emerging risks and issues, which is not required would further improve General Balances at outturn.

### **Unallocated Priority Growth and HIP Initiatives**

32. There was a budget of £250k Unallocated Priority Growth in 2019/20, following allocation of £40k for CCTV in the Borough and £60k for Little Britain Lake Patrol Officers, there remains £150k available to support investment in services. There is £200k of HIP Initiative funding included in the 2019/20 budget, funded from Earmarked Reserves, which is supplemented by £718k brought forward balances, to provide total resources of £918k. £342k of projects have been approved for funding from HIP resources, with £104k underspend relating to projects completed in 2018/19, there is £680k available for future releases.

### **Schools Budget**

33. At Month 8 the Dedicated Schools Grant position is an in-year overspend of £5,160k. This is an adverse movement of £81k on the Month 8 position with the overspend being predominantly due to increasing pressures in the cost of High Needs. The High Needs Block is now funding Early Support Funding with a current forecast of £400k in year. The total deficit carry forward is currently forecast at £13,652k, which almost entirely relates to the widely publicised funding shortfall for High Needs and SEND provision.

### **Collection Fund**

34. A £459k surplus is reported against the Collection Fund at Month 9, which is made up of a £39k deficit on Council Tax and a £498k surplus on Business Rates. The reported variance is primarily driven by the brought forward surplus on Business Rates with no material movements in 2019/20. This surplus will be released to support the 2020/21 General Fund budget.

### **Housing Revenue Account**

35. The Housing Revenue Account is currently forecasting a £42k favourable position, a £10k improvement from Month 8, resulting in a drawdown of reserves of £1,203k. This results in a projected 2019/20 closing HRA General Balance of £17,057k. The use of reserves is funding investment in new housing stock.

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

36. Appendix D to this report outlines the forecast outturn on the 2019/20 to 2023/24 Capital Programme, with a balanced position over the five-year programme. Alongside marginal variances on Government Grant income and Capital Receipts, Prudential Borrowing is projected to be £745k lower than budgeted. The reduction in the borrowing requirement would result in a £40k per annum saving to revenue, which represents a minor variance when set in the context of the current MTFF position on capital financing costs.

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

### CHIEF EXECUTIVE'S OFFICE

37. The overall position for Chief Executive's Office at Month 9 is a forecast pressure of £4k. This position is an adverse movement of £5k relating primarily to a shortfall on the income target within the Registrars service.
38. Income across the Group will continue to be closely monitored following statutory uplifts to existing fees and charges at the start of the financial year as well as the introduction of new fees within Democratic Services, to further determine the impact of the changes upon demand.

**Table 6: 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				
1,479	0	Democratic Services	Salaries	1,479	1,492	13	15	(2)
1,721	1		Non-Sal Exp	1,722	1,703	(19)	(16)	(3)
(701)	(1)		Income	(702)	(693)	9	(6)	15
<b>2,499</b>	<b>0</b>		<b>Sub-Total</b>	<b>2,499</b>	<b>2,502</b>	<b>3</b>	<b>(7)</b>	<b>10</b>
1,900	(146)	Human Resources	Salaries	1,754	1,781	27	33	(6)
830	145		Non-Sal Exp	975	983	8	7	1
(230)	0		Income	(230)	(253)	(23)	(23)	0
<b>2,500</b>	<b>(1)</b>		<b>Sub-Total</b>	<b>2,499</b>	<b>2,511</b>	<b>12</b>	<b>17</b>	<b>(5)</b>
2,124	0	Legal Services	Salaries	2,124	2,110	(14)	(13)	(1)
56	0		Non-Sal Exp	56	59	3	2	1
(276)	0		Income	(276)	(276)	0	0	0
<b>1,904</b>	<b>0</b>		<b>Sub-Total</b>	<b>1,904</b>	<b>1,893</b>	<b>(11)</b>	<b>(11)</b>	<b>0</b>
5,503	(146)	Chief Executive's Office Directorate	Salaries	5,357	5,383	26	35	(9)
2,607	146		Non-Sal Exp	2,753	2,745	(8)	(7)	(1)
(1,207)	(1)		Income	(1,208)	(1,222)	(14)	(29)	15
<b>6,903</b>	<b>(1)</b>		<b>Total</b>	<b>6,902</b>	<b>6,906</b>	<b>4</b>	<b>(1)</b>	<b>5</b>

## FINANCE

39. The overall position for Finance at Month 9 is a forecast underspend of £52k due mainly to the benefit of additional external grant funding for revenues inspections and Fleet asset disposals partly offset by increased expenditure within the Fleet Service. This position is in line with that reported throughout the year.

**Table 7: 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			
6,021	37	Exchequer and Business Assurance Services	Salaries	6,058	6,018	(40)	(52)	12
3,505	12		Non-Sal Exp	3,517	3,542	25	42	(17)
(2,683)	(174)		Income	(2,857)	(2,933)	(76)	(76)	0
<b>6,843</b>	<b>(125)</b>		<b>Sub-Total</b>	<b>6,718</b>	<b>6,627</b>	<b>(91)</b>	<b>(86)</b>	<b>(5)</b>
1,743	0	Procurement	Salaries	1,743	1,712	(31)	(20)	(11)
3,243	8		Non-Sal Exp	3,251	3,361	110	105	5
(93)	(1)		Income	(94)	(155)	(61)	(68)	7
<b>4,893</b>	<b>7</b>		<b>Sub-Total</b>	<b>4,900</b>	<b>4,918</b>	<b>18</b>	<b>17</b>	<b>1</b>
3,724	4	Corporate Finance	Salaries	4,119	4,119	0	1	(1)
136	93		Non-Sal Exp	437	480	43	44	(1)
(170)	0		Income	(445)	(467)	(22)	(21)	(1)
<b>3,690</b>	<b>97</b>		<b>Sub-Total</b>	<b>4,111</b>	<b>4,132</b>	<b>21</b>	<b>24</b>	<b>(3)</b>
489	(98)	Pensions, Treasury & Statutory Accounting	Salaries	0	0	0	0	0
208	0		Non-Sal Exp	0	0	0	0	0
(275)	0		Income	0	0	0	0	0
<b>422</b>	<b>(98)</b>		<b>Sub-Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
11,977	(57)	Finance Directorate	Salaries	11,920	11,849	(71)	(71)	0
7,092	113		Non-Sal Exp	7,205	7,383	178	191	(13)
(3,221)	(175)		Income	(3,396)	(3,555)	(159)	(165)	6
<b>15,848</b>	<b>(119)</b>		<b>Total</b>	<b>15,729</b>	<b>15,677</b>	<b>(52)</b>	<b>(45)</b>	<b>(7)</b>

## RESIDENTS SERVICES

40. Residents Services directorate is showing a projected outturn overspend of £62k at Month 9, excluding pressure areas that have identified contingency provisions. The overall variance is a result of pressures across Residual Education and ICT partially netted down by an underspend in Administrative, Technical and Business Services.

**Table 8: Residents Services 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				
17,619	(43)	Infrastructure, Waste and ICT	Salaries	17,576	17,663	87	302	(215)
32,237	772		Non-Sal Exp	33,009	33,504	495	154	341
(10,590)	(58)		Income	(10,648)	(10,826)	(178)	(45)	(133)
<b>39,266</b>	<b>671</b>		<b>Sub-Total</b>	<b>39,937</b>	<b>40,341</b>	<b>404</b>	<b>411</b>	<b>(7)</b>
19,221	862	Housing, Environment, Education, Health & Wellbeing	Salaries	20,083	20,007	(76)	(2)	(74)
24,490	337		Non-Sal Exp	24,827	25,091	264	235	29
(18,024)	(927)		Income	(18,951)	(18,833)	118	65	53
<b>25,687</b>	<b>272</b>		<b>Sub-Total</b>	<b>25,959</b>	<b>26,265</b>	<b>306</b>	<b>298</b>	<b>8</b>
4,324	25	Planning, Transportation & Regeneration	Salaries	4,349	4,274	(75)	(17)	(58)
1,240	174		Non-Sal Exp	1,414	1,508	94	76	18
(4,534)	(206)		Income	(4,740)	(4,727)	13	(3)	16
<b>1,030</b>	<b>(7)</b>		<b>Sub-Total</b>	<b>1,023</b>	<b>1,055</b>	<b>32</b>	<b>56</b>	<b>(24)</b>
13,486	50	Administrative, Technical & Business Services	Salaries	13,536	13,158	(378)	(368)	(10)
3,865	(28)		Non-Sal Exp	3,837	3,908	71	62	9
(10,818)	(122)		Income	(10,940)	(11,313)	(373)	(367)	(6)
<b>6,532</b>	<b>(100)</b>		<b>Sub-Total</b>	<b>6,433</b>	<b>5,753</b>	<b>(680)</b>	<b>(673)</b>	<b>(7)</b>
54,650	894	<b>Residents Services Directorate</b>	Salaries	55,544	55,102	(442)	(85)	(357)
61,832	1,255		Non-Sal Exp	63,087	64,011	924	527	397
(43,966)	(1,313)		Income	(45,279)	(45,699)	(420)	(350)	(70)
<b>72,515</b>	<b>836</b>		<b>Total</b>	<b>73,352</b>	<b>73,414</b>	<b>62</b>	<b>92</b>	<b>(30)</b>

41. The Council's 2019/20 contingency budget contains provision for areas of expenditure or income within Residents Services for which there is a greater degree of uncertainty. At Month 9, projected calls on contingency are forecast to be £550k less than the budgeted provision, a £258k favourable movement from Month 8. The following table shows the breakdown for each contingency item.

**Table 9: 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
1,072	0	Impact of Welfare Reform on Homelessness	1,072	682	(390)	(328)	(63)
1,972	(772)	Waste Disposal Levy & Associated Contracts	1,200	19	(1,181)	(781)	(400)
0	0	Development Control – Income	0	571	571	300	271
0	0	Housing Legal Challenges	0	450	450	0	450
<b>3,044</b>	<b>(772)</b>	<b>Current Commitments</b>	<b>2,272</b>	<b>1,722</b>	<b>(550)</b>	<b>(808)</b>	<b>258</b>

42. The Month 9 data in the table below shows the use of Temporary Accommodation. The first 3 months of the financial year saw an increase in the number of Households in higher cost Bed & Breakfast placements, continuing the trend from quarter four of 2018/19. At Month 9, there has been a reduction in the use of Temporary Accommodation from the high recorded at the end of quarter 1. The total number accommodated in Bed and Breakfast is still currently higher than budgeted for in 2019/20, however, management actions to meet the targets continue to be implemented.

**Table 10: Housing Needs performance data**

	October 19	November 19	December 19
All Approaches	263	238	180
Full Assessment Required	183	168	126
New into Temporary Accommodation (Homeless and Relief)	23	37	36
Households in Temporary Accommodation	435	429	421
Households in B&B	144	139	138

43. As in previous years, a contingency has been set aside in 2019/20 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 £682k, £390k below the budgeted provision. The service is forecasting the number of clients in B&B accommodation will average 157 over the financial year. A planned reduction in numbers through increased non-cost prevention and move-on activity has resulted in a projected favourable outturn on accommodation budgets. The Month 9 position also reflects the benefit of reduced unit costs.
44. The Council will continue to closely monitor this risk, as following the introduction of the Homeless Reduction Act in April 2018, there are emerging pressures on the demand for Housing assistance. Specific funding is retained within an earmarked reserve to manage this risk.
45. The call on the Waste contingency is £19k, to fund estimated population driven increases in the cost of disposal via the West London Waste Authority (WLWA) levy and associated waste disposal contracts. This reflects a reduction of £1181k compared with budget, comprising the following elements:
- The WLWA has disbursed excess reserves to boroughs, with Hillingdon having received £331k at the end of July.

- The retendering of the Council's contract for the collection and processing of highways arising, bulky items and street litter has resulted in the appointment of a new supplier for that element relating to highways arisings and street sweepings, at a reduced cost.
  - Aggregate Pay as you Throw tonnage projections and other Waste Disposal Contract costs are now falling below budgeted levels.
46. Whilst market conditions are affecting sales prices for recyclables, impacting on costs of the Council's mixed dry recycling contract with Biffa (with some additional risk arising as a result of high contamination levels) and significant costs have been incurred in relation to fly tipping clearance and disposal, current projections indicate that these factors can be managed within the remaining contingency sum.
47. There was a marked downturn in volumes of major planning applications submitted to the Council during the first half of 2019/20, with income over this period £300k lower than that secured in the first half of 2018/19. This trend has continued in quarter three and is anticipated to continue into quarter four, with a further £271k pressure being reported for the second half of the year. It is unlikely that income over the remaining three months will be sufficient to offset this pressure and therefore additional pressure is reported against General Contingency. This major revenue stream will continue to be closely monitored over the remainder of this financial year.
48. The Housing Service has incurred significant legal costs defending challenges against the Housing Allocation Policy. Projected expenditure above budgeted levels is reported against General Contingency. The Allocation Policy has since been updated and this should mitigate the risk of further legal challenges.

**Infrastructure, Waste and ICT (£404k overspend, £7k favourable movement)**

49. At Month 9, there is a £404k forecast overspend, a favourable movement of £7k from Month 7 arising from a number of material variances across Waste, ICT and Highways, 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 remainder of the financial year.
50. Earmarked reserve drawdowns totalling £385k are offsetting the gross pressure on Waste Services of £396k. The projected underlying pressure includes a staffing overspend of £802k due to additional agency usage within Street Cleansing, high levels of overtime and an unachievable managed vacancy factor owing to the need to cover permanent staff absences across front-line teams.
51. Overspends on refuse sacks, staff training costs and on public convenience costs owing to the timing of removal of several JCDecaux units are largely netted down by an underspend on the budget for a second CA site, given that the current monthly waste weekend operation increased to a weekly basis with effect from early January 2020 only. Offsetting the cost pressures is an anticipated £381k income over-achievement, largely reflecting buoyant trade tipping activity at the New Years Green Lane CA site.
52. The Highways overspend at Month 9 is £225k, largely resulting from staffing pressures associated with unachievable vacancy factor (staff turnover levels being very low) and a

shortfall in London Permit Scheme income, the service having reported that levels of major permit applications from utility companies have decreased.

53. ICT is reporting a net overspend of £130k. There is a forecast pressure on contract costs of £419k, though this is partly netted down by a £290k staff costs underspend, due to vacancies and recruitment delays whilst the service progresses a recently approved restructure and more general staff turnover. The service continues to review contracts and the impact of the cloud migration in order to manage down the net pressure.

#### **Housing, Environment, Education, Health & Wellbeing (£306k overspend, £8k adverse movement)**

54. At Month 9 there is an overspend position of £306k across the service, primarily from pressures within the Residual Education function and Greenspaces.
55. Green Spaces is showing a forecast overspend against budget of £27k at month 9, including a drawdown of £7k earmarked reserve from the Youth Fund and capitalisation of transformation costs £11k. Non staffing pressures are driven by the delay in the planned closure of Ruislip Golf from May to September when the next phase of HS2 works commences, in addition there are pressure in grounds maintenance for equipment maintenance and repair. The position is mitigated by additional income and HS2 compensation at Ruislip Golf course, under spends from hard to recruit vacant posts within Youth Centres, and forecast income to exceed targets at Battle of Britain Bunker and Visitor Center.
56. There is a £266k pressure within the Residual Education service, a £29k favourable movement from Month 8. The delivery of these functions is currently being reviewed as part of a BID workstream.
57. The Housing Options, Homelessness and Standards team is projecting an overspend of £42k, an adverse movement of £28k from Month 8. The movement is a result of reduced enforcement income.

#### **Planning, Transportation & Regeneration (£32k overspend, £24k improvement)**

58. During 2019/20, external consultants have been commissioned to provide legal and other specialist technical support where posts have been vacant, accounting for the adverse variance across staffing and non-staffing expenditure of £56k. With the exception of Development Control income where a shortfall is reported against General Contingency, there are no material variances on income across the service.

#### **Administrative, Technical & Business Services (£680k underspend, £7k improvement)**

59. There is an overall improvement of £7k across the service in Month 9. This is as a result of a £52k favourable movement within staffing, mainly across Tech Admin and a £4k favourable movement in Contact Centre agency projections, partly offset by revised agency assumptions to the end of the financial year including £20k in Parking Services and £29k in Food Health and Safety. Income forecasts are holding steady on the Month 8 forecast position.



## SOCIAL CARE (£383k underspend, £195k improvement)

60. Social Care is projecting an underspend of £383k as at Month 9, an improvement of £195k on the Month 8 projections, largely due to a reduction in staffing costs across the service. However, within this position, there are some offsetting larger movements including; a projected underspend in Children's Services staffing costs, additional Troubled Families Grant income through improved Payment by Results submissions and a projected reduction in income from the CCG relating to a number of clients previously fully funded by the CCG for Continuing Health Care needs.
61. This position also includes a number of ongoing pressures, which are being managed by the Service. These relate to; a £629k net pressure in the running costs of the Early Years Centres, ongoing pressures on the cost of Legal Counsel, the provision of Temporary Accommodation for Section 17 cases and the above inflation increase in the cost of agency staff in the SEN Transport Service in both 2018/19 and 2019/20.

**Table 11: 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				
18,442	(1,201)	Children's Services	Salaries	17,241	16,899	(563)	(283)	(280)
17,704	1,087		Non-Sal Exp	18,791	19,403	833	647	186
(7,656)	(30)		Income	(7,686)	(8,380)	(694)	(755)	61
<b>28,490</b>	<b>(144)</b>		<b>Sub-Total</b>	<b>28,346</b>	<b>27,922</b>	<b>(424)</b>	<b>(391)</b>	<b>(33)</b>
2,051	(652)	SEND	Salaries	1,399	1,603	204	126	78
186	272		Non-Sal Exp	458	545	87	85	2
(427)	337		Income	(90)	(241)	(151)	(150)	(1)
<b>1,810</b>	<b>(43)</b>		<b>Sub-Total</b>	<b>1,767</b>	<b>1,907</b>	<b>140</b>	<b>61</b>	<b>79</b>
7,720	171	Adult Social Work	Salaries	7,891	7,874	(17)	127	(144)
72,847	247		Non-Sal Exp	73,094	73,109	15	(550)	565
(21,829)	722		Income	(21,107)	(20,583)	524	1,105	(581)
<b>58,738</b>	<b>1,140</b>		<b>Sub-Total</b>	<b>59,878</b>	<b>60,400</b>	<b>522</b>	<b>682</b>	<b>(160)</b>
18,286	116	Provider and Commissioned Care	Salaries	18,402	17,560	(842)	(786)	(56)
11,525	626		Non-Sal Exp	12,151	13,067	916	922	(6)
(3,496)	(273)		Income	(3,769)	(4,464)	(695)	(676)	(19)
<b>26,315</b>	<b>469</b>		<b>Sub-Total</b>	<b>26,784</b>	<b>26,163</b>	<b>(621)</b>	<b>(540)</b>	<b>(81)</b>
46,499	(1,566)	<b>Social Care Directorate Total</b>	Salaries	44,933	43,936	(997)	(816)	(181)
102,262	2,232		Non-Sal Exp	104,494	106,124	1,630	1,104	526
(33,408)	756		Income	(32,652)	(33,668)	(1,016)	(476)	(540)
<b>115,353</b>	<b>1,422</b>		<b>Sub-Total</b>	<b>116,775</b>	<b>116,392</b>	<b>(383)</b>	<b>(188)</b>	<b>(195)</b>

**SOCIAL CARE DEVELOPMENT AND RISK CONTINGENCY (£437k overspend, £237k Improvement)**

62. The Council's 2019/20 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 across Adults and Children's, including Asylum Seekers and SEN Transport. Table 12 sets out the Month 9 projected position for the Development and Risk Contingency, which is reporting a pressure of £437k, an improvement of £237k on the Month 8 position due to an increase in the call on contingency for Demographic Growth and a reduced call on contingency for Asylum and SEN Transport.
63. The overspend is due to pressures in the cost of Adult placements, where there is growth across Older People and Mental Health placements. The service have put in place a range of management action, including a further review of all high cost placements, a review of all of the block contracts to maximise occupancy rates and a review of all external income. Additionally, the service are also experiencing a significant and growing pressure in SEN Transport requirements, where more single occupancy or lower occupancy routes are being required, due to a continued high level of growth in the number of children that have an Education, Health and Care Plan, most of whom cannot be placed in local schools as they are at full capacity. This reflects the growing pressure that is also being reported in the Dedicated Schools Grant Month 9 position later in this report.

**Table 12: 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	700	(1,186)	(940)	(245)
3,273	(403)	Demographic Growth - Looked After Children	2,870	2,748	(122)	(267)	145
1,017	(367)	Demographic Growth - Children with Disabilities	650	895	245	282	(36)
277	0	Social Worker Agency Contingency	277	221	(56)	(56)	0
997	(259)	SEN Transport	738	1,875	1,137	1,237	(100)
1,938	(988)	Demographic Growth - Adult Social Care	950	1,700	750	750	0
0	0	Additional BCF Income	0	(331)	(331)	(331)	0
<b>9,387</b>	<b>(2,017)</b>	<b>Current Commitments</b>	<b>7,370</b>	<b>7,807</b>	<b>437</b>	<b>674</b>	<b>(237)</b>

**Asylum Service (£1,886k underspend, £245k favourable movement)**

64. The service is projecting a drawdown of £940k from the contingency as at Month 9, an improvement of £245k on the Month 8 position which is due to the service tightening up processes and controls, resulting in an increase in the level of rental income being paid as more UASC contribute towards their rental costs (where they can afford to do so), an increase in the level of grant funding, where there has been an agreed increase in the funding rate for all UASC aged 16 to 17, which has been increased from £91 per day to £114 per day with effect from 1 April 2019 and better use of the block contracts.

### **Demographic Growth - Looked After Children (£164k underspend, £103k adverse movement)**

65. The service is projecting a drawdown of £2,748k from the Contingency, an underspend of £122k as at Month 9, an adverse movement of £145k on the Month 8 position, primarily as a result of an increase in the cost of Semi-Independent placements, with the number of Looked After Children remaining quite stable. However, this budget can be very volatile, due to the requirement for the service to place children in Residential placements and it is evident that the length of stay in a Residential placement has increased, where most are now likely to be in their placement for a year or more. In order to try to mitigate significant increases in costs, the service are placing children in Council run Children's Homes, where no other viable option is available, thereby reducing the need to place in out of borough high cost residential placements.
66. 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. Additionally, the service has implemented new ways of working, with the use of a grant of £400k, to support vulnerable children and prevent them from entering the care system. Early Indications are that this is having a significant impact on supporting young people and families to remain in their existing environment rather than being brought into the care system.

### **Demographic Growth – Children with Disabilities (£245k overspend, 36k favourable)**

67. The service is projecting a drawdown of £895k from the Contingency as at Month 9, an adverse movement of £36k on the Month 8 position. The service is having to support an increase in the number of cases that have more complex needs, which in most cases, require a residential placement or more respite care. As a result, the service is planning a major review of the support being provided and the range of services on offer for Children with Disabilities, to identify opportunities to reduce the cost of placements. A number of new initiatives have been introduced, including more respite care over the school holidays and weekends.

### **Social Worker Agency (Children's) (£56k underspend, no change)**

68. The service is projecting a drawdown of £221k from the contingency as at Month 9, no change on the Month 8 position. The underspend reported reflects a reduced use of agency staff, where the cost has reduced by £1,034k when compared to the 2018/19 outturn position.
69. However, the service continue to have a number of vacancies, which are being covered by agency staff, where the cost is approximately £18k higher than a permanent member of staff, reflecting that the recruitment of Social Workers continues to be very competitive.
70. At its meeting on 22 July 2019, Cabinet agreed to enter into a contract with Sanctuary Ltd for a specialist agency provision for qualified Social Workers and SEND staff. Based on the new rates proposed in this new contract, the premium cost of an agency worker reduces from an average of approximately £18k to £13k. This position will be closely monitored as the Social Care market remains highly competitive.

### **Demographic Growth - SEN Transport (£1,137k overspend, £100k improvement)**

71. The service is projecting a drawdown of £1,875k from the SEN Transport contingency as at Month 9, an improvement of £100k on the Month 8 position, as the service continues to take management action to review the use of Passenger Assistants and continually monitors route planning. The overspend reported reflects the continued growth in the number of children that have an Education, Health and Care Plan (EHCP), which is currently running at approximately

11% (the actual growth between March 2019 and November 2019 was 197, an increase of 8.4% over that period) and having a major financial impact on the Dedicated Schools Grant budget.

72. Additionally, it is becoming more challenging to avoid having to procure single occupancy or lower occupancy routes, as children are having to be placed in out of borough placements. These are predominantly Independent and Non Maintained Special Schools as local provision is at full capacity, as is most other local authority provision, given that they are experiencing significant and continued growth in the number of pupils with an EHCP. The latest data indicates that 17 children started a new placement in an Independent or Non-maintained special school in September 2019, where these children have not been able to be placed on an existing route.

#### **Demographic Growth - Adult Social Care (£750k overspend, no change)**

73. The service is projecting a drawdown of £1,700k from the Adult Social Care contingency, an overspend of £750k as at Month 9, no change on the Month 8 position. The overspend is due to pressures in the cost of Adult placements, where there is an emerging growth across Older People and Mental Health placements. The service have put in place a range of management action, including a further review of all high cost placements, a review of all of the block contracts to maximise occupancy rates and a review of all external income, to mitigate some of the gross pressure emerging.

#### **Additional Better Care Fund Income (£331k, no movement)**

74. Additional Better Care Fund Income of £331k is being reflected in the contingency position for Social Care, to enable Social Care to manage the pressures outlined.

#### **SOCIAL CARE DIRECTORATE OPERATING BUDGETS (£383k underspend, £195k improvement)**

##### **Children's Services (£424k underspend, £33k improvement)**

75. The service is projecting an underspend of £424k, as at Month 9, an improvement of £33k on the Month 8 position. The improvement in the staffing (£280k) and adverse movement in non-staffing (£186k) relates to a statutory requirement to re-provision adoption services from an in-house service to contracted expenditure through the Regional Adoption Agency, with the net improvement (£94k) relating to the delay in the contract start date. This favourable movement has been offset by a £61k reduction in Section 17 income related to historical debt. The salary budget is projecting an underspend of £563k, which reflects the success of the recruitment of newly qualified Social Workers and less reliance on agency staff. However, the service are still having difficulties recruiting and retaining Senior Social Workers and will explore the best approach to addressing this over the coming months.

##### **Special Educational Needs & Disabilities (£140k overspend, £79k adverse movement)**

76. The service is projecting an overspend of £140k as at Month 9, an adverse movement of £80k on the Month 8 position.. The overspend is due to the service having to employ agency staff to cover a number of critical roles in the SEND Team, as the service is coming to the end of recruitment to the new staffing structure.

##### **Adult Social Work (£552k overspend, £160k improvement)**

77. The service is projecting an overspend of £522k as at Month 9, a favourable movement of £161k on the Month 8 position, due to an in depth review of staffing costs. The overspend includes the impact of a reduction in the amount of income that the Council will receive from a

number of clients funded fully or partially from the CCG. There are a number of clients previously meeting the Continuing Health Care (CHC) threshold, where a recent assessment has indicated that these clients no longer meet the CHC criteria, but are now funded under other less generous health funding mechanisms. Additionally, a review of all S117 clients (including those not previously funded by the CCG), has indicated that there will be a shortfall in the additional income generated when compared to the saving proposal. However, it has been agreed that this shortfall can be covered by implementing the new approach to managing the Better Care Fund capital grant.

**Provider and Commissioned Care (£621k underspend, £81k improvement)**

78. The service is projecting an underspend of £621k as at Month 9, an improvement of £81k on the Month 8 position. However, it should be noted that this position includes a projected overspend of £650k on the Early Years Centres and an overspend of £194k on SEN Transport agency staffing costs, which is being mitigated by underspends across the Children's Centres, the cost of catering and through implementing a new approach to managing the Better Care Fund capital grant, where the reported position reflects a £919k positive revenue impact in 2019/20.

## Appendix B – Other Funds

### SCHOOLS BUDGET

#### Dedicated Schools Grant (£5,160k overspend, £81k adverse)

79. The Dedicated Schools Grant (DSG) outturn position is an in-year overspend of £5,160k at Month 9, an adverse movement of £81k on the Month 8 position. This overspend is due to continuing pressures in the cost of High Needs placements, where growth remains at between 10% and 11%. Where pupils cannot be placed in borough, as local provision is at capacity, they are now more likely to be placed in more costly, Independent and Non Maintained Special Schools. This growing pressure is also evident in the cost of SEN Transport. When the £8,492k deficit brought forward from 2018/19 is taken into account, the cumulative deficit carry forward to 2020/21 is £13,652k.

**Table 13: DSG Income and Expenditure 2019/20**

Original Budget	Budget Changes	Funding Block	Month 9			Variance	
			Revised Budget	Forecast Outturn	Variance (As at Month 9)	Variance (at Month 8)	Change from Month 8
£'000	£'000		£'000	£'000	£'000	£'000	£'000
(278,655)	(414)	<b>Dedicated Schools Grant Income</b>	(279,069)	(279,069)	0	0	0
215,155	0	<b>Schools Block</b>	215,155	215,077	(78)	(78)	0
24,821	107	<b>Early Years Block</b>	24,928	24,872	(56)	(56)	0
3,173	14	<b>Central School Services Block</b>	3,187	3,932	745	747	(2)
35,506	293	<b>High Needs Block</b>	35,799	40,348	4,549	4,466	83
<b>0</b>	<b>0</b>	<b>Total Funding Blocks</b>	<b>0</b>	<b>5,160</b>	<b>5,160</b>	<b>5,079</b>	<b>81</b>
0	0	Balance Brought Forward 1 April 2018	8,492	8,492			
<b>0</b>	<b>0</b>	<b>Balance Carried Forward 31 March 2019</b>	<b>8,492</b>	<b>13,652</b>			

#### Dedicated Schools Grant Income (no variance, no movement)

80. The DSG has been adjusted to reflect the actual uptake of the free entitlement for eligible two, three and four year olds. This adjustment was based on the January 2019 census and includes a retrospective change to the 2018/19 funding, as well as a recalculation of the 2019/20 Early Years block funding. This has resulted in an increase to the Early Years block allocation following an uptake in the number of eligible children accessing the additional hours free entitlement. There has also been an amendment to the High Needs block allocation following confirmation of the import/export adjustment for 2019/20 which updates funding to reflect the local authority in which pupils with SEND are resident.

#### Schools Block (£78k underspend, no movement)

81. The Schools Block includes all funding paid directly to mainstream schools as part of their delegated budget share, including the funding recouped by the ESFA and paid to mainstream academies.
82. There is also a 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.

83. Schools Forum took the decision to withhold growth contingency allocations for two schools due to insufficient projected pupil growth in September 2019. Based on projected Reception class numbers for September, it is therefore anticipated that there will be an underspend relating to this allocation, however, officers are still in negotiation with one school on the level of diseconomies of scale funding that is being requested, which could significantly affect this position.

#### **Early Years Block (£56k underspend, no change)**

84. Two year old funding has been adjusted to reflect the number of children accessing the free entitlement recorded on the January 2019 census. This has resulted in a decrease in funding of £140k relating to 2019/20. This potentially could cause an additional pressure in the Early Years block if the number of children accessing the free entitlement increases, as any funding adjustment will be based on numbers recorded in the January 2020 census.
85. The 3 and 4 year old funding for both the universal and the additional free entitlement has also been adjusted in July following the January 2019 census. As anticipated the funding allocation has increased as the number of children accessing the additional free entitlement has increased significantly over the past year. There was also a retrospective adjustment relating to 2018/19, however, this was lower than anticipated.

#### **Central School Services Block (£745k overspend, £2k favourable)**

86. The overspend is predominantly as the result of an increase in the number of placements of looked after children. These placements are generally high cost out of borough residential placements, and if the setting is providing education, a proportion of the cost is funded from the DSG.
87. There is also a projected overspend in relation to 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 are projected to be in excess of the commissioned number, resulting in an additional cost pressure. As a result of this, the local authority are working with the provider to review the number of commissioned places.
88. There is also a projected £10k overspend in the Admissions team, where the additional workload as a result of the growth in the secondary pupil population along with a secondment covering a maternity, has resulted in a cost pressure.

#### **High Needs Block (£4,549k overspend, £83k adverse)**

89. There continues to be significant pressure in the High Needs Block in 2019/20, with an overspend of £4,549k being projected at Month 9. The adverse movement from Month 8 follows a review of SEN placements where there was an expectation that health would make a contribution. The CCG have disputed a number of these contributions going back to 2016/17 and in several cases have not agreed to pay towards the placements and the projections have now been revised to reflect this.
90. It is becoming evident that the growth in the number of pupils with an EHCP is continuing to grow at a significant rate and it is becoming increasingly more difficult to place in borough as local provision is at full capacity. This then restricts the level of choice, where the Council is now having to place in Independent and Non Maintained Special Schools, who themselves are starting to reach full capacity.

91. Putting this into context, the latest SEN 2 Data analysis indicates that across England the number of pupils with a plan has grown from a baseline of 287,290 plans in 2016/17 to 353,995 plans in 2018/19, an increase of 66,705 plans over the two year period, equivalent to an increase of 23%. Additionally, the proportion of the pupil population that have a plan has increased from 3.31% in 2016/17 to 4.1% in 2018/19. There is an expectation that this trend will continue into 2019/20.
92. Due to a continuing lack of capacity in-borough and across other local authority provision, there is a requirement to place pupils in more costly school placements, with an increase in the number of children that commenced new placements in Independent special schools in the current academic year. This is resulting in significant additional pressure on the High Needs block. There is an expectation that this will become the only route that the Council will be able to take until more provision is created locally.
93. The new academic year has seen a further increase in the number of in-borough special schools that are now over their commissioned place number. Where a special school is over its planned place number there is a requirement to fund £10k per place plus the agreed top-up funding which is placing additional pressure on the High Needs block.
94. There was a further increase in the cohort of post-16 SEN placements in 2018/19. This increase is expected to continue in the current year and has also been factored in to the Month 8 projections.
95. There has been an increase in the number of mainstream schools applying for exceptional SEN funding to address the needs of pupils before and during the EHCP process. The increase is a consequence of the increasing complexity being seen in some cases with schools needing additional resource in order to maintain the placement in mainstream provision.
96. In addition to the cost of pupils with an EHCP, the High Needs Block is now funding Early Support Funding (ESF) 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 ESF in 2019/20 is £400k.



## COLLECTION FUND

97. A surplus of £459k is reported within the Collection Fund relating to a favourable position on Business Rates, which is predominantly driven by a carry forward surplus, alongside a small surplus within Council Tax. Any surplus realised at outturn will be available to support the General Fund budget in 2021/21.
98. The Council is participating in the 75% Business Rates Retention Pilot Pool for London, which provides scope for retaining additional growth while guaranteeing the level of income the Council would have received under the existing 50% Retention system. Business Rates projections below reflect this guaranteed minimum level of surplus, with any additional funds available from the pool to be captured separately in budget setting reports as appropriate.

**Table 16: Collection Fund**

Original Budget £'000	Budget Changes £'000	Service	Month 9		Variance (As at Month 9) £'000	Variance (As at Month 8) £'000	Revised Budget £'000	
			Revised Budget £'000	Forecast Outturn £'000				
(125,113)	0	Council Tax	Gross Income	(125,113)	(125,360)	(247)	(335)	88
10,613	0		Council Tax Support	10,613	10,757	144	180	(36)
(734)	0		B/fwd Surplus	(734)	(592)	142	142	0
<b>(115,234)</b>	<b>0</b>		<b>Sub-Total</b>	<b>(115,234)</b>	<b>(115,195)</b>	<b>39</b>	<b>(13)</b>	<b>52</b>
(110,633)	0	Business Rates	Gross Income	(110,633)	(111,408)	(775)	(742)	(33)
(5,286)	0		Section 31 Grants	(5,286)	(5,107)	179	192	(13)
51,960	0		Less: Tariff	51,960	51,960	0	0	0
8,549	0		Less: Levy	8,549	9,229	680	657	23
(302)	0		B/fwd Surplus	(302)	(884)	(582)	(582)	0
<b>(55,712)</b>	<b>0</b>	<b>Sub-Total</b>	<b>(55,712)</b>	<b>(56,210)</b>	<b>(498)</b>	<b>(475)</b>	<b>(23)</b>	
<b>(170,946)</b>	<b>0</b>	<b>Total Collection Fund</b>		<b>(170,946)</b>	<b>(171,405)</b>	<b>(459)</b>	<b>(488)</b>	<b>29</b>

99. At Month 9 a deficit of £39k is projected against Council Tax, which is an adverse movement of £52k from Month 8, the movement includes an adverse position reported against Gross Income of £88k, which is being driven by a smaller than forecast growth in the taxbase in December 2019, with a smaller improvement of £36k in Council Tax Support. A strong surplus against in year activity is being offset by the deficit of £142k relating to the brought forward surplus. In line with previous months, potential volatility in Discounts, Exemptions and the Council Tax Reduction Scheme continue to be closely monitored.
100. A £498k surplus is reported across Business Rates at Month 9, which is a favourable movement of £23k from Month 8, the movement is being driven by an improvement in Gross Rates, alongside a favourable movement across Section 31 Grants of £13k and an adverse movement in the pressure on the Levy Adjustment of £23k. Despite the recent movement, there remains a net surplus of £498k, which is driven by growth due to a number of new developments in the borough being brought into rating. Within this position, potential volatility in respect of Reliefs and Appeals continues to be closely monitored.

## Appendix C – HOUSING REVENUE ACCOUNT

101. The Housing Revenue Account (HRA) is currently forecasting a drawdown of reserves of £1,203k, which is £42k more favourable than the budgeted position, with a small favourable movement of £1k on Month 8. The 2019/20 closing HRA General Balance is forecast to be £17,057k. The use of reserves is funding investment in new housing stock. The table below presents key variances by service area:

**Table 17: Housing Revenue Account**

Service	Month 9		Variance (+ adv / - fav)		
	Revised Budget	Forecast Outturn	Variance (As at Month 9)	Variance (As at Month8)	Movement from Month 8
	£'000	£'000	£'000	£'000	£'000
Rent Income	(56,186)	(55,434)	752	752	0
Other Income	(5,224)	(5,397)	(173)	(173)	0
<b>Net Income</b>	<b>(61,410)</b>	<b>(60,831)</b>	<b>579</b>	<b>579</b>	<b>0</b>
Housing Management	13,230	13,254	24	(8)	32
Tenant Services	4,411	4,561	150	165	(15)
Repairs	5,294	5,554	260	229	31
Planned Maintenance	4,255	3,200	(1,055)	(997)	(58)
Capital Programme Funding	18,820	18,615	(205)	(183)	(22)
Interest & Investment Income	15,385	15,590	205	183	22
Development & Risk Contingency	1,260	1,260	0	0	0
<b>Operating Costs</b>	<b>62,655</b>	<b>62,034</b>	<b>(621)</b>	<b>(611)</b>	<b>(10)</b>
<b>(Surplus) / Deficit</b>	<b>1,245</b>	<b>1,203</b>	<b>(42)</b>	<b>(32)</b>	<b>(10)</b>
General Balance 01/04/2019	(18,260)	(18,260)	0	0	0
<b>General Balance 31/03/2020</b>	<b>(17,015)</b>	<b>(17,057)</b>	<b>(42)</b>	<b>(32)</b>	<b>(10)</b>

### Income

102. As at Month 9 the rental income is forecast to under recover by £752k and other income is forecast to over recover by £173k, both showing nil movement on the Month 8 position.

103. The number of RTB applications received in the first nine months of 2019/20 was 130 compared to 121 for the same period in 2018/19, an increase of 7%. There have been 39 RTB completions in the first nine months of 2019/20 compared to 34 for the same period in 2018/19. The 2019/20 RTB sales forecast for the year has been reduced from 60 to 50 taking into account the 39 completed sales and the work in progress RTB sales currently with legal services.

### Expenditure

104. The Housing management service is forecast to overspend by £24k, an adverse movement of £32k on Month 8 due to the reduction in RTB sales administration income of £29k and £3k due to running costs.

105. Tenant services is forecast to overspend by £150k, an adverse movement of £15k on Month 8 due to increased forecast spend on running costs.

106. The repairs budget is forecast to overspend by £260k, an adverse movement of £31k on Month 8 due to increased forecast spend on specialist consultancy services £18k, overtime £5k and a reduction in forecast income of £8k. The planned maintenance budget is forecast to underspend by £1,055k, a favourable movement of £58k on Month 8 due to reduced forecast spend on surveys and works for subsidence £40k and gas maintenance £18k.
107. As at Month 9 the forecast for the capital programme funding is an underspend of £205k and this is funding the overspend on interest and investment income of £205k. This relates to the interest payable to MHCLG on the 2019/20 quarter 1 and quarter 3 repayable RTB 1-4-1 capital receipts, £183k and £22k respectively.
108. As at Month 9 there is nil movement compared to Month 8 on the capital programme funding, interest and investment income and the development and risk contingency budgets.

## HRA Capital Expenditure

109. The HRA capital programme is set out in the table below. The 2019/20 revised budget is £75,119k. The 2019/20 forecast expenditure is £49,135k with a net variance of £25,984k of which £24,984k is due to re-phasing and £1,000k due to a cost underspend. The net movement from Month 8 is a reduction of £1,151k due to an increase in the underspend of £741k and an increase in re-phasing of £410k.

**Table 18: HRA Capital Expenditure**

Programme	2019/20 Revised Budget	2019/20 Forecast	2019/20 Cost Variance Forecast V Revised Budget	2019/20 Project Re-Phasing	Total Project Budget 2019-24	Total Project Forecast 2019-24	Total Project Variance 2019-24	Movement 2019-24
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Major Projects (Note 1)</b>								
New General Needs Housing Stock	40,146	31,009	0	(9,137)	144,495	144,736	241	0
New Build - Shared Ownership	10,607	2,623	0	(7,984)	15,377	15,377	0	0
New Build - Supported Housing Provision	3,960	1,918	(500)	(1,542)	6,418	5,918	(500)	0
<b>Total Major Projects</b>	<b>54,713</b>	<b>35,550</b>	<b>(500)</b>	<b>(18,663)</b>	<b>166,290</b>	<b>166,031</b>	<b>(259)</b>	<b>0</b>
<b>HRA Programmes of Work</b>								
Works to stock programme	17,755	12,123	0	(5,632)	59,501	59,501	0	0
Major Adaptations to Property	2,489	1,300	(500)	(689)	10,204	9,704	(500)	(500)
ICT	162	162	0	0	162	162	0	0
<b>Total HRA Programmes of Work</b>	<b>20,406</b>	<b>13,585</b>	<b>(500)</b>	<b>(6,321)</b>	<b>69,867</b>	<b>69,367</b>	<b>(500)</b>	<b>0</b>
<b>Total HRA Capital</b>	<b>75,119</b>	<b>49,135</b>	<b>(1,000)</b>	<b>(24,984)</b>	<b>236,157</b>	<b>235,398</b>	<b>(759)</b>	<b>0</b>
Movement on Month 7	0	(1,151)	(741)	(410)	0	(500)	(500)	

**Note 1: see Annex A for a detailed breakdown of the major projects by scheme**

## Major Projects

110. The 2019/20 Major Projects programme revised budget is £54,713k after including GLA grant funding of £1,700k approved by Cabinet in November. Forecast expenditure is £35,550k, with a re-phasing of £18,663k and a cost underspend of £500k forecast in 2019/20, and a net underspend of £259k during the period 2019-2024.

## New General Needs Housing Stock

111. The 2019/20 General Needs Housing Stock revised budget is £40,146k. There is a forecast re-phasing of £9,137k across the General Needs programme partly due to the commencement of some projects being later than initially expected. There has been a decrease in re-phasing of forecasts of £1,604k compared to Month 8 mainly due to additional buybacks being completed in the current year to avoid the repayment of unused retained Right to Buy receipts along with interest. Furthermore there is a reduction in the cost overspend in 2019/20 as the appropriation cost of £241k for Bartram Close has been moved into 2020/21.
112. Construction works in respect of the redevelopment of Maple and Poplar Day Centres are expected to commence in June 2020 with some preliminary and design works taking place beforehand. A total of 34 units will be constructed comprising 50% general needs social housing and the remainder being shared ownership.
113. The main contractor and external consultants have been appointed for the redevelopment of the former Willow Tree depot into general needs housing. Construction works are expected to start in March.
114. Currently 50 buybacks have been approved, 44 in 2019/20 and 6 carried forward from 2018/19, with each acquisition at different stages of completion. The potential buybacks are estimated to cost up to £16,457k inclusive of stamp duty, legal fees & expected void repairs costs.
115. The forecast includes the approved purchase of 7 new properties on the Coleridge Way development for a combined acquisition cost of £3,289k. The legal exchange is now complete and deposit has been paid with the acquisition being completed in January 2020. Also included in the forecast is the 15% deposit of £1,307k for the acquisition of the freehold interest in a block of 28 units for use as a hostel and £584k for the acquisition of 2 new build apartments in Uxbridge.
116. A total budget of £5,665k has been allocated for the acquisition of 17 new build apartments over 3 sites. The acquisition of the 6 units at Meadowfield House and the 5 units at West End Road have now completed with the purchase of the 6 units at Otterfield Road completing in February 2020.

## New Build - Shared Ownership

117. The New Build Shared Ownership 2019/20 revised budget is £10,607k. The forecast expenditure is £2,623k with a projected re-phasing of £7,984k. This is predominantly stemming from the later than anticipated construction commencement date with respect to the Woodside and Belmore developments.
118. The new build shared ownership budget comprises schemes being delivered across five sites. These are expected to deliver 116 units in total.

## New Build - Supported Housing

119. The Supported Housing Programme comprises the build of 160 mixed client group units across three different sites. The approved scheme at Yiewsley is currently under review. The scheme at Parkview was handed over to the Council in October. Liquidated damages continue to be held against the contractor for delays with a legal adjudication process ongoing. Currently the total project costs are expected to come in within the revised budget pending any appeals from the contractor.

120. The scheme at Grassy Meadow requires further works to be carried out to the entrance to improve access for residents. The additional costs are expected to be covered by the budget set aside for project contingency, however inclusive of this the project is forecast to underspend by £500k.

### **HRA Programmes of Work**

121. The Works to Stock revised budget is £17,755k. The forecast expenditure is £12,123k with a re-phasing variance of £5,632k, across various work streams due to the validation, procurement and consultation timetables required to deliver these works.
122. The major adaptations revised budget is £2,489k and there is forecast re-phasing of £689k for works expected to complete in 2020/21. As the budget is partly uncommitted at this stage of the financial year, the budget is also forecast to underspend by £500k.
123. The HRA ICT revised budget is £162k and the budget is forecast to be fully spent.

### **HRA Capital Receipts**

124. There have been 39 Right to Buy (RTB) sales of council dwellings as at the end of December 2019 for a total gross sales value of £7,050k and a further 11 sales are forecast to bring the yearly total to 50, totalling £9,000 in 2019/20.
125. During 2019/20, the £11,042k retained RTB receipts generated in 2016/17 could potentially become repayable unless the following expenditure profile is achieved: Q1 £11,710k, Q2 £5,675k, Q3 £8,960k and Q4 £10,462k. Cumulative expenditure on 1 for 1 replacement from previous quarters above the minimum requirement can be carried forward.
126. The cumulative spend requirement for 2019/20 Q3 was not met. The finalised Q3 expenditure shortfall was £497k resulting in £149k (30% of £497k) repayable to MHCLG along with interest charges of £22k. These monies can be reclaimed from the GLA as Hillingdon Council has opted in to the Mayor of London's Right to Buy Ring-Fence Offer. Under this offer, Right to Buy 1-4-1 capital receipts and interest returned to MHCLG, is re-routed back to individual councils through the GLA as a grant to be spent on the delivery of new build developments for social tenants.

## Annex A: HRA Capital Expenditure – Major Projects breakdown by scheme

Prior Years	Scheme	Unit Numbers	2019/20 Total Revised Budget	2019/20 Total Revised Forecast	2019/20 Variance	2019/20 Cost Variance	Proposed Re-phasing	Total Project Budget 2019-2024	Total Project Forecast 2019-2024	Total Project Variance 2019-2024
£'000			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1,347	Acol Crescent Development	33	5,504	5,564	60	0	60	6,223	6,223	(0)
2,486	Housing Programme	7	35	35	(0)	(0)	0	35	35	(0)
262	Belmore Allotments	86	5,075	81	(4,994)	0	(4,994)	10,556	10,556	(0)
271	Maple and Poplar Day Centre	34	4,565	25	(4,540)	0	(4,540)	6,116	6,116	0
181	Willow Tree	10	2,488	132	(2,356)	0	(2,356)	2,761	2,761	0
84	Housing Programme - Tranche 4	14	2,286	29	(2,257)	0	(2,257)	2,617	2,617	(0)
107	Nelson Road	6	1,938	395	(1,543)	0	(1,543)	2,201	2,201	(0)
0	Great Bentley ( <b>Note 1</b> )	2	756	277	(479)	0	(479)	756	756	0
0	Coleridge Way Acquisition	7	3,289	3,289	0	0	0	3,289	3,289	0
0	TCM House Acquisition	28	1,307	1,307	0	0	0	1,307	1,307	0
0	191 Harefield Road Acquisition	2	584	584	0	0	0	584	584	0
0	Acquisition of 3 Sites	17	5,665	5,395	(270)	0	(270)	5,665	5,665	0
0	Acquisitions Including Buybacks	TBC	14,666	16,457	1,791	0	1,791	64,675	64,675	0
0	Internal Developments	TBC	0	(0)	(0)	0	(0)	50,009	50,009	0
0	Bartram Close ( <b>Note 2</b> )	N/A	0	0	0	0	0	0	241	241
343	Woodside Development	27	2,594	65	(2,529)	0	(2,529)	3,077	3,077	0
20,149	Grassy Meadow	88	990	490	(500)	(500)	0	990	490	(500)
12,746	Parkview	60	2,641	1,426	(1,215)	0	(1,215)	2,641	2,641	(0)
3	Yiewsley	12	330	0	(330)	0	(330)	2,787	2,787	0
<b>37,979</b>		<b>433</b>	<b>54,713</b>	<b>35,550</b>	<b>(19,163)</b>	<b>(500)</b>	<b>(18,663)</b>	<b>166,290</b>	<b>166,031</b>	<b>(259)</b>
4,120	New General Needs Housing Stock	157	40,146	31,009	(9,137)	0	(9,137)	144,495	144,737	241
960	New Build - Shared Ownership	116	10,607	2,623	(7,984)	0	(7,984)	15,377	15,377	0
32,899	New Build - Supported Housing	160	3,960	1,918	(2,042)	(500)	(1,542)	6,418	5,918	(500)
<b>37,979</b>		<b>433</b>	<b>54,713</b>	<b>35,550</b>	<b>(19,163)</b>	<b>(500)</b>	<b>(18,663)</b>	<b>166,290</b>	<b>166,031</b>	<b>(259)</b>

Note 1: Includes £276k appropriation cost for the Great Bentley Site

Note 2: Includes £241k appropriation cost for Bartram Close

## Appendix D - GENERAL FUND CAPITAL PROGRAMME

127. As at Month 9 an under spend of £17,764k is reported on the 2019/20 General Fund Capital Programme of £85,175k, due mainly to re-phasing of project expenditure into future years. The forecast outturn variance over the life of the 2019/20 to 2023/24 programme is an over spend of £104k.
128. General Fund Capital Receipts of £6,003k are forecast for 2019/20, with a surplus of £552k in total forecast receipts to 2023/24.
129. Overall, Prudential Borrowing required to support the 2019/20 to 2023/24 capital programmes is forecast to be within budget by £750k. This is due to a net surplus of £302k on other sources of funding (capital receipts and CIL) and an increase in grants and contributions applied of £344k, and net cost under spends of £104k.

### Capital Programme Overview

130. Table 19 below sets out the latest forecast outturn on General Fund capital projects, with project level detail contained in Annexes A-D to this report. Forecast for future years include capital projects and programmes of work approved by Cabinet and Council in February 2019.

**Table 19: General Fund Capital Programme Summary**

	Total Project Budget 2019-2024	Total Project Forecast 2019-2024	Total Project Variance	Movement
	£'000	£'000	£'000	£'000
Schools Programme	52,607	52,607	-	-
Self Financing Developments	79,490	79,490	-	-
Main Programme	114,682	114,982	300	-
Programme of Works	153,048	152,644	(404)	(285)
General Contingency	7,500	7,500	-	-
<b>Total Capital Programme</b>	<b>407,327</b>	<b>407,223</b>	<b>(104)</b>	<b>(285)</b>
<b>Movement</b>	<b>99</b>	<b>(186)</b>	<b>(285)</b>	

131. The revised budget has increased due to three recently approved new Section 106 funded projects.
132. The Schools programme includes works on two primary schools expansions at Hillside and Warrender primary schools. The new buildings are complete including external works and final accounts with the contractor are under negotiation. The new building at Vyners Secondary School is complete with the re-modelling of the existing school finished in December. Works at Ruislip High are in progress and expected to be completed in the summer of 2020.
133. SEND grant payments to three schools or educational establishments have been approved totalling £455k for the provision of extra places. Other identified plans are in various stages of development and will be completed in future years.

134. The Self-Financing development programme includes £50,000k prudential borrowing to finance the housing company Hillingdon First with construction work in progress at the residential development site in South Ruislip. Construction works on other development sites are expected to commence in future years. The programme also includes two major mixed residential developments at the former Belmore Allotments and Yiewsley pool sites. Architects have undertaken design work on the Yiewsley sites redevelopment, which includes residential housing and the provision of a new library and community centre. A revised planning application has been approved for the mixed residential scheme at the former Belmore Allotments site and works are anticipated to commence on site in the second half of 2020, following completion of the tender process.
135. The future year budget includes £1,939k in respect of Woodside Surgery, as part of a wider residential housing project. As noted in the December Cabinet budget report, it is expected that the surgery element of the project will no longer be required.
136. The Main programme includes major schemes such as the re-provision of Hillingdon Outdoor Activity Centre, for which options are being considered and works will not commence on site this year. Planning applications are awaiting approval for the provision of a new leisure centre in Yiewsley and West Drayton and for the expansion of the Rural Activities Garden Centre. Works will commence on site next year following planning approval and completion of the tendering process for both projects. Remedial works at the Battle of Britain bunker will also commence next year with the initial package of protective works being tendered in the new year.
137. Programmes of Works include £3,000k for the new libraries refurbishment programme that is underway at Ruislip Manor and Charville libraries and works at Harefield library are commencing shortly. Refurbishment or rebuild of other sites will be completed in future years. There is an under spend of £250k reported on the Civic Centre Works Programme based on the forecast level of uncommitted funding this financial year, with future schemes able to be funded from 2020/21 budget. An under spend of £25k is also forecast on the uncommitted element of the Road Safety budget.
138. An under spend of £30k is reported on two completed schemes within the Schools Conditions Building Programme, with a number of other schemes within this programme in various stages of progress. Works are in progress on further carriageway refurbishments within the Highways improvement programme and additional works to be approved are anticipated to commence this financial year. Refurbishment works at several bowls clubs are expected to be completed in time for the summer bowling season.
139. Numerous schemes within the Property Works Programme are in progress with some projects continuing into next year. There is a net under spend of £39k on completed schemes within the Environmental and Recreational Initiatives budget, which may be reallocated to new works. An under spend of £55k is reported on the PSRG/LPRG budget as this budget is partly uncommitted.
140. An under spend of £919k is forecast on the Disabled Facilities Grant adaptations budget based on the forecast level of commitments this financial year. It is anticipated that the grant will be utilised for additional Social Care equipment capitalisation within the Better Care Fund. Within Corporate Technology and Innovation, the project to upgrade computer hardware and transition to Windows 10/Microsoft 365 is commencing in January 2020
141. There are £1,500k contingency funds per annum over the period 2019-24 available as and when risk issues emerge.



## Capital Financing - General Fund

142. Table 20 below outlines the latest financing projections for the capital programme, with a favourable medium term variance of £750k reported on Prudential Borrowing.

**Table 20: General Fund Capital Programme Financing Summary**

	Revised Budget 2019/20 £'000	Forecast 2019/20 £'000	Variance £'000	Total Financing Budget 2019-2024 £'000	Total Financing Forecast 2019-2024 £'000	Total Variance £'000	Movement
Council Resource Requirement	55,550	40,590	(14,960)	297,672	297,224	(448)	(275)
<b>Financed By Prudential Borrowing</b>							
Self Financing	11,000	8,500	(2,500)	77,946	77,946	-	
Invest to Save projects	3,670	2,295	(1,375)	8,090	8,085	(5)	
Service Delivery	28,082	19,542	(8,540)	139,035	138,290	(745)	(282)
<b>Total Borrowing</b>	<b>42,752</b>	<b>30,337</b>	<b>(12,415)</b>	<b>225,071</b>	<b>224,321</b>	<b>(750)</b>	<b>(282)</b>
<b>Financed By Other Council Resources</b>							
Capital Receipts	8,298	6,003	(2,295)	47,101	47,653	552	7
CIL	4,500	4,250	(250)	25,500	25,250	(250)	
<b>Total Council Resources</b>	<b>55,550</b>	<b>40,590</b>	<b>(14,960)</b>	<b>297,672</b>	<b>297,224</b>	<b>(448)</b>	<b>(275)</b>
Grants & Contributions	29,625	26,821	(2,804)	109,655	109,999	344	(10)
<b>Capital Programme</b>	<b>85,175</b>	<b>67,411</b>	<b>(17,764)</b>	<b>407,327</b>	<b>407,223</b>	<b>(104)</b>	<b>(285)</b>
Movement	99	(3,937)	(4,036)	99	(186)	(285)	

143. Forecast capital receipts in 2019/20 amount to £6,003k, a reduction of £445k from last month as some sales are now likelier to be completed next financial year. This year's forecast includes £1,680k General Fund share of Right to Buy (RTB) sales based on a reduced forecast of 50 RTB sales this year. Income of £411k has been received in respect of two sites, with another site sold at auction in December, for which the deposit has been received. Offers have also recently been received on two marketed residential properties.

144. As at the end of December, a total of £3,961k Community Infrastructure Levy (CIL) receipts (after administration fees) have been invoiced or received this financial year, a movement of £5k from last month. Budgeted 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.

145. Forecast grants and contributions are £344k higher than the revised budget, due mainly to Capital Maintenance grant award being higher than original budget assumptions. There are £7,500k assumed Basic Needs grant for the period 2021-24 in the financing budget that are not yet confirmed.

146. Prudential borrowing in 2019/20 has reduced by £3,088k due mainly to reduced forecast expenditure this year on projects and programmes continuing into future years.

## ANNEX A - Schools Programme

Prior Year Cost	Project	2019/20 Revised Budget	2019/20 Forecast	2019/20 Cost Variance	Forecast Re-phasing	Total Project Budget 2019-2024	Total Project Forecast 2019-2024	Total Project Variance 2019-2024	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>										
137,159	Former Primary School Expansions	10	10	0	0	10	10	0	10	0	0
12,952	New Primary Schools Expansions	2,889	2,937	0	48	3,592	3,592	0	1,430	2,144	18
5,097	Secondary Schools Expansions	12,292	12,292	0	0	40,688	40,688	0	21,437	19,251	0
0	Additional Temporary Classrooms	0	0	0	0	4,000	4,000	0	4,000	0	0
0	Schools SRP	500	455	0	(45)	3,958	3,958	0	0	3,874	84
45,742	Secondary Schools Replacement	119	119	0	0	119	119	0	119	0	0
0	Meadow School	240	240	0	0	240	240	0	240	0	0
<b>200,950</b>	<b>Total Schools Programme</b>	<b>16,050</b>	<b>16,053</b>	<b>0</b>	<b>3</b>	<b>52,607</b>	<b>52,607</b>	<b>0</b>	<b>27,236</b>	<b>25,269</b>	<b>102</b>

## ANNEX B - Self Financing Developments

Prior Year Cost	Project	2019/20 Revised Budget	2019/20 Forecast	2019/20 Cost Variance	2019/20 Forecast Re-phasing	Total Project Budget 2019-2024	Total Project Forecast 2019-2024	Total Project Variance 2019-2024	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>										
68	Yiewsley Site Development	1,000	500	0	(500)	22,946	22,946	0	22,946	0	0
0	Belmore Allotments Development	0	0	0	0	4,605	4,605	0	3,061	0	1,544
0	Housing Company Financing	10,000	8,000	0	(2,000)	50,000	50,000	0	50,000	0	0
0	Woodside GP Surgery	0	0	0	0	1,939	1,939	0	1,939	0	0
<b>68</b>	<b>Total Main Programme</b>	<b>11,000</b>	<b>8,500</b>	<b>0</b>	<b>(2,500)</b>	<b>79,490</b>	<b>79,490</b>	<b>0</b>	<b>77,946</b>	<b>0</b>	<b>1,544</b>

## ANNEX C - Main Programme

Prior Year Cost	Project	2019/20 Revised Budget £'000	2019/20 Forecast £'000	2019/20 Cost Variance £'000	2019/20 Forecast Re-phasing £'000	Total Project Budget 2019-24 £000	Total Project Forecast 2019-24 £000	Total Project Variance 2019-24 £000	Project Forecast Financed by:		
									Council Resources £000	Government Grants £000	Other Cont'ns £000
	<b>Community, Commerce and Regeneration</b>										
7,294	Hayes Town Centre Improvements	980	840	0	(140)	1,980	1,980	0	306	318	1,356
542	Inspiring Shopfronts	145	145	0	0	353	353	0	282	0	71
3,092	Gateway Hillingdon	58	358	300	0	58	358	300	358	0	0
1,466	Uxbridge Change of Heart	530	530	0	0	530	530	0	530	0	0
27	Uxbridge Cemetery Gatehouse	10	0	0	(10)	547	547	0	547	0	0
0	New Museum	50	0	0	(50)	5,632	5,632	0	4,882	0	750
0	New Theatre	0	0	0	0	44,000	44,000	0	42,950	0	1,050
57	Battle of Britain Underground Bunker	200	30	0	(170)	997	997	0	997	0	0
0	Botwell Leisure Centre Football Pitch	0	0	0	0	200	200	0	200	0	0
0	Yiewsley and West Drayton Pool	900	600	0	(300)	32,000	32,000	0	31,512	0	488
723	Hillingdon Outdoor Activity Centre	50	50	0	0	25,777	25,777	0	0	0	25,777
23	RAGC Expansion	100	25	0	(75)	1,391	1,391	0	1,391	0	0
2	1 & 2 Merrimans Housing Project	20	0	0	(20)	619	619	0	619	0	0
10,879	Projects Completing in 2019/20:	559	397	0	(162)	598	598	0	598	0	0
<b>24,105</b>	<b>Total Main Programme</b>	<b>3,602</b>	<b>2,975</b>	<b>300</b>	<b>(927)</b>	<b>114,682</b>	<b>114,982</b>	<b>300</b>	<b>85,172</b>	<b>318</b>	<b>29,492</b>

## ANNEX D - Programme of Works

Prior Year Cost	Project	2019/20 Revised Budget	2019/20 Forecast	2019/20 Cost Variance	Forecast Re-phasing	Total Project Budget 2019-2024	Total Project Forecast 2019-2024	Total Project Variance 2019-2024	Project Forecast Financed by:		
									Council Resources	Government Grants	Other Cont'ns
£'000		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
N/A	Leader's Initiative	329	192	0	(137)	1,129	1,129	0	1,129	0	0
N/A	Chrysalis Programme	1,124	1,124	0	0	5,124	5,124	0	5,124	0	0
N/A	Playground Replacement Programme	250	313	0	63	750	750	0	750	0	0
N/A	Libraries Refurbishment Programme	1,000	690	0	(310)	3,000	3,000	0	3,000	0	0
N/A	Leisure Centre Refurbishment	500	80	0	(420)	3,101	3,101	0	3,101	0	0
N/A	Devolved Capital to Schools	925	925	0	0	1,862	1,862	0	0	1,752	110
N/A	School Building Condition Works	4,358	1,474	(30)	(2,854)	10,758	10,728	(30)	2,401	7,333	994
N/A	Civic Centre Works Programme	2,686	1,000	(250)	(1,436)	5,428	5,178	(250)	5,178	0	0
N/A	Corporate Technology and Innovation	4,289	4,799	(5)	515	8,645	8,640	(5)	8,640	0	0
N/A	Property Works Programme	1,805	1,360	0	(445)	4,527	4,527	0	4,327	200	0
N/A	Car Park Pay & Display Machines	520	0	0	(520)	1,040	1,040	0	1,040	0	0
N/A	Highways Structural Works	11,537	9,854	0	(1,683)	43,537	43,537	0	41,263	0	2,274
N/A	Road Safety	189	164	(25)	0	789	764	(25)	764	0	0
N/A	Transport for London	4,697	2,700	0	(1,997)	18,589	18,589	0	0	17,843	746
N/A	HS2 Road Safety Fund	645	0	0	(645)	645	645	0	0	0	645
N/A	Disabled Facilities Grant	2,852	1,933	(919)	0	14,560	13,641	(919)	0	13,641	0
N/A	PSRG / LPRG	100	45	(55)	0	500	445	(55)	230	215	0
N/A	Equipment Capitalisation - Social Care	1,172	2,091	919	0	5,860	6,779	919	0	6,779	0
N/A	Equipment Capitalisation - General	921	550	0	(371)	3,721	3,721	0	3,721	0	0
N/A	Public Health England Alcohol Fund	70	70	0	0	70	70	0	0	70	0
N/A	Bowls Club Refurbishments	1,034	842	0	(192)	1,034	1,034	0	1,034	0	0
N/A	CCTV Programme	503	900	0	397	1,153	1,153	0	1,153	0	0
N/A	Youth Provision	1,425	291	0	(1,134)	1,425	1,425	0	1,425	0	0
N/A	Harlington Road Depot Improvements	439	49	0	(390)	639	639	0	639	0	0
N/A	Purchase of Vehicles	7,585	5,240	0	(2,345)	10,765	10,765	0	10,765	0	0
N/A	Street Lighting Replacement	547	547	0	0	2,876	2,876	0	2,876	0	0
N/A	Environmental/Recreational Initiatives	889	686	(39)	(164)	889	850	(39)	810	40	0
N/A	Section 106 Projects	632	464	0	(168)	632	632	0	0	0	632
	<b>Total Programme of Works</b>	<b>53,023</b>	<b>38,383</b>	<b>(404)</b>	<b>(14,236)</b>	<b>153,048</b>	<b>152,644</b>	<b>(404)</b>	<b>99,370</b>	<b>47,873</b>	<b>5,401</b>



## Appendix E – Treasury Management Report as at 31<sup>st</sup> December 2019

**Table 21: Outstanding Deposits – Average Rate of Return 0.66%**

Period	Actual (£m)	Actual (%)	Benchmark (%)
Call Accounts and MMF's*	27.3	64.54	70.00
Up to 1 Month Fixed-Term Deposits	0.0	0.00	0.00
Over 1 Month Fixed-Term Deposits	0.0	0.00	0.00
<b>Total</b>	<b>27.3</b>	<b>64.54</b>	<b>70.00</b>
Strategic Pooled Funds	15.0	35.46	30.00
<b>Total</b>	<b>42.3</b>	<b>100.00</b>	<b>100.00</b>

\*Money Market Funds

147. Deposits are held with UK institutions, all of which hold a minimum A- Fitch (or lowest equivalent) long-term credit rating and AAA rated Money Market funds. UK deposits are currently held in Lloyds Bank plc. There is also an allocation to Strategic Pooled Funds.
148. The average rate of return on day-to-day operational treasury balances is 0.66%. As part of the Council's investment strategy for 19/20 the Council continues to hold a total of £15m 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.
149. The Council aims to minimise its exposure to bail-in risk by utilising bail-in exempt instruments and institutions whenever possible. However, with average balances being lower than historic levels, the majority of funds need to be held in instant access facilities to manage daily cashflow. It is therefore not possible to fully protect Council funds from bail-in risk. At the end of November, 100% of the Council's day-to-day operational treasury investments had exposure to bail-in risk compared to a September benchmark average of 62% in the Local Authority sector (latest benchmark provided quarterly by the Council's treasury advisors Arlingclose). The Council's exposure reduces to 0% once instant access facilities are excluded from the total bail-in percentage.
150. Liquidity was maintained throughout December by placing surplus funds in instant access accounts and making short-term deposits with the DMADF. To ensure minimum cash levels were maintained a further £10m of short-term temporary borrowing was arranged. Cash-flow was managed by ensuring deposit maturities with the DMADF were matched to outflows and where required, funds were withdrawn from instant access facilities.

**Table 22: Outstanding Debt - Average Interest Rate on Debt: 3.23%**

**Average Interest Rate on Temporary Borrowing: 0.84%**

	Actual (£m)	Actual (%)
<b>General Fund</b>		
PWLB	48.57	18.20
Long-Term Market	15.00	5.62
Temporary	20.00	7.49
<b>HRA</b>		
PWLB	150.32	56.32
Long-Term Market	33.00	12.37
<b>Total</b>	<b>266.89</b>	<b>100.00</b>

151. There were two scheduled EIP debt repayments during December of £0.75m and £0.33m. Gilt yields moved up slightly during the month. With the ongoing need to take further borrowing and with restrictive premiums, early repayment of debt remains unfeasible.

152. There were no breaches of the Prudential Indicators or non-compliance with the Treasury Management Policy and Practices. In order to maintain liquidity for day-to-day business operations during December, cash balances will be placed in instant access accounts and short-term deposits. In addition, opportunities to take further borrowing will be monitored and taken if required.



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

154. 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.

**Table 31: Consultancy and agency assignments**

Post Title	Original Start Date	Approved From	Proposed End Date	Previous Approval £'000	Approved £'000	Total £'000
<b>Chief Executive's Office and Finance Directorate</b>						
Public Health Procurement Consultant	01/02/2020	31/07/2020	31/07/2020	0	78	78
<b>Residents Services</b>						
Private Sector Housing Officer*2	04/02/2019	13/01/2020	05/04/2020	142	44	185
Programme Manager (HOAC)	06/11/2017	06/01/2020	05/04/2020	146	22	167
Major Application (PPA) Planner	20/03/2017	27/10/2019	26/01/2020	284	26	310
Transformation Manager	01/01/2019	02/01/2020	31/03/2020	183	24	207
Customer Service Advisor	03/04/2018	03/02/2020	03/05/2020	47	8	54
CME Tracker	01/08/2018	07/02/2020	34/02/2020	78	9	88
Education Strategy & Quality Assurance Mgr	29/04/2015	10/01/2020	08/05/2020	653	41	694
<b>Social Care</b>						
Senior Residential Worker	03/09/2018	03/02/2020	01/03/2020	64	3	67
Support Worker	03/04/2017	03/02/2020	01/03/2020	98	3	101
Support Worker	03/10/2016	03/02/2020	01/03/2020	79	2	81
Support Planner	03/09/2018	03/02/2020	01/03/2020	48	3	51
Care Worker	06/07/2016	03/02/2020	01/03/2020	103	2	105
AMHP	04/02/2019	03/02/2020	01/03/2020	63	6	69
Approved Mental Health Worker	05/02/2018	03/02/2020	01/03/2020	104	4	108
Care Worker	06/03/2017	03/02/2020	01/03/2020	83	2	85
Social Worker/Senior Social Worker	04/09/2017	03/02/2020	01/03/2020	157	6	163
AMHP	04/02/2019	03/02/2020	01/03/2020	77	6	83
Online Services Co-ordinator	04/03/2019	03/02/2020	01/03/2020	62	5	67
Nursery Practitioner	01/10/2017	03/02/2020	01/03/2020	75	2	78
Early Years Practitioner	12/09/2014	03/02/2020	01/03/2020	72	1	73
SENDIASS Manager	29/04/2019	03/02/2020	01/03/2020	69	7	76
Early Years Practitioner	24/02/2014	03/02/2020	01/03/2020	85	1	86
Early Years Practitioner	01/04/2018	03/02/2020	01/03/2020	50	2	52
Early Years Practitioner	06/02/2017	03/02/2020	01/03/2020	76	2	78
Early Years Practitioner	01/04/2018	03/02/2020	01/03/2020	49	2	51
Early Years Practitioner	01/04/2018	03/02/2020	01/03/2020	49	2	51

<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>
Early Years Practitioner	25/03/2016	03/02/2020	01/03/2020	83	2	86
Nursery Officer	05/09/2016	03/02/2020	01/03/2020	78	2	80
Early Years Practitioner	23/02/2015	03/02/2020	01/03/2020	109	2	111
Service Development & Quality Assurance Officer	01/04/2019	03/02/2020	01/03/2020	99	9	108
FIS Officer	01/04/2018	03/02/2020	01/03/2020	56	3	59
AMHP	03/06/2019	03/02/2020	01/03/2020	52	6	58
Senior Business Analyst	01/07/2019	03/02/2020	01/03/2020	51	7	58
Senior Business Analyst	01/07/2019	03/02/2020	01/03/2020	51	7	58
Project Manager/Senior Business Analyst	01/07/2019	03/02/2020	01/03/2020	54	7	61
Social Worker POA	01/07/2019	03/02/2020	01/03/2020	46	6	52
AMHP	01/07/2019	03/02/2020	01/03/2020	46	6	52
Social Worker (CHC)	03/01/2017	03/02/2020	01/03/2020	149	4	153
Team Manager	17/07/2017	03/02/2020	01/03/2020	264	8	272
Senior Social Worker	01/04/2013	03/02/2020	01/03/2020	216	6	222
Social Worker	06/04/2017	03/02/2020	01/03/2020	132	6	138
Social Worker	23/10/2017	03/02/2020	01/03/2020	160	5	165
Social Worker	16/12/2016	03/02/2020	01/03/2020	243	6	249
Social Worker	21/08/2016	03/02/2020	01/03/2020	245	6	251
Social Worker	10/07/2017	03/02/2020	01/03/2020	175	6	181
Social Worker	07/11/2016	03/02/2020	01/03/2020	254	6	260
Social Worker	04/05/2015	03/02/2020	01/03/2020	303	5	308
Social Worker	13/04/2015	03/02/2020	01/03/2020	340	6	346
Social Worker	11/07/2016	03/02/2020	01/03/2020	267	6	273
Social Worker	01/08/2015	03/02/2020	01/03/2020	302	7	309
Team Manager	27/03/2017	03/02/2020	01/03/2020	250	7	257
Social Worker	27/10/2016	03/02/2020	01/03/2020	237	6	243
Social Worker	01/12/2016	03/02/2020	01/03/2020	191	6	197
Educational Psychologist	04/02/2019	03/02/2020	01/03/2020	146	11	157
Educational Psychologist	15/11/2015	03/02/2020	01/03/2020	342	8	350
Special Needs Officer	01/12/2016	03/02/2020	01/03/2020	207	6	213
Social Worker	11/08/2014	03/02/2020	01/03/2020	437	6	443
Social Worker	01/01/2013	03/02/2020	01/03/2020	456	6	462
Social Worker	01/04/2013	03/02/2020	01/03/2020	252	6	258
Social Worker	26/08/2016	03/02/2020	01/03/2020	236	6	242
Support Worker	20/12/2015	03/02/2020	01/03/2020	113	3	116
Social Worker	04/07/2016	03/02/2020	01/03/2020	290	6	296
Social Worker	03/07/2016	03/02/2020	01/03/2020	290	7	297
Social Worker	21/11/2016	03/02/2020	01/03/2020	228	6	234
Social Worker	01/01/2013	03/02/2020	01/03/2020	453	6	459
Senior Social Worker	29/06/2017	03/02/2020	01/03/2020	218	6	224
Education Health and Care Officer	01/07/2017	03/02/2020	01/03/2020	127	5	132

<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>
Principal Educational Psychologist	01/08/2015	03/02/2020	01/03/2020	317	11	328
Senior Educational Psychologist	15/08/2016	03/02/2020	01/03/2020	286	11	297
Educational Psychologist	01/03/2016	03/02/2020	01/03/2020	343	12	355
Social Worker	02/07/2017	03/02/2020	01/03/2020	169	6	175
Independent Domestic Violence Advocate	01/10/2018	03/02/2020	01/03/2020	69	4	73
Senior Social Worker	30/04/2012	03/02/2020	01/03/2020	258	6	264
Education Health and Care Officer	04/03/2019	03/02/2020	01/03/2020	54	5	59
Child Protection Chair	01/07/2015	03/02/2020	01/03/2020	179	7	186
Senior Social Worker	21/11/2017	03/02/2020	01/03/2020	72	7	79
Senior Social Worker	19/12/2011	03/02/2020	01/03/2020	76	7	83
Social Worker	01/04/2018	03/02/2020	01/03/2020	146	6	152
SEND Team Manager - Primary	29/07/2019	03/02/2020	01/03/2020	52	8	60
Social Worker	01/04/2013	03/02/2020	01/03/2020	68	6	74