REPORT OF THE DIRECTOR OF CORPORATE SERVICES

CABINET 9th JANUARY 2023

COUNCIL'S BUDGET MONITORING REPORT 2022/23

| Director and Designation | Author & Designation | Telephone No | Directorate |
|---|---|--------------|--------------------|
| C Moore, Director of Corporate Services | R Hemingway, Head of Financial Services | 01267 224886 | Corporate Services |

Table 1

Forecasted for year to 31st March 2023

| Department | Controllable | Working Controllable | Budget Net Non | Total | Controllable | | asted Net Non | Total | Oct 2022 Forecasted Variance for | Aug 2022 Forecasted Variance for |
|---|--------------|-------------------------|-------------------|----------------------|--------------|----------|------------------|----------------------|----------------------------------|----------------------------------|
| | Expenditure | Income | Controllable | Net | Expenditure | Income | Controllable | Net | Year | Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 |
| Chief Executive | 39,330 | -17,973 | -4,140 | 17,218 | 40,306 | -19,479 | -4,140 | 16,687 | -530 | -636 |
| Communities | 176,323 | -70,529 | 13,795 | 119,589 | 179,666 | -71,238 | 13,795 | 122,223 | 2,634 | 1,723 |
| Corporate Services | 76,849 | -46,040 | -1,693 | 29,116 | 71,903 | -41,975 | -1,693 | 28,235 | -881 | -739 |
| Education & Children (incl. Schools) | 201,385 | -36,897 | 22,906 | 187,394 | 234,810 | -66,626 | 22,906 | 191,091 | 3,696 | 4,585 |
| Environment | 142,539 | -90,007 | 13,252 | 65,784 | 143,737 | -91,280 | 13,252 | 65,709 | -75 | -2 |
| Departmental Expenditure | 636,426 | -261,446 | 44,121 | 419,101 | 670,423 | -290,599 | 44,121 | 423,945 | 4,844 | 4,930 |
| Unfunded pay offers (above budget): NJC Staff (employers' offer) Teachers (IWPRB recommendation) Reversal of Employers N.I. increase November 2022 | | | | 0 0 0 | | | | 6,500 600 -800 | 6,500 600 -800 | 6,500 600 0 |
| Corporate Contingency | | | | 3,000 | | | | 200 | -2,800 | -3,000 |
| Capital Charges/Interest/Corporate | | | | -17,694 | | | | -20,194 | -2,500 | -1,500 |
| Levies and Contributions: Brecon Beacons National Park Mid & West Wales Fire & Rescue Authority West Wales Corporate Joint Committee | | | | 154 11,170 155 | | | | 152 11,170 155 | - <mark>2</mark> 0 0 | -2 0 0 |
| Net Expenditure | | | | 415,885 | | | | 421,728 | 5,842 | 7,528 |
| Transfers to/from Departmental Reserves - Chief Executive | | | | 0 | | | | 265 | 265 | 318 |
| - Communities | | | | 0 | | | | -982 | -982 | -982 |
| - Corporate Services | | | | 0 | | | | 440 | 440 | 370 |
| - Education & Children (incl Schools) | | | | 0 | | | | -2,131 | -2,131 | -2,431 |
| - Environment | | | | 0 | | | | 38 | 38 | 1 |
| Net Budget | İ | | | 415,885 | | | | 419,359 | 3,473 | 4,804 |

Chief Executive Department

Budget Monitoring - as at 31st October 2022

| | | Working | j Budget | | | Forec | Oct 2022 Forecasted | Aug 2022 Forecasted | | |
|------------------------|----------------------|-----------------|-----------------------------------|--------------|----------------------|-----------------|-----------------------------------|------------------------|-------------------------------|-------------------------------|
| Division | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Variance for Year £'000 | Variance for Year £'000 |
| Chief Executive | 859 | 0 | -845 | 14 | 727 | -4 | -845 | -122 | -136 | -144 |
| People Management | 4,687 | -1,585 | -2,619 | 484 | 6,040 | -2,641 | -2,619 | 780 | 297 | 326 |
| ICT & Corporate Policy | 6,500 | -964 | -4,785 | 752 | 6,518 | -1,016 | -4,785 | 718 | -34 | -90 |
| Admin and Law | 4,926 | -838 | 703 | 4,791 | 4,782 | -955 | 703 | 4,530 | -261 | -244 |
| Marketing & Media | 2,826 | -713 | -1,430 | 683 | 2,295 | -526 | -1,430 | 338 | -345 | -259 |
| Statutory Services | 1,444 | -346 | 281 | 1,380 | 1,599 | -570 | 281 | 1,310 | -70 | -151 |
| Regeneration | 18,088 | -13,529 | 4,555 | 9,114 | 18,344 | -13,767 | 4,555 | 9,133 | 19 | -74 |
| GRAND TOTAL | 39,330 | -17,973 | -4,140 | 17,218 | 40,306 | -19,479 | -4,140 | 16,687 | -530 | -636 |

Chief Executive Department - Budget Monitoring - as at 31st October 2022 **Main Variances**

CABINET 9th JANUARY 2023

| CABINE 1 9th JANUARY 2023 | Working | Budget | Forec | asted | Oct 2022 |
|--|-------------|-----------------|-------------|----------|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Chief Executive | | | | | |
| Chief Executive-Chief Officer | 240 | 0 | 215 | 0 | -25 |
| Chief Executive Business Support Unit | 618 | 0 | 512 | -4 | -111 |
| People Management | | | | | |
| Agile Working Project | 0 | 0 | 66 | 0 | 66 |
| Payroll | 872 | -365 | 921 | -356 | 58 |
| People Services – HR | 964 | -275 | 1,030 | -258 | 84 |
| Employee Well-being | 815 | -359 | 807 | -330 | 21 |
| Organisational Development DBS Checks | 468 137 | - 40 | 517 112 | -7 -2 | 81 -27 |
| Other variances | | | | | 13 |
| ICT & Corporate Policy | | | | | |
| Chief Executive-Policy Other variances | 722 | -32 | 721 | -63 | -33 -1 |
| Admin and Law | | | | | |
| Democratic Services | 2,133 | -290 | 1,972 | -315 | -187 |
| Democratic Services - Support | 526 | 0 | 508 | -30 | -48 |
| Land Charges | 103 | -275 | 131 | -267 | 36 |
| Legal Services | 2,092 | -273 | 2,046 | -263 | -36 |
| Central Mailing Other variances | 46 | 0 | 31 | -8 | -23 -4 |
| Other variances | | | | | -4 |
| | | | | | |

| | Aug 2022 |
|--|------------------------------------|
| Notes | Forecasted Variance for Year |
| | £'000 |
| Savings on supplies & services | -26 |
| 3 staff on secondment, no commitment to year end. | -119 |
| 3 stail on secondinent, no communent to year end. | -119 |
| Unfunded post | 66 |
| Past year staffing efficiencies of £79k not being met. Partially offset by vacancies during the year. | 80 |
| Temporary additional resource to deal with increased recruitment along with past year efficiencies of £48k not being met. | 83 |
| Shortfall on past year income target efficiency of £40k, partially offset by in year vacancies. | 11 |
| Training efficiency target not currently being met (£33k). Investors in People assessment one off costs of £26k, Unfunded Welsh Language post previously funded from Risk Management fund. | 106 |
| Review of DBS checks process & budget to be undertaken | -26 |
| | 6 |
| Vacant posts in early part of year now filled with the exception of one, estimated to | |
| be filled from January. | -23 -67 |
| | <u> </u> |
| Underspend on members pay and allowances £143k, travelling costs £18k, along with an additional £26k of income for work undertaken for the HRA. | -168 |
| Additional income for work undertaken for the Wales Pension Partnership £22k & PCC £8k, savings on supplies & services £18k. | -49 |
| Shortfall in income due to low demand for searches | 35 |
| Vacancies in early part of the year now filled. 3 current vacancies estimated to be filled from January. | -35 |
| Saving on franking machine leasing costs | -23 |
| | -4 |

Chief Executive Department - Budget Monitoring - as at 31st October 2022 Main Variances

CABINET 9th JANUARY 2023

| CABINE 1 9th JANUARY 2023 | Working | Budget | Forec | asted | Oct 2022 |
|-------------------------------|-------------|--------|-------------|--------|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Marketing & Media | | | | | |
| | | | | | |
| Marketing and Media | 409 | -171 | 430 | -32 | 160 |
| Translation | 595 | -53 | 457 | -53 | -138 |
| Customer Services Centres | 1,203 | -362 | 939 | -358 | -260 |
| Yr Hwb, Rhydamman a Llanelli | 174 | -96 | 74 | -53 | -57 |
| Marketing Tourism Development | 405 | -5 | 355 | -5 | -50 |
| Statutory Services | | | | | |
| Registrars | 525 | -343 | 611 | -493 | -64 |
| Coroners | 369 | 0 | 405 | 0 | 37 |
| Electoral Services - Staff | 265 | 0 | 223 | 0 | -42 |
| Regeneration & Property | | | | | |
| Regeneration Management | 308 | 0 | 349 | 0 | 41 |
| Property | 1,195 | -91 | 1,063 | -16 | -57 |
| County Farms | 79 | -351 | 93 | -308 | 57 |
| Other variances | | | | | -20 |
| Grand Total | | | | | -530 |

| Notes |
|---|
| |
| Overen and an adelian manding divisional malinum at Local finance at the same at the same |
| Overspend on salaries pending divisional realignment. Loss of income streams from external partners (e.g. ERW £80k). Looking at alternative potential partnership arrangements. |
| 2 vacant posts pending divisional realignment & number of staff working reduced hours, savings on supplies & services. |
| Part year vacancies in Contact Centre and Hwbs. Constantly out to advert due to difficulty in filling posts. |
| 2 vacant posts pending divisional realignment, offset partly by less income from decreased demand for desk rent space. |
| Underspend on salaries pending divisional realignment |
| |
| |
| Increase in anticipated income due to large number of ceremonies taking place. |
| £20k one off costs in relation to one particular case, large increase in undertakers fees, mortuary fees and post mortem fees in line with other local authorities. |
| 1 post currently vacant, unlikely to be filled until January. |
| |
| |
| Overspend due to cessation in staff time recharged to projects |
| 4 posts currently vacant estimated to be filled from January. These vacancies and |
| an underspend on supplies and services are covering a shortfall on income |
| generated from external work undertaken. |
| Income target not met due to current economic climate, as no scope to increase |
| tenancy agreements at the moment |
| |
| |
| |

Aug 2022

£'000

161

-122

-240

-58

-104

-45

-37

46 -85

Department for Communities

Budget Monitoring - as at 31st October 2022

| | | Working | g Budget | | | Fored | Oct 2022 Forecasted | Aug 2022 Forecasted | | |
|---------------------------|----------------------|-----------------|-----------------------------------|--------------|----------------------|-----------------|-----------------------------------|------------------------|-------------------------------|-------------------------------|
| Division | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Variance for Year £'000 | Variance for Year £'000 |
| Adult Services | | | | | | | | | | |
| Older People | 71,112 | -25,954 | 3,557 | 48,715 | 70,723 | -26,047 | 3,557 | 48,234 | -482 | -833 |
| Physical Disabilities | 8,478 | -1,909 | 286 | 6,855 | 8,271 | -2,105 | 286 | 6,452 | -404 | -411 |
| Learning Disabilities | 43,973 | -11,718 | 1,438 | 33,692 | 45,884 | -11,320 | 1,438 | 36,002 | 2,309 | 1,422 |
| Mental Health | 11,531 | -4,324 | 233 | 7,440 | 11,670 | -4,303 | 233 | 7,600 | 160 | 558 |
| Support | 11,293 | -7,375 | 1,167 | 5,085 | 11,317 | -7,450 | 1,167 | 5,034 | -51 | -42 |
| Homes & Safer Communities | | | | | | | | | | |
| Public Protection | 3,506 | -1,384 | 532 | 2,655 | 3,456 | -1,240 | 532 | 2,748 | 93 | 76 |
| Council Fund Housing | 9,216 | -7,994 | 798 | 2,020 | 11,281 | -9,925 | 798 | 2,155 | 135 | 156 |
| Leisure & Recreation | | | | | | | | | | |
| Leisure & Recreation | 17,213 | -9,870 | 5,783 | 13,126 | 17,065 | -8,849 | 5,783 | 13,999 | 873 | 797 |
| GRAND TOTAL | 176,323 | -70,529 | 13,795 | 119,589 | 179,666 | -71,238 | 13,795 | 122,223 | 2,633 | 1,723 |

| CABINE I 9th JANUARY 2023 | Working | Budget | Forec | asted | Oct 2022 | | Aug 2022 |
|--|-------------|--------|-------------|--------|------------------------------------|---|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year | Notes | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 | | £'000 |
| Adult Services | | | | | | | |
| Older People | | | | | | | |
| Older People - Commissioning | 4,520 | -912 | 4,386 | -888 | -110 | Recruitment issues re Social Workers. Additional budget has been allocated in 2022/23 and a wide range of initiatives are being launched to increase recruitment. | -227 |
| Older People - LA Home Care | 9,265 | -4,286 | 9,589 | -4,489 | 120 | Recruitment issues in respect of care workers has increased the reliance on Agency staff | 88 |
| Older People - Direct Payments | 1,285 | -313 | 1,434 | -313 | 149 | Demand for Direct Payments remains high as an alternative to other service provision | 143 |
| Older People - Private Home Care | 9,515 | -2,638 | 9,873 | -2,638 | 358 | Additional costs in the Home Care Framework due to supporting rural provision | 157 |
| Older People - Enablement | 2,060 | -485 | 1,504 | -471 | -541 | Demand for reablement services remains high but capacity to deliver is constrained by staff recruitment issues. A wide range of initiatives have been launched to address this. | -447 |
| Older People - Day Services | 895 | -84 | 493 | -18 | -335 | Provision of day services is reduced compared to pre-pandemic levels. | -309 |
| Older People - Other variances | | | | | -123 | | -238 |
| | | | | | | | |
| Physical Disabilities | | | | | | | |
| Phys Dis - Private/Vol Homes | 1,574 | -313 | 1,314 | -313 | -260 | Demand for residential placements is lower than pre-pandemic. Demand levels are increasing slowly. | -257 |
| Phys Dis - Group Homes/Supported | 4 4 4 7 | 474 | 000 | 474 | 400 | Demand for Comparted Living placements is larger than the page and design | 500 |
| Living | 1,447 | -174 | 960 | -174 | -488 | Demand for Supported Living placements is lower than pre-pandemic. Demand for Direct Payments remains high as an alternative to other service | -506 |
| Phys Dis - Direct Payments | 3,024 | -603 | 3,505 | -603 | 481 | provision | 456 |
| Phys Dis - Other variances | 0,021 | 000 | 0,000 | 000 | -138 | p-ornoun | -104 |
| , | | | | | | | |
| Learning Disabilities | | | | | | | |
| Learn Dis - Employment & Training | 1,921 | -279 | 1,574 | -57 | -124 | Provision of LD day services is reduced compared to pre-pandemic levels. | -123 |
| | | | | | | Whilst demand for LD Residential Placements has not increased significantly, the budget has been reduced to reflect efficiency proposals. The delivery of this has | |
| Learn Dis - Private/Vol Homes | 12,296 | -4,482 | 13,333 | -4,482 | 1,037 | been delayed. | 978 |
| Learn Dis - Direct Payments | 4,490 | -572 | 4,952 | -572 | 462 | Demand for Direct Payments remains high as an alternative to other service provision | 459 |
| Learn Dis - Group Homes/Supported Living | 10,967 | -2,295 | 12,861 | -2,295 | 1,894 | Whilst demand for LD Supported Accommodation has not increased significantly, the budget has been reduced to reflect efficiency proposals. The delivery of this has been delayed. | 1,209 |

| CABINET 9III JANUART 2023 | Working | Budget | Forec | asted | Oct 2022 | | Aug 2022 |
|-------------------------------------|-------------|--------|-------------|--------|------------------------------------|---|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year | Notes | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 | | £'000 |
| Learn Dis - Day Services | 2,672 | -464 | 2,311 | -260 | -157 | Provision of LD day services is reduced compared to pre-pandemic levels. | -209 |
| Learn Dis - Private Day Services | 1,179 | -84 | 866 | -84 | -313 | Provision of LD day services is reduced compared to pre-pandemic levels. | -483 |
| Learn Dis - Adult Placement/Shared | | | | | | Provision of LD day services which forms part of the Shared Lives Services, is | |
| Lives | 2,940 | -1,992 | 2,331 | -1,937 | -554 | reduced compared to pre-pandemic levels. | -318 |
| Learn Dis - Other variances | | | | | 64 | | -91 |
| Mental Health | | | | | | | |
| M Health - Commissioning | 1,558 | -154 | 1,213 | -143 | -335 | Recruitment issues re Social Workers. Additional budget has been allocated in 2022/23 and a wide range of initiatives are being launched to increase recruitment. | -330 |
| M Health - Private/Vol Homes | 6,653 | -3,377 | 7,180 | -3,377 | 527 | Whilst demand for MH Residential Placements has not increased significantly, the budget has been reduced to reflect efficiency proposals. The delivery of this has been delayed. | 469 |
| M Health - Group Homes/Supported | | | | | | Accommodation and Efficiency project plans for strategic longer term future accommodation options as well as current client group has experienced delays due to Covid. The Progression & Review Team will prioritise Rightsizing in Supported | |
| Living | 1,648 | -466 | 1,840 | -466 | 192 | Living in 2022. | 438 |
| M Health - Community Support | 777 | -78 | 571 | -78 | -206 | Community Support Provision is reduced compared to pre-pandemic levels. | -83 |
| M Health - Other variances | | | | | -18 | | 63 |
| Support | | | | | | | |
| Other Variances - Support | | | | | -51 | | -42 |
| Homes & Safer Communities | | | | | | | |
| Public Protection | | | | | | | |
| PP Business Support unit | 160 | 0 | 135 | 0 | -26 | Under on salaries & supplies & services | -25 |
| Public Health | 300 | -15 | 321 | -6 | 29 | Over on salaries and repairs | 3 |
| Noise Control | 227 | 0 | 173 | -0 | -54 | Under on salaries | -40 |
| Animal Welfare | 87 | -87 | 88 | -41 | 47 | Under achievement of income, mainly due to reduction in licensed dog breeders | 49 |
| Public Health Services Management | 54 | -115 | 132 | -115 | 78 | Over on salaries | 19 |
| Safeguarding, Licensing & Financial | | | | | | | |
| Investigation | 96 | 0 | 64 | 0 | -32 | Under on salaries & Supplies & Services | -53 |
| Fair Trading | 231 | -68 | 225 | -4 | 58 | Under achievement of income | -11 |

| CABINET 9th JANUARY 2023 | Working | Budget | Forec | asted | Oct 2022 | | Aug 2022 |
|-----------------------------------|-------------|--------|-------------|--------|------------------------------------|--|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year | Notes | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 | | £'000 |
| Financial Investigator | 124 | -527 | 172 | -527 | 48 | This is an assumption that court process for outstanding cases will be part delivered during 2022/23. There is a significant risk that some cases will be carried forward to 2023/24 | 170 |
| Other Variances | | | | | -55 | | -36 |
| Council Fund Housing | | | | | | | |
| Home Improvement (Non HRA) | 662 | -273 | 692 | -339 | -36 | Over achievement of Income | 19 |
| Homelessness | 169 | -273 | 95 | -15 | -20 | Underspent on Expenditure | 2 |
| Non HRA Re-Housing (Inc Chr) | 175 | 0 | 143 | 0 | -33 | Reduced employee costs | -21 |
| | 170 | Ü | | | | Increased pressure on service previously funded through Hardship Grant. Alternative accommodation options currently being developed e.g. more dispersed | |
| Temporary Accommodation | 533 | -113 | 1,329 | -653 | 256 | /smaller schemes | 255 |
| Other variances | | | | | -33 | | -99 |
| Leisure & Recreation | | | | | | | |
| | | | | | | Shortfall of income to budget for Parking £14k and Concessions £4k plus numerous | |
| Millennium Coastal Park | 264 | -109 | 268 | -91 | 21 | minor expenditure overspends | -8 |
| Burry Port Harbour | 21 | -107 | 28 | -131 | -16 | Excess income achieved to budget for Parking | -2 |
| Discovery Centre | 6 | -90 | 6 | -109 | -19 | Excess income achieved to budget for Parking | -4 |
| Pendine Outdoor Education Centre | 557 | -375 | 382 | -191 | 10 | Income shortfall for Board & Accom (COVID19 recovery) £187k offset by reduced staffing requirement £113k along with various underspends in Premises and S & S headings | 26 |
| Newcastle Emlyn Sports Centre | 337 | -192 | 302 | -135 | 21 | Income shortfall (COVID19 recovery) £57k offset by in year vacancies / lower use of casual staff £23k, along with various underspends in S & S headings | 26 |
| Carmarthen Leisure Centre | 1,513 | -1,616 | 1,412 | -1,316 | 198 | Income shortfall (COVID19 recovery) £299k offset by in year vacancies / lower use of casual staff £107k, along with various underspends in S & S headings | 151 |
| Amman Valley Leisure Centre | 960 | -856 | 982 | -721 | 157 | Income shortfall (COVID19 recovery) £135k, along with Utilities £27k and R & M £52k, offset in part with in year vacancies / lower use of casual staff £42k and numerous minor expenditure underspends | 112 |
| Llandovery Swimming Pool | 376 | -259 | 367 | -146 | 104 | Income shortfall (COVID19 recovery) £113k offset with by in year vacancies / lower use of casual staff | 97 |
| Gwendraeth Sports Centre | 0 | 0 | -37 | 0 | -37 | Credit relating to backdated NNDR | -37 |
| Actif Facilities | 249 | 0 | 260 | -26 | -15 | External funding received which was not budgeted | -0 |
| Actif health, fitness and dryside | 213 | -135 | 189 | -87 | 22 | Income shortfall (COVID19 recovery) £47k offset by in year vacancies / lower use of casual staff £25k | 40 |

| CABINET 911 JANOART 2023 | Working | Budget | Forec | asted | Oct 2022 | | Aug 2022 |
|-------------------------------------|-------------|--------|-------------|--------|------------------------------------|---|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year | Notes | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 | | £'000 |
| Catering - Sport Centres | 320 | -297 | 261 | -208 | 30 | Income shortfall (COVID19 recovery) £89k offset by in year vacancies / lower use of casual staff £16k and underspend in cost of Catering £43k | 5 |
| Sport & Leisure General | 840 | -46 | 833 | -54 | -14 | In year staff vacancies | -0 |
| St John Lloyd - 2G Pitch | 62 | -14 | 40 | -13 | -22 | Numerous minor expenditure underspends | -23 |
| Llanelli Leisure Centre | 1,297 | -1,094 | 1,324 | -871 | 249 | Income shortfall (COVID19 recovery) £223k and Premises Mtce £61k offset by in year vacancies / lower use of casual staff £11k, along with various underspends in S & S headings | 299 |
| Outdoor Recreation - Staffing costs | 423 | 0 | 471 | 0 | 47 | Forecast overspend due to planned installation of transformer to safeguard future Service delivery | -4 |
| Pembrey Country Park Restaurant | 519 | -382 | 591 | -489 | -35 | Forecast to over achieve income to budget | -44 |
| Carmarthen Museum, Abergwili. | 187 | -20 | 176 | -21 | -13 | Numerous minor underspends in Supplies & Services | -20 |
| Museum of speed, Pendine | 89 | -27 | 82 | -2 | 18 | Unable to achieve income target as site closed for most of 2022/23 | 17 |
| Museums General | 158 | 0 | 231 | 0 | 73 | Unable to achieve vacancy factor, a legacy of undelivered PBB's and unfunded post | 72 |
| Arts General | 16 | 0 | 2 | 0 | -14 | Vacant post being held pending restructure | -15 |
| St Clears Craft Centre | 111 | -39 | 62 | -18 | -29 | Vacant posts being held pending potential community run venture | -27 |
| Laugharne Boathouse | 157 | -117 | 150 | -64 | 46 | Income shortfall (COVID19 recovery) | 39 |
| Lyric Theatre | 417 | -315 | 368 | -252 | 13 | Income shortfall (COVID19 recovery) | -33 |
| Y Ffwrnes | 813 | -486 | 762 | -394 | 41 | Income shortfall (COVID19 recovery) £91k, offset by forecast underspend on Performance Fees £11k, cost of Catering £18k and numerous expenditure underspends | 65 |
| Entertainment Centres General | 564 | -63 | 487 | -23 | -37 | In year staff vacancies | -7 |
| Attractor - Management | 0 | 0 | 46 | 0 | 46 | Forecast cost of Project Manager post (10 mths) not funded | 27 |
| Attractor - Hostel | 0 | 0 | 21 | 0 | 21 | Expenditure relating to Y Caban not budgeted | 0 |
| Attractor - Externals | 7 | -58 | 9 | -13 | 46 | Parking income budgeted for Attractor site not fully achievable due to delays in contract completion | 34 |
| Leisure Management | 436 | -3 | 406 | -3 | -30 | In year staff vacancy | -28 |
| Other Variances | | | | | -10 | | 39 |
| Grand Total | | | | | 2,633 | | 1,723 |

Corporate Services Department

Budget Monitoring - as at 31st October 2022

| | | Working | Budget | | Forecasted | | | | | |
|---------------------------------|----------------------|-----------------|-----------------------------------|--------------|----------------------|-----------------|-----------------------------------|--------------|--|--|
| Division | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | | |
| Financial Services | 12,750 | -2,788 | -863 | 9,098 | 11,959 | -2,443 | -863 | 8,653 | | |
| Revenues & Financial Compliance | 64,099 | -43,252 | -830 | 20,018 | 59,944 | -39,532 | -830 | 19,582 | | |
| GRAND TOTAL | 76,849 | -46,040 | -1,693 | 29,116 | 71,903 | -41,975 | -1,693 | 28,235 | | |

| Oct 2022 Forecasted Variance for Year £'000 | Au For Var |
|---|------------------|
| -445 | |
| -436 | |
| -881 | |

| Aug 2022 Forecasted Variance for Year £'000 |
|---|
| -460 |
| -279 |
| -739 |

Corporate Services Department - Budget Monitoring - as at 31st October 2022 **Main Variances**

CABINET 9th JANUARY 2023

| CABINET 911 JANOART 2023 | Working | Budget | Forec | asted | Oct 2022 |
|---------------------------------|-------------|---------|-------------|---------|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Financial Services | | | | | |
| Treasury and Pension Investment | | | | | |
| Section | 277 | -200 | 271 | -217 | -24 -37 |
| Systems and Accounts Payable | 581 | -79 | 545 | -81 | -37 |
| Audit Fees | 325 | -96 | 300 | -96 | -25 -14 |
| Bank Charges | 66 | 0 | 52 | 0 | -14 |
| Miscellaneous Services | 7,016 | -125 | 6,588 | -39 | -342 |
| Other variances | , | | , | | -3 |
| Revenues & Financial Compliance | | | | | |
| Procurement | 638 | -36 | 580 | -36 | -58 |
| Audit | 511 | -20 | 492 | -39 | -38 |
| Risk Management | 158 | -1 | 140 | -1 | -18 |
| Business Support Unit | 149 | 0 | 135 | 0 | -13 |
| Corporate Services Training | 62 | 0 | 36 | 0 | -26 |
| Local Taxation | 986 | -763 | 972 | -802 | -53 |
| Council Tax Reduction Scheme | 17,249 | 0 | 17,008 | 0 | -241 |
| Rent Allowances | 41,323 | -41,540 | 37,206 | -37,311 | 112 |
| Rates Relief | 289 | 0 | 184 | 0 | -105 |
| Housing Benefits Admin | 1,702 | -753 | 1,455 | -632 | -125 |
| Revenues | 1,033 | -139 | 1,158 | -136 | 129 |
| Grand Total | | | | | -881 |

| | Aug 2022 |
|---|------------------------------------|
| Notes | Forecasted Variance for Year |
| | £'000 |
| Additional income for work undertaken for Wales Densies Dertaggin | 25 |
| Additional income for work undertaken for Wales Pension Partnership 5 Vacant posts during the year. All 5 filled from November | -25 |
| | -68 |
| A proportion of audit fees are chargeable directly to grants | -25 |
| Reduced costs following new bank contract | -9 |
| £329k underspend on pre LGR pension costs along with a £13k underspend on | 200 |
| Treasury Management expenses. | -329 |
| | -4 |
| | |
| Savings from staff member working reduced hours, maternity leave and a number of | |
| posts currently at lowest point on the salary scale | -38 |
| 1 vacant post estimated to be filled in November, 1 recently filled post and one post | 40 |
| working at reduced hours | -40 |
| Staff member working reduced hours | 1 |
| 2 staff members on lowest points of the scale | -3 |
| Less planned training during the year | -11 |
| Savings on 4 vacant posts to date. Two have been filled, and two remain vacant and | |
| are being covered by agency following failure to recruit. | -50 |
| Underspend based on latest demand figures. | -241 |
| Projections on expenditure based on 2021/22 claims | 112 |
| Low take-up anticipated in 2022/23. Based on current demand. | -105 |
| DWP Housing Benefit Admin grant received is £212k less than budget. There is a | |
| net £217k underspend on pay costs, due to 11 current vacant posts, estimated to be | |
| filled from January, which is offset by the cost of agency staff who have been | |
| covering some of these posts due to difficulties in recruiting replacements. We have | |
| also received £120k of one-off grants from DWP during the year to complete | |
| specific projects. | -74 |
| £100k increase in bank charges over budget due to increased number of card | |
| payments. £82k one-off essential software upgrade. Offset by short term vacant | |
| posts that are being covered by agency following failure to recruit, along with 3 | 400 |
| recent vacant posts that are estimated to be filled from January. | 168 |
| | |
| | -739 |

Department for Education & Children Budget Monitoring - as at 31st October 2022

| | | Working | g Budget | | | Forec | casted | | Oct 2022 Forecasted | Aug 2022 Forecasted |
|---|----------------------|-----------------|-----------------------------------|--------------|----------------------|-------------------|-----------------------------------|-------------------|-------------------------------|-------------------------------|
| Division | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Variance for Year £'000 | Variance for Year £'000 |
| Schools Delegated Budgets Transfer from Reserves | 150,322 | -22,286 | 0 | 128,035 0 | 157,712 | -22,286 -7,390 | 0 | 135,425 -7,390 | 7,390 -7,390 | 7,650 -7,650 |
| Director & Strategic Management | 1,608 | 0 | -109 | 1,499 | 1,368 | 0 | -109 | 1,259 | -240 | -825 |
| Education Services Division | 5,905 | -1,579 | 17,587 | 21,913 | 7,885 | -3,684 | 17,587 | 21,787 | -125 | 1,167 |
| Access to Education | 3,496 | -103 | 1,339 | 4,733 | 11,529 | -7,660 | 1,339 | 5,208 | 476 | 812 |
| School Improvement | 2,271 | -119 | 460 | 2,613 | 11,182 | -9,020 | 460 | 2,622 | 10 | 12 |
| Curriculum & Wellbeing | 9,721 | -4,300 | 895 | 6,316 | 10,433 | -5,247 | 895 | 6,081 | -235 | 143 |
| Children's Services | 28,062 | -8,510 | 2,734 | 22,286 | 34,701 | -11,339 | 2,734 | 26,096 | 3,811 | 3,276 |
| TOTAL excluding schools | 51,064 | -14,611 | 22,906 | 59,359 | 77,098 | -36,950 | 22,906 | 63,055 | 3,696 | 4,585 |
| GRAND TOTAL | 201,385 | -36,897 | 22,906 | 187,394 | 234,810 | -66,626 | 22,906 | 191,091 | 3,696 | 4,585 |

Department for Education & Children - Budget Monitoring - as at 31st October 2022 **Main Variances**

CABINET 9th JANUARY 2023

| OABINET SITISANOAKT 2023 | Working | Budget | Forec | Oct 2022 | |
|---|-------------|--------|-------------|----------|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Director & Strategic Management | | | | | |
| Director & Management Team Other variances | 1,238 | 0 | 1,003 | 0 | -235 -5 |
| Other variances | | | | | -5 |
| Education Services Division | | | | | |
| School Redundancy & EVR | 2,133 | 0 | 1,980 | 0 | -153 |
| Early Years Non-Maintained Provision | 364 | 0 | 912 | -828 | -280 |
| Additional Learning Needs | 3,298 | -1,579 | 4,883 | -2,856 | 308 |
| Access to Education | | | | | |
| School Admissions | 420 | 0 | 343 | 0 | -77 |
| School Modernisation | 142 | 0 | 296 | -44 | 110 |
| School Meals & Primary Free Breakfast Services | 2,934 | -103 | 10,890 | -7,616 | 442 |
| School Improvement | | | | | |
| Other variances | | | | | 10 |
| Curriculum and Wellbeing | | | | | |
| Education Other Than At School (EOTAS) | 3,506 | -226 | 3,945 | -616 | 48 |
| Youth Support Service & Participation | 2,239 | -1,217 | 2,089 | -1,207 | -140 |
| School Information Systems | 370 | -28 | 253 | -28 | -117 |

| | Aug 2022 |
|--|------------------------------------|
| Notes | Forecasted Variance for Year |
| | £'000 |
| £225k earmarked for 2023/24 efficiency this year reducing the department's in year overspend. £590k has been vired to ALN since August. | -817 -8 |
| Low number of school redundancies due to the surpluses brought forward & continuation of RRRS grant | -104 |
| WG grant funding received where already committed core budget. In year underspend supporting department pressures | -0 |
| New ALN pressures in excess of the already committed budget for school provision. Growth budget and reserve funding has been applied to specific pressures within the service since August | 1,271 |
| | |
| Part year vacant posts currently being recruited to | -48 |
| £101k closed schools & £9k additional transport costs following school reorganisations | 67 |
| Based on existing costs and income levels for school meals £299k. Primary breakfast contributions for care element shortfall £90k & increased costs of food & labour £53k | 793 |
| | 12 |
| Increased against again to staff about an arrange the 4 cettings | 0.11 |
| Increased agency costs due to staff absences across the 4 settings Number of part year staff vacancies, delays in recruitment and additional short term grants being utilised | -130 |
| Part year vacant posts being reviewed as part of current restructure | -27 |

Department for Education & Children - Budget Monitoring - as at 31st October 2022 Main Variances

| CABINE I 9th JANUARY 2023 | Working | Budget | Forec | asted | Oct 2022 |
|--|-------------|--------|-------------|--------|------------------------------------|
| Division | Expenditure | Income | Expenditure | Income | Forecasted Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| European Funded Projects | 315 | -314 | 208 | -259 | -51 |
| Other variances | | | | | 26 |
| | | | | | |
| Children's Services | | | | | |
| | | | | | |
| Commissioning and Social Work | 7,854 | -109 | 8,960 | -199 | 1,016 |
| Corporate Parenting & Leaving Care | 1,037 | -124 | 937 | -124 | -101 |
| Fostering & Other Children Looked After Services | 4 276 | 0 | F 020 | 0 | 752 |
| Arter Services | 4,276 | 0 | 5,029 | 0 | 753 |
| Adoption Services | 564 | 0 | 1,203 | -548 | 90 |
| Out of County Placements (CS) | 446 | 0 | 1,467 | -31 | 990 |
| | | | | | |
| Residential Units | 849 | -365 | 2,369 | -1,159 | 725 |
| Respite Units | 1,025 | -12 | 1,053 | -4 | 36 |
| Supporting Childcare | 1,321 | -710 | 1,618 | -1,036 | -29 |

| | _ | Aug 202 |
|---|---|------------------------------|
| Notes | | Forecasted Variance for Year |
| | | £'000 |
| Project led by Pembs CC ended in May 2021, final grant income is still outstanding. £51k underspend on the flat rate allowance for indirect costs has been achieved due to the project not fully spending 15% allowance provided to cover any indirect or ineligible items. The project could still be subject to further European audits | | 5 |
| | | |
| | | |
| Increased agency staff costs forecast £585k re additional demand & difficulty recruiting permanent staff, legal costs £348k with additional external provision due to increased complexity of cases and increased demand for assistance to clients and their families £170k. This is partly offset by other net savings - £87k - staffing budget due to vacancies as not able to recruit and additional grant income | | 95 |
| Maximisation of grant income supporting priorities the service had already identified | | |
| and have staff working on | | -9 |
| Specialist support (mainly agency) for 2 young people with highly complex needs £381k (1 additional since August). Boarded out costs re demand, allowance increases and additional payments due to connected carers £163k. Enhancement costs re more complex children in placements £46k, transport to school costs £44k re demand & increased fuel costs, one off IT equipment purchases for Carers £36k, an extension for 1 family £32k, panel costs £15k, promotion & marketing costs £13k. Increase in Special Guardianship Orders (SGO's) £23k | | 579 |
| Increased staffing costs, including agency staff re ongoing service demands and | | |
| maternity leave cover required for 3 members of the team | | 17 |
| 3 new highly complex placements in 2022/23 | | 88 |
| £432k Garreglwyd - significant agency staff costs forecast due to difficulty recruiting to vacant posts & sickness cover. This projected outturn position assumes £616k income from Hywel Dda University Health Board. £293k forecast overspend at the new Ty Magu Residential Unit - increased staffing costs re complex placements £253k and other estimated running costs £40k, with no budget or grant funding currently available for non-staffing costs | | 46 |
| Emergency placement at Llys Caradog, requiring specialist, high cost agency staff | | |
| support | | |
| Maximisation of grant income supporting priorities the service had already identified and have staff working on | | -2 |

Department for Education & Children - Budget Monitoring - as at 31st October 2022 Main Variances

CABINET 9th JANUARY 2023

| Working | Budget | Forec | asted | Oct 2022 |
|-------------|-------------------|--------------------------------------|--|--|
| Expenditure | Income | Expenditure | Income | Forecasted Variance for Year |
| £'000 | £'000 | £'000 | £'000 | £'000 |
| 689 | -59 | 1,193 | -235 | 328 |
| 946 | -577 | 1,032 | -724 | -6 |
| 1,165 | -164 | 1,538 | -473 | 64 |
| | | | | -2 |
| | | | | 3,690 |
| | Expenditure £'000 | £'000 £'000 689 -59 946 -577 | ### Penditure ### ### ### ### ### #### #### #### # | ### ### ### ### ### ### ### ### ### ## |

| | Notes |
|---|--|
| ļ | |
| | Increased demand for Direct Payments since change in legislation, further pressures linked to COVID19 & lack of commissioned services available £294k. Also increased demand for 1-2-1 support under Short Breaks due to lack of available location based services £206k, partly offset by recently awarded WG grant - £172k |
| | Maximisation of grant income, partially offsetting overspends elsewhere within the division |
| | Increased number of Unaccompanied Asylum Seeker Children, with projected costs in excess of expected income from the Home Office |
| I | |
| ļ | |
| ı | |

Aug 2022

£'000

434

-103

4,585

Environment Department

Budget Monitoring - as at 31st October 2022

| | | Working | j Budget | | Forecasted | | | | Oct 2022 Forecasted | Aug 2022 Forecasted |
|--------------------------------|----------------------|-----------------|-----------------------------------|--------------|----------------------|-----------------|-----------------------------------|--------------|-------------------------------|-------------------------------|
| Division | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Expenditure £'000 | Income £'000 | Net non- controllable £'000 | Net £'000 | Variance for Year £'000 | Variance for Year £'000 |
| Business Support & Performance | 4,273 | -3,878 | 492 | 887 | 4,403 | -3,972 | 492 | 923 | 36 | 62 |
| Waste & Environmental Services | 28,964 | -4,796 | 1,399 | 25,568 | 29,283 | -5,029 | 1,399 | 25,653 | 85 | -117 |
| Highways & Transportation | 56,947 | -33,203 | 10,132 | 33,875 | 58,017 | -33,993 | 10,132 | 34,155 | 280 | 762 |
| Property | 46,776 | -45,801 | 899 | 1,874 | 46,599 | -45,750 | 899 | 1,749 | -125 | -411 |
| Place and Sustainability | 5,578 | -2,329 | 330 | 3,579 | 5,435 | -2,536 | 330 | 3,229 | -350 | -298 |
| GRAND TOTAL | 142,539 | -90,007 | 13,252 | 65,784 | 143,737 | -91,280 | 13,252 | 65,709 | -75 | -2 |

Environment Department - Budget Monitoring - as at 31st October 2022 Main Variances

CABINET 9th JANUARY 2023

| | Working | Budget | Forec | Oct 202 | |
|-------------------------------------|-------------|--------|-------------|---------|-------------------|
| Division | Expenditure | Income | Expenditure | Income | Variance for Year |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Business Support & Performance | | | | | |
| Departmental - Core | 45 | 0 | 77 | 0 | 3 |
| Other variances | | | | | |
| Waste & Environmental Services | | | | | |
| Waste & Environmental Services Unit | -12 | 0 | -77 | 0 | -(|
| SAB - Sustainable Drainage approval | | | | | |
| Body Unit | 132 | -134 | 130 | -85 | 4 |
| Environmental Enforcement | 589 | -19 | 554 | -21 | -3 |
| Green Waste Collection | 574 | -446 | 629 | -545 | -4 |
| Waste Services | 0 | 0 | 199 | 0 | 19 |
| Other variances | | | | | -1 |
| Highways & Transportation | | | | | |
| Departmental Pooled Vehicles | 0 | 0 | 17 | 0 | 1 |
| Transport Strategic Planning | 419 | 0 | 435 | 0 | |
| School Transport | 12,570 | -946 | 13,315 | -1,411 | 28 |
| Traffic Management | 579 | -189 | 966 | -629 | |
| Car Parks | 2,113 | -3,348 | 1,814 | -2,832 | 21 |
| Nant y Ci Park & Ride | 85 | -34 | 119 | -57 | 1 |
| Road Safety | 248 | -5 | 158 | 0 | -8 |
| School Crossing Patrols | 160 | 0 | 127 | 0 | -3 |
| Highway Lighting | 2,608 | -1,221 | 2,208 | -850 | -2 |
| Public Rights Of Way | 1,043 | -75 | 958 | -57 | -(|
| Other variances | | | | | |

| Name of the second seco | Notes |
|--|--------------------------|
| 000 | |
| 32 | £14k hea |
| -65 | Interim st Anticipate |
| -37 | market bi |
| -45 | Increased |
| 199 | Sickness |
| -14 | |
| | |
| 17 | Under-uti |
| 16 | Staff cost |
| 280 | £285k du ALN. |
| -54 | Net incre |
| 217 | Parking in WG reim |
| 12 | Reduced |
| -85 -33 | Vacant po |
| -33 | Several p |
| -28 | 2022 |
| -67 | Savings of quarters |
| 5 | |

| Notes | |
|---|--|
| £14k health and w | ellbeing staff; £18k recruitment costs for Director post |
| | , |
| | nplement, recruitment will be reviewed in the third quarter. |
| market buoyancy | e not materialised - Dependent on number of submissions and of development projects |
| | s to vacated post. Work underway to assess future needs. |
| Increased custome | |
| Sicknose absence | |
| SICKHESS ADSERICE | related agency cover and driver support services |
| | |
| Under-utilisation o | |
| Under-utilisation o Staff costs incurred allocation | pool vehicles |
| Under-utilisation of Staff costs incurred allocation £285k due to estin ALN. | pool vehicles d, funding subject to review of levelling up project management |
| Under-utilisation of Staff costs incurred allocation £285k due to estin ALN. Net increase in Tra Parking income no | pool vehicles d, funding subject to review of levelling up project management nated additional tender price increases and increased demand for |
| Under-utilisation of Staff costs incurred allocation £285k due to estin ALN. Net increase in Tra Parking income no | pool vehicles d, funding subject to review of levelling up project management nated additional tender price increases and increased demand for affic Regulation orders income t achieving income targets due to reduced footfall in town centres at is no longer available. |
| Under-utilisation of Staff costs incurred allocation £285k due to estin ALN. Net increase in Tra Parking income no WG reimbursemer Reduced demand Vacant post estimates. | pool vehicles d, funding subject to review of levelling up project management nated additional tender price increases and increased demand for affic Regulation orders income t achieving income targets due to reduced footfall in town centres at is no longer available. |
| Under-utilisation of Staff costs incurred allocation £285k due to estin ALN. Net increase in Tra Parking income no WG reimbursemer Reduced demand Vacant post estimated £43k off | pool vehicles d, funding subject to review of levelling up project management nated additional tender price increases and increased demand for affic Regulation orders income t achieving income targets due to reduced footfall in town centres at is no longer available. on the service ated to be filled in January, reduced hours for another post and ar |
| Under-utilisation of Staff costs incurred allocation £285k due to estim ALN. Net increase in Tra Parking income no WG reimbursemer Reduced demand Vacant post estimated £43k off Several posts have | pool vehicles d, funding subject to review of levelling up project management nated additional tender price increases and increased demand for affic Regulation orders income t achieving income targets due to reduced footfall in town centres at is no longer available. on the service ated to be filled in January, reduced hours for another post and ar |

Aug 2022

£'000

32 30

-70

40 -28

17

587 -78

407 19

-26

Environment Department - Budget Monitoring - as at 31st October 2022 Main Variances

CABINET 9th JANUARY 2023

| | Working | Budget | Forecasted | | |
|--|-------------|---------|-------------|---------|--|
| Division | Expenditure | Income | Expenditure | Income | |
| | £'000 | £'000 | £'000 | £'000 | |
| Property | | | | | |
| Property Division Business Unit | 140 | 0 | 0 | 0 | |
| Property Maintenance Operational | 34,800 | -35,749 | 34,910 | -35,996 | |
| Schools Handyvan Service | 253 | -249 | 301 | -240 | |
| Pumping Stations | 55 | 0 | 103 | 0 | |
| Property Design - Business Unit Other variances | 2,851 | -3,219 | 3,278 | -3,596 | |
| Place and Sustainability | | | | | |
| Planning Admin Account | 331 | -17 | 401 | -124 | |
| Building Control | 687 | -509 | 654 | -492 | |
| Minerals | 333 | -198 | 292 | -170 | |
| Development Management | 1,839 | -948 | 1,682 | -1,038 | |
| Conservation | 485 | -13 | 457 | -13 | |
| Other Variances | | | | | |
| Grand Total | | | | | |

| Oct 2022 |
|------------------------------------|
| Forecasted Variance for Year |
| £'000 |
| |
| -140 |
| -137 |
| -137 57 48 |
| 48 |
| 50 |
| -3 |
| |
| 0.7 |
| -37 |
| -16 |
| 12 |
| -13 -247 |
| -13 -247 -27 |
| -13 -247 -27 -10 |
| -13 -247 -27 -10 |

| Notes |
|--|
| |
| No commitment for HOS post |
| Estimated sub-contractor costs based on 81% of works programme, this may vary as the year progresses |
| More work being identified within schools which require to be undertaken |
| Additional cost due to further testing at Llandovery pumping station |
| Purchasing of equipment to facilitate hybrid working and return to the office. |
| Increased non chargeable time due to increased absence as a result of sickness, |
| maternity and paternity leave. |
| |
| Due to underspend on supplies & services |
| Due to vacant post to be filled in January |
| Due to vacant post now filled |
| £284k underspend on vacant posts offset by additional agency, fees & travel |
| Some officers not on top of grade |
| |
| |
| |

Aug 2022

£'000

-140

-371

46

-36

-22 53 -14 -263

-25