

Three Quarter Year Review of Performance 2012 / 2013

February 2013

Introduction

As part of the annual performance reporting framework set out in the Finance and Contract Procedure Rules, regular reports are required to be published. The Council is committed to high standards of achievement and continuing improvement. The report reflects a developing framework to embed performance management culture throughout the organisation.

The report provides an update of the Council's financial and non-financial performance at the three quarter year stage of 2012/2013, and also seeks Member approval to Supplementary Revenue and Capital Estimates and Virements. An overview and summary financial table are provided at the beginning of the report.

Section 1 of the report provides projections of Service financial performance for the 2012/2013 financial year. It focuses on the key financial pressures which the Council's services are facing, areas of high financial risk to the Council, and the strong remedial actions identified by services to mitigate these pressures. Key issues affecting Services' capital programmes are also reported.

The figures included in this section reflect the original Business Plan adjusted for approved Supplementary Estimates and Virements, including those requested in the report. The permanent element of these updated budget figures form the carried forward element of the 2013/2014 Budget.

Section 2 provides an update on the overall Financial Stability of the Council, including the positions on Grants received, Council Tax and Business Rates, the Council's overall Capital Programme and its funding, Treasury Management, Centrally held budgets, and the Management of the Council's Reserves.

Section 3 provides a summary of the key non financial performance headlines for the year to date.

The Council has undertaken work to ensure Value for Money is provided throughout the council. The impacts of these improvements were noted in the Audit letter issued last Autumn and are visible in the improved control of finances seen in this 3rd Quarter and the previous mid year report. The audit letter notes improvements in Highways Maintenance, HR, Finance and IT. In particular the capital programme has been subject to more rigorous review from both Officers and Cabinet members through a new project management system and a Gateway Approval system.

The Council continues to provide detailed and transparent financial information about its use of public money both in this report and its budget processes.

Appendices are provided as follows:-

- Appendix 1 explains changes to the Revenue Budget since the Mid Year Review in November 2012 which have been authorised or require authorisation via this quarterly report.
- Appendix 2 analyses the position on Outstanding Debt.
- Appendix 3 summarises revised in year Capital budgets and the revised forecasts of total Capital Programme expenditure and its funding.
- Appendix 4 lists reductions to the total approved budgets of projects within the Capital programme.
- Appendices 5a and 5b list requests for Supplementary Capital Estimates and Virements.
- Appendix 6 shows the latest position on the Corporate Grants register.
- Appendix 7 provides details of Treasury Management investments.
- **Appendix 8** details progress against Performance Indicators.

Contents

Introduction	1 -
2012/2013 Revenue Forecasts – Three Quarter Year Review Summary	3 -
Overview	4 -
Section 1. Directorate Financial Summary	5 -
Section 2. Financial Stability	16 -
Section 3. Performance Report	22 -
Appendices	
Appendix 1 – Changes to Revised Budget 2012/2013 since Mid Year Review	25 -
Appendix 2 – Debt Management	27 -
Appendix 3 – Summary Capital Programme and Funding	28 -
Appendix 4 – Reductions in Capital Programme	29 -
Appendix 5a/5b – Request for Supplementary Capital Estimates (SCEs) and Virements	30 -
Appendix 6 – Corporate Grants Register as at 31 th December 2012	36 -
Appendix 7 – Treasury Management	37 -
Appendix 8 – Performance Report	40 -

2012/2013 Outturn Forecast at Three Quarter Year Review Financial Position

	REVEN	JE			
Revised		Remedial	Current	Change	For Further information
Net	Emerging	Actions	Forecast	from MYR	please see the following
Budget	Pressures	Identified	Over /		sections
		to Date	(Underspend)		
£m	£m	£m	£m	£m	
59.2	5.5	-4.5	1.0	-0.3	Section 1, Paragraphs 2-11
99.0	11.0	-6.9	4.1	0.0	Section 1, Paragraphs 20-33
77.1	4.7	-3.0	1.7	0.2	Section 1, Paragraphs 37-55
26.7	0.3	-0.3	0.0	-0.4	Section 1, Paragraphs 73-86
262.0	21.5	-14.7	6.8	-0.5	
-41.5	-0.2		-0.2	0.0	Section 2, Paragraphs 94
14.8	-0.9		-0.9	0.0	Section 2, Paragraphs 121-122
4.3			0.0	0.0	Section 2, Paragraphs 126-127
-0.6			0.0	0.0	
0.0	-0.2		-0.2	-0.2	
-23.0	-1.3	0.0	-1.3	-0.2	
239.0	20.2	-14.7	5.5	-0.7	
Planne	d Contribution	For	ecast Variance	Impact on reserves	
R	2012/2013 evised Budget		@ Quarter 3	Quarter 3 Forecast	
	£m		£m	£m	
	7.3 *		-5.5	1.8	•
	Net Budget £m 59.2 99.0 77.1 26.7 262.0 -41.5 14.8 4.3 -0.6 0.0 -23.0 Planne	Revised Net Emerging Budget Pressures £m £m 59.2 5.5 99.0 11.0 77.1 4.7 26.7 0.3 262.0 21.5 -41.5 -0.2 14.8 -0.9 4.3 -0.6 0.0 -0.2 -23.0 -1.3 239.0 20.2 Planned Contribution 2012/2013 Revised Budget £m	Net Budget Emerging Pressures Actions Identified to Date £m £m £m 59.2 5.5 -4.5 99.0 11.0 -6.9 77.1 4.7 -3.0 26.7 0.3 -0.3 262.0 21.5 -14.7 -41.5 -0.2 -14.7 -41.8 -0.9 -0.9 4.3 -0.6 -0.9 0.0 -0.2 -23.0 -23.0 -1.3 0.0 239.0 20.2 -14.7 Planned Contribution For 2012/2013 Revised Budget £m	Revised Remedial Current Net Emerging Actions Forecast Budget Pressures Identified Over / £m £m £m £m 59.2 5.5 -4.5 1.0 99.0 11.0 -6.9 4.1 77.1 4.7 -3.0 1.7 26.7 0.3 -0.3 0.0 262.0 21.5 -14.7 6.8 -41.5 -0.2 -0.2 14.8 -0.9 -0.9 4.3 0.0 -0.9 4.3 0.0 -0.2 -23.0 -1.3 0.0 -1.3 239.0 20.2 -14.7 5.5 Planned Contribution Forecast Variance 2012/2013 @ Quarter 3 Revised Budget £m £m	Revised Net Emerging Budget Remedial Pressures Current Identified Over / to Date (Underspend) Change from MYR £m £m £m £m £m 59.2 5.5 -4.5 1.0 -0.3 99.0 11.0 -6.9 4.1 0.0 77.1 4.7 -3.0 1.7 0.2 26.7 0.3 -0.3 0.0 -0.4 262.0 21.5 -14.7 6.8 -0.5 -41.5 -0.2 -0.2 0.0 14.8 -0.9 -0.9 0.0 4.3 0.0 0.0 -0.6 0.0 0.0 0.0 -0.2 -0.2 -23.0 -1.3 0.0 -1.3 2012/2013 © Quarter 3 Quarter 3 Forecast Revised Budget £m £m

^{*}Reduced from £7.6m by Supplementary Revenue Estimates on 19th July 2012

General Reserves Balance	2012/2013 Budget	Quart	er 3 Forecast	
	£m		£m	
Opening Balance April 2012	13.2	Actual	11.4	1
2012/13 Impact on Reserves (see above)	7.6	Forecast	1.8	Section 2, Paragraphs 130-134
Closing Balance March 2013	20.8	Forecast	13.2	J

Overview

The following key points provide an overview of the Three Quarter Year Review position. The Revenue and Reserves positions below are linked to the preceding table.

Revenue

- The third quarter report shows a reduction of £0.5m in Directorate spend and a £0.2m reduction in Central Budgets against the Mid Year position.
- Overall Directorate revenue budget is now expected to overspend by 2.6% (£6.8m).
- Services face emerging pressures totalling £21.5m, and to date have identified remedial actions of £14.7m to mitigate these issues.
- Demand led service pressures applying across directorates include:-
 - Children & Families Care costs £3.9m; Social Care staffing £0.8m;
 Unachievable transport savings £1.1m
 - Adults Learning Disability Pooled Budget £7m; Other Care costs £2.6m
 - Places & Organisational Capacity Community income £1.3m; Assets £2.6m; Waste, Recycling & Streetscape £1.5m;
 - Corporate Services ICT (incl Shared Services) £0.5m
- Central Budgets a £1.3m saving is forecast from a reduction in interest charges and debt repayment costs (£0.9m), increased grants (£0.2m), and other income (£0.2m).

Portfolio Holders and Chief Officers will strive to identify further remedial action to mitigate the £6.8m forecast overspend prior to the year end.

The Medium Term Financial Strategy (Dec 2012) confirmed in-year pressures continuing into 2013/2014, and these combined with the above

forecasts support the base expenditure and opening balances for the 2013/14 budget.

Reserves

General Reserves are expected to increase this financial year by £1.8m to £13.2m. This is less than planned as the impact of the forecast overspend reduces the planned contribution to reserves.

The actual closing balance will be detailed in the Statement of Accounts in June 2013. One risk that should be noted is the potential for up-front severance costs from restructuring being funded in 2012/2013.

Capital

 The revised capital programme was approved by Council on 13 December 2012. The revised in year budget of £75.4m is forecast to underspend by £18.5m.

Debt

Total outstanding Debt (excluding local taxation) is £6.7m, of which £2.9m is over 6 months old. A bad debt provision of £2.7m is available to meet potential write-offs.

Financial Stability

- The Council has retained its position among the top third of Unitary Councils in terms of council tax collection. 99% of Council Tax / Business Rates are collected within 3 years.
- Investment income is £0.2m higher than budgeted, following improved returns in the second quarter. Average interest rate earned on investments (0.8%) is higher than the London Inter Bank 7 day rate.

Performance

- At the Three Quarter Year point, 26.9% of service performance indicators are on target or exceeding their target.

1. Directorate Financial Summary

Introduction

 This section provides details of the key revenue and capital issues emerging from the three quarter year review. It highlights the main budget pressures faced by the Council, and remedial actions proposed to mitigate these pressures.

Children and Families

2. The service has a net budget of £59.2m, excluding Dedicated Schools Grant (DSG) which is shown separately (paras 20-23).

Table 1 highlights that emerging pressures of £5.5m have been identified. Remedial action of £4.5m has been identified to date which will reduce the forecast overspend to £1.0m (a reduction of £0.3m since Mid Year Review.

Table 1 – Children and Families Revenue (excluding DSG)

		RE				
	Revised	Emerging	Remedial	Current	Change	
	Net	Pressures	Actions	Forecast	from	
	Budget		Identified	Over /	MYR	
			to Date	(Underspend)		Paragraph
	£000	£000	£000	£000	£000	Number(s)
Children & Families						
Directorate	562	0	0	0	238	
Safeguarding & Specialist						
Support	26,851	4,367	-474	3,893	26	4-11
Early Intervention &						
Prevention	12,844	0	-2,228	-2,228	-128	12-13
Strategy, Planning &						
Performance	18,927	1,141	-1,836	-695	-486	14
	59,184	5,508	-4,538	970	-350	

3. **Table 2** shows that the service has a 2012/2013 revised capital budget of £17.9m. Expenditure is forecast to be £14.9m, resulting in a forecast underspend of £3.0m, which will be spent in future years.

Table 2 – Children and Families Capital

	MYR	Revised	Forecast	Current	
	Budget	TQR	Expenditure	Forecast	
		Budget		(Over/	
				Underspend)	Paragraph
	£m	£m	£m		Number(s)
Children & Families					
Safeguarding & Specialist					
Support	0.8	0.8	0.7	-0.1	
Early Intervention &					
Prevention	0.2	0.2	0.2	0.0	
Strategy, Planning &					
Performance	16.7	16.9	14.0	-2.9	
	17.7	17.9	14.9	-3.0	15-19

Key Revenue Issues

Safeguarding and Specialist Support (SSS)

4. The external care placements budget for Cared For Children (CFC), is currently projected to overspend by £3.9m. Further actions are being identified to bring costs down further. There are currently 402 Cared for Children (as at 4th January 2013) compared with 434 at the start of April 2012, there is evidence that the action that the service are taking to control the number of placements is working. Whilst, overall care numbers have reduced, 30 children were admitted to care during this period (April 2012 to January 2013.

- 5. The Children's care placement budget continues to be under pressure due to a number of factors including: the impact of looking after children who do not continue with education but still have a social care cost (i.e. when they are in Education, this is partially funded by the Dedicated Schools Grant and no provision needs to be made for social care day services) and the cost of providing care to children with increasingly complex needs.
- Remedial action of £0.4m associated with reduced care costs (i.e. through reviews and care contract commissioning) is expected to be delivered by the service in 2012/2013 with further full year effect savings expected in 2013/2014.
- 7. The new Head of Service is actively reviewing placements and the longer term commissioning models that should be adopted. Alongside this, improved integration between Children's and Adults social care and health care is being explored, and discussions are currently underway in relation to health contributions, towards complex care packages.
- 8. The service are continuing to review and reduce out of borough placements, to try and ensure that the council fulfils its corporate parenting responsibility and keeps children within the local area. The service intends to invest in local residential services and the delivery model for these services is being reviewed.
- 9. There continues to be a shortage of foster carers, despite a very heavily advertised recruitment campaign (FACE). The ability of the service to invest and develop this function is currently impacted by the budget pressures within care costs and the staffing capacity pressures outlined below. Consideration is being given to benefits and support that would encourage more foster parents.
- 10. The service continue to experience difficulty in attracting and recruiting key personnel into front line social worker posts, leading to a reliance on more costly agency staff in the interim. This is leading to a pressure of £0.75m within the service. Actions to

- tackle the recruitment issue are being progressed. It is anticipated that the new recruitment process will be in place during early 2013 which will reduce the reliance of the service on agency staff in 2013/2014.
- 11. The service continues to be in a significant overspend situation in relation to care costs and agency staffing. The new Head of Service is taking active steps to control and reduce the overspend on a permanent basis. An overspend position of £3.9m cannot be eradicated within the current financial year, but within the business planning proposals there is a strategy to significantly reduce the care cost pressure over the next 3 years. The main challenges at the moment are the availability of alternative support services other than external care placements and the need to balance the council's statutory requirement to identify and care for children at risk, alongside its duty to secure value for money.

Early Intervention and Prevention

- 12. The service are currently containing their overall budget pressures by diverting resources which should be invested in preventative services. The service are expected to deliver an underspend of £2.2m.
- 13. As part of the 2013/2014 business planning process, the service are reviewing the options and benefits of investing in early intervention and prevention services to reduce overall costs within care commissioning. The Heads of Services are actively working together to develop longer term plans.

Strategy, Planning and Performance

14. The main pressure within the service is from the policy proposal to deliver £1.1m of transport savings. Good progress is being made with the remedial action plan that was devised at First Quarter Review and part year savings of £0.8m are expected to be delivered in 2012/2013 with a full year effect of £1.1m in 2013/2014.

Capital Programme - Key Issues

- 15. Since the mid-year review, the in year capital budget has been adjusted for a number of supplementary capital estimates (Appendix 5a and 5b) mainly funded by additional schools contributions and capital grants resulting in an overall increase of £0.2m.
- 16. The service will slip £3.0m of forecast expenditure in to future financial years and this is mainly in the Strategy, Planning and performance service where the schools capital programme sits.
- 17. A list of the Children and Families Supplementary Capital Estimates and Virements up to and including £250,000 are shown in Appendix 5b. Cabinet are asked to note the changes.
- 18. Cabinet is asked to approve the Supplementary Estimate of £0.9m for the Springfield Special School scheme which will be fully funded from the schools balances and Devolved Formula Capital (Appendix 5a). The proposal is to create a sports barn facility that will incorporate a sports hall and swimming pool, with changing facilities, adjacent to the main school.
- 19. Cabinet are requested to note the budget reductions as listed on Appendix 4.

Dedicated Schools Grant (DSG)

20. **Table 3** shows that total pressures on DSG for 2012/2013 are currently £4.4m, which is an increase of £0.9m since Mid Year Review.

Table 3 – Dedicated Schools Grant

		RE				
	Revised	Emerging	Remedial	Current	Change	
	Net	Pressures	Actions	Forecast	from	
	Budget		Identified	Over /	MYR	
			to Date	(Underspend)		Paragraph
	£000	£000	£000	£000	£000	Number(s)
Schools Grant Funded						tonounce and to the second
including DSG						
Strategy, Planning &						
Performance - DSG	0	2,814	0	2,814	-719	
Schools (Individual School						
Budgets)	0	0	0	0	0	
Other Schools Provision	0	1,621	0	1,621	1,621	
Pupil Premium	0	0	0	0	0	COCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOC
	0	4,435	0	4,435	902	20-23

- 21. The DSG budget is fully funded by ring fenced grant of £191m, of which approximately 94% is formally delegated to schools and the remaining 6% is retained centrally by the Council for statutory functions that have not been delegated.
- 22. The majority of the 6%, which equates to just over £13.6m is spent on specific educational needs of children. Special Educational Needs (SEN) expenditure is determined by children either receiving a formal Statement assessing their needs or an Individual Pupil Funding assessment. The SEN budget is experiencing significant increases in pressure resulting in an overspend of £2.8m. In addition the overspend on both SEN and 3 and 4 year old places from 2011/2012 has been carried forward, giving a total DSG overspend of £4.4m. This is ring fenced to DSG and will be managed against the overall DSG position.
- 23. This issue is being discussed, and a remedial action plan is being managed, with the Schools Forum. Plans are being drawn up to recoup as much as possible within 2012/2013, with any remaining overspend being carried forward as a first call on the 2013/2014 DSG budgets.

Adults

24. The Adults Service has a net budget of £99m. **Table 4** shows that the service faces emerging pressures of £11m. Remedial action of £6.9m has been identified which will reduce the net forecast position to an estimated £4.1m overspend (the same as at Mid Year Review).

Table 4 - Adults Revenue

		RE\				
	Revised	Emerging	Remedial	Current	Change	
	Net	Pressures	Actions	Forecast	from	
	Budget		Identified	Over /	MYR	
			to Date	(Underspend)		Paragraph
	£000	£000	£000	£000	£000	Number(s)
Adults						
Care4CE	0	286	-675	-389	-100	33
Strategic Commissioning	36,473	2,924	-771	2,153	-321	36-39
Business Management and	***************************************					
Challenge	3,457	154	-720	-566	-20	35
Individual Commissioning	59,109	7,643	-4,697	2,946	478	26-34
	99,039	11,007	-6,863	4,144	37	

25. **Table 5** shows that the service has a 2012/2013 capital budget of £1.5m. Expenditure is forecast to be £0.8m, resulting in a forecast underspend of £0.7m, which will be spent in future years.

Table 5- Adults Capital

	MYR	Revised	Forecast	Current	
	Budget	TQR	Expenditure	Forecast	
		Budget		(Over/	
				Underspend)	Paragraph
	£m	£m	£m		Number(s)
Adults					
Care4CE	0.4	0.4	0.3	-0.1	000000000000000000000000000000000000000
Business Management and			***************************************		
Challenge	1.1	1.1	0.5	-0.6	
	1.5	1.5	0.8	-0.7	40-42

Key Revenue Issues

Individual Commissioning

- 26. The main pressure within the Adults Service continues to be care costs. The service has a gross pressure of £7.6m in year mainly relating to care costs which is being mitigated by remedial action of £4.7m, leaving a net budget pressure of £2.9m. The Learning Disability Pooled budget arrangement with Central and Eastern Cheshire PCT accounts for £5m of the gross overspend position within Individual Commissioning.
- 27. The remedial action projection of £5.2m at Mid Year Review has been reduced by £0.5m to £4.7m and this is due to care cost growth not being contained to the levels as originally anticipated. In addition, some of the remedial action is of a temporary nature, so there will continue to be pressures in 2013/2014.
- 28. The service are continuing to explore a number of options to reduce care costs including:
 - maximising the use of Care4CE services where appropriate
 - Letter to service providers to negotiate costs
 - Reassessment of service user needs and review of care packages
 - More rigorous review of care placements, including an independent review
 - Review of respite placements (especially those over 6 weeks)
 - Ensuring all relevant assessments and reassessments are considered for eligibility for Continuing Health Care (CHC) funding, whereby health have the ongoing liability to deliver and pay for care
 - · Review of commissioning models in the longer term
- 29. Remedial action is being delivered in a number of key areas (i.e. vacancy management; stopping expenditure on uncommitted activities). However, progress in containing care costs continues to be variable depending on the care packages that have been

- commissioned (i.e. whilst people leave the service, the cost of new entrants is higher as they have more complex care needs).
- 30. Whilst the service are making good progress at keeping overall care numbers steady, care packages for complex care needs continue to add pressure to the overall care cost position. The service are currently negotiating for additional contributions from health, under the Continuing Healthcare reviews.
- 31. In December 2012, the Department of Health announced additional funding for winter pressures which councils need to be bid for with their Strategic Health Authority. Cheshire East will be pursuing business cases with health.
- 32. The previously reported budget pressures in relation to the decommissioning of transport services and the availability of support within the external market to absorb demand have been rectified through working with alternative providers.
- 33. A new Head of Service starts in post from mid January 2013 and it is expected that they will help shape the direction of the service to ensure that it is sustainable in the future. The recently appointed new managers at the Strategic level are currently stabilising the service before the new Head of Service starts. Once they are in post these managers should give the service the capacity to review the direction of the service, review the assessment and care management practice and processes and review commissioning models in conjunction with the Strategic Commissioning managers.
- 34. There continues to be a risk that not all the identified remedial action is achievable, especially in relation to care cost reviews. The winter months are traditionally more volatile in that instances of flu, norovirus etc, are more prevalent and can lead to increased care costs. This is the major risk factor to be accounted for when considering the Adults outturn position at this point.

Care4CE and Business Management and Challenge

35. These services are delivering the remedial action plan that was developed following the First Quarter Review and are expected to deliver a combined underspend of £0.9m, this is through vacancy management; managing uncommitted budgets and utilising existing resources.

Strategic Commissioning

- 36. The main pressure within the strategic commissioning budget continues to be the gross overspend of £2m on the Learning Disability pooled budget health networks.
- 37. The pressure on the health networks remains at £2m overspend. Whilst these contracts are due to expire in March 2013, it will not be possible to complete a re-tender exercise by April 2013. The current aim is to review service users on an individual basis and renegotiate costs with the relevant provider accordingly. If this proves unsuccessful the contracts will be retendered as soon as possible but it should be noted this is likely to involve a lead time in of 9-12 months.
- 38. A letter has been sent out to providers advising the market of the financial position that the Council faces and seeking ways of delivering efficiencies whilst continuing to maintain a good standard of care. The response to this letter has been encouraging and further engagement work with interested providers is underway. The savings are of a temporary nature and contribute towards the remedial action in Individual Commissioning.
- 39. The overall outturn position for Adults is underpinned by the remedial action that must happen within the care cost pressure area. Whilst short term remedial action may help to manage the gross pressures, longer term initiatives need to be invested in to help deliver longer term savings e.g. determining accommodation with support requirements based on needs analysis; instigating programmes of service redesign for learning disability.

Capital Programme - Key Issues

- 40. There have been no fundamental changes to the Adults in-year budget since the mid-year position.
- 41. The service will slip £0.7m forecast expenditure into 2013/2014 and this relates to all three schemes within the Adults 2012/13 Capital Programme, Building Base Review £0.3m, Combined ICT project £0.2m and Careworks System £0.2m.
- 42. The full list of Adults Supplementary Capital Estimates and Virements are shown in Appendix 5b, Cabinet are asked to note the changes.

Places & Organisational Capacity Directorate

43. Places & Organisational Capacity Directorate has a net budget of £77.1m. **Table 6** highlights pressures of £4.7m. Remedial action of £3.0m has been identified to date which will reduce the forecast overspend to £1.7m (an increase of £0.2m since Mid Year Review).

Table 6 - Places & Organisational Capacity Revenue

		RE				
	Revised	Emerging	Remedial	Current	Change	
	Net	Pressures	Actions	Forecast	from	
	Budget		Identified	Over /	MYR	
			to Date	(Underspend)		Paragraph
	£000	£000	£000	£000	£000	Number(s)
Places & Organisational Ca	pacity					
Waste, Recycling &						
Streetscape	26,785	556	0	556	147	45-51
Highways & Transport	17,791	21	-210	-189	-48	52-54
Community Services	206	2,079	-290	1,789	365	55-59
Development	21,973	1,831	-1,815	16	-39	60-64
Performance, Customer						
Services & Capacity	10,304	205	-645	-440	-210	65-66
	77,059	4,692	-2,960	1,732	215	

44. **Table 7** shows that the service has a revised 2012/2013 capital budget of £48.5m. Expenditure is forecast to be £37.4m, resulting in an underspend of £11.1m, which will be spent in future years.

Table 7 – Places & Organisational Capacity Capital

	MYR	Revised	Forecast	Current	
	Budget	TQR	Expenditure	Forecast	
		Budget		(Over/	
				Underspend)	Paragraph
	£m	£m	£m		Number(s)
Places & Organisational Ca	pacity				
Waste, Recycling &					
Streetscape	0.8	0.8	0.8	0.0	
Highways & Transport	26.7	27.6	22.2	-5.4	67-70
Community Services	2.6	2.6	1.7	-0.9	30.00.00000000000000000000000000000000
Development	16.5	16.6	12.0	-4.6	71-73
Performance, Customer				Total Control	10000000000000000000000000000000000000
Services & Capacity	0.9	0.9	0.7	-0.2	74
	47.5	48.5	37.4	-11.1	

Key Revenue Issues

Waste, Recycling and Streetscape

- 45. The Service is reporting net budget pressures of £0.5m; an increase of £0.15m from Mid Year Review. Gross pressures in Waste & Recycling and Streetscape are currently £1.0m and £0.5m respectively, however in-year management actions (reflected in the net forecast) are reducing these projections to a £0.7m overspend and £0.2m underspend respectively.
- 46. In Waste & Recycling the gross pressures of £1.0m reflect;
 - £0.6m over-spend against core collection costs (agency and fleet), attributable to original budget reductions not being achievable, combined with a review of pool staff provision being required.
 - £0.5m overspend is forecast against a number of contract related pressures comprising: recycling bulking contract and related bank holiday haulage, green waste contract haulage and non achievement of proposed landfill diversion savings in year.

- Additional pressures in-year against fuel of approximately £0.3m, due to in part to increased usage / consumption, increased fuel prices and inclusion of a lower than required budget inflation provision.
- Further pressures in Waste of £0.2m as previously reported relate to: one-off buy out of overtime allowances; additional costs in respect of changes in terms relating to overtime and time off in lieu; reduced demand for the bulky waste service or Schedule 2 property collections impacting income.
- The pressures above are offset by an improved waste disposal contract forecast underspend of £0.6m, resulting from refinement of the waste disposal tonnage projections. This is an improvement of £100,000 on the MYR forecast.
- 47. These gross pressures are forecast to continue into 2013/2014 to some degree; however in-year they are being offset in part by one off actions totalling (£0.3m) across the Waste Service, including vacancy management.
- 48. Since MYR the overall position has deteriorate by £0.1m as a consequence of increased core fleet costs.
- 49. In Streetscape, gross pressures of £0.5m relate mainly to the later than anticipated realisation of Service review savings of £0.1m (net) and unachievable income budgets of £0.2m in Grounds Maintenance(reduced S106 forecast) and Parks Development; additional one-off costs of £0.1m associated with later than expected property / service transfers, many of which are now forecast to occur in February 2013 and a further £0.1m pressure due to the impact of the decision at FQR to defer the auto loo lease termination (seemitigations below). However in-year management actions are reducing these projections to a £0.2m underspend.
- 50. The income pressures above are likely to continue into 2013/2014 although the Service is looking to minimise the impact where possible. In year however, the service is mitigating these pressures through one –off actions of £0.7m comprising; vacancy

- management, a review of supplies budgets and an underspend relating to investment monies.
- 51. Since MYR the position has changed by £50,000, largely attributable to an increase in Markets Traders debt over 6 months old being provided for.

Highways and Transport

- 52. The Highways and Transport Service is reporting a £189,000 underspend against a £17.8m net budget. This reflects an improvement of £48,000 since Mid Year Review.
- 53. Within this the Transport Service is now projecting a balanced outturn position against a £7.3m net budget. This is an improvement of £158,000 from the MYR and is a result of further efficiency measures taken to realise non pay budget savings to help mitigate the Concessionary Fares and Local Bus budget pressures. In addition, recharges to client departments are being reviewed to ensure a fair and appropriate apportionment of transport costs are being made.
- 54. Remedial actions totalling £210,000 across the remainder of the Service are continuing to help mitigate the Directorate's overall cost pressures and include: reduced spending on Highways maintenance; Public Rights of Way and Countryside services, through a review / deferral of the routine maintenance programmes and other in-year non pay savings. Whilst not yet factored into the forecast, subject to the severity of the weather through the remaining winter months, there may be scope for further savings from the Highways winter provision budget (e.g. salt usage, winter fleet costs and winter contingencies). Conversely, a period of severe weather will increase budget pressures.

Community Services

- 55. Community Services is projecting income shortfalls totalling £1.3m. This has increased since Mid Year Review by £0.2m. This mainly comprises:
 - £1m in the Car Parking Service; Since MYR enforcement income is lower than anticipated (£0.2m) due to the Automatic Number Plate Recognition capital project not progressing and recruitment issues within the team.
 - £0.3m relating to the Leisure Service; reflecting continuing economic pressures; income targets for school swimming and savings from a review of the service recharge not being achievable.
- 56. Expenditure pressures of £0.7m are forecast, largely due to unbudgeted pay costs in the Leisure Service and CCTV overtime costs, along with the impact of pay harmonisation premium payments and the costs of taxi licensing tests.
- 57. Since MYR later than anticipated local service delivery asset transfers, taxi testing costs, CCTV maintenance costs and kennelling costs associated with stray dogs have increased pressures by £0.1m.
- 58. Despite continued pressures within the Service, a series of in-year remedial actions are proposed totalling £0.3m. These include changes to fees and charges (specifically in Pest Control), further vacancy management and other non pay savings across the Service.
- 59. The pressures identified in Car Parking, CCTV and Leisure Services as reported above are forecast to continue. Proposals in the draft Budget for 2013/2014 are intended to correct for these underlying base budget shortfalls.

Development Service

- 60. Overall the Development Service is reporting budget pressures of £1.8m, along with a series of mitigations/ remedial actions to improve the overall position to a broadly balanced outturn.
- 61. The Assets Service has undergone significant changes during 2012/2013, implementing the Corporate Landlord role and taking on the associated operational and budgetary responsibilities. Following further work in respect of finalising transfers of budgets from other Services and analysing spend/ income in detail, the current forecast shows emerging pressures totalling £2.6m.
- of £0.5m (from asset disposals and street lighting energy); £0.8m on holding costs of surplus/ interim-managed properties; £0.8m against operational properties (some only part-budgeted, others where no budget transferred due to prior year budget savings/ reductions); rent income budget shortfalls of £0.7m in the Investment portfolio, relating to permanent income loss (on four specific sites), market conditions for industrial / commercial premises; and also one-off costs associated with later than expected property/ service transfers.
- 63. Some £1.4m of the gross pressures above are being mitigated inyear within other areas of the Assets Service, through a
 combination of ongoing savings (£0.2m) and one-off remedial
 actions (£1.2m) comprising: energy rebate/ water savings; vacancy
 management; capitalisation of staff time; reductions in nonresponsive maintenance; additional income and other spend
 reductions. Furthermore, remedial actions totalling £0.4m are
 reducing the overall Assets Service pressures to £0.8m, as
 reported at the MYR. The £0.8m reflects the underlying base
 budget shortfall, as previously noted in monitoring reports during
 last year.

64. Other areas within the Development Service are forecasting a total £0.9m underspend to help mitigate the overall Service budget pressures. The net savings have resulted principally from vacancy management and income exceeding targets in respect of land search fees, but also takes account of potential one—off planning appeal costs.

Performance, Customer Services and Capacity (PCSC)

- 65. Library Shared Services have budget pressures of £155,000 (as reported at Mid Year Review). These result from planned budget savings which are no longer achievable; a fall in income from the Education Library Service; increased property costs and relocation payments following the move to the new premises. However, the pressure will be fully mitigated in 2012/2013 by reductions in Cheshire East's Library expenditure through vacancy management and reducing expenditure on the book fund. A formal review of the Library Shared Service is underway as described in the Library Strategy to part mitigate the pressures identified in future years. The remaining pressures will have to be met from efficiency savings within Cheshire East's Library Service.
- 66. As reported at First Quarter Review, it is expected that £50,000 of the original £100,000 corporate Lean Review saving target will be achieved. Since MYR, further one-off savings of £0.2m have been identified in 2012/2013 across the Service to contribute to the overall Directorate position. These, together with the continuation of identifying Lean Savings throughout the Council, have led to an overall projected underspend of £0.4m.

Capital Programme - Key Issues

Highways and Transport

67. A number of increases have been made to the in-year budget, notably £0.4m for the Local Sustainable Transport Fund (approved by Cabinet in July 2012 but has only been updated at Three

- Quarter Review) and an additional £0.2m for Congleton Relief Road that will be funded by Prudential Borrowing.
- The service will slip £4.3m of forecast expenditure into future years principally relating to the Alderley Edge By-pass scheme reprofiling of £3.0m into 2013/2014.

Community Services

- 69. There have been no changes to the Community Services in-year budget since the mid-year provision.
- 70. The service will slip £0.9m of forecast expenditure in to 2013/2014. The increase since mid-year review of £0.6m relates to Resident Car parking and the Leisure ICT System.

Development

- 71. The in year budget now includes expenditure of £0.2m funded from grant to be received from the Department for Energy and Climate Change which has already been approved by Cabinet on 7th January 2013.
- 72. The service will slip £4.6.m of forecast expenditure in to future years which is an increase of £3.3m on the figure reported at mid-year.
- 73. The most notable changes in forecast relate to Housing Development £0.5m, Accommodation Strategy £0.5m, AMS Block £1.0m, Minor works £0.3m and Tatton Investment £0.4m.

Performance, Customer Services and Capacity

74. The service will slip £0.2.m of forecast expenditure in to future years which relates to the Customer Access and Radio Frequency Schemes.

- 75. A list of the Places and Organisational Capacity Supplementary Capital Estimates and Virements up to and including £250,000 are shown in Appendix 5b. Cabinet are asked to note the changes.
- 76. Cabinet is asked to approve the Supplementary Estimate of £0.3m for the Disabled Facilities Grant scheme, which will be fully funded from government grants and external contributions (Appendix 5a).
- 77. Cabinet are requested to note the budget reductions as listed on Appendix 4.

Corporate Services

78. Corporate Services have a net budget of £26.7m. **Table 8** highlights pressures of £0.3m. Remedial action of £0.3m has been identified to date, which will produce a balanced outturn (an improvement of £0.4m since Mid Year Review).

Table 8 - Corporate Services Revenue

		RE'				
	Revised	Emerging	Remedial	Current	Change	
	Net	Pressures	Actions	Forecast	from	
	Budget		Identified	Over /	MYR	
			to Date	(Underspend)		Paragraph
	£000	£000	£000	£000	£000	Number(s)
Corporate Services			OI			
Finance & Business Services	17,838	48	-202	-154	-377	80-85
HR & OD	3,266	0	0	0	-20	86
Borough Solicitor	5,630	254	-104	150	-13	87-89
	26,734	302	-306	-4	-410	

79. **Table 9** shows that Corporate Services has a revised 2012/2013 capital budget of £7.5m. Expenditure is forecast to be £3.8m, resulting in an underspend of £3.7m, which will be spent in future years.

Table 9 - Corporate Services Capital

	MYR Budget	Revised TQR Budget	Forecast Expenditure	Current Forecast (Over/ Underspend)	Paragraph
Corporate Services	£m	£m	£m	C. aciopena)	Number(s)
Finance & Business Services	7.9	7.5	3.8	-3.7	90-91
	7.9	7.5	3.8	-3.7	

Finance & Business Services

- 80. The Service is reporting a net underspend of £154,000, an improvement of £377,000 since Mid Year Review.
- 81. Within the Finance Service, the net pressure in Shared Services has reduced to £164,000 from £208,000 at MYR. Pressures on other centrally held budgets including pension gratuities and audit fees have increased to £77,000, but are offset by a favourable variance of £600,000 within the Benefits Service due to higher than expected subsidy levels.
- 82. ICT Strategy Services reported a net budget pressure of £214,000 at MYR, which has been reduced to a net nil position at TQR. A non staffing pressure of £240,000 mainly relates to a duplicated savings target, principally in respect of disaster recovery and broadband network consolidation, plus relocation travel. This has been mitigated in-year by vacancy management savings plus additional recharge of costs to capital projects.
- 33. ICT Shared Services reported a net pressure of £481,000 at midyear, which has been reduced to £333,000 at TQR. The improvement is primarily due to forecast schools income being higher than expected. The pressure has been further mitigated by holding additional vacancies. The Service will continue to manage costs in an effort to deliver further savings, but at this point it is thought unlikely that the overspend in relation to redeployment and

- notice periods will be mitigated. Work is continuing to help deliver a balanced budget in 2013/2014.
- 84. It is estimated that £343,000 will be required to cover ICT Shared Service voluntary redundancies, which would leave an underspend of £132,000 on the one-off cost of investment budget included in the figures for ICT.
- 85. Revenues, Procurement, Shared Services Manager, Internal Audit, and Insurance are forecasting net nil positions.

HR & OD

86. Previous base budget pressures have been resolved and projected under-spends in HR Strategy and Policy, Organisational and Workforce Development and HR Delivery will be offset by a projected pressure in the HR Shared Service. Overall a net nil position is projected.

Borough Solicitor

- 87. The Council's Reserves Strategy, reflected in the risk-assessed level of reserves, includes some provision for legal investigations. The Legal Service outturn projection includes an additional cost of £100,000 related to the independent investigation of the Lyme Green project. This has contributed to the overall pressures against the budget of £150,000, which is an improvement of £13,000 since mid-year.
- 88. Registration Services continues to anticipate a net budget pressure of £42,000 in respect of additional staff resources required to meet its challenging income target, particularly in terms of additional marriage ceremonies. Further investment in marketing of £25,000 (funded by Invest to Save budget) will continue to promote the Service.
- 89. The Coroner Service has a base budget shortfall of approximately £50,000; this will be considered in the budget planning process for

2013/2014. This pressure has been temporarily mitigated by various items, including the receipt of a £26,000 refund relating to last year, when numbers of deaths in Cheshire were lower than the average forecast. Consequently the Service is continuing to report a net pressure of £18,000.

Capital Programme – Key Issues

Finance and Business Services

- 90. The in-year budget for ICT has reduced by £0.4m due to virements to new schemes in future years; Enabling Citizens and Businesses (£0.2m) and Location Independent Workforce (£0.2m). (Appendix 5b)
- 91. After a number of challenge session discussions it has been agreed that the ICT budget will be re-profiled over four financial years instead of three (including 2012/2013) and this has resulted in an overall budget reduction of £1.8m (Appendix 4) and an additional £3.3m of forecast expenditure slipping in to future years.

Debt

92. A summary of outstanding invoiced debt by Directorate is contained in **Appendix 2**.

2. Financial Stability

Government Grant Funding of Local Expenditure

- 93. Cheshire East receives two main types of Government grants, formula grant and specific grants.
- 94. The overall total of Government grant budgeted for in 2012/2013 was £402.2m. Cheshire East Council's formula grant will be £67.7m and specific grants were originally budgeted to be £334.5m based on Government announcements to February 2012. Further announcements have revised this figure to £344.1m. Specific grants are split between non-ringfenced (£137.3m) and ringfenced (£206.8m). Spending in relation to ringfenced grants must be in line with the purpose for which it is provided.
- 95. **Table 10** summarises the updated forecast position for all grants in 2012/2013. A full list of grants is provided at **Appendix x.**

Table 10 – Summary of Grants to date

	Revised Budget Sept 2012/13 £m	Revised Budget Dec 2012/13 £m	Variance 2012/13 £m
Formula Grant			
Revenue Support Grant	1.3	1.3	0.0
Business Rates	66.4	66.4	0.0
	67.7	67.7	0.0
Specific			
Ringfenced Grants	206.6	206.8	-0.2
Non Ringfenced Grants - held within service	95.5	95.5	0.0
Non Ringfenced Grants - held corporately	41.8	41.8	0.0
	343.9	344.1	-0.2
Total Government Grant Funding	411.6	411.8	-0.2

Source: Cheshire East Finance

- 96. Ringfenced grants have increased by £0.2m since the Mid Year Review.
- 97. There has been no net change in the level of non ringfenced grants since MYR. Children and Families are now requesting a Supplementary Revenue Estimate (SRE) of £33,000 to be met from increased Skills Funding Agency grant. An additional £80,000 grant has now been awarded in –year, the majority of which was identified at MYR. However the service is now requesting use of part of this increase. The award of this specific grant is conditional upon it being used to support Lifelong Learning via support for low income learners on Skills Funding courses, and skills development programmes for the unemployed.
- 98. Overall, after taking account of previously approved SREs funded from specific grant, it is estimated that an additional £0.2m grant over budget will be received in 2012/2013 (see overview table on page 3).

Collecting Local Taxes for Local Expenditure

99. Cheshire East Council collects Council Tax and National Non Domestic Rates (NNDR) for use locally and nationally.

Council Tax

- 100. Council Tax is set locally and retained for spending locally. Council Tax was frozen for 2012/2013 at £1,216.34 for a Band D property. This is applied to the taxbase.
- 101. The taxbase for Cheshire East reflects the equivalent number of domestic properties in Band D that the Council is able to collect Council Tax from (after adjustments for relevant discounts, exemptions and an element of non collection). The taxbase for 2012/2013 was agreed at 146,807.37 which, when multiplied by the Band D charge, means that the expected income for the year

- is £178.6m. Council Tax therefore funds approximately 73% of the Council's net revenue budget of £246.3m.
- 102. In addition to this, Cheshire East Council collects Council Tax on behalf of the Cheshire Police Authority, the Cheshire Fire Authority and Parish Councils. **Table 11** shows these amounts separately, giving a total collectable amount of £214.9m.

Table 11 – Cheshire East Council collects Council Tax on behalf of other precepting authorities

	£m
Cheshire East Council	178.6
Cheshire Police Authority	22.1
Cheshire Fire Authority	9.8
Town & Parish Councils	4.4
	214.9

Source: Cheshire East Finance,

- 103. This figure may vary slightly during the year if more discounts and exemptions are granted or more properties are built.
- 104. The Council expects to collect at least 99% of the amount billed, but will always pursue 100% collection. However, to allow for any delay in collection the amount billed should therefore be slightly more than the actual budget. The amount billed to date is £216.7m.
- 105. **Table 12** shows collection rates for the last three years, and demonstrates that 99% collection is on target to be achieved within three years.

Table 12 – 99% of Council Tax will be collected within 3 Years % Collected to date

,, , , , , , , , , , , , , , , , , , , ,
99.1%
98.9%
88.1%

Source: Cheshire East Finance. December 2012

National Non Domestic Rates (NNDR)

- 106. NNDR is collected from businesses in Cheshire East based on commercial rateable property values and a nationally set multiplier. The multiplier changes in line with inflation and takes account of the costs of small business rate relief. The inflation factor used is 5.6% which reflects the Retail Price Index as at September 2011. NNDR is set nationally and paid over into the NNDR pool to be reallocated across the country according to need.
- 107. The small business multiplier applied to businesses who qualify for the small business relief has been set at 45.0p in 2012/2013. The non-domestic multiplier has been set at 45.8p in the pound for 2012/2013.
- 108. The amount collected does not relate to the amount that is redistributed to the Council but it must be noted that the total collected includes amounts that will be distributed to police and fire authorities as well as local government.
- 109. **Table 13** demonstrates how collection continues to improve even after year end. The table shows how over 99% of non-domestic rates are collected within three years.

Table 13 – Over 99% of Rates are collected within 3 years % Collected to

	date
2010/2011	99.4%
2011/2012	98.7%
2012/2013	87.5%

Source: Cheshire East Finance, December 2012

Capital Programme 2012/2016

110. At the third quarter review stage the Council is forecasting expenditure of £57.0m in 2012/2013 against an Approved Budget of £75.3m for the year. The underspend of £18.3m has been

reprofiled to spend in future years. A fundamental review of the capital programme has been undertaken to ensure that it only includes schemes that fulfil the Council's priorities for service delivery to be carried forward and any unspent balances have been deleted from the programme enabling resources to be freed up for future allocations.

- 111. **Appendix 5a** lists requests for Supplementary Capital Estimates (SCEs) and Virements over £250,000 and up to and including £1m in respect of forecast overspends and additional schemes not previously approved as part of the 2012/2013 Capital Programme. The SCEs have been reviewed and endorsed by the Executive Monitoring Board in accordance with Finance Procedure Rules. All SCEs are fully funded by external contributions and government grants.
- 112. **Appendix 5b** details Supplementary Capital Estimates of up to and including £250,000. The SCEs have been approved by delegated decision in accordance with Finance Procedure Rules and are included for Cabinet to note. All SCEs are fully funded by external contributions, government grants, prudential borrowing and capital reserves.
- 113. At the third quarter position the capital programme has increased slightly by £0.5m to £198.2m from the mid-year figure of £197.7m
- 114. There have been a number of Supplementary Capital Estimates since the mid-year forecast was reported, totalling £0.8m, that have been approved in accordance with the Financial Regulations and Delegated Decision process. These include £0.2m Department of Energy and Climate Change grant funding and £0.4m for the Local Sustainable Transport Fund.
- 115. There have been budget reductions of £2.3m, the most notable being a reduction of £1.9m in the ICT Core Stability Programme as agreed at the ICT Capital Challenge session.

116. There is also a number of Supplementary Capital Estimates, totalling £2.1m that are to be approved or noted at the third quarter review. These include £0.9m for Springfield Special School a scheme that will be fully funded by the school and will create a new sports barn, incorporating a sports hall and swimming pool, with changing facilities. The other most notable Supplementary Capital Estimate is the additional Disabled Facilities Grant of £0.3m that the authority is due to receive in 2012/2013.

Table 14 – Summary Capital Programme

	MYR	Amendments	Amended	Budget	SCE's	Revised
	Total	to MYR	MYR	Reductions		Total
	Forecast	Forecast	Forecast			Forecast
	Budget	Budget	Budget			Budget
	2012/16	2012/16	2012/16			2012/16
	£m	£m	£m	£m	£m	£m
Children & Families	22.9	0.0	22.9	-0.3	1.4	24.0
Adults	1.6	0.0	1.6	0.0	0.2	1.8
Places &			*		***************************************	
Organisational						
Capacity	105.0	0.8	105.8	-0.1	0.5	106.1
Corporate Services	68.2	0.0	68.2	-1.9	0.0	66.3
	197.7	0.8	198.5	-2.3	2.1	198.2

117. The revised programme is funded from both direct income (grants, external contributions, linked capital receipts), and indirect income (borrowing approvals, revenue contributions, capital reserve, non-applied receipts). A funding summary is shown in **Table 15.**

Table 15 - Changes in Capital Funding Sources

	MYR Total Forecast Budget	TQR Total Forecast Budget	Variance
	£m	£m	£m
Grants	70.0	72.1	2.1
External Contributions	43.3	44.0	0.7
Linked/Earmarked Capital Receipts	3.4	0.0	-3.4
Supported Borrowing	1.7	1.6	-0.1
Non-Supported Borrowing	47.0	59.9	12.9
Revenue Contributions	0.6	0.5	-0.1
Capital Reserve	31.7	20.0	-11.7
	197.7	198.2	0.5

- 118. Since the mid-year review, there has been a change of £6.7m in the proposed application of the capital reserve to fund future capital expenditure.
- 119. A policy change ~ reported to Cabinet on 10th December 2012 as part of the 3 Year Medium Term Financial Strategy ~ has been agreed to apply all capital receipts held in reserve to finance capital expenditure which has taken place in previous years and has been met from borrowing.
- 120. The application of the capital reserve will be undertaken in 2012/2013 and will be used to repay £15m of borrowing for assets purchased after 2008 that are being written down over the various asset lives. The impact will be to reduce the level of revenue

- provision required for the repayment of debt in 2013/2014 and future years.
- 121. Capital receipts received in year 2012/2013 estimated to be £10m will be fully applied to finance capital expenditure in year. The Council has assumed it will receive an additional £15m in capital receipts in 2013/2014 and 2014/2015 to be applied accordingly.
- 122. **Table 16** illustrates the in-year changes to the capital programme which shows an overall increase of £0.8m. This reflects the additional Supplementary Capital Estimates and budget reductions listed in Appendices 4, 5a and 5b. Progress against the forecast budget will continue to be monitored though out the remainder of the year and updated at Outturn.

Table 16 - In Year Changes to the Capital Programme

	MYR	Revised	Forecast	Current
	Budget	TQR	Expenditure	Forecast
		Budget		(Over/
				Underspend)
	£m	£m	£m	
Children & Families	17.7	17.9	14.9	-3.0
Adults	1.5	1.5	0.8	-0.6
Places & Organisational Capacity	47.5	48.5	37.4	-11.1
Corporate Services	7.9	7.5	3.8	-3.7
	74.6	75.4	56.9	-18.5

Central Adjustments

Capital Financing Costs

123. The capital financing budget includes the amount charged in respect of the repayment of outstanding debt and the amount of interest payable on the Council's portfolio of long term loans.

These budgeted costs are partly offset by the interest the Council anticipates earning from temporary investment of its cash balances

- during the year. The capital financing budget of £14.8m accounts for 6% of the Council's total revenue budget.
- 124. At TQR, the overall saving on the capital financing budget is forecast to be £0.9m, due to a reduction in debt repayment costs and savings in external interest charges. The review of the capital programme has also led to improvements in the overall cash balances position and estimated external interest charges are now not expected to be fully incurred in 2012/2013.

Treasury Management

- 125. Investment income is currently £180,000 higher than budgeted which is a continuation of the improvement from the Quarter 2 position. The externally managed pooled funds continued to perform well, particularly in October and November. Higher than originally forecast cash balances and the ability to fix some deposits for slightly longer periods has also led to increased investment returns. Based upon the current economic forecasts, investment interest rates are not expected to increase and credit quality and liquidity of investments will continue to take priority over yield.
 - The average lend position (the 'cash balance') including fund manager and legacy balances up to the end of the third quarter was £82.5m.
 - The average annualised interest rate received on in house investments up to the end of the third quarter was 0.75%
 - The average annualised interest rate received on the externally managed pooled funds up to the end of the third quarter was 0.91%.
- 126. The Council's total average interest rate up to the end of quarter 3 in 2012/2013 was 0.79%. This is higher than the London Interbank Bid Rate for 7 days at 0.43%. The base rate remained at 0.50% for the quarter.

Table 17 – Interest Rate Comparison

Comparator	Average Rate		
-	Q3		
Cheshire East	0.79%		
LIBID 7 Day Rate	0.43%		
LIBID 3 Month Rate	0.44%		
Base Rate	0.50%		

127. All investments are made in accordance with the parameters set out in the Treasury Management Strategy Statement (TMSS) approved by Council on 23rd February 2012 and amended 13th December 2012. The amendment removed the minimum criteria for short term credit ratings which has enabled the Council to recommence investing with Royal Bank of Scotland subject to duration limits as advised by our Treasury Management advisors. Further details of counterparty limits and current investments are given in Appendix 7.

Central Contingencies

Pensions

128. The 2012/2013 budget contained £0.7m contingency provision to meet the impact of the increase in Employer Pensions contributions. This has been fully allocated to services.

Severance and relocation costs

129. A provision of £4.0m was included in the 2012/2013 budget to meet ongoing actuarial charges relating to Voluntary Redundancies (VR), and relocation costs arising from Local Government Reorganisation. It is expected that in-year spending will be in line with the provision. Overall though, relocation costs

are lower than originally forecast, and consequently provision has been made in the 2012/2013 budget to return surplus funding transferred to the Council on reorganisation, to Cheshire West and Chester Council, in accordance with the joint agreement between the two councils.

Other Corporate Items

130. Following an audit of the Accounts Payable system, a number of duplicate payments dating back to 1 April 2009 were identified. These have been recovered, and result in a £0.2m income credit, which has been returned to Council reserves.

Outturn Impact

- 131. The impact of the projected service outturn position is to reduce balances by £6.8m as reported in **Section 1**.
- 132. Taken into account with the service related items detailed above, the impact of these service outturn issues is to reduce balances by £5.5m, summarised as follows:

Table 18 – Service Outturn Impact

	£m
Service Outturn	-6.8
Specific Grants	0.2
Capital Financing	0.9
Other Income	0.2
	-5.5

Management of Council Reserves

- 133. The opening balance at 1 April 2012 on the Council's General Reserves decreased from a budgeted £13.2m to an actual position of £11.4m, due to the final outturn position for 2011/2012.
- 134. The Council's Reserves Strategy 2012/2015 stated that the Council would maintain reserves to protect against risk and support investment. The Strategy forecast an increase in the level

- of reserves to £20.8m by 31st March 2013 with a risk assessed minimum level of £15m.
- 135. The budget included a planned contribution to reserves of £7.6m. On 19th July, Council approved Supplementary Revenue Estimates of £0.3m for 2012/2013 relating to grant income received in 2011/2012 which effectively was being held in general reserves. This produced a revised budget of £7.3m.
- 136. Taken together with service outturn impacts above, the overall impact is a net increase in general reserves of £1.8m to £13.2m as shown in **Table 19**.

Table 19 - Change in Reserves Position

	£m
Opening Balance at 1 April 2012	11.4
Planned Contribution to Reserves	7.3
	18.7
Service Outturn Impacts	-5.5
Forecast Closing Balance at March 2013	13.2

- 137. The balance of £13.2m is below the Reserves Strategy risk assessed minimal level of £15m. However, the assessment included an element of risk for a potentially adverse outturn impact, and therefore overall the level of reserves remains broadly adequate in risk terms.
- 138. The Council also maintains Earmarked Revenue reserves for specific purposes. At 1 April 2012 balances on these reserves stood at £7.2m. During 2012/2013, an estimated £2.1m will have been drawn down and applied to fund service expenditure for these specific items. Service outturn forecasts take account of this expenditure and funding. The majority (£1.8m) of the funding has been applied from the Invest to Save, and Enabling Local Delivery reserves, together with the Service Manager carry forwards. A detailed list of earmarked reserves is contained in the Budget Report elsewhere on the agenda.

3. Performance Report – Head of Performance, Customer Services and Capacity

2012/2013 Quarter Three Performance

- 139. This section provides a high level summary of the key performance headlines for the first nine months of 2012/2013.
- 140. For external reporting purposes at the end of quarter three, the Council continues to report on a basket of measures retained within service plans from the former National Indicator Set, and the former Best Value Performance Indicator Set
- 141. At the request of the Strategic Director of Children, Families and Adults, three additional local performance measures relating to adoption of children are now being externally reported.
- 142. In total 26 measures are now being externally reported on a quarterly basis during 2012/2013, with additional measures being reported at year-end.

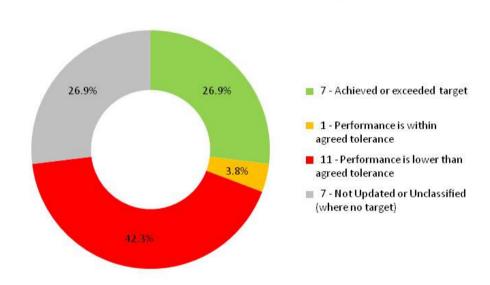
Performance Measure Tolerances (Red/Amber/Green ratings)

143. The Council's electronic monitoring and performance system (CorVu) is pre-populated with a five percent tolerance against the targets set by service areas, meaning that the system assigns a 'red' assessment to performance data 5% (or more) short of the target, an 'amber' assessment to data within 5% of the target, and a 'green' assessment to data performing on or above target. Where strong cases are made for the revision of tolerances (e.g. where a 5% tolerance is not appropriate due to a measure's data return format), tolerances will be revised to support individual targets. In all other circumstances, the 5% tolerance will remain in place for performance measure reporting in 2012/2013.

2012/2013 Quarter Three Performance Against Target

144. Performance assessments (red; amber; green) were made based on performance against target.

2012/2013 Q3 Actual vs Target



- 145. **26.9**% of measures are on target or exceeding their target at 2012/2013 Quarter Three.
- 146. However **42.3%** did not achieve their quarterly target:

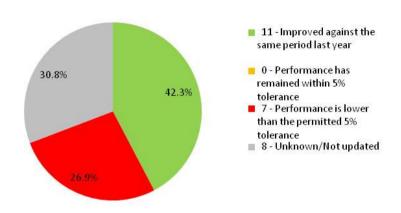
Directorate	Reference	Definition
Children, Families & Adults	CFA 001	Average time between a child entering care and moving in with its adoptive family, for children who have been adopted (days)
	NI 59	Initial assessments for children's social care carried out within 7 working days of referral
	NI 60	Core assessments for children's social care that were carried out within 35 working days of their commencement
	NI 64	Child protection plans lasting 2 years or more
	NI 117	16 to 18 year olds who are not in education, training or employment (NEET)
	NI 130	Social care clients receiving Self Directed Support (Direct Payments and Individual Budgets)
	NI 145	Adults with learning disabilities in settled accommodation
	NI 146	Adults with learning disabilities in employment
Places & Organisational	NI 155	Number of affordable homes delivered
Capacity	NI 157a	Processing of planning applications as measured against targets for major application types
Human Resources	BV 12	Working days lost due to sickness absence

(See Appendix 8 for further details)

Year On Year Direction Of Travel

147. Performance assessments (red; amber; green) have been made based on current performance compared to Q3 2011/2012.

Dec 2011 vs Dec 2012



148. The 7 (26.9%) measures which failed to achieve the same level of performance when compared to the same period last year were:

Directorate	Reference	Definition
Children, Families & Adults	NI 59	Initial assessments for children's social care carried out within 7 working days of referral
	NI 60	Core assessments for children's social care that were carried out within 35 working days of their commencement
	NI 64	Child protection plans lasting 2 years or more
	NI 65	Children becoming the subject of a Child Protection Plan for a second or subsequent time
	NI 130	Social care clients receiving Self Directed Support (Direct Payments and Individual Budgets)
	NI 145	Adults with learning disabilities in settled accommodation
Human Resources	BV 12	Working days lost due to sickness absence

(See Appendix 8 for further details)



Appendices to Three Quarter Year Review of Performance 2012 / 2013

February 2013

Appendix 1 – Changes to Revised Budget 2012/2013 since Mid Year Review

	Mid Year	Additional	Allocations	Restructuring &	Other	Revised Qtr 3
	Net	Grant	from	Realignments	Virements	Net
	Budget	Funding	Contingency	(within Directorate)		Budget
	£000	£000	£000	£000	£000	£000
Children & Families						_
Directorate	762			-189		573
Safeguarding & Specialist Support	27,395		34	-589		26,840
Early Intervention & Prevention	11,857			987		12,844
Strategy, Planning & Performance	19,148	33		-255		18,926
	59,162	33	34	-46	0	59,183
Adults						_
Care4CE	0					0
Strategic Commissioning	36,242		16	15	200	36,473
Business Management and Challenge	3,427			30		3,457
Individual Commissioning	59,109					59,109
	98,778	0	16	45	200	99,039
CHILDREN, FAMILIES & ADULTS	157,940	33	50	-1	200	158,222
Places & Organisational Capacity						
Waste, Recycling & Streetscape	26,885		4	-104		26,785
Highways & Transport	17,275		23	493		17,791
Community Services	150		8	48		206
Development	22,506		18	-652	100	21,972
·	10,078		13	213		10,304
Performance, Customer Services & Capacity	,					ŕ
PLACES & ORGANISATIONAL CAPACITY	76,894	0	66	-2	100	77,058

	Mid Year Net Budget	Additional Grant Funding	Allocations from Contingency	Restructuring & Realignments (within Directorate)	Other Virements	Revised Qtr 3 Net Budget
	£000	£000	£000	£000	£000	£000
Corporate Services						
Finance & Business Services	17,702		34	1	100	17,837
HR & OD	3,141		5		120	3,266
Borough Solicitor	5,557		10	2	61	5,630
CORPORATE SERVICES	26,400	0	49	3	281	26,733
TOTAL SERVICE OUTTURN	261,234	33	165	0	581	262,013
CENTRAL PURCETO						
CENTRAL BUDGETS	44 525	22			<u> </u>	44 FG0
Specific Grants	-41,535	-33				-41,568
Capital Financing	14,800		165			14,800
Contingencies	4,501		-165			4,336
Contribution to Reserves	7,245					7,245
Invest to Save Reserve	0				-581	-581
CENTRAL BUDGETS	-14,989	-33	-165	0	0	-15,768
TOTAL BUDGET	246,245	0	0	0	581	246,245

Appendix 2 – Debt Management

- In addition to the collection of Council Tax and National Non-Domestic Rates the Council also issues invoices to organisations or individuals for certain key services. Performance related to Council Tax and Non-Domestic Rates is contained in **Section 2** of this report.
- Total Invoiced Debt at the end of December 2012 was £16.0m. After allowing for £9.2m of debt still within the payment terms, outstanding debt stood at £6.7m. This is £3.6m lower than at 30th September mainly due to settlement of debt relating to the PCT contribution towards the Learning Disability Pooled Budget within Adults Services.
- 3. The total amount of service debt over 6 months old is £2.9m which is unchanged from the first quarter and mid –year positions.
- 4. Services have created debt provisions of £2.7m to cover this debt in the event that it needs to be written off.
- The Council uses a combination of methods to ensure prompt payment of invoices. Recovery action against unpaid invoices may result in the use of debt collectors, court action or the securing of debts against property.
- 6. An analysis of the invoiced debt provision by directorate is provided in the table:

	Outstanding	Over 6	Debt
	Debt	months old	Provision
	£000	£000	£000
Children & Families			
Children & Families	659	350	205
Schools	55	48	55
Adults	4,324	1,529	1,607
Total Children, Families & Adults	5,038	1,927	1,867
Waste, Recycling & Streetscape	359	259	174
Highways & Transport	333	233	190
Community	164	85	85
Development	813	377	377
Performance, Customer Service & Capacity	7	3	3
Total Places & Org Capacity	1,676	957	829
Finance & Business Services	15	12	4
HR & OD	18	1	1
Borough Solicitor	8	5	1
Total Corporate Services	41	18	6
TOTAL	6,755	2,902	2,702

Appendix 3 – Summary Capital Programme and Funding

				- 0			<u> </u>
		SCE's/	Revised		Forecast E	xpenditure	_
	MYR	Virements/	TQR				
	In-Year	Reductions	In-Year				
	Budget	Qtr 3	Budget				
Department	2012-13	2012-13	2012-13	2012-13	2013-14	2014-15	Post 2014-15
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Children & Families							
New Starts	6,273	357	6,630	3,696	7,858	625	s c
Ongoing schemes	11,453	-183	11,270	11,176	911	0	o c
	17,726	174	17,900	14,872	8,769	625	0
Adults							
New Starts	1,466		1,466	847	949	0	o c
Ongoing schemes	20	-20	0	0	0	0) c
	1,486	-20	1,466	847	949	0	0
Places & Organisational Capacity							
New Starts	27,697	989	28,686	25,288	24,917	20,728	1,512
Ongoing schemes	19,796	-46	19,750	12,160	20,632	901	C
	47,493	943	48,436	37,448	45,549	21,629	1,512
Corporate Services							
New Starts	6,781	-414	6,367	3,064	29,589	26,840	5,000
Ongoing schemes	1,093		1,093	763	829	327	· c
	7,874	-414	7,460	3,827	30,418	27,167	5,000
Total New Starts	42,217	932	43,149	32,894	63,313	48,193	6,512
Total Ongoing schemes	32,362	-249	32,113	24,099	22,373	1,228	c c
Total Capital Expenditure	74,579	683	75,262	56,993	85,686	49,421	6,512

Funding Source	2012-13	2013-14	2014-15	2015-16
	£'000	£'000	£'000	£'000
Grants	31,249	28,558	12,909	0
External Contributions	2,013	22,121	20,263	0
Supported Borrowing	1,629	20	0	0
Non-supported Borrowing	11,672	24,887	16,249	6,512
Revenue Contributions	430	100	0	0
Capital Reserve	10,000	10,000	0	0
Total	56,993	85,686	49,421	6,512

Appendix 4 – Reductions in Capital Programme

Scheme	Approved Budget	Revised Approval	Reduction	Reason
	£	£	£	
CHILDREN AND FAMILIES	~	~	~	
Capital for Kitchen & Dining Facilities	459,571	299,025		Budget no longer required as no commitments placed, this saving will alleviate borrowing requirements
Tytherington HS	3,130,000	3,049,686		Savings achieved which will alleviate borrowing requirements
Ruskin Secondary School	100,000	53,608	· ·	Budget not required as no commitments placed, this saving will alleviate borrowing requirements
Woodcocks Well Primary School	21,350	0		Scheme removed from Capital Programme
Christ the King Catholic & C of E PS	3,337,802	3,316,802	21,000	Scheme Completed. Surplus grant to be utilised of reduce borrowing requirements of work undertaken at Styal Primary.
Middlewich High Secondary School	199,901	179,848		Scheme Completed
			349,655	
PLACES & ORGANISATIONAL CAPACITY Streets & Open Spaces				
S106 Reades Lane, Congleton	13,840	5,060	8,780	No specific plans to spend so return to S106 Balances
S106 Earls Court, Earlsway, Macclesfield	145,716	128,203	17,513	No specific plans to spend so return to S106 Balances
S106 Ground Work Cheshire - Bird Sanctuary Development	20,000	1,700	18,300	No specific plans to spend so return to S106 Balances
Parkgate - Regeneration	509,254	359,254	150,000	No specific plans to spend
Astbury Marsh Caravan Site	41,805	41,475	330	No specific plans to spend
			194,923	
CORPORATE SERVICES				
Core System Stability	15,342,000	13,493,000	1,849,000	Outcome of ICT Capital Challenge Session
Totals			2,393,578	

Appendix 5a – Request for Supplementary Capital Estimates (SCEs) and Virements

Capital Scheme	Starts Year	Amount Requested £	Funding	Reason for SCE/Virement	PARA Ref
Cabinet are asked to approve SCE and Virements over	£250,000	and up to and	d including £1m		
Children and Families					
Springfield Special School (School Funded Project)	2012-13	850,206	External Contribution	New Project to create a sports barn incorporating a sport hall and swimming pool with changing facilities adjacent to main school. This project is fully financed by Springfield Special School	18
		55,794	Grant - Devolved Formula Capital (DFC)	New Project to create a sports barn incorporating a sport hall and swimming pool with changing facilities adjacent to main school. This project is fully financed by Springfield Special School	
		906,000			
Places & Organisational Capacity					
Disabled Facilities Grants	2012-13	284,191	Additional DCLG Funding	Additional Disabled Facilities Grant funded by DCLG in 2012-13	76
		,	External Income	Repayment of a Disabled Facilities Grant, to be recycled for further disabled adaptations	
		289,144			
Total SCE's / Virements Requested		1,195,144			

Appendix 5b – Request for Supplementary Capital Estimates (SCEs) and Virements

Capital Scheme	Starts Year	Amount Requested £	Funding	Reason for SCE/Virement
Cabinet are asked to note SCE and Virements up to an	d includin	g £250,000		
<u>Adults</u>				
Building Base Review - Alteration and refurbishment works, at Dean Row, Redesmere, Hollins View, Park View, Mountview And Stanley Centre.	2012-13	161,299	Grant - Adults Mental Health	Additional grant funding available.
Building Base Review - Alteration and refurbishment works, at Dean Row, Redesmere, Hollins View, Park View, Mountview And Stanley Centre.	2012-13	25,000	Grant - CEPCT	Accessed funding available from CEPCT
Building Base Review - Alteration and refurbishment works, at Dean Row, Redesmere, Hollins View, Park View, Mountview And Stanley Centre.	2012/13	20,000	Grant - Adults Mental Health	Residual budgets within Adults with different start years, rolled up so that the funds can be focused on BBR.
		206,299		
Children and Families				
Short Breaks for Disabled Children	2012-13	203,276	Grant (Short Break)	2012-13 Grant award to enable improvement into provision for short breaks for disabled children.
Capital Maintenance	2012/13	30,000	Contribution from Shavington HS delegated budget	School has agreed to make a contribution to the Roofing Work
Capital Maintenance	2012/13	9,000	Contribution from Cranberry PS Delegated Budget	School has agreed to make a contribution to the Roofing Work
Capital Maintenance	2012/13	10,000	Contribution from Ashgrove PS Delegated Budget	School has agreed to make a contribution to the window replacement work
Capital Maintenance	2012/13	31,000	Grant - Modernisation Grant	To fund overspend of capital maintenance budget allocation towards work at Poynton High School.
Feasibility 10-11	2010-11	25,000	Grant - Capital Maintaince Grant	Feasibility Costs, to be funded temporary from Capital Grants. If capital projects are not progressed the costs associated with this project will be funded from the revenue budget.
Malbank School & Sixth Form College	2010-11	70,038	Contribution from Schools Delegated Budget	Additional Cost of DDA works for multi purpose / multi functional new build project to be funded by a further contribution from Malbank High School.
Wilmslow High Secondary School	2011-12	4,250	Contribution from Schools Delegated Budget	School has agreed to fund additional costs of refurbishing three Science Labs
Minor Works/Accessibility	2011-12	6,000	Contribution from Schools Delegated Budget	Offley Primary School has agreed to fund the additional work for foul drainage at site.

Capital Scheme	Starts Year	Amount Requested	Funding	Reason for SCE/Virement
Capital Scheme	I Gai	£	i unuing	Reason for SCL/Virenient
Church Lawton - Specialist Provision	2011-12		Grant - Capital Maintaince Grant	Feasibility Costs, to be funded temporarily from Capital Grants. If capital projects are not progressed the costs associated with this project will be funded from the revenue budget.
DFC Grant	2012-13	68,556	DFC Grant	Increase budget to match funds available to schools of Devolved Formula Capital Grant
Pupil Referral Unit 11-12	2011-12	17,049	Grant - Capital Maintaince Grant	To be funded temporarily from Capital Grants. If capital projects are not progressed the costs associated with this project will be funded from the revenue budget.
Lostock Hall Primary School	2011-12	39,962	Grant - Capital Maintaince Grant	To be funded temporarily from Capital Grants subject to discussions with Lostock Primary School contributing towards the additional cost of this project.
Suitability (<£100k)	2012-13	1,864	Contribution from Schools Delegated Budget	Additional Cost to works undertaken at Vine Tree Primary School to be funded by a further contribution from school.
Minor Works (<£100k)	2012-13	46,755	Contribution from Schools Delegated Budget	Additional Cost to works at Shavington High School, Monk Coppenhall Primary, The Berkeley Primary School, The Quinta Primary School and Ivy Bank Primary to be funded by a further contribution from these schools.
Stapeley Broad Lane Primary School	2012-13	39,000	Contribution from Schools Delegated Budget	Additional Cost to Hall Extension at Stapeley Broad Lane Primary School to be funded by a further contribution from school.
Adelaide Special School	2011-12	14,000	Contribution from Schools Delegated Budget	Additional Cost of improvements at Adelaide Special School to be funded by requesting a further contribution from school.
Cledford Infants School	2011-12	11,000	Grant - Capital Maintaince Grant	Additional Cost to refurbishing of a vacant school building, Cledford Infants School, to accommodate a number of Children and Families Social Care staff on a permanent basis.
Short Break Re Provision 11-12	2011-12	124,000	Prudential Borrowing	Recommended for restatement in the capital programme at a reduced budget. The original budget for this project was £249,000.
St Oswalds (School Funded Project)	2012-13	26,282	Grant - Devolved Formula Capital (DFC)	Additional Cost to project funded by a further contribution of the schools share of Devolved Formula Capital.
St Oswalds (School Funded Project)	2012-13	130,831	Contribution from Schools Delegated Budget	New Project financed by St Oswalds Primary School to develop an additional classroom to operate a three class model.
Monks Coppenhall Primary School	2011-12	3,288	Grant - Devolved Formula Capital (DFC)	Additional Cost of refurbishment of toilets and kitchen at Monks Coppenhall Primary School to be funded by a further contribution of the schools share of Devolved Formula Capital Grant.

Capital Scheme	Starts Year	Amount Requested	Funding	Reason for SCE/Virement
Capital Scheme	Teal	£	Fullding	Reason for SCE/Virement
Suitability Bids (<£100k)	2011-12		(DFC)	Additional Cost of work to create a single storey extension and re-modelling of classroom at Mobberley Primary School to be funded by a further contribution of the schools share of Devolved Formula Capital Grant
Styal Primary School	2011-12	6,000	Grant - Devolved Formula Capital (DFC)	Virement between two schemes to create an new classroom and remodel and fit an extension at Styal Primary School for the cost of work on the schools wring fo electricity.
Suitability (<£100k)	2012-13	5,000	Grant - Devolved Formula Capital (DFC)	Additional Cost to works undertaken at Vine Tree Primary School to be funded by a further contribution from school share of Devolved Formula Capital Grant.
Minor Works (<£100k)	2012-13	40,213	Grant - Devolved Formula Capital (DFC)	Additional Cost to works at Shavington High School, Monk Coppenhall Primary, The Berkeley Primary School, The Quinta Primary School and Ivy Bank Primary to be funded by a further contribution from these schools share of Devolved Formula Capital Grant.
Basic Need (<£100k)	2012-13	28,000	Grant - Capital Maintaince Grant	Additional Costs to phase one work undertaken at Pebble Brook Primary to be funded from savings on phase two work at Pebble Brook Primary.
TLC Vernons PS Amalgamation	2008-09	60,000	Grant - Primary Capital Programme (PCP)	Additional cost to work at Vernon's Primary School. This is intended to be funded from a residual element of grant funding the Primary Capital Programme.
Stapely Broad Lane PS - Replacement of temp accomod	2009-10	6,000	Grant - Primary Capital Programme (PCP)	Additional cost to work at Stapeley Broad Lane. This is intended to be funded from a residual element of grant funding the Primary Capital Programme.
Offley Primary School	2009-10	2,859	Grant - Primary Capital Programme (PCP)	Additional cost to work at Offley Primary School. This is intended to be funded from a residual element of grant funding the Primary Capital Programme.
Cledford TLC Scheme	2009-10	12,000	Grant - Primary Capital Programme (PCP)	Additional cost to work at Cledford Primary School. This is intended to be funded from a residual element of grant funding the Primary Capital Programme.
		1,151,960		
Places & Organisational Capacity				
Streets & Open Spaces				
Sandbach Park	2009-10	1,989	External Funding	Re-align budgets between Sandbach Park & Building Refurb schemes. Also to increase budget for Assets staff time charges not known at time of budget setting.
Sandbach Park		586	Prudential Borrowing	

Capital Scheme		Amount Requested £	Funding	Reason for SCE/Virement
Congleton Park Improvements - Town Wood	2009-10	840	External Contribution	Increased costs/scope being funded by external contribution from Groundwork Trust
Queens Park Restoration	2004-05	80,000	LTP Grant	Increased project costs to meet Consultants & Architects final fee's. Ongoing review of settlement of final contractor claims
Sandbach Park Building Refurbishment	2008-09	4,516	Prudential Borrowing	Re-align budgets between Sandbach Park & Building Refurb schemes. Also to increase budget for Assets staff time charges not known at time of budget setting.
Highways & Transport				
Congleton Relief Road	2012-13	200,000	Prudential Borrowing	The investigation of a number of transport options including the provision of a possible link between the west of Congleton from the A534 Sandbach Road and north to the A34 Manchester Road, bypassing Congleton Town Centre and linking a number of potential development sites. This additional funding is to allow scheme to progress through development stage.
S278 Sherbourne Road, Crewe	2008-09	5,000	Developer Contribution	Increase in costs or scope from original S278 agreement - extra costs to be met by Developer
Connect 2 - Phase 3	2010-11	84,459	Sustrans Grant	Grant income for 12-13 higher than estimated - re-align grant income budget
Connect 2 Phase 2-3	2010-11	50,000	LTP Grant	Increased as a result of the need to re-design intended route. Concerns expressed by landowner late in design process. Sustrans successfully approached for additional funding to cover the increased design and construction costs. Failure to complete project would have resulted in significant abortive costs for CEC.
Air Quality Action Plan	2012-13	30,000	LTP Grant	Decision to seperately identify Air Quality costs from Local Measures budgets for easier more transparent reporting
Bridge Maintenance Minor Works	2012-13	84,459	LTP Grant	Partial reversal of previous budget virement to Connect 2 due to additional Sustrans grant being received for that project.
Community Services				
Parking Penalty Charge Notice Processing	2012-13	10,000	Prudential Borrowing	Increased costs for software licencing - funded by virement within budget holders area of responsibility
Nantwich Pool Enhancements	2008-09	20,000	Prudential Borrowing	Specific works to replace the external pool cover were identified as part of the Council's ' Invest to Save ' projects. The works are to be undertaken as part of the overall Nantwich Pool refurbishment project, so approval is sought to vire the funding the main Capital project budget.

	Starts	Amount		
Capital Scheme	Year	Requested	Funding	Reason for SCE/Virement
		£		
Lifestyle Centre Refurb at MLC	2011-12	20,000	Prudential Borrowing	Specific maintenance & internal decoration works have been outlined as part of the detailed design and remodelling works. An agreed contribution of £ 20k (not £10k as previously outlined) has been agreed from the Corporate Minor Works budget, so approval is sought to vire the funding to the main capital project budget.
Lifestyle Centre Refurb at WLC	2011-12	20,000	Prudential Borrowing	Specific maintenance & internal decoration works have been outlined as part of the detailed design and remodelling works. An agreed contribution of £ 20k (not £10k as previously outlined) has been agreed from the Corporate Minor Works budget, so approval is sought to vire the funding to the main capital project budget.
Performance, Customer Services & Capacity				
Customer Relationship Management & Telephone System	2009/10	37,000	Prudential Borrowing	The scope of the two projects was combined resulting in a single delivery from ICTSS.
Relocation of Library Services	2011-12	1,554	Funded by Revenue contribution	Overspend by Libraries Shared Service
Development				
Earl Road Handforth Feasibility	2012/13	130,000	Financed from Revenue Funding	Feasibility study to identify strategic options for Council owned land off Earl Road, Handforth.£100,000 funded from existing feasibility budget and £30,000 from a revenue contribution towards capital.
Tatton Vision 12-13	2012/13	95,000	Capital Reserve	
Private Sector Assistance	2011-12	16,082	External Income	Repayment of Home Repair loans previously funded by external grant, to be recycled for further home repairs
Minor Works 2012/13	2012/13	7,752	Prudential Borrowing	Residual budgets within Assets with different start years, rolled up so that the funds can be focused on Minor Works.
		899,237		
Corporate Services				
Enable Citizens and Businesses	2012/13	222 000	Prudential Borrowing	Outcome of ICT Capital Challenge Session
Location Independent Workforce	2012/13		Prudential Borrowing Prudential Borrowing	Outcome of ICT Capital Challenge Session Outcome of ICT Capital Challenge Session
Location independent vvolvioree	2012/13	414,000	Tracertial borrowing	Outcome of 101 Capital Orialisings Dession
Total SCE's Requested		2,671,496		

Appendix 6 – Corporate Grants Register as at 31st December 2012

Note *	Forecast Sept MYR 2012/2013 £000 F	Forecast Dec TQR 2012/2013 £000 ^F	Variance 2012/2013 £000	Note	Forecast Sept MYR 2012/2013 £000	Forecast Dec TQR 2012/2013 £000	Variance 2012/2013 £000
Formula Grant				Non Ringfenced Grants - held corporately (con't)			
Revenue Support Grant	1,287	1,287	0	Places & Organisational Capacity (con't)			
National Non Domestic Rates	66,390	66,390	0	Local Service Support Grant -	0	0	0
Total Formula Grant	67,677	67,677	0	Preventing Homelessness Grant	253	254	(1)
				Lead Local Flood Authorities	177	177	0
Specific Grants				Community Safety Fund	148	148	0
Ringfenced Grants				Extended Rights to Free Transport (C&F)	385	385	0
Dedicated Schools Grant	193,540	193,540	(0)	Local Services Support Grant Total Mortgage Rescue / preventing Repossessions	963	963	0
Pupil Premium Grant	4,009	4,164	(155)	mongago naccac / protenting napococcione	107	107	0
Sixth Forms Grant (EFA)	8,801	8,801	0	Community Transport Grant	139	139	0
Golden Hello	40	40	0	Local Sustainable Transport Fund	578	578	0
16-19 Bursary	128	128	0	Town Team Partnership	0	40	(40)
Summer Schools (New Grant as at July-2012)	90	91	(1)	, , , , , , , , , , , , , , , , , , ,			(- /
Total Ringfenced Grants	206,608	206,764	(156)	Corporate			
3	,		(/	New Homes Bonus 2011/12	870	870	0
Non Ringfenced Grants - held within service				New Homes Bonus 2012/13	1,844	1,844	0
Council Tax Benefit Subsidy 1	20,408	20,408	0	New Homes Bonus 2013/14	0	0	0
Housing Benefit Subsidy 1	75,128	75,128	0	Affordable Homes - starts 2012/13	85	85	0
Total Benefit Subsidies	95,536	95,536	0	Council Tax Freeze Grant 12/13	4,505	4,464	41
Non Ringfenced Grants - held corporately				Council Tax - New Burdens	84	84	0
				Community Rights to Challenge New Burdens	9	9	
Children & Families				grant			0
Early Intervention Grant	12,908	12,908	0	LACSEG refund from 2011/12 formula grant	503	503	0
•				New Burden Temporary Deferment Business	5	5	
Learning Disabilities & Health Reform - PCT tra	6,128	6,128	0	Rates 12/13			0
Learning Disabilities & Health Reform	4,417	4,417	0	New Burden Community Rights to Bid	5	5	0
Adult Skills & Adult Safeguarding	675	675					
Learning			0				
Skills Funding Agency 2	294	296	(2) SRE bid	Budgeted but not due in			
	418	418		Children's Workforce in Schools Modernisation	0	0	
YOS grant			0	Grant			0
NHS S256 Reablement	3,756	3,756	0	Learner Support Funds	0	0	0
Troubled Families	522	522	0	16+ Transport Partnership grant	0	0	0
Troubled Families - Co-ordinator	100	100	0	Further Education Funding (16-18 Funding)	0	0	0
Music Grant	143	143	0	Grants Claimed Retrospectively -			0
Adoption Improvement Grant	40	40	0	Milk Subsidy	0	0	0
				Asylum Seeker	0	0	0
Places & Organisational Capacity				Workstep	0	0	0
Housing Benefit & Council Tax Admin.	2,094	2,094	0	Migration Impact Fund (Communities of Interest)	0	0	0
NNDR Administration Grant	562	562	0		41,752	41,754	(2)
				Total Specific Grants	343,896	344,054	(158)
Notes 1 The budgets for Council Tax Benefit and Housing Be				Total Government Grant Funding	411,573	411,731	(158)

² Grant increased by £78k at MYR, and a further £2k at TQR. SRE bid now made for £33k.

Appendix 7 – Treasury Management

Counterparty Limits and Investment Strategy

- 1. The maximum amount that can be invested with any one organisation is set in the Treasury Management Strategy Report. For named UK banks and building societies this has been set at 15% of our total investments subject to a maximum value of £15m. These limits apply to the banking group that each bank belongs to. Limits for Money Market funds have been set at 25% of total investments subject to a maximum value of £20m. There is also a maximum that can be invested in all Money Market Funds at any one time of 50% of the value of all investments.
- 2. Our approved counterparties list also includes a number of foreign banks although, to date, none have been used. Credit conditions within the Eurozone and world wide have been improving and consideration, with advice from our Treasury Management advisors, is being given to investments in strongly rated foreign banks. The limits applicable to foreign banks are the same as those applied to UK banks.
- 3. Banks credit ratings are kept under continual review although there have been no material changes in the last quarter. In addition to ratings, other credit indicators, such as Swap rates are also monitored. There has been a marked reduction in the difference between the 3 month overnight interest swap rates and LIBOR which is indicative of a reduction in credit risk. This has led to an increase in the duration limits applicable to investrments with Barclays, HSBC, Nationwide Building Society and Standard Chartered increased to 12 months. Lloyds Group and RBS Group have been increased to 6 months and Santander(UK) to 100 days.
- 4. Opportunities are being taken whenever possible to fix investments for longer periods to take advantage of slightly higher rates. In quarter 3 these have been generally been 3 month or I year investments with Lloyds TSB. Opportunity was also taken to

- purchase a 1 year Certificate of Deposit with Standard Chartered Bank. This allows the Council to keep its free custodian account arrangements in place and may provide an opportunity to profitably sell the investment prior to maturity.
- 5. **Table 1** shows the current investments and limits with each counterparty. A full analysis of the types of investment and current interest rates achieved is given in **Table 2**.

Table 1 - Current Investments and Limits

Counterparties	Li	mits	Investments as at 31/12/12		
UK BANKS					
Barclays Bank	15%	£15m	10%	£9m	
Co-operative Bank:	15%	£15m	12%	£11.4m	
HSBC Bank	15%	£15m	-	-	
Lloyds TSB	15%	£15m	13%	£12m	
Royal Bank of Scotland	15%	£15m	11%	£10m	
Santander (UK) plc	15%	£15m	12%	£11m	
Standard Chartered Bank	15%	£15m	2%	£2m	
BUILDING SOCIETIES					
Nationwide Building Society	15%	£15m	-	-	
Money Market Funds	50%		19%		
Deutsche	25%	£20m	4%	£4m	
Ignis	25%	£20m	5%	£5m	
Federated Prime Rate	25%	£20m	6%	£5.2m	
Scottish Widows	25%	£20m	4%	£4m	
Pooled Funds - External Fund Manager	50%		21%	£20.1m	
				£93.7m	

Table 2 - Types of Investments and Current Interest Rates

Instant		
Access Accounts	Avg rate %	£'000's
Instant Access Accounts	0.70%	26,406
Money Market Funds	0.42%	18,170

Notice	Avg	
Accounts	rate %	£'000's
Notice Accounts (up to 100 days)	0.51%	15,023

Fixed Term			Rate	
Deposits	Start	Maturity	%	£'000's
Lloyds TSB	01/11/2012	07/01/2013	1.35	4,000
Lloyds TSB	08/11/2012	08/05/2013	1.35	4,000
Lloyds TSB	16/11/2012	18/02/2013	1.15	4,000
Standard				
Chartered – CD	26/11/2012	26/11/2013	0.69	2,000

Externally	
Managed Funds	£'000's
Pooled Investments	20,139
Maturity	
Profile	£'000's
Instant Access	44,576
Maturing < 1 month	13,000
Maturing within 1 - 6 months	14,023
Maturing within 6 - 12 months	2,000
Externally Managed Funds	20,139
Total	93,738

6. Benchmarking of investment returns is notoriously difficult as the level of returns is related to the level of risk and different Local Authorities take different views on risk. As explained at the mid

year review the Council's performance is about average compared to other Local Authorities. Returns could be increased by using lower credit rated counterparties or increasing the duration of investments. Many authorities with lower risk but higher returns than Cheshire East have historic longer dated investments which have yet to mature or have lower and less volatile daily cash balances. Higher cash balance means spreading the risk among counterparties even if the rate paid by some counterparties is relatively low.

Performance of Fund Manager

7. The table below shows the performance of the funds (net of fees) since the initial investment of £20m (£10m in each model) on 27th May 2011.

	STANDARD MODEL	DYNAMIC MODEL
April 2012	0.00%	-0.06%
May 2012	-0.04%	-0.13%
June 2012	0.10%	0.17%
July 2012	0.24%	0.27%
August 2012	0.07%	0.10%
September 2012	0.11%	0.13%
October 2012	0.07%	0.10%
November 2012	0.11%	0.12%
December 2012	-0.01%	0.01%
Cumulative 2012/13	0.66%	0.71%
Value of Investment at 31/12/12	£10,170,314	£10,146,173
Fees (Total since start)	£40,490	£43,583
Average Annual Rate as at 31/12/12	0.82%	0.65%

- 8. Performance of the funds in April and May was affected by the continued debt crisis in Europe, in particular the uncertainties over the Greek economy.
- 9. Corporate Bonds and emerging market debt were all affected by the European debt issues but improved greatly in June once the markets settled down. They have continued to provide most of the gains on the funds since then. Most good credit quality Government stocks continue to offer very low yields but the funds have focused on other AAA rated stocks (such as Norway, Canada and Australia) which have helped the performance of the Short dated bonds element of the funds.
- 10. The performance of the funds in the last two quarters has been encouraging and more in line with our expectations than previously. The nature of these investments is that performance can be volatile so they should only be judged over a longer period of time. Regular meetings are being held with the fund managers to assess the on-going performance and suitability of these funds.

Appendix 8 – Performance Report

Corporate Scorecard Report for 12/13 Quarterly Reporting

(Organisation Summary)

Objective	Measure		Frequency	Polarity				Operational Comments
	Ref	Description			2011/12	Target	Result	
		res 2012/13						•
Children, Families & Adults	CFA001	Average time between a child entering care and moving in with its adoptive family, for children who have been adopted (days)	Quarterly	Low	719 days	640 days	687 days	Figures relate to 21 adoption orders to date for 2012-2013
	CFA002	Average time between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family (days)	Quarterly	Low	260 days	214 days	174 days	Figures relate to 21 adoption orders to date for 2012-2013

(Organisation Summary)

Objective	Measure		Frequency	Polarity	Result	Lates	st Data	Operational Comments
	Ref	Description			2011/12	Target	Result	
Performa	nce Measure	es 2012/13						
	CFA003	Percentage of children who wait less than 21 months between entering care and moving in with their adoptive family	Quarterly	None	46%	Not Set	43%	Rationale for calculation of this figure has been obtained from number of children adopted during 01/04/2012 - 31/12/12, number of children placed with adoptive carers at 31/12/12 and number of children with an adoption decision at 31/12/12 who have not been cared for longer than 21 months. The figure is for period 01/04/12 - 31/12/12 not a cumulative 3-year figure. Whilst this has dropped slightly from last year, the drop is minor (46% to 43%), we are still a little way off the national average (56%), but are working with a new tracker system to improve this. This is part of the Improvement Plan for Adoption.

(Organisation Summary)

Objective	Measure		Frequency	Polarity		Lates	t Data	Operational Comments
and the second second	Ref	Description		. The contract of	2011/12	Target	Result	
Performa	nce Measu	res 2012/13						
	NI 19	Rate of proven re-offending by young offenders	Quarterly	Low	0.97 number	1.00 number	Not Updated	Home office changes to the counting rules mean that we can no longer compare like with like as we monitor the rate of offending via the PNC data now. The method for PNC calculation is to track a 12 month cohort of young people for 12 months after the original outcome. This means it can be upto 15 months after initial outcome before a figure can be calculated. The latest data availabe on the PNC database is for two periods Oct 08 - Sept 09 and Oct 09 - Sept 10. The frequency rate of offending is 0.87 and 0.74 respectively and results in a performance change/frequency difference of -0.13. This shows that the young people in that particular cohort committed less offences compared to the cohort from the 12 months in the previous year.

(Organisation Summary)

Objective	Measure		Frequency Pola		Result	Lates	st Data	Operational Comments	
(2) (1)	Ref	Description		<i>5</i>	2011/12	Target	Result		
Performa	nce Measu	res 2012/13			11-11-11-11-11				
	NI 59	Initial assessments for childrens social care carried out within 10 working days of referral	Quarterly	High	52.20%	75.00%	49.00%	There has been an improvement in the third quarter in terms of IA's completed within 10 working days. Overall there have been 1216 IA's completed in the 9mths to 31/12/2012 with 45% completed and signed off within 10 days NB 56% have been completed within 20 working days overall	
	NI 60	Core assessments for childrens social care that were carried out within 35 working days of their commencement	Quarterly	High	60.60%	75.00%	56.00%	Work continues to ensure that CA's are completed in a timely fashion. 65% are currently signed off within 40 working days	
	NI 64	Child protection plans lasting 2 years or more	Quarterly	Low	2.63%	5.00%	7.10%	Q3 is slightly high with 3 cases out of 42 ending which were subject to a plan for more than 2 years. The overall picture for 9 months is 6 cases out of 187 that have ended which were longer than 2 years which equates to 3.2% and is within the acceptable threshold of 5%. This demonstrates that plans for the most vulnerable children are not left to drift.	

(Organisation Summary)

Objective	Measure		Frequency Polarity		Result	Latest Data		Operational Comments
	Ref	Description			2011/12	Target	Result	
Performa	nce Measur	es 2012/13		101				
	NI 65	Children becoming the subject of a Child Protection Plan for a second or subsequent time	Quarterly	Low	11.11%	15.00%	7.30%	Quarter 3 relates to 4 children made subject to a plan for a second time out of 55 made subject to a plan within that period. This is within target – the cumulative figure for the year shows a decreasing picture and demonstrates that safeguarding intervention to reduce risk is sustained.
	NI 67	Child protection cases which were reviewed within required timescales	Monthly	High	100.00%	100.00%	100.00%	The service gives a high priority to ensuring that the plans to make the most vulnerable children in Cheshire East safe are reviewed within statutory requirements. This performance is a reflection of that and has been sustained for over a year.
	NI 111	First time entrants to the Youth Justice System aged 10 to 17	Quarterly	None	188 number	Not Set	36 number	This relates to the number of first time entrants for the period 1/7/2012 - 30/9/2012
	NI 117	16 to 18 year olds who are not in education, training or employment (NEET)	Quarterly	Low	5.00%	4.90%	5.30%	5.3% is the indicative figure for Dec 2012. The Autumn term is always high and subject to wide fluctuations as there are large numbers of young people who change plans due to exam results and courses not being what they anticipated. Work is ongoing to clarify the individuals where the 16+ destination is unknown and it is expected that this figure will be much more stable by March 2013

(Organisation Summary)

Objective	Measure		Frequency	equency Polarity		Latest Data		Operational Comments
	Ref	Description		Terresidente de la constanta d	2011/12	Target	Result	
Performa	NI 125	Achieving independence for older people through	Monthly	None	74.40%	Not Set	79.30%	The new Service Manager for Intermediate Care is currently looking at
		rehabilitation/ intermediate care						new and better collection methods to increase response rates. Difficulties have been experienced contacting customers. Retrospective work is done which may see some improvement on the measure. The information needed to collate this indicator comes from two different hospital trusts and we are continuing to work through options to standardise this.
	NI 130	Social care clients receiving Self Directed Support (Direct Payments and Individual Budgets)	Monthly	High	45.50%	55.00%	40.50%	We are seeing an increasing number of service users who are receiving services that are ineligible for personal budgets (e.g. reablement). This year's target of 60% was based on a maximum achievable figure of 64% in 2011/12. However, this maximum figure currently stands at 56%. Work is being undertaken on this measure to address performance issues. The Team Support Service continues to work with teams to help them improve their performance on this measure.

(Organisation Summary)

Objective	Measure		Frequency	Polarity		Latest Data		Operational Comments
	Ref	Description			2011/12	Target	Result	
Performar	nce Measur	res 2012/13						
	NI 131	Delayed transfers of care from hospitals		None	8.70 number	Not Set	Not Updated	prior to the Cabinet paper deadline. However, the figure as at the end of November was 9.8. The figure within this measure that account for delays attributable to adult social care is only 0.13 (last year this was 0.3 which was the equal lowest in the country).
	NI 132	Timeliness of social care assessment	Monthly	High	92.80%	94.00%	94.10%	This measure continues to perform well. New reporting at team level has been produced so that team managers can see more detailed breakdowns of time taken for completion of assessments
	NI 133	Timeliness of social care packages	Monthly	High	93.80%	93.00%	94.90%	Performance remains consistent on this measure and above target. A review of this measure is currently being considered for 2013/14: this measure is based on the old national indicator which was created prior to developments around personalisation and programmes such as reablement.

(Organisation Summary)

Objective	Measure		Frequency	Polarity	Result	Latest Data		Operational Comments
	Ref	Description		878	2011/12	Target	Result	
Performa	nce Measur	res 2012/13						
	NI 135	Carers receiving needs assessment or review and a specific carers service, or advice and information	Monthly	High	35.45%	32.60%	31.70%	There was a significant improvement in 2011/12 but we are still looking at ways to help more carers. For example we are currently exploring ways of improving and increasing the numbers of carer's assessments with an organisation that works with carers on behalf of Community Mental Health Teams – this is being retendered for April.
	NI 141	Percentage of vulnerable people achieving independent living	Quarterly	High	73.45%	65.00%	Not Updated	Figures for Quarter 3 were unavailable prior to Cabinet paper deadline.
	NI 142	Percentage of vulnerable people who are supported to maintain independent living	Quarterly	High	98.43%	98.70%	Not Updated	Figures for Quarter 3 were unavailable prior to Cabinet paper deadline.

(Organisation Summary)

Objective	Measure		Frequency Polarity			Latest Data		Operational Comments
	Ref	Description			2011/12	Target	Result	
Performan	ice Measure	s 2012/13						
	NI 145	Adults with learning disabilities in settled accommodation	Monthly	High	52.90%	60.70%	41.80%	Performance on this measure is slightly behind on the same point last year (45.9%). Although there was significant improvement on this measure in 2011/12, a stretching end year target of 70% has been set. The Team Support Service is currently looking at where there are opportunities to improve performance through new ways of collecting the data required as the issue of under performance is related to gaining confirmation of accommodation status in a way that meets the criteria for the measure.
	NI 146	Adults with learning disabilities in employment	Monthly	High	7.00%	6.13%	5.23%	Performance on this measure has improved on the same point last year (4.22%). Work is ongoing to help support learning disabled people into work opportunities: for example, Work Placement Officers continue to further explore the use of assistive technology when arranging in-work support for customers.

(Organisation Summary)

Objective	Measure		Frequency	Polarity	Result	Latest Data		Operational Comments
	Ref	Description			2011/12	Target	Result	
Performan	ce Measur	es 2012/13						
Places & Organisation Capacity	NI 155	Number of affordable homes delivered (gross)	Quarterly	High	247 number	75 number	61 number	The 6 completions this quarter consist of a mixture of Firstbuy and Assisted Purchase Scheme completions. The sluggish housing market continues restricting the progress on market sites. However, there are a number of Homes and Communities Agency grant funded sites that are due to complete before the end of March 2013 that will boost the delivery of affordable housing.
	NI 157a	Processing of planning applications as measured against targets for major application types	Quarterly	High	31.30%	60.00%	50.00%	
	NI 157b	Processing of planning applications as measured against targets for minor application types		High	51.70%	65.00%	75.00%	
	NI 157c	Processing of planning applications as measured against targets for other application types	Quarterly	High	69.60%	80.00%	90.40%	

(Organisation Summary)

Objective	Measure		Frequency Polarity			Latest Data		Operational Comments
	Ref	Description			2011/12	Target	Result	
Performar	nce Measure	s 2012/13						
HR & OD	BV012	Working days lost due to sickness absence (cumulative)	Monthly	Low	9.16 days	6.10 days	7.02 days	The Council has an ongoing Action Plan to address and reduce levels of absence which includes regular reporting, management training and targeted intervention on issues such as manual handling and stress management. There has also been a focus on positive health promotion involving a number of wellbeing events as well as provision of guidance and information on conditions such as cancer. Absence levels, however continue to be over target, currently by an average of 1 day per employee. Close monitoring of absences will continue and early, appropriate action will be taken. The Council is also considering the use of additional positive, targeted interventions such as an Employee Assistance Programme, stress management and early access to physiotherapy to effectively reduce absence levels.