

**Service budget recovery plan - Month 6**

<b>Directorate</b>	<b>Initial target £000's</b>	<b>Initial proposals £000's</b>
Children & Young People	217	217
Social Care, Health & Safeguarding	1,122	800
Communities & Place	457	546
MonLife	88	88
People & Governance	91	11
Chief Executives Unit	63	147
Resources	148	377
<b>Total</b>	<b>2,185</b>	<b>2,185</b>

Children & Young People

Indicative saving target: (£000's) 217

Initial options 217

Ref	Service	Proposal	Amount	Recovery method	Details	Risk Factor
			£000's	<i>i.e. Not filling vacant post, reduction in supplies or services, additional income, curtailing service, etc.</i>	<i>A brief description of the proposal including any risks to being able to deliver</i>	<i>Low, Medium, High</i>
CYP1	Education Psychology	Saving generated by not filling 0.4 FTE of a post	22	Not filling a vacant post	Following a recent recruitment process for a full time Education Psychology post the successful applicant has asked to work 3 days leaving 2 days vacant. The service is able to accommodate this.	Low
CYP2	Primary Behaviour support	Due to the delay in being able to recruit to the posts this has generated a saving	106	Delay in recruiting to the service	Due to a restructure there has been a delay in recruiting to this service therefore 9 months saving has been made on the budget.	Low
CYP3	Photovoltaic Recharges (Schools)	To release some of the surplus balance to support the recovery plan	89	Releasing some of the reserve	Following the installation of photovoltaic panels on at some school the recharges have been put in a reserve to be used for energy efficiency projects, the surplus reserve has been increasing year on year and no projects have been proposed. If agreed this would still leave £136k for projects	Low

Social Care, Health & Safeguarding

Indicative saving target: (£000's)

1,122

Initial options

800

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SCH1	Children's	Reduce Placement Support Costs	38	Reduction in services	We have moved a younger person out of an OWR into a supported accommodation placement and are in the process of reducing the child's level of support	L - the care plan is on track
SCH2	Children's	Placement Cost	20	Reduction in services	We have moved a younger person from an OWR onto Skirrid which is now registered as a 2 bed (previously 1 bed). The plan is to move another child into the 2nd placement which will reduce the costs of the 2nd child's placement at £5,700 per week	M - sibling group complex needs, recently come into care, aim for joint March is achievable, pending on successful transition.
SCH3	Children's	Placement Cost	50	Changed Supplier	Child in OWR placement requiring agency residential care. A new supplier is now available at reduced cost.	L - change in supplier has already been made
SCH4	Children's	Placement Cost	22	Change of Care Plan	Child was rehabilitated to family member, which was not identified in M6 forecast	L - it has already happened
SCH5	Children's	Placement Cost	150	Reduction in services	At M6 forecast was based on a 6 :1, the current clinical assessment indicates 5:1 moving to 4:1. The child will be moving to bespoke accommodation.	M - £100K is Low risk as this equates to the reduction of 1 carer which is now in place. The further reduction of 1 carer will depend on outcome of clinical assessment following transition to new accommodation.
SCH6	Children's	Recruitment	8	Convert agency to T & C	An agency safeguarding TM has been in place, who has now been successfully appointed on T & C	L - successful appointment has been enacted, awaiting checks.
SCH7	Children's	Delay recruitment	12	Not filling vacancy	3 day Social Work post in the Children With Disabilities team	L - this is the status quo, so the work / risk is currently managed.
SCH8	Children's	Delay recruitment	4	Not filling vacancy	1 day Social Work post Families Together team	L -this is the status quo, so the work / risk is currently managed.
SCH9	Children's	Service re-design	12	Changing posts	Convert x2 agency Social Worker posts in the Long Term Support Team to x2 Family Support Workers	M - the risk is whether we are able to recruit in time to realise the savings

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SCH10	DMT	Staffing	6	Not filling vacancy and releasing agency	0.5 Chief Officer Business Support and use Business Support for Head Of Adult Service instead	L - the post is shared with CO CYP so this may be jeopardised
SCH11	DMT	Delay recruitment	8	Delay recruitment	Delay arrival of Head Of Adult Service by 3 weeks	L - the risk is delay in further development and implementation of the MTFP
SCH12	Transformation	Utilise a WG grant	40	Additional income	An in-year Performance Grant has been awarded which can be used against a reconfigured performance post (to off-set core funding)	L - grant already claimed
SCH13	Transformation	Utilise a WG grant	50	Additional income	An in-year Workforce Development Grant has been applied for which can be used to off-set core funding for recruitment activity that has already been undertaken	M - the outcome of the application process is still pending
SCH14	YOS	Utilise a WG grant	10	Additional income	A Ministry Of Justice grant has been awarded to the YOS for prevention which we propose is used to off-set core funding	L - the grant criteria still needs to be worked through
SCH15	Directorate Staffing	Delays to recruitment	50	Delay filling vacancies	Delay to 1 data and performance lead, 1 EHO and 1 BS.	L - continues the status quo
SCH16	Directorate Staffing	Delays to recruitment	50	Delay filling vacancies	There are currently at least 36 vacancies within the directorate, which can be actively managed to mitigate the pressures.	M - this will require control via any recruitment being authorised by DMT. It will create workforce pressures regarding the unmet need.
SCH17	Adult Services	POC costs	200	Reduction in services	There are approximately 18 24 hour live-in care packages which are not pegged to our Fair Fee for residential care	M - social work time required to undertake the review, query over how much of the care can be safely reduced within this year.
SCH18	Adult Services	Debt Recovery	10	Additional income	The saving is predicted on targeted reduction of £100,000 in debt, which in turn will reduce the bad debt provision by £10K.	M - Reason for medium is the length and value of debt will be difficult to recover

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SCH19	Adult Services	Means Tested Policy	60	Additional income	Ensure social workers discuss means tested charges with clients before care is provided and ensure the financial assessment process has been started.	L - Should be done as its laid down in legislation and the Authority's charging policy and procedures. Challenge is in embedding correct control mechanism

Communities & Place  
 Indicative saving target: (£000's)

457

Initial options 546

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C&P1	Street Lighting	Reduction in in-year revenue maintenance spend.	50	Passporting qualifying spend to capital budgets	Passporting qualifying spend to capital budgets	Low
C&P2	Grounds Maintenance	Drawing of S106 Commuted sum payment	200	Additional income	Further draw on S106 commuted sum - using unspent funds saved up from previous years. One-off benefit.	Low
C&P3	Car Parks	Realisation of Pay & Display income from opening of Severn Tunnel junction car park - Jan-March	10	Additional income	New car park coming on line in January. There is a risk around whether this level of income is achievable but this risk is felt to be low.	Low
C&P4	Highways Traffic Mgt	Further release of potential Road Closure income	41	Additional income	Projections show that road closure income will exceed what was included at month 4.	Low
C&P5	Highways Dev & Flooding	Freeze vacant post until new financial year	54	Temporary hold on filling vacant post	Temporary hold on filling vacant post	Low
C&P6	Building Cleaning	Managed reduction in material spend	28	Reduction in supplies & Services	Re-assessment of stock levels allows for further budget recovery	Low
C&P7	Schools Catering	Staff cost reduction	73	Temporary hold on filling vacant posts	Re-assessment of staffing requirement since month 4. The forecast indicates potential slow down in recruitment required in this financial year.	Medium
C&P8	Schools Catering	Windfall grant	56	Additional income	Windfall grant relating to WG Free Sschool Meals and covid grant administration that has been provided. This was not known at M4.	Low
C&P9	Borough Theatre	Delay staff recruitment until new financial year	9	Temporary hold on filling vacant post	Hold off on filling new structure until we understand future resource requirements.	Low
C&P10	Strategic Operations	Freeze vacant post until new financial year	25	Temporary hold on filling vacant post	Temporary hold on filling vacant post	Low

MonLife

Indicative saving target: (£000's) 88

Initial options 88

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ML1	Finance & Business	Freeze Vacant Post - Business Support Team Leader	26	Freeze Vacant Post	Post is currently vacant, low risk but adds additional pressure to the business support unit.	Low
ML2	Finance & Business	Freeze Vacant Post - Project Officer	18	Freeze Vacant Post	Post is currently vacant, low risk as major projects in MONLIFE have reduced significantly.	Low
ML3	Leisure, Youth & Outdoor Adventure	Outdoor Adventure - Increase income through winter promotions	20	Additional Income	Requires school uptake during a period where there has been limited interest previously, the section will look to use promotions to make this period more attractable to schools.	Medium
ML4	Finance & Business	Project Management - Grants	24	Additional Income	Recharge core staff to grant projects	Low

People & Governance

Indicative saving target: (£000's) 91

Initial options 11

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PG1	Communications	Staff cost reduction	8	Staff cost reduction	Temporary saving that will be achieved between staff member leaving and filling of vacant post	Low
PG2	Communications	Staff cost reduction	2.5	Reduction in staff hours	A mutually agreed reduction in working hours for two staff	Low



Chief Executives Unit  
 Indicative saving target: (£000's) 63

Initial options 147

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CEO1	Department wide	Moving qualifying staff costs to Ukraine Funding	115	Moving qualifying staff costs to Ukraine Funding	Since M6 report we have identified further staff costs that can be pushed against the Ukraine grant	Low
CEO2	Department wide	Freeze filling of vacant posts	22	Not filling vacant post	Freeze filling of vacant posts until new year	Low
CEO3	Improvement Team	Decision taken to not purchase MadeOpen subscription	10	Reduction in supplies & Services	Curtail purchase of MadeOpen subscription.	Low

## Resources

Indicative saving target: (£000's)

148

Initial options

377

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RES1	Property Services	Reduction in corporate Building maintenance	270	Make use of spare capital budget to fund maintenance	No risk - using spare capital funding to cover qualifying maintenance repairs from revenue.	Low
RES2	ICT	Reduce equipment spend through to year end	35	reduction in supplies & services	Managed underspend on equipment - majority of laptop spend can be pushed to capital budget.	Low
RES3	Insurances	Reduction in professional fees and ICT costs	20	reduction in supplies & services	Fees for the actuarial review are lower than budgeted, alongside delaying some further ICT investment	Low
RES4	Investment income	Additional investment income	52	Additional income	Additional investment income in light of rising interest rate environment and where we may be able to look at alternative counterparties	Medium