Security Classification:	NOT PROTECTIVELY MARKED
Disclosable under FOIA 2000:	Yes

SURREY POLICE - PAPER FOR PCC MANAGEMENT MEETING

Financial Report Month 9 – 2013-14

1. Purpose

1.1. This report presents the financial position for December 2013, being quarter 3 of 2013/14.

2. Summary

- **2.1.** The gross revenue budget for the year is £207.7m, a reduction of £1.1m compared to last year. The current forecast is for a slight underspend against the budget, despite absorbing the funding of the unbudgeted cost of the decision to cease the development of the crime, intelligence, case and custody system revenue costs.
- **2.2.** The net capital budget is £17.4m including £6.4m carried forward from last year; expenditure for the year to date is £10.0m.

3. Introduction

- **3.1.** The report contains the following;
- **3.2.** The actual revenue expenditure year to date, with the forecast for the year against the annual budget, including an overtime analysis for officers and staff (appendix A).
- **3.3.** The movement on the general balances and specific reserves (appendix A).
- **3.4.** The capital expenditure against the annual budget (appendix A & B).
- **3.5.** The balance sheet items that are termed as working capital, such as the cash position, accounts receivable and payable performance (appendix A).
- **3.6.** Efficiency Plan (appendix C) incorporating the strategic savings graded as red, amber or green.

4. Revenue Budget Summary

- **4.1.** The revenue budget for the year is £207.7m, a reduction of £1.1m (0.5%) on last year's. The budget incorporates a movement of £1.5m into general reserves.
- **4.2.** The year to date actual revenue expenditure of £155.8m is £0.335m within the phased budget. The full year forecast is for a close to balanced budget position, with a small underspend of £0.183m.
- **4.3.** The result reflects the £4.3m reduction in Council Tax Precept income as a result of localisation, despite a 1.995% increase in precept rates, offset by a Government compensation grant, and a £1.6m reduction in central Government grant offset by the effectiveness of the Force's austerity programmes. The detail of which is detailed in appendix C.
- **4.4.** The Force Summary at appendix A provides the detail of expenditure against the budget for the cost type, pay, premises, supplies & services, transport and income.

4.5. The flexibility levered from the budget allows for financial resources to be targeted by the Force which assist in the achievement of the PCC's Police and Crime Plan.

5. Force Business Unit Variances

- **5.1.** Detailed at appendix A is a table that provides the Force and PCC budget by function in the new force structure. This has yet to be finalised so although this section of the report provides some narrative on the forecast expenditure against these interim budget headings, individual forecast variances may change as the structure is finalised and budgets are fully vired.
- **5.2.** North Division: Forecast to be £381k within budget. Officer pay is forecast to be overspent by £237k due to officers being over establishment. Overtime is also forecast to be just above budget but allowances are £131k below. An underspend on staff salaries and overtime is forecast. Supplies and services are within budget due to an underspend on fuel which is forecast at £103k for the year. Income is set to exceed budget by £10k.
- **5.3.** East Division: Forecast to be £706k above budget. This relates to officer numbers within Investigations being between 15 and 20 PCs above budget, and TPT being 3 officers above. Overtime for officers and staff is forecast to be underspent, as are staff salaries and non payroll costs.
- **5.4.** West Division: Forecast to be £218k under budget. Officer payroll overspend due to excess CID Sergeants and TPT PCs which is offset by an underspend on staff payroll arising from vacant PCSO posts, reduced officer overtime costs and increased income.
- **5.5.** Lead Force Operations: Forecast to be £220k overspent. Budgets are yet to be finalised but officer overtime, staff payroll, and operational and transport costs are currently forecast above budget.
- **5.6.** Lead Force Specialist Crime: Forecast to be underspent by £1,348k. Underspend on officers' pay of £719k and staff of £281k partly offset by additional overtime costs. Non payroll costs are forecast to be underspent by £336k and income to over achieve by £268k, however budgets are yet to be finalised in this area as the scope is finalised.
- 5.7. Deputy Chief Constable's Command: ACPO are £939k above budget. This is largely due to the payments that result from the decision to cease the previous crime, intelligence and case & custody computer system, plus the implementation costs of the replacement system, Niche, which is carried forward to the year-end forecast. The Joint Emergency Services Interoperability Project (JESIP) is showing a variance on agency staff costs which are covered by Home Office Grant. PSD is within budget as a result of a refund of legal costs. The underspend is forecast to continue with a reduction in officer and staff numbers. Force Improvement is budgeting for staff and premises savings which have not so far materialised; it is also carrying officers previously charged to Enterprise and staff supporting change programmes resulting in a £668k overspend year to date which is forecast to reduce to £87k. Strategic Planning and Diversity are within budget, a position which is forecast to continue.

- **5.8.** ACO Command: Shared Business Services is within budget due to reduced operational costs. A significant underspend is forecast due to reducing staff costs. ICT costs are within budget which is forecast to continue. Finance and Services are just above budget due to estates requirements but are forecast to recover by year end. HR is under budget by £492k due to a reduced spend on officers' payroll in relation to probationer numbers and reduced staff and non payroll costs. The forecast is for a continuing underspend.
- **5.9.** At Force level costs are within budget and are forecast to remain so. The finalisation of the new structure is not as yet complete so budget virements are not finalised; when completed the reported command level variances may be amended, thus corrective management action is not currently required at this level. It is clear however when considering costs by type, that overtime spend is above budget for both officers and staff with a forecast overspend of £783k for the year. The overtime expenditure is a cost that receives close attention with additional analysis being provided to budget holders which will ensure there is effective control of overtime going forward. Supplies overspend relates to the decision to cease the previous crime, intelligence and case & custody computer system and Niche which are one off expenditure and will not continue. Agency staff overspend relates to JESIP and is covered by additional Income from the Home Office. Variations in officer and staff payroll are predominantly volume related and are managed through the Workforce Planning and Performance Board. It is proposed to bring the Workforce and Financial Planning and Performance Boards together to give improved oversight and control on expenditure.

6. Virements and Approvals

- **6.1.** Virements are intended to enable the Chief Constable to manage budget flexibly within the overall policy framework determined by the PCC, and therefore to provide the opportunity to optimise the use of resources to emerging needs.
- **6.2.** The Chief Constable will only be required to refer back to the PCC when virement would change the overall policy framework determined by the PCC or where a revenue virement might create a future year or continuing commitment. The current restructure of the force into geographical commands and lead force collaboration having been agreed with the PCC, no virements are requiring approval.

7. Capital Position

- **7.1.** The approved capital programme is for a total of £17.4m. Detail of the capital programme is detailed in appendix B.
- **7.2.** The significant capital projects are Salfords Custody Suite, Niche RMS, Vehicle replacement programme, and ICT Infrastructure renewal. The Salfords Custody Suite opened for operational use in November 2013. The first stage of Niche went live in November 2013 with the second stage due in February 2014.

- **7.3.** Expenditure for the year to date is £10.0m with orders committed of a further £2.2m. The forecast variance for the year is an under spend due to phasing of the schemes over more than one year.
- **7.4.** Capital expenditure is financed from grants received from the Home Office, capital receipts from the sale of assets, revenue transfer funding and if necessary borrowing, but given the size of recent receipts from station and house sales none is currently forecast.

8. Reserves

8.1. At the start of the year general reserves stood at £9.3m and specific stood at £8.2m. The budget incorporated a movement of £1.5m into the general reserve which is phased over the year. General reserves will be £11.1m based on the current forecast at year end, with some minor movements on the specific reserves.

9. Accounts Receivable

- **9.1.** Accounts receivable balance at month end was £0.7m, which includes £0.3m over 90 days old, being 38% of total debtors; 56% are under 30 days old.
- **9.2.** Financial regulations set out the limits for the write off of debt. Any individual debtor above £20k will require the Chief Finance Officer of the Chief Constable and the Chief Finance Officer of the PCC to approve the write off of the debt. No write off actions are currently recommended, but as the liquidation of Scotty Events Ltd (GuilFest) continues a write off against the bad debt provision will be required.

10. Accounts Payable

10.1. Accounts payable held 421 invoices and credit notes under query at month end of which 213 are for more than 120 days and another 39 are over 60 days. The total net value of outstanding invoices and credit notes being £378k. 26% of invoices have been held for less than 30 days with a further 14% held for less than 60 days.

11. Cash

- **11.1.** Revenue receipts in the year to date of £183.7m exceeded expenditure by £3.0m; in addition there were capital receipts of £15.4m which exceeded capital expenditure by £5.4m. The cash balance thus increased by £8.4m in the year to date to £16.9m.
- 11.2. The balance is forecast to decrease by £4.8m over the remainder of the year to £12.1m, as revenue receipts are spent and capital receipts are used to support capital programmes.

12. Efficiency Savings

12.1. The report at appendix C sets out the current position with respect to the Force's Efficiency Plan as at month 9 there is small variance with forecast savings below the savings target of £3.6m in the current year.

13. Risks

13.1. The inability to control financial expenditure and achieve value for money would impact on achieving performance objectives and attract negative attention that affects the Force's reputation.

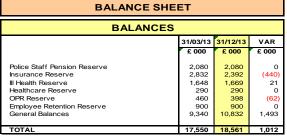
14. Decision[s] Required

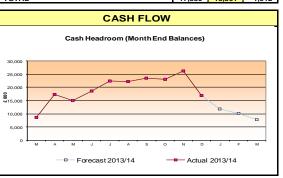
14.1. The financial position is for information.

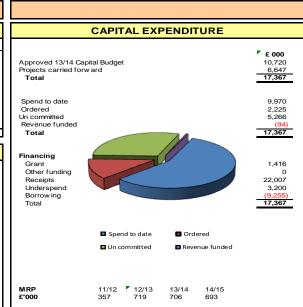


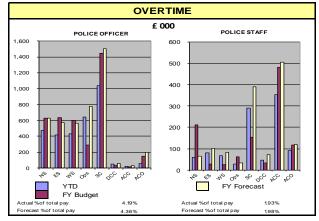
FINANCIAL OVERVIEW AS AT DEC 2013

INCOME AND EXPENDITURE										
BUSINESS UNIT VARIANCES										
	YE	AR TO DA		YEAR						
	ACT	BUD	VAR	BUD	F/C	VAR				
	£ 000	£ 000	£ 000	£ 000	£ 000	£ 000				
North Division	16,940	17,212	272	23,042	22,661	381				
East Division	17,202	17,015	(187)	22,155	22,861	(706)				
West Division	22,903	23,000	98	30,229	30,011	218				
Operations	12,847	11,942	(905)	15,975	16,195	(220)				
Specialist Crime	36,330	37,694	1,364	50,027	48,679	1,348				
Sub Total	106,222	106,864	642	141,428	140,406	1,022				
ACPO	2,908	2,146	(762)	2,857	3,797	(939)				
PSD	1,678	1,773	95	2,364	2,286	78				
Strategic Planning	110	122	12	162	148	15				
Diversity	134	161	27	214	199	15				
Service Quality	1,475	1,606	130	2,123	1,966	157				
Force Improvement	1,071	403	(668)	616	703	(87)				
Sub Total	7,377	6,210	(1,167)	8,338	9,098	(761)				
Contact & Deployment	10,971	10,622	(348)	14,144	14,620	(476)				
Central Neighbourhoods	1,509	551	(958)	1,851	2,066	(216)				
Sub Total	12,479	11,173	(1,307)	15,995	16,686	(692)				
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SBS	1,540	1,615	75	2,140	2,038	102				
ICT	7,874	8,251	377	11,178	11,001	176				
F&S	9,969	9,888	(81)	12,486	12,447	39				
HR/Fed	7,760	8,252	492	11,002	10,538	464				
Sub Total	27,143	28,005	862	36,806	36,024	781				
Corporato/Suapan	1.930	2.479	548	3.168	3.481	(242)				
Corporate/Suspense PCC	1,930 694	1.450	548 755	3,168 1.940	3,481 1.796	(313) 144				
Sub Total	2, 625	1,450 3,928	755 1,304	1,940 5,108	1,796 5,277	(169)				
Sub Total	2,025	3,320	1,304	3,100	3,277	(109)				
TOTAL	155,846	156,181	335	207,674	207,491	183				
IOIAL	133,040	130,101	333	201,074	201,491	103				









		0 - 30 days	31 - 60 days	61 -120 days	Over 120 days	Total
Amount Due	£ 000	243.3	109.3	13.9	11.4	377.9
%of Total Amount		64.4%	28.9%	3.7%	3.0%	100.0%
No of Invoices		110	61	41	214	426
%of Total Amount		25.8%	14.3%	9.6%	50.2%	100.0%



COST TYPE VARIANCES YEAR TO DATE YEAR										
	YE	AR TO DA	TE							
	ACT	BUD	VAR	BUD	F/C	VAR				
	£ 000	£ 000	£ 000	£ 000	£ 000	£ 000				
Police Payroll	73,774	74,060	286	98,762	98,242	520				
Unsocial Hours	853	945	92	1,260	1,167	92				
Police Overtime	3,127	2,768	(360)	3,805	4,332	(527)				
Staff Payroll	52,443	52,795	352	70,503	69,357	1,145				
Staff Overtime	1,014	836	(178)	1,114	1,370	(256)				
Agency	925	249	(675)	349	1,270	(921)				
Other Payroll Costs	3,445	3,126	(319)	4,154	4,537	(384)				
Sub Total	135,581	134,778	(802)	179,946	180,276	(331)				
Premises	6,770	6,452	(318)	7,893	7,945	(51)				
Supplies & Services	18,245	18,245	(1)	24,876	25,831	(955)				
Transport	3,796	3,679	(117)	4,900	5,224	(324)				
Financing	466	617	151	755	670	85				
Sub Total	29,277	28,993	(284)	38,424	39,669	(1,245)				
Income	(6,490)	(5,948)	542	(8,593)	(9,255)	662				
Grants	(2,521)	(1,642)	879	(2,103)	(3,199)	1,097				
Sub Total	(9,012)	(7,590)	1,421	(10,695)	(12,454)	1,758				
TOTAL	155,846	156,181	335	207,674	207,491	183				

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													POLIC	E		
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		Strand	Prior Year	Current Year	Total 13-14	Rev Cont	Actual Spend YTD			o/s	Actual Spend	Bal of Year	Full Year	Fc to Bud	%	RAG
			Re-Phasing C/f	Budget 2013/14	Budget	Sp Grants	(Excl. capitalised) Apr-13-Dec-13	in Year	YTD	Orders	YTD plus O/S Orders	Forecast Jan-14-Mar-14	Forecast	Variance	Spend	
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Code 6021	ICT Infrastructure Renewal / Business Continuity DESKTOP REPLACEMENT PROGRAMME	ACO	0	225,000	225,000	19,860	76,199	144,098	24,563	295	220,592	0	220,297	24,563	132.47	+
6022	LAPTOP REPLACEMENT PROGRAMME	ACO	0	0	0	,,,,,,	-4,913	20,860		807	16,754	0	,	-15,947		
6023 6024	ACCRUALS/FORCE SPEND NETWORKS/CABLING - ICAD UPGRADE	ACO ACO	0	0	0		-7,098 5,937	6,955 17,912	142 -23,850	0 4,426	-142 28,276	0	-142 23,850	142		+
6025	IP PHONES	ACO	0	0	0		5,937	17,912	-23,650 -5,111	2,140		0		-23,850 -5,111		+-
6026	IT PERIPHERALS - PRINTERS	ACO	0	0	0	19,489	28,117	40,893	-49,521	3,932	72,942	0	69,010	-49,521		
6027 6028	HOMA HTCU/POLIT	ACO	0	700,000	700,000		-4,557 0	827,774 2,603		0	823,217 2,603	0		-123,217 -2,603	117.60	
6028	ICCS	ACO ACO	0	0	0		0	2,603	-2,603 n	0	2,603	0	2,603 0	-2,603 n		+-
6032	PLANNED SERVER REPLACEMENT	ACO	0	310,000	310,000		271	63,092	246,637	2,581	65,944	246,637		Ö	20.44	
6052	HARDWARE - FIREWALLS	ACO	0	0	0		0	13,500		0	13,500	0	13,500			
6055 6083	ICT IMPROVEMENTS PROJECT SUPPORT COSTS	ACO ACO	0	500,000	500,000		63,276 4,200	1,302	435,422 -4.200	337,920	402,498	222,179	286,757 4,200	213,243 -4,200	13.76	—
5505	Sub-Total		0	1,735,000	1,735,000	39,349	166,543	1,138,990		352,101		468,816		,200	73.58	
	Fleet Annual Replacement Schemes	1	1									 	1			+-
6201	VEHICLE REPLACEMENT	JTS	553,143	1,711,815	2,264,958	28,468	915,040	349,703	1,028,683	1,047,014	2,311,757	1,028,683	2,293,426	0	55.15	
0004	Specific Capital Schemes			200 000	000 000				200 000			000.000	202 202			\perp
6301 6364	UNALLOCATED - BUDGET ONLY MOBILE DATA 2009/10	DCC	315,001	906,609	906,609 315,001		4,500	0	906,609 310,501	26,625	31,125	906,609 310,501	906,609 315,001	0	1.43	+
6371	ENABLING NEIGHBOURHOOD POLICING BASES	DCC	0	83,741	83,741		42,590	0	41,151	0	42,590	41,151		0	50.86	
6377	SALFORD CUSTODY SUITE	DCC	4,559,177	0	4,559,177		4,406,277	0	152,900	113,213	4,519,490	79,902		72,998	96.65	
6378 6390	DIGITAL AUDIO INTERVIEWING EQUIPMENT OPR ESTATE RESTRUCTURE	ACC SC DCC	425,000 43,719	0	425,000 43,719		23,415 10,388	0	401,585 33,331	0	23,415 10,388	401,585 33,331	425,000 43,719	0	5.51 23.76	
6395	MIDAS MOBILE FINGERPRINT ID	DCC	6,600	0	6,600		10,366	0	6,600	0	10,366	6,600		0	0.00	
6396	SUPPORT SERVICES IT DEVELOPMENTS	ACO	219,181	0	219,181		117,625	0	101,556	0	117,625	101,556		-0	53.67	
6397	E-Business/Integration Technologies	DCC	57,060	0	57,060		24,523	0	32,537	19,824	44,346	32,537	57,060	0	42.98	
6399	Remote Access	DCC	107,988	0	107,988		0	0	107,988	6,425	6,425	107,988	107,988	0	0.00	
6404	Firearms Licensing Scanning	ACC Op	75,149	0	75,149		9,126	0	66,023	13,043	22,169	66,023	75,149	0	12.14	
6405 6407	Police National Database Internet Cafe	DCC ACO	35,130	0	35,130	26,000	-4,475 15,520	0	39,605 10,480	0	-4,475 15,520	35,130 10,480	30,655 26,000	4,475	-12.74 59.69	
6408	Niche RMS	DCC	0	4,118,528	4,118,528	26,000	2,612,056	0	1,506,472	240,980	2,853,036	1,506,472	4,118,528	-0	63.42	
6409	Generator for Business Continuity	ACO	0	232,360	232,360		137,712	0	94,648	44,690	182,402	94,648	232,360	0	59.27	
6410	Reigate Custody Refurbishment	ACO	250,000	0	250,000		0	0		0	C	250,000		0	0.00	
6411	Steria Storm Command & Control System	ACC LP	0	1,054,850	1,054,850		0	0	1,054,850	0	C	1,054,850	1,054,850	0	0.00	July
6412	CHC Voice Recording	ACC LP	0	86,000	86,000		0	0	86,000	0	C	86,000		0	0.00	
6413	Burpham TFU Base	ACC Op	0	78,428	78,428		0	0	78,428	13,501	13,501	78,428	78,428	0	0.00	
6414 6415	Information Architecture Virtual Desktop Infrastructure	ACO	0	350,000 152,525	350,000 152,525		0	0	350,000 152,525	115,600	115,600	350,000 152,525	350,000 152,525	0	0.00	
6416	Apex application Migration	ACO	0	209,866	209,866		0	0	209,866	232,071	232,071	209,866	209,866	0	0.00	
0110	Approacion inigration	7,00		200,000	200,000		J		200,000	202,011	·	·	,		0.00	
	Specific Capital Schemes Sub-Total Totals		6,094,005 6,647,148	7,272,907 10,719,722	13,366,912 17,366,870	26,000 93,817	7,399,257 8,480,840	1,488,693		825,972 2,225,086	8,225,228 12,194,61 9	5,916,182 7,413,681	13,315,439 17,383,214	77,473 77,473		1
			0,047,146	10,115,122	17,300,870	33,017	0,400,040	1,400,093	7,431,154	2,225,000	12,134,019	7,413,001	17,303,214	11,413		\pm
	NOTES											Scheme Closed				
									5% per month = 6.5% per month =			Less than 45% o Less than 58.5%				
6201	The Vehicle Replacement capital scheme is now pa	rt of joint w	vorking with						6.5% per month =			Greater than 58.5				
	Sussex Police.															
6377	This variance is not a saving, there will be an estima £72,681 in 2014/15. Overall a predicted underspend															
6395	This scheme is due to complete in 2013/14 with an			5,600.												+
6404	It had been envisaged that a saving of £45k would be	e possible (on this scheme,			6411	It is understood that		ill be delayed into	2014/15 and						
	this will not be the case now due to the need to increase	ease serve	r capacity as usi	ng			will require additional									\perp
6405	Spider is no longer a viable option. In 2012/13 £9.8k of costs were funded out of revenue	e so an														+
3400	'under spend' against this capital scheme is forecas		spend results fror	n												1
	the cancellation of a prior year accrual.															

December 2018		In-Year Budge ted	2013/14 In- Year Revised	2013/14 In-Year Variance	2014/16 Forecast	2016/18 Fore cast	2018/17 Fore ce st	2017/18 Forecast	6 Year	4 Year
PROJECT	V r	Saving Full Year £000s	Forecast Full Year £000s	Full Year	Savings Full Year £000s	Bavings Full Year £000s	Savings Full Year £000s	Savings Full Year £000s	Full Year £000s	Full Year £000s
		20005		d Projec	-	20005	20005	20005	20005	50005
SSD Main Review	Υ	0	82	82	4	0	0	0	1 86	4
O'ime Maragement Review	-	0	0	0	17	32	0 1	0	1 49	49
Estate Management	-	61	61	0	43	21	0 1	0	125	64
Corporate Communications 2011 Senior Police Staff Leadership Review	Υ .	70 25	70 25	0	15	0	0	9	85 25	15
Health and Safety Review	Υ	30	30	0	0	1 0	0	0	30	0
Diversity Review	-	1	0	ii (1)	0	H 0 1	0 1	0	H 0	0
Secretariat Review ICT OSR review	-	41 57	41 57	0	11 55	0	0	0	52 112	11 55
Enterprise Programme - O/IU	-	9	9	0	18	21	43	0	91	82
Functional Command Savings - Vehicle Recovery Functional Command Savings - Offender Management	Y	(15) 16	(15) 16	0	15	0	0	0	H 0	15
Functional Command Savings - Switchboard Service Quality Review Phase 3	Y	25 19	25 (29)	(48)	0	0	0	0	1 25 1 (29)	0
SBSC Structural & Skills Review	-	0	32	32	21	1	3	0	57	25
Functional Command - Force Control Room Joint Procurement	Υ -	191	240 47	49 31	43 21	1	0	9	283 69	43 22
Specials Review	-	0	(12)	(12)	11	0	0 1	0	(1)	11
Secretariat 2013 Closed Projects Total	Ė	0 648	880 880	134	280	78	48	0	1,082	402
2.51-11-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1			peration							
Divisional implementation 2013 Proactive Review	-	0	(225)	(225)	2,444	0 1	45	0	(225) 2,489	2,489
Proactive Reihvestment CO G Initiative - Neighbourhood Review	-	0	0	0	(2,410) 1,261	1,742	0	0	(2,410) 3,003	(2,410)
	\vdash		1		1,201	1,142	1	1 1	2,000	2,002
Neighbourhood Reinvestment	-									
CO G Initiative - Custody		0	0 352	352	(897) 610	(897)	0 1	14	(1,794) 976	(1,794) 624
CO G Initiative - CID Project 2013	-			304		0			3/0	
Operational Policing Total		0	(328) (201)	(328)	2,438 3,448	39 884	431 478	14	2,580 4,818	2,908 4,820
			()	()					-,	
				rtnering						
Partnering Total		0	0	0	0	0	0	0	0	0
			Police C	Collabora	ition					
Bilateral Collaboration Programme	-	0	0	. 0	45	0 1	0 1		H 45	45
Major Crime	-	386	0	(386)	0	0	0	0	1 0	0
Tactical Firearins Forensics Investigation	Υ.	132 487	0 588	(132)	0	0	0	0	0 588	0
Specialist Crime Lead Force Surrey										
Operations Lead Force Sussex										
Support Services Transformation										
Corporate Services										
Phase 1	-	0	0	0	0	0	0	0	. 0	0
Other										
Joint Transport Service	-	44	(40)	(84)	149	45	6	0	160	200
Joint Insurance Joint Procurement Contract Saves	-	16	16 19	19	14 485	0	0	0	S 504	14 485
National Collaboration Air Support	Υ	200	200	0		0	0	0	200	0
Contact - Surrey	-	0	(72)	(72)	48	497	13	72	558	
Police Coll aboration Total		1,286	711	(664)	741	642	19	72	2,086	1,374
			Digit	al Justic	е					
Digital Justice Total		0	0			0	0	0	0	0
		-	ontinue	o Imm	Loment					
Estates Reconfiguration: Services Facilities & Co-		C	ontinuou	s impro	rement	T T				
location	-	20	0	(20)	0 31	206	0 1	0	□ 0 □ 255	0 255
Estates Reconfiguration: Red Estates Reconfiguration: Amber	-	386	130	(256)	349	184	18 (18)	18	663	533
Estates Reconfiguration: Green Salibrds	-	319	545 0	226	15	(17)	(42)	(18)	483	(62)
ADD 10 percent non staf saves	Y	342	342	0	177	0	0 1	0	519	177
ACC 10 percent non staffsaves DCC 10 percent non staffsaves	Y	317 46	317 46	0	211	0	0	0	528 66	211 20
Support Services Continuous Improvement Programme	Υ	115	136	21	2	0	0		138	_
Non staff costs - Overtime	Υ	297	297	0	0	0	0	9	297	â
Learning and Development Review	-	0	298	298	677	0	36	0	1,011	713
HR Savings Plan (Incl Occupational Health Savings)	-	0	251	251	83	178	15	0	527	276
Firence Savings Plan ICT Savings Plan	-	0 0	0	0	157 671	139	0	0	296 671	296 671
Corporate Comms Saving Plan Non staff costs - Officer Allowances	-	30	0 30	0	81	0 1	0	0	81 30	81
Continuous improvement Total		1,872	2,392	820	2,474	690	8	0	6,686	8,178
Total Savings		3,883	3,682	(101)	8,941	2,192	660	88	13,351	9,769