

AGENDA ITEM NO: 7

Report To: Inverciyde Integration Joint Board Date: 6 November 2018

Report By: Louise Long Report No: IJB/57/2018/LA

Corporate Director, (Chief Officer)
Inverclyde Health & Social Care

Partnership

Contact Officer: Lesley Aird Contact No: 01475 715381

Chief Financial Officer

Subject: FINANCIAL MONITORING REPORT 2018/19 - PERIOD TO 31

AUGUST 2018, PERIOD 5

1.0 PURPOSE

1.1 The purpose of this report is to advise the Inverciyde Integration Joint Board (IJB) of the Revenue and Capital Budgets, other Income Streams and Earmarked Reserves position for the current year as at Period 5 to 31 August 2018.

2.0 SUMMARY

- 2.1 This report outlines the financial position at Period 5 to the end of August 2018. The current year-end operating projection for the Partnership is a projected underspend of £0.080m. In addition, the IJB is expected to utilise a net £2.537m of its Earmarked Reserves in year on previously agreed projects and spend, including the impact of any transfers to/from reserves as a result of anticipated over and underspends.
- 2.2 At Period 5, there was additional funding of £330,000 added to the budget for the living wage and a budget reduction of £62,000 for welfare reform funding returned to the Council. There is a projected underspend of £0.080m on Social Care Services. The main elements of the underspend are detailed within this report and attached appendices.
- 2.3 While Health services are currently projected to be in line with the overall Health budget, there are some issues to note:

• Mental Health Inpatients

As per previous reports, the IJB inherited a budget pressure related to mental health inpatient services due to the high levels of special observations required in that area. Work has been ongoing locally to minimise this pressure. In addition, Mental Health provision across Greater Glasgow & Clyde (GG&C) is under review and it is anticipated that this, together with local work, will address this budget pressure for this and future years.

Prescribing

2017/18 showed unprecedented pressures in relation to Prescribing budgets linked to short supply issues. At that time, the risk share arrangement was in place for all IJBs within GG&C with the Health Board covering the final overspend. While the IJB has invested additional monies into prescribing, it remains an area of potential financial risk going forward.

• Delays in Filling of Vacancies

New procedures brought in at the Health Board are causing significant delays in the filling of a number of health vacancies. This is causing some operational difficulties and may result in an unplanned underspend for the IJB by the yearend.

- 2.4 The Corporate Director (Chief Officer) and Heads of Service will continue to work to mitigate any projected budget pressures and keep the overall IJB budget in balance for the remainder of the year. It is proposed that any overspend in 2018/19 would be funded by the IJB through Reserves and any overall underspend will be carried to Reserves.
- 2.5 The report outlines the current projected spend for the Transformation Fund, Integrated Care Fund and Delayed Discharges money.
- 2.6 The assets used by the IJB and related capital budgets are held by the Council and Health Board. Planned capital spend in relation to Partnership activity is budgeted as £1.364m for 2018/19 with an actual spend to the end of August of £0.072m.
- 2.7 The IJB holds a number of Earmarked Reserves; these are managed in line with the IJB Reserves Policy. The total Earmarked Reserves available at the start of 2018/19 were £5.796m. To date at Period 5, £1.024m has been spent.
- 2.8 The Mental Health Action 15 plan templates, as discussed at the last meeting and submitted to Scottish Government in October, are enclosed for information at Appendix 10.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Integration Joint Board:
 - Notes the Period 5 position for 2018/19 (Appendices 1-3) and requests that the Chief Officer raises the matter of the operational and unplanned financial impacts resulting from the new recruitment procedure;
 - 2. Approves the proposed budget realignments and virement (Appendix 4) and authorises officers to issue revised directions to the Council and/or Health Board as required on the basis of the revised figures enclosed (Appendix 5);
 - 3. Notes the planned use of the Transformation Fund (Appendix 6);
 - 4. Notes the planned use of the Integrated Care Fund and Delayed Discharge monies (Appendix 7)
 - 5. Notes the current capital position (Appendix 8);
 - 6. Notes the current Earmarked Reserves position (Appendix 9).
 - 7. Notes the Mental Health Action 15 plan summary (Appendix 10)

Louise Long
Corporate Director (Chief Officer)

Lesley Aird Chief Financial Officer

4.0 BACKGROUND

- 4.1 From 1 April 2016, the Health Board and Council delegated functions and are making payments to the IJB in respect of those functions as set out in the integration scheme. The Health Board have also "set aside" an amount in respect of large hospital functions covered by the integration scheme.
- 4.2 The IJB Budget for 2018/19 was set on 18 June 2018. The table below summarises the agreed budget and funding together with the projected operating outturn at 31 August:

	Revised		Projected
	Budget	Projected	Over/(Under)
	2018/19	Outturn	Spend
	£000 "	£000	£000
Social Work Services	64,761	64,681	(80)
Health Services	67,793	67,793	0
Set Aside	16,439	16,439	0
HSCP NET EXPENDITURE	148,993	148,913	(80)
FUNDED BY			
Transfer from / (to) Reserves	0	(80)	(80)
NHS Contribution to the IJB	100,931	100,931	0
Council Contribution to the IJB	47,795	47,795	0
HSCP OPERATING SURPLUS/(DEFICIT)	148,726	148,646	(80)
Planned Use of Reserves	(2,537)	(2,537)	
Annual Accounts CIES Position	(2,804)	(2,804)	(80)

5.0 SOCIAL WORK SERVICES

- 5.1 At Period 5, there was additional funding of £330,000 added to the budget for the living wage and a budget reduction of £62,000 for welfare reform funding returned to the Council. The Social Work services revised budget after virements and budget adjustments is £64.761m. The projected outturn at 31 August 2018 is a £0.080m underspend.
- 5.2 The Social Work budget includes agreed savings of £1.555m. It is anticipated that this will be delivered in full during the year and there is a projected over-recovery at Period 5 of £0.269m which relates to Residential and Nursing beds.

Appendix 2 contains details of the Social Work outturn position. The main variances are detailed below with further detail provided in Appendix 2A. Underspends are due to:

- A projected underspend of £76,000 within internal homecare due to vacancies, which are partially offsetting the increased costs of external homecare below,
- A projected underspend of £80,000 within Learning Disabilities and £70,000 within Addictions employee costs due to over-achievement of turnover target,
- Projected underspends on client care packages in Day Services £60,000 and Learning Disabilities £51,000 due to changes in care packages,
- Projected over-recovery of £43,000 on Physical and Sensory service user income based on current income to date.
- A one-off income from an external provider of £110,000. Offset by:
- A projected overspend in external homecare of £205,000 possibly due to increased hours as more people are cared for in their own homes. This is an increase of £143,000 since the last meeting and relates to increases in the number of client

- packages,
- A projected overspend in Older People respite of £120,000,
- Projected overspends in other employee costs of £94,000 due to turnover targets not being met.

6.0 HEALTH SERVICES

- 6.1 The Health services revised budget is £67.793m, plus £16.439m for the indicative Set Aside budget. The projected outturn as at Period 5 is in line with that budget.
- 6.2 The total budget pressure for Health was £0.657m which is being funded by savings.

6.3 Mental Health Inpatients

When it was originally established, the IJB inherited a significant budget pressure related to mental health inpatient services due to the high levels of special observations required in that area. Work has been ongoing locally to minimise this pressure. In addition, Mental Health provision across GG&C is under review and it is anticipated that this, together with local work, will address this budget pressure for this and future years.

- 6.4 At Period 5, the year to date overspend on Mental Health is £0.159m.
- 6.5 The service has successfully addressed elements of the historic overspend. This budget will be closely monitored throughout the year and work will be done to ensure that the underlying budget is sufficient for core service delivery going forward.

6.6 Prescribing

There was a risk sharing arrangement in place in respect of Prescribing budgets across all six Health & Social Care Partnerships last financial year which has now ended. 2017/18 showed unprecedented pressures in relation to Prescribing budgets linked to short supply issues. The risk share arrangement in place at that time meant that the Health Board underwrote any overall overspends. Going forward, the IJB will be liable for the full costs. To mitigate the risk associated with this, the IJB agreed as part of its 2018/19 budget to invest additional monies into prescribing. However, due to the volatile, externally influenced nature of prescribing costs, this remains an area of potential financial risk going forward.

6.7 It is too early in the year to attempt to meaningfully predict the final outturn on such a volatile budget area. It is however hoped that the overall position at year-end will be an underspend on prescribing with the balance used to create a smoothing reserve to cover in-year pressures in future years linked to short supply etc. This will be closely monitored throughout the year.

6.8 Delays in Filling of Vacancies

New GG&C procedures around recruitment and backfilling of vacancies were brought in earlier this year at the Health Board linked to the Financial Improvement Plan (FIP) work. These new procedures are in addition to the existing local protocol which has been in place since the IJB was formed whereby all vacancies carefully scrutinised by officers and signed off by the Head of Service and Chief Officer before permission is granted to recruit.

Key issues:

- The new measures are designed to save money for the Health Board but any saving in Partnership staffing stays with the Partnerships
- To date the new measures have not resulted in any posts being removed, as the
 existing local process already captures any posts suitable for redesign, removal or
 reduction
- The additional GG&C procedures are causing significant delays in the filling of a number of local health vacancies. Many of these are being covered by additional overtime, agency or bank staff, others leave gaps in the service

- The process has not generated any permanent saving for Inverclyde but may over time create an unplanned non recurring in year turnover saving.
- The delays are putting a strain on our services and on the staff in the teams affected with no long term benefit for the IJB.

It is proposed that the Chief Officer is asked to raise the matter formally with the Health Board to seek an early resolution that retains the good financial and operational controls already in place and ensures operational stability.

6.9 Set Aside

- The Set Aside budget in essence is the amount "set aside" for each IJB's consumption of large hospital services.
- Initial Set Aside base budgets for each IJB were based on their historic use of certain Acute Services including: A&E Inpatient and Outpatient, general medicine, Rehab medicine, Respiratory medicine and geriatric medicine.
- Legislation sets out that Integration Authorities are responsible for the strategic planning of hospital services most commonly associated with the emergency care pathway along with primary and community health care and social care.
- The Set Aside functions and how they are used and managed going forward is heavily tied in to the commissioning/market facilitation work that is ongoing.

Work is ongoing detailing the Set Aside position within GG&C for each HSCP. Activity data is now available in almost real time and will be converted to "bed days" over the next few weeks. Budgets are being worked up based on this data. Further updates will be brought to the IJB as available.

7.0 VIREMENT AND OTHER BUDGET MOVEMENTS

7.1 Appendix 4 details the virements and other budget movements that the IJB is requested to note and approve. These changes have been reflected in this report. The Directions which are issued to the Health Board and Council require to be updated in line with these proposed budget changes. The updated Directions linked to these budget changes are shown in Appendix 5. These require both the Council and Health Board to ensure that all services are procured and delivered in line with Best Value principles.

8.0 TRANSFORMATION FUND, INTEGRATED CARE FUND AND DELAYED DISCHARGE

8.1 Transformation Fund

The Transformation Fund was set up at the end of 2018/19. Spend against the plan is done on a bids basis through the Transformation Board. Appendix 6 details the current agreed commitments against the fund. At Period 5 there is £0.385m committed and £0.898m still available from the fund. Proposals with a total value in excess of £0.100m will require the prior approval of the IJB.

8.2 Integrated Care Fund (ICF) and Delayed Discharge Funding (DD)

Appendix 7 details the current budget, projected outturn and actual spend to date for these funds.

9.0 CURRENT CAPITAL POSITION - nil Variance

- 9.1 The Social Work capital budget, which is funded by Inverclyde Council, is £2.320m over the life of the projects with £1.364m projected to be spent in 2018/19, comprising:
 - £1.043m for the replacement of Crosshill Children's Home.
 - £0.033m for the installation of the Hillend Sprinkler System,

- £0.125m for the interim upgrade of the Fitzgerald Centre,
- £0.105m for the alterations to the Wellpark Centre,
- £0.058m for projects complete on site.

There is projected slippage of £520,000 (38.12%) being reported due to the delays and cost reductions experienced in the procurement of the Crosshill replacement project. Expenditure equates to 8.5% of the revised budget.

9.2 Crosshill Children's Home:

- The former Neil Street Children's Home is in use as temporary decant accommodation for the Crosshill residents who were decanted earlier this year.
- The demolition of the existing Crosshill building is complete.
- Planning approval has been granted for the new building and first stage building warrant has been approved.
- Tenders have been returned, assessed and the Letter of Acceptance (LOA) has been issued.
- A Pre-start meeting with the Contractor has been arranged for Thursday 13
 September with the works commencing on site as soon as possible but subject to
 receipt of the Performance Bond and Targeted Recruitment and Training
 agreement.
- The Contract Period is 39 calendar weeks.
- The revised expenditure projection within Appendix 4 reflects the delay experienced to date in the procurement process as previously reported and the tender return position.

9.3 Neil Street Children's Home replacement (Cardross):

As previously reported to Committee, it should be noted that additional funding may be required in connection with the project and the extended contract period. This remains subject to resolution of the extension of time claim and agreement of the final account for the project, negotiations on which are ongoing.

- 9.4 Hillend Centre Sprinkler System: Works were certified complete on 4th June.
- 9.5 Fitzgerald Centre Interim Upgrade:
 - The works involve partial refurbishment and upgrading including personal care areas of the building to facilitate the transfer of the McPherson Centre users.
 - The works are being undertaken in phases to minimise disruption to the existing Centre. Phases 1 and 2 are complete with the final works in progress.

9.6 Wellpark Centre Internal Alterations:

- The works involve the remodelling of part ground and first floors to facilitate the colocation of Drugs Team staff and the Alcohol Services supporting the development of a fully integrated Addictions Service.
- The Service has agreed to have the works undertaken in one phase and to decant staff to provide vacant possession of the building for the works.
- Building warrant application has been submitted.
- Target programme is commencement in October 2018 to complete December 2018 subject to statutory approvals.

10.0 EARMARKED RESERVES

10.1 The IJB holds a number of Earmarked Reserves; these are managed in line with the IJB Reserves Policy. The total Earmarked Reserves available at the start of 2018/19 were £5.796m. To date at Period 5, £1.024m has been spent. The projected movement in reserves for the year is net spend of £2.537m.

11.0 STATUTORY ACCOUNTS COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT (CIES)

- 11.1 As part of a prior year audit of the IJBs statutory accounts, Audit Scotland noted that the IJB's budget monitoring reports did not clearly set out the anticipated year-end position in relation to the receipt or use of reserves in-year and in particular their impact on the CIES surplus or deficit position within the Statutory Accounts.
- 11.2 The creation and use of reserves during the year, while not impacting the operating position, will impact the year-end CIES outturn. For 2018/19, it is anticipated that as a portion of the brought forward £5.796m and any new Earmarked Reserves are used, the CIES will reflect a deficit. At Period 5, that CIES deficit is projected to be the same as the projected movement in reserves detailed in Paragraph 10.1 above and Appendix 9.

12.0 MENTAL HEALTH: ACTION 15 MONIES

12.1 Appendix 10 shows the planned Action 15 spend as discussed at the last IJB meeting and submitted to Scottish Government on 5th October. The Scottish Government templates show spend in detail for the current year and in summarised format over the next 4 years. The plan has been developed to cover a range of local and GG&C wide projects, making best use of the additional funding provided each year.

13.0 IMPLICATIONS

13.1 FINANCE

All financial implications are discussed in detail within the report above.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs / (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From	Other Comments
N/A					

LEGAL

13.2 There are no specific legal implications arising from this report.

HUMAN RESOURCES

13.3 There are no specific human resources implications arising from this report.

EQUALITIES

13.4 There are no equality issues within this report.

Has an Equality Impact Assessment been carried out?

	YES (see attached appendix)
√	NO – This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

13.5 How does this report address our Equality Outcomes?

There are no Equalities Outcomes implications within this report.

Equalities Outcome	Implications
People, including individuals from the above	None
protected characteristic groups, can access HSCP	
services.	
Discrimination faced by people covered by the	None
protected characteristics across HSCP services is	
reduced if not eliminated.	
People with protected characteristics feel safe within	None
their communities.	
People with protected characteristics feel included in	None
the planning and developing of services.	
HSCP staff understand the needs of people with	None
different protected characteristic and promote	
diversity in the work that they do.	
Opportunities to support Learning Disability service	None
users experiencing gender based violence are	
maximised.	
Positive attitudes towards the resettled refugee	None
community in Inverclyde are promoted.	

12.6 CLINICAL OR CARE GOVERNANCE IMPLICATIONS

There are no governance issues within this report.

13.7 NATIONAL WELLBEING OUTCOMES

How does this report support delivery of the National Wellbeing Outcomes

There are no National Wellbeing Outcomes implications within this report.

National Wellbeing Outcome	Implications
People are able to look after and improve their own	None
health and wellbeing and live in good health for	
longer.	
People, including those with disabilities or long term	None
conditions or who are frail are able to live, as far as	
reasonably practicable, independently and at home	
or in a homely setting in their community	
People who use health and social care services	None
have positive experiences of those services, and	
have their dignity respected.	

Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.	None
Health and social care services contribute to reducing health inequalities.	None
People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and wellbeing.	None
People using health and social care services are safe from harm.	None
People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.	None
Resources are used effectively in the provision of health and social care services.	Effective financial monitoring processes ensure resources are used in line with the Strategic Plan to deliver services efficiently

14.0 CONSULTATION

14.1 This report has been prepared by the IJB Chief Financial Officer. The Chief Officer, the Council's Chief Financial Officer and Director of Finance NHSGGC have been consulted.

15.0 BACKGROUND PAPERS

15.1 None.

INVERCLYDE HSCP

REVENUE BUDGET 2018/19 PROJECTED POSITION

PERIOD 5: 1 April 2018 - 31 August 2018

SUBJECTIVE ANALYSIS	Budget 2018/19 £000	Revised Budget 2018/19 £000	Projected Out-turn 2018/19 £000	Projected Over/(Under) Spend £000	Percentage Variance
Employee Costs	48,830	48,605	48,518	(89)	-0.2%
Property Costs	1.217		,	. ,	-0.1%
Supplies & Services	68,368	, -	, -	\ /	0.0%
Prescribing	18,946	18,484	18,484	0	0.0%
Income	(6,686)	(6,109)	(6,105)	5	-0.1%
HSCP NET DIRECT EXPENDITURE	130,675	132,554	132,475	(80)	-0.4%
Set Aside	16,439	16,439	16,439	0	0.0%
HSCP NET TOTAL EXPENDITURE	147,114	148,993	148,914	(80)	-0.1%

		Revised	Projected	Projected	
	Budget	Budget	Out-turn	Over/(Under)	Percentage
OBJECTIVE ANALYSIS	2018/19	2018/19	2018/19	Spend	Variance
	£000	£000	£000	£000	
Strategy & Support Services	2,470	2,529	2,528	(1)	-0.0%
Older Persons	28,348	27,423	27,653	229	
Learning Disabilities	10,584	11,444	11,268	(176)	-1.5%
Mental Health - Communities	6,028	6,589	6,479	(110)	-1.7%
Mental Health - Inpatient Services	8,341	8,341	8,341	0	0.070
Children & Families	12,860	12,804	12,838	34	0.3%
Physical & Sensory	2,646	2,821	2,819	(2)	-0.1%
Addiction / Substance Misuse	3,438	3,912	3,852	(60)	-1.5%
Assessment & Care Management / Health &	7.500	0.400	0.400	(0)	-0.0%
Community Care	7,560	8,120	8,120	(0)	
Support / Management / Admin	4,018	4,582	4,575	(7)	-0.2%
Criminal Justice / Prison Service **	0	0	0	0	0.0%
Homelessness	789	801	815	14	1.7%
Family Health Services	21,686	23,571	23,571	0	0.0%
Prescribing	19,163	18,484	18,484	0	0.0%
Change Fund	1,133	1,133	1,133	0	0.0%
Unidentified Savings	627	0	0	0	
Unallocated Funds	984	0	0	0	0.0%
HSCP NET DIRECT EXPENDITURE	130,675	132,554	132,475	(80)	-0.1%
Set Aside	16,439	16,439	16,439	0	0.0%
HSCP NET TOTAL EXPENDITURE	147,114	148,993	148,914	(80)	-0.1%
FUNDED BY					
NHS Contribution to the IJB	82,880	84,492	84,492	0	0.0%
NHS Contribution for Set Aside and Hosted Services	16,439	16,439	16,439	0	0.0%
Council Contribution to the IJB	47,795	48,062	48,062	0	0.0%
Transfer from / (to) Reserves	0	40,002	(80)	(80)	0.0%
HSCP NET INCOME	147,114	148,993	148,914	(80)	-0.1%
HIGGE IACT HACOIME	147,114	140,333	140,314	(80)	-0.176
HSCP OPERATING SURPLUS/(DEFICIT)	0	0	0	0	0.0%
Anticipated movement in reserves ***	(2,847)	(2,537)	(2,537)		
HSCP ANNUAL ACCOUNTS REPORTING	(2,847)	(2,537)	(2,537)		
SURPLUS/(DEFICIT)					

^{**} Fully funded from external income hence nil bottom line position.

*** See Reserves Analysis for full breakdown

SOCIAL CARE

REVENUE BUDGET PROJECTED POSITION 2018/19

PERIOD 5: 1 April 2018 - 31 August 2018

			Revised	Projected	Projected	Percentage
2017/18		Budget	Budget	Out-turn	Over/(Under)	Variance
Actual	SUBJECTIVE ANALYSIS	2018/19	2018/19	2018/19	Spend	
£000		£000	£000	£000	£000	
	SOCIAL CARE					
27,279	Employee Costs	26,461	27,330	27,242	(89)	-0.3%
1,130	Property costs	1,212	1,112	1,111	(1)	-0.1%
1,042	Supplies and Services	811	906	953	48	5.2%
371	Transport and Plant	380	380	396	16	4.2%
1,140	Administration Costs	739	809	820	11	1.4%
37,553	Payments to Other Bodies	39,002	39,451	39,382	(69)	-0.2%
(16,201)	Resource Transfer	(15,739)	(16,699)	(16,699)	0	0.0%
(6,828)	Income	(5,071)	(5,227)	(5,222)	5	-0.1%
45,486	SOCIAL CARE NET EXPENDITURE	47,795	48,062	47,983	(80)	-0.2%

2017/18 Actual £000	OBJECTIVE ANALYSIS	Budget 2018/19 £000	Revised Budget 2018/19 £000	Projected Out-turn 2018/19 £000	Projected Over/(Under) Spend £000	Percentage Variance
	SOCIAL CARE					
1,860	Strategy & Support Services	1,785	1,838	1,837	(1)	-0.1%
26,868	Older Persons	28,348	27,423	27,653	229	0.8%
10,161	Learning Disabilities	10,130	10,990	10,814	(176)	-1.6%
3,542	Mental Health	2,934	3,495	3,385	(110)	-3.1%
10,088	Children & Families	10,377	10,155	10,189	34	0.3%
2,659	Physical & Sensory	2,646	2,821	2,819	(2)	-0.1%
1,706	Addiction / Substance Misuse	1,603	1,796	1,736	(60)	-3.3%
2,079	Business Support	2,250	3,194	3,187	(7)	-0.2%
1,796	Assessment & Care Management	1,688	2,248	2,248	(0)	0.0%
(38)	Criminal Justice / Scottish Prison Service	0	0	0	0	0.0%
(16,201)	Resource Transfer	(15,739)	(16,699)	(16,699)	0	0.0%
	Unallocated Funds	984	0	0	0	0.0%
966	Homelessness	789	801	815	14	1.7%
45,486	SOCIAL CARE NET EXPENDITURE	47,795	48,062	47,983	(80)	-0.2%

2017/18 Actual £000	COUNCIL CONTRIBUTION TO THE IJB	Budget 2018/19 £000	Revised Budget 2018/19 £000	Projected Out-turn 2018/19 £000	Projected Over/(Under) Spend £000	Percentage Variance
47,321	Council Contribution to the IJB	47,795	48,062	48,062	0	0.0%

SOCIAL CARE PERIOD 5: 1 April 2018 - 31 August 2018

Extract from report to the Health & Social Care Committee

Children & Families: Projected £34,000 (0.33%) overspend

The projected overspend is £46,000 less than last reported to Committee and is due to additional turnover. Employee costs are projecting an overspend of £34,000. There are projected overspends in residential accommodation of £82,000 where there is a requirement for certain staffing levels, are partially offset by additional turnover in other areas. Staffing in residential accommodation is a continuing pressure area.

Any over/ underspends on adoption, fostering, kinship and children's external residential accommodation are transferred from/ to the Earmarked Reserve at the end of the year. These costs are not included in the above figures. The balance on the reserve is £880,000. At period 5 there is a projected net overspend of £122,000 on children's external residential accommodation, adoption, fostering and kinship.

A new Earmarked Reserve has been set up for 2018/19 as a smoothing reserve in relation to continuing care placements. The opening balance on this reserve is £500,000. This will be utilised in conjunction with the residential accommodation element of the adoption, fostering, kinship and children's external residential accommodation Earmarked Reserve. There are currently £187,000 of costs projected to be spent against this Earmarked Reserve in 2018/19.

Older People: Projected £206,000 (0.84%) overspend

The projected overspend is £283,000 more than previously reported and comprises of:

A projected underspend on homecare employee costs of £36,000, an increase in spend of £102,000 since last reported to Committee mainly due to one-off backdated atypical allowances being paid and a slight reduction in turnover savings,

Projected overspends totalling £30,000 within employee costs in other Older People services due to turnover targets not yet being met,

A projected overspend on external homecare of £205,000, an increase in spend of £143,000 since period 3 report to Committee. This relates to increases in the number of client packages. The overspend is partially offset by an underspend in employee costs as mentioned above.

A projected overspend of £121,000 on respite services. This is currently being reviewed.

A projected underspend of £60,000 on day services on current client numbers, a decrease in spend of £20,000 since last reported to Committee.

A projected overspend of £20,000 within residential nursing payments to health, which is an increase in spend of £5,000 since period 3 report to Committee and based on current spend to date and prior year out-turn.

Any over / underspends on residential & nursing accommodation are transferred from /to the Ear Marked Reserve at the end of the year. These costs are not included in the above figures. The balance on the reserve is £496,000. At period 5 there is a projected underspend of £269,000 on residential & nursing accommodation which would be transferred to the Earmarked Reserve at the end of the year if it continues.

Learning Disabilities: £176,000 (2.38%) underspend

The projected underspend is £186,000 more than previously reported and comprises of:

A projected underspend of £80,000 on employee costs which is a decrease in spend of £90,000 since last reported due to additional turnover savings,

A £81,000 projected underspend on client commitments since last reported due to changes to packages.

Physical & Sensory: Projected £2,000 (0.09%) underspend

The projected underspend is £31,000 more than previously reported and includes:

A £28,000 overspend on employee costs due to turnover target not yet being met, an increase in spend of £2,000 since last reported,

A projected overspend of £13,000 on client package costs due to changes in packages,

A projected over-recovery of £44,000 in service user income for homecare since last reported based on actual income being received.

Assessment & Care Management: Projected £23,000 (1.09%) overspend

The projected overspend is £11,000 more than period 3 report to Committee and includes a £23,000 projected overspend in external transport costs for transport to respite and hospital.

Mental Health: Projected £110,000 (9.38%) underspend

The projected underspend is £10,000 more than period 3 report to Committee and the movement relates to additional underspends within employee costs. The underspend is due to one off income of £110,000 from an external provider.

Addictions: Projected £60,000 (6.19%) underspend

The projected underspend is £5,000 less than previously reported to Committee. The underspend mainly relates to additional turnover on employee costs of £70,000.

<u>HEALTH</u>

REVENUE BUDGET PROJECTED POSITION 2018/19

PERIOD 5: 1 April 2018 - 31 August 2018

2017/18 Actual £000	SUBJECTIVE ANALYSIS	Budget 2018/19 £000	Revised Budget 2018/19 £000	Projected Out-turn 2018/19 £000	Projected Over/(Under) Spend £000	Percentage Variance
	HEALTH					
21,647	Employee Costs	22,369	21,276	21,276	0	0.0%
2	Property	5	5	5	0	0.0%
4,596	Supplies & Services	5,750	5,339	5,339	0	0.0%
23,731	Family Health Services (net)	21,686	23,571	23,571	0	0.0%
18,817	Prescribing (net)	18,946	18,484	18,484	0	0.0%
16,201	Resource Transfer	15,739	16,699	16,699	0	0.0%
(1,865)	Income	(1,615)	(883)	(883)	0	0.0%
83,129	HEALTH NET DIRECT EXPENDITURE	82,880	84,492	84,492	0	0.0%
16,439	Set Aside	16,439	16,439	16,439	0	0.0%
99,568	HEALTH NET DIRECT EXPENDITURE	99,319	100,931	100,931	0	0.0%

2017/18			Revised	Projected	Projected	Percentage
Actual	OBJECTIVE ANALYSIS	Budget	Budget	Out-turn	Over/(Under)	Variance
£000	OBJECTIVE ANALTSIS	2018/19	2018/19	2018/19	Spend	
2000		£000	£000	£000	£000	
	HEALTH					
2,898	Children & Families	2,483	2,649	2,649	0	0.0%
5,976	Health & Community Care	5,872	5,872	5,872	0	0.0%
1,728	Management & Admin	1,768	1,388	1,388	0	0.0%
492	Learning Disabilities	454	454	454	0	0.0%
1,683	Addictions	1,835	2,116	2,116	0	0.0%
2,263	Mental Health - Communities	3,094	3,094	3,094	0	0.0%
9,338	Mental Health - Inpatient Services	8,341	8,341	8,341	0	0.0%
731	Strategy & Support Services	685	691	691	0	0.0%
	Change Fund	1,133	1,133	1,133	0	0.0%
21,766	Family Health Services	21,686	23,571	23,571	0	0.0%
18,817	Prescribing	19,163	18,484	18,484	0	0.0%
	Unallocated Funds/(Savings)	627	0	0	0	0.0%
16,201	Resource Transfer	15,739	16,699	16,699	0	0.0%
83,129	HEALTH NET DIRECT EXPENDITURE	82,880	84,492	84,492	0	0.0%
16,439	Set Aside	16,439	16,439	16,439	0	0.0%
99,568	HEALTH NET DIRECT EXPENDITURE	99,319	100,931	100,931	0	0.0%

2017/18 Actual £000	HEALTH CONTRIBUTION TO THE IJB	Budget 2018/19 £000	Revised Budget 2018/19 £000	Projected Out-turn 2018/19 £000	Projected Over/(Under) Spend £000	Percentage Variance
99,568	NHS Contribution to the IJB	99,319	100,931	100,931	0	0.0%

	Approved		Moveme			Revised
Inverclyde HSCP	Budget			Budget		
					Transfers	
					(to)/ from	
				Supplementary	Earmarked	
	2018/19	Inflation	Virement	Budgets	Reserves	2018/19
Service	£000	£000	£000	£000	£000	£000
Children & Families	12,860	0	(56)	0	0	12,804
Criminal Justice	0	0	Ò	0	0	0
Older Persons	28,348	0	(1,691)	766	0	27,423
Learning Disabilities	10,584	0	860	0	0	11,444
Physical & Sensory	2,646	0	175	0	0	2,821
Assessment & Care Management/ Health & Community Care	7,560	0	560	0	0	8,120
Mental Health - Communities	6,028	0	561	0	0	6,589
Mental Health - In Patient Services	8,341	0	0	0	0	8,341
Addiction / Substance Misuse	3,438	0	193	281	0	3,912
Homelessness	789	0	12	0	0	801
Strategy & Support Services	2,470	0	53	6	0	2,529
Management, Admin & Business Support	4,018	0	564	0	0	4,582
Family Health Services	21,686	0	379	1,506	0	23,571
Prescribing	19,163	0	0	(679)	0	18,484
Change Fund	1,133	0	0	Ò	0	1,133
Resource Transfer	0	0	0	0	0	0
Unallocated Funds/(Savings) *	1,611	0	(1,611)	0	0	0
Totals	130,675	0	0	1,879	0	132,554

^{*} Unallocated Funds are budget pressure monies agreed as part of the budget which at the time of setting had not been applied across services eg pay award etc

Virement Analysis

	Increase Budget £000	(Decrease) Budget £000
Reallocation of Unallocated Funds to Individual Services		
Children & Families	180	
Older Persons - initial budget overstated, not in line with prior year figures, now realigned to correct services		(1,300)
Learning Disabilities	599	
Physical & Sensory	156	
Assessment & Care Management/ Health & Community Care	547	
Mental Health - Communities	561	
Addiction / Substance Misuse	193	
Homelessness	12	
Strategy & Support Services	85	
Management, Admin & Business Support	199	
Family Health Services	379	
Unallocated Funds/(Savings) *		(1,611)
Social Care Budget Corrections/Tidy Ups		
Children & Families	44	
Older People		(5)
Learning Disabilities		(19)
Physical & Sensory	19	
Assessment & Care Management/ Health & Community Care Mental Health - Communities	5	
Strategy & Support Services		(44)
Management, Admin & Business Support		,
Social Care - Reallocation of Resource Transfer Income across budgets		
Residential Nursing	79	
Strategy & Support Services	35	
Business Support		(114)
Continuing Care Funding reallocation across services		
Learning Disabilities - Payments to Other Bodies	280	
Children & Families - Payments to Other Bodies		(280)
	1	
	3,373	(3,373)

Supplementary Budget Movement Detail	£000	£000
Older People		766
Resource Transfer uplift Living Wage Increases and Welfare Reform Funding returning to Council Corporate	498 268	
Addictions		281
ADP Inverclyde new funding	281	
Planning & Health Improvement		5
Syrian Refugee funding	5	
Prescribing		(679)
Prescribing Income budget transfer and budget pressure contra entry GP Prescribing Crosscharge 2018/19	(837) 158	
Family Health Services		1,506

Uplift to confirmed 2018/19 budget

1,506

1,879



INVERCLYDE INTEGRATION JOINT BOARD

DIRECTION

ISSUED UNDER S26-28 OF THE PUBLIC BODIES (JOINT WORKING) (SCOTLAND) ACT 2014

THE INVERCLYDE COUNCIL is hereby directed to deliver for the Inverclyde Integration Joint Board (the IJB), the services noted below in pursuance of the functions noted below and within the associated budget noted below.

Services will be provided in line with the IJB's Strategic Plan and existing operational arrangements pending future directions from the IJB. All services must be procured and delivered in line with Best Value principles.

Services: All services listed in Annex 2, Part 2 of the Inverclyde Health and Social Care

Partnership Integration Scheme.

Functions: All functions listed in Annex 2, Part 1 of the Inverclyde Health and Social Care

Partnership Integration Scheme.

Associated Budget:

	Budget
SUBJECTIVE ANALYSIS	2018/19
	£000
SOCIAL CARE	
Employee Costs	27,330
Property costs	1,112
Supplies and Services	906
Transport and Plant	380
Administration Costs	809
Payments to Other Bodies	39,451
Income (incl Resource Transfer)	(21,926)
SOCIAL CARE NET EXPENDITURE	48,062

	Budget
OBJECTIVE ANALYSIS	2018/19
	£000
SOCIAL CARE	
Strategy & Support Services	
37 11	1,838
	,
Older Persons	27,423
Learning Disabilities	10,990
Mental Health	3,495
Children & Families	10,155
Physical & Sensory	2,821
Addiction / Substance Misuse	1,796
Business Support	3,194
Assessment & Care Management	2,248
Criminal Justice / Scottish Prison	0
Change Fund	0
Homelessness	801
Unallocated Budget Changes	0
Resource Transfer	(16,699)
SOCIAL CARE NET EXPENDITURE	48,062

This direction is effective from 6 November 2018.



INVERCLYDE INTEGRATION JOINT BOARD

DIRECTION

ISSUED UNDER S26-28 OF THE PUBLIC BODIES (JOINT WORKING) (SCOTLAND) ACT 2014

GREATER GLASGOW & CLYDE NHS HEALTH BOARD is hereby directed to deliver for the Inverclyde Integration Joint Board (the IJB), the services noted below in pursuance of the functions noted below and within the associated budget noted below.

Services will be provided in line with the IJB's Strategic Plan and existing operational arrangements pending future directions from the IJB. All services must be procured and delivered in line with Best Value principles.

Services: All services listed in Annex 1, Part 2 of the Inverclyde Health and Social Care

Partnership Integration Scheme.

Functions: All functions listed in Annex 1, Part 1 of the Inverclyde Health and Social Care

Partnership Integration Scheme.

Associated Budget:

	Budget
SUBJECTIVE ANALYSIS	2018/19
	£000
HEALTH	
Employee Costs	21,276
Property costs	5
Supplies and Services	5,339
Family Health Services (net)	23,571
Prescribing (net)	18,484
Resources Transfer	16,699
Unidentified Savings	0
Income	(883)
HEALTH NET DIRECT EXPENDITURE	84,492
Set Aside	16,439
NET EXPENDITURE INCLUDING SCF	100,931

	Budget
OBJECTIVE ANALYSIS	2018/19
	£000
HEALTH	
Children & Families	
	2,649
Health & Community Care	5,872
Management & Admin	1,388
Learning Disabilities	454
Addictions	2,116
Mental Health - Communities	3,094
Mental Health - Inpatient Services	8,341
Strategy & Support Services	691
Change Fund	1,133
Family Health Services	23,571
Prescribing	18,484
Unallocated Funds/(Savings)	0
Resource Transfer	16,699
HEALTH NET DIRECT EXPENDITURE	84,492
Set Aside	16,439
NET EXPENDITURE INCLUDING SCF	100,931

This direction is effective from 6 November 2018.

INVERCLYDE HSCP

TRANSFORMATION FUND
PERIOD 5: 1 April 2018 - 31 August 2018

Total Fund	1,283,000
Balance Committed to Date	385,180
Balance Still to be Committed	897,820

Project Title	Service Area	Approved IJB/TB	Date	Agreed	Spend	Balance to
OFI CIC Project	Children's Consisse		Approved	Funding	to date	spend
CELSIS Project	Children's Services	IJB	18/06/18	97,000	0	97,000
Infant Feeding Coordinator - FT 18 mths	Children's Services	TB	12/09/18	27,900		27,900
Agile Working - CLDT and Drug Addictions Teams	HCC & MH	TB	12/09/18	32,500		32,500
ICIL - Joint Equipment Store Upgrade	HCC	IJB	11/09/18	70,000		70,000
Better Conversations	OD	ТВ	12/09/18	16,100		16,100
Unscheduled Care Plan 2018/19 - Interim Funding till NHSGG&C Funds allocated	нсс	SMT/TB	19/09/18	68,040		68,040
Winter Plan 2018/19 - 7 month project - interim funding till NHSGG&C winter plan funding allocated	нсс	SMT/TB	19/09/18	73,640		73,640
						0
						0
						0
						0
						0
						0
						0
						0
						0

INVERCLYDE HSCP INTEGRATED CARE FUND & DELAYED DISCHARGE BUDGET 2018/19 PERIOD 5: 1 April 2018 - 31 August 2018

Integrated Care Fund (ICF)				
	Revised	Projected	Variance	YTE
By Organisation	Budget	outturn		Actuals
HSCP Council	894,330	894,330	0	56,662
HSCP Council Third Sector	180,000	180,000	0	180,000
HSCP Health	155,720	155,720	0	(
Acute	95,000	95,000	0	(
	1,325,050	1,325,050	0	236,662

Delayed Discharge (DD)				
Summary of allocations	Revised Budget	Projected outturn	Variance	YTD Actuals
Council	796,030	796,030	0	91,650
Health	144,300	144,300	0	·
Acute	50,000	50,000	0	
	990,330	990,330	0	91,650

INVERCLYDE HSCP - CAPITAL BUDGET 2018/19

PERIOD 5: 1 April 2018 - 31 August 2018

<u>Project Name</u>	Est Total Cost £000	Actual to 31/3/18 £000	Budget 2018/19 £000	Est 2017/18 £000	<u>Actual</u> <u>YTD</u> <u>£000</u>	<u>Est</u> 2019/20 £000	<u>Est</u> 2020/21 £000	Future Years £000
	2000	2000	<u>2000</u>	2000	2000	<u> 2000</u>	<u> 2000</u>	<u> 2000</u>
SOCIAL CARE								
Crosshill Children's Home Replacement	1,914	154	1,043	523	55	943	294	0
Hillend Sprinkler	46	13	33	33	16	0	0	0
Fitzgerald Centre interim upgrade	140	0	125	125	0	15	0	0
Wellpark Centre internal alterations	115	0	105	105	0	10	0	0
Completed on site	105	47	58	58	1	0	0	0
Social Care Total	2,320	214	1,364	844	72	968	294	0
HEALTH								
Health Total	0	0	0	0	0	0	0	0
Grand Total HSCP	2,320	214	1,364	844	72	968	294	0

EARMARKED RESERVES POSITION STATEMENT

INVERCLYDE HSCP

PERIOD 5: 1 April 2018 - 31 August 2018

<u>Project</u>	Lead Officer/ Responsible Manag	<u>b/f</u> Funding	Fund Realloc	New Funding	Total Funding	YTD Actual	Projected Spend	Amount to be Earmarked for	Lead Officer Update
								2019/20	
		2017/18	2018/19	2018/19	2018/19	2018/19	2018/19	& Beyond	
		£000	£000	£000	£000	£000	£000	£000	
Self Directed Support	Alan Brown	43			43		43	0	This supports the continuing promotion of SDS
Growth Fund - Loan	Helen Watson	26			26		1		Loans administered on behalf of DWP by the credit union and the
Default Write Off									Council has responsibility for paying any unpaid debt. This requires to
Integrated Care Fund	Allen Stevenson	49		335	384	237	334		be kept until all loans are repaid and no debts exist. The Integrated Care Fund funding has been allocated to a number of
Integrated Care Fund	Allen Stevenson	49		335	384	231	334	50	projects, including reablement, housing and third sector & community
									capacity projects.
Delayed Discharge	Allen Stevenson	462			462	91	386	76	Delayed Discharge funding has been allocated to specific projects, including
									overnight home support and out of hours support. Carry forward is two posts which are one year until June 19.
Veterans Officer Funding	Helen Watson	15			15		15	0	Council's contribution to a three year post hosted by East Renfrewshire
J									Council on behalf of Inverclyde, Renfrewshire and East Renfrewshire
CJA Preparatory Work	Sharon McAlees	69			69	22	69	0	Councils. Post for one year to address changes in Community Justice
COA Freparatory Work	Sharon wicklees	09			03	22	09	0	r ost for one year to address changes in community dustice
Welfare Reform - CHCP	Andrina Hunter	22			22		22	0	Balance of funding to be used for case management system. Costs
									will be incurred over a 3 year period - this is the final year of the project
Swift Replacement	Helen Watson	76			76		76		One year post from October 18 to progress replacement client information
Programme	TICICIT WALSON	, ,					,,		system for SWIFT plus upgrade costs.
LD - Integrated Team	Allen Stevenson	66			66	22	57	9	Two year post to develop the learning disability services integration agenda.
Leader									
LD Review	Alan Best		329		329	95	153	176	Funding for two posts for two years and one off spend in 18/19 on community engagement to address the LD service review.
Continuing Care	Sharon McAlees	152	111	500	763		64	699	To address new continuing care legislation & to address issues arising from
J J									inspection. Carry forward is funding for two year post.
Service Reviews	Louise Long	264	(172)		92		92	0	Funding for two posts in 18/19 to carry out service reviews. Posts are being interviewed September 18.
Dementia Friendly	Deborah Gillepsie	0		100	100		100	0	To deliver dementia friendly strategy
Properties									
C&F Adoption, Fostering	Sharon McAlees	1,112	(232)		880	89	420	460	This is a smoothing reserve build up by underspends in volatile
Residential Budget									budgets to offset overspends in those budgets in future years
Smoothing									
1	1							I	I I

<u>Project</u>	Lead Officer/ Responsible Manag	<u>b/f</u> Funding	Fund Realloc	<u>New</u> Funding	<u>Total</u> <u>Funding</u>	YTD Actual	Projected Spend	Earmarked for	Lead Officer Update
		2017/18 £000	2018/19 £000	2018/19 £000	2018/19 £000	2018/19 £000	2018/19 £000	2019/20 & Beyond £000	
Residential & Nursing Placements	Allen Stevenson	496			496		0	496	This is a smoothing reserve build up by underspends in volatile budgets to offset overspends in those budgets in future years
Contribution to Partner Capital Projects	Lesley Aird	340	232		572		572		Funding to support capital projects linked to HSCP service delivery: Fitzgerald, Wellpark, PGHC & Crosshill
Primary Care Support	Allen Stevenson	468			468	468	468	0	New Ways and other Primary Care Improvement funds carried forward for use in 2018/19
Prescribing	Lesley Aird	310			310		0	310	This is a smoothing reserve build up by underspends in volatile budgets to offset overspends in those budgets in future years
Mental Health Transformation	Louise Long	310			310		0	310	Anticipated that this will be required to fund in year budget pressures and additional one off costs linked to MH service redesign. Funding will be allocated from the fund on a bids basis controlled through the Transformation Board
Patient/Client Coordinator Role 2 yr FT	Helen Watson	55	(55)		0		0	0	Post holder left during 2017/18 and is not being replaced. EMR rolled into Transformation Fund Budget
_	Louise Long	1,461	(213)		1,248		600	648	Funding will be allocated for transformation projects on a bids basis controlled through the Transformation Board
TOTAL	Į	5,796	0	935	6,732	1,024	3,472	3,260	

b/f Funding 5,796
Earmark to be carried forward 3,260
Projected Movement in Reserves (2,537)

Funding Reallocations

Capital - Agreed through previous IJB papers to fund £0.232m for Crosshill Childrens Home from the Adoption & Fostering EMR

Service Reviews - Realigning Service Review and Transformation Fund (TF) Budgets in line with previous papers re the LD Review £0.329m for LD Review (£0.172m Service Reviews + £0.157m TF) Continuing Care - transfer of £0.111m from Transformation Fund to Service to Continuing Care Fund

Patient/Client Coordinator role FT 2 years - post fell vacant - project being delivered elsewhere, rmaining funding rolled into Transformation Fund £0.055m

INVERCLYDE HSCP - MENTAL HEALTH ACTION 15 PLAN

Plan as submitted to Scottish Government 05/10/2018

Action 15 Mental Health Workforce Funding - Expenditure Forecast 2018-19

Expenditure Category (choose from drop		
down list):	Brief Description of Funded Activities:	Total Costs 2018-19
	LOCAL ACTIVITIES/PROJECTS	
	Extend access to Psychiatric Liaison Service within A&E &	
Staff Costs (new workforce)	Acute hospital care	23.0
Staff Costs (new workforce)	Investment in Primary Care Mental Health pathways	23.0
Staff Costs (new workforce)	Prevention & Recovery development	23.0
	INVERCLYDE SHARE OF GG&C WIDE ACTIVITIES & PROJECT	TS
	Prevention and Early Intervention	
Staff Costs (new workforce)	Computerised CBT Service	0.0
	Collection Prevention Programme	
Training costs	- Mental Health and Suicide Prevention Training	1.6
Staff Costs (new workforce)	- Digital Support	2.2
Staff Costs (new workforce)	Bipolar Hub	0.0
Staff Costs (new workforce)	Dementia - Young Onset Dementia	1.1
	Productivity	
	Unscheduled Care	
Staff Costs (new workforce)	- Adult Liaison services to Acute Hospitals	6.2
Staff Costs (new workforce)	- Out of Hours CPNs	0.0
Staff Costs (new workforce)	Police Custody	0.0
Staff Costs (new workforce)	Borderline Personality Disorder	24.2
Planning / Project Mgmt / Mgmt support	Project Management Support	2.1
	Recovery	
Staff Costs (new workforce)	Recovery Peer support workers	8.1
Staff Costs (new workforce)	Psychological Interventions in Prisons	9.7
Total Expenditure		124.2

Planned Spend over 4 Years

Financial Year	A&Es	Custody Suites	GP Practices	Prisons	Other Settings / Other	Total Planned Expenditure
2018-19	29.2	0.0	23.0	9.7	62.2	124.2
2019-20	77.0	8.8	48.0	18.5	112.3	264.6
2020-21	104.1	11.2	49.0	25.9	138.1	328.2
2021-22	116.9	13.3	51.0	26.7	175.7	383.6
Total Expenditure	327	33	171	81	488	1,101

Planned additional WTE over 4 Years

Training additional Trial ord. Treats										
Financial Year	A&Es	Custody Suites	GP Practices	Prisons	Other Settings	Total				
2018-19	1.1	0.0	1.0	0.2	1.2	3.5				
2019-20	0.2	0.1	0.0	0.2	1.2	1.8				
2020-21	0.3	0.1	0.0	0.2	1.2	1.8				
2021-22	0.3	0.1	0.0	0.2	1.3	1.9				
Total WTE	1.9	0.3	1.0	0.8	4.9	8.9				

Workforce planning locally and GG&C wide is still under development so these figures will change as the detailed workforce requirements are identified

These figures do not include any additional skills development WTEs