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**Report To:** Inverclyde Integration Joint Board      **Date:** 10 August 2015

**Report By:** Brian Moore  
Chief Officer Designate  
Inverclyde Health & Social Care Partnership      **Report No:** IJB/11/2015/LB

**Contact Officer:** Lesley Bairden      **Contact No:** 01475 712257

**Subject:** **INVERCLYDE HEALTH & SOCIAL CARE PARTNERSHIP DUE DILIGENCE PROCESS**

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## **1.0 PURPOSE**

- 1.1 The purpose of this report is to provide the Integration Joint Board (IJB) with the partnership starting budget for 2015/16 (excluding set aside budgets for large hospital and hosted services) and the associated due diligence process undertaken to arrive at this budget.

## **2.0 SUMMARY**

- 2.1 The Public Bodies (Joint Working) (Scotland) Act 2014 was passed by the Scottish Parliament on 25 February 2014 and received Royal Assent in April 2014. This established the framework for the integration of Health & Social Care in Scotland.
- 2.2 The IJB is a legal entity in its own right, created by Parliamentary Order, following Ministerial approval of the Integration Scheme. NHS Greater Glasgow and Clyde (NHSGGC) and Inverclyde Council have delegated functions to the IJB which has the responsibility for strategic planning, resourcing and ensuring delivery of all integrated services.
- 2.3 The IJB is required to allocate the resources it receives from NHSGGC and Inverclyde Council in line with the Strategic Plan. As previously agreed, the formal delegation of resources will commence in April 2016 allowing for a clean and transparent transfer of resources, including those budgets set aside for large hospital service and for services hosted on behalf of the IJB.
- 2.4 In the interim (i.e. for the remainder of the current financial year) aligned reporting will be brought to the IJB, effective from the next meeting in November.
- 2.5 Due diligence work, as recommended in the guidance provided around the formation of IJBs, has been undertaken to consider the sufficiency of the revenue budget for Inverclyde Health and Social Care Partnership for 2015/16.
- 2.6 Inverclyde operated as an integrated CHCP from October 2010 and from that date fully aligned financial reporting was a standing item on each sub-committee agenda. The full history of reports is available via the Council website.

## **3.0 RECOMMENDATIONS**

- 3.1 It is recommended that the Integration Joint Board:
1. Note the due diligence work undertaken
  2. Note the 2015/16 original revenue budget
  3. Agree to receive aligned revenue reporting for the remainder of financial year 2015/16, with full budget delegation operating from 1<sup>st</sup> April 2016/19 supported by a 2016/19 Financial Strategy.

**Brian Moore**  
**Chief Officer Designate**

**Lesley Bairden**  
**Chief Finance Officer Designate**

## 4.0 BACKGROUND

- 4.1 As set out in section 2 above, this report will demonstrate the due diligence process for arriving at the 2015/16 revenue budget for Inverclyde Health & Social Care Partnership, providing assurance to the partnership on sufficiency of the budget.
- 4.2 Part of the resources for which the IJB will have a responsibility for planning are held within NHSGGC for acute hospital services, as defined in the Integration Scheme. This is known as the set aside budget. During 2015/16, NHSGGC will work with partnerships to develop an agreed methodology to calculate the set aside budget.
- 4.3 A methodology will also be agreed for reporting on those services that are hosted on behalf of the partnership.

## 5.0 DUE DILIGENCE

- 5.1 The due diligence process relates to the partnership's revenue budget for NHS Primary Care and Social Work services. As stated above Inverclyde CHCP has regularly reported an aligned financial position since 2010. The table below shows the year end position for both the NHS and the Council for financial years 2012/13 to 2014/15:

	Budget £'000	Outturn £'000	Over/(Under) £'000
<b>2012/13</b>			
Social Work	47,758	47,647	(111)
NHS	71,498	71,529	31
<b>Total</b>	<b>119,256</b>	<b>119,176</b>	<b>(80)</b>
<b>2013/14</b>			
Social Work	47,993	47,932	(61)
NHS	71,113	71,094	(19)
<b>Total</b>	<b>119,106</b>	<b>119,026</b>	<b>(80)</b>
<b>2014/15</b>			
Social Work	49,037	48,755	(282)
NHS	73,883	73,877	(6)
<b>Total</b>	<b>122,920</b>	<b>122,632</b>	<b>(288)</b>

- 5.2 In addition to detailed reporting to each CHCP Sub-Committee from October 2010 to March 2015, an annual report was presented to the Council's Health & Social Care Committee and the Inverclyde position was reported to the Board periodically as part of the total partnership position. A financial position was also reported, with appropriate challenge, as part of the biannual Organisational Performance Review process. The last aligned report to the CHCP Sub-Committee for the period to December 2014 is included at Appendix 1 for illustration.
- 5.3 The total annual net revenue budget for 2015/16 is £119,391,000 comprising £70,624,000 NHSGGC and £48,787,000 Social Work. It should be noted that the Social Work budget is net of £2.2 million external funding for Criminal Justice and Prison Services. In addition to the original budget for Social Work Services, further allocations will be made for the cost of pay award and contractual inflation, not allocated until agreed.

The annual budget is identified by service area:

<b>2015/16 Revenue Budget</b>	<b>Health £'000</b>	<b>Council £'000</b>	<b>Total £'000</b>
Strategy / Planning & Health Improvement	711	2,065	2,776
Older Persons / District Nursing & Community	3,577	21,346	21,346
Learning Disabilities	560	6,413	6,973
Mental Health - Communities	2,314	1,106	3,420
Mental Health - Inpatient Services	9,363		9,363
Children & Families	2,836	10,344	13,180
Physical & Sensory		2,156	2,156
Addiction / Substance Misuse	1,959	1,039	2,998
Assessment & Care Management		1,584	5,161
Support / Management / Admin	1,762	1,982	3,744
Homelessness		732	732
Family Health Services	19,844		19,844
Prescribing	16,203		16,203
Resource Transfer	9,203		9,203
Integrated Care Fund	2,292		2,292
<b>HSCP NET EXPENDITURE</b>	<b>70,624</b>	<b>48,767</b>	<b>119,391</b>

## 6.0 2015/16 REVENUE BUDGET

6.1 The main issues relating to the 2015/16 revenue budget are set out below:

### 6.2 Social Work

- a. Whilst the starting budget for 2015/16 for Social Work is less than the 2014/15 outturn it should be recognised that the budget reflects agreed savings of £1.2 million from the 2013/15 budget as well as £0.7 million from the 2015/17 budget. Actions are in place to deliver these savings.
- b. In addition to these savings, the 2015/16 budget includes pressure funding of £0.36 million within Learning Disabilities and £0.75 million within Older People's Services to reflect the continued increase in demographic pressures and complexity of cases. A further £0.25 million has also been agreed for 2016/17.
- c. Funding is not yet allocated for inflationary pressures or pay award, with each element released from central funds as agreed.
- d. The main areas of volatility within the Social Work budget reflect those previously reported to the CHCP Sub Committee and Health and Social Care Committee, namely;
  - Increased numbers and complexity of cases within Older People's Services, manifesting within Nursing & Residential Care and Homecare.
  - Within Homecare the continued roll out of a new framework agreement for provision of services is ongoing.
  - Children's purchased Residential Care is demand led, based on statutory order, so is difficult to predict. A small variation in number will have significant cost implication.
  - Homelessness Services remain with a downward trend in occupancy, resulting in a cost pressure from void properties. Work is ongoing in this area to review the levels of service provision.

6.3 Detailed financial reporting during 2015/16 (and thereafter) will address all issues above as a matter of course. The reporting will also detail the use of reserves, including the Integrated Care Fund and Delayed Discharge funding specific to Social Work.

#### 6.4 Health

- a. The opening NHS budget for Inverclyde reflects, in the main, the recurring budget, whereas the prior year budgets and outturns include resources relating to a number of non-recurring initiatives, project funding and resource allocation adjustments (RAM). This is standard practice within the Board and similar budget revisions will be made throughout 2015/16.
- b. The Health budget includes £0.37 million saving for 2015/16 and plans are in place to deliver this. This saving is Inverclyde's local target, part of the collective Partnership's overall target of £15 million, which includes a number of service wide proposals and use of one off resources.
- c. Funding allocations for inflation and pay award will be added to the budget as individual areas are agreed.
- d. The main areas of volatility within the Health budget are also as previously reported to the CHCP Sub-Committee and to the Board via the Quality & Performance Committee;
  - Children & Families impact of previous service wide redesigns resulted in cost pressures existing until end point staffing is reached. This position continues to improve and the recent centralisation of medical staff will further reduce this local pressure.
  - Equipment cost pressures continue to increase linked to demographics and demand for community based equipment.
  - Mental Health Inpatients staff cost pressure until endpoint re-provision of Ravenscraig Services, including the costs related to staff protection.
  - Prescribing remains a complex area of cost with numerous factors that will result in cost implications. Through significant work from the Inverclyde Prescribing Team the outturn for 2014/15 was £67,000 overspent – a significant and sustained improvement within Inverclyde. The Partnership wide risk sharing agreement on prescribing remains in place, recognising the volatility of the nature of the service.

6.5 As above with Social Work detailed financial reporting during 2015/16 (and thereafter) will address all issues above as a matter of course.

### **7.0 FUTURE CONSIDERATIONS**

7.1 The Council has set a budget for 2016/17 of £47.94 million, inclusive of £1.01 million savings and £0.25 million growth; however this does not reflect inflation or pay increases for the period 2015/16 or 2016/17. Work is currently ongoing to plan for the 2017/18 budget, with a Council overall savings target of £6.4 million.

7.2 Within NHSGGC financial planning it is recognised that the savings challenges will be in excess of the targets from recent years, in part due to changes in the NHS Superannuation Scheme and National Insurance changes in 2016/17 and work has been ongoing within the Board to mitigate the funding gap. At a Partnership wide level the planning assumption for 2016/17 is a further £15 million to be achieved from local and system wide proposals and work remains ongoing to identify savings proposals.

7.3 Both Inverclyde Council and NHSGGC will be at risk from the impacts of continued austerity measures, loss of Scottish Government funding, impacts of population decline and demographic pressures within Older People's Services and by the wider Welfare Reform agenda, to name a few factors.

7.4 The factors outlined above, the identification and inclusion of set aside budgets for hospital services along with existing financial planning will be reflected in a financial strategy 2016/17 and beyond to be developed for Inverclyde Health & Social Care Partnership.

## 8.0 ASSURANCE STATEMENT

- 8.1 It is the opinion of the Chief Financial Officer Designate that the initial budget allocation, based on 2015/16 and subsequent assumptions, to the Partnership is sufficient to deliver the outcomes as determined in the financial plan, subject to successful delivery of agreed savings programmes and effective risk mitigation of any pressure areas.
- 8.2 Given the demand led nature of Health and Social Care Services, the Partnership may need to deviate from the original budget and plans in order to flex and adapt to specific service pressures in any area. Through robust budgetary control and full and transparent financial reporting this will be appropriately managed and controlled. All significant variances and remedial actions will be brought to the attention of the Joint Board at the earliest opportunity and will be implicit in the standing agenda item for financial reporting.

## 9.0 IMPLICATIONS

### 9.1 Finance

All financial implications are addressed in 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

- 9.2 There are no specific legal implications arising from this report.

### Human Resources

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

### Equalities

- 9.4 There are no equality issues within this report.

Has an Equality Impact Assessment been carried out?

<input type="checkbox"/>
<input checked="" type="checkbox"/>

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.

### Repopulation

9.5 There are no repopulation issues within this report.

## **10.0 CONSULTATION**

10.1 The Council's Chief Financial Officer and Director of Finance NHSGGC have been consulted.

## **11.0 BACKGROUND PAPERS**

11.1 There are no background papers listed for this report, however detailed financial reporting for Inverclyde CHCP is available via the Inverclyde Council website [www.inverclyde.gov.uk/meetings](http://www.inverclyde.gov.uk/meetings)

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**Report To:** Community Health & Care Partnership Sub-Committee      **Date:** 26 February 2015

**Report By:** Brian Moore  
Corporate Director  
Inverclyde Community Health & Care Partnership      **Report No:** CHCP/20/2015/LB

**Contact Officer:** Lesley Bairden      **Contact No:** 01475 712257

**Subject:** Community Health & Care Partnership – Financial Report 2014/15 as at Period 9 to 31 December 2014.

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## 1.0 PURPOSE

1.1 The purpose of this report is to advise the Inverclyde CHCP Sub-Committee of the Revenue and Capital Budget current year position as at Period 9 to 31 December 2014.

## 2.0 SUMMARY

### REVENUE PROJECTION 2014/15

- 2.1 The total Health and Community Care Partnership revenue budget for 2014/15 is £120,397,000 with a projected underspend of £181,000 being 0.15% of the revised budget. This is a reduction in projected spend of £181,000 since the break even position last reported to the Sub-Committee as at period 7.
- 2.2 The Social Work revised budget is £49,071,000 and is projected to underspend by £181,000 (0.37%), a reduction of £181,000 since last reported, mainly due to the projected costs of adult care packages.
- 2.3 This position is net of Residential Childcare, Fostering and Adoption as any under / over spend is managed through the approved earmarked reserve. At period 9, it is projected that there will be a transfer of £194,000 to the reserve at 31 March 2015; however this will be subject to the CHCP containing any further Older Peoples or other cost pressures within budget.
- 2.4 It should be noted that the 2014/15 budget includes agreed savings for the year of £1,732,000 with a projected over recovery of £74,000 from early implementation.
- 2.5 The Health revenue budget is £71,326,000 and is projected to budget as previously reported at period 7.
- 2.6 The Health budget for 2014/15 includes £179,000 local savings, currently projected to be achieved in full.
- 2.7 Prescribing is projected to budget, and given the volatility of prescribing forecasts, a cost neutral position is being reported within GG&C, reflecting the established risk sharing protocols. Inverclyde is £16,000 (0.2%) underspent on the year to date.

## **CAPITAL 2014/15**

- 2.8 The total Health and Community Care Partnership approved capital budget for 2014/15 is £333,000 and is projected to underspend by £30,000.
- 2.9 The Social Work capital budget is £195,000, with projected slippage of £25,000 (being 13%) reflecting £32,000 Kylemore retentions, offset by £7,000 overspend on the expansion of the Hillend Respite Unit from 3 to 4 beds. The underspend of £25,000 will be returned to the Council's Capital Programme.
- 2.10 The CHCP Sub-Committee agreed to the replacement of Neil Street and Crosshill Children's Homes at its meeting on 24 April 2014. The replacement programme is funded through a contribution from the Residential Childcare, Adoption & Fostering earmarked reserve and prudential borrowing. The project planning phase is April 2014 to May 2015, with build work to commence 2015/16.
- 2.11 The Health capital budget is £138,000 and will now fund Fire Alarm works to 2 Health Centres as the costs of these projects has increased from the original estimated costs. The planned Cathcart Centre roofing works will now be met from revenue budgets along with other revenue funded works. The Health capital budget has slippage of £5,000 and the Fire Alarm work for the third Health Centre will be reviewed as part of the 2015/16 programme of works.

## **EARMARKED RESERVES 2014/15**

- 2.12 The Social Work Earmarked Reserves for 2014/15 total £3,005,000 with £2,218,000 projected to be spent in the current financial year. To date £1,390,000 spend has been incurred which is 63% of the projected 2014/15 spend. The spend to date per profiling was expected to be £1,509,000 therefore project slippage equates to £119,000 (8%), relating to numerous projects within the Change Fund and Independent Living reserves.

It should be noted that the reserves reported exclude those earmarked reserves that relate to budget smoothing, namely:

- Children's Residential Care, Adoption & Fostering.
- Deferred Income.

- 2.13 As advised to the last Sub-Committee £264,000 funding for improving Delayed Discharge performance was agreed and this is included within Deferred Income, not reported to Sub-Committee as this reserve simply deals with timing issues relating to spend. The Service will provide periodic performance reports on Delayed Discharge.

## **3.0 RECOMMENDATIONS**

- 3.1 The Sub-Committee note the current year revenue budget projected underspend of £181,000 for 2014/15 as at 31 December 2014.
- 3.2 The Sub-Committee note the current projected capital position:
- Social Work capital projected slippage of £25,000 in the current year and over the life of the projects.
  - Health capital projected slippage of £5,000.
- 3.3 The Sub-Committee note the current Earmarked Reserves position.
- 3.4 The Sub-Committee note the position on Prescribing.
- 3.5 The Sub-Committee approve the Social Work budget virements as detailed at Appendix 7.

**Brian Moore**  
**Corporate Director**  
**Inverclyde Community Health &**  
**Care Partnership**

## 4.0 BACKGROUND

- 4.1 The purpose of the report is to advise the Sub-Committee of the current position of the 2014/15 CHCP revenue and capital budget and to highlight the main issues contributing to the 2014/15 budget projected underspend of £181,000 (0.15%) and the current capital programme position of £30,000 slippage.
- 4.2 The current year consolidated revenue summary position is detailed in Appendix 1, with the individual elements of the Partnership detailed in Appendices 2 and 3, Social Work and Health respectively. Appendix 4 shows the year to date position for both elements of the Partnership. Appendix 5 provides the capital position. Appendix 6 provides detail of earmarked reserves. Appendix 7 details budget virements. Appendix 8 provides detail of the employee cost variance by service.

## 5.0 2014/15 CURRENT REVENUE POSITION: £181,000 PROJECTED UNDERSPEND

### 5.1 SOCIAL WORK £181,000 PROJECTED UNDERSPEND

The projected underspend of £181,000 (0.37%) for the current financial year remains predominantly due to client commitment cost within Older Person's Services offset, in part, by turnover, both within Internal Homecare and other Services and by a one off contribution from NHS for demographic pressures as previously reported. This is a reduction in projected costs of £181,000. The material projected variances and reasons for the movement since last reported are identified, per service, below:

a. **Strategy: Projected £50,000 (2.40%) underspend**

The underspend relates predominantly to continued turnover of £42,000, a further £5,000 since period 7.

b. **Older Persons: Projected £355,000 (1.67%) overspend**

The projected overspend reflects continued increasing costs in Homecare which is projected to overspend by £272,000. There is a projected overspend of £72,000 within Residential and Nursing purchased places, per the current number of clients receiving care, less the one off contribution from NHS for pressures. This is a reduction in costs of £5,000.

This reflects the continued increasing trend from 2013/14 and is representative of the national position. A budget pressure bid was included as part of the current budget cycle.

c. **Learning Disabilities: Projected £28,000 (0.44%) overspend**

The projected overspend relates to turnover a number of running cost budgets, including transport, offset in part by turnover savings. The reduction in costs of £76,000 reflects the current number of clients in receipt of care packages, with previously committed costs for a complex needs case not required in the current financial year.

It should be noted that the current year budget includes £350,000 pressure funding, with a further budget increase of £200,000 in 2015/16 reflecting the pressures expected within this service. A further budget pressure bid was included as part of the current budget cycle, reflecting projected service demand.

d. **Mental Health: Projected £155,000 (12.09%) underspend**

The projected underspend remains primarily due to turnover of £97,000, of which £32,000 relates to early achievement of a saving. The reduction in projected costs of £32,000 is due to further turnover of £9,000 and a reduction in client costs of £24,000.

**e. Children & Families: Projected £237,000 (2.33%) underspend**

The main reason for the underspend remains turnover of £105,000 and a projected underspend of £21,000 relating to the Children's Panel, along with Respite underspend of £33,000. This is a further underspend of £64,000 since last reported of which £33,000 reflects current respite commitments, with the remainder relating to revised projections over a number of budget lines.

There is a projected underspend within residential childcare, adoption and fostering of £194,000, however given the volatile nature of the service and the high cost implications this is impossible to predict and, in line with the agreed strategy, the under or over spend at year end will be transferred to or from the earmarked reserve set up to smooth budgetary pressures. This will be subject to the containment of any further unfunded cost pressures with Older People Services.

It should be noted that a one off contribution from this reserve has been agreed as part of the funding structure on the Reprovision of Children's Homes. This funding structure also includes permanent virement from the Residential Schools budget to fund the annual cost of loans charges in financial years 2015/16 and 2016/17.

**f. Physical & Sensory: Projected £32,000 (1.42%) underspend**

The underspend reflects turnover of £43,000 offset in part by client package costs. The reduction of £64,000 mainly relates to a decrease in client numbers.

**g. Addictions / Substance Misuse: Projected £45,000 (3.98%) underspend**

The projected underspend remains due to £35,000 turnover and the increase in projected costs of £41,000 mainly relates to client package costs.

**h. Support & Management: Projected £65,000 (2.83%) underspend**

The underspend mainly relates to turnover, a further £16,000 since period 7.

**i. Assessment & Care Management: Projected £119,000 (7.30%) underspend**

The projected underspend remains due to turnover from vacancies. This is a further projected underspend of £35,000.

**j. Homelessness: Projected £139,000 (18.18%) overspend**

The projected overspend reflects the reduction in costs and income from scatter flats and the Inverclyde Centre. Previous income projections had allowed for an increase in usage / occupancy however this downward trend appears to be crystallising and subsequent increase to void rental income is the main reason for the increased projected costs of £99,000.

This projected overspend has been further compounded by the non-achievement of £40,000 saving in the current financial year which was predicated on additional income from the additional two units at the Inverclyde Centre. A detailed review of all Homelessness budgets will be undertaken and thereafter reported to the relevant Sub-Committee via the Council's Corporate Management Team.

## **5.2 HEALTH £NIL PROJECTED VARIANCE**

The Health budget is £71,326,000 with the current projected spend to budget. This is after the previously reported NHS contribution to Older People cost pressures in the Council, recognising the cross system approach within the CHCP for joint commissioning. The significant projected variances, along with reasons for the movement from period 7, per service, are identified below.

a. **Children & Families: Projected £77,000 (2.53%) overspend**

There remain historic supply pressures within Children & Adolescent Mental Health Services (CAMHS) of £35,000 along with salary overspends within CAMHS due to Resource Allocation Model (RAM) adjustments and this pressure will exist until the staff cohort changes over time to reflect the RAM. This has been further compounded in 2014/15 by a budget reduction of £27,000 for system wide savings. It should be noted that this pressure will reduce by £75,000 in 2015/16 due to changes in consultant and work is ongoing to find solutions for supernumerary employees.

At this stage non-recurring funding has not been applied as the CHCP are containing these cost pressures within the overall position and work remains ongoing to establish a recurring funding solution, with a number of options identified on a system wide basis for 2015/16.

This is a reduction in projected overspend of £15,000, from vacant posts.

b. **Health & Community Care: Projected £15,000 (0.40%) underspend**

The projected underspend remains due to vacant posts mainly within nursing, and in particular treatment rooms. This is an increase in costs of £55,000 mainly from bank and nursing costs, including transfer of Podiatry bank costs previously projected within Management & Administration.

c. **Management & Administration: £45,000 (1.99%) underspend**

The projected underspend reflects continued pressures within portering, in line with prior year spend, offset by additional funding and realignment of budget savings. The reduction in projected costs of £21,000 is mainly due to transfer of Podiatry bank costs to Health & Community Care.

d. **Learning Disabilities: Projected £56,000 (9.77%) underspend**

The projected underspend remains due to turnover, primarily in nursing costs. This includes a non-recurring underspend of £11,000 relating to a refund of prior year agency costs, a further underspend of £3,000.

e. **Addictions: Projected £81,000 (4.20%) underspend**

The projected underspend remains due to turnover and the reduction in costs of £68,000 is due to revision of any likely recruitment by the end of the financial year.

f. **Mental Health Communities: Projected £15,000 (0.67%) overspend**

This remains a result of turnover within nursing staff costs, including maternity leave, offset by a projected overspend within pharmacy costs, which is in line with the previous year. This is a projected cost increase of £58,000 due to increased rent for Crown House and further prescribing costs.

g. **Prescribing: Nil Variance**

Prescribing is projected to budget, and given the volatility of prescribing forecasts, a cost neutral position is being reported within GG&C, reflecting the established risk sharing protocols. Inverclyde is £16,000 (0.2%) underspent on the year to date.

## 6.0 CHANGE FUND

6.1 The original allocation over service areas for 2014/15 was:

Service Area Budget 2014/15	£'000	
Acute – Health	202	13%
CHCP – Health	123	8%
CHCP – Council	830	55%
Community Capacity - Health	11	1%
Community Capacity - Council	356	23%
<b>Grand Total</b>	<b>1,522</b>	<b>100%</b>
Funded By:		
Change Fund Allocation	1,228	
Slippage brought forward from 2013/14	294	
<b>Total Funding</b>	<b>1,522</b>	

6.2 The Change Fund Executive Group meet on a regular basis and review all projects in detail. The latest current year position is:

Service Area Budget 2014/15	Current Budget £'000	Projected Outturn £000	Projected Variance £000
Acute – Health	219	207	(12)
CHCP – Health	113	84	(29)
CHCP – Council	823	863	40
Community Capacity - Health	11	11	0
Community Capacity - Council	356	364	8
<b>Grand Total</b>	<b>1,522</b>	<b>1,529</b>	<b>7</b>
<b>Projected Over Commitment / (Slippage) at 31 December 2014</b>			<b>7</b>

The costs will continue to be managed within the available resources and to ensure nil slippage or overspend in the final year of the Change Fund.

## 7.0 2014/15 CURRENT CAPITAL POSITION – £30,000 UNDERSPEND

7.1 The Social Work capital budget is £4,831,000 over the life of the projects with £195,000 for 2014/15, comprising:

- £115,000 for Kylemore Children's Home retentions, with the final underspend of £32,000 being returned to the Council's Capital Programme.
- £80,000 to expand the Hillend respite unit, with the overspend of £7,000 being met from the Council's Capital Programme.

The slippage of £25,000 is 13% of the current year budget.

7.2 The CHCP Sub-Committee agreed to the replacement of Neil Street and Crosshill Children's Homes at its meeting on 24 April 2014. The replacement programme is funded through a contribution from the Residential Childcare, Adoption & Fostering earmarked reserve and prudential borrowing. The project planning phase is April 2014 to May 2015, with build work to commence 2015/16.

7.3 The Health capital budget of £138,000 is now projecting slippage of £5,000 as the funding of the Fire Alarm works has now been revised to meet the costs of 2 of the planned 3 Health Centre works. The funding for the upgrade of the 3<sup>rd</sup> Health Centre Fire Alarm system will be reviewed as part of the 2015/16 programme of works.

7.4 In addition to the Health capital funding a further £113,000 works will be funded from revenue maintenance:

- £50,000 asbestos encapsulation within Greenock and Port Glasgow Health Centres reception upgrade.
- £23,000 Gourrock Health Centre Reception.
- £40,000 Cathcart Centre roofing works.

7.5 Appendix 5 details capital budgets and progress by individual project.

## 8.0 EARMARKED RESERVES

8.1 The Social Work Earmarked Reserves for 2014/15 total £3,005,000 with £2,218,000 projected to be spent in the current financial year. To date £1,390,000 spend has been incurred which is 63% of the projected 2014/15 spend. The spend to date per profiling was expected to be £1,509,000 therefore project slippage equates to £119,000 (8%), relating to numerous projects within the Change Fund and Independent Living reserves.

It should be noted that the reserves reported exclude those earmarked reserves that relate to budget smoothing, namely:

- Children's Residential Care, Adoption & Fostering.
- Deferred Income.

8.2 As advised to the last Sub-Committee £264,000 funding for improving Delayed Discharge performance was agreed and this included within Deferred Income, not reported to Sub-Committee as this reserve simply deals with timing issues relating to spend. The Service will provide periodic performance reports on Delayed Discharge.

## 9.0 VIREMENT

9.1 Appendix 7 details the virements that the CHCP Sub-Committee is requested to approve. As at period 9 there are no requested virements.

## 10.0 IMPLICATIONS

### 10.1 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					

10.2 **Legal**

There are no specific legal implications arising from this report.

10.3 **Human Resources**

There are no specific human resources implications arising from this report

10.4 **Equalities**

There are no equality issues within this report.

10.5 **Repopulation**

There are no repopulation issues within this report.

**11.0 CONSULTATION**

11.1 This report has been prepared by the Corporate Director, Inverclyde Community Health & Care Partnership and relevant officers within Partnership Finance and the Council's Chief Financial Officer have been consulted.

**12.0 BACKGROUND PAPERS**

12.1 There are no background papers for this report.

**INVERCLYDE CHCP****REVENUE BUDGET PROJECTED POSITION****PERIOD 9: 1 April 2014 - 31 December 2014**

<b>SUBJECTIVE ANALYSIS</b>	Approved Budget 2014/15 £000	Revised Budget 2014/15 £000	Projected Out-turn 2014/15 £000	Projected Over/(Under) Spend £000	Percentage Variance
Employee Costs	46,703	48,074	46,983	(1,091)	(2.27%)
Property Costs	2,971	3,367	3,240	(127)	(3.77%)
Supplies & Services	59,463	59,457	60,269	812	1.37%
Prescribing	15,912	16,203	16,203	0	0.00%
Resource Transfer (Health)	9,041	9,041	9,158	117	1.29%
Income	(14,940)	(15,657)	(15,549)	108	(0.69%)
Contribution to Reserves	0	(88)	(88)	0	0.00%
	<b>119,150</b>	<b>120,397</b>	<b>120,216</b>	<b>(181)</b>	<b>(0.15%)</b>

<b>OBJECTIVE ANALYSIS</b>	Approved Budget 2014/15 £000	Revised Budget 2014/15 £000	Projected Out-turn 2014/15 £000	Projected Over/(Under) Spend £000	Percentage Variance
Strategy / Planning & Health Improvement	2,822	3,032	2,973	(59)	(1.95%)
Older Persons	20,971	21,253	21,608	355	1.67%
Learning Disabilities	6,804	6,886	6,858	(28)	(0.41%)
Mental Health - Communities	3,793	3,527	3,387	(140)	(3.97%)
Mental Health - Inpatient Services	9,228	9,190	9,187	(3)	(0.03%)
Children & Families	12,948	13,224	13,064	(160)	(1.21%)
Physical & Sensory	2,272	2,253	2,221	(32)	(1.42%)
Addiction / Substance Misuse	3,111	3,058	2,932	(126)	(4.12%)
Assessment & Care Management / Health & Community	5,268	5,361	5,227	(134)	(2.50%)
Support / Management / Admin	4,170	4,564	4,454	(110)	(2.41%)
Criminal Justice / Prison Service **	0	0	0	0	0.00%
Homelessness	743	739	878	139	18.81%
Family Health Services	21,039	21,004	21,004	0	0.00%
Prescribing	15,912	16,203	16,203	0	0.00%
Resource Transfer	9,041	9,041	9,158	117	1.29%
Change Fund	1,028	1,150	1,150	0	0.00%
Contribution to Reserves	0	(88)	(88)	0	0.00%
<b>CHCP NET EXPENDITURE</b>	<b>119,150</b>	<b>120,397</b>	<b>120,216</b>	<b>(181)</b>	<b>(0.15%)</b>

\*\* Fully funded from external income hence nil bottom line position.

<b>PARTNERSHIP ANALYSIS</b>	Approved Budget 2014/15 £000	Revised Budget 2014/15 £000	Projected Out-turn 2014/15 £000	Projected Over/(Under) Spend £000	Percentage Variance
NHS	70,088	71,326	71,326	0	0.00%
Council	49,062	49,071	48,890	(181)	(0.37%)
<b>CHCP NET EXPENDITURE</b>	<b>119,150</b>	<b>120,397</b>	<b>120,216</b>	<b>(181)</b>	<b>(0.15%)</b>

( ) denotes an underspend per Council reporting conventions

\*\* £2.3 million externally funded

**SOCIAL WORK****REVENUE BUDGET PROJECTED POSITION****PERIOD 9: 1 April 2014 - 31 December 2014**

	2013/14 Actual £000	SUBJECTIVE ANALYSIS	Approved Budget 2014/15 £000	Revised Budget 2014/15 £000	Projected Out-turn 2014/15 £000	Projected Over/(Under) Spend £000	Percentage Variance
		<b>SOCIAL WORK</b>					
8	25,250	Employee Costs	25,976	26,069	25,152	(917)	(3.52%)
	1,431	Property costs	1,453	1,438	1,306	(132)	(9.18%)
	919	Supplies and Services	808	815	967	152	18.65%
	482	Transport and Plant	366	381	481	100	26.25%
	1,021	Administration Costs	879	896	987	91	10.16%
8	32,751	Payments to Other Bodies	33,457	33,535	33,952	417	1.24%
	(13,922)	Income	(13,877)	(13,975)	(13,867)	108	(0.77%)
9		Contribution to Earmarked Reserves		(88)	(88)	0	0.00%
	<b>47,932</b>	<b>SOCIAL WORK NET EXPENDITURE</b>	<b>49,062</b>	<b>49,071</b>	<b>48,890</b>	<b>(181)</b>	<b>(0.37%)</b>

	2013/14 Actual £000	OBJECTIVE ANALYSIS	Approved Budget 2014/15 £000	Revised Budget 2014/15 £000	Projected Out-turn 2014/15 £000	Projected Over / (Under) Spend £000	Percentage Variance
		<b>SOCIAL WORK</b>					
	2,005	Strategy	2,112	2,080	2,030	(50)	(2.40%)
	21,541	Older Persons	20,971	21,253	21,608	355	1.67%
	6,159	Learning Disabilities	6,251	6,313	6,341	28	0.44%
	1,308	Mental Health	1,382	1,282	1,127	(155)	(12.09%)
3	9,070	Children & Families	10,228	10,181	9,944	(237)	(2.33%)
	2,465	Physical & Sensory	2,272	2,253	2,221	(32)	(1.42%)
	1,033	Addiction / Substance Misuse	1,193	1,130	1,085	(45)	(3.98%)
	2,128	Support / Management	2,220	2,298	2,233	(65)	(2.83%)
	1,576	Assessment & Care Management	1,690	1,630	1,511	(119)	(7.30%)
1	0	Criminal Justice / Scottish Prison Service	0	0	0	0	0.00%
2	0	Change Fund	0	0	0	0	0.00%
	647	Homelessness	743	739	878	139	18.81%
		Contribution to Earmarked Reserves		(88)	(88)	0	0.00%
	<b>47,932</b>	<b>SOCIAL WORK NET EXPENDITURE</b>	<b>49,062</b>	<b>49,071</b>	<b>48,890</b>	<b>(181)</b>	<b>(0.37%)</b>

( ) denotes an underspend per Council reporting conventions

- 1 £1.9m Criminal Justice and £0.3m Greenock Prison fully funded from external income hence nil bottom line position.
- 2 Change Fund Expenditure of £1.2 million fully funded from income.
- 3 Children & Families outturn includes £194k to be transferred to the earmarked reserve at year end 2014/15
- 4 £9 million Resource Transfer / Delayed Discharge expenditure and income included above.

5	Original Budget 2014/15	49,062
	Pay & Inflation etc.	119
	Budget transfer to Delayed Discharge Earmarked Reserve	(88)
	Budget transfer to Client Finance Team	(22)
	Revised Budget 2014/15	<u>49,071</u>

- 6 There are currently 30 clients receiving Self Directed Support care packages.
- 7 The underlying £274k projected overspend at period 7 has been offset by non recurring funding contributions.
- 8 Within Older Peoples Services £361k of vacancies have been offset by purchased Homecare costs.
- 9 Council contribution to Delayed Discharge earmarked reserve

HEALTHREVENUE BUDGET PROJECTED POSITIONPERIOD 9: 1 April 2014 - 31 December 2014

2013/14 Actual £000	SUBJECTIVE ANALYSIS	Approved Budget 2014/15 £000	Revised Budget 2014/15 £000	Projected Out-turn 2014/15 £000	Projected Over/(Under) Spend £000	Percentage Variance
	<b>HEALTH</b>					
21,319	Employee Costs	20,727	22,005	21,831	(174)	(0.79%)
1,083	Property	1,518	1,929	1,934	5	0.26%
4,320	Supplies & Services	2,914	2,826	2,878	52	1.84%
20,717	Family Health Services (net)	21,039	21,004	21,004	0	0.00%
16,038	Prescribing (net)	15,912	16,203	16,203	0	0.00%
3 8,863	Resource Transfer	9,041	9,041	9,158	117	1.29%
(1,246)	Income	(1,063)	(1,682)	(1,682)	0	0.00%
<b>71,094</b>	<b>HEALTH NET EXPENDITURE</b>	<b>70,088</b>	<b>71,326</b>	<b>71,326</b>	<b>0</b>	<b>0.00%</b>

2013/14 Actual £000	OBJECTIVE ANALYSIS	Approved Budget 2014/15 £000	Revised Budget 2014/15 £000	Projected Out-turn 2014/15 £000	Projected Over/(Under) Spend £000	Percentage Variance
	<b>HEALTH</b>					
3,144	Children & Families	2,720	3,043	3,120	77	2.53%
3,755	Health & Community Care	3,578	3,731	3,716	(15)	(0.40%)
2,040	Management & Admin	1,950	2,266	2,221	(45)	(1.99%)
540	Learning Disabilities	553	573	517	(56)	(9.77%)
1,900	Addictions	1,918	1,928	1,847	(81)	(4.20%)
2,283	Mental Health - Communities	2,411	2,245	2,260	15	0.67%
9,516	Mental Health - Inpatient Services	9,228	9,190	9,187	(3)	(0.03%)
1,070	Planning & Health Improvement	710	952	943	(9)	(0.95%)
1 1,228	Change Fund	1,028	1,150	1,150	0	0.00%
20,717	Family Health Services	21,039	21,004	21,004	0	0.00%
16,038	Prescribing	15,912	16,203	16,203	0	0.00%
8,863	Resource Transfer	9,041	9,041	9,158	117	1.29%
<b>71,094</b>	<b>HEALTH NET EXPENDITURE</b>	<b>70,088</b>	<b>71,326</b>	<b>71,326</b>	<b>0</b>	<b>0.00%</b>

( ) denotes an underspend per Council reporting conventions

1 Change Fund Allocation to CHCP 2014/15	1,228
Add: Transitional Funding	135
Less: Transfer to Acute Projects:	
Stroke Outreach Team	(52)
AHP Weekend Working	(83)
Rapid Assessment Team	(41)
Palliative Care CNS 0.5wte	(37)
	<u>1,150</u>
2 Original Budget 2014/15	70,088
Pay & Inflation	415
Keepwell / Childsmile	117
GMS Cross Charge / FHS Adjustments	(35)
Prescribing	291
Transitional Funding - Integration	135
Other including Hotel Services Allocation and Skills Mix Funding	315
Revised Budget 2014/15	<u>71,326</u>
3 Contribution to Older Peoples pressures	

**REVENUE BUDGET YEAR TO DATE****PERIOD 9: 1 April 2014 - 31 December 2014**

<b>SOCIAL WORK SUBJECTIVE ANALYSIS</b>	Budget to Date £000	Actual to Date £000	Variance to Date £000	Percentage Variance
<b>SOCIAL WORK</b>				
Employee Costs	18,657	17,900	(757)	(4.06%)
1 Property costs	1,020	806	(214)	(20.98%)
Supplies and Services	575	668	93	16.17%
Transport and Plant	276	341	65	23.55%
Administration Costs	644	475	(169)	(26.24%)
1 Payments to Other Bodies	24,062	23,161	(901)	(3.74%)
Income	(10,177)	(10,005)	172	(1.69%)
<b>SOCIAL WORK NET EXPENDITURE</b>	<b>35,057</b>	<b>33,346</b>	<b>(1,711)</b>	<b>(4.88%)</b>

<b>HEALTH SUBJECTIVE ANALYSIS</b>	Budget to Date £000	Actual to Date £000	Variance to Date £000	Percentage Variance
<b>HEALTH</b>				
Employee Costs	16,131	16,088	(43)	(0.27%)
Property Costs	1,149	1,078	(71)	(6.18%)
Supplies	1,983	2,063	80	4.03%
Family Health Services (net)	15,541	15,541	0	0.00%
Prescribing (net)	12,382	12,382	0	0.00%
Resource Transfer	6,780	6,780	0	0.00%
Income	(1,426)	(1,426)	0	0.00%
<b>HEALTH NET EXPENDITURE</b>	<b>52,540</b>	<b>52,506</b>	<b>(34)</b>	<b>(0.06%)</b>

( ) denotes an underspend per Council reporting conventions

1 Timing differences between profiled budget and actual spend.

**INVERCLYDE CHCP - CAPITAL BUDGET 2014/15****Period 9: 1 April 2014 to 31 December 2014**

<u>Project Name</u>	<u>Est Total Cost</u>	<u>Actual to 31/3/14</u>	<u>Approved Budget 2014/15</u>	<u>Revised Est 2014/15</u>	<u>Actual to 31/12/14</u>	<u>Est 2015/16</u>	<u>Est 2016/17</u>	<u>Future Years</u>	<u>Start Date</u>	<u>Original Completion Date</u>	<u>Current Completion Date</u>	<u>Status</u>
	£000	£000	£000	£000	£000	£000	£000	£000				
<b>SOCIAL WORK</b>												
Kylemore Children's Home	1,212	1,129	115	83	41	0	0	0	01/10/11	30/06/12	19/03/13	The budget for 2014/15 relates to retentions, with final costs expected at £83k so the £32k underspend will be returned to the Council's capital programme.
SWIFT Financials	27	27	0	0	0	0	0	0	03/09/12		31/08/14	Budget allocated for development of SWIFT financial module. No further spend expected
Hillend Respite Unit (note 1)	87	0	80	87	67	0	0	0	28/05/14		14/11/14	Increase of one bed within respite unit. Building work is completed and the £7k overspend is met from the capital programme.
Neil Street Children's Home Replacement	1,858	0	0	0	0	1,775	83	0	01/04/14	31/03/16		Planning phase April 2014 to May 2015.
Crosshill Children's Home Replacement	1,622	0	0	0	0		1,622	0	01/04/14	31/03/17		Planning phase April 2014 to May 2015.
<b>Social Work Total</b>	<b>4,806</b>	<b>1,156</b>	<b>195</b>	<b>170</b>	<b>108</b>	<b>1,775</b>	<b>1,705</b>	<b>0</b>				
<b>HEALTH</b>												
CHCP Formula Allocation 2014-15 (see 2 below)												
Port Glasgow Health Centre - Fire Alarm	50		50	51	0	0	0	0	tbc	by 31/03/15	31/03/15	Fire Advisor recommendation, revised to current estimate of works
Greenock Health Centre - Fire Alarm	30		30	82	0	0	0	0				Fire Advisor recommendation, revised to current estimate of works
Gourock Health Centres - Fire Alarm and Reception Upgrade	18		18	0	0	0	0	0				Fire Advisor recommendation and works to improve privacy
Cathcart Centre Roofing Works	40		40	0	0	0	0	0	tbc	by 31/03/15	31/03/15	Repair leaks to mezzanine level
<b>Health Total</b>	<b>138</b>	<b>0</b>	<b>138</b>	<b>133</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				
<b>Grand Total CHCP</b>	<b>4,944</b>	<b>1,156</b>	<b>333</b>	<b>303</b>	<b>108</b>	<b>1,775</b>	<b>1,705</b>	<b>0</b>				

Note:

1. The expansion of the service is funded from a contribution from revenue reserves, as agreed by Policy &amp; Resources Committee 24/09/13. The final total is subject to confirmation.

2. Funding of £138k for local formula capital allocation / capital backlog maintenance.

Additional planned works are being met from revenue maintenance:	£000
Cathcart Centre Roofing Works	40
Gourock Health Centre reception upgrade	23
Port Glasgow and Greenock Health Centres - Asbestos Encapsulation	50
	<u>113</u>

Gourock Fire Alarm upgrade will be reviewed for inclusion in the 2015/16 capital programme

**EARMARKED RESERVES POSITION STATEMENT  
CHCP SUB COMMITTEE**

**APPENDIX 6**

<u>Project</u>	<u>Lead Officer/ Responsible Manager</u>	<u>Total Funding 2014/15</u>	<u>Phased Budget To Period 9 2014/15</u>	<u>Actual To Period 9 2014/15</u>	<u>Projected Spend 2014/15</u>	<u>Amount to be Earmarked for 2015/16 &amp; Beyond</u>	<u>Lead Officer Update</u>
		<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	
Self Directed Support / SWIFT Finance Module	Derrick Pearce / Andrina Hunter	407	166	153	263	144	SDS project and SWIFT financial module. Spending plans are regularly reviewed.
Growth Fund - Loan Default Write Off	Helen Watson	28	2	1	3	25	Loans administered on behalf of DWP by the credit union and the Council has responsibility for paying any delinquent debt. This requires to be kept until all loans are repaid and no debts exist.
Change Fund - Older People	Brian Moore	1,422	850	820	1,422	0	Brought forward reflects Council elements of NHS Change Fund. Detailed costs by project are reviewed on a regular basis by the Change Fund Executive Group and position is reported to the CHCP sub committee as an integral part of the financial report. The New Funding of £1.128m has reduced by £100k as the agreed contribution to Caladh House has been transferred to the specific reserve.
Support all Aspects of Independent Living	Brian Moore	403	180	284	298	105	There are plans in place to spend £298k of the £403k, including a contribution to the 2014/15 Sheltered Wardens' saving of £70k, thus leaving a balance to be spent in 2015/16 of £105k, made up of the Dementia Strategy of £67k, the Ravenscraig Re-provisioning of £27k plus an uncommitted balance of £11k. The agreed £48k for Caladh House Renovations has been transferred to the specific Caladh House reserve.
Information Governance Policy Officer	Helen Watson	57	41	29	41	16	The spend relates to the Council's Information Governance Officer.
Joint Equipment Store	Beth Culshaw	50	31	2	50	0	This reserve is to fund a range of equipment to meet the emerging demand linked to increasing frailty of older people and increased incidence of dementia. It will be spent in full in 2014/15, mainly on the replacement of old hoists that are no longer fit for purpose.
Support for Young Carers	Sharon McAlees	65	46	11	21	44	This reserve is for an 18 month period to enable the implementation of a family pathway approach to young carers, which will aim to develop a sustainable service to young carers and their families. The recruitment process took longer than anticipated, hence slippage against profiled spend.

**EARMARKED RESERVES POSITION STATEMENT  
CHCP SUB COMMITTEE**

**APPENDIX 6**

<u>Project</u>	<u>Lead Officer/ Responsible Manager</u>	<u>Total Funding 2014/15</u>	<u>Phased Budget To Period 9 2014/15</u>	<u>Actual To Period 9 2014/15</u>	<u>Projected Spend 2014/15</u>	<u>Amount to be Earmarked for 2015/16 &amp; Beyond</u>	<u>Lead Officer Update</u>
		<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	
Caladh House Renovations	Beth Culshaw	475	129	13	22	453	This reserve has been created to contribute to the costs of the Caladh House renovation works. The reserve was established at the end of 2013/14 from a £145k revenue budget early savings, £112k from CHCP inflation, £118k from existing CHCP Earmarked Reserves and £100k from the Change Fund. The tender will be issued shortly but no construction costs will be incurred in 2014/15. £13k has been spent on the feasibility study and there will be a further £9k in property fees recharged before the end of March 15.
Making Advice Work	Helen Watson	38	29	38	38	0	This reserve is to fund an 18 month project to pilot the effectiveness of a telephone triage financial advice service for Inverclyde wide clients with the funding coming from Scottish Legal Aid Board. This project is complete.
Stress Management Services	Helen Watson	10	6	10	10	0	Funding has been received from the Health Board for a contract with Inverclyde Physiotherapy to provide stress management services. This project is complete.
Welfare Reform - CHCP	Andrina Hunter	50	29	29	50	0	This reserve is to fund expenditure on Welfare Reform within the CHCP.
<b>Total</b>		<b>3,005</b>	<b>1,509</b>	<b>1,390</b>	<b>2,218</b>	<b>787</b>	

**CHCP - HEALTH & SOCIAL CARE****VIREMENT REQUESTS**

<b>Budget Heading</b>	<b>Increase Budget</b> £'000	<b>(Decrease) Budget</b> £'000
No virements requiring approval		
	0	0

Notes

## APPENDIX 8

### EMPLOYEE COST VARIANCES

**PERIOD 9: 1 April 2014 - 31 December 2014**

ANALYSIS OF EMPLOYEE COST VARIANCES		Early Achievement of Savings £000	Turnover from Vacancies £000	Total Over / (Under) Spend £000
<b>SOCIAL WORK</b>				
1	Strategy	0	(42)	(42)
2	Older Persons	0	(361)	(361)
3	Learning Disabilities	(12)	(17)	(29)
4	Mental Health	(32)	(65)	(97)
5	Children & Families	0	(105)	(105)
6	Physical & Sensory	0	(43)	(43)
7	Addiction / Substance Misuse	0	(35)	(35)
8	Support / Management	0	(74)	(74)
9	Assessment & Care Management	0	(134)	(134)
10	Criminal Justice / Scottish Prison Service	0	13	13
11	Homelessness	0	(10)	(10)
<b>SOCIAL WORK EMPLOYEE UNDERSPEND</b>		<b>(44)</b>	<b>(873)</b>	<b>(917)</b>
<b>HEALTH</b>				
12	Children & Families		38	38
13	Health & Community Care		(61)	(61)
14	Management & Admin		(40)	(40)
15	Learning Disabilities		(61)	(61)
16	Addictions		(76)	(76)
17	Mental Health - Communities		(21)	(21)
18	Mental Health - Inpatient Services		70	70
19	Planning & Health Improvement		(23)	(23)
<b>HEALTH EMPLOYEE UNDERSPEND</b>			<b>(174)</b>	<b>(174)</b>
<b>TOTAL EMPLOYEE UNDERSPEND</b>		<b>(44)</b>	<b>(1,047)</b>	<b>(1,091)</b>

- 1 1 vacancy which will not be filled before 31/03/15
- 2 26 vacancies along with maternity leave savings - NB offset by external costs, due to recruitment issues
- 3 Early achievement of saving on 1 post. 3 vacancies being filled, 1 vacancy will not be filled by 31/03/15
- 4 Early achievement of saving on 1 post. 1 vacancy in the process of being filled
- 5 1 vacancy being filled and 4 which will not be filled before 31/03/15
- 6 3 vacancies being filled and 2 which will not be filled before 31/03/15
- 7 2 vacancies which are in the process of being filled
- 8 3 vacancies being filled and 4 which will not be filled before 31/03/15
- 9 5 vacancies being filled and 2 which will not be filled before 31/03/15
- 10 Overspend met from grant funding
- 11 1 vacancy being filled
- 12 Ongoing impacts of RAM and supernumerary employee
- 13 Nursing turnover and agency refunds
- 14 Portering pressure, offset by budget transfers from savings realignment
- 15 Nursing turnover and agency refunds
- 16 Turnover within Community Addictions Team
- 17 Nursing turnover and maternity leave
- 18 Bank cover
- 19 Turnover