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<b>Report To:</b>	<b>Health &amp; Social Care Committee</b>	<b>Date:</b>	<b>1 September 2015</b>
<b>Report By:</b>	<b>Brian Moore Chief Officer Inverclyde Health &amp; Social Care Partnership</b>	<b>Report No:</b>	<b>FIN/67/15/AP/FMCL</b>
	<b>Alan Puckrin Chief Financial Officer</b>		
<b>Contact Officer:</b>	<b>Fiona McLaren</b>	<b>Contact No:</b>	<b>01475 712652</b>
<b>Subject:</b>	<b>Health &amp; Social Care Committee – Revenue Outturn 2014/15 and 2015/16 as at Period 3 to 30 June 2015</b>		

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## 1.0 PURPOSE

- 1.1 The purpose of this report is to advise the Health and Social Care Committee of the 2014/15 Revenue Outturn and of the Revenue and Capital Budget for the current year as at Period 3 to 30 June 2015. The 2014/15 outturn is provisional subject to audit of the year end accounts.

## 2.0 SUMMARY

- 2.1 The Social Work revenue budget was £49,037,000 with a final underspend of £282,000 (0.58%). The main items contributing to this position were:
- Turnover savings of £932,000, which were partly offset by external homecare payments.
  - Older People's Services purchased costs were overspent by £712,000, of which £569,000 related to external homecare and £90,000 to residential and nursing care services. This reflected the national trend for 2014/15.
  - Homelessness services overspent by £145,000 (excluding turnover) which reflected the net reduction in income from temporary furnished flats and the Inverclyde Centre.
- 2.2 The movement since the last reported position at Period 11 was a positive variance of £118,000, mainly due to £90,000 charging order income received at the year end.
- 2.3 The outturn also includes £132,000 which was transferred to the Residential Accommodation and Adoption, Fostering & Kinship Care Earmarked Reserves from Children & Families at the end of the year.
- 2.4 The Social Work original budget is £48,767,000 with a projected overspend of £459,000 (0.94%). The main elements of this overspend are:
- External homecare £393,000 reflecting current package costs, including some vacancy cover; this continues the trend from 2014/15.
  - Children & Families purchased residential accommodation £371,000 mainly due to placements in secure units. This assumes that the £43,000 balance remaining in the Residential Childcare, Fostering & Adoption Earmarked Reserve will be fully utilised to contribute to this costs.
  - Homelessness £156,000 due to under occupancy of temporary furnished flats and the Inverclyde Centre  
Offset in part by:
    - Vacancies within internal homecare of £226,000.
    - Residential & Nursing underspend of £102,000, per current client profile.

- 2.5 It should be noted that the 2015/16 budget includes agreed savings for the year of £1,073,000 with a current projected under recovery of £122,000 due to delays against original plans. This shortfall is reflected in the projected outturn above, however the Service are looking at options to meet this cost either within existing resources or Earmarked Reserves.
- 2.6 The Corporate Director and Head of Service will work to mitigate the projected overspend as the year progresses, and take opportunities to reduce expenditure as opportunities arise.
- 2.7 The Social Work capital budget is £1,671,000, with spend to date of only £2,000.
- 2.8 The Social Work Earmarked Reserves for 2015/16 total £2,510,000 with £2,442,000 projected to be spent in the current financial year. To date £305,000 spend has been incurred which is 12.5% of the projected 2015/16 spend.
- 2.9 It should be noted that the reserves reported exclude those earmarked reserves that relate to cash flow smoothing, namely:
- Children's Residential Care, Adoption & Fostering where it is assumed that the remaining balance will be utilised per 2.4 above.
  - Deferred Income.

### **3.0 RECOMMENDATIONS**

- 3.1 That the Committee note the 2014/15 revenue budget outturn of £282,000 as at 31 March 2015.
- 3.2 That the Committee note the current year revenue budget and projected overspend of £459,000 for 2015/16 as at 30 June 2015.
- 3.3 That the Committee note that the HSCP Director will work to contain the projected overspend within the overall Social Work budget for the year.
- 3.4 That the Committee note the current projected capital position.
- 3.5 That the Committee note the current Earmarked Reserves position.

**Brian Moore**  
**Chief Officer**  
**Inverclyde Health & Social Care Partnership**

**Alan Puckrin**  
**Chief Financial Officer**

## 4.0 BACKGROUND

- 4.1 The purpose of the report is to advise the Committee of the 2014/15 revenue outturn position, the current position of the 2015/16 Social Work revenue and capital budgets and to highlight the main issues contributing to the 2015/16 £459,000 projected revenue overspend. The 2014/15 outturn is subject to year end audit.
- 4.2 Budget movements in the year are detailed in Appendix 1. The current year revenue position is detailed in Appendix 2. Appendix 3 provides the capital position; Appendix 4 earmarked reserves; Appendix 5 Virements to be approved; Appendix 6 employee cost variance by service.

## 5.0 2014/15 REVENUE OUTTURN: £282,000 UNDERSPEND (0.58%)

- 5.1 The table below sets out the 2014/15 provisional outturn to budget for Social Work and the movement in projected spend since last reported to the Health & Social Care Committee, as at Period 11 to 28 February 2015.

5.2

	Revised Budget 2014/15	Outturn 2014/15	Variance to Budget		Movement since Period 11
	£'000	£'000	£'000	%	£'000
Strategy	2,130	2,037	(93)	(4.37%)	(18)
Older People	21,328	21,716	388	1.82%	(109)
Learning Disabilities	6,308	6,395	87	1.38%	15
Mental Health	1,209	1,020	(189)	(15.63%)	0
Children & Families	10,027	9,793	(234)	(2.33%)	(19)
Physical & Sensory	2,254	2,128	(126)	(5.59%)	(28)
Addictions / Substance Misuse	1,132	1,097	(35)	(3.09%)	(1)
Support / Management	2,280	2,219	(61)	(2.68%)	34
Assessment & Care Management	1,630	1,477	(153)	(9.39%)	0
Criminal Justice	0	0	0	0	0
Change Fund	0	0	0	0	0
Homelessness	739	873	134	(18.13%)	7
Contribution to ear marked reserves	0	0	0	0	0
<b>Total</b>	<b>49,037</b>	<b>48,755</b>	<b>(282)</b>	<b>(0.58%)</b>	<b>(118)</b>

- 5.3 The key reasons for the overall underspend and the movements since last reported to Committee at Period 11:

- a) Strategy: £93,000 (4.37%) underspend

Mainly due to vacancies, with a further underspend of £18,000 from a number of budget lines.

- b) Older People: £388,000 (1.82%) overspend

The overspend arose due to increased demographics as previously reported, with £90,000 charging order income received at year end being the main reason for the £109,000 reduction in overspend. The final overspend and movement are broken down by service area as follows:

- Homecare £333,000 overspent, an increase of £36,000 within employee costs.
- Residential and Nursing were £35,000 overspent, this was net of the one off contribution from NHS of £274,000 for recognised pressures within the service. This was a reduction in costs of £71,000 mainly due to charging order income received in March.

Budget pressure funding of £750,000 was agreed for 2015/16 reflecting the demographic challenges for this service.

**c) Learning Disabilities: £87,000 (1.38%) overspend**

The overspend related to a number budgets, as previously reported and was an increase in costs of £15,000. The key areas of overspend remained Client Package costs including transport.

Budget pressure funding £360,000 is included in the 2015/16 budget.

**d) Mental Health: £189,000 (15.63%) underspend**

The underspend remained primarily due to turnover of £113,000, of which £32,000 related to early achievement of a saving. Client packages costs were £135,000 underspent and property costs were £54,000 over. There was no movement in the projection since Period 11.

**e) Children & Families: £234,000 (2.33%) underspend**

The main reason related to turnover of £140,000 plus £61,000 on payments to providers, along with additional income of £44,000. The increased underspend of £19,000 was due to minor variances.

There was an underspend within residential childcare, adoption and fostering of £132,000, which was transferred to the earmarked reserve set up to smooth budgetary pressures.

**f) Physical & Sensory: £126,000 (5.59%) overspend**

This relates to turnover of £49,000, direct payment costs of £43,000 being met by Earmarked Reserves funding and one off utility underspend of £43,000.

This is a further underspend of £28,000 mainly due to equipment costs being met from Earmarked Reserves.

**g) Addictions / Substance Misuse: £35,000 (3.09%) underspend**

This arose primarily due to £37,000 turnover, a further underspend of £1,000.

**h) Support / Management: £61,000 (2.68%) underspend**

This arose mainly as a result of turnover. Increased property costs of £34,000 were not reported at period 11.

**i) Assessment & Care Management: £153,000 (9.39%) underspend**

The underspend mainly related to vacancies. There was no movement in the projection since Period 11.

**j) Homelessness: £134,000 (18.13%) overspend**

The overspend remained due to occupancy levels within temporary furnished flats and the Inverclyde Centre. This overspend was further compounded by the non-achievement of £40,000 saving in 2014/15 which was predicated on additional income from the additional two units at the Inverclyde Centre. This was an increase in costs of £7,000.

## **6.0 2015/16 CURRENT REVENUE POSITION: £459,000 PROJECTED OVERSPEND (0.94%)**

6.1 The main elements of this overspend are:

- External homecare £393,000 reflecting current package costs, including some vacancy cover continuing the trend from 2014/15.
- Children & Families purchased residential accommodation £371,000 mainly due to placements in secure units. This assumes that the £43,000 balance remaining in the Residential Childcare, Fostering & Adoption Earmarked Reserve will be fully utilised to contribute to this costs.
- Homelessness £156,000 due to under occupancy of temporary furnished flats and the Inverclyde Centre.

Offset in part by:

- Vacancies within internal homecare of £226,000.
- Residential & Nursing underspend of £102,000, per current client profile.

The material projected variances are identified, per service, below:

### **a) Older People: Projected £165,000 (0.78%) overspend**

The projected overspend is mainly a result of additional external provider costs in Homecare of £393,000. This is partially offset by vacancies within internal Homecare of £226,000. There is a projected underspend of £99,000 within Residential and Nursing purchased places, per the current number of clients receiving care.

There will be ongoing monitoring of this budget with some flexibility to contain costs within the Integrated Care Fund and Delayed Discharge funding.

### **b) Learning Disabilities: Projected £32,000 (0.49%) underspend**

The projected underspend comprises:

- £252,000 underspend on client commitments,
- £38,000 overspend on transport costs
- £103,000 shortfall in income received from other local authorities
- £57,000 overspend in employee costs due to additional support costs, an overspend of £16,000 on catering in the day centres.

The transport and employee costs relate to client packages and review of budgets will be undertaken to align these to reflect current activity and package costs.

The current year budget includes £360,000 pressure funding (£200,000 from the 2013/15 budget and £160,000 2015/17 budget). The current projection includes an assumption that costs will be incurred for new clients and clients moving from a hospital to a community care setting, the timings of which are not yet known. Work is ongoing with the service to identify the costs and timings of new packages.

In addition to the revenue budget, a further £40,000 pressure funding was added to Earmarked Reserves for equipment.

c) The projected underspend is primarily due to turnover of £42,000 and a client commitment overspend of £6,000 based on current vacancies and client package costs.

### **d) Children & Families: Projected £362,000 (3.50%) overspend**

The main reason for the overspend is projected residential accommodation costs of £371,000 based on 13 children in residential accommodation and 3 in secure accommodation. Work is ongoing to minimise these costs where possible.

Given the volatile nature of the service and the high cost implications this is difficult 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.

However there is limited funding available is this reserve since a one off contribution from this reserve was agreed as part of the funding structure on the Re provision of Children's Homes including the annual cost of loans charges in financial years 2015/16 and 2016/17.

**e) Physical & Sensory: Projected £79,000 (3.64%) underspend**

The projected underspend is due to £21,000 turnover along with a projected underspend in client package costs of £59,000.

**f) Assessment & Care Management: Projected £38,000 (2.61%) underspend**

The projected underspend mainly relates to turnover from vacancies.

**g) Homelessness: Projected £156,000 (21.28%) overspend**

The projected overspend reflects the under occupancy of the Inverclyde Centre and the temporary furnished flats, which is a continuing trend from 2014/15. A report on Homelessness Services will be presented to a future Committee.

**7.0 2015/16 CURRENT CAPITAL POSITION – £nil Variance**

7.1 The Social Work capital budget is £3,567,000 over the life of the projects with £1,671,000 for 2015/16, comprising:

- £1,661,000 for the replacement of Neil Street Children's Home,
- £10,000 to finalise the expansion of the Hillend respite unit.

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 of £1,100,000. Build work is due to commence 2015/16 on Neil Street, with completion in 2016 when the build work will begin on Crosshill.

7.3 There is no slippage in the 2015/16 budget and expenditure to 30<sup>th</sup> June is just £2,000. Appendix 3 details capital budgets and progress by individual project.

**8.0 EARMARKED RESERVES**

8.1 The Social Work Earmarked Reserves for 2015/16 total £2,510,000 with £2,442,000 projected to be spent in the current financial year. To date £305,000 spend has been incurred which is 12.5% of the projected 2015/16 spend. Appendix 4 details the individual Earmarked Reserves.

8.2 Within the Earmarked Reserves for 2015/16 is £821,000 relating to the Integrated Care Fund. This is the Council's share of a total allocation to Inverclyde of £1,700,000, with the balance funding a number of NHS projects. The funding has been allocated as follows:

<b>Project</b>	<b>£000</b>
Strategic needs analysis admin support	8
Independent sector integration partner	26
Community resources systems development	20
WOOPI	21
Community connectors transition funding	21
Housing	25
Reablement	700
<b>Total funding</b>	<b>821</b>

Separate reports will be provided during the year to Committee on the Integrated Care Fund.

- 8.3 It should be noted that the reserves reported exclude those earmarked reserves that relate to cash flow smoothing, namely:
- Children's Residential Care, Adoption & Fostering
  - Deferred Income.

## 9.0 VIREMENT

- 9.1 Appendix 5 details the virements that the Committee is requested to approve. All virements are reflected within this report.

## 10.0 OTHER INFORMATION

- 10.1 Work is ongoing to assess the impact and any financial implications of the national minimum wage and those related to changes to sleepover shifts.

## 11.0 IMPLICATIONS

### Finance

- 11.1 All financial implications are discussed in detail within the report below.

#### Financial Implications:

#### 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 (If Applicable)	Other Comments
N/A					

### Legal

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

### Human Resources

- 11.3 There are no specific Human Resources implications arising from this report.

### Equalities

- 11.4 There are no equality implications arising from this report.

### Repopulation

- 11.5 There are no repopulation issues arising from this report.

## **12.0 CONSULTATIONS**

12.1 This report has been jointly prepared by the Chief Officer, Inverclyde Community Health & Care Partnership and the Chief Financial Officer.

## **13.0 BACKGROUND PAPERS**

13.1 None.

**Social Work Budget Movement - 2015/16****Period 3: 1st April - 30th June 2015**

Service	Approved Budget		Movements			Revised Budget
	2015/16 £000	Inflation £000	Virement £000	Supplementary Budgets £000	Transfers to/ (from) Earmarked Reserves £000	2015/16 £000
Strategy	2,065					2,065
Older Persons	21,347		(107)			21,240
Learning Disabilities	6,413		197			6,610
Mental Health	1,106		38			1,144
Children & Families	10,345					10,345
Physical & Sensory	2,156					2,156
Addiction / Substance Misuse	1,039					1,039
Support / Management	1,980					1,980
Assessment & Care Management	1,584		(128)			1,456
Criminal Justice / Scottish Prison Service	0					0
Homelessness	732					732
Totals	<u>48,767</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>48,767</u>

**Supplementary Budget Detail**

£000

External ResourcesInternal ResourcesSavings/Reductions0

**SOCIAL WORK****REVENUE BUDGET PROJECTED POSITION****PERIOD 3: 1 April 2015 - 30 June 2015**

2014/15 Actual £000	SUBJECTIVE ANALYSIS	Approved Budget 2015/16 £000	Revised Budget 2015/16 £000	Projected Out-turn 2015/16 £000	Projected Over/(Under) Spend £000	Percentage Variance
	<b>SOCIAL WORK</b>					
25,242	Employee Costs	25,235	25,146	24,774	(372)	(1.48%)
1,441	Property costs	1,361	1,356	1,259	(97)	(7.15%)
951	Supplies and Services	740	739	808	69	9.34%
479	Transport and Plant	371	383	437	54	14.10%
1,024	Administration Costs	735	783	845	62	7.92%
33,967	Payments to Other Bodies	34,613	34,579	34,963	384	1.11%
(14,349)	Income	(14,288)	(14,219)	(13,860)	359	(2.52%)
	Contribution to Earmarked Reserves					
<b>48,755</b>	<b>SOCIAL WORK NET EXPENDITURE</b>	<b>48,767</b>	<b>48,767</b>	<b>49,226</b>	<b>459</b>	<b>0.94%</b>

2014/15 Actual £000	OBJECTIVE ANALYSIS	Approved Budget 2015/16 £000	Revised Budget 2015/16 £000	Projected Out-turn 2015/16 £000	Projected Over / (Under) Spend £000	Percentage Variance
	<b>SOCIAL WORK</b>					
2,005	Strategy	2,065	2,065	2,070	5	0.24%
21,541	Older Persons	21,347	21,239	21,403	164	0.77%
6,159	Learning Disabilities	6,413	6,610	6,578	(32)	(0.48%)
1,308	Mental Health	1,106	1,144	1,108	(36)	(3.15%)
9,070	Children & Families	10,345	10,344	10,663	319	3.08%
2,465	Physical & Sensory	2,156	2,156	2,077	(79)	(3.66%)
1,033	Addiction / Substance Misuse	1,039	1,039	1,045	6	0.58%
2,128	Support / Management	1,980	1,980	1,974	(6)	(0.30%)
1,576	Assessment & Care Management	1,584	1,458	1,420	(38)	(2.61%)
1	0 Criminal Justice / Scottish Prison Service	0	0	0	0	0.00%
647	Homelessness	732	732	888	156	21.31%
	Contribution to Earmarked Reserves					
<b>47,932</b>	<b>SOCIAL WORK NET EXPENDITURE</b>	<b>48,767</b>	<b>48,767</b>	<b>49,226</b>	<b>459</b>	<b>0.94%</b>

( ) denotes an underspend per Council reporting conventions

1 £1.7m Criminal Justice and £0.3m Greenock Prison fully funded from external income hence nil bottom line position.

2 £9 million Resource Transfer / Delayed Discharge expenditure and income included above.

3 There are currently 294 clients receiving Self Directed Support care packages.

**SOCIAL WORK - CAPITAL BUDGET 2014/15****Period 3: 1 April 2015 to 30 June 2015**

<u>Project Name</u>	<u>Est Total Cost</u>	<u>Actual to 31/3/15</u>	<u>Approved Budget 2015/16</u>	<u>Revised Est 2015/16</u>	<u>Actual to 30/06/15</u>	<u>Est 2016/17</u>	<u>Est 2017/18</u>	<u>Future Years</u>	<u>Start Date</u>	<u>Original Completion Date</u>	<u>Current Completion Date</u>	<u>Status</u>
	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>				
<b>SOCIAL WORK</b>												
Hillend Respite Unit	87	77	10	10	0	0	0	0	28/05/14		14/11/14	Increase of one bed within respite unit. Building work has been completed.
Neil Street Childrens Home Replacement	1,858	114	661	1,661	2	83	0	0	01/04/14	31/03/16		Build to commence 2015/16.
Crosshill Childrens Home Replacement	1,622	0	0	0	0	1,622	0	0	01/04/14	31/03/17		Planning phase 2015/16.
<b>Social Work Total</b>	<b>3,567</b>	<b>191</b>	<b>671</b>	<b>1,671</b>	<b>2</b>	<b>1,705</b>	<b>0</b>	<b>0</b>				

**EARMARKED RESERVES POSITION STATEMENT  
CHCP SUB COMMITTEE**

**APPENDIX 4**

<u>Project</u>	<u>Lead Officer/ Responsible Manager</u>	<u>c/f Funding 2014/15</u>	<u>New Funding Reserves</u>	<u>New Funding Other 2015/16</u>	<u>Total Funding 2015/16</u>	<u>Phased Budget To Period 3 2015/16</u>	<u>Actual To Period 3 2015/16</u>	<u>Projected Spend 2015/16</u>	<u>Amount to be Earmarked for 2016/17 &amp; Beyond</u>	<u>Lead Officer Update</u>
		<u>£000</u>	<u>£000</u>	<u>£000</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	132			132	49	49	132	0	SDS project and SWIFT financial module. Spend plans are currently being reviewed.
Growth Fund - Loan Default Write Off	Helen Watson	27			27	0	0	2	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.
Integrated Care Fund/ Delayed Discharge	Brian Moore	0		1,349	1,349	200	200	1,349	0	The Integrated Care Fund is new funding to be received. Funding is currently being allocated to a number of projects and the total funding may change as the year progresses. Delayed Discharge funding is also be received and work is underway to allocate that to specific projects.
Support all Aspects of Independent Living	Brian Moore	231			231	9	9	231	0	This reserve includes the Dementia Strategy of £70k and a contribution of £150k from NHS for equipment.
Support for Young Carers	Sharon McAlees	43			43	9	9	43	0	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.
Caladh House Renovations	Beth Culshaw	449			449	5	5	449	0	Options for reprovion of service are being considered.
Welfare Reform - CHCP	Andrina Hunter	44		112	156	26	26	156	0	This reserve is to fund expenditure on Welfare Reform within the CHCP. The current funding is covering staff costs and other projects.
Funding for Equipment - Adults with Learning Disabilities		0	40		40	0	0	40		This reserve is for the purchase of equipment within Learning Disabilities.
Information Governance Policy Officer	Helen Watson	0	83		83	7	7	40	43	The spend relates to the Council's Information Governance Officer.
<b>Total</b>		<b>926</b>	<b>123</b>	<b>1,461</b>	<b>2,510</b>	<b>305</b>	<b>305</b>	<b>2,442</b>	<b>68</b>	

**HEALTH & SOCIAL CARE COMMITTEE****VIREMENT REQUESTS**

Budget Heading	Increase Budget £'000	(Decrease) Budget £'000
1. Assessment & Care Management - Employee Costs		(128)
1. Learning Disabilities - Employee Costs	197	
1. Older People - Employee Costs		(107)
1. Mental Health - Employee Costs	38	
2. Criminal Justice - Employee Costs		(113)
2. Criminal Justice - Property Costs		(5)
2. Criminal Justice - Transport Costs		(7)
2. Criminal Justice - Supplies & Services Costs	3	
2. Criminal Justice - Admin Costs	49	
2. Criminal Justice - Payments to Other Bodies		(21)
2. Criminal Justice - Income	94	
3. P,HI&C - Employee Costs	24	
3. P,HI&C - Income		(24)
	<b>405</b>	<b>(405)</b>

## Notes

1. Realignment of budgets to reflect management responsibility
2. Reallocation of budgets to reflect grant funding
3. Employee temporarily funded from income from Health Board. Post finishes in 2015/16.

**APPENDIX 6**

**EMPLOYEE COST VARIANCES**

**PERIOD 3: 1 April 2015 - 30 June 2015**

<b>ANALYSIS OF EMPLOYEE COST VARIANCES</b>		Early Achievement of Savings £000	Turnover from Vacancies £000	Total Over / (Under) Spend £000
<b>SOCIAL WORK</b>				
1	Strategy	0	9	9
2	Older Persons	0	(190)	(190)
3	Learning Disabilities	0	57	57
4	Mental Health	0	(42)	(42)
5	Children & Families	0	(61)	(61)
6	Physical & Sensory	0	(21)	(21)
7	Addiction / Substance Misuse	0	(7)	(7)
8	Support / Management	0	(12)	(12)
9	Assessment & Care Management	0	(42)	(42)
10	Criminal Justice / Scottish Prison Service	0	(68)	(68)
11	Homelessness	0	5	5
<b>SOCIAL WORK EMPLOYEE UNDERSPEND</b>		<b>0</b>	<b>(372)</b>	<b>(372)</b>

- 1 Turnover not yet achieved
- 2 Currently 50 vacancies along with maternity leave savings - NB offset by external costs due to recruitment issues
- 3 Currently 10 vacancies which are in the process of being filled, however turnover target & additional cover arrangements mean that there is currently an overspend predicted.
- 4 Currently 5 vacancies which are in the process of being filled
- 5 Currently 13 vacancies along with maternity leave savings, with 6 of these posts potentially not filled this year.
- 6 Currently 3 vacancies which are in the process of being filled
- 7 Currently 1 vacancy which is in the process of being filled
- 8 Currently 8 vacancies, with 1 of these posts potentially not filled this year.
- 9 Currently 3 vacancies which are in the process of being filled
- 10 Currently 7 vacancies which are in the process of being filled
- 11 Turnover not yet achieved