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**Report To:** Health & Social Care Committee    **Date:** 21 April 2016

**Report By:** Brian Moore  
Corporate Director (Chief  
Officer)  
Inverclyde Health & Social Care  
Partnership

Alan Puckrin  
Chief Financial Officer

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**Subject:** Revenue & Capital Budget Report 2015/16 - Period 11 as at 29  
February 2016

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## 1.0 PURPOSE

- 1.1 The purpose of this report is to update the Health and Social Care Committee on the position of the Revenue and Capital Budgets for the current year as at Period 11 to 29 February 2016.

## 2.0 SUMMARY

- 2.1 The Social Work revised budget is £49,774,000 with a projected underspend of £145,000 (0.29%), which is a reduction in spend since the last report of £314,000. The main elements of this underspend are:

- Vacancies within internal homecare of £168,000.
- Turnover of £320,000 across the rest of the service.
- Learning Disability client costs underspend of £210,000 mostly due to pressure funding which was not required in year due to delays in moving clients from a hospital to a community care setting.
- An underspend of £140,000 on new funding provided under the Children and Young People Act, due to delays in establishing projects.

Offset in part by:

- External homecare £484,000 reflecting current package costs, including some vacancy cover, this continues the trend from 2014/15. This is an increase of £47,000 since period 9 and is due to changes in client packages.
- Homelessness £213,000 (an increase of £35,000) due to under occupancy of temporary furnished flats and the Inverclyde Centre which is in line with the 2014/15 out-turn.
- Residential and Nursing overspend of £50,000 per current client profile. This was previously reported as an underspend but changes in client numbers have increased the costs by £109,000.

- 2.2 It should be noted that the 2015/16 budget includes agreed savings for the year of £1,191,000 with a current projected under recovery of £29,000 due to delays against original plans. This shortfall is reflected in the projected outturn above.

- 2.3 The projected spend on capital in 2015/16 is £156,000, with spend to date of £114,000. This represents slippage of 77.9% against the original phasing for 2015/16 for Neil St Children's Home Replacement project which is scheduled to be complete by March 2017. There is a tender report for this project elsewhere on this agenda.

2.4 The Social Work Earmarked Reserves for 2015/16 total £2,966,000 with £1,821,000 projected to be spent in the current financial year. To date £1,537,000 spend has been incurred which is 84% of the projected 2015/16 spend, and £193,000 behind the phased budget.

2.5 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.

Underspends on the above reserves can only be contributed to the Earmarked Reserve funding if overall Committee is not in an overspend position.

### **3.0 RECOMMENDATIONS**

3.1 That the Committee note the current year revenue budget and projected underspend of £145,000 for 2015/16 as at 29 February 2016.

3.2 That the Committee note the projected capital position, and that there is a report elsewhere on the agenda in respect of the replacement for Neil Street Children's Home.

3.3 That the Committee note the current earmarked reserves position.

**Brian Moore**  
**Corporate Director (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 current position of the 2015/16 Social Work revenue and capital budgets and to highlight the main issues contributing to the 2015/16 £145,000 projected revenue underspend.

## 5.0 2015/16 CURRENT REVENUE POSITION: £145,000 PROJECTED UNDERSPEND (0.29%)

5.1 Appendix 1 provides details of the movement in the budget and Appendix 2 contains details of the projected outturn. The material projected variances are identified per service below and detailed in Appendix 3:

### a. Children & Families: Projected £312,000 (2.97%) underspend

The projected underspend is £192,000 more than projected at period 9. The underspend comprises:

- turnover of £92,000 (an increase of £6,000 due to delays in filling vacancies),
- a projected overspend of £20,000 for rents for care leavers (as previously reported),
- an overspend of £20,000 for dilapidation costs for previous premises,
- a projected underspend on kinship care of £54,000 due to additional funding being received for parity of payment with foster carers (as previously reported),
- a projected underspend of £140,000 on new funding for the Children and Young People Act due to delays in establishing projects,
- a projected underspend on respite of £44,000 due to reduced demand.

### b. Older People: Projected £390,000 (1.77%) overspend

The projected overspend is £383,000 which is an increase of £93,000 since period 9. The projected overspend comprises:

- additional external provider costs in Homecare of £484,000 (an increase of £47,000 due to changes in client packages),
- savings arising from vacancies within internal Homecare of £168,000 (a decrease of £3,000),
- a projected overspend of £50,000 within Residential and Nursing purchased places, per the current number of clients receiving care. This was previously reported as an underspend but changes in client numbers have increased the costs by £109,000,
- a projected overspend of £75,000 on respite within Residential and Nursing and domiciliary respite within Homecare (a decrease of £6,000),
- a projected over-recovery of charges within Residential and Nursing of £106,000 offsets a projected under-recovery of charges in Homecare of £53,000.

### c. Learning Disabilities: Projected £47,000 (0.71%) underspend

The projected underspend is £47,000 which is reduction in spend of £171,000 since reported at period 9. The projected underspend comprises:

- £210,000 underspend on payments to other bodies (an increase of £135,000 due to changes in care packages and the release of pressure funding),
- £55,000 overspend on transport costs due to external hires and non routine vehicle costs (a reduction of £2,000),
- £46,000 shortfall in income received from other local authorities (as previously reported),
- £23,000 shortfall in income from internal and external service users (as previously reported),
- £27,000 overspend in employee costs due to additional support costs (a reduction of £1,000),
- £15,000 overspend on catering in day centres (as previously reported),
- £27,000 overspend on property and administration costs.

The transport and employee costs relate to client packages and a review of budgets will be undertaken to align these to reflect current activity and package costs for 2016/17.

The current year budget includes £360,000 pressure funding (£200,000 from the 2013/15

budget and £160,000 2015/17 budget). The previous projection included an assumption that costs would be incurred for new clients and clients moving from a hospital to a community care setting, the timings of which were not known. These costs have not been incurred in 2015/16, therefore the full funding has been released.

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

d. **Physical & Sensory: Projected £71,000 (3.28%) underspend**

The projected underspend is £9,000 less than previously reported and is due to

- Turnover of £10,000,
- £12,000 overspend on transport costs,
- a projected underspend in client package costs of £43,000,
- additional income from service users of £32,000.

e. **Assessment & Care Management: Projected £61,000 (3.69%) underspend**

The projected underspend is £12,000 more than previously reported and is due to turnover from vacancies of £90,000 and a projected under recovery of income recharges of £21,000.

f. **Mental Health: Projected £80,000 (7.51%) underspend**

The projected underspend is £26,000 more than in period 9 and is primarily due to

- turnover of £24,000,
- client commitment underspend of £112,000 based on current vacancies and client package costs,
- overspend on property costs of £51,000.

g. **Addictions: Projected £40,000 (3.73%) underspend**

The projected underspend is £15,000 more than projected at period 9. The projected underspend mainly comprises:

- a projected £31,000 underspend on employee costs,
- a projected overspend of £13,000 on void costs for Auchendarroch Street,
- a projected underspend on payments to other bodies and supplies & services of £18,000.

h. **Homelessness: Projected £213,000 (31.52%) overspend**

The projected overspend of £213,000 is £34,000 more than previously projected. The projected overspend reflects the under occupancy of the Inverclyde Centre and the temporary furnished flats, which is a continuing trend from 2014/15. Work has been undertaken to realign the budget for Homelessness for 2016/17 to reflect actual spend. The budget adjustment to accommodate this was agreed as part of the 2016/17 budget setting process.

i. **Planning, Health Improvement & Commissioning: Projected £103,000 (5.48%) underspend**

The projected underspend £41,000 more than previously reported. It is mostly due to turnover from vacancies of £60,000. There are costs being incurred in this area for the Afghan Resettlement Scheme which are being fully funded by Central Government.

j. **Business Support: Projected £32,000 (1.55%) underspend**

The projected underspend is £8,000 less than previously reported due to further turnover. The underspend is due to turnover of £57,000 partially offset by a projected overspend on administration costs and payments to other bodies of £23,000.

## 6.0 2015/16 CURRENT CAPITAL POSITION

6.1 The Social Work capital budget is £3,627,000 over the life of the projects with £156,000 projected for 2015/16, comprising:

- £146,000 for the replacement of Neil Street Children's Home,
- £10,000 to finalise the expansion of the Hillend respite unit.

6.2 There is slippage in the 2015/16 budget of £515,000 (77.9%) against the original budget for the Neil St Children's Home Replacement project which is scheduled to be complete by March

2017. Tenders have been returned and are currently being evaluated with a report on this elsewhere on the agenda. Appendix 4 details capital budgets and progress by individual project.

## 7.0 EARMARKED RESERVES

7.1 The Social Work earmarked reserves for 2015/16 total £2,966,000 with £1,821,000 projected to be spent in the current financial year. To date £1,537,000 spend has been incurred which is 84% of the projected 2015/16 spend. Appendix 5 details the individual earmarked reserves.

7.2 Within the earmarked reserves for 2015/16 is £1,332,000 relating to the Integrated Care Fund. This is the Council's share of a total allocation to Inverclyde of £1,760,000 (£1,028,000) plus £304,000 funding to be carried forward. The balance of £428,000 is funding a number of NHS projects. The funding has been allocated as follows:

Project	£000
Strategic needs analysis admin support	12
Independent sector integration partner	26
Redholm	90
Telecare	100
Intermediate care & support	46
Housing	31
Reablement	700
Third sector integration	8
Carers	15
<b>Total funding</b>	<b>1,028</b>

7.3 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.

Underspends on the above reserves can only be contributed to the Earmarked Reserve funding if overall the Committee is not in an overspend position.

## 8.0 VIREMENT

8.1 Appendix 6 details the virements that the Committee is requested to approve. All virements are reflected within this report.

## 9.0 OTHER INFORMATION

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

9.2 Appendix 7 contains details of the employee cost variances by service.

## 10.0 IMPLICATIONS

### Finance

10.1 Financial Implications:

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 (If Applicable)	Other Comments
N/A					

**Legal**

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

**Human Resources**

10.3 There are no specific human resources implications arising from this report

**Equalities**

10.4 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.

**Repopulation**

10.5 There are no repopulation issues within this report.

**11.0 CONSULTATIONS**

11.1 This report has been jointly prepared by the Corporate Director (Chief Officer), Inverclyde Community Health & Care Partnership and the Chief Financial Officer.

**12.0 BACKGROUND PAPERS**

12.1 There are no background papers for this report.

**Social Work Budget Movement - 2015/16****Period 11: 1st April - 29 February 2016**

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
Children & Families	10,344	122	(46)	92	0	10,513
Criminal Justice	0	0	0	0	0	0
Older Persons	21,346	595	(29)	0	0	21,912
Learning Disabilities	6,413	38	187	0	0	6,638
Physical & Sensory	2,156	12	6	0	0	2,174
Assessment & Care Management	1,584	23	(46)	0	84	1,644
Mental Health	1,106	15	(50)	0	0	1,071
Addiction / Substance Misuse	1,039	18	24	0	0	1,081
Homelessness	732	12	(69)	0	0	675
Planning, HI & Commissioning	2,065	26	(119)	0	(84)	1,888
Business Support	1,980	27	170	0	0	2,178
Totals	<u>48,767</u>	<u>887</u>	<u>28</u>	<u>92</u>	<u>0</u>	<u>49,774</u>

**Supplementary Budget Detail**

£000

External Resources

Kinship care

92

Internal ResourcesSavings/Reductions92

SOCIAL WORKREVENUE BUDGET PROJECTED POSITIONPeriod 11: 1st April - 29 February 2016

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
25,242	Employee Costs	25,236	25,794	25,267	(527)	(2.04%)
1,441	Property costs	1,361	1,394	1,282	(112)	(8.03%)
951	Supplies and Services	740	753	861	108	14.31%
479	Transport and Plant	371	380	470	90	23.62%
1,024	Administration Costs	735	765	879	113	14.83%
33,967	Payments to Other Bodies	34,613	35,078	35,070	(8)	(0.02%)
(14,349)	Income	(14,288)	(14,390)	(14,199)	190	(1.32%)
<b>48,755</b>	<b>TOTAL NET EXPENDITURE</b>	<b>48,767</b>	<b>49,774</b>	<b>49,629</b>	<b>(145)</b>	<b>(0.29%)</b>
	Contribution to Earmarked Reserves	0	0	0		
<b>48,755</b>	<b>TOTAL NET EXPENDITURE</b>	<b>48,767</b>	<b>49,774</b>	<b>49,629</b>	<b>(145)</b>	<b>(0.29%)</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
9,793	Children & Families	10,344	10,513	10,201	(312)	(2.97%)
0	Criminal Justice	0	0	0	0	0.00%
21,716	Older Persons	21,346	21,996	22,386	390	1.77%
6,395	Learning Disabilities	6,413	6,638	6,591	(47)	(0.71%)
2,128	Physical & Sensory	2,156	2,174	2,103	(71)	(3.28%)
1,477	Assessment & Care Management	1,584	1,644	1,584	(61)	(3.69%)
1,020	Mental Health	1,106	1,071	991	(80)	(7.51%)
1,097	Addiction / Substance Misuse	1,039	1,081	1,040	(40)	(3.73%)
873	Homelessness	732	675	888	213	31.52%
2,037	Planning, Health Improvement & Commissioning	2,065	1,888	1,784	(103)	0.00%
2,219	Business Support	1,980	2,094	2,061	(32)	(1.54%)
<b>48,755</b>	<b>TOTAL NET EXPENDITURE</b>	<b>48,767</b>	<b>49,774</b>	<b>49,629</b>	<b>(145)</b>	<b>(0.29%)</b>
	Contribution to Earmarked Reserves	0	0	0		
<b>48,755</b>	<b>TOTAL NET EXPENDITURE excluding transfers to EMR</b>	<b>48,767</b>	<b>49,774</b>	<b>49,629</b>	<b>(145)</b>	<b>(0.29%)</b>

## Notes:

- 1 £1.6M Criminal Justice and £0.3M Greenock Prison fully funded from external income hence nil bottom line position.
- 2 £9M Resource Transfer/ Delayed Discharge expenditure & income included above.
- 3 There are currently 969 clients receiving Self Directed Support care packages.



**SOCIAL WORK****MATERIAL VARIANCES**

Period 11: 1st April - 29 February 2016

2014/15 Actual £000	Budget Heading	Revised Budget 2015/16 £000	Proportion of budget £000	Actual to 29/02/16 £000	Projected Out- turn 2015/16 £000	Projected Over/(Under) Spend £000	Percentage Variance
<b>Employee Costs</b>							
5,158	Children & Families	5,361	4,629	4,507	5,270	(91)	(1.70%)
6,653	Older People	7,692	6,641	6,236	7,540	(152)	(1.98%)
2,369	Learning Disabilities	2,550	2,202	2,217	2,577	27	1.06%
1,445	Assessment & Care Management	1,578	1,367	1,300	1,488	(90)	(5.70%)
1,445	Mental Health	1,008	873	850	984	(24)	(3.61%)
956	Addictions	1,218	1,055	1,024	1,187	(31)	(7.94%)
1,675	Planning, Health Improvement & Commissioning	1,577	1,362	1,369	1,517	(60)	(2.13%)
1,681	Business Support	1,609	1,361	1,298	1,552	(57)	(2.35%)
<b>21,382</b>		<b>22,593</b>	<b>19,490</b>	<b>18,801</b>	<b>22,115</b>	<b>(478)</b>	<b>(1.37%)</b>
<b>Older People</b>							
3,092	Homecare payments to other bodies	2,824	2,589	2,265	3,308	484	17.14%
11,660	Residential & Nursing purchased places	12,782	11,717	11,522	12,833	51	0.40%
180	Respite & domicilliary respite	151	138	154	226	75	49.67%
(172)	Residential & Nursing income	(109)	(100)	(215)	(215)	(106)	97.25%
<b>14,760</b>		<b>15,648</b>	<b>14,344</b>	<b>13,726</b>	<b>16,152</b>	<b>504</b>	<b>3.22%</b>
<b>Learning Disabilities</b>							
64	Catering at day centres	51	47	60	66	15	29.41%
179	Transport costs at day centres	111	98	148	166	55	49.55%
7,286	Client commitments on support packages	7,325	6,504	6,030	7,115	(210)	(2.87%)
(146)	Charges to other local authorities	(173)	(162)	(98)	(128)	45	(26.01%)
<b>7,383</b>		<b>7,314</b>	<b>6,487</b>	<b>6,140</b>	<b>7,219</b>	<b>(95)</b>	<b>(1.30%)</b>
<b>Homelessness</b>							
341	Rents on temporary furnished flats	460	413	224	245	(215)	(46.74%)
1	Payments for Bed & Breakfast	27	25	1	1	(26)	(96.30%)
(393)	Rental income from temporary furnished flats	(620)	(568)	(226)	(245)	375	(60.48%)
(298)	Rental income from Inverclyde Centre	(361)	(331)	(224)	(272)	89	(24.65%)
<b>(349)</b>		<b>(494)</b>	<b>(461)</b>	<b>(225)</b>	<b>(271)</b>	<b>223</b>	<b>(45.14%)</b>
<b>Other Variances</b>							
0	Children & Families - C&YPA	193	193	1	53	(140)	(72.54%)
32	Physical & Sensory - transport costs for day groups	17	9	24	29	12	70.59%
1,540	Physical & Sensory - client commitments on support pa	1,595	1,423	1,309	1,550	(45)	(2.82%)
2,054	Mental Health - client commitments on support packag	2,135	2,021	1,571	2,023	(112)	(5.25%)
29	Addictions - Void costs at Auchendarroch Street	0	0	0	14	14	100.00%
<b>3,655</b>		<b>3,940</b>	<b>3,646</b>	<b>2,905</b>	<b>3,669</b>	<b>(271)</b>	<b>(6.88%)</b>

**APPENDIX 4**

**SOCIAL WORK - CAPITAL BUDGET 2014/15**

**Period 11: 1st April - 29 February 2016**

<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 29/02/16</u>	<u>Est 2016/17</u>	<u>Est 2017/18</u>	<u>Future Years</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
Neil Street Childrens Home Replacement	1,858	114	661	146	114	1,569	29	0
Crosshill Childrens Home Replacement	1,682	0	0	0	0	157	1,435	90
<b>Social Work Total</b>	<b>3,627</b>	<b>191</b>	<b>671</b>	<b>156</b>	<b>114</b>	<b>1,726</b>	<b>1,464</b>	<b>90</b>

**EARMARKED RESERVES POSITION STATEMENT  
HEALTH & SOCIAL CARE COMMITTEE**

**APPENDIX 5**

<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 11 2015/16</u>	<u>Actual To Period 11 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 / Alan Brown	132		0	132	121	76	90	42	SWIFT (£9k) & SDS (£123k). Work is continuing on the implementation of SDS & the SWIFT financial module.
Growth Fund - Loan Default Write Off	Helen Watson	27			27	2	0	1	26	Loans administered on behalf of DWP by the credit union and the Council has responsibility for paying any bad debt. This requires to be kept until all loans are repaid and no debts exist.
Integrated Care Fund/ Delayed Discharge	Brian Moore	0		1,332	1,332	859	903	1,028	304	The Integrated Care Fund is new funding received. Funding has been allocated to a number of projects, including reablement, housing and third sector & community capacity projects. The total funding has increased as projects move between health & council.
Delayed Discharge	Brian Moore			478	478	308	239	258	220	Delayed Discharge funding has been received and has been allocated to specific projects, including overnight home support and out of hours support.
Support all Aspects of Independent Living	Brian Moore	231			231	192	60	170	61	This reserve includes the Dementia Strategy of £70k and a contribution of £150k from NHS for equipment which will be purchased in the latter part of 2015/16 & early 2016/17.
Support for Young Carers	Sharon McAlees	43	-7		36	30	32	36	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	23	23	426	On 15/3/16 the Integrated Joint Board agreed to finance the shortfall to allow the John Street project to proceed.
Welfare Reform - CHCP	Andrina Hunter	44		114	158	151	147	153	5	This reserve is to fund Welfare Reform within the CHCP. New Funding of £118k was allocated from P&RCommittee. The funding is being used for staff costs and projects, including Grand Central Savings, Inverclyde Connexions, starter packs and financial fitness.
Funding for Equipment - Adults with Learning Disabilities		0	40		40	30	20	20	20	This reserve is for the purchase of disability aids within Learning Disabilities and it is estimated that £20k will be spent in 15/16 on the replacement of equipment that is no longer fit for purpose, with the remaining £20k spent at the start of 16/17.
Information Governance Policy Officer	Helen Watson	0	83		83	32	37	42	41	The spend relates to the Council's Information Governance Officer.
<b>Total</b>		<b>926</b>	<b>116</b>	<b>1,924</b>	<b>2,966</b>	<b>1,730</b>	<b>1,537</b>	<b>1,821</b>	<b>1,145</b>	

HEALTH & SOCIAL CARE COMMITTEEVIREMENT REQUESTS

Budget Heading	Increase Budget £'000	(Decrease) Budget £'000
Utility budgets - various services P&R committee	21	21
	21	21

## Notes

Corporate adjustments to utility budgets

**EMPLOYEE COST VARIANCES****Period 11: 1st April - 29 February 2016**

<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	Children & Families	0	(92)	(92)
2	Criminal Justice	0	(38)	(38)
3	Older Persons	0	(151)	(151)
4	Learning Disabilities	0	27	27
5	Physical & Sensory	0	(10)	(10)
6	Assessment & Care Management	0	(90)	(90)
7	Mental Health	0	(24)	(24)
8	Addiction / Substance Misuse	0	(31)	(31)
9	Homelessness	0	0	0
10	Planning, Health Improvement & Commissioning	0	(60)	(60)
11	Business Support	0	(58)	(58)
<b>SOCIAL WORK EMPLOYEE UNDERSPEND</b>		<b>0</b>	<b>(527)</b>	<b>(527)</b>

- 1 Currently 14 vacancies along with maternity leave savings, with 4 of these posts potentially not filled this year.
- 2 Currently 3 vacancies which are in the process of being filled
- 3 Currently 31 vacancies along with maternity leave savings - NB offset by external costs due to recruitment issues
- 4 Currently 8 vacancies of which 6 are in the process of being filled, however turnover target & additional cover arrangements mean that there is currently an overspend predicted.
- 5 Currently 3 vacancies of which 2 are in the process of being filled
- 6 Currently 5 vacancies of which 3 are in the process of being filled
- 7 Currently 3 vacancies of which 2 are in the process of being filled
- 8 Currently 2 vacancies of which 1 is in the process of being filled
- 9 No variance
- 10 Currently 3 vacancies of which 1 is in the process of being filled
- 11 Currently 3 vacancies which are in the process of being filled