

CHIEF EXECUTIVE'S DIRECTORATE

£'000s

Chief Executive's Office

Minor underspend anticipated	(-) 5
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Human Resources

The in-year overspend within the Head of HR budget relates to the costs of recruitment, together with consultancy support for the review of People Management plus additional admin support.	(+) 53
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The HR LCCS team have appointed two temporary additional advisors this year in order to deliver additional support and an absence management initiative to the directorate.	(+) 55
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Grant monies from LCCS to fund additional HR support.	(-) 55
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The post for the head of the Health & Safety team will be filled from the beginning of October. The recruitment costs together with a review of the service which has been undertaken, plus some additional consultancy support results in an overspend this year.	(+) 75
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Projected overspend within the Corporate / Business Development Team as a result of additional costs backfilling staff who are undertaking Pay and Grading responsibilities as well as delay in achieving team saving (now completed) and cost of maternity cover.	(+) 58
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The current level of HR Operational expenditure indicates a minor overspend at the year end	(+) 2
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The Recruitment Pool anticipates an overachievement of income at the year end	(-) 83
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Underspend within Payroll services as staff seconded to Pay & Grading have not been fully backfilled	(-) 40
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Surplus made on salary sacrifice schemes	(-) 16
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Other Miscellaneous over / underspends	(+) 13
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Total Human Resources	(+) 62
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Marketing & Communications

Potential staffing underspend in relation to vacant posts	(-) 60
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Costs of temporary staff to cover maternity leave & vacancies	(+) 46
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Budget pressure of £20k arises because the saving re 'Sponsorship of signs' is not currently achievable	(+) 20
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The Print Unit are currently forecasting a shortfall of income of £25k at the year end	(+) 25
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Other Miscellaneous over / underspends	(+) 9
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Total Marketing & Communications	(+) 40
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<u>Civic Legal & Democratic</u>	
<u>Legal services</u>	(+) 18
The overspend relates to the additional cost of a Childcare Solicitor and temporary staff to cover together with one-off relocation expenses plus staff advertising costs offset by a vacancies and unpaid summer leave.	
<u>Civic Support</u>	(+) 8
Additional staffing costs for temporary cover for the messenger service sickness absence and holiday cover plus the replacement of staff uniforms.	
<u>Democracy Support</u>	(-) 30
Staffing underspend due to vacancies within the section	
<u>Members Services</u>	(-) 17
Staffing underspend due to vacant post offset by the cost of temporary cover £17k	
<u>Committee Services</u>	(-) 24
Staffing underspend of £24k due to vacancies within the section	
Other Miscellaneous over / underspends	
	(+) 8
Total Civic, Democratic & Legal	(-) 37

Total Chief Executive's Directorate excluding Property Services	(+) 60
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<u>AD Property Services</u>	- 11.0
This underspend is due to reduced staff advertising	
<u>Strategic Business & Design</u>	+ 10.0
The overspend is partially due to losing the Gas Servicing Contract, which will now be undertaken by Commercial Services. This is partially offset by reduced staffing costs due to vacant posts.	
<u>Commercial Property Portfolio</u>	+ 132.0
The overspend is largely a result of reduced rental income and increased r&m costs. Parkside has income shortfall due to its imminent closure (£+64k) The Shambles, Theatre Royal and Coppergate are projecting an overspends due to increased expenditure on Repairs & Maintenance (£+63k) and reduced rental income (£+39k). These overspends are partially offset by increased rental income for 'Miscellaneous Properties' and Millfield Lane Farm.	
<u>Admin Accommodation</u>	+ 137.0
The main factors contributing to the overspend are; 1) Saving due to reduced rents payable at Swinegate not achieved (£+40k) 2) Reduced income for vacant property at Blake Street (£+34k) 3) Increased Hire & Service charges on leased properties, primarily Swinegate (£+34k) 4) Increase in electricity prices (£+35k). There are also miscellaneous underspends (£-6k).	
<u>Property Transfer & Disposal</u>	+ 26.0
These are the costs associated with the disposal of sites such as Edmund Wilson Pool, 17/21 Piccadilly and Yearsley Bridge which are not allowable against the capital receipt.	
Total Property Services	(+) 294

Total All Chief Executive's	(+) 354
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