

CHIEF EXECUTIVE'S DIRECTORATE

£'000s

Chief Executive's Office

Minor underspend anticipated	(-) 9
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Director of People & Improvement

Directorate contribution towards Graduate Management Trainee scheme	(+) 16
Underspend on the Equalities Team staffing budget due to a short-term vacancy	(-) 9

Total Director of People & Improvement	(+) 7
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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.	(+) 54
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The post for the head of the Health & Safety team was filled from the beginning of October. Between April and October, external consultants managed the service and undertook a service review at a cost of £+67k. This together with the cost of recruitment results in an overspend this year.	(+) 69
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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.	(+) 25
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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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Projected underspend on Delphi Replacement Project. This projected has slipped as resources have been redirected to other project priorities.	(-) 71
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Underspend within Payroll services as staff seconded to Pay & Grading have not been fully backfilled	(-) 20
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Surplus made on salary sacrifice schemes	(-) 20
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Other Miscellaneous over / underspends	(-) 1
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Total Human Resources	(-) 45
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Marketing & Communications

Potential staffing underspend in relation to vacant posts offset by costs of temporary staff (£-60k) to cover maternity leave & vacancies	(-) 14
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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 £27k at the year end	(+) 27
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Other Miscellaneous over / underspends	(+) 5
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Total Marketing & Communications	(+) 38
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<u>Civic Legal & Democratic</u>	
<u>Legal services</u>	(+) 30
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 (£+21k). There is also an overspend on the books and publications budget (£+9k).	
<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>	(-) 49
Staffing underspend due to vacancies within the section (£-39k), together with and underspend on the photocopying budget (£-10k).	
<u>Members Services</u>	(+) 4
Staffing underspend due to vacant post offset by the cost of temporary cover (£-11k) and the procurement of additional legal advice (£+7k)	
<u>Committee Services</u>	(-) 55
Staffing underspend due to vacancies within the section (£-33k). There is also an underspend on the budget for scrutiny reviews (£-22k) as work has not been completed in this financial year.	
Other Miscellaneous over / underspends	(+) 10
Total Civic, Democratic & Legal	(-) 52

Total Chief Executive's Directorate excluding Property Services	(-) 61
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<u>Property Services</u>	
<u>AD Property Services</u>	(-) 10
This underspend is due to reduced staff advertising	
<u>Facilities Management</u>	(-) 26
Additional fee income relating to the fire at York High (£-20k)	
<u>Strategic Business & Design</u>	(+) 158
The trading account for Strategic Business and Design is likely to outturn with an adverse variance of (£+158k). This has resulted from several factors; 1)Slippage of largest in house project, Rawcliffe Primary School 2)Usual late surge of expenditure from client depts not materialised 3)Number of staff on long term sick requiring back filling 4) Vacancies requiring use of more expensive agency staff	
<u>Commercial Property Portfolio</u>	(+) 73
A shortfall of (£+73k) is expected from the Commercial Property Portfolio as current economic conditions lead to further voids within the sector. There have also been additional maintenance costs across the portfolio.	

<u>Admin Accommm</u>	(+) 109
<p>There is a shortfall of (£+109k) in Administrative Accommodation. The greatest impact has been an increase in hire and service charges from our landlords (£+72k) for additional costs of repair and maintenance of expensive elements of the leased buildings (e.g.boilers and heating systems) There has also been a shortfall of income within the portfolio. All repair and maintenance expenditure on admin accommodation is now on hold. Items will be considered on a case-by-case basis and works only undertaken to meet health & safety requirements, protect life and limb or to meet legal and compliance obligations.</p>	
<u>Property Transfer & Disposal</u>	(+) 43
<p>The other major element of the shortfall (£+43k) is on the management of surplus assets. The projected overspend includes costs incurred on Edmund Wilson Pool, Yearsley Bridge and Piccadilly. As it becomes more difficult to sell properties the costs of maintaining, securing and managing surplus property will become more expensive. The dilemma is that to sell now will mean low receipts, to delay sales until the market is healthier means greater cost of managing our redundant assets.</p>	
Total Property Services	(+) 347
<p>Total All Chief Executive's (+) 286</p>	