



Meeting	Performance & Resources Board	Agenda Item	
Meeting Date	28 th October 2019	Report Number	
Report Author:	Jayesh Padania, Finance Manager		
Presented By	Glenn McGuinness, Assistant Director of Finance		
Subject	Quarterly Budget Review to 30th September 2019		
Type of Report:	Information		

SUMMARY

This paper reports on expenditure against budget to 30th September 2019, identifies and comments on major budget variations. In addition the report includes key indicators that act as lead indicators for expenditure across the Authority.

RECOMMENDATIONS

The Performance and Resources Board is asked to:

1. Note the position on the income and expenditure to 30th September 2019 compared to the budget.
2. Note the Capital Expenditure spend against budget for period to 30th September 2019.

BACKGROUND

This table below shows actual expenditure against budget to 30th September 2019.

Description	YTD Actual £'000s	YTD Budget £'000s	Variance YTD £'000s	% Variance YTD
Firefighters	16,445	16,859	(414)	-2%
On Call Firefighters	3,037	3,057	(20)	-1%
Control	685	722	(36)	-5%
Support Staff	6,838	6,844	(7)	0%
Total Employment Costs	27,005	27,482	(477)	-2%
Support Costs	1,042	1,098	(56)	-5%
Premises & Equipment	5,029	5,232	(203)	-4%
Other Costs & Services	1,522	1,692	(170)	-10%
Ill health pension costs	1,178	1,200	(22)	-2%
Financing Items	649	696	(48)	-7%
Inflation Provision	-	-	-	0%
Total Other Costs	9,419	9,918	(499)	-5%
Gross Expenditure	36,425	37,401	(976)	-3%
Operational income	(3,783)	(3,638)	(146)	4%
Net Expenditure	32,641	33,763	(1,122)	-3%
Funding				
Revenue Support Grant	(5,305)	(5,305)	-	0%
National Non-Domestic Rates	(8,319)	(8,311)	(9)	0%
Council Tax Collection Account	(323)	(323)	-	0%
Council Tax	(22,467)	(22,472)	5	0%
Cont'ns to/(from) General Bals	-	-	-	0%
Total Funding	(36,414)	(36,411)	(4)	0%
Funding Gap / (Surplus)	(3,773)	(2,648)	(1,125)	

More detailed figures are provided at appendix 1

STAFFING

Overall employment costs are £477K (1.7%) under budget for the 6 months to 30th September 2019.

Spend for whole time fire-fighters is £414K (2.5%) under budget:-

- Total ASW spend for financial year to end of September 2019 = £311K
- Also included in the pay costs to date are Pay Protection payments to some of the Day Crewed Fire Fighters as part of the planned conversion of the day crewed stations to on-call

For On-Call firefighters, spend is £20K (0.6%) under budget

- Higher activity over the summer leading to higher spend on on-call pay

For Control staff, spend is £36K (5.0%) under budget:-

- £28K underspend on Control Staff Pay
- £ 1K overspend on Control Staff Overtime
- £ 9K underspend on Control staff pay on-costs

Support staff pay is £ 7K (0.1%) under budget for the 6 months to 30th September 2019.

- £256K overspend for Agency Temp Staff
- £202K underspend on Support Staff pay and overtime
- £ 42K underspend on Secondary Contracts
- £ 18K underspend on Support Staff on-costs

Appendix 3 – Table Summary of Support Staff FTE numbers

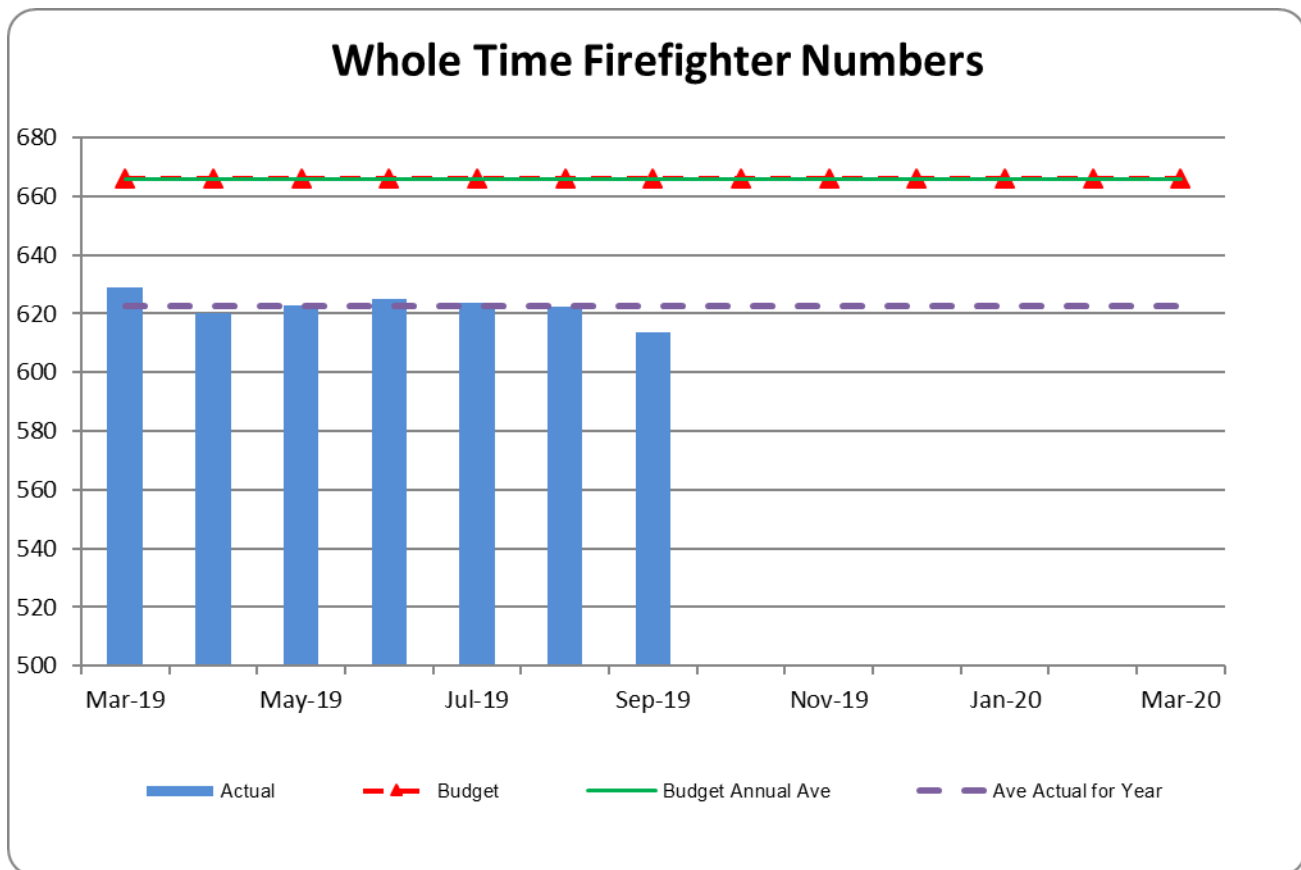
Whole-time fire-fighter numbers at 614.6 are 52.4 (7.9%) below budget as at 30th September 2019.

The staffing position at the end of September is summarised below (% figures rounded):

30 Sep 2019	Actual	Phased Budget	Variance	
Wholetime Firefighters - FTE (Excl. ASW)	614.6	666.0	-51.4	-8%
On-Call Firefighters - FTE	402.25	453.75	-51.50	-11%
Control - FTE	33.3	33.5	-0.2	-1%
Support Staff :-	300.0	296.4	3.6	1%
Total	1,350.2	1,449.7	-99.5	-7%

As at the end of September the number of whole-time fire-fighters aged over 50 with more than 25 years' service was 76, of these 16 have more than 30 years' service.

The graph below shows the numbers of whole-time fire-fighters compared to the budget for the year.



WATCH BASED FIREFIGHTERS

The numbers of Watch Based Fire-fighters compared to the target levels set by the Authority are shown below.

Rider Numbers for September 2019	Budgeted Rider Resource	Optimum Rider Resilience Level	Critical Minimum Rider Requirement	Actual Riders	Additional Shift Working (FTE) Based on Payroll + CRT Data
Riders (Excl Day Crew + Clacton Additional Cover)	480	456	432	446.63	12.2
Clacton	2	2	2	0	0
Rider numbers (excl Day Crew)	482	458	434	446.63	12.2
Day Crew	32	32	32	34	0
Total Firefighters (Exl Career Breaks)	514	490	466	480.63	12.2

ON-CALL FIREFIGHTERS

Appendix 2 -On Call Firefighter nos. by Station

The table (top of page 4) shows that the total FTE at 30th September 2019 was 402.25, a net increase of 4.75 FTE from 1st April 2019.

NON-PAY RELATED EXPENDITURE

Non-pay expenditure is £499K underspent for the 6 months to 30th September, in addition operational income is £146K more than budget (as shown in Appendix 4).

Support Costs are £56K (5.1%), underspent for the 6 months to 30th September 2019

Support Costs sub section	Over/Under spent	£000's	%
Training	Underspent	(£15)	(4.2%)
Employee Support Costs	Overspent	£28	7.3%
Travel & Subsistence	Underspent	(£68)	(19.3%)

- £15K underspend on Training
 - £ 35K overspend for External Training – L&D Panel
 - £ 8K for overspend Operational Training Contacts
 - A proposal for the use of the reserves earmarked for Operational Training are currently being worked on
 - £ 59K for the underspend of Leadership Development and In House Operational Training
- £ 28K overspend on Employee Support Costs related to:-
 - £28K overspend for Occupational Health, which is being reviewed with the Budget Holder
 - £37K overspend for Redundancy costs
 - £29K overspend on Financial Strain
 - £12K overspend on Laundry
 - £78K underspend on Clothing & Footwear and Laundry, spend is expected to pick up in line with the recruitment programme
- £68K underspend on Travel and Subsistence
 - £40K underspend on mileage
 - £21K underspend on Subsistence Allowances

Premises & Equipment are £203K (3.9%), underspent for the 6 months to 30th September 2019

Premises & Equipment sub section	Over/Under spent	£000's	%
Property Maintenance	Underspent	(£7)	(0.6%)
Utilities	Underspent	(£41)	(13.3%)
Rent & Rates	Overspent	£9	1.1%
Equipment & Supplies	Overspent	£28	3.5%
Communications	Underspent	(£24)	(3.2%)
Information Systems	Underspent	(£138)	(12.9%)
Transport	Underspent	(£31)	(6.2%)

- £138K underspend on Information Systems
 - £102K underspend on IT Consumables relating to ICT project against budget to date, this is expected to pick up once the ICT strategy has been agreed and approved
 - £ 36K underspend on IT Maintenance and Contracts
- £ 24K underspend on Communications
 - £ 24K underspend on IT Communication
- £ 41K underspend on Utilities
 - £ 35K underspend on Gas and Electricity, due to budget phasing

Other Costs & Services are £170K (10.0%), underspent for the 6 months to 30th September 2019

Other Costs & Services sub section	Over/Under spent	£000's	%
Establishment Expenses	Underspent	(£77)	(14.8%)
Risk Protection	Underspent	(£43)	(13.5%)
Professional Fees & Services	Underspent	(£109)	(15.7%)
Democratic Representation	Overspent	£36	49.0%
Agency Services	Overspent	£23	26.5%

- £ 77K underspend underspend on Establishment Expenses
 - £27K underspend on Media Expenses
 - £18K underspend on Community Safety and Home Safety
 - £14K underspend on Stationery
 - £32K overspend on Recruitment
- £109K underspend on Professional Fees & Services
 - £87K underspend on Legal Fees
 - £83K underspend on Other Local Authority Services
 - £62K overspend on Consultancy Fees
 - Overspend relates to budget phasing for HR consultancy
- £ 23K overspend on Agency Services
 - Relates to Section 13/16 Cross Border changes

FORECAST

The forecast for the year has been prepared partly by finance and partly in conjunction with budget holders, this will be updated once all forecasts for 2019/20 have been reviewed with budget holders as part of the 2020/21 budget setting process and the implementation of the Medium Term Financial Plan for 2020-2024.

This forecast shows a deficit for the year of £740K, and is before any planned release from reserves, which is £1,648K better than budget. Additional Resources requested by Budget Holders has added £1,597K to the Forecast, which will be funded from earmarked reserves.

The main variances for this change from budget are:

- £1,050K forecast saving for Firefighters pay and on-costs, as the actual number of Firefighters remains below the 2019-20 budget
- £485K saving for On Call Firefighters pay, as combination of both lower headcount and activity level against budget
- £118K forecast saving for Premises and Equipment, from a predicted underspend on IT Consumables (for ICT Projects)
- £153K forecast savings for Other Costs and Services, from Professional Fees and Services as Consultancy and Other Local Authority Services are predicted to be underspent this year
- £226K forecast use of reserves on Firefighter Costs, mainly related to the additional costs and resourcing for Operational Training for new recruits and the On-Call Development programme
- £546K forecast use of reserves on Support Staff pay and £824K on Support Costs, related to the additional resources for ICT infrastructure projects, Operational Training and On-Call Development programmes

Please find below the summary of the current forecast against budget:-

Description	2019-20 Current Full Year Budget £'000s	2019-20 Current Forecast £'000s	2019-20 Forecast Variance £'000s	2019-20 Forecast Variance %	Forecast Additional Resource from Reserves	Comments
Firefighters	34,251	33,202	(1,050)	(3.1%)	226	Forecast based on current run rate Includes Additional Pension Employers Contributions + Day Crew Pay Protection payments made to date
On Call Firefighters	6,692	6,207	(485)	(7.3%)	-	Forecast based on current run rate Includes Additional Pension Employers Contributions
Control	1,438	1,395	(43)	(3.0%)	-	Forecast based on current run rate
Support Staff	13,918	14,036	119	0.9%	546	Increase in Forecast predominately for additional resources for anticipated projects
Total Employment Costs	56,299	54,840	(1,459)	(2.6%)	773	
Support Costs	2,196	2,187	(9)	(0.4%)	824	Increase in Forecast for Training and On-Call Development programmes
Premises & Equipment	10,464	10,347	(118)	(1.1%)	-	Anticipated underspends on IT Communications and Projects Budgets
Other Costs & Services	3,399	3,247	(153)	(4.5%)	-	Expected underspend in Professional Fees and Services
Ill health pension costs	2,250	2,236	(14)	(0.6%)	-	
Financing Items	6,493	6,486	(7)	(0.1%)	-	
Inflation Provision	-	-	-	0.0%	-	
Total Other Costs	24,803	24,502	(301)	(1.2%)	824	
Gross Expenditure	81,102	79,341	(1,761)	(2.2%)	1,597	
Operational income	(7,305)	(7,192)	113	(1.5%)	-	anticipated reduction in income from Community Safety Youth Work
Net Expenditure	73,797	72,149	(1,648)	(2.2%)	1,597	
Funding						
Revenue Support Grant	(8,337)	(8,337)	-	0.0%	-	
National Non-Domestic Rates	(16,196)	(16,196)	-	0.0%	-	
Council Tax Collection Account	(643)	(643)	-	0.0%	-	
Council Tax	(46,233)	(46,233)	-	0.0%	-	
Cont'ns to/(from) General Bals	(2,388)	(740)	1,648	(69.0%)	(1,597)	
Total Funding	(73,797)	(72,149)	1,648	(2.2%)	(1,597)	
Funding Gap / (Surplus)	2,388	740	(1,648)	(2.1%)	1,597	

VIREMENTS

- £3,517K Full Year virement reflecting the Additional Pension costs for Grey Book staff, which is offset by a Government Grant.
 - The Government Grant covers 92% of the total estimated additional pension costs £3,817K
 - £300K to be funded by the service and has been included in the 2019-20 Budget
- £34K Full Year virement for Driver Trainers moving to a Fixed Term Contract from Secondary Contract Staff
- £32K Full Year virement to reflect the adjustment in the Police Collaboration for the Rural Community Builders returning to their base posts in July 2019

CAPITAL EXPENDITURE

Capital expenditure for the 6 months to 30th September 2019 is shown in the table below.

Total capital expenditure and commitments is £1.5m.

The largest item included is £990K for asset protection.

- £470K invoices received
- £520K commitments from various PO's raised to date for anticipated spend throughout the year

Vehicle £386K:-

- £320K related to Off Road Vehicles

Equipment = £107K

- £56K relates to Light Portable Pumps
- £26K relates to BA Compressors
- £25K relates to Exercise Equipment

	Original Budget 2019/20 £'000s	Approved Changes £'000s	Revised Budget £'000s	Total Spend including Commitments to end of September 2019 £'000s
Property				
New Premises				
Service Workshops	100	-	100	-
Existing Premises	-	-	-	-
Asset Protection	2,000	-	2,000	990
Asset Improvement Works	500	-	500	-
Total Property	2,600	-	2,600	990
Equipment	360	25	385	107
Information Technology				
Projects	1,425	-	1,425	5
Total Information Technology	1,425	-	1,425	5
Vehicles				
New Appliances	-	-	-	-
Other Vehicles	940	540	1,480	386
Total Vehicles	940	540	1,480	386
Total Capital Expenditure	5,325	565	5,890	1,489

BENEFITS AND RISK/ FINANCIAL IMPLICATIONS

The review of expenditure against the profiled budget is part of the overall financial control process of the Authority. In exceptional circumstances it allows for budget virements to ensure that under spending against budget heads can be utilised to fund expenditure against other priorities. If virements are not made there is a risk that the Authority will miss out on opportunities to improve performance and meet key objectives during the year. The Authority's reserves are at the upper end of their target range and the Authority is able to fund short term fluctuations in activity from them when necessary.

The review of the management accounts is one control measure to mitigate the risk of overspending the Authority's budget for the year.

EQUALITY AND DIVERSITY IMPLICATIONS

There are no direct Equality or Diversity implications within this report

LEGAL IMPLICATIONS

There are no direct legal implications within this report.

HEALTH & SAFETY IMPLICATIONS

There are no direct Health and Safety implications within this report.

ACTIONS / NEXT STEPS

1. Review with Budget Holders and Directorates to identify efficiencies and savings, particularly in preparation of the 2020-21 Budgets setting process and Medium Term Financial Plan

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985	
List of background documents – including appendices, hardcopy or electronic including any relevant link/s.	
Appendix 1 Management Accounts to 30th September 2019 Appendix 2 On Call Firefighter Headcount Numbers Appendix 3 Staff and Agency/Temp numbers Appendix 4 Operational Income Table	
Proper Officer:	Acting Finance Director to PFCC Fire & Rescue Authority
Contact Officer:	Glenn McGuinness Essex County Fire & Rescue Service, Kelvedon Park, London Road, Rivenhall, Witham CM8 3HB Tel: 01376 576186 Email: glenn.mcguinness@essex-fire.gov.uk

Appendix 1
MANAGEMENT ACCOUNTS to 30th September 2019

Description	YTD	YTD	Variance	Variance	2019-20	Current	Forecast	Forecast	Additional
	Actual	Budget	YTD	YTD	Current Full	Base	Variance	Variance	Resource
	£'000s	£'000s	£'000s	%	Year Budget	£'000s	£'000s	%	from
					£'000s				Reserves
Firefighters	16,445	16,859	(414)	-2.5%	34,251	33,202	(1,050)	-3%	226
On-Call Fire-Fighters	3,037	3,057	(20)	-0.6%	6,692	6,207	(485)	-7%	-
Control	685	722	(36)	-5.1%	1,438	1,395	(43)	-3%	-
Support Staff	6,838	6,844	(7)	-0.1%	13,918	14,036	119	1%	546
Total Employment Costs	27,005	27,482	(477)	-1.7%	56,299	54,840	(1,459)	-3%	773
Training	350	365	(15)	-4.2%	730	642	(88)	-12%	798
Employee Support Costs	406	378	28	7.3%	756	780	24	3%	-
Travel & Subsistence	287	355	(68)	-19.3%	710	764	54	8%	26
Support Costs	1,042	1,098	(56)	-5.1%	2,196	2,187	(9)	0%	824
Property Maintenance	1,035	1,042	(7)	-0.6%	2,083	2,084	1	0%	-
Utilities	264	304	(41)	-13.3%	608	608	-	0%	-
Rent & Rates	789	780	9	1.1%	1,560	1,570	10	1%	-
Equipment & Supplies	823	795	28	3.5%	1,590	1,591	0	0%	-
Communications	731	755	(24)	-3.2%	1,510	1,477	(33)	-2%	-
Information Systems	927	1,065	(138)	-12.9%	2,130	2,033	(97)	-5%	-
Transport	461	491	(31)	-6.2%	983	983	0	0%	-
Premises & Equipment	5,029	5,232	(203)	-3.9%	10,464	10,347	(118)	-1%	-
Establishment Expenses	444	521	(77)	-14.8%	1,043	1,024	(19)	-2%	-
Risk Protection	274	316	(43)	-13.5%	633	633	0	0%	-
Professional Fees & Services	585	694	(109)	-15.7%	1,404	1,240	(164)	-12%	-
Democratic Representation	108	72	36	49.0%	145	216	71	49%	-
Agency Services	111	87	23	26.5%	175	134	(41)	-24%	-
Other Costs & Services	1,522	1,692	(170)	-10.0%	3,399	3,247	(153)	-4%	-
Firefighters Pension costs	1,178	1,200	(22)	-1.9%	2,250	2,236	(14)	-1%	-
Lease & Interest Charges	649	696	(48)	-6.8%	1,393	1,386	(7)	-1%	-
Statutory Provision for Capital Financing	-	-	-	0.0%	5,100	5,100	-	0%	-
Total Other Costs	649	696	(48)	-6.8%	6,493	6,486	(7)	0%	-
Gross Expenditure	36,425	37,401	(976)	-2.6%	81,102	79,341	(1,761)	-2%	1,597
Total Operational Income	(3,783)	(3,638)	(146)	4.0%	(7,305)	(7,192)	113	-2%	-
Net Expenditure	32,641	33,763	(1,122)	-3.3%	73,797	72,149	(1,648)	0%	1,597
Revenue Support Grant	(5,305)	(5,305)	-	0.0%	(8,337)	(8,337)	-	0%	-
National Non-Domestic Rates	(8,271)	(8,271)	-	0.0%	(16,254)	(8,337)	-	0%	-
Council Tax Collection Account	(323)	(323)	-	0.0%	(643)	(16,196)	-	0%	-
Council Tax receipts	(22,467)	(22,472)	5	0.0%	(46,233)	(643)	-	0%	-
NNCR (Surplus)/deficit	(48)	(40)	(9)	21.8%	58	(46,233)	-	-	-
Contributions (to)/from General Balances	-	-	-	0.0%	(2,388)	(740)	1,648	0%	(1,597)
Total Funding	(36,414)	(36,411)	(4)	0.0%	(73,797)	(72,149)	1,648	-2%	(1,597)
Funding Gap/(Surplus)	(3,773)	(2,648)	(1,125)		-	0	(0)		-

Appendix 2

ON CALL FIREFIGHTER HEADCOUNT NUMBERS

Station	Appliances Pumps	Other / Special Vehicles	Actual FTE for End of Sep 2019	Movement (FTE) since 01 Apr 2019	Actual Headcount for End of Sep 2019	Movement (Headcount) since 01 Apr 2019	Joiners (Headcount) since 01 Apr 2019	Leavers (Headcount) since 01 Apr 2019
Billericay	1	1	9.25	(0.75)	13	0	1	(1)
Braintree	2	1	18.25	3.50	23	5	5	0
Brentwood	2	0	7.00	0.25	9	0	1	(1)
Brightlingsea	1	0	11.00	0.00	13	0	0	0
Burnham	1	0	10.00	1.50	12	1	2	0
Canvey Island	2	0	10.50	(1.75)	14	(2)	1	(3)
Clacton	2	0	14.00	(0.75)	18	(1)	0	(1)
Coggeshall	1	1	8.75	0.25	11	0	0	0
Corringham	1	1	9.25	(0.25)	12	0	0	0
Dovercourt	2	1	14.25	3.25	18	4	6	(2)
Dunmow	2	0	14.25	1.75	18	2	2	0
Epping	1	0	9.25	(1.25)	12	(1)	0	(1)
Frinton	1	2	12.00	0.00	15	0	0	0
Great Baddow	1	0	3.75	(0.50)	5	0	0	0
Halstead	2	1	12.25	(0.50)	16	(1)	2	(3)
Hawkeell	1	0	12.00	1.25	15	1	1	0
Ingatestone	1	0	6.25	(0.25)	8	0	0	0
Leaden Roding	1	0	6.75	(0.50)	8	0	0	0
Maldon	2	1	16.50	1.00	20	2	2	0
Manningtree	1	1	13.00	0.75	17	1	0	0
Newport	1	2	8.50	0.75	11	1	1	0
Old Harlow	1	0	7.75	(0.75)	10	(1)	0	(1)
Ongar	1	0	8.50	1.50	11	2	2	0
Rochford	1	0	7.50	(1.00)	10	(1)	0	(1)
Saffron Walden	2	0	17.00	(0.75)	21	(1)	0	(1)
Shoeburyness	1	0	10.50	(0.25)	14	0	1	(1)
Sible Hedingham	1	0	8.50	(1.00)	11	(1)	0	(1)
South Woodham Ferrers	1	2	2.50	0.25	3	0	1	(1)
Stansted	1	2	11.50	0.00	15	0	0	0
Thaxted	1	0	8.50	0.00	11	0	0	0
Tillingham	1	0	8.50	0.50	10	1	2	(1)
Tiptree	1	0	10.75	(0.25)	14	0	0	0
Tollesbury	1	0	8.75	0.50	10	0	1	(1)
Waltham Abbey	1	1	7.50	0.75	10	1	1	0
Weeley	1	0	11.25	0.00	13	0	1	(1)
West Mersea	1	1	8.00	(1.50)	10	(2)	1	(2)
Wethersfield	1	0	8.25	(0.75)	10	(1)	1	(2)
Wickford	1	0	7.75	0.00	9	0	0	0
Witham	2	0	13.25	(0.25)	16	(1)	1	(2)
Wivenhoe	1	0	9.25	0.00	12	0	0	0
Grand Total	50	18	402.25	4.75	508	8	36	(27)

**Appendix 3
Staff FTE Report at 30th September 2019**

Summary of Staff FTE	Actual for September 2019			Variance to Budgeted Establishment			Commentary
	Grey Book (Excl. On-Call)	Green Book	Total FTE	Grey Book Over/(Under) budget	Green Book Over/(Under) budget	Total FTE Over/(Under) budget	
Subtotal - Wholetime Stations	446.6	0.0	446.6	(35.4)	0.0	(35.4)	
Subtotal - Day Crewed Stations	34.0	0.0	34.0	2.0	0.0	2.0	
Total Watch Based	497.6	0.0	497.6	(32.4)	0.0	(32.4)	
Non-Watch and Support Functions							
Catering	0.0	3.3	3.3	0.0	(0.7)	(0.7)	
Technical Fire Safety	16.0	25.0	41.0	(9.0)	(1.3)	(10.3)	Vacancies mainly for inspecting Officer posts (Grey Book)
Safer Comms Admin	0.0	0.0	0.0	0.0	0.0	0.0	
Police Collaboration	0.0	2.0	2.0	(1.0)	(5.0)	(6.0)	Collaboration Programme
Community Safety	5.0	32.0	37.0	(10.0)	1.8	(8.2)	
Station Group Admin	35.0	12.5	47.5	(3.0)	0.9	(2.1)	
Corp Risk & Bus Cont	0.0	3.0	3.0	0.0	0.0	0.0	
Corporate Comms	0.0	7.0	7.0	0.0	2.0	2.0	
Emergency Planning	2.0	1.0	3.0	(1.0)	0.0	(1.0)	
External Secondments	4.0	3.5	7.5	1.0	(0.0)	1.0	
Finance & Pay	0.0	15.7	15.7	0.0	2.7	2.7	2.0 FTE Temps cover for additional workload from Civica implementation
Health & Safety	2.0	4.0	6.0	(4.0)	0.0	(4.0)	
Human Resources	0.0	38.8	38.8	0.0	8.8	8.8	Dept. Structure being reviewed
Innovation & Change	5.0	21.4	26.4	4.0	7.4	11.4	Dept. Structure being reviewed
ICT	0.0	19.0	19.0	0.0	(2.0)	(2.0)	
Operations	9.0	2.0	11.0	0.0	(2.0)	(2.0)	
Perf Mgmt & Impr	0.0	9.6	9.6	0.0	(3.8)	(3.8)	
Property Services	0.0	14.4	14.4	0.0	(1.6)	(1.6)	
Purchasing & Supply	0.0	10.0	10.0	0.0	(2.0)	(2.0)	
Service Leadership Team	4.0	8.0	12.0	1.0	0.0	1.0	
Technical Services	2.0	4.4	6.4	0.0	(1.0)	(1.0)	
Training	33.0	15.9	48.9	3.0	2.0	5.0	Additional resources for Operational Training Programme
Water Services	0.0	8.7	8.7	0.0	(1.6)	(1.6)	
Workshop Engineering	0.0	28.4	28.4	0.0	(1.0)	(1.0)	
Workshops Management	0.0	8.8	8.8	0.0	0.0	0.0	
Subtotal for Non-Watch based and Support	117.0	298.4	415.4	(19.0)	3.6	(15.4)	
Total excl ASW and Control	614.6	298.4	913.0	(51.4)	3.6	(47.8)	
ASW for month	12.2	0.0	12.2	12.2	0.0	12.2	
Total Excl Control	626.8	298.4	925.2	(39.2)	3.6	(35.6)	
Control	33.3	1.6	34.9	(0.2)	(0.0)	(0.2)	
TOTAL STAFF FTE	660.2	300.0	960.1	(39.3)	3.5	(35.8)	

Appendix 4
Operational Income to 30th September 2019

Description	YTD Actual £'000s	YTD Budget £'000s	Variance YTD £'000s
Income as at 30 September 2019			
Government Grants	(3,001)	(2,945)	(56)
Cycle to Work Scheme	(10)	(10)	(0)
Childcare Vouchers	(28)	(35)	7
Canteen Income	(41)	(34)	(7)
Sale of Vehicle Spares	(15)	(10)	(5)
Aerial Sites	(78)	(70)	(8)
Solar Panel Income	(25)	(25)	0
Hydrant Tests	(44)	(45)	1
Lease Cars - Employee Contributions	(3)	-	(3)
Service Charges	(2)	(0)	(1)
Secondments	(62)	(29)	(34)
Community Safety general	(31)	-	(31)
Labour Credit	(39)	(25)	(14)
Section 13/16	(36)	(23)	(13)
Provision of Hire Vehicles & Equipment	(9)	(1)	(8)
Interest Received Short Term Investments	(46)	(20)	(26)
Community Safety Youth Work	(34)	(160)	126
Shared Services Income	(171)	(121)	(50)
Reimbursements from EFA(T)	(65)	(54)	(11)
Other Miscellaneous Income	(39)	(32)	(7)
Total Operational Income	(3,783)	(3,638)	(146)