

Appendix 5 – Strategy, Workforce and Localities

Lead Members:

- Governance and Communications: Cllr Bill Revans
- Resources and Performance: Cllr Liz Leyshon
- Transformation and Human Resources: Cllr Theo Butt Philip

Executive Director: Alyn Jones

Service Directors:

- Partnership and Localities: Sara Skirton
- Strategy and Performance: Sara Cretney
- Governance, Democratic and Legal Services: David Clark
- Workforce (interim): Dawn Bettridge

Table 1: 2023/24 Strategy, Workforce & Localities as at the end of January 2024 (Month 10)

- 2023/24 net budget £25.8m, projected favourable variance £0.1m, £0.2m favourable movement from month nine.

Service Area	Current Expenditure Budget £m	Current Income Budget £m	Current Net Budget £m	Full Year Projection £m	Month 10 Variance £m	A/(F)	RAG Status	Movement From Month 9 £m
Partnership & Localities								
Localities	1.8	(0.2)	1.6	1.4	(0.2)	(F)	Green	0.0
Partnerships	1.7	0.0	1.7	1.9	0.2	A	Red	0.0
sub total	3.5	(0.2)	3.3	3.3	(0.0)	(F)	Green	0.0
Strategy & Performance								
Communications	1.8	(0.3)	1.5	1.5	0.0	-	Green	0.0
Transformation & Change	5.1	(1.1)	4.0	3.4	(0.6)	(F)	Green	0.0
Digital Team	(0.1)	0.3	0.2	0.3	0.1	A	Red	0.0
Land Charges	0.5	(1.1)	(0.6)	(0.6)	0.0	-	Green	0.0
Performance	0.8	0.0	0.8	0.7	(0.1)	(F)	Green	0.0
sub total	8.1	(2.2)	5.9	5.3	(0.6)	(F)	Green	0.0
Workforce								
Human Resources & Organisational Development	7.6	(2.2)	5.4	5.0	(0.4)	(F)	Green	0.0
Learning & Development	3.2	(1.9)	1.3	1.0	(0.3)	(F)	Green	0.0
sub total	10.8	(4.1)	6.7	6.0	(0.7)	(F)	Green	0.0
Governance, Democratic & Legal Services								
Democratic Services	4.5	(0.5)	4.0	3.8	(0.2)	(F)	Green	0.0
Legal Services	5.1	(0.8)	4.3	6.0	1.7	A	Red	0.0
Info Governance	0.8	(0.2)	0.6	0.4	(0.2)	(F)	Green	(0.2)
Elections	1.0	0.0	1.0	0.9	(0.1)	(F)	Green	0.0
sub total	11.4	(1.5)	9.9	11.1	1.2	A	Red	(0.2)
Strategy, Workforce & Localities Total	33.8	(8.0)	25.8	25.7	(0.1)	(F)	Green	(0.2)

Strategy, Workforce & Localities – key explanations, actions, & mitigating controls

Partnership and Localities

A favourable variance of £0.2m is forecast within Localities. The service is carrying several vacant positions which is resulting in a forecast reduction in employment costs. Despite this favourable variance, overall, the service budget is balanced due to the service bearing a one-off cost to honour a grant payment of a legacy Council.

Strategy and Performance

An underspend of £0.6m is forecast across the service. There is a reduction in employment costs due to holding positions vacant, along with the non-requirement of a software budget.

Workforce

An underspend of £0.4m is forecast within the Human Resources & Organisational Development budget mainly in respect of employment costs. This is mainly due to vacancies within the service.

An underspend of £0.3m is also anticipated on the Learning and Development budget, this is due to a focus on e-learning, statutory and mandatory training. The leadership and management programme across a wider learning and development framework will not be in place until 2024/25 resulting in an anticipated underspend on budgets associated with this programme.

Governance, Democratic & Legal Services

An underspend of £0.2m forecast in Democratic Services mainly due to in year savings within staffing through vacancies, reduced expenditure in other areas and increased income.

The forecast £1.7m adverse variance within Legal Services is an estimate of anticipated increases in external legal costs. This is due to the continued need to place legal cases, principally in respect of childcare, with external legal experts.

An underspend of £0.2m forecast in Information Governance (IG) is mainly due to in year savings within staffing through vacancies.

An underspend of £0.1m forecast in Elections is due to reduced expenditure, and from releasing some budgets that are not required this financial year.