

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 December 2023 (Month 9)

- 2023/24 net budget £24.7m, projected adverse variance £0.1m, favourable movement of £0.8m from month seven.

Service Area	Current Expenditure Budget £m	Current Income Budget £m	Current Net Budget £m	Full Year Projection £m	Month 9 Variance £m	A/(F)	RAG Status	Movement From Month 7 £m
Partnership & Localities								
Localities	1.8	(0.2)	1.6	1.4	(0.2)	(F)	Green	(0.2)
Partnerships	1.6	0.0	1.6	1.8	0.2	A	Red	0.2
sub total	3.4	(0.2)	3.2	3.2	(0.0)	(F)	Green	(0.0)
Strategy & Performance								
Communications	1.9	(0.3)	1.6	1.6	0.0	-	Green	0.0
Transformation & Change	5.0	(1.1)	3.9	3.3	(0.6)	(F)	Green	(0.3)
Digital Team	(0.1)	0.3	0.2	0.3	0.1	A	Red	0.1
Land Charges	0.5	(1.1)	(0.6)	(0.6)	0.0	-	Green	0.0
Performance	0.7	0.0	0.7	0.6	(0.1)	(F)	Green	(0.4)
sub total	8.0	(2.2)	5.8	5.2	(0.6)	(F)	Green	(0.6)
Workforce								
Human Resources & Organisational Development	7.7	(2.2)	5.5	5.1	(0.4)	(F)	Green	(0.1)
Learning & Development	3.2	(1.9)	1.3	1.0	(0.3)	(F)	Green	(0.1)
Dillington Advertising Services	0.0	0.0	0.0	0.0	0.0	-	Green	0.0
sub total	10.9	(4.1)	6.8	6.1	(0.7)	(F)	Green	(0.2)
Governance, Democratic & Legal Services								
Democratic Services	4.1	(0.5)	3.6	3.4	(0.2)	(F)	Green	(0.2)
Legal Services	4.7	(0.8)	3.9	5.6	1.7	A	Red	0.2
Info Governance	0.7	(0.2)	0.5	0.5	0.0	-	Green	0.0
Elections	0.9	0.0	0.9	0.8	(0.1)	(F)	Green	0.0
sub total	10.4	(1.5)	8.9	10.3	1.4	A	Red	(0.0)
Strategy, Workforce & Localities Total	32.7	(8.0)	24.7	24.8	0.1	A	Amber	(0.8)

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 in respect of employment costs. This is due to vacancies within the service. Updated salary forecasts and a reduction in software costs has led to the favourable movement from month seven.

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

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