

Corporate Policy & Resources

Appendix D

Results to 31-Mar-24	Budget Revised	Actual Outturn	Variance of Actual from Revised Bgt	Staffing Budget	Staffing Actual	Comments
	£	£	£	FTE	FTE	
Employees	802,200	719,522	(82,678)	14.30	14.42	Savings achieved due to vacant posts during the year
Other Expenditure	(13,600)	3,310	16,910			
Income	0	0	0			
Accountancy	788,600	722,833	(65,767)	14.30	14.42	
Employees	1,002,700	918,763	(83,937)	13.78	11.56	This is due to a review of the staffing structure within the service being undertaken, which resulted in budgeted temporary staff departing mid financial year, other perm posts not being recruited to until the review in specific areas of the service had been concluded and a further post being offered up a saving due to the role no longer being needed. The significant underspend was the consultant fees due to work on development sites not being progressed and this budget also being offered up as a saving for future financial years.
Other Expenditure	(244,200)	(260,349)	(16,149)			
Income	(421,700)	(407,264)	14,436			
Asset Mgn Administration	336,800	251,150	(85,650)	13.78	11.56	

Corporate Policy & Resources

Appendix D

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	£	£	£	FTE	FTE	
Employees	239,200	231,984	(7,216)	1.00	1.00	
Other Expenditure	3,200	2,582	(618)			
Income	0	0	0			
Chief Executive	242,400	234,567	(7,833)	1.00	1.00	
Employees	0	0	0			
Other Expenditure	0	0	0			
Income	0	(330)	(330)			
Corporate Savings	0	(330)	(330)	0.00	0.00	
Employees	299,900	296,947	(2,953)	2.00	2.00	
Other Expenditure	1,000	1,145	145			
Income	0	(42)	(42)			
Deputy Chief Executives	300,900	298,050	(2,850)	2.00	2.00	

Corporate Policy & Resources

Appendix D

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	£	£	£	FTE	FTE	
Employees	0	8,303	8,303	0.00	0.00	The overspend all relates to void costs and ensuring sites remain secure. Guardians were utilised at Hanover House historically in an attempt to keep the building secure from unauthorised occupants, however this arrangement was ended in November 2023, in part due to the arrangement resulting in excessive utility costs which under the agreement the council were liable to meet, hence the unbudgeted spend of over £55k. Following termination of the guardian agreement there was a serious threat of former residents trying to re-take possession of the building so additional security measures in terms of guarding and securing the building with additional measures on windows and doors had to be undertaken resulting in unbudgeted costs of c.£25k. Despite having NNDR mitigation measures in place the Business Rates charges exceeded budget by c. £85k at Thameside House. Due to Member requests to address graffiti and other vandalism matters on the Oast House listed building costs of c.£15k were incurred which were unbudgeted plus council tax and insurance were also unbudgeted which saw the net spend increase to £25k. As the Waterfront project has been re-commenced costs of £12.5k have been incurred relating to staff salary re-charges and legal costs as there is no longer a capital budget to meet this expenditure.
Other Expenditure	305,800	535,643	229,843			
Income	0	(18,089)	(18,089)			
Development Properties	305,800	525,857	220,057	0.00	0.00	

Corporate Policy & Resources

Appendix D

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Employees	0	0	0	0.00	0.00	The overspend was due to unforeseen fly tipping incident at Laleham Camp site and the waste had to be investigated and cleared at cost of £22k.
Other Expenditure	36,500	59,383	22,883			
Income	(66,600)	(68,018)	(1,418)			
General Property Expenses	(30,100)	(8,636)	21,464	0.00	0.00	
Employees	234,300	231,663	(2,637)	5.00	5.00	The main variance in the office services budget relates to an underspend of c. £8k for office equipment, this is used for items in respect of staff requests to ensure working environments meet H&S requirements i.e. laptop stand, privacy screen, electric fans. As the Council now operate hybrid working the frequency of requests for additional equipment has significantly reduced. The office stationery budget was also underspent by just under £4k, which again is a reflection of staff being in the office less reducing the demand on photocopying and printing. This is also reflected in reducing the volume of external printing and costs in printers maintenance.
Other Expenditure	540,100	511,900	(28,200)			
Income	(23,000)	(29,750)	(6,750)			
Facilities Management	751,400	713,813	(37,587)	5.00	5.00	

Corporate Policy & Resources

Appendix D

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Employees	99,000	98,370	(630)	2.00	2.00	
Other Expenditure	2,400	2,069	(331)			
Income	0	0	0			
MaT Secretariat & Support	101,400	100,438	(962)	2.00	2.00	
Employees	174,500	177,447	2,947	3.00	3.00	This is due to £50k unbudgeted costs in relation to obtaining Energy and Audit Certificates for all Municipal Properties undertaken to upgrade current rating levels. There were also emergency repairs to Hawk Park footpath and inflation uplifts for some of the maintenance contracts. The £77.5k overspent was due to mandatory RAAC surveys and remediation works following the surveys. Further £58.6k overspent was for consultancy fees for preparation of heat decarbonisation plan for the Municipal Properties in accordance with the Council policy to achieve carbon reduction to net zero by 2030. However, this was funded fully by the Public Sector Low Carbon Skills Fund Grant. Successfully applied for Public Sector Low Carbon Skills Fund Grant that was not budgeted for. This offset costs above.
Other Expenditure	1,141,300	1,334,023	192,723			
Income	0	(58,600)	(58,600)			
Planned Maintenance Programme	1,315,800	1,452,870	137,070	3.00	3.00	
Employees	659,300	555,407	(103,893)	11.92	10.00	Savings achieved due to vacant posts. Total costs of £43k for 'Climate change officer's post' is funded through 'Green initiatives' reserves.
Other Expenditure	5,400	1,025	(4,375)			
Income	0	0	0			
Project Management	664,700	556,431	(108,269)	11.92	10.00	

Corporate Policy & Resources

Appendix D

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Employees	0	0	0			Cleaning service was transferred to the tenant and cancelled the contractor.
Other Expenditure	0	90	90			
Income	0	0	0			
Sea Cadets	0	90	90	0.00	0.00	
Employees	1,870,000	1,685,481	(184,519)			Monthly superannuation payments to SCC are lower based on number of staff in the posts Savings of £200k achieved mainly against 'In year growth Bids' budget, £29k against Lone Worker security services budget and remainder against 'In House training' and occupational health contract.
Other Expenditure	294,700	24,664	(270,036)			
Income	0	0	0			
Unapportionable CentralO/Heads	2,164,700	1,710,146	(454,554)	0.00	0.00	
Total Employees	5,381,100	4,923,887	(457,213)	53.00	48.98	
Total Other Expenditure	2,072,600	2,215,486	142,886			
Total Income	(511,300)	(582,093)	(70,793)			
Net Total	6,942,400	6,557,279	(385,121)	53.00	48.98	