

CABINET

Minutes of the Cabinet meeting held in Conference Room 1, County Hall, Ruthin at 10.00 a.m. on Tuesday 20 February 2007.

PRESENT

Councillors S A Davies, Lead Member for Business, Communications and Personnel; P A Dobb, Lead Member for Health & Wellbeing; M A German, Lead Member for Children and Young People; R W Hughes, Leader and Lead Member for Regeneration; D Owens, Lead Member for Lifelong Learning; G O Rowlands, Lead Member for Finance and J Thompson Hill, Lead Member for Property and Asset Management.

Observers: Councillors R E Barton, M LI Davies; G C Evans and C L Hughes.

ALSO PRESENT

Chief Executive; Deputy Chief Executive / Corporate Director: Resources, Financial Controller and the County Clerk.

APOLOGIES

Councillors E C Edwards, Lead Member for Communities, S Roberts, Lead Member for Promoting Denbighshire and E W Williams, Lead Member for Environment.

ANNOUNCEMENT

Councillor G O Rowlands and Cabinet Members congratulated the Revenues Department for being the first in Wales to achieve the Charter Mark (the UK Government's national standard for excellence in customer service), and the first County Council in North Wales to gain the prestigious award following assessment of the Department's processes, and discussions with customers and partner organisations involved with the Revenues Team. It was firmly expected that the Benefits Department would very shortly also achieve their Charter Mark.

1 URGENT MATTERS

Item 11 Car Parking Charges.

2 MINUTES OF THE CABINET

The Minutes of the Cabinet meeting held on 30 January 2007 were submitted.

Item 4 Commissioning Strategy for Adults with Learning Disabilities – correction 3rd paragraph should read C-SAW Trust.

RESOLVED that, subject to the above, the Minutes of the Cabinet meeting held on 30 January 2007 be approved as a correct record and signed by the Leader.

3 ASSET MANAGEMENT COMMITTEE MINUTES

The Minutes of the Asset Management Committee held on 24 October 2006 were submitted.

Councillor P A Dobb, referring to Item 8 Henllan Day Centre, stressed the importance of informing and consulting with the relevant portfolio holders when feasibility studies and any relevant areas of work on were undertaken.

RESOLVED that, subject to the above, the Minutes of the Asset Management Committee meeting held on 24 October 2006 be approved as a correct record and signed by the Leader.

4 DELEGATIONS: ASSET MANAGEMENT COMMITTEE

Councillor R W Hughes presented the report for Members to review the existing delegations to Asset Management Committee (Appendix 1) and to the Lead Members for Property and Asset Management and Finance (Appendix 2). Members were also asked to consider revised delegations to the Lead Member which incorporates most of the matters presently delegated to Asset Management Committee and the consequential revisions to the delegations to the Lead Member for Finance (Appendix 3).

Councillor R W Hughes, on behalf of another Member, said Area Elected Member Groups must be consulted regarding relevant issues and it was important that Local Members be informed of issues in their area.

Councillor J Thompson Hill, the Lead Member for Property and Asset Management said he had been consulted regarding the report which he supported and said there would be little difference in the increase in delegations to what is there currently.

In response to a query from Councillor M LI Davies [Observer], Councillor Hughes said most Members were not supportive of only 5 Councillors making decisions on the County's assets. She reminded Councillor Davies that all Members were entitled to all Committee papers and whenever possible Local Members were able to speak on relevant issues and consultation would have taken place with the Area Elected Members Groups. In regard to Delegated Decisions, the Chief Executive reminded Councillor Davies that following an operational difficulty, these were again being provided for Members and in regard to increased powers to Cabinet, the Lead Member would not necessarily be making any more decisions than at present. The Executive way of working was the result of a decision by Central Government.

RESOLVED that Cabinet

- 4.1 reviewed the existing delegations to Asset Management Committee (Appendix 1) and to the Lead Member for Property and Asset Management and Finance (Appendix 2)
- 4.2 agree revised delegations to the Lead Member for Property and Asset Management and the Lead Member for Finance (Appendix 3).

5 MONITORING THE AUTHORITY'S KEY PERFORMANCE INDICATORS AND PROGRESS AGAINST THE KEY ACTIONS IN THE IMPROVEMENT PLAN

Councillor S A Davies presented the report for Members to consider the Corporate Quarterly Performance report:

Performance against the Authority's key performance indicators for the period October, November, December 2006 (Appendix 1)

Progress against the Authority's Corporate Objectives and key actions identified in the Improvement Plan (Appendix 2)

and that Cabinet consider any issue in greater depth as deemed necessary.

Members commented on some of the indicators:

Councillor M A German said improvements to targets were being and would continue to be made.

Councillor P A Dobb said Adult Services were generally performing well, and the percentage of clients receiving a service in the community receiving Direct Payments was back on track and the Authority was working with other Authorities regarding potential collaboration. Regarding the HLS/X/007a the reported figure was an estimate and was only very slightly over target which should cause no real concern whilst the total amount of rent arrears owed for temporary accommodation had moved to the same collection system as other housing rent collections and should improve. She discussed the Houses in Multiple Occupation [HMO] and said some HMOs did not fit the criteria and would need to be reassessed. The Corporate Director: Environment agreed with Councillor Dobb that 54 not meeting criteria out of a possible 200 HMOs meant that the original target had been unrealistic.

The Corporate Director: Environment, on behalf of Councillor E W Williams, referring to recycling, said targets were being met. The percentage of highways and relevant land inspected for an acceptable standard of cleanliness had variable results, dependent on which streets had been selected for inspection. Further work was required on the indicator.

On behalf of Councillor E C Edwards, the Corporate Director: Environment said a 50% reduction in crime had been achieved over 3 years and was 15% ahead of targets. The Police had seen more recorded crime which was different from the amount of crime taking place. Although the figures were outside target, overall the performance would be at or above the requirement by 2008. Test purchases in licensed premises would continue to be monitored and the failures remained a concern to the Authority.

On behalf of Councillor S Roberts, the Corporate Director: Lifelong Learning said he was pleased with the returns for indoor sports whilst disappointed with the outdoor sports returns and suggested that the data collection was sometimes inaccurately captured. He said there was a need to know precisely what information was being measured.

Councillor D Owens said capital expenditure continued to be spent on school to bring the school building portfolio towards the 'fit for purpose' by 2010. Other targets were reported annually.

Councillor G O Rowlands said Council Tax collection and non domestic rates collection continued on target.

Councillor R W Hughes reported that the three year target had been met for the number of jobs created through the financial support programme.

Councillor S A Davies said the Authority continued to fail in meeting the targets for responding to letters, e-mails and phone calls within 10 days.

The Policy Unit would be meeting with Corporate Directors to discuss and progress the key actions. The Chief Executive said there was an opportunity for the key actions to become more outcome focussed and appropriate. He emphasised that targets should be realistic and carefully balanced with what was achievable.

RESOLVED that Cabinet agree to the proposed change to the Quarterly Performance Report (the inclusion of last year's performance against key performance indicators) and agree to pay particular attention to issues requiring further discussion and/or remedial action, particularly those indicators which are not on target.

6 JOINT PROCUREMENT ARRANGEMENTS FOR CATERING SUPPLIES

The Corporate Director: Environment presented the report seeking Cabinet approval to enter into joint procurement arrangements, via the Scottish and Northern Universities Purchasing Initiative (SNUPI). He emphasised that Denbighshire would join as associate members, thereby ensuring limited liability for the Authority. It was important to capture purchase benefits and reduce overall costs for catering supplies.

In response to a query from Councillor S A Davies, the Corporate Director: Environment said the arrangements were for the supply of tinned or frozen produce and Welsh produce would continue to be sourced whenever possible.

Councillor P A Dobb queried the income streams and whether the organisation would become a limited company. The Corporate Director: Environment said the income stream was the increase in school meals take-up, and confirmed that to participate Denbighshire had to become a member of the consortium but the Authority's liability was limited to £1.00. He agreed to provide Councillor Dobb with information on volumes.

The Financial Controller confirmed that the Authority would be able to participate with the consortium on a contract by contract basis as the Council was not tied to the consortium.

RESOLVED that approval is given to seek Associate Membership of, and for the use of SNUPI for the procurement of foodstuffs. Decisions relating to when specific SNUPI contracts are to be utilised should be delegated to the Chief Executive who may delegate further to other officers including (both) the Head of Environmental Services and the Strategic Procurement Manager. Available contracts should be entered onto the corporate list of contracts, i.e. for use by other departments of the Council.

7 HOUSING REVENUE ACCOUNT BUDGET AND CAPITAL PLAN REPORT 2006-2007

Councillor P A Dobb presented the report for Members to note the financial forecast position (revenue and capital) of the Housing Revenue Account for the current financial year, as at the end of December 2006. The outturn projection at the end of January 2007 showed a net surplus at the year end of £772k against a budgeted surplus of £333k. This was a reduction of £72k in the projected surplus at the end of December.

Right to Buy sales were still slow which meant more stock attracting negative subsidy but offset by more rent income than planned, hence the £224k positive variance on rent income. The Business Plan remained viable and had been updated for 2007-2008 and would be reviewed by an external specialist to ensure the forecasts made about its long term affordability were reasonable and then would be sent for a due diligence report.

Councillor R W Hughes confirmed a letter had been sent to the First Minister regarding clarification of the Right to Buy Scheme. She agreed to contact the PR Department regarding the mis-information in the previous Sunday's Politics Show to inform them that Denbighshire had retained the Council housing stock.

RESOLVED that Cabinet note the latest financial forecast position [revenue and capital] of the Housing Revenue Account for the current financial year.

8 REVENUE BUDGET AND SUMMARY CAPITAL PLAN 2006-2007

Councillor G O Rowlands presented the report for Members to note the latest revenue budget performance figures for 2006-2007 and the summary capital plan performance for 2006-2007, all as detailed in the appendices to the report. He stressed the importance of Single Status on budgets.

RESOLVED that Members note the revenue budget performance figures for 2006-2007 and the summary capital plan performance figures for 2006-2007, all as detailed in the appendices to the report.

9 ROUTINE REPORTING ON PERSONNEL

Councillor S A Davies presented the latest report on staff headcount. Reports for the data included in the report could not be run until payroll had been closed and cross checks undertaken to ensure all the data had been captured. The reports were normally ready by approximately the 16th of every month and therefore there were difficulties in getting the reports to Cabinet within the timescale stated. Members agreed to submit the report a month in arrears.

Councillor J Thompson Hill asked when the agency figures would be included as part of the report. The Deputy Chief Executive / Corporate Director: Resources said work on agency figures was being reported to Resources Scrutiny and the HR Department would provide the information to Cabinet as soon as possible, bearing in mind their heavy workload with Single Status.

Referring to the 6 staff who had left the Authority's employ without giving reasons, Councillor M A German said the notice period should usually give enough time for a manager to find out the reasons for a resignation.

Councillor P A Dobb discussed Adult Social Services and Cefndy sickness levels, and said although high, the County's level was lower than the national average.

RESOLVED that Cabinet note the information in the report and agree future reports be submitted a month in arrears.

10 CABINET FORWARD WORK PROGRAMME

Councillor S A Davies presented the Cabinet Forward Work Programme.

Members agreed to discuss provision and circulation of reports for information only at the Informal Cabinet meeting.

RESOLVED that Cabinet note the Cabinet Forward Work Programme.

11 URGENT ITEMS:

CAR PARKING CHARGES

The Chief Executive presented the report seeking Members' final decision on car parking charges in 2007-08, in line with the Cabinet's decision of 19 December 2006. He referred Members to para 2.2, the information to hand on charges in other Authorities and to para 2.4, the way forward for different towns having different charges levelled.

Councillor J Thompson Hill supported the report, apart from paragraphs 2.1(b) and 2.1(d) and said he could not support different rates in different towns.

Councillor P A Dobb said the public in the east of the County often looked towards Flintshire when making comparisons and said it was important to encourage all the small market towns to flourish.

Following discussion, Members agreed to amend para 2.1(ff) to read "officers consider ways of publicising parking permits for long stay car parks" and amend the last item of para 2.4 to read "our market towns and villages will look and 'feel' different to other areas".

In response to a request from Councillor C L Hughes [Observer] regarding the poor state of some of the car park signage, the Corporate Director: Environment confirmed there was a programme of replacement signage provision, subject to budget levels. It was not possible to replace all signage at any one time.

RESOLVED that Cabinet, incorporating the above amendments, confirms its decisions on car parking charges for 2007-08 as set out in paragraph 2.1; and that it confirms the reasons for setting lower charges in Rhuddlan, St Asaph, Denbigh, Ruthin and Corwen as set out in paragraph 2.4.

[Councillor J Thompson Hill voted against paragraphs 2.1 (b) and 2.1 (d)].

EXCLUSION OF PRESS AND PUBLIC

RESOLVED under Section 100A(4) of the Local Government Act 1972 the Press and Public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 20, 21 and 22 of Part 4 of Schedule 12A of the Local Government Act 1972.

PART II

12 CAPITAL PLAN

Councillor G O Rowlands presented the report for Members to note the latest position on the 2006-2007 element of the Capital Plan.

The Corporate Director: Lifelong Learning, referring to Project Alpha, said he was unhappy with the current timescale and hoped the land purchase would be completed as soon as possible otherwise it could lead to the WAG finance having to be re-profiled. The Valuation and Property Manager said external solicitors were in the process of dealing with the land purchase and it was hoped to complete before the financial year end.

Councillor S A Davies expressed his unhappiness at the length of time being taken to purchase the land. The Chief Executive said the matter had been extremely complex which had necessarily led to some time being taken to resolve issues, and there was no criticism of officers. Councillor J Thompson Hill agreed with the Chief Executive and said a phenomenal amount of work had been carried out, the vendor was continuing to work with the County and he also could not support any criticism of officers.

With regard to the Community Learning Centres, the Corporate Director: Lifelong Learning referred to a video conference taking place with the Lead Member, Leader and Minister to discuss the revenue element of the original bid. Until this agreement was secured the project remained a high risk. He confirmed that WEFO would provide match funding.

Councillor M A German asked that the PR department be asked to provide a press release, with Prestatyn Town Council, regarding the Scala. Councillor R W Hughes agreed to follow this up.

Work was progressing on the CCTV Control Room, Rhyl and the project was due for completion at the end of February 2007.

Office Accommodation at Brighton Road – it was agreed to replace “fully occupied” on the last line with “partially occupied”.

The Corporate Strategy Group had met twice and discussed 48 bids. The Deputy Chief Executive / Corporate Director: Resources, in response to a query on how Members get projects included in the Capital Plan, said a project mandate form was available for completion. He confirmed the Capital Strategy Group would ensure Member participation at the relevant stages. He also agreed to provide a further simple form which Members could use as a start to the process. The Chief Executive agreed that every Member could complete a form in support of a project but reminded Members that when scored and costed, the project would not necessarily be workable. Members agreed it was important not to have a long wish list of unrealistic projects.

Councillor R W Hughes raised the issue of the possible provision of a golf course in Rhyl and asked whether this would be fully funded by the Ryder Cup Legacy Fund and what the revenue implications would be for the Authority. The Head of Countryside and Leisure said this was part of the bid made to the Ryder Cup Legacy Fund some time ago. It had provisionally been approved by the Ryder Cup Committee with a £400k offer of grant towards the capital cost of the scheme. Further work was currently underway to examine any implications arising from the location being a former landfill site. The full cost of the scheme cannot be quantified until this work was completed, and it is at that stage that it was proposed to submit the project to the newly formed Capital Strategy Group. An outline business plan had been drawn up which was currently being updated, but this would be available for consideration by the Capital Strategy Group when they reviewed the project.

The Chief Executive reminded Members that any project would have to be considered and agreed by the Capital Strategy Group prior to its inclusion in the Capital Plan. The Deputy Chief Executive / Corporate Director: Resources agreed and said as this would have revenue implications, it would need to be included in the Capital Plan.

RESOLVED that Members note the latest position on the 2006-2007 element of the Capital Plan.

At this juncture (11.40 a.m) the meeting adjourned for 15 minutes to allow Members to participate in refreshments.

13 QUAY STREET CAR PARK DISPOSAL

Councillor J Thompson Hill presented the report seeking consent for the sale of the Council’s freehold interest in land known as Quay Street Car Park, Rhyl by way of an Option exercisable by the purchaser, within a 2 year period from the date of signing the Option agreement. He detailed the potential element of clawback rights and the purchase options.

Councillor D A J Thomas had been consulted and was in support of the sale, as the figure negotiated included the clawback payment.

RESOLVED that Cabinet approve the sale of the Quay Street Car Park, Rhyl to the purchaser named in the report, by way of an Option and on the basis of the terms and conditions outlined in the report.

14 ABER FARM: TO DECLARE SURPLUS FOR DISPOSAL

[Councillor G O Rowlands declared an interest in this item and left the room.]

Councillor J Thompson Hill presented the report for Members to

- (1) declare Aber Farmhouse, buildings and land amounting to 0.639 Hectares (1.58 Acres) as being surplus to the requirements of the Agricultural Estate as shown edged Black and marked 'A' on the plan at Appendix 2 to the report
- (2) agree to 0.58 Hectares (1.45 Acres) being added to the tenancy of Bryn Gwyn Farm as shown at Appendix 3 to the report in order to provide for bio diversity on the unit
- (3) agree to 0.073 ha (0.18 acres) marked 'B' on Appendix 2 to the report from Bryn Gwyn being declared surplus and sold as part of Aber Farm
- (4) agree to an amount of the gross Capital receipt being reinvested back into the Agricultural Estate.

Members agreed with Councillor Thompson Hill's request to remove the retention of the capital receipt at (4) from the report but to include paragraph 1.1.3 as part of the Resolution at paragraph 9.1. A detailed report on the Agricultural Estate Review would be presented to Cabinet in the near future.

RESOLVED that Members agree to the disposal of Aber Farmhouse, buildings and land amounting to 0.73 Hectares (1.80 Acres) as being surplus to the requirements of the Agricultural Estate as shown edged black on the plan attached to the report (appendix 2); agree to 0.58 Hectares (1.45 Acres) being added to the tenancy of Bryn Gwyn Farm (appendix 3 attached to the report) along with 0.073 ha (0.18 acres) marked 'B' on Appendix 2 to the report from Bryn Gwyn being declared surplus and sold as part of Aber Farm.

15 FFRITH BEACH, PRESTATYN – PROPOSED GRANT OF A LEASE

Councillor J Thompson Hill presented the report seeking Members' approval to granting a lease on the Ffrith Beach, Victoria Road West, Prestatyn to the preferred bidder as identified by the Asset Management Committee on 24.10.2006 and as identified in the report.

The Chief Executive asked that the bye law implementation and car park order issues be resolved and agreed as soon as possible.

In response to Councillor P A Dobb's queries, Councillor Thompson Hill said although the preferred bidder company was newly formed, the owners had worked together on

other projects and the Authority had taken all reasonable precautions to ensure the success of the project.

Members discussed the issue of car parking and access to the dunes in detail, along with possible sub-leasing / franchising and dilapidations. It was confirmed that maintenance vehicles which needed to access the dunes would still be able to do so whilst some community areas and right to roam areas had been identified.

Councillor Thompson Hill thanked the Valuation and Property Manager and his team for all their hard work, not only with the Ffrith but also on all matters concerning property and asset management within the County.

RESOLVED that Cabinet approve the grant of a lease on the Ffrith Beach, Victoria Road West, Prestatyn to the preferred bidder as identified by the Asset Management Committee on 24.10.2006 and as identified in the report.

The meeting concluded at 12.40 p.m.

REPORT TO CABINET

CABINET MEMBER: COUNCILLOR R HUGHES LEADER

DATE: 27 MARCH 2007

SUBJECT: WORKING TOGETHER AS THE WELSH PUBLIC SERVICE

1 DECISION SOUGHT

- 1.1 That Members consider the progress the Authority is making to meet the collaboration strand of the 'Making the Connections' agenda and request further information and/or action where required.
- 1.2 That Members note the minutes of the:-
 - third Regional Partnership Board meeting which was held on the 6 October 2006 (Appendix 1 refers)
 - fourth Regional Partnership Board meeting which was held on the 21 December 2006 (Appendix 2 refers)
- 1.3 That Members note the current position of the Year 1 projects and consider how Members might best engage in discussions in relation to the potential projects for Year 2 which have been identified by the Board.

2 REASON FOR SEEKING DECISION

- 2.1 Regional Collaboration is a means to deliver greater efficiency and improvement in local government and enhance the "delivery and impact" reputation of local government, making the best use of the workforce and finances.
- 2.2 **Year 1 Projects:-**

The Telecare Project will be reporting at the end of March and reporting to the Board in June 2007. This project will bid to the Making the Connections fund for further support to implement the recommendations agreed by the project team and the Board.

The Transport Project team will debate the issue of bidding for further support on the basis of releasing savings of in excess of £600k through implementing integration of the management of education and social services transport.

The Decriminalised Parking Enforcement Project - The service to process parking tickets has been called WP3 (Wales Penalty Processing Partnership - Partneriaeth Prosesu Cosbau Cymru) and will go live on the 1 April processing parking tickets for Gwynedd and Ynys Mon Councils. Wrexham Council has agreed to join the partnership later this year and other Councils in Wales are expressing an interest. Five extra jobs have been created in Denbighshire as a

result of this collaboration which should eventually result in reduced operating costs.

The Revenues Project. Consultants have been appointed and have begun work interviewing key stakeholders and gathering data. The scope of the study has expanded to include financial assessments.

Contact Centre Collaboration Project. The submission of an all Wales bid to the Home Office for the introduction of the 101 service was rejected but a baseline assessment of the current on Call Centre development across North Wales has been completed.

Specialist Planning Services Project. The project brief was approved by the Strategic Directors (Environment) Group on 1st December 2006. Tenders will be invited in December with the contract to be let by early in 2007. The Countryside Commission Wales and WAW have recently reconfirmed their agreement to be involved in the work. This project was agreed by the Board with funding of £35k outside of the Making the Connections process. The project is being managed by the Environment Strategic Directors Group.

2.3 Potential Year 2 Projects

At the last meeting of the North Wales Regional Partnership Board on the 16 February it was agreed that the following Expressions of Interest for the Making the Connections funding would be submitted to the Assembly. Officers in the region are currently working on the applications.

- A wide ranging study into the options for improving customer access to public services in North Wales by examining the feasibility of a public services web portal and the feasibility of three options for developing a regional, co-ordinated approach to contact centres for local authority services in North Wales. Wrexham County Council is preparing the Expression of Interest.
- A fundamental, user centred review of learning disability services. The Social Services Improvement Agency Regional Coordinator is preparing the expression of interest. The project will be managed through the collective mechanism of the North Wales Social Services Improvement Collaborative (NWSSIC) with Denbighshire most likely to be the lead authority.
- A joint project with the NHS North Wales Planning Forum to agree a jointly owned service model for delivering “Designed for North Wales” where secondary care services will be moved into the communities of North Wales. The lead body is to be negotiated. The NWSSIC will manage the project with Flintshire County Council acting as the administrative body for local government.
- The Telecare Project will be reporting at the end of March and reporting to the Board in June 2007. This project will bid to the fund for further support

to implement the recommendations agreed by the project team and the Board.

The Board also agreed to a proposal from the Strategic Directors of Environment in the region to set up a waste partnership. This will be defined over the next three months and will bid for resources to support research, procurement, joint working and project management.

The Board is considering a wider, largely self funded collaboration programme based on shared services (transactional and professional).

The Board is holding an interim meeting in April to discuss the projects and issues in relation to communication in more detail. The next formal meeting of the Board is on the 15 June at County Hall, Mold in Flintshire.

2.4 Support for the Regional Partnership Board

In addition to the Regional Coordinator, it has been agreed that Denbighshire County Council's Corporate Director Resources will provide financial advice to the Board. The Board is also supported by a regional Collaborative Officers Group (COG) which has representatives from the six authorities. The COG has identified a number of specialist officers from which it can request advice, particularly in relation to finance, ICT, human resources and risk management.

3 POWER TO MAKE THE DECISION

- 3.1 Section 2 of the Local Government Act 2000 (power of well-being) and Section III of the Local Government Act 1972 (incidental powers).

4 FINANCIAL AND STAFFING IMPLICATIONS

- 4.1 No significant financial implications arise directly from this report. Individual collaborative projects may involve additional financial implications or costs savings: these would be reported when decisions are sought. Denbighshire's contribution to the Year 1 feasibility studies was £26K and will be met from the resources available for such studies.

5 FINANCIAL CONTROLLER STATEMENT

Collaboration with partners and neighbouring authorities is seen as a major element of the efficiencies agenda to deliver more costs effective services. Clearly collaboration can only be encouraged where there is an identifiable gain through either cost savings for a similar service level/quality or service delivery improvement at a similar cost

6 CONSULTATION CARRIED OUT

- 6.1 Members, managers and staff are sent regular briefings and newsletters in relation to the work of the Regional Partnership Board. Additionally, all the Board's papers are on the Council's intranet and can be accessed by all staff.

Directors and Heads of Service were sent a list of potential Year 2 collaborative projects for suggestions and comment. However, thought needs to be given as to how Members and senior management can engage more in the collaboration agenda.

7 IMPLICATIONS ON THE VISION AND OTHER POLICY AREAS INCLUDING CORPORATE

- 7.1 The County's Vision states that we will work with our partners in the public, private and voluntary sector to progress a number of policy areas.
- 7.2 Collaboration can potentially affect all aspects of the Council's operations. Collaboration will not be pursued for its own sake but only in order to improve customer service, and/or to improve capacity and resilience to risk and/or to reduce costs.
- 7.3 The impact of collaborative projects on policy areas including sustainable development and equalities should be assessed.

8 ACTION PLAN

Action	Lead Member/Officer	Deadline
Regular report to Cabinet on collaboration, with Partnership Board and Collaboration Officers Group minutes	Leader/Ian Miller	Every 4 months : next report in July 2007
Consider how Members, managers and officers can become more engaged in the collaboration agenda	CET, MMC, Janette Williams	20 April 2007
Identify a methodology for impact assessing collaborative projects	Janette Williams, Collaborative Officers Group	13 April 2007

9 RECOMMENDATIONS

- 9.1 That Members consider the progress the Authority is making to meet the collaboration strand of the 'Making the Connections' agenda and request further information and/or action where required.
- 9.2 That Members note the minutes of the Regional Partnership Board meeting and progress against Year 1 projects.
- 9.3 That Members consider how they might best engage in discussions in relation to potential Year 2 projects

North Wales Regional Partnership Board Meeting 6th October 2006

Present

Leaders and Leader's Nominees

Cllr. John Meirion Davies

Cllr. Philip Evans JP
(in the chair)

Cllr. Rhiannon Hughes

Cllr. Derek Darlington

Cllr. Richard Parry Hughes

Cllr. Aled Roberts

Chief Executives and CEO Nominees

Huw Jones

Derek Barker

Ian Miller

Chris Kay

Harry Thomas

Isobel Garner

Local Authority

Anglesey

Conwy

Denbighshire

Flintshire

Gwynedd

Wrexham

Other Attendees:

Simon Davies

Colin Everett

Stephen Jones

Hannah Griffin

Chris Guest

Geraint George

Martyn Palfreman

Vicky McCourt

John Palmer

Fire and Rescue Authority
(Associate Member)

WLGA

WLGA

Denbighshire County Council

Flintshire County Council

Gwynedd Council

Social Services Improvement Agency (WLGA)

Social Services Improvement Agency (WLGA)

Head of Local Government Policy, WAG

Apologies

Cllr. Goronwy Edwards, Cllr. Gareth Roberts, Cllr. Trevor Roberts (North Wales Fire and Rescue Authority)

1. Minutes of the Previous Meeting held on 16th June 2006

Agreed: as a true record

2. Matters Arising

2a Urdd Eisteddfod

Agreed: That in the event of the Denbighshire resolution not being adopted by the WLGA Council the North Wales Councils will put together a proposal to support the Urdd Eisteddfod when it is located in North Wales.

2b Police Re-organisation

Agreed: That the North Wales Councils no longer seek a meeting with the Home Office minister.

Minute 17.4 Sports and Physical Activity (16th June 2006)

Agreed That the Board re-affirms its commitment to the establishment of a North Wales Academy of Sport, supported by government grants related to sporting excellence and the Olympics.

3. Collaborating, Connecting, Improving: Developing Collaborative Working in North Wales

3.1 The Board received a report and presentation from the Regional Co-ordinator on the development of regional collaboration in North Wales. Members of the Board raised the following points in discussion: -

- Regional Collaboration is a means to deliver greater efficiency and improvement in local government and enhance the “delivery and impact” reputation of local government, making the best use of our workforce and finances
- Engaging members – Collaboration will test the capacity of senior members and officers to address difficult issues and persuade the wider body of members of the case for joint service delivery
- Making a good case for regional invest to save funds with flexibility for each Council to determine how much and how to finance The Board should aim to see a minimum level of £500k across the region
- Identifying priorities across North Wales councils, rather than developing a North Wales strategy document
- Making time to debate big issues like legal vehicles to deliver collaboration
- Improving communication with members and staff and extending communications to the wider public sector and the voluntary sector
- Engaging with the wider public sector in collaboration
- Sub-regional collaboration, cross sectoral collaboration within sub-regions and working with Ceredigion needs to be on the agenda
- Debating how collaboration may relate to a future local government re-organisation
- Considering the impact of new EU regulations (The EU directive on public procurement) on how we organise collaboration
- Realising savings and being able to prove and collect them to re-invest in front line services.

Agreed

The recommendations in the report were agreed: -

3.2 Promoting Collaboration and reducing “resistance”

Recommendations agreed: -

- Regular communications on the Board’s work the Regional Coordinator/Collaboration Officer Group to inform and engage the workforce and elected members
- The allocation of a “Making the Connections” or Collaboration Cabinet portfolio in each authority with a senior officer allocated to support the cabinet member
- Revising the make up of project teams to reduce dominance by practitioners

Action

- The WLGA to release a press release on the 6th October meeting
- The Regional Co-ordinator to issues briefs on the work of the Board including a new brief for public sector partners and the voluntary/third sector based on the decisions of this meeting
- The regional co-ordinator to meet scrutiny committees, cabinet member groups and professional officer groups across the region
- Project teams to report their highlight reports within their authorities and take wider ownership of communicating on their projects within their Councils
- The Collaboration Officer Group and CEOs to devise a different project group structure for the next round of projects to the Board.
- The regional co-ordinator to commence a process of negotiation with each Council on how a member level Cabinet role with a supporting officer to lead on collaboration/MtC might be created in a way that is sensitive to local circumstances

3.3 Improving Capacity in Projects

Recommendations agreed: -

- Agreement in principle to create invest to save funds for collaborative projects
- Expand the support available to projects to include senior officers as well as Chief Executives.
- Expand the support available to project managers
- Elected members to be involved in sponsoring projects
- Develop standard templates, processes and documentation (like contracts) for use by projects

Action

- The regional co-ordinator to produce a “bid document” for each Council outlining the purpose and potential level of collaborative “invest to save” funds, making the case for each authority to find the resources appropriate to their own situation. A guideline of £1000 per 1000 population with a target of £500k across the region was agreed. Leaders will seek agreement to this (arising from the bid document) in each Council’s budget process, whilst it is clearly understood that not every Council may support the proposal.
- The regional co-coordinator to propose to the Collaboration Officer Group (COG) and then to CEOs a process for recruiting senior staff to support and lead projects in the next round of MtC/Board projects. This will include an approach to the WLGA concerning their senior staff.

- The Regional Co-ordinator to discuss with leaders a project sponsorship role for elected members, potentially linked to the Collaboration/MtC portfolio role.

3.4 Linking Regional Collaboration to the things that really matter

Recommendations agreed: -

- The production of a brief list of priorities derived from the existing strategies and plans of the North Wales Councils

Action

The regional Coordinator to: -

- Hold an event with the Collaboration Officer Group and
- Undertake desk research on the priorities of the six councils and
- Write up and report the findings to CEOs and the Board.

3.5 Improving Project Selection

Recommendations agreed: -

- The selection criteria for collaboration projects
- That the COG devises templates and guidance for officers and councils to make proposals for collaborative projects.
- The outline timetable for a consultation process on proposed collaboration projects, commencing in October/November and concluding in January to enable expressions of interest to the MtC Improvement Fund.
- That different levels of collaboration require different management arrangements with the Board's efforts focussed on major change projects of scale and impact.

Action

The regional coordinator through the COG pushes out templates and guidance consulting councils on their proposals for collaboration as soon as possible

3.6 Taking projects from Feasibility to Implementation

Recommendations agreed: -

- That a workshop be held on 21st December 2006 to debate the issues highlighted in the report (delivery vehicles, financing, governance, jobs, who works with who, impact on support services of moving functions between Councils

Action

- The regional co-ordinator, the supporting WLGA Director and Chief Executives to plan the workshop
- Topic papers to be commissioned to inform debate
- The Board to meet earlier than 10am 21/12/06 for a business meeting before "breaking out" into a workshop format to debate implementation issues.

4. Highlight Reports from the Collaboration Projects

4a Decriminalised Parking

Agreed: -

- That the Board continue to sponsor the project and to encourage each Council to support centralised processing by Denbighshire County Council
- That the Regional Co-ordinator be authorised to commit substantial time to the project to ensure it succeeds
- That Participating authorities should seek to maximise the deployment of central processing consistent with the legal framework for exercise of their powers under the Road Traffic Act 1991
- Contractual arrangements for the service should be based on risk sharing rather than risk transfer, and delegation of functions in the context of public procurement regulations
- Chief Executives will, if necessary, encourage their IT and Finance departments to prioritise development work to ensure IT systems are fully functional where DPE is to be implemented to tight timescales.
- The regional coordinator in consultation with Derek Barker secures a strong sponsorship role for the board on the project team at its next meeting

4b School Transport and Social Services Transport

Agreed

- To note progress and the reasons for slippage in the reporting date
- To support the principle of a stakeholder event to take forward the recommendations of the project.

4c Revenues

Agreed

- The Board resolved that nothing should be ruled out from the feasibility study and non-negotiable constraints be removed accordingly
- To add financial assessments to the feasibility study
- The feasibility review outcomes were endorsed.

4d Call Centres and SNEN

Agreed

- Denbighshire will be the local authority employer of staff employed to deliver the SNEN on the basis of the SNEN contact centre being located in St. Asaph.
- The Board referred other SNEN decisions to the SNEN Board on which Leaders and Chief Executives sit
- The contact centre group should make proposals for a new project to undertake a contact centre study (the current project is based on SNEN, extranet proposal and mystery shopping) following a survey of North Wales Councils to establish which authorities have plans for a contact centre. (rejecting recommendation iv)
- The new study should explore the potential for collaboration on a sub-regional basis and, or the procurement of software and consultancy to establish local or sub-regional call centre facilities
- The Board will consider future call centre collaboration within the scope of the 101 service, but not exclusively so.

4e Telecare

The Board noted good progress and resolved to produce a briefing for public sector partners under this item.

Action

The regional co-ordinator to prepare the highlight reports for wider circulation (The H/L reports to be translated) and add a partners briefing to the current suite of communications bulletins.

4f Specialist Planning Services

The Board noted progress in scoping this project

4g Making the Connections Highlight Report

Agreed

The Board agreed the report and the forward programme contained therein and agreed to receive subsequent reports and an expanded forward work programme based on: -

- Board business and decisions to be taken at meetings
- Project milestones
(Includes SSIA business for the Board)

5. Improving Our Processes

5a Terms of Reference

Agreed:

- The Terms of Reference were agreed with a review to be undertaken at the Board's 13th December 2007 meeting.

(Minor amendments to include Leaders in agenda preparation procedures and efficiency (in addition to collaboration) as a core activity of the board were requested and agreed.)

5b Collaboration Officer Group Terms of Reference

Agreed

- As printed with addition of efficiency information and best practice sharing being added to the TOR

5c Financial Protocol

Agreed

As printed, subject to the addition of financial reporting the Board to enable Leaders to take an overview of project finances.

6. WLGA Updates

Colin Everett reported on the progress of discussions relating to single status and equal pay.

Martyn Palfreman reported on the Social Services Improvement Agency and introduced Vicky McCourt the Regional Coordinator of the Social Services Improvement Agency.

The Board responded that it was keen to be involved in the work of the Social Services Improvement Agency and to encourage it to work closely with partners and elected members on the Health and Well-Being Agenda.

It was noted that reporting arrangements and terms of reference for the Agency's North Wales operations would be reported to the next meeting on 21st December 2006.

The agency was asked to review the efficiency statements produced in England which outlined how savings are being achieved in Adult Social Care and Children's Services as these are areas of pressure for the North Wales Councils.

7. Children's Commissioning Support Resource (CCSR)

Barbara Street gave a presentation on the establishment, and the work, of the CCSR.

The CCSR aims to improve the outcomes for Looked After Children by enabling more appropriate placements and greater placement stability. The primary delivery vehicle for these aims is a database of placements and related services available to each authority in Wales. Additional benefits from the database will be improved information on placements, greater consistency across Wales, improved processes for making placements and better value for money from the management information obtained.

There was discussion of encouraging every North Wales authority making full use of the database and engaging with the CCSR on the wider agenda of improvement with the Social Services Improvement Agency.

The Board was interested in action to reduce placements of local children outside Wales and discussed the need to recruit more foster carers in Wales.

Questions relating to cross border flows were discussed.

8. Reports

The following minutes of meetings were noted: -

- TAITH
- Central Wales Plus

8d Waste Collaboration

Agreed

The Board welcomed progress being made by the Director's Group and look forward to receiving the project proposal at the next meeting on 21st December 2006.

9. North Wales Voice

9a Police Precept

The Board agreed the following principles as guiding the response of each authority in the two meetings arranged with the Police Authority: -

- Local authorities wish to see basic neighbourhood policing prioritised in the police budgeting process without resources being diverted to protective services
- It is inappropriate for capping to be suspended for the police service as local authorities have to operate within capping limits and make difficult decisions every year.
- The police precept should not rise faster than local authority council tax levels as the public see councils as "responsible" for the overall council tax increase

- The Police may choose to lobby the Home Office for additional resources, and councils would support them in doing so
- The Police are invited to participate in the North Wales Regional Partnership Board and collaborate with Councils to reduce costs and make efficiencies.

In discussion concern was expressed that: -

- While the police seek additional resources there is considerable investment in kit and facilities
- There has been a rundown of local command structures with concentration of senior officers at Police HQ
- The police are bidding for £5m growth on a net budget of £121m (£137m gross) at around 4% (excluding inflation), whereas £45m of 2006/7 financing was from the Council Tax precept and £5m growth on precept revenue represents an 11% increase due to the gearing effect.

9b Secondary Care Review

Agreed

It was agreed that in the light of capacity issues in the NHS relating to change management and financial pressures:

- This second stage of work should be jointly commissioned by the Regional Partnership Board and NHS North Wales Planning Forum (LHBs);
- Directors of social services should be authorised to discuss the terms of reference with their NHS colleagues and return to the next meeting of the North Wales Regional Partnership Board with a firm proposal.

10. Any Other Business

The Board agreed: -

- Its meeting schedule
- The proposed big event on 5th February 2007
- A shared services seminar with SOLACE North Wales on 12th January 2007.
- To support the WLGA's stance on the EU Convergence Funds in response to the WAG consultation

The Board raised £34.56 for Jeans for Genes by sponsoring Hannah Griffin's (Denbighshire) denims.

North Wales Regional Partnership Board Meeting 21st December 2006

Present

Leaders and Leaders' Nominees

Apologies due to special
Council Meeting
Cllr. Goronwy Edwards JP

Cllr. Rhiannon Hughes
(in the chair)
Cllr. Aaron Shotton

Cllr. Richard Parry Hughes

Cllr. Aled Roberts

Chief Executives and CEO Nominees

Huw Jones

Derek Barker

Ian Miller

Chris Kay

Harry Thomas

Isobel Garner

Local Authority

Anglesey

Conwy

Denbighshire

Flintshire

Gwynedd

Wrexham

Other Attendees:

Simon Smith

Chris Enness (for item 6)

Cllr. Trevor Roberts

Richard Brunstrom

Colin Everett

Stephen Jones

Janette Williams

Chris Guest

Ian Forrester-Mowatt

Vicky McCourt

North Wales Fire and Rescue Authority

North Wales Fire and Rescue Authority

North Wales Fire and Rescue Authority

North Wales Police

WLGA

WLGA

Denbighshire County Council

Flintshire County Council

Gwynedd Council

Social Services Improvement Agency (WLGA)

Apologies

Cllr. Gareth Roberts, Derrick Jones (Ynys Mon)

Tribute to the Late Councillor Derek Darlington

The Board stood in two minutes silence in memory of the late Councillor Derek Darlington, formerly Leader of Flintshire County Council.

1. Minutes of the Previous Meeting held on 6th October 2006

Agreed: as a true record subject to noting the attendance of Simon Smith, Chief North Wales Fire and Rescue Officer at the meeting.

2. Developing a North Wales Waste Disposal Consortium

Agreed:

2.1 That the North Wales Councils establish a waste disposal consortium based on the South West Wales model.

2.2 That the role of the consortium will be co-ordination, research and advice to the member authorities who will continue to manage their own procurement of waste disposal services. The consortium will review progress at authority and sub-regional and provide capacity to resolve specific issues without assuming any of the powers or functions of constituent local authorities.

2.3 That the constituent authorities will provide the consortium with support from officers expert in the waste management, financial, procurement and legal professions through arrangements to be brokered by the North Wales Strategic Directors of Environment Group.

2.4 That the North Wales Strategic Directors of Environment Group as the steering group for the establishment of the consortium make an application to the Welsh Assembly Government for resources to support the consortium in the discharge of its role.

2.5 That the Board and the North Wales Strategic Directors of Environment Group sponsor a joint event for the Board and Cabinet Members responsible for Waste Disposal and Finance and Resources, with Directors of Finance, to raise awareness of the potential impact of waste disposal costs and risks on the North Wales Councils, and the place of collaboration in mitigating costs and risks.

3. Collaboration Highlight Reports

The Board noted the Highlight Reports presented by the Regional Co-ordinator.

The Board advised that the Revenues Project Group should continue to develop potential collaborative improvement projects in addition to securing the services of consultants for the feasibility study.

4. SSIA Highlight Report

The Board noted the reports presented by the SSIA Regional Co-ordinator.

The Board requested that: -

- The Gershon savings achieved in social services in England is translated into percentages of total expenditure.
- The NWSSIC give high priority to considering the lessons from the foster care project being undertaken South East Wales when its conclusions are published

5. Report from the WLGA Director

Colin Everett reported on: -

- WAG proposals to establish Local Services Boards
- Equal Pay and Single Status implementation
- Beecham Report and Making the Connections generally

The Board resolved to: -

- Invite a senior Assembly official to attend Board Meetings on a regular basis
- Note the extent of lobbying and negotiation over the issue of capitalisation of liabilities arising from single status.

6. Reducing Deaths from Fire – Information sharing to reduce risk to vulnerable people

The Fire and Rescue Service gave a presentation demonstrating an increase in accidental fire deaths amongst vulnerable people in North Wales.

The Board **agreed** that: -

- The issue be referred to the Chief Executives' Forum for action
- The six Councils work together with partners to produce a single data sharing protocol
- All professions be encouraged to pass relevant information to the fire service

7. North Wales Voice

7a Police Authority Precept

Action:

Ian Miller and Stephen Jones to draft correspondence supporting the police authority's efforts to: -

- Secure additional grant_funding from the Home Office and therefore implementation of Level 2 standards for protective services in North Wales
- The transfer of funding of Welsh forces from the Home Office to the Assembly if funding for Welsh forces cannot be separated from England within the Home Office.

Agreed that the Chief Executives discuss at their next meeting: -

- Public Services lobbying events for AMs/MPs after the next election based on a Manifesto for North Wales
- The development of a manifesto for North Wales
- A North Wales office in Cardiff
- Requesting the Assembly to provide more sophisticated video conferencing facilities for video meetings between North and South Wales

7b Urdd Eisteddfod Funding

The Board **agreed** to await the outcome the position of the Assembly (as part of a review of its support to artistic institutions) on the funding of the Urdd Eisteddfod

7c Secondary Care Review

It was **agreed** to receive a presentation on “Designed for North Wales” from Derek Griffin, the Regional NHS Director in North Wales, at the next Board meeting on 16th February 2007.

7d Equal Pay and Single Status

It was **agreed** that: -

- A review of progress in implementing single status be referred to the Chief Executives' Forum (further to the earlier item).

8. Any Other Business

No other business was reported

REPORT TO CABINET

CABINET MEMBER: Cllr R Hughes, Leader

DATE: 27 March 2007

SUBJECT: Rhyl Town Centre Retail Redevelopment Scheme

1 DECISION SOUGHT

To receive the 'Rhyl Town Centre Retail Redevelopment Scheme' study undertaken by King Sturge, commissioned by the Welsh Development Agency (now Welsh Assembly Government, Department of Enterprise, Innovation & Networks (DEIN)) and supported by Denbighshire County Council.

To approve the principles outlined in the King Sturge masterplan in order to progress the town centre retail redevelopment as outlined in the report. Note that should the eventual preferred developer not be able to acquire the necessary properties through negotiation, the use of a Compulsory Purchase Order may be required.

2 REASON FOR SEEKING DECISION

2.1 The West Rhyl Regeneration Area (WRRRA) strategy was approved by Cabinet on 24 May 2005. The strategy sets out a master plan for improving and redeveloping a number of key property blocks along West Parade in Rhyl.

2.2 One of the key blocks under consideration is that known as block O, which was designated as a potential town centre retail redevelopment site. The area shown on the plan (attached as Appendix 1), is broadly square in shape and comprises approximately 1.12ha or 2.96 acres. It is bounded by Queen Street, High Street, West Parade and the Promenade. Part of the site has been in the ownership of the Welsh Assembly Government for some years.

2.3 The WDA, supported by DCC, commissioned a study of block O in November 2005 to consider the following issues, as a precursor to redevelopment.

Rhyl's current retail position

Consideration of potential new retailers

Consideration of suitable designs and provision of options to present to developers

The feasibility and appraisal of the economic viability of the options

Following a competitive tendering exercise King Sturge were commissioned to undertake the work and an executive summary of their final report is attached as Appendix 2

2.4 Discussions about the implementation of a scheme have taken place between WAG Officers and those of the County Council, and based on the report it is considered that an economic case can be made to progress the scheme.

2.5 Subject to Members being supportive, potential retail developers will be asked to tender for preferred developer status to progress the comprehensive redevelopment scheme with WAG (DEIN), probably in the form of a Joint Venture. While the tendering details are yet to be finalised, it should be noted that the study shows the scheme to be economically viable without significant grant support at this time.

2.6 A possible barrier to progression however, is the complexity of the land assembly issues associated with the scheme. It is hoped that a voluntary purchase of the site's various properties will be possible but should any major stumbling blocks arise, WAG (DEIN) will return to formally ask DCC for its support for CPO action.

3 POWER TO MAKE THE DECISION

3.1 S120 of the Local Government Act 1972 gives the power to acquire land. S226 of the Town & Country Planning Act 1990 gives the power to implement Compulsory Purchase Orders.

4 COST IMPLICATIONS

4.1 There are no specific cost implications to this paper at this stage. Costs to date have been met by DEIN. Ongoing work with DEIN in presenting the study to potential developers will be contained within Environment Directorate budgets.

4.2 Substantial costs will be associated with property acquisition, demolition, infrastructure, and re-development. At this stage it is envisaged that the private sector will bear all this cost and that the scheme can be delivered without grant support.

5 FINANCIAL CONTROLLER STATEMENT

Section 4 suggests there are no significant cost implications at present for the Council from this matter.

4.2 above mentions the current uncertainty over funding future development. It will be necessary to report back to a future meeting, when matters become clearer, any potential investment needed from the Council. Any proposals will need to be reviewed and scored through the Council's capital project evaluation process and considered by the Capital Strategy group for recommendation to Cabinet and Council.

6 CONSULTATION CARRIED OUT

6.1 The Rhyl Going Forward Strategy has been subject to extensive consultation over the past five years. The Cabinet has received and approved the WRRRA strategy. The Rhyl Elected Members group has also received specific presentations on the WRRRA and the Rhyl Town Centre Retail Redevelopment Scheme and have indicated their support.

6.2 Several private sector retail developers and retailers have been consulted during the study and this has raised awareness of the potential of the site. Evidence shows

that there is keen interest in the project, in advance of the scheme being formally presented to the market.

7 IMPLICATIONS ON OTHER POLICY AREAS INCLUDING CORPORATE

The Council has a priority to remove all wards in Rhyl from the top 50 in the Welsh Index of Multiple Deprivation by 2012. This project will be a contributor to the achievement of that high level aim.

There is also evidence of significant retail leakage for Denbighshire and Rhyl in particular to other retail destinations. This project will enable Rhyl town centre to stand its ground and hopefully reclaim some of the retail trade lost to other competing town centres.

8 ACTION PLAN

8.1 No specific action for the Authority as the report supports action by the Welsh Assembly Government. Follow up reports for information will be made available as work progresses.

9 RECOMMENDATIONS

9.1 That Members receive and support the Rhyl Town Centre Retail Redevelopment Study proposals. The scheme will then progress to the appointment of a preferred private sector development partner working closely with WAG DEIN.

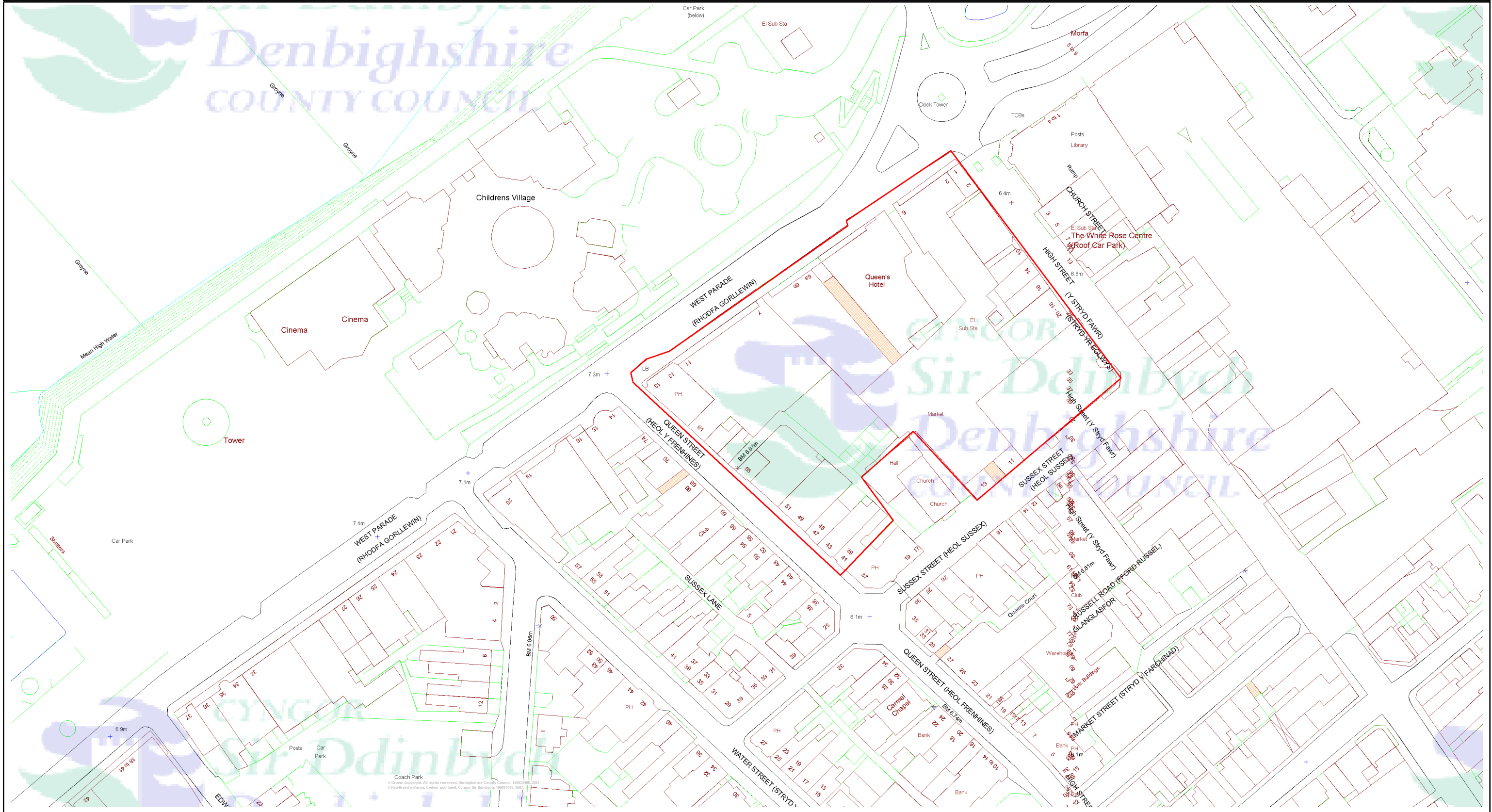
9.2 That Members note that the use of a CPO may be required to fully assemble the necessary site and that further reports will be brought before Cabinet prior to any formal CPO instigation.



Date 6/2/2007
Scale 1/1270
Centre = 300643 E 381531 N

APPENDIX 1

West Rhyl Regeneration Strategy - Block O



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© Hawlfraint y Goron. Mae atgynhyrchu heb ganiatâd yn torri hawlfraint y Goron a gall hyn arwain at erlyniad neu achos sifil. Cyngor Sir Ddinbych. 100023408. 2007.

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Welsh Assembly Government
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REPORT PREPARED FOR:

WELSH ASSEMBLY GOVERNMENT & DENBIGHSHIRE COUNTY COUNCIL

ON

RHYL TOWN CENTRE
RETAIL REDEVELOPMENT SCHEME

IN ASSOCIATION WITH

BRH ARCHITECTS

DAVIS LANGDON

BOREHAM CONSULTING
ENGINEERS

AS AT

MAY 2006

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EXECUTIVE SUMMARY

King Sturge LLP were appointed in November 2005 by the Welsh Development Agency (WDA) and Denbighshire County Council (DCC) to undertake a town centre retail study upon part of Rhyl Town Centre comprising a site bounded by High Street, West Parade, Queen Street and Sussex Street . The brief required a retail study for Rhyl that would:

"Generate a Masterplan for the scheme, having regard to and building on the contents of the existing WRRRA Strategy and Masterplan and Draft development brief".

WDA have subsequently been subsumed into the Welsh Assembly Government (WAG) with effect from April 2006.

King Sturge LLP (Retail and Development Consultancy teams) assembled a multi disciplinary team comprising BRH Architects (Masterplanning / Urban Design), Davis Langdon (Construction Cost Advice) and Boreham Consulting (Transportation) to undertake this study.

The findings and recommendations of the report can be summarised as follows:

Rhyl In Context

- Rhyl Town Centre is located 34 miles west of Chester and 40 miles north west of Wrexham, along the A548. The town centre lies 5 miles north of junction 27 of the A55 dual carriageway, the North Wales major artery servicing its coastal towns on the island of Anglesey.
- Rhyl is the largest town centre for shopping within Denbighshire and has excellent accessibility by car, rail and bus.
- Rhyl has a relatively strong retail offer with many of the UK's top 20 retailers represented, comparing favourably with other town centres of similar size and particularly with the competing coastal centres of Bangor and Llandudno. However, the presence of these retailers does not necessarily create a vibrant retail centre.
- Secondary retailing provision is made up of a good mix of regional and national tenants that generally cater for the discount end of the market. Rhyl has recently seen a strengthening of secondary retailing provision best demonstrated by two new developments comprising Wilkinsons on Market Street and Peacocks and Savers on Sussex Street.
- Rhyl does not however offer an attractive tenant mix, vitality or critical mass and is deficient in a number of comparison categories including department store, ladies, gents and children's fashion, music, jewellery, electrical and quality café, food, coffee shop

and family restaurant provision. A lack of modern retailing space has restricted the attractiveness of the town to both represented retailers seeking to expand, and unrepresented retailers seeking to come into the town.

➤ The most important retail provision within the town is the enclosed White Rose shopping centre anchored by Marks and Spencer and Woolworths. The centre is now considered dated and many occupiers are generally considered undersized in their accommodation. There are no firm current plans for refurbishment.

➤ Rhyl has been a relatively poor performer in terms of rental growth, attributable to the lack of availability of modern prime retail accommodation meeting retailers requirements, although 2006 has shown some improvement due to a limited amount of new development and refurbishment/subdivision of units in the White Rose Centre.

➤ Chester and Llandudno are Rhyl's primary retail competition. Rhyl suffers significant leakage for non food comparison retail spending to both of these centres. Competing centres are strengthening their retail offer with attractive new developments leaving Rhyl 'standing still'.

➤ Rhyl has a largely untapped market for retail consumers, and there is therefore a future potential for growth. From research undertaken by King Sturge represented and non-represented retailers have indicated that a well designed scheme anchored by a department store would be attractive to them.

➤ The perception of Rhyl as a retail centre is poor with perceived high crime rates and socioeconomic deprivation. Changes in the tourism economy, lack of inward investment, poorly designed public parking, lack of town centre management, poor urban design and damaging media publicity has not helped promote Rhyl albeit that there has been recent signs of improved confidence with new investment in residential development and mixed use retail and residential proposals being brought forward.

➤ Rhyl has a limited out-of-town retail warehouse and leisure provision. The retail warehouse supply is restricted to the Clwyd Retail Park (located 1½ miles to the south east of the study site) which is not considered a significant threat to the town centre scheme. However this could be seen as a disadvantage to the health of the wider town as the pull of competing centres means shoppers may be attracted elsewhere.

RHYL TOWN CENTRE RETAIL REDEVELOPMENT SCHEME

➤ Convenience stores are generally well catered for in Denbighshire and there are two current proposals that would extend the provision namely;

i. Tesco's proposal at Prestatyn for a new 90,000 ft² store comprising open A1/ bulky retailer goods. We understand that a reserved matters consent has been recently granted

ii. Modus' redevelopment proposals for the Ocean Beach fun fair site approximately 1 mile south east of Rhyl Town Centre. The main element of this scheme is the relocation of Asda from Kinmel Bay to provide a new store with a gross area of 101,000 ft². Asda is seeking to intensify the range of comparison shopping goods to be sold within the proposed development.

If the proposals were to go ahead it is anticipated that Asda's George' clothing brand and other non food goods would compete directly with the opportunity to attract a variety or department store to the town centre in a redevelopment of the study site, particularly if the store operator was in the same sector.

Clearly therefore, it is critical that the redevelopment of Ocean Beach and other out-of-town schemes are not allowed to have a detrimental impact upon the town centre re-development proposals comprised within this report..

The Development Site and Development Options

- The development site occupies a prime position within the town centre and is adjacent to the White Rose shopping centre. The site is broadly square and extends to 1.12 ha (2.96 acre).
- A large part of the site is in unregistered ownership, although information relating to these ownerships has been obtained. Of those interests in registered ownership, part of the site fronting Queen Street is in WAG ownership. The entire site falls into a limited number of ownerships.
- The development site presently accommodates a mix of retailers, including Queens Shopping Centre Market Hall, which occupies a substantial part of the site, together with several amusement arcades onto West Parade. With the exception of McDonalds the quality of retailers in the study site is poor.
- The proposal is to redevelop the majority of the study site with the exception of a public house and a Church which are both listed buildings. Both are to be retained within any future re-development.
- Retail demand quantified by King Sturge highlights the need for additional retail space to include a 30,000 - 40,000 ft² department store, supported by complimentary mixed use retailing. Collectively, this would provide for an improvement in the range of retail and ancillary accommodation available in the prime retail area of the town centre, capable of attracting comparison goods categories currently deficient in the town.
- The vision for the site is to achieve a high standard of design, providing new employment in a mixed retail and commercial offer. A high quality new development will reinforce the importance of Rhyl as a town centre destination location and act as a catalyst towards the wider regeneration of Rhyl.

- Transportation consultants have provided detailed advice on traffic, access and parking issues. Public parking supply in the town centre comes in the form of either free limited-waiting on-street car parking or tariffed off street parking. The consultants recommend the quality of existing public car parks should be improved and the strategy for routing traffic to them be reviewed. They recommend that the re-development be serviced primarily from Queen Street,
- Following a number of “workshop” sessions with representatives from WAG and DCC, two development options for the site have emerged.
 - i. **Option One** sets out the buildings in a linear pattern, which a department store of 40,000 ft² on two levels forms the anchor tenant. The option generates gross floorspace of approximately 174,250 ft².
 - ii. **Option Two** sets out the new buildings in a diagonal aspect to focus on an entrance to the new department store. This option generates gross floorspace of approximately 175,500 ft².
- Development appraisals have been prepared to validate the financial viability of each of the options. These appraisals take into account rental and capital values, construction cost estimates, fees, financing costs, marketing and other anticipated development costs, and developers profit.
- Option Two produces the highest capital value scheme and the highest residual site value. It addresses the importance of identifying the department store as the principal retail attraction within the development proposals. This is however at the expense of creating less attractive retailing space.

RHYL TOWN CENTRE RETAIL REDEVELOPMENT SCHEME

- Option One on the other hand, satisfies the issue of providing flexibility within the retail offer and reinforces the street frontages within the scheme with active shop fronts. A visual link to the department store is not considered to be a priority for the success of the development as a whole, as this can be dealt with through quality signage and familiarity.
- Both appraisals do however highlight that a viable re-development of the subject site could be undertaken subject to site assembly issues being resolved either by negotiation or through the use of compulsory acquisition.
- The next steps will include King Sturge assisting WAG in the selection of a suitable development partner to bring the project forward and to further negotiations with land owners with an ultimate resolution of using CPO powers if required.

➤ The future of Rhyl as a retail centre rests firmly with delivery of The Vision outlined in the report. It is bold, but exciting, and can change many peoples perceptions of Rhyl as a retail centre. Promoted by the Public Sector, through a developer selection process, WAG and DCC will play an important role in delivery of the development in partnership with the private sector. The private sector will be required to finance and deliver the scheme; however the intervention and support of the Public Sector is vital, utilising formal intervention measures if necessary, to ensure that site assembly and regeneration progresses. To do nothing is unacceptable, as it is essential for confidence to ensure the market is aware that a redevelopment is being brought forward.

➤ We believe that a quality and well designed scheme will attract represented retailers to relocate and non represented retailers into the town and act as a catalyst for the regeneration of Rhyl Town Centre. This should greatly assist in stemming the consumer leakage to competing regional and local retail centres and improve the vitality and variety of comparison shopping facilities available in the town centre.

KING STURGE
MAY 2006

REPORT TO CABINET

REPORT BY: CHIEF EXECUTIVE

DATE: 27 MARCH 2007

SUBJECT: DELEGATIONS

1 DECISION SOUGHT

1.1 To add to the existing list of delegations to the Chief Executive at Section 3, Part 9.1 of the Constitution as follows:-

3.35 To authorise persons who are not officers of the authority to act in matters in respect of which such authorisation is an executive function.

3.36 To exercise the authority's functions under Chapter 1 Violent Crime Reduction Act 2006 (Drinking Banning Orders) and Section 15 (Power to impose charges on licence holders etc in zones).

1.2 To amend the existing delegations to the Lead Member for Customer Care and Citizen Engagement by inserting "(a)" before the existing delegation and to add the following:-

"(b) To designate localities as alcohol disorder zones under Chapter 2 Violent Crime Reduction Act 2006"

2 REASON FOR SEEKING DECISION

2.1 Included in the Violent Crime Reduction Act 2006 are further regulatory measures in respect of alcohol related violence and disorder. This report addresses those matters that fall to the executive rather than the Licensing Committee and proposes delegations much in line with existing regulatory matters already dealt with by officers or order making decision delegated to specific portfolio holders.

Under the Act powers are granted to the Police, British Transport Police Force and Local Authorities to seek orders in the courts banning individuals from premises arising from alcohol related offences. Legislation also makes provision for the introduction of training courses for the education and rehabilitation of such individuals. Since this aspect of the legislation is of a similar nature to other regulatory functions already exercised by officers it is suggested that this aspect would best be delegated to officers. In addition, the charging powers following from the designation of alcohol disorder zones are similarly of an operational and regulatory nature. Indeed, the mechanics will be specified in regulations and in effect will support regulatory and fee charging activity already undertaken by officers.

2.2 With regard to the actual designation of alcohol disorder zones there is a prescribed consultative regime. Consultation will take place with local members as well as the public and formal consultees. Whilst there is no legal reason why

such designations could not be delegated to officers, delegating the function to the Lead Member accords more closely to present practice for other functions designating areas for purposes of legislation e.g. conservation areas.

3 POWER TO MAKE THE DECISION

- 3.1 This decision falls to the Cabinet by virtue of the Local Government Act 2000 and the fact that these functions are not full Council functions by virtue of the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007.

4 COST AND STAFFING IMPLICATIONS

- 4.1 Although the Act adds additional functions, these are complimentary to the existing licensing and crime and disorder functions taken into consideration in the Assembly settlement. Income may be generated in the future if the Assembly exercise regulation making powers to prescribe charges.

5 FINANCIAL CONTROLLER STATEMENT

- 5.1 It is likely that any new income resulting from this matter will have to be used for purposes to be specified in the regulations. Also, the charge levels will be specified within the regulations.

6 CONSULTATION CARRIED OUT

- 6.1 The Leader and Lead Member have been consulted.

7 IMPLICATIONS ON OTHER POLICY AREAS AND THE VISION:

- 7.1 These additional functions support the Council's existing work and aspirations in respect of the quality of life for the residents of Denbighshire generally and particularly for those living in areas where alcohol related crime has been problematic.

8 ACTION PLAN

- 8.1 Officer delegations will be made following Cabinet approval. Any designations by the Lead Member will comply with the legislative provisions and timetable.

9 RECOMMENDATIONS

- 9.1 To add to the existing list of delegation to the Chief Executive at Section 3, Part 9.1 of the Constitution as follows:-

3.35 To authorise persons who are not officers of the authority to act in matters in respect of which such authorisation is an executive function.

3.36 To exercise the authority's functions under Chapter 1 Violent Crime Reduction Act 2006 (Drinking Banning Orders) and Section 15 (Power to impose charges on licence holders etc in zones).

9.2 To amend the existing delegations to the Lead Member for Customer Care and Citizen Engagement by inserting "(a)" before the existing delegation and to add the following:-

"(b) To designate localities as alcohol disorder zones under Chapter 2 Violent Crime Reduction Act 2006"

REPORT TO CABINET

CABINET MEMBER: Councillor P A Dobb, Lead Member for Health and Wellbeing

DATE: 27th March 2007

SUBJECT: Housing Revenue Account Budget & Capital Plan Report 2006 / 2007

1 DECISION SOUGHT

That Members note the financial forecast position (revenue and capital) of the Housing Revenue Account (H.R.A.) for the current financial year, as at the end of February 2007.

2 REASON FOR SEEKING DECISION

The need to deliver the Council's agreed budget strategies for the current financial year.

3 POWER TO MAKE THE DECISION

Housing Act 1985, Part II.

4 COST IMPLICATIONS

Housing Revenue Budget

- The outturn projection on the HRA at the end of February 2007 shows a projected net surplus at the year end of £759k (Appendix 1) against a budgeted surplus of £333k. This is a reduction of £12k to the surplus that was reported at the end of January.
- Right to Buy (RTB) sales are still slow, which means there is more stock attracting negative subsidy. However, this also means that more rent income than planned will be received, hence the £224k positive variance on rent income.
- There have been 18 RTB sales so far this year and the housing stock is now 3485. The average value of sales so far is approximately £60k, compared to £53k allowed for in the Housing Stock Business Plan (HSBP). The forecast 20 RTB sales should be achieved by the end of March

Housing Stock Business Plan

- The Plan has now been fully updated to allow for all changes, including the Subsidy Determinations for 2007/08, revised RTB sales, leasing and inflation and the Plan remains financially viable. In fact, the Plan has improved from last year, largely because of a better than expected Subsidy settlement.
- Currently, the Plan suggests that HRA balances will not fall below £1.2m.
- A series of sensitivity tests were applied to the Plan and showed that if everything that could go wrong did go wrong, then it would be at least 10 years before the Plan went into negative balances
- An external due diligence review of the Plan was completed in February and concluded that *“The Council’s HRA business plan provides for a viable 30 year HRA revenue account and the achievement of the WHQS by 2012 and over 30 years.”* The report did highlight the known sensitivities of the Plan and because of this it will be kept under continual review.

Housing Capital Plan

- Progress on the HRA capital plan is included as Appendix 2. The total forecast expenditure for the year has increased by £193k because expenditure on the windows and major refurbishments contracts has increased in the last month, clawing back some slippage from earlier in the year.
- Achievements to date on the major contracts are as follows (the figures quoted in brackets are those reported in January 2007):

Major Refurbishments	82 properties underway (49) and 13 completions
Window s contract	1,857 properties completed (1,772)
Heating contract	733 properties completed (712)

Slippage on the 2006/07 contracts will roll forward to 2007/08. The financing will move with the slippage so there is no adverse impact to the HRA, in fact it is beneficial financially in the longer term.

Summary

The revenue and capital budgets as reported at the end of February 2007 impact positively Council’s Housing Stock Business Plan.

There is slippage forecast on the HRA Capital Plan this year but work on the major refurbishment contract will escalate considerably in the new-year.

The Business Plan has been fully updated and reviewed and it is in an improved position from last year. The adverse impact of reduced RTB sales has been compensated for by other favourable variances within the Plan.

An external review of the Plan has confirmed that it is viable and on target to achieve the Welsh Housing Quality Standard by 2012.

The HRA and capital plan position as reported does not have any additional staffing implications.

5 FINANCIAL CONTROLLER STATEMENT

The improved Business Plan forecast is welcomed as is the reassurance that the Plan remains financially viable in the longer term. The Plan should continue to be monitored regularly so that the impact of any changes to the key sensitivities within it can be assessed.

6 CONSULTATION CARRIED OUT

The HRA capital and revenue budget were agreed by Cabinet in January 2006.

7 IMPLICATIONS ON OTHER POLICY AREAS INCLUDING CORPORATE & THE COUNCIL'S VISION

The level of funding available to services together with budgetary performance impacts upon all services of the Council. The HSBP will help achieve the ideal living vision, through access to good quality, affordable housing, which is more energy efficient and designed to meet their needs.

8 ACTION PLAN

Action	Responsibility	Date
Ongoing monitoring of the HSBP.	Head of Housing Services & Senior Management Accountant.	Monthly updates to Cabinet.

9 RECOMMENDATION

Members note the latest financial forecast position of the Housing Revenue Account (H.R.A.) for the current financial year.

Housing Revenue Account ~ 2006/07 Budget

<u>2005/06</u>		<u>2006/07</u>		
Actual		Original Budget	Forecast Out-turn	Variance to Budget
£		£	£	£
	<u>EXPENDITURE</u>			
1,240,343	Supervision & Management - General	1,118,236	1,114,953	3,283
219,533	Supervision & Management - Special	212,949	253,204	-40,255
129,481	Welfare Services	129,866	135,219	-5,353
0	Homelessness - Leased Accommodation	0	224,484	-224,484
373,200	Rents	391,451	371,143	20,308
2,657,345	Repairs and Maintenance	2,599,819	2,599,819	-0
4,619,901		4,452,321	4,698,823	-246,502
28,745	Rent Rebates	0	0	0
927,876	Debt Charges	1,128,757	1,049,257	79,500
326,000	C.E.R.A.	0	0	0
0	Rent Rebate Subsidy Limitation	53,316	110,607	-57,291
2,690,309	Subsidy	2,976,737	2,796,644	180,093
-40,608	Provision for Bad Debts	50,000	50,000	0
8,552,223	Total Expenditure	8,661,131	8,705,331	-44,200
	<u>INCOME</u>			
8,534,781	Rents (net of voids)	8,803,016	9,027,163	224,147
	Leased Rents	0	194,539	194,539
94,189	Garages	96,912	94,222	-2,690
143,532	Interest (Balances & RTB mortgages)	95,000	148,926	53,926
8,772,503	Total Income	8,994,928	9,464,850	469,922
	Surplus / Deficit (-) for the Year			
546,279	General Balances	333,797	759,519	425,722
-326,000	Earmarked Balances	0	0	0
1,308,768	Balance as at start of year ~ General	1,855,264	1,855,264	0
326,216	Balance as at start of year ~ Earmarked	0	0	0
1,855,264	Balance as at end of year ~ General	2,189,061	2,614,783	425,722
0	Balance as at end of year ~ Earmarked	0	0	0

Appendix 2

HRA Capital Plan Update 2006/07

Month 11

Actual 2005/06 £	Description	Approved Schemes £	Actual at End Feb £	Forecast Outturn £
751,529	Housing Repair Work Pre 2006/07	136,273	19,600	20,000
171,991	Environmental Improvement Works	373,000	16,911	70,000
2,650,442	2005/06 Major Improvements – All Groups	0	999,762	1,023,862
0	2006/07 Major Improvements – All Groups	2,979,000	849,037	1,090,000
0	Bodelwyddan Gas Supply Scheme	0	16,404	16,404
2,011,332	Windows Replacement	2,982,000	2,028,459	2,100,000
743,287	Central Heating Contract	1,000,000	996,755	1,000,000
100,000	DFG - Council Properties	100,000	100,000	100,000
0	Capitalised HRA Repairs & Maintenance	0	100,000	100,000
6,428,581	Total	7,570,273	5,126,928	5,520,266

2005/05 £	HRA Capital Plan Financed By:	Original £	Forecast £
2,400,000	Major Repairs Allowance Grant	2,400,000	2,400,000
556,500	Useable Capital Receipts	706,000	275,000
3,146,082	Prudential Borrowing	4,464,273	2,845,266
326,000	CERA	0	0
6,428,582	Total	7,570,273	5,520,266

REPORT TO CABINET

CABINET MEMBER: Councillor G O Rowlands Lead Member for Finance and Procurement

DATE: 27 March 2007

SUBJECT: Revenue Budget and Summary Capital Plan 2006/07

1. DECISION SOUGHT

- 1.1 Members note the latest revenue budget performance figures for the 2006/07 financial year as detailed in the attached Appendix 1.
- 1.2 Members also note the summary capital plan performance for 2006/07 financial year as detailed in the attached Appendices 2 and 3.

2. REASON FOR SEEKING DECISION

- 2.1 The need to deliver the Council's agreed budget strategy for the 2006/07 financial year and avoid reducing already inadequate reserves.

3. POWER TO MAKE THE DECISION

- 3.1 Local Authorities are required under section 151 of the Local Government Act (1972) to make arrangements for the proper administration of their financial affairs.

4. COST IMPLICATIONS

- 4.1 This report details the latest service budget year-end projections as reported by Directorates, together with information on pressures and savings within the corporate budgets. The service projections are as at the end of February 2007.

Appendix 1 details a potential underspend totalling £706k, which is an increase of £61k from last month. This excludes the schools' delegated budgets.

- i) **Lifelong Learning** is now forecasting an overspend of £22k (underspend of £13k last month). The change is due to the borrowing costs for the 38 Week Unit at Plas Brondyffryn being included in the outturn.
- ii) **Environment** is projected to underspend by £133k – an improvement of £8k from last month.
- iii) **Social Services & Housing** - the forecast underspend has improved slightly from £440k to £468k. Fee income has continued to increase.

- iv) The **Resources** forecast outturn has improved by £60k as a result of delays filling vacant posts in ICT.
- 4.2 **Single status / equal pay** claims are likely to impose a significant financial burden on the council but it will be some time before the actual financial impact will be known.
- 4.3 The **schools' delegated budget** – Forecasts are that schools will now be using £293k of their brought forward balances in 2006/07. This is an increase of £128k compared to the last monitoring report.
- 4.4 Details are also included in Appendix 1 of the position regarding planned efficiency savings.
- 4.5 Appendix 2 shows a **capital plan summary** and Appendix 3 shows expenditure split by Directorate and priority. It also highlights projects that have recently been completed.
- 4.6 Capital expenditure at the end of February is £25.6m (£22.2m at the end of January). Full details of the capital plan are contained in a separate report in part two of the agenda.

5. FINANCIAL CONTROLLER STATEMENT

- 5.1 Directorates need to continue to exercise tight control over their revenue expenditure to ensure they are able to remain within their budgets. The recently clarified position on the treatment of equal pay back dated claims means it is essential to avoid service overspends.

6. CONSULTATION CARRIED OUT

- 6.1 Lead Cabinet members need to continue to consult with Heads of Service to agree necessary remedial action to accommodate pressures in 2006/07.

7. IMPLICATIONS ON OTHER POLICY AREAS

The Vision

- 7.1 Proper management of the Council's revenue budget enables services to work towards delivering the Council's Vision.

Other Policy Areas Including Corporate

- 7.2. Proper management of the Council's revenue budget underpins activity in all of the Council's policy areas.

8. ACTION PLAN

- 8.1 All departments undertake regular budget monitoring and will continue to identify and take advantage of savings and efficiencies.

9. RECOMMENDATION

- 9.1 That Members note the budget performance figures for 2006/07 as detailed in the attached Appendix 1.
- 9.2 Members also note the summary capital plan performance figures for 2006/07 financial year as detailed in the attached Appendices 2 and 3.

**MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
POSITION AS AT END FEBRUARY 2007**

Directorate	Budget			Projected Outturn			Variance			Variance
	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Previous report
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Lifelong Learning (excluding schools delegated)	30,058	-10,761	19,297	30,069	-10,750	19,319	11	11	22	-13
Environment	37,505	-16,389	21,116	37,479	-16,496	20,983	-26	-107	-133	-125
Social Services & Housing	54,722	-18,874	35,848	54,860	-19,480	35,380	138	-606	-468	-440
County Clerk	1,659	-393	1,266	1,659	-413	1,246	0	-20	-20	-20
Resources	8,808	-2,793	6,015	8,860	-3,012	5,848	52	-219	-167	-107
Corporate, Miscellaneous & Benefits	26,754	-22,533	4,221	26,814	-22,533	4,281	60	0	60	60
Total All Services	159,506	-71,743	87,763	159,741	-72,684	87,057	235	-941	-706	-645
Capital Financing Charges/Investment Income			10,995			10,995			0	0
Precepts & Levies			4,185			4,185			0	0
			102,943			102,237			-706	-645

Note:

The Management Accounting rules of the Council require debtor account entries to be reversed in respect of amounts outstanding for more 30 days after the due date. In the event that debts cannot be collected, services will be required to meet the cost of the debt write-off. This may impact on the actual outturn achieved by services at the year end.

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
LIFELONG LEARNING
POSITION AS AT END FEBRUARY 2007

	Budget			Projected Outturn			Variance			Variance
	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Previous report
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Individual School Budgets	52,910	-4,009	48,901	53,522	-4,328	49,194	612	-319	293	165
School Funds Held Centrally	15,618	-4,720	10,898	15,500	-4,720	10,780	-118	0	-118	-145
Non school Funding #	2,012	-881	1,131	2,012	-881	1,131	0	0	0	0
Corporate Services	475	-44	431	490	-31	459	15	13	28	24
Countryside & Leisure	5,987	-3,238	2,749	6,092	-3,231	2,861	105	7	112	108
Tourism, Culture & Heritage	5,966	-1,878	4,088	5,975	-1,887	4,088	9	-9	0	0
	30,058	-10,761	19,297	30,069	-10,750	19,319	11	11	22	-13
Total Lifelong Learning	82,968	-14,770	68,198	83,591	-15,078	68,513	623	-308	315	152

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
LIFELONG LEARNING
POSITION AS AT END FEBRUARY 2007

<u>Comments</u>	Current Month	Previous Month
	£000s	£000s
EDUCATION		
Individual School Budgets:		
Projections indicate that the school balances of £1,298k as at 31/03/2006 will reduce by £293k during 2006/07. A number of projections have again been completed this month as Schools require up-to-date projected balances. The bulk of the extra expenditure since last month is due to updates in respect of two Secondary Schools. One School is spending their full allocation of Key Stage 3 money, £57k on capitation which was not previously committed and making staffing changes amounting to £10k. The other School has spent more on various budget elements which were not previously identified such as supply teaching, exam invigilation, premises, capitation, miscellaneous expenditure and prudential borrowing making a total of £44k.	293	165
SCHOOL FUNDS HELD CENTRALLY		
School Transport		
Full year effect of retendered contracts in February in excess of budget provision.		
Variations can still take place until the end of the Financial Year due to contractual obligations. An increase of £4k since last month's report is reflected in this Report. A further round of retendering effective from February 2007 half term is currently being undertaken. The financial implications of this exercise will be reported once details are received from the Public Transportation Section, Directorate of Environment.	59	55
Special Education Non-Delegated		
Now includes Ysgol Plas Brondyffryn Prudential Borrowing costs for the 38 Week Unit.	37	0
Other		
Various savings from vacancy control, delays in appointment of staff, variations in income and other management initiated cost savings. These savings are supported through the ongoing budget monitoring process and are reflected in the projected outturn position	-214	-200
Total	-118	-145
CORPORATE SERVICES		
Projections indicate that there will be an overspend on the Translation Service budget of £53k due to the demand on the Service which requires the use of external providers. This is offset by £35K from underspend carried forward which has been applied to the projected outturn. A number of recommendations are to be pursued with the intention of reducing the pressure further. Projections indicate that income for County Voice will not meet levels achieved in previous Financial Years by approximately £6k. The Equalities Unit has been transferred from Lifelong Learning to Resources with effect from 01/02/2007 and as a result the projected saving has also transferred increasing the net overspend by £4k.	28	24
COUNTRYSIDE & LEISURE		
Energy costs above inflation allowance in budget		
Increase in energy costs at Leisure Sites	43	39
Impact of closure at Corwen, Denbigh & Prestatyn Leisure Centres	47	47
Clwyd Leisure Arbitration	28	28
Increased cost of N.N.D.R. at Rhyl Leisure Centre	6	6
Vandalism and Health & Safety issues at Ffrith Beach	45	45
Successful resolution of income dispute	-20	-20
Cut in Sports Development programmes	-12	-12
Increased Leisure Centre income	-20	-20
Savings on Leisure Centre equipment purchase	-1	-1
Reduction in staff costs	-4	-4
Total	112	108
TOURISM, HERITAGE & CULTURE		
Energy costs above inflation allowance in budget at Pavilion Theatre	23	23
Increased income projected for sales of confectionary at Pavilion Theatre	-7	-7
Reduction in staff costs	-2	-2
Match funding revenue implications to maintain grants & committed Heritage events, increased premises costs & reduced income.	33	33
Non-appointment of curator post	-30	-30
Salary savings due to delayed appointments	-17	-17
TOTAL CULTURE & LEISURE	0	0
TOTAL LIFELONG LEARNING	315	152

Note

Tourism, Culture & Heritage
Awaiting a detailed report & full costings on essential Health & Safety work required at the Royal International Pavilion to establish impact on Directorate.

CULTURE & LEISURE EFFICIENCY SAVINGS PROGRESS REPORT

Proposed Efficiency Saving	Target	Progress
Reduce funding to grant aided bodies	8,275	Achievable
Implementation of review of inherited terms & conditions for Library Service Staff	6,000	Unlikely to be achieved 06/07. Alternatives have been found.
New charges	6,000	Part Achievable
New tourist attraction lease at Children's Village & franchise at Riverside Park	8,000	Not achievable. Alternatives are being sought.
Ffrith Festival Gardens: secure new user, reduce fixed premises costs	10,000	Not achievable. Alternatives are being sought.
Countryside & Leisure Services miscellaneous efficiencies	6,725	Achievable
Review of Leisure Centre staff rotas	5,000	Achievable
	50,000	
	£	
Education Efficiency savings		
Procurement contracts and teacher supply within schools	259,000	To be achieved by school governor bodies
Vacancy control/staff management	12,101	Achieved
Savings on supplies and services	40,689	On target
Introduce charge for grant administration	19,000	Achieved
TOTAL	330,790	

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
ENVIRONMENT DIRECTORATE
POSITION AS AT END FEBRUARY 2007

	Budget			Projected Outturn			Variance			Variance
	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Previous report
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
DEVELOPMENT SERVICES (See Note 1)	8,724	-5,032	3,692	8,769	-5,187	3,582	45	-155	-110	-85
TRANSPORT & INFRASTRUCTURE (See Note 2)	9,108	-3,980	5,128	9,068	-3,915	5,153	-40	65	25	-15
PLANNING & PUBLIC PROTECTION	4,186	-1,908	2,278	4,200	-1,923	2,277	14	-15	-1	-10
DIRECTOR & SUPPORT	1,506	-369	1,137	1,496	-369	1,127	-10	0	-10	-10
ENVIRONMENTAL SERVICES	13,981	-5,100	8,881	13,946	-5,102	8,844	-35	-2	-37	-5
Total Environment	37,505	-16,389	21,116	37,479	-16,496	20,983	-26	-107	-133	-125

Notes

- Additional non-recurring income generated by the Department.
- The delay in the implementation of the car parking charges on Rhyl Promenade have caused an overspend on the car parking budget during 2006/07.

Other points

- The Directorate put forward a number of efficiency savings as part of the Budget setting process. These totalled £156K and will be monitored on an on-going basis throughout the financial year. These are summarised between the service departments below

Details	£'000s	
Development Services - savings following Departmental restructuring	27	Achieved
Transport & Infrastructure - savings following Departmental restructuring	15	Achieved
Director & Support - efficiencies	12	Achieved
Planning & Public Protection - efficiencies following merger of services	57	Achieved
Planning & Public Protection - introduction of new charges	10	On Target
Environmental Services - reorganisation of Street Lighting operations	10	Achieved
Environmental Services - public realm initiatives	15	On Target
Environmental Services - annual fee from CCTV at Matalan Rhyl	10	Achieved
	156	

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
SOCIAL SERVICES AND HOUSING
POSITION AS AT END FEBRUARY 2007

	Budget			Projected Outturn			Variance			Variance
	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Previous report
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Children Services	9,291	-1,050	8,241	9,061	-939	8,122	-230	111	-119	-106
Adult Services	34,303	-8,896	25,407	34,873	-9,737	25,136	570	-841	-271	-193
Business Support & Development	3,819	-1,875	1,944	3,875	-1,896	1,979	56	-21	35	6
Cymorth Grant	1,651	-1,651	0	1,651	-1,651	0	0	0	0	0
Supporting People Grant	4,119	-4,116	3	3,992	-4,103	-111	-127	13	-114	-114
Sub Total Social Services	53,183	-17,588	35,595	53,452	-18,326	35,126	269	-738	-469	-407
Non HRA Housing	1,539	-1,286	253	1,408	-1,154	254	-131	132	1	-33
Directorate Total	54,722	-18,874	35,848	54,860	-19,480	35,380	138	-606	-468	-440

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
SOCIAL SERVICES AND HOUSING
POSITION AS AT END FEBRUARY 2007

Note Adult Services budgets will be reviewed in the new financial year and virement completed to match expenditure between the main service blocks

<u>Comments</u>	Current Month £000s	Prev Month £000
SOCIAL SERVICES		
CHILDREN'S SERVICES		
The expenditure within Children's Services continues to reduce. This is mainly due to the reduction in the number of residential out of county placements. This, combined with the continued underspend within the in-house fostering budget is the reason for the increased underspend.	-119	-106
ADULT SERVICES		
Learning Disabilities		
Within the Purchasing budgets Residential Placements and Family Support continue to be the main areas of budget pressure (£384k over spent). This is in keeping with previous years as service demands continue to exceed the budget available. Within the Provider Unit in year pressures are the new Adult Placement Scheme (£24k).	502	434
Mental Illness		
Residential & Nursing spend is the main budget pressure.	203	123
Older People		
Community Care spend has reduced due to staff slippage and projected income is expected to exceed budget. The main area of overspend in the Provider Unit is once again Residential Homes. There were concerns over achieving budgeted income, but it is now almost certain that lost income at Llys Nant will be more than fully offset by improved income from the other three homes.	-496	-393
PDSI (Physical Disability & Sensory Impairment)		
The main budget pressures are Community Care (£52k). Though there is still an overspend on minor adaptations and equipment (£47k), and Drug and Alcohol (£22k), there has been some improvement since last month. Direct payments (£39k) is the other major overspend.	136	136
Performance Management & Commissioning		
The majority of these budgets relate to staffing. The majority of these budgets are underspent due to slippage on vacant posts.	-148	-20
Other Adult Services		
There is a definite upward trend in Charging Policy Income. It is now assumed that £200k extra is achievable this year. Part of this budget will be reallocated in future to meet pressures in services and to meet the ongoing cost of the Social Work Pay Review.	-458	-458
Joint Working & Older People Strategy		
This budget is grant funded supplemented by a small base budget. There is now unlikely to be any major printing costs until 2007/08 so the base budget is now forecast to be underspent.	-10	-15
Cefndy Enterprises		
Indications for 2006-7 are that Cefndy will be on target with a predicted £3million turnover.	0	0
TOTAL ADULT SERVICES	-271	-193
Business Support & Development		
The outturn has increased because of additional premises costs arising from Henllan (£38k). It is possible that some of this cost may be covered by corporate R&M budgets and this will be confirmed next month.	35	6
	35	6
Cymorth Grant		
The Cymorth Grant has been transferred to Social Services in 2006/07. The full allocation has now been awarded following discussions with WAG. It is expected that this grant will be fully utilised.	0	0
	0	0
Supporting People Grant		
Due to savings on projects awaiting commissioning and in year savings, it has been agreed that a contribution of £450k be allocated to help fund the Single Status costs. A further £356k of this year's grant, plus balances brought forward have (following January Cabinet) been transferred to a reserve established to dampen the impact of cuts to the grant in future years - it is therefore not now included in the departmental figures.	-114	-114
HOUSING		
There has been an increased demand on homeless budgets in the last month.	1	-33
TOTAL HOUSING	1	-33
TOTAL SOCIAL SERVICES & HOUSING	-468	-440

Social Services and Housing Efficiency Savings 2005/06 - Progress Report

	Target	Details	Status
Children Services			
Family Support Workers	£148,000	Transfer funding to Supporting People	Achieved
Adult Services			
Domiciliary Contract Efficiencies	£53,000	Single rate for Domiciliary Care introduced October 2005.	Achieved
EMI Nursing / Domiciliary Efficiencies	£5,000	Block purchase of 5 EMI beds to be paid at previous year's rates.	Achieved
General - Extending charges	£30,000	All service users except Mental Health to be charged. Widened to Comerstone and increase in Day care rates as a result of charges.	Achieved
Care Brokers	£30,000	To save Operational time and efficiency through Care Broker Services. Geographical patterns of provision should generate scope for efficiencies.	Achievable
Local Authority Home Care	£11,000	Remove all Homecare overtime	Achievable
Continuing Health Care	£70,000	Widen scope of current re-charging	Achieved
General Contractual Savings in Adult Services	£20,000	Review of Link House and personal care service contracts.	Achieved
Direct Payments	£10,000	Increase DP having financial benefits of £1.50 per hour	Achieved
Adult Learning Disabilities- Contract Efficiencies in Work Opportunities & Community Living	£25,000	Carry out a review of costing etc. Similar to that carried out for older people to introduce planned purchasing.	Achieved
Adult Learning Disabilities- Contract out Community Living Services.	£20,000	2 projects being tendered to independent sector.	Achievable
Elderly Residential & Day Care	£16,000	Explore Options for the use of Llys Nant Special Care Unit and review agency cover.	Achieved
Vacant Posts	£80,000	Staff savings through slippage on vacant posts.	Achievable
Meals on Wheels	£5,000	Increased use of frozen meals.	Achieved
Voluntary Organisation Payments	£14,000	Reduction of 2% below inflationary uplift.	Achieved
Reduction in recruitment & Retention	£5,000	Less advertising costs due to better retention of employees.	Achieved
NNDR - Henllan	£6,000	Henllan deleted from Valuations list so no NNDR charge.	Achieved
Telephone Rental Streamlining	£1,000	Deleted Extension numbers no longer required.	Achieved
Paris Project Savings	£8,000	Reduction in revenue costs by possible grant funding	Achievable
Housing			
Homelessness	£5,000	Further savings to be made by transferring expenditure from B&B to leased accommodation.	Achieved
Totals	£562,000		

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
RESOURCES, COUNTY CLERK, CORPORATE & MISCELLANEOUS
POSITION AS AT END FEBRUARY 2007

	Budget			Projected Outturn			Variance			Variance
	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Previous report
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
County Clerks (Note 1)	1,659	-393	1,266	1,659	-413	1,246	0	-20	-20	-20
Resources Directorate										
Finance	4,174	-1,976	2,198	4,174	-1,976	2,198	0	0	0	0
Policy Unit (Note 2)	360	0	360	335	0	335	-25	0	-25	-25
Audit	437	-84	353	435	-84	351	-2	0	-2	-2
I.T (Note 3)	2,621	-480	2,141	2,481	-480	2,001	-140	0	-140	-80
Personnel	1,216	-253	963	1,216	-253	963	0	0	0	0
Project Management	0	0	0	219	-219	0	219	-219	0	0
Total	8,808	-2,793	6,015	8,860	-3,012	5,848	52	-219	-167	-107
Corporate and Miscellaneous (Note 4)	5,121	-864	4,257	5,181	-864	4,317	60	0	60	60
Benefits	21,633	-21,669	-36	21,633	-21,669	-36	0	0	0	0
Capital Fin Charges/Investment Income	10,995	0	10,995	10,995	0	10,995	0	0	0	0

Note : All efficiency savings proposals on target to be delivered.

NOTES

1. £20k projected underspend due to increase in fair funding income from schools.

2 £25k underspend projected on Visioning budget.

3. Underspend caused by delayed recruitment & not filling vacancies with consultants. Planned underspend to be c/fwd to meet salary pressures in IT as a result of job evaluation earlier in the year.

4. £60k overspend projected due to increase in Coroners' rate of pay & associated fees.

Denbighshire County Council - Capital Plan 2006/07 - 2009/10

APPENDIX 2

		2006/7	2007/8	2008/9	2009/10
		£000s	£000s	£000s	£000s
Capital Funding:					
1	General Funding:				
	Unhypothcated Supporting Borrowing	8,373	5,826	5,776	5,776
	General Capital Grant	1,616	2,056	1,736	1,736
	General Capital Receipts	0	3,957	0	0
	Earmarked Capital Receipts	1,010	2,911	0	0
		10,999	14,750	7,512	7,512
2	Prudential Borrowing	6,192	9,201	1,000	0
3	Reserves and Contributions	1,429	0	215	0
4	Specific Grants	15,048	19,827	3,500	20
	Total Finance	33,668	43,778	12,227	7,532
	Total Estimated Payments	-32,868	-42,778	-10,045	-365
	Contingency	-800	-1,000	-1,000	-1,000
	Unallocated Reserve	0	0	-1,182	-110
	Surplus/ -Insufficient Resources	0	0	0	6,057

Capital Expenditure By Directorate

	2006/7	2006/7	2007/8	2008/9	2009/10
	Spend to end Feb	Estimated programme	Estimated programme	Estimated programme	Estimated programme
Environment	16,984	20,807	19,243	4,220	0
Lifelong Learning	7,637	10,492	22,277	5,445	40
Resources	844	1,367	918	300	75
Social Services and Housing	126	202	340	80	250
Total	25,591	32,868	42,778	10,045	365

Capital Expenditure by Council Priority

	2006/7	2006/7	2007/8	2008/9	2009/10
	Spend to end Feb	Estimated programme	Estimated programme	Estimated programme	Estimated programme
School Buildings	5,612	8,137	13,735	4,384	0
Highways	3,897	4,787	5,645	800	0
Public Realm	3,476	4,003	3,131	190	0
Total	12,985	16,927	22,511	5,374	0

As part of its 06/07 & 07/08 revenue budget, the Council agreed to fund the borrowing costs of additional Prudential Borrowing. The table below shows how the funds were allocated and forecast expenditure

Additional Prudential Borrowing

	2006/07	2006/7	2006/7	2007/8
	Allocated	Spend to end Feb	Estimated programme	Estimated programme
School Buildings	1,680	1,139	1,358	1,322
Highways	1,750	1,750	1,750	2,000
Public Realm	360	48	360	0
Health & Safety	210	208	210	500
Total	4,000	3,145	3,678	3,822

REPORT TO CABINET

**CABINET MEMBER: COUNCILLOR S. A. DAVIES
LEAD MEMBER FOR BUSINESS, COMMUNICATIONS
AND PERSONNEL**

DATE: 27th March 2007

SUBJECT: ROUTINE REPORTING ON PERSONNEL

1 DECISION SOUGHT

1.1 For Members to note the enclosed report on staff headcount.

2 REASON FOR SEEKING DECISION

2.1. This is an updated monthly report on employee data (appendix A). A further column has been added this month to reflect the monthly gross pay statistics which is a summary of the payments made to employees of Denbighshire County Council each month, and the number of jobs which have contributed to that expenditure. Excluded from the figures are payments relating to refund of expenses, such as travelling and subsistence. The figures demonstrate the expenditure on salaries and the number of paid posts within the Authority excluding members.

2.2 A list showing the breakdown of starters and leavers is attached (appendix B).

2.3. Graphs showing the corporate position since April 2006 are attached (appendix C). As it can be seen from the Directorate bar chart four out of the five Directorates are more or less on target with the exception being Social Services & Housing which shows an average loss of 2 days per employee more than the other Directorates.

The over all sickness figure stands at 9.33 days lost per employee with just one month of the year remaining. Given that traditionally March has a better sickness rate than January and February it is possible that we will meet our target of 10 days or be very close to doing so which will be a good improvement on 11.2 days for 2005/06.

3 POWER TO MAKE THE DECISION

3.1. Section III of the Local Government Act 1972

4 COST IMPLICATIONS

4.1. There are no significant cost implications associated with the preparation of this information.

- 4.2. Additional costs are involved in the implementation of the payroll system and also in developing the interface between the time recording system and the HR system.

5 FINANCIAL CONTROLLER STATEMENT

- 5.1 Payroll costs are one of the largest costs faced by the Council and therefore any further actions to monitor and control expenditure are beneficial.

6 CONSULTATION CARRIED OUT

- 6.1. The headcount information has been prepared by the Central Personnel team directly from the HR system and discussed by the Corporate Directors.

7 IMPLICATIONS ON OTHER POLICY AREAS INCLUDING CORPORATE

- 7.1. No direct implication on any corporate policy.
- 7.2 The Vision – being able to deliver the Vision depends on having the right number of staff in the right jobs.

8 RECOMMENDATIONS

- 8.1. Members note the information considered in this report.

Overall Council Position

		SS&H				LL				Env				CE + CC				Res				TOTAL							
		Average Number of Days Lost		Overall Percentage Absence	Average Number of Days Lost		Overall Percentage Absence	Average Number of Days Lost		Overall Percentage Absence	Average Number of Days Lost		Overall Percentage Absence	Average Number of Days Lost		Overall Percentage Absence	Average Number of Days Lost		Overall Percentage Absence	Average Number of Days Lost		Overall Percentage Absence	Leavers	Starters	Gross pay	No. of Employments			
Number of staff	FTEs	Per Employee	Per Employee	Number of staff	FTEs	Per Employee	Per Employee	Number of staff	FTEs	Per Employee	Per Employee	Number of staff	FTEs	Per Employee	Per Employee	Number of staff	FTEs	Per Employee	Per Employee	Number of staff	FTEs	Per Employee	Per Employee	Number of staff	FTEs	Per Employee	Per Employee		
Establish't																													
Apr	2005	766	685		2361	1956		894	734			58	53			229	213			4308	3642		39	45	6,965,021.60	5182			
May		779	698		2370	1966		940	776			59	54			225	209			4373	3703		28	32	6,864,697.00	5139			
Jun		787	705		2369	1969		957	789			59	54			225	209			4397	3726		31	30	6,905,006.20	5166			
Jul		791	709		2370	1976		943	760			60	54			230	214			4394	3714		37	41	6,929,749.80	5221			
Aug		795	714		2360	1988		943	758			62	56			233	217			4393	3732		132	24	6,990,180.30	5234			
Sep		789	711		2421	2079		941	757			56	53			246	226			4453	3825		81	157	6,797,529.10	4834			
Oct		812	730		2439	2108		938	757			55	52			248	228			4492	3874		34	34	7,039,295.90	5169			
Nov		813	732		2481	2152		940	761			55	52			250	230			4539	3927		17	50	7,027,057.80	5222			
Dec		814	735		2494	2172		943	763			55	52			249	230			4555	3951		84	33	7,109,461.10	5311			
Jan	2006	815	737		2498	2187		946	762			54	50			249	229			4562	3966		30	53	6,973,021.70	5279			
Feb		810	732		2491	2185		946	760			54	50			246	226			4547	3954		36	29	7,074,525.40	5339			
Mar		806	729		2482	2184		940	757			54	50			245	225			4527	3945		60	33	7,049,938.40	5328			
Apr		799	725	1.01	5.60	2475	2183	0.48	3.42	936	760	0.66	3.66	55	51	0.72	4.02	243	224	0.92	5.09	4508	3943	0.61	3.87	48	30	7,242,435.00	5359
May		805	732	1.19	5.65	2494	2200	0.80	3.96	951	785	0.72	3.42	54	50	0.91	4.33	244	224	0.80	3.81	4548	3990	0.85	4.14	28	57	7,105,461.00	5304
Jun		810	738	1.12	5.07	2498	2208	0.82	3.85	950	789	0.72	3.29	55	51	0.91	4.14	244	224	0.70	3.20	4557	4010	0.84	3.92	31	32	7,214,945.42	5365
Jul		805	738	1.02	4.87	2487	2201	0.67	3.65	946	798	0.69	3.29	54	50	0.63	2.98	256	235	0.49	2.31	4548	4021	0.73	3.70	56	52	7,438,512.70	5792
Aug		803	737	0.99	4.49	2483	2197	0.60	2.73	950	805	0.72	3.29	53	49	0.61	2.79	261	240	0.93	4.21	4550	4028	0.75	3.39	110	29	7,236,479.10	5317
Sep		812	747	1.03	4.92	2504	2239	0.50	2.50	958	828	0.62	2.95	54	50	0.27	1.27	257	236	1.17	5.58	4585	4099	0.66	3.21	44	97	7,134,722.40	4985
Oct		817	753.2	1.25	5.68	2447	2168.6	0.93	4.53	960	836.4	0.84	3.84	52	48.8	0.73	3.32	258	236.9	1.23	4.46	4534	4044	0.94	4.39	40	31	7,303,514.00	5241
Nov		783	712.2	1.17	5.31	2332	1976.9	0.91	4.40	953	832.2	0.85	3.88	54	51.3	0.99	4.52	257	236.5	1.24	5.62	4379	3809	0.96	4.49	17	37	7,387,035.40	5377
Dec		794	716.6	0.64	3.35	2338	1930.0	0.69	3.94	960	822.8	0.85	4.47	52	47.7	0.69	3.64	259	238.5	0.68	3.60	4403	3756	0.71	3.87	47	31	7,429,681.00	5405
Jan	2007	797	716.6	1.31	5.98	2321	1888.1	1.04	5.19	958	744.0	1.27	5.77	53	48.3	0.95	4.33	262	241.5	0.86	3.90	4391	3638	1.11	5.30	30	33	7,290,325.80	5363
Feb		803	721.4	1.31	6.53	2316	1872.2	1.01	5.91	958	743.6	1.23	6.14	53	48.3	1.08	5.40	266	245.6	0.63	3.15	4396	3631	1.07	5.35	34	31	7,367,967.60	5384
Mar																													
Rolling Average																													
Apr	2006	801	721.5	1.01	5.60	2438	2095.7	0.48	3.42	943	763.5	0.66	3.66	57	52.2	0.72	4.02	241	222.2	0.92	5.09	4478	3855.1	0.61	3.87	51.5	45.5	7,000,233.14	5216.8
May		803	724.4	1.10	5.63	2448	2115.2	0.64	3.69	944	764.2	0.69	3.54	56	51.8	0.82	4.18	242	223.4	0.86	4.45	4493	3879.0	0.73	4.01	51.5	47.6	7,020,305.14	5230.5
Jun		805	727.1	1.11	5.44	2459	2135.1	0.70	3.74	943	764.2	0.70	3.46	56	51.6	0.85	4.16	244	224.7	0.81	4.03	4506	3902.7	0.77	3.98	51.5	47.8	7,046,133.41	5247.1
Jul		806	729.5	1.09	5.30	2468	2153.9	0.69	3.72	943	767.3	0.70	3.42	55	51.2	0.79	3.87	246	226.4	0.73	3.60	4519	3928.3	0.76	3.91	53.1	48.7	7,088,530.32	5294.7
Aug		807	731.4	1.07	5.14	2479	2171.3	0.67	3.52	944	771.2	0.70	3.39	55	50.6	0.76	3.65	248	228.4	0.77	3.72	4532	3952.9	0.76	3.80	51.3	49.1	7,109,055.22	5301.6
Sep		809	734.4	1.06	5.10	2486	2184.6	0.65	3.55	945	777.1	0.69	3.32	54	50.4	0.68	3.26	249	229.3	0.84	4.03	4543	3975.7	0.74	3.71	48.2	44.1	7,137,154.66	5314.2
Oct		809	736.3	1.09	5.18	2486	2189.6	0.69	3.52	947	783.7	0.71	3.39	54	50.1	0.68	3.26	250	230.0	0.89	4.09	4547	3989.9	0.77	3.80	48.7	43.8	7,159,172.84	5320.2
Nov		807	734.7	1.10	5.20	2474	2175.0	0.71	3.63	948	789.7	0.73	3.45	54	50.1	0.72	3.42	251	230.6	0.94	4.29	4533	3980.0	0.79	3.89	48.7	42.8	7,189,170.97	5333.1
Dec		805	733.1	1.05	4.99	2461	2154.9	0.71	3.66	950	794.7	0.74	3.57	54	49.7	0.72	3.45	252	231.3	0.91	4.21	4521	3963.8	0.78	3.89	45.6	42.6	7,215,855.96	5340.9
Jan	2007	803	731.4	1.07	5.09	2446	2130.0	0.74	3.82	951	793.2	0.79	3.79	54	49.6	0.74	3.53	253	232.3	0.90	4.18	4506	3936.5	0.82	4.03	45.6	40.9	7,242,297.97	5347.9
Feb		803	730.5	1.09	5.22	2431	2103.9	0.77	4.01	952	791.8	0.83	4.00	54	49.5	0.77	3.70	254	233.9	0.88	4.08	4494	3909.6	0.84	4.15	45.4	41.1	7,266,751.49	5351.7

Starters/Leavers - February 2007

Please see attached breakdown on starters and leavers

Please note that the figures contained within this report may differ from previous reports as the data is changing on a daily basis as HR staff input working hours

Directorate:

Resources

		Director		Personnel				Finance				ICT				Internal Audit				Strat Pol Unit				TOTAL											
		Number of staff		Number of staff		Average Number of Days Lost Per Employee		Overall Percentage Absence		Number of staff		Average Number of Days Lost Per Employee		Overall Percentage Absence		Number of staff		Average Number of Days Lost Per Employee		Overall Percentage Absence		Number of staff		Average Number of Days Lost Per Employee		Overall Percentage Absence		Number of staff		FTEs		Leavers		Starters	
Establish't		2	2.0																																
Apr	2005	2	2.0	22	20.6			144	132.0			44	41.6			9	9.0			6	6.0							227	211	4	3				
May		2	2.0	22	20.6			140	128.0			44	41.6			9	9.0			6	6.0							223	207	0	1				
Jun		2	2.0	22	20.6			140	128.0			44	41.6			9	9.0			6	6.0							223	207	2	2				
Jul		2	2.0	25	23.6			142	129.5			45	42.6			9	9.0			5	5.0							228	212	2	6				
Aug		2	2.0	29	27.5			143	130.5			44	41.6			9	9.0			4	4.0							231	215	1	5				
Sep		2	2.0	25	23.5			144	131.2			58	51.9			9	9.0			8	8.0							246	226	6	9				
Oct		2	2.0	23	21.6			146	133.2			59	52.9			9	9.0			9	9.0							248	228	1	3				
Nov		2	2.0	24	22.6			147	134.2			59	53.3			9	9.0			9	9.0							250	230	2	4				
Dec		2	2.0	23	22.1			147	134.2			59	53.5			9	9.0			9	9.0							249	230	2	1				
Jan	2006	2	2.0	23	22.1			147	134.2			59	53.1			9	9.0			9	9.0							249	229	1	1				
Feb		2	2.0	23	22.1			144	131.2			59	53.1			9	9.0			9	9.0							246	226	3	2				
Mar		2	2.0	25	24.1			143	130.2			59	53.1			9	9.0			7	7.0							245	225	4	2				
Apr		2	2.0	25	24.5	1.55	8.63	142	129.5	0.34	1.89	58	51.6	0.35	1.94	9	9.0	0.00	0.00	7	7.0	0.00	0.00					243	224	4	2				
May		2	2.0	24	23.1	3.19	15.17	142	129.2	0.37	1.75	60	53.4	1.07	5.07	9	9.0	0.00	0.00	7	7.0	0.14	0.68					244	224	1	3				
Jun		2	2.0	24	23.2	1.82	8.28	142	129.2	0.35	1.61	60	53.2	0.99	4.49	9	9.0	0.22	1.01	7	7.0	0.71	3.25					244	224	1	0				
Jul		2	2.0	30	29.2	0.19	0.82	146	133.0	0.38	1.83	60	53.2	0.69	3.29	10	10.0	0.05	0.24	8	8.0	2.63	12.50					256	235	0	12				
Aug		2	2.0	33	32.2	0.39	1.77	146	132.6	0.81	3.67	62	55.2	1.46	6.64	10	10.0	0.00	0.00	8	8.0	2.75	12.50					261	240	0	5				
Sep		2	2.0	29	27.7	1.33	6.35	147	133.6	0.82	3.93	61	54.7	2.03	9.67	10	10.0	0.50	2.38	8	8.0	2.63	12.50					257	236	7	3				
Oct		2	2.0	28	26.7	1.74	7.90	148	134.6	0.64	2.91	61	54.5	2.42	10.98	10	10.0	0.50	2.27	9	9.0	2.44	11.11					258	237	2	4				
Nov		2	2.0	28	26.7	1.28	5.84	148	135.1	0.87	3.96	60	53.6	1.87	8.50	10	10.0	1.10	5.00	9	9.0	1.22	5.56					257	236	1	2				
Dec		2	2.0	29	27.7	1.44	7.59	149	136.1	0.62	3.27	60	53.6	0.72	3.78	10	10.0	0.00	0.00	9	9.0	0.00	0.00					259	238	1	3				
Jan	2007	2	2.0	29	27.7	0.40	1.80	150	137.1	0.88	3.99	62	55.6	1.15	5.21	10	10.0	0.90	4.09	9	9.0	0.00	0.00					262	241	2	4				
Feb		2	2.0	30	28.6	0.28	1.41	151	138.6	0.67	3.35	64	57.4	0.85	4.27	10	10.0	0.50	2.50	9	9.0	0.00	0.00					266	246	0	4				
Mar																												0	0						
Rolling Average																																			
Apr	2006	2	2.0	24	22.9	1.55	8.63	144	131.1	0.34	1.89	54	49.2	0.35	1.94	9	9.0	0.00	0.00	7	7.3	0.00	0.00					240	221.5	2.3	3.2				
May		2	2.0	24	23.1	2.37	11.90	144	131.2	0.36	1.82	55	50.1	0.71	3.51	9	9.0	0.00	0.00	7	7.4	0.07	0.34					242	222.9	2.4	3.3				
Jun		2	2.0	24	23.3	2.19	10.69	144	131.3	0.35	1.75	57	51.1	0.80	3.83	9	9.0	0.07	0.34	8	7.5	0.28	1.31					244	224.3	2.3	3.2				
Jul		2	2.0	25	23.8	1.69	8.23	144	131.6	0.36	1.77	58	52.0	0.78	3.70	9	9.1	0.07	0.31	8	7.8	0.87	4.11					246	226.2	2.2	3.7				
Aug		2	2.0	25	24.2	1.43	6.93	145	131.8	0.45	2.15	59	53.1	0.91	4.29	9	9.2	0.05	0.25	8	8.1	1.25	5.79					248	228.4	2.1	3.7				
Sep		2	2.0	26	24.5	1.41	6.84	145	132.0	0.51	2.45	60	53.4	1.10	5.18	9	9.3	0.13	0.61	8	8.1	1.48	6.91					249	229.2	2.2	3.2				
Oct		2	2.0	26	25.0	1.46	6.99	145	132.1	0.53	2.51	60	53.5	1.29	6.01	9	9.3	0.18	0.84	8	8.1	1.61	7.51					250	230.0	2.3	3.3				
Nov		2	2.0	26	25.3	1.44	6.85	145	132.2	0.57	2.69	60	53.5	1.36	6.32	9	9.4	0.30	1.36	8	8.1	1.57	7.26					251	230.5	2.2	3.1				
Dec		2	2.0	27	25.8	1.44	6.93	145	132.4	0.58	2.76	60	53.5	1.29	6.04	10	9.5	0.26	1.21	8	8.1	1.39	6.46					252	231.3	2.1	3.3				
Jan	2007	2	2.0	27	26.2	1.33	6.42	146	132.6	0.61	2.88	60	53.7	1.28	5.96	10	9.6	0.33	1.50	8	8.1	1.25	5.81					253	232.3	2.2	3.5				
Feb		2	2.0	28	26.8	1.24	5.96	146	133.2	0.61	2.92	61	54.1	1.24	5.80	10	9.7	0.34	1.59	8	8.1	1.14	5.28					254	233.9	1.9	3.7				



Directorate: County Clerk & CE

		CE		CC		TOTAL					
		Number of staff	FTEs	Number of staff	FTEs	Average Number of Days Lost Per Employee	Overall Percentage Absence	Number of staff	FTEs	Leavers	Starters
Establish't											
Apr	2005	2	2.0	56	51.2			58	53	0	0
May		2	2.0	57	51.8			59	54	0	1
Jun		2	2.0	57	51.8			59	54	0	0
Jul		2	2.0	58	52.4			60	54	0	1
Aug		2	2.0	60	54.0			62	56	0	2
Sep		2	2.0	54	50.6			56	53	1	0
Oct		2	2.0	53	49.8			55	52	0	0
Nov		2	2.0	53	49.8			55	52	0	0
Dec		2	2.0	53	49.8			55	52	2	0
Jan	2006	2	2.0	52	47.7			54	50	0	1
Feb		3	3.0	51	46.7			54	50	1	1
Mar		3	3.0	51	46.7			54	50	0	0
Apr		3	3.0	52	47.7	0.72	4.02	55	51	0	0
May		3	3.0	51	46.7	0.91	4.33	54	50	1	0
Jun		3	3.0	52	47.7	0.91	4.14	55	51	1	1
Jul		3	3.0	51	46.7	0.63	2.98	54	50	0	0
Aug		3	3.0	50	45.7	0.61	2.79	53	49	1	0
Sep		3	3.0	51	47.2	0.27	1.27	54	50	0	2
Oct		3	3.0	49	45.8	0.73	3.32	52	49	0	0
Nov		3	3.0	51	47.0	0.99	4.52	54	50	0	2
Dec		3	3.0	49	44.0	0.69	3.64	52	47	1	0
Jan	2007	3	3.0	53	48.3	0.95	4.33	56	51	0	0
Feb		3	3.0	53	48.3	1.08	5.40	56	51	0	0
Mar								0	0		
Rolling Average											
Apr	2006	2	2.3	54	49.9	0.72	4.02	57	52.2	0.3	0.5
May		2	2.3	54	49.5	0.82	4.18	56	51.8	0.4	0.4
Jun		2	2.4	53	49.2	0.85	4.16	56	51.6	0.5	0.5
Jul		3	2.5	53	48.7	0.79	3.87	55	51.2	0.5	0.4
Aug		3	2.6	52	48.0	0.76	3.65	55	50.6	0.6	0.3
Sep		3	2.7	52	47.7	0.68	3.26	54	50.4	0.5	0.4
Oct		3	2.8	51	47.4	0.68	3.26	54	50.1	0.5	0.4
Nov		3	2.8	51	47.1	0.72	3.42	54	50.0	0.5	0.6
Dec		3	2.9	51	46.7	0.72	3.45	54	49.6	0.4	0.6
Jan	2007	3	3.0	51	46.7	0.74	3.53	54	49.7	0.4	0.5
Feb		3	3.0	51	46.8	0.77	3.70	54	49.8	0.3	0.4



Directorate: Environment

		Director				Dev Services				Env Services				Fin & Perf				Plan & PP				Transp & Infra				TOTAL							
Establish't	Number of staff	FTEs	Number of staff		Average Number of Days Lost		Overall		Number of staff		Average Number of Days Lost		Overall		Number of staff		Average Number of Days Lost		Overall		Number of staff		Average Number of Days Lost		Overall		Number of staff	FTEs	Leavers	Starters			
			FTEs	FTEs	Per Employee	Percentage Absence	FTEs	FTEs	Per Employee	Percentage Absence	FTEs	FTEs	Per Employee	Percentage Absence	FTEs	FTEs	Per Employee	Percentage Absence	FTEs	FTEs	Per Employee	Percentage Absence	FTEs	FTEs	Per Employee	Percentage Absence							
	2	2.0																															
Apr	2005	2	2.0	68	68.0				510	387.8				33	31.2						118	114.3				163	131.1			894	734	7	19
May		2	2.0	72	72.0				525	399.7				34	32.2						117	113.7				190	156.6			940	776	3	3
Jun		2	2.0	74	74.0				536	407.2				34	32.2						117	113.7				194	160.1			957	789	11	9
Jul		2	2.0	73	72.5				541	394.4				34	32.2						120	116.7				173	142.7			943	760	14	7
Aug		2	2.0	74	73.3				539	395.2				34	32.2						120	116.0				174	140.0			943	759	11	6
Sep		2	2.0	75	74.3				538	395.2				33	31.7						121	117.0				172	137.0			941	757	13	8
Oct		2	2.0	72	71.1				538	398.6				33	31.7						123	119.0				170	134.7			938	757	11	8
Nov		2	2.0	73	72.1				543	404.9				33	31.7						124	120.0				165	129.9			940	761	7	7
Dec		2	2.0	75	74.1				541	403.0				33	31.7						125	121.0				167	130.9			943	763	20	6
Jan	2006	2	2.0	76	75.1				545	403.3				33	31.7						122	118.0				168	132.1			946	762	9	6
Feb		2	2.0	75	74.1				546	402.1				32	30.7						121	117.0				170	134.7			946	761	8	3
Mar		2	2.0	80	79.1				538	396.5				32	30.6						121	117.0				167	132.4			940	757	14	7
Apr		2	2.0	71	69.9	0.53	2.94		538	403.9	0.71	3.92		32	30.6	0.39	2.18				122	118.0	0.57	3.15		171	136.2	0.74	4.09	936	760	13	10
May		2	2.0	76	74.9	0.89	4.26		544	417.5	0.75	3.56		32	30.6	0.03	0.16				124	120.0	0.79	3.74		173	139.6	0.64	3.05	951	785	13	19
Jun		2	2.0	76	74.9	0.80	3.64		543	422.2	0.77	3.48		33	31.6	0.47	2.16				123	119.0	0.71	3.21		173	139.7	0.64	2.90	950	789	13	6
Jul		2	2.0	78	76.9	0.46	2.17		539	424.6	0.90	4.28		33	31.6	0.22	1.06				122	118.0	0.66	3.13		172	144.5	0.35	1.65	946	798	15	11
Aug		2	2.0	78	76.9	0.53	2.41		546	433.7	0.77	3.52		32	30.6	0.25	1.13				122	118.0	0.72	3.27		170	144.4	0.79	3.59	950	805	10	10
Sep		2	2.0	78	76.9	0.36	1.73		546	445.3	0.71	3.37		34	32.6	0.23	1.10				121	117.0	0.46	2.18		177	154.1	0.71	3.36	958	828	11	9
Oct		2	2.0	80	78.9	0.53	2.42		548	541.6	0.91	4.31		34	32.6	0.46	2.09				119	115.0	0.67	3.04		177	156.4	1.03	4.66	960	926	8	10
Nov		2	2.0	79	77.9	0.30	1.34		551	451.1	0.87	3.94		34	32.6	0.92	4.18				118	114.0	0.78	3.56		177	155.7	1.13	5.15	961	833	3	7
Dec		2	2.0	79	77.4	0.27	1.40		555	448.7	0.88	4.65		33	31.2	0.43	2.26				118	112.2	0.93	4.89		173	151.4	1.08	5.69	960	823	9	11
Jan	2007	2	2.0	80	78.4	1.11	0.95		548	396.0	1.24	0.94		34	32.7	0.40	0.98				120	114.2	1.55	0.93		174	124.9	1.46	0.93	958	748	4	4
Feb		2	2.0	79	77.4	1.54	7.69		549	393.1	1.38	6.92		33	31.7	0.82	4.08				119	113.3	0.84	4.19		176	126.2	1.02	5.10	958	744	7	10
Mar																												0	0				
Rolling Average																																	
Apr	2006	2	2.0	74	73.4	0.53	2.94		539	400.3	0.71	3.92		33	31.6	0.39	2.18				121	117.2	0.57	3.15		173	138.9	0.74	4.09	943	763.5	11.2	6.7
May		2	2.0	75	73.7	0.71	3.60		541	401.8	0.73	3.74		33	31.5	0.21	1.17				122	117.7	0.68	3.45		172	137.5	0.69	3.57	944	764.2	12.0	8.0
Jun		2	2.0	75	73.8	0.74	3.61		541	403.0	0.74	3.65		33	31.4	0.30	1.50				122	118.2	0.69	3.37		170	135.8	0.67	3.35	943	764.2	12.2	7.8
Jul		2	2.0	75	74.1	0.67	3.25		541	405.6	0.78	3.81		33	31.4	0.28	1.39				122	118.3	0.68	3.31		170	136.0	0.59	2.92	943	767.3	12.3	8.1
Aug		2	2.0	75	74.4	0.64	3.08		542	408.8	0.78	3.75		33	31.2	0.27	1.34				123	118.5	0.69	3.30		170	136.3	0.63	3.06	944	771.2	12.2	8.4
Sep		2	2.0	76	74.6	0.60	2.86		542	412.9	0.77	3.69		33	31.3	0.27	1.30				123	118.5	0.65	3.11		170	137.8	0.65	3.11	945	777.1	12.0	8.5
Oct		2	2.0	76	75.3	0.59	2.80		543	424.9	0.79	3.78		33	31.4	0.29	1.41				122	118.1	0.65	3.10		171	139.6	0.70	3.33	947	791.2	11.8	8.7
Nov		2	2.0	77	75.8	0.55	2.61		544	428.7	0.80	3.80		33	31.5	0.37	1.76				122	117.6	0.67	3.16		172	141.7	0.75	3.56	949	797.3	11.4	8.7
Dec		2	2.0	77	76.1	0.52	2.48		545	432.5	0.81	3.89		33	31.4	0.38	1.81				121	116.9	0.70	3.35		172	143.4	0.79	3.79	950	802.3	10.5	9.1
Jan	2007	2	2.0	78	76.3	0.58	2.33		545	431.9	0.85	3.60		33	31.5	0.38	1.73				121	116.6	0.78	3.11		173	142.8	0.86	3.51	951	801.2	10.1	8.9
Feb		2	2.0	78	76.6	0.67	2.81		545	431.2	0.90	3.90		33	31.6	0.38	1.94				121	116.3	0.79	3.21		173	142.1	0.87	3.65	952	799.7	10.0	9.5

Directorate: Lifelong Learning

Director		Country & Lei					Cult & Lei				Edu				Schools				Strat & Res				TOTAL			
Establish't	Number of staff	FTEs	Number of staff		Average Number of Days Lost		Number of staff	FTEs	Average Number of Days Lost		Number of staff	FTEs	Average Number of Days Lost		Number of staff	FTEs	Average Number of Days Lost		Number of staff	FTEs	Average Number of Days Lost		Number of staff	FTEs	Leavers	Starters
			Per Employee	Percentage Absence	Per Employee	Percentage Absence			Per Employee	Percentage Absence			Per Employee	Percentage Absence			Per Employee	Percentage Absence			Per Employee	Percentage Absence				
	2	2.0																								
Apr 2005	2	2.0	139	126.5			249	204.5			144	135.5			1785	1447.3			43	41.3			2362	1957	27	18
May	2	2.0	154	141.5			245	200.5			145	136.5			1785	1444.8			43	41.3			2374	1967	20	22
Jun	2	2.0	155	142.5			240	196.5			146	137.5			1784	1449.3			42	40.9			2369	1969	11	13
Jul	2	2.0	155	142.7			252	210.4			145	136.5			1775	1445.0			41	39.9			2370	1976	15	16
Aug	2	2.0	153	140.8			250	209.1			145	136.5			1769	1459.5			41	39.9			2360	1988	112	4
Sep	2	2.0	145	132.8			234	194.1			148	141.0			1851	1569.0			41	39.9			2421	2079	49	131
Oct	2	2.0	144	131.8			238	198.1			149	142.0			1865	1594.1			41	39.9			2439	2108	15	16
Nov	2	2.0	142	129.8			243	203.1			148	141.2			1904	1635.5			42	40.9			2481	2152	7	36
Dec	2	2.0	135	123.5			247	207.1			148	141.2			1920	1657.0			42	40.9			2494	2172	50	24
Jan 2006	2	2.0	129	117.5			244	205.1			147	140.2			1935	1682.6			41	39.9			2498	2187	13	36
Feb	2	2.0	120	108.1			170	146.5			217	195.6			1942	1694.0			40	38.9			2491	2185	15	20
Mar	2	2.0	119	107.1			172	147.8			212	191.5			1937	1696.5			40	38.9			2482	2184	32	22
Apr	2	2.0	120	109.2	0.61	3.40	173	149.1	0.48	2.65	207	187.6	0.44	2.42	1935	1697.9	0.48	3.69	38	37.3	0.05	0.30	2475	2183	25	16
May	2	2.0	130	119.2	0.84	4.00	173	149.1	0.92	4.40	206	186.9	0.64	3.06	1946	1706.3	0.81	4.05	37	36.3	0.19	0.91	2494	2200	8	26
Jun	2	2.0	130	118.5	0.54	2.47	174	150.1	0.67	3.03	206	186.9	0.58	2.63	1948	1713.0	0.85	4.08	38	37.3	1.28	5.81	2498	2208	12	16
Jul	2	2.0	127	115.5	0.66	3.13	178	153.8	1.18	5.61	217	198.0	0.73	3.46	1926	1695.3	0.62	3.47	37	36.5	1.25	5.96	2487	2201	28	21
Aug	2	2.0	128	116.5	0.50	2.27	177	152.8	1.08	4.92	218	199.0	0.37	1.67	1920	1689.0	0.51	2.34	38	37.5	1.87	8.49	2483	2197	90	7
Sep	2	2.0	118	107.1	0.43	2.06	176	152.0	0.91	4.31	217	198.2	0.69	3.28	1954	1743.0	0.44	2.21	37	36.5	1.36	6.50	2504	2239	23	70
Oct	2	2.0	119	107.3	0.55	2.48	161	136.0	1.25	5.69	192	162.9	1.46	6.65	1936	1723.7	0.88	4.37	37	36.8	1.01	4.58	2447	2169	23	8
Nov	2	2.0	121	109.3	0.45	2.05	157	130.6	1.15	5.21	190	161.0	0.87	3.97	1833	1542.2	0.92	4.53	38	37.8	1.25	5.66	2341	1983	10	14
Dec	2	2.0	120	106.9	0.29	1.51	160	131.2	0.72	3.77	187	154.1	0.44	2.29	1831	1499.4	0.75	4.36	38	36.8	0.22	1.14	2338	1930	30	13
Jan 2007	2	2.0	111	95.8	0.93	4.22	160	130.4	1.18	5.35	181	145.3	0.55	2.50	1829	1477.7	1.09	5.58	38	36.8	0.42	1.90	2321	1888	18	18
Feb	2	2.0	111	95.9	1.49	7.46	156	126.1	1.09	5.43	182	144.9	1.26	6.32	1826	1465.7	0.95	5.82	39	37.6	0.41	2.03	2316	1872	25	7
Mar																							0	0		
Rolling Average																										
Apr 2006	2	2.0	139	127.3	0.61	3.40	226	188.9	0.48	2.65	163	152.3	0.44	2.42	1867	1585.4	0.48	3.69	41	39.9	0.05	0.30	2438	2095.8	30.3	29.7
May	2	2.0	137	125.4	0.73	3.70	220	184.6	0.70	3.53	168	156.5	0.54	2.74	1880	1607.2	0.65	3.87	41	39.5	0.12	0.61	2448	2115.2	29.3	30.0
Jun	2	2.0	135	123.4	0.66	3.29	214	180.8	0.69	3.36	173	160.6	0.55	2.70	1894	1629.2	0.71	3.94	40	39.2	0.51	2.34	2459	2135.1	29.4	30.3
Jul	2	2.0	133	121.2	0.66	3.25	208	176.1	0.81	3.92	179	165.7	0.60	2.89	1907	1650.0	0.69	3.82	40	38.9	0.69	3.25	2468	2153.9	30.5	30.7
Aug	2	2.0	131	119.1	0.63	3.05	202	171.4	0.87	4.12	185	170.9	0.55	2.65	1919	1669.2	0.65	3.53	40	38.7	0.93	4.29	2479	2171.3	28.7	30.9
Sep	2	2.0	129	117.0	0.60	2.89	197	167.9	0.87	4.15	191	175.7	0.58	2.75	1928	1683.7	0.62	3.31	39	38.4	1.00	4.66	2486	2184.6	26.5	25.8
Oct	2	2.0	126	114.9	0.59	2.83	191	162.7	0.93	4.37	195	177.4	0.70	3.31	1934	1694.5	0.66	3.46	39	38.1	1.00	4.65	2486	2189.6	27.2	25.2
Nov	2	2.0	125	113.2	0.57	2.73	184	156.6	0.96	4.48	198	179.1	0.72	3.39	1928	1686.7	0.69	3.59	39	37.9	1.03	4.78	2475	2175.5	27.4	23.3
Dec	2	2.0	123	111.8	0.54	2.60	176	150.3	0.93	4.40	201	180.2	0.69	3.27	1920	1673.6	0.70	3.68	38	37.5	0.94	4.37	2462	2155.4	25.8	22.4
Jan 2007	2	2.0	122	110.0	0.58	2.76	169	144.1	0.95	4.49	204	180.6	0.68	3.19	1911	1656.5	0.74	3.87	38	37.3	0.89	4.13	2447	2130.5	26.2	20.9
Feb	2	2.0	121	109.0	0.66	3.19	168	142.4	0.97	4.58	201	176.4	0.73	3.48	1902	1637.5	0.75	4.05	38	37.2	0.85	3.93	2432	2104.4	27.0	19.8

Directorate: Social Services and Housing

Establish't	Director	Adult Ser				Bus Sup				Child Serv				Child & Young				Housing Serv				TOTAL					
		Number of staff	FTEs	Number of staff	FTEs	Average Number of Days Lost Per Employee	Overall Percentage Absence	Number of staff	FTEs	Average Number of Days Lost Per Employee	Overall Percentage Absence	Number of staff	FTEs	Average Number of Days Lost Per Employee	Overall Percentage Absence	Number of staff	FTEs	Average Number of Days Lost Per Employee	Overall Percentage Absence	Number of staff	FTEs	Average Number of Days Lost Per Employee	Overall Percentage Absence	Number of staff	FTEs	Leavers	Starters
		3	3.0																								
Apr	2005	3	3.0	542	471.3		24	23.7		108	103.0		2	2.0			87	81.9					766	685	2	5	
May		3	3.0	545	474.6		24	23.7		118	112.5		2	2.0			87	81.9					779	698	5	5	
Jun		3	3.0	551	480.0		24	23.7		119	112.6		2	2.0			88	83.4					787	705	7	6	
Jul		3	3.0	552	482.2		24	23.7		123	116.6		2	2.0			87	81.9					791	709	7	11	
Aug		3	3.0	575	505.2		24	23.7		102	96.2		2	2.0			89	83.9					795	714	8	7	
Sep		3	3.0	574	505.0		23	22.7		99	94.2		2	2.0			88	84.3					789	711	12	9	
Oct		3	3.0	575	506.6		24	23.7		123	112.3		2	2.0			85	82.2					812	730	7	7	
Nov		3	3.0	579	511.5		24	23.7		123	112.8		2	2.0			82	79.2					813	732	1	3	
Dec		3	3.0	578	512.7		24	23.7		123	112.8		3	3.0			83	80.2					814	735	10	2	
Jan	2006	3	3.0	577	513.0		25	24.7		122	111.8		3	3.0			85	81.8					815	737	7	9	
Feb		3	3.0	573	508.9		25	24.7		121	110.8		3	3.0			85	81.8					810	732	9	3	
Mar		3	3.0	569	506.1		25	24.7		121	110.8		3	3.0			85	81.8					806	729	10	1	
Apr		3	3.0	561	499.9	1.11	6.17	25	24.7	0.08	0.45	124	113.8	0.99	5.47	3	3.0	4.00	22.22	83	80.4	0.57	3.18	799	725	6	2
May		3	3.0	566	506.3	1.25	5.95	26	25.7	0.27	1.30	122	111.8	1.73	8.21	3	3.0	0.00	0.00	85	82.4	0.40	1.91	805	732	5	9
Jun		3	3.0	569	509.3	1.14	5.16	26	25.7	0.34	1.54	122	112.3	1.49	6.78	3	3.0	0.67	3.03	87	84.4	0.75	3.42	810	738	4	9
Jul		3	3.0	563	505.9	0.96	4.58	27	26.7	0.11	0.53	123	115.9	1.56	7.44	3	3.0	6.33	30.16	86	83.4	0.73	3.49	805	738	13	8
Aug		3	3.0	562	506.3	0.94	4.26	27	26.7	1.44	6.54	121	113.9	1.01	4.59	6	6.0	3.67	16.67	84	81.4	1.01	4.59	803	737	9	7
Sep		4	4.0	566	510.8	0.97	4.60	26	25.7	0.23	1.11	123	115.9	1.20	5.74	9	9.0	3.11	14.81	84	81.4	1.25	5.95	812	747	3	13
Oct		4	4.0	570	516.1	1.25	5.67	26	25.7	0.19	0.88	124	117.1	1.72	7.83	9	9.0	0.11	0.51	84	81.4	1.03	4.67	817	753	7	9
Nov		4	4.0	547	483.5	1.28	5.81	26	25.7	0.31	1.41	116	110.5	1.18	5.35	8	8.0	1.88	8.52	86	83.4	0.73	3.33	787	715	3	12
Dec		4	4.0	551	483.6	0.80	4.19	28	27.7	0.43	2.25	115	109.2	0.41	2.17	10	10.0	0.00	0.00	86	82.1	0.14	0.73	794	717	6	4
Jan	2007	4	4.0	556	485.5	1.39	6.33	28	27.7	0.86	3.90	113	107.8	1.61	7.32	9	9.0	2.00	9.09	87	82.6	0.71	3.23	797	717	6	7
Feb		4	4.0	559	487.4	1.36	6.70	28	27.7	0.46	1.98	112	106.8	1.35	16.67	9	9.0	3.33	6.74	91	86.6	1.13	5.64	803	721	2	10
Mar																							0	0			
Rolling Average																											
Apr	2006	3	3.0	567	500.5	1.11	6.17	24	24.0	0.08	0.45	118	109.7	0.99	5.47	2	2.4	4.00	22.22	86	81.9	0.57	3.18	801	721.5	7.42	5.42
May		3	3.0	569	503.1	1.18	6.06	24	24.2	0.18	0.88	119	109.7	1.36	6.84	3	2.5	2.00	11.11	85	81.9	0.49	2.55	803	724.4	7.42	5.75
Jun		3	3.0	571	505.5	1.17	5.76	25	24.3	0.23	1.10	119	109.7	1.40	6.82	3	2.6	1.56	8.42	85	82.0	0.57	2.84	805	727.1	7.17	6.00
Jul		3	3.0	572	507.5	1.12	5.47	25	24.6	0.20	0.96	119	109.6	1.44	6.98	3	2.7	2.75	13.85	85	82.1	0.61	3.00	806	729.5	7.67	5.75
Aug		3	3.0	571	507.6	1.08	5.22	25	24.8	0.45	2.07	120	111.1	1.36	6.50	3	3.0	2.93	14.42	85	81.9	0.69	3.32	807	731.4	7.75	5.75
Sep		3	3.1	570	508.1	1.06	5.12	25	25.1	0.41	1.91	122	112.9	1.33	6.37	4	3.6	2.96	14.48	85	81.7	0.79	3.76	809	734.4	7.00	6.08
Oct		3	3.2	569	508.9	1.09	5.20	26	25.2	0.38	1.76	122	113.3	1.39	6.58	4	4.2	2.56	12.49	84	81.6	0.82	3.89	809	736.3	7.00	6.25
Nov		3	3.3	567	506.6	1.11	5.28	26	25.4	0.37	1.72	122	113.1	1.36	6.43	5	4.7	2.47	11.99	85	82.0	0.81	3.82	807	734.9	7.17	7.00
Dec		3	3.3	565	504.1	1.08	5.15	26	25.7	0.38	1.78	121	112.8	1.25	5.95	5	5.3	2.20	10.66	85	82.1	0.73	3.47	805	733.4	6.83	7.17
Jan	2007	3	3.4	563	501.8	1.11	5.27	26	26.0	0.43	1.99	120	112.5	1.29	6.09	6	5.8	2.18	10.50	85	82.2	0.73	3.45	804	731.6	6.75	7.00
Feb		4	3.5	562	500.1	1.13	5.40	27	26.2	0.43	1.99	120	112.1	1.30	7.05	6	6.3	2.28	10.16	86	82.6	0.77	3.65	803	730.7	6.17	7.58

Leavers Feb 2007

Appendix B

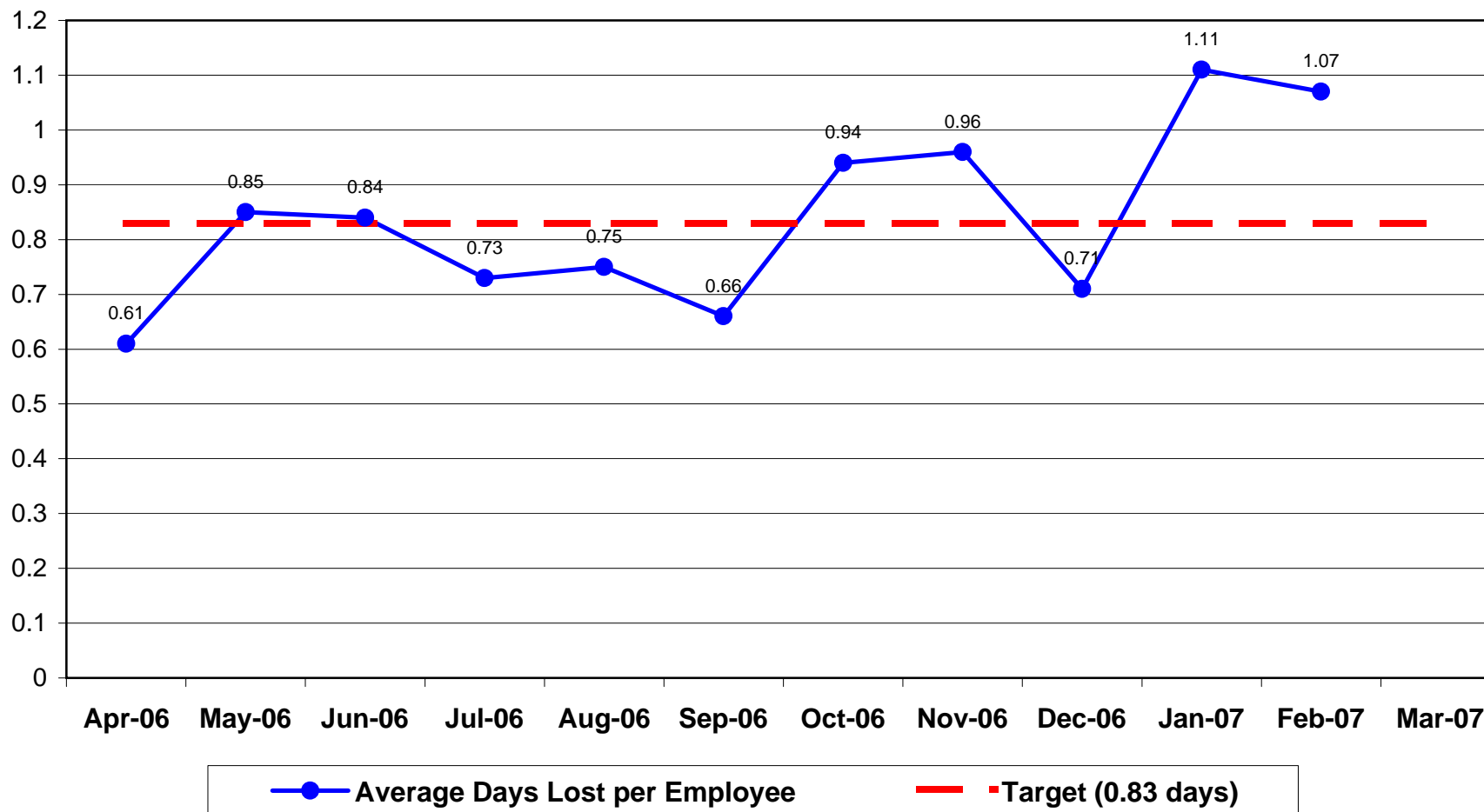
Directorate	Service	Department	Position
Environment	Development Services	Property	Clerk Of Works01
Environment	Environmental Services	Catering	Catering Assistant03
Environment	Environmental Services	Highway Operations	Road Worker 211
Environment	Planning & Public Protection	Building Control	Administration Officer01
Environment	Planning & Public Protection	Health And Private Sector	Senior Eho (Food Safety)04
Environment	Planning & Public Protection	Trading Standards Licensing & Safety	Principal Licensing Administration Officer01
Environment	Transport & Infrastructure	Fleet	Work Opportunity Placement
Lifelong Learning	Countryside & Leisure Services	Community Leisure	Instructor08
Lifelong Learning	Countryside & Leisure Services	Community Leisure	Instructor02
Lifelong Learning	Countryside & Leisure Services	Community Leisure	Instructor17
Lifelong Learning	Countryside & Leisure Services	Community Leisure	Leisure Attendant14
Lifelong Learning	Countryside & Leisure Services	Community Leisure	Leisure Attendant15
Lifelong Learning	Countryside & Leisure Services	Countryside	Graduate Warden01
Lifelong Learning	Culture & Leisure	Library & Information Service	Senior Library Assistant01
Lifelong Learning	Schools	Primary Schools	Mid Day Supervisor
Lifelong Learning	Schools	Primary Schools	Clerk to the Governing Body
Lifelong Learning	Schools	Primary Schools	Mid Day Supervisor
Lifelong Learning	Schools	Primary Schools	Cleaner
Lifelong Learning	Schools	Primary Schools	Mid Day Supervisor
Lifelong Learning	Schools	Primary Schools	Mid Day Supervisor
Lifelong Learning	Schools	Primary Schools	Mid Day Supervisor
Lifelong Learning	Schools	Primary Schools	Mid Day Supervisor
Lifelong Learning	Schools	Primary Schools	Mid Day Supervisor
Lifelong Learning	Schools	Secondary Schools	Exam Invigilator
Lifelong Learning	Schools	Secondary Schools	Exam Invigilator
Lifelong Learning	Schools	Secondary Schools	Exam Invigilator
Lifelong Learning	Schools	Secondary Schools	Exam Invigilator
Lifelong Learning	Schools	Secondary Schools	Exam Invigilator
Lifelong Learning	Schools	Secondary Schools	Technician - Food
Lifelong Learning	Schools	Special Schools	Child Care Officer
Lifelong Learning	Schools	Special Schools	Learning Support Assistant
Social Services & H	Adult Services	Provider Unit	Day/Night Care Assistant07
Social Services & H	Children's Services	Commissioning Planning & Performan	Clerk/Typist04Temp

Starters Feb 2007

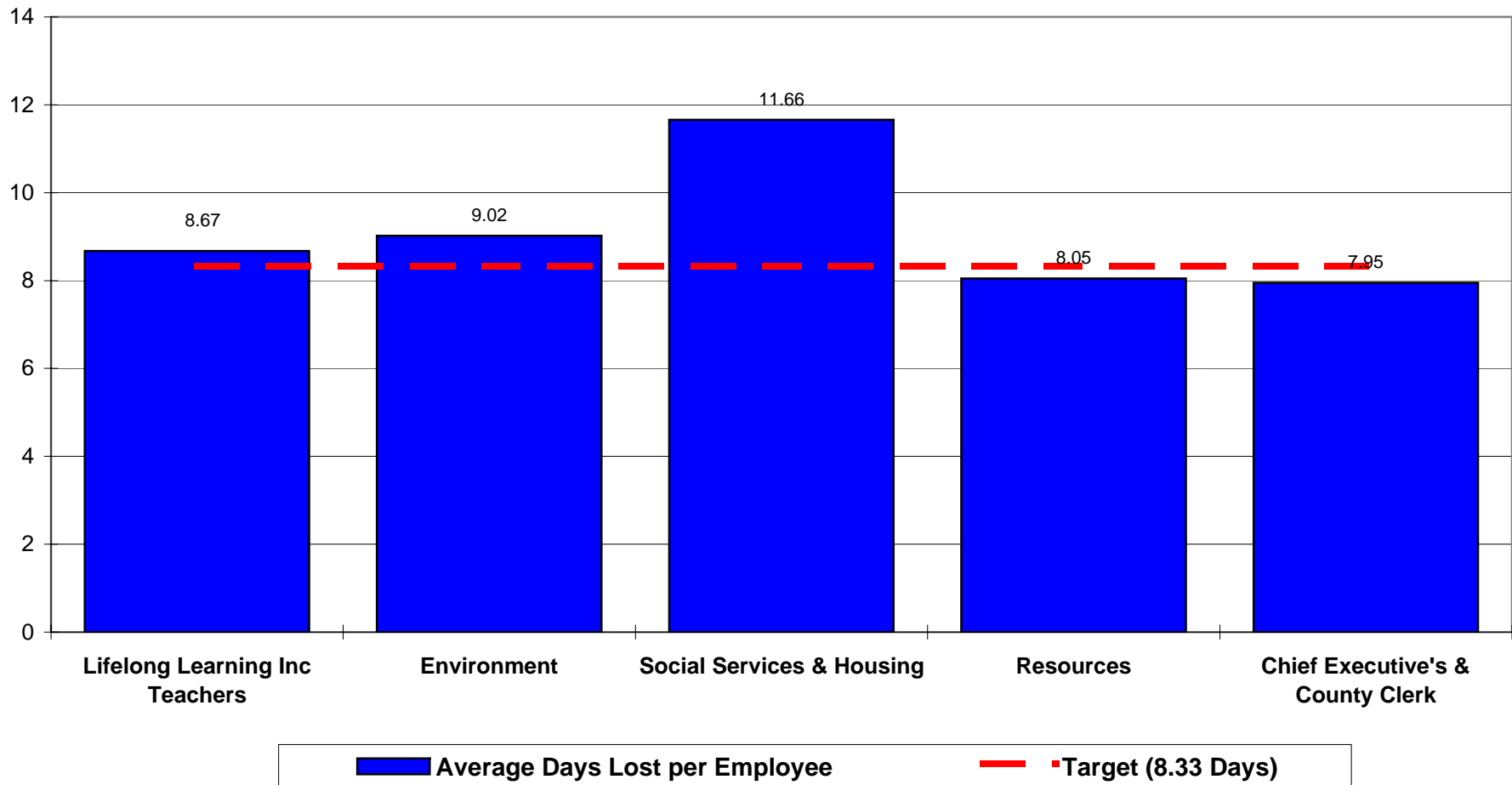
Appendix B

Position	Directorate	Service	Dept
Business Property Assistant	Environment	Development Services	Regeneration
Catering Assistant03	Environment	Environmental Services	Catering
Cleaner04	Environment	Environmental Services	Cleaning Service
Cleaner03	Environment	Environmental Services	Cleaning Service
Street Cleansing Operative (Lgv)01	Environment	Environmental Services	Enforcement & Waste Operations
Street Lighting Operative02	Environment	Environmental Services	Sign Shop, Street Lighting, Safety & CCTV
Modern Apprentice	Environment	Planning & Public Protection	Health And Private Sector
Animal Health Licensing Officer01	Environment	Planning & Public Protection	Trading Standards Licensing & Safety
Mechanical Fitter04	Environment	Transport & Infrastructure	Fleet
Mechanical Fitter	Environment	Transport & Infrastructure	Fleet
Administration Assistant - Modern Records01	Lifelong Learning	Culture & Leisure	Archives & Heritage
Learning Support Assistant	Lifelong Learning	Schools	Primary Schools
Midday Supervisor	Lifelong Learning	Schools	Primary Schools
Clerical Assistant	Lifelong Learning	Schools	Primary Schools
Translator	Lifelong Learning	Schools	Secondary Schools
Technician	Lifelong Learning	Schools	Secondary Schools
Modern Apprentice	Lifelong Learning	Schools	Secondary Schools
Corporate Modern Apprentice(H&S)	Resources	Central Personnel	Corporate Health & Safety
Corporate Modern Apprentice(Creditors)	Resources	Finance	Exchequer & Financial Accounting
Revenues Assistant03	Resources	Finance	Revenues
Principal IT Security Officer	Resources	ICT	
Corporate Modern Apprentice(OT)	Social Services & Housing	Adult Services	Assessment & Care Management Adults Under 65
Joint Equipment Stores - Project Developmen	Social Services & Housing	Adult Services	Assessment & Care Management Adults Under 65
Contracting & Procurement Officer02	Social Services & Housing	Adult Services	Commissioning
Corporate Modern Apprentice	Social Services & Housing	Adult Services	PMSU
Joint Equipment Stores - Project Developmen	Social Services & Housing	Adult Services	PMSU
Social Worker04	Social Services & Housing	Adult Services	Provider Unit
IT Mentor Community Members	Social Services & Housing	Adult Services	Social Inclusion & Voluntary Sector
IT Mentor Children	Social Services & Housing	Adult Services	Social Inclusion & Voluntary Sector
Community IT Support Officer	Social Services & Housing	Adult Services	Social Inclusion & Voluntary Sector
Housing Options Officer	Social Services & Housing	Housing Services	Housing Tenancy

Denbighshire County Council Average Number of Days Lost Per Employee 2006 - 2007



Average Days Lost per Directorate Appendix C April 2006 - February 2007



**CABINET
FORWARD WORK PROGRAMME**

REPORT TITLE	REPORT LEAD MEMBER / AUTHOR
APRIL 2007	
Revenue Budget Monitoring Report	Councillor G O Rowlands R Parry
Capital Plan	Councillor G O Rowlands R Parry
Use of the £200k 'Spend to Save' Efficiencies Budget	Councillor G O Rowlands A Evans
Economic Growth Strategy for Denbighshire	Councillor R W Hughes M Dixon
European Union Convergence Programme Action Plan for Denbighshire	Councillor R W Hughes G Evans
Conwy Denbighshire Spatial Framework	Councillor R W Hughes M Dixon
Monitoring the Actions Agreed by Cabinet	Councillor R W Hughes A Evans
Housing Revenue Account Budget	Councillor P A Dobb P Quirk
Respite Care Review	Councillor P A Dobb N Ayling
Routine Reporting on Personnel	Councillor S A Davies L Atkin
Conwy Denbighshire Spatial Framework	Councillor R W Hughes M Dixon
Cabinet Action Plans	Councillor R W Hughes J Williams
Improvement Plan	Councillor R W Hughes J Williams
MAY 2007	
Revenue Budget Monitoring Report	Councillor G O Rowlands R Parry
Capital Plan	Councillor G O Rowlands R Parry
Routine Reporting on Personnel	Councillor S A Davies L Atkin
Housing Revenue Account Budget	Councillor P A Dobb P Quirk
Approval of LDP Preferred Strategy and Strategic Options	Councillor E W Williams M Pender
Sustainable Development Strategy and Action Plan	Councillor E W Williams J Williams
Efficiency Strategy	Councillor R W Hughes J Williams
JUNE 2007	
Revenue Budget Monitoring Report	Councillor G O Rowlands R Parry
Capital Plan	Councillor G O Rowlands R Parry
Rural Development Plan Local Development Strategy for Rural Denbighshire	Councillor R W Hughes M Dixon
Community Capital Grants 2007-2008	Councillor R W Hughes M Dixon
Routine Reporting on Personnel	Councillor S A Davies L Atkin

REPORT TITLE	REPORT LEAD MEMBER / AUTHOR
Housing Revenue Account Budget	Councillor P A Dobb P Quirk
Local Housing Strategy	Councillor P A Dobb S Kaye
Clwyd Leisure Joint Study	Councillor S Roberts T Hughes
Working Together as the Welsh Public Service	Councillor R W Hughes J Williams
Modernising Education Update	Councillor D Owens H W Griffiths
Proposal to Introduce a Charge for Post 16 Transport	Councillor D Owens G Yates
Corporate Quarterly Performance Report 2006-08 Qtr 4	Councillor S A Davies J Williams
Proposal to Introduce a Charge for Post 16 Transport	Councillor D Owens G Yates
JULY 2007	
Revenue Budget Monitoring Report	Councillor G O Rowlands R Parry
Capital Plan	Councillor G O Rowlands R Parry
Routine Reporting on Personnel	Councillor S A Davies L Atkin
Housing Revenue Account Budget	Councillor P A Dobb P Quirk
Corporate Equalities Plan Approval	Councillor S A Davies J Williams
Working Together as the Welsh Public Service	Councillor R W Hughes J Williams