

CABINET

Minutes of the Cabinet meeting held at 10.30 a.m. on Tuesday 26 June 2007 in the Sports Pavilion, War Memorial Park, Green Lane, Corwen.

PRESENT

Councillors S A Davies, Lead Member for Policy, Communications and Improvement; P A Dobb, Lead Member for Health, Social Care & Wellbeing; E C Edwards, Lead Member for Customer Care and Citizen Engagement; M A German, Lead Member for Children, Young People and Families, R W Hughes, Leader and Lead Member for Economic Prosperity & European Programmes; D Owens, Lead Member for Schools and Lifelong Learning; G O Rowlands, Lead Member for Finance and Procurement; S Roberts, Lead Member for Promoting Denbighshire, J Thompson Hill, Lead Member for Property and Sustainable Development and E W Williams, Lead Member for Environment.

Observers: Councillors J R Bartley, R E Barton, M LI Davies, G C Evans, H H Evans, K N Hawkins; T R Hughes; M M Jones, N P Roberts and C H Williams.

ALSO PRESENT

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

APOLOGIES

Deputy Chief Executive / Corporate Director: Resources.

ANNOUNCEMENT

Councillor R W Hughes welcomed Councillor Tudor, Chair of Corwen Community Council and residents of the area to the Cabinet meeting and thanked them for attending the earlier 1:1 with Cabinet Members and senior officers. Councillor Tudor thanked Members for attending, the opportunity afforded for the public to discuss issues with the Members and said Corwen was pleased to host its second Cabinet meeting.

Councillor E C Edwards and Councillor E W Williams thanked the Corporate Director: Environment and all his team for their hard work on the flash floods the previous day.

Councillor S Roberts was pleased to announce that Denbighshire had been awarded a £1.5m grant by the Heritage Lottery fund for the implementation stage of the Heather and Hillforts Project. The County Archaeologist, the Heather and Hillforts Project Officer and the Countryside Warden were congratulated on their success and hard work by Members.

Councillor P A Dobb reminded Members and staff that assessors would be visiting and assessing the Authority on 18/19 July for the Corporate Health Standard.

Councillor M M Jones reported that Nantclwyd House, Ruthin had been opened to the public on 23.06.2007.

Councillor E W Williams reported the County had failed in its appeal to the Welsh Assembly Government with regard to the Wern Ddu, Gwyddelwern wind farm. The Chief Executive said the Authority would be considering a High Court challenge to the decision.

1 URGENT MATTERS

There were no Urgent Matters.

2 MINUTES OF THE CABINET

The Minutes of the Cabinet meeting held on 22 May 2007 were submitted.

Item 6 Denbighshire's Recycling Park Strategy – Page 8 second paragraph, last sentence: amend to read "... could dispose of a large variety of items".

***RESOLVED** that, subject to the above, the minutes of the meeting held on 22 May 2007 be approved as a correct record and signed by the Leader.*

3 ECONOMIC GROWTH STRATEGY FOR DENBIGHSHIRE

Councillor R W Hughes presented the report seeking Members' agreement of the Economic Growth Strategy for Denbighshire.

Councillor Hughes said extensive consultation with key stakeholders had been carried out and the Strategy was critical when drawing on European funding. Denbighshire was the 2nd highest County which had successfully drawn on Objective 1 Funding, Chaired by Councillor E C Edwards. She outlined the 10 priorities which would be delivered in partnership with other public sector organisations, the community, voluntary sector and private business. Members agreed to add "community" to item (iii) on page 17 of the Strategy.

With regard to DEG 8 Better Transport Links, Councillor S A Davies said the Minister for Economy and Transport was unlikely to improve road links between North and South Wales as adequate train links were available. Councillor Davies said the Authority and Community Councils should press the Assembly for improved links.

Councillor P A Dobb was pleased to see social care included in the Strategy and said it was important to work with the private sector in both rural and urban areas.

The document was welcomed by Councillor E C Edwards. He referred to DEG 9 Community Regeneration and the importance of the Key Fund and thanked the Key Fund /Rhyl Going Forward Officer for all his work. He stressed the need to consider both town and rural development with each town having its own economic development plan with the adjoining rural areas being linked in to those plans. It was important to ensure community involvement in the Strategy. Councillor Hughes agreed and said town strategies were being progressed.

Councillor S Roberts was pleased that culture and tourism was being taken forward in the Strategy and stressed its importance to the economy. Councillor D Owens referred to the Opto-electronics industries and said it was important to encourage their continued involvement in the County's schools. Councillor E W Williams, referring generally to the condition of the roads, said it was important that people were able to travel to and in the County comfortably which would encourage business and tourism opportunities.

RESOLVED that Members approve the Economic Growth Strategy for Denbighshire.

4 EUROPEAN UNION CONVERGENCE PROGRAMME ACTION PLAN FOR DENBIGHSHIRE

Councillor R W Hughes presented the report seeking Members' approval of the matrix of projects developed by the Council's Working Group on Convergence as a basis for future attempts to attract resources from the European Union's 2007-2013 Convergence Programme.

Councillor Hughes said the WLGA had set up an officer and Member Group to monitor progress and she would be representing the Independent Group.

In response to a query from Councillor E W Williams, Councillor Hughes said Harlech and Menai Colleges were included as regional working examples. Councillor Williams stressed the importance of including areas outside the Vale of Clwyd, such as Bryneglwys or Llandegla for example, who had not traditionally felt part of the Vale.

Councillor J Thompson Hill welcomed the document and the hard work by officers.

Referring to Rural Development, Councillor H H Evans (Observer) asked why this had not been included as a priority. The Principal Regeneration Manager confirmed that rural development would be included.

The Chief Executive said it was important projects were identified, for example projects from the Regional Partnership Board.

Councillor E C Edwards emphasised the need for officers to ensure consultation with Area Elected Member Groups once confirmation of the programme details have been confirmed by the Welsh Assembly Government. It was vital that Local Members were involved in all the schemes in the County.

The Head of Development Services asked that Members contact his department with any good local or potential retrospective projects as soon as possible. He said the programme was moving slowly and it was hoped this would move along more quickly in the autumn.

The Principal European Officer informed Members that the matrix attached to the report was part of the North West Wales Matrix. There were currently 111 projects listed, some of which would be combined into larger projects.

RESOLVED that Members approve the draft 2007-2013 EU Convergence Programme Project Matrix as the basis of future attempts to attract resources from the EU Convergence Programme.

5 WEST RHYL REGENERATION STRATEGY - IMPLEMENTATION

Councillor E W Williams presented the report seeking Members' support that as a matter of policy any future development on the blocks of properties identified on the plan attached as Appendix 1 to the report, along West Parade Rhyl should be in accordance with the approved West Rhyl Regeneration Strategy, in accordance with site development briefs prepared and be comprehensive re-development – rather than piecemeal. He said Rhyl was becoming more revitalised.

Councillor R W Hughes said many properties in poor structural condition were being refurbished and many were private investment. This was leading to Rhyl's resurgence as a popular seaside resort. She referred to criticism of the progress being made in Rhyl by some Rhyl Councillors, although they had been involved in the consultation process. Councillor S Roberts expressed her delight with the Strategy and also her annoyance at the attitude of some Rhyl colleagues. Councillor S A Davies reminded Members that the Authority and the Assembly had invested a lot of money in Rhyl and it was not acceptable for negative comments to be made by Rhyl colleagues.

Rhyl Going Forward had been highlighted as good practice, at the recent WLGA Conference attended by Councillor J Thompson Hill, and he stressed the importance of investments in the town being made by the private sector.

Councillor E W Williams said Denbighshire had focussed on Rhyl and had addressed many of the problems facing the residents. However, Councillor T R Hughes (Observer) said many of the problems seen in Rhyl were now to be found in towns like Ruthin and Llangollen.

RESOLVED that Members approve the following additional guidance in addition to the previously approved WRRS, in particular that any development in the following blocks of property:

(a) Town Centre – West Parade / High St / Queen St / Sussex Street

- (b) 50 – 57 West Parade (inclusive)*
- (c) West Parade block from Sydenham Avenue – Sandringham Avenue*
- (d) 85 – 90 West Parade (inclusive)*

should be in accordance with the approved West Rhyl Regeneration Strategy, comprehensive re-development only – and not piecemeal and in accordance with site development briefs prepared.

At this juncture (11.45 a.m.) the meeting adjourned for 15 minutes to allow Members to participate in refreshments.

6 LOCAL HOUSING STRATEGY

Councillor P A Dobb presented the report seeking Cabinet's recommendation to Council that the draft Denbighshire Local Housing Strategy (LHS) for 2007 - 2012 be adopted. The County was required to submit the Strategy to the Assembly by 30.06.2007.

The Strategy covered many key housing issues including affordable housing, homelessness, the condition of the County's housing stock, the local Black and Minority Ethnic (BME) housing strategy, migrant workers and gypsy and traveller housing needs. The Strategy had been well received by the Social Services and Housing Scrutiny Committee.

Councillor Dobb reported that the Affordable Housing Task and Finish Group had been established and had recently had their first meeting. A discussion with Planning colleagues on the way forward would be held and officers would be asked to communicate with the public on what constitutes affordable or local housing. The Group will also lobby AMs and MPs on what the County wanted. She thanked the Housing Strategy Officer and the Housing Strategy Manager for an excellent document.

Councillor E C Edwards thanked Councillor Dobb for agreeing to establish the Task Group. He felt it was important to agree on the meaning of 'affordable'. At some point in the future there could be a need to house gypsies and travellers over the winter months. He stressed the need to treat BME Groups equally and went on to suggest the Regional Partnership Board should be considering Local Housing Strategies.

The Corporate Director: Social Services and Housing said it was hoped to continue with the Rural Housing Enabler Project partnerships.

Some of the costs referred to in paragraph 4.6 were already included in the budget round. The Chief Executive said the Authority was working with others on housing needs assessments and other matters needed to be progressed through the funding process. It was important to invest resources to drive forward the improvement in housing stock owned by private landlords.

Referring to the Affordable Warmth Strategy and energy efficiency, Councillor J Thompson Hill asked to be involved in any future discussions.

RESOLVED that Cabinet recommend to Council that the Denbighshire Local Housing Strategy for 2007 -2012 be adopted.

7 MODERNISING EDUCATION UPDATE

Councillor D Owens presented the report seeking Members' agreement to the arrangements for publishing and consulting widely on the Cambridge Modernising Education Report outlined in the report and to agree to the additional cost of Cambridge Education coordinating responses to the Report as outlined.

Members expressed their surprise to see a further request for funding for additional costs. The Corporate Director: Lifelong Learning said the Directorate could fund the additional costs for co-ordinating the responses. He stressed the importance that the process must be fair and transparent and the best way forward would be for Cambridge Education to co-ordinate responses. Councillor S A Davies suggested Cambridge Education be asked to carry out the extra work at no extra cost. However, the Chief Executive reminded Councillor Davies that this was additional work, over and above that originally agreed and had been requested by Members.

The Corporate Director: Lifelong Learning said it was important that Members took ownership and responsibility of the process and its outcomes. A clear timetable and action was required for all stakeholders and he said it was important that schools and staff were familiar with the process and consultation. He agreed to provide the timetable in a bullet point format.

RESOLVED that Cabinet agree the arrangements for publishing and consulting widely on the Cambridge Modernising Education Report as outlined.

8 PROPOSAL TO INTRODUCE A CHARGE FOR POST 16 TRANSPORT

Councillor D Owens presented the report seeking Members' agreement to introduce charging for post 16 transport and to lobby the Welsh Assembly Government and local Assembly Members to provide additional funding for post 16 transport to meet the shortfall, and to seek the support of the WLGA and other Councils for this action.

Councillor Owens referred to the typographic error in paragraphs 2.6.2 and 10.1 of the report and said the Authority was responsible for funding 6th form or college education. Councillor Owens asked for Members' agreement to amend the Recommendation at paragraph 10.4 to read "Agrees to review the exemption in the future".

Correspondence with the then Minister for Education and Lifelong Learning had confirmed no new funding would be available but new legislation would be brought in.

Councillor P A Dobb supported as many pupils staying in school or college as possible but suggested transport there should become their responsibility. She cited Social Services where fees for older people or people with learning disabilities were charged for. She said the Council already had a high Council Tax and this should be included as part of the efficiency savings in the budget round.

The Chief Executive reminded Members that staying on in school or college after age 16 was Government policy. Councillor Owens agreed and said by staying on in education this gave the country a higher skills base.

Councillor J Thompson Hill referred to climate change and said the costs to pupils of transporting themselves to school or college would be higher than £200. He suggested a fixed timescale was required to review the exemption and that Recommendation 10.4 should not be amended. The exemption could be reviewed in the future.

Responding to Councillor Dobb's comments, Councillor E W Williams said the elderly were given free bus passes. He could not support charging pupils for transport and suggested the Authority should continue to lobby the Assembly.

Councillor R W Hughes agreed the Assembly should continue to be asked to consider the issue and asked officers to ascertain which Assembly Members had written to the Minister on post 16 transport. She referred to the Appendix to the report and said that Scrutiny Committees should not be threatening Cabinet of their intention to challenge any decision Cabinet by Cabinet to introduce a charge.

Councillor R E Barton (Observer) asked whether any assessment had been made on the possible negative impact on the Pathways Project if charging was introduced and whether the rural student take-up had been quantified.

The Chief Executive said the Authority should have in the past argued for post 16 funding to be transferred to ELWa. He agreed to correspond with the Welsh Assembly Government and press for further information on the statements made.

Councillor H H Evans (Observer) was surprised at Councillor Dobb's comments and said charging would have a great impact on the rural wards in Denbighshire and on lower income families - it would dissuade pupils from going on to further education. He urged Members to bear this in mind when taking their decision.

Councillor P A Dobb said she could not support Recommendation 10.3.

On being put to the vote, Councillor J Thompson Hill's amendment to reinstate in full Recommendation 10.4 was lost.

RESOLVED that Cabinet:

- 1 *Notes that the Council is responsible for funding 6th form or college education but that the Welsh Assembly Government's funding to Denbighshire for 6th form and college transport is £140k lower than budgeted costs in 2007-08, representing £127 for each student over the age of 16 who uses this transport*
- 2 *In line with the corporate policy on charging, sets the charge for post 16 transport at £200 for each student with effect from September 2008 to achieve full cost recovery including administration costs. This figure is £127 plus 10% inflation plus administration costs of £28k but assuming "leakage" at 20%*
- 3 *Decides to exempt all students from the charge in 10.2 because of its potential adverse impact on take up of education, particularly by students in rural areas, and because of potential forthcoming legislation on school and college transport in Wales*
- 4 *Agrees to review the exemption in the future*
- 5 *Agrees to lobby the Welsh Assembly Government and local AMs to provide the additional funding that is required in order to remove the continuing unfair pressure on Council tax payers to meet the costs of transport for post 16 education, and seeks support from the Welsh Local Government Association and other councils for this action.*

9 REVIEW OF 16-19 PROVISION IN RHYL

Councillor D Owens presented the report seeking Members' consideration of the Cambridge Education Review of 16-19 Provision in Rhyl and agree to note the recommendations in the Cambridge Education Review of 16-19 Provision in Rhyl; authorise public consultation on the report until end September, with a report back to Cabinet in October on responses and impacts on the proposals, including impact analysis and detailed costings of recommendations and guidance on statutory processes. Cabinet were also asked to agree to a report being provided to Council in July on the report and the steps taken by the Cabinet.

Councillor Owens welcomed the Acting Head of Rhyl High School to the meeting. Some age 14 plus pupils in Rhyl were dissatisfied with the current provision. Councillor Owens said a new 6th form centre at the Rhyl College site was the way forward with this provision being led by DECWL rather than Rhyl College. This would give the best learning opportunities to pupils.

The Corporate Director: Lifelong Learning said a further report would be presented to Cabinet in September 2007. Mr Mark Edwards, the newly appointed Headteacher of Rhyl High School would consider the issue in detail once he had taken up appointment and DECWL have agreed the consultation period could be extended.

Councillor E W Williams said it was important that the 14-19 Learning Pathways fitted into any new arrangements and that this was linked to colleges or problems would still arise.

Councillor S Roberts had been invited to a meeting by the Rhyl High School Chair of Governors but had not been able to attend and was concerned that if a 6th form college was established in Rhyl, the pupils would be in a 'college scenario' and much supervision of young people would be lost.

Councillor H H Evans (Observer) referred to the debate by the Lifelong Learning Scrutiny Committee. He said the momentum from DECWL on the capital issue was of concern as this could have a knock on effect on other schools. He supported the principle of the provision but was concerned with the speed of the process.

The Corporate Director: Lifelong Learning said special meetings would be convened in September 2007 including with Rhyl Town Council and a public meeting. He stressed that policy and not funding would drive the process forward.

RESOLVED that Cabinet note the recommendations in the Cambridge Education Review of 16-19 Provision in Rhyl; authorise public consultation on the report until end September with a report back on responses and impacts on the proposals, including impact analysis and detailed costings of recommendations and guidance on statutory processes. Cabinet also agree a report be provided to Council in July on the report and the steps taken by the Cabinet.

10 DENBIGHSHIRE'S RECYCLING PARK STRATEGY

Councillor E W Williams presented the report seeking Members' approval of the recommended course of action in relation to the development of the Council's recycling parks.

Councillor Williams asked Members to note the typographical error in Recommendation 9.3 which should be amended to read "... health and safety issues ...". He asked for Members' agreement to add a further Recommendation at 9.5, namely "Cabinet further agree consultation will commence with the remaining Area Elected Member Groups".

Councillor M A German said the Authority was moving in the right direction in regard to its responsible actions on waste and recycling. It was important the County had a dedicated site. Councillor S Roberts supported Councillor German's views.

Councillor S A Davies welcomed the report and felt the recycling site in Llangollen was not fit for purpose. He suggested more "bring sites" were required in rural areas and the County should offer to waive large item charges which would help to publicise the idea.

Whilst agreeing its importance, Councillor P A Dobb said she could not support the proposal in isolation. For example with having to travel further to sites, hazardous

chemicals could be dumped on agricultural land and travelling further could lead to problems for older people. She could only support the principle if a plan for rural areas was established. Councillor J Thompson Hill, whilst supporting a purpose built site, said Prestatyn for example had an elderly population and the Authority should not expect the elderly to travel further to the new recycling park in Rhuddlan.

Councillor G O Rowlands fully supported the project and emphasised the need for Denbighshire to meet its recycling targets otherwise the Authority would face harsh financial penalties. He also felt the sites at both Rhyl and Prestatyn were outdated.

Councillor R E Barton (Observer) said inadequate Government funding had been made available for recycling and he suggested both the WLGA and the Welsh Assembly Government be asked to consider funding for recycling provision in rural areas.

It was suggested by Councillor T R Hughes (Observer) that street recycling facilities for items such as tin, paper, green waste, plastic and free household item disposal be put in place before closing any sites.

Councillor R W Hughes said it was important to keep dialogue ongoing with Members in regard to facilities.

The Chief Executive informed Members that if any adverse health and safety issues arose on any of the current sites and the site had to be shut, this would be carried out whether or not alternative arrangements were in place.

Councillor E C Edwards said Area Elected Members Group should discuss the issue and suggested perhaps a partnership arrangement could be formed with neighbouring Authorities such as Wrexham which would benefit some areas of the County.

RESOLVED that Cabinet supports the principle of replacing the existing civic amenity sites with three improved recycling parks and recognises and accepts that this strategy will necessitate the closure of several existing facilities, and that the order in which the necessary changes are introduced will be determined on a cost effectiveness basis. Cabinet recognises and accepts that any unresolved health and safety issues may also result in the closure of facilities. Cabinet confirms approval for the development of a new recycling park in the Rhuddlan area, together with the closure of the old Rhyl and Prestatyn CA sites when the existing contract runs out in April 2009. Cabinet further agree consultation will commence with the remaining Area Elected Member Groups.

At this juncture (1.55 p.m) the meeting adjourned for 15 minutes to allow Members to participate in refreshments.

11 ASSET CHALLENGE PROCESS

Councillor J Thompson Hill presented the report to inform Cabinet of the need for the Service Asset Management Plans (SAMPs) to be scrutinized and challenged and sought approval of the proposals for an asset challenge process to be implemented as detailed in the report. As Culture and Leisure and Lifelong Learning were the two services who had completed their SAMPs, he asked Members to contact officers regarding SAMPs which had not been completed as soon as possible.

Councillor Thompson Hill detailed the Suitability, Condition and Sufficiency core sets of data which would identify poorly performing assets from each SAMP. Scoring would be as per the matrix attached to the report with 18 points being the cut off. The 5 highest scoring assets would be brought through the process.

In response to Councillor R W Hughes' question regarding Scrutiny approval, the Principal Asset Manager said Asset Management Plans were approved by the Lead Member. Councillor Hughes reminded colleagues it was essential that Lead Members were always made aware of what items were to be considered by Scrutiny Committee.

The Welsh Assembly Government have said each Authority has to have an asset management process and challenge in place but have not said how this is to be done. The proposed system was the fairest.

RESOLVED that Cabinet notes the need for the Service AMP's to be scrutinized and challenged and approves the proposals for an asset challenge process to be implemented as detailed in the report.

12 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 4th period - January, February, March 2007 and final data for 2006-2007 (Appendix 1)

Progress against the Authority's Corporate Objectives and key actions identified in the Improvement Plan 2006-2009 (Appendix 2)

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

Councillor S Roberts said the deadline for the Tourism Strategy was June 2008.

Councillor E C Edwards referred to the strong partnership built up with the North Wales Police and praised the Chief Executive for his efforts in maintaining the partnership. He also referred to the excellent work done on the Community Safety Partnership which the Corporate Director: Environment and the Community Safety Partnership Manager / Regulatory and Enforcement Officer. The Corporate Director: Environment referred to the Community Safety Partnership who were aggrieved that the Council were shown as failing in the indicator but in reality the Partnership was the 7th best out of 376 in the UK. There were over 1,000 less victims of crime over the last 3 years.

Councillor E W Williams said targets would have been met if the green waste collections had started earlier.

Councillor P A Dobb said many of the 250 applications to possible Houses in Multiple Occupation were being returned with indications that they did not meet the licensing criteria.

RESOLVED that Cabinet note the proposed Quarterly Performance Report and agree to pay particular attention to issues requiring further discussion and/or remedial action, particularly those indicators which are not on target.

13 FINAL REVENUE ACCOUNTS 2006-2008

The Financial Controller presented the report on behalf of the Deputy Chief Executive / Corporate Director: Resources, seeking Members' consideration of the final revenue outturn position for 2006/07 and recommend to full Council and also recommend to Council the treatment of reserves as detailed in the report.

The Financial Controller referred to the schools delegated budgets and the substantial improvements in schools balances as detailed in Appendix 2 to the report. The general balances were now at the Wales Audit Office recommended level i.e. 5% of the net revenue budget, excluding Schools Delegated budgets.

The Chief Executive asked Members to note the good progress made by the Authority. Councillor G O Rowlands thanked staff and Lead Members for their work and hoped for further improvements.

RESOLVED that Members note the final revenue outturn position for the year ended 31 March 2006 and recommend accordingly to Full Council. Members further recommend the establishment of and movements in reserves and the carrying forward of earmarked balances as detailed in 4.2 and 4.7 of the report to full Council.

14 HOUSING REVENUE ACCOUNT BUDGET & CAPITAL PLAN REPORT 2007-2008

Councillor P A Dobb presented the report for Members to note the latest financial forecast position of the Housing Revenue Account (H.R.A.) for the current financial year.

The Authority achieved a surplus in 2006-2007 of £905k against a budgeted surplus of £333k, some of which was due to being paid less than originally planned in the final subsidy payment to the Assembly. The Housing Stock Business Plan had been fully updated to allow for all changes and the total expenditure for 2006-2007 was £6.2m. For the first time a contingency element had been built into the Housing Revenue Capital Plan which, for example, would allow for any unforeseen urgent works.

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

15 REVENUE BUDGET PROJECTED OUTTURN 2007-2008 AND SUMMARY CAPITAL PLAN 2007-2008 TO 2009-2010

Councillor G O Rowlands presented the report for Members to note the budget performance figures for the 2007/08 financial year as detailed in Appendix 1 and note the summary capital plan performance for 2007/08 financial year as detailed in Appendices 2 and 3. Members were also asked to note the capital expenditure area analysis shown in Appendix 4 attached to the report. He referred to a potential pressure which could arise from the threat of mould damage to archive material stored in Yr Hen Garchar.

***RESOLVED** that Members note the budget performance figures for 2007/08 as detailed in Appendix 1 and the summary capital plan performance figures for 2007/08 financial year as detailed in Appendices 2 and 3.*

16 ROUTINE REPORTING ON PERSONNEL

Councillor S A Davies presented the report for Members to note the report on the staff headcount. He said the previous year's figures had been included as a comparison.

Agency figures were again requested by Councillor J Thompson Hill and Councillor S A Davies said these would be provided.

***RESOLVED** that Cabinet note the information in the report.*

17 CABINET FORWARD WORK PROGRAMME

Councillor S A Davies presented the Cabinet Forward Work Programme.

The Corporate Director: Lifelong Learning said a report on Rhyl Post 16 Education would be provided in October 2007.

***RESOLVED** that Cabinet note the Cabinet Forward Work Programme.*

18 URGENT ITEMS:

There were no Urgent Items.

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 paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

PART II

19 CAPITAL PLAN

Councillor G O Rowlands presented the report for Members to note the latest position on the 2007/2008 element of the Capital Plan. Members were asked to recommend that Council authorises officers to continue to sign the contract with DECWL for the Community Learning Centres project subject to the conditions shown in section 2.3 of the report. He asked that the increased costs of the Pen y Pigyn (Bryn Tyner) project and how it is to be funded be noted along with the increased costs of the Ysgol Emmanuel scheme and how it is to be funded.

Members received an update on the Community Learning Centres from the Corporate Director: Lifelong Learning. It was hoped the final contract would be signed by the end of July 2007. However, the Corporate Director: Lifelong Learning outlined the risks if the European match funding ceased before the project was completed. In response to a query from Councillor G O Rowlands, both the Corporate Director: Lifelong Learning and Head of Development Services said there would be additional risks to the Authority if the projects were stopped. The Chief Executive said DECWL would have to pay the grant once the contract had been signed.

The County Clerk referred to Recommendation 9.2 and asked for Members' agreement to include the Deputy Chief Executive / Corporate Director: Resources and the County Clerk being satisfied that the conditions in section 2.3 of the report were being met.

With regard to the increased costs for Bryn Tyner, the Head of Development Services said it was possible some funding would become available from the Government for certain environmental aspects of the scheme. Councillor J Thompson Hill also reminded Members that once works were completed, the property would be sold which would add to the Capital budget.

In regard to Ysgol Emmanuel increased costs, the Corporate Director: Lifelong Learning said the decision to agree the extra items was taken by officers in order to move the scheme forward, because of the overall project size. Councillor J Thompson Hill said part of the cost overrun was as a result of the increased works requested by the client department, and part due to unforeseen groundworks due to the nature of the area in which the work was being carried out. The Head of Development Services said future projects could again go over the original budgeted cost if unforeseen problems arose.

RESOLVED that Members note the latest position on the 2007/2008 element of the Capital Plan. Members recommend that Council authorises officers to continue to sign the contract with DECWL for the Community Learning Centres project, subject to the suggested amendment referred to above in respect of Recommendation 9.2 and the conditions shown in section 2.3 of the report. Members note the increased costs of the Pen y Pigyn (Bryn Tyner) project and how it is to be funded along with the increased costs of the Ysgol Emmanuel scheme and how it is to be funded.

The meeting concluded at 3.10 p.m.

REPORT TO CABINET

REPORT BY: COUNCILLOR R W HUGHES, LEADER

DATE: 17 JULY 2007

SUBJECT: CONVERGENCE PROGRAMME – THE NEXT STEP

1 DECISION SOUGHT

To agree the initial priority areas for work for the Convergence Programme as detailed in Appendix 1.

2 REASON FOR SEEKING DECISION

Cabinet approved the overall strategies in relation to regeneration and Convergence together with the matrix of potential North West Wales Projects developed by the Welsh Assembly Government. WAG officials are now co-ordinating the prioritization of parts of the matrix to take forward into the first rounds of the Convergence Programme.

Prioritisation is necessary as the Council does not have the resources to allocate personnel time against all projects. Prioritisation is also necessary as some projects are likely to be easier to deliver than others, face fewer statutory impediments, have the benefit of the support of a strategic partnership or are clearly necessary in order to open later stages of the Convergence Programme.

This particular exercise should be seen as very much a first step which will need discussions with WAG officials and other Local Authorities in the Convergence programme. The three other Local Authorities in North West Wales are pursuing a similar path and the regional projects identified in the report are being given provisional support by them and WAG officials. It is likely that Members will be asked to consider a more refined list before the Programme opens for business and as further criteria emerges.

Members will recall that the Programme is in two parts, the European Regional Development Fund and the European Social Fund, the latter mainly for skilling projects. The European Social Fund element is running later than the others so consequently this report tends to prioritise the ERDF portion but not exclusively.

3 POWER TO MAKE THE DECISION

Section 2 of the Local Government Act 2000 confers upon a Local Authority the power to do anything which they consider is likely to promote or improve the economic wellbeing of the area.

4 COST IMPLICATIONS

It is likely that for the first rounds of the Convergence Programme, in the absence of clarity regarding Welsh Assembly Government match funding, that the submissions will be determined by the availability of match funding. At the outset of the Objective One Programme, WAG provided resources for a limited number of Local Authority projects. This may be the case this time, but at the moment there is no information on this.

The cost implication of initial development work on the identified priorities is contained within existing budgets.

5 FINANCIAL CONTROLLER STATEMENT

It is unlikely that capital match funding resources will be needed in the current financial year. A block allocation bid should be made to the Capital Strategy group by the end of November for the likely level of capital support needed for next financial year.

6 CONSULTATION CARRIED OUT

The underlying strategies and the matrix of projects have been approved by the Cabinet and that the proposed priority list has been agreed by the Council Working Group on Convergence / External Funding.

7 IMPLICATIONS ON OTHER POLICY AREAS INCLUDING CORPORATE

The Convergence Programme will contribute toward the achievement of “A vision for Denbighshire 2025” and the Council’s Corporate Objective of reducing deprivation and removing the County from within the top 50 most deprived areas in Wales.

8 ACTION PLAN

Consult on priority areas with Members, Lead Member / Officer – Gareth Evans – by end August 2007.

Continue to prepare the Convergence applications – by end September 2007

9 RECOMMENDATIONS

That the initial priority areas for work as detailed in Appendix 1 at the outset of the Convergence Programme be approved and be further developed.

ERDF Priority 1 – Building a knowledge based economy

- Further expansion of the Optic Centre at St Asaph

ERDF Priority 2 – Improving business competitiveness

- Working with business groups to assist business growth (R)
- Providing local start up grants for small companies. (R)

ERDF Priority 3 - Developing strategic infrastructure

- Expansion of St Asaph Business Park
- Centre for applied arts – Ruthin *
- Developing high quality strategic business sites and premises

ERDF Priority 4 - Creating an attractive business environment

- Waste recycling site
- Tourism and heritage enhancement programme (R)
- Tourism and heritage marketing programme(R)
- Outdoor sector programme (R)
- Central Beach, Prestatyn *
- Foryd Marina – future phases
- Heather and Hillforts

ERDF Priority 5 - Building sustainable communities

- Town centre project support
- Rhyl Going Forward – future phases
- Prestatyn Scala Centre *
- Physical regeneration through provision of business premises and improved public realm
- Rhyl City Strategy – social enterprise development *
- Coastal urban Regeneration project (R)

ESF Priority 1 – Supplying young people with the skills needed for employment

- Llwyddo'n Lleol (R)

ESF Priority 2 – Increasing employment and tackling inactivity

- Labour Market Intermediaries
- Rhyl City Strategy *

ESF Priority 3 – Improving skills levels and improving the adaptability of the workforce

- Cyberskills
- Denbighshire Work connections

ESF Priority 4 – Making the connection – modernising our public services.

R – Regional project

* - Potential Retrospective

REPORT TO CABINET

CABINET MEMBER: COUNCILLOR R HUGHES LEADER

DATE: 17 JULY 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 Regional Partnership Board meeting which was held on the 15 June 2007 (Appendix I)
- 1.3 That Members note the current position of the regional collaboration projects.

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. It is important the Councillors are aware of the progress of each of the projects.
- 2.2 **The Telecare Project:** The feasibility study has been completed and was reported to the Regional Partnership Board on the 15 June. The Board agreed all of the recommendations from the study including the recommendation of the establishment of a single 24-hour monitoring centre for the reception and response coordination of all telecare alarm calls and alerts generated by equipment across the six counties of North Wales. An application will be made to the Making the Connections Improvement Fund to support the implementation of the recommendations and the project will move into the detailed design and implementation phase during 2007/08.

The School Transport Project: The potential for the further integration of transport service was investigated and a report with ten key areas for action was produced in February 2007. The aims of the project are to manage the transport supply market more effectively, share vehicle resources and services in specialist areas and develop a common schools transport policy framework. The project also explored policy on service provision, the internal organisation of planning, procurement and monitoring and how the quality of the service could be approved. Savings have been estimated conservatively at £600k across the regions.

We are already making progress against the projects implementation plan starting with the merging of school and social services transport.

The Revenues Project: The Project Group is working on four collaborative working proposals in each of the following areas:-

- Fraud Control
- National Non Domestic Rates
- Council Tax
- Housing Benefit (Back Office Processing Only)

The project group will be presenting a detailed business case to the Regional Partnership Board at their December meeting. Arrangements will be made for Local Authority Leaders and Lead Members to be informed of the project and the business case proposals over the summer.

Contact Centre Collaboration Project: The Regional Partnership Board is keen to pursue the principles of Contact Centre collaboration and a submission has been made to the Making the Connections Improvement Fund for further feasibility work. The study will examine collaborative options for improving citizen access to services via telephony services. The benefits sought are to increase the percentage of queries and transactions resolved at the first contact, and build the infrastructure to roll out more efficient processes.

Professional Procurement: A project is underway to develop recommendations to establish a joint procurement partnership across the North Wales Public Sector. The project is sponsored by the North Wales Procurement Forum and supported by Value Wales and the Making the Connections Fund. The business case which includes options and recommendations will be finalised by the 1 September 2007. A conservative estimate of spend across all interested stakeholders would amount to an annual spend of £750m. The benefits of collaboration include significant savings in price through spend aggregation and a solution to existing resource and skills shortfall. The model also shares and makes the best use of critical skills and support capability and helps to avoid new investment in support infrastructure.

Professional Shared Services: Professional shared services are where one group of professionals support more than one organisation. The Regional Partnership Board has written to professional groups to engage them in taking forward collaboration. We are currently identifying areas in each Directorate where there are opportunities for professional shared services.

Transactional Shared Services: A study in South East Wales reviewed the suitability of sharing back office processing functions to improve and maintain support services and release resources to the front line. The Regional Partnership Board considered this report and concluded that the North Wales project should have a wider scope than the South East Wales phase 2 project (HR and Payroll). The North Wales Regional Partnership Board will sponsor a shared services launch event by November 2007 which will confirm the project scope. Whilst the scope of the study has yet to be decided, it is expected to focus on many aspects of services provided by the Resources Directorate (although some of these services are also provided by other directorates on a devolved basis at the moment).

Each council will need to be able to meet data provision requirements around costs, FTEs, processes and systems in the October 2007 – March 2008 period.

Waste Management: The Regional Partnership Board agreed that a new waste planning consortium will be presented to the Regional Partnership Board in September 2007 which includes high level option appraisals for waste management planning across North Wales.

2.3 Considering how to engage Members and Officers in the collaboration agenda has been and remains a key action for the Collaboration Officers Group (COG). All the notes and newsletters relating to the work on collaboration are posted on the Council Members' database. An event for Scrutiny Members is being arranged for the Autumn.

2.4 Work is ongoing by the Collaborative Officers' Group (COG) to identify a methodology for impact assessment of collaborative projects.

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 COST 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.

5 FINANCIAL CONTROLLER STATEMENT

Collaboration with partners and neighbouring authorities is seen as a major element of the efficiencies agenda to deliver more cost 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.

An event on collaboration is being organised for Scrutiny Members in the Autumn.

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 November 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 projects (Appendix 1).

North Wales Regional Partnership Board Meeting

15th June 2007

Attendance

Leaders and Leaders Nominees

Apologies given

Cllr. Goronwy Edwards

Cllr Rhiannon Wyn Hughes

Cllr. Aaron Shotton
(in the chair)

Cllr. Richard Parry Hughes

Cllr. Aled Roberts

Chief Executives and CE Nominees

Derrick Jones

Derek Barker

Ian Miller

Chris Kay

Harry Thomas

Isobel Garner

Local Authority

Isle of Anglesey County
Council

Conwy County Borough
Council

Denbighshire County
Council

Flintshire County
Council

Gwynedd Council

Wrexham County
Borough Council

Welsh Local Government Association (WLGA) Officers of the Board

Colin Everett

Lead Director and Principal Adviser to the Board

Stephen Jones

Regional Co-ordinator

Associate Members

Richard Brunstrom, Chief Constable

North Wales Police

Kelvin Dent, Clerk

North Wales Police Authority

Cllr. Ian Roberts, Chair

North Wales Police Authority

(From item 3 onwards)

Other Attendees

Ian Forrester Mowatt

Rachel Snelling

Vicky McCourt

Chris Guest

Kerry Feather

Alyn Lewis (Revenues)

Alan Evans

Organisation

Gwynedd Council

Denbighshire County Council

NWSSIC Regional Co-ordinator SSIA

Flintshire County Council

Flintshire County Council

Flintshire County Council

Denbighshire County Council and North Wales

Chief Finance Officers

Apologies

Councillor Gareth Winston Roberts,

Councillor Goronwy Edwards left at lunch (after Item 3)

Agenda Items

1. Minutes and Matters Arising

The minutes were agreed as an accurate record of the meeting held on 27th April 2007 subject to the rewording of bullet point three on item 2, page 2 (Speaking for North Wales) to replace the idea of a low key launch with the sense of the need to work to engage backbench members in each council as part of the initiative.

Matters Arising

Speaking for North Wales

The Board agreed to speak for North Wales by authorising the Chair of the meeting to write to the First Minister of the Welsh Assembly Government to express concern at the recently announced delay to the construction of the proposed new WAG offices at Llandudno Junction.

North Wales 08 – City of Culture Link

Cllr. Rhiannon Wyn Hughes reported disappointment that some councils had declined to support North Wales 08 given the multiple sources of funding to support cultural activities. Denbighshire County Council will be proceeding with schemes and Cllr. Hughes invited other Councils to join with Denbighshire County Council on a scheme by scheme basis.

2. Revenues Project

Stephen Flattery of Deloitte consulting presented on progress and issues experienced in the Revenues Project. The presentation is attached.

The key points in the presentation were: -

- The board was being updated and not being asked to endorse the findings of the project, which are not yet ready to report.
- The Project Group is working on four propositions in: -
 - Fraud Control
 - NNDR
 - Council Tax
 - Housing Benefit (Back office processing only)Supported by work with an IT group.
- There are still gaps in baseline data, which focuses on performance, technology, staffing and other direct costs.
- The Outline Business Case is under development by working groups led by members of the Project Board (Revenues Managers).

North Wales Regional Partnership Board
Collaborating, Connecting, Improving

- The final report will not be ready until the autumn of 2007.
- The production of the outline business cases has been delayed by a combination of data issues and the late start of the Council Tax sub group.

The Board was asked to deliberate on the general direction of travel in the project and advise on the decision-making process.

The Board made the following responses: -

The eyes of Wales are on the project and it is important to ensure that the project's outcomes are robust.

The outline business case should seek to avoid proposing new build premises in the context of potential job reductions.

The outline business case will need to have consideration of the impact on the Welsh Language as a language predominant in daily working use in service delivery in at least two councils and ensure continued access to services by Welsh speakers.

The Section 151 Officers/Directors of Resources should be consulted as key, independent stakeholders, having line management oversight of project board members.

The business case must address: -

- The commercial case to each Council
- Maintaining collection cash flows, including managing the inevitable "performance dip" in the event of new structures being implemented.
- Improving performance to the level of the best.

The sensitivity and potential scale of change suggests taking the report to decision at a pace that enables considered stakeholder involvement.

There was discussion of whether there should be opportunities for stakeholders to vary the options/propositions in the emerging outline business case.

Agreed

- The Final report to be reviewed by and receive the input of Treasurers/S151 Officers prior to publication to other groups including CEOs and the Board.
- The final report should have a clear single, recommendation for each proposition but include alternative options for each proposition with a brief appraisal of each.
- The Project Board will take the report to each Council in the period between agreeing the final report and the end of November 2007 and negotiate the outline proposals for presentation to the December Board with each Council.

North Wales Regional Partnership Board

Collaborating, Connecting, Improving

- The final report, recommendations and feedback from each Council will be presented to the North Wales Regional Partnership Board in December 2007 after extensive consultation over the autumn.
- Cease work on financial assessments to maximise the resources for looking at options in Revenues. The Board will return to examine the case for regional/sub-regional collaboration in processing financial assessments; in the meantime Councils to consider local integration of the services based on benefits identified by Conwy and Denbighshire from combining the service with Revenues and Benefits.
- A Regional Partnership Board event to enable the consultants and the Project Board to present on the on the final report to Leaders, CEOs and Finance Portfolio Holders.
- The Board will support the Project Board in taking additional time to formulate detailed and robust proposals with positive stakeholder engagement

3. Telecare

Anwen Huws, project manager, gave a presentation of the Telecare Final Report and Recommendations. The presentation is attached

The Board gave responses: -

- The creation of a single telecare centre will impact on existing out of hours arrangements. The business case review will need to look at the detailed impact of unbundling current arrangements.
- The project links with other big projects in councils like stock transfer and reviews of sheltered housing.
- This project could be followed by the development of Telehealth.
- Leaders need to be kept up to speed with proposed changes

Agreed

The CEOs will consider wider governance arrangements for the North Wales Regional Partnership Board to avoid a multiplicity of small boards and governance bodies such as the proposed Telecare Board.

The Telecare Grant conditions have made it harder to deliver collaboration on the ground due to the requirement to spend to a tight timetable therefore the Board will write to WAG suggesting greater flexibility in the spending profile for Telecare Grant and ongoing revenue support.

The Board endorsed the recommendations, approved the continuation of the project and the development of the project from feasibility to detailed design stage including a bid to the Making Connections for support to deliver the next, design phase of the project.

4. Developing collaboration in waste management

The Board received the report back from the 5th June 2007 Waste Event.

Concern was expressed about the proposed Flintshire County Council scheme for MHT Treatment of residual waste for a partnership of North Wales Councils on the Deeside Industrial Park.

The Board was advised that: -

- Flintshire County Council will be reviewing its proposals to improve the scheme
- The partnership vehicle for the Flintshire County Council scheme is separate from the proposed waste consortium.

Agreed that a proposal for a new waste planning consortium will be presented to the Board in September 2007 based on: -

- Waste planning across North Wales, including high level options appraisal for waste management
- Supporting and monitoring all significant waste projects across North Wales
- Involving senior members and corporate leaders in the waste agenda
- Enabling debate and sharing of best practice relating to recycling, composting, collection systems and residual waste disposal
- Improving capacity for supporting waste management projects through seeking WAG support for a project manager and secretariat function
- Providing a vehicle to discuss and test closer working in waste management in the future

5. Encouraging Professional Shared Services Collaboration

Isobel Garner advised the Board that she had written to professional groups to engage them in taking forward collaboration. A response has been received from the Strategic Directors of the Environment Group which described collaborative progress through TAIH, the Trunk Road Agency and the Regional Transport Plan. The Directors feel that further progress will require capacity to support the Group which links to the proposed programme Office.

6. Scoping Transactional Shared Services

The Board agreed that the North Wales project should have a wider scope than the South East Wales phase 2 project (HR and Payroll).

The governance arrangements, scope and the issue of launching the project were referred to the Chief Executives on 20th July.

7. North Wales Voice – speaking for public services in North Wales

The conclusions of the Board were that

- The Board must engage with the WAG Cabinet and North Wales AMs on a regular basis.
- A meeting with AMs should be held by the end of July at the latest
- That the document is ready to go out subject to a minor amendment around sub-regional collaboration activity and the Welsh translation of the vision
- Local authorities work across political boundaries
- All six leaders should sign the invitation to the Cabinet and AMs
- The Assembly should be asked to establish a “voluntary” regional committee for North Wales

As the Voice of North Wales develops particular leaders could be allocated to build relationships with particular ministers.

8. Letter from the Home Office on Funding Police Services

The Board agreed to reply on the basis of seeking a direct response to the questions asked and to seek a meeting with the new minister.

9. Presentations by Chief Officer Groups in the region

a) ADEW (Directors of Education/Lifelong Learning),
Richard Parry Jones, Ynys Mon, Hywyn Williams, Wrexham County Borough Council

b) CFOs (Directors of Resources and Treasurers)
Alan Evans, Denbighshire County Council leading

In response to the presentations the following points were made: -

- Collaboration is about efficiency as well as maintaining and improving services, especially where they are proving unsustainable as currently configured
- It is possible to share statutory roles
- Surplus school places are an area where the North Wales Councils could co-ordinate activities
- Collaboration proposals need to have timescales
- Professional groups should account to the board for progress annually
- The private sector should be involved in consideration of shared services

10. Updates

The Board noted the update reports

With regard to the proposal to establish a cross sectoral procurement team it was confirmed that the detail of a proposal acceptable to local government will be developed by the Collaboration Officer Group in conjunction with the Regional Director's of Finance Group. The recommendations agreed by these groups will be put to the CEOs and the Board for ratification.

11. Any Other Business

The Board congratulated Colin Everett on the announcement of his appointment as Chief Executive of Flintshire County Council subject to Council ratification.

The Board passed a vote of thanks to Chris Kay, Acting Chief Executive of Flintshire County Council and thanked him for his contribution to the work of the Board.

REPORT TO **CABINET**

DATE **17 JULY 2007**

REPORT BY **CHIEF EXECUTIVE**

SUBJECT **£200K SPEND TO SAVE BUDGET UPDATE**

1. Decision Sought

1.1 That Members note the position to date on the projects agreed for funding through the Spend to Save budget, together with the list of further projects agreed by the Corporate Executive Team for support.

2. Reason for Seeking Decision

2.1 Members have previously requested an update on the progress of schemes approved for funding through this budget. The consideration of potential projects and agreeing of support from the fund is delegated to CET. Appendix 1 attached details the projects approved by CET for funding in 2006/7 together with the actual spend in year and the slippage and on going commitments for the current financial year and the following year.

2.1.1 Bids for funding for further proposals in 2007/8 have been considered by CET and the resulting allocations are shown in paragraph 4.5.

2.2 Updated position (2006/7 projects).

2.2.1 Regional Partnership projects.

Progress on these projects is reported separately on the agenda.

2.2.2 E Procurement software.

A contract was signed with Proactis in July 2006 to deliver a total e-procurement solution which includes e-purchasing and e-sourcing solutions. Further to additional negotiation by the Strategic Procurement Manager with Proactis, £100,000 worth of extra user licences have been obtained for no extra cost. This will ensure that the solution can be rolled-out without the impact of user licence restrictions.

The e-purchasing solution design configuration is progressing very well with the solution scheduled used in a live pilot environment, from June 2007 within Financial Services. The design configuration engagement and data capture is also almost complete for the other pilot service departments which includes ICT as well users who currently uses the internal commitment accounting ordering solution within Schools and the Environment Directorate.

Initial training sessions on the solution have already taken place for the respective School Burser users. However it's expected that all users within the pilot service areas will be using the solution in a live environment by September 2007.

The e-sourcing solution, which includes e-tendering, contract management and supplier adaptation modules is currently being developed by Proactis in partnership with the Strategic Procurement Unit. The solution development is due for completion by September 2007, with a phased roll-out of the solution commencing across the Authority

in October 2007. Dialogue engagement with Service Users is progressing in respect of data capture for the development of a corporate contract register.

2.2.3 Energy/water usage improved efficiency,

Progress is shown in appendix 2. Some works are already completed with others in progress.

2.2.4 Review of construction procurement.

This scheme has not progressed very quickly. Work is in progress with drafting a tender document and that a further meeting is required between stakeholders to agree the specification brief. It is expected to be going out to tender for an appointment of a consultant during July 2007, with construction procurement review commencing September 2007.

2.2.5 The Print Procurement officer.

Charlotte Owen, the newly appointed Print Procurement Officer has been tasked to manage the Print and Graphic Design framework agreements as well as being the central focal point for all print and graphic design requirements. It is now a requirement for all individual print and graphic design jobs from service departments to be routed via the new officer.

2.2.6 Trent HR/Visiontime interface

This element of the HR project has been put on hold pending migration from version 6.5 to version 10 which is a web based version. The migration project is currently being scoped with anticipated go live date Jan - March 2008. The visiontime interface will form part of this project.

2.2.7 Health Service interface officer.

The Health Interface Worker has undertaken a number of discreet but inter-related roles since taking up post, namely:

Working with Social Workers to identify clients who may be eligible for Continuing Health Care and assisting to collect the evidence to present at Multi-Disciplinary Team (MDT) meetings to justify CHC eligibility. Worker will score against the appropriate eligibility criteria matrix and support officers to make application for CHC funding and in challenging decisions when CHC is refused and there are grounds to argue. Working with approximately 15 clients / Social Workers at any one time, it is difficult to calculate exact savings as a result of this work but to date is thought to be in the region of £20k.

Worker has been to each team and provided training to staff that has increased their knowledge, skill base and definitely confidence wherein staff are now more confident to challenge negative health decisions. They are more adept at identifying those clients who are borderline CHC that they can then address with Health Interface Officer

Worker has worked with senior managers and Head of Service in interpreting, analysing and amending revised CHC criteria and has had a key co-ordinating role for the Department. Is also a member of other health working groups such as long term conditions and SCEP thereby freeing up Service Manager capacity.

3. POWER TO MAKE THE DECISION

3.1 Section 111 Local Government Act 1972 (Subsidiary powers of local authorities)

4. COST IMPLICATIONS

4.1 The appendix 1 shows that costs of £16,128 were actually incurred on the projects agreed for support in 2006/7. Costs of £222,082 are planned to be incurred in 2007/8 made up of expenditure that has slipped from 2006/7 and the year 2 commitments for agreed projects.

4.2 The figures demonstrate that after allowing for the annual budgeted sum of £200,000 and the underspend in 2006/7 brought forward less the commitments assumed, there is a balance of £161,790 available to fund new projects in 2007/8, with a further £59,000 in 2008/9.

4.3 A number of potential collaboration schemes are currently being reviewed and bids will be made for WAG support from the Making the Connections fund. It is estimated that £17,500 might be required to match fund the anticipated WAG funding in 2007/8.

4.4 Collaboration projects under consideration are;

- a) Contact Centre,
- b) Telecare – next phase,
- c) Design for Life - care in the community developments,
- d) Joint procurement team,
- e) Temporary staff to progress collaboration projects

4.5 Requests for funding for spend to save projects from services have been reviewed by CET and the following projects have received an allocation of funding.

	2007/8	2008/9
	£000	£000
1. Collaborative projects detailed in para 3.4.	17.5	0
2. Officer support to collaborative projects.	10	17.5
3. N Wales procurement initiative. pan N Wales procurement team.	25	40
4. Business Process Re-engineering to support services in delivery of improved efficiency	20	20
5. 'Keyring' initiative – community living. switch from residential care to community care of vulnerable adults through enhanced support	25	- 8
6. Benefits takeup improvement scheme.	32	0
7. Physiotherapy for staff – reducing sickness levels.	9	0

5. FINANCIAL CONTROLLER STATEMENT

5.1 The delivery of cost savings through improved efficiency is key to the future financial position of the Council.

6. CONSULTATION CARRIED OUT

6.1 Services have been requested to submit bids for funding from this budget. CET has reviewed the bids and agreed financial support as detailed in paragraph 4.5.

7. IMPLICATIONS ON OTHER POLICY AREAS INCLUDING CORPORATE

7.1 The level of overall funding available to the Council impacts upon all policy areas.

8. ACTION PLAN

8.1 Services to implement agreed projects and monitor delivery of projected savings.

8.2 Services to provide up dates on performance of projects as required.

9. RECOMMENDATIONS

9.1 That Members note the position of projects agreed for funding in 2006/7 as detailed in appendix 1.

9.2 That Members note the projects agreed by CET for support in 2007/8.

APPENDIX 1

£200k EFFICIENCY (SPEND TO SAVE) FUND**AGREED TREATMENT OF BIDS RECEIVED TO 30 JUNE 2006**

	Potential Saving p.a. £	Budget 2006/7 £	Actual 2006/7 £	Commitments	
				2007/8 £	2008/9 £
Projects supported through the NW Regional Partnership Board		26,082	0	26,082	0
E Procurement software	100,000	60,000	0	60,000	60,000
Energy/water efficiency works	16,000	47,250	7,370	40,000	0
Review of construction procurement		19,000	0	19,000	0
Print Procurement Officer	70,000	19,000	0	35,000	40,000
Trent HR/Vision time interface		9,500	0	2,000	10,000
Health Service interface officer	25,000	19,168	8758	40,000	31,000
TOTAL		200,000	16,128	222,082	141,000
Underspend to be carried forward			183,872		
Funding available – annual budget				200,000	200,000
- underspend carried forward				183,872	
Balance of funding available				161,790	59,000

APPENDIX 2

Spend to save

10.10.06

Budget

£47,250

Sites	Works	Cost	Predicted Annual savings	Estimated Payback,yrs
Ysgol Cae Drewyn	Boiler conversion from oil to gas	£2,600	£800	3.25
Various school, EPH other sites	Re- calibrate Building Management control systems, 17 sites.	£3,416	£3,400	1.00
Denbigh leisure centre	Swimming pool cover	£7,300	£2,500	2.92
	Total	£13,316	£6,700	

Proposed projects

Various sites	Lighting. Replace tungsten bulbs with fluorescent luminaries.	£4,000	£1,500	2.67
Dyserth School	Roof insulation, draught proof windows and doors	£6,000	£2,000	3.00
Various sites	Reduce water meter sizes	£3,000	£2,500	1.20
Various sites	Replace redundant heating controls	£10,000	£4,000	2.50
Various sites	Boiler conversions, oil to gas.	£11,000	£3,000	3.60
	Totals	£47,316	£19,700	

REPORT TO CABINET

AGENDA ITEM NO: 6

CABINET MEMBER: COUNCILLOR S A DAVIES, Lead Member for Policy,
Communications and Improvement

DATE: 17 JULY 2007

SUBJECT: DRAFT EQUALITIES PLAN

1 DECISION SOUGHT

- 1.1 That Members discuss and agree Denbighshire's Draft Equalities Plan and recommend its approval by Full Council.
- 1.2 The attached executive summary addresses the key areas for discussion however the full draft document can be accessed via our website under the Equalities section.

2 REASON FOR SEEKING DECISION

- 2.1 The Council has a statutory duty to publish an Equalities Plan and it was decided the Draft Plan developed in December 2006 should not be formally agreed by Council and should be extensively reviewed.
This new Draft Equalities Plan (2006 – 2009) is now subject to both internal and external consultation simultaneously.
- 2.2 The Draft Plan sets out the actions we intend to take as a Council to promote age, race, gender and disability equality and how we will measure our performance under the various equality strands.
Many of the actions identified in the plan are as a result of responses received both to the previous Plan and an extensive questionnaire completed by people with disabilities.
One to one interviews with various Heads of Service and key officers have also informed the process.
- 2.3 The Draft Plan has been widely circulated internally within the Council and to key organisations externally. Members of the public have had the opportunity to express their views on the Draft Plan through our website and press reports have detailed how the public can access the document.
- 2.4 The Draft Plan will be amended to reflect views received during the consultation period and the final Equalities Plan will be submitted to Full Council on the 31 July 2007.
- 2.5 The Plan incorporates an Action Plan which will be monitored and updated on a regular basis with reports being presented to the Council's Corporate Equalities Group.

- 2.6 The Council's Welsh Language Scheme has not been incorporated into this Equalities Plan as it has specific measures which are best placed in a separate document.
- 2.7 The Equalities Plan is an integrated plan which incorporates specific chapters on equality actions relating to disability, race and gender. This integrated approach is being adopted by many Councils rather than producing three separate plans. In October 2007 the Disability Rights Commission, the Commission for Racial Equality and the Equal Rights Commission will be subsumed into one body namely the Commission for Equality and Human Rights.

2.8 TIMETABLE

Activity	Date
Produce consultation report on Disability Survey. 98 responses received	18 May 2007 – complete
Produce update on actions in existing equalities scheme	18 May 2007 - complete
Disability Equality Scheme meeting - agree priorities	22 May 2007 - agreed
Complete structured interviews with senior management	31 May 2007 - complete
Complete draft Equalities Plan for discussion with MMC and send draft for translation	7 June 2007
Place Equalities Plan on intranet for consultation with Members, managers and staff.	8 June 2007 - 20 July 2007
Put draft Equalities Plan on website for public consultation. Produce press release and distribute draft externally	12 June 2007 - 24 July 2007
Present draft Equalities Plan to Equalities Steering Group for discussion	By 5 July 2007
Present draft Equalities Plan to Corporate Equalities Group	9 July 2007
Cabinet	17 July 2007
Council	31 July 2007

3 POWER TO MAKE DECISION

Statutory Duty to produce Plans under the various equality legislation including the Race Relations Act 1976 (Statutory Duties), Equality Act 2006, Disability Discrimination Act 2005.

4. COST IMPLICATIONS

- 4.1 No significant financial implications arise directly from this report.

5. FINANCIAL CONTROLLER

- 5.1 There are no obvious significant financial implications resulting from this report.

6. IMPLICATIONS ON OTHER POLICY AREAS

6.1 THE VISION

This Plan contributes towards achieving 'A Vision for Denbighshire 2025' by supporting the statement 'We will celebrate and respect the diversity of our County'.

6.2 OTHER POLICY AREAS INCLUDING CORPORATE

The Plan addresses the key Equalities legislation which dictates how we deliver services to the community we serve and key personnel policies in respect of supporting minority staff.

The Equalities Plan will impact upon the Improvement Plan and Business Plans of each Directorate as it will be necessary for actions relating to equalities to be addressed within these corporate plans.

Equalities questions are also incorporated into the IMPACT Assessment Tool.

7. CONSULTATION CARRIED OUT

7.1 The Equalities Plan has been significantly influenced by a questionnaire undertaken in May 2007 specifically for disabled people (we received 98 responses).

7.2 Heads of Service and key colleagues have been interviewed on a one-to-one basis in respect of their Departmental responsibilities to the equalities agenda

7.3 The Draft Plan will have been discussed by the Disability Steering Group and the Corporate Equalities Group which has Member / Officer representation.

7.4 The Draft Plan has been subject to a six week consultation period through our website and press releases.

7.5 The Draft Plan has been discussed at the Monthly Management Committee.

8. ACTION PLAN

ACTION	LEAD MEMBER / OFFICER	DEADLINE
Equalities Plan to be agreed by Full Council	Cllr Stuart Davies/ Janette Williams	31 July 2007
Corporate Equalities Group to monitor Plan and Action Plan	Cllr Stuart Davies/ Janette Williams	Ongoing. Schedule of meetings to be arranged
Establishment of a Denbighshire Equalities Group	Janette Williams/ David Davies	September 2007

9 RECOMMENDATIONS

9.1 That Members agree the Draft Equalities Plan and its Action Plan.



CYNGOR

Sir Ddinbych

Denbighshire

COUNTY COUNCIL

**DENBIGHSHIRE COUNTY
COUNCIL'S**

DRAFT EQUALITIES PLAN

2006 – 2009

Executive Summary

Background

In Denbighshire we are serious about equalities. This is reflected in our Vision which we agreed with our partners in 2006. Denbighshire's Vision says:

"We will celebrate and respect the diversity of our county"

As a County Council we have a community leadership role and it is important that we lead the equalities agenda by example, both as a major employer in Denbighshire and as a provider of services.

Our Councillors play an active role in the equalities agenda and we have a Lead Member for Policy, Communications and Improvement who has specific responsibility for Equalities and we also have a Member Champion for Disability. A Corporate Equalities Group and a Bilingual Forum meet on a regular basis to make sure equalities is kept high on the Council's agenda and progress is reviewed by the Resources Scrutiny Committee. At officer level, equalities is one of the Chief Executive's key responsibilities.

Our Equalities Plan sets out the actions we will be taking as a Council to improve Race, Gender and Disability Equality. The Plan also shows how we will promote equality in relation to Age, Religion and Sexual Orientation. We have also included some performance measures so that when we review the plan we can show we are making progress. We will also make sure that equalities are properly considered when we are producing other plans and policies.

To help us identify actions to include in the Equalities Plan we have carried out an extensive survey with disabled people and their carers during April and May 2007. We have also carried out equalities monitoring in our Customer Service Centre and held interviews with all our Heads of Service and other key managers. The interviews have shown that there are many examples of good practice within the Council, many of which will be referred to within the report.

However, we do realise that as a council there is much more we can do. We are working with representatives from disabled groups and forums, the local branch of the Commission for Racial Equalities and the Equalities unit of the Welsh Local Government Association to further promote and progress the equalities agenda. Keeping council tax low and meeting efficiency targets means that we do have financial constraints and may not be able to do everything we would like but we are keen as a council to do as much as we can.

What Does the Equalities Plan Include?

- GENERAL EQUALITIES ACTIONS
- THREE-YEAR DISABILITY EQUALITY SCHEME
- RACE EQUALITY SCHEME – TO BE REVIEWED 2008
- GENDER EQUALITY ACTION PLAN
- ACTIONS TO PROMOTE EQUALITY WITH REGARD TO AGE, RELIGION AND SEXUALITY

Denbighshire County Council has a separate Welsh Language Scheme which was

revised in 2006.

Key Areas

Denbighshire County Council's Disability Equality Scheme

What is a Disability Equality Scheme?

The Disability Discrimination Act 2005 places a duty on a wide range of public bodies including local authorities to promote disability equality (the general duty). It also creates a specific duty to produce and publish a disability equality scheme (DES) by December 2006 and to report on it annually. The Scheme will be completely reviewed and revised every three years. This means that the Council, in carrying out its functions must have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons;
- Eliminate discrimination that is unlawful under the Act;
- Eliminate harassment of disabled persons that is related to their disabilities;
- Promote positive attitudes towards disabled persons;
- Encourage participation by disabled persons in public life;
- Take steps to take account of disabled person's disabilities even where that involves treating disabled persons more favourably than other persons.

The Duty to Promote Disability Equality Statutory Code of Practice defines a disabled person as:

"A person who has a disability if he or she has a physical or mental impairment, which has a substantial and long-term adverse effect on his ability to carry out day-to-day activities".

This is a very wide-ranging statement, but will generally cover people with physical, mental and sensory impairments and those with severe disfigurements.

People diagnosed with HIV, multiple sclerosis and cancer are also protected, but from the point of diagnosis, not when they become disabled as a result of the illness.

Denbighshire County Council's Race Equality Scheme

What is a Race Equality Scheme?

The Race Relations (Amendment) Act 2000 places a statutory general duty on a wide range of public bodies, including local authorities, to promote race equality. This means that the Council, in carrying out its functions must have due regard to the need to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good race relations

The Commission for Racial Equality's Code of Practice defines a racial group as 'a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins'. This Race Equality Scheme has been prepared to enable the Council to meet the requirements of the Act. This scheme sets out how the Council will meet its statutory obligation, during the next three years, undertake impact assessments on our functions that have been assessed as high and medium relevance to our general duty to eliminate any racial discrimination and promote equality of opportunity and good race relations. In order to meet this general duty, specific requirements have been placed on local authorities. The specific requirements or duties cover service delivery, policy-making and employment. The steps we need to take to achieve the above are as follows:

- Identify the Council's functions and policies.
- Assess the relevance of the Council's functions and policies against the General Duty of the Act and prioritise for further scrutiny during the term of the scheme.
- Undertake an assessment of all relevant functions and policies to measure any adverse impact on race equalities and consult on the results.
- Consider how a service or policy might be changed to meet our general duty, as above and take appropriate action.
- Consider the impact on race equality of new policies or changes to policies.
- Monitor our policies for any adverse impact on the promotion of racial equality and establish a rolling review mechanism.
- Publish the results of such assessment, consultation and monitoring.

- Ensure equal public access to information and services.
- Train our staff and Councillors in connection with our duties under the Race Relations (Amendment) Act 2000.
- Monitor our workforce by the collection of ethnic origin data and analyse the data to find any patterns of inequality.
- Take any necessary action to promote equality of opportunity for (potential) employees and publish the results of our monitoring each year.
- Review the scheme in 2008 and at 3-year intervals thereafter.
- Provide an annual progress update in the Improvement Plan published each year.

Denbighshire County Council's Gender Equality Scheme

The Equality Act 2006 places a statutory duty on all public authorities, when carrying out their functions, to have due regard to the need:

- To eliminate unlawful discrimination and harassment
- To promote equality of opportunity between men and women

This is known as the 'general duty' and has come into effect on 6 April 2007. The duty applies to all public authorities in respect of all of their functions. This means it applies to policy-making, service provision, employment matters, and in relation to enforcement or any statutory discretion and decision-making. It also applies to a public authority in relation to services and functions which are contracted out.

Public authorities are expected to have 'due regard' to the need to eliminate unlawful discrimination and harassment and promote equality of opportunity between men and women in all of their functions. Due regard comprise two linked elements: proportionality and relevance. The weight which public authorities give to gender equality should therefore be proportionate to its relevance to a particular function. As part of the duty, public authorities are required to have due regard to the need to eliminate unlawful discrimination and harassment in employment and vocational training, for people who intend to undergo, are undergoing or have undergone gender reassignment.

To support progress in delivering the general duty, there is also a series of 'specific duties' which apply to listed public authorities.

Those specific duties, in brief, are:

- To prepare and publish a gender equality scheme, showing how it will meet its general and specific duties and setting out its gender equality objectives.
- In formulating its overall objectives, to consider the need to include objectives to address the causes of any gender pay gap.
- To gather and use information on how the public authority's policies and practices affect gender equality in the workforce and in the delivery of services.
- To consult stakeholders (i.e. employees, service users and others, including trade unions) and take account of relevant information in order to determine its gender equality objectives.
- To assess the impact of its current and proposed policies and practices on gender equality.
- To implement the actions set out in its scheme within three years, unless it is unreasonable or impracticable to do so.
- To report against the scheme every year and review the scheme at least every three years

Denbighshire County Council Monitoring and Performance Management

Once the Plan has been agreed by full Council on the 31 July 2007, it will be published on the Denbighshire County Council website and its intranet. Links to the Plan will also be sent to key stakeholders and partners and paper copies made available. An easy read version of the Plan will be produced and the Plan will be available in different formats upon request. Quarterly progress reports will be presented to the Corporate Equalities Group which includes Members, Heads of Service and Lead Officers, in November, February, May and August each year.

In addition, the actions in this Plan will be added to Directorate and Service Business Plans for which quarterly performance reports are produced and presented to Members and senior management.

Progress against the Plan will also be reported to the Resources Scrutiny Committee and Cabinet in February and August. The Plan will be reviewed annually and the review will form part of the report to Members in July each year. Both these progress reports will be available on Denbighshire County Council's website.

REPORT TO CABINET

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

DATE: 17th July 2007

SUBJECT: Housing Revenue Account Budget & Capital Plan Report 2007 / 2008

1 DECISION SOUGHT

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

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 2007/08

- At this stage in the year there are no significant variances to report. There have been some minor movements from last month, the most notable being a reduction in forecast expenditure on leased accommodation compared to the budget and an increase in forecast rent income. Both figures have been adjusted based on activity to the end of June.

Housing Stock Business Plan

- The HSBP has been fully updated to allow for all changes, including the Subsidy Determinations for 2007/08, the 2006/07 outturn, revised RTB sales, leasing and inflation and it remains in surplus over the 30 years of the Plan.
- There have been 4 sales under the Right to Buy scheme so far this year. The forecast in the HSBP is 25 and so if the pattern remains constant throughout the year the target should be achieved.
- The current council housing stock stands at 3,481.

Housing Capital Plan

- Achievements to the end of June on the major contracts are as follows (the figures quoted in brackets are those that were reported to the end of May 2007):

Major Refurbishments	151 properties underway (122) and 129 completions (62)
Windows contract	2,272 properties completed (2,180)
Heating contract	801 properties completed (776)

- The major refurbishment contract is now gathering pace with 129 properties completed so far this year. Expenditure on the windows contract has increased significantly as this month as previous slippage on the contract has been reclaimed. The window contract is due to expire in October and latest estimates suggest that all planned works (and possibly some additional work) will be completed within the original contract sum of £6.4m.
- As a contingency element has been built into the HRA capital plan this year any expenditure in excess of original estimates should be absorbed, this will allow for any unforeseen urgent works to be completed and allows for some previous slippage on the improvement programme to catch up – as highlighted by the window contract above.
- The capital budgets were set based on realistic assumptions of what the contractors may achieve this year. Should more capacity exist then the capital plan may be revised to increase activity and therefore assist in moving closer to achieving the Welsh Housing Quality Standard by 2012, subject to there being no adverse impact on the HSBP.

Summary

The revenue and capital budgets as reported at the end of June 2007 do not adversely affect the Council's Housing Stock Business Plan.

The HRA Capital Plan is on track at this stage in the year and has a contingency built in that has absorbed the increased activity on contracts so far. The Capital Plan may be revised if the improvement programme continues to recover slippage from previous years.

The Business Plan has been fully updated and reviewed (internally and externally) and is 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 HRA position is welcomed and will contribute positively to the Housing Stock Business Plan. The Capital Plan should be kept under review and any revisions should demonstrate that there is no adverse impact upon the HSBP.

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 ~ 2007/08 Budget

<u>2006/07</u> Forecast Outturn £		Original Budget £	<u>2007/08</u> Forecast Out-turn £	Variance to Budget £
<u>EXPENDITURE</u>				
1,098,305	Supervision & Management - General	1,518,965	1,494,901	24,065
251,946	Supervision & Management - Special	260,750	259,165	1,585
134,887	Welfare Services	138,400	132,780	5,620
229,387	Homelessness - Leased Properties	405,000	365,000	40,000
367,845	Rents	0	0	0
2,500,157	Repairs and Maintenance	2,563,300	2,563,300	0
4,582,527		4,886,415	4,815,146	71,269
1,083,759	Debt Charges	1,321,524	1,384,846	-63,322
0	Rent Rebate Subsidy Limitation	212,000	212,000	0
2,761,385	Subsidy	2,854,279	2,722,863	131,416
6,690	Provision for Bad Debts	50,000	50,000	0
8,434,361	Total Expenditure	9,324,218	9,184,855	139,363
<u>INCOME</u>				
8,938,397	Rents (net of voids)	9,564,200	9,504,984	-59,216
145,583	Leased Rents	255,000	254,333	-667
103,685	Garages	140,450	140,450	0
152,503	Interest (Balances & RTB mortgages)	175,000	175,000	0
9,340,168	Total Income	10,134,650	10,074,768	-59,882
Surplus / Deficit (-) for the Year				
905,807	General Balances	810,432	889,913	79,481
0	Earmarked Balances	0	0	0
1,855,264	Balance as at start of year ~ General	2,761,071	2,761,071	0
2,761,071	Balance as at end of year ~ General	3,571,503	3,650,984	79,481

Appendix 2

HRA Capital Plan Update 2007/08

Month 3

Actual 2006/07 £	Description	Approved Schemes £	Actual at End June £	Forecast Outturn £
35,482	Housing Repair Work Pre 2006/07	0	315	315
16,911	Environmental Improvement Works	257,500	0	257,500
1,001,418	2005/06 Major Improvements – All Groups	0	18,979	15,000
1,444,675	2006/07 Major Improvements – All Groups	3,995,370	1,100,558	3,995,370
2,572,010	Windows Replacement	618,000	1,060,685	2,000,000
1,139,880	Central Heating Contract	1,802,500	142,097	1,200,000
0	DFG - Council Properties	103,000	3,573	103,000
0	HRA Capital Contingency	961,630	0	0
0	Capitalised HRA Repairs & Maintenance	0	0	50,000
6,210,376	Total	7,738,000	2,326,208	7,621,185

2006/07 £	HRA Capital Plan Financed By:	Original £	Forecast £
2,400,000	Major Repairs Allowance Grant	2,400,000	2,400,000
431,406	Useable Capital Receipts	370,000	370,000
3,378,970	Prudential Borrowing	4,968,000	4,851,185
0	CERA	0	0
6,210,376	Total	7,738,000	7,621,185

REPORT TO CABINET

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

DATE: 17 July 2007

SUBJECT: Revenue Budget and Summary Capital Plan 2007/08

1. DECISION SOUGHT

- 1.1 Members note the budget performance figures for the 2007/08 financial year as detailed in the attached Appendix 1.
- 1.2 Members also note the summary capital plan performance for 2007/08 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 2007/08 financial year and avoid reducing 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 June 2007.

Appendix 1 details a small forecast underspend of £7k. This excludes the schools' delegated budgets.

- i) Lifelong Learning is forecasting an over spend of £32k mainly due to pressures on the translation budget.*
 - ii) Social Services & Housing – has improved due to improvements in the Older People and Mental Health budgets*
- 4.2 The **Pay and grading review** is still ongoing and it is likely to be completed shortly and a separate paper will be presented to members at the end of July. No assumptions have been made in Directorate budgets or forecasts yet.
 - 4.3 The **schools' delegated budget** – Early forecasts are that schools balances will decrease by £44k to £1,774k.

- 4.4 Details are also included in Appendix 1 showing Directorates' progress in achieving the required efficiency savings.
- 4.5 Appendix 2 shows a **capital plan summary** and Appendix 3 shows expenditure split by Directorate and priority.
- 4.6 Capital expenditure at the end of June is £6.1m. 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 exercise tight control over their revenue expenditure to ensure they are able to remain within their budgets.
- 5.2 In addition to the above members will be aware of the potential pressure resulting from the school in special measures.
- 5.3 A further potential pressure has arisen from the threat of mould damage to archive material stored in the Old Gaol following a breakdown in the air conditioning system.
- 5.4 Work is in hand to identify the likely financial impact of these additional issues and will be reported on further to a future meeting of Cabinet.

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 to identify savings and efficiencies.

9. RECOMMENDATION

- 9.1 That Members note the budget performance figures for 2007/08 as detailed in the attached Appendix 1.
- 9.2 Members also note the summary capital plan performance figures for 2007/08 financial year as detailed in the attached Appendices 2 and 3.

**MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2007/08
POSITION AS AT END JUNE 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)	31,161	-10,872	20,289	31,193	-10,872	20,321	32	0	32	27
Environment	38,543	-16,788	21,755	38,500	-16,745	21,755	-43	43	0	0
Social Services & Housing	55,685	-17,613	38,072	56,615	-18,582	38,033	930	-969	-39	42
County Clerk	1,780	-393	1,387	1,780	-393	1,387	0	0	0	0
Resources	9,141	-2,825	6,316	9,141	-2,825	6,316	0	0	0	0
Corporate, Miscellaneous & Benefits	29,301	-23,059	6,242	29,301	-23,059	6,242	0	0	0	0
Total All Services	165,611	-71,550	94,061	166,530	-72,476	94,054	919	-926	-7	69
Capital Financing Charges/Investment Income			10,965			10,965			0	0
Precepts & Levies			4,212			4,212			0	0
			109,238			109,231			-7	69

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 2007/08
LIFELONG LEARNING
POSITION AS AT END JUNE 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	<u>54,919</u>	<u>-4,575</u>	<u>50,344</u>	<u>56,880</u>	<u>-6,503</u>	<u>50,377</u>	<u>1,961</u>	<u>-1,928</u>	<u>33</u>	<u>-11</u>
School Funds Held Centrally	16,590	-4,965	11,625	16,543	-4,965	11,578	-47	0	-47	-23
Non school Funding	2,092	-905	1,187	2,092	-905	1,187	0	0	0	0
Corporate Services	451	-47	404	501	-47	454	50	0	50	50
Countryside & Leisure	5,787	-2,995	2,792	5,816	-2,995	2,821	29	0	29	0
Tourism, Culture & Heritage	6,241	-1,960	4,281	6,241	-1,960	4,281	0	0	0	0
	31,161	-10,872	20,289	31,193	-10,872	20,321	32	0	32	27
Total Lifelong Learning	86,080	-15,447	70,633	88,073	-17,375	70,698	1,993	-1,928	65	16

**MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2007/08
LIFELONG LEARNING
POSITION AS AT END JUNE 2007**

<u>Comments</u>	Current Month	Previous Month
	£000s	£000s
<u>EDUCATION</u>		
Individual School Budgets: Projections to date indicate that the school balances of £1,807k as at 31/3/07 will decrease to £1,774k during 2007/08. This is an increase in expenditure of £44k from the previous month's report. The difference is mainly due to reviews of staffing structures for September. Officers will continue to work closely with schools to assist with spending plans. The variance in the income and expenditure budget against projected outturn reflects income received from grants to support the schools' delegated budgets and the expenditure against them.	33	-11
<u>SCHOOL FUNDS HELD CENTRALLY</u>		
School Transport Detailed projections for the 2007/08 financial year are currently being completed and will be updated once the daily contract rates are received from Transport & Infrastructure. It should be noted that the projected outturn is likely to fluctuate during the year and will be reported accordingly.	-9	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 which has identified an increased saving of £15k since last month's report.	-38	-23
Total	-47	-23
<u>CORPORATE SERVICES</u>		
Projections indicate that there will be an overspend on the Translation Service budget of £50k due to the demand on the Service which requires the use of external providers.	50	50
<u>COUNTRYSIDE & LEISURE</u>		
Electricity cost pressures on various sites	16	0
Additional costs associated with Drift Park paddling pool	13	0
TOTAL LIFELONG LEARNING	65	16

PROPOSED EFFICIENCY SAVING	EFFICIENCY TARGET SAVINGS	PROGRESS AS AT 31-05-07
	2007/08	
	£	
EDUCATION		
Schools Delegated Budgets - 0.3%	-100,000	To be achieved by school governing bodies
County Voice - Develop income from advertising	-1,000	On target
Project Management Fees recharge	-27,000	On target
Review of SEN Transport Contracts	-10,000	On target
Assorted efficiencies across the service e.g. vacancies	-70,000	On target
COUNTRYSIDE & LEISURE AND TOURISM,HERITAGE & CULTURE		
Reduce funding to grant aided bodies	-6,000	Achievable
Generation of new Income	-30,000	Part achievable. Alternative savings being sort
Alternative Service Delivery Options	-36,000	Part achievable. Alternative savings being sort
TOTAL	-280,000	

**MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2007/08
ENVIRONMENT DIRECTORATE**

POSITION AS AT END JUNE 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 (Note 1)	8,968	-5,195	3,773	8,968	-5,195	3,773	0	0	0	0
TRANSPORT & INFRASTRUCTURE (Note 2)	9,173	-4,053	5,120	9,153	-4,033	5,120	-20	20	0	0
PLANNING & PUBLIC PROTECTION	4,338	-1,941	2,397	4,315	-1,918	2,397	-23	23	0	0
DIRECTOR & SUPPORT (Note 3)	1,621	-376	1,245	1,621	-376	1,245	0	0	0	0
ENVIRONMENTAL SERVICES (Note 4)	14,443	-5,223	9,220	14,443	-5,223	9,220	0	0	0	0
Total Environment	38,543	-16,788	21,755	38,500	-16,745	21,755	-43	43	0	0

Potential areas of budget pressure

1 It is assumed that the £80k underspend from 06/07 on the Brighton Road office accommodation budget will be rolled forward into 07/08 as agreed during the budget setting round.

The full year budget for Brighton Road was based upon savings being made from vacating other offices within the County.

2 Discussions are on-going with the newly formed North Wales Trunk Road Agency (NWTRA) regarding the possible loss of some core activity funding and also the payment of the 4% admin fee to partner authorities. This could have a negative impact on the Department.

3 The Directorate put forward a number of efficiency savings as part of the budget setting process. These totalled £250k and will be monitored on an on-going basis through out the financial year.

These are summarised between the service departments below

Development Services

Rationalisation of office accommodation following acquisition of Brighton Rd

Station caretaker to also take responsibility for Children's Village

Business grant assessment to be carried out in-house

Restructuring - Valuation & Estates

£000s

50 To be achieved

7 To be achieved

8 On target

8 Achieved

Transport & Infrastructure

Remove Coastal Protection Agency post

6 On target

Savings in salt procurement

20 To be achieved

Review of streetworks recharges

5 On target

Review of school crossing patrols

5 On target

Increased income from increased workload in MPG

30 On target

Parking processing of PCNs jointly - savings per year

10 On target

Planning & Public Protection

Restructuring - not replacing vacant section manager post

12 Achieved

Restructuring of Building Control Section following staff vacancy

10 Achieved

New income streams from new legislation

10 To be achieved

Absorb new legislation / powers within existing workforce

12 On target

Reduction in contaminated land consultants budget

4 Achieved

Formal SLA with Flintshire CC to assist with mineral planning

5 To be achieved

Director and Support

Reduction in working hours of officer in performance management team

12 Achieved

Environmental Services

Public conveniences - reductions in overtime payments

5 On target

Rationalisation of sweeper hire costs

5 Achieved

Transfer of officer to Leisure and not replacing

13 Achieved

Replacing team leader with lower graded employee

10 Achieved

Savings following refurbishment of Corwen PC

3 Achieved

250

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2007/08
SOCIAL SERVICES AND HOUSING
POSITION AS AT END JUNE 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	9,304	-585	8,719	9,776	-1,121	8,655	472	-536	-64	-58
Adult Services	35,847	-9,245	26,602	36,554	-9,590	26,964	707	-345	362	407
Business Support & Development	2,928	-456	2,472	3,073	-512	2,561	145	-56	89	119
Cymorth Grant	1,711	-1,711	0	1,711	-1,711	0	0	0	0	0
Supporting People Grant	4,344	-4,303	41	4,344	-4,303	41	0	0	0	0
Underspend Brought Forward	0	0	0	0	-341	-341	0	-341	-341	-341
Sub Total Social Services	54,134	-16,300	37,834	55,458	-17,578	37,880	1,324	-1,278	46	127
Non HRA Housing	1,551	-1,313	238	1,157	-960	197	-394	353	-41	-41
Underspend Brought Forward	0	0	0	0	-44	-44	0	-44	-44	-44
Directorate Total	55,685	-17,613	38,072	56,615	-18,582	38,033	930	-969	-39	42

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2007/08
SOCIAL SERVICES AND HOUSING
POSITION AS AT END JUNE 2007

<u>Comments</u>	Current Month	Prev Month
	£000s	£000
SOCIAL SERVICES		
CHILDREN'S SERVICES		
The predicted underspend within Children's Services can mainly be attributed to the reduction in the number of residential out of county placements and predicted underspend within Fostering (£239k). Further preventative work is being undertaken to ensure that this position remains constant.	-64	-58
ADULT SERVICES		
Learning Disabilities		
Residential Placements and Family Support, as in previous years, continue to be the major pressure areas projecting an overspend of £229k, of which £203k is due to the transfer of 3 clients from Children's Services. The increased take up of direct payments has resulted in a projected overspend of £40k. Other areas of overspend are in-house work opportunities and community living projects, due to the changing needs of clients. Work has been completed in relation to maximising LD income, which has resulted in an overall reduction in the overspend despite additional costs being recognised in the service	202	270
Mental Illness		
The main pressure here is Residential and Nursing Placements. However it is hoped that the overspend will be less than 2006/07, particularly as an expensive placement, previously shared with the LHB, is now solely their responsibility. The reduced over spend is largely due to the Preserved Rights budget now being moved from Older People to individual services based on client numbers.	108	238
Older People		
A large amount of the underspend within Older people Purchasing relates to a reduction in the number of Preserved Rights clients and staff slippage. Provider Residential Homes are once again forecast to be overspent. However it is hoped that the impact on maintenance income at Llys Nant now that client numbers are reduced to 14, will be fully offset by reduced staffing costs. However maintenance income in respect of Awelon and Cysgod Y Gaer (being dependant on the personal income of clients) is currently forecast to be less than 2006/07.	-63	-156
PDSI (Physical Disability & Sensory Impairment)		
Based on 2006/07 experience there is still likely to be overspend on PDSI. Once again the main pressure areas are forecast to be the Community Care budget, and the Occupational Therapy budget, (where the pressure is due to the ever increasing demand for equipment and minor adaptations). Analysis of the Carer's Services spend indicates that this budget is also likely to be £29k overspent. Elsewhere additional funds should keep the Drug & Alcohol budget on target (£20k overspent in 2006/07), but this is offset by some staffing budgets underspent in 2006/07 now predicted to be fully spent.	177	135
Performance Management & Commissioning		
The majority of these budgets relate to staffing and are predicted to be underspent due to slippage on vacant posts and staff not currently being at the top of their	-83	-86
Other Adult Services		
There is a projected overspend of £12k for Community Development, which is partly offset by income	2	6
Joint Working & Older People Strategy		
These are Grants supplemented by a small base budget. There are plans in place to spend in full.	0	0
Cefndy Enterprises		
The aim for Cefndy Healthcare is to achieve a balanced budget in 2007/08, however early indications are that a slight overspend is predicted which equates to 0.6% of turnover.	19	0
TOTAL ADULT SERVICES	362	407
Business Support & Development		
The predicted overspend on the Paris project of £130k is partly offset by an underspend with the Workforce Development Team and further reduced by staff adjustments within MIS.	89	119
Cymorth Grant		
All expenditure relating to the Cymorth grant has to be spent in year.	0	0
Supporting People Grant		
As agreed by Cabinet, in 2006/07, any in year under spends will be reserved and used to offset the future cuts. The projected recurrent underspend for 2007/08 is £524k, with additional in year underspends of £148k due to projects being commissioned in year. Further information regarding the cuts should be announced by WAG in August/September.	0	0
2006/07 Underspend Brought Forward	-341	-341
HOUSING		
An underspend is forecast as grants to the Women's Aid organisation are not being paid in 2007/07. Additionally, some grant income has been rolled forward from 2006/07.	-41	-41
2006/07 Underspend Brought Forward	-44	-44
TOTAL HOUSING	-85	-85
TOTAL SOCIAL SERVICES & HOUSING	-39	42

Appendix 1 Social Services and Housing Services Efficiency Savings 2006/07 - Progress Report Month 1

Service	Efficiency Saving	Further Saving	Details	Status
Children's Services				
Reduction in placement costs for looked after children (Children's Services)	121		Renegotiation of contracts with independent sector providers will result in cohort of 15 children remaining in the independent sector until the majority. These savings are detailed as a result of admitting fewer Children into care during 2007/08 - in line with	Achievable
Adult Services				
Joint Commissioning - Adults	26		Continued drive to share costs with partner agencies through joint commissioning and review of nursing care invoices	Achievable
Increased preventative work	20	20	The cost per week for residential care is £288 and for Very Dependent Elderly £360.50 so the target would be to reduce the admissions by at least 3 people despite the increase in numbers of older people, by following through on rehabilitation and health promotion strategies.	Achievable
Increase Income	65	78	Introduction of additional voluntary service charges within Community Living Projects will generate additional income in 2007/08	Achievable
Re configure ABER project eligible for Supporting People funding		60	This project meets the criteria for Supporting People funding and would allow us to re configure an existing service more in keeping with the reablement agenda.	Achievable
Llys Marchan Draft mgt agreement and savings by negotiation with Clwyd Alyn		4	The negotiations on this matter need to be concluded which would save yearly legal costs.	Achievable
		2	negotiation with Clwyd Alyn has resulted in a saving on the contract.	Achievable
Business Support & Development				
Improved staff retention -	22		Savings on agency costs, recruitment costs and managers time	Achievable
Complaints Investigation collaboration and focus on	3		Additional time has been committed to meeting complainants at the first stage and working to an earlier resolution to avoid the	Achievable
Deletion of ½ post in Senior management admin	10		Re design of some other admin posts will assist with this together with increasingly efficient working of the Directorate	Achievable
Efficiencies in office accommodation - Brighton Road		18	Savings from cleaning, caretaking shared facilities and repair costs are not likely to be realised until the last quarter of the year and so would be more suitable for 08/09savings targets.	Achievable
General				
Sickness Absence management	26		This figure is based on the saving to the authority of cover for sickness absence in direct care posts.	Achievable
Transport savings across Directorate		50	The target is to reduce the high cost of transport through the transport review, this is a specific project for the Senior Administrative Officer.	Achievable
Housing				
Housing Savings - Efficiency savings to be achieved by reduction in Bed & Breakfast Accommodation	2	15	The Council is using leased properties as a more cost effective replacement	Achievable
Business Support and Development				
Total		295	247	

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2007/08
RESOURCES, COUNTY CLERK, CORPORATE & MISCELLANEOUS
POSITION AS AT END JUNE 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	1,780	-393	1,387	1,780	-393	1,387	0	0	0	0
Resources Directorate										
Finance	4,331	-1,993	2,338	4,331	-1,993	2,338	0	0	0	0
Policy Unit	403	0	403	403	0	403	0	0	0	0
Audit	438	-85	353	438	-85	353	0	0	0	0
I.T	2,734	-489	2,245	2,734	-489	2,245	0	0	0	0
Personnel	1,209	-258	951	1,209	-258	951	0	0	0	0
Project Management	26	0	26	26	0	26	0	0	0	0
Total	9,141	-2,825	6,316	9,141	-2,825	6,316	0	0	0	0
Corporate and Miscellaneous	7,150	-871	6,279	7,150	-871	6,279	0	0	0	0
Benefits	22,151	-22,188	-37	22,151	-22,188	-37	0	0	0	0
Capital Fin Charges/Investment Income	10,965	0	10,965	10,965	0	10,965	0	0	0	0

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

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	8,664	5,811	5,643	5,776
	General Capital Grant	49	3,623	1,736	1,736
	General Capital Receipts	0	3,712	0	0
	Earmarked Capital Receipts	446	2,723	0	0
		9,159	15,869	7,379	7,512
2	Prudential Borrowing	5,373	11,355	1,000	0
3	Reserves and Contributions	1,412	673	0	0
4	Specific Grants	15,446	20,976	3,473	20
	Total Finance	31,390	48,873	11,852	7,532
	Total Estimated Payments	-31,290	-47,873	-9,670	-395
	Contingency	-100	-1,000	-1,000	-1,000
	Unallocated Reserve	0	0	-1,182	-110
	Surplus/ -Insufficient Resources	0	0	0	6,027

Capital Expenditure By Directorate

	2006/7	2007/08	2007/8	2008/9	2009/10
	Spend to end March	Spend to End June	Estimated programme	Estimated programme	Estimated programme
	£000	£000	£000	£000	£000
Environment	20,153	3,286	22,748	4,220	30
Lifelong Learning	9,924	2,588	23,022	5,070	40
Resources	896	168	1,440	300	75
Social Services and Housing	317	26	683	80	250
Total	31,290	6,068	47,893	9,670	395

Capital Expenditure by Council Priority

	2006/7	2007/08	2007/8	2008/9	2009/10
	Spend to end March	Spend to End June	Estimated programme	Estimated programme	Estimated programme
	£000	£000	£000	£000	£000
School Buildings	7,643	1,869	15,433	4,009	0
Highways	4,972	602	5,627	800	0
Public Realm	4,695	521	3,903	190	30
Total	17,310	2,992	24,963	4,999	30

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	2007/08	2007/8
	Allocated	Spend to end March	Spend to End June	Estimated programme
	£000	£000	£000	£000
School Buildings	1,680	1,358	0	1,322
Highways	1,750	1,750	0	2,000
Public Realm	360	360	0	360
Health & Safety	210	210	20	500
Total	4,000	3,678	20	4,182

REPORT TO CABINET

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

DATE: 17 July 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). 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 remains in the report. Excluded from those figures are payments relating to refund of expenses, such as traveling 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).

Graphs showing the corporate sickness absence position since April 2006 are attached (appendix C). Last years data has been left on the graphs so a monthly comparison can be made with last year. There is a downward trend this month (with the exception of Environment and Social Services) although sickness levels across the Council remain higher than the same period in 2006/07.

2.3 The Full Time Equivalent (FTE) numbers and the payments made to employees as described in 2.1 with comparison from 2006/07 and 2007/08, are also attached. (Appendix D)

2.4 As requested at last month's Cabinet meeting, an update on the number of agency staff is included at Appendix E. Please note the figures for Education and Social Services are estimated.

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

Establish't	Year	SS&H			LL			Env			CE + CC			Res			TOTAL			Leavers	Starters	Gross pay	No. of Employments						
		Number of staff	FTEs	Average Number of Days Lost	Overall Percentage Absence	Number of staff	FTEs	Average Number of Days Lost	Overall Percentage Absence	Number of staff	FTEs	Number of staff	FTEs	Number of staff	FTEs	Number of staff	FTEs	Number of staff	FTEs					Number of staff	FTEs	Number of staff	FTEs	Number of staff	FTEs
				Per Employee				Per Employee																					
Apr	2006	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	7242435	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	7105461	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	7214945	5365
Jul		805	738	1.02	4.87	2487	2201	0.67	3.65	946	798	0.69	3.29	54	50	0.63	2.96	256	235	0.49	2.31	4548	4021	0.73	3.70	56	52	7438513	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	7236479	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	7134722	4985
Oct		817	753	1.25	5.68	2447	2169	0.93	4.53	960	836	0.84	3.84	52	49	0.73	3.32	258	237	1.23	4.46	4534	4044	0.84	4.39	40	31	7303514	5241
Nov		783	712	1.17	5.31	2332	1977	0.91	4.40	953	832	0.85	3.88	54	51	0.99	4.52	257	237	1.24	5.62	4379	3809	0.96	4.49	17	37	7387035	5377
Dec		794	717	0.64	3.35	2338	1930	0.69	3.94	960	823	0.85	4.47	52	48	0.69	3.64	259	239	0.68	3.60	4403	3756	0.71	3.87	47	31	7429681	5405
Jan	2007	797	717	1.31	5.98	2321	1888	1.04	5.19	958	744	1.27	5.77	53	48	0.95	4.33	262	241	0.86	3.90	4391	3638	1.11	5.30	30	33	7290326	5363
Feb		803	721	1.31	6.53	2316	1872	1.01	5.91	958	744	1.23	6.14	53	48	1.08	5.40	266	246	0.63	3.15	4396	3631	1.07	5.35	34	31	7367968	5384
Mar		809	729	1.13	5.14	2324	1897	1.04	4.73	959	752	1.19	5.41	52	47	0.87	3.96	266	246	0.81	3.67	4410	3672	1.04	4.74	33	29	7390026	5383
Apr		812	710	1.20	6.31	2326	1905	0.66	4.24	948	743	1.02	5.30	53	48	0.97	5.08	267	247	0.63	3.34	4406	3653	0.84	4.88	46	33	7507420	5406
May		814	712	1.25	5.96	2324	1902	1.00	5.10	946	738	1.05	5.53	54	49	0.84	4.14	265	245	1.01	4.83	4403	3646	1.06	5.23	25	23	7357926	5383
June		823	718	1.41	6.70	2336	1915	0.60	2.89	961	746	1.11	5.31	53	48	0.83	3.95	270	250	0.87	4.15	4443	3676	1.03	4.95	26	39	7424895	5465

Rolling Average

May	2006	802	729	1.10	5.63	2485	2191	0.64	3.69	944	773	0.69	3.54	55	50	0.82	4.18	244	224	0.86	4.45	4528	3967	0.73	4.01	38	44	7173948	5332
Jun		805	732	1.11	5.44	2489	2197	0.70	3.74	946	778	0.70	3.46	55	50	0.85	4.16	244	224	0.81	4.03	4538	3981	0.77	3.98	36	40	7187614	5343
Jul		805	733	1.09	5.30	2489	2198	0.69	3.72	946	783	0.70	3.42	55	50	0.79	3.87	247	227	0.73	3.60	4540	3991	0.76	3.91	41	43	7250339	5455
Aug		804	734	1.07	5.14	2487	2198	0.67	3.52	947	787	0.70	3.39	54	50	0.76	3.65	250	229	0.77	3.72	4542	3998	0.76	3.80	55	40	7247567	5427
Sep		806	736	1.06	5.10	2490	2205	0.65	3.35	949	794	0.69	3.32	54	50	0.68	3.26	251	231	0.84	4.03	4549	4015	0.74	3.71	53	50	7228759	5354
Oct		807	739	1.09	5.18	2484	2199	0.69	3.52	950	800	0.71	3.39	54	50	0.68	3.26	252	231	0.89	4.09	4547	4019	0.77	3.80	51	47	7239439	5338
Nov		804	735	1.10	5.20	2465	2172	0.71	3.63	951	804	0.73	3.45	54	50	0.72	3.42	253	232	0.94	4.29	4526	3993	0.79	3.89	47	46	7257888	5343
Dec		803	733	1.05	4.99	2451	2145	0.71	3.66	952	806	0.74	3.57	54	50	0.72	3.45	253	233	0.91	4.21	4512	3967	0.78	3.89	47	44	7276976	5349
Jan	2007	803	732	1.07	5.09	2438	2119	0.74	3.82	952	800	0.79	3.79	54	50	0.74	3.53	254	234	0.90	4.18	4500	3934	0.82	4.03	45	43	7278311	5351
Feb		803	731	1.09	5.22	2427	2097	0.77	4.01	953	795	0.83	4.00	54	49	0.77	3.70	255	235	0.88	4.08	4491	3906	0.84	4.15	44	42	7286462	5354
Mar		803	730	1.10	5.22	2418	2080	0.79	4.07	953	791	0.86	4.12	53	49	0.78	3.73	256	236	0.87	4.05	4484	3887	0.86	4.20	43	41	7295092	5356
Apr		804	729	1.11	5.28	2406	2057	0.81	4.14	954	790	0.89	4.25	53	49	0.80	3.81	258	238	0.85	3.90	4476	3863	0.88	4.28	43	41	7317174	5360
May		805	728	1.12	5.30	2392	2032	0.82	4.23	954	786	0.92	4.43	53	49	0.80	3.80	260	239	0.87	3.99	4464	3834	0.89	4.37	43	38	7338213	5367
June		806	726	1.14	5.44	2378	2008	0.80	4.15	955	782	0.95	4.60	53	49	0.79	3.78	262	241	0.88	4.07	4454	3806	0.91	4.46	42	39	7355709	5375

Starters/Leavers - June 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

Establish't	Director		Personnel				Finance				ICT				Internal Audit				Strat Pol Unit				TOTAL				
	Number of staff	FTEs	Number of staff	FTEs	Average Number of Days Lost	Overall Percentage	Number of staff	FTEs	Average Number of Days Lost	Overall Percentage	Number of staff	FTEs	Average Number of Days Lost	Overall Percentage	Number of staff	FTEs	Average Number of Days Lost	Overall Percentage	Number of staff	FTEs	Average Number of Days Lost	Overall Percentage	Number of staff	FTEs	Leavers	Starters	
					Per Employee	Absence			Per Employee	Absence			Per Employee	Absence			Per Employee	Absence			Per Employee	Absence					Per Employee
Apr	2006	2	2	25	24	1.55	8.63	142	130	0.34	1.89	58	52	0.35	1.94	9	9	0.00	0.00	7	7	0.00	0.00	243	224	4	2
May		2	2	24	23	3.19	15.17	142	129	0.37	1.75	60	53	1.07	5.07	9	9	0.00	0.00	7	7	0.14	0.68	244	224	1	3
Jun		2	2	24	23	1.82	8.28	142	129	0.35	1.61	60	53	0.99	4.49	9	9	0.22	1.01	7	7	0.71	3.25	244	224	1	0
Jul		2	2	30	29	0.19	0.82	146	133	0.38	1.83	60	53	0.69	3.29	10	10	0.05	0.24	8	8	2.63	12.50	256	235	0	12
Aug		2	2	33	32	0.39	1.77	146	133	0.81	3.67	62	55	1.46	6.64	10	10	0.00	0.00	8	8	2.75	12.50	261	240	0	5
Sep		2	2	29	28	1.33	6.35	147	134	0.82	3.93	61	55	2.03	9.67	10	10	0.50	2.38	8	8	2.63	12.50	257	236	7	3
Oct		2	2	28	27	1.74	7.90	148	135	0.64	2.91	61	55	2.42	10.98	10	10	0.50	2.27	9	9	2.44	11.11	258	237	2	4
Nov		2	2	28	27	1.28	5.84	148	135	0.87	3.96	60	54	1.87	8.50	10	10	1.10	5.00	9	9	1.22	5.56	257	236	1	2
Dec		2	2	29	28	1.44	7.59	149	136	0.62	3.27	60	54	0.72	3.78	10	10	0.00	0.00	9	9	0.00	0.00	259	238	1	3
Jan	2007	2	2	29	28	0.40	1.80	150	137	0.88	3.99	62	56	1.15	5.21	10	10	0.90	4.09	9	9	0.00	0.00	262	241	2	4
Feb		2	2	30	29	0.28	1.41	151	139	0.67	3.35	64	57	0.85	4.27	10	10	0.50	2.50	9	9	0.00	0.00	266	246	0	4
Mar		2	2	30	29	0.31	1.43	150	138	1.01	4.58	64	57	0.82	3.73	10	10	0.35	1.59	10	10	0.00	0.00	266	246	1	0
Apr		2	2	29	28	1.30	6.84	151	139	0.51	2.71	65	58	0.84	4.44	10	10	0.00	0.00	10	10	0.00	0.00	267	247	1	2
May		2	2	28	27	1.88	8.94	151	139	0.77	3.68	64	57	1.59	7.56	10	10	0.00	0.00	10	10	0.00	0.00	265	245	4	3
June		2	2	30	29	1.48	7.04	150	138	0.73	3.47	67	60	1.19	5.66	11	11	0.00	0.00	10	10	0.00	0.00	270	250	1	5
Rolling Average																											
May	2006	2	2	25	24	2.37	11.90	142	129	0.36	1.82	59	53	0.71	3.51	9	9	0.00	0.00	7	7	0.07	0.34	244	224	3	3
Jun		2	2	24	24	2.19	10.69	142	129	0.35	1.75	59	53	0.80	3.83	9	9	0.07	0.34	7	7	0.28	1.31	244	224	2	2
Jul		2	2	26	25	1.69	8.23	143	130	0.36	1.77	60	53	0.78	3.70	9	9	0.07	0.31	7	7	0.87	4.11	247	227	2	4
Aug		2	2	27	26	1.43	6.93	144	131	0.45	2.15	60	53	0.91	4.29	9	9	0.05	0.25	7	7	1.25	5.79	250	229	1	4
Sep		2	2	28	27	1.41	6.84	144	131	0.51	2.45	60	54	1.10	5.18	10	10	0.13	0.61	8	8	1.48	6.91	251	230	2	4
Oct		2	2	28	27	1.46	6.99	145	132	0.53	2.51	60	54	1.29	6.01	10	10	0.18	0.84	8	8	1.61	7.51	252	231	2	4
Nov		2	2	28	27	1.44	6.85	145	132	0.57	2.69	60	54	1.36	6.32	10	10	0.30	1.36	8	8	1.57	7.26	253	232	2	4
Dec		2	2	28	27	1.44	6.93	146	133	0.58	2.76	60	54	1.29	6.04	10	10	0.26	1.21	8	8	1.39	6.46	253	233	2	4
Jan	2007	2	2	28	27	1.33	6.42	146	133	0.61	2.88	60	54	1.28	5.96	10	10	0.33	1.50	8	8	1.25	5.81	254	234	2	4
Feb		2	2	28	27	1.24	5.96	146	134	0.61	2.92	61	54	1.24	5.80	10	10	0.34	1.59	8	8	1.14	5.28	255	235	2	4
Mar		2	2	28	27	1.16	5.58	147	134	0.65	3.06	61	54	1.20	5.63	10	10	0.34	1.59	8	8	1.04	4.84	256	236	2	4
Apr		2	2	29	27	1.14	5.43	148	135	0.66	3.13	62	55	1.24	5.84	10	10	0.34	1.59	9	9	1.04	4.84	258	238	1	4
May		2	2	29	28	1.03	4.91	148	136	0.69	3.29	62	55	1.29	6.05	10	10	0.34	1.59	9	9	1.03	4.79	260	239	2	4

Directorate: County Clerk & CE

		CE		CC		Average Number of Days Lost Per Employee		TOTAL			
		Number of staff	FTEs	Number of staff	FTEs	Per Employee	Overall Percentage Absence	Number of staff	FTEs	Leavers	Starters
Establish't											
Apr	2006	3	3	52	48	0.72	4.02	55	51	0	0
May		3	3	51	47	0.91	4.33	54	50	1	0
Jun		3	3	52	48	0.91	4.14	55	51	1	1
Jul		3	3	51	47	0.63	2.98	54	50	0	0
Aug		3	3	50	46	0.61	2.79	53	49	1	0
Sep		3	3	51	47	0.27	1.27	54	50	0	2
Oct		3	3	49	46	0.73	3.32	52	49	0	0
Nov		3	3	51	47	0.99	4.52	54	50	0	2
Dec		3	3	49	44	0.69	3.64	52	47	1	0
Jan	2007	3	3	53	48	0.95	4.33	56	51	0	0
Feb		3	3	53	48	1.08	5.40	56	51	0	0
Mar		3	3	52	47	0.87	3.96	55	50	0	0
Apr		3	3	53	48	0.97	5.08	56	51	0	1
May		3	3	54	49	0.87	4.14	57	52	0	0
June		3	3	53	48	0.83	1.36	56	51	1	0
Rolling Average											
May	2006	3	3	52	47	0.82	4.18	55	50	1	0
Jun		3	3	52	47	0.85	4.16	55	50	1	0
Jul		3	3	52	47	0.79	3.87	55	50	1	0
Aug		3	3	51	47	0.76	3.65	54	50	1	0
Sep		3	3	51	47	0.68	3.26	54	50	1	1
Oct		3	3	51	47	0.68	3.26	54	50	0	0
Nov		3	3	51	47	0.72	3.42	54	50	0	1
Dec		3	3	51	47	0.72	3.45	54	50	0	1
Jan	2007	3	3	51	47	0.74	3.53	54	50	0	1
Feb		3	3	51	47	0.77	3.70	54	50	0	0
Mar		3	3	51	47	0.78	3.73	54	50	0	0
Apr		3	3	51	47	0.80	3.81	54	50	0	1
May		3	3	52	47	0.80	3.80	55	50	0	1
June		3	3	52	47	0.79	3.57	55	50	0	0

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	Per Employee	Percentage Absence	Number of staff	FTEs	Per Employee	Percentage Absence	Number of staff	FTEs	Per Employee	Percentage Absence	Number of staff	FTEs	Per Employee	Percentage Absence	Number of staff	FTEs	Per Employee	Percentage Absence	Number of staff	FTEs	Per Employee	Percentage Absence						
	2	2																													
Apr	2006	2	2	71	70	0.53	2.94	538	404	0.71	3.92	32	31	0.39	2.18	122	118	0.57	3.15	171	136	0.74	4.09	936	760	13	10				
May		2	2	76	75	0.89	4.26	544	418	0.75	3.56	32	31	0.03	0.16	124	120	0.79	3.74	173	140	0.64	3.05	951	785	13	19				
Jun		2	2	76	75	0.80	3.64	543	422	0.77	3.48	33	32	0.47	2.16	123	119	0.71	3.21	173	140	0.64	2.90	950	789	13	6				
Jul		2	2	78	77	0.46	2.17	539	425	0.90	4.28	33	32	0.22	1.06	122	118	0.66	3.13	172	145	0.35	1.65	946	798	15	11				
Aug		2	2	78	77	0.53	2.41	546	434	0.77	3.52	32	31	0.25	1.13	122	118	0.72	3.27	170	144	0.79	3.59	950	805	10	10				
Sep		2	2	78	77	0.36	1.73	546	445	0.71	3.37	34	33	0.23	1.10	121	117	0.46	2.18	177	154	0.71	3.36	958	828	11	9				
Oct		2	2	80	79	0.53	2.42	548	542	0.91	4.31	34	33	0.46	2.09	119	115	0.67	3.04	177	156	1.03	4.66	960	926	8	10				
Nov		2	2	79	78	0.30	1.34	551	451	0.87	3.94	34	33	0.92	4.18	118	114	0.78	3.56	177	156	1.13	5.15	961	833	3	7				
Dec		2	2	79	77	0.27	1.40	555	449	0.88	4.65	33	31	0.43	2.26	118	112	0.93	4.89	173	151	1.08	5.69	960	823	9	11				
Jan	2007	2	2	80	78	1.11	0.95	548	396	1.24	0.94	34	33	0.40	0.98	120	114	1.55	0.93	174	125	1.46	0.93	958	748	4	4				
Feb		2	2	79	77	1.54	7.69	549	393	1.38	6.92	33	32	0.82	4.08	119	113	0.84	4.19	176	126	1.02	5.10	958	744	7	10				
Mar		2	2	79	78	1.02	4.64	546	395	1.53	6.94	34	33	0.15	0.70	119	114	0.75	3.40	179	130	0.93	4.24	959	752	10	6				
Apr		2	2	79	77	0.70	3.67	541	394	1.36	7.17	34	32	0.00	0.00	117	111	0.30	1.60	175	126	1.06	5.56	948	743	22	9				
May		2	2	77	75	0.38	2.00	540	391	1.33	6.98	34	32	0.88	4.65	116	110	0.22	1.17	177	128	1.38	7.25	946	738	9	4				
June		2	2	78	76	0.66	1.22	554	398	1.27	6.03	34	32	1.40	6.64	113	107	0.90	4.28	180	130	1.27	6.07	961	746	8	15				
Rolling Average																															
May	2006	2	2	74	72	0.71	3.60	541	411	0.73	3.74	32	31	0.21	1.17	123	119	0.68	3.45	172	138	0.69	3.57	944	773	13	15				
Jun		2	2	74	73	0.74	3.61	542	415	0.74	3.65	32	31	0.30	1.50	123	119	0.69	3.37	172	138	0.67	3.35	946	778	13	12				
Jul		2	2	75	74	0.67	3.25	541	417	0.78	3.81	33	31	0.28	1.39	123	119	0.68	3.31	172	140	0.59	2.92	946	783	14	12				
Aug		2	2	76	75	0.64	3.08	542	420	0.78	3.75	32	31	0.27	1.34	123	119	0.69	3.30	172	141	0.63	3.06	947	787	13	11				
Sep		2	2	76	75	0.60	2.86	543	425	0.77	3.69	33	31	0.27	1.30	122	118	0.65	3.11	173	143	0.65	3.11	949	794	13	11				
Oct		2	2	77	76	0.59	2.80	543	441	0.79	3.78	33	31	0.29	1.41	122	118	0.65	3.10	173	145	0.70	3.33	950	813	12	11				
Nov		2	2	77	76	0.55	2.61	544	442	0.80	3.80	33	32	0.37	1.76	121	117	0.67	3.16	174	146	0.75	3.56	952	816	11	10				
Dec		2	2	77	76	0.52	2.48	546	443	0.81	3.89	33	32	0.38	1.81	121	117	0.70	3.35	174	147	0.79	3.79	952	816	11	10				
Jan	2007	2	2	78	76	0.58	2.33	546	438	0.85	3.60	33	32	0.38	1.73	121	117	0.78	3.11	174	145	0.86	3.51	953	810	10	10				
Feb		2	2	78	76	0.67	2.81	546	434	0.90	3.90	33	32	0.38	1.94	121	116	0.79	3.21	174	143	0.87	3.65	953	804	10	10				
Mar		2	2	78	77	0.70	2.97	546	431	0.95	4.15	33	32	0.42	1.84	121	116	0.79	3.22	174	142	0.88	3.70	954	799	10	9				
Apr		2	2	78	77	0.71	3.03	546	430	1.01	4.42	33	32	0.40	1.66	120	115	0.76	3.10	175	141	0.90	3.82	955	798	10	9				
May		2	2	79	77	0.67	2.84	546	428	1.05	4.71	34	32	0.37	2.03	120	115	0.72	2.88	175	140	0.97	4.17	955	794	10	8				
June		2	2	79	77	0.66	2.64	547	426	1.10	4.92	34	32	0.44	2.41	119	114	0.73	2.97	176	139	1.02	4.44	955	790	10	9				

Directorate: **Lifelong Learning**

		Director				Country & Lei				Tour, Her & Cult				Edu				Schools				Strat & Res				Corp Comms				TOTAL			
Establish't		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	Average Number of Days Lost Per Employee	Overall Percentage Absence	Number of staff	FTEs	Leavers	Starters		
				2	2	2	2																										
Apr	2006	2	2	120	109	0.61	3.40	173	149	0.48	2.65	207	188	0.44	2.42	1935	1698	0.48	3.69	38	37	0.05	0.30							2475	2183	25	16
May		2	2	130	119	0.84	4.00	173	149	0.92	4.40	206	187	0.64	3.06	1946	1706	0.81	4.05	37	36	0.19	0.91							2494	2200	8	26
Jun		2	2	130	119	0.54	2.47	174	150	0.67	3.03	206	187	0.58	2.63	1948	1713	0.85	4.08	38	37	1.28	5.81							2498	2208	12	16
Jul		2	2	127	116	0.66	3.13	178	154	1.18	5.61	217	198	0.73	3.46	1926	1695	0.62	3.47	37	37	1.25	5.96							2487	2201	28	21
Aug		2	2	128	117	0.50	2.27	177	153	1.08	4.92	218	199	0.37	1.67	1920	1689	0.51	2.34	38	38	1.87	8.49							2483	2197	90	7
Sep		2	2	118	107	0.43	2.06	176	152	0.91	4.31	217	198	0.69	3.28	1954	1743	0.44	2.21	37	37	1.36	6.50							2504	2239	23	70
Oct		2	2	119	107	0.55	2.48	161	136	1.25	5.69	192	163	1.46	6.65	1936	1724	0.88	4.37	37	37	1.01	4.58							2447	2169	23	8
Nov		2	2	121	109	0.45	2.05	157	131	1.15	5.21	190	161	0.87	3.97	1833	1542	0.92	4.53	38	38	1.25	5.66							2341	1983	10	14
Dec		2	2	120	107	0.29	1.51	160	131	0.72	3.77	187	154	0.44	2.29	1831	1499	0.75	4.36	38	37	0.22	1.14							2338	1930	30	13
Jan	2007	2	2	111	96	0.83	4.22	160	130	1.18	5.35	181	145	0.55	2.50	1829	1478	1.09	5.58	38	37	0.42	1.90							2321	1898	18	18
Feb		2	2	111	96	1.49	7.46	156	126	1.09	5.43	182	145	1.26	6.32	1826	1466	0.95	5.82	39	38	0.41	2.03							2316	1872	25	7
Mar		2	2	112	101	0.78	3.53	151	122	1.16	5.28	179	145	1.11	5.03	1836	1484	1.02	4.66	39	38	1.04	4.71							2319	1892	19	16
Apr		2	2	114	103	0.33	1.71	152	124	1.04	5.47	182	148	0.52	2.74	1832	1485	0.66	4.48	39	38	0.25	1.29	5	5	3.80	20.00	2326	1905	21	12		
May		2	2	120	109	0.81	3.88	152	124	1.24	5.92	180	148	0.90	4.29	1826	1476	1.01	5.25	39	38	0.32	1.50	5	5	3.60	17.14	2324	1902	10	11		
June		2	2	128	117	0.98	4.68	152	124	1.11	5.27	181	149	0.63	3.02	1830	1480	0.86	4.21	38	37	0.43	2.05	5	5	4.60	21.90	2336	1915	10	12		
Rolling Average																																	
May	2006	2	2	125	114	0.73	3.70	173	149	0.70	3.53	207	187	0.54	2.74	1941	1702	0.65	3.87	38	37	0.12	0.61							2485	2191	17	21
Jun		2	2	127	116	0.66	3.29	173	149	0.69	3.36	206	187	0.55	2.70	1943	1706	0.71	3.94	38	37	0.51	2.34							2489	2197	15	19
Jul		2	2	127	116	0.66	3.25	175	151	0.81	3.92	209	190	0.60	2.89	1939	1703	0.69	3.82	38	37	0.69	3.25							2489	2198	18	20
Aug		2	2	127	116	0.63	3.05	175	151	0.87	4.12	211	192	0.55	2.65	1935	1700	0.65	3.53	38	37	0.93	4.29							2487	2198	33	17
Sep		2	2	126	114	0.60	2.89	175	151	0.87	4.15	212	193	0.58	2.75	1938	1707	0.62	3.31	38	37	1.00	4.66							2490	2205	31	26
Oct		2	2	125	113	0.59	2.83	173	149	0.93	4.37	209	189	0.70	3.31	1938	1710	0.66	3.46	37	37	1.00	4.65							2484	2199	30	23
Nov		2	2	124	113	0.57	2.73	171	147	0.96	4.48	207	185	0.72	3.39	1925	1689	0.69	3.59	38	37	1.03	4.78							2466	2172	27	22
Dec		2	2	124	112	0.54	2.60	170	145	0.93	4.40	204	182	0.69	3.27	1914	1668	0.70	3.68	38	37	0.94	4.37							2452	2145	28	21
Jan	2007	2	2	122	111	0.58	2.76	169	143	0.95	4.49	202	178	0.68	3.19	1906	1649	0.74	3.87	38	37	0.89	4.13							2439	2120	27	21
Feb		2	2	121	109	0.66	3.19	168	142	0.97	4.58	200	175	0.73	3.48	1899	1632	0.75	4.05	38	37	0.85	3.93							2428	2097	27	20
Mar		2	2	121	109	0.67	3.22	166	140	0.98	4.64	199	172	0.76	3.61	1893	1620	0.78	4.10	38	37	0.86	4.00							2419	2090	26	19
Apr		2	2	120	108	0.65	3.07	165	138	1.03	4.87	196	169	0.77	3.63	1885	1602	0.79	4.16	38	37	0.88	4.08	5	5	3.80	20.00	2406	2057	26	19		
May		2	2	119	107	0.65	3.06	163	136	1.06	5.00	194	166	0.79	3.74	1875	1583	0.81	4.26	38	37	0.89	4.13	5	5	3.70	18.57	2392	2032	26	18		
June		2	2	119	107	0.68	3.25	161	134	1.09	5.19	192	163	0.79	3.77	1865	1563	0.81	4.27	38	37	0.82	3.82	5	5	4.00	19.68	2379	2008	26	17		

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		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					
	3		3																								
Apr	3	3	561	500	1.11	6.17	25	25	0.08	0.45	124	114	0.99	5.47	3	3	4.00	22.22	83	80	0.57	3.18	799	725	6	2	
May	3	3	566	506	1.25	5.95	26	26	0.27	1.30	122	112	1.73	8.21	3	3	0.00	0.00	85	82	0.40	1.91	805	732	5	9	
Jun	3	3	569	509	1.14	5.16	26	26	0.34	1.54	122	112	1.49	6.78	3	3	0.67	3.03	87	84	0.75	3.42	810	738	4	9	
Jul	3	3	563	506	0.96	4.58	27	27	0.11	0.53	123	116	1.56	7.44	3	3	6.33	30.16	86	83	0.73	3.49	805	738	13	8	
Aug	3	3	562	506	0.94	4.26	27	27	1.44	6.54	121	114	1.01	4.59	6	6	3.67	16.67	84	81	1.01	4.59	803	737	9	7	
Sep	4	4	566	511	0.97	4.60	26	26	0.23	1.11	123	116	1.20	5.74	9	9	3.11	14.81	84	81	1.25	5.95	812	747	3	13	
Oct	4	4	570	516	1.25	5.67	26	26	0.19	0.88	124	117	1.72	7.83	9	9	0.11	0.51	84	81	1.03	4.67	817	753	7	9	
Nov	4	4	547	484	1.28	5.81	26	26	0.31	1.41	116	111	1.18	5.35	8	8	1.88	8.52	86	83	0.73	3.33	787	715	3	12	
Dec	4	4	551	484	0.80	4.19	28	28	0.43	2.25	115	109	0.41	2.17	10	10	0.00	0.00	86	82	0.14	0.73	794	717	6	4	
Jan	4	4	556	486	1.39	6.33	28	28	0.86	3.90	113	108	1.61	7.32	9	9	2.00	9.09	87	83	0.71	3.23	797	717	6	7	
Feb	4	4	559	487	1.36	6.70	28	28	0.46	1.98	112	107	1.35	16.67	9	9	3.33	6.74	91	87	1.13	5.64	803	721	2	10	
Mar	4	4	567	496	1.16	5.29	28	28	0.07	0.33	109	104	0.82	3.74	9	9	2.44	11.11	92	89	0.49	2.21	809	729	3	7	
Apr	2	2	570	482	1.43	7.53	28	27	0.52	2.74	109	102	0.77	4.06	9	9	2.00	10.53	94	88	0.57	3.02	812	710	2	9	
May	2	2	563	474	1.51	7.21	41	39	0.23	1.11	106	101	0.84	4.01	8	8	2.00	9.52	94	88	0.72	3.45	814	712	1	2	
June	2	2	574	482	1.73	8.23	39	37	0.11	0.51	108	103	0.96	4.59	8	8	0.00	0.00	92	86	0.85	4.05	823	718	6	7	
Rolling Average																											
May	2006	3	3	564	503	1.18	6.06	26	25	0.18	0.88	123	113	1.36	6.84	3	3	2.00	11.11	84	81	0.49	2.55	802	729	6	6
Jun		3	3	565	505	1.17	5.76	26	25	0.23	1.10	123	113	1.40	6.82	3	3	1.56	8.42	85	82	0.57	2.84	805	732	5	7
Jul		3	3	565	505	1.12	5.47	26	26	0.20	0.96	123	113	1.44	6.98	3	3	2.75	13.85	85	83	0.61	3.00	805	733	7	7
Aug		3	3	564	506	1.08	5.22	26	26	0.45	2.07	122	114	1.36	6.50	4	4	2.93	14.42	85	82	0.69	3.32	804	734	7	7
Sep		3	3	565	506	1.06	5.12	26	26	0.41	1.91	123	114	1.33	6.37	5	5	2.96	14.48	85	82	0.79	3.76	806	736	7	8
Oct		3	3	565	508	1.09	5.20	26	26	0.38	1.76	123	114	1.39	6.58	5	5	2.56	12.49	85	82	0.82	3.89	807	739	7	8
Nov		3	3	563	505	1.11	5.28	26	26	0.37	1.72	122	114	1.36	6.43	6	6	2.47	11.99	85	82	0.81	3.82	805	736	6	9
Dec		3	3	562	502	1.08	5.15	26	26	0.38	1.78	121	113	1.25	5.95	6	6	2.20	10.66	85	82	0.73	3.47	804	733	6	8
Jan	2007	4	4	561	501	1.11	5.27	27	26	0.43	1.99	120	113	1.29	6.09	6	6	2.18	10.50	85	82	0.73	3.45	803	732	6	8
Feb		4	4	561	500	1.13	5.40	27	26	0.43	1.99	120	112	1.30	7.05	7	7	2.28	10.16	86	83	0.77	3.65	803	731	6	8
Mar		4	4	561	499	1.13	5.39	27	26	0.40	1.85	119	112	1.26	6.78	7	7	2.30	10.24	86	83	0.75	3.53	803	731	6	8
Apr		4	4	562	498	1.16	5.51	27	27	0.44	2.04	117	111	1.24	6.66	7	7	2.13	9.26	87	84	0.75	3.52	805	729	5	9
May		3	3	562	495	1.18	5.61	28	28	0.43	2.03	116	110	1.16	6.31	8	8	2.30	10.06	88	84	0.77	3.64	805	728	5	8
June		3	3	562	493	1.23	5.87	29	29	0.41	1.94	115	109	1.12	6.13	8	8	2.24	9.81	88	84	0.78	3.70	806	726	5	8

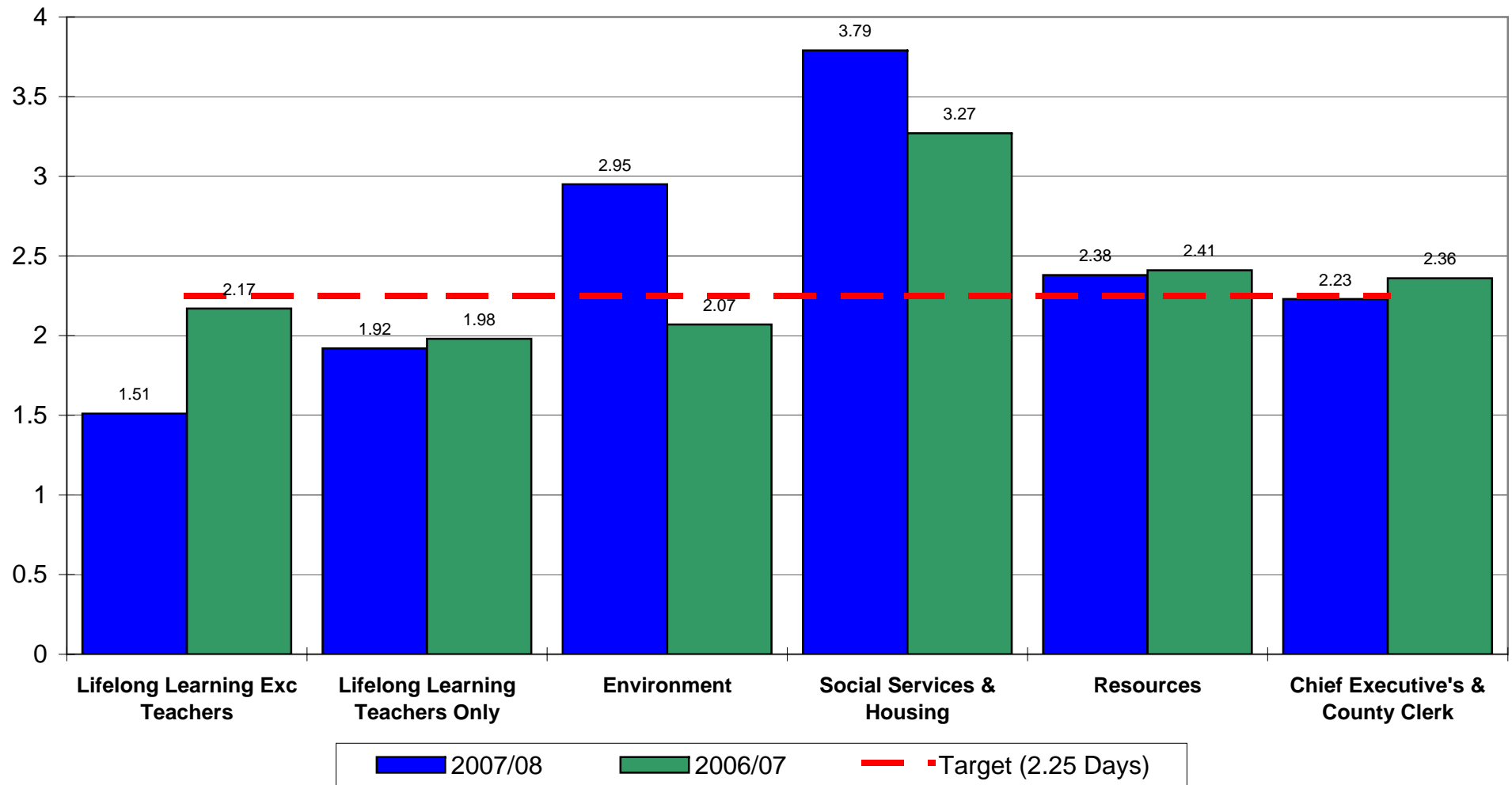
LEAVERS

Directorate	Service	Dept	Position	Leaving Date	Leaving Reason
Social Services & Housing	Adult Services	Assessment & Care Management C	Social Worker03	17/06/2007	1.4 Dismissal - Disciplinary/Capability
Resources	Central Personnel	Corporate HR	Graduate Trainee - NGDP	29/06/2007	Resignation - Another Post Outside DCC
Social Services & Housing	Adult Services	Provider Unit	Board Member	30/06/2007	1.7 End of Fixed Term Contract
Social Services & Housing	Adult Services	Provider Unit	Board Member	30/06/2007	1.7 End of Fixed Term Contract
Lifelong Learning	Schools	Primary Schools	Teaching Assistant	30/06/2007	1.7 End of Fixed Term Contract
Environment	Transport & Infrastructure	Traffic & Transportation	Technician Development01	03/06/2007	1.9 Died in Service
Lifelong Learning	Tourism, Heritage & Culture	County Arts	Art Tutor	19/06/2007	2.6 Training & Career Development
Lifelong Learning	Education	Primary	Senior Systems Developer	29/06/2007	2.6 Training & Career Development
Lifelong Learning	Schools	Secondary Schools	Technician	07/06/2007	2.8 Other - Please Specify
Environment	Transport & Infrastructure	Bridges, Structures & Major Projects	Major Projects Group Manager01	10/06/2007	Resignation - Another Post Outside DCC
Environment	Transport & Infrastructure	Network Management	Parking Attendant 01 Llangollen	09/06/2007	Resignation - Another Post Outside DCC
Environment	Transport & Infrastructure	Traffic & Transportation	Parking Attendant 01 Llangollen	09/06/2007	Resignation - Another Post Outside DCC
Lifelong Learning	Tourism, Heritage & Culture		Corporate Modern Apprentice - MT	29/06/2007	Resignation - Another Post Outside DCC
Lifelong Learning	Tourism, Heritage & Culture	Tourism & Marketing	Corporate Modern Apprentice - MT	29/06/2007	Resignation - Another Post Outside DCC
Environment	Environmental Services	Cleaning Service	Cleaner	27/06/2007	Resignation - Another Post Outside DCC
Environment	Environmental Services	Cleaning Service	Mobile Cleaner	27/06/2007	Resignation - Another Post Outside DCC
Chief Executive's and Council	County Clerks	Administration Services	Post Clerk	22/06/2007	Resignation - Another Post Outside DCC
Social Services & Housing	Housing Services	Housing Tenancy	Resident Warden03	08/06/2007	Resignation - Another Post Outside DCC
Lifelong Learning	Schools	Primary Schools	Nursery Nurse	08/06/2007	Resignation - Another Post Outside DCC
Lifelong Learning	Schools	Secondary Schools	Senior Mid Day Supervisor	03/06/2007	Resignation - Another Post Outside DCC
Lifelong Learning	Schools	Secondary Schools	Teacher70	03/06/2007	Resignation - Another Post Outside DCC
Environment	Transport & Infrastructure	Asset & Policy Management	Administrative Assistant02	07/06/2007	Resignation - Another Post Outside DCC
Social Services & Housing	Adult Services	Sheltered Workshop	Team Leader	18/06/2007	Resignation - Ill Health
Environment	Environmental Services	Cleaning Service	Public Convenience Attendant	30/06/2007	Resignation - Personal
Social Services & Housing	Housing Services	Housing Tenancy	Senior Clerical Assistant (North)	17/06/2007	Resignation - Personal
Lifelong Learning	Schools	Primary Schools	Cleaner	15/06/2007	Retirement

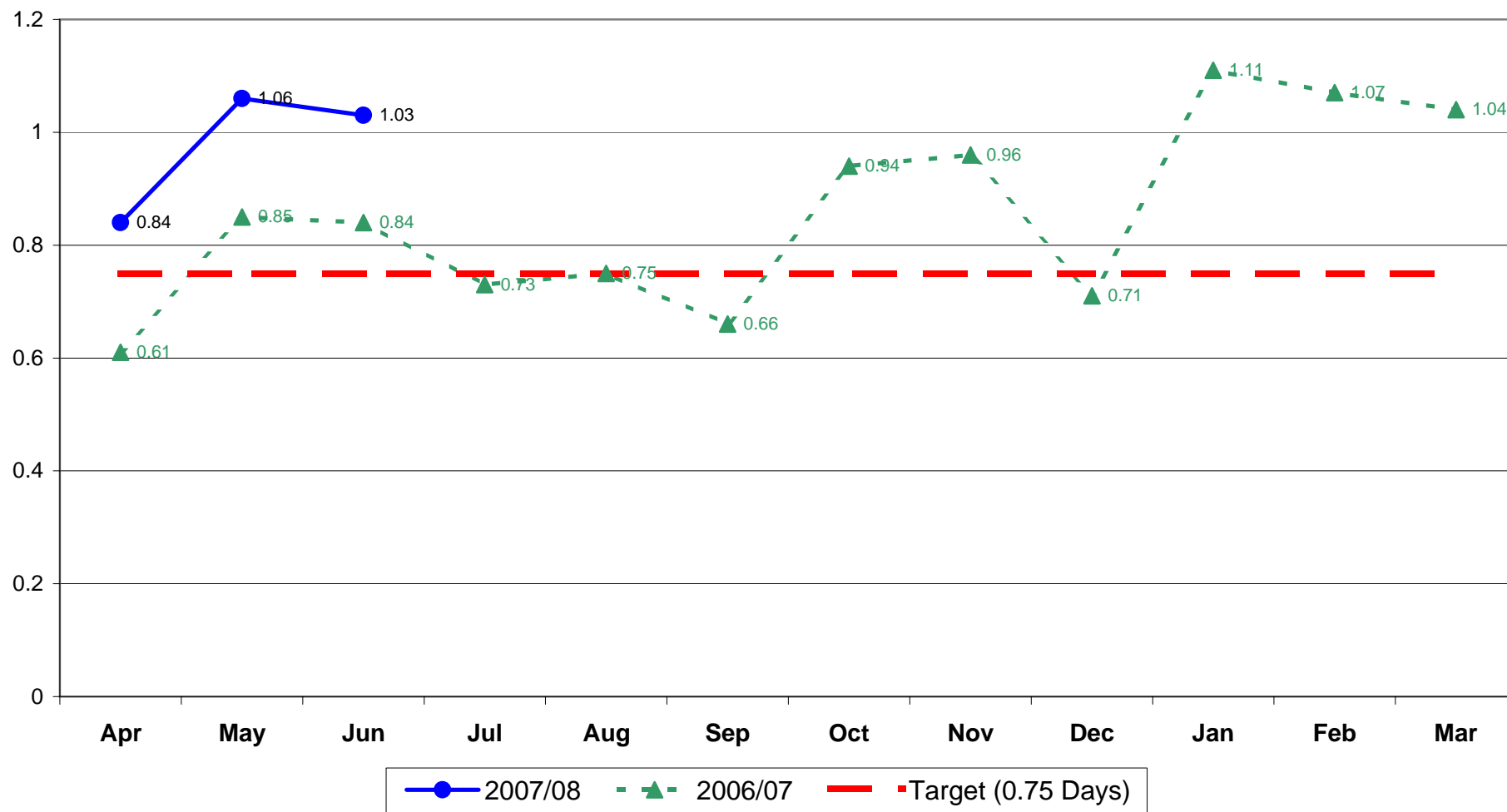
STARTERS

Joining Date	Position	Directorate	Service	Dept	Location:Unit
04/06/2007	Catering Assistant	Environment	Environmental Services	Catering	Bodelwyddan
04/06/2007	Peripatetic Cook	Environment	Environmental Services	Catering	Bodelwyddan
25/06/2007	Peripatetic Cook	Environment	Environmental Services	Catering	Bodelwyddan
04/06/2007	Cleaner	Environment	Environmental Services	Cleaning Service	Kinmel Park Depot
11/06/2007	Seasonal Public Convenience	Environment	Environmental Services	Cleaning Service	Bodelwyddan
11/06/2007	Seasonal Public Convenience	Environment	Environmental Services	Cleaning Service	Bodelwyddan
14/06/2007	Seasonal Public Convenience	Environment	Environmental Services	Cleaning Service	Bodelwyddan
18/06/2007	Cleaner	Environment	Environmental Services	Cleaning Service	Kinmel Park Depot
25/06/2007	Cleaner	Environment	Environmental Services	Cleaning Service	Kinmel Park Depot
18/06/2007	Road Worker 2	Environment	Environmental Services	Highway Operations	Bodelwyddan
19/06/2007	Corporate Modern Apprentice - FP	Environment	Finance & Performance	External Funding Claims Manage	Caledfryn
19/06/2007	Corporate Modern Apprentice - FP	Environment	Finance & Performance	Finance	Caledfryn
18/06/2007	Engineer	Environment	Transport & Infrastructure	Bridges, Structures & Major Proje	Caledfryn
04/06/2007	Technician	Environment	Transport & Infrastructure	Bridges, Structures & Major Proje	Caledfryn
25/06/2007	Parking Attendant (Seasonal)1	Environment	Transport & Infrastructure	Network Management	Bodelwyddan
04/06/2007	Temporary Promenade Warden	Lifelong Learning	Countryside & Leisure Services	Sports Development	Childrens Village
21/06/2007	Mentor Allan Casual Coach	Lifelong Learning	Countryside & Leisure Services	Sports Development	Childrens Village
18/06/2007	Temporary Beach Lifeguard	Lifelong Learning	Countryside & Leisure Services	Sports Development	Childrens Village
18/06/2007	Mentor Allan Casual Coach	Lifelong Learning	Countryside & Leisure Services	Sports Development	Childrens Village
11/06/2007	Caretaker	Lifelong Learning	Schools	Primary Schools	C.P Hiraddug
25/06/2007	Cover Assistant	Lifelong Learning	Schools	Secondary Schools	Blessed Edward Jones R.C High School
11/06/2007	Receptionist	Lifelong Learning	Schools	Secondary Schools	Rhyl High School
11/06/2007	Acting Headteacher	Lifelong Learning	Schools	Secondary Schools	Blessed Edward Jones R.C High School
01/06/2007	Exam Invigilator	Lifelong Learning	Schools	Secondary Schools	Ysgol Dinas Bran
01/06/2007	Exam Invigilator	Lifelong Learning	Schools	Secondary Schools	Ysgol Dinas Bran
04/06/2007	Cantata Project Officer	Lifelong Learning	Tourism, Heritage & Culture		The Old Gaol
04/06/2007	Cantata Project Officer	Lifelong Learning	Tourism, Heritage & Culture	Tourism & Marketing	The Old Gaol
11/06/2007	Assistant Personnel Officer - Pay & Rev	Resources	Central Personnel	Corporate HR	County Hall
18/06/2007	Personnel Officer - Pay & Rewards	Resources	Central Personnel	Corporate HR	County Hall
25/06/2007	Corporate Customer Service Advisor	Resources	ICT	Electronic Government	Ruthin
18/06/2007	Analyst/Programmer	Resources	ICT	Systems	Ruthin
25/06/2007	Analyst/Programmer	Resources	ICT	Systems	Ruthin
18/06/2007	Corporate Modern Apprentice - WB	Social Services & Hous	Adult Services	PMSU	Warren Drive
19/06/2007	Corporate Modern Apprentice - FP	Social Services & Hous	Adult Services	PMSU	Ty Nant
11/06/2007	Telephonist/Receptionist	Social Services & Hous	Adult Services	PMSU	Ty Nant
04/06/2007	Day Service Co-Ordinator	Social Services & Hous	Adult Services	Provider Unit	Ty Nant
11/06/2007	Storekeeper01	Social Services & Hous	Adult Services	Sheltered Workshop	Cefndy Healthcare
04/06/2007	Social Worker	Social Services & Hous	Children's Services	Resources & Specialist Services	Children's Resource Centre
25/06/2007	Social Worker10	Social Services & Hous	Children's Services	Resources & Specialist Services	Children's Resource Centre

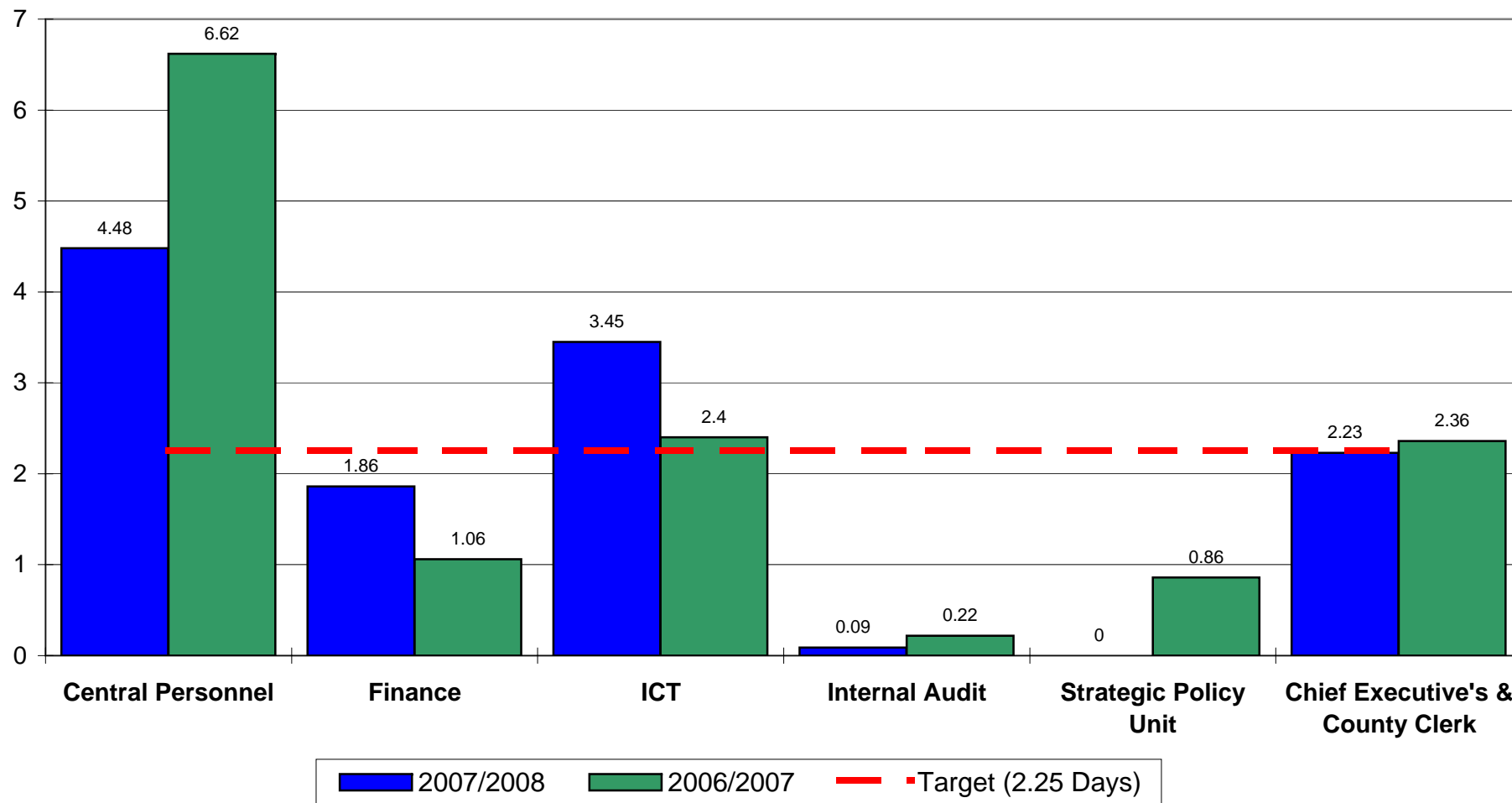
**Denbighshire County Council
Average Number of Days Lost per Directorate
Cumulative April - June 2007**



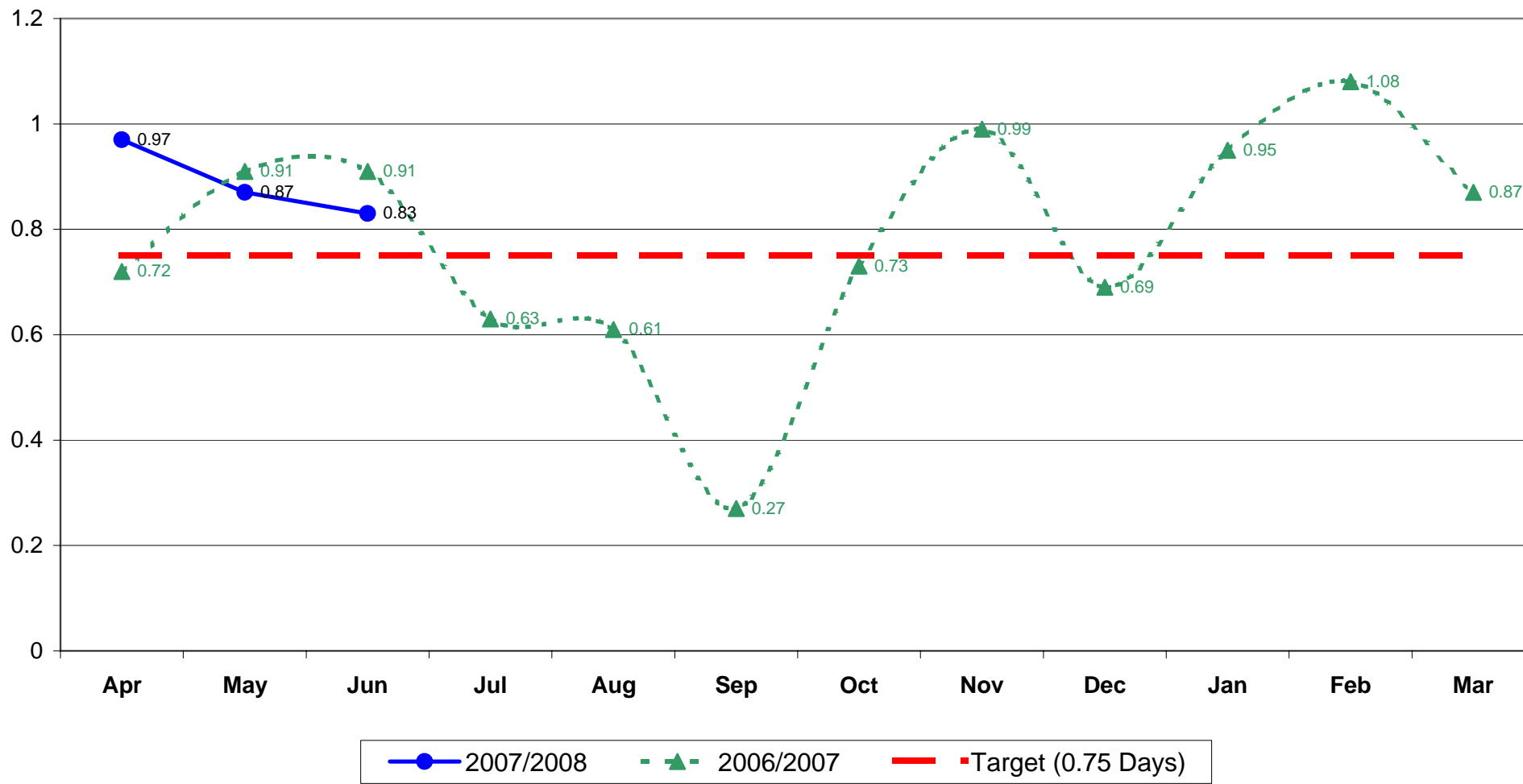
Denbighshire County Council Average Number of Days Lost per Employee June 2007



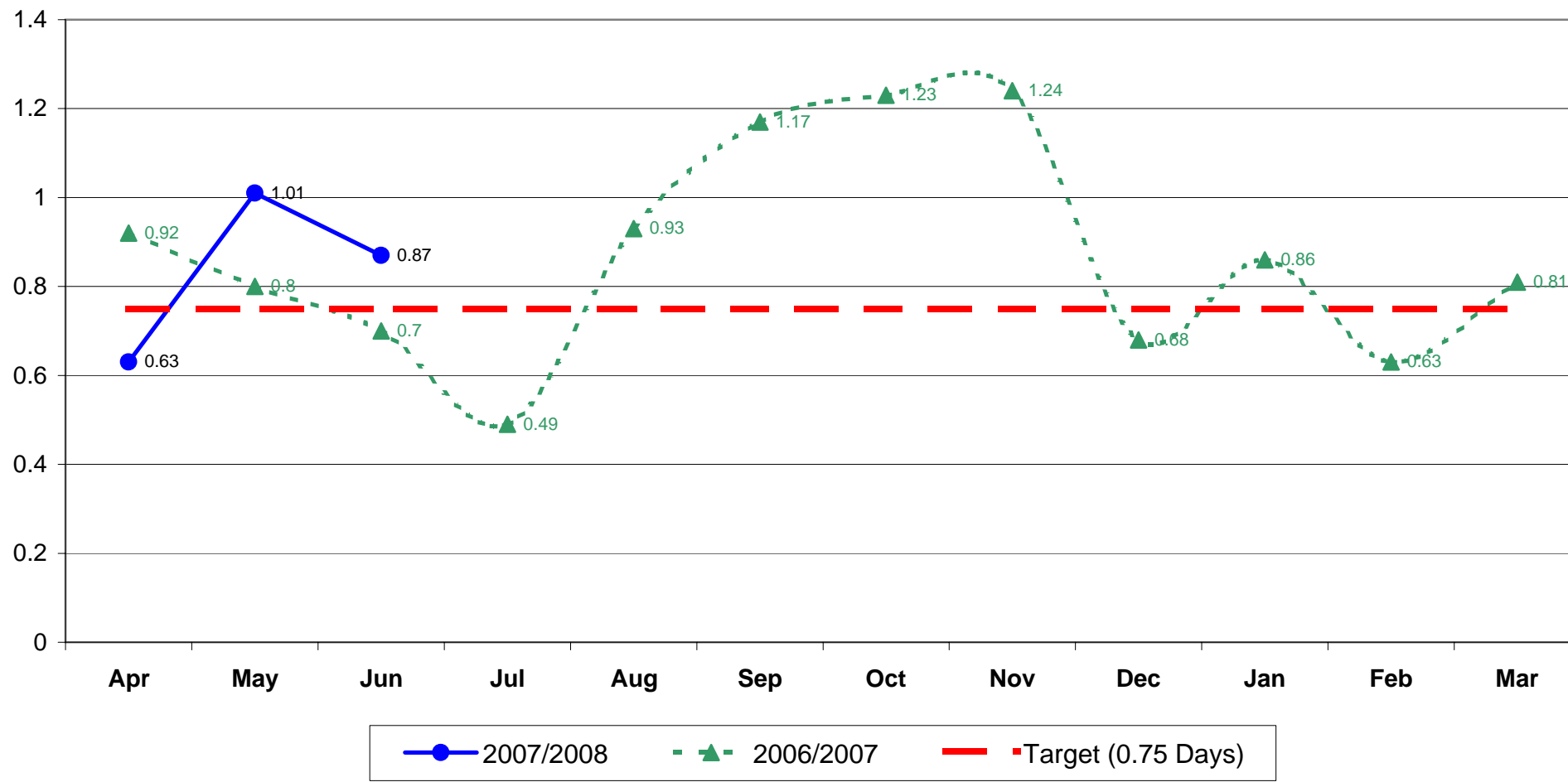
RESOURCES, CHIEF EXECUTIVE'S & COUNTY CLERKS
Average Number of Days Lost per Service
Cumulative April - June 2007



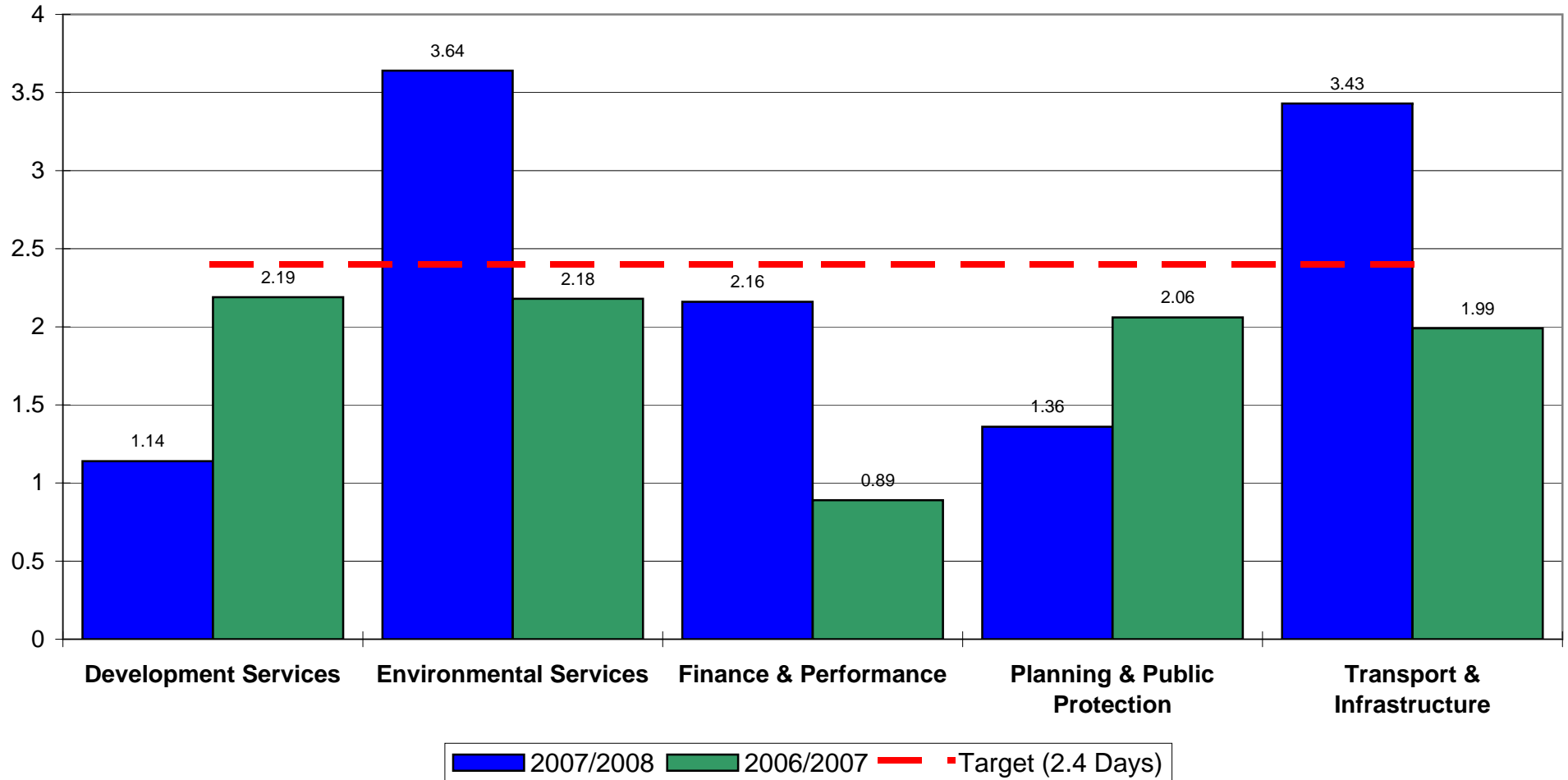
CHIEF EXECUTIVE'S & COUNTY CLERKS Average Number of Days Lost per Employee June 2007



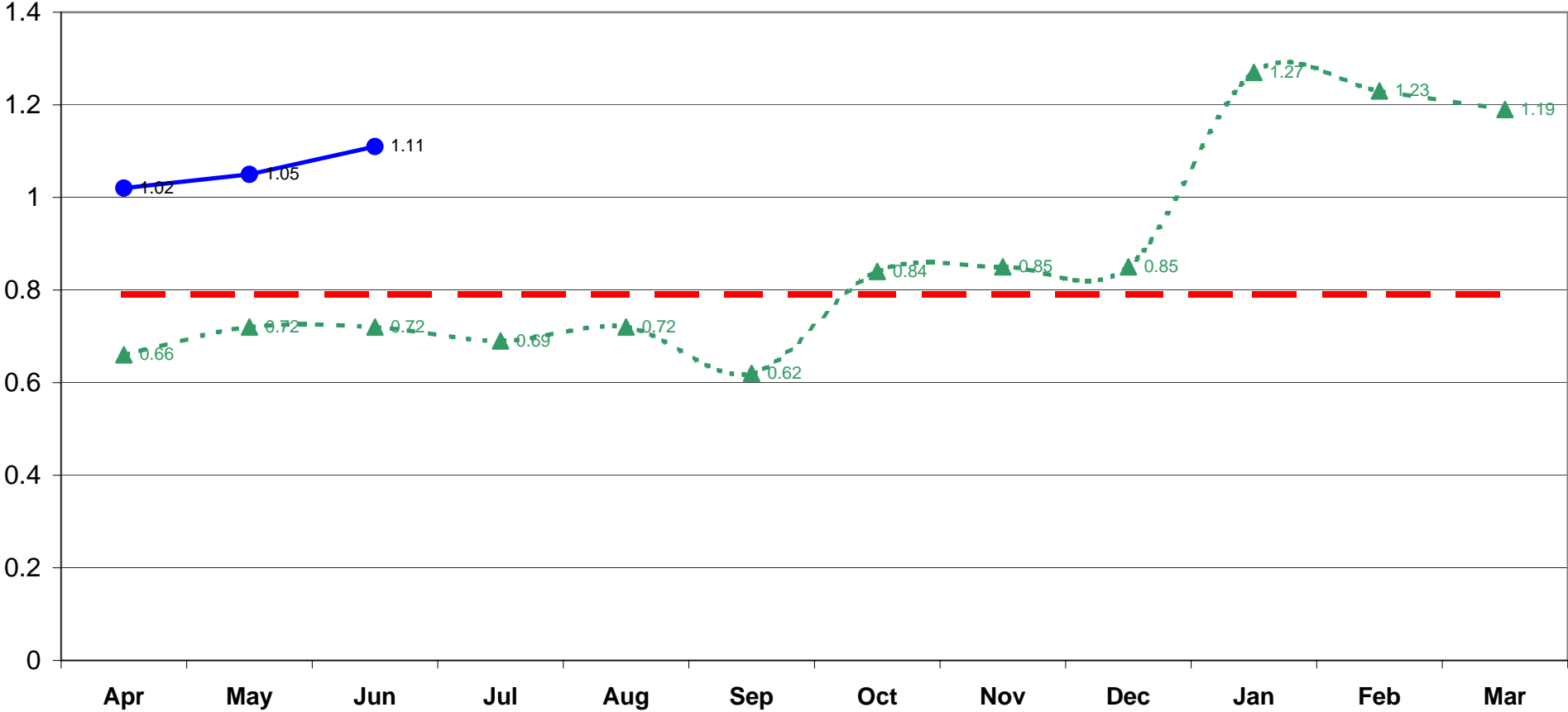
RESOURCES Average Number of Days Lost per Employee June 2007



ENVIRONMENT DIRECTORATE
Average Number of Days Lost per Service
Cumulative April - June 2007

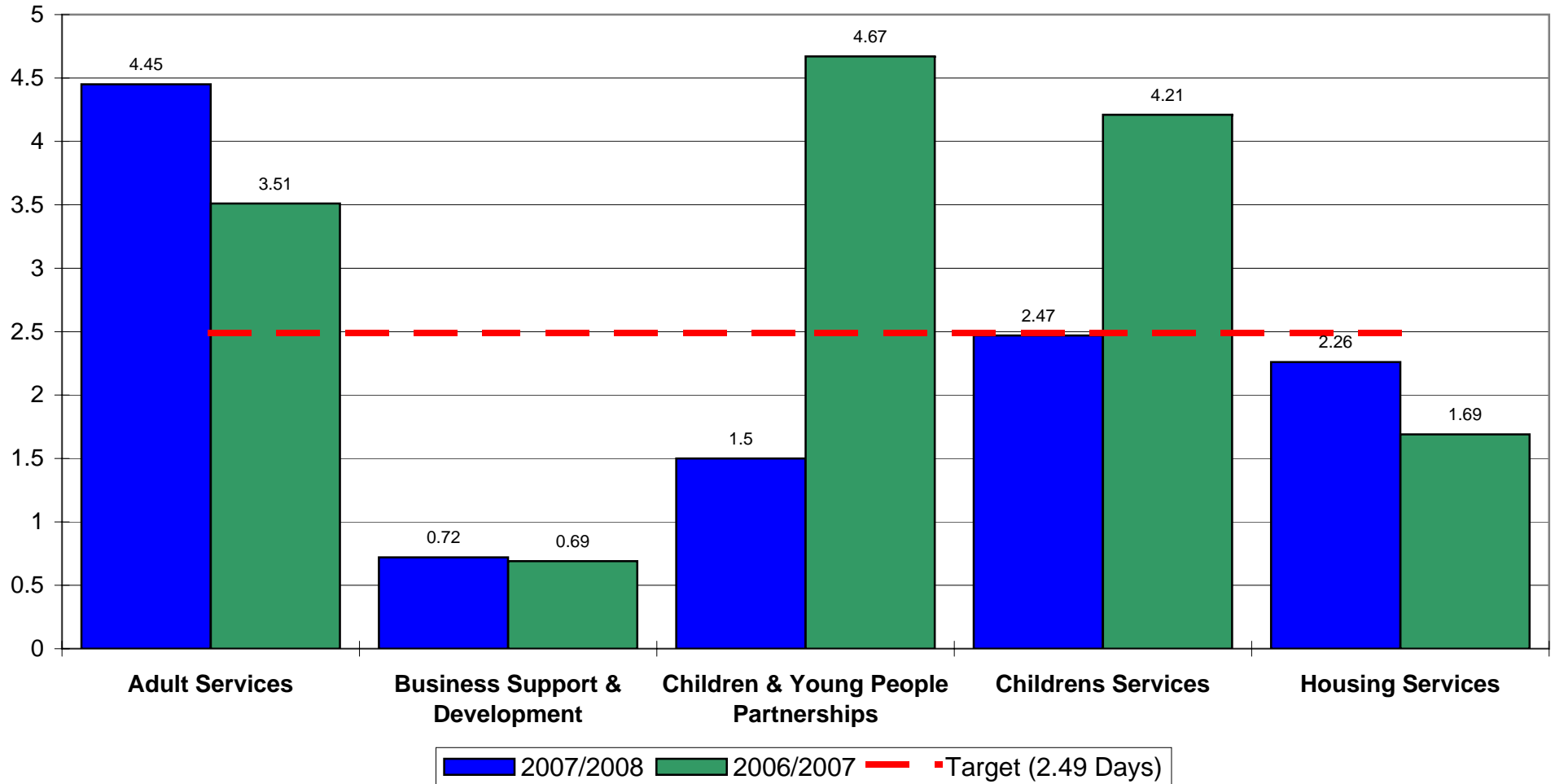


ENVIRONMENT DIRECTORATE
Average Number of Days Lost per Employee
June 2007

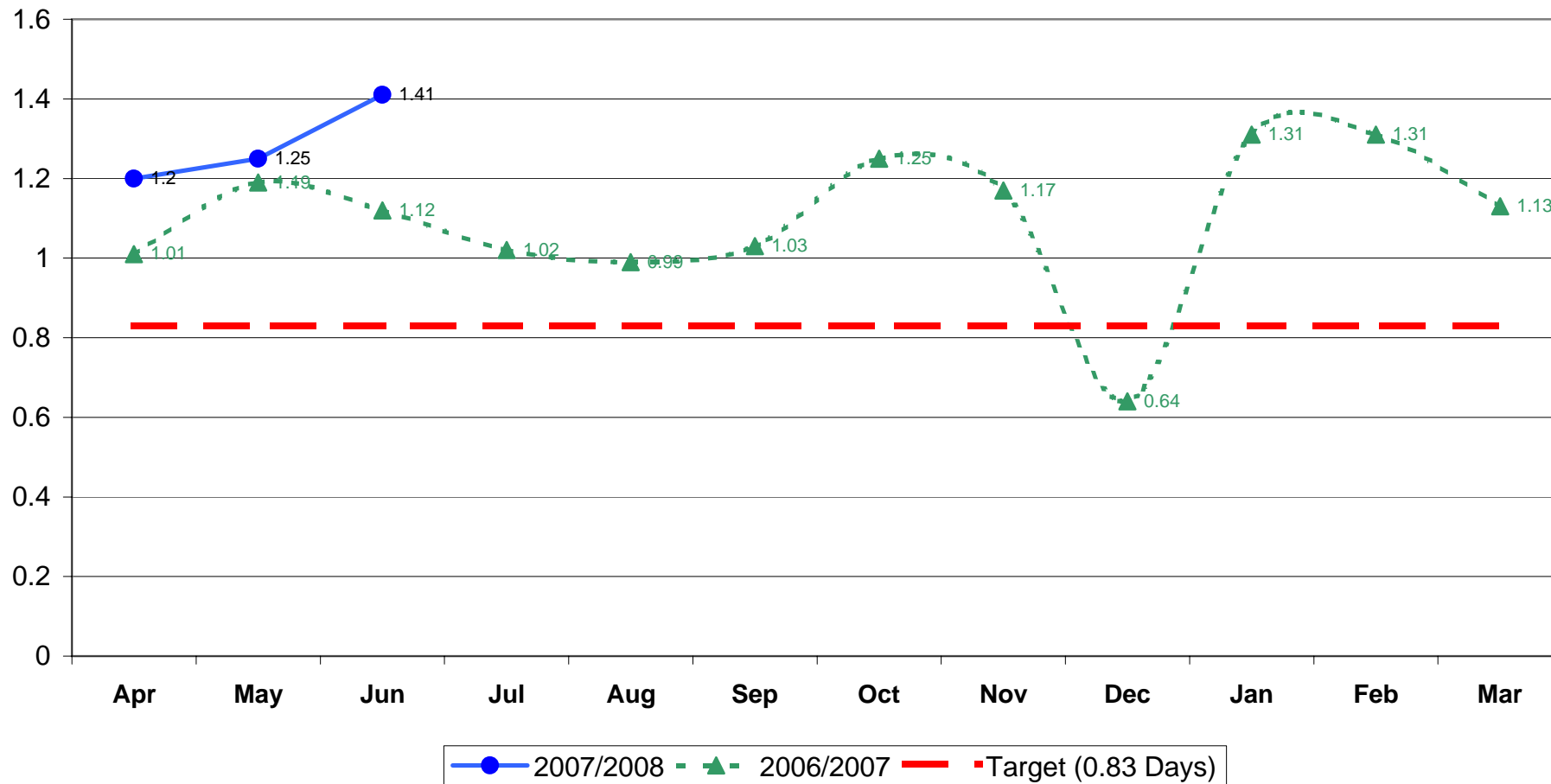


● 2007/08 ▲ 2006/07 - - Target (0.79 Days)

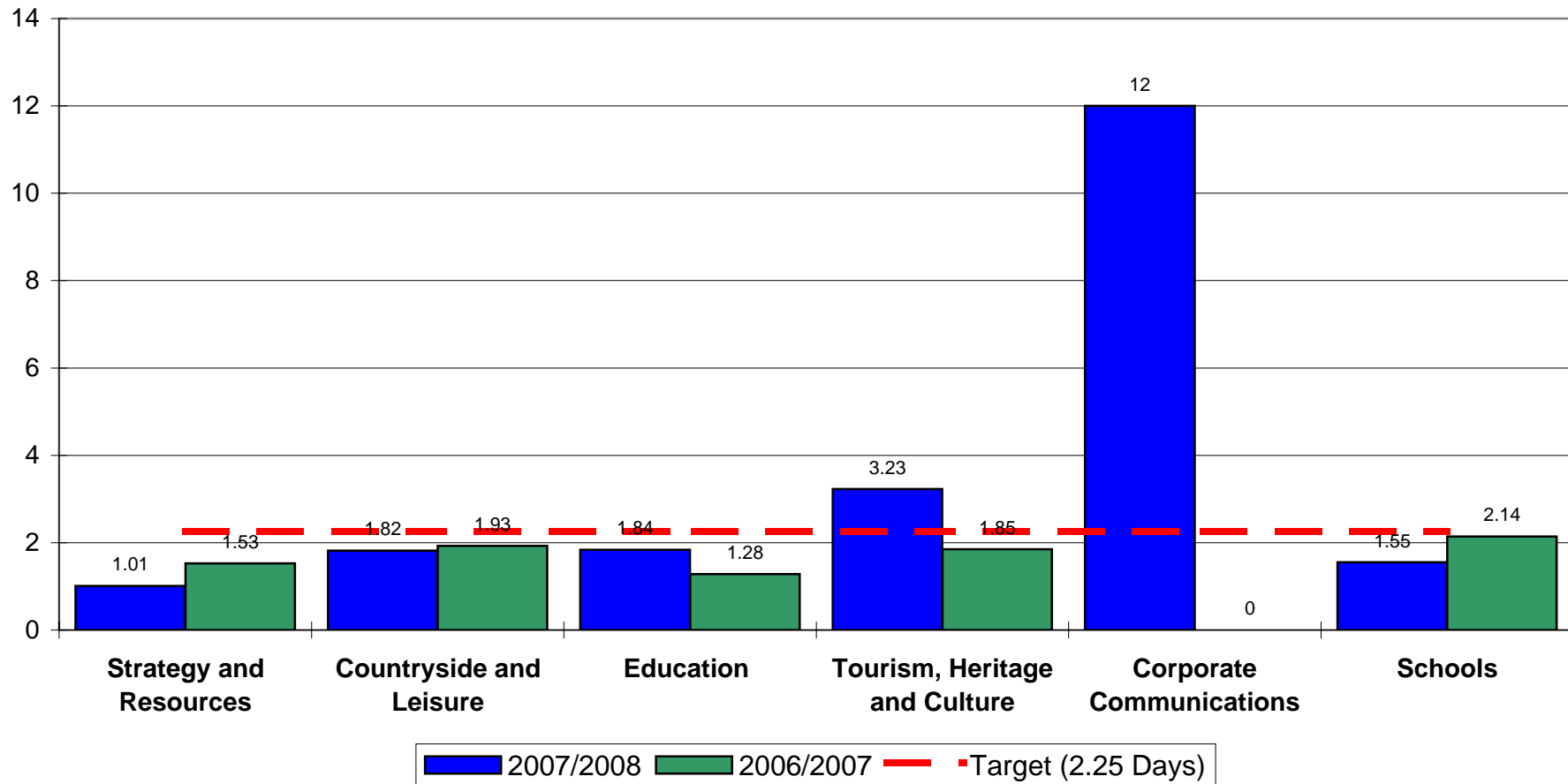
SOCIAL SERVICES DIRECTORATE
Average Number of Days Lost per Service
April - June 2007



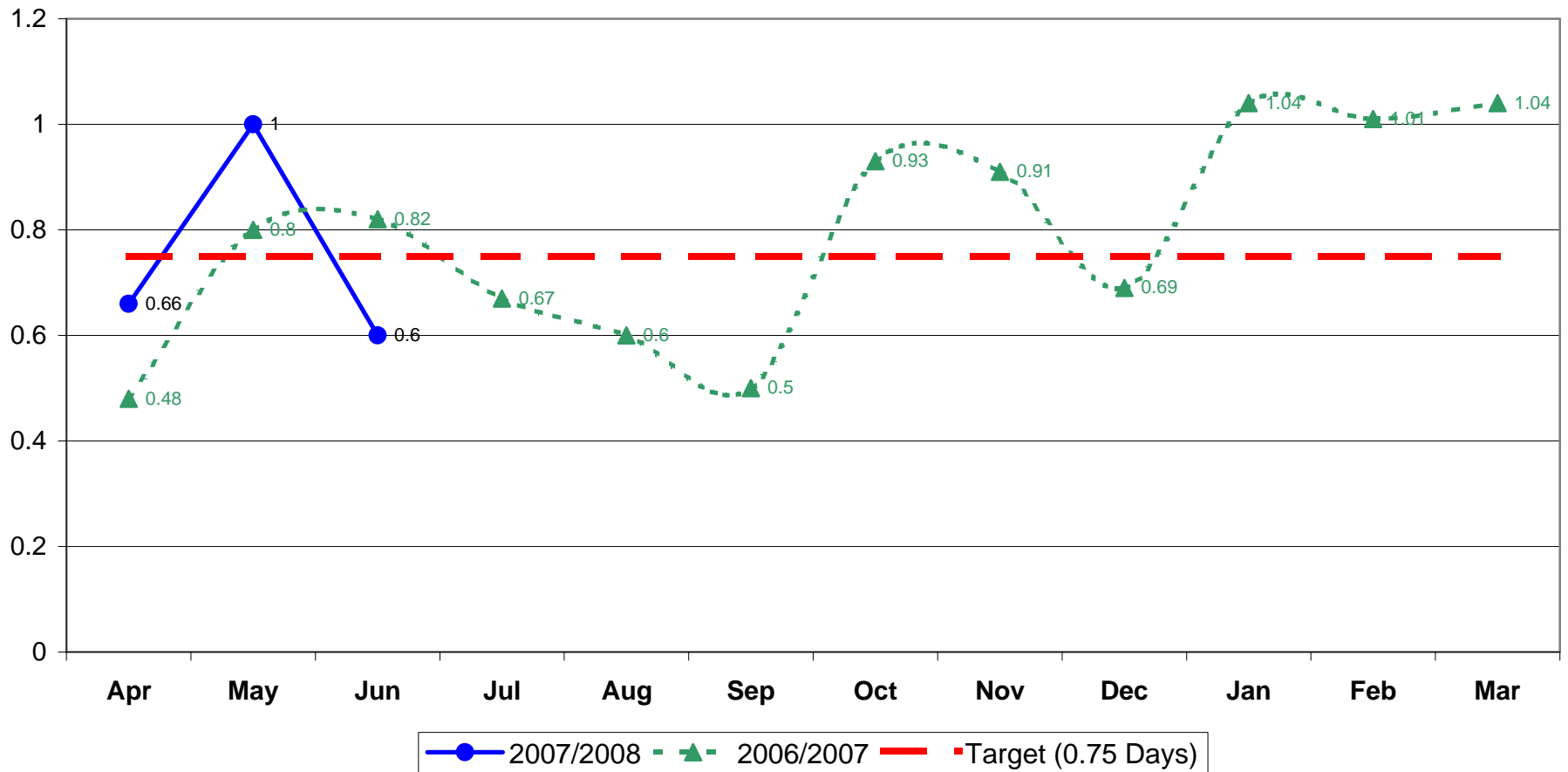
SOCIAL SERVICES DIRECTORATE Average Number of Days Lost Per Employee June 2007



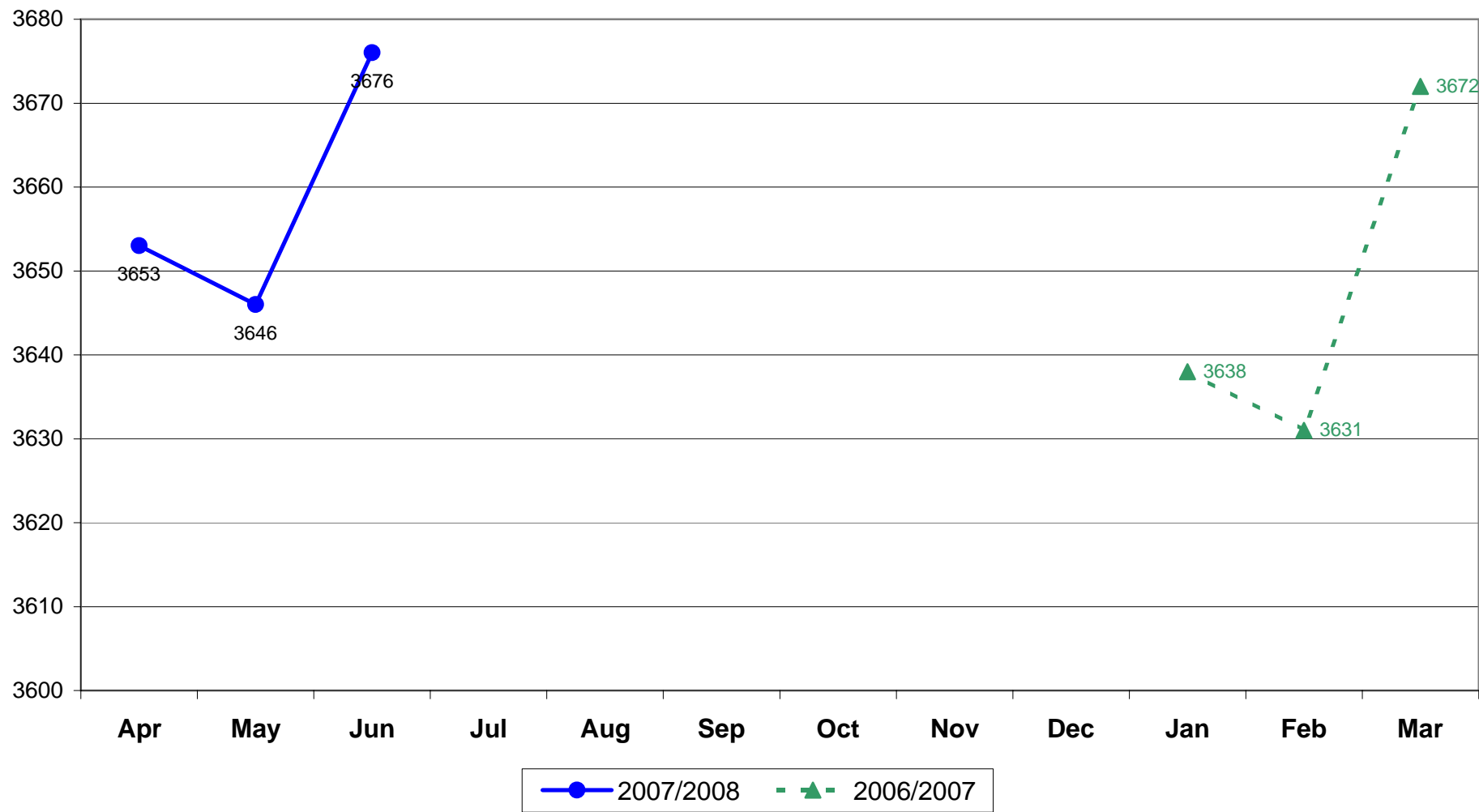
LIFELONG LEARNING DIRECTORATE
Average Number of Days Lost per Service
Cumulative April - June



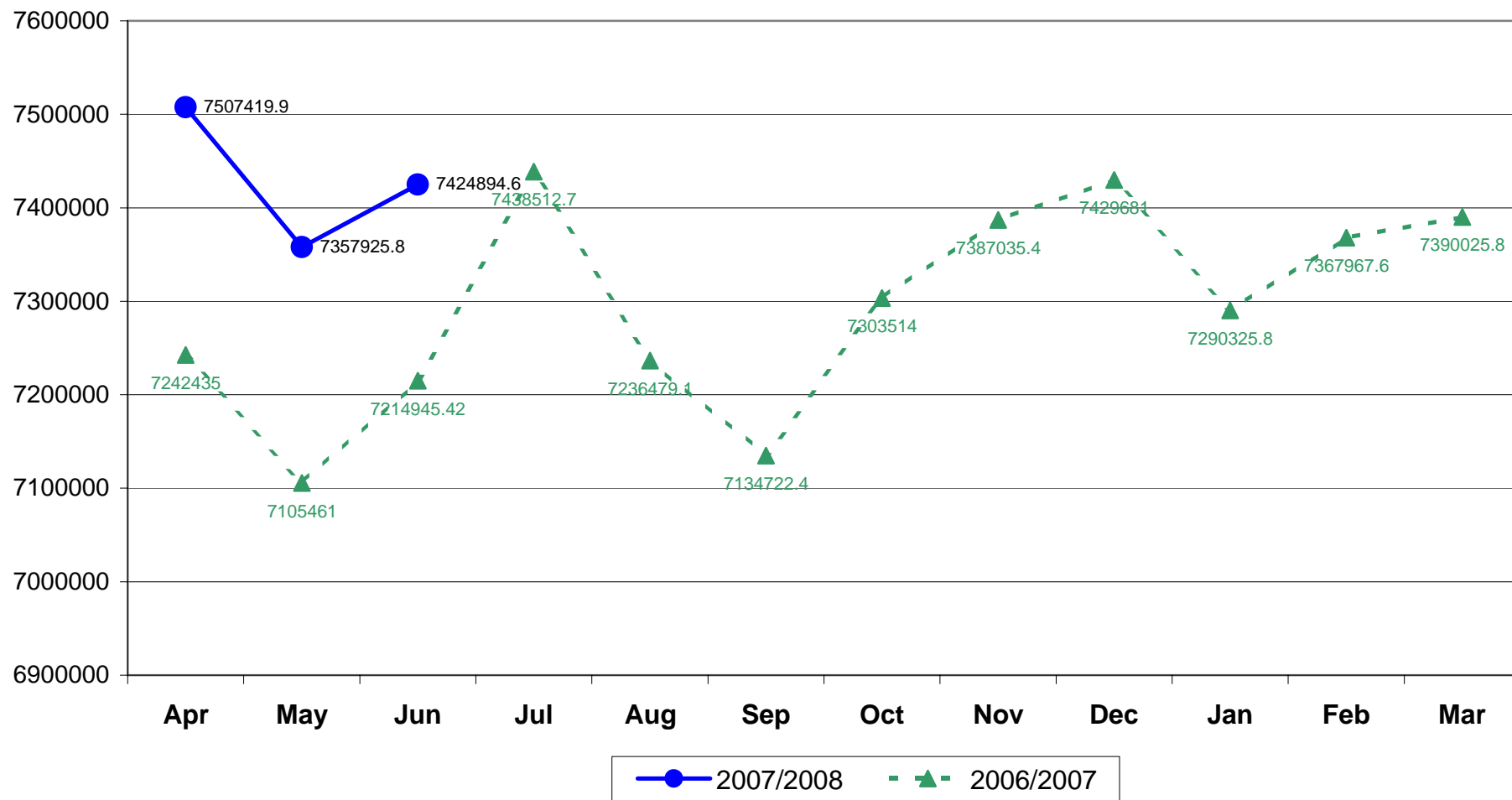
LIFELONG LEARNING DIRECTORATE Average Number of Days Lost per Employee June 2007



Denbighshire County Council FTE Comparison



Denbighshire County Council Gross Pay Comparison



APPENDIX E

Mid-June 2007 Number of Agency Staff
Full Time Part Time

SERVICE

LIFELONG LEARNING

EDUCATION To be tabled at the meeting Invoices suggest approximately 4 (excluding Supply Teachers)
COUNTRYSIDE & LEISURE
CORPORATE SERVICES
TOURISM, HERITAGE AND CULTURE 1 Hen Garcher - Promotion Support

**CHIEF EXECUTIVES DEPARTMENT
COUNTY CLERKS**

nil
nil 2 20hrs and 22 hrs

RESOURCES

AUDIT nil
PERSONNEL nil
ICT 2 One specialist contractor (now employed)+One covering sickness absence
FINANCE nil

ENVIRONMENT

DEVELOPMENT SERVICES
REGENERATION 1 1
NANTCLWYD HOUSE 1 1
DESIGN SERVICES 5 3 Surveyors - M&E, Building, QS
ENVIRONMENTAL SERVICES 2
FINANCE AND PERFORMANCE 1 Vacancy cover pending Support Services Review & ProActis
0.6 cover for a full time officer who is off on maternity and will terminate early September
PLANNING AND PUBLIC PROTECTION
POLLUTION 1 Temp EHO for 4 months pending decision over vacancy
FOOD & H&S TEAM 1 Covering a number of vacant posts pending possible restructure
HOUSING ENFORCEMENT 2 Paid for from Performance Improvement Grant money
ADMIN 2 1 Ruthin pending decision over vacancy 1 Rhyl covering a secondment
TRANSPORT AND INFRASTRUCTURE 4 Technical engineers working on projects

SOCIAL SERVICES & HOUSING

ADULT SERVICES To be tabled at the meeting Invoices suggest 3 levels of Agency Staff Approx 7 QSW @ £27-£42 per hour
BUSINESS SUPPORT & DEVELOPMENT Invoices suggest 3 levels of Agency Staff 2 Social Work Assistants @ £17 per hour
CHILDREN'S SERVICES 6 FT 5 PT Admin Clerical @ £8.31 - £10 per hour
HOUSING 1 PSH WELFARE HOUSING

**CABINET
FORWARD WORK PROGRAMME**

REPORT TITLE	REPORT LEAD MEMBER / AUTHOR
AUGUST 2007 ~ NO MEETINGS	
11 SEPTEMBER 2007	
Revenue Budget Monitoring Report 2007-2008	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 Consultation	Councillor S A Davies H W Griffiths
Corporate Quarterly Performance Report	Councillor S A Davies N Gribben
Warm Wales – Business Plan	Councillor P A Dobb Gareth Roberts
Continuing Health Care Interim Implementation Plan	Councillor P A Dobb S Ellis – N Ayling
Award of two Contracts for Work Opportunities for People with a Learning Disability in North Denbighshire	Councillor P A Dobb Alison Heaton
West Rhyl Regeneration Strategy – Clarification Note PCN	Councillor R W Hughes M Pender
25 SEPTEMBER 2007	
Revenue Budget Monitoring Report 2007-2008	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
Rural Development Plan Local Development Strategy for Rural Denbighshire	Councillor R W Hughes M Dixon
OCTOBER 2007	
Revenue Budget Monitoring Report 2007-2008	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
Clwyd Leisure Joint Study	Councillor S Roberts T Hughes
Rhyl Post 16 Education	Councillor D Owens H W Griffiths
NOVEMBER 2007	
Revenue Budget Monitoring Report 2007-2008	Councillor G O Rowlands R Parry
Capital Plan	Councillor G O Rowlands R Parry
Routine Reporting on Personnel	Councillor S A Davies

REPORT TITLE	REPORT LEAD MEMBER / AUTHOR
	L Atkin
Housing Revenue Account Budget	Councillor P A Dobb P Quirk
Modernising Education: Report and Feedback	Councillor D Owens H W Griffiths
DECEMBER 2007	
Revenue Budget Monitoring Report 2007-2008	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
Modernising Education: Implementation Plan to be Endorsed	Councillor D Owens H W Griffiths
Pontcysyllte Aqueduct and Llangollen Canal World Heritage Site	Councillor S Roberts T Hughes
15 JANUARY 2008	
Revenue Budget Monitoring Report 2007-2008	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
29 JANUARY 2008	
Health, Social Care & Well-being (HSCWB) Strategy 2008/11	Councillor P A Dobb Melanie Evans