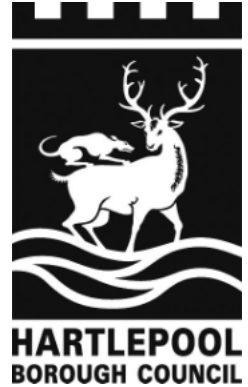


CABINET AGENDA



Monday, 2 August 2010

at 9.00 am

in Committee Room B, Civic Centre, Hartlepool

MEMBERS: CABINET:

The Mayor, Stuart Drummond

Councillors Brash, Hall, Hargreaves, Hill, Jackson, Payne and H Thompson

1. APOLOGIES FOR ABSENCE

2. TO RECEIVE ANY DECLARATIONS OF INTEREST BY MEMBERS

3. MINUTES

To receive the Record of Decision in respect of the meeting held on 19th July 2010
(previously circulated)

4. BUDGET AND POLICY FRAMEWORK

4.1 Strategy for Managing Reductions in 2010/11 Government Grants –
Corporate Management Team

5. KEY DECISIONS

No items

6. OTHER ITEMS REQUIRING DECISION

- 6.1 Job Evaluation Appeals – *Chief Customer and Workforce Services Officer and Chief Finance Officer*

7. ITEMS FOR DISCUSSION/INFORMATION

No items

8. REPORTS FROM OVERVIEW OF SCRUTINY FORUMS

No items

CABINET REPORT

02 August 2010



Report of: Corporate Management Team

Subject: STRATEGY FOR MANAGING REDUCTIONS IN 2010/11 GOVERNMENT GRANTS

SUMMARY

1. PURPOSE OF REPORT

1.1 To revisit the report of 19th July 2010 and enable Cabinet to determine a strategy for managing reductions in respect of in year 2010/11 Government grants.

2. SUMMARY OF CONTENTS

2.1 A report was considered at Cabinet's previous meeting on 19th July 2010 which provided details of 2010/11 grant cuts announced by the Government on 10th June 2010 and the impact on the Council.

2.2 The reductions in 2010/11 grants are a precursor to more significant cuts in Government expenditure. This position was confirmed by the Chancellor in his Emergency Budget on 22 June 2010 which indicated non protected Government departments face average cuts of 25% over four years commencing 2011/12. This implies some Government departments will face higher funding cuts. Details of the phasing and impact of these cuts on individual government departments will not be known until the Spending Review is published on 20 October 2010 and possibly much nearer Christmas for the Local Government Settlement.

2.3 The 2010/11 direct grant cuts total £3.556m, consisting of revenue grant cuts of £2.154m and capital grant cuts of £1.402m. The previous report advised Members that it is essential that a strategy is developed for managing the 2010/11 grant cuts as a matter of urgency to avoid spending resources the Council will no longer receive and to partly mitigate the financial challenge facing the Council in 2011/12 and future years.

2.4 As a range of revenue and capital grants are being cut, different strategies are needed for individual grant streams to reflect the different impacts on the

Council's financial position. The previous report outlined a range of proposals for addressing the various grant cuts. This included initial proposals for addressing the cut in the Area Based Revenue grant of £1.662m, which is the most difficult area to reduce part way through the financial year. These proposals reflected a comprehensive review of schemes currently funded from this grant, including the Working Neighbourhood Fund and identified savings of £0.609m in the current year, towards the required £1.662m.

- 2.5 As requested by Members the initial strategy for managing the Area Based Revenue grant cut has been reviewed to reflect comments made by Members and to also reflect comments from partner organisations on the level of cuts they can achieve in the current year in the Working Neighbourhood Fund element of the Area Based grant. On this basis updated proposals for reducing Area Based grant expenditure have been identified which either reduces all Working Neighbourhood Fund schemes by 10%, or a higher amount where this is possible. In total the revised strategy identifies savings of £0.865m in the current year, compared to the initial savings of £0.609m.
- 2.6 The increase in the proposed savings reduces the amount of temporary funding which needs to be used in the current year. This uncommitted resource can therefore be earmarked to increase the one-off resources allocated to fund potential termination costs of implementing the in-year Area Based Grant reductions. As previously reported a detailed assessment of one-off termination costs still needs to be completed and despite the increase in one-off resources allocated for these potential costs there is still a risk these costs will exceed the available resources. In the event this is the case this issue will need to be addressed as part of the 2010/11 outturn strategy.

3. RELEVANCE TO CABINET

- 3.1 The cuts in Government grants impact on the approved Budget and Policy Framework and Cabinet needs to determine a strategy for managing this position.

4. TYPE OF DECISION

- 4.1 Budget and Policy Framework

5. DECISION MAKING ROUTE

- 5.1 Cabinet 2nd August 2010 and Council on 5th August 2010

6. DECISION(S) REQUIRED

- 6.1 Cabinet is required to determine a strategy for managing the in-year cuts in Government grants.

Report of: Corporate Management Team

Subject: STRATEGY FOR MANAGING REDUCTIONS IN
2010/11 GOVERNMENT GRANTS

1. PURPOSE OF REPORT

- 1.1 To revisit the report of 19th July 2010 and enable Cabinet to determine a strategy for managing reductions in respect of in year 2010/11 Government grants.

2. BACKGROUND

- 2.1 On 24 May 2010, the government announced details of cross government savings in 2010/11 of £6.2 billion, this included £1.166 billion of Local Government savings. Details of the impact on individual councils were not announced until 10 June 2010.

- 2.2 The reductions in 2010/11 grants are a precursor to more significant cuts in Government expenditure. This position was confirmed by the Chancellor in his Emergency Budget on 22 June 2010 which indicated non protected Government departments face average cuts of 25% over four years commencing 2011/12. This implies some Government departments will face higher funding cuts. Details of the phasing and impact of these cuts on individual government departments will not be known until the Spending Review is published on 20 October 2010 and possibly much later.

- 2.3 The Chancellor's Emergency Budget increased the total net reduction in public spending by 2014/15 from £73 billion planned by Labour, to £113 billion. The majority of this reduction, some 73% (£83 billion) will take the form of spending cuts. It is clear from the Chancellor's statement that the public sector faces a sustained period of austerity.

The Council's medium term financial strategy already anticipated a 15% grant reduction over 3 years. This forecast is now looking optimistic and a further report will be submitted to Cabinet to update the financial forecasts for 2011/12 to 2014/15.

- 2.4 In the meantime this report concentrates on developing a strategy for managing the 2010/11 grant cuts. It is essential this issue is addressed in the current year to avoid spending resources the Council will no longer receive and to partly mitigate the financial challenge facing the Council in 2011/12 and future years.

3. SUMMARY OF 2010/11 GRANT CUTS

- 3.1 The cuts to 2010/11 grants cover both revenue and capital grants. The Community Secretary has stated that “no individual local authority will face a reduction in their revenue grant of more than 2%”.
- 3.2 This statement is based on the total level of grants paid to a local authority, including the Dedicated Schools Grant, Sure Start, School Development Grant, Social Care Reform Grant, Formula Grant and Area Based Grant. A number of these grants are ring fenced and not controlled by individual local authorities and should therefore not be included when calculating the percentage reduction.
- 3.3 In practice, the largest revenue grant cut relates to the Area Based Grant. At a national level, cuts within the Area Based Grant significantly exceed 2%. At a local level the Council’s overall Area Based Grant has been cut by 10% - which is a reduction of £1.662m.
- 3.4 Details of the direct cuts in 2010/11 grants are as follows:

	Revenue Grant £'000	Capital Grant £'000	Total Grant £'000
Area Based Grant	1,662	0	1,662
Local Public Service Agreement Reward Grant	347	643	990
Local Authority Business Growth Incentive Scheme	40		40
Housing and Planning Delivery Grant	105		105
Integrated Transport Block		259	259
Housing Market Renewal Grant*		500	500
	2,154	1,402	3,556

* Estimate as the government are still consulting on how the national grant reduction of £50m will be allocated.

- 3.5 Details of known indirect cuts, which are cuts in grants paid by government departments other than Communities and Local Government, for 2010/11 are shown below:

- Free Swims £8k
- Renaissance in the Regions £20k
- Youth Capital Fund £33k
- Harnessing Technology Fund £209k
- Teachers Development Agency £90k

- Migration Impact Fund*
 - Children's Workforce Development*
 - General Sure Start Capital Grant*
- * impact on individual Councils not yet provided by Government

4. PROPOSED STRATEGY FOR MANAGING CUTS IN 2010/11 GRANTS

4.1 As a range of revenue and capital grants are being cut, different strategies are needed for individual grant streams to reflect the different impacts on the Council's financial position. Detailed proposals are outlined in the following paragraphs.

4.2 Proposed strategy for managing Area Based Grant reduction of £1.662m

4.3 The Area Based Grant (ABG) was introduced in 2009/10 and brought together 39 specific grant schemes into a single grant, which included the Working Neighbourhood Fund (WNF). Additional grants were included from April 2010, most significantly the Supporting People Grant of £4m. In total the Council was due to receive approximately £16m in ABG funding in the current year. The Government have now reduced this funding by £1.662m and indicated individual authorities have flexibility to determine how this cut is managed at a local level.

4.4 This is the most difficult area to manage as a significant number of schemes have been ongoing for more than one year and they are in year cuts after the agreement of the budget for 2010/11. There will therefore be costs of terminating contracts with employees and third parties, which will need to be funded by the Council. In addition, the achievement of permanent cuts of £1.662m part way through the financial year is difficult to achieve. Therefore, in order to manage this position there needs to be a balance between making permanent cuts in year and temporary measures to manage the position on a practical basis. Where temporary measures are implemented in 2010/11 it will be necessary to identify permanent reductions which can be implemented from April 2011 to ensure a sustainable strategy is implemented to avoid exacerbating the deficit which needs to be managed in 2011/12. This report and appendices addresses both of these issues.

4.5 As requested by Members the initial strategy for managing the Working Neighbourhood Fund element of the Area Based Revenue grant cut has been reviewed to reflect comments made by Members and to also reflect comments from partner organisations on the level of cuts they can achieve in the current year. On this basis updated proposals for reducing Area Based grant expenditure have been identified which either reduces all Working Neighbourhood Fund schemes by 10%, or a higher amount where this is possible. In total the revised strategy identifies savings of £0.865m in the current year from the Area Based Grant, compared to the initial savings of £0.609m. Assuming Cabinet approves these proposals there is a net funding shortfall on the Area Based Grant of £0.797m. Details of the revised

proposals for reducing WNF schemes, including partner comments, are included in **Appendix A** and non WNF ABG reductions in **Appendix B**.

- 4.6 The initial strategy identified permanent reductions which can be implemented from April 2011 of £2.156m, which are still achievable. These proposals include the full year impact of the measures proposed for implementation in the current year and additional proposals which need longer lead times to implement. Details of these proposals are also included in Appendices A and B. These measures do not help address the actual grant cut in 2010/11, although as previously reported they do provide the opportunity to consider using temporary measures in 2010/11, provided Cabinet commit to make these additional reductions now. The total ongoing reductions exceed the ABG grant cut made in the current year and this provides some flexibility to address further cuts in the ABG from April 2011, which are highly likely given the direction of travel the Coalition Government have set with the in-year grant cuts and the levels of cuts indicated from 2011/12 in public spending.
- 4.7 In addition to the permanent reductions which have been identified from April 2011 there are a number of projects which operate on a common theme. These projects have been grouped together and shaded on Appendix A. Officers will review these projects as a package to identify further additional reductions which could be made from April 2011 on top of the £2.156m already identified. The outcome of the reviews will be reported to Cabinet at a later date for consideration.
- 4.8 To help manage the impact of the ABG grant cut in 2010/11 a review of contributions made to departmental reserves and contributions to proposed capital schemes has also been completed to reassess priorities to reflect changes in the Council's financial position since the election and the cuts to grants. This review has identified £0.727m of resources which can be reallocated to partly offset the ABG grant cut, as detailed in **Appendix C**. This is only a temporary measure for the current year and permanent reductions in expenditure will need to be implemented before April 2011 to replace this funding. Cabinet need to commit to these reductions for March 2011 otherwise the budget issues faced will be significantly exacerbated. Not to do this now, to give this clarity, will impact significantly on the ability of the authority to manage this difficult position. Proposals to this effect are included in this report, the appendices and the recommendations.
- 4.9 A review of the Centralised Estimate budget, which covers interest and principal repayments on the Council's outstanding debt, net of investment income on cashflow has also been completed. As Members will be aware the Council has an underlying borrowing requirement, based on previous year's capital programmes of £90m at 31 March 2010, compared to actual long term borrowing of £47m. This temporary position has been achieved by temporarily using investments to offset the need for external borrowing. This strategy was adopted to reduce investment counter party exposure. The strategy also provides a temporary saving and based on activity in the first quarter and the forecast position for the remainder of the year an under

spend of £0.5m is expected for 2010/11. This position is not sustainable in the medium term as new long term borrowing will need to be undertaken when reserves are used up and this cost will need to be funded from the existing budget.

4.10 The temporary resources identified in the previous paragraphs total £1.227m and this amount marginally exceeds the unfunded ABG shortfall of £0.797m (paragraph 4.5). It is therefore proposed that these temporary resources are used to partly fund the 2010/11 ABG grant and the uncommitted resource of £0.430m is earmarked to fund one-off termination costs of implementing the cuts identified in ABG schemes detailed in Appendices A and B. A detailed assessment of one-off termination costs still needs to be completed and if additional resources are required this will need to be addressed as part of the 2010/11 outturn strategy.

4.11 Proposed strategies for managing Local Public Services Agreement Reward (LPSA) Grant reduction of £0.990m

4.12 As reported to Cabinet in May 2010, the Council had achieved an increased number of LPSA targets and was therefore eligible to receive a higher Reward Grant than anticipated. At that time it was reported that there was a risk the new government would review this position. This risk has materialised and the new government have determined to reduce this grant by £125m at a national level. For the Council the reduction is £0.990m and £0.284m for partner organisations (Harbour, Developing Initiative Supporting Communities, Safer Hartlepool Partnership and the Probation Service)

4.13 The Council's resources had been earmarked to fund one-off commitments in relation to Dyke House School's temporary transport costs and Building Schools for the Future (BSF) one-off costs. In the short-term it is anticipated that the reduced cash reserves are sufficient to meet expenditure commitments in 2010/11. Beyond the current year this reduction places an additional financial burden on the Council's budget and increases the risk that these costs will need to be funded from General Fund Balances but this will be subject to review later in the year owing to the recent announcements in relation to BSF.

4.14 This position will need to be reviewed when the outturn strategy for the current year is developed and the budget for next year is prepared.

4.15 Proposed strategy for managing the Local Authority Business Growth Incentive Scheme Grant - reduction of £0.040m

4.16 This amount was allocated to support the budget in 2011/12 and is therefore no longer available. As this is a relatively small amount no action to manage this reduction is proposed.

4.17 Proposed Strategy for managing the Housing and Planning Delivery Grant - reduction of £0.105m

4.18 The achievement of this grant had depended on the Council delivering agreed outcomes and has been a risk area for a number of years. In addition, the continuation of this grant was not certain. Therefore, the base budget already includes a provision for this risk so no action is needed to manage this reduction. The removal of this grant does however mean that this resource isn't available for other purposes or to reduce next year's budget gap.

4.19 Integrated Transport Block Grant - reduction of £0.259m

4.20 This is a capital grant reduction and therefore reduces the size of the investment in transport issues during 2010/11. Given the overall financial position and outlook for future years it is suggested that Cabinet approves the reduction in the capital programme with immediate effect.

4.21 Housing Market Renewal Grant – estimated reduction of £0.500m

4.22 The government are still consulting on how the national grant reduction of £50m will be allocated, although they have indicated this will be on a pro-rata basis which will mean a cut of £0.5m in funding allocated to the Council.

4.23 This reduction will mean that the existing programme of work slows down. Given the overall financial position and outlook for future years it is suggested that Cabinet approve the reduction in the capital programme.

5. OTHER GRANT CUTS

5.1 In addition to the direct grant cuts made by Communities and Local Government, the Council is also subject to cuts in grant funding from other government departments. Details of known reductions are shown in paragraph 3.5.

5.2 These reductions are currently relatively small amounts and it is anticipated these can be absorbed by individual departments. This position will need to be reviewed to reflect ongoing government announcements and details will be reported as they become available.

6. RISKS

6.1 There are a number of risks of not implementing proposals in the current year to address the cuts in grants. Failure to implement the necessary revenue and capital reductions of £3.556m will mean the Council incurs unbudgeted expenditure and this will fully utilise the authorities un earmarked general fund balances. As previously reported this is not a sustainable position as these reserves need to be maintained for any temporary use and will need to be repaid in the next financial year. This will not be achievable in the current financial climate.

- 6.2 Failure to implement reductions in the current year will result in a significant additional financial liability being carried forward to 2011/12. This position would not be prudent as the Council already faces a significant budget deficit that year and increasing the deficit is likely to make the position unmanageable.
- 6.3 The proposal outlined in this report provides a strategy to address these risks and protect the Council's medium term financial position by implementing reductions in expenditure in the current year.

7. CONCLUSION

- 7.1 The new government have announced a range of cuts to local authority grants in the current year. For Hartlepool the total cut in direct Communities and Local Government grants is £3.556m - £2.154m cut in revenue grants and £1.142 cut in capital grants.
- 7.2 The implementation of in year grant cuts, particularly revenue grants, is difficult to manage at a local level as no advance notice of these reductions was provided by the Government.
- 7.3 The grant cuts adversely affect the Council's existing service and financial plans and require Members to make a number of difficult decisions. The report proposes a range of measures to manage this position which aim to protect, as far as is possible in the current circumstances, the Council's medium term financial position.
- 7.4 The proposals outlined in the report suggest managing the reduction in grants through a combination of in-year reductions in planned expenditure and the use of temporary measures. This strategy provides a longer lead time to implement permanent reductions from April 2011. This proposal is only sustainable if measures to achieve these permanent reductions are approved by Members now as this will provide an adequate lead time to implement these proposals. Equally, the implementation of these permanent reductions will protect the Council's financial position from April 2011 as steps will have been taken to address this grant reduction.
- 7.5 The cuts announced by the government for 2010/11 are a precursor to more significant cuts in government expenditure and grants to Councils over the next four years. The proposals in this report address the permanent grant cuts announced by the Government in June, they do not yet address the higher level of expenditure reductions which will need to be made when the Government announce the next round of much deeper cuts in grant funding. The full impact will not be known until the Spending Review is published on 20 October 2010 and the detailed local government grant settlement in late November, or early December.

8. RECOMMENDATIONS

8.1 It is recommended that Cabinet approve the following proposals and refer to Council for approval.

- (i) Approve the revised strategy for managing the Area Based Grant reduction as detailed in paragraph 4.2, including revised budget allocations for individual projects for 2010/11 and 2011/12 detailed in Appendices A and B;
- (ii) Approve further reviews to be carried out in order to identify additional reductions from April 2011 with the outcome being reported to Cabinet at a later date (para 4.7);
- (iii) Note the reduction in the Local Public Service Agreement Reward Grant and the resulting reduction in resources allocated to fund one off expenditure commitments;
- (iv) Note the reduction in the Local Authority Business Incentive Scheme Grant and the resulting reduction in resources available to support the 2011/12 budget;
- (v) Note the reduction in the Housing and Planning Delivery Grant which had already been recognised in the budget forecasts for future years;
- (vi) Note the reduction in the Integrated Transport Capital Grant which will reduce the size of investment in transport schemes during 2010/11;
- (vii) Note the estimated reduction in the Housing Market Renewal Grant which will reduce the scale of capital investment which can be undertaken during 2010/11.

INTERNAL WNF PROJECTS

INTERNAL WNF PROJECTS					CMT proposals as at 19/7/10					Departmental responses			CMT proposals to Cabinet				
Project	Project Description	Lead Dept	Comments	Outputs	2010/11 Agreed WNF Allocation (£'000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)	Cuts Offered Up by Provider 16-7-2010	Percentage Cut	Comments	2010/11 Agreed WNF Allocation (£'000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)
Economic impact evaluation of the Tall Ships	Funding contributes towards the costs of procuring an experienced consultancy (ies) to undertake an independent evaluation	A&CS	No further evaluations required	Economic Impact Evaluation of Tall Ships Races - 1	20	(20)	0	0	0	(20.0)	100	£20k to be sourced from overall ABG.	20	(20)	0	0	0
Project Coordination - HBC	Funding provides support to the Central education projects.	CS	All funding should be reduced and activity could be added to council officer responsibilities	Narrow Gap L2 – 12.9%, Narrow Gap L4 – 22.3%, Attainment L4 – 72.1%, Attainment GCSE – 37.42%, 2Level Progress Eng – 84.6%, 2Level Progress Maths – 86.13%	5	(5)	0	(5)	0	(0.5)	10	None	5	(5)	0	(5)	0
Exercise Referral - HBC	Provides phase 4 cardiac rehabilitation by developing additional provision, qualified instructors & sites of access based in communities of most need.	A&CS	This project could potentially reduce in funding by 50%	Residents Attending Events - 320	28	(8)	20	(28)	0	(8.4)	30	None	28	(8)	20	(28)	0
Schools Environmental Action Officer	Funding supports 2 Officers to work with schools across the NRA and their wider school community to increase knowledge, skills, and accessibility, to environmental opportunities	NS	This project funding could be reduced.	Number of Pupils Involved with Eco Groups - 200, All Schools Integrated into Programme - March 2011	65	(20)	45	(65)	0	(20.0)	31	One post currently vacant after post holder left and will not be recruited for.	65	(20)	45	(65)	0
WNF Programme Management	Management of the overall WNF package.	R&P	Funding should be slightly cut however covers staff costs.	N/A	42	(2)	40	Review	42	(4.0)	10	None	42	(4)	38	Review	42
Hartlepool "On Track" Project - HBC	The project re-engages young people aged 16-19, living within the NRA, particularly those from vulnerable groups, who are NEET or at risk of becoming NEET, in education, employment and training opportunities.	CS	Project contributes well to NEET reduction activities.	Young People Engaged in Education, Employment or Tanning - 80	53	(5)	48	(53)	0	(5.2)	10	None	53	(5)	48	(53)	0
Women's Opportunities - HBC	Assists unemployed women (mainly lone parents and women wanting to return to work) to access training courses that will raise their confidence, self-esteem, skills and qualifications, which in turn will help them access employment	R&P	Project contributes well to improving the employment offer for lone parents and returners to the labour market. Saving can be made as staff member leaving.	Young Parents Engaged - 40, Young Parents Completing Career Development Plan - 30, Training - 15, Qualification - 30, Employment - 10, Volunteering - 5, Business Support - 5	76	(15)	61	(76)	0	(15.0)	20	Savings made from Officer leaving post and project now managed from existing Econ Dev staff.	76	(15)	61	(76)	0
Enhancing Employability - HBC	It encourages employers to become involved in educational activity to give young people a positive image of the 'world of work'. This activity will include mentoring, work related learning activities, Business Ambassadors and work experience placements.	R&P	Project contributes well to Business Education activities.	Visits re Business / Tourism - 20, Training - 20, Enquiries - 10, Marketing Campaigns - 8	8	0	8	(8)	0	(0.8)	10	None	8	(1)	7	(8)	0
Targeted Training - HBC	This project aims to work with unemployed residents (specifically those who are long term unemployed and young people) to offer pre-recruitment training which is linked to specific skills sectors.	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required	Employment – 115, Qualifications – 365, Training – 400	122	0	122	Review as package	122	(12)	10	50% of post funded through core funding.	122	(12)	110	Review as package	122
Jobs Build - HBC	To improve employment prospects for residents with new and existing companies in Hartlepool by offering including bursary schemes, job employment grants and self-employment grants.	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required	Employment - 314, Qualifications - 60, Training - 75	82	0	82	Review as package	82	(8)	10	None	82	(8)	74	Review as package	82
Workroute ILM - HBC	Workroute ILM provides fixed term contracts of employment for a minimum of 26 weeks to Hartlepool residents from the targeted community areas.	R&P	Project contributes well to worklessness, skills and business support agenda.	Employment - 15, L2 Qualifications - 10, Training - 15, Jobs Created - 15, Sustained - 5	245	(14)	231	Review as package	245	(25)	10	None	245	(25)	221	Review as package	245
Progression to Work - Assisting local people into work - HBC	P2W ILM provides fixed term contracts of employment for a minimum of 26 weeks to Hartlepool residents from the targeted community areas. Specifically targeted at adults on sickness related benefits.	R&P	Project contributes well to worklessness, skills and business support agenda.	Employment – 42, Training – 20, Jobs Created – 20, Sustained – 5	283	(5)	278	Review as package	283	(28)	10	None	283	(28)	255	Review as package	283
Hartlepool Worksmart - Improving the Employment Offer - HBC	Work Smart helps to address the issues relating to unemployment within Hartlepool by providing support to employers to assist them to meet their statutory obligations as employers	R&P	Project contributes well to worklessness, skills and business support agenda.	Business Assisted - 280, Seminars - 12	29	(4)	25	0	29	(3.0)	10	None	29	(4)	25	0	29
Incubation Systems and Business Skills Training - HBC/OFCA	This project seeks to increase the number of business start ups within Hartlepool through a number of interventions:	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required	Jobs Created - 110, New Businesses - 65, Training Ops - 40, Business Advised - 115, Self Employment - 45, Social Enterprise Created - 6, Social Enterprises Supported - 20, People Advised - 165	281	0	281	(140)	141	(28.0)	10	2 staff will be made redundant at OFCA	281	(28)	253	(140)	141

INTERNAL WNF PROJECTS

Project	Project Description	Lead Dept	Comments	Outputs	CMT proposals as at 19/7/10				
					2010/11 Agreed WNF Allocation (£'000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)
Business & Tourism Marketing - HBC	The project has a number of different aims and objectives; in particular it will aim to promote a positive image of the town through various marketing and engagement with the business community.	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required	Enquiries - 500, Business Assisted - 70, Visitors to Destination Hartlepool 34,000, Marketing Campaigns - 1 2, Training Ops - 20	21	0	21	Review	21
Jobsmart - HBC	Support towards the Jobsmart 'One Stop Shop' located at 41 Park Road, Hartlepool which is a first point of contact for residents interested in training and employment opportunities.	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required for staffing and shop rental costs.	Engaged – 70, Employment – 250	37	0	37	Review	37
Support for Businesses in Current Economic Recession - Previously Support for existing businesses to expand	The project will target and directly assist those businesses located in the neighbourhood renewal areas of Hartlepool and in particular those based in local shopping precincts, targeting the economic vitality of these businesses and subsequently improving neighbourhoods.	R&P	Project contributes well to business support agenda. Can reduce this budget to contribute to overall WNF savings.	Jobs Created - 10, Business Created - 8, Training Ops - 5, Business Advised - 45, Crime Prevention - 5	120	(25)	95	Review	120
NAP Development	Funding supports the Regeneration Team to prepare NAPs and assist in their implementation by managing the Resident's Priorities and Neighbourhood Element Budgets.	R&P	This funding is required to develop the NAPs, although a reduction can be made through cutting operational costs.	Update of Dyke House, Stranton, Grange NAP - September 2010, Update of Town Centre NAP - September 2010, Update of 1 Existing NAP - October 2010, Review Delivery of NAPS - March 2011	40	(5)	35	(40)	0
NR & Strategy Officer (including Skills & Knowledge)	To cover salary costs for a Regen Officer Post	R&P	This funding is used for 1 full time Regen Post	Support Delivery of the NRS through NAP Development and Implementation - 2010/11	53	0	53	(53)	0
Safer Streets & Homes, Target Hardening	The three elements to this project are improving street lighting, provision of a target hardening service and improving the physical security of neighbourhoods.	R&P	could reduce budget including partner staff costs and project running costs	Attendance at Community / Resident Events to promote Community Safety - 50, Support Neighbourhood Policing Joint Action Groups - 50	170	(10)	160	Review as package	170
Dordrecht Prolific Offenders Scheme	The initiative is delivered by a multi-agency team, based in the offices of 8/9 Church Street, whose remit is to reduce the offending and reoffending of those causing the most harm in the community	R&P	mainly partner staff costs	Reduce conviction rate of those deemed as prolific or priority offenders - 20%	131	(5)	126	Review as package	131
NRF Project Assistant	Covers cost of Community Safety Project Assistant	R&P	HBC staff costs only	Quarterly QMR's - 4	25	0	25	Review as package	25
ASB Officer & Analyst	Funding supports the employment of an Anti-social Behaviour Officer and Analyst for the NRA to investigate cases of anti-social behaviour and provide analysis of a range of ASB data	R&P	HBC staff costs only	Cases of ASB dealt with in NRF area - 150, % Cases closed with positive result - 80%, % cases complainant satisfied with service - 90%, Community Events Attended - 6, Planned Analytical Documents - 40, Responsive Analytical Documents - 25	73	0	73	Review as package	73
Skills to work - HBC	The project will deliver a package of activities to provide unemployed adults with the opportunities to gain suitable employment. Each beneficiary will be assigned to a mentor/coach.	A&CS	This project could be delivered at a reduced budget/or be amalgamated with CEO activity.	Engaged - 200, Employment - 22, Volunteering - 12, Referred for Education / Training - 40, Attend Education / Training - 25, Achieve Qualification - 15	52	(5)	47	(52)	0
Education Business Links - HBC	The project provides work-related learning and enterprise initiatives through the employment of a WRL Co-ordinator, who works in partnership with the Economic Development Department of the Council and other partners to enhance employability.	CS	Operational costs could be reduced to contribute to overall WNF savings.	Pupils Taking Part in Work Experience - 96%, 14 - 19 Employer Engagement Events - 5, Gateway 5 Application - November 2010	53	(8)	45	(53)	0
Environmental Enforcement Wardens	The project will address environmental issues such as abandoned/nuisance vehicles, fly tipping, litter and dog fouling; it will also address issues relating to household and commercial waste abuse, which contribute significantly towards the social decline of communities.	NS	The majority of funding for the Enforcement unit is based on external funding. This project could reduce by 33%	Reduce Dog Fouling / FPN's Issued - 150, Reduce Littering / FPN's Issued 250, Reduce Levels of Fly Tipping / Investigate in 24 hours - 100%, Reduce Vehicle Crime / Investigate in 24 hours - 100%, No of Vehicles Removed - 150, Notices for Domestic Waste Violations - 500, FPN's Issued for Domestic Waste - 75	162	(48)	114	0	162

Departmental responses		
Cuts Offered Up by Provider 16-7-2010	Percentage Cut	Comments
(2.0)	10	None
(3.7)	10	None
(12.0)	10	None
(17.0)	43	None
(5.3)	10	None
(17)	10	None
(13)	10	This budget is managed in conjunction with DIP budget. One HBC post and 2 probation staff. 10% cut will not affect staff in 2010/11.
(3)	12	Costs can be cut as staffing moved into admin pool
(7)	10	This funds 2 HBC staff. 10% cut will be managed owing to one employee working 4 days per week at present.
(7.8)	15	None
(5.3)	10	None
(48.0)	30	None

CMT proposals to Cabinet				
2010/11 Agreed WNF Allocation (£'000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)
21	(2)	19	Review	21
37	(4)	33	Review	37
120	(25)	95	Review	120
40	(17)	23	(40)	0
53	(5.0)	48	(53)	0
170	(17)	153	Review as package	170
131	(13)	118	Review as package	131
25	(3)	22	Review as package	25
73	(7)	66	Review as package	73
52	(8)	44	(52)	0
53	(8)	45	(53)	0
162	(48)	114	0	162

INTERNAL WNF PROJECTS

Project	Project Description	Lead Dept	Comments	Outputs	CMT proposals as at 19/7/10					Departmental responses			CMT proposals to Cabinet				
					2010/11 Agreed WNF Allocation (£'000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)	Cuts Offered Up by Provider 16-7-2010	Percentage Cut	Comments	2010/11 Agreed WNF Allocation (£'000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)
Environmental Action Team	Dedicated Environmental Action Team activity in specific NAP areas	NS	This project is dedicated to the Dykehouse/Stranton/Grange NAP area. The loss of this scheme could place greater pressures on the councils existing street cleansing team and will be considered as part of year two SDO reviews	Improved Street & Environmental Cleanliness (Hartlepool) - 13%, Percentage who think Litter is a Problem (Hartlepool) - 42%, Percentage who think Litter is a Problem (NRA) - 44%, Improved Street & Environmental Cleanliness (NRA) - 14%	105	(10)	95	Review	105	(11.0)	10	None	105	(11)	94	Review	105
Neighbourhood Renewal/Hartlepool Partnership	Management and Consultancy budget held by Catherine Frank. Includes funding for Grad Trainee Programme, Verification visits, evaluation, admin costs of Partnership	R&P	Will need to reduce activity	Hartlepool Household Survey Prepared - 1	45	(5)	40	(45)	0	(20.0)	44	None	45	(20)	25	(45)	0
Mobile Maintenance - HBC	Mobile Maintenance Service to deliver low level repairs and adaptations to help improve the personal safety of older people living in Hartlepool	A&CS	Will need to reduce activity	Minor Works - 1,000, Major Works - 50, Tenancy Sustainment - 250	47	(5)	42	Review	47	(5.9)	13	Project Lead requesting that £1,716.90 under spend from 2009-10 budget to be carried forward into 2010-11	47	(6)	41	Review	47
Primary/Secondary Schools Direct Funding - HBC	The project builds on existing educational strategies and offers the opportunity to work with individual pupils/students in order to improve levels of attainment and aspiration and improve self-esteem for children and families. Funding is provided directly to schools to deliver enhanced educational opportunities to specific pupils	CS	Funding allocated to Primary and Secondary Schools to assist in narrowing the gap for disadvantaged pupils.	Narrow Gap L2 – 12.9%, Narrow Gap L4 – 22.3%, Attainment L4 – 72.1%, Attainment GCSE – 37.42%	420	0	420	(420)	0	0.00	0	No savings in 2010-11 as grant already allocated to Schools. Full year saving from 2011-12 as schools were anticipating withdrawal of funding from March 2011.	420	0	420	(420)	0
New Initiatives - HBC	Supports specific initiatives aimed at improving levels of attainment especially amongst boys.	CS	This funds a School Advisor to assist in increasing boys attainment in disadvantaged areas.	Narrow Gap L2 – 12.9%, Narrow Gap L4 – 22.3%, Attainment L4 – 72.1%, Attainment GCSE – 37.42%, 2Level Progress Eng – 84.6%, 2Level Progress Maths – 86.13%	42	0	42	(42)	0	(4.2)	10	None	42	(4)	38	(42)	0
14-19 Reform Support	The project builds on existing educational strategies and offers the opportunity to work with individual pupils/students in order to improve levels of attainment and aspiration and improve self-esteem for children and families.	CS	This funds school advisors and also some funding direct to secondary schools to fund projects ie curriculum development and Work experience	Prospectus – 100%, ILP – 100%, App Process – 100%	65	0	65	(65)	0	(6.5)	10	None	65	(7)	58	(65)	0
Landlord Accreditation Scheme	Project provides administrative support to the Landlord Accreditation scheme which offers advice and assistance to landlords on the proper management of tenancies	R&P	HBC staff costs only	Requests for Advice - 200, Visit Properties of New Landlords - 20%, Visit Properties of Existing Landlords 10%, Encourage Landlords to Improve Properties to Decent Homes Standard - 50, Level of Landlords who are Members - 270, Attend Resident Meetings - 6	10	(1)	9	Review	10	(1.0)	10	None	10	(1)	9	Review	10
		Internal WNF Project		Total Internal Jobs	3,010	(225)	2,785	(1,145)	1,845	(368.0)			3,010	(389)	2,621	(1,145)	1,845

EXTERNAL WNF PROJECTS					CMT proposal as at 19/7/10					Provider responses			CMT proposals to Cabinet				
Project	Project Description	Lead Dept	Comments	Outputs	2010/11 Agreed WNF Allocation ('000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)	Cuts Offered Up by Provider 16-7-2010	Percentage Cut	Comments	2010/11 Agreed WNF Allocation ('000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)
Funding for Redevelopment of Hartlepool College - Previously Support for adults into Skills for Life and NVQ Level 2 courses	This project has now ceased and will now be used for the redevelopment of Hartlepool College of FE	R&P	No further contribution needed by HBC. Contractual arrangement in place for this funding stream.	Funding to Support Redevelopment of HCFE - £130,000	130	0	130	(130)	0	0.00	0	This funding cannot be reduced as the contract has already been agreed by the college.	130	0	130	(130)	0
Homelessness Project - DISC	To provide an increased level of integrated support mechanisms that assist in the rehabilitation of offender behaviour, enable tenancies to be secured and assist in the transition to independent living with clear pathways to training, education and employment.	R&P	Project is of high priority and responds to key groups.	Support – 55, Training – 25, Employment – 10, Jobs Created – 4	163	(5)	158	Review	163	(16.0)	10	Will need to reduce the four posts to 33 hours per week.	163	(16)	147	Review	163
Volunteering into Employment - HVDA	This project will recruit, interview support and place people into volunteering placements with relevant voluntary and community sector (VCS) groups and other volunteer using organisations.	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required	Volunteers - 150, Employment - 22, Training - 40, Qualifications - 20	102	0	102	Review as package	102	(10)	10	None	102	(10)	92	Review as package	102
Community Employment Outreach - OFCA	The project is a collaboration between three voluntary sector organisations, OFCA, the Wharton Annexe, OFCA and Hartlepool Borough Council. The project engages with a wide range of local residents who are hard to reach by mainstream organisations and encourages them to access the range of labour	R&P	It is possible longer term to review this project and have an over-arching 'accountable body' responsible for the delivery of the CEO project which would improve economies	Engaged - 360, Employment - 130, Training / Volunteering - 120	112	(4)	108	Review as package	112	(11)	10	None	112	(11)	101	Review as package	112
Community Employment Outreach - Wharton Annex		R&P		Engaged - 310, Employment - 108, Referrals - 110, Training / Volunteering - 50	52	(2)	50	Review as package	52	(5)	10	None	52	(5)	47	Review as package	52
Community Employment Outreach - West View Employment Action Centre		R&P	Although project contributes well to worklessness. Further investigation required to ensure that this project compliments CEO. Initial consideration is that both projects could be merged. However, funding should be cut as shown at this time.	Engaged - 100, Employment - 40	46	(2)	44	Review as package	46	(5)	10	None	46	(5)	41	Review as package	46
Local Employment Assistance - OFCA	The project supports people returning to the labour market after a long absence and young people, by improving social and economic inclusion improving pathways to employment through work experience.	R&P		Engaged - 48, Employment - 9, Qualification - 24, Work Experience / Volunteering - 16	48	(4)	44	Review as package	48	(5)	10	The WNF contributes to 50% to 3 posts. If this cut is made one person would be made redundant.	48	(5)	43	Review as package	48
Financial Inclusion	The project will fund a post, who will work alongside a worker funded by Hartlepool Borough Council, to provide a strategic, coordinated response to tackling financial inclusion in Hartlepool.	R&P	Project contributes well to the financial inclusion and child poverty agenda. Full funding required for staffing.	Financial Inclusion Events to range of organisations and groups - 22, Hartlepool Financial Inclusion Meetings - 4, Establish Referral Process for Debt Advice by Key Workers - 31/03/2011	40	0	40	0	40	(4.0)	10	Carry forward of £2,818 from 09/10 offered up	40	(4)	36	0	40
West View Project	This project works with residents of Hartlepool providing an outreach support and motivational programme of activity centred on watersports. It builds relationships and develops self esteem and confidence informally and then supports clients to access jobs, training or education.	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required	Employment – 22, Education – 10, Training – 20, Entry Training – 20	38	0	38	Review as package	38	(4)	10	None	38	(4)	34	Review as package	38
Active Skills - West View Project	The aim of the project is to support young people and adults aged 16+ to engage in activity that develops confidence, self esteem, develops skills and results in the achievement of recognised awards.	R&P	This project currently supports elements of the FJF, although in the longer term this project could be amalgamated with CEO activity.	Training – 50, Qualifications – 80	27	(5)	22	Review as package	27	(3)	10	None	27	(5)	22	Review as package	27
Adventure traineeship - West View Project	This project targets young unemployed (may include PT workers or very low wages etc) residents and provides 26 weeks supported employment leading to real prospects of longer term jobs in the outdoor industry	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required as it is matched to FJF.	Employed - 12	41	0	41	Review as package	41	(17)	40	West View has offered up savings at 40% as only 6 FJF employees will be sustained for a year.	41	(17)	24	Review as package	41
Introduction to construction - Community Campus	The project enables young and other socially/economically disadvantaged people from the target group to gain valuable vocational and employability skills working on construction sites. The project is focused on working in partnership with e2e and Eotas/schools providers	R&P	Project contributes well to worklessness, skills and business support agenda. Full funding required	Construction Trial – 30, Placements – 12, OCN Quats – 10, Manual Handling – 10	17	0	17	(17)	0	(1.7)	10	None	17	(2)	15	(17)	0
Career Coaching - HVDA	This project targets and supports working age residents and encourages their involvement in the voluntary and community sector (VCS).	R&P	Project contributes well to worklessness, skills and business support agenda. Can reduce operational costs	Volunteers receiving coaching - 40, Training - 10, Employment - 5	38	(3)	35	(38)	0	(3.8)	10	Part time staff to reduce hours.	38	(4)	34	(38)	0
NAP Residents Priorities	Funding is provided to each NAP Forum to enable them to support activities which will respond to their identified resident's priorities.	R&P	This funding is required as it is a good tool for 'buy-in' from local residents to be involved with the NAP Forums. However, unallocated funding to contribute to overall WNF savings. Not all Offer Letters sent as yet.	Monitor Performance & Budget of Each Project Supported by NAP Resident Priority Budget - 100%	221	(81)	140	Review	221	(22.1)	10	The Regen Team identified that through the NAP Priority Budget approximately 20 FTE and 4 PTE will be employed after the 10% cut.	221	(81)	140	Review	221

EXTERNAL WNF PROJECTS

Project	Project Description	Lead Dept	Comments	Outputs	CMT proposal as at 19/7/10					Provider responses			CMT proposals to Cabinet				
					2010/11 Agreed WNF Allocation ('000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)	Cuts Offered Up by Provider 16-7-2010	Percentage Cut	Comments	2010/11 Agreed WNF Allocation ('000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)
FAST Project	The FAST Project is a consortium of community voluntary organisations working in partnership to provide a quick response to reported incidents of low level anti-social behaviour.	R&P	Service delivered by vol/comm sector, could reduce budget	Referred – 50, Engaged – 120, Training / Emp – 26	199	(10)	189	Review as package	199	(20)	10	None	199	(20)	179	Review as package	199
Belle Vue Sports	The project provides exercise, weight management and diet advice to men and to parents/carers whose children are referred to the Belle Vue Centre through the Children's Fund or the FAST project.	A&CS	This project could potentially reduce in funding by 50%	Individuals Accessing Fitness Suite - 100, Project Attendances - 1,000, CSL Quals - 16, Volunteering - 10, Smoking Quitters - 70	45	(5)	40	Review as package	45	(5)	10	1 full time staff to reduce to part time hours	45	(5)	40	Review as package	45
COOL Project	The project provides weekly activity sessions for young people aged 8-14 at eleven locations across Hartlepool	R&P	provides after schools activity, could reduce budget	Sessions – 500, Attendees – 10,000, Funding Opps – 4	68	(5)	63	Review as package	68	(7)	10	3 part time staff to reduce to 2 part time.	68	(7)	61	Review as package	68
Connected Care - Manor Residents	The Connected Care project will lead to community designed services that strive to improve service user experience, improve the quality of services and integrates health and social care alongside other services.	A&CS	Potential joint working between organisations to reduce funding	Campaigns - 3, Benefits Advice Referrals - 50, Carers Assessments - 20, Healthy Communities Events - 3	25	(5)	20	(25)	0	(2.5)	10	None	25	(5)	20	(25)	0
Job Club - Owton Manor West Neighbourhood Watch & Resident's Association	The project provides a full time Job Club in order to offer information, advice and guidance to clients in and around the Owton area, including Rift House.	R&P	Within the Owton area, OFCA and Manor Residents also deliver similar activity. Cuts could be made through improved partnership working.	Engaged - 177, Employment - 31, Qualifications - 23, Training / Volunteering - 48	42	(5)	37	Review as package	42	(4)	10	None	42	(5)	37	Review as package	42
Youth into employment - Wharton Trust	The project aims to engage local NEET young people and work intensively with them helping towards training, placements and ultimately employment.	R&P	This funding should remain intact to support the relaunch of the new build at Wharton Trust	Engaged – 70, Employment – 23, Training – 35	40	0	40	Review as package	40	(4)	10	None	40	(4)	36	Review as package	40
Carers into Training and Employment - Hartlepool Carers	Hartlepool Carers provides a full support service to Carers to help them to get back into work, to remain in work or to further develop their skills via further education or training	R&P	This project responds to a key priority group but operational activity could be reduced through stronger partnership working.	Education / Training - 24, Employment - 20	48	(5)	43	(48)	0	(4.8)	10	1 part time reduced to 22 hours	48	(5)	43	(48)	0
Mental Health Dev. & NRF Support Network - Hartlepool MIND	Project to provide an employment support service to people to become ready for employment, removing practical barriers, increasing skills, such as communication, social skills, reducing emotional distress.	A&CS	Both projects are very similar in description and actual activity. One of these projects could be deleted/reduced in cost	Improved Mental Wellbeing - 100, Volunteering - 30, Education - 30, Returning to Work - 20, Employment - 25	93	(5)	88	Review as package	93	(9)	10	None	93	(9)	84	Review as package	93
Employment support - Hartlepool MIND	Moving forward is a pre-employment project for long term incapacity benefit claimants who are not eligible for the Pathways to work – Condition Management programme because that are not new claimants of incapacity benefit.	R&P		Improved Mental Wellbeing - 50, Volunteering - 20, Education - 15, Returning to Work - 5, Employment - 6	52	(7)	45	Review as package	52	(5)	10	None	52	(7)	45	Review as package	52
Level 3 Progression - HCFE	The project is targeted specially at young people aged 16-19 from the WNF wards and aims to provide support to facilitate progression from level 2 to level 3 and retention at level 3.	R&P	Could reduce costs by reducing activity.	Supported – 90, Participated – 60, Progression – 30, Retention – 36	85	(25)	60	(85)	0	(8.5)	10	As of 16-07-10 forms have not been returned therefore 10% has been reduced at this point.	85	(25)	60	(85)	0
Administration of LLP	Funding supports management of the Skills Partnership.	R&P	This responsibility could be shared with member organisations	Skills Partnership Meetings Supported - 4	4	(4)	0	(4)	0	(1.0)	25	As of 16-07-10 forms have not been returned therefore 10% has been reduced at this point.	4	(4)	0	(4)	0
LIFE - Fire Brigade	The funded programmes are designed as intensive personal development activities targeted at young people (10 per course)	R&P	Could reduce costs by reducing activity.	Attendees – 60, Diversionary Activities - 190	35	(5)	30	(35)	0	(4.0)	11	As of 16-07-10 forms have not been returned therefore 10% has been reduced at this point.	35	(5)	30	(35)	0
Community Chest	The Community Network Team manages a Community Chest, which provides grants of up to £2000 to encourage greater involvement by residents in local activities and to help groups improve their local neighbourhoods.	R&P	This funding could be reduced by decreasing the number of grants given to VCS groups.	Number of Projects Supported by Community Chest Grant Awards - 35	90	(30)	60	(90)	0	(9.0)	10	Part time staff to reduce hours.	90	(30)	60	(90)	0
Neighbourhood Policing	The funding will support the provision of eight (8) PCSOs in Hartlepool as part of the Neighbourhood Policing approach.	R&P	Could reduce but review with Police Priorities	Reduce Overall Crime - 4%, Reduce Criminal Damage - 10%, Reduce ASB - 5%	200	(10)	190	Review	200	(20.0)	10	Please note that the Police only offered 3.75% reductions which equated to £7,500. It is unknown what a 10% cut would relate to in terms of staffing. It is estimated that a 10% cut would reduce from 8 to 7 F/T staff	200	(20)	180	Review	200

EXTERNAL WNF PROJECTS

Project	Project Description	Lead Dept	Comments	Outputs	CMT proposal as at 19/7/10					Provider responses			CMT proposals to Cabinet				
					2010/11 Agreed WNF Allocation ('000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)	Cuts Offered Up by Provider 16-7-2010	Percentage Cut	Comments	2010/11 Agreed WNF Allocation ('000)	2010/11 Proposed Funding reduction (£'000)	2010/11 New Proposed WNF Allocation (After Cuts) (£'000)	2011/12 Proposed Funding reduction (£'000)	2011/12 Indicative Funding allocation (after cuts) (£'000)
HMR- Support for Scheme Delivery	The funding provides a project team whose primary role will be to liaise with residents/stakeholders affected by the regeneration and ensure the effective delivery of the scheme.	R&P	Funds 3.5 Housing Hartlepool staff to deliver HMR programme	Affordable Housing - 80, Sustainable Housing Constructed - 100	126	(13)	113	Review	126	(12.6)	10	None	126	(13)	113	Review	126
Community Empowerment Network Core Costs	The Community Network Team provides support to VCS groups and residents involved in the Hartlepool Partnership, the Theme Partnerships, the three Neighbourhood Consultative Forums and the Neighbourhood Action Plan (NAP) Forums.	R&P	This funding could be reduced and the Regen Team could become a key partner in driving forward local resident engagement.	Number of Groups involved in Community Network - 75, Individuals involved in Community Network - 105	144	(24)	120	Review	144	(14.4)	10	None	144	(24)	120	Review	144
		External WNF Project			2,371	(264)	2,107	(472)	1,899	(237)			2,371	(357)	2,014	(472)	1,899
		Total WNF Project			5,381	(489)	4,892	(1,617)	3,744	(605)			5,381	(745)	4,636	(1,617)	3,744

ABG Excluding WNF

Increase/(Decrease) From Indicative Government Allocation Approved As Part Of Council's Process	Project Title/Grant stream	Project Description	Lead Dept	2010/11 Approved Net Allocation	2010/11 Proposed Funding reduction	2010/11 New Proposed Allocation (After Cuts)	2011/12 Proposed Funding reduction	2011/12 Indicative Funding allocation (after cuts)
£'000				£'000	£'000	£'000	£'000	£'000
38	Supporting People Administration	The admin grant part pays for a team which commissions the programme from providers, monitors and reports on performance, supports the Commissioning Body and Part Board, and makes statutory returns.	A&CS	153		153	(125)	28
60	Preserved Rights	Replace income that was previously funded through individual service user contribution.	A&CS	330		330		330
60	Supporting People Projects	See Supporting People below.	A&CS	60		60		60
0	Local Involvement Networks	Grant to procure a host organisation to run the LINK in Hartlepool. Currently in procurement process interim arrangements are in place until the procurement process is complete.	A&CS	99		99		99
0	Learning & Disability Development Fund (via PCT in 2007/8)	Advocacy, Person centered approaches, Leadership development, campus re-provision, employment .	A&CS	106		106		106
(24)	Adult Social Care Workforce (formerly HRDS and NTS)	To deliver a programme of specific training to meet the targets within National Minimum Standards that the Commission for Social Care Inspection apply to regulate services and GSCC registration requirements which is accessed by local authority and private and voluntary sector staff commissioned by the Council. Local councils, as purchasers of social services from the voluntary sector and private sectors, must work with providers through contract and service level agreements to ensure that they make adequate provision for training. The Authority should ensure that provision is made to enable qualified staff to update their practice and undertake further training. This has become a condition of continued registration with the GSCC and other regulatory bodies. LA should ensure appropriate resources are made available to develop own staff and those in private and voluntary organisations.	A&CS	273	(50)	223	(50)	223
(16)	Carers - 80% Adult	The grant currently funds a range of carers services. These include respite beds, day care places, sitting service and specific carer services delivered by third sector.	A&CS	420		420		420
0	Mental Capacity Act and Independent Mental Capacity Advocate Service	This grant is used to part fund the IMCA service (area-wide initiative) and deliver training on the MCA and IMCA to all staff across the area. This is a statutory duty. To provide an IMCA service required by MCA 2005 and ensure staff trained to deliver the duties laid upon public services under the Act.	A&CS	63		63		63
(21)	Mental Health	Brooklyn Day Centre (STR workers?) Assertive Outreach team, Community Intervention team, Community Resource Team, Dual Diagnosis Worker. Hartlepool MIND, Hartlepool Carers, The Artrium, PROP badged through Visioning for Success Schemes	A&CS	352		352		352
0	Supporting People	The grant pays for 70 service contracts for accommodation based and floating support services, in accordance with a 5 year Strategy. SP is often part of overall investment particularly for accommodation based services where funding is committed in partnership with other agencies Adult Care and/or Health eg Hartfield Extra Care Village.	A&CS	3,985		3,985		3,985
	SUBTOTAL		A&CS	5,841	(50)	5,791	(175)	5,666
0	Sustainable Travel General Duty	This grant will support the development and promotion of the General Duty which will result in a reduced reliance on vehicle transport. This grant is vital in supporting transport issues relating to a significant number of central government educational opportunities, which will include the development of such initiatives as Independent Travel training.	CS	7		7		7

ABG Excluding WNF

Increase/(Decrease) From Indicative Government Allocation Approved As Part Of Council's Process	Project Title/Grant stream	Project Description	Lead Dept	2010/11 Approved Net Allocation	2010/11 Proposed Funding reduction	2010/11 New Proposed Allocation (After Cuts)	2011/12 Proposed Funding reduction	2011/12 Indicative Funding allocation (after cuts)
£'000				£'000	£'000	£'000	£'000	£'000
0	Teenage Pregnancy	This grant supports the multi agency teenage pregnancy team and community based projects aimed at reducing teenage pregnancy. The funding delivers targeted preventative services across the town and aimed at vulnerable groups. Work with partner agencies, young people, schools and families to reduce the under 18 conception rate by 55% and improve sexual health	CS	144		144		144
0	14-19 Flexible Funding Pot	To support the implementation of the 14-19 agenda ,including support for the area prospectus ,ILP and common application process ,staff time to co-ordinate the activities in the 14-19 white paper including development of diplomas	CS	31		31		31
0	Child Death Review Processes	This requirement came in from 1st April 08. Hartlepool has joined with other LSCB's to form a Tees wide response to the requirements. The LSCB consortium has appointed a Panel Manager and admin support to manage the data and information.	CS	18		18		18
0	Children's Social Care Workforce (formerly HRDS and NTS)	Funding helps to ensure that social care staff are trained to meet the National Minimum Standards for their role. Funds NVQs for health and social care staff, continuing professional development and post qualifying qualifications for social workers. Implementation of Children's Workforce Development Council's Induction standards for social care staff. The grant supports development activities in the social care workforce that lead to mandatory qualifications i.e. NVQ and post graduate professional development for social workers, and to deliver mandatory training to maintain practioner status.	CS	41		41		41
0	Children's Fund	Main funding goes to the VCS who provide a range of referred services. Services cover children's activity, individual mentoring and parents support. Funding also provided to the Participation Strategy and to the Hartlepool Intervention Panel.	CS	395		395		395
0	Choice Advisers	Very positive outcomes in first year of grant (2007/08) especially in relation to closure of Brierton	CS	25		25		25
0	Education Health Partnerships	To fund the Hartlepool Healthy Schools programme which fosters a partnership and whole school community approach to addressing health inequalities and support the development of healthy lifestyles.	CS	43		43		43
0	Secondary National Strategy - Behaviour and Attendance	The B&A element is used to pay for a full time Secondary B&A Consultant and the roll out of SEAL across all our schools. We are currently ahead of National Strategies targets as more than 80 % of primary schools have implemented SEAL, we have a pilot Secondary school (Dyke House) and two other secondary schools have already begun rolling out the programme. By December 2008 all secondary schools will have introduced SEAL. The grant is used in line with the standards fund guidance.	CS	68		68		68
0	Secondary National Strategy - Central Co-ordination	Part funds salaries in school improvement.	CS	108	TBD	108	(108)	0
0	School Development Grant (Local Authority Element)	Funding is entirely dedicated to school improvement programmes and sustains targeted support to schools that are underperforming against local and national targets. Crucial in delivering outcomes as part of LAA, corporate and national indicator set.	CS	287		287		287

ABG Excluding WNF

Increase/(Decrease) From Indicative Government Allocation Approved As Part Of Council's Process	Project Title/Grant stream	Project Description	Lead Dept	2010/11 Approved Net Allocation	2010/11 Proposed Funding reduction	2010/11 New Proposed Allocation (After Cuts)	2011/12 Proposed Funding reduction	2011/12 Indicative Funding allocation (after cuts)
£'000				£'000	£'000	£'000	£'000	£'000
0	School Improvement Partners	School Improvement Partners are a recent requirement of the national New Relationship with Schools. Longer term the further implementation of the SIP programme may require a reconfiguration of central school improvement services. In the meantime, funding is required to sustain the level of challenge and support to schools from the local authority.	CS	42	TBD	42	(42)	0
0	School Intervention Grant	Used to tackle schools causing concern and prevent schools going into OfSTED categories (JAR/APA indicator).	CS	26		26		26
0	Primary National Strategy - Central Co-ordination	Part funds 3.4FTE Primary Strategy Co-ordinators who provide challenge and support to schools in maths and English	CS	72	TBD	72	(72)	0
(7)	Carers - 20% Children	This grant first became available in October 07 with 20% of half year costs provided to children's services. It complements the main carers grant and can be used to support families where unforeseen emergencies arise which prevent carers from being able to care for disabled children for short periods of time.	CS	102		102		102
(24)	Care Matters White Paper	New funding stream to address needs of children in care.	CS	92		92		92
(114)	Connexions	The funding is used to deliver the local Information, Advice and Guidance service (Connexions) who support local young people (13-19) to make the successful transition to post 16 Education, Employment and Training. The funding ensures LA compliance with: The provision of Connexions Services under section 114 of the Learning and Skills Act 2000 The conducting of assessments relating to learning difficulties under section 140 of the act. The provision of careers services under section 8 & 9 of the Employment and Training Act 1973	CS	1,171		1,171		1,171
(43)	Extended Rights to Free Transport	This statutory function has been extended in order to make available free transport to all secondary aged pupils within the Borough of Hartlepool as from September 2008. The extension of free transport eligibility will ensure greater access to education opportunities for pupils from the most disadvantaged families.	CS	19		19		19
0	Extended Schools Start Up Costs	Allocated to every school based on pupil numbers to assist with sustainability of extended services , eg Before and After School Clubs. This grant was significantly reduced from 2009/10 (£477,000) as funding was redirected to the Extended Schools Subsidy Grant (or Disadvantaged Funding) via Standards Fund.	CS	196		196		196
(33)	Positive Activities for Young People & Neighbourhood Support Fund	The Positive Activities for Young People programme in Hartlepool has been operational since 2003 and is a firmly established and integrated element of the local prevention strategy. The programme provides a broad range of accredited constructive activities year round for 8-19 year olds at risk of social exclusion, truancy, school exclusion and crime placing a particular emphasis on school holiday periods. The programme aims to reduce crime, truancy and school exclusion and to ensure that young return to education, have opportunities to engage in new and constructive activities and can mix with others from different backgrounds.	CS	474		474		474
(5)	Child and Adolescent Mental Health Services	To fund range of services and staff to deliver and improve CAMHS services in accordance with local needs and priorities.	CS	229		229		229

ABG Excluding WNF

4.1 Appendix B

Increase/(Decrease) From Indicative Government Allocation Approved As Part Of Council's Process £'000	Project Title/Grant stream	Project Description	Lead Dept	2010/11 Approved Net Allocation £'000	2010/11 Proposed Funding reduction £'000	2010/11 New Proposed Allocation (After Cuts) £'000	2011/12 Proposed Funding reduction £'000	2011/12 Indicative Funding allocation (after cuts) £'000
0	Young People Substance Misuse Partnership	Funding is provided for prevention and education campaigns in specific areas. Through joint work with Childrens Services grant also supports specialist treatment service for young people, early intervention, counselling and harm reduction initiatives with targeted groups	CS	41		41		41
0	Child Trust Fund		CS	2		2		2
0	Designated Teacher Funding	Designated teachers to support vulnerable children - allocated to schools.	CS	6		6		6
	SUBTOTAL		CS	3,638	0	3,638	(222)	3,416
0	Road Safety Grant	Road Safety Grant to support the operation of Safety Cameras and the broader Road Safety Strategy.	NS	169		169		169
0	Regional School Travel Advisers	Grant to support Sustainable Travel Strategy currently supporting the Tess Valley Integration. Liked with Chief Executrices Directive.	NS	35		35	(35)	0
(0)	Rural Bus Subsidy	Grant to support public transport in rural areas.	NS	31	0	31	(31)	(0)
	SUBTOTAL		NS	235	0	235	(66)	169
0	Stronger Safer Communities Fund - BSC, ASB & DPSG elements	In 2008/09 funding allocation agreed by Safer Hartlepool Partnership as follows: - contribution to drugs squad £43k - Safer Hartlepool Partnership publicity service £30k - drugs and alcohol analyst £25k - contribution to HBC staff salaries to deliver Pooled drugs Treatment budget £55,645 - Partnership publicity /activity and perception surveys £18,335	R&P	182	(33)	149	(16)	166
(26)	Cohesion	Funding provided to enable promotion of community cohesion and support local authorities in preventing and managing community tensions. LAs to use the funding to respond their own particular tensions.	R&P	49	0	49	(18)	31
0	Economic Assessment Duty	Statutory duty funding required for technical work and consultation process.	R&P	65	(35)	30	(40)	25
	SUBTOTAL		R&P	296	(68)	228	(74)	222
0	Community Call for Action/Overview Scrutiny Committee		CORP	2	(2)	0	(2)	0
	SUBTOTAL		CORP	2	(2)	0	(2)	0
(156)				10,012	(120)	9,892	(539)	9,473

4.1 Appendix C

Review of Contributions to Departmental Reserves - schedule of reserves which can be released to partly offset grant cut

Reserve	£'000
Occupational Therapy Equipment	27
Telecare Equipment	80
Stroke Services	65
Tobacco Control	100
Social Care Reform	100
50+ Forum	30
Mental Capacity Act	20
Breast Feeding	40
Teen/Early Years Life Check	20
Integrated Workforce development	20
Youth Service	20
Disabled Access to Childcare	60
Dial-a-Ride	14
Pride in Hartlepool	16
School Crossing Patrol	26
Remedial Works – Building Maintenance	50
Development Control	30
Community Safety	9
Total	727

<p style="text-align: center;">CABINET REPORT</p> <p style="text-align: center;">2 August 2010</p>
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Report of: Chief Customer and Workforce Services Officer and
Chief Finance Officer

Subject: JOB EVALUATION APPEALS

SUMMARY

1. PURPOSE OF REPORT

To determine the Council's approach to overpayments arising from Job Evaluation appeals and other associated matters.

2. SUMMARY OF CONTENTS

The report sets out a proposed approach for the recovery of overpayments which may be made as a result of appeals being lodged following job evaluation and associated matters to avoid overpayments occurring in the future.

3. RELEVANCE TO CABINET

Cabinet made the original decision regarding the Single Status Agreement.

4. TYPE OF DECISION

Non Key.

5. DECISION MAKING ROUTE

Cabinet only.

6. DECISION(S) REQUIRED

The approach to be taken to recover any overpayments arising from job evaluation appeals and other associated matters and prevent overpayments in future.

Report of: Chief Customer and Workforce Services Officer and
Chief Finance Officer

Subject: JOB EVALUATION APPEALS

1. PURPOSE OF REPORT

- 1.1 To determine the Council's approach to overpayments arising from Job Evaluation appeals and other associated matters.

2. BACKGROUND

- 2.1 The Single Status Agreement was implemented from Spring 2008 onwards, backdated to 1 April 2007. As a consequence employees were assimilated to the new pay and grading structure following job evaluation and given a right of appeal. Approximately 400 employees appealed and approximately one quarter of appeals have been processed and the results ratified by the Finance and Performance Portfolio Holder.
- 2.2 Cabinet have previously received a number of reports in respect of equal pay risks and strategies to minimize these.

3. SPECIFIC ISSUES

- 3.1 As appeals were being processed it became apparent that there was the potential for employees to be overpaid if the outcome of the appeal is that the pay band reduces. This overpayment arises because employees whose pay band reduces on appeal will have received pay awards and possibly increments in the pre-appeal pay band which, on appeal, they are no longer entitled to.
- 3.2 The current Single Status Agreement specifies that the employee's earnings are protected at their 1 April 2007 value (or the date immediately prior to the change if later) and therefore no protection is automatically afforded to any subsequent increments or pay awards.
- 3.3 If the overpayment is not recovered there is an equal pay risk as a greater level of protection will effectively have been afforded to employees whose pay band reduces on appeal compared to employees in the same (lower) pay band as the latter will not have received pay awards and increments.
- 3.4 The Chief Solicitor advises that in order to protect the Council, it is necessary to recover the overpayment. The employees however will not have known they have been overpaid, and until the appeal has been

concluded, will have been paid in accordance with their contract of employment. There are therefore significant difficulties in enforcing the recovery.

- 3.5 The overpayments outlined above apply when the pay band reduces on appeal for employees whose pay band originally increased or stayed the same. It does not apply to employees whose pay band originally reduced and on appeal reduced further (as they continue to be in protection).
- 3.6 The potential risk of not seeking to recover these overpayments is significant as it would set a precedent for nearly all employees and has been estimated as being in the order of £25m. This is in addition to Equal pay risks reported previously to Cabinet.
- 3.7 To date no appeals have been considered where there is the potential for the employee to have been overpaid.
- 3.8 Whilst the focus of this report is on Job Evaluation appeals, there are other circumstances related to Job Evaluation and the inadvertent mis-application of the Single Status Agreement where overpayments may potentially occur.

4. PROPOSALS

- 4.1 That arrangements are made to recover all overpayments arising from Job Evaluation appeals and the inadvertent mis-application of the Single Status Agreement.
- 4.2 That employees who have already appealed be advised that the Council will seek to recover any overpayment and be given the opportunity to withdraw their appeal.
- 4.3 That, in future, increases in pay bands are not implemented until either:
- the time limit for appealing has expired and the employee has not appealed or;
 - an appeal outcome has been ratified by the Performance Portfolio Holder/Governors where an employee has appealed;
- and that employees are advised accordingly.
- 4.4 That the arrangements in 4.1 apply equally to other employees doing the same job whose pay band may reduce as a consequence of the appeal.
- 4.5 That appropriate arrangements are made to ensure that overpayments arising from Job Evaluation appeals do not arise in future.
- 4.6 Corporate Management Team support the proposals outlined above.

5. RECOMMENDATIONS

- 5.1 It is recommended that the proposals outlined in paragraph 4 above be agreed.

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