

Cabinet

17 February 2016

Medium Term Financial Plan 2016/17 to 2019/20 and Revenue and Capital Budget 2016/17



Key Decision Number Corp/R/15/02

Report of Corporate Management Team

Joint Report of Don McLure, Corporate Director Resources and Lorraine O'Donnell, Assistant Chief Executive

Councillor Alan Napier, Cabinet Portfolio Holder for Finance

Councillor Simon Henig Leader of the Council

Purpose of the Report

- 1 To provide comprehensive financial information to enable Cabinet to agree the 2016/17 balanced revenue budget, an outline Medium Term Financial Plan (MTFP (6)) for 2016/17 to 2019/20 and a fully funded capital programme for recommendation to the County Council meeting on 24 February 2016. The report also updates the Discretionary Rate Relief Policy for 2016/17.

Executive Summary

- 2 The financial outlook for the Council and the whole of local government remains extremely challenging. The Council has faced government funding reductions since 2010/11 with reductions forecast to increase until at least 2019/20.
- 3 The Chancellor of the Exchequer's Autumn Statement published on 25 November 2015, announced an overall improvement in the public finances compared to their previous forecasts which afforded some protection for a range of government departments. Unfortunately this protection was not given to local government and in cash terms, the average reduction in budgets for unprotected government departments over the 2016/17 to 2019/20 period is circa 6%, whereas the reduction for local government over the same period is circa 56% in real terms. .
- 4 It is apparent therefore that the financial landscape for local authorities will continue to be extremely challenging until at least 2019/20, resulting in the longest period of austerity in modern times. By 31 March 2016 the Council will have delivered savings of £153m since 2011. In the January 2016 MTFP Cabinet report it was forecast that the savings required between 2016/17 and 2019/20 would be circa £124m. Having further analysed the Local Government Finance Settlement it is now forecast that the savings required for this period will be £104m, mainly due to confirmation of receipt of

increased Better Care Funding from 2017/18 to 2019/20 and changes in the way government funding reductions are being applied going forward.

- 5 The Council was originally forecasting that funding reductions would be applied in line with previous government policy, however following lobbying from some local authorities including Durham, the Association of North East Councils (ANEC) and the Special Interest Group of Municipal Authorities (SIGOMA), the government has made some methodology changes which have beneficially impacted upon our previous savings forecast as shown below:-
- (i) Revenue Support Grant (RSG) reductions are now based upon a Core Spending Power (CSP) calculation which includes Council Tax and Business Rate income as well as RSG. This has resulted in a fairer apportionment of reductions in RSG across all local authorities going forward, but does not address the inequality of cuts applied across the period 2011/12 to 2015/16.
 - (ii) Local authorities providing adult social care services have been provided the flexibility to increase council tax by an additional 2% for an adult social care precept over and above the existing 2% referendum level. In reporting the percentage Core Spending Power reduction applied to local government, the government has assumed that all authorities responsible for adult social care will apply the additional 2% social care precept increase.
 - (iii) The Better Care Fund (BCF) has been increased by £1.5bn nationally and will be allocated directly to local authorities rather than through a pooled budget arrangement with the National Health Service. The allocation will take into account each local authority's ability to raise income via the additional 2% council tax social care precept flexibility. The Council will receive £23m in this regard, although the majority of this additional funding will not be received until 2018/19 and 2019/20 and the funding for this will come from top sliced funding, primarily the New Homes Bonus.
- 6 Although the provisional settlement resulted in local authorities Core Spending Power varying by broadly the same levels, it would appear that following intense lobbying by shire county councils, the government has identified additional funding of £211m to be targeted at those authorities whose Revenue Support Grant has reduced by the 'highest percentage' and also at 'rural' authorities. Unfortunately, although Durham already faced a higher Core Spending Power cut than the national average, the Council has not received any increase in funding from this additional £211m allocation. Shire county councils have received significant additional funding allocations for 2016/17 and 2017/18 e.g. Surrey will receive an additional annual allocation of £11.9m, Hampshire an additional £9.4m, North Yorkshire an additional £9.2m and Cumbria an additional £5.2m.
- 7 The additional funding allocated to shire county councils has also resulted in significant movement in their respective Core Spending Power positions with

North Yorkshire receiving an increase of 2.5% which would be the equivalent of a £10m funding increase for Durham if we had received the same 2.5% increase.

- 8 In addition to the reductions in Revenue Support Grant, the Council will face additional reductions over the next four years in specific grants in relation to New Homes Bonus, Public Health, Education Services and Housing Benefit Administration. In addition, updated forecasts of demographic and other inflationary pressures arising from the National Living Wage have had to be accommodated within the MTFP forecasts.
- 9 Overall, the Council's final settlement position is only slightly better than previously forecast due to receiving £140k more than forecast from the New Homes Re-imburement grant. The delivery of additional savings of £104m across the next four years will be extremely challenging and will mean the Council needing to deliver cumulative savings of £258m between 2011/12 and 2019/20.
- 10 The forecasted savings required to balance the 2016/17 budget are £37m and includes forecast savings of £4.3m in relation to Public Health. The 2016/17 savings plans included in this report amount to £28.3m therefore the £4.4m savings shortfall will be covered by the utilisation of £1.6m of the Budget Support Reserve (BSR) and the utilisation of the £2.6m 2015/16 Collection Fund surplus. The utilisation of these reserves will enable the Council to delay the impact of further cuts in front line services until later years. At this stage it is also forecast that an additional £11.8m of BSR will be utilised in 2017/18, bringing the total use of this reserve to £13.5m.
- 11 The Council has consulted with the public and stakeholders as part of the MTFP development. During autumn 2013 a major exercise was carried out which provided a clear steer in which services they felt should be prioritised for larger or smaller reductions. A refresh of this exercise was carried out in both the autumn of 2014 and the autumn of 2015, with the public and partner agencies. In the most recent consultation, the majority of responses indicated that the priorities established in 2013 were still appropriate.
- 12 A second phase of MTFP(6) consultation was carried out at public events in December and January. There was support for the council's approach to managing savings. In addition, there was general support in the Council taking advantage of the additional 2% Council tax precept to support adult social care services and in so doing enabling the Council to protect front line services.
- 13 The Council's MTFP strategy for the last five years has been to protect front line services as far as possible and the 2016/17 proposals are in line with this strategy. This strategy is becoming increasingly difficult to maintain over time and the likelihood is that front line services will become increasingly impacted over the next four years. This report summarises how the main proposals are in line with the Council's overall strategy and have been shaped by residents' and stakeholders' views with a high level analysis of the equalities impact.

- 14 Detailed savings proposals are included in the report for 2016/17 as shown at Appendix 4 with high level, indicative savings also included for 2017/18. The draft Local Government Finance Settlement published in December provided details of RSG cuts up to 2019/20 and also provided the opportunity for local authorities to receive confirmation of this 'four year settlement' on the production of an 'Efficiency Plan'. Cabinet agreed on 13 January to provisionally notify the government how the Council would be minded to submit an efficiency plan in order to receive confirmation of a four year financial settlement subject to approval by Full Council. This report describes how the Council fulfils the Government's requirements to produce an efficiency plan which is shown at Appendix 3.
- 15 In the setting of Council Tax levels for 2016/17, consideration has been given to the significant financial pressures facing the Council and how best to meet these pressures. The Government has confirmed that the maximum the Council can increase council tax by is 2% without approval from a majority of council tax payers to increase it higher after a public referendum. The Government has also provided the option to increase council tax by an additional 2% adult social care precept to local authorities like Durham who provide adult social care services. This report therefore recommends a 3.99% Council Tax increase in the Council's Band D Council Tax in 2016/17, which will generate additional income of £7.1m. The 3.99% increase would result in an average increase of £1.68 a week for all Council Tax payers and an increase of 68 pence a week for the majority of Council tax payers in County Durham, who live in the lowest value properties (Band A). Continued increases of 3.99% are also factored into the MTFP across the period 2017/18 to 2019/20.
- 16 Despite this very challenging financial period through the scale and sustained level of Government spending cuts and the impact on the Council's finances, this report includes some very positive outcomes for the people of County Durham including:
- (i) Continued support to protect working age households the in receipt of low incomes through the continuation of the existing Council Tax Reduction Scheme where they will be entitled to up to 100% relief against their council tax payments;
 - (ii) Ongoing work with health partners to ensure health and social care funds are maximised for the benefit of vulnerable people through the services we provide;
 - (iii) Continue to work with community groups to explore opportunities for the transfer of council assets so that they can be sustainable into the future through the 'Durham Ask' initiative;
 - (iv) Significant investment in capital expenditure in line with the Council's highest priority of regeneration in order to protect existing jobs and create as many new jobs as possible

including investing in our town centres and industrial estates; extending fast speed broadband access across the whole county and infrastructure including new transport schemes and maintenance of our highways and pavements.

- 17 As outlined in previous MTFP reports, equality impact assessments are also summarised to inform the consultation and subsequent decision making. Workforce implications arising from proposals for 16/17 savings have been analysed and the projections for the number of posts to be removed as a consequence of austerity have been increased by an estimated 400 posts.
- 18 The Discretionary Rate Relief, Hardship and Empty Property Relief (including New Build Business Rates Relief) Policy has been updated to reflect announcements made in the Chancellor's Autumn Statement, the most significant of which were a further extension of the Small Business Rates Relief scheme and the ending of the Retail Relief Scheme. The updated policy is shown at Appendix 11 and includes further minor amendments are proposed to the policy, which now includes details of the Hardship Relief Policy that applies to Business Ratepayers.

Background

- 19 The Council's MTFP (6) is aligned to the Council Plan, which sets out the Council's strategic service priorities over the next three years 2016/17 to 2018/19 with an indicative direction of travel for 2019/20.
- 20 The MTFP provides a comprehensive resource envelope to allow the Council to translate the Council Plan into a financial framework that enables members and officers to ensure policy initiatives can be planned for delivery within available resources and can be aligned to priority outcomes.
- 21 Looking back to MTFP (1), the following drivers for the Council's financial strategy were agreed by Cabinet on 28 June 2010, which still underpin the strategy in MTFP (6):-
- (i) To set a balanced budget over the four year life of the MTFP whilst maintaining modest and sustainable increases in Council Tax;
 - (ii) To fund agreed priorities, ensuring that service and financial planning is fully aligned with the Council Plan;
 - (iii) To deliver a programme of planned service reviews designed to keep reductions to front line service to a minimum;
 - (iv) To strengthen the Council's financial position so that it has sufficient reserves and balances to address any future risks and unforeseen events without jeopardising key services and delivery outcomes;
 - (v) To ensure the Council can continue to demonstrate value for money in the delivery of its priorities.

Local Government Finance Settlement

- 22 The final Local Government Finance Settlement was published on 8 February 2016 and includes RSG and forecast Top Up grant allocations for the period 2016/17 to 2019/20.
- 23 The Government has made changes following the extensive lobbying from shire county councils in relation to the provisional Settlement impact on them.
- 24 The Council Tax Referendum Limit is confirmed at 2%. The Government has also confirmed that an additional 2% council tax precept could be levied by local authorities providing adult care services. Cabinet agreed on 13 January to provisionally notify the government how the Council would be minded to increase council tax by the 2% precept subject to further public consultation and approval by Full Council. The MTFP forecasts assume that the additional 2% adult social care precept will be applied across the whole MTFP (6) period in addition to the current 2% council tax increase forecast.
- 25 The final settlement includes details of core grants including RSG and Business Rates 'Top Up' Grant. The table below highlights the 2016/17 reduction in the Settlement Funding Assessment (SFA). It is important to note that the Business Rates figure below is a 'notional' figure published by the Government.

Table 1 – 2016/17 Settlement Funding Assessment

Funding Stream	2015/16	2016/17	Variance	
	£m	£m	£m	%
Revenue Support Grant	100.240	77.140	(23.100)	(23.0)
Business Rates	55.050	55.500	0.450	0.8
Top Up Grant	60.491	61.000	0.509	0.8
SFA	215.781	193.640	(22.141)	(10.3)

- 26 The table above highlights that the SFA has reduced by 10.3% in 2016/17 although of more importance is the reduction in RSG. The government has also announced that specific grants in relation to both the Care Act and Local Lead Flood Authorities have been transferred into RSG. In 2015/16 the Council received £2.770m and £0.047m respectively in relation to these funding streams. After taking these transfers into account the actual reduction in RSG in 2016/17 is therefore £25.9m or 25.8%.
- 27 In addition to the above 'core' grants the Council continues to face reductions in Specific Grants with examples detailed overleaf. Full detail is provided at Appendix 2.

Table 2 – Reduction in 2015/16 Specific Grants

Specific Grant	2015/16	2016/17	Variance	
	£m	£m	£m	%
Education Services Grant	6.002	5.407	(0.595)	(20)
Housing Benefit Admin Grant	3.765	xxx	(xx)	(x)
Extended Free Rights to Transport	0.999	xxx	(xx)	(x)

- 28 Overall, the final settlement position for 2016/17 is broadly in line with the Council's forecasts reported to Cabinet on 13 January. The major adjustments are the reduction in the previously forecast £40.6m savings target to the current £37.0m level due to the additional £3.6m generated from the recommended additional 2% council tax social care precept. The forecasted Collection Fund surplus of £2.617m has also been included in the 2016/17 budget model where the impact has been a corresponding reduction in the use Budget Support Reserve.
- 29 Cabinet agreed on 13 January to provisionally notify the government how the Council would be minded to submit an efficiency plan in order to receive confirmation of a four year financial settlement subject to approval by Full Council. The Council advised DCLG by their 15 January deadline of the Council's intention of publishing a plan and at this time we are awaiting confirmation of the security that might be offered as part of the four year settlement. Our Efficiency Plan is included in this report at Appendix 3.

Analysis of Final Settlement

- 30 The Council along with the Association of North East Councils and SIGOMA, have campaigned extensively for the government's funding allocation methodology to change on the basis that the system between 2011/12 to 2015/16 meant higher 'Spending Power' cuts to the more deprived areas with higher needs such as Durham and the north east when compared to local authorities in more affluent areas as the methodology included public health and Better Care Fund specific grants and ignored both need and Council Tax raising capacity.
- 31 To an extent, the government has taken these views into account as part of this settlement and has adjusted the methodology and simplified the calculation of Spending Power. The main change in this regard is that Public Health Grant and the original Better Care Fund (BCF) allocations have been excluded. However, in practice, this masks the true Spending Power position for each local authority due to the reduction in the Public Health Grant.
- 32 The Government's revised 'Core Spending Power' calculation includes the following:
- (i) The Settlement Funding Assessment (SFA) for the Council. This includes assumed retained Business Rates, the Top Up Grant and RSG.

- (ii) The council tax requirement. This includes the following assumptions:-
 - a. Annual growth in the council tax base, utilising the actual average growth between 2013/14 and 2015/16;
 - b. An average 1.75% annual increase in Council tax.
 - (iii) The potential additional council tax income available from the 2% adult social care council tax precept flexibility. It has been assumed in published figures that this flexibility is utilised in each of the four years up to 2019/20.
 - (iv) The additional funding available from the BCF from 2017/18.
 - (v) New Homes Bonus. The government has forecast how much this funding stream may reduce in future years to finance the increase in BCF.
- 33 In the future, to ensure local authorities providing the same services experience similar overall funding reductions, the RSG cut will be based upon total Core Spending Power rather than just the value of RSG. This change is welcomed and will ensure a fairer allocation of funding cuts going forward whilst austerity continues. It does not however rectify the inequitable levels of cuts applied to date.
- 34 The additional BCF funding will not be allocated based upon the current BCF methodology. Instead to calculate the new BCF methodology allocation, the government has taken into account the following:
- (i) Identifying the total additional sum available nationally over the next four years for adult social care from the 2% Council tax precept flexibility and the extra income from the additional BCF.
 - (ii) Calculating what proportion of the national total sum available each local authority providing adult social care services should receive based upon their individual proportion of the 2013/14 adult social care Relative Needs Formula (RNF).
 - (iii) Calculating how much each local authority could generate from the additional 2% adult social care council tax precept flexibility.
 - (iv) Calculating for each local authority the additional BCF allocation by deducting the sum which could be generated from the 2% adult social care council tax precept increase from the RNF calculation.
- 35 This new approach is fairer to areas such as Durham who have low tax raising capacity and has resulted in the Council receiving a higher than average provisional BCF allocation. This approach should also reflect the higher adult social care needs of an area such as Durham.

36 Although the approach followed is fairer for councils like Durham than the approach followed in previous years, the shire county councils have lobbied extensively during the budget consultation process to receive some level of transitional funding on the basis of the settlement being worse than they were forecasting. The Government appears to have listened to their lobbying and provided £150m of Transitional funding for both 2016/17 and 2017/18 whilst also increasing the Rural Services Delivery Grant by £61m a boost in total of £211m for the benefit of these councils.

37 The Transitional funding has been targeted at those authorities whose RSG has reduced by the highest percentage in 2016/17 and 2017/18. This is an unfair approach to take as RSG is only one part of Core Spending Power. It would have been fairer if the additional £150m of funding was allocated based upon each local authority's proportion of national 'Core Spending Power' which would have resulted in all councils, including Durham receiving a 'fair share'. The Council however will not receive any of this additional Transition funding with the final settlement for RSG being the same as the provisional settlement.

38 In terms of the Rural Services Delivery Grant, this is targeted at those authorities deemed to be in the top 20% nationally in terms of sparsity. Although Durham is a largely rural authority the council does not receive any of this additional allocation.

39 The additional £211m funding allocated it total has resulted in shire county councils and southern unitary authorities receiving significant budget increases for both 2016/17 and 2017/18. The annual increases for a number of authorities are detailed below:

	£m
Surrey	11.9
Hampshire	9.4
North Yorkshire	9.2
Devon	8.3
Cumbria	5.2

40 In terms of Core Spending Power, the additional funding has also resulted in significant increases for these authorities. North Yorkshire as an example has received an increase to its Core Spending Power of 2.5%. If the Council had received the same 2.5% Core Spending Power increase, we would have received additional funding of £10m.

41 In terms of the calculation of the Council's Core Spending Power, the table below details the final settlement position published by the government for the period up to 2019/20. It is important to note that the government has assumed that all local authorities will utilise the flexibility to increase council tax annually by the additional 2% social care precept on top of an assumed average 1.75% council tax increase i.e. an assumption of a total 3.75% annual increase. The government has also forecast the impact of reducing the sum available nationally for New Homes Bonus (NHB).

Table 3 – Core Spending Power Analysis

	2015/16 Adjusted	2016/17	2017/18	2018/19	2019/20
	£m	£m	£m	£m	£m
Settlement Funding	219.2	193.6	174.8	164.2	153.8
Council Tax Requirement	174.1	178.0	182.8	187.9	193.4
2% Council Tax Social Care Precept Flexibility	0	3.5	7.3	11.3	15.7
Improved Better Care Fund	0	0	2.4	13.4	23.1
New Homes Bonus	8.7	10.5	10.5	6.6	6.3
TOTAL	402.0	385.6	377.8	383.4	392.3

Note – Government forecast reduction in Council Core Spending Power - **2.4%**

- 42 The forecast reduction in Core Spending Power over the next four years for the council is 2.4% compared to a national average reduction of 0.5%. This position is not truly reflective however and it is important to note the following in relation to the above:
- (i) The government has assumed a 3% average increase every year in Business Rate income and Top Up Grant.
 - (ii) The government is forecasting an additional 1% per annum increase in council tax base.
 - (iii) The New Homes Bonus reduced figures are estimates at this stage.
 - (iv) No account is taken of the £83m of base budget pressures faced by the Council over the next four years including an estimated £22.6m increase in contractor costs related to the introduction of the government's National Living Wage up to 2019/20.
- 43 The Council's reduction in Core Spending Power in 2016/17 will be the sixth year in which the Council has faced a higher reduction in Core Spending Power than the national average. Examples of the reduction in Core Spending Power in 2016/17 are detailed overleaf:

2016/17 Reduction in
Core Spending Power
%

England Average	2.3
Durham County Council	4.1
Newcastle	4.4
Sunderland	4.3
Surrey	1.0
Wokingham	0.4
North Yorkshire	0.3

44 The Government has also published details of Spending Power 'per dwelling' for all local authorities. Areas of deprivation naturally require and have always received relatively higher funding levels than more affluent areas. This higher level of funding in deprived areas is required for a range of reasons including:

- (i) In affluent areas, significant numbers of service users, especially in adult care, can afford to contribute to the cost of their service provision. This is especially the case for residential care and home care services for the elderly. In these circumstances, the budget required to provide services in deprived areas is much higher than in affluent areas.
- (ii) Similarly, demand for services such as Children's Social Care, in deprived areas is significantly higher than more affluent areas resulting in deprived areas requiring higher budgets.

45 Regardless of this, the Spending Power per dwelling data highlights how significantly the funding of an area such as Durham has declined over recent years. The table below highlights the 2016/17 Spending Power per dwelling for a range of local authorities. The England average excludes District Councils.

Table 4 – 2016/17 Core Spending Power per Dwelling

Area	Core Spending Power Per Dwelling
	£
England	1,838
Durham	1,608
Wokingham	1,723
Reading	1,780
Nottingham City	1,844
Surrey (including Districts)	1,955

46 Considering the levels of deprivation in County Durham, it is disappointing that the government's Spending Power per dwelling calculation for Durham is now less than the England average. Although the funding

settlement over the next four years is fairer than those experienced in recent years, the impact of previous years' significant funding reductions has resulted in a relative position for Durham which is neither proportionate nor fair. By way of a practical example; it is staggering to think that a relatively deprived area like Durham should have a lower Spending Power per dwelling compared to a more affluent area such as the county areas of Surrey which has a 20% higher spending power per dwelling than Durham. Bearing in the mind the difference in 'need' of the respective areas it would appear to be more logical if Durham had a 20% higher spending power than the Surrey county area rather than the other way around.

Consultation

- 47 The budget consultation for 2016/17 builds on the major MTFP consultation exercise carried out in 2013, which involved more than 4,000 people and provided a clear steer on which services should be prioritised for a standard, larger or smaller reduction for the period 2013 to 2017.
- 48 The 2016/17 consultation was carried out in two phases. Phase one concentrated on the service priorities identified in 2013 and whether they continued to be relevant as well as what more could be done to encourage greater involvement in the Durham Ask. The outcomes of phase one were reported in the December report. The key findings were:
- (i) The priorities identified in 2013 continue to be relevant, and
 - (ii) That the Council raise awareness of the Durham Ask and provide communities with clear information, support and timescales.
- 49 Key partners and the wider public participated in the second phase of the consultation which took place between 16 December 2015 and 12 January 2016. The consultation sought views on three key areas;
- (i) the council's approach to managing the reductions to date,
 - (ii) the specific proposals for 2016-17 as reported to Cabinet in December, and
 - (iii) the potential introduction of the adult social care precept.
- 50 In total, 139 people participated in twenty facilitated groups across three consultation events. They were asked to score on a scale of 1-10 (1 being poor and 10 being excellent) how the Council had managed the reductions to date and also to provide feedback on our approach. The average score across the twenty groups was 7.5. Discussions indicated broad agreement with the Council's approach, with all groups expressing that we had managed the process well. In particular positive comments were made about our innovative solutions, partnership working and asset transfer/Durham Ask. These areas are expanded in the table overleaf.

Table 5 – Consultation Feedback

Theme	Examples or comments
Innovative solutions (seven groups)	<ul style="list-style-type: none"> • Environment management such as flower meadows (seven groups) • Reduced library hours rather than closure (seven groups) • Waste disposal (four groups)
Partnership working (eight groups)	Increase partnership and inter agency working as it delivers results.
Improved consultation and engagement (six groups)	Groups commented on the visible increase in consultation, engagement and dialogue throughout the council budget process.
Asset transfer/ Durham Ask (eleven groups)	Durham Ask was felt to be a good idea and a well-managed approach. Groups stressed the need for continued support as well as allowing sufficient time for the process. Concern was raised about a growing reliance on volunteers.

51 Participants stated that they understood that the council needed to make difficult decisions (six groups). They generally felt the council is managing this approach well and that there have been no significant impacts to date (nine groups). However, there was recognition amongst the consultees that other people or communities might have felt greater impacts from the cuts.

52 It was also recognised that as reduction continue and frontline services are increasingly affected, impacts will be seen (ten groups). Some notable impacts include:

- (i) Increased fly tipping felt to be due to charges for bulky waste (seven groups)
- (i) Increased number of pot holes (five groups)
- (ii) Reduced street lighting (two groups).

53 Four groups suggested that impacts have been felt more significantly in rural areas, particularly regarding bus routes.

54 When the twenty groups where asked to consider the specific proposals for reductions in 2016/17, ten indicated support for the approach and the identified reductions and no groups disagreed.

55 Most groups (fifteen groups) stressed the need for ongoing consultation regarding specific reductions and requested that at each point more information should be provided.

- 56 The consultation strongly supported the need to continue the innovative approach, (eight groups), partnership/collaborative working (eight groups), and the protection of front line services (four groups) particularly those for vulnerable people (three groups) wherever possible. It was indicated that where possible we should continue to target reductions from back office and senior posts (thirteen groups).
- 57 The need to maximise income by introducing and increasing charges was stressed (nine groups) as well as continuing to attract inward investment including European markets and funding (three groups). Another suggestion was to identify further savings through the expansion of sharing and charging for services at a regional level such as IT or human resources (seven groups).
- 58 The use of reserves to meet savings targets was supported by seven groups whilst 1 group questioned the use of reserves for revenue as it could impact on interest received.
- 59 During the discussions, many of the groups (five groups) highlighted the need to consider council owned buildings and land, with the aim of reducing costs and bringing in income through sale. In particular:
- (i) Unoccupied buildings
 - (ii) Buildings which are expensive to run
 - (iii) Industrial and commercial units
- 60 Co-location of services with other organisations such as police, fire or community buildings was suggested by seven groups.

Other discussions included:

- (i) Concerns about the impact of reducing AAP Area Budgets (seven groups), whilst one group suggested that these budgets should be reduced further
- (ii) Six groups commented on the impact of savings in rural areas, some stressing that rural proofing should be applied in future savings.
- (iii) More innovative use of community assets such as community groups and centres (four groups)
- (iv) Focus provision of certain services and facilities on a smaller number of centres. Suggestions included:
 - a. AAPs (two groups)
 - b. Leisure centres (two groups)
 - c. Libraries (one group).
- (v) Reconsider reductions in funding to the voluntary and community sector and/or reduce the impact on the sector by considering other

options such as offering support, rent reductions or help with human resources (two groups).

- 61 In relation to the adult social care precept, eighteen groups indicated that they would support the introduction of the 2% precept. Two of these groups would have supported a 4% or higher precept if this were possible. One group disagreed with the introduction of an additional precept on the basis that it would not have significant impact in their view and one group could not reach an agreement.
- 62 When asked how the adult social care precept could be used, a range of responses was received, however the following areas were most frequently mentioned:
- (i) Services to keep older people in their own homes, including support for carers and families (twelve groups)
 - (ii) Services for those with Dementia/Alzheimer (five groups)
 - (iii) Services to enable efficient transition from hospital to home (five groups).
- 63 Other comments about the introduction of the adult social care precept focused on the need for efficiency, smarter working arrangements and effective links between NHS and council services.
- 64 In addition to being represented at the consultation events, key partners were invited to submit comments on the Council's budget proposals and to identify if any of the proposals would have a negative impact on their organisation's priorities and workload.
- 65 Three key partners, the police, fire service and the County Durham Association of Local Councils provided written responses on the council's overall approach to managing its budget. Their responses indicated a full appreciation of the position that the council is in and support the approach to the reductions to date. They specifically supported the continued protection of front line services for vulnerable people where possible. The responses supported continued collaboration, partnership working and on-going dialogue relating to the budget reductions in order to avoid duplication, minimise impact and maximise value for money.
- 66 In addition to the cross cutting responses, a small number of specific comments were received and these have been passed onto the relevant services for consideration as part of specific consultation.

Scrutiny Committee Feedback

- 67 Scrutiny members met on the 26 January 2016 to consider the December and January MTFP 6 reports. Full verbal feedback on the outcomes from this meeting will be presented by the Chair of the Overview and Scrutiny

Management Board at this Cabinet meeting. A summary of headline issues raised at the meeting is included below.

- 68 Overall, members of the Corporate Issues Overview and Scrutiny Committee were supportive of the extensive analysis and work undertaken on behalf of Cabinet in analysing the implications of the Government's spending review and the Local Government Finance Settlement. In particular, they wanted to thank officers for their hard work in interpreting and explaining the medium term financial outlook for the Council.
- 69 The Committee noted that whilst the provisional Revenue Support Grant and some details on specific grants had been received, there remained considerable uncertainty in terms of the final settlement and the figures for public health, Better Care Fund and New Homes Bonus. The Committee felt that this level of uncertainty at such a late stage in budget setting was unacceptable, and that the Council should continue to make representations to Central Government with regard to the timeliness of funding figures.
- 70 Turning to the likely level of the final settlement figure, members remained extremely concerned about the high level of savings required by local government and this Council over the next four years, but welcomed the new methodology adopted by Central Government which will mean a fairer approach to budget cuts, if followed through in the final settlement.
- 71 In terms of the individual savings proposals, two members of the committee had particular concerns in relation to the proposed Area Action Partnership savings which they suggested should be delayed, although this was not supported by the whole committee. In the future, members of the committee agreed that they would like to see greater detail in the savings proposals for consideration by scrutiny, and that this detail should be provided if possible at an earlier stage in the MTFP process.

Medium Term Financial Plan Strategy

- 72 The strategy the Council has deployed to date has been to seek savings from management, support services, efficiencies and, where possible, increased income from fees and charges to minimise the impact of reductions on frontline services as far as possible.
- 73 Throughout the period covered by the MTFP (1) 2011/12 through to MTFP (6) 2019/20, the cumulative savings required has risen from £123m to £258m. It is therefore clear that it will become increasingly difficult to protect frontline services going forward.
- 74 To date the Council has implemented the agreed strategy very effectively:-
- (i) £153.2m of savings will have been delivered by 31 March 2016.
 - (ii) Savings have been delivered on time and in some areas ahead of time. This is critically important, because slippage would mean

that the Council would have to deliver even higher savings over time.

- (iii) The number of employees earning over £40,000 since 2011 has reduced by 34% and has therefore significantly reduced management costs.
- (iv) Proportionately, more than three times as many manager posts have been removed than frontline staff.
- (v) Whilst income from fees and charges has been increased, this has not resulted in the Council having the highest levels of fees and charges in the region, which is important given the socio-economic make-up of the county.
- (vi) It was originally forecast in MTFP (6) that there would be a reduction in posts of 1,950 by the end of 2014/15 with the actual figure being broadly in line with this forecast. Looking ahead with the significant savings requirements over the next two years, the Council is expecting to see further reductions in the workforce. For 2016/17 the forecast is a further reduction of around 400 posts including the deletion of an anticipated 60 vacant posts.
- (vii) Following the abolition of the national Council Tax Benefit system in 2013 and despite government funding reductions for the Local Council Tax Reduction Scheme, the Council has been able to maintain a scheme that protects all working age households in line with the support they would have previously received under the Council Tax Benefit system. This is a significant achievement and the Council is one of small number of Councils that have been able to maintain this support at a time when working age households are suffering from continued impacts of the government's welfare reforms.
- (viii) The council has been able to protect those services prioritised by the public such as winter maintenance whilst also continuing to support a fully funded capital programme.

75 The benefits of delivering savings early if practical to do so, cannot be over emphasised. The generation of reserves in the form of cash limits has been essential in ensuring the smooth delivery of the savings targets and enabled a managed implementation of proposals across financial years.

76 In general, the Council has been quite accurate in forecasting the level of savings required, which has allowed the development of strong plans and to robustly manage the implementation and delivery on time, including extensive consultation and communication. This has put the Council in as strong a position as possible to meet the ongoing financial challenges across this medium term financial plan and beyond, where savings proposals are

becoming more complex and difficult to deliver and will inevitably require increased utilisation of reserves to offset any delays and 'smooth in' reductions across financial years.

77 The Council's existing MTFP strategy accords well with the priorities identified by the public. For example:-

- (i) **Protecting basic needs and support service for vulnerable people:** Although the scale of Government spending reductions is such that all MTFPs including MTFP (6) have identified unavoidable impact on vulnerable people, the Council works hard with partners to minimise this impact as far as possible. In MTFP (6), support has been continued to protect working age people on low incomes through the continuation of the existing Council Tax Reduction Scheme. Work with health partners continues to help ensure that health and social care funds are maximised and every proposal with the potential to impact on vulnerable people is subject to an assessment to identify likely impacts and mitigate these as far as possible.
- (ii) **Avoid waste and increase efficiency:** The Council has a good track record of delivering cashable efficiency savings since local government reorganisation. This includes rationalisation of Council buildings and IT systems as well as implementing significant changes such as the move to alternate weekly refuse collections. All employees have the ability to suggest ideas that could reduce waste and improve efficiency and several, value for money reviews have been successfully implemented. The Council benchmarks itself against other organisations in order to demonstrate value for money.
- (iii) **Work with the community:** The Council is a forerunner in asset transfer, having successfully transferred a number of leisure centres, a golf course, community buildings and children's centres to date. The Council has recognised the need for investment in resources to work with the community to achieve successful outcomes in this area and shares the public's view that there is scope to continue this in the future. The "Durham Ask" initiative is expected to result in the transfer of more Council assets to community groups so long as there is a business case supporting the sustainability of the transfer.
- (iv) **Fees and Charges:** The Council has addressed some of its financial challenges through increasing fees and charges. Such decisions are carefully considered and it is acknowledged that it is not appropriate to aim for the highest charges possible given the income levels of the majority of residents and service users in County Durham.

- 78 It is clear that austerity will continue over the four year period of this medium term financial plan. Where the savings targets were declining year on year from the huge reduction of £66m in 2011/12, the Council is likely to face two more years where the savings targets will be higher than those for 2015/16. Obviously, the fact that each year's reduction is on top of those of previous years is leading to a forecasted, cumulative total of £258m since 2011/12 up to 2019/20 and means that the Council continues to face a very considerable financial challenge to balance budgets whilst providing a good level of services.
- 79 In addition, Local Government generally is facing more uncertainty about future funding and absorbing more financial risks from Central Government.
- 80 Increased risk is arising from several sources:-
- (i) Under the Local Council Tax Reduction Scheme, previous national risk arising from any increased numbers of benefits claimants has been transferred to Local Authorities since 2013/14. The risk is greater for authorities like Durham that serve relatively more deprived areas and have relatively weaker economic performance than the national average.
 - (ii) Business Rates Retention was introduced in 2013/14 to incentivise local authorities to focus on economic regeneration by being able to retain 49% of business rates raised locally. Economic regeneration has always been the top priority for the Council. Unfortunately the practical consequences of these changes shifts risks once managed nationally to local authorities should there be a downturn in the local economy and local business rate yield reduces. In addition, the Council also now carries a share in the risk arising from successful rating appeals against the rateable value assigned to a business by the Valuation Office, part of HM Revenues and Customs which can go back many years and pre-date the introduction of Business Rates Retention.
 - (iii) The Chancellor of the Exchequer's 2015 Autumn Statement confirmed the government's aspiration that local authorities will be able to retain 100% of business rates collected locally by the end of this parliament. The transfer of 100% of business rates would result in local government as a whole receiving more income than would be required. On this basis, the government has confirmed that additional service responsibilities will be transferred to local government. Although the transfer of service responsibilities will be consulted upon, the government has indicated at this stage that they would favour transferring Public Health funding and Attendance Allowance payments (currently administered by the Department of Works and Pensions) into the Business Rate Retention Scheme. The transfer of Attendance

Allowance in particular is likely to result in local authorities facing a range of additional risks in terms of demand.

- (iv) The government's proposed Welfare Reform changes carry increased financial risk to the Council in areas such as the Benefits Service, homelessness and housing. Similarly, Council Tax may become more difficult to collect, creating increased financial pressure.
- (v) Normal risks such as future actual price and pay inflation beyond MTFP forecasts and demographic pressures also will still apply and are not currently recognised in government funding allocations, increasing the real terms cuts required to set a balanced budget.

81 Since clarity has been received in relation to RSG settlements up to 2019/20, there can be some confidence in the savings targets over the next four years. On that basis, detailed savings plans have been developed for 2016/17 and high level indicative savings plans for 2017/18, three of which would deliver additional savings in 2018/19 and 2019/20 if ultimately delivered.

82 Over the coming months work will continue on refining the plans for 2017/18 and developing additional savings plans and strategies for the period 2018/19 and 2019/20. The certainty in terms of RSG settlements in those years will be helpful in terms of financial planning, although delivery of the scale of savings that we need to in these years will be extremely challenging and cuts in front line services will be inevitable.

Revenue Budget for 2016/17

83 Regular updates on the development of the 2016/17 budget have been agreed by Cabinet since July 2015. These updates have provided detail upon the forecast resources available, budget pressures and the savings required to balance the budget. This report provides details on the final position.

Base Budget Pressures in 2016/17

84 Base budget pressures have been reviewed over the last year. Table 6 overleaf shows details of the final position on the 2016/17 Base Budget pressures.

Table 6 – 2016/17 Base Budget Pressures

Pressure	Amount
	£m
Pay Inflation	3.300
Price Inflation	2.500
Corporate Risk Contingency Budget	(3.000)
Employers Nat. Insurance increase – State Pension changes	4.500
Costs associated with the National Living Wage	4.000
Single Status implementation	4.537
Employer Pension Contributions	0.900
Employee Increments	2.581
Pension Fund Auto Enrolment	0.100
Climate Change Levy	0.200
Care Act Grant	1.100
Local Lead Flood Grant – transferred into RSG	0.047
CAS Demographic and Hyper Inflationary Pressures	1.000
Use of Earmarked Reserve in CAS	4.150
TOTAL PRESSURE	25.915

Additional Investment

- 85 Additional budget provision is required for price inflation, the cost of the forecast pay award, costs in relation to employer pension contributions and employee increments.
- 86 The introduction of a national living wage from April 2016 has resulted in the Council facing a forecast £4m budget pressure in 2016/17 due to likely increases in contract prices including adult social care contractors where salaries paid by care providers are often at or near to the national minimum wage.
- 87 The Council faces significant budget pressures in relation to the implementation by the government of the Single State Pension which results in an increase in employer national insurance contributions for the Council. Similarly the Council has been utilising earmarked reserves for a number of years to delay the impact of costs in relation to demographic pressures in adult services and costs relating to the implementation of single status in 2012. The ongoing costs in this regard have been introduced as base budget pressures.
- 88 The 2016/17 budget will allow the Council to continue to invest in infrastructure growth. Under normal circumstances an additional £2m of revenue would be provided in the budget to finance Prudential Borrowing to continue the support for new projects within the Capital Programme. High cash balances however have delayed the need for the Council to borrow to the levels forecast and Interest rates continue to be at historically low levels. On this basis, it is forecast that the current budget available for prudential borrowing will be able to absorb the costs associated with the capital bids detailed within this report without the need for additional revenue funding. A

key priority of the Capital Programme continues to be regeneration and job creation within the local economy.

Savings Methodology

- 89 To date, the Council has delivered the savings required on schedule where each of the years 2011/12 to 2015/16 annual savings targets have been achieved totalling £153.2m.
- 90 The savings target for 2016/17 is £36.955m. Public Health expenditure is forecast to be reduced by £4.3m in line with the government reduction in the Public Health specific grant. In addition £1.622m of the BSR will be utilised to delay the impact of savings upon front line services as well as the £2.617m 2015/16 collection fund surplus. Savings required to realise the remaining £28.286m of savings are detailed in Appendix 4 apportioned across each Service Grouping along with 'Corporate' savings.
- 91 Based upon the four year settlement provided by the government, the Council has also developed high level indicative savings plans for 2017/18 which are also detailed in Appendix 4. Over the coming months the Council will develop savings plans for 2018/19 and 2019/20 and these will be reported to Cabinet during the development of MTFP (7).
- 92 The revised forecast of savings up to 2019/20 are detailed below.

Table 7 – Total Savings 2011/12 to 2019/20

Period	Savings
	£m
2011/12 to 2015/16	153.2
2016/17 to 2019/20	104.3
TOTAL	257.5

2016/17 Net Budget Requirement and Council Tax

- 93 After taking into account base budget pressures and additional investment, the Council's recommended Net Budget Requirement for 2016/17 is £401.515m. The financing of the Net Budget Requirement is detailed overleaf:

Table 8 – Financing of the 2016/17 Budget

Funding Stream	Amount
	£m
Revenue Support Grant	77.140
Business Rates	54.841
Business Rates – Top Up Grant	60.996
Collection Fund Surplus	2.617
Council Tax	185.798
New Homes Bonus	10.182
New Homes Bonus Reimbursement	0.267
Education Services Grant	5.407
Section 31 – Small Business Rate Relief	2.432
Section 31 – Empty Property and Retail Relief	0.160
Section 31 – Settlement Funding Adjustment	1.675
TOTAL	401.515

- 94 The Gross and Net Expenditure Budgets for 2016/17 for each Service Grouping are detailed in Appendix 5. A summary of the 2016/17 budget by service expenditure type, based upon the CIPFA classification of costs is detailed in Appendix 6.
- 95 The government has confirmed that the Council Tax Referendum Limit for 2016/17 remains at 2%. In addition the government has also announced that local authorities which provide adult social care services also have the flexibility to increase council tax by a further 2% through an adult social care precept. A 3.99% council tax increase would generate additional income of £7.1m in 2016/17 which will enable the Council to protect front line services whilst also covering significant base budget pressures such as the additional costs associated with the introduction of the national living wage.
- 96 The 2016/17 council tax base which is the figure utilised to calculate council tax income forecasts, was approved by Cabinet on 18 November 2015 as 133,892.4 Band D equivalent properties. Based upon the Council's track record in collecting council tax from council tax payers, the tax base for council tax setting and income generation processes will continue to be based upon a 98.5% collection rate in the long run.

Recommendations

- 97 **It is recommended that Members:-**
- i. Approve the identified base budget pressures included in paragraph 84.**
 - ii. Approve the investments detailed in the report.**
 - iii. Approve the 2016/17 savings plans detailed in Appendix 4.**
 - iv. Approve a 3.99% increase in Council Tax.**

v. **Approve the Net Budget Requirement of £401.515m.**

How the Medium Term Financial Plan (MTFP (6)) – 2016/17 to 2019/20 has been developed.

98 The following assumptions have been utilised in developing the MTFP (6) budget model which is set out in Appendix 7.

- (i) Government grant reductions for the MTFP period have been developed utilising information from the Local Government Finance Settlement. The published RSG reductions over the next three years are detailed below. By 2019/20 the RSG received by the Council will have reduced to an estimated £27.6m.

Table 9 – MTFP (6) RSG Reductions

Year	Funding Reduction
	£m
2017/18	(21.140)
2018/19	(14.140)
2019/20	(14.240)

- (ii) The government has announced significant reductions of circa 15% in Public Health grant over the next four years. At this stage it is expected that the forecast £4.3m reduction in 2016/17 will be realised through reductions in Public Health expenditure. In later years however the reduction will increase the overall Council savings target. The ability to achieve savings in Public Health from 2017/18 will therefore be considered alongside all other Council priority services.
- (iii) The Government has announced a consultation process relating to the revision of the New Homes Bonus (NHB) scheme. The key aim in this respect is to reduce the national sum allocated to NHB in 2016/17 of £1.4bn to at least £600m by 2019/20. The sum saved through this adjustment will contribute to an increase in the BCF which is covered later in this report. The Council presently receives £10.2m from the NHB and it is likely that this will significantly reduce over the next four years. It is not possible to accurately predict the reduction in NHB as the consultation process, which runs until March 2016, includes a wide range of options. To be prudent at this stage the Council is forecasting an annual reduction of £2m in NHB in the three years 2017/18 to 2019/20.
- (iv) The Council is also forecasting that there will be continued reductions in both the Education Services Grant (ESG) and the Benefit Administration grants. In the Autumn Statement the Chancellor of the Exchequer announced that there would be a review of all statutory

duties carried out by local authorities in relation to Education. The ESG reimburses the Council for carrying out such duties and it is expected that this funding stream will reduce significantly. To be prudent at this stage it is forecast that these two grants will reduce in each year between 2017/18 and 2019/20 by a total of £1.4m.

- (v) The additional BCF allocations detailed in Table 3 have also been built into the MTFP. The additional allocation begins with a £2.4m in 2017/18 increasing to £23.1m in 2019/20 It is not clear at this stage if there are any specific grant conditions in relation to this funding stream or whether there may be specific expenditure commitments. It is felt prudent however to include these sums in our financial planning at this stage.
- (vi) Forecast pay and price inflation levels have taken into account the likely restraint on public sector pay and the current and forecast levels of price inflation. The assumptions built into MTFP (6) are detailed in the table below:-

Table 10 – Pay and Price Inflation Assumptions

Year	Pay Inflation	Price Inflation
	%	%
2017/18	1.5	1.5
2018/19	1.5	1.5
2019/20	1.5	1.5

- (vii) Forecasts have also been included in relation to the impact of the National Living Wage over and above the 1.5% inflation allowance. Over the period 2017/18 to 2019/20 the Council expects to receive requests from a broader range of contractors requesting price increases due to the impact of the National Living Wage. Over this period there will also be an increasing pressure on the Council's salary budget. The annual budget pressure is forecast to be between £6m and £6.6m for the period 2017/18 to 2019/20.
- (viii) The triennial review of the pension fund will also take place during 2016. The instability in the UK stock market, poor bond returns and problems in emerging markets are expected to all impact upon the value of the pension fund. It is also forecast that local government pension funds may become partly responsible for annual pension increases which are currently the responsibility of government. Having taken all of these things into account a £5m budget pressure has been included for 2017/18 to reflect the forecast increase required in employer pension fund contributions for the Council.
- (ix) Continuing forecast budget pressures in relation to Concessionary Fares, Energy Prices and CAS Demographics and Hyper Inflation whilst also introducing a £1.2m pressure in 2017/18 in relation to the apprentice levy which in reality is a tax on large organisations.

- (x) Continuing the need to support the capital programme.
- (xi) It is assumed that the Council will continue to utilise the flexibility to increase Council tax by the additional 2% social care precept over the referendum limit. On this basis it is forecast that annual Council Tax increases will be 3.99% across the MTFP (6) period.

99 High level indicative savings planned are included at Appendix 4 in relation to 2017/18, three of which would deliver additional savings in 2018/19 and 2019/20 if ultimately delivered. At this stage it is forecast that £11.8m of the BSR will be utilised in 2017/18 to delay the impact of savings upon front line services. Additional savings plans however will need to be developed to achieve the following residual savings targets for 2018/19 and 2019/20.

Table 11 – Savings to be Identified

Year	Savings Target
	£m
2018/19	24.765
2019/20	14.945

100 It is forecast that £13.5m of the £30m BSR will be utilised to support the MTFP in 2016/17 and 2017/18. The residual balance of £16.5m will be available to support the budget in later years.

101 The MTFP (6) forecasted budget model is attached at Appendix 7.

Financial Reserves

102 Reserves are held:-

- (i) As a working balance to help cushion the impact of any uneven cash flows and avoid unnecessary temporary borrowing – this forms part of the General Reserves.
- (ii) As a contingency to cushion the impact of any unexpected events or emergencies e.g. flooding and other exceptional winter weather – this also forms part of General Reserves.
- (iii) As a means of building up funds, 'earmarked' reserves to meet known or predicted future liabilities.

103 The Council's current reserves policy is to:-

- (i) Set aside sufficient sums in Earmarked Reserves as is considered prudent. The Corporate Director Resources should continue to be authorised to establish such reserves as required, to review them for both adequacy and purpose on a regular basis and then reporting to the Cabinet Portfolio Member for Finance and to Cabinet.

- (ii) Aim to maintain General Reserves in the medium term of between 5% and 7.5% of the Net Budget Requirement which in cash terms equates to up to £30m.
- 104 Each earmarked reserve, with the exception of the Schools' reserve, is kept under review and formally reviewed on an annual basis. The Schools' reserve is the responsibility of individual schools with balances at the year end which make up the total reserve.
- 105 A Local Authority Accounting Panel Bulletin published in November 2008 (LAAP77) makes a number of recommendations relating to the determination and the adequacy of Local Authority Reserves. The guidance contained in the Bulletin "represents good financial management and should be followed as a matter of course".
- 106 This bulletin highlights a range of factors, in addition to cash flow requirements that Councils should consider. These include the treatment of inflation, the treatment of demand led pressures, efficiency savings, partnerships and the general financial climate, including the impact on investment income. The bulletin also refers to reserves being deployed to fund recurring expenditure and indicates that this is not a long-term option. If Members were to choose to use General Reserves as part of this budget process appropriate action would need to be factored into the MTFP to ensure that this is addressed over time so that the base budget is not reliant on a continued contribution from General Reserves.
- 107 The forecast balance on all reserves is reported to Cabinet every quarter as part of the Forecast of Outturn reports and Cabinet received the latest report on 18 November 2015. A range of reserves are being utilised to support MTFP (6). Details are as follows:-
- (i) **MTFP Redundancy and ER/VR Reserve** – this reserve was originally created in 2010 with a balance of £26.9m. The reserve was replenished during 2013/14 when a further £15m was contributed to the reserve and was replenished again in 2015/16 when a further £10m was contributed. At the end of 2015/16 it is presently forecast that the balance on the reserve will be £16.2m i.e. a sum of £35.7m will have been expended over the 2011/12 to 2015/16 period in support of the MTFP. Having this reserve in place will be a major factor in managing the savings realisation process effectively across the MTFP (6) period. This reserve will continue to be closely monitored.
 - (ii) **Budget Support Reserve** - It is forecast that £1.6m of the £30m BSR will be utilised to support the MTFP in 2016/17 and £11.8m in 2017/18. The residual balance of £16.5m will be available to support the budget in later years
 - (iii) **Cash Limit Reserves** – Service Groupings continue to utilise

Cash Limit Reserves to enable re-profiling of when MTFP savings are realised. A sum of £0.210m is to be utilised in 2016/17.

- 108 Between the period 2011/12 to 2016/17 it is forecast that circa £70m of reserves, including the BSR, will have been utilised to support the MTFP. It is recommended at this stage that the current Reserve Policy of maintaining the General Reserve of between 5% and 7.5% of the Net Budget Requirement is retained. This will result in a General Reserve range of up to £30m.
- 109 A balanced MTFP model has been developed after taking into account the assumptions detailed in this report. The MTFP model is summarised below.

Table 12 – MTFP (6) Model Summary

	2016/17	2017/18	2018/19	2019/20	Total
	£m	£m	£m	£m	£m
Reduction in Resource Base	10.900	13.391	(2.270)	(1.037)	20.984
Budget Pressures	25.915	23.450	17.050	16.900	83.315
Savings Required	36.815	36.841	14.780	15.863	104.299

Recommendations

- 110 It is recommended that Members:-
- (i) Agree the forecast 2016/17 to 2019/20 MTFP (6) financial position.
 - (ii) Set aside sufficient sums in Earmarked Reserves as is considered prudent. The Corporate Director Resources should continue to be authorised to establish such reserves as required to review them for both adequacy and purpose on a regular basis reporting appropriately to the Cabinet Portfolio Member for Finance and to Cabinet.
 - (iii) Aim to maintain General Reserve in the medium term between 5% and 7.5% of the Net Budget Requirement which in cash terms is up to £30m.

Capital Budget 2015/16 to 2018/19

- 111 The revised 2015/16 to 2018/19 capital budget was approved by Cabinet on 18 November 2015. The table overleaf details the latest revised capital budget for the period 2015/16 to 2018/19 including the revisions approved by Cabinet whilst also providing details of the financing. Further details of the current Capital Programme can be found at Appendix 8.

Table 13 – Current Capital Budget 2015/16 to 2018/19

Service Grouping	2015/16	2016/17	2017/18	2018/19	Total
	£m	£m	£m	£m	£m
ACE	3.991	3.307	0.144	0	7.442
CAS	40.683	21.962	0.742	0	63.387
Neighbourhoods	40.903	35.222	4.449	4.150	84.724
RED	34.543	61.077	9.784	0	105.404
Resources	11.616	9.026	0	0	20.642
TOTAL	131.736	130.594	15.119	4.150	281.599
Financed by					
Grants and Contributions	52.318	38.960	0.467	0	91.745
Revenue and Reserves	13.167	0.072	0	0	13.239
Capital Receipts	16.631	15.883	7.897	0	40.411
Borrowing	49.620	75.679	6.755	4.150	136.204
TOTAL	131.736	130.594	15.119	4.150	281.599

Capital Considerations in the MTFP (6) Process

112 Service Groupings developed capital bid submissions during the summer 2015 alongside the development of revenue MTFP (6) proposals. The Capital Member Officer Working Group (MOWG) had considered the Capital bid submissions taking the following into account:-

- (i) Service Grouping assessment of priority.
- (ii) Affordability based upon the availability of capital financing. This process takes into account the impact of borrowing upon the revenue budget.
- (iii) Whether schemes could be self-financing i.e. capital investment would generate either revenue savings or additional income to repay the borrowing costs to fund the schemes.

113 Whilst considering Capital bid proposals, MOWG have continued to recognise the benefits of committing to a longer term capital programme to aid effective planning and programming of investment. At the same time MOWG also recognised the need for caution in committing the Council to high levels of prudential borrowing at this stage for future years.

Available Capital Financing – Capital Grants

114 The following 2016/17 capital grants allocations were assumed when MTFP (5) was approved at County Council on 25 February 2015.

Table 14 – 2016/17 Capital Grants Assumed in MTFP (5)

Grant	Amount
	£m
LTP – Highways Maintenance	11.886
LTP – Integrated Transport	2.789
School Capitalised Maintenance	5.635
Disabled Facilities	2.970
General Social Care	1.572
TOTAL	24.852

115 Specific capital programmes were included in MTFP (5) financed from these assumed allocations. The majority of allocations have now been confirmed with the following impact:-

- (i) **Local Transport Plan (LTP) - Highways Maintenance - £10.897m**
In 2015/16 the Government has top sliced Local Authorities LTP Highways Maintenance allocation to form an Incentive Fund and Challenge Fund. This resulted in a significant reduction in the forecast grant allocation. The 2016/17 allocation of £10.897m is £0.989m less than originally forecast and the budget was revised and approved by Cabinet in November 2015.
- (ii) **LTP – Integrated Transport £2.789m**
The government confirmed the 2016/17 allocation as part of the 2015/16 local government finance settlement.
- (iii) **Schools Capitalised Maintenance/Basic Need - £xxxm**
At this stage the allocations for 2016/17 and 2017/18 are yet to be received. At this stage the budget assumes the 2015/16 allocation of £5.635m is continued in 2016/17 and 2017/18. The budget will be adjusted once the actual settlement is received.

116 The table overleaf provides details of additional 2016/17 capital grant allocations, along with the indicative allocation for 2017/18 included in plans. It should be noted that funding for 'Disabled Facilities' and 'General Social Care' are financed from the Better Care Fund. If the actual allocations for 2017/18 vary from the forecast then the capital budget may need to be adjusted accordingly.

Table 15 – Capital Grants Utilised in Support of the MTFP (6) Capital Programme

Capital Grant	2016/17	2017/18
	£m	£m
Disabled Facilities		
General Social Care		
LTP - Highways	10.897	10.567
LTP – Integrated Transport	2.789	2.689
School Maintenance	5.635	5.635
Devolved Schools Capital		
Total		

Capital Receipt Forecast

- 117 In the majority of cases, capital receipts received are utilised to support the overall Council capital programme. Capital receipts are generated from asset sales and from VAT shelter arrangements in relation to previous Council housing stock transfers within the former district Councils. Normally Registered Social Landlords cannot recover VAT. The VAT shelter agreed with Revenues and Customs (HMRC) allows recovery normally over a 15 year period. The benefit of this is shared between the Council and the landlord. Asset sales in the main relate to land sales which are generated from the Council's three year Asset Disposal Programme.
- 118 In a small number of circumstances, primarily in relation to former schools sites, capital receipts via land sales are ring fenced to particular schemes. In other cases estimated capital receipts have been offset by selective demolition of redundant buildings on sites declared surplus and being marketed for sale, in recent years this has been restricted to school sites and surplus office accommodation.
- 119 In the Autumn Statement the Chancellor of the Exchequer announced that local authorities would be given flexibility under certain circumstances to utilise capital receipts to finance one off revenue costs associated with service transformation and reform. Additional details were included in the local government finance settlement in this regard.
- 120 The government has identified that revenue expenditure would qualify to be financed from capital receipts in the following circumstances:-
- (i) Qualifying expenditure is expenditure on any project designed to generate ongoing revenue savings in the delivery of public services and/or transform service delivery to reduce costs or to improve the quality of service delivery in future years.
 - (ii) The key criteria to use when deciding whether expenditure can be funded by the capital receipts flexibility is that it is forecast to generate ongoing savings to an authority's, or several authorities', and/or to another public sector body's net current expenditure.

- (iii) Within this definition, it is for individual local authorities to decide whether or not a project qualifies for the flexibility.
 - (iv) The Secretary of State believes that individual local authorities or groups of authorities are best placed to decide which projects will be most effective for their areas.
 - (v) Set up and implementation costs of any new processes or arrangements can be counted as qualifying expenditure. However, the ongoing revenue costs of the new processes or arrangements cannot be classified as qualifying expenditure.
- 121 The government believes that it is important that individual authorities demonstrate the highest standard of accountability and transparency. The draft guidance recommends that each authority should prepare a strategy that includes separate disclosure of the individual projects that will be funded or part funded through capital receipts flexibility and that the strategy is approved by full Council or the equivalent. This strategy can be included as part of the annual budget documentation and approved by full Council or the equivalent at the same time as the annual budget.
- 122 At this stage it is not considered that there are a large range of opportunities for the Council to utilise this new flexibility. Careful consideration also needs to be given to the other options of funding such expenditure as identified above e.g. from contingencies or from reserves. Notwithstanding this it is recognised that it would not be unreasonable for the Council to consider utilising this new flexibility to finance severance costs associated with the MTFP process.
- 123 On that basis to ensure that the Council has this option available it will be recommended that as part of the Council's overall approach to efficiency that it is noted at this stage that capital receipts could be utilised to finance severance costs.
- 124 If this option is taken up there will be a natural impact upon the financing of the capital programme. In former years the Council has set a target of £10m of capital receipts income to support the capital programme. A target of £10m is in place for 2016/17 which was included in MTFP (5). It is also recommended at this stage that a £10m sum is included in the 2017/18 capital financing budget.
- 125 If a decision is made and agreed by Cabinet in the future to utilise capital receipts to finance severance costs then the impact upon the capital financing budget will need to be considered
- 126 During 2016/17 there may be other opportunities that manifest for the Council to utilise this new capital receipts flexibility to finance service transformation and reform one off costs. If there is a business case in this regard Cabinet

approval will be sought and the case in question included in a formal Efficiency Strategy.

Prudential Borrowing

- 127 In previous years an additional £2m of revenue was provided in the budget to finance Prudential Borrowing to continue the support for new projects within the Capital Programme. High cash balances however have delayed the need for the Council to borrow to the levels and forecast and Interest rates continue to be at historically low levels. On that basis it is forecast that the current budget available for prudential borrowing will be able to absorb the costs associated with the capital bids detailed within this report. A proportion of this budget is being utilised to support the leasing costs of replacement vehicles and plant.

Approval of Additional Capital Schemes

- 128 A comprehensive 2016/17 capital programme was approved as part of MTFP (5) in line with the Council policy of developing a two year rolling capital programme. The need to continue to invest in capital infrastructure is seen as an essential means of maintaining and regenerating the local economy whilst supporting job creation. Additional investment will maintain and improve infrastructure across the County, help retain existing jobs, create new jobs and ensure the performance of key Council services are maintained and improved.
- 129 After considering all factors, including the availability of capital finance, MOWG have recommended that the following additional value of schemes be approved for inclusion in the MTFP (6) capital programme. Full details of the additional schemes can be found in Appendix 9.

Table 16 – Additional Capital Schemes for 2016/17 and 2017/18

Service Grouping	2016/17	2017/18
	£m	£m
ACE	0	2.100
CAS	0	5.635
Neighbourhoods	1.289	20.581
RED	1.600	16.809
Resources	0	3.424
Total	2.889	48.549

- 130 The new schemes detailed in Appendix 9 will ensure that the Council continues to invest in priority projects and essential maintenance programmes. Examples of additional investments are detailed overleaf:-
- (i) **Highways Maintenance (2017/18 - £15.567m)** In line with previous years, a sum in addition to the LTP grant will be invested into highways maintenance. The sum of £5m will be especially important in light of the Government top slicing of LTP grant nationally.

- (ii) **Unadopted Highway Maintenance (2017/18 - £1m)** This funding will enable Council owned unadopted highway to be made up to adoptable standards on a priority basis and then maintained as adopted highway. The unadopted highways are often in a very poor state of repair and are a danger to the public and a risk for the Council in relation to insurance claims.
- (iii) **Flood Prevention (2017/18 - £1.050m)** Flooding incidents continue to have a significant impact upon the public. The additional budget allocation will enable investment in prioritised flood prevention schemes.
- (iv) **A19/A189 Sheraton Junction (2017/18 - £1.8m)** Investment will enable the signalisation of this dangerous junction which had seen a number of accidents and fatalities in recent years.
- (iv) **Town Centre Master Plans (2017/18 - £1.0m)** This budget will enable continued investment to continue delivery of action plans within the Cabinet approved Town Centre Masterplans.

131 After taking into account the adjustments detailed in this report, and the additional schemes the revised capital budget and its financing will be as follows:-

Table 17 – New MTFP (6) Capital Programme

Service Grouping	2015/16	2016/17	2017/18	2018/19	Total
	£m	£m	£m	£m	£m
ACE	3.991	3.307	2.244	0	9.542
CAS	40.683	21.962	6.377	0	69.022
Neighbourhoods	40.903	36.511	25.030	4.150	106.594
RED	34.543	62.677	26.593	0	123.813
Resources	11.616	9.026	3.424	0	24.066
TOTAL	131.736	133.483	63.668	4.150	333.037
Financed by					
Grants and Contributions	52.318	38.960	23.828	0	115.106
Revenue and Reserves	13.167	0.072	0	0	13.239
Capital Receipts	16.631	15.883	17.897	0	50.411
Borrowing	49.620	78.568	21.943	4.150	154.281
TOTAL	131.736	133.483	63.668	4.150	333.037

Recommendation

132 It is recommended that Members:-

- (i) **Note the impact upon the 2016/17 capital budget relating to the reduction in the Highways LTP grant**

- (ii) **Approve the revised 2015/16 Capital Budget of £131.736m and the 2016/17 capital budget of £133.483m.**
- (iii) **Approve the additional capital schemes detailed at Appendix 9. These schemes will be financed from the additional capital grants, from capital receipts and prudential borrowing.**
- (iv) **Note the option for the Council to utilise capital receipts to finance severance costs utilising the new flexibilities in this regard. The utilisation of such flexibility will require the approval of Cabinet**
- (v) **Approve the MTFP (6) Capital Budget of £333.0738m for 2015/16 to 2018/19 detailed in Table 17.**

2016/17 Savings Proposals

Assistant Chief Executive

- 133 To date spending reductions of just over £4m have been achieved over the course of MTFP (1) – (5). In 2016/17 a further £0.8m is required and in 2017/18 £1m bringing the total amount of savings since 2011 to nearly £6m.
- 134 The service grouping continues to identify opportunities to work more efficiently whilst providing support to the Council through a period of ongoing and considerable change as well as meeting increasing service demands arising for example from welfare reforms, co-ordinating our approach to migration, information management and freedom of information requests.
- 135 Since 2011 much of the service grouping's savings have been realised through reduction of management and support services. For 2016/17, whilst further savings will come from these areas including the reduced salary for the new Chief Executive, we are proposing further reductions to AAP budgets of £20,000 to reduce allocations to £100,000 for each AAP and grants to community groups including Durham Community Action and Gay Advice in Durham and Darlington.
- 136 To mitigate these reductions we will be seeking to maximise other funding that is available to continue to support the priorities identified through the AAPs and those groups affected by the reduction in grants. A further allocation of £10,000 per AAP has been committed for 2016/17 to allow AAPs to implement or continue schemes to help tackle the impact of Welfare Reforms and anti-poverty actions in their area.
- 137 Even with these reductions these service areas have still had a lower percentage reduction than the overall reduction for the service grouping and the Council as a whole which is in line with the feedback received through the several public consultations undertaken on the MTFP.

- 138 For 2017/18 a full review of the service grouping is proposed in order to identify the savings required. All service areas will be considered including front line areas such as AAPs.

Children and Adults Services

- 139 Spending reductions of over £71m have been achieved over the course of MTFP (1) – (5). In 2016/17 additional savings of £17.3m are required together with £20.0m of savings in 2017/18, which will bring the total savings requirement since 2011 up to circa £108m.
- 140 The service continues to be faced with a significant amount of change both internally and externally including the continuing demographic pressures arising from an ageing population with increasingly complex needs and support requirements, ongoing NHS changes, social care reforms and changes in funding for schools and inspection frameworks.
- 141 In 2016/17 efficiency savings will be made through a restructure of Adult Care Services to meet the requirements of the Care Act, the delivery of the Looked after Children Reduction Strategy reducing the need for residential care, further improvements to the commissioning of services including transport, reviewing the fostering service and reviewing support services.
- 142 In addition, the service will be seeking to increase the income received across a number of areas including secure services welfare and step down beds, selling surplus adoptive or foster care places, through the provision of learning and skills to young people and a review of the adult social care charging policy.
- 143 Some of the 2016/17 proposals that affect frontline services are savings arising from policy changes made in previous years, such as changes to day care provision, plus the continued focus on a consistent and effective use of the existing eligibility criteria. A major transformation programme is currently underway in the Children's Service to reduce the cost and incidence of children being looked after and taken into care.
- 144 In 2017/18 savings proposals being considered include building on the improvements already made to commissioning by developing a more integrated approach, further savings from efficiencies in the provision of children's care and continued savings from the consistent application of eligibility criteria for social care services to adults. A review of the in-house County Durham Care and Support is also being considered for 2017/18.
- 145 Whilst it is clear that savings proposals in this area affect vulnerable people, all efforts continue to be made to minimise the impact as far as possible in line with the views expressed by the public. This involves reviewing and changing operating models and working practices alongside the development of opportunities to work in a more integrated way with external partners.

Neighbourhood Services

- 146 Spending reductions of £25.3m have been achieved over the course of MTFP (1) - (5) with a further £3.5m required in 2016/17 and £2.9m in 2017/18. Since 2011 the total amount saved by 2017/18 will be £31.7m.
- 147 Throughout the previous MTFPs, Neighbourhood Services has focused on delivering its savings through more efficient delivery of services and whilst it is continuing to focus on this strategy it is becoming increasingly difficult to avoid changes to front line services that will not result in some impact in local communities.
- 148 Areas where further efficiency reviews will be carried out in 2016/17 include Fleet Management, Technical Services and Environmental Health. In addition there are further savings associated with rationalising office accommodation and from recycling credits paid to third parties.
- 149 Proposals for 2016/17 also affect both Leisure Centres and Libraries but the changes proposed will ensure there are no closures of any facilities. The Council is continuing to promote the Durham Ask to explore the potential for services such as Libraries to continue to be provided through the involvement of local organisations and groups, securing their long term future.
- 150 Areas where there will be changes in services currently offered include relocating the DLI collection, changes to the collection of refuse and recycling, a review of street wardens and reviewing customer services. However all of these proposals relate to changes in how the service is delivered rather than removing the service, for example whilst the number of street wardens is going to reduce the service will continue to be provided seven days a week.
- 151 For 2017/18 areas being considered include further efficiency reviews and additional savings from the street lighting energy reduction programme.

Regeneration and Economic Development

- 152 Spending reductions of £20.4m have been achieved over the course of MTFP (1) – (5). In 2016/17 additional savings of £1.1m are required together with £2.2m in 2017/18 resulting in a total reduction since 2011 of £23.7m.
- 153 During 2015 the in-house housing provider Durham City Homes together with the two ALMOs Dale and Valley Homes and East Durham Homes were transferred to a new social housing company County Durham Housing. This afforded further opportunities to deliver efficiencies within the existing RED structure. In addition, contract and price renegotiations with transport providers have provided further reductions in costs.
- 154 This, together with further staffing reductions through vacancy management and restructuring activity alongside a further reduction in supplies and services will provide the majority of savings for both 2016/17 and 2017/18.

- 155 However, some front line service areas will be affected for example the Care Connect team who provide a 24 hour service for vulnerable residents. Whilst the emergency on call service provision will still be provided the costs and nature of the service is being reviewed and will need to change.
- 156 Consultations held previously have consistently identified job prospects as a priority and whilst there has been a significant reduction in the Government funding available for this activity, the service grouping continues to support this area as far as possible by working with a range of interested parties. In 2015 a number of successful capital schemes were established to delivery employment growth. The service works in conjunction with others including the AAPs to support local residents into employment and training.

Resources

- 157 In line with the views of the public the Council has consistently prioritised higher savings targets from Resources, which has resulted in savings since 2011 of £11.8m. In 2016/17 a further £1.5m reduction is required together with £3.2m in 2017/18. This will mean from 2011 to 2017 reductions totalling £16.5m will have been made.
- 158 The service grouping are also managing a range of additional savings for 2016/17 from corporate areas and changes in financial policies including a review of business support functions, additional dividends and reductions in fees and charges. These proposals will deliver a further £4.0m of savings for MTFP (6).
- 159 All areas of the service grouping will be undergoing further reviews and restructuring during 2016/17 and 2017/18 in order to deliver the savings required in these areas.
- 160 In addition in 2017/18 it is proposed that the front facing revenues and benefits service be reviewed to identify efficiency savings. This will coincide with planned savings in Customer Services in Neighbourhoods. Impact on customers in terms of benefit processing times, invoice payment performance and recovery rates will be carefully balanced and mitigated as far as possible and the service will work closely with colleagues in Customer Services on these changes.

Recommendation

- 161 **It is recommended that Members:-**
- (i) **Note the approach taken by Service Groupings to achieve and deliver the required savings.**

Equality Impact Assessment of the Medium Term Financial Plan

- 162 Consideration of equality analysis and impacts is an essential element that members must consider in approving the savings plans at Appendix 4. This section updates members on the outcomes of the equality impact assessment of the MTFP (6) to date, and summarises the potential cumulative impact of the 2016/17 proposals.
- 163 Equality impact assessments are an essential part of decision-making, building them into the MTFP process supports decisions which are both fair and lawful. The aim of the assessments is to:
- (i) Identify any disproportionate impact on service users or staff based on the protected characteristics of age, gender (including pregnancy/maternity and transgender), disability, race, religion or belief and sexual orientation.
 - (ii) Identify any mitigating actions which can be taken to reduce negative impact where possible.
 - (iii) Ensure that we avoid unlawful discrimination as a result of MTFP decisions.
- 164 The Council is subject to the legal responsibilities of the Equality Act 2010 which, amongst other things, make discrimination unlawful in relation to the protected characteristics listed above and require us to make reasonable adjustments for disabled people. In addition, as a public authority, we are subject to legal equality duties in relation to the protected characteristics.
- 165 The public sector equality duties require us to:-
- (i) Eliminate unlawful discrimination, harassment and victimisation.
 - (ii) Advance equality of opportunity.
 - (iii) Foster good relations between those who share a protected characteristic and those who do not.
- 166 The Equality and Human Rights Commission (EHRC) issued 'Using the equality duties to make fair financial decisions: a guide for decision makers' in September 2010. The guidance states that "equality duties do not prevent you from making difficult decisions such as reorganisations and relocations, redundancies and service reductions nor do they stop you making decisions which may affect one group more than another. What the equality duties do is enable you to demonstrate that you are making financial decisions in a fair, transparent and accountable way, considering the needs and the rights of different members of your community."

- 167 A number of successful judicial reviews have reinforced the need for robust consideration of the public sector equality duties and the impact on protected characteristics in the decision making process. Members must take full account of the duties and accompanying evidence when considering the MTFP proposals.
- 168 In terms of the ongoing programme of budget decisions the Council has taken steps to ensure that impact assessments:
- (i) Are built in at the formative stages so that they form an integral part of developing proposals with sufficient time for completion ahead of decision-making.
 - (ii) Are based on relevant evidence, including consultation where appropriate, to provide a robust assessment.
 - (iii) Objectively consider any negative impacts and alternatives or mitigating actions so that they support fair and lawful decision making.
 - (iv) Are closely linked to the wider MTFP decision-making process.
 - (v) Build on previous assessments to provide an ongoing picture of cumulative impact.
- 169 The process for identifying and completing impact assessments in relation to the MTFP is consistent with previous years. Services, with support from corporate equalities, were asked to consider all proposals to identify the level of assessment required – either 'screening' or 'full' depending on the extent of impact and the deadline for the final decision.
- 170 Where proposals are subject to further consultation and further decisions, the relevant impact assessments will be updated as further information becomes available. Final assessments will be considered in the decision making process.

Impact Assessments for 2016/17 Savings Proposals

- 171 A total of 35 assessments are available for Members to inform decisions on individual proposals. Some are existing assessments from previous years where there is a residual saving or a continuation of a savings proposal. Some are new assessments and a number of proposals do not require an assessment, for example those involving use of cash limits or savings in supplies and services.

Equality Impact Assessments by Service Grouping:

Service	EIAs
ACE	3
CAS	15
Neighbourhoods	11
RED	1
Resources	4
Corporate	1
Total	35

- 172 The documentation has been made available for Members via the Member Support team ahead of this Cabinet meeting, and is in line with the information provided in support of the December Cabinet report.

Summary of Equality Impacts of 2016/17 MTFP Proposals

- 173 Services were required to identify potential impacts likely to arise from implementing each savings proposal. The main equalities impacts in relation to new and continuing savings proposals are summarised below for each service grouping.
- 174 ACE proposals include a service review with a potential impact on staff, a proposed reduction in AAP revenue which will be attempted to be mitigated by third party funding, and reduction and withdrawal of grant funding. Specifically, this involves removal of residual budgets relating to community buildings grant, reduction in grant for Durham Community Action and removal of the remaining grant funding to Gay Advice in Durham and Darlington (GADD). At this stage, prior to completing consultation, none of these proposals are thought to have specific disproportionate impacts on groups with protected characteristics except the GADD reduction which has impacts in relation to sexual orientation, age and gender including transgender. Proposals could be mitigated through third party funding.
- 175 CAS proposals include potential impacts on age, disability and gender:
- (i) Some savings relate to changes from previous years which continue to produce savings in 2016/17. These include consistent and effective use of existing eligibility criteria and changes to management of in house social care provision, which have potential to impact on service users who are older people, women and disabled people. Further efficiencies in relation to management and support services are also proposed, which will impact primarily on staff.
 - (ii) Some savings proposals have positive impacts for service users: vulnerable children will be better supported through secure services welfare and step down beds which will generate income, and our early help approach for families will allow income to be generated by other Councils using our surplus foster care places.

The increased use of the Intermediate Care Plus service will reduce costs for care through more service users regaining independence.

- (iii) A further review of in-house day care services has potential impacts on services users, many of whom are older and/or disabled. It was agreed by Cabinet in January that the in-house service refocuses provision to support service users with more complex needs. The needs of other users will be met through the independent sector and community based services. A proposed re-structure of Adult Care Services to meet the requirements of the Care Act will ensure service users continue to receive a high quality service, though there will be staff reductions and changes to job descriptions which would impact on staff. Staff changes would affect a predominantly female workforce but implications for other protected characteristics have been considered to ensure fair treatment of staff throughout this process.
- (iv) Review of our charging policy in respect of adult care provision has the potential to affect new service users receiving a Severe Disability Premium (SDP) who could be required to pay up to £22.93 more per week for their social care provision compared to current recipients. As well as having some form of disability, this group of service users is more likely to be female and older. This would bring the Council's policy in terms of the financial assessment of customer in receipt of this benefit in-line with other local authorities, with how disability related expenditure is treated in the financial assessment of other customers and complies with the Government's Care Act Guidance which ensures no-one is asked to pay more than they can afford. This saving is subject to further consultation. The equality impacts of this policy change will be considered as part of this decision making process.
- (v) The delivery of a new youth support strategy will impact mainly on young people with a key objective to increase the proportion of youth service spend on targeted support and achieve a more equitable balance between universal provision delivered through open access evening youth provision and targeted youth support. This saving will be subject to further consultation and further Cabinet decision making in Autumn 2016.
- (vi) A review of non-assessed services is proposing changes to charging for Care Connect, the Council's community alarm and telecare/healthcare provider which has impacts on older people, particularly women and those with a disability. The review also proposes de-commissioning some Prevention Services for over 50s which has potential impacts for women, older people, those with a disability and Lesbian, Gay, Bisexual and Transgender people; however some of the current demand will be met by

Wellbeing for Life and other statutory or VCS provision. The needs of older people will be considered in any future commissioning of preventative services.

- (vii) Consultation is underway on proposed changes to non-statutory home to school or college transport which have the potential to affect some children and young people including those aged 16-19 with a medical condition. These changes will apply to new applicants and measures will be put in place to mitigate against the negative impacts.
- (viii) The cost of Children's Care will be reduced through the delivery of the Looked After Children Reduction Strategy reducing the need for residential care, which is a positive impact for children. It is also proposed that a small number of young people with a disability access alternative support or provision for short term activity breaks.

176 Neighbourhood Services proposals include potential impacts across all characteristics in relation to staffing whilst there are potential service impacts on age, gender and disability. Specific impacts of savings proposals include;

- (i) Staffing reviews are proposed in a number of services including Fleet Management and Grounds Maintenance. These proposals are not thought to have impacts on service delivery. Fair treatment of staff will be ensured through agreed corporate HR procedures contained within the Change Management Toolkit.
- (ii) Staffing reviews in other services have various potential service impacts though mitigating actions are also being proposed to lessen the negative effects. For example proposed changes in technical services (to share a Road Safety Manager with Hartlepool BC and remove direct funding for Child Pedestrian Training) could have impacts on children and families, but to mitigate the impacts funding will be sought from alternative sources. A review of refuse and recycling collection rounds may lead to a change in collection arrangements for some households. While the impact of these changes are largely on the workforce, there may also be impacts for householders with a disability. Proposed changes to Environmental Health and Consumer Protection will reduce the number of staff and change some responsibilities, any potential impacts will be mitigated through wherever possible by better use of resources.
- (iii) A structural review of Customer Relations and Performance and Planning teams will impact on staff in terms of an overall reduction in numbers and changes to responsibilities. While there are potential impacts to service delivery in these areas the review aims to improve resource planning and provide a better mix of frontline staff.

- (iv) Proposed changes to Neighbourhood Protection have the potential to affect groups with protected characteristics, particularly young people. This is due to reducing the number of street wardens, but the service will aim to maintain a seven day-a-week service.
- (v) Changes to the DLI collection arrangements, whilst removing the current base, have the potential for positive impacts for visitors, especially those who are elderly and/or with young families because of better public transport access. Other changes include reviewing the contributions made to museums and theatres. The reductions are not thought to have specific disproportional impact on groups with protected characteristics.
- (vi) Proposals to reduce the book fund will reduce the number of titles across all categories. This has the potential to impact older and disabled library users who may rely more than other groups on public services provision of special formats such as larger print sizes. However, the mix of future book purchasing will be driven by user demand so no specific library user group should be disproportionately affected by this change.

177 RED, Resources and Corporate proposals relate to further staffing restructures, residual savings as a result of previous staffing restructures and efficiencies from supplies and services. These changes are not thought to impact on service users. Fair treatment of staff will be ensured through agreed corporate HR procedures contained within the Change Management Toolkit.

Impacts of Previous Proposed Savings and Cumulative Impacts of 2016/17 Proposals

178 Carrying out equality impact assessments on MTFP proposals helps us to understand the cumulative impact across a range of savings proposals. Throughout the last five years of austerity, the approach of the Council has been to keep the impact of savings on front line services to a minimum, and this has greatly reduced equalities impacts on those with a protected characteristic. For example our successful transfer to local community groups of leisure centres and community facilities, the ongoing work on the Durham Ask, positive shifts to preventative work in our children's services and increases in income generated are all ways in which Durham County Council is reducing the equalities impacts of Government budget cuts. Where service reductions have been unavoidable, impacts in relation to previous proposals generally related to loss of, or reduced access to, a particular service or venue, travel to alternative provision, increased costs or charges and service re-modelling including reductions in staff. These changes had the potential to affect all protected characteristics however because it is more likely to affect those on low income, people without access to personal transport and those reliant on others for support there were particular potential impacts in relation to people with a disability, age and gender.

- 179 Generally, changes to universal services such as street lighting or bin collection are less likely to have a disproportionate impact on any one group. However, there are exceptions such as reductions in contracted public bus services, changes to libraries' opening hours and changes to leisure centres. Dedicated services such as social care, day care and home to school transport sometimes have disproportionate impacts for particular groups such as people with a disability and women, particularly those with a caring responsibility, and we have taken steps to monitor the impact and mitigate it where possible.
- 180 While the specific list of proposed savings in the 2016/17 MTFP are different from previous years the impacts are similar. There are potential impacts for older people, particularly those with a disability receiving social care, although some savings are the result of more older and disabled people living independently which is a positive outcome. Older social care users are also more likely to be female. Children and young people, including some with a disability are potentially affected through changes to home to school transport policy and through a new youth support strategy.
- 181 There are also potential impacts for community groups with a proposed reduction in grant funding, with specific impacts this year for LGBT groups. However, generally there are limited impacts identified in relation to race, religion or belief, although there is also less data and evidence available to show potential impact on these groups.
- 182 Mitigating actions are considered where the assessments have identified negative impacts on protected groups. These generally include ensuring service users can make informed choices or find alternatives (including finding funding from other sources), implementing new or improved ways of working, working with partners and providing transition or more flexible arrangements to reduce the initial impact.
- 183 There are a number of 2016/17 proposals relating to staffing restructures and changes, the impacts are comparable to those reported in previous years. Services are required to follow corporate HR procedures to ensure fair and consistent treatment, for example, by making reasonable adjustments for disabled employees. In many cases negative impact can be minimised by progressing requests for early retirement, voluntary redundancy and through redeployment.
- 184 In summary the potential impacts on staff can relate to any of the protected characteristics. In terms of age, employees over 55 may feel at greater risk of redundancy or younger staff who may be more likely to have significant financial burdens in terms of mortgages or young families. There are potential gender impacts on both men and women, for example where reviews relate to senior posts or some particular service areas they are more likely to affect male employees whilst a number of proposals relate to areas with more female employees.

- 185 Overall, the staffing profile still shows significantly more women employed across the Council so women are inevitably more likely to be affected by change. There are some disabled staff and staff from black or ethnic minority backgrounds included in the reviews and restructures but the overall numbers of those affected are low which reflects the broader workforce profile data. Data on the religion or belief and sexual orientation of staff is collected through Resourcelink but the reporting rates are still very low so this information is not routinely included in equality impact assessments in order that people cannot be identified. Transgender status is not currently monitored.

High Level Summary of Equality Impact of 2017/18 Proposals

- 186 A list of proposals contributing savings to the 2017/18 MTFP is included as Appendix 4. It is likely that the key service user impacts will relate to age, gender and disability, as for previous years. Many savings areas represent continuing savings from 2016/17, including the ACE service review, CAS application of eligibility criteria, review of care connect charging and review of home to school transport. The equalities impacts are already summarised earlier in the report and supported by impact assessments. Other proposals are at an earlier stage. As these proposals are developed, services, with support from the corporate equalities team, will be asked to identify the level of equalities assessment required. This will mean either a 'screening' or 'full' equality impact assessment will be developed depending on the extent of impact to support the decision making process.
- 187 Where proposals are subject to multi-stage decision making, or subject to consultation, the relevant impact assessments will be updated as further information becomes available. Final assessments will be considered in the decision making process.

Key Findings and Next Steps

- 188 The equality impact assessments are vital in order to understand potential outcomes for protected groups and mitigate these where possible.
- 189 The main equalities impacts of the 2016/17 MTFP proposals relate to age, disability and gender. The main mitigating actions include development of alternative provision models, transition arrangements, partnership working and alternative sources of support where possible. The cumulative impacts can increase costs for individuals, reduce access to services and affect their participation in employment, social activities and caring responsibilities. There will be continued focus on equalities issues as we move into future years of this MTFP, with equality impacts revisited and reviewed each year as appropriate. In many cases impact assessments are initial screenings with a full impact assessment to follow at the point of decision, once all necessary stakeholder consultation has been completed.

Recommendations and Reasons

190 **Cabinet is asked to:**

- (i) Consider the equality impacts identified and mitigating actions both in the report and in the individual equality impact assessments which have been made available in the Members' Resource Centre.**
- (ii) Note the programme of future work to ensure full impact assessments are available, where appropriate, at the point of decision-making, once all necessary consultations have been completed.**
- (iii) Note the ongoing work to assess cumulative impacts over the MTFP period which is regularly reported to Cabinet.**

Workforce Considerations

191 MTFP (1) which covered the period from 2011 to 2015 originally forecast a reduction in posts of 1,950 against a savings target of £123.5m. Since then the savings required to date have grown to over £153m yet through careful planning and forecasting, the actual impact upon workforce numbers has remained around the same level as was originally predicted.

192 Looking ahead, with the significant savings requirements over the next two years there will be further reductions in workforce numbers. For 2016/17 the forecast is a further reduction of approximately 400 posts including the deletion of an anticipated 60 vacant posts.

193 Further detailed planning is underway to identify the forecasted numbers for 2017 to 2020 and, recognising the principles adopted to date in workforce reduction exercises within Service Groupings, the Council will take all possible steps to avoid compulsory redundancies and minimise the impact upon the workforce in these next stages of change. The continued approach of forward planning, retaining vacant posts in anticipation of any required change, seeking volunteers for early retirement and/or voluntary redundancy and maximising redeployment opportunities for the workforce will minimise wherever possible the necessity for compulsory redundancies in the process.

194 In addition, the way that work is organised and jobs are designed will continue to be reviewed by Service Groupings, to ensure that as changes continue to be made, the Council maximises the capacity of remaining workforce through skills development and the introduction of flexibility into the way work is organised, in order to maximise the capability of the remaining workforce.

Pay Policy

- 195 The Localism Act 2011 requires the Council to prepare and publish a pay policy statement annually which sets out the authority's policy relating to the remuneration of its Chief Officers, and how this compares with the policy on the remuneration of its lowest paid employees.
- 196 The first policy document was approved by a resolution of the Council prior to 31 March 2012 and a policy must then be published by the end of March for each subsequent year, although the policy can be amended by a resolution of the Council during the year.
- 197 Additionally, the Act requires that in relation to Chief Officers the policy must set out the authority's arrangements relating to:-
- (i) The level and elements of remuneration for each Chief Officer.
 - (ii) Remuneration of Chief Officers on recruitment.
 - (iii) Increases and additions to remuneration for each Chief Officer.
 - (iv) The use of performance-related pay for Chief Officers.
 - (v) The use of bonuses for Chief Officers.
 - (vi) The approach to the payment of Chief Officers on their ceasing to hold office under or to be employed by the authority.
 - (vii) The publication of and access to information relating to remuneration of Chief Officers.
- 198 There will be no change to the current process where Parish Councils meet the full costs of their individual by-elections. The pay policy statement presented at Appendix 10 includes the fees of the Returning Officer and deputies and other personnel employed in county or parish elections.
- 199 The Pay Policy Statement at Appendix 10 is for Council consideration and outlines the details for the authority for 2016/17, in line with the above requirements.

Recommendations

- 200 **It is recommended that Members:-**
- (i) **Approve the Pay Policy Statement at Appendix 10.**

Risk Assessment

- 201 The Council has previously recognised that a wide range of financial risks need to be managed and mitigated across the medium term. The risks faced are exacerbated by the localism of business rates and the localisation of Council tax support. All risks will be assessed continually throughout the MTFP (6) period. Some of the key risks identified include:
- (i) Ensure the achievement of a balanced budget and financial position across the MTFP (6) period.
 - (ii) Ensure savings plans are risk assessed across a range of factors e.g. impact upon customers, stakeholders, partners and staff.
 - (iii) Government funding reductions are based upon the Local Government Finance Settlement. The inclusion in this report of an Efficiency Plan should secure a four year RSG settlement from the government. There is still a risk however that a deterioration in the public finances could result in further savings targets for local government in excess of those agreed to date. .
 - (iv) The localisation of council tax support passed the risk for any increase in Council tax benefit claimants onto the Council. Activity in this area will need to be monitored carefully with medium term projections developed in relation to estimated volume of claimant numbers.
 - (v) The Council retains 49% of all business rates collected locally but is also responsible for settling all rating appeals including any liability prior to 31 March 2013. Increasing business rate reliefs and appeals settlements continue to make this income stream highly volatile and will require close monitoring to fully understand the implications upon MTFP (6).

Recommendation

202 **It is recommended that Members:-**

- (i) **Note the risks to be managed over the MTFP (6) period.**

Dedicated Schools Grant (DSG) and School Funding 2016/17

- 203 The DSG is a specific earmarked grant provided by the Government and provides the major source of funding for schools and support to them. It is notionally split into three 'blocks': Early Years, High Needs and Schools. Local authorities are able to transfer funding between blocks but all funding must be spent on schools and support to them.
- 204 The Early Years block provides funding for 3 to 4 year old provision, which includes Early Years Single Funding Formula (EYSFF) to maintained Nursery

Schools, nursery units in primary schools and academies, and Private, Voluntary and Independent (PVI) sector providers for 570 hours of free early education or childcare a year. A provisional allocation has been provided by the Department for Education (DfE) based on the 2015/16 allocation. The actual 2016/17 allocation will not be announced until the summer, based on the number of eligible children recorded in the January 2016 pupil census. The amount per pupil will be at the same rate as for 2015/16.

- 205 Funding is also provided through the Early Years Block to provide free early education places for eligible 2 year-olds from lower income households. The allocation is based on participation funding and a provisional allocation has been provided by the DfE based on census data taken in January 2015. The DfE will not announce the initial 2016/17 allocations until July 2016, which will be based on the number of eligible children participating in early education recorded in the January 2016 census. The rate per hour for Durham has been confirmed as £4.85 per hour, which is in line with the current level of hourly payments to providers.
- 206 In addition to funding through the EYSFF, the 12 maintained nursery schools also receive funding through a formula. The formula includes a deprivation element, a lump sum and an allowance for rates. The formula funding provided in this way does not apply to nursery units in primary schools and academies or PVI providers. The funding for the 12 maintained nursery schools is topped up with £58,500 of funding transferred to the Early Years funding block from the Schools Block.
- 207 Early Years Pupil Premium is also funded through the Early Years block and a provisional allocation has been provided by the DfE, again based on the 2015/16 allocations. The 2016/17 allocation will be announced in the summer based on the number of eligible children recorded in the January 2016 pupil census. The rate of £0.53 per hour in 2015/16 continues into 2016/17, which equates to £302.10 for each eligible child taking up the full 570 hours of state funded early education.
- 208 The High Needs Block provides funding for pupils with high cost Special Educational Needs (SEN), i.e. those pupils requiring provision in specialist settings costing more than £10,000 per year or £6,000 per year of SEN provision for pupils in mainstream primary and secondary schools, and funds:
- (i) Specialist placements;
 - (ii) Place based funding for special schools;
 - (iii) Top-up funding to reflect additional costs for individual pupil support; and
 - (iv) SEN support services.

- 209 The total allocation to the High Needs Block is based on historic allocations. In total £420,000 of High Needs Block funding is transferred to the Schools Block for distribution to primary and secondary schools via the Schools Funding Formula.
- 210 The Schools Block includes centrally retained DSG funding and provides the principle source of funding for all primary and secondary schools in respect of the education of pupils from Reception to Year 11. Primary and secondary schools receive their funding through a formula. The formula is determined by the Council after consultation with the Schools Forum and schools themselves. The formula must comply with statutory regulation. This regulation limits the discretion of local authorities in determining its formula and requires that at least 80% of funding is distributed through factors related to pupil numbers and needs. The formula set by the Council applies to all schools – maintained, academy and voluntary aided schools. There is no difference in terms of DSG funding provision save for academies receiving their funding allocations on an academic year, whereas maintained schools receive their DSG funding on a financial year basis.
- 211 For 2016/17 the schools formula is being changed to reduce the lump sum for primary schools from £175,000 per school to £167,500 per school, with a further reduction to £160,000 planned for 2017/18. The £1.65m of funding released will be re-allocated to secondary schools, many of which are struggling to provide a broad and balanced curriculum within current levels of funding levels. Currently, primary schools in County Durham receive a greater share of funding per pupil than the national average and the primary lump sum is significantly above the national average. For 2016/17, secondary school funding will also be increased by the utilisation of £1.65m from central DSG reserves.
- 212 The total allocation to the Schools Block is based on an amount for each pupil recorded in the October 2015 pupil Census. The amount per pupil is based on historic allocations, but also takes account of relative levels of need between different local authorities. In 2016/17 the DSG funding per pupil is £4,649.17, which is £8.29 more than the 2015/16 rate. The difference reflects an adjustment for academies that were not previously included in the DSG allocation; the additional funding is offset by the removal of a lump sum allocation included in 2015/16 in respect of these academies.
- 213 Pupil premium for schools and academies in Durham for 2015/16 is £26.45m. Pupil Premium rates for 2016/17 will remain the same as for 2015/16 and these rates are shown in the table overleaf:

Table 18 –Pupil Premium Rates 2016/17

	Amount per eligible pupil
	£
Deprivation Pupil Premium – Primary	1,320
Deprivation Pupil Premium – Secondary	935
Looked After Children	1,900
Children adopted from care or who have left care	1,900
Service Children	300

214 The numbers of pupils eligible for pupil premium for 2016/17 will be provided by the Education Funding Agency; overall the numbers are likely to be similar to 2015/16, but may vary more widely for individual schools.

215 DSG and Pupil Premium funding for 2016/17 is shown in the table overleaf:-

Table 19 – DSG and Pupil Premium Funding

DSG Block	Amount per pupil	Pupils	DSG Allocated	Additional Funding	Total DSG Allocation
	£/pupil		£m	£m	£m
Early Years Block (3-4 yr olds)	3,866.10	4,494	17.374	0.533	17.374
Early Years Block (2 yr olds)	4,607.50	960	4.423	-	4.423
Early Years Block (EYPP)			0.553	-	0.553
High Needs Block	-	-	44.311	-	44.311
Schools Block	4,649.17	62,119	288.802	0.090	288.892
Total DSG			355.463	0.090	355.553
Pupil Premium (estimated)				26.450	26.450
Total			355.463	26.540	382.003

216 Primary and secondary formula funding for Academies in County Durham totals £75.140m, based on the Durham formula factors. This funding is recouped by the Education Funding Agency and allocated directly to the individual schools, leaving £280.413 of DSG funding payable to the Council for maintained schools.

217 The Government intends to begin a consultation on school funding in the spring. This is expected to include proposals for revising the allocations of funding, in particular to:

- (i) Change to the basis of allocation of High Needs Block funding to reflect relative need rather than historic allocations;
- (ii) To move to a national funding formula for primary and secondary schools.

218 A national funding formula for primary and secondary schools is expected to take account of relative needs (e.g. deprivation), which should benefit County

Durham. It is not yet clear how much local discretion will be allowed over the new formula arrangements: the national formula could be used to distribute funding to local authorities, which would then have discretion over how this is allocated to schools or the same formula could be applied to all schools across the country. Officers will carefully consider the consultation proposals once they are received and, working with the School Forum, will model impacts and options and advise members in due course.

Recommendation

219 It is recommended that Members:

- (i) Note the position on the Dedicated Schools Grant.**

Discretionary Rate Relief Policy

220 The Discretionary Rate Relief, Hardship and Empty Property Relief (including New Build Business Rates Relief) Policy, was updated and approved by Cabinet July 2015. At that time the Policy was updated to include the changes that were announced in the 2014 Autumn Statement, including:

- (i)** An extension of the Small Business Rate Relief for a further 12 months until 31 March 2016.
- (ii)** Changes to the temporary discount for shops, pubs and restaurants with rateable values below £50,000 awarding them increased relief of £1,500 for 2015/16, with the Government continuing to fully fund this relief through Section 31 Grant.
- (iii)** An extension of the transitional relief scheme for a further two years. This scheme covers properties with a rateable value up to and including £50,000.

221 In his 2015 Autumn Statement, the Chancellor announced the continuation of the temporary increase in small business rate relief, which will remain unchanged in the policy. Organisations that meet the qualifying criteria for small business rates relief will not be considered for discretionary rate relief until they have applied for small business rate relief.

222 There was however no further extension to the temporary discount for shops and restaurants with a rateable value below £50,000. This will cease on 31 March 2016.

223 In 2015/16 there are currently 1,505 business ratepayers who have been benefitting from this relief totalling £1,772,397 of support. Ratepayers will still be able to have this relief granted retrospectively for 2015/16, providing they meet criteria and apply before 30 September 2016 therefore this will remain within the policy, albeit that the policy needs to be amended to reflect these conditions. On 1 October 2016 provision for Retail Relief will be removed from the Policy posted to the Councils website to avoid confusion.

- 224 The transitional relief scheme will continue in 2016/17 for properties with a rateable value up to and including £50,000. In 2015/16 there are currently 78 business ratepayers who have benefited from this relief totalling £65,089. In 2016/17 there is an estimated 23 ratepayers who will have this relief granted totalling £10,170.
- 225 In addition to the Governments announcements, the following changes are proposed:
- (i) The wording in Section 2 of the policy has been updated regarding the Localism Act 2011 section 69, which allows local authorities to reduce the business rates of any local ratepayer and removes the restrictions of discretionary rate relief to only apply to charities and other organisations of prescribed types.
 - (ii) There is a minor amendment to section 3.22 of the policy to clarify the essential criteria which must be met before Durham County Council would consider awarding discretionary rate relief in that
'the ratepayer must be a non-profit making body and/or the property must be used by the ratepayer wholly or mainly for charitable, philanthropic or religious purposes, or concerned with education, social welfare, science, literature and the fine arts, or the ratepayer must use the property wholly or mainly for recreation by a non-profit making club or society.'
- 226 The final amendment made to the policy, which is attached out at Appendix 11, is to integrate the Councils Hardship Relief Policy, in line with recommendations from an internal audit review; this has been added at section 9.
- 227 The revisions to the policy set out above and included in the updated policy at Appendix 11 will ensure that all applications continue to be assessed in a fair and open process, based on agreed policy criteria and in line with Government policy.

Recommendation

- 228 **It is recommended that Members:**
- (i) Members note and approve the changes to the Discretionary Rate Relief, Hardship and Empty Property Relief (including New Build Business Rates Relief) Policy, as set out in the report, which will apply from April 2016.

Prudential Code

- 229 This section outlines the Council's prudential indicators for 2016/17 to 2018/19 and sets out the expected treasury operations for this period. It fulfils four key legislative requirements:-

- (i) The reporting of the prudential indicators, setting out the expected capital activities as required by the CIPFA Prudential Code for Capital Finance in Local Authorities as shown at Appendix 12.
 - (ii) The Council's Minimum Revenue Provision (MRP) Policy, which sets out how the Council will pay for capital assets through revenue each year (as required by Regulation under the Local Government and Public Involvement in Health Act 2007 as shown at Appendix 12.
 - (iii) The Treasury Management Strategy statement which sets out how the Council's treasury service will support the capital decisions taken above, the day to day treasury management and the limitations on activity through treasury prudential indicators. The key indicator is the 'Authorised Limit', the maximum amount of debt the Council could afford in the short term, but which would not be sustainable in the longer term. This is the Affordable Borrowing Limit required by section 3 of the Local Government Act 2003. This is in accordance with the CIPFA Code of Practice on Treasury Management and the CIPFA Prudential Code and shown at Appendix 12.
 - (iv) The investment strategy which sets out the Council's criteria for choosing investment counterparties and limiting exposure to the risk of loss. This strategy is in accordance with the CLG Investment Guidance and is also shown in Appendix 12.
- 230 The above policies and parameters provide an approved framework within which the officers undertake the day to day capital and treasury activities.
- 231 The Annual Investment Strategy for 2016/2017 has been amended as follows:
- (i) The sovereign rating in respect of the selection criteria for approved counterparties for Non UK Banks 1 has changed from AAA to AA-. This is a recommendation by Capita, the Council's Treasury Management advisor, and is intended so that the Council can fully access the list of recommended banking counterparties. In essence this change provides the Council with greater depth and diversification in respect of the counterparty list, while maintaining the principles of security and liquidity in its application.
 - (ii) As part of a balanced approach to investment a new Non-specified Investment opportunity has been included to allow the Council to take equity shares in businesses up to a limit of £10m after taking on board due diligence.

Recommendation

232 It is recommended that Members:-

- (i) **Agree the Prudential Indications and Limits for 2016/17 – 2018/19 contained within the Appendix 12 of the report, including the Authorised Limit Prudential Indicator.**
- (ii) **Agree the Minimum Revenue Provision (MRP) Statement contained within Appendix 12 which sets out the Council's policy on MRP.**
- (iii) **Agree the Treasury Management Strategy and the treasury Prudential Indicators contained within Appendix 12.**
- (iv) **Agree the Investment Strategy 2016/17 contained in the Treasury Management Strategy (Appendix 12 including the detailed criteria).**

Summary of Recommendations

233 It is recommended that Members:-

(a) 2016/17 Revenue Budget

- i. Approve the identified base budget pressures included in paragraph 84.
- ii. Approve the investments detailed in the report.
- iii. Approve the 2016/17 savings plans detailed in Appendix 4 .
- iv. Approve a 3.99% increase in Council Tax.
- v. Approve the Net Budget Requirement of £401.515m.

(b) MTFP (6)

- (i) Agree the forecast 2015/16 to 2017/18 MTFP (6) financial position.
- (ii) Set aside sufficient sums in Earmarked Reserves as is considered prudent. The Corporate Director Resources should continue to be authorised to establish such reserves as required to review them for both adequacy and purpose on a regular basis reporting appropriately to the Cabinet Portfolio Member for Finance and to Cabinet.

- (iii) Aim to maintain General Reserve in the medium term between 5% and 7.5% of the Net Budget Requirement which in cash terms is up to £30m.

(c) Capital Budget

- (i) Note the impact upon the 2016/17 capital budget relating to the reduction in the Highways LTP grant
- (ii) Approve the revised 2015/16 Capital Budget of £131.736m and the 2016/17 Capital Budget of £133.483m
- (iii) Approve the additional capital schemes detailed at Appendix 9. These schemes will be financed from the additional capital grants, from capital receipts and prudential borrowing
- (iv) Note the option for the Council to utilise capital receipts to finance severance costs utilising the new flexibilities in this regard. The utilisation of such flexibility will require the approval of Cabinet
- (v) Approve the MTFP (5) Capital Budget of £333.037m for 2015/16 to 2018/19 detailed in Table 17.

(d) Savings Proposals

- (i) Note the approach taken by Service Groupings to achieve the required savings.

(e) Equality Impact Assessment

- (i) Consider the equality impacts identified and mitigating actions both in the report and in the individual equality impact assessments which have been made available in the Members' Resource Centre.
- (ii) Note the programme of future work to ensure full impact assessments are available where appropriate at the point of decision, once all necessary consultations have been completed.
- (iii) Note the ongoing work to assess cumulative impacts over the MTFP period which is regularly reported to Cabinet.

(f) Pay Policy and Terms and conditions changes

- (i) Approve the Pay Policy Statement at Appendix 10.

(g) Risk Assessment

- (ii) Note the risks to be managed over the MTFP (6) period.

(h) Dedicated Schools Grant

- (i) Note the position of the Dedicated Schools Grant.

(i) Discretionary Rate Relief Policy

- (i) Note and approve the changes to the Discretionary Rate Relief, Hardship and Empty Property Relief (including New Build Business Rates Relief) Policy, as set out in the report and attached at Appendix 11, which will apply from April 2016

(k) Prudential Code

- (i) Agree the Prudential Indications and Limits for 2016/17 – 2018/19 contained within the Appendix 12 of the report, including the Authorised Limit Prudential Indicator.
- (ii) Agree the Minimum Revenue Provision (MRP) Statement contained within Appendix 12 which sets out the Council's policy on MRP.
- (iii) Agree the Treasury Management Strategy and the treasury Prudential Indicators contained within Appendix 12.
- (iv) Agree the Investment Strategy 2016/17 contained in the Treasury Management Strategy (Appendix 12 including the detailed criteria).

Contact:	Jeff Garfoot	Tel:	03000 261946
	Gordon Elliott	Tel:	03000 263604
	Jenny Haworth	Tel:	03000 268014

Appendix 1: Implications

Finance – The report sets out recommendations on the 2016/17 Budget and for the MTFP(6) period 2016/17 – 2019/20.

Staffing – The impact of the MTFP upon staffing is detailed within the report.

Risk – A robust approach to Risk Assessment across the MTFP process has been followed including individual risk assessment of savings plans.

Equality and Diversity/ Public Sector Equality Duty - Full information on equality and diversity is contained within the report.

Accommodation – the Council's Corporate Asset Management Plan is aligned to the corporate priorities contained within the Council Plan. Financing for capital investment priorities is reflected in the MTFP Model.

Crime and Disorder – It is recognised that the changes proposed in this report could have a negative impact on crime and disorder in the county. However, the Council will continue to work with the Policy and others through the safe Durham Partnership on strategic crime and disorder and to identify local problems and target resources to them.

Human Rights – Any human rights issues will be considered for each of the proposals as they are developed and decisions made to take these forward. There are no human right implications from the information within the report.

Consultation – Full information on the MTFP (6) consultation process are contained in the report.

Procurement – Wherever possible procurement savings are reflected in service groupings savings plans.

Disability Issues – All requirements will be assessed in Equality Impact Assessments.

Legal Implications – The Council has a statutory responsibility to set a balanced budget for 2016/17. It also has a fiduciary duty not to waste public resources.

Appendix 2

SPECIFIC GRANTS 2016/17

SPECIFIC GRANT	2015/16	2016/17	Variance
Education Services Grant	£m 6.002	£m 5.407	£m -0.595
Extended Free Rights to Transport	0.999		
Public Health	55.568		
Local Reform and Community	0.380		
Prisons Social Care - New Burden	0.365		
Inshore Fisheries	0.014		
LCTRS New Burdens	0.121		
Housing Benefit Administration	3.765		

Note - the 2015/16 Public Health baseline figure has been increased to reflect the transfer of 0 - 5 years responsibilities from October 2015.

Appendix 3:

Durham County Council Efficiency Plan

In order to receive confirmation of a four year settlement, the council must prepare an efficiency plan. The council has a strong track record on planning and performance management, which aims to minimise the numbers of plans and streamline how we manage delivery through effective performance management.

The core of our planning framework is the Sustainable Community Strategy (SCS) which sets out how we work with partners to deliver the long term vision for the county; the council plan which sets out how we will deliver our part of the SCS and how we intend to improve as an organisation. These are then translated into a linked set of service plans for each service grouping. The resourcing requirements of these plans are then set out in the linked Medium Term Financial Plan (MTFP).

Performance management reports are provided to the CDP Board and Cabinet on a quarterly basis. Scrutiny committees drill into these in more detail to ensure that the council delivers against its plan.

Since becoming unitary in 2009, the council has had an absolute focus on efficiency – initially to deliver the savings required through Local Government Review (LGR) and then through the five years of austerity so far.

Analysis of these plans quickly makes it clear that efficiency is at the heart of all our strategic thinking and planning. Some examples are given below:

Examples of efficiency

SCS	<p>Sharing approaches to austerity to avoid cost shunting between agencies.</p> <p>Successful attraction of transformation funding e.g. on early years and community asset transfer to change how we work in collaboration across organisations.</p> <p>Focus on volunteering to support service transformation.</p> <p>Adoption of the Social Value Act to improve commissioning with such businesses and the voluntary sector.</p>
Council Plan	<p>Reduction of spending by £153m up to 31 March 2016, whilst maintaining (or since vesting day on 1 April 2009, improving) key PIs is evidence of increasing efficiency.</p> <p>Our MTFPs have been developed and implemented using robust programme management. The MTFP is in effect an efficiency programme.</p> <p>The council has had a strong track record of rationalising its estate to reduce costs and generate capital receipts where possible. Five previous civic centre sites have been or are in the process of redevelopment. Opportunities to link strategic regeneration e.g. at our Aykley Heads Civic Headquarters site,</p>

	we are currently exploring the option to reduce the footprint of our administrative estate and exploit ICT to work more effectively.
--	--

Our complimentary suite of plans: service plans, key strategies, e.g regeneration statement, CYPS etc. in addition to supporting strategies such as those for procurement, ICT, organisational development etc. all contain this strong focus on efficiency.

The approach to developing an efficiency plan in Durham is in itself efficient by not adding to our plans, but simply to point to our existing planning and performance framework which has delivered improved efficiency from the outset.

Appendix 4

Durham County Council Savings Targets for 2016/17 and 2017/18

Total Savings Target per Service Grouping	2016/17	2017/18
Assistant Chief Executive's	832,314	979,393
Children and Adult Services	17,325,887	20,009,616
Neighbourhood Services	3,488,000	2,897,400
Regeneration and Economic Development Services	1,118,176	2,282,202
Resources	1,493,281	3,215,861
Corporate Services	4,028,352	0
TOTAL	28,286,010	29,384,472

MTFP (6) SAVINGS OPTIONS

REF	Description	2016/17 £
ACE 21	AAP revenue reduction	280,000
ACE 22	ACE service review	381,314
ACE 23	Review of grants to external bodies	171,000
	ACE Total Savings	832,314

REF	Description	2017/18 £
ACE 22	ACE service review	979,393
	ACE Total Savings	979,393

MTFP (6) SAVINGS OPTIONS

REF	Description	2016/17 £
CAS01.03	Review of County Durham Care and Support in-house services	235,000
CAS02.01	Eligibility Criteria – Continuation of previous changes to improve effective use of eligibility criteria	3,000,000
CAS03.01	Increased charging income in respect of adult care provision	167,000
CAS05.01	Service review of Policy, Planning & Performance	737,691
CAS05.03	Day Care Review	1,590,000
CAS05.07	Service review within Children's Services	382,712
CAS05.08	Increased use of Intermediate Care Services	725,000
CAS05.15	Review of youth support	250,000
CAS05.16	Review of Education Services	406,472
CAS05.18	Review of County Durham Youth Offending Service	60,000
CAS05.19	Transformational change in Adult Care	1,540,000
CAS05.21	Increased Income Generation	1,170,000
CAS05.22	Transformational change in Children's Services	950,000
CAS05.23	Re-negotiation of contributions to Children's Services providers	250,000
CAS06.01	Review of non-assessed services – including community alarms, commissioning and service level agreements	3,816,996
CAS09.03	Children's Care Efficiencies; Payment for Skills Review	300,000
CAS09.04	Children's Care Efficiencies: LAC Reduction Strategy	1,505,016
CAS10.0	Review Home to School / College Transport Policies	427,000
CAS11.0	Repayment of Cash Limit Reserve	-187,000
CAS Total Savings		17,325,887

MTFP (6) SAVINGS OPTIONS

REF	Description	2017/18
		£
CAS1	Review of social care provision	6,000,000
CAS2	Eligibility Criteria - Consistent and effective use of existing criteria and reablement	3,575,000
CAS3	Increased charging income in respect of adult care provision	333,000
CAS5	Management and Support Services, staffing structures and service reviews/rationalisation service reviews/rationalisation	6,147,616
CAS6	Review of non-assessed services	1,500,000
CAS9	Review of Children's Care Services	1,340,000
CAS10	Review Home to School / College Transport Policies	295,000
CAS11	Cash Limit	819,000
CAS Total Savings		20,009,616

MTFP (6) SAVINGS OPTIONS

REF	Description	2016/17 £
NS01.17	Review of resources in Leisure provision	325,000
NS03.74	Review of the Fleet Service	400,000
NS03.75	Efficiencies within catering service	33,000
NS03.87	Review of recycling credits	61,000
NS04.04	Review of support for Grounds Maintenance	150,000
NS05.17	Review of refuse and recycling collections	225,000
NS07.03	Rationalisation of Office Accommodation	723,000
NS11.16	Review of Technical Services	183,000
NS17.11	Increased Income from Building and Design Services	100,000
NS24.06	Review of Museum & Theatre service	402,000
NS25.05	Review of Library Book Fund	150,000
NS32.01	Review of Customer Relations, Policy and Performance	251,000
NS33.03	Review of EHCP	225,000
NS35.01	Review of Neighbourhood Protection	340,000
NS29.02	Adjustment for previous years use of Cash Limit	-80,000
NS Total Savings		3,488,000

REF	Description	2017/18 £
NS3	Structural Reviews and more efficient ways of working	718,400
NS11	Street Lighting Energy Savings	400,000
NS25	Service Reviews within Neighbourhood Services	1,779,000
NS Total Savings		2,897,400

MTFP (6) SAVINGS OPTIONS

REF	Description	2016/17
		£
RED01	RED service review	400,000
RED12	Review of Contracted Bus Services	400,000
RED14	Review of supplies, services and income across RED	318,176
	RED Total Savings	1,118,176

REF	Description	2017/18
		£
RED01	RED service review	1,800,000
RED14	Review of supplies, services and income across RED	482,202
	RED Total Savings	2,282,202

MTFP (6) SAVINGS OPTIONS

REF	Description	2016/17
		£
RES07	Review of Human Resources	289,627
RES13	Review of Legal and Democratic Services	289,971
RES15	Review of Finance	407,561
RES16	Review of ICT	413,036
RES21	Review of Internal Audit and Risk	93,086
	RES Total Savings	1,493,281

REF	Description	2017/18
		£
RES07	Review of Human Resources	648,422
RES13	Review of Registrars	565,774
RES16	Review of ICT	698,342
RES19	Review of Revenues and Benefits	1,138,708
RES21	Review of Internal Audit and Risk	164,615
	RES Total Savings	3,215,861

MTFP (6) SAVINGS OPTIONS

REF	Description	2016/17
		£
COR19	Review of Business Support Functions	1,050,352
COR21	Fleet Review Savings	478,000
COR22	Freemans Reach Rental Income	250,000
COR23	DVLR Dividend	100,000
COR24	Capital Receipts – Income from Sales below £10k	50,000
COR25	Self Financing Capital Schemes	1,130,000
COR26	External Audit Fees	70,000
COR27	Bank Charges	50,000
COR28	Carbon Reduction Commitment	150,000
COR29	Concessionary Fares	300,000
COR30	Reduction in energy costs	200,000
COR31	Reduction in fuel costs	200,000
Corporate Total Savings		4,028,352

Budget Summary - By Service Grouping

2015/16 Original Budget £000	2015/16 Projected Outturn £000		2016/17		
			Gross Expenditure £000	Gross Income £000	Net Expenditure £000
		<u>Council Controlled Budgets</u>			
10,163	9,256	Assistant Chief Executive	12,024	2,576	9,448
251,450	252,655	Children and Adults Service	472,982	225,822	247,160
104,236	108,021	Neighbourhood Services	227,856	122,152	105,704
25,459	26,120	Regeneration and Development	67,445	42,188	25,257
15,855	17,033	Resources	73,341	57,059	16,282
4,501	3,902	Corporate Costs	4,399	164	4,235
5,690	2,380	Contingencies	6,205	0	6,205
417,354	419,367		864,252	449,961	414,291
		<u>Non Council Controlled Budgets</u>			
0	0	Schools	335,857	333,705	2,152
0	0	Benefits	190,759	190,759	0
0	0		526,616	524,464	2,152
417,354	419,367	NET COST OF SERVICES	1,390,868	974,425	416,443
-48,977	-48,977	Reversal of Capital Charges			-55,478
38,530	45,773	Interest payable and similar charges			37,401
-1,641	-4,132	Interest and investment income			-1,641
		<u>Levies</u>			
16,076	16,076	North East Combined Authority			15,439
415	415	Environment Agency - Flood Defence			415
64	64	North East Inshore Fisheries Conservation Authority			64
421,821	428,586	NET OPERATING EXPENDITURE			412,643
-54,809	-54,809	Business Rates - local share			-54,841
-60,491	-60,491	Top up Grant			-60,996
-100,240	-100,240	Revenue Support Grant			-77,140
-500	-500	Estimated net Surplus on Collection Fund			-2,617
-8,322	-8,323	New Homes Bonus			-10,182
-377	-377	New Homes Bonus - re-imburement			-267
-4,998	-5,094	Section 31 Grant			-4,267
-6,002	-5,975	Education Services Grant			-5,407
-11,511	-16,230	Use of Earmarked Reserves			-10,918
-437	-3,894	Use of Cash Limit Reserves			-210
0	1,481	Use of General Reserve			0
174,134	174,134	AMOUNT REQUIRED FROM COUNCIL TAX PAYERS			185,798

Budget Summary - By Expenditure and Income Type

	Original Budget 2015/16	2015/16 Projected Outturn Position	Original Budget 2016/17
	£'000	£'000	£'000
Employees	470,911	479,681	496,549
Premises	50,757	51,136	51,911
Transport	47,915	40,841	41,422
Supplies & Services	111,589	125,827	120,515
Agency & Contracted	307,725	307,345	309,529
Transfer Payments	204,317	202,826	208,831
Central Costs	96,263	97,685	75,253
Direct Revenue Financing	0	125	0
Other	18,603	20,078	25,175
Capital Charges	48,977	48,977	55,478
Contingencies	5,690	2,380	6,205
GROSS EXPENDITURE	1,362,747	1,376,901	1,390,868
Income			
- Specific Grants	580,428	571,943	584,069
- Other Grants & contributions	53,488	72,811	68,748
- Sales	5,966	6,484	8,881
- Fees & charges	104,473	99,678	106,341
- Rents	6,494	7,126	8,787
- Recharges	186,789	189,790	190,682
- Other	7,755	9,702	6,917
Total Income	945,393	957,534	974,425
NET COST OF SERVICES	417,354	419,367	416,443
Capital charges	-48,977	-48,977	-55,478
Interest and Investment income	-1,641	-4,132	-1,641
Interest payable and similar charges	38,530	45,773	37,401
Levies			
North East Combined Authority	16,076	16,076	15,439
Environment Agency - Flood Defence	415	415	415
North East Inshore Fisheries Conservation Authority	64	64	64
Net Operating Expenditure	421,821	428,586	412,643
Less:			
Use of Reserves:			
Earmarked Reserves	-11,511	-16,230	-10,918
Cash Limit	-437	-3,894	-210
General	0	1,481	0
Net Budget Requirement	409,873	409,943	401,515
Financed by:-			
Business Rates - local share	-54,809	-54,809	-54,841
Top up Grant	-60,491	-60,491	-60,996
Revenue Support Grant	-100,240	-100,240	-77,140
Amount required from council tax payers	-174,134	-174,134	-185,798
Estimated Net Surplus on Collection Fund	-500	-500	-2,617
New Homes Bonus	-8,322	-8,323	-10,182
New Homes Bonus - re-imburement	-377	-377	-267
Section 31 Grant	-4,998	-5,094	-4,267
Education Services Grant	-6,002	-5,975	-5,407
Total Financing	-409,873	-409,943	-401,515

Appendix 7

Medium Term Financial Plan - MTFP (6) 2016/17 - 2018/19 Model				
	2016/17	2017/18	2018/19	2019/20
	£'000	£'000	£'000	£'000
Government Funding				
Government RSG Funding Reduction	23,210	21,140	14,140	14,240
Reduction in Public Health Grant	4,290	1,311	1,363	1,363
Reduction in Education Services Grant	595	1,000	1,000	1,000
Reduction in Benefit Admin Grant	200	400	400	400
Town and Parish Council RSG Adjustment	-131	-190	-173	-90
Business Rates - RPI increase (0.8%/1.5%/2%/2%)	-438	-820	-1,110	-1,130
Top Up Grant - RPI increase (0.8%/1.5%/2%/2%)	-504	-930	-1,270	-1,300
Better Care Fund	0	-2,400	-11,000	-9,700
Other Funding Sources				
Council Tax Increase (1.99% per annum)	-3,556	-3,675	-3,800	-3,900
Council Tax Adult Social Care Precept (2% increase)	-3,574	-3,695	-3,820	-3,920
New Homes Bonus - Reduction from 2017/18 onwards	-1,860	2,000	2,000	2,000
Council Tax/Business Rate Tax Base net increase	-3,400	-750	0	0
Bus. Rates 2014/15 Collection Fund Surplus - Adjustment	500	0	0	0
NHS Funding - Social Care Transformation	-4,432	0	0	0
Estimated Variance in Resource Base	10,900	13,391	-2,270	-1,037
Pay inflation (1.5% - 1.5% - 1.5% - 1.5%)	3,300	3,200	3,100	3,000
Price Inflation (1.5% - 1.5% - 1.5% - 1.5%)	2,500	2,400	2,300	2,200
Corporate Risk Contingency Budget	-3,000	0	0	0
Base Budget Pressures				
Employer Nat. Insurance increase - State Pension changes	4,500	0	0	0
Costs Associated with National Living Wage	4,000	6,000	6,000	6,600
Single Status Implementation	4,537	0	0	0
Additional Employer Pension Contributions	900	5,000	1,000	1,000
Employee Increments	2,581	0	0	0
Energy Price Increases	0	500	500	500
Concessionary Fares	0	100	100	100
Pension Fund Auto Enrolment	100	550	550	0
Climate Change Levy - Impact upon Landfill income	200	0	0	0
Apprentice Levy	0	1,200	0	0
Care Act Grant - Transferred into RSG	1,100	0	0	0
Local Lead Flood Grant - Transferred into RSG	47	0	0	0
CAS Demographic and Hyper Inflationary Pressures	1,000	2,500	1,500	1,500
Use of Earmarked Reserve in CAS	4,150	0	0	0
Prudential Borrowing to fund new Capital Projects	0	2,000	2,000	2,000
TOTAL PRESSURES	25,915	23,450	17,050	16,900
SUM REQUIRED TO BALANCE BUDGET	36,815	36,841	14,780	15,863
Savings Plans	-28,286	-29,384	-1,851	-918
Savings to be Identified	0	0	-24,765	-14,945
Public Health Savings	-4,290	0	0	0
Previous Years Shortfall	0	1,762	11,836	0
Utilisation of Collection Fund Surplus	-2,617	2,617	0	0
Utilisation of Budget Support Reserve	-1,622	-11,836	0	0
TOTAL SAVINGS REQUIRED	-36,815	-36,841	-14,780	-15,863

Appendix 8

Durham County Council Current Capital Programme - 2015/16 To 2018/19

Service Grouping	Scheme	2015/16	2016/17	2017/18	2018/19
ACE	Members Neighbourhood Fund	2,804,637	1,764,000	-	-
ACE	Community Buildings	776,539	694,303	143,910	-
ACE	AAP Capital Budgets	409,221	336,000	-	-
ACE	Community Facilities in Crook	-	513,007	-	-
ACE Total		3,990,397	3,307,310	143,910	-
RES	Civica Pension Fund Administration System	170,150	-	-	-
RES	Applications and Development	25,000	-	-	-
RES	Broadband / Digital Durham	8,761,200	6,216,261	-	-
RES	Code of Connection Compliance	10,000	10,000	-	-
RES	Corporate Mail Fulfilment	66,811	-	-	-
RES	Homeworking	120,000	80,000	-	-
RES	Learning Gateway	73,894	-	-	-
RES	Sharepoint Architecture	50,000	-	-	-
RES	Tanfield Power Upgrade	-	250,000	-	-
RES	Archiving of obsolete systems based on non supported hardware.	-	200,000	-	-
RES	Replacement of Desktop ICT Equipment	1,008,148	1,250,000	-	-
RES	Dark Fibre installations and Circuit/Microwave Upgrades	450,524	-	-	-
RES	Ongoing Server replacement	200,956	155,000	-	-
RES	Tanfield Datacentre Core Switching Replacement	63,790	-	-	-
RES	Tanfield Datacentre LAN Switching Replacement	265,427	200,000	-	-
RES	Mobile Device Management	165,000	195,000	-	-
RES	Wireless Network Replacement	125,000	125,000	-	-
RES	Email Upgrade	-	155,000	-	-
RES	Big Data	20,000	130,000	-	-
RES	RES Electronic Voting Equipment	40,000	60,000	-	-
RES Total		11,615,900	9,026,261	-	-
RED	Town centres	2,463,464	4,494,710	2,135,930	-

Service Grouping	Scheme	2015/16	2016/17	2017/18	2018/19
RED	Industrial Estates	560,300	11,476,315	1,000,000	-
RED	Barnard Castle Vision	364,035	142,059	-	-
RED	Office Accommodation	66,077	2,317,897	-	-
RED	Gypsy Travellers	26,745	660,873	-	-
RED	Eastgate	-	150,000	360,830	-
RED	Durhamgate	285,305	35,000	-	-
RED	North Dock Seaham	754,057	250,000	329,558	-
RED	DFG/FAP	3,530,617	3,520,000	2,092,250	-
RED	Housing Renewal	1,897,621	1,560,430	491,648	-
RED	Minor (ED&H)	672,094	33,000	225,817	-
RED	Chapter Homes	1,500,000	2,000,000	600,000	-
RED	Capitalised Structural Maintenance	6,527,381	8,320,591	28,775	-
RED	Renew Tech	714,530	3,235,177	-	-
RED	WCTC	-	750,000	-	-
RED	Minor (P&A)	265,093	35,000	-	-
RED	Minor (SPP)	243,936	348,543	250,000	-
RED	LTP	3,233,465	2,789,000	-	-
RED	Transit 15	104,029	-	-	-
RED	Trans Major	9,810,466	18,923,463	2,269,164	-
RED	Transport Corridors	1,215,335	-	-	-
RED	CCTV	92,950	-	-	-
RED	Minor (T&CS)	215,424	34,580	-	-
RED Total		34,542,924	61,076,638	9,783,972	-
NEI	Outdoor Play Areas and Parks	2,742,868	661,926	70,403	-
NEI	Leisure Centre Maintenance	369,980	305,296	-	-
NEI	Culture and Museums	188,467	-	-	-
NEI	AAP Schemes - Sport and Leisure	79,110	2,000	-	-
NEI	Newton Aycliffe Library / Library Modernisation	156,142	950,483	-	-
NEI	Waste Transfer Stations / Leachate Control	2,895,223	7,435,714	-	-
NEI	Stanley CAP	1,480,282	550,000	-	-

Service Grouping	Scheme	2015/16	2016/17	2017/18	2018/19
NEI	CRM System	767,640	943,380	288,980	-
NEI	Vehicle and Plant Replacement	3,273,772	-	-	-
NEI	Waste Infrastructure Capital - Refuse Collection	-	87,616	-	-
NEI	Fleet Management System / Live Track System	187,696	-	-	-
NEI	Street Scene	652,045	163,196	-	-
NEI	AAP Schemes - Direct Services	39,085	-	-	-
NEI	Highways Maintenance	25,131,627	24,122,157	4,089,588	4,149,588
NEI	Highways Bridges Maintenance	2,348,083	-	-	-
NEI	Wolsingham Depot	591,341	-	-	-
NEI Total		40,903,361	35,221,768	4,448,971	4,149,588
CAS	LD Provider Services	60,119	-	-	-
CAS	Planning & Service Strategy	132,201	101,000	314,962	-
CAS	PFI	60,195	-	-	-
CAS	BSF	13,240,044	5,528,002	-	-
CAS	Support For Childs Homes	53,635	-	-	-
CAS	CAS AAP Scheme	4,017	-	-	-
CAS	Increased Provision for Two Year Olds	408,000	-	-	-
CAS	Public Health	-	784,000	-	-
CAS	Drugs Commissioning DACT	35,656	72,000	-	-
CAS	Drug & Alcohol Premises Upgrade	200,000	500,000	-	-
CAS	School Devolved Capital	4,532,288	-	-	-
CAS	DFE School Capital Inc Basic Need	19,703,622	14,673,624	426,558	-
CAS	DSG Structural Maintenance	431,860	238,000	-	-
CAS	School Modernisation	607,487	-	-	-
CAS	PSBP - Additional Works Not Covered by EFA	200,000	-	-	-
CAS	Free School Meals Support	214,068	65,608	-	-
CAS	Secure Services	798,843	-	-	-
		40,682,035	21,962,234	741,520	-
		131,734,617	130,594,211	15,118,373	4,149,588

Durham County Council Additions to the 2016/17 - 2017/18 MTFP Capital Programme

SERVICE	SCHEME	BACKGROUND			TOTAL £
		2016/17 £	2017/18 £	2017/18 £	
ACE	Members Neighbourhood Budget	In order to fulfil their roles as community champions and to work in partnership with AAPs to address local priorities in their communities, elected members each had an original allocation of £10,000 capital per annum. This was also matched with a revenue allocation of £10,000 per annum leaving a total annual allocation per member of £20,000. A base adjustment has been previously made for £4,000 of the revenue allocation to be transferred to capital, leaving a capital allocation of £14,000 for each member.	0	1,764,000	1,764,000
ACE	Area Action Partnership	AAPs have been set up to give people in County Durham a greater choice and voice in local affairs. The partnerships allow people to have a say on services, and give organisations the chance to speak directly with local communities. Each AAP has a total funding allocation of £100,000 for local projects and investments. of this sum £24,000 is in relation to capital investment.	0	336,000	336,000
		ACE Sub Total	0	2,100,000	2,100,000
CAS	DFE Capital Maintenance	This element of Capital Grant paid by the DfE to LA's is allocated and determined by school condition and weighted pupil numbers and should be used to ensure that the council addresses the poor condition of the existing school estate and increasingly to provide resources for additional pupil places in areas of demographic growth.	0	5,635,000	5,635,000
		CAS Sub Total	0	5,635,000	5,635,000

SERVICE	SCHEME	BACKGROUND	2016/17	2017/18	TOTAL
NEI	Department for Transport (DfT) - Local Transport Plan (LTP) - Adopted Highway Maintenance Grant	The LTP Adopted Highway Maintenance Grant Funding is annual capital grant funding from the Department for Transport. The grant is provided to support local authorities with their statutory responsibility to maintain the adopted highway in a safe condition.	0	10,567,000	10,567,000
NEI	Adopted Highway Maintenance	<p>DfT LTP Grant Funding is not sufficient for the Council to maintain the adopted highway network in an appropriate condition. Councils are expected to provide additional funding from their own resources.</p> <p>The approved bid for 2016/17 is £3,500,000. The 2017/18 bid has been uplifted by £750,000 to £4,250,000 to compensate for the expected fall in the LTP budget of £329,000 in 2017/18 and to allow for inflation. This will maintain the combined LTP and DCC adopted highway maintenance budget constant in real terms.</p> <p>This bid also incorporates the re-allocation of the former LAMA budget.</p>	0	5,000,000	5,000,000
NEI	Unadopted Highway Maintenance	<p>Durham County Council owns 42km of unadopted carriageway and 202km of unadopted footway together with other associated assets (gullies, kerbs, markings etc).</p> <p>Funding has previously been approved in 2015/16 and 2016/17 to bring unadopted highway up to adoptable standard. An additional amount of £1,000,000 is requested to continue the process of eradicating unadopted highways.</p>	0	1,000,000	1,000,000
NEI	Flood Prevention	<p>County Durham has suffered from multiple flooding events in recent years. The frequency and severity of flooding events is predicted to increase with climate change. The Council has a significant inventory of drainage assets (highway drainage, culverts, watercourses) and riverbanks.</p> <p>The bid for 2017/18 maintains the budget at the same level as 2016/17.</p> <p>Progress reports on these schemes will be brought to MOWG on a regular basis.</p>	0	1,050,000	1,050,000
NEI	Street Lighting Column Replacement	<p>The Council has an inventory of 67,527 street lighting columns of which 10,010 currently exceed their service life of 40 years.</p> <p>There is a pressing need to supplement the street lighting LTP capital budget to enable the replacement of 1,625 columns per annum going forward on a risk based approach at a total cost of £2,112,500 per annum.</p> <p>The estimated street lighting LTP capital budget in 2017/18 is £359,000. Therefore, the bid is for the balance required to replace 1,625 columns which is £1,753,500.</p>	0	1,754,000	1,754,000

SERVICE	SCHEME	BACKGROUND	2016/17	2017/18	TOTAL
NEI	Durham City Centre Conservation Area Refurbishment Project	<p>This bid is for a 4 year programme to refurbish the public realm of Durham City Centre Conservation Area that is in poor condition including:</p> <ul style="list-style-type: none"> - North Road - Old Elvet Bridge - North & South Bailey - Claypath <p>The schemes are all prestige areas that require high specification materials that cannot be funded from existing budgets. Areas that require standard materials will continue to be maintained from existing budgets.</p> <p>This programme has been developed in conjunction with RED's Economic Development & Housing. The works will be planned around forthcoming developments with RED to maximise developer contributions to the works.</p>	800,000	800,000	1,600,000
NEI	Fixed Play Sites	<p>The Council has been developing a framework for the fair distribution of fixed play sites, this has identified a number of settlements which do not have the minimum offer of fixed play. A funding strategy is to be developed, including the use of match funding , to create or enhance these sites.</p>	260,000	260,000	520,000
NEI	DLI Relocation of Collection & Durham City Art Gallery	<p>This investment will support the MTFP (6) saving to reduce costs in caring for and displaying the DLI collection. The solution identified with full support of the DLI Trustees (who own the collection) is to display a smaller section of the collection working in partnership with others. This process will begin with a five year initial exhibition at Palace Green Library in partnership with Durham University including a series of annual temporary exhibitions to support the stories. The medal collection will also accompany this initial loan. All medals will be available on demand. Education support services will be retained around these exhibitions.</p> <p>The base location of the collection when it is not on display or loan will be Sevenhills, Spennymoor, where the special care work and research on the collection will take place.</p> <p>Moving from the DLI Museum building will also result in the loss of the Art Gallery space. However, the programming budget has been retained and the intention is to work towards a permanent space, but in the meantime the intention is to maximize the use of other spaces in the city and countywide.</p> <p>The capital investment will ensure that the required fit out for the required buildings can be completed.</p>	229,000	150,000	379,000
		NEI Sub Total	1,289,000	20,581,000	21,870,000
RED	Local Transport Plan (LTP) - Integrated Transport	<p>Local Transport Plan - Transport Improvements - The Third Local Transport Plan was introduced in 2011. There were two funding block allocations from the DfT - Integrated Transport and Maintenance Funding. From 2015/2016 onwards the Integrated Transport element will be given to the Combined Authority to distribute to the local authorities in line with DfT indicative allocations.</p> <p>Although the DfT has increased the overall national budget for the Integrated Transport Block, a portion of this has been allocated to the Single Growth Fund, which has subsequently led to a reduction in the direct ITB allocation for both the Combined Authority and DCC. In addition, £100,000 of the allocation will be retained by the Combined Authority towards regional initiatives.</p>	0	2,689,000	2,689,000

SERVICE	SCHEME	BACKGROUND			2016/17	2017/18	TOTAL
RED	Structural Capitalised Maintenance	Capitalised Maintenance - Continuing programme of planned work, alterations and adaptations to reduce the backlog maintenance of the Councils non-schools property portfolio and to meet obligations under relevant legislation such as the Equalities Act and Fire Safety Orders.	0	5,000,000	5,000,000	5,000,000	
RED	Aykley Heads Project Development	<p>Aykley Heads has around 6.8ha of developable area for business and employment. The site is currently a successful business and employment location, providing a home to over 30 businesses in a range of professional and scientific sectors, business support organisations such as the North East Chamber of Commerce and has recently attracted the accounting firm Mazars, the NHS and Atom Bank.</p> <p>The capital allocation will identify and procure a delivery model, establish associated costs and undertake site preparation works including footpath, lighting, initial highway works and environmental improvements to allow the site to be brought forward for development.</p>	0	250,000	250,000		
RED	Office Accommodation Programme (OAP2)	One of the key objectives of OAP2 is to progress further rationalisation of office accommodation and improve space utilisation. This is predicated on maximising the existing council estate and with this in mind a review of OA has been conducted. At this time further work on utilisation of the strategic sites is underway which will lead to a costing exercise.	1,250,000	1,250,000	2,500,000		
RED	Business Development	To make available a capital budget to enable the development of incubator business units to support and incentivise the development of small and medium size enterprises. This investment is clearly in line with the councils top priority to support regeneration and economic development with a clear focus upon both job creation and job protection.	100,000	400,000	500,000		
RED	Durham City Riverside Improvements	Proposals to implement essential access linkages and adjacent improvements to the environment between and around Freemans Reach and Milburngate House developments sites. A capital allocation is required to contribute to the design and construction of improvements to pedestrian and cycling movements in the area including options to improve across the River Wear. Estimated total costs total costs could be in the region of £4m. This allocation could lever in match funding including regional transport funds and Section 106 contributions from adjacent developments.	0	250,000	250,000		
RED	Bishop Auckland - Market Place Enhancement Works	Auckland Castle Trust now have planning consents in place to develop the heritage attraction. It is anticipated that there will be 200,000 visitors per annum visiting the attraction. There is a need to ensure that both pedestrians and vehicles can safely access and use the space in the Market Place. There is a need to make improvements to the public realm on the entrance to the Market Place from Durham Road and to provide a safe road crossing between the Market Place and Auckland Castle. Works include repairing and resurfacing sections of highway, repairing paving and forming 2 new raised road crossings.	0	250,000	250,000		

SERVICE	SCHEME	BACKGROUND			2016/17	2017/18	TOTAL
RED	Disabled Facilities Grant - DCLG	<p>Disabled Facilities Grant is a mandatory grant which provides significant support to the most vulnerable client groups across County Durham. Adaptations enable clients to remain within their own homes to live independently. Current figures advise that most grants are awarded to the over 60 age group. The Joint Commissioning strategy for Older People 2010-2013 identified an ageing population profile within County Durham for those aged 65 and over. The increases expected between 2007 and 2026 are, 65 and over 49.89%, 75 and over 71.4% and for those 85 and over 115.2%. Support for the grant is of significant importance as it plays a key role in increasing independence and enabling clients to live longer at home.</p>			-	2,970,000	2,970,000
RED	Financial Assistance Policy (FAP)	<p>Tackling the existence of Category 1 Hazards under the Housing Health and Safety Rating System (HHSRS) within private sector housing stock and ensuring the current statutory minimum standard for housing is achieved in order to meet the Decent Homes Standard.</p>			0	200,000	200,000
RED	Empty Homes Loans	<p>The Empty Homes loan is available to help meet the cost of improvements or repairs to bring the long term empty private sector property back into use for both private sector landlords and those purchasing to use as their principal residence. Loans from 2015/2016 will be recycled over a 5 year period.</p> <p>The 2015/2016 budget is fully committed and beyond this there is a waiting list of 83 homes which if supported (with the maximum loan) would require funding up to £1.245M.</p>			250,000	250,000	500,000
RED	Sherburn Road Retail Link Road	<p>This project has been identified in the Durham Plan IDP to create a link road to relieve congestion on Dragon Lane and Dragonville retail area. The creation of the link will assist with the continued development of the wider area whilst helping to address exiting congestion and air pollution issues. An allocation of £200,000 was approved for 2016/2017 to commence development work and this request is the balance of the estimated funding required.</p>			0	1,800,000	1,800,000

SERVICE	SCHEME	BACKGROUND	2016/17	2017/18	TOTAL
RED	Town Centre Masterplan Priorities	<p>Continued investment to deliver priorities identified in Town Centre Masterplans. During the period 2010/2011 to 2014/2015, £8M of the Town Centres budget has been spent across the County's Town Centres on improvements to the public realm; a countywide Targeted Buildings Improvement (TBI) scheme and key regeneration projects in a number of the Towns. These works have included the renewal of the public realm in Bishop Auckland Market Place, Consett, Stanley, and Seaham. The budget has also provided support to businesses across the county in terms of the TBI scheme which has refurbished or brought back into use over 170 retail properties. The Town Centre programme has levered in significant private sector investment (in excess of £2.5M) to support and create new businesses and employment opportunities. The budget has also provided support to enable sites to be brought forward for development e.g. acquisitions at North East Industrial Estate in Peterlee and partnership arrangements at Seaham Colliery with the HCA as well as the King James School building with the South Durham Enterprise Agency. The current approved Town Centres programme has been established to support the projects identified in the 12 Regeneration Masterplans. In particular, the programme is supporting the delivery of additional car parking at North Bondgate to provide capacity for the expected increase of visitors to Bishop Auckland following the opening of the attractions at Auckland Castle, support for the acquisition programme at North East Industrial Estate and Railway Street in Seaham and improvements to the public realm in Consett Town Centre. A new project within the current programme is to help regenerate North Road in Durham City through public realm improvements and TBI's. The programme also continues to provide support to the TBI scheme across the County. The new Town Centre programme will continue to deliver a range of public realm improvements; TBI schemes; and provide funding for individual regeneration projects across the County Towns.</p>	0	1,500,000	1,500,000
RED Sub Total			1,600,000	16,809,000	18,409,000

SERVICE		SCHEME	BACKGROUND			2016/17	2017/18	TOTAL
RES	Accommodation Project - ICT Bid	This investment will promote and accelerate changes towards new ways of working for the Council's workforce, utilising emerging technologies, linked to plans for office accommodation changes over the next 10 years. The imperative behind any actions to create a more flexible workforce and workplace.	0	831,000	831,000			
RES	Replacement desktop program	If, within this context service transformation is to be realised, the Council now has the opportunity to link existing strategies and action plans to promote and accelerate changes towards new ways of working for the Council's workforce, utilising emerging technologies, linked to plans for office accommodation changes over the next 10 years.	0	1,000,000	1,000,000			
RES	Vulnerability Scanning Solution	It is imperative to vulnerability scan the entire network. One laptop that is configured to do this work and it can take days to scan our servers and network kit as well as the PCs/laptops. The council will purchase a solution that will allow this to be done in hours and not days and weeks.	0	100,000	100,000			
RES	Logging Replacement	The council has a Logging solution that when we bought it was licensed for three years. This is a statutory requirement for security compliance. This is a central repository of the logging data that we are required to collect for compliance requirements	0	90,000	90,000			

SERVICE	SCHEME	BACKGROUND	2016/17	2017/18	TOTAL
RES	Datacentre Refresh	The datacentres require investment to ensure that they support the infrastructure of the Council. This is linked to three key systems, the Computer Room Air Conditioning(CRAC), Uninterruptable Power Supply (UPS) , and Fire Suppression. CRAC - The computer rooms must be continually cooled. The current primary cooling system (Eco-Cooling) cannot maintain operation in certain weather conditions (humidity at the ends of the ranges), and requires CRAC as a backup. All of the these key systems are nearing the end of their economic life and require replacement.	0	661,200	661,200
RES	Server Replacement	This is the ongoing server replacement bid which replaces the server hardware on a rolling programme of renewal. This ensures that the servers are up to date and within warranty and is the main ICT hardware for all corporate systems within the Council.	0	100,000	100,000
RES	New Storage Platform for Tanfield datacentre	The original parts of the current storage platform will soon be 5 years old. We intended to purchase new storage for Tanfield, move critical systems onto this then remove the 5 year parts of the current storage and retain those elements which are less than 5 years old.	0	330,000	330,000
RES	Wide Area Network (WAN) Capacity Upgrade and Remodelling	The Council's Core Wide Area Network(WAN) was specified in 2011 and more than exceeded the required functionality for the last 4 years, it was designed as a 1G bandwidth partially resilient network. The Wide Area Network interconnects all nodes (buildings, exchanges) enabling ICT service provision across the estate. It has enabled significant growth of online services for the Council over this period such as Telephony, Datacentre Services, Email, Finance Systems, Internet Access, File sharing, all ICT systems are now provided over the WAN. Analysis shows the reliance on these services is set to grow continually as cloud services and remote working are more greatly utilised. The WAN requires capital investment to be able to support the growth of existing and new online services. OFCOM govern the prices of fibre provision within the Telecommunications market and recent changes in Openreach pricing structures mean that with capital investment a new design is possible which will increase the core capacity and resilience of the WAN but can remain with current revenue budget.	0	312,000	312,000
		RES Sub Total	0	3,424,200	3,424,200
		TOTAL	2,889,000	48,549,200	51,438,200

Appendix 10

Durham County Council Pay Policy Statement 2016/17

1 Introduction

This policy outlines the key principles of Durham County Council's (DCC) pay policy for 2016/17 aimed at supporting the recruitment and remuneration of the workforce in a fair and transparent way. The policy complies with Government Guidance issued under the Localism Act 2011 and includes commentary upon:

- The approach towards the remuneration of Chief Officers.
- The remuneration of the lowest paid employees.
- The relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.

The Local Government Transparency Code, published in February 2015 by the Government also sets out key principles for local authorities in creating greater transparency through the publication of public data. As part of the code, the Government recommends that local authorities should publish details of senior employee salaries. This pay policy forms part of the Council's response to transparency of senior pay through the publication of a list of job titles and remuneration.

Durham County Council is mindful of its obligations under the Equality Act 2010 and is an equal opportunity employer. The overall aim of our Single Equality Scheme is to ensure that people are treated fairly and with respect. The scheme also contains a specific objective to be a diverse organisation which includes recruiting and retaining a diverse workforce and promoting equality and diversity through working practices. This pay policy forms part of our policies to promote equality in pay practices. By ensuring transparency of senior pay and the relationship with pay of other employees, it will help ensure a fair approach which meets our equality objectives.

In setting the pay policy arrangements for the workforce the Council seeks to pay competitive salaries within the constraints of a public sector organisation.

As a result of Local Government Review in the County, the significant opportunity existed to bring together the pay and conditions arrangements of the eight previous authorities into one cohesive pay policy for the new organisation. In response, Durham County Council's approach towards the workforce pay and conditions of employment were fundamentally reviewed and a new pay structure and revised conditions of employment for the majority of the workforce was agreed during 2012, in order to ensure that the council is able to operate as a modern, fit for purpose and streamlined organisation.

2 Posts defined within the Act as Chief Officers

The policy in relation to Chief Officers relates to the posts of Chief Executive, Assistant Chief Executive, four Corporate Directors, Director of Public Health and the Head of Legal and Democratic Services (who undertakes the Monitoring Officer Role for the Authority).

3 Governance Arrangements

The Chief Officer Appointments Committee is defined within the Council's Constitution as performing the functions under section 112 of the Local Government Act 1972 in relation to these officers. This includes the setting of the pay arrangements for these posts and in doing so the Committee takes into account:

- The prevailing market in which the organisation operates.
- The short and long term objectives of the Council.
- The Council's senior structure, financial situation and foreseeable future changes to these.
- The expectations of the community and stakeholders.
- The total remuneration package.
- The links with how the wider workforce is remunerated and national negotiating frameworks.
- The cost of the policy over the short, medium and long term.

The Committee also has access to appropriate external independent expert advice on the subject where required.

4 Key Principles

- The Chief Officer Pay policy is designed to be easily understood and to be transparent to the post holders and key stakeholders. The structure and level of the pay arrangements will enable the Council to attract, motivate and retain key senior talent for the authority.
- The policy is based upon spot salaries with clear differentials between levels of work/job size, within a range that is affordable now, will remain so for the medium term, and will be subject to review to ensure it continues to remain fit for purpose. In the first instance it is intended that the Authority will market test the rates of pay when vacancies arise, as part of consideration on whether or not roles continue to be required within the context of the Council's priorities and commitments at that time.
- A competency based performance management framework is established within the organisation linked to individual job descriptions, person

specifications, with performance reviewed annually. This ensures that the individual standards of achievement are met and clearly linked to the achievement of the council's objectives and priorities, and the authority's expectations are delivered by post holders within these roles.

- These posts do not attract performance related pay, bonuses or any other additions to basic salary. This approach enables the council to assess and budget accurately in advance for the total senior pay bill over a number of years.
- The Council is currently the sixth largest single tier authority in the Country and in setting the pay policy for this group, a market position has been established that aims to attract and retain the best talent available at a senior level within a national recruitment context, to lead and motivate the council's workforce that is rewarded under a nationally agreed negotiating framework.
- Roles at this level have all been subject to an externally ratified job evaluation scheme that is transparent and auditable to ensure equality proofing of pay levels.
- Other terms and conditions of employment for this group are as defined within the Joint Negotiating Committee for Chief Officers of Local Authorities Conditions of Service handbook, with discretion to set actual pay levels at a local level, but within a national negotiating framework. These posts are part of the nationally defined Local Government final salary pension scheme.

5 Pay Levels

Individual elements of the remuneration package are established as follows at the point of recruitment into the posts:

Role	Spot Salary	Additional Variable Pay
	£	£
Chief Executive	185,000	0
Assistant Chief Executive	120,000	0
Corporate Directors	140,000	0
Director of Public Health	103,848	0
Head of Legal and Democratic Services	110,000	0

In addition to Chief Officers there are a range of senior roles identified as Heads of Service that are evaluated using the same principles and scheme as the Chief Officers and these roles are remunerated at three levels based on job size, these being; £110,000, 96,900 and £75,500

The Corporate Management Team and Heads of Service pay levels were actually assessed in 2008 in preparation for the new authority by external assessors and the levels over £100,000 have not been increased since that time. Heads of Service on less than £100,000 were given a 1% increase similar to other NJC for Local Government Services employees. Following the retirement of the previous Chief Executive, the salary of this post was reviewed and set at £185,000.

This Council has agreed a salary structure for its senior posts and agrees that appointment to any vacancies on this structure at the salaries referred to in this statement are permitted. The creation of any new posts paying over £100,000 should however be presented to Council for approval.

The designated Returning Officer for the Council, who is the Head of Legal and Democratic Services, also carries out the role of Acting Returning Officer in Parliamentary and European elections and other national referenda or electoral processes. These additional roles usually carry an entitlement to payment from central government at levels set by order in relation to each national poll and according to scale of fees agreed by the Council in relation to Local Elections.

Set out in Annex 1 is a scale of fees for the conduct of the County Council and Parish elections. The fees are based on the principle that the Returning Officer and nominated deputies will be remunerated in view of personal responsibilities, but at a rate below that of national elections. National rates are given for other posts such as Presiding Officers, Poll Clerks, Count Staff and postal vote sessions to ensure sufficient interest is maintained in undertaking these roles.

6 The Authority's Policy on the Remuneration of its Lowest Paid Workers

Definition of Lowest Paid Workers

In order to promote equity, former manual worker grades in the authority have been incorporated into the national framework, as outlined in the National Joint Council for Local Government Services "Agreements on Pay and Conditions of Service".

This ensures that the lowest paid workers and the wider workforce share equitable terms and conditions and access to pay and condition arrangements that are set within a national negotiating framework.

This approach ensures fairness, provides market rates in the region for jobs, graded by job size, but with a reference also to the national local government family.

Following the implementation in 1 January 2015 of the 'Durham Living Wage' the lowest paid workers from 1 April 2016 will receive the minimum of Spinal Column Point 10 (£7.89 per hour) for all Durham County Council employees (subject to the NJC 2016/17 Pay Award being accepted). This equates to

workers (outside of apprenticeship schemes) remunerated in Durham on a minimum full time equivalent annual rate of pay of £15,238 (excluding allowances). This is the Council's definition of 'lowest paid workers'.

7 The Policy Relationship between Chief Officers Pay, the Lowest Paid Workers, and the Wider Workforce

Current Position

At the inception of the new unitary Council in 2009 the authority had defined:

- The strategy for senior pay within the authority and had recruited into these posts.
- The plan for the approach towards harmonising the pay and conditions of the workforce longer term.
- Taking this approach, also now enables the authority to publish and support recommendations within Will Hutton's review 2011 'Review of Fair Pay in the Public Sector' around publishing the ratio of pay of the organisation's top earner to that of a median earner and tracking this over time, taking corrective action where necessary.
- In setting the relevant pay levels a range of background factors outlined at paragraph 2.2 were taken into consideration for senior pay alongside the significant scope and scale of the authority in the national context.

For example, the scope and scale of the Chief Executive's post encompasses responsibilities commensurate with the largest authorities in the country including responsibility for:

- The provision of wide ranging services to over 500,000 residents of County Durham.
- A gross budget of £1.4bn for service delivery.
- Undertaking the role of the Head of Paid Service to over approximately 17,500 employees.
- Lead Policy Advisor to the Council's 126 Elected Members.

The ratio between the pay of the Chief Executive in Durham County Council and the lowest paid workers is 12:1, against figures published by Government of an expectation to always be below 20:1 in local government.

In addition, during 2016/17 the employer will contribute 13.8% of pensionable pay to the pension fund for all employees in the Local Government Pension Scheme.

8 Long Term Planning

In line with the original long term plan, Durham County Council has successfully completed the implementation of a new pay and conditions framework for the wider workforce. This pay scheme is based upon a nationally agreed job evaluation system and the national spinal column points of pay, and will see the authority remain within the existing national pay negotiating machinery.

9 Pay Policy Objectives

This planned approach towards pay for the wider workforce, and the use of established and equality impact assessed job evaluation schemes in the exercise will ensure:

- A planned approach towards pay policy for the organisation that enables the council to establish a relationship between pay for senior officers, the low paid and the wider workforce to align to the national guidance
- The provision of accountability, transparency and fairness in setting pay for Durham County Council.

10 Pay Policy Decisions for the Wider Workforce

The decision making powers for the implementation of the new pay arrangements is one for the Full Council for the Authority, ensuring that decisions in relation to workforce pay are taken by those who are directly accountable to local people.

11 The Approach towards Payment for those Officers Ceasing to Hold Office Under or be Employed by the Authority

The Council has an agreed policy in relation to officers whose employment is terminated via either voluntary or compulsory redundancy. This policy provides a clear, fair and consistent approach towards handling early retirements and redundancy for the wider workforce, including Chief Officers. In setting policy, the Authority does at this time retain its discretion to utilise the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales Regulations) 2006.

12 Policy towards the Reward of Chief Officers Previously Employed by the Authority.

The Council's arrangements for payments on severance are outlined in the Early Retirement/Voluntary Redundancy policy approved by Full Council on 29 October 2014.

Chief Officers leaving the authority under regulations allowing for early access to pension are leaving in circumstances where there is no longer a suitable role for them, and in such circumstances they leave the employment of the

Council. Immediate re-engagement in another role would negate redundancy by operation of the Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) Order 1999.

The Council would not expect such officers to be offered further remunerated employment with the Council or any controlled company without such post being subject to external competition.

The administering authority for the Local Government Pension Scheme does not currently have a policy of abating pensions for former employees who are in receipt of a pension, although this is an area that is kept under review.

The Council is mindful of its obligations under equality legislation and as such is limited in its ability to adopt a policy that it will not employ people of an age that has entitled them to pension access on leaving former employment in the public sector or to propose that such applicants be employed on less favourable terms than other applicants. It expects all applicants for any posts to compete and be appointed on merit.

Annex 1: Proposed Scale of Fees for Whole Area Local Elections

Set out in Annex 1 is a scale of fees for the conduct of the 2013 whole County and Parish Council elections. The fees are based on the principle that the Returning Officer and nominated deputies will be remunerated in view of personal responsibilities, but at a rate below that of national elections. National rates are given for other posts such as Presiding Officers, Poll Clerks, Count Staff and postal vote sessions to ensure sufficient interest is maintained in undertaking these roles.

Core Election Team members will receive an 'election fee' covering overtime worked and additional responsibilities undertaken during the election period. The overall fee will reflect the amount received at National Elections for example the Alternative Vote Referendum and the Police and Crime Commissioner Election. Any Election Team member who is paid an 'election fee' will not receive any additional payment if undertaking a Deputy Returning Officer role or other roles.

Role	Fee	Comments
Returning Officer	£100 per division or per contested parish council area	Just over half the rate paid at national elections
Deputy Returning Officers	Capped up to £60 per division or per contested parish council area	Fee dependant on role undertaken and level of fee paid to be determined by the Returning Officer
Election Day		
Presiding Officer	£195 (plus 20% for combination)	National Rate
Poll Clerk	£115 (plus 20% for combination)	National Rate
Polling staff – training fee	£40.00	As at PCC Election
Polling Station-Staff Trainer	£120.00 per session	As at PCC Election
Polling Station Inspector	£19.50 per Polling Station (plus 20% for combination)	National Rate
Postal Votes		
Postal Vote Supervisors including Scanners	£12.50 per hour	National Rate
Postal Vote Assistants	£10 per hour	National Rate
Postal Vote Opening - Training	£20.00	As at PCC Election
Postal Vote Opening - Trainer	£60.00 per session	As at PCC Election

Role	Fee	Comments
Ballot Box Receipt and Document Sort		
Ballot Box Supervisor	£100.00	As at PCC Election
Ballot Box Receipt Asst	£50.00 per session of up to 4 hours	As at PCC Election
The Count		
Count Supervisor/Adjudicator	£250.00	As at PCC Election
Count Supervisor-Trainer	£50.00	As at PCC Election
Count Senior Assistant	£160.00	
Count Supervisor and Senior Assistant Training	£40.00	As at PCC Election
Count Assistant	£50.00 per session of up to 4 hours	As at PCC Election
Security	£100	
General		
Clerical Assistance – use of temporary staff	£200 per division	National rate
Car Mileage	48p per mile	DCC mileage rate
Poll Card Delivery	12p per card (plus 2p mgt)	As at PCC Election

Annex 2: Proposed Scale of Fees for the conduct of Individual By-Elections

Set out in Annex 2 is a scale of fees for the conduct of individual By-Elections. These fees were agreed by the former District Authorities of the County in 2007.

Election Fees – By-Elections

Returning Officer	£67.00 per 1000 electors or part thereof (per division/ward)
Polling Station:	
Presiding Officer	£180.50 (plus ¼ fee for combined election)
Poll Clerk	£108.75 (plus ¼ fee for combined election)
Polling Station Inspector	£17.00 per station
Mileage	0.45p
Postal Votes Issue:	
Postal Votes Issuing Manager	£120.00
Postal Votes Issuing Supervisor	£60.00
Postal Votes Issuing Assistant	£40.00
Postal Votes Opening:	
Postal Votes Opening Manager	£150.00
Postal Votes Opening Supervisor	£75.00
Postal Votes Opening Assistant	£60.00
Count:	
Count Manager	£260.00
Count Supervisor	£140.00
Count Assistant	£80.00
Miscellaneous:	
Elector Assistance	£17.00 per visit
Attending Training	£40.00
Providing Training	£150.00
Scanning of Returned Ballot Papers	£1.5 per 100 papers or part thereof
Clerical	£89.00 per 1000 electors or part thereof
Preparation of Poll Cards	£1.90 per 100 cards or part thereof
Delivery of Poll Cards	12p per card
Ballot Box Preparation	£5.15
Checking of Ballot Papers	£1.60 per 1000 or part thereof

Discretionary Rate Relief, Hardship and Empty Property Relief Policy

**Discretionary Rates
Relief, Hardship and
Empty Property Relief
(including New Build
Business Rates Relief)
Policy**

Altogether better



Contents

1. Introduction and Purpose of Policy Document

2. Legislation

3. Business Rates – Discretionary Rates Relief Policy

3.1 Equality and Fairness

3.2 Criteria Used in the Decision Making Process

3.3 Levels of Discretionary Rate Relief Available

3.4 Claiming Mandatory and Discretionary Rate Relief

3.6 Period of Award

3.6 Notification of Award

3.7 Appeals

4 Relief for Properties that are Partially Unoccupied for a Temporary Period

4.1 Legislation

4.2 Making an Application

4.3 The Decision Making Process

4.4 Period of s44a Relief

4.5 Calculation of s44a Relief

5 Business Rates – New Build Empty Property Relief

5.1 Legislation

5.2 Properties that will Benefit from this Relief

5.3 Criteria Used in the Decision Making Process

5.4 Period of Relief for New Build Empty Properties

6 Business Rates – Retail Relief

- 6.1 Legislation
- 6.2 Properties that will Benefit from this Relief
- 6.3 Criteria Used in the Decision Making Process
- 6.4 Period of Retail Relief

7 Business Rates – Reoccupation Relief

- 7.1 Legislation
- 7.2 Properties that will Benefit from this Relief
- 7.3 Criteria Used in the Decision Making Process
- 7.4 Period of Reoccupation Relief

8 Business Rates – Transitional Relief

- 8.1 Legislation
- 8.2 Properties that will Benefit from this Relief
- 8.3 Criteria Used in the Decision Making Process
- 8.4 Period of Transitional Relief

9 Business Rates – Hardship Relief

- 9.1 Legislation
- 9.2 Criteria Used in the Decision Making Process
- 9.3 Period of Hardship Relief
- 9.4 The Decision Making Process
- 9.5 Review of Decision

1 Introduction and Purpose of Policy Document

1.1 This policy has been designed to ensure that all customers making an application for rate relief is treated in a fair, consistent and equal manner.

1.2 This policy has been written to:

- Demonstrate how Durham County Council will operate its discretionary powers set out in the Local Government Finance Act 1988 and Localism Act 2011 and the factors that will be considered when deciding if relief can be awarded and the way in which the value of relief will be granted
- Set guidelines for the factors that should be considered when making a decision to award or refuse an application
- Set out the delegated authority to award relief in appropriate circumstances;
- Establish an appeals procedure for customers dissatisfied with a decision;
- Safeguard the interest of the local taxpayers by ensuring that funds that are allocated for the award of relief are used in the most effective and economic way.

2 Legislation

2.1 Section 47 of the LGFA 1988 permits the billing authority to grant discretionary rate relief. This was amended by the Localism Act 2011 section 69 from 1 April 2012 which removed the previous restrictions of discretionary relief to only apply to charities and other organisations of prescribed types.

2.2 The billing authority may make a decision to grant relief, only if it is satisfied that it would be reasonable to do so, having regard to the interests of the council tax payers.

3 Business Rates – Discretionary Rates Relief Policy

3.1 Equality and Fairness

3.1.1 Each application for relief would be dealt with on its own merits and would treat all organisations that apply for discretionary rate relief equally and fairly. The scheme will operate in a manner that helps support Durham County Council priorities and key objectives contained in the Sustainable Community Strategy and the Council Plan. Public funds are not however unlimited, a proportion of the costs of relief granted is borne by council tax payers.

3.2 Criteria Used in the Decision Making Process

- 3.2.1 The criteria to be used in deciding whether or not to give discretionary rate relief are based on assessing how an organisation's work helps achieve the Council's priorities and meeting the community's needs for services and facilities.
- 3.2.2 The following essential criteria **must** be met before Durham County Council would consider awarding discretionary rate relief:
- the ratepayer must be a non-profit making body, and/or
 - the property must be used by the ratepayer wholly or mainly for charitable, philanthropic or religious purposes, or concerned with education, social welfare, science, literature and the fine arts, or the ratepayer must use the property wholly or mainly for recreation by a non-profit making club or society.
- 3.2.3 It is possible for a voluntary organisation to apply for 100% discretionary rate relief, and for registered charities to apply for an additional 20% discretionary relief in addition to the mandatory relief they already receive providing they meet the essential criteria detailed in the Levels of Discretion detailed in paragraphs 3.4.1 to 3.4.2.
- 3.2.4 Community Interest Companies (CICS) would not qualify for mandatory relief and any discretionary relief application would be considered based on the essential criteria detailed in the Levels of Discretion detailed in paragraphs 3.3.1 to 3.3.2.
- 3.2.5 There are however, exceptions to this general rule which include; Housing Associations, Leisure Trusts, Voluntary Schools, Colleges and Universities or similar, these organisations are charitable trusts for the purposes of the rating legislation and qualify for mandatory relief. However due to the funding streams available no discretionary top-up relief will be granted to these bodies.
- 3.2.6 Every application for discretionary rate relief will be considered on an individual basis.
- 3.2.7 The Council will need to be satisfied that value for money is being provided to the people of Durham County, bearing in mind the relief an organisation will receive. In making awards, consideration will be given to the financial impact on the Council and whether or not an organisation is already funded or commissioned by the Council. The decision to award relief must only be taken where it is in the wider interest of Council Taxpayers in County Durham.
- 3.2.8 Relief may be refused if it is considered that the cost to the Council and its taxpayers outweighs the benefit that will be gained from the award of the relief. If the benefit of the rate relief is kept locally, the relief is more likely to be awarded.
- 3.2.9 The finances of the organisation will be examined. This will include examination of the membership fees structure, examination and reasoning of level of reserves in relation to the amount of turnover and the rates actually charged, payments to staff

and directors will all be taken into consideration when determining the application. If it appears that the reserve finances are not being used or partially used to benefit the local community, the application may be refused unless the ratepayer can demonstrate their reasoning

3.2.10 Some organisations or charities do not need to be registered with the Charity Commission where the annual income is under £5,000. In these cases if the organisation has applied to Her Majesty's Revenue and Customs (HMRC) for tax relief, a HMRC number will be provided and mandatory relief can be awarded.

3.2.11 Organisations that meet the qualifying criteria for small business rates relief will not be considered for discretionary rate relief until they have applied for small business rates relief. This will reduce the financial contribution on the authority. These organisations even though they may not be a small business, they are however ratepayers who are entitled to apply for this relief. Durham County Council will provide support and guidance on how to apply for small business rates relief from the Council

3.3 Levels of Discretionary Rate Relief Available

3.3.1 Registered charities or equivalent already in receipt of mandatory relief will receive the following top up relief provided they meet the relevant criteria (as identified above):

For Registered Charities or Equivalent (CASC's, CIO or Exempt Charities) entitled to Mandatory Rate Relief	% Relief Awarded (Top up to Mandatory Rate Relief)
1. Community Centres/Community Associations and other registered charities responsible for paying rates on Community Centre and village halls.	100
2. Training Centres/Training Organisations offering schemes for particular groups to develop their skills e.g. young people, unemployed people.	100
3. National Charity Shops	0
4. Local Charity Shops	100
5. Local Heritage Projects	100
6. Essential Community Services e.g. CAB, Hospice, Samaritans	100
7. Sports Clubs (Must be CASC or registered Charity)	Up to 100
8. Museums	100
9. Private Schools, Leisure Trust, Universities/Colleges and Academies	0
10. Housing Associations or similar organisations	0

3.3.2 Non Registered charities and community based organisations will receive the following relief provided they meet the relevant criteria.

Organisations not entitled to Mandatory Rate Relief but who are established Not for Profit Making Organisation	% Relief
1. Community Centre, Community Associations, Agencies, Community Resource Centres which are not conducted for profit and which occupy premises that provide a community focal point.	100
2. Recreational community based clubs or societies e.g. youth clubs, boy scouts, girl guides. (Sports Clubs will not qualify unless CASC or registered Charity)	100
3. Philanthropic organisations that are community based.	100
4. Religious organisations that promote an understanding of religion that leads to a greater awareness of religious differences within the community.	100
5. Educational organisations that provide education support or training.	100
6. Scientific organisations that promote an awareness of science etc.	100
7. Literature and Fine Arts that promote an awareness of Literature and Fine Arts.	100
8. Training Centres/Training Organisations offering schemes for particular groups to develop their skills e.g. young people, unemployed people.	100
9. Training Centres/Training Organisations offering schemes and advice to businesses.	50
10. Private Nurseries and Day Care Centres	0
11. Community Interest Companies (CICS)	Up to 100

The following additional criteria will be used when dealing with applications for discretionary rate relief.

Reason for Increasing Amount of Relief:

1. Active encouragement of membership for all groups
2. Affiliated to local or national organisations
3. More than 50% drawn locally

Reason for Reducing Amount of Relief:

1. Bar facilities**
2. Restrictive fees and Restrictive membership***

	Maximum Percentage of Relief to be Awarded
Bar Facilities**	
Licensed Bar – Full licence operating through the year for registered charities or CASC, this to be link to the rateable value and what is attributable to the clubhouse.	10% Discretionary Rate Relief top-up.
Licensed bar is open but where the club/organisation has a restricted seasonal/match day licence for registered charities or CASC:-	10% or 20% Discretionary Rate Relief top-up.
No Bar and a registered charity or CASC	20% Discretionary Rate Relief or top-up.
Restrictive fees and membership***	
Where coaching, mentoring or training is at a minimal cost and the membership subscription can be shown not to exclude the general community.	50%
Where the organisation encourages the young, those with disabilities and the elderly to partake in their activities and where the organisation benefits the local community by its activities.	40%
Where the organisation actively seeks to eliminate all forms of discrimination in its activities, in line with the new authority's own commitment to Equal Opportunities	10%

3.3.3 Businesses in Rural settlement lists will receive the following relief provided they meet the relevant criteria and receive mandatory rural relief.

Rural relief	% Relief
1. Sole shop in a rural settlement area selling mainly food and household goods meeting the criteria of mandatory relief	100
2. Sole Post Office in a rural settlement area meeting the criteria for mandatory relief	100
3. Sole public house in a rural settlement area meeting the criteria for mandatory relief	100
4. Sole petrol station in a rural settlement area meeting the criteria for mandatory relief.	100

3.4 Claiming Mandatory and Discretionary Rate Relief

3.4.1 A claim must be made using the application form attached to this policy and available on the Council's website (www.durham.gov.uk). This application form and supporting information, including the Memorandum or Articles of Association, the latest Annual Report and the last two years professionally prepared account should be completed and returned to:-

Durham County Council
Revenues and Benefits
PO Box 238
Stanley
Co Durham
DH8 1FP

3.4.2 It is the responsibility of the organisation applying for the relief to provide sufficient information and documentary evidence to support applications. If the organisation applying does not or will not provide the required evidence the application will still be considered but only on the basis of the information and evidence provided.

3.5 Period of Award

3.5.1 Entitlement to relief will be subject to a regular review or if there is a change in legislation that would affect its operation and taking into account Council policies and priorities, any withdrawal or variation of relief is subject to one financial years notice.

3.6 Notification of Award

3.6.1 The Council will inform the organisation applying for relief, in writing of the outcome of their application for discretionary rate relief.

3.6.2 The Council will endeavour to determine any application received within 28 days of receipt of the full information required to assess the claim.

3.6.3 Where the application is not successful, the notification will provide full reasons why it has not been decided not to award discretionary rate relief and the applicant's right to ask us to look at the decision again.

3.6.4 Where the application is successful, the notification will include the percentage of relief awarded and details of when an amended Non Domestic Rate Demand will be issued.

3.7 Appeals

3.7.1 If you disagree with a decision made under this policy, you must write and tell Durham County Council why you think the decision is wrong and provide any additional information in support of the claim. An independent panel will look at the case.

3.7.2 The panel will check the discretionary rate relief application thoroughly and take account of any additional information in your appeal letter. The panel will decide whether or not the criteria have been properly applied. The panel will confirm the decision, change the decision to pay more discretionary rate relief or change the decision to pay less Discretionary Rare Relief.

3.7.3 Durham County Council will write to tell you the outcome of the appeal. There is no further right of appeal against the decision of the panel. Any further appeal against this decision must be done through judicial review proceedings

4 Relief for Properties that are Partially Unoccupied for a Temporary Period

4.1 Legislation

4.1.1 Section 44A of the Local Government Finance Act 1988 enables a billing authority discretionary powers to grant relief on a property that is partly unoccupied or not fully occupied if it appears to the authority that this situation will remain for a "short period of time" only.

4.1.2 Partially occupied rate relief (also referred to as Section 44a Relief) is not intended to be used where part of a property is temporarily not used. The intention is aimed at situations where there are practical difficulties in occupying or vacating all of a property.

4.2 Making an Application

4.2.1 Applications must be made by the ratepayer

4.2.2 Durham County Council will require a written application and the ratepayer must supply a plan of the property, with the unoccupied portions clearly identified

4.3 The Decision Making Process

4.3.1 Durham County Council will require accompanied access to the property during normal working hours to verify the application.

4.3.2 Relief will not be awarded under any circumstance where it is not possible to verify the application.

4.3.3 Durham County Council will notify the applicant of the decision in writing and where the relief is refused, an explanation of the reasons why will be given.

4.3.4 Durham County Council will not consider applications where the customer has failed to provide information within the timescales provided to them and will notify the customer in writing that the application has been refused

4.4 Period of Section 44a Relief

4.4.1 Section 44a Relief will only be applied to a property that is partly occupied for a temporary period. The relief can only be awarded for a maximum of 3 months in cases of offices and shops, or 6 months in the case of industrial properties

4.4.2 Section 44a Relief will end under the following circumstances

- At the end of a financial year, regardless of the date relief was applied;
- Where all or part of the unoccupied area becomes occupied;
- The person liable for Business Rates changes

4.5 Calculation of Section 44a Relief

4.5.1 Where Durham County Council agrees to award a Section 44a Relief, notification will be sent to the Valuation Officer to seek a reduction in the rateable value

4.5.2 The amount of relief is calculated on a statutory basis based on the rateable value of the empty portion of the property. The appropriate rateable value is provided to Durham County Council by the Valuation Office Agency

5 Business Rates - New Build Empty Property Relief

5.1 Legislation

5.1.1 This relief has been introduced from 1 October 2013 as a temporary measure and under Section 47 of the Local Government Finance Act 1988 the billing authority has discretionary powers to grant the relief in the prescribed circumstances below.

5.2 Properties that will benefit from this Relief

5.2.1 Properties that are empty and entered into the rating list between 1 October 2013 and 30 September 2016 could be eligible for exemption from empty property rates for the first 18 months, up to state aid limits.

5.2.2 Properties that will benefit from relief will be all unoccupied non domestic hereditaments that are wholly or mainly (more than half) comprised of qualifying new structures completed within this timeframe

5.3 Criteria used in the Decision Making Process

5.3.1 Durham County Council will require a written application form.

5.3.2 The relief will stay with the property rather than the owner.

- 5.3.3 The new build empty property relief is granted as de minimis aid for State Aid purposes. There is currently a ceiling of 200,000 Euros of de minimis aid that can be granted over a three year rolling period.
- 5.3.4 Durham County Council will notify the applicant of the decision in writing and where the relief is refused, an explanation of the reasons why will be given.
- 5.3.5 Durham County Council will not consider applications where the customer has failed to provide information within the timescales provided to them and will notify the customer in writing that the application has been refused

5.4 Period of Relief New Build Empty Property

- 5.4.1 The relief is for a maximum of 18 months, this includes the first 3 or 6 months unoccupied empty relief.

6 Business Rates - Retail Relief

6.1 Legislation

- 6.1.1 This relief was introduced from 1 April 2014 for a 2 year period and under Section 47 of the Local Government Finance Act 1988 the billing authority has discretionary powers to grant the relief in the prescribed circumstances below.

6.2 Properties that will benefit from this Relief

- 6.2.1 Discount of £1,000 for shops, pubs and restaurants with a rateable value under £50,000 for two years up to state aid limits from 1 April 2014, which was increased to £1,500 up to state aid limits from 1 April 2015 for the financial year 2015/16.
- 6.2.2 Premises that will benefit from the relief will be occupied premises with a rateable value of £50,000 or less and are wholly or mainly being used as shops, restaurants, cafes and drinking establishments.
- 6.2.3 As this is a discretionary relief, the reliefs are measured in the following order,
- Charitable/Community Amateur Sports Clubs/Rural Rate Relief/Top up and not for property/Small Business Rate Relief
 - Other discretionary reliefs (Local Discounts)
 - Long Term Empty Relief (50% business rate relief for 18 months between 1 April 2014 and 31 March 2016 for businesses that move into retail premises that have been empty for a year or more.
 - Retail Relief of £1,000 for 2014-15 and £1,500 for 2015-16

6.3 Criteria used in the Decision Making Process

- 6.3.1 Durham County Council will require a written application form.
- 6.3.2 The relief will stay with the property rather than the owner.
- 6.3.3 The new retail relief is granted as de minimis aid for State Aid purposes. There is currently a ceiling of 200,000 Euros of de minimis aid that can be granted over a three year rolling period.
- 6.3.4 Durham County Council will notify the applicant of the decision in writing and where the relief is refused, an explanation of the reasons why will be given.
- 6.3.5 Durham County Council will not consider applications where the customer has failed to provide information within the timescales provided to them and will notify the customer in writing that the application has been refused

6.4 Period of Retail Relief

- 6.4.1 The relief is **only** applicable for the financial years 2014/15 and 2015/16. Retrospective applications for 2015/16 will only be considered up to 30 September 2016.

7 Business Rates - Reoccupation Relief

7.1 Legislation

- 7.1.1 This relief has been introduced from 1 April 2014 for 2 year period under Section 47 of the Local Government Finance Act 1988 the billing authority has discretionary powers to grant the relief in the prescribed circumstances below.

7.2 Properties that will benefit from this Relief

- 7.2.1 A 50 per cent business rates relief for 18 months - between 1 April 2014 and 31 March 2016 - for businesses that move into retail premises that have been empty for a year or more;
- 7.2.2 As this is a discretionary relief, the reliefs are measured in the following order,
- Charitable/Community Amateur Sports Clubs/Rural Rate Relief/Top up and not for property/Small Business Rate Relief
 - Other discretionary reliefs (Local Discounts)
 - Long Term Empty Relief (50% business rate relief for 18 months between 1 April 2014 and 31 March 2016 for businesses that move into retail premises that have been empty for a year or more.
 - Retail Relief of £1,000 for 2014-15 and £1,500 for 2015-16

7.3 Criteria used in the Decision Making Process

- 7.3.1 Durham County Council will require a written application form.
- 7.3.2 The relief will stay with the property rather than the owner.
- 7.3.3 The new reoccupation relief is granted as de minimis aid for State Aid purposes. There is currently a ceiling of 200,000 Euros of de minimis aid that can be granted over a three year rolling period.
- 7.3.4 Durham County Council will notify the applicant of the decision in writing and where the relief is refused, an explanation of the reasons why will be given.
- 7.3.5 Durham County Council will not consider applications where the customer has failed to provide information within the timescales provided to them and will notify the customer in writing that the application has been refused

7.4 Period of Reoccupation Relief

- 7.4.1 The relief is for a maximum of 18 months with an effective start date between 1 April 2014 to 31 March 2016.

8 Business Rates – Transitional Relief

8.1 Legislation

- 8.1.1 This relief has been introduced from 1 April 2015 for 2 year period under Section 47 of the Local Government Finance Act 1988 the billing authority has discretionary powers to grant the relief in the prescribed circumstances below.

8.2 Properties that will benefit from this Relief

- 8.2.1 Properties with a rateable value up to and including £50,000. As a result of this measure small properties (with a rateable value of less than £18,000) that would otherwise face bill increases above 15% and medium sized properties (with a rateable value of £50,000 or less) that would otherwise face bill increases above 25% will benefit.
- 8.2.2 Changes in rateable value which take effect from 1 April 2010 or the substituted day in the cases of split and mergers. Properties whose rateable value is £50,000 or less on 1 April 2010 (or the day of merger) but increase above £50,000 from a later date will still be eligible for relief. Where the Valuation Office Agency issue certificates for the value at 31 March 2010 or 1 April 2010 the relief will be recalculated on a daily basis.

8.2.3 As this is a discretionary relief, the reliefs are measured in the following order,

- Charitable/Community Amateur Sports Clubs/Rural Rate Relief/Top up and not for property/Small Business Rate Relief
- Other discretionary reliefs (Local Discounts)
- Long Term Empty Relief (50% business rate relief for 18 months between 1 April 2014 and 31 March 2016 for businesses that move into retail premises that have been empty for a year or more.
- Retail Relief of £1,000 for 2014-15 and £1,500 for 2015-16
- Transitional Relief

8.3 Criteria used in the Decision Making Process

8.3.1 2016/17 Annual rate accounts will have identified potential qualifiers and have awarded relief automatically. Letters will be issued advised of relief and requirement to return state aid declaration.

8.3.2 Any new applications identified after 2016/17 annual bills written application will be required.

8.3.3 The new transitional relief is granted as de minimis aid for State Aid purposes. There is currently a ceiling of 200,000 Euros of de minimis aid that can be granted over a three year rolling period.

8.3.4 Durham County Council will notify the applicant of the decision in writing and where the relief is refused, an explanation of the reasons why will be given. Where there is a recalculation of the amount of relief written notification will be provided detailing the reason.

8.4 Period of Transitional Relief

8.4.1 The relief is only applicable for the financial years 2015/16 and 2016/17.

9 Hardship Relief for Business Rates

9.1 Legislation

9.1.1 Councils have the power to reduce or remit the business rate charge where it considers that 'hardship' would otherwise be caused to the ratepayer.

9.1.2 The provisions are set out in Section 49 of the Local Government Finance Act 1998.

9.2 Criteria Used in the Decision Making Process

9.2.1 Applications to reduce or remit the business rate charge will only be considered where the Council is satisfied that the rate payer would otherwise sustain hardship and that it is reasonable to grant relief having regard to the interest of council tax payers who are affected by decisions under this section. This is because 50% of the cost of exercising this power has to be funded by the Council through general fund expenditure.

9.2.2 Criteria

- Each application for hardship will be considered on its merits with issues that will need to be considered on each occasion including:-
- All applications should be made in writing from the rate payer, their advocate/appointee or a recognised third party acting on their behalf, using the relevant form and contain the necessary information.
- All applications are only intended as short term assistance and will not extend beyond the current financial year, and should not be considered as a way of reducing Business Rate Liability.
- Hardship relief or remission will be the exception and not the rule.
- The financial interests of the council tax payers will not be the overriding factor e.g. employment and amenities provision will also may be taken into account.
- Where the granting of relief will have an adverse effect on the financial interests of the council tax payers, relief may still be granted if the case for relief on balance outweighs the costs to taxpayers.
- The potential amount of any relief may in some cases constitute state aid and therefore adherence to EU regulations must be followed.
- The test of hardship will include an assessment of the ratepayer's individual accounts to verify that the payment of rates would cause hardship.
- The assessment of the accounts will identify the cause of the business failings and a simple accounting calculation will be carried out as follows:

% of Rates to Sales

% of Rates to Gross Profit

% of Rates to Expenditure

Ratio of Current Assets to Current Liabilities

Ration of Current Assets less Stock to Current Liabilities

- Relief will normally only be awarded retrospectively. However, where you can show that the circumstances will remain the same for a period up to the end of the current financial year relief may be award for the remainder of the year

9.3 Period of Hardship Relief

9.3.1 In all cases relief will end in the following circumstances:

- At the end of a financial year
- All or part of the unoccupied area becoming occupied
- A change of liable person
- The property becomes empty, or become occupied
- The ratepayer enters any form of formal insolvency
- The ratepayers financial circumstances significantly change (the rate payer must inform the council if their circumstance change e.g. Change in rateable value)

From the assessment of the above criteria, the council will determine if the business is suffering from financial hardship due to the payment of Business Rates.

9.3.2 Examples of Appropriate Circumstances

The following examples indicate circumstances where it may be appropriate to award relief. They are included in this policy in the form of broad general guidelines and are not intended to be prescriptive.

- a) Without rate relief the business will close and deprive local residents of an essential service and protecting employing.
- b) The ratepayer's business has been detrimentally affected by circumstances beyond the ratepayers control and that do no constitute part of the normal risks in running a business (e.g. a natural disaster, an unusual or uncontrollable event in the neighbourhood of the business such as a fire making the immediate area of the business unsafe).

N.B. in addition, it must be in the interest of the community as a whole for Hardship relief to be granted.

9.3.3 Claiming a Reduction due to Hardship

9.3.4 A claim must be made on an approved application form. This application form and any supporting information should be completed and returned to:-

Durham County Council
Revenues and Benefits
PO Box 238
Stanley
Co Durham
DH8 1FP

9.3.5 It is the responsibility of the Ratepayer applying for relief to provide sufficient information and documentary evidence to support their applications. If the Ratepayer applying does not or will not provide the required evidence, we will still consider the application but only on the basis of the information and evidence provided.

9.4 The Decision Making Process

9.4.1 Upon receipt of written application form, all supporting information must be included for consideration.

- Initial applications will be considered by Revenues Team Manager (NNDR). These will include review sheet, with findings and financial implications and initial recommendations.
- Recommendations will then be forwarded to Revenues & Benefits Manager via the Revenues Manager.
- These will then be forwarded to Head of Financial Services for approval/refusal.
- Once decision has been approved the ratepayer will be advised in writing of the decision.

9.5 Review of Decision

9.5.1 Under the Local Government Finance Act 1988, there is no right of appeal against the Council's use of discretionary powers. However, on individual discounts, the Council will accept a customer's request from a ratepayer for a re-determination of its decision.

- Re-determination of the decision will be by the Corporate Director.
- The Council will consider whether the ratepayer has provided any additional information that will justify a change to its original decision.
- The Council will notify the ratepayer of its decision within 21 days of receiving a request for a redetermination.

Durham County Council Annual Treasury Management Strategy 2016/17

Summary

In accordance with statutory guidance and the Council's Financial Procedure rules, this report presents the proposed Treasury Management Strategy for 2016/17, the Annual Investment Strategy, Prudential Indicators, Minimum Revenue Provision Policy and Treasury Management Practices (Annex 1).

A glossary of terms is provided at the end of the report.

Background

Durham County Council defines its treasury management activities as the management of the organisation's investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.

It regards the successful identification, monitoring and control of risk to be the prime criteria by which the effectiveness of its treasury management activities will be measured. Accordingly, the analysis and reporting of treasury management activities will focus on their risk implications for the organisation, and any financial instruments entered into to manage these risks.

It acknowledges that effective treasury management will provide support towards the achievement of its business and service objectives. It is therefore committed to the principles of achieving value for money in treasury management, and to employing suitable comprehensive performance measurement techniques, within the context of effective risk management.

The Council is required to operate a balanced budget, which broadly means that cash raised during the year will meet cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned, with cash being available when it is needed. Any surplus cash balances are invested in low risk counterparties or instruments commensurate with the Council's low risk strategy to always provide adequate liquidity initially before considering investment return.

Reporting Requirements

The Council is required to receive and approve, as a minimum, three main reports each year, which incorporate a variety of policies, estimates and actuals:

1. **Annual Treasury Management Strategy** – this report covers:
 - Annual Treasury Strategy 2016/17
 - Annual Investment Strategy 2016/17
 - Prudential Indicators 2015/2019
 - Minimum Revenue Provision Policy 2016/17

2. **Mid-Year Treasury Management Report** – this updates members with the progress of the capital position, amending prudential indicators as necessary, and whether the treasury strategy is meeting the strategy or whether any policies require revision.
3. **Annual Treasury Report** – This provides details of a selection of actual prudential and treasury indicators and actual treasury operations compared to the estimates within the strategy.

Annual Treasury Management Strategy 2016/17

This report covers the following issues in respect of 2016/17:

- i. Current treasury position
- ii. Capital financing plans (including Prudential and Treasury Indicators)
- iii. Interest Rate Outlook
- iv. Borrowing strategy
- v. Policy on borrowing in advance of need
- vi. Debt rescheduling
- vii. Annual Investment Strategy
- viii. Minimum Revenue Provision (MRP) Policy
- ix. Policy on use of external service providers

These elements cover the requirements of the Local Government Act 2003, the CIPFA Prudential Code, Communities and Local Government (CLG) MRP Guidance, the CIPFA Treasury Management Code and Communities and Local Government Investment Guidance.

i. Current treasury position

The table below shows the Council's position as at 31 December 2015, with comparators for 31 March 2015 and a forecast position for 31 March 2016:

	31-Mar-15 (£m)	Average Rate (%)	31-Dec-15 (£m)	Average Rate (%)	31-Mar-16 (£m)	Average Rate (%)
Borrowing	457.375	4.46	245.629	4.05	245.623	4.05
Investments	149.962	0.71	208.151	0.76	150.000	0.76
Net Debt	307.413		37.478		95.623	

Borrowing has fallen by £212m in 2015/16 as a result of debt attributable to the HRA being repaid as part of the housing stock transfer.

Investment levels are forecast to remain broadly the same at the end of March 2016 as they were at March 2015.

ii. Capital financing plans

Housing Revenue Account (HRA)

As a result of the housing stock transfer on 13 April 2015, the figures shown in the tables in respect of the HRA contained in this report will be for 2014/15 and 2015/16 only.

General Fund Expenditure

The Council's capital expenditure plans are the key driver of treasury management activity. The revenue consequences of capital expenditure, particularly the unsupported capital expenditure, will need to be paid for from the Council's own resources. This capital expenditure can be paid for immediately (by applying capital resources such as capital receipts, capital grants and revenue resources), but if these resources are insufficient any residual capital expenditure will add to the Council's borrowing need.

The following Prudential Indicators provide an overview and assist members in reviewing plans and performance.

Prudential Indicator 1 Capital Expenditure - this prudential indicator is a summary of the Council's capital expenditure plans, both those agreed previously, and those forming part of this budget cycle.

The table below summarises capital expenditure plans and how these plans are being financed by capital or revenue resources. Any shortfall of resources results in a funding need ("borrowing"):

Capital Expenditure	2014/15 Actual	2015/16 Estimate	2016/17 Estimate	2017/18 Estimate	2018/19 Estimate
	£m	£m	£m	£m	£m
Non-HRA	119.386	138.929	139.502	71.371	8.424
HRA	42.826	-	-	-	-
Total	162.212	138.929	139.502	71.371	8.424
Financed by:					
Capital receipts	12.976	16.631	15.883	17.897	-
Capital grants and contributions	82.858	52.318	38.960	23.828	-
Revenue and reserves	21.581	13.167	0.072	-	-
Net financing need for the year	44.797	56.813	84.587	29.646	8.424

Prudential Indicator 2 Capital Financing Requirement - the second prudential indicator is the Council's Capital Financing Requirement (CFR). The CFR is simply the total historic outstanding capital expenditure which has not yet been paid for from either revenue or capital resources. It is essentially a measure of the Council's underlying borrowing need. Any capital expenditure above, which has not immediately been paid for, will increase the CFR.

The CFR does not increase indefinitely, as the minimum revenue provision (MRP) is a statutory annual revenue charge which broadly reduces the borrowing need in line with each asset's life.

The CFR includes any other long term liabilities (e.g. PFI schemes, finance leases). Whilst these increase the CFR, and therefore the Council's borrowing requirement, these types of scheme include a borrowing facility and so the Council is not required to separately borrow for these schemes.

	2014/15 Actual	2015/16 Estimate	2016/17 Estimate	2017/18 Estimate	2018/19 Estimate
	£m	£m	£m	£m	£m
Capital Financing Requirement					
CFR – non housing	392.459	432.094	498.063	506.676	493.490
CFR - housing	244.000	-	-	-	-
Total CFR	636.459	432.094	498.063	506.676	493.490
Movement in CFR	29.199	-204.365	65.969	8.613	-13.186
Movement in CFR represented by					
Net financing need for the year (above)	44.797	56.813	84.587	29.646	8.424
HRA non-dwelling impairment	0.132	-	-	-	-
Housing Stock Transfer	-	-244.000	-	-	-
Less MRP/VRP and other financing movements	-15.730	-17.178	-18.618	-21.033	-21.610
Movement in CFR	29.199	-204.365	65.969	8.613	-13.186

Affordability Prudential Indicators

The previous indicators cover overall capital and control of borrowing, but within these further indicators are required to assess the affordability of the capital investment plans. These provide an indication of the impact of the capital investment plans on the Council's overall finances.

Prudential Indicator 3 Actual and estimates of the ratio of financing costs to net revenue stream – this indicator identifies the trend in the cost of capital (borrowing and other long term obligation costs net of investment income) against the net revenue stream.

	2014/15 Actual	2015/16 Estimate	2016/17 Estimate	2017/18 Estimate	2018/19 Estimate
	%	%	%	%	%
Non-HRA	6.16	7.33	7.98	9.14	9.58

The estimates of financing costs include current commitments and the proposals in this budget report.

Prudential Indicator 4 Estimates of the incremental impact of capital investment decisions on council tax - this indicator identifies the revenue costs associated with proposed changes to the three year capital programme recommended in this budget report compared to the Council's existing approved commitments and current plans. The assumptions are based on the budget, but will invariably include some estimates, such as the level of Government support, which are not published over a three year period.

	2015/16 Estimate	2016/17 Estimate	2017/18 Estimate	2018/19 Estimate
	£	£	£	£
Council tax - band D	0.00	0.80	5.49	4.52

1.1 Current portfolio position

The Council's treasury portfolio position at 31 March 2015, with forward projections are summarised below. The table shows the actual external debt (the treasury management operations), against the underlying capital borrowing need (the Capital Financing Requirement - CFR), highlighting any over or under borrowing.

	2014/15 Actual	2015/16 Estimate	2016/17 Estimate	2017/18 Estimate	2018/19 Estimate
	£m	£m	£m	£m	£m
External Debt					
Debt at 1 April	436.833	457.375	245.623	260.609	285.594
Expected change in Debt	20.542	-211.752	14.986	24.985	14.984
Other long-term liabilities (OLTL)	49.685	48.164	50.604	51.106	52.464
Expected change in OLTL	-1.521	2.440	0.502	1.358	-2.461
Actual gross debt at 31 March	505.539	296.227	311.715	338.058	350.581
The Capital Financing Requirement	636.459	432.094	498.063	506.676	493.490
Under / (over) borrowing	130.920	135.867	186.348	168.618	142.909

Within the prudential indicators there are a number of key indicators to ensure that the Council operates its activities within well defined limits. One of these is that the Council needs to ensure that its gross debt does not, except in the short term, exceed the total of the CFR in the preceding year plus the estimates of any additional CFR for 2016/17 and the following two financial years. This allows some flexibility for limited early borrowing for future years, but ensures that borrowing is not undertaken for revenue purposes.

The Corporate Director Resources confirms that the Council complied with this prudential indicator in the current year and does not envisage difficulties

for the future. This view takes into account current commitments, existing plans, and the proposals in this budget report.

Prudential Indicator 6 Operational Boundary - this is the limit beyond which external borrowing is not normally expected to exceed. In most cases, this would be a similar figure to the CFR, but may be lower or higher depending on the levels of actual borrowing. The reduction in the borrowing element of the Operational Boundary is due to the removal of the HRA debt following housing stock transfer.

Operational boundary	2015/16 Estimate	2016/17 Estimate	2017/18 Estimate	2018/19 Estimate
	£m	£m	£m	£m
Borrowing	385.000	450.000	456.000	445.000
Other long term liabilities	50.000	50.000	52.000	53.000
Total	435.000	500.000	508.000	498.000

Prudential Indicator 7 Authorised Limit for external borrowing - this further key prudential indicator represents a control on the maximum level of borrowing and is a statutory limit determined under section 3 (1) of the Local Government Act 2003.

This represents a limit beyond which external borrowing is prohibited, and this limit needs to be set or revised by the full Council. It reflects the level of external borrowing which, while not desired, could be afforded in the short term, but is not sustainable in the longer term.

Authorised limit	2015/16 Estimate	2016/17 Estimate	2017/18 Estimate	2018/19 Estimate
	£m	£m	£m	£m
Borrowing	435.000	500.000	506.000	495.000
Other long term liabilities	53.000	53.000	55.000	56.000
Total	488.000	553.000	561.000	551.000

Treasury Management Indicators

There are three debt related treasury activity limits. The purpose of these are to restrain the activity of the treasury function within certain limits, thereby managing risk and reducing the impact of any adverse movement in interest rates. However, if these are set to be too restrictive they will impair the opportunities to reduce costs / improve performance. The indicators are:

- Upper limits on variable interest rate exposure. This identifies a maximum limit for variable interest rates based upon the debt position net of investments
- Upper limits on fixed interest rate exposure. This is similar to the previous indicator and covers a maximum limit on fixed interest rates;

- Maturity structure of borrowing. These gross limits are set to reduce the Council's exposure to large fixed rate sums falling due for refinancing, and are required for upper and lower limits.

The Council is asked to approve the following treasury indicators and limits:

	2016/17	2017/18	2018/19
Interest rate Exposures			
	Upper	Upper	Upper
Limits on fixed interest rates based on net debt	100%	100%	100%
Limits on variable interest rates based on net debt	30%	30%	30%
Maturity Structure of fixed interest rate borrowing 2016/17			
	Lower	Upper	
Under 12 months	0%	20%	
12 months to 2 years	0%	40%	
2 years to 5 years	0%	60%	
5 years to 10 years	0%	80%	
10 years and above	0%	100%	

iii. Interest Rate Outlook

The Council has appointed Capita Asset Services as its treasury advisor and part of their service is to assist the Council to formulate a view on interest rates. The following table gives the Capita central view.

Annual Average %	Bank Rate %	PWLB Borrowing Rates % (including certainty rate adjustment)		
		5 year	25 year	50 year
Mar 2016	0.50	2.00	3.40	3.20
Jun 2016	0.50	2.10	3.40	3.20
Sep 2016	0.50	2.20	3.50	3.30
Dec 2016	0.75	2.30	3.60	3.40
Mar 2017	0.75	2.40	3.70	3.50
Jun 2017	1.00	2.50	3.70	3.60
Sep 2017	1.00	2.60	3.80	3.70
Dec 2017	1.25	2.70	3.90	3.80
Mar 2018	1.25	2.80	4.00	3.90
Jun 2018	1.50	2.90	4.00	3.90
Sep 2018	1.50	3.00	4.10	4.00
Dec 2018	1.75	3.10	4.10	4.00
Mar 2019	1.75	3.20	4.10	4.00

UK GDP growth rates in 2013 of 2.2% and 2.9% in 2014 were the strongest growth rates of any G7 country; the 2014 growth rate was also the strongest UK rate since 2006 and the 2015 growth rate is likely to be a leading rate in the G7 again, probably being second to the US. However, quarter 1 of 2015

was weak at +0.4% (+2.9% y/y) though there was a rebound in quarter 2 to +0.7% (+2.4% y/y) before weakening again to +0.5% (2.3% y/y) in quarter 3. The November Bank of England Inflation Report included a forecast for growth to remain around 2.5 – 2.7% over the next three years, driven mainly by strong consumer demand as the squeeze on the disposable incomes of consumers has been reversed by a recovery in wage inflation at the same time that CPI inflation has fallen to, or near to, zero since February 2015. Investment expenditure is also expected to support growth. However, since the August Inflation report was issued, most worldwide economic statistics have been weak and the November Inflation Report flagged up particular concerns for the potential impact on the UK.

The Inflation Report was also notably subdued in respect of the forecasts for inflation; this was expected to barely get back up to the 2% target within the 2-3 year time horizon. The increase in the forecast for inflation at the three year horizon was the biggest in a decade and at the two year horizon was the biggest since February 2013. However, the first round of falls in oil, gas and food prices over late 2014 and also in the first half 2015, will fall out of the 12 month calculation of CPI during late 2015 / early 2016 but a second, more recent round of falls in fuel prices will now delay a significant tick up in inflation from around zero: this is now expected to get back to around 1% in the second half of 2016 and not get to near 2% until 2017, though the forecasts in the Report itself were for an even slower rate of increase. There is considerable uncertainty around how quickly pay and CPI inflation will rise in the next few years and this makes it difficult to forecast when the MPC will decide to make a start on increasing Bank Rate.

The American economy made a strong comeback after a weak first quarter's growth at +0.6% (annualised), to grow by no less than 3.9% in quarter 2 of 2015, but then pulled back to 2.1% in quarter 3. The run of strong monthly increases in nonfarm payrolls figures for growth in employment in 2015 has prepared the way for the Fed. to embark on its long awaited first increase in rates of 0.25% at its December meeting. However, the accompanying message with this first increase was that further increases will be at a much slower rate, and to a much lower ultimate ceiling, than in previous business cycles, mirroring comments by our own MPC.

In the Eurozone, the ECB fired its big bazooka in January 2015 in unleashing a massive €1.1 trillion programme of quantitative easing to buy up high credit quality government and other debt of selected EZ countries. This programme of €60bn of monthly purchases started in March 2015 and it is intended to run initially to September 2016. This appears to have had a positive effect in helping a recovery in consumer and business confidence and a start to an improvement in economic growth. GDP growth rose to 0.5% in quarter 1 2015 (1.0% y/y) but came in at +0.4% (+1.5% y/y) in quarter 2 and +0.3% in quarter 3. However, this lacklustre progress in 2015 together with the recent downbeat Chinese and emerging markets news, has prompted comments by the ECB that it stands ready to strengthen this programme of QE by extending its time frame and / or increasing its size in order to get inflation up from the current level of around zero towards its target of 2% and to help boost the rate of growth in the EZ.

- Greece. During July, Greece finally capitulated to EU demands to implement a major programme of austerity and is now cooperating fully with EU demands. An €86bn third bailout package has since been agreed though it did nothing to address the unsupportable size of total debt compared to GDP. However, huge damage has been done to the Greek banking system and economy by the resistance of the Syriza Government, elected in January, to EU demands. The surprise general election in September gave the Syriza government a mandate to stay in power to implement austerity measures. However, there are major doubts as to whether the size of cuts and degree of reforms required can be fully implemented and so Greek exit from the euro may only have been delayed by this latest bailout.
- Portugal and Spain. The general elections in September and December respectively have opened up new areas of political risk where the previous right wing reform-focused pro-austerity mainstream political parties have lost power. A left wing / communist coalition has taken power in Portugal which is heading towards unravelling previous pro austerity reforms. This outcome could be replicated in Spain. This has created nervousness in bond and equity markets for these countries which has the potential to spill over and impact on the whole Eurozone project.
- Investment returns are likely to remain relatively low during 2016/17 and beyond;
- Borrowing interest rates have been highly volatile during 2015 as alternating bouts of good and bad news have promoted optimism, and then pessimism, in financial markets. Gilt yields have continued to remain at historically phenomenally low levels during 2015. The policy of avoiding new borrowing by running down spare cash balances, has served well over the last few years. However, this needs to be carefully reviewed to avoid incurring higher borrowing costs in later times, when authorities will not be able to avoid new borrowing to finance new capital expenditure and/or to refinance maturing debt;
- There will remain a cost of carry to any new borrowing which causes an increase in investments as this will incur a revenue loss between borrowing costs and investment returns.

iv. Borrowing Strategy

The Council is currently maintaining an under-borrowed position. This means that the capital borrowing need (the Capital Financing Requirement), has not been fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow has been used as a temporary measure. This strategy is prudent as investment returns are low and counterparty risk is relatively high.

Municipal Bond Agency

It is likely that the Municipal Bond Agency, currently in the process of being set up, will be offering loans to local authorities in the near future. It is also hoped that the borrowing rates will be lower than those offered by the Public Works Loan Board (PWLB). The County Council may make use of this new source of borrowing as and when appropriate.

Against this background and the risks within the economic forecast, caution will be adopted with the 2016/17 treasury operations. The Corporate Director Resources will monitor interest rates in financial markets and adopt a pragmatic approach to changing circumstances.

v. Policy on Borrowing in Advance of Need

The Council will not borrow more than or in advance of its needs purely in order to profit from the investment of the extra sums borrowed. Any decision to borrow in advance will be within forward approved Capital Financing Requirement estimates, and will be considered carefully to ensure that value for money can be demonstrated and that the Council can ensure the security of such funds.

Risks associated with any borrowing in advance activity will be subject to prior appraisal and subsequent reporting through the mid-year or annual reporting mechanism.

vi. Debt Rescheduling

As short term borrowing rates will be considerably cheaper than longer term fixed interest rates, there may be potential opportunities to generate savings by switching from long term debt to short term debt. However, these savings will need to be considered in the light of the current treasury position and the size of the cost of debt repayment (premiums incurred).

The reasons for any rescheduling to take place will include:

- the generation of cash savings and / or discounted cash flow savings;
- helping to fulfil the treasury strategy;
- enhance the balance of the portfolio (amend the maturity profile and/or the balance of volatility).

Consideration will also be given to identify if there is any residual potential for making savings by running down investment balances to repay debt prematurely as short term rates on investments are likely to be lower than rates paid on current debt.

All rescheduling will be reported to the relevant Committee, at the earliest meeting following its action.

vii. Annual Investment Strategy

The Council has regard to the CLG's Guidance on Local Government Investments ("the Guidance") and the 2011 revised CIPFA Treasury Management in Public Services Code of Practice and Cross Sectoral Guidance Notes ("the CIPFA TM Code").

In accordance with the above guidance from the CLG and CIPFA, and in order to minimise the risk to investments, the Council applies minimum acceptable credit criteria in order to generate a list of highly creditworthy counterparties which also enables diversification and thus avoidance of concentration risk.

As with previous practice, ratings will not be the sole determinant of the quality of an institution and that it is important to continually assess and monitor the financial sector on both a micro and macro basis and in relation to the economic and political environments in which institutions operate. The assessment will also take account of information that reflects the opinion of the markets. To this end the Council will engage with its advisors to maintain a monitor on market pricing such as "credit default swaps" and overlay that information on top of the credit ratings.

Other information sources used will include the financial press, share price and other such information pertaining to the banking sector in order to establish the most robust scrutiny process on the suitability of potential investment counterparties.

Investment instruments identified for use in the financial year are listed below under the 'specified' and 'non-specified' investments categories.

Specified Investments – These investments are sterling investments of not more than one-year maturity, or those which could be for a longer period but where the Council has the right to be repaid within 12 months if it wishes. These are considered low risk assets where the possibility of loss of principal or investment income is small. These would include sterling investments which would not be defined as capital expenditure with:

1. The UK Government (such as the Debt Management Account deposit facility)
2. UK treasury bills or a gilt with less than one year to maturity.
3. Term deposits with UK banks and building societies.
4. A local authority, parish council or community council.
5. Certificates of Deposit.
6. Pooled investment vehicles (such as money market funds) that have been awarded a high credit rating by a credit rating agency.

Non-specified Investments – are any other type of investment (i.e. not defined as specified above). The identification and rationale supporting the selection of these other investments and the maximum limits to be applied are set out below. Non specified investments would include any sterling investments with:

- Gilt edged securities with a maturity of greater than one year. These are Government bonds and so provide the highest security of interest and the repayment of principal on maturity.
- The Council's own banker if it fails to meet the basic credit criteria. In this instance balances will be minimised as far as is possible.
- Equity shareholding in businesses of not more than £10m as part of a balanced approach to investment after taking on board due diligence.

Investment Risk Benchmarking

These benchmarks are simple guides to maximum risk, so they may be breached from time to time, depending on movements in interest rates and counterparty criteria. The purpose of the benchmark is that officers will monitor the current and trend position and amend the operational strategy to manage risk as conditions change. Any breach of the benchmarks will be reported, with supporting reasons in the mid-year or Annual Report.

Security - The Council's maximum security risk benchmark for the current portfolio, when compared to these historic default tables, is:

- 0.08% historic risk of default when compared to the whole portfolio.

Liquidity – in respect of this area the Council seeks to maintain:

- Bank overdraft - £250k
- Liquid short term deposits of at least £20m available with a week's notice.
- Weighted average life benchmark is expected to be 6 months, with a maximum of 9 months.

Yield - local measures of yield benchmarks are:

- Investments – internal returns above the 7 day LIBID rate

Investment Counterparty Selection

The primary principle governing the Council's investment criteria is the security of its investments, although the yield or return on the investment is also a key consideration. After this main principle, the Council will ensure that:

- It maintains a policy covering both the categories of investment types it will invest in, criteria for choosing investment counterparties with adequate security, and monitoring their security. This is set out in the specified and non-specified investment sections below; and
- It has sufficient liquidity in its investments. For this purpose it will set out procedures for determining the maximum periods for which funds may prudently be committed. These procedures also apply to the Council's prudential indicators covering the maximum principal sums invested.

The Corporate Director Resources will maintain a counterparty list in compliance with the following criteria and will revise the criteria and submit them to Council for approval as necessary. These criteria are separate to that which determines which types of investment instrument are either specified or non-specified as it provides an overall pool of counterparties considered high quality which the Council may use, rather than defining what types of investment instruments are to be used.

Capita's creditworthiness service uses a wider array of information than just primary ratings and by using a risk weighted scoring system, does not give undue weight to just one agency's ratings.

Typically the minimum credit ratings criteria the Council use will be a Short Term rating (Fitch or equivalents) of F1 and a Long Term rating of A-. There may be occasions when the counterparty ratings from one rating agency are marginally lower than these ratings but may still be used. In these instances consideration will be given to the whole range of ratings available, or other topical market information, to support their use.

All credit ratings will be monitored regularly. The Council is alerted to changes to ratings of all three agencies through its use of Capita's creditworthiness service.

- if a downgrade results in the counterparty / investment scheme no longer meeting the Council's minimum criteria, its further use as a new investment will be withdrawn immediately.
- in addition to the use of credit ratings the Council will be advised of information in movements in credit default swap spreads against the iTraxx benchmark and other market data on a weekly basis. Extreme market movements may result in downgrade of an institution or removal from the Council's lending list.

Sole reliance will not be placed on the use of this external service. In addition the Council will also use market data and market information, information on sovereign support for banks and the credit ratings of that supporting government.

The criteria for providing a pool of high quality investment counterparties (both specified and non-specified investments) is:

1 The proposed selection criteria for approved counterparties will be:

- Banks 1 – the Council will only use banks which are UK banks and have, as a minimum, the following Fitch, Moody's and Standard and Poors credit ratings (where rated):

	Fitch	Moody's	Standard & Poors
Short Term	F1	P1	A-1
Long Term	A-	A3	A-

- Non UK Banks 1 – the Council will only use non UK banks which have, as a minimum, the following Fitch, Moody's and Standard and Poors credit ratings:

	Fitch	Moody's	Standard & Poors
Sovereign Rating	AA-	AA-	AA-
Short Term	F1	P1	A-1
Long Term	A-	A3	A-

(N.B. Viability, Financial Strength and Support ratings have been removed and will not be considered in choosing counterparties.)

- Banks 2 – Part nationalised UK banks – Lloyds Banking Group and Royal Bank of Scotland. These banks can be included if they continue to be part nationalised or they meet the ratings in Banks 1 above.
- Banks 3 – The Council's own banker for transactional purposes if the bank falls below the above criteria, although in this case balances will be minimised in both monetary size and time.
- Bank subsidiary and treasury operation -. The Council will use these where the parent bank has provided an appropriate guarantee or has the necessary ratings outlined above.
- Building societies. The Council will use societies which meet the ratings for banks outlined above:
- Money market funds
- Enhanced money market funds (EMMFs)
- UK Government (including gilts and the DMADF)
- Local authorities, parish councils etc

Use of additional information other than credit ratings

Additional requirements under the Code of Practice require the Council to supplement credit rating information. Whilst the above criteria relies primarily on the application of credit ratings to provide a pool of appropriate counterparties for officers to use, additional operational market information will be applied before making any specific investment decision from the agreed pool of counterparties.

This additional market information (for example Credit Default Swaps, negative rating watches/outlooks) will be applied to compare the relative security of differing investment counterparties. The relative value of investments will be reviewed in relation to the counterparty size to ensure an appropriate ratio.

Time and Monetary Limits applying to Investments

The time and monetary limits for institutions on the Council's Counterparty List are as follows (these will cover both Specified and Non-Specified Investments):

	Long Term Rating	Money Limit	Time Limit
Banks 1 higher quality	AA-	£50m	2 years
Banks 1 medium quality	A	£35m	1 year
Banks 1 lower quality	A-	£25m	6 months
Banks 2 category – part-nationalised	N/A	£60m	2 years
Banks 3 category – Council’s banker	A-	£25m	3 months
DMADF/Treasury Bills	AAA	unlimited	6 months
Local Authorities	N/A	£10m each	5 years
Money Market Funds	AAA	£20m each (overall £100m)	liquid

viii. MRP Policy Statement

The Council is required to pay off an element of the accumulated General Fund capital spend each year (the CFR) through a revenue charge (the minimum revenue provision - MRP), although it is also allowed to undertake additional voluntary payments if required (voluntary revenue provision - VRP).

CLG Regulations have been issued which require the full Council to approve an MRP Statement in advance of each year. A variety of options are provided to councils, so long as there is a prudent provision. The Council is recommended to approve the following MRP Statement

For capital expenditure incurred before 1 April 2008 or which in the future will be Supported Capital Expenditure, the MRP policy will be:

- **Based on CFR** – MRP will be based on the CFR (Option 2);
- From 1 April 2008 for all unsupported borrowing (including PFI and Finance Leases) the MRP policy will be:
- **Asset Life Method** – MRP will be based on the estimated life of the assets, in accordance with the proposed regulations (Option 3)

ix. Policy on use of external advisers

The Council uses Capita as its treasury management consultants. The company provides a range of services which include:

- Technical support on treasury matters, capital finance issues and the drafting of Member reports
- Economic and interest rate analysis

- Debt services which includes advice on the timing of borrowing
- Debt rescheduling advice surrounding the existing portfolio
- Generic investment advice on interest rates, timing and investment instruments
- Credit ratings/market information service comprising the three main credit rating agencies

Whilst the advisers provide support to the internal treasury function, under current market rules and the CIPFA Code of Practice the final decision on treasury matters remains with the Council. This service is subject to regular review.

Glossary of Terms

Authorised Limit

This is the upper limit on the level of gross external indebtedness, which must not be breached without council approval. It reflects the level of borrowing, which while not desired, could be afforded but may not be sustainable. Any breach must be reported to the executive decision-making body, indicating the reason for the breach and the corrective action undertaken or required to be taken.

Capital Financing Requirement (CFR)

The capital financing requirement (CFR) replaced the 'credit ceiling' measure of the Local Government and Housing Act 1989. It measures an authority's underlying need to borrow or finance by other long-term liabilities for a capital purpose.

It represents the amount of capital expenditure that has not yet been resourced absolutely, whether at the point of spend (by capital receipts, capital grants/contributions or from revenue income), or over the longer term (by prudent minimum revenue provision (MRP) or voluntary application of capital receipts for debt repayment etc). Alternatively it means, capital expenditure incurred but not yet paid for.

Credit Default Swaps (CDS)

A credit default swap (CDS) is an agreement that the seller of the CDS will compensate the buyer in the event of loan default. In the event of default the buyer of the CDS receives compensation (usually the face value of the loan), and the seller of the CDS takes possession of the defaulted loan.

CDS pricing can be used as a gauge of the riskiness of corporate and sovereign borrowers.

Credit ratings

A credit rating evaluates the credit worthiness of an issuer of debt, specifically, debt issued by a business enterprise such as a corporation or a government. It is an evaluation made by a credit rating agency of the debt issuer's likelihood of default.

Credit ratings are determined by credit ratings agencies. The credit rating represents their evaluation of qualitative and quantitative information for a company or government; including non-public information obtained by the credit rating agencies analysts.

Debt Management Account Deposit Facility (DMADF)

The Debt Management Office provides the DMADF as part of its cash management operations and in the context of a wider series of measures designed to support local authorities' cash management.

The DMADF currently offers fixed term deposits. All deposits taken will be placed in, and interest paid from, the Debt Management Account. All deposits will be also guaranteed by HM Government and therefore have the equivalent of a sovereign triple-A credit rating.

Financing Costs

An aggregation of interest charges, interest payable under finance leases and other long-term liabilities and MRP, net of interest and investment income.

Housing Revenue Account (HRA)

The Housing Revenue Account reflects a statutory obligation to account separately for local authority housing provision, as defined particularly in Schedule 4 of the Local Government and Housing Act 1989. It shows the major elements of housing revenue expenditure – maintenance, administration and rent rebates – and capital financing costs, and how these are met by rents, subsidy and other income.

London Inter Bank Bid Rate (LIBID)

The London Interbank Bid Rate (LIBID) is a bid rate; the rate bid by banks on deposits i.e. the rate at which a bank is willing to borrow from other banks.

Minimum Revenue Provision (MRP)

Statutory charge to the revenue account as an annual provision for the repayment of debt associated with expenditure incurred on capital assets.

Money Market Funds

Money market funds are mutual funds that invest in short-term money market instruments. These funds allow investors to participate in a more diverse and high-quality portfolio than if they were to invest individually.

Like other mutual funds, each investor in a money market fund is considered a shareholder of the investment pool, or a part owner of the fund. All investors in a money market fund have a claim on a pro-rata share of the fund's assets in line with the number of 'shares' or 'units' owned.

Net Revenue Stream

This is the element of a local authority's budget to be met from government grants and local taxpayers.

Non-specified Investments

These are any investments which do not meet the Specified Investment criteria.

Operational Boundary

This is the most likely, prudent view of the level of gross external indebtedness. It encompasses all borrowing, whether for capital or cash flow purposes.

Private Finance Initiative (PFI)

Private Finance Initiative (PFI) was introduced in the 1990s by the government to finance public sector projects. The main aims are to reduce public sector borrowing, introduce more innovative ways to provide public services and utilise private sector skills and experience to increase the efficiency of the public sector.

Prudential Indicators

In order to demonstrate that local authorities have fulfilled the objectives of the Prudential Code, it sets out a basket of indicators that must be prepared and used. The required indicators have to be set, as a minimum, on a three year time frame and are designed to support and record local decision-making, rather than be a means of comparing authorities.

The purpose is to set these historic and forward looking indicators in a circular process and look at the indicators collectively rather than individually, in order to determine the impact of forward plans for capital or revenue expenditure. For some projects and large commitments to capital expenditure, a timeframe in excess of three years is advisable.

Public Works Loans Board (PWLB)

The Public Works Loan Board (PWLB) is a statutory body operating within the United Kingdom Debt Management Office, an Executive Agency of HM Treasury.

PWLB's function is to lend money from the National Loans Fund to local authorities and other prescribed bodies, and to collect the repayments.

Specified Investments

All such investments will be sterling denominated, with maturities up to maximum of 1 year, meeting the minimum 'high' quality criteria where applicable.

Weighted Average Life

The average time that deposits are lent out for, weighted by principal amount.

Annex 1: Treasury Management Practices

TMP1 Risk management

General statement

The responsible officer will design, implement and monitor all arrangements for the identification, management and control of treasury management risk, will report at least annually on the adequacy/suitability thereof, and will report, as a matter of urgency, the circumstances of any actual or likely difficulty in achieving the organisation's objectives in this respect, all in accordance with the procedures set out in *TMP6 Reporting requirements and management information arrangements*.

In respect of each of the following risks, the arrangements which seek to ensure compliance with these objectives are set out in the schedule to this document.

[1] credit and counterparty risk management

This organisation regards a key objective of its treasury management activities to be the security of the principal sums it invests. Accordingly, it will ensure that its counterparty lists and limits reflect a prudent attitude towards organisations with whom funds may be deposited, and will limit its investment activities to the instruments, methods and techniques referred to in *TMP4 Approved instruments, methods and techniques* and listed in the schedule to this document. It also recognises the need to have, and will therefore maintain, a formal counterparty policy in respect of those organisations from which it may borrow, or with whom it may enter into other financing or derivative arrangements.

[2] liquidity risk management

This organisation will ensure it has adequate though not excessive cash resources, borrowing arrangements, overdraft or standby facilities to enable it at all times to have the level of funds available to it which are necessary for the achievement of its business/service objectives.

This organisation will only borrow in advance of need where there is a clear business case for doing so and will only do so for the current capital programme or to finance future debt maturities.

[3] interest rate risk management

This organisation will manage its exposure to fluctuations in interest rates with a view to containing its interest costs, or securing its interest revenues, in accordance with the amounts provided in its budgetary arrangements as amended in accordance with *TMP6 Reporting requirements and management information arrangements*.

It will achieve this by the prudent use of its approved instruments, methods and techniques, primarily to create stability and certainty of costs and revenues, but at the same time retaining a sufficient degree of flexibility to take advantage of unexpected, potentially advantageous changes in the level or structure of interest rates. This should be the subject to the consideration and, if required, approval of any policy or budgetary implications.

It will ensure that any hedging tools such as derivatives are only used for the management of risk and the prudent management of financial affairs and that the policy for the use of derivatives is clearly detailed in the annual strategy.

[4] exchange rate risk management

It will manage its exposure to fluctuations in exchange rates so as to minimise any detrimental impact on its budgeted income/expenditure levels.

[5] refinancing risk management

This organisation will ensure that its borrowing, private financing and partnership arrangements are negotiated, structured and documented, and the maturity profile of the monies so raised are managed, with a view to obtaining offer terms for renewal or refinancing, if required, which are competitive and as favourable to the organisation as can reasonably be achieved in the light of market conditions prevailing at the time.

It will actively manage its relationships with its counterparties in these transactions in such a manner as to secure this objective, and will avoid overreliance on any one source of funding if this might jeopardise achievement of the above.

[6] legal and regulatory risk management

This organisation will ensure that all of its treasury management activities comply with its statutory powers and regulatory requirements. It will demonstrate such compliance, if required to do so, to all parties with whom it deals in such activities. In framing its credit and counterparty policy under TMP1[1] *credit and counterparty risk management*, it will ensure that there is evidence of counterparties' powers, authority and compliance in respect of the transactions they may effect with the organisation, particularly with regard to duty of care and fees charged.

This organisation recognises that future legislative or regulatory changes may impact on its treasury management activities and, so far as it is reasonably able to do so, will seek to minimise the risk of these impacting adversely on the organisation.

[7] fraud, error and corruption, and contingency management

This organisation will ensure that it has identified the circumstances which may expose it to the risk of loss through fraud, error, corruption or other eventualities in its treasury management dealings. Accordingly, it will employ suitable systems and procedures, and will maintain effective contingency management arrangements, to these ends.

[8] market risk management

This organisation will seek to ensure that its stated treasury management policies and objectives will not be compromised by adverse market fluctuations in the value of the principal sums it invests, and will accordingly seek to protect itself from the effects of such fluctuations.

TMP2 Performance measurement

This organisation is committed to the pursuit of value for money in its treasury management activities, and to the use of performance methodology in support of that aim, within the framework set out in its treasury management policy statement. Accordingly, the treasury management function will be the subject of ongoing analysis of the value it adds in support of the organisation's stated business or service objectives. It will be the subject of regular examination of alternative methods of service delivery, of the availability of fiscal or other grant or subsidy incentives, and of the scope for other potential improvements.

TMP3 Decision making and analysis

This organisation will maintain full records of its treasury management decisions, and of the processes and practices applied in reaching those decisions, both for the purposes of learning from the past, and for demonstrating that reasonable steps were taken to ensure that all issues relevant to those decisions were taken into account at the time.

TMP4 Approved instruments, methods and techniques

This organisation will undertake its treasury management activities by employing only those instruments, methods and techniques detailed in the schedule to this document, and within the limits and parameters defined in TMP1 *Risk management*.

Where this organisation intends to use derivative instruments for the management of risks, these will be limited to those set out in its annual treasury strategy. The organisation will seek proper advice and will consider that advice when entering into arrangements to use such products to ensure that it fully understands those products.

TMP5 Organisation, clarity and segregation of responsibilities, and dealing arrangements

This organisation considers it essential, for the purposes of the effective control and monitoring of its treasury management activities, for the reduction of the risk of fraud or error, and for the pursuit of optimum performance, that these activities are structured and managed in a fully integrated manner, and that there is at all times a clarity of treasury management responsibilities.

The principle on which this will be based is a clear distinction between those charged with setting treasury management policies and those charged with implementing and controlling these policies, particularly with regard to the execution and transmission of funds, the recording and administering of treasury management decisions, and the audit and review of the treasury management function.

If and when this organisation intends, as a result of lack of resources or other circumstances, to depart from these principles, the responsible officer will ensure that the reasons are properly reported in accordance with TMP6 Reporting requirements and management information arrangements, and the implications properly considered and evaluated.

The responsible officer will ensure that there are clear written statements of the responsibilities for each post engaged in treasury management, and the arrangements for absence cover. The responsible officer will also ensure that at all times those engaged in treasury management will follow the policies and procedures set out. The present arrangements are detailed in the schedule to this document.

The responsible officer will ensure there is proper documentation for all deals and transactions, and that procedures exist for the effective transmission of funds. The delegations to the responsible officer in respect of treasury management are set out in the schedule to this document. The responsible officer will fulfil all such responsibilities in accordance with the organisation's policy statement and TMPs and, if a CIPFA member, the *Standard of Professional Practice on Treasury Management*.

TMP6 Reporting requirements and management information arrangements

This organisation will ensure that regular reports are prepared and considered on the implementation of its treasury management policies; on the effects of decisions taken and transactions executed in pursuit of those policies; on the implications of changes, particularly budgetary, resulting from regulatory, economic, market or other factors affecting its treasury management activities; and on the performance of the treasury management function.

As a minimum:

The organisation (ie full board/council) will receive:

- „ an annual report on the strategy and plan to be pursued in the coming year
- „ a mid-year review
- „ an annual report on the performance of the treasury management function, on the effects of the decisions taken and the transactions executed in the past year, and on any circumstances of non-compliance with the organisation's treasury management policy statement and TMPs.

The committee/board/council will receive regular monitoring reports on treasury management activities and risks.

The body responsible for scrutiny, such an audit or scrutiny committee, will have responsibility for the scrutiny of treasury management policies and practices.

Local authorities should report the treasury management indicators as detailed in their sector specific guidance notes.

TMP7 Budgeting, accounting and audit arrangements

The responsible officer will prepare, and this organisation will approve and, if necessary, from time to time will amend, an annual budget for treasury management, which will bring together all of the costs involved in running the treasury management function, together with associated income. The matters to be included in the budget will at minimum be those required by statute or regulation, together with such information as will demonstrate compliance with TMP1 *Risk management*, TMP2 *Performance measurement*, and TMP4 *Approved instruments, methods and techniques*. The responsible officer will exercise effective controls over this budget, and will report upon and recommend any changes required in accordance with TMP6 *Reporting requirements and management information arrangements*.

This organisation will account for its treasury management activities, for decisions made and transactions executed, in accordance with appropriate accounting practices and standards, and with statutory and regulatory requirements in force for the time being.

TMP8 Cash and cash flow management

Unless statutory or regulatory requirements demand otherwise, all monies in the hands of this organisation will be under the control of the responsible officer, and will be aggregated for cash flow and investment management purposes. Cash flow projections will be prepared on a regular and timely basis, and the responsible officer will ensure that these are adequate for the purposes of monitoring compliance with TMP1[1] *liquidity risk management*.

TMP9 Money laundering

This organisation is alert to the possibility that it may become the subject of an attempt to involve it in a transaction involving the laundering of money. Accordingly, it will maintain procedures for verifying and recording the identity of counterparties and reporting suspicions, and will ensure that staff involved in this are properly trained.

TMP10 Training and qualifications

This organisation recognises the importance of ensuring that all staff involved in the treasury management function are fully equipped to undertake the duties and responsibilities allocated to them. It will therefore seek to appoint individuals who are both capable and experienced and will provide training for staff to enable them to acquire and maintain an appropriate level of expertise, knowledge and skills. The responsible officer will recommend and implement the necessary arrangements.

The responsible officer will ensure that board/council members tasked with treasury management responsibilities, including those responsible for scrutiny, have access to training relevant to their needs and those responsibilities.

Those charged with governance recognise their individual responsibility to ensure that they have the necessary skills to complete their role effectively.

TMP11 Use of external service providers

This organisation recognises that responsibility for treasury management decisions remains with the organisation at all times. It recognises that there may be potential value in employing external providers of treasury management services, in order to acquire access to specialist skills and resources. When it employs such service providers, it will ensure it does so for reasons which have been submitted to a full evaluation of the costs and benefits. It will also ensure that the terms of their appointment and the methods by which their value will be assessed are properly agreed and documented, and subjected to regular review. And it will ensure, where feasible and necessary, that a spread of service providers is used, to avoid overreliance on one or a small number of companies. Where services are subject to formal tender or re-tender arrangements, legislative requirements will always be observed.

TMP12 Corporate governance

This organisation is committed to the pursuit of proper corporate governance throughout its businesses and services, and to establishing the principles and practices by which this can be achieved. Accordingly, the treasury management function and its activities will be undertaken with openness and transparency, honesty, integrity and accountability.

This organisation has adopted and has implemented the key principles of the Code. This, together with the other arrangements detailed in the schedule to this document, are considered vital to the achievement of proper corporate governance in treasury management, and the responsible officer will monitor and, if and when necessary, report upon the effectiveness of these arrangements.