

Appendix C

ANNEX 1

Funding for a further three corporate issues is also requested from Council:

- Organisational Development Reserve (£1.4M) – Every year as part of the outturn position officers review the funding within the strategic reserve to deal with organisational change. It is proposed this year given the overall under spend to contribute an additional £1.45M into the Organisational Development Reserve which is used for restructuring, re-training, additional HR resourcing, redeployment and redundancy costs in future years. Of this sum £0.8M is required to meet the costs associated with the ongoing work to implement Equal Pay. This will increase the total sum set aside in the Organisational Development Reserve in 2012/13 to just over £6.7M.
- Change Programme (£1.0M) – The Change Programme was approved by Cabinet on 21 November 2011. The aim of the Programme, which comprises a number of major pieces of work, is to ensure that the Council responds to the enormous changes facing the public sector and transforms the way we do business, reducing our costs and becoming a fit for purpose organisation by 2015. In order to help provide capacity and investment where required to take these major pieces of work forward, it is proposed that £1.0M of the under spend from 2011/12 is set aside for this purpose to be allocated by the Change Programme Steering Group on a business case basis. This will increase the total sum set aside to fund the Change Programme to almost £2.5M, an element of which is already committed. The funding will be utilised in part to fund the establishment of a LATCO or equivalent.
- Marlands House Vacation (£1.0M) – Work associated with the implementation of the Accommodation Strategy (including the major works associated with the civic centre) is underway, and we are now looking to the next phase of the Strategy. Further rationalisation of office accommodation can be achieved as a result of vacating Marlands House, delivering ongoing revenue savings and avoiding future capital spending commitments. However, additional one off revenue funding is required to facilitate this and it is proposed that £1.0M of the under spend from 2011/12 is added to the Strategic Reserve to ensure that this can be achieved.

ANNEX 2

	<u>Balances</u>				
	2011/12	2012/13	2013/14	2014/15	2015/16
	£000's	£000's	£000's	£000's	£000's
Opening Balance	17,393.9	23,529.6	10,650.9	6,655.3	5,845.7
(Draw to Support) / Contribution from Revenue	11,763.0	(2,184.9)	1,056.3	3,074.1	3,459.3
Draw to Support Capital	(1,819.9)	(52.6)			
Draw for Strategic Schemes	(3,807.4)	(10,641.2)	(5,051.9)	(3,883.7)	(4,305.0)
	23,529.6	10,650.9	6,655.3	5,845.7	5,000.0