

Public Document Pack

Date of issue: 27th June, 2008

MEETING	OVERVIEW & SCRUTINY COMMITTEE (Councillors Grewal (Chair), Basharat, Coad, Davis, Dodds, Matloob, Walsh, Haines and Munkley)
DATE AND TIME:	THURSDAY, 3RD JULY, 2008 AT 6.30 PM
VENUE:	COMMITTEE ROOMS 2 & 3, TOWN HALL, BATH ROAD, SLOUGH
DEMOCRATIC SERVICES OFFICER: (for all enquiries)	KEVIN BARRETT (01753) 875014

SUPPLEMENTARY PAPERS

The following papers have been added to the agenda for the above meeting:-

Item 7 was not available for publication with the rest of the agenda.

PART I

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
7.	Financial, Performance and Human Resources Monitoring 2008/09 and Future of Bar at Haymill Centre.	1 - 30	All/Haymill

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SLOUGH BOROUGH COUNCIL

REPORT TO: Overview & Scrutiny Committee **DATE:** 3rd July, 2008

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WARD(S): All

PART I
FOR INFORMATION

PERFORMANCE, FINANCIAL & HUMAN RESOURCES MONITORING 2008/09 AND FUTURE OF BAR AT HAYMILL CENTRE

1 Purpose of Report

This report highlights the Council's overall performance in financial and performance management. This month the report focuses on revenue and capital monitoring for the Council; in addition it outlines the financial risks facing the Council in 2008/09. The report also seeks members' views on the closure of the bar at the Haymill Centre.

2 Recommendation(s) / Proposed Action

The Committee is invited to comment on the following recommendations to the Cabinet:-

- a) That the report be noted.
- b) That the revised capital programme be approved.
- c) That the impact on the Prudential indicators be noted and borrowing limits be approved.
- d) That the decision to delay the current proposed sale of the existing Town Hall site due to market conditions be agreed.
- e) That the additional requirement for the Lea School development be linked to the corporate property funds, which will be transferred when the final amount has been confirmed.
- f) That the closure of the Haymill Bar be considered.

3 Key Priorities – Taking Pride in Slough and Making a Difference to Communities

The budget is the financial plan of the authority and as such underpins the delivery of the Council's key priorities through the financial year.

Performance and budget monitoring throughout the financial year reflects on whether those priorities are being met and, if not, the reasons why, so Members can make informed decisions to ensure the Council remains within its available resources.

4 Other Implications

(a) Financial

These are contained within the body of the report.

(b) Human Rights & Other Legal Implications

While there are no Human Rights Act implications arising directly from this report, the authority is required to set and maintain an adequate level of balances. The Council operates within a legislative framework in the recruitment, employment and management of its workforce. The provision of workforce information ensures that our performance in areas can be monitored at a strategic level across the organisation.

5 Performance Management Framework

- 5.1 During the 2008/09 financial year considerable work will be undertaken to improve Slough Borough Council's (SBC's) corporate planning capabilities to ensure the corporate and service plans drive resource allocation. From a financial perspective, resources need to follow priorities. This means having sufficient resources to direct into priorities as well as clarity about where the Council wants to invest and direct its resources.
- 5.2 The financial strategy has to work hand-in-hand with developing a robust and integrated business planning and performance management regime and there will be a strong overlap, with key actions in the business planning framework being mirrored in the financial strategy model. This will allow SBC to operate an integrated planning process.

Performance Management

- 5.3 The 198 indicators in the new National Indicator Set will be collected and performance managed through PB Views Performance Management System which is being used by local authorities within Berkshire. The new National Indicator Set replaces the previous Best Value Performance Indicators. The LAA indicators have been selected from the National Indicator Set (and also include local indicators) and the Council will be assessed against its performance against all 198 indicators through the Use of Resources Assessment.
- 5.4 The Council's Performance Plan will be published by the end of June and will provide the outturn figures for the Best Value Performance Indicators – a revised 3 year Corporate Plan will be published following the administration's priorities.
- 5.5 Officers are currently aligning the budget setting and business planning process and a revised approach to Star Chamber and service planning will be introduced. This will include a corporate balance scorecard and strategic staircase at corporate and strategic levels.

A report detailing the Best Value Performance Indicator outturns for 2007/08 is available in the Members' Room. Alternatively a copy can be obtained from the Policy and Performance Team.

Financial reporting

- 5.6 The Council's 2008/09 net revenue budget is £98m. This excludes the schools' budget of £89m which is funded through the Dedicated Schools Grant.
- 5.7 Appendix 2, to this report highlights the pressures and risks that have been identified. Work has already commenced on analysing the risks the Council faces this year and the July monitoring report will include a full risk analysis. This will also identify any necessary steps to manage in year pressures. This schedule will be reported to every meeting with an indicator of level of risk.
- 5.8 A number of the Council's services are demand led services for which budgets for 2008-09 have been set on known placements and client activity at a point in time. Clearly these areas are subject to constant review as client levels change and thus subject to pressures that are not directly controllable. It should be noted that Members agreed at the end of the 2007/08 financial year that sums should be set aside as part of the closure of 2007/08 to meet specific budget pressures that the Council would be facing during 2008/09.

Projected Outturn Position at 31st May 2008.

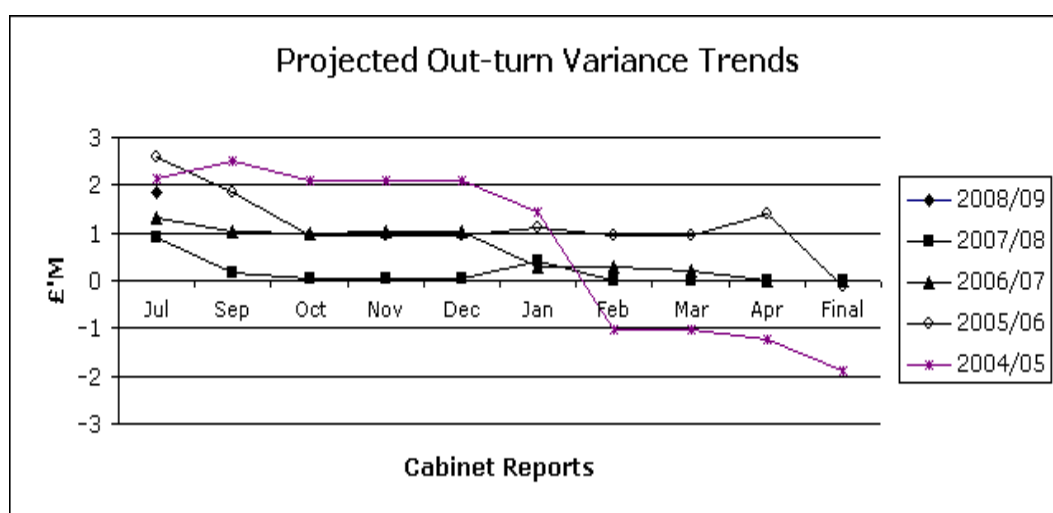
- 5.9 The Projected Outturn position is set out in Appendix 1 to this report; currently there is a projected overspend by Directorates of £1.85M, and a further £473,000 Corporate overspend making a total predicted overspend of £2.323M. This is primarily in Community and Wellbeing (CWB) and Green and Built Environment (GBE) who are anticipating a £950,000 and £720,000 overspend respectively. Corporately the Customer Service Centre has Business Process re-engineering savings of £473,000 to be achieved across the Council.
- 5.10 The area of volatility in CWB is primarily in the area of adult social care which is predicting an overspend of £764,000, with care packages for additional clients accounting for £495,000 and a further £161,000 for Langley Day Care Centre. Green and Built Environment pressures include £200,000 for grant shortfall in relation to concessionary fares and a potential further £200,000 for planning appeal costs. They are also predicting a further £227,000 overspend which is in relation to the volatility of waste volumes (including fridge disposals) and a potential delay in the Energy for Waste plant which would mean an increase in landfill costs.
- 5.11 Management action to address these overspends is being taken by Directorate Management Teams who are in the process of drawing up a list of proposals to balance their bottom line position and further information will be brought to Members at their next meeting. One option that members can consider is the closure of Haymill Bar, which is a pressure of £43,000 in the Community and Wellbeing Directorate.
- 5.12 **Table 1**, below illustrates the trends in Projected Outturn reported to Cabinet since July 2004/05.

Monitoring Trends

Table 1

As Reported to Cabinet

	Jul	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Final
2008/09	2.32									
2007/08	0.91	0.18	0.0425	0.034	0.034	0.407	0	0	0	-0.01
2006/07	1.30	1.03	1.00	1.02	1.02	0.30	0.30	0.20	0.00	0.00
2005/06	2.57	1.83	0.95	0.95	0.95	1.10	0.93	0.93	1.41	-0.12
2004/05	2.12	2.50	2.10	2.10	2.10	1.45	-1.04	-1.04	-1.24	1.90



5.13 The actual variance is high at this period as can be seen from the graph is similar to the position at this point in time in previous years.

Human Resources

5.14 HR monitoring information supports the development of policies, practices, systems and approaches to being an employer of choice, a learning organisation and ensuring employee well-being and safety, as well as influencing the development of management capability and capacity. The results are also used for external benchmarking and BVPI purposes. The Council continues to maintain a workforce that reflects the ethnic diversity of the population it serves and our BME as well as our disability profile continues to rise.

Appendix 3 to this report sets out the HR quarterly statistics for the period January to March 2008.

CAPITAL PROGRAMME 2008-2009 to 2012-2013

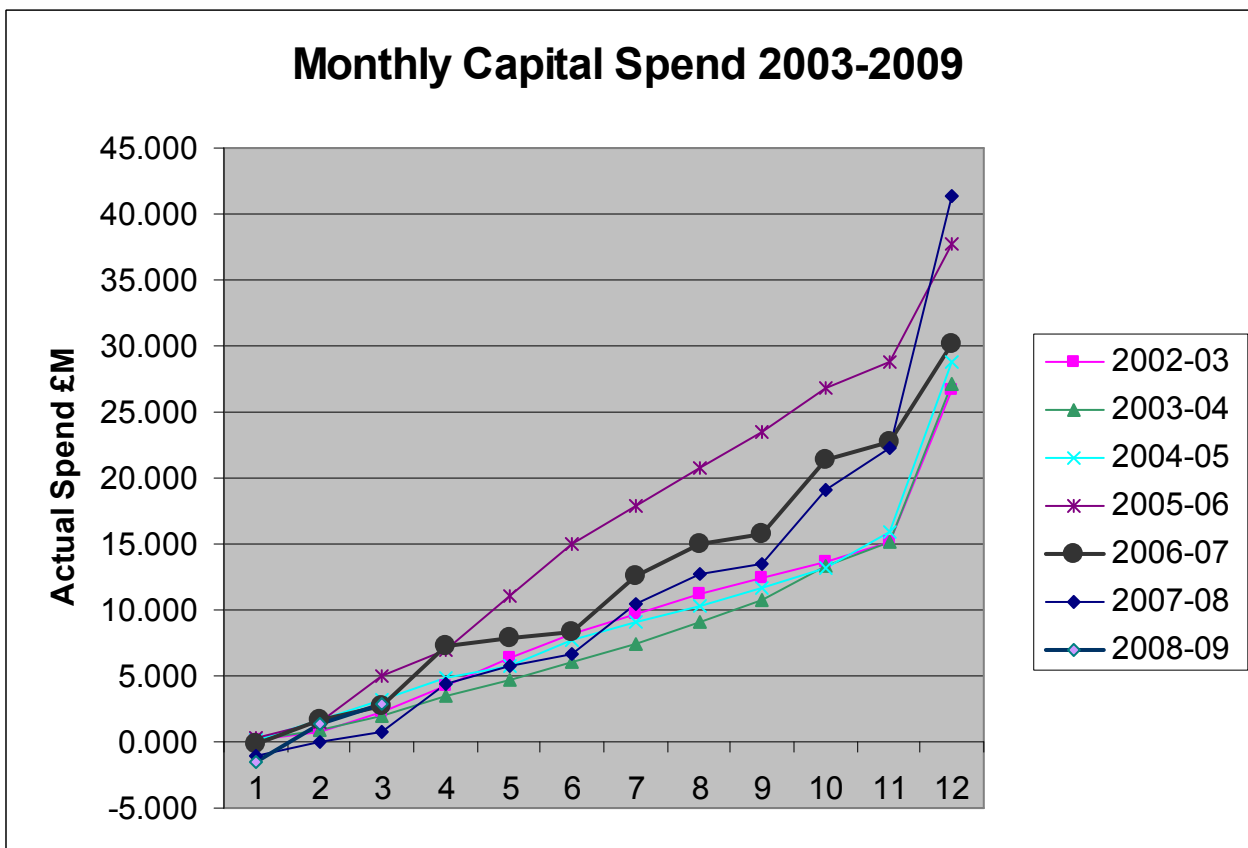
5.15 The capital financing system is underpinned by the CIPFA Prudential Code and Indicators with the aim of ensuring that the capital investment programme is affordable, prudent and sustainable. The Prudential Code requires the full Council

to set and where necessary, revise the prudential indicators on the recommendation of the Strategic Director of Resources.

- 5.16 The capital programme is reviewed and adjusted during the year to ensure it is delivered within affordable capital

2008-2009 Capital Programme Monitoring to Mid-June 2008

- 5.18 The actual capital spend to mid-June 2008 is summarised below with details on the “High value/Priority” schemes shown in Appendix A. These also show a profile of the budget and the level of capital budget committed to-date. The definition of committed budget is “where the contract has been let and the value of either goods or services will be delivered by 31st March 2009”. Prudential indicators as at the middle of June 2008 are set out in Appendix B.
- 5.19 The current level of committed budget for General Fund account is 33% and for the HRA it is 14%. The actual spend to date is average for this period in comparison to previous years as shown graphically below. Usable Capital Receipts of £0.248 million for Housing have been received this year to date.



SUMMARY OF CAPITAL PROGRAMME 2008 /2009

Provisional

Line	Summary	2008/2009 March 2008 Approved Budget	2008/2009 July 2008 Draft Budget	2008/2009 Spend per Oracle to 12 June 08	2008/2009 Variance to Provisional Budget	% of Spend to Provisional Budget	2008/2009 Budget Committed to Date	2008/2009 Budget Profile to June
		£'000	£'000	£'000	£'000	%	£'000	£'000
	EXPENDITURE							
	GENERAL FUND PROGRAMME							
1	Community and Wellbeing	2,566	2,526	-28	-2,554	-1%	1,501	167
2	Education and Children's Services	14,542	16,804	1,762	-15,042	10%	5,382	3,028
3	Green and Built Environment	10,614	11,531	220	-11,311	2%	7,179	780
4	Green & Built Environment: Afford. Housing	2,223	2,547	0	-2,547	0%	457	0
5	Resources	12,738	11,669	213	-11,456	2%	360	413
6		42,683	45,077	2,167	-42,910	5%	14,879	4,388
	HOUSING REVENUE ACCOUNT							
7	Housing Revenue Account	12,822	21,309	751	-20,558	4%	2,968	2,791
8		12,822	21,309	751	-20,558	4%	2,968	2,791
9	TOTAL CAPITAL PROGRAMME	55,505	66,386	2,918	-63,468	4%	17,847	7,179

	£'000	£'000	£'000
	SOURCE OF FINANCING		
	GENERAL FUND PROGRAMME		
10	Capital Grants & Contributions	10,052	13,591
11	Capital Fund	0	0
12	Prudential Borrowing	6,393	15,879
13	Capital Receipts	26,238	15,607
14		42,683	45,077
	HOUSING REVENUE ACCOUNT		
15	Capital Grants & Contributions	0	91
16	Revenue / Major Repairs Allowance	4,283	7,917
17	Prudential Borrowing (Including ALMO)	8,539	10,385
18	Capital Receipts	0	2,916
19		12,822	21,309
20	TOTAL FINANCING	55,505	66,386
	SOURCES OF FUNDING		
	M = Mainline Resources: Prudential Borrowing, Capital Receipts, Revenue Contributions & Major Repairs Allowance		
	G = Capital Grants and Contributions		

Revised Capital Programme 2008-2009 to 2012-2013

5.20 The Asset Management Group (AMG) has reviewed the 2007-08 capital programme outturn and considered business cases for those projects that require 2007-08 slippage to be carried forward into 2008-09. The revised 2008-09 to 2012-13 capital programme is set out in Appendix C.

5.21 As part of this review the currently assumed level of capital receipts have been reviewed and in light of market conditions it is recommended that the current Town Hall site is not marketed immediately, as had originally been assumed. The figures have been adjusted to reflect the receipt not being received later this financial year. Although this can managed in the short term, this is not sustainable over a longer period of time.

5.22 The additional cost pressures of the Lea School were flagged up at an earlier cabinet and although the final additional cost is still to be fully quantified, sufficient sums within the corporate property fund will be earmarked to manage this.

Capital Allowance and the Pooling of Housing Capital Receipts

5.23 The capital allowance is used to abate the amount of non-RTB housing capital receipts that have to be paid over to the Secretary of State. The 2007-08 actual capital spend and the 2008-09 to 2012-013 capital programme contain the following amounts of provision for affordable housing and the Housing Investment Programme that can be added to determine the total amount that can be claimed against the capital allowance. Cabinet is therefore requested to consider and recommend to the Council to approve the following amounts as capital allowance:

	2007/08 £M	2008/09 £M	2009/10 £M	2010/11 £M	2011/12 £M	2012/13 £M
<i>Capital Allowance</i>						
Affordable Housing	1.098	2.547	2.297	1.473	0	0
Improvement to Stock (HIP)	13.781	21.218	13.874	13.963	11.209	5.444
Total Capital Allowance	14.879	23.765	16.171	15.436	11.209	5.444

Prudential Indicators

5.24 The Prudential Indicators required by the Code are designed to support and record Council's decision making. The table in Appendix D sets out the actual Prudential Indicators for 2007-08 and estimate for future years in respect of affordability, prudence, capital expenditure, external debt and treasury management.

5.25 Prudential Indicators 24 and 28 recommend total authorised limits for external debt and the operational boundary for external debt as follows:

External Debt	2007/8 Actual	2008/9 Est.	2009/10 Est.	2010/11 Est.	2011/12 Est.	2012/13 Est.
	£M	£M	£M	£M	£M	£M
<i>orised limit</i>	62.3	113.0	131.0	146.0	157.0	156.0
Operational Boundary	62.3	109.6	127.5	141.7	152.6	151.6

5.26 The Cabinet is requested to consider and approve the above borrowing limits.

Risk Management

5.27 Attached at Appendix E is the current capital risk assessment

6. Conclusion

Members will receive a joint summary report covering Resources and Performance Management at each meeting in 2008/09.

The main Financial Risks for 2008/09 have already been identified and the status will be reported regularly to Members. Directorates are compiling action plans to contain any pressures identified already on General Fund revenue budgets.

7. Appendices Attached

- 1 Revenue Monitoring - Corporate Summary
- 2 Schedule of high risk and budget pressures 2008/09
- 3 HR quarterly statistics, January – March 2008

- A** Capital Programme 2008/09 – Spend to Mid-June 08
- B** Prudential Indicators to Mid-June 08
- C** Capital Programme 2008/09 – 2012/13
- D** Prudential Indicators 2007/08 – 2012/13
- E** Capital Programme Risk Assessment

8. Background Papers

- '1' Finance Detailed working papers are held in Central Finance and the relevant departments.
- '2' Performance working papers are held in the Policy and Performance section
- '3' HR data is held in the HR department

REVENUE MONITORING 2008/09

As Reported: July 2008

Summary by Directorate

Directorate	Controllable Expenditure				
	Actual 2007/08	Base Budget	Amended Budget	Projected Outturn	Variance Over/(Under) Spend D = C - B
	£'M	£'M	£'M	£'M	£'M
Education and Childrens Services	17.4	26.2	26.1	26.1	0.03
Community and Well Being	30.9	32.4	32.2	33.2	0.95
Green and Built Environment	21.9	24.9	24.7	25.4	0.72
Central Directorates	20.7	19.3	19.1	19.2	0.15
Total Cost of Services	90.9	102.7	102.1	103.9	1.85
Support Costs Charged to HRA	0.0	0.0	0.0	0.0	0.00
Treasury Management	(3.2)	(1.6)	(1.6)	(1.6)	0.00
Contingencies & earmarked reserves	7.9	4.8	5.4	5.4	0.00
Other pressures and savings- see below	0.0	0.0	0.0	0.47	0.47
Total	4.7	3.2	3.8	4.3	0.47
Total Cost & Pressures	95.6	105.9	105.9	108.2	2.3
From Balances	2.1	0.0	0.0	(1.8)	(1.85)
Total Slough Borough Council	97.7	105.9	105.9	106.4	0.47

Corporate Pressures/(Savings):

Adjusted Overspend

0.47

Risks and Pressures with Potential Impact on 2008/09

	£'000	£'000
<u>Community and Well Being</u>		
Adult Social Care		
Care Packages - Additional clients	495	
Residential Provision - Client income	43	
Langley Day Centre	161	
Joint Arrangements	65	
Cultural and Community Engagement		
Library Services Book Fund	50	
Sports Development	28	
Joint Archive Arrangement	15	
Business Resources		
Haymill Bar	43	
People 1st SLA and HRA Recharges	50	
Sub-total		950
<u>Green and Built Environment</u>		
Resources and Business Support		
Wexham Nursery - Rental income	20	
Environmental Services		
Disposal of Fridges - Contractual dispute	80	
Slough Enterprise - Index linked inflation	50	
Chalvey Depot - Business rates increase	25	
EfW Plant - Delayed completion	72	
Public Protection		
Employment Tribunal Costs	10	
Community Safety - Alcohol intervention	25	
Transport and Planning		
Slough Enterprise/ APCOA - Index linked inflation	30	
Flood Defence - Levy increase	8	
Concessionary Fares - Grant shortfall	200	
Planning Appeals - Potential costs	200	
Housing Strategy and Renewal		
L & Q Housing - Old invoices	100	
Sub-total		820
<u>Central Directorates</u>		
Resources and I & D		
Restructure - Part-year effect of savings	125	
Housing Benefits		
Administration Costs		
Law and Corporate Governance		
Local Land Charges	60	
Sub-total		185
<u>Corporate</u>		
Customer Services Centre		
BPR savings not identified and reallocated to services	473	
Property		
Accommodation Strategy	287	
Commercial Properties	100	
Capital Disposal and Feasibility Costs	425	
Sub-total		1,285
<u>Total Council Position</u>		3,240

Indicators..... at-a-glance (January - March 2008)

Workforce Profile as at 31st March 2008

Headcount	1713	FTE*	1328.3
Vacancies#	471	Disability	5.5%
BME**	37.9%	Non BME	59.8%
Female	71.0%	Male	29.0%

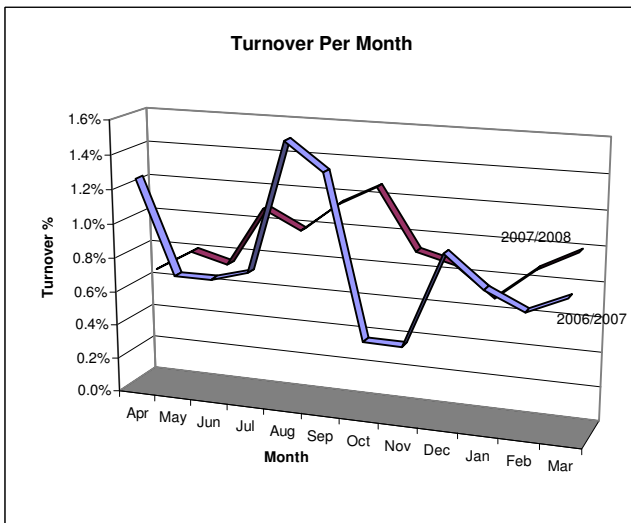
* FTE = Full Time Equivalent

** BME = Black and Ethnic Minorities (of total headcount)

Vacancies = Posts Vacant

Changes to the staff profile this quarter have resulted in movement in the percentages of staff in BME categories, down by 0.7% and the loss of 23 male staff has seen the female percentage rise by 0.8%. The number of staff declaring a disability has increased on last quarter with a rise of 0.2%, the first rise since quarter 1 this year. The variation in staff numbers resulted in significant changes in the service length profile of staff, making the service length 6-10 years for the highest category, the first time. See page 4 for further information.

Turnover

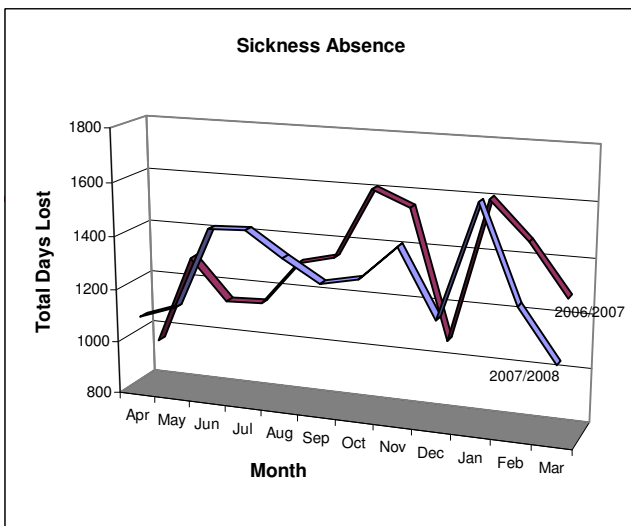


*2007/2008 11.0%
 Quarter 4 2007 2.6%
 2006/2007 10.5%
 Quarter 4 2006 2.3%

The chart opposite shows the turnover rate has remained more consistent than last year with smaller peaks and troughs than those exhibited in 2006/2007, however the average has risen slightly to 11.0% from 10.5%. The number of leavers for the 2007/2008 period is 192, whilst the number of starters was 272. It should be noted that the leaver figures only contain those that have left the authority voluntarily over the period (resigned) and not those that have retired or been dismissed. This is in line with other benchmarking authorities. Further details are given on page 2.

* Projection

Sickness

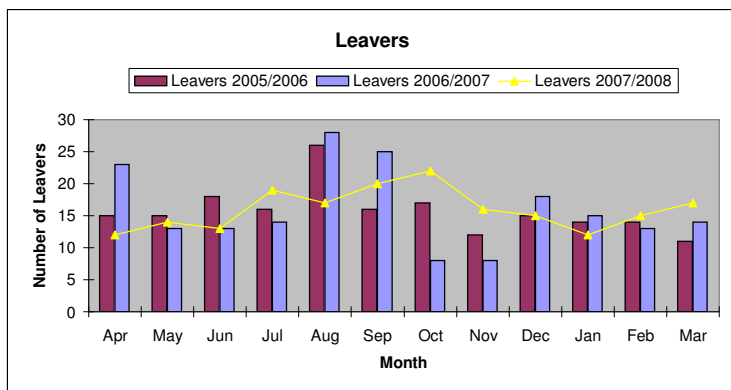
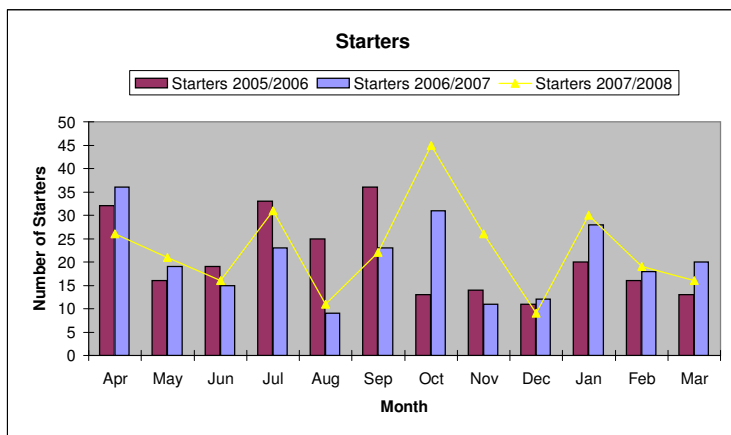


*2007/2008 12.1
 Quarter 4 2007 3.0
 2006/2007 12.3
 Quarter 4 2006 3.0

The total sickness days lost for the year 2007/2008 was 16,197.5 days almost 393 days less than the 2006/2007 financial year which ended at 16,590.5. The number of days lost per FTE currently stands at 12.1 days, 0.2 days less than last year. The total salary cost of sickness for the 2007/2008 financial year was £1,156,702, with the largest costs attributed to the reasons 'infections' at £220,133 and 'Stress' at £169,994. Further details of sickness are given on page 3.

* Projection

Starters & Leavers (January - March 2008)



65 staff joined the Council in Quarter 4, with 26 in Community & Cultural Services and 26 in Education & Childrens Services. The highest number of starters was in January. The chart opposite shows the number of starters at both quarter 3 and quarter 4 on a downward trend, falling below the number of starters in March 2007, however overall the pattern of starters over the last few years remains fairly consistent. The number of starters has increased from 245 to 272 this year.

There were 45 leavers in quarter 4 with the highest number of leavers in Community & Cultural Services (18). Assistant Chief Executive and Education and Childrens Services both had 10 leavers. The chart opposite shows an upward trend since quarter 3, with the number of leavers in quarters 3 and 4 higher than in previous years. Overall, despite the peaks at some times of the year, the number of leavers has remained the same as last year (192).

Workforce by Directorate & Vacancy Level - March 2008

Directorate	FTE	FT	PT	Vacancy Level (Posts)
Assistant Chief Executive	164.0	143.5	20.5	57
Chief Executive	5.0	5.0	0.0	0
Community & Cultural Services	412.0	330.0	82.0	249
Education & Children's Services	393.9	324.3	69.6	Under re-organisation
Finance & Property Services	109.0	89.0	20.0	41
Green & Built Environment	163.7	149.0	14.7	111
Human Resources	35.4	30.0	5.4	2
Law & Corporate Governance	45.3	41.4	3.9	11
TOTAL	1328.3	1112.2	216.1	471

Education & Children's Services is still undergoing a re-organisation and therefore vacancy figures are not finalised. Green & Built Environment have the largest percentage of vacancies at 38.2%, with Community & Cultural Services at 27.4% vacancies. It should be noted however, that vacancy levels can change on a daily basis and the figures reported are at the end date of the reporting period.

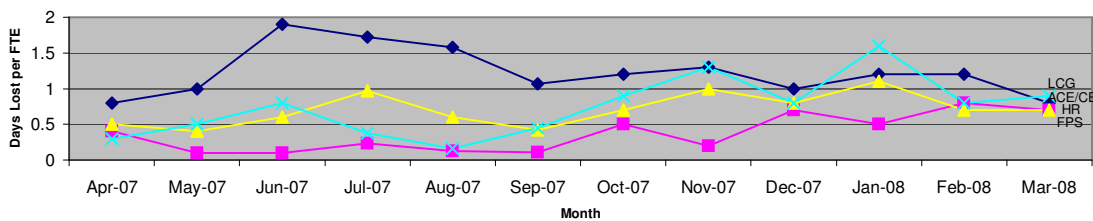
Sickness (January - March 2008)

Quarter 4

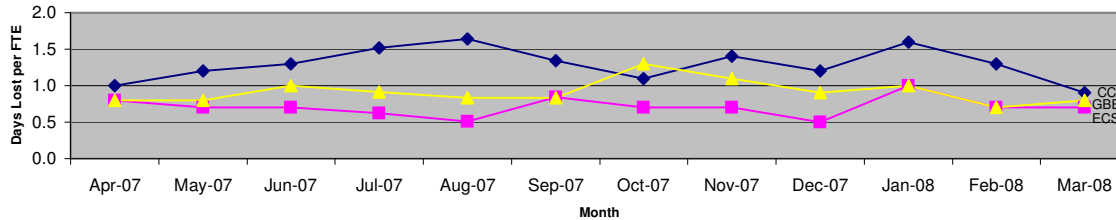
Directorate	FTE	% of Workforce	Days Lost due to sickness	% of total days Lost	Days lost per FTE	Salary Cost of sickness
Assistant Chief Exec	164.0	12.3%	529.5	13.3%	3.2	£45,431
Chief Executive	5.0	0.4%	11.0	0.3%	2.2	£1,189
Community & Cultural Services	412.0	31.0%	1601.5	40.3%	3.9	£87,783
Education & Children's Services	393.9	29.7%	938.5	23.6%	2.4	£82,221
Finance & Property Services	109.0	8.2%	277.5	7.0%	2.5	£25,281
Green & Built Environment	163.7	12.3%	396.0	10.0%	2.4	£32,857
Human Resources	35.4	2.7%	69.5	1.8%	2.0	£7,442
Law & Corporate Governance	45.3	3.4%	147.0	3.7%	3.2	£14,077
TOTAL	1328.3	100%	3970.5	100.0%	3.0	£296,281

The total days lost for quarter 4 was 3970.5 only 22 days more, however the overall increased lost salary costs for the quarter was £13,526. Community & Cultural Services lost the most days per FTE at 3.9 whilst Green & Built Environment made significant reductions in days lost. In Both Law & Corporate Governance and Education & Childrens Services the number of days lost per FTE increased this quarter by 0.3 and 0.5 respectively. Education & Children's Services salary costs for sickness rose by £19,724 over the quarter with an extra 206 days sick.

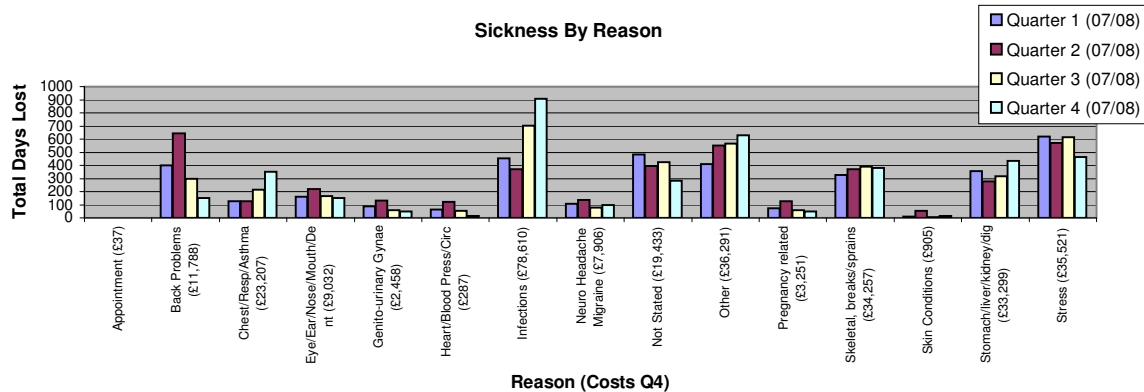
Days Lost per FTE - Central Services



Days Lost per FTE - Direct Services



Sickness By Reason



The chart above shows Infections and Chest/Respiratory have risen again for the second consecutive quarter, however during the winter months this pattern is not unusual. The total days lost for these reasons was 2176.5 days at a combined salary cost of £99,817. There was a positive reduction in Stress absence due to this quarter down 150 days. Sickness recorded as Other has risen again showing a continual increase in this area. The total days lost in the year for this reason was 2154 days. Absence recorded as Other continues to skew the figures in terms of knowing what form of positive action that can be taken to minimise future spells of absence, therefore further work is required to improve sickness recording by directorates needs to be more accurate.

Workforce Profile - Ethnicity, Disability, Gender, Age Group & Service Length

Profile as at 31st March 2008

Total Workforce (excluding schools)

Ethnicity Breakdown	31-Mar-08		Slough Census Comparator
	Total	%	
(a) White		59.8	63.7 (-3.9)
British	894	52.2	58.3 (-6.1)
Irish	29	1.7	2.1 (-0.4)
Any Other White Background	102	6.0	3.3 (+2.7)
(b) Mixed		2.6	2.3 (+0.3)
White & Black Caribbean	15	0.9	0.9 (0)
White & Black African	8	0.5	0.2 (+0.3)
White & Asian	13	0.8	0.7 (+0.1)
Any Other Mixed Background	8	0.5	0.5 (0)
(c) Asian or Asian British		25.3	27.9 (-2.6)
Indian	228	13.3	14.0 (-0.7)
Pakistani	157	9.2	12.1 (-2.9)
Bangladeshi	3	0.2	0.1 (+0.1)
Any Other Asian Background	46	2.7	1.7 (+1.0)
(d) Black or Black British		9.0	5.1 (+3.9)
Caribbean	72	4.2	2.9 (+1.3)
African	73	4.3	1.9 (+2.4)
Any Other Black Background	10	0.6	0.2 (+0.4)
(e) Chinese or Other ethnic Group		0.9	1.0 (-0.1)
Chinese	8	0.5	0.3 (+0.2)
Other Ethnic Group	8	0.5	0.7 (-0.2)
Non Disclosure	30	1.8	
Blanks	9	0.5	
Ethnic Minority employees (Headcount)	649		
Total Headcount (Full time and Part time permanent staff and staff on temporary contracts of >12 months as per BVPI guidance)	1713		

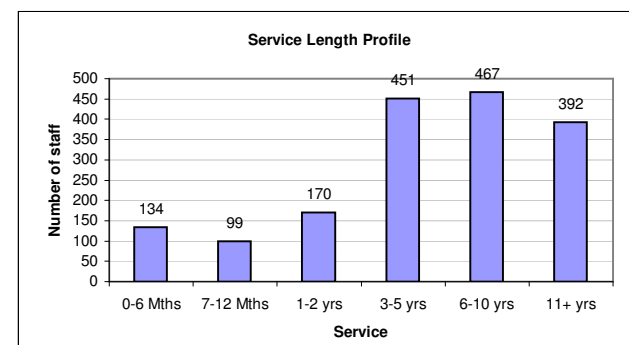
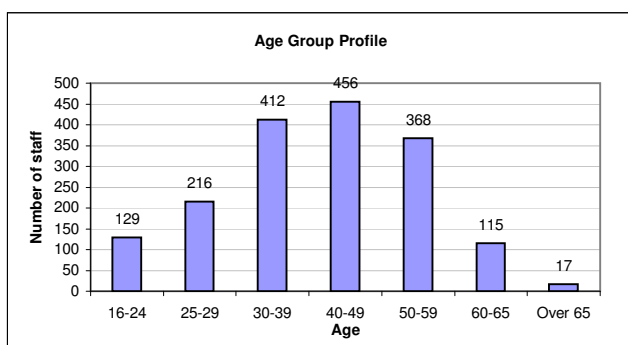
Ethnic Minorities represent 38.8% of those declaring ethnicity,
37.9% of total headcount

White represent 61.2% of those declaring ethnicity, 59.8% of
total headcount

Total non-disclosure of ethnic background 2.3% of total
headcount.

Gender Breakdown	31-Mar-08		Slough
	Total	%	
Female	1216	71.0	50.2 (+20.8)
Male	497	29.0	49.8 (-20.8)

Disability Breakdown	31-Mar-08	
	Total	%
Yes	95	5.5
No	1486	86.7
Non Disclosure	83	4.8
Blanks	49	2.9



The ethnic profile of the council this quarter shows the number of staff from BME backgrounds reducing from 38.6% to 37.9%. The most significant reduction can be found in the Black or Black British ethnic group, down 0.7% on last quarter. White staff saw an overall increase up 0.7% to 59.8% with rises in all sub-categories. Despite these increases, the headcount number of staff in this category has actually dropped although not significantly. The headcount of staff from ethnic minority groups has also dropped from 673 to 649. Staff from Other Asian backgrounds was the only BME group that saw an increase on last quarter up 0.4% to 2.7%.

The percentage of female staff has increased by 0.8% over the quarter, however the loss of 23 male staff since last quarter has caused this shift in the balance. The number of staff declaring a disability has increased taking the percentage of staff with a disability up to 5.5% (up from 5.3%).

The age group profile shows reductions in all categories between 16 and 49 years this quarter, however the overall spread of staff has remained stable. The service length profile has also seen significant movement this quarter with staff in the 3-5 year category lower than the 6-10 year category for the first time.

Provisional

Line	EXPENDITURE	Funding Source	2008/2009	2008/2009	2008/2009	2008/2009	% of	2008/2009	2008/2009
			March 2008	July 2008	Spend per Oracle to 12 June 08	Variance to Provisional Budget	Spend to Provisional Budget	Budget Committed to Date	Budget Profile to June
			£'000	£'000	£'000	£'000	%	£'000	£'000
Community and Wellbeing									
1	Cippenham Library Extension	G	0	621	19	-602	3%	621	19
2	Community Care / Day Care Project	M	584	459	0	-459	0%	459	0
3	Herschel Park Project (Heritage Lottery Parks)	G / M	1,500	546	0	-546	0%	0	0
Education and Children's Services									
4	Amalgamation/School Reorganisation - Lea School	M	2,287	1,584	0	-1,584	0%	0	4
5	DDA/SENDA Access Works	G / M	300	247	2	-245	1%	100	2
6	Education Capital - Improvements to Schools Portfolio	M	410	307	2	-305	1%	2	0
7	Lynch Hill School - External Surfaces	G / M	295	370	19	-351	5%	19	19
8	Slough & Eton CE School (TCF)	G / M	3,785	2,651	970	-1,681	37%	2,651	1,104
9	Wexham School for the Future (TCF)	G / M	2,908	6,301	395	-5,906	6%	1,221	1,447
10	St. Mary's Graduated Childrens Centre	G	506	568	232	-336	41%	449	115
11	Godolphin Infant - Roof Replacement	G / M	263	359	38	-321	11%	339	140
Green and Built Environment									
12	20 mph Speed Zones	M	300	281	2	-279	1%	281	20
13	Art at the Centre - Revitalising the High Street	G / M	3,160	4,032	144	-3,888	4%	2,532	400
14	Britwell & Northborough Regeneration	M	1,000	1,240	0	-1,240	0%		
15	Greener Travel	M	805	795	-2	-797	0%	30	25
16	Highway Reconfiguration & Resurface	M	600	600	2	-598	0%	600	20
17	Housing Imp. Grants: Disabled Facilities (Mandatory)	G / M	503	642	67	-575	10%	251	92
18	Housing Imp. Grants: Landlord (Private Rented)	G / M	558	454	15	-439	3%	32	4
19	Housing Imp. Grants: Minor Works	G / M	300	300	2	-298	1%	130	57
20	Local Safety Scheme Programme	M	375	373	0	-373	0%	10	0
21	Street Lighting Improvements Programme	M	500	500	95	-405	19%	500	50
22	Subway Closure Programme	M	375	375	0	-375	0%	0	0
23	Waste & Recycling Containers	M	1,075	1,075	0	-1,075	0%	1,075	0
Green & Built Environment: Affordable Housing									
24	A2 Housing - Slough Garages Phase 3 (Other)	G / M	0	420	0	-420	0%	0	0
25	Sovereign HA - Misc. family homes purchases	G / M	0	500	0	-500	0%	0	0
26	Warden - Slough Garages Phase 1	G / M	332	332	0	-332	0%	332	0
Resources									
27	Accommodation Strategy	M	2,130	3,770	0	-3,770	0%		
28	Computer Hardware & Operating Systems	M	250	250	4	-246	2%	4	15
29	Customer Service Centre	M	1,624	1,692	138	-1,554	8%	138	250
30	DDA Improvement Works	M	1,000	500	38	-462	8%		
31	Heart of Slough Project	M	5,779	3,670	8	-3,662	0%	8	50
Housing Revenue Account									
32	ALMO - Internal Package Improvements	M	5,460	13,096	144	-12,952	1%	2,500	2,500
33	ALMO - External Package Improvements	M	1,954	3,020	16	-3,004	1%	85	85
34	Improvements for Sustainability	M	314	615	0	-615	0%	0	0
35	Integrated Housing IT System	M	491	542	-49	-591	-9%	0	50
36	Major Aids & Adaptions (C.Tenants)	M	682	788	-69	-857	-9%	0	110
37	Window Replacement Programme	M	683	685	116	-569	17%	311	0
38	Winvale Refurbishment	M	749	749	0	-749	0%	0	0
39	TOTAL CAPITAL SPEND		43,837	55,309	2,348	-52,961	4%	14,680	6,578

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APPENDIX B

Prudential Indicators

5. Prudential indicators as at 12th June 2008:

	Indicator	2008-09 March 08 Budget £M	2008-09 12th June 08 £M
1	Capital Expenditure General Fund HRA Total	 42.683 12.822 55.505	 2.167 0.751 2.918
2	Capital Financing Sources Grants & Contributions Capital Receipts Revenue and Major Repair Allowance Prudential Borrowing Total	 10.052 26.238 4.283 14.932 55.505	 1.884 0.283 0.000 0.751 2.918
3	Capital Financing Requirement HRA General Fund Total CFR	 -2.033 32.192 34.225	 -2.043 25.798 23.755
4	Actual Net Borrowing	-23.275	-69.405
5	Authorised Limit for External Debt	100.000	62.584
6	Operational Boundary for External Debt	97.100	62.584
7	Incremental Impact on Band D Council Tax	£0.94	£0.00
8	TREASURY MANAGEMENT: (a) CIPFA Code Adopted (b) Interest Rate Exposure - Fixed Rate Borrowing - Variable Rate Borrowing (c) Investment Longer than 364 days (d) Maturity Structure of Borrowing: - Under 12 months - 1 to 2 years - 2 to 5 years - 5 to 10 years - 10 years+	 Yes 75 - 100% 0 - 25% £35.000 0-25% 0-25% 0-50% 0-75% 25-90%	 Yes 100% 0% £23.200 0.13% 4.90% 5.51% 27.17% 62.29%

PRUDENTIAL INDICATORS – A GUIDE

1. **Capital Financing Summary** – Although this indicator is not required by the Prudential Code, it is included within the monitoring so that the capital financing sources can be clearly identified.

2. **Capital Financing Requirement** – This is derived by aggregating specified items from the Council’s balance sheet and represents the underlying level of borrowing required to finance historic capital expenditure. The actual **net borrowing** is lower than this because of the reserve part of capital receipts accumulated till 31st March 2004, the beginning of the Prudential system.
3. **Actual Net Borrowing** – represents actual long term borrowing needs (including forward funding for future years) less temporary investments. This is a key indicator and Section 3 of the Local Government Act 2003 requires the Council to ensure that net borrowing does not exceed the Capital Financing Requirement.
4. **Authorised Borrowing Limit and Operational Boundary for external debt** – the former represents a maximum limit for borrowing, which must not be breached and therefore additional headroom has been included to cater for unplanned cash flow situations. The later is a better benchmark as it represents a more likely scenario.
5. **Incremental Impact on Band D Council Tax** – This represents the interest and Minimum Revenue Provision (Principal repayments) of all General Fund Borrowing gross of capital financing FSS. This indicator is calculated by taking the difference between debt charges based on the existing approved capital programme and the debt charges based on the actual spend to-date and dividing the result by the tax base for Council Tax.
6. **Incremental Impact on average weekly housing rent** – this would have represented the interest and principal repayments in respect of borrowing by the HRA. There is no planned un-supported borrowing for HRA in the current financial year and when the HRA does borrow in the future under the ALMO regime, that borrowing will be fully subsidised by the Government and therefore not impact on housing rent.
7. **Treasury Management** – these indicators form part of the treasury management strategy and policy statement approved each year before the beginning of the financial year. The main indicator is the adoption of CIPFA Code of Practice for Treasury Management, which the Council adopted before the current Prudential System was introduced.

SUMMARY OF CAPITAL PROGRAMME										Appendix C													
Line	Summary	2008/2009				2009/2010				2010/2011				2011/2012				2012/2013				TOTAL	
		March 2008	July 2008	Estimate	Estimate	March 2008	July 2008	Estimate	Estimate	March 2008	July 2008	Estimate	Estimate	March 2008	July 2008	Estimate	Estimate	March 2008	July 2008	Estimate	Estimate	Estimate	
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
1	EXPENDITURE																						
2	GENERAL FUND PROGRAMME																						
3	Community and Wellbeing	2,566	2,526	5,613	4,600	5,613	3,400	3,410	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11,549
4	Education and Children's Services	14,542	16,804	3,510	3,644	3,510	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20,314
5	Green and Built Environment	10,614	11,531	6,655	6,655	6,775	690	837	70	70	0	0	0	0	0	0	0	0	0	0	0	0	19,213
6	Green & Built Environment: Affordable Housing Resources	2,223	2,547	2,297	1,797	2,297	1,893	1,473	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6,317
7	Capital Bids to be Approved	12,738	11,669	7,126	9,339	7,126	1,205	8,600	5,401	5,839	266	0	0	0	0	0	0	0	0	0	0	0	33,234
8	HOUSING REVENUE ACCOUNT	42,683	45,077	25,321	26,035	25,321	7,188	14,320	5,471	5,909	266	0	0	0	0	0	0	0	0	0	0	0	90,627
9	Housing Revenue Account	12,822	21,309	13,874	13,912	13,874	14,004	13,963	16,809	11,209	0	5,444	0	5,444	0	5,444	0	5,444	0	5,444	0	5,444	65,799
10	TOTAL CAPITAL PROGRAMME	55,505	66,386	39,195	39,947	39,195	21,192	28,283	22,280	17,118	266	5,444	0	5,444	0	5,444	0	5,444	0	5,444	0	5,444	156,426
11	SOURCE OF FINANCING																						
12	GENERAL FUND PROGRAMME																						
13	Capital Grants & Contributions	10,052	13,591	1,576	267	1,576	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15,167
14	Capital Fund	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Prudential Borrowing	6,393	15,879	10,348	15,293	10,348	4,188	6,347	5,471	5,909	266	0	0	0	0	0	0	0	0	0	0	0	38,483
16	Capital Receipts	26,238	15,607	13,397	10,475	13,397	3,000	7,973	0	0	0	0	0	0	0	0	0	0	0	0	0	0	36,977
17	HOUSING REVENUE ACCOUNT	42,683	45,077	25,321	26,035	25,321	7,188	14,320	5,471	5,909	266	5,444	0	5,444	0	5,444	0	5,444	0	5,444	0	5,444	90,627
18	Capital Grants & Contributions	0	91	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	91
19	Revenue / Major Repairs Allowance	4,283	7,917	4,795	5,234	4,795	4,885	4,885	4,977	4,977	0	4,904	0	4,904	0	4,904	0	4,904	0	4,904	0	4,904	27,478
20	Prudential Borrowing (Including ALMO)	8,539	10,385	8,539	8,538	8,539	8,539	8,538	11,250	5,692	0	0	0	0	0	0	0	0	0	0	0	0	33,154
21	Capital Receipts	0	2,916	540	140	540	580	540	582	540	0	540	0	540	0	540	0	540	0	540	0	540	5,076
22	TOTAL FINANCING	55,505	66,386	39,195	39,947	39,195	21,192	28,283	22,280	17,118	266	5,444	0	5,444	0	5,444	0	5,444	0	5,444	0	5,444	156,426
23	SOURCES OF FUNDING																						
24	M = Mainline Resources:																						
25	Prudential Borrowing, Capital Receipts, Revenue Contributions, Major Repairs Allowance.																						
26	G = Capital Grants and Contributions																						

GENERAL FUND CAPITAL PROGRAMME												Appendix C													
Line	CAPITAL SCHEME	Source of Funding	2008/2009		2009/2010		2009/2010		2010/2011		2010/2011		2011/2012		2011/2012		2012/2013		2012/2013		2012/2013		TOTAL		
			March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	March 2008	July 2008	Estimate
	Community and Wellbeing		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	Boiler/Electrical Replacement - Community Facilities	M	0	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20
2	Care Home Reprovision - Associated Roadworks	M	0	79	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	79
3	Childrens Play Area - Redesign & Upgrade	M	0	60	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	60
4	Cippenham Library Extension	G	0	621	0	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	670
5	Community Care / Day Care Project	M	584	459	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	459
6	Cornerhouse Works (Sensory Needs Team)	M	24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	24
7	DDA/SEND Act Compliance Works (2005/2006)	G	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
8	Haymill Community Centre Re-provision	M	100	100	3,000	3,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6,500
9	Health & Safety Works	M	0	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	28
10	Heritage Lottery Parks Bid (Herschel Park)	G / M	1,500	546	0	954	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,500
11	Home Care e-rostering System	M	60	60	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	60
12	Home Care e-timesheet System	M	60	60	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	60
13	Kidderminster Park/Mercian Way Changing Rooms	G	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12
14	Lascelles Pavilion Refurbishment	G	97	97	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	97
15	Leisure Services Programme	M	100	100	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	200
16	Longcroft Care Home - Install LST. Radiators	M	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
17	Montem Sports Centre - CCTV.	M	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
18	Playground Upgrade / Improvements	M	30	90	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	90
19	Refurbish & Upgrade Community Facilities	M	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
20	Refurbishment Costs - Langley Library	M	0	54	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	54
21	Replace / Upgrade Library Computer System	M	0	10	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30
22	Social Care IT System (Replacement System for CRIS)	M	0	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26
23	Speedwell Relocation Project (Wexham Nursery Site)	M	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9
24	Voluntary Sector Accommodation	M	0	0	1,500	1,500	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,500
25	Weekes Drive Community Centre Modifications	M	0	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	29
26	West Wing Arts Centre - Car Park Resurface	M	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15
27	Total Community and Wellbeing		2,566	2,526	4,600	5,613	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	11,549
	Education and Children's Services																								
28	Amalgamation/School Reorganisation - Lea School	M	2,287	1,584	63	775	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2,359
29	Baylis Court - Building Services (heating) Phase 1	G / M	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15
30	Baylis Court - Building Services (heating) Phase 2	G / M	350	100	0	299	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	399
31	Baylis Court - Provision of science lab/art room/suitability	G / M	375	0	0	375	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	375
32	Baylis Court - Sports Hall to replace gymnasium Phase 1	G / M	670	0	0	688	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	688
33	Beechwood/Arbour Vale - Fibre optic installation diversion	G / M	0	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20
34	Castlevew Primary - Library improvements	G / M	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
35	Castlevew Primary - SEN Improvements Phase 1	G / M	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
36	Chalvey Y & C. Outdoor Games Area	M	80	40	0	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	80
37	Cippenham Junior - External hardplay/drainage repairs	G / M	6	41	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	41
38	Cippenham Junior - Window replacement	G / M	100	91	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	96
39	Cippenham Nursery Graduated Childrens Centre	G	203	117	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	117
40	Coinbrook Graduated Childrens Centre	G	355	20	0	355	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	375
41	DDA/SENDA Access works	G / M	300	247	0	150	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	397
42	Education Capital - Improvements to Schools Portfolio	M	410	307	0	300	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	607

GENERAL FUND CAPITAL PROGRAMME												Appendix C		
Line	CAPITAL SCHEME	Source of Funding	2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		TOTAL	
			March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	July 2008 Estimate	July 2008 Estimate
43	Godolphin Infant - Roof replacement	G / M	263	359	0	11	0	0	0	0	0	0	0	370
44	Godolphin Infant - Window replacement phase 2	G / M	84	84	0	0	0	0	0	0	0	0	0	84
45	Godolphin Junior Phase 1 (M&E)	G	56	56	0	0	0	0	0	0	0	0	0	56
46	Herschel Grammar - M&E services upgrade phase 2	G / M	0	18	0	0	0	0	0	0	0	0	0	18
47	James Elliman Graduated Childrens Centre (Farnham)	G	134	39	0	0	0	0	0	0	0	0	0	39
48	James Elliman - Roof Repairs	M	0	35	0	0	0	0	0	0	0	0	0	35
49	Khalsa Sikh Primary School (Funding Gap)	M	0	183	0	0	0	0	0	0	0	0	0	183
50	Littledown School - Toilets	M	2	14	0	0	0	0	0	0	0	0	0	14
51	Lynch Hill Primary - Replacement windows/remodelling	G / M	50	50	0	0	0	0	0	0	0	0	0	50
52	Lynch Hill School - External Surfaces	M	295	370	0	0	0	0	0	0	0	0	0	370
53	Marish Children's Centre	G	0	24	0	0	0	0	0	0	0	0	0	24
54	Marish Junior - Replacement windows	G / M	65	0	0	0	0	0	0	0	0	0	0	0
55	Our Lady of Peace Infant - Autistic Resource Unit	M	104	114	0	0	0	0	0	0	0	0	0	114
56	Outside Sports Renovation Orchard Y & C.	G / M	0	30	0	16	0	0	0	0	0	0	0	46
57	Palaunt Park Primary - Roof works	G / M	200	26	0	200	0	0	0	0	0	0	0	226
58	PFI. Safe Routes to School	M	0	138	0	0	0	0	0	0	0	0	0	138
59	Priority 1 repairs at schools awaiting PFI replacement	G / M	0	25	0	0	0	0	0	0	0	0	0	25
60	Schools Devolved Capital (2007/08)	G	0	77	0	0	0	0	0	0	0	0	0	77
61	Schools Devolved Capital (2008/09)	G	0	2,118	0	0	0	0	0	0	0	0	0	2,118
62	Schools Kitchen upgrades - Godolphin Junior Ventilation	G / M	0	1	0	0	0	0	0	0	0	0	0	1
63	Schools Kitchen upgrades Programme	G / M	24	68	0	1	0	0	0	0	0	0	0	69
64	Site Controller Accommodation - refurbishment programme	G / M	0	30	0	0	0	0	0	0	0	0	0	30
65	Slough & Eton CE School (TCF)	G / M	3,785	2,651	0	117	0	0	0	0	0	0	0	2,768
66	Slough Grammar - Mechanical Services Upgrade	G / M	190	190	0	0	0	0	0	0	0	0	0	190
67	Slough Grammar - Window replacement phase 1	G / M	70	71	0	12	0	0	0	0	0	0	0	83
68	Slough Grammar - Window replacement phase 2	G / M	252	252	0	0	0	0	0	0	0	0	0	252
69	St Mary's Graduated Childrens Centre (Upton)	G	506	568	25	25	0	0	0	0	0	0	0	593
70	The Crown Relocation (Young Peoples Centre)	G / M	0	10	0	5	0	0	0	0	0	0	0	15
71	Voluntary Aided Schools LEA Liability	M	40	30	0	33	0	0	0	0	0	0	0	63
72	Westgate School - M&E services upgrade Phase 2	G / M	167	18	0	0	0	0	0	0	0	0	0	18
73	Westgate School - Replace gym windows and structure	G / M	160	230	0	10	0	0	0	0	0	0	0	240
74	Wexham Court Primary-Correct drains/upgrade external area	G / M	47	38	0	93	0	0	0	0	0	0	0	131
75	Wexham School for the Future (TCF)	G / M	2,908	6,301	3,556	0	0	0	0	0	0	0	0	6,301
76	Total Education and Children's Services		14,542	16,804	3,644	3,510	0	0	0	0	0	0	0	20,314
77	Green and Built Environment													
78	20 mph Speed Zones	M	300	281	0	0	0	0	0	0	0	0	0	281
79	A4 Bath Road / Huntercombe Toucan Crossing (S106)	G	67	67	0	0	0	0	0	0	0	0	0	67
80	Air Quality Award Grant	G	0	0	0	19	0	0	0	0	0	0	0	19
81	Air Quality Award Grant (2007/08)	G	0	0	0	32	0	0	0	0	0	0	0	32
82	Air Quality Management	M	0	17	0	0	0	0	0	0	0	0	0	17
83	Art at the Centre - Revitalising the High Street	G / M	3,160	4,032	400	400	0	0	0	0	0	0	0	4,432
84	Britwell & Northborough	M	1,000	1,240	1,000	1,000	0	0	0	0	0	0	0	2,240
85	CCTV (Retail)	G	0	48	0	0	0	0	0	0	0	0	0	48
86	Centre Nurseries Boiler Replacement	G	0	28	0	0	0	0	0	0	0	0	0	28

GENERAL FUND CAPITAL PROGRAMME												Appendix C			
Line	CAPITAL SCHEME	Source of Funding	2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		TOTAL		
			March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	
125	DDA Improvement Works	M	1,000	500	1,000	3,111	0	0	0	0	0	0	0	3,611	
126	E-government Project (PSA) / Intranet Development	M	0	71	0	0	0	0	0	0	0	0	0	71	
127	E-Purchasing	M	200	260	0	0	0	0	0	0	0	0	0	260	
128	Heart of Slough Project	M	5,779	3,670	5,368	0	1,205	8,600	5,401	5,839	266	0	0	18,109	
129	Oracles Financial Upgrade	M	0	2	0	0	0	0	0	0	0	0	0	2	
130	Server Replacement and clustering	M	0	19	0	0	0	0	0	0	0	0	0	19	
131	St Martins Place Fit Out Works	M	0	80	0	0	0	0	0	0	0	0	0	80	
132	Town Hall Computer Room	M	24	51	0	0	0	0	0	0	0	0	0	51	
133	Water Hygiene (Legionella Prevention)	M	165	100	13	75	0	0	0	0	0	0	0	175	
134	Total Resources		12,738	11,669	9,339	7,126	1,205	8,600	5,401	5,839	266	0	0	33,234	
135	TOTAL GENERAL FUND CAPITAL PROGRAMME		42,683	45,077	26,035	25,321	7,188	14,320	5,471	5,909	266	0	0	90,627	

HOUSING REVENUE ACCOUNT CAPITAL PROGRAMME													Appendix C		
Line	CAPITAL SCHEME	Source of Funding	2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		TOTAL		
			March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	March 2008 Estimate	July 2008 Estimate	July 2008 Estimate	July 2008 Estimate	
			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
	Stock Improvements:														
136	Affordable Warmth / Central Heating	M	0	59	0	50	0	50	0	50	0	50	0	259	
137	Capitalised Essential Repairs	M	197	197	235	235	322	322	350	350	0	270	0	1,374	
138	Digital Switchover	M	182	281	445	566	552	552	121	0	0	0	0	1,399	
139	Environmental Improvements	M	45	50	45	50	46	50	64	50	0	50	0	250	
140	External Improvements	M	428	0	418	0	1,878	0	1,730	0	0	0	0	0	
141	Garage Improvements	M	46	96	0	0	0	0	0	0	0	0	0	96	
142	Integrated Housing IT System	M	491	542	150	150	0	0	0	0	0	0	0	692	
143	Kitchen & Bathroom Modernisation 2005-06	M	0	50	0	0	0	0	0	0	0	0	0	50	
144	Major Aids & Adaptions (C.Tenants)	M	682	788	445	600	460	600	663	663	0	500	0	3,151	
145	Mechanical Systems Upgrading	M	91	146	89	89	92	92	128	128	0	100	0	555	
146	Misc. Modernisations & Health & Safety	M	155	156	568	568	690	690	938	938	0	640	0	2,992	
147	New Projects	M	25	25	25	25	25	25	25	25	0	25	0	125	
148	Package Improvements	M	1,092	0	1,513	0	920	0	1,375	0	0	0	0	0	
149	Parlaunt Shops - Flat Roof Replacement	M	0	200	0	0	0	0	0	0	0	0	0	200	
150	Rewiring Improvements	M	0	1	107	107	92	92	130	130	0	130	0	460	
151	Security & Controlled Entry Modernisation	M	137	291	133	133	138	138	313	313	0	300	0	1,175	
152	Supported Housing DDA Assessment - Essential Repairs	M	91	171	0	0	0	0	0	0	0	0	0	171	
153	Window Replacement Programme	M	683	685	668	668	668	668	0	0	0	0	0	1,353	
154	Winvale Refurbishment	M	749	749	534	534	0	0	0	0	0	0	0	1,283	
155	ALMO - Internal Package Improvements	M	5,460	13,096	6,230	7,373	6,440	7,779	7,500	6,465	0	1,858	0	36,571	
156	ALMO - External Package Improvements	M	1,954	3,020	1,851	2,270	1,914	3,116	2,580	1,748	0	1,521	0	11,675	
157	ALMO - Improvements for Sustainability	M	314	615	456	456	435	457	892	349	0	0	0	1,877	
158	Total Stock Improvements		12,822	21,218	13,912	13,874	14,004	13,963	16,809	11,209	0	5,444	0	65,708	
	Other Housing Expenditure														
159	Acquisition of C.P.O Property	G	0	91	0	0	0	0	0	0	0	0	0	91	
160	TOTAL HOUSING REVENUE ACCOUNT		12,822	21,309	13,912	13,874	14,004	13,963	16,809	11,209	0	5,444	0	65,799	

GENERAL FUND CAPITAL BIDS AWAITING FUNDING (Reserve List)										Appendix C	
CAPITAL SCHEME											
Line	Source of Funding	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	Total				
		Bid £'000	Bid £'000	Bid £'000	Bid £'000	Bid £'000	£'000	Bid	Bid	Bid	
Community and Wellbeing											
1	Extract Ventilation System Central Library	20	0	0	0	0	20				
2	Langley Leisure Centre / Pool	198	0	0	0	0	198				
3	Security - Community Facilities	25	0	0	0	0	25				
4	Total Community and Wellbeing	243	0	0	0	0	243				
Education and Children's Services											
5	Resource Comm & Performance - Modernisation (Supported Borrowing)	0	1,318	124	0	0	1,442				
6	R. C. & Perform - Basic Need/School Access Initiative (Supported Borrow)	0	2,253	2,253	0	0	4,506				
7	Resource Commissioning & Performance - Improve School Portfolio	0	250	250	0	0	500				
8	Schools Modernisations & Other Capital (Supported borrowing)	3,571	0	0	0	0	3,571				
9	Youth Service - Essential Maintenance	0	85	85	0	0	170				
10	Youth Service - Extension to Orchard Y&C	0	54	0	0	0	54				
11	Youth Service - Horsemoor Green Annexe Refurbishment	0	115	0	0	0	115				
12	Total Education and Children's Services	3,571	4,075	2,712	0	0	10,358				
Green and Built Environment											
13	20mph Zones	0	400	400	400	0	1,200				
14	Air Quality and Congestion Action Plan	500	550	600	600	0	2,250				
15	Civic Pride	0	1,000	500	500	0	2,000				
16	Composting & Recycling	795	30	0	0	0	825				
17	Footpath Lighting	0	50	50	50	0	150				
18	Greener Slough	185	24	0	0	0	209				
19	Highway Energy Use Reduction	0	100	100	100	0	300				
20	Highway and Land Drainage Improvements	0	100	100	100	0	300				
21	Housing Imp. Grants: Disabled Facilities (Discretionary)	0	50	50	50	0	150				
22	Housing Imp. Grants: Disabled Facilities (Mandatory)	0	236	236	236	0	708				
23	Housing Imp. Grants: Landlord (Private Rented)	0	250	250	250	0	750				
24	Housing Imp. Grants: Minor Works	0	200	200	200	0	600				
25	Housing Imp. Grants: Renovation (Owner Occupied)	0	200	200	200	0	600				
26	Parking Strategy	0	120	120	120	0	360				
27	Parking Watch Project	120	120	120	120	0	480				
28	Pedestrian Crossing Improvements BVPI 165	150	100	0	0	0	250				
29	Real Time Passenger Information	500	1,100	600	0	0	2,200				
30	Recycling & Waste Management Containers	321	61	0	0	0	382				
31	Road and Pavement Resurfacing	0	200	200	200	0	600				
32	Safer Routes to School/Road Safety Programme	345	355	395	395	0	1,490				
33	Station Forecourt Enhancements	0	500	100	0	0	600				
34	Stoke Poges Lane Footpath	0	0	0	0	0	0				
35	Town Centre CCTV	0	74	0	0	0	74				
36	Wexham Nursery Biomass Boiler	0	50	0	0	0	50				
37	Total Green and Built Environment	2,916	5,870	4,221	3,521	0	16,528				
Resources											
38	Asbestos Rectification in Corporate Buildings	19	0	0	0	0	19				
39	DDA Improvement Works	0	0	1,000	1,000	0	2,000				
40	Health & Safety Works	200	100	0	0	0	300				
41	Thinclient/PC / Laptop / PDA Replacement	0	250	250	250	0	750				
42	UNIX Server Replacement	0	50	50	50	0	150				
43	Total Resources	219	400	1,300	1,300	0	3,219				

44	TOTAL OF BIDS AWAITING FUNDING		6,949	10,345	8,233	4,821	0	30,348
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	2007-08 ACTUAL	2008-09 July 08 Estimate	2009-10 July 08 Estimate	2010-11 July 08 Estimate	2011-12 July 08 Estimate	2012-13 July 08 Estimate
	£'000	£'000	£'000	£'000	£'000	£'000
<u>PRUDENTIAL INDICATORS</u>						
Capital Expenditure						
1 General Fund	27,507	45,077	25,321	14,320	5,909	0
2 HRA	13,781	21,309	13,874	13,963	11,209	5,444
3 Total Capital Expenditure	41,288	66,386	39,195	28,283	17,118	5,444
Sources of Capital Financing						
4 Grants & Contributions	13,979	13,682	1,576	0	0	0
5 Capital receipts	11,860	18,523	13,937	8,513	540	540
6 Capital Fund	1,667	0	0	0	0	0
7 Revenue & Major rep. allow.	1,531	7,917	4,795	4,885	4,977	4,904
8 Supported Borrowing	12,250	15,396	13,681	12,659	5,692	0
9 Self Financed Borrowing	0	10,868	5,206	2,226	5,909	0
10 Total	41,288	66,386	39,195	28,283	17,118	5,444
AFFORDABILITY						
Ratio of financing costs to revenue stream:						
11 General Fund	-4.30%	-3.03%	0.01%	0.42%	0.83%	1.07%
12 HRA	42.81%	47.04%	50.82%	53.40%	54.17%	53.08%
Incremental Impact on:						
13 Council Tax Band D	-£4.21	-£0.25	£20.64	-£14.24	£6.23	£0.54
14 HRA weekly rent	Nil	Nil	Nil	Nil	Nil	Nil
15 Gross Borrowing - Impact on Council Tax		£10.84	£41.57	£14.81	£51.48	£24.35
Capital Financing Requirement (CFR)						
16 General Fund	25,799	41,678	51,064	56,743	61,900	60,911
17 HRA	-2,794	7,591	16,130	24,668	30,360	30,360
18 Total	23,005	49,269	67,194	81,411	92,259	91,271
PRUDENCE						
Net borrowing and CFR						
19 Net borrowing	-58,518	-2,571	19,429	34,429		
20 Capital Financing Requirement in year 3	61,712	81,411	92,259	91,271		
21 Does net borrowing exceed year 3 CFR?	NO	NO	NO	NO		
EXTERNAL DEBT						
Authorised Limit for External Debt						
22 Authorised Limit for Borrowing	62,323	112,000	130,000	145,000	156,000	155,000
23 Authorised limit for other liabilities	0	1,000	1,000	1,000	1,000	1,000
24 Authorised Limit for External Debt	62,323	113,000	131,000	146,000	157,000	156,000
Operational Boundary for External Debt						
25 Operational Boundary for External Debt						
26 Operational Boundary for borrowing	62,323	108,600	126,500	140,700	151,600	150,600
27 Operational Boundary for other liabilities	0	1,000	1,000	1,000	1,000	1,000
28 Operational Boundary for External Debt	62,323	109,600	127,500	141,700	152,600	151,600
NOTE:						
1 PI 11 - In 2007-08, Treasury Management made a net contribution of 4.30% (-£4M) to the GF A/C. As a result of the increased borrowing requirement, this ratio makes a DEMAND on GF A/C of 1.31% (+£1.5M).						
2 PI15 - PI13 shows the NET impact on Council Tax taking into account investment income etc. PI15 shows the GROSS impact on Council Tax of the increased borrowing requirement.						

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Ranking	Risk	Current Mitigations / Actions Required	Likelihood	Impact	Dept/Section Responsible
=1	Delays in securing capital receipts <i>Either for economic, political or planning reasons. Current capital programme is heavily reliant on capital receipts. Will impact MRP and therefore revenue budget.</i>	Monitored by Resources with regular updates to AMG.	8	10	C/D
=1	Accommodation Strategy <i>Delay in delivering proposed accommodation strategy and the subsequent delay in release of capital receipts will impact on borrowing requirements/size of the capital programme/MRP</i>	Monitored by Resources with regular updates to AMG.	7	10	C/D
2	Adverse revenue position incl MRP <i>Overall overspends on the service revenue budgets and future projections of service demands, potential impact of MRP if capital borrowing is increased.</i>	Revenue budget monitoring and corrective action recommended. Capital programme re-assessed and adjusted.	8	9	D
3	Customer Services Centre <i>Project overspend and/or revenue savings not achieved.</i>	Monitored by the Board. Post implementation reviews undertaken.	8	8	D
4	Delays in securing capital grants <i>Either the grant claim not submitted on time or changes to the grant conditions.</i>	Scheme Must not be approved until grant confirmed.	7	8	D/C
5	Partnership commitment not met <i>Increased Partnership working and therefore any change in partners or their commitment not fully met.</i>	Regular Monitoring include high level monitoring for big projects such as Heart of Slough.	6	7	D/C
6	Incomplete Estimates <i>Scheme/s missed out completely.</i>	Thorough bidding and star chamber process. However, until project management and monitoring improves in all departments, risk remains.	5	8	D/C
7	Community Care Day centre & Extra Care Sheltered Hsg schemes <i>Both these schemes are funded from either Grants or partnerships & essential that there is no adverse impact on council's resources, both capital & revenue.</i>	Report to January 07 Cabinet on the appointment of partner for the Day Care scheme. DoH grant received for the sheltered scheme.	9	6	D
8	Project Management Problems <i>Includes lack of scheme monitoring, lack of scheme planning, quality of both.</i>	Monitoring improving. Stricter rules for C/F of slippages implemented. Service Depts report slippages to O&S Cttee. Post project implementation reviews started.	8	7	D

Ranking	Risk	Current Mitigations / Actions Required	Likelihood	Impact	Dept/Section Responsible
9	Britwell and Northborough Regeneration <i>Committed to proceed on launch of scheme without cost certainty and issues of the capital funding gap being resolved.</i>	Clear project plan and close project management, break clauses and member lead reviews at key stages.	6	7	D/C
10	Capital spend - both under and over <i>Could be either overall or individual schemes.</i>	Monthly monitoring by AMG sub group. Scheme overpends in the year met from following years capital provision. Service Depts report on scheme overall spends.	7	7	D/C
11	Investment default (Treasury) <i>Counterparty gone into administration with loss of deposits. Impact on both revenue and capital budgets, not to mention adverse publicity.</i>	Risk assessment of counter parties carried out with lending limits. However current "credit crunch" could have adverse impact on individual counter parties.	5	10	C
12	Capacity / Staff turnover <i>Over reliance on same staff for new Initiatives</i>	Depts and CMT must consider capacity issues prior to project approval.	7	9	D/C
13	Systems failure (Treasury & Banking) Logotech and Financial Director systems.	Can survive for 3-4 days before becoming critical	8	7	C
14	VAT partial exemption impact <i>VAT exempt income generated following capital spends resulting in the overall 5% VAT threshold breached.</i>	VAT implications included in the bidding forms. Grant funded projects need to be formally assessed and approved by the group. Pro-active advise being provided on individual proposals.	5	8	D/C
15	Adverse movement in interest rates <i>Higher interest rates impact on long term borrowing costs mitigated by short term investment income</i>	Borrowing requirement for 2007/08 and 2008/09 is minimal (excluding ALMO). Part of investment portfolio tied up for longer than 364 days.	9	5	C
16	Change in legislation / proper Accounting practices <i>includes capacity to understand, interpret and apply new legislation. Accounting practices and changes may have potential changes/impact on revenue i.e. MRP, premiums, off balance sheet treatment of PFI project.</i>	CIPFA carries out initial consultation. Further guidance notes to be published.	9	4	C

C= Corporate
D= Service Department