

## **Tabled Paper - Cabinet**

Agenda Item No: 6

Report Title: Quarter 1 – Financial Monitoring

### **Management Response to the In-year Deficit**

1. Management Team noted the reported service deficit of £1.2m (£1.7m overall) and have implemented the following actions:
  - a. Management Team to address the £450,000 of savings not delivered and identify alternative savings if original targets are no longer deliverable.
  - b. Management Team to consider other possible in year savings, in addition to savings needed to cover above.
  - c. All recruitment should be reviewed by the manager before completing a Request to Fill form. Focus on whether work can be delivered in a different way (within current team/digitisation/working across services).
  - d. All recruitment (requests to fill forms) to go through to the Senior Leadership Team (CEX/DCEX/Directors) where review of the role will be made and challenged if required.
  - e. All requests for regradings and honorariums to go to Assistant Director/Director before moving to assessment. Justification of these requests need to be clearly set out.
  - f. All non-essential spend should be stopped.
  - g. Significant areas of spend to be considered and approved as follows:
    - i. £2,000 to £25,000k – Assistant Director (or Head of Service)
    - ii. £25,000 - £50,000 – Director
    - iii. Above £50,000 – Senior Leadership Team
2. These are the initial steps the team are taking and further budget strategy work will form part of the Medium Term Financial Plan report in October.