

## Unavoidable Cost Pressures

Reference	Justification	2024/25 Total £000
<b>Non-Portfolio and Cross-Organisational Pressures</b>		
01-COP	<b>Staffing Establishment Costs 2024/25</b> £3.63 million has been provided for a pay award of up to 4% and the impact of officers moving through their contractual scale point increments. The actual pay award is not yet known and could result in either a budget surplus or pressure, this estimate is based on the best information currently available. <b>[X-Council: EDFR]</b>	3,625
02-COP	<b>Investment, income and financing alignment</b> This now reflects all the planned changes to the Capital Programme and accounting requirements in accordance with the range of accountancy codes. The base budget will be set at the estimated right level as part of the medium term financial planning view. <b>[X-Council: EDFR]</b>	1,615
03-COP	<b>Contractual Inflation (Not Energy Related)</b> This amount will be allocated to our Corporate Contingency budget initially and drawn upon by services throughout 2024/25 to fund increases in contractual costs as a result of inflation clauses. Services will be expected to try to manage their 3rd Party contracts as cash limited budgets at 2023/24 levels wherever possible. <b>[X-Council: EDFR]</b>	1,000
04-COP	<b>Energy Inflation Costs 2024/25</b> This amount will be allocated to our Corporate Contingency budget initially and drawn upon by services throughout 2024/25 to fund increases in energy costs as a result of inflation clauses. Services will be expected to try to manage their energy usage as cash limited budgets at 2023/24 levels wherever possible. <b>[X-Council: EDFR]</b>	600
05-COP	<b>Debt Position Review</b> Increase for bad and doubtful debts following a review of the Council's overall debt position. <b>[X-Council: EDFR]</b>	330
06-COP	<b>Base Budget Adjustments</b> A range of low value investments across services have been made to adjust the base budget where appropriate and set services on a more robust footing for 2024/25. <b>[X-Council: EDFR]</b>	225

Reference	Justification	2024/25 Total £000
07-COP	<p><b>Business Rates Liabilities</b></p> <p>The Council usually compensates services for fluctuations in business rates liabilities through the Contingency budget, however given the size of the expected change in 2024/25 it is prudent to include this as a separate investment in the revenue base. [<b>X-Council: EDFR</b>]</p>	220
08-COP	<p><b>Levies</b></p> <p>Essex County Council have notified the Council than the Coroners Court Levy in 2045/25 will increase by 25%, equivalent to £118,000. Notification of Environment Agency and Kent &amp; Essex Fisheries levies has not been received at this time but an estimate of £7,000 has been provided to cover the expected inflationary increases in these levies. [<b>EDFR</b>]</p>	125
<b>Cross-Organisational Pressures Total</b>		<b>7,740</b>
<b>Pressures Specific to Portfolio Services</b>		
<b>Leader: SEND</b>		
01-L	<p><b>Audit Fees</b></p> <p>Public Sector Audit Appointments Ltd (PSAA), the Local Government Association-owned company responsible for procuring local authority audit services in England, announced on 3 October 2022 the results for the next five-year appointment period, commencing with financial years ending 31 March 2024. PSAA has warned local authorities to anticipate a fee increase in the order of 150% between 2022/23 and 2023/24. This investment will correct the base budget for future years. [<b>EDFR</b>]</p>	265
02-L	<p><b>Legal Services Contract Specialist</b></p> <p>This investment will enable a permanent member of staff specialising in contract law to be recruited to the Legal Services team. Without this investment advice will need to be purchased from external suppliers on an ad hoc basis and at a far higher cost to the organisation. [<b>EDSC</b>]</p>	90
<b>Leader: Corporate Matters and Performance Delivery Total</b>		<b>355</b>

Reference	Justification	2024/25 Total £000
<b>Deputy Leader: Environment</b>		
01-DLENV	<p><b>Waste Collection Contract</b></p> <p>The recycling and waste collection contract is currently in live procurement and the Council has made the decision to proceed with alternate weekly recycling and waste collection (retaining weekly food waste collection). In order to deliver this procurement robustly an extension has been entered into with the current provider and this investment relates to the anticipated cost for the 2024/25 financial year. The medium term financial forecast includes an estimated investment for the new contract which is currently being procured. [EDEP]</p>	1,300
<b>Deputy Leader: Environment Total</b>		<b>1,300</b>
<b>Adult Social Care, Health, Public Health, and Constitutional Affairs</b>		
01-AHCA	<p><b>Provider Inflationary Uplift: National Living Wage</b></p> <p>This additional investment is to cover the increases in costs for providers of adult social care. It is intended to cover costs relating to increases in National Living Wage commitments and other costs increases faced by providers. This will help to improve the pay and conditions of the social care workforce and support the stability of the provider market. The additional monies set aside for this area will support an increase in prices paid for care and enable care providers to increase minimum wages so that they are able to meet statutory requirements. [EDAC]</p>	4,900
02-AHCA	<p><b>ASC Demographic Demand: Transitions, Older People and Working Age Adults</b></p> <p>Every year the number of people eligible for adult social care increases. This increase is made up of people receiving services as children who turn 18 and are eligible for adult social care (transitions), adults of working age and older people who become newly eligible for support through a change in personal circumstances, and people whose needs increase as a result of increased frailty or complexity. This amount is calculated from known costs for children turning 18, and a set of assumptions about population change for older people and adults of working age. [EDAC]</p>	1,300

Reference	Justification	2024/25 Total £000
03-AHCA	<b>NetPark</b> Exploring ways of continuing the support of the NetPark initiative. [EDAC]	50
<b>Adult Social Care, Health, Public Health, and Constitutional Affairs Total</b>		<b>6,250</b>

<b>Childrens Services, Education and Learning</b>		
01-CSEL	<b>Children's Social Care: Placements Pressure</b> This critical funding will be used to help offset part of the existing overspend across Children Placements. As reported through the Councils 2023/24 financial position, Children services remains with significant spend pressures and particularly within Children Care Placements for Residential Care and Independent Fostering agencies. £6.0M of the total £7.3M overspend directly attributable to Children Services (as reported at Period 8) is due to the cost pressures across care and support packages for children in care and children with disabilities supported under Section 17. Keeping safe and supporting our children in care must always remain a critical priority for the Council. This additional funding will therefore reduce opening spend pressures in 2024/25 on Children Services in relation to care placements to £3.420M (£6.0M 2023/24 overspend less this additional funding of £2.580M) prior to further and targeted cost pressure spend reductions. [EDCPH]	2,580
02-CSEL	<b>Children's Social Care: Placements</b> This funding will be used to help cover the costs of National Living wage increases for care and support for Children with Disabilities and allow a further uplift to support Inhouse foster care fees and allowances. This funding will also be partly used to assist with provider uplift requirements for supported accommodation placements as they are now required to be OFSTED registered under legislative changes when supporting 16 and 17 year olds. [EDCPH]	420

Reference	Justification	2024/25 Total £000
03-CSEL	<p><b>School Improvement Support</b></p> <p>This funding will be used to continue to support the ambition of all Southend schools to achieve good or outstanding. This funding effectively allows the continuation of posts supporting this function that was previously and annually one off funded. The functions of these posts is also wider than these critical aims including supporting governance arrangements of all Southend Schools and direct oversight of our maintained schools, offering professional challenge and support and statutory intervention measures if required. The posts also support quality assurance for pupils with additional and vulnerable needs, and will coordinate safeguarding investigations. [EDCPH]</p>	150
<b>Children and Learning and Inclusion Total</b>		<b>3,150</b>

<b>Economic Growth and Investment</b>		
01-EGI	<p><b>Economic Recovery</b></p> <p>This funding will be used to deliver projects and initiatives supporting residents into work and advising/supporting local businesses following the Covid pandemic and current economic challenges. The funding will also enable some council match funding to attract and support wider external investment. [EDEP]</p>	100
<b>Economic Growth and Investment Total</b>		<b>100</b>

Reference	Justification	2024/25 Total £000
<b>Housing and Planning</b>		
01-HP	<b>Local Plan Staffing</b> This investment was included as part of the Cabinet decision to progress the Local Plan in 2019 but had not been included in the base budget. The service have managed their vacancies / secured additional income in previous years to fund this but this budget now needs to be rightsized accordingly. [EDEP]	140
<b>Housing and Planning Total</b>		<b>140</b>
<b>Total Pressures Specific to Portfolio Services</b>		<b>11,295</b>

Cross-Organisational Pressures	7,740
Leader: SEND	355
Deputy Leader: Environment	1,300
Adult Social Care, Health, Public Health, and Constitutional Affairs	6,250
Arts, Culture, Heritage and Leisure	-
Childrens Services, Education and Learning	3,150
Community Safety and Public Protection	-
Economic Growth and Investment	100
Housing and Planning	140
Highways, Transport and Parking	-
Regulatory Services	-
<b>Unavoidable Cost Pressures Total</b>	<b>19,035</b>