

Report No **05/20**
Audit & Corporate Services Review Committee

REPORT OF FINANCE MANAGER

SUBJECT:
BUDGET PERFORMANCE REPORT 9 MONTHS TO DECEMBER 2019

Revenue Budget

The detailed net revenue budget for the 9 months to 31st December 2019 is presented in Appendix 1, with the summary by service area as follows:

	Net Budget 2019/20	Dec 19 Profiled Budget	Dec 19 Actual & Committed	Variance	% Variance
Conservation of the Natural Environment	378,517	309,607	306,266	3,341	1.1%
Conservation of the Historic & Cultural Env't	106,044	70,504	58,502	12,002	17.0%
Development Management	275,404	189,691	183,707	5,984	3.2%
Forward Planning & Communities	398,434	296,894	256,185	40,709	13.7%
Promoting Understanding & Enjoyment	120,808	600,031	621,608	-21,577	-3.6%
Recreation & Park Management	80,075	59,349	93,227	-33,878	-57.1%
Rangers, Estates & Volunteers	865,776	781,581	749,135	32,446	4.2%
Democratic Representation & Management	674,993	392,477	363,143	29,334	7.5%
Service Management & Support Services	1,031,309	701,989	719,584	-17,595	-2.5%
Net Cost of Services	3,931,361	3,402,123	3,351,357	50,766	1.5%

As at 31st December 2019 the Authority's net revenue actual and committed expenditure was £3,351k, £51k (1.5%) under the profiled budget of £3,402k. The main reasons for the variance of actual expenditure against budget for each Service department are as follows:

- **Conservation of the Natural Environment (£3k under budget).** Within the Conservation of the Natural Environment service the Nature Conservation variance is due to a grant payment of £8k to West Wales Biodiversity Information Centre being made in advance of the budget profile. The Cilirhedyn Woodland Centre and Marine Environment expenditures are running slightly below budget but these should be rectified by the end of the financial year. There is an under spend the Invasive Species budget resulting from a grants from Welsh

Government and the Pembrokeshire Coast National Park Trust for the Stitch in Time project.

- **Conservation of Cultural Heritage (£12k under budget).** The Authority appointed a new archaeological officer in June 2019 and there is currently budget underspends due to reduced contracted archaeological services costs and the income received from the archaeology day held at Pembrokeshire College
- **Development Management (£6k under budget).** Within Development Management planning fee income of £121k is down £3k versus budget and £56k against the same period for 2018/19. Savings in salary, travelling and advertising costs together with increased pre-planning fees have compensated for the income shortfall and resulted in a net under spend versus budget.
- **Forward Planning & Communities (£41k under budget).** Costs associated with the Local Development Plan are running approximately £14k below that budgeted. Sustainable Development Fund grant expenditure is running £40k below budget and for the 9 months ended 31st December 2019 the S.D.F. committee made the following awards:
 - Family Explorers, Learning Pembrokeshire, £19,100
 - Sustainable Printing, KlickKlack Print, £20,428
 - St.Davids Old Farmhouse Brewery, £24,613
 - Little Green Grants (PAVs) £4,500.
- **Promoting & Understanding (£22k over budget).**

The table that follows shows the current year budget, actual and prior years' figures for merchandise sales, admissions income and car park income for the 9 months ended 31st December 2019. Total merchandise income of £213k is £5k below budget although the sales at OYP are compensating for shortfalls at Carew and Castell Henllys; sales at the 3 centres are down versus 2018/19. Total admission income of £210k is £4k above budget and up £10k on 2018/19, with Carew's surplus of £12k offsetting the shortfall Castell Henllys. Income at Carew Castle has been bolstered by staging numerous and diverse events including Pembrokeshire Strongest Man and plays such as Romeo and Juliet. While sales at the Carew Castle Tearoom are above budget by £7k, higher than budgeted seasonal salary costs have resulted in an operating surplus of £11k, which is slightly below the budgeted surplus of £14k for the 9 months. The new tenants at both the OYP and Castell Henllys cafés have moved in during the autumn and their service appears to operating well.

The Authority's is fulfilling its obligation to match fund staff time two Interreg projects, namely Rediscovering Ancient Connections and the Celtic Routes and the value of staff time contributed so far towards the projects is circa £35k.

There is an under spend of £27k on the West Wales Walking for Wellbeing project, (the project being funded by Sports Wales & Welsh Government), as payments to some of the project partners has yet to be claimed.

- **Recreation & Park Management (£34k over budget).** The table that follows shows total Car Park income for the 9 months of £424k, which is £13k above budget and up £1k for the comparative period in 2018/19. Notably income at Saundersfoot is considerable down on prior years and is compensated by increased income at Poppit. The cost of additional seasonal staff and replacement pay and display machines have resulted in a shortfall of £28k versus budgeted of £296k. Other variances in this service are expected to be corrected by the end of the financial year.
- **Rangers, Estates & Volunteers (£32k under budget).** The Authority has been in receipt of significant grants from Welsh Government much of which have been allocated to support the purchase of equipment and projects in this service. This will replace the budgeted expenditure and result in an under spend for the year although the exact figure is difficult to quantify at this time.
- **Democratic Representation & Management (£29k under budget).** The under spend in Democratic Representation is due savings on members allowances and expenses and translations and conferences costs. Corporate Governance costs are below budget due to outstanding invoices from the WAO.
- **Service Management & Support Services (£18k over budget).** The General Building Maintenance budget is currently over spent by £35k versus the profile budget largely due to a significant amount of unplanned work notably at Carew Castle. It is anticipated that other budget variances in Service Management & Support Services will be corrected by the end of the financial year.

2019/20 3rd Quarter Income Versus Budget & Prior Years

Merchandise Sales	Budget	YTD Actual	Variance	2018/19	Variance	2017/18	Variance	2016/17	Variance	2015/16	Variance
Carew Income	79,202	74,610	-4,592	77,619	-3,009	78,396	-3,786	76,038	-1,428	75,651	-1,041
Castell Henllys Income	38,433	29,448	-8,985	32,012	-2,564	39,603	-10,155	36,515	-7,067	44,185	-14,737
Oriel Y Parc	100,424	108,769	8,345	110,683	-1,914	109,129	-359	98,939	9,830	107,492	1,277
	218,059	212,827	-5,232	220,314	-7,487	227,127	-14,300	211,492	1,335	227,328	-14,501
Admission Fees											
Carew Income	135,562	147,390	11,828	136,079	11,311	141,350	6,040	118,818	28,573	116,885	30,505
Castell Henllys	70,777	62,877	-7,900	63,835	-958	74,147	-11,269	54,938	7,939	67,447	-4,570
	206,339	210,268	3,929	199,914	10,354	215,497	-5,229	173,756	36,512	184,333	25,935
Car Park Income											
Car Park Operations	24,892	30,287	5,395	28,113	2,174	28,128	2,159	4,548	25,738	7,958	22,329
Manorbier Car Park	41,860	44,051	2,191	44,116	-65	41,316	2,734	40,578	3,472	39,957	4,094
Little Haven Car Park	31,584	29,526	-2,058	29,514	12	27,004	2,522	35,216	-5,690	36,126	-6,600
St Davids Car Park	72,532	65,944	-6,588	67,942	-1,998	72,311	-6,367	76,928	-10,984	77,100	-11,156
Poppit Car Park	38,496	60,253	21,757	54,586	5,667	52,206	8,047	44,919	15,334	34,623	25,630
Saundersfoot Car Park	65,067	53,827	-11,240	60,976	-7,149	62,520	-8,692	75,914	-22,087	68,529	-14,702
Freshwater East Car Park	23,158	24,277	1,119	23,669	608	23,641	636	19,013	5,264	21,822	2,455
Broad Haven Car Park	21,324	23,020	1,696	21,319	1,701	22,359	661	21,520	1,501	21,387	1,634
Newport Car Park	20,103	20,562	459	20,462	100	22,548	-1,986	18,863	1,699	15,697	4,865
Newgale Car Park	18,118	19,797	1,679	20,540	-743	17,669	2,127	17,664	2,132	19,946	-149
Solva Car Park	55,122	53,234	-1,888	54,657	-1,423	55,666	-2,432	53,843	-609	57,120	-3,886
	412,256	424,778	12,522	425,894	-1,116	425,368	-590	409,007	15,771	400,263	24,515

2019/20 Revenue Forecast

The revenue forecast for the year is impacted by a number of unbudgeted expenditure items, including additional seasonal staff, purchase of pay and display equipment and unplanned building maintenance, which have been mitigated by savings of approximately £40k. It is also anticipated that total income will be in excess of that budgeted by circa £30k and this will be from a combination increases from: car park income, Carew tea room income and investment and other income. In aggregate this means the current revenue forecast is a breakeven for the year which in line with the original budget.

2019/20 Budget Forecast	£000's	£000's
Original Budget Surplus		0
Movements:		
Additional / Reduced Costs		
Additional Seasonal Staff	-40	
Additional Building Maintenance	-20	
Additional Pay & Display Equipment	-10	
Other savings	40	
		-30
Additional / Reduce Income		
Car Park Income	10	
Investment & Other Income	20	
		30
Revised revenue forecast Surplus / Deficit		0

Draft Capital Programme 2019/20								
	Draft Budget 2019/20	Revised Budget 2019/20	Funded by EMR	Funded by other Grants	General Reserve	Capital Receipts	Spend as at 31/12/2019	Receipts as at 31/12/2019
ICT – Equipment	10,000	120,000				120,000		
Plant & Equipment		20,000	20,000				19,365	
Carew Walled Garden - Landscaping	96,950	159,016		103,645		55,371	159,016	-103,645
Carew Castle Infrastructure Sewage/Drainage	45,000	65,000		45,000		20,000	63,508	
Carew Castle Visitor Access	15,000	15,000				15,000		
Castell Henllys Roundhouses	50,000	50,833	19,816			31,017	51,478	
Greening Park Initiatives	5,000	5,000			5,000		567	
Little Haven Car Park		1,667				1,667	1,667	
Broad Haven Car Park Phase 1	453,200	76,500		53,200		23,300	14,980	
Broadband upgrade	32,000	32,000	32,000					
PV's in the Park	60,000	6,000				6,000		
Causeway Repairs Phase 1	46,750	9,720	9,720					
Causeway Repairs Phase 2	60,000							
Castell Henllys Programme	113,000	75,000	75,000				769	
Delivery Equipment	126,000	126,000	126,000				63,650	
Charge Points	30,000	30,000	30,000					
WG funded 2019/20								
Charge Points		54,000		30,000		24,000		
Storm Resilience		50,000		50,000			11,361	

Draft Capital Programme 2019/20 continued	Draft Budget 2019/20	Revised Budget 2019/20	Funded by EMR	Funded by other Grants	General Reserve	Capital Receipts	Spend as at 31/12/2019	Receipts as at 31/12/2019
FWE Access		35,000		35,000				
Angle Gabions		15,000		15,000				
Re-grading Coast Path		3,500		3,500				
Visitor Interpretation/Events OYP								
OrielY Parc & Poppit		10,000		10,000				
Carew Castle Enhancing Visitor experience		8,840		8,840				
Carew Castle Infrastructure Sewage/Drainage								
Castell Henllys Revetment work		5,000		5,000				
Mobile Information Unit								
Electric Charging Points		30,000		30,000				
Electric vehicles		35,000		35,000				
Mini-bus		48,186		48,186				
Commons Resilience		5,000		5,000				
St Brides Garden Rennovations		9,500		9,500				
Fishguard Fort		5,000		5,000				
Porthgain Hoppers		9,500		9,500				
Cilrhedyn Workshop		9,500		9,500				
Digital signing machine		14,000		14,000				
Remote Control Machinery		65,000		65,000				
Battery Operated Machinery		5,000		5,000			483	
Total	1,142,900	1,208,762	312,536	594,871	5,000	296,355	386,844	-103,645

The Authority's capital program is an essential part of the Authority financial planning and is based on the Authority's corporate objectives, operational need, making prudent investments and the availability of sources of internal and external funding. The capital programme for the year has increased from the original budget of £1,143k to a revised budget of £1,209k. The program has been amended to include the projects funded by the capital grant received from Welsh Government in October 2019 details of which are shown below. The program has also changed as a result of the addition of Microsoft Licences and slippage of some of the original program to 2020/21 budget year.

Total capital expenditure as at 31st December 2019 was £387k and details of the capital programme are:

- ICT Equipment. In the December 2019 NPA meeting the Authority approved expenditure of £108k to cover the provision of Microsoft licences through to 2025.
- Plant & Equipment. This expenditure is in respect of a vehicle which will be modified to become a mobile information unit for the discovery team.
- Carew Walled Garden. The project was completed in July 2019 with the majority of the funding coming from the Welsh Government Tourist Amenity Investment Support Scheme. Further infrastructure Work and improvement to visitor access will be completed in the autumn of 2019.
- Carew Castle Infrastructure Sewage/Drainage. This project to connect the castle to the mains drainage system
- Carew Castle Visitor Access. This project is to build on the works already undertaken and enhance the visitor access.
- Castell Henllys Roundhouses. The Earth Watch roundhouse and Smithy building repairs were completed in the summer of 2019.
- Greening Park Initiatives. The Authority intends to spend funds on energy saving green projects with the exact nature of the expenditure yet to be determined.
- Broad Haven Car Park. Partially funded by the Welsh Government Capital Grant and The Tourist Amenity Investment Support Scheme the scope of the project has been enhanced to a major redevelopment of the site. Stage one of the project will be completed in this financial year with the balance in 2020/21.
- Broadband upgrade. The Authority is seeking to upgrade broadband capacity across its sites.
- Photovoltaic (PV's) Generation. This project is to look at the installation of PV's at suitable sites across the Authority has been delayed until 2020/21.
- Carew Castle Causeway. Under the Reservoirs Act the Authority has statutory duty to undertake the repairs as instructed by the Reservoirs Inspectorate. The Causeway has undergone many phases of major and minor repair works to prevent / minimise water leakage through the structure from the mill pond which is

accepted as an ongoing and permanent issue. Repairs are programmed in line with the recommendations of the Reservoirs Engineer and repair works are as per the recommendations of the report following statutory annual inspection. Phase 2 has been deferred until 2020/21.

- Castell Henllys Development Scheme. A number of repairs and enhancements other than the Round Houses are planned including the sewage treatment works, rebuilding of ramparts and improving both internal and external access.
- Delivery Equipment. This expenditure will be on new equipment for the Delivery Service including as a pedestrian flails, a compact paths tractor, collection flails and large forestry tractor.
- Charging Points. Currently there is just one electric vehicle charging point at PCNPA facilities. (Oriol y Parc, St Davids). This facility has been well used since it was installed and an improvement in the parks offering would enhance the opportunity for sustainable travel in Pembrokeshire. The Authority is working in conjunction with Pembrokeshire County Council to procure this project.

Welsh Government 2019/20 Funded:

- Storm Resilience. Major storm events along the Pembrokeshire Coast are becoming a more regular occurrence due to the impacts of climate change. The Authority is working to develop a rolling contingency plan to deal with major infrastructure damage caused by localised storms. This investment will allow PCNPA to undertake preparatory work to help minimise anticipated damage in key 'hot-spots' thus ensuring that the coastline remains accessible for most of the year.
- Charge Points. The Park Authority aims to be at the forefront of public agencies in Wales pioneering the use of electric vehicles in rural areas. We have formed a close working partnership with Pembrokeshire County Council to rapidly increase the network of electric vehicles charging points throughout the county.
- FWE Access. Completion of an easy access walking loop around Freshwater East Nature Reserve including a path and upgrade of original timber boardwalk. The additional works will give a continuous 1.2km long level surface suitable for wheelchair and pushchair use, starting and ending at an easily accessible car park.
- Angle Gabions` Next phase of an ongoing refurbishment of the gabions that protect the byway and Coast Path from high water levels and tidal surges. Winter re-surfacing of the byway.
- Re grading Coast Path. Re-grading of key sections of the Coast Path to improve the surface and make access more suitable for maintenance with pedestrian and/or remote control flail mowers.
- Oriol Y Parc & Poppit Car Park. Surface repairs to the breedon gravel, levelling of stone ramp to remove trip hazards, removal of potholes.

- Carew Castle Enhancing Visitor experience. Improvements to the physical access and interpretation on-site will add to the visitor experience and understanding of Pembrokeshire's historical and cultural heritage. It will allow access to as much of the Castle as possible and help increase visitor numbers.
- Castell Henllys Revetment work. The river is undercutting the bank in the vicinity of the Visitor Centre in two locations works are required to prevent future damage to buildings and the main access track.
- Electric Charging Points. The Park Authority aims to be at the forefront of public agencies in Wales pioneering the use of electric vehicles in rural areas. We have formed a close working partnership with Pembrokeshire County Council to rapidly increase the network of electric vehicles charging points throughout the county.
- Electric vehicles The Authority is trying to switching to electric vehicles to undertake our work wherever possible and the investment will allow the Authority to upgrade some of its fleet vehicles.
- Mini-bus. The Park Authority has been increasing the range of activities provided for a broad range of client groups with mobility problems. In order to expand our operations further and improve the quality of the service provided we are looking to invest in a new mini-bus with better equipment for people with restricted mobility.
- Commons Resilience. This investment helps form part of PCNPA's wider conservation work with the farming community across Pembrokeshire and is funding that is generally not covered by other agri-environment schemes such as Glastir.
- St Brides Garden Renovations. St Brides walled Garden is an important historical garden and the home to an orchard containing diverse and rare apple trees. Urgent works are required to remove vegetation and repair the walls which are listed structures.
- Fishguard Fort. The cannons are a key part of the site's interpretation, linked to the Last Invasion story and a key part of the history of the town of Fishguard. The cannons are currently in a poor state of repair and will become a danger to the public.
- Porthgain Hoppers Consolidation work to the scheduled ancient monument will clear the upper structures of vegetation, cut the trees and woody growth from within the hoppers and carry out a site survey report to highlight areas for future maintenance, plus any urgent repairs necessary.
- Cilrhedyn Workshop improvements. This project involves moving the storage of site management equipment away from areas that can be accessed by the general public.

- Digital signing machine. This will improve the efficiency of our signage services, in turn, delivering a better (and faster) service for both PCNPA and external customers.
- Remote Control Machinery This forms part of our wider approach to invest in the best equipment available to protect the health and well-being of our staff.
- Battery Operated Machinery. The expenditure is for replacement of some machinery currently run on petrol with re-chargeable machines; chainsaws, pole cutters, leaf-blowers etc., and will help in our aim to minimise our carbon footprint.

The Authority's Useable Reserves

£000's

	Year end Position 2018/19	Movement 2019/20	Year end Position 2019/20
General Reserves	1,008	-5	1,003
Capital Receipts	654	-296	358
TOTAL	1,662	-301	1,361
Earmarked Reserves:			
Receipts In Advance	2,530	-871	1,659
Asset Management	37		37
LDP	123	-90	33
Self-Insurance	30		30
Staff Restructuring	214	-25	189
National Park Wales	41	-7	34
Planning System	89		89
Car Par Integration (Boad Haven)	77		77
Sponsored Maintenance re Sponsor A Gate	5		5
Rangers Services - Landscape Fund		4	4
Round Houses	20	-20	0
Sdf Increase In Funds	29		29
NPG Reduction	287		287
Car Park Resurfacing (Broad Haven)	98		98
Biodiversity	11		11
Planning Enforcement	100		100
Stitch In Time	25	-14	11
The Pathways Project	35		35
Skills In Action	15		15
Carew Causeway	158		158
Underground Cables At Newport Parrog	14	-14	
Pollinator Project	15		15
Total	3,952	-1,037	2,914

General Reserve

The audited statements of accounts as at 31st March 2019 verified that the Authority's General Reserve stood at £1,008k. The forecasted revenue position for the year is expected breakeven and the reasons for this surplus are given earlier the report. When that element of the Capital Expenditure funded from the General Reserve of £5k is deducted, the reserve is expected to reduce to £1,003k at the end of the current financial year.

Earmarked Reserves

Earmarked reserves as at 31st March 2019 stood at £3,952k and the table shows that these are expected to fall by £1,037k to £2,914k at the year end. However what the table doesn't show the impact of the £840k received in January 2020 from Welsh Government to fund various projects. Some of the expenditure on these projects is likely to cross over into the 2020/21 financial year and consequently the reserves levels will increase in relation to that element of the unspent funds as at 31st March 2020.

Capital Receipts

The Capital Receipts reserve started the year at £654k and after funding various capital projects the reserve is expected to fall to £358k at the end of the 2019/20.

Recommendation

Members are invited to **NOTE** the budgetary performance for the 9 months ended 31st December 2019 as presented in this report.

(Further information is available from the Financial Manager Richard Griffiths, on 01646 624815 – email richardg@pembrokeshirecoast.org.uk)

Appendix 1

	Revisions to Budgets 2019/20	December 19 Profiled Budget	December 19 Actual & Committed	Variance
Conservation of the Natural Environment	378,517	309,607	306,266	3,341
Cilrhedyn Woodland Centre	53,059	47,334	44,405	2,929
Invasive Species	10,000	52,967	46,377	6,590
Nature Conservation	309,830	205,084	214,834	-9,750
Marine Environment	5,629	4,222	650	3,572
Conservation of the Cultural Heritage	106,044	70,504	58,502	12,002
Conservation Areas & Historic Buildings	46,316	33,254	31,340	1,914
CP10 - Archaeology, Culture & Heritage	52,269	36,531	26,291	10,240
Heritage Guardians	7,459	719	871	-152
Development Control	275,404	189,691	183,707	5,984
Development Management (inc Mineral Plans)	275,404	189,691	183,707	5,984
Forward Planning & Communities	398,434	296,894	256,185	40,709
Development Planning	285,717	212,860	213,496	-636
Sustainable Development Fund	112,717	84,034	42,689	41,345
Promoting Understanding	120,808	600,031	621,608	-21,577
Tourism & Wellbeing Officer	44,510	32,701	31,628	1,073
Carew Castle	15,178	-52,220	-43,271	-8,949
Carew Castle Tea Room	-15,493	-14,453	-10,772	-3,681

	Revisions to Budgets 2019/20	December 19 Profiled Budget	December 19 Actual & Committed	Variance
Castell Henllys	76,613	33,294	70,994	-37,700
Oriel Y Parc, St David's	0	127,481	120,641	6,840
Oriel Y Parc Cafe	0	-15,750	-19,225	3,475
Tenby National Park Office	0	6,322	6,320	2
Coast to Coast	0	-29,627	-7,746	-21,881
Wales Coast Path Marketing	0	72,560	64,437	8,123
Communications	0	165,118	174,154	-9,036
SUP9 - Graphic Services	0	57,430	49,588	7,842
Discovery	0	104,560	102,822	1,738
Activities & Events	0	319	1,228	-909
Flexible Programme	0	23,280	19,478	3,802
Pembs Outdoor Schools	0	3,999	2,691	1,308
Celtic Routes	0		-2,002	2,002
Ancient Connections	0		-1,474	1,474
West Wales Walking for Wellbeing Project	0	38,616	14,156	24,460
Nevern Castle Project	0	210	782	-572
Pathways Project	0	46,191	47,179	-988
Recreation & Park Management	80,075	59,349	93,227	-33,878
Sustainable Transport	80,075	78,264	78,605	-341
National Trail	0	165,921	184,934	-19,013
Access Officer and Rights of Way	0	94,866	83,390	11,476
Charging Car Parks	0	-296,223	-267,883	-28,340
Paths & Pollinators Project	0	10,635	14,181	-3,546

	Revisions to Budgets 2019/20	December 19 Profiled Budget	December 19 Actual & Committed	Variance
Sustainable Tourism	0	5,886		5,886
Rangers, Estates & Volunteers	865,776	781,581	749,135	32,446
Park Delivery Management	146,615	86,593	80,182	6,411
Ranger Services	218,420	158,387	157,384	1,003
North Area	303,413	210,942	202,240	8,702
West Area	197,327	135,396	124,623	10,773
South Area	0	148,517	139,391	9,126
Castlemartin Ranger	0	7,933	7,309	624
Tenby / Newport Ranger	0	16,498	16,226	272
Estates Management (incl. Surplus Properties)	0	17,315	21,780	-4,465
Democratic Representation & Management	674,993	392,477	363,143	29,334
DRM2 - Chief Executive's Office	109,190	79,511	78,878	633
DRM1 - Corporate Activities & Management	137,850	64,413	65,893	-1,480
Democratic Representation	199,031	148,507	129,844	18,663
Future Landscapes Wales	150,000	28,000	28,000	0
Public Health Partnership	0	0	60	-60
National Parks Wales	8,232	19,713	12,001	7,712
Corporate Governance	64,690	47,149	42,737	4,412
PCNP Trust	6,000	5,184	5,730	-546
Service Management & Support Services	1,031,309	701,989	719,584	-17,595
<i>(Memorandum account, recharged to services)</i>				

	Revisions to Budgets 2019/20	December 19 Profiled Budget	December 19 Actual & Committed	Variance	
SUP1 - Director of Park Direction & Planning	80,447	58,780	58,183	597	
SUP3 - Director of Delivery & Discovery	96,285	72,076	71,470	606	
SUP5 - Reception/Admin Services	92,973	67,840	63,449	4,391	
SUP2 - Performance Management	51,263	29,417	28,800	617	
SUP6 - Legal Services	31,519	23,639	19,149	4,490	
SUP7 - Financial Services	162,079	118,753	114,653	4,100	
SUP8 - IT Services	239,890	147,186	150,139	-2,953	
SUP16 - Parc Llanion Park	92,932	47,010	41,526	5,484	
SUP12 - General Building Maintenance	99,144	73,018	107,818	-34,800	
Water Fountains Project	0		4	-4	
Grants Officer	-132,836	-94,897	-72,915	-21,982	
Projects Team	86,266	63,184	55,856	7,328	
SUP14 - Pool Vehicles	5,261	4,904	2,552	2,352	
HR, Health & Safety, Staff Training	126,087	91,079	78,900	12,179	
TOTALS	3,931,361	3,402,123	3,351,357	50,766	
Conservation of the Natural Environment	378,517	309,607	306,266	3,341	1.1%
Conservation of the Historic & Cultural Env't	106,044	70,504	58,502	12,002	17.0%
Development Control	275,404	189,691	183,707	5,984	3.2%
Forward Planning & Communities	398,434	296,894	256,185	40,709	13.7%
Promoting Understanding & Enjoyment	120,808	600,031	621,608	-21,577	-3.6%
Recreation & Park Management	80,075	59,349	93,227	-33,878	-57.1%
Rangers, Estates & Volunteers	865,776	781,581	749,135	32,446	4.2%
Democratic Representation & Management	674,993	392,477	363,143	29,334	7.5%
Service Management & Support Services	1,031,309	701,989	719,584	-17,595	-2.5%