

High Level Subjective Variance Analysis

The following provides a high level summary of the more significant variances between the 2020/21 base budget and the 2021/22 base.

Employee £588,290

- £490,681 Pay award
- £35,000 Increase in pensions deficit funding
- (£76,261) Movement through reserves of temporary funded posts non-recurring
- £32,048 Partnership with Active Norfolk (3 year fixed term) 50% Funded (additional Income)
- £12,250 One off Golden Hello payments for new starters
- £59,104 Coastal Management staffing (Partnership contributions included under income)
- £8,944 Property Standby payments - changes in working arrangements
- £30,000 One off staff costs for kickstart project admin, funded by a grant
- £17,437 ICT staffing
- £11,173 People joining Pension Scheme
- (£46,126) Election post
- (£28,806) Finance hours
- £52,427 Surveyor post funded from the delivery plan

Premises £45,393

- (£28,274) Pier NDR contra with income
- £12,222 IDB Levies
- £67,390 NDR (loss of transitional Relief) mainly Car Parks
- £4,007 Premises Insurance inflation
- £6,000 Electricity charges for the store in what used to be the Melbourne toilets which is currently being used by Openwide as a store
- (£37,136) NDR not now payable for Public Conveniences

Supplies and Services £304,332

- £18,904 Members Allowances
- £97,696 NEWS Contract
- £213,100 B&B Charges (offset by Income)
- (£42,677) CAB Grants County Portion, offset by loss of income
- (£27,865) RNLI contract re-negotiation
- (£37,315) Leisure Management contract saving
- (£10,000) Museum contribution
- (£133,160) Net movement in Local Plan Review expenditure funded from NHB reserve
- (£5,000) Internal Audit days
- £93,108 Microsoft Software - removal of Government Framework savings
- £16,709 ICT software
- £10,000 Armed Forces & Norfolk Safeguarding Contributions

- £7,419 Additional Cabinet member
- £6,639 Waste and Recycling – Commercial waste disposal
- £70,000 Information and Advice contribution
- £20,000 Delivering the equalities plan

Transfer payments (£747,656)

- (£723,504) Housing Benefit payments in line with Mid-Year subsidy estimate 2020/21 - this will be offset by a reduction in subsidy shown under the income heading
- (£24,152) Reductions in internal service charges

Income £46,213

- £723,504 Subsidy from Department for Works and Pensions
- (£213,100) B&B Charges (offset by expenditure)
- (£55,431) Homelessness grant income reserve movements
- £42,677 CAB grant (offset by reduced expenditure)
- £28,274 Pier NDR contra with Premises costs
- (£59,661) Recycling Credit Income
- (£253,801) Use of reserves for 2017/18 Benefit Subsidy adjustment
- (£16,204) Partnership with Active Norfolk – 3 year contract - additional employee expenditure
- £14,274 Grant funding temporary posts offset by staff savings
- £19,654 Market income - comparable with 2019/20 actual income
- £54,730 Handy Man Recharge - change
- £52,716 Adjustment of service charge following reduction in grounds maintenance contract for North Lodge Park
- (£15,000) Rocket House -additional income from recharge of utilities based on 2019/20 figures
- £10,000 Sports Hubs and Clubs fees and charges
- (£60,009) Staffing Contributions (Coastal Partnership)
- (£45,500) New industrial unit
- (£10,000) Income from Concessions
- (£42,154) Leisure Management Contract (payment due from Contractor re profit share)
- (£30,100) Garden Bin fee income
- (£30,000) One off income from Kickstart project admin
- (£60,000) Higher car park income