

7 March 2019

Report of	Assistant Director Policy and Corporate	Author	Darren Brown ☎ 282891
Title	Financial Monitoring Report – April to December 2018		
Wards affected	Not applicable		

1. Executive Summary

- 1.1 This report gives the Committee the opportunity to hold Service Managers and Portfolio Holders accountable for their budgets. The financial position is summarised as follows:-
- The General Fund is showing a net overspend against services of £19k as at period 9. This includes a net underspend on expenditure of £84k and less income of £65k.
 - The current forecast outturn position for the General Fund is a net overspend of £267k.
 - The Housing Revenue Account is showing a net underspend of £764k as at period 9, and is forecast to be on budget at the year-end.
- 1.2 Assistant Directors and their budget holders have undertaken a thorough review of the financial position for their services, which is reflected in this report. In addition, SMT continues to monitor the budget position on a monthly basis. The final end of year position will be reported for scrutiny purposes and the impact of this on balances will be considered by Cabinet as part of the budget strategy for 2020/21.

2. Action required

- 2.1 The Committee is asked to consider the financial performance of General Fund Services and the Housing Revenue Account (HRA) for the first nine months of 2018/19, and to note the whilst there is a forecast budget overspend of £267k on the General Fund there remain a number of end of year items which are expected to result in the outturn being delivered on budget.

3. Reason for scrutiny

- 3.1 Monitoring of financial performance is important to ensure that:
- Service expenditure remains within cash-limited budgets.
 - Potential variances at year-end are identified early so that remedial action can be taken to recover the position or 'recycle' any surplus budgets.
 - Performance targets are being met.
- 3.2 This report also gives the Committee the opportunity to hold Service Managers and Portfolio Holders accountable for their budgets.

4. Background

- 4.1 This report reviews the Council's overall position based on profiled income and expenditure for the nine months to 31 December 2018, and also shows a projection of the outturn figures for the full year. All the information presented in respect of General Fund Services shows the position based on net 'direct costs'. The review of the Housing Revenue Account is different in that it shows all costs, both direct and indirect.

Summary Position

- 4.2 The projected outturn for the General Fund is currently a net overspend of £267k. The Housing Revenue Account forecast outturn position is currently to be on budget.
- 4.3 The General Fund position is set out in more detail in the following paragraphs and the HRA position explained in paragraphs 4.20 to 4.23. Budgets carried forward from 17/18 are now included in the schedules within this report, and as such will be monitored as part of the overall position.

General Fund – Position to 31 December 2018

Service Budgets

- 4.4 Appendix A shows the current budget variances and forecast outturn variances by Service Group. The net position shows a variance against profiled budget for General Fund Services (excluding Benefits, NEPP & JMC) of £19k (favourable). This comprises total expenditure being £84k lower than expected and total income being £65k lower than expected. Appendix B breaks these variances down by subjective group.
- 4.5 The net position to date is broadly in-line with the net forecast outturn position. There are changes expected to expenditure and income variances between period 9 and the year-end, and this reflects a number of factors such as:
- Income either decreasing, or not continuing at the level to date for the remainder of the financial year.
 - The profiling of budgets and the impact of changes in spending and income patterns.
 - Areas where adjustments will take place as part of the closure of accounts (for example where income has been received in the current year but relates to the next financial year).
 - Budgets currently unspent for which a carry forward at year-end may be identified

Income

- 4.6 Income to the Council is below profiled budgets in a number of areas to date, but most notably in Sport & Leisure, Commercial & Investment, Bereavement and Land Charges. We have however achieved more income in Domestic Waste, Licensing and Planning. As one of our main risk areas, income will continue to be closely monitored by officers on a monthly basis.

Expenditure

- 4.7 There are underspends against profiled budgets in a number of services areas, predominantly within premises and transport costs, although these are partially offset by an overspend on employee costs. These variances can be as a result of profiling of budgets as well as timing of expenditure.
- 4.8 Benefits payments are not shown in Appendix A & B to avoid distorting the reported position for Service Groups. It is currently projected that this area will be underspent by £100k at year end, when the final subsidy claim is paid. Furthermore, NEPP and JMC variances are not included in the Appendix A & B totals, given these areas are ring-fenced and are reported to the relevant joint committee.

Outturn Forecast / Risk Areas

- 4.9 This is the third review this year of the 2018/19 budget position, and the current detailed forecast outturn is a net overspend of £267k.

	£'000	
Service budgets	467	See paras. 4.10 – 4.11 and Appendix C
Technical / Corporate Items	(200)	See para 4.12 – 4.14
Potential net overspend	267	

Service Budgets

- 4.10 The following table sets out the forecast outturn for all service areas, with outturn variances. This shows a net forecast overspend of £467k. As the table shows, this primarily relates to £254k in Environment, £122k in Customer, and £122k within Policy & Corporate.

Service	Forecast outturn		
	<i>Expenditure</i>	<i>Income</i>	<i>Net</i>
	£'000	£'000	£'000
Policy & Corporate (incl. CDC)	(83)	205	122
Community	41	(72)	(31)
Customer	214	(92)	122
Environment	366	(112)	254
Total all services	538	(71)	467

- 4.11 Appendix C sets out details of all forecast variances against service budgets at the year-end totalling £467k. To provide some context on the scale of the variances shown in Appendix C, a percentage value has been included within the comments which shows the proportion of the relevant budget that it represents. For example, an underspend due to vacant posts or the vacancy factor would be expressed as a proportion of the total employees budget for that area.

Corporate / Technical Items

- 4.12 The budget includes a number of corporate and technical budget areas such as net interest earnings, the provision to repay debt, pension costs and some non-service specific grants. It is currently assumed that the outturn for these areas will be in line with the budget.
- 4.13 The 2018/19 budget included an assumption of 2% for pay inflation. Given the actual pay award agreed was 1.5%, the resultant saving of circa £100k has been removed from service budgets and is now being held in our technical budget.
- 4.14 The budget includes an amount for the recovery of housing benefit overpayments, which is where claimants have been overpaid and we recover the money. We are forecasting £100k more income to be recovered than estimated in the budget.

Summary position and action proposed

- 4.15 The forecast outturn shows a potential net overspend of £267k. There are a number of factors which are contributing to this position, with the main ones being:-
- Less income due to economic factors, e.g. Recycling & Fleet
 - Less income caused by external delays e.g. Northern Gateway
 - More expenditure due to demand e.g. Recycling & Fleet
 - One-off costs associated with futures reviews
 - Increased income from the recovery of housing benefit overpayments

- 4.16. There remain a number of potential changes to the forecast in particular such as those corporate technical budgets relating to Benefits, Business Rates and the Council Tax Sharing agreement. In addition income is expected from a potential one-off compensation claim. These and other normal end of year items mean that we expect the final outturn to be within the budget.
- 4.17. The financial position for 2018/19 was considered as part of the proposals set out in the 2019/20 budget and it was reported that for the purpose of assessing any impact on balances the outturn position was assumed to be “on budget”. The updated forecast position shows that this is still expected to be achieved.
- 4.18. Assistant Directors and their budget holders have undertaken a thorough review of the financial position for their services, which is reflected in this report. In addition, SMT continues to monitor the budget position on a monthly basis. The final end of year position will be reported for scrutiny purposes and the impact of this on balances will be considered by Cabinet as part of the budget strategy for 2020/21.

Housing Revenue Account

- 4.19. The Housing Revenue Account (HRA) is a ring-fenced account which is affected by a number of variable factors. At the end of December 2018, the HRA is showing a net underspend of £764k compared to the profiled budget for the same period. This is primarily due to lower expenditure on Premises costs of £363k, and £312k more income than budgeted.

Position to date

- 4.20. Premises related costs are showing an underspend of £363k as at the end of December 2018. Overall, there is a net underspend of £177k on Repairs and Maintenance, which primarily relates to the timing of expenditure on repairs and maintenance of pumping stations, Homeless Persons Units and other delegated areas. There are underspends of £130k on Grounds Maintenance budgets, £23k on Council Tax on void properties and £31k on Utility and Water costs which relate to the timing of expenditure.
- 4.21. We have received £312k more income at the end of December 2018. This primarily reflects the net impact of less rental & service charge income being lost from dwellings and garages than assumed within the budget, through a combination of voids and the level of Right to Buy sales.

Forecast Outturn

- 4.22. The HRA forecast outturn is to be on budget. Any underspend that occurs in the year will be used to fund a greater proportion of our Housing Capital Programme through an increased Revenue Contribution to Capital, thus minimising new borrowing.

5. Standard References

- 5.1. Having considered consultation, publicity, equality, diversity and human rights, community safety, and health and safety implications, there are none that are significant to the matters in this report.

6. Strategic Plan references

- 6.1. The priorities within the Strategic Plan are reflected in the Medium Term Financial Forecast. This makes assumptions regarding government grant and Council Tax income, and identifies where necessary savings will be found in order to achieve a balanced budget. The 2018/19 revenue budget was prepared in accordance with the Strategic Plan's priorities, in the context of the Council facing growing financial pressures. Budget monitoring enables the financial performance against these priorities to be assessed.

7. Financial implications

7.1. As set out above.

8. Risk management implications

8.1. Risk management is used throughout the budget cycle, and this is reflected in the strategic risk register. The 2018/19 revenue budget report that was approved by Council in February 2018 detailed a number of potentially significant risk areas that had been identified during the budget process. In addition, Heads of Service identify a number of both positive and negative risk areas during the year.

Background Papers

None

Period 9 – Current Budget Variances and Forecast Outturn Variances by Service Area

		Position to date			Forecast Outturn		
	Area	Spend	Income	Net	Spend	Income	Net
		£'000	£'000	£'000	£'000	£'000	£'000
Corporate & Democratic Core		24	(30)	(6)	-	-	-
	Total	24	(30)	(6)	-	-	-
Executive Management Team							
	EMT	(23)	-	(23)	-	-	-
	Total	(23)	-	(23)	-	-	-
Community							
	Assistant Director Communities	(1)	-	(1)	-	-	-
	Licensing & Food Safety	73	(93)	(20)	24	(85)	(61)
	Community Safety	5	(6)	(1)	-	-	-
	Environmental Health Services	(15)	(11)	(26)	(1)	(6)	(7)
	Building Control	(6)	(1)	(7)	11	(8)	3
	Community Initiatives	(32)	22	(10)	(7)	35	28
	Private Sector Housing	3	1	4	20	(13)	7
	Cultural Services	(9)	23	14	(4)	3	(1)
	Colchester Museums	(1)	5	4	(2)	2	-
	Subtotal	17	(60)	(43)	41	(72)	(31)
	Colchester & Ipswich Museums	22	(5)	17	10	(16)	(6)
	Total	39	(65)	(26)	51	(88)	(37)
Customer							
	Assistant Director Customers	-	-	-	-	-	-
	Customer Business	(22)	(18)	(40)	13	(34)	(21)
	Local Taxation & Business Rates	(49)	(33)	(82)	(21)	(66)	(87)
	Customer Solutions	(12)	(26)	(38)	46	(46)	-
	Customer Experience	104	51	155	177	54	231
	Electoral Services	63	(5)	58	(1)	-	(1)
	Subtotal	84	(31)	53	214	(92)	122
	Benefits - Payments & Subsidy	280	2,878	3,158	-	(100)	(100)
	Total	364	2,847	3,211	214	(192)	22
Environment							
	Assistant Director Environment	5	(7)	(2)	4	(7)	(3)
	Recycling & Fleet	80	9	89	455	(96)	359
	Zones	(134)	(41)	(175)	(31)	(22)	(53)
	Bereavement Services	(62)	75	13	(6)	13	7
	Car Parking	91	(15)	76	(56)	-	(56)

		Position to date			Forecast Outturn		
	Area	Spend	Income	Net	Spend	Income	Net
		£'000	£'000	£'000	£'000	£'000	£'000
	Subtotal	(20)	21	1	366	(112)	254
	Parking Partnership (NEPP)	159	(249)	(90)	224	(650)	(426)
	Total	139	(228)	(89)	590	(762)	(172)
	Policy & Corporate						
	Assistant Director Policy & Corporate	28	-	28	41	-	41
	Finance	1	-	1	42	-	42
	ICT and Communications	(32)	5	(27)	9	7	16
	People and Performance	35	6	41	(12)	(1)	(13)
	Governance	(22)	9	(13)	(30)	4	(26)
	Place Strategy	(1)	(56)	(57)	(61)	-	(61)
	Planning	18	(54)	(36)	(18)	(50)	(68)
	Housing	44	(80)	(36)	2	(47)	(45)
	Garden Communities	-	-	-	-	-	-
	Subtotal	71	(170)	(99)	(27)	(87)	(114)
	<i>Company Related:-</i>						
	Client – Commercial Company	11	-	11	-	24	24
	Corporate Asset Management	(50)	(10)	(60)	52	(33)	19
	Commercial & Investment	(22)	136	114	(37)	91	54
	Sport & Leisure	(176)	209	33	(71)	210	139
	Total	(166)	165	(1)	(83)	205	122
	Total (excl. Benefits, NEPP & JMC)	(84)	65	(19)	538	(71)	467
	Total (all)	377	2,689	3,066	772	(837)	(65)

Current Budget Variances and Forecast Outturn Variances by Subjective Group

		Position to date			Forecast Outturn		
		Actual	Budget	Variance	Actual	Budget	Variance
	Subjective	£'000	£'000	£'000	£'000	£'000	£'000
	Expenditure						
	Employees	17,531	17,302	229	23,331	23,220	111
	Premises Related	5,797	6,072	(275)	7,723	7,560	163
	Transport Related	1,812	1,918	(107)	2,845	2,864	(19)
	Supplies & Services	6,265	6,264	1	8,713	8,537	176
	Third Party Payments	3,486	3,521	(35)	4,855	4,748	107
	Transfer Payments	177	75	102	100	100	0
	Capital Financing Costs	0	0	0	110	110	0
	Total	35,068	35,152	(84)	47,677	47,139	538
	Income						
	Government Grant	(1,510)	(1,449)	(61)	(1,512)	(1,562)	50
	Other Grants & Reimbursements	(2,702)	(2,509)	(193)	(3,879)	(3,631)	(248)
	Customer & Client Receipts	(15,104)	(15,417)	313	(20,436)	(20,563)	127
	Income-Interest	(110)	(115)	5	(153)	(153)	0
	Inter Account Transfers	0	0	0	0	0	0
	Total	(19,426)	(19,490)	65	(25,980)	(25,909)	(71)
	Net	15,642	15,661	(19)	21,697	21,230	467

Forecast Outturn Variances

Service Area	Variance			Comment
	Spend £'000	Income £'000	Net £'000	
Community Services				
Licensing and Food Safety	24	(85)	(61)	Licencing income is forecast to exceed the target by £57k (12.14%) of which £40k relates to PH Vehicle Licencing.
Environmental Health Services	(1)	(6)	(7)	£6k income received as recovered costs awarded by the courts following an appeal case.
Building Control	11	(8)	3	Employee overspends are offset by ACM grant funding.
Community Initiatives	(7)	35	28	Small staff underspend due to vacant posts offset by savings target currently forecast as not being met. Further £12k overspend for Lion Walk following the transition of the service to Age Concern and payment of grant to support new offer to residents and existing members.
Private Sector Housing	20	(13)	7	£10k overspend is forecast on Legal Fees, these costs were unbudgeted but are recoverable subject to the outcome of the appeal case. There is an overspend on recruitment as a result of legislative changes affecting the regulation of (HMOs) and the significant increase in demand on the team. Following the introduction of the Redress Penalty Scheme an unbudgeted £10k of income is being forecast, as well as a small amount of additional income from Inspections.
Cultural Services	(4)	3	(1)	Small underspend on salaries and IT (0.62%) is offset by shortfall in income from advertising and sales (2.4%).

Service Area	Variance			Comment
	Spend £'000	Income £'000	Net £'000	
Colchester Museums	(2)	2	-	Small underspend on development expenditure. There is a £9.8k (2.2%) shortfall on admissions income, which is partially offset by unbudgeted solar panels income of £4.7k and £2k income from Heritage Guide sales.
Colchester and Ipswich Museums (CIMS)	10	(16)	(6)	CIMS is a ring fenced budget. There is a forecast underspend of £16k (0.9%) on staff costs. This is a mixture of savings from vacant posts (such as the CIMS manager) and maternity leave savings, which are offset by additional casual staff costs and the vacancy factor. Additional general expenses costs of £39k for new CMS to replace MODES, which is partially offset by small savings on equipment and deep store costs in Heckworth. £2k (0.2%) additional grant from Arts Council towards Training Museums, £11k (7.2%) more Retail income and unbudgeted damage cost reimbursement of £5k is being forecast.
Customer Services				
Customer Business	13	(34)	(21)	Overspend relates to training and implementation of new enforcement agent contract – these costs have been reimbursed as part of these new contracts. (3%) Additional £15k income contribution towards overheads from MacMillan, £10k unbudgeted BID income. (4%)
Local Taxation & Business Rates	(21)	(66)	(87)	Underspend relates to a reduction in Magistrates court fee costs. (53%) £66k of extra income on court fees recovered is forecast (26%)
Customer Solutions	46	(46)	-	Additional costs have been incurred due to service needs with the largest being £20k for security at the Hub (100%), and exceeding the budget on print and postage costs by £21k (21%), however the overall costs in this area are reducing year on year.

Service Area	Variance			Comment
	Spend £'000	Income £'000	Net £'000	
				Additional income of £35k is forecast from a DWP reimbursement of redundancy costs, and £10k from security recharges (100%)
Customer Experience	177	54	231	Forecast overspend on Employee costs due to redundancy and pension strain payments paid out of 'in-year' budget following the Customer Futures 2 review. A £52k shortfall of income in land charges is forecast by year-end (19.7%).
Electoral Services	(1)	-	(1)	Small underspend on salary costs with the Electoral Services team. (0.1%)
Benefits – Payments & Subsidy	-	(100)	(100)	Forecasting £100K additional income for the collection of Housing Benefit cash overpayments.
Environmental Services				
Assistant Director Environment	4	(7)	(3)	Consultancy costs relating to the Waste and Zones Futures Review are being offset by grant funding and a small employee underspend.
Recycling & Fleet	455	(96)	359	Employee overspends are forecast due to not having had sufficient vacant posts yet this year to achieve the budget target for vacancies (2.92%). Clear sacks and caddie stock levels are high and although purchasing for recycling kit is expected to slow down a £177k overspend is forecast (69.01%) but this will be monitored against demand. Recycling activity has increased and resulted in £130k more income from recycling credits being forecast. This has been partially offset with a forecast shortfall on Trade income (5.25%). Following market fluctuations in material sales values and resulting additional contractor costs associated with sorting materials, net income derived from the sale of materials will reduce.
Zones	(31)	(22)	(53)	Forecast underspend of £14k on employee costs. There is a small overspend of £12k (3.2%) in Highwoods Country park due to path and bridge works, which are partially offset by more sales income of £6k (6.6%). There is a small overspend in Zones/Sweepers on

Service Area	Variance			Comment
	Spend £'000	Income £'000	Net £'000	
				new stand pipes and additional asbestos clearance of £8k (3.9%) which are partially offset by a £4k fuel underspend. There is a £40k (£2.1%) underspend on grounds maintenance works. Additional income from Fixed Penalty Notices of £21k is being forecast.
Bereavement Services	(6)	13	7	Small underspend on employees and materials for re-sale (0.7%). Shortfall in income for memorial sales of £11.5k (0.8%). Net overspend of £2k (9%) for Assisted funerals. Cremations and burials income predicted to be on budget at year-end.
Car Parking	(56)	-	(56)	Underspend resulting from a one-off gain of £67k in relation to the refund due to CBC of NEPP off street reserves for 2017/18 (100%). This is partially offset by an overspend on repairs and maintenance costs.
North Essex Parking Partnership (NEPP)	224	(650)	(426)	NEPP budgets are ring-fenced and are expected to operate within budget, with any surplus or deficit being transferred to the Decriminalised Parking Reserve at year-end.
Policy & Corporate (incl. CDC)				
Assistant Director Policy & Corp	41	-	41	Overspend relates to a savings target of £35k for the whole service currently forecast as not being met (100%), and agency costs to cover vacant Assistant Director post, slightly offset by reduced hours for PA post (3.6%).
Finance	42	-	42	Forecast overspend on employee costs due to recruitment costs and agency costs to cover two vacant posts. (5.7%).
ICT and Communications	9	7	16	Forecast overspend on ICT Consultancy (43%) offsetting underspends from vacant posts (6.2%). Communications Team standby payment overspend due to previous years back pay (0.5%). Less income than budget is being forecast on roundabout advertising (45%).

Service Area	Variance			Comment
	Spend £'000	Income £'000	Net £'000	
People & Performance	(12)	(1)	(13)	A net underspend is forecast on employee costs due to vacant posts offsetting redundancy costs (2.6%). Small unbudgeted income from Unison for collecting company subscriptions through payroll (100%).
Governance	(30)	4	(26)	Underspend forecast on employee costs due to vacant posts, offsetting agency costs to cover maternity (3.24%) Less income from CBH for franking (20%).
Place Strategy	(61)	-	(61)	Underspend forecast on employee costs due to vacant posts following review, offsetting redundancy costs (8%)
Planning	(18)	(50)	(68)	Underspend forecast on employee costs due to vacant posts following review, offsetting redundancy and agency costs (3.6%). More income forecast at year end on Planning Fee's (4.2%).
Housing	2	(47)	(45)	Small overspend forecast due to ECC Pension's charge following Housing Systems Team TUPE to CBH (100%) More income forecast from Homeless Persons Units (54%) and Temporary Accommodation purchases (100%).
Client – Commercial Company	-	24	24	A £24k (8.4%) shortfall is currently forecast against the £286k dividend that is due to be returned to the Council. Colchester Commercial Holdings Limited (CCHL) are looking to mitigate this shortfall by further development management consultancy, growth in corporate event bookings and the development of catering and bar operation at ticketed events.
Corporate Asset Management	52	(33)	19	Unbudgeted spend of £10k for Colchester Library Licence Fee (100%) and £6.6k NNDR Bid Levy (100%). Overspend forecast across R&M (3.4%) and Town Hall PA system overspend (13%). Additional grant income for flood works is being forecast, along with unbudgeted income from County Broadband for rent at Town Hall, back dated to 2014.
Commercial & Investment	(37)	91	54	Commercial properties have some small unplanned cost pressures including business rates and security although these are offset by some underspends, overall a £22k (10.7%) overspend has been forecast.

Service Area	Variance			Comment
	Spend £'000	Income £'000	Net £'000	
				<p>Income is forecast to be £75k (2.35%) lower than budget, £100k of this is due to a delay in the progress of the Northern Gateway site, and this has now been moved forward into 19/20. Some small variances on other properties including Vineyard St have also been forecast.</p> <p>The forecast also reflects a net under spend of £42k (40%) by year end. This primarily is as a result of Business and Enterprise grants of £75k (100%) not being made this year, which is partially offset by unbudgeted costs of £50k relating to IT and write-offs of some prior year events income.</p>
Sport and Leisure	(71)	210	139	<p>A business rates pressure of £68k (22%) as well as a £26k (27%) water costs increase on prices and usage (under investigation) and £17k (5%) increased electricity and gas costs have been forecast. Employee savings due to Futures Review have been included. Supplies and services, including equipment costs have been reduced to help offset. An £18k grant expenditure is also off-set by matching income.</p> <p>An income shortfall of £220k (4%) is forecast. Lifestyles membership sales continue to perform above original budget with the year to-date average growth at 13.17%, however, the growth for December slowed to 4.55% and this has been forecast for the remaining months giving a year end forecast of £105k (9.65%) above budget in this area. All other areas of income are forecasting to be less than target by year due to the effect of the roadworks at Cowdray Avenue / Ipswich Road roundabout.</p>

Housing Revenue Account – Period 9

Appendix D

December 2018	Current Period - December 2018			Forecast Year-End Position		
	Profiled Budget to Period 9 £'000	Actual to Period 9 £'000	Variance (under) / over £'000	Annual Budget £'000	Projected Outturn £'000	Variance (under) / over £'000
Account Description						
HRA - Direct & Non-Direct						
EXPENDITURE						
Employees	89	81	(8)	121	121	-
Premises Related	4,842	4,479	(363)	6,470	6,470	-
Transport Related	-	1	1	-	-	-
Supplies & Services	438	414	(24)	832	832	-
Third Party Payments	2,906	2,901	(5)	3,491	3,491	-
Transfer Payments	84	31	(53)	112	112	-
Support Services	2,447	2,447	-	3,464	3,464	-
Capital Financing Costs	-	-	-	15,241	15,595	354
TOTAL EXPENDITURE	10,806	10,354	(452)	29,731	30,085	354
INCOME						
Other Grants & Reimbursements	(90)	(90)	-	(178)	(178)	-
Customer & Client Receipts	(22,286)	(22,598)	(312)	(29,222)	(29,576)	(354)
Income-Interest	(1)	(1)	-	(32)	(32)	-
Inter Account Transfers	-	-	-	(110)	(110)	-
TOTAL INCOME	(22,377)	(22,689)	(312)	(29,542)	(29,896)	(354)
TOTAL NET - HRA	(11,571)	(12,335)	(764)	189	189	-