Audit and Risk Services Quarter Two Report 1st July to 30th September 2023

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1. Quarter Two Summary

Service Developments

Internal Audit

Internal audits that have been scoped in the quarter and/or fieldwork underway include:

Directorate	Internal Audits
Children's Services	Implementation of SEND Inspection
Children's Services	High Cost Placements / Sufficiency
Chief Executives	Organisational Culture and Hybrid Working
Communication and Regeneration	Community Renewal Fund Grant
Community and Environmental	Housing Enforcement
	Road Maintenance
	Taxi Licensing
	Stores
Corporate	Capital Project Management
Corporate	Contract Management
	Corporate Compliance
	Budget Pressures
	Transparency Code
Governance and Partnerships	Dealing with Member / MP Enquires
Governance and Fartherships	Whistleblowing
Public Health	Funding
Resources	Impact of Digital Phone Transition
Resources	Payments Financial Control Assurance Testing
	Statutory Property Compliance
Schools	St Johns CoE Primary School
	Our Lady of Assumption RC Primary School
	Pupil Referral Unit
	Highfurlong School
	Woodlands School

Details of the scope and final outcome for each of the above audits will be reported to Audit Committee in the Audit and Risk quarterly report once the fieldwork has been completed and the draft report agreed.

Corporate Fraud

The Corporate Fraud and Investigations Team are continuing to examine data matches from the single person discount exercise. Following the completion of all identified 'high risk' matches, progress is being made in examining, and where necessary, contacting those individuals falling within the 'medium risk' category. To date, approximately half of the individuals have been examined.

As at the end of the quarter, the total financial outcomes from the exercise is £76,348 from a total of 154 identified errors.

Whilst the focus remains on completing the 'medium risk' matches, work has now progressed to examining a sample of the identified 'low risk' matches. The outcomes of this sample will be analysed during the quarter three.

The Corporate Fraud and Investigation pages for publication on the Council's external website have been updated and improved, and are ready for publication (subject to the required approval from the Communications Team). The improvements will enhance residents' understanding of fraud and provide

a clearer distinction between what should be reported directly to the team or to the Department for Work and Pensions. Once published, it is hoped that these pages will increase both the quantity and quality of fraud referrals received. A new page has also been created to ensure compliance with the Local Government Transparency Code.

As a result of the National Blue Badge Day of Action (May 2023), local reaction welcomed Blackpool Council supporting disabled motorists and challenging those who appear to be abusing the Blue Badge scheme. The subsequent article published in the 'Gazette' resulted in direct contact being made by the National Fraud Initiative to obtain further information about the exercise conducted. Due to the results and positive feedback received from our participation in the 'National Day of Action', a local blue badge exercise was conducted on 31st August 2023, in conjunction with the Civil Enforcement Team. A total of 98 blue badges were inspected on the day, from which 6 offences were identified (including the badge holder not being present and use of a reported lost or stolen badge). Planning for a further local Blue Badge exercise in spring 2024 is currently underway.

Risk and Resilience

During the quarter 100% of scheduled risk management groups were held.

The key priority for the team is the insurance procurement exercise with the tender currently out to market. The team are working to deal with any clarifications arising as a result of the published tender. In addition, the team are currently preparing the document required for the more specialist insurance risks which fall outside of the main tender exercise.

The new claims handling system has now been implemented and rolled out to services who will be using the system. Work is now underway to input the small backlog of claims to the system which has arisen to having no system in place since July.

The Corporate Business Continuity Plan has been reviewed and following discussions with the Corporate Leadership Team a review of the critical activities listed has been undertaken with the Senior Leadership Team. The final plan is currently being prepared for approval by the Corporate Leadership Team.

The online version of the ACT Aware counter terrorism training was rolled out across the Council with all staff being encouraged to complete the course as at the end of the quarter 794 staff had completed the training.

Health and Safety

The modernisation of the health and safety management system on the Hub has now been launched. This includes a full review and update of the Council's Health and Safety Management Arrangements. In addition, the issues with the accident reporting system in iTrent have now been resolved and work is ongoing to roll this out across the Council.

A number of health and safety monitoring and interim audits have been carried out by the team including at the libraries, family centres and enterprise centre.

A significant piece of work is being undertaken with Blackpool Transport Services to ensure joint working and the sharing of information of the Tramway including the clear demarcation of roles and responsibilities and collective risk assessment work.

A pause has been placed on the delivery of corporate health and safety training in the quarter due to resourcing issues however it is planned that this will be picked up in quarter three. Any urgent training needs are being addressed and bespoke health and safety training and tool box talks are being provided on request to high risk service areas. This includes providing evacuation chair training to a number of settings owned by the Council.

The team continue to deliver services to a number of external organisations which generates an income for the team. These include two of the wholly owned companies, schools (in and out of borough) and Fylde Borough Council.

Performance

Risk Services performance indicators

Performance Indicator	2023/24	2023/24
(Description of measure)	Target	Actual
Professional and technical qualification as a percentage of the total.	85%	71%

Internal Audit Team performance indicators

Performance Indicator (Description of measure)	2023/24 Target	2023/24 Actual
Percentage audit plan completed (annual target).	90%	38%
Percentage draft reports issued within deadline.	96%	100%
Percentage audit work within resource budget.	92%	93%
Percentage of positive satisfaction surveys.	85%	93%
Percentage compliance with quality standards for audit reviews.	85%	92%

Risk and Resilience Team performance indicators

Performance Indicator (Description of measure)	2023/24 Target	2023/24 Actual
Percentage of Council service business continuity plans up to date.	100%	100%
Percentage of risk registers revised and up to date at the end of the quarter.	100%	81%
Number of risk and resilience training and exercise sessions held (annual target).	6	1
Percentage of property risk audit programme completed in the quarter.	100%	100%

The updated information for risk registers is as follows:

Risk Management Group	Percentage Updated by end of September	Risk Registers Not Updated	
Adult Services	50%	Adult Social Care	
Central Support Services	92%	Commissioning and Corporate Delivery	
Children's Services	0%	Children's Social Care & Early Help	

Risk Management Group	Percentage Updated by end of September	Risk Registers Not Updated
		Education
Communications &	88%	Adult Learning
Regeneration	0070	Planning
		Coastal & Environmental Partnership
Community & Environmental	78%	Investment
Services		Leisure
Public Health	100%	

The updated information for business continuity plans is as follows:

Directorate	Percentage Updated Within 12 Months
Adult Services	100%
Chief Executive	100%
Children's Services	100%
Communications & Regeneration	100%
Community & Environmental Services	100%
Governance & Partnerships	100%
Public Health	100%
Resources	100%

Health and Safety performance indicators

Performance Indicator	2023/24	2023/24
(Description of measure)	Target	Actual
RIDDOR Reportable Accidents for Employees	0	2

There were two new RIDDOR cases relating to employees reported in the quarter summarised as follows:

- Children Services Employee fell during an organised sports day event at Blackpool Sports Centre over 7-day absence following the accident.
- Integrated Transport Employee injured back after getting back up from clamping down a wheelchair- over 7-day absence following the accident.

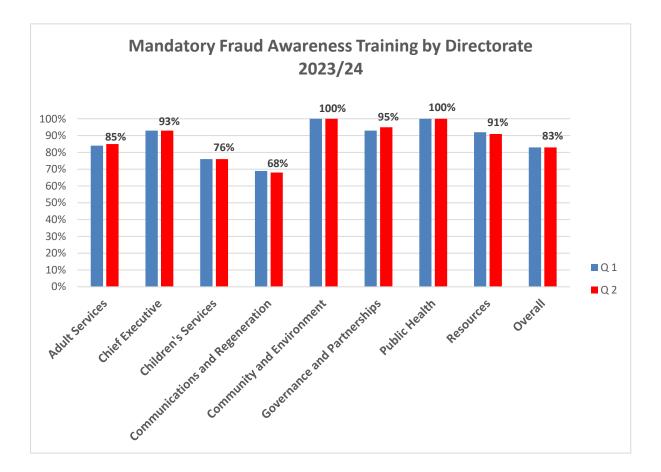
Corporate Fraud Team performance indicators

Performance Indicator	2023/24	2023/24
(Description of measure)	Target	Actual
% of agreed Council employees completed iPool fraud awareness course.	100%	83%

As at the end of Quarter 2, the overall completion rate has consistent with Quarter 1.

Whilst some minor changes to the levels of completion within individual Directorates are noted, further analysis has revealed that these fluctuations are attributable to Directorate staffing changes which have occurred during the quarter.

The Corporate Fraud and Investigations Team continue to monitor and promote the completion of the iPool course on a quarterly basis, and highlight to the relevant Chief Officers any identified mandated members of staff who have yet to complete the course.



2. Appendix A: Performance & Summary Tables for Quarter Two

Internal Audit reports issued in period

Directorate	Review Title	Assurance	Statement		
•	Review Title	Scope The scope of the audit includ • Whether the Adult So Delegation is current Corporate Scheme of • Whether it is approp delegated levels furth authorisation bottler	ed: ervices Scheme of ly aligned with the f Delegation; riate to increase the her to alleviate necks; and sation of assessments approach.		
		Adeq Adult Services have recognise			
		required in order to alleviate bottlenecks and backlo being experienced. Our review has identified a numb of areas where adaptations can be made.			
		Number of Recommendation	ns Made		
		Priority 1	0		
	Scheme of	Priority 2 Priority 3	7 0		
Adult Services	Delegation and	Management Response	0		
	Authorisation of Care Packages	The Scheme of Delegation wi the Council for approval.	ll be going to the Leader of		
		Changes to the Mosaic syster better streamline decision m care packages.			
				Mosaic produces reports of c and delegations are available managers to authorise where consistently applied and this	in the system for other e needed. This process is not
		A revised supervision process is being rolled out which will include sample checking of care assessments.			
				Three Conversations work is a small cohort of staff. This so being discussed as part of a ' manager which at week twer reduction of need for long te	ees long term care packages huddle' of peers and a nty is already resulting in a
		Mosaic produces lots of repo all useful / provide the inform term aspiration is to move to management information.	nation needed. The longer		

Directorate	Review Title	Assurance	Statement
		<u>Scope</u>	
		 The scope of the audit included: How well embedded the policies and proce for the move from Children's to Adult Servi are, and whether they are being consistent applied for all service users; and Whether there are any areas which need to further addressed. 	
		Overall Opinion and Assuran	ice Statement
		Inade Whilst we acknowledge the p terms of relationships betwe Services, shared understandi some areas and a more collat required.	positive improvement in en Children's and Adult ng around roles is unclear in
Adult and Children's Services	Prenaring for I We therefore consider that the con		o formal process to address d/or agencies and resolve to smooth transition for e list of those young people athway is kept up to date.
Services		Number of Recommendation	ns Made
		Priority 1	2
		Priority 2	1
		Priority 3	0
		Management Response	
		Since the production of the d the agreement of the final au progress had been made to d	idit report significant
		The Transition Protocol has n incorporates feedback receiv and social care.	
		A transitions group to replace the steering group and operational meetings met for the first time on 8th September 2023. Representatives from all stakeholder groups were present and will continue to meet every 4 weeks going forward. Adult Services 'Transition Co-ordinator' role has now been recruited to. In addition, preparing for adulthood has been made a part of all appropriate roles to provide an additional layer of resilience.	

		Scope	
		The scope of this audit was to the Children's Services Media and whether delivery against initiatives are achievable.	um Term Financial Strategy
		Overall Opinion and Assurar	nce Statement
		Inade	quate
		We consider that the controls in place are inadequate and significant improvement is required. Effective delivery of the Children's Services Medium Term Financial Strategy (MTFS) is clearly one of the main challenges that faces the Council, made particularly difficult in light of the considerable challenges present within Blackpool. Accepting this challenging environment our review identified more work needs to be done in terms of oversight and management of the Strategy and in delivering the initiatives so that budget pressures can be addressed and accountability for spend assigned.	
		Number of Recommendation	ns Made
		Priority 1 Priority 2	1 3
Children's	Children's Services	Priority 3 Management Response	1
Services	Medium Term Financial Strategy	The MTFS is due to be update CLT and the portfolio holder completed.	-
		Detailed work is being done is improvement authorities on safeguarding" approach, with Social Workers that is fully al Blackpool Families Rock and scaffolding that is needed wid differently across the partner families, recognising and resp right time and working at the help them to make changes to and improve outcomes for charges to	the impact of the "family h is a model of practice for igned with the values of puts in place the practical thin the service to work rship in the long term with ponding to concerns at the e lowest intervention level to that are lasting, effective
		This scoping and implemental practice, which has proven en Authority areas, is funded wi innovation fund. The inform base is now being fed in to the reductions not just in Looked have seen a 5% reduction in 12 months, with significant in children entering care) but an Protection and Child in Need seen a near 10% reduction on	ffective in other Local th support from the DfE ation from this evidence he remodelling of forecast I After Children (where we numbers overall in the last mpact seen in the volume of cross the statutory Child cohort, where we have

Directorate	Review Title	Assurance Statement
		MTFP needs to reflect the further anticipated change to this cohort, reflect the opportunities that both family safeguarding and the new national "working together" approaches give us to strengthen our practice and partnership alongside the work to improve interventions and outcomes for those children who, despite best endeavours, cannot continue to live with their families. A stretching, but nevertheless realistic approach to reducing the number of children who are cared for in residential settings over the coming years can only be delivered with a reduction in demand alongside a growth in the capacity in both number and ability to meet complex needs in our fostering households. Investment has been made to increase capacity, and is impactful, as we now see further innovation in a regional marketing approach funded by DfE. Coupled with this, Blackpool are being supported to introduce the "Mockingbird" programme to enhance the support available to foster carers working with children who have experienced significant trauma and/ or who are exposed to ongoing risk of harm even while in our care.
		Action and implementation plans exist for each initiative identified in the MTFS, however it was accepted that these may not be clear and need to be brought together in a coherent and joined up manner aligned to the strategy.
		The MTFS is reviewed quarterly The finance model is also reviewed monthly. The MTFS will be revised so that it aligns with the Council's MTFS.
		It was accepted that more resources would be helpful to oversee delivery of the MTFS, but not necessarily a single project manager. Management contend that of more benefit would be working smarter within the current resources. Corporate project management support has been aligned with the implementation programme for family safeguarding, and will also support the monitoring alongside finance of the MTFP performance.

Directorate	Review Title	Assurance	Statement						
		 Scope The scope of the audit included: The legislation and statutory guidance relating to the role of the Virtual School for Looked After Children; and The legislation and statutory guidance relating to the role of the Virtual School for children who have (or are open to) a Social Worker. 							
		Overall Opinion and Assuran	ice Statement						
Children's	Virtual School	Adequate Our testing revealed that the controls in place across the virtual school are adequate. We did identify some lapses in compliance with the controls surrounding procedural documentation, Personal Education Plan (PEP) completion times, emails retained as evidence that schools have been informed they have a looked after child on roll and the publishing of information relating to the top-slicing of Pupil Premium Plus funding. There is also an opportunity to further improve the use of data relating to exclusion and suspension statistics for disadvantaged children with a social worker.							
Services		Priority 1	0						
		Priority 2 Priority 3	2 4						
		Management Response							
		The documented guidance will be produced and version controlled.							
		Emails will be retained as evidence that schools have been informed that a looked after child has been enrolled going forward.							
		Training attendance will be recorded for all training going forward.							
		Additional information will be provided for the use of top-sliced funding for Pupil Premium Plus.							
		Details surrounding the training provisions for responsible staff will be documented and maintained for oversight.							
		The project plan determining a cause and effect relationship between the impact of suspensions and exclusions and children's development will be determined over the coming months due to resource constraints.							

Directorate	Review Title	Assurance Statement					
		<u>Scope</u> The scope of this audit was to assess compliance by Council services with the following corporate requirements:					
		 Governance Financial Regulations / scheme of delegation are adhered to; Contracts are recorded on the Corporate Contracts Register. Risk Management Driving at Work checks (MOTs, Insurance documents, driving licences) have been 					
		 undertaken for all employees using a personal vehicle for Council Business (sample check); and Health and Safety Risk Assessments are in place. 					
Corporate	Compliance with Key Policies and	 Human Resources All new starters have received probation in line with the policy; and Managers return Council property, including ICT equipment and premises swipe cards, to ICT and Property Services when an employee leaves the Council. 					
	Procedures	Overall Opinion and Assurance Statement					
		Inadequate There is overall an unsatisfactory level of compliance Council wide across all areas of the scope of this audit. Whilst individual recommendations have not been made the overall action which the Corporate Leadership Team need to take is to improve compliance against these key risk areas as soon as possible.					
		Number of Recommendations Made					
		Priority 1-Priority 2-Priority 3-					
		Management Response					
		The individual directorate findings have been discussed with each Chief Officer. In addition the full report has been discussed by the Corporate Leadership Team where a commitment has been made to improve compliance in these key areas of governance / risk management and human resources procedures. A follow-up audit is now underway to ascertain whether any improvements have been made.					

Directorate	Review Title	Assurance	Statement					
		<u>Scope</u>						
		 The scope of the audit included: The cost of living crisis support provided via national schemes on behalf of central government; The locally targeted support provided; The impact that support provided has had on local residents; and How targeted support will be determined going forward. 						
		Overall Opinion and Assuran	<u>ce Statement</u>					
		Go	od					
		 A wide range of cost of living crisis support has been delivered to Blackpool residents. We noted several areas of good practice, particularly regarding the assessment and processing of grant scheme applications. Plans are in place to continue the development of support and the appointment of an experienced member of staff to the newly created Household Support and Deprivation Lead role will provide additional capacity to continue driving the approach forward. We therefore consider that the controls in place are good. 						
Corporate	Cost of Living Crisis Support							
		Number of Recommendations Made						
		Priority 1	0					
		Priority 2	0					
		Priority 3	3					
		Management Response						
		Steps will be taken to undertake more comprehensive monitoring and evaluation of projects, to ensure that grants are delivering the expected levels of support. the Council is targeting its support, why, and whether the support is achieving what is required will all be captured and evidenced.						
		Terms of reference for the newly formed Cost of Living Steering Group will be agreed and documented.						
		Consideration will be given to better publicising the successes of the Cost of Living Crisis support provided to the public to raise awareness further with support from the Corporate Communications Team.						

Directorate	Review Title	Assurance Statement
Corporate	Use of Consultants	Scope The scope of the audit included: Process to procure consultants; Robustness of contracts and deliverables; Contract extensions and supporting paperwork; Transparency of our spend on consultants; Effective operation of IR35. Overall Opinion and Assurance Statement Inadequate We consider that the controls in place are inadequate, with a number of material risks identified, and significant improvement required. The review showed that service areas were unable to evidence adherence to procurement guidance either post procurement or following the placement of a contract. Complete and comprehensive contract files should be maintained on all consultancy contracts and we were not provided with sufficient evidence to provide the necessary assurance in this review. Number of Recommendations Made Priority 1 3 Priority 2 4 Priority 3 0 Management Response Since the issue of the audit report all priority one recommendations have now been fully addressed. In addition, going forward arrangements have been made for internal audit to include the use of consultants in their annual compliance audit to ensure continued compliance in this area.

Directorate	Review Title	Assurance Statement								
		Scope								
		The scope of our audit was to independently valida NHS Data Security Protection Toolkit submission will enables the Council to process NHS data, this was completed via a sample check of the supporting evidence.								
		Overall Opinion and Assuran	ice Statement							
		Go	od							
	Information Governance (Data Security Protection Toolkit Assessment)	We consider that the controls in place are good. We have a made recommendations surrounding updating procedural and policy documentation, data collection training compliance and information asset reviews to further strengthen the evidence available to support to DSPT submission.								
		Number of Recommendations Made								
Governance and Partnerships		Priority 1	0							
i di tilei sinps		Priority 2	0							
		Priority 3	3							
		Management Response								
		Steps will be taken to ensure that information assets which have not been reviewed in the last year are brought up to date.								
		The ICT and Information Acceptable User Policy will be routinely approved following amendments.								
		The Head of Information Governance / Data Protection Officer will determine how other training mechanism provided (through cyber security training, bespoke sessions at team meetings, post breach training and seven minute training material) can be evidenced to provide enough assurance that the Council is meeting GDPR training requirements.								

Directorate	Review Title	Assurance	Statement							
		ScopeThe scope of our audit was to ensure that effective controls are in place to minimise financial risk related to payroll.Overall Opinion and Assurance Statement								
		Split Ass Overall we consider that the adequate with some risks ide several changes necessary. O lapses in compliance with the	controls in place are entified and assessed with ur testing revealed minor							
		We are however concerned with the lack of some key functionality in the system such as the ability to report an audit logs of transactions. We have therefore assessed this as inadequate but recognise the efforts o the Payroll Team to try to get this addressed with the software provider.								
		Number of Recommendations Made								
		Priority 1 Priority 2	1 4							
	Payroll Financial	Priority 3	2							
Resources	Control Assurance Testing	<u>Management Response</u> The reporting function within iTrent should continue to be explored with the support from MHR to identify he audit logs, reports and management information can produced efficiently and effectively.								
			The recovery and collection p to ensure a well-managed co recovering overpayments.							
		A reminder will be issued to all managers who have responsibility for staff of the importance of prompt notification of changes to HR and Payroll to ensure th overpayments do not occur.								
		Timesheets are now doubled similar approach will be imple deductions.	-							
		Phase two of the new system roll-out includes the further development of iTrent to include the autom of the processing of timesheets and increments.								
		New procedures for the calcu timesheets will be document included within the procedur all documentation stays up to	ed. Version control will be al documents to ensure that							

Progress with Priority 1 audit recommendations

A number of priority one recommendations was implemented in the quarter:

- Preparing for Adulthood x 2
- Water Self-Supply x 1
- Energy Management x 2
- Managing the Leavers Process x 1
- Use of Consultants x 3
- Cyber Security (Data Infrastructure) x 1
- IT Help Desk and Device Management x 1
- Animal Health Outbreak Management x 1
- Illuminations x 1

A number of priority one recommendations which were due in the quarter have had their deadline extended including:

- CCTV x 1
- Track Maintenance Programme x 1
- Wholly Owned Companies Governance Arrangements x 1
- Highways Enforcement x 1
- Commissioning x 1
- Children's Services Financial Systems x 5
- Driving at Work x 3
- Heritage Service Transition x 1

A number of priority one recommendations have been made which are not yet due for implementation and these include:

- Children's Services Medium Term Financial Strategy x 1
- Payroll x 1

The Regulation of Investigatory Powers Act 2000

In line with best practice, it has been agreed that the Council will report to the Audit Committee the number of RIPA authorisations undertaken each quarter, which enables the Council to undertake directed and covert surveillance. Between July 2023 and September 2023, the Council authorised no RIPAs.

Following a desk based inspection the Council has been selected for an on-site inspection on the 9th November 2023 by the Investigatory Powers Commissioner's Office.

Fraud and Error Data

The fraud and error statistics can be found in Appendix B.

Insurance claims data

Due to migrating to a new claims handling system (ClaimControl) we have been unable to produce the usual claims graphs. Whilst the system is now fully operational and training has been provided to both the Risk and Resilience Team and Legal Services, there is a small backlog of claims that need to be input onto the system and this would have skewed the data that was reported. It is anticipated that usual reporting will be resumed by the end of quarter three.

3. Appendix B - Fraud and Error Statistics 2023/24

			Refer	rals Recei	Case Closures								2	Actio	on Tak Ca	Under					
<u>CORPORATE FRAUD AND</u> <u>ERROR STATISTICS</u> <u>2023/2024</u>	Number of Cases Brought Forward from 2022/2023	Internal External NFI		Total Number of Referrals Received	Fraud Proven		Error Proven			No Fraud / Error Identified			Total Value of Fraud Proven / Error Identified	No Further Action	Recommendation	Disciplinary	Administrative Penalty	Prosecution	Number of Cases Currently U Investigation		
						Int	Ext	NFI	Int	Ext	NFI	Int	Ext	NFI							z
TYPE OF FRAUD									A	ANNUA	L SUM	MARY	2023	/ 2024							
Council Tax – Single Person Discount	7	17	8	-	25	-	-	-	7	4	-	3	3	-	£5,810.99	17	-	-	-	-	15
Council Tax Reduction (CTRS)	15	9	5	534	548	-	1	-	4	1	1	12	3	120	£13,257.12	140	-	-	-	-	423
Housing Benefit Claims	-	-	-	49	49	-	-	-	-	1	-	1	-	22	-	22	-	-	-	-	27
Housing Tenants	-	-	-	97	97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	97
Payroll	5	6	-	157	163	4	-	-	-	-	-	1	-	62	-	63	-	4	-	-	101
Business Rates	4	-	-	-	-	-	-	-	-	-	-	2	2	-	-	4	-	-	-	-	0
Procurement	-	-	-	5,296	5,296	-	-	-	-	-	-	-	-	20	-	20	-	-	-	-	5,276
Fraudulent Insurance Claims	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Social Care	-	2	-	-	2	1	-	-	-	-	-	-	-	-	£5,289.60	-	-	-	-	1	1
Abuse of Position – Financial Gain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Abuse of Position – Data	2	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	2	-	-	0
General Financial Fraud	12	1	4	-	5	-	-	-	-	-	-	3	5	1	-	8	-	-	-	-	9
Blue Badge/Travel Concession/Resident Parking	2	-	1	1,227	1,228	-	-	-	-	-	334	-	1	891	£123,200.00	1,226	-	-	-	-	4
Housing / Right to Buy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Premium Council Tax Exercise (SPD/CTRS)	-	-	-	31,083	31,083	-	-	-	-	-	154	-	-	1,124	£76,346.98	1,278	-	-	-	-	29,805
TOTALS	49	35	18	38,443	38,496	6	1	0	11	4	489	21	14	2,239	£223,904.69	2,778	0	6	-	1	35,760