

Changes to Delivery Fund Projects Since February 2023

Saving Description	Resource Required	Prior Year Actuals (£000's)	2022/23 Budget (£000's)	2022/23 Change (£000's)	2022/23 Actuals (£000's)	2023/24 Budget (£000's)	2024/25 Proposed Budget (£000's)	2017-25 Total (£000's)
Housing Benefit Overpayment Recovery	Housing Benefit Overpayment Recovery Officer	72	-	-	-	-	-	72
Service restructure and reconfiguration	Recruitment Costs	61	-	-	-	-	-	61
Supporting delivery of directorate savings and improving Accounts Payable processes	Accounts Payable Assistant. Improving efficiency of AP process to deliver ongoing efficiency and savings	54	-	-	-	-	-	54
Process improvements and more efficient accounts production	CIPFA Big Red Button	16	-	-	-	-	-	16
Digitisation - cross cutting savings and redesign of Council-wide services	Firmstep Developer x2	178	-	-	-	-	-	178
Service restructure and reconfiguration	SOLACE Recruitment Fees For Future Finance Function	45	-	-	-	-	-	45
Engagement of transformation partner to drive process efficiency and cost reduction in parallel with market testing of service	External Support to undertake Market Testing (outsourcing) of the Revenue and Benefits Services	102	-	-	-	-	-	102
	Additional legal and TUPE advice	119	-	-	-	-	-	119
Revenues and Benefits market testing	Associated project costs, supplies and services	4	-	-	-	-	-	4
Charging Financial Analysts to transformation pot to support commercialisation work	One Finance Analyst (plus one interim for 4 months in 18/19)	63	-	-	-	-	-	63
Corporate Approach to Reducing Fraud	IT Costs	8	-	-	-	-	-	8
Management and Staffing Review	Change Management	22	-	-	-	-	-	22
Management and Staffing Review	Organisational Development (OD) Consultant	23	-	-	-	-	-	23
Single Person Discount Council Tax Recovery	Specialist Officer and provision for data matching	14	-	-	-	-	-	14
NNDR RV Maximisation	Engage external consultants	19	-	-	-	-	-	19
New Customer Experience Model	Pilot Thoughtonomy - Robotic Process Automation.	74	-	-	-	-	-	74
	Pilot Thoughtonomy - Virtual workers	70	-	-	-	-	-	70
	Pilot Thoughtonomy - Develop role	37	-	-	-	-	-	37
Capacity and leadership to deliver change and savings across programme	Corporate Programme Manager	269	-	-	-	-	-	269
Working across Corporate Programme. Capacity and leadership to deliver change and savings across programme	NMT - Corporate Support	86	-	-	-	-	-	86
HR support to deliver Corporate Programme and associated savings. Supporting recruitment and retention of social workers as part of improvement and to deliver savings	HR Support 1	14	-	-	-	-	-	14
Contract Management Savings	V4S Procurement Consultancy Support. Payments due as percentage of savings delivered	288	-	-	-	-	-	288
Improvements to Electronic Social Care Record and Reporting (MOSAIC) and provision for improvement of other IT systems over term of Programme	Reporting and Performance	76	-	-	-	-	-	76
	Senior Consultant to act as System Owner	91	-	-	-	-	-	91
	Process review and MOSAIC improvement for Children's Services	23	-	-	-	-	-	23
	Interim reporting post in Children's Services	43	-	-	-	-	-	43
	Corporate Systems Owner	128	-	-	-	-	-	128
	Finance Specialist	161	-	-	-	-	-	161
	Project Manager on Business Objects Implementation	31	-	-	-	-	-	31
	Business Objects Developer	30	-	-	-	-	-	30
	Provision for application management improvements in other systems (includes. 18/19 i-trent review)	260	-	-	-	-	-	260
Capacity to support delivery of change and savings across programme	Programme Officer x2	76	-	-	-	-	-	76
	Senior Project Manager x 2	217	-	-	-	-	-	217
	Business Analyst	112	-	-	-	-	-	112

Changes to Delivery Fund Projects Since February 2023

Saving Description	Resource Required	Prior Year Actuals (£000's)	2022/23 Budget (£000's)	2022/23 Change (£000's)	2022/23 Actuals (£000's)	2023/24 Budget (£000's)	2024/25 Proposed Budget (£000's)	2017-25 Total (£000's)
	Project Officer	86	-	-	-	-	-	86
	Contribution to Team Reading costs	10	-	-	-	-	-	10
Management and Staffing Review	OD upskilling	11	-	-	-	-	-	11
	Business Analysts x 2	138	-	-	-	-	-	138
Executive Recruitment Search Fees	Psychometric Assessment Training	17	-	-	-	-	-	17
	ICT Accelerator	174	-	-	-	-	-	174
	Modern Workplace Project	72	-	-	-	-	-	72
	Finance Transformation	187	-	-	-	-	-	187
	PMO Training	12	-	-	-	-	-	12
<i>*Making the Customer Service and Corporate Improvement more efficient</i>	<i>Staff and implementation costs</i>	500	-	-	-	-	-	500
Digitisation - cross cutting savings and redesign of Council-wide services	Digital Services Developer x2	32	-	-	-	-	-	32
	Staffing costs for Interim Chief Accountant	-	132	-	132	216	-	348
	Staffing costs for Finance Transformation Consultant	-	30	-	30	-	-	30
	Finance system implementation lead and support	98	86	(3)	83	89	-	270
<i>Customer Service and Corporate Improvement Service</i>	<i>Senior Project Manager, Business Analyst x3</i>	-	346	(84)	262	84	-	346
Procurement Training & Support	Support for current and future savings delivery related to Procurement & Contracts	-	207	(188)	19	256	-	275
Strengthen Financial Support	Strategic Finance Business Partner for 2 Years fixed term	-	15	(15)	-	106	77	183
Traded Services within HR&OD	BACS Bureau set up costs	-	5	(5)	-	5	-	5
PMO Team		-	-	-	-	300	300	600
Events & Engagement Income generation	Events Assistant	-	-	-	-	30	-	30
Finance Transformation	Change Manager	-	-	-	-	125	-	125
Finance Transformation - AP Prepayments		-	-	-	-	111	-	111
Finance Transformation - Procurement		-	-	-	-	103	-	103
Total: Director of Resources (DOR)		4,223	821	(295)	526	1,425	377	6,551
				-				
Working across workstream of Corporate Programme to deliver savings and transformation	Programme Manager	318	-	-	-	-	-	318
Workstream A: Improving Practice Standards	Practice Improvement leadership. 18/19 start up	127	-	-	-	-	-	127
	Practice Improvement Principle Social Worker	81	-	-	-	-	-	81
	Family Group Conferencing	51	-	-	-	-	-	51
Work stream B: Developing Workforce Excellence	Achieve a stable workforce by recruiting more permanent staff in Social Care	8	-	-	-	-	-	8
	Training for Safety Standards Model. 18/9 project start up training	105	-	-	-	-	-	105
Work stream C: Building Community Capacity	Pre Birth Support Team. 18/19 start up	37	-	-	-	-	-	37
	Family Reunification Team. 18/19 start up	16	-	-	-	-	-	16
	Edge of Care Team, Adolescents. 18/19 start up	175	-	-	-	-	-	175
	Revised under 5 offer to make best use of Early Years and Children's Centre provision	10	-	-	-	-	-	10
Work stream D: Stronger Stability for Children	Re-imaging Foster Care. 18/19 start up	77	-	-	-	-	-	77
	Placement Solutions Team	729	28	-	28	-	-	757
	Education, therapeutic & support to ensure placement stability for YP moving within 20 miles. Linked to D12 - solutions team savings of £1.8M. 18/19 start up	-	-	-	-	-	-	-

Changes to Delivery Fund Projects Since February 2023

Saving Description	Resource Required	Prior Year Actuals (£000's)	2022/23 Budget (£000's)	2022/23 Change (£000's)	2022/23 Actuals (£000's)	2023/24 Budget (£000's)	2024/25 Proposed Budget (£000's)	2017-25 Total (£000's)
Work stream E: Consolidating Corporate Resilience	Strengthen Commissioning Function (provide senior Commissioning and Contract Management capacity) 18/19 start up. Savings linked to Improved Contract Management	268	-	-	-	-	-	268
	Design & implementation of supported lodgings for 16+	5	-	-	-	-	-	5
	Modernising CIPSC's	10	-	-	-	-	-	10
	Review of Continued Health Contribution (CHC). 18/19 start up	29	-	-	-	-	-	29
	Enhanced utilisation of capacity at Pinecroft & Cressingham Children's Homes. 18/19 capital equipment	50	-	-	-	-	-	50
	Potential use of RBC property for additional childrens home or respite care. Funding for feasibility study if required	6	-	-	-	-	-	6
	SEND Commissioner. 18/19 start up	206	-	-	-	-	-	206
	Business Improvement	103	-	-	-	-	-	103
	Digitalisation	204	-	-	-	-	-	204
	Development of traded services	418	-	-	-	-	-	418
Transformation Programme Team	1,129	-	-	-	-	-	1,129	
Short Breaks	20	-	-	-	-	-	20	
Children in Need Team	352	-	-	-	-	-	352	
	End to end mapping and demand management	176	64	-	64	-	-	240
	SEND Transport Review	81	19	-	19	-	-	100
	Transformation of SEND System	-	330	(167)	163	167	-	330
	School Travel Training	-	-	-	-	83	210	293
	Finance Transformation	-	-	-	-	130	-	130
Total: Childrens (BFFC)		4,791	441	(167)	274	380	210	5,655
Resources used for the facilitation of the delivery of the Programme wide savings	Strategic Lead for Transformation	261	-	-	-	-	-	261
	Project Support	16	-	-	-	-	-	16
	Programme Officer	103	-	-	-	-	-	103
Changes to Adult Social Care Front Door; Group Home Rental Increase. Also supports delivery of CSS	Transformation Project Manager 1	197	-	-	-	-	-	197
Transformation of wellbeing; ASC Restructure	Transformation Project Manager 2	112	-	-	-	-	-	112
Effective Utilisation of Extra Care; Learning Disabilities (Operations Team); Development of Home Care; VCS Development and Commissioning. Also supports wider digitisation & efficiency and Changes to the Adult Social Care Front Door	Transformation Project Manager 3	144	-	-	-	-	-	144
Deputies - Review the charging policy; FAB Team Fees & Charges & Stretch Target; Increased usage of Assistive Technology and Equipment; Increased usage of Direct Payments	Transformation Project Manager 4	102	-	-	-	-	-	102
Review and Right Sizing Care Packages & Stretch Targets	Social Workers X6 (S117, LDX2, MH, OP, PD)	676	-	-	-	-	-	676
Investment to secure ongoing savings	Social Workers X6 (S117, LDX2, MH, OP, PD) savings	20	-	-	-	-	-	20
Reducing Adult Social Care contracts spend	Commissioning Capacity at Senior Level	191	-	-	-	-	-	191
Delivery Models for Commissioning, Prevention & Quality Services	Consultancy advice - accommodation pathway	79	-	-	-	-	-	79
	Consultancy advice for service shaping	30	-	-	-	-	-	30
	Senior Transformation Manager	177	-	-	-	-	-	177
	Workforce consultancy & Training Programmes (Partners for change)	123	-	-	-	-	-	123
	Transitions - operational consultant	21	-	-	-	-	-	21
	Direct Payments - 2x PA Officers	58	36	-	36	-	-	94
	Locum Social Workers x4 Reviewing Team Project	137	115	-	115	-	-	252
Investment in Technology Enabled Care at home	Funding for TECH Team	139	-	-	-	-	-	139

Changes to Delivery Fund Projects Since February 2023

Saving Description	Resource Required	Prior Year Actuals (£000's)	2022/23 Budget (£000's)	2022/23 Change (£000's)	2022/23 Actuals (£000's)	2023/24 Budget (£000's)	2024/25 Proposed Budget (£000's)	2017-25 Total (£000's)
Enhanced reablement for mental health and learning disability service users	Transformation Partner MH/LD	-	60	(60)	-	60	-	60
	Transitions Top Up - Transitions Practitioner	31	-	-	-	-	-	31
	Outcome based Service Delivery - Locum Worker and OT	40	93	(93)	-	93	-	133
	PM for outcomes, decision making and outreach.	15	97	(51)	46	67	-	128
	PM for Front Door, Reading Services Guide and Digital Front Door.	15	49	-	49	-	-	64
	Reducing the number of overdue reviews	56	87	-	87	-	-	143
	Reduce people waiting for Mental Capacity Assessments to move from Appointee to Court Appointed Deputy	-	49	(21)	28	21	-	49
	Physiotherapist for community rehabilitation post rapid hospital discharge	28	29	-	29	-	-	57
	Relaunch & expand NHS Health Checks Programme	6	50	(23)	27	23	-	56
	CHC Resource	87	-	-	-	-	-	87
	Commissioning Quality Assurance	-	44	(44)	-	-	-	-
Increase in Reviews completed in DACHS	Increase in Reviews Completed in DACHS (6x Experienced Social Workers, 3x Social Workers, 1 Commissioning Officer, 1 Business Support)	-	338	(338)	-	338	-	338
Increase in number of CHC Joint Funded cases	Increasing the number of Continuing Healthcare and Joint Funding cases processed for submission to the CCG.	-	73	(73)	-	73	-	73
Social Care Reform	Prog Man, Proj Man & Fin Analyst	-	248	(248)	-	248	-	248
CQC Assurance	Sen. Commissioning Officer, Care Gov. Officer, Senior Performance Analyst, Business Analyst, Guidance Tool	-	342	(342)	-	342	-	342
DACHS VCS Front Door and Online Signposting/Self-Serve Tool		-	117	(117)	-	402	-	402
Mosaic Development		-	-	-	-	390	-	390
Maximising DACHS Income	Additional Debt Recovery staff in ASC, Finance and Legal.	-	63	(63)	-	316	23	339
Adult LD/MH Reablement		-	70	(70)	-	130	-	130
	Audit Compliance Process Lead	-	-	-	-	83	-	83
Total: Directorate of Adults Social Care and Health (DACHS)		2,864	1,960	(1,543)	417	2,586	23	5,890
				-				
Working across workstream of Corporate Change Programme to deliver savings and transformation	Project Officer 1	51	-	-	-	-	-	51
Review of waste collection delivery models. Also connected to Waste Operations-optimising collection routes; Increase Trade Waste Collection and Disposal service turn over by 100% (£650,000pa to £1.3m)	Specialist advice and support, administration resource, Contract manager costs, Procurement of IT systems, Introduction of revised collection schedule	189	-	-	-	-	-	189
Review option of trust model for Arts	Consultancy costs	29	-	-	-	-	-	29
Maximising Income from the Town Hall & Museum	Consultancy support to provide commercial advice on business plan and associated staffing structures	26	-	-	-	-	-	26
Review existing Parking Permit Charges	Comms Support, IT Support	11	-	-	-	-	-	11
Extend residents parking permit areas	Consultant support	89	-	-	-	-	-	89
Introduce Bus Lane Enforcement on Kings Road and Forbury Road bus lanes	DLO support to introduce new parking schemes	1	-	-	-	-	-	1

Changes to Delivery Fund Projects Since February 2023

Saving Description	Resource Required	Prior Year Actuals (£000's)	2022/23 Budget (£000's)	2022/23 Change (£000's)	2022/23 Actuals (£000's)	2023/24 Budget (£000's)	2024/25 Proposed Budget (£000's)	2017-25 Total (£000's)
Close half of public conveniences - costs related to carrying out a review of the provision	Consultancy costs and costs to improve remaining facilities	12	-	-	-	-	-	12
	Consultancy costs and costs to improve remaining facilities	-	-	-	-	-	-	-
Develop and implement a new borough-wide Car Parking Strategy and associated action plan	Project Manager	53	-	-	-	-	-	53
	Communications Officer	10	-	-	-	-	-	10
	Consultant Support	11	-	-	-	-	-	11
	Consultant Support (Car park surveys / database set-up)	107	-	-	-	-	-	107
	Project Delivery	273	-	-	-	-	-	273
Make theatres break even through working with other operators	Independent consultants to market test (establish feasibility / business case)	23	-	-	-	-	-	23
	Project management (consultant) of procurement process (if it goes ahead based on 1st stage)	34	17	(17)	-	17	-	51
Alternative delivery models - identify and prioritise those services that are most likely to yield a significant saving with the 3-year MTFs period	General resource	216	-	-	-	-	-	216
	Project Manager	37	-	-	-	-	-	37
	Cost Consultant	-	-	-	-	-	-	-
	Consultancy - report writing	20	-	-	-	-	-	20
The project will focus on delivery of the former Civic Site and other key sites achieving capital receipts	Strategic Project Manager	148	-	-	-	-	-	148
Car Park management processes through IT improvements and staff reductions	Car parking equipment and capital	409	-	-	-	-	-	409
Review enforcement contract	Consultancy support	-	-	-	-	-	-	-
Food Waste	Project Manager	83	-	-	-	-	-	83
	Consultants to carry out modelling	8	-	-	-	-	-	8
	Stickers and Leaflets (Phases 1 & 2)	25	11	-	11	-	-	36
	Mailout to all residents	22	10	-	10	-	-	32
	Communications time and production	32	15	-	15	-	-	47
	Marketing	88	21	(5)	16	-	-	104
Maximising Income from the Town Hall & Museum	One-off investment - equipment, marketing, consultancy	41	-	-	-	-	-	41
Transport and Parking Review	Consultant Support	157	-	-	-	-	-	157
Parking Asset Review		-	95	(95)	-	130	-	130
Culture Fundraising Campaign	Consultant	-	20	(20)	-	20	-	20
Whitespace system for Streetscene	Hardware, software licences and implementation costs.	-	-	-	-	132	40	172
	Streetworks Permit Scheme	-	-	-	-	100	-	100
Total: Directorate of Economic Growth and Neighbourhoods (DEGNS)		2,205	189	(137)	52	399	40	2,696
Capacity to manage and support Corporate Programme of Change	Managing Change - unallocated funding	-	655	(655)	-	-	937	937
Total: Unallocated / Contingency		-	655	(655)	-	-	937	937
Total: All Projects		14,083	4,066	(2,797)	1,269	4,790	1,587	21,729