

Money Matters - Additional Savings 2018/19 – 2020/21 (including Equality Impact Assessments)



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LD0013 – MEMBER GRANTS

Service Name:		Memb	er Grants
Which 'start year' do relate to 2018/19, 20		20	018/19
Gross budget 2017/1 Income 2017/18 Net budget 2017/18	8	£0	.252m .000m .252m
Savings Target and	Profiling (discrete y	ear):	
2018/19	2019/20	2020/21	Total
£m	£m	£m	£m
-0.252	0.000	0.000	-0.252
			•
FTE implications:			
2018/19	2019/20	2020/21	Total
0.00	0.00	0.00	0.00
Decisions needed to deliver the budgeted savings Impact upon service	Impact assessm given that the organisations ar However, some	e grants scheme nd are not deliverin	ecifically be required supports external g essential services. be needed of the
Actions needed to deliver the target savings	the close of thi	s financial year, ar 19. Consideration w	basis. It will cease at and no grants will be ill need to be given to
What are the risks associated with this saving and how will they be mitigated	be used for confidence of community groups apply required public perception ability to support	ore funding, so lo ps is likely to be lim gularly, and there co on. Councillors wo t their local commur	ailable for the third

What does this service deliver?

The County Council gives each elected member a budget of £3,000 to support local voluntary, community and faith sector (VCFS) groups and/or activities in their electoral division.



Local Member GrantsFor Decision Making Items

August 2017



What is the Purpose of the Equality Decision-Making Analysis?

The Analysis is designed to be used where a decision is being made at Cabinet Member or Overview and Scrutiny level or if a decision is being made primarily for budget reasons. The Analysis should be referred to on the decision making template (e.g. E6 form).

When fully followed this process will assist in ensuring that the decision-makers meet the requirement of section 149 of the Equality Act 2010 to have due regard to the need: to eliminate discrimination, harassment, victimisation or other unlawful conduct under the Act; to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard means analysing, at each step of formulating, deciding upon and implementing policy, what the effect of that policy is or may be upon groups who share these protected characteristics defined by the Equality Act. The protected characteristic are: age, disability, gender reassignment, race, sex, religion or belief, sexual orientation or pregnancy and maternity – and in some circumstance marriage and civil partnership status.

It is important to bear in mind that "due regard" means the level of scrutiny and evaluation that is reasonable and proportionate in the particular context. That means that different proposals, and different stages of policy development, may require more or less intense analysis. Discretion and common sense are required in the use of this tool.

It is also important to remember that what the law requires is that the duty is fulfilled in substance – not that a particular form is completed in a particular way. It is important to use common sense and to pay attention to the context in using and adapting these tools.

This process should be completed with reference to the most recent, updated version of the Equality Analysis Step by Step Guidance (to be distributed) or EHRC guidance at

http://www.equalityhumanrights.com/private-and-public-sector-quidance/public-sector-providers/public-sector-equality-duty

This toolkit is designed to ensure that the section 149 analysis is properly carried out, and that there is a clear record to this effect. The Analysis should be completed in a timely, thorough way and should inform the whole of the decision-making process. It must be considered by the person making the final decision and must be made available with other documents relating to the decision.

The documents should also be retained following any decision as they may be requested as part of enquiries from the Equality and Human Rights Commission or Freedom of Information requests.

Specific advice on completing the Equality Analysis and advice, support and training on the Equality Duty and its implications is available from the County Equality and Cohesion Team by contacting

Jeanette Binns (Equality and Cohesion Manager) at

Jeanette.binns@lancashire.gov.uk

Name/Nature of the Decision

To cease Local Member Grants (LMGs)

What in summary is the proposal being considered?

That the Local Member Grant scheme ceases from 2018/19. The scheme provides each county councillor with £3000 to spend on local community groups.

Is the decision likely to affect people across the county in a similar way or are specific areas likely to be affected – e.g. are a set number of branches/sites to be affected? If so you will need to consider whether there are equality related issues associated with the locations selected – e.g. greater percentage of BME residents in a particular area where a closure is proposed as opposed to an area where a facility is remaining open.

As the grants are given to each County Councillor to determine, they are evenly spread across the county.

Could the decision have a particular impact on any group of individuals sharing protected characteristics under the Equality Act 2010, namely:

- Age
- Disability including Deaf people
- Gender reassignment
- Pregnancy and maternity
- Race/ethnicity/nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership Status

In considering this question you should identify and record any particular impact on people in a sub-group of any of the above –

e.g. people with a particular disability or from a particular religious or ethnic group.

It is particularly important to consider whether any decision is likely to impact adversely on any group of people sharing protected characteristics to a disproportionate extent. Any such disproportionate impact will need to be objectively justified.

No

If you have answered "Yes" to this question in relation to any of the above characteristics, – please go to Question 1.

If you have answered "No" in relation to all the protected characteristics, please briefly document your reasons below and attach this to the decision-making papers. (It goes without saying that if the lack of impact is obvious, it need only be very briefly noted.)

A number of the grants are provided to groups and organisations that work with people with protected characteristics. No analysis is conducted to report on the nature of groups funded through LMGs, so it is not necessarily the case that such groups will be disproportionately impacted. However, given the fairly wide impact, the EA is being conducted.

There are a large number of grants awarded each year, typically for low values of £250-500 per award. Grants cannot be used for infrastructure or core funding for any group. The impact on any groups will therefore be on specific events or purchases, and the absence of such a grant is unlikely to have a significant impact on the long term work or objectives of any groups applying.

Specifically in relation to religion or belief, whilst faith groups can apply for funding, the rules say it cannot be used it for anything religious or political in character.

Question 1 – Background Evidence

What information do you have about the different groups of people who may be affected by this decision – e.g. employees or service users (you could use monitoring data, survey data, etc to compile this). As indicated above, the relevant protected characteristics are:

- Age
- Disability including Deaf people
- Gender reassignment/gender identity
- Pregnancy and maternity
- Race/Ethnicity/Nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership status (in respect of which the s. 149 requires only that due regard be paid to the need to eliminate discrimination, harassment or victimisation or other conduct which is prohibited by the Act).

In considering this question you should again consider whether the decision under consideration could impact upon specific subgroups e.g. people of a specific religion or people with a particular disability. You should also consider how the decision is likely to affect those who share two or more of the protected characteristics – for example, older women, disabled, elderly people, and so on.

Records are held of all groups who apply. However, no analysis is attempted to break down those groups by any characteristics. Many awards benefit the community as a whole or groups who do not have protected characteristics, whilst others do. It is not the case that any specific group will be affected more than others through this decision.

Question 2 – Engagement/Consultation

How have you tried to involve people/groups that are potentially affected by your decision? Please describe what engagement has taken place, with whom and when.

(Please ensure that you retain evidence of the consultation in case of any further enquiries. This includes the results of consultation or data gathering at any stage of the process)

None			

Question 3 – Analysing Impact

Could your proposal potentially disadvantage particular groups sharing any of the protected characteristics and if so which groups and in what way?

It is particularly important in considering this question to get to grips with the actual practical impact on those affected. The decision-makers need to know in clear and specific terms what the impact may be and how serious, or perhaps minor, it may be – will people need to walk a few metres further to catch a bus, or to attend school? Will they be cut off altogether from vital services? The answers to such questions must be fully and frankly documented, for better or for worse, so that they can be properly evaluated when the decision is made.

Could your proposal potentially impact on individuals sharing the protected characteristics in any of the following ways:

- Could it discriminate unlawfully against individuals sharing any of the protected characteristics, whether directly or indirectly; if so, it must be amended. Bear in mind that this may involve taking steps to meet the specific needs of disabled people arising from their disabilities
- Could it advance equality of opportunity for those who share a particular protected characteristic? If not could it be developed or modified in order to do so?
- Does it encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low? If not could it be developed or modified in order to do so?

 Will the proposal contribute to fostering good relations between those who share a relevant protected characteristic and those who do not, for example by tackling prejudice and promoting understanding? If not could it be developed or modified in order to do so? Please identify any findings and how they might be addressed.

Impacts will be minor for any recipient. Whilst some organisations apply regularly for LMGs, most funding is for one-off events and purchases. The long term viability of any group will not be affected.

Question 4 - Combined/Cumulative Effect

Could the effects of your decision combine with other factors or decisions taken at local or national level to exacerbate the impact on any groups?

For example - if the proposal is to impose charges for adult social care, its impact on disabled people might be increased by other decisions within the County Council (e.g. increases in the fares charged for Community Transport and reductions in respite care) and national proposals (e.g. the availability of some benefits). Whilst LCC cannot control some of these decisions, they could increase the adverse effect of the proposal. The LCC has a legal duty to consider this aspect, and to evaluate the decision, including mitigation, accordingly.

If Yes – please identify these.

At present, there are other grant funding streams available, both through the County Council and other organisations locally and nationally, such as district councils, the NHS, etc. As other organisations come under similar funding pressure, they may also review their grant offer. There could be a cumulative effect.

Question 5 - Identifying Initial Results of Your Analysis

As a result of your analysis have you changed/amended your original proposal?

Please identify how –

For example:

Adjusted the original proposal – briefly outline the adjustments

Continuing with the Original Proposal – briefly explain why

Stopped the Proposal and Revised it - briefly explain

N	0
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Question 6 - Mitigation

Please set out any steps you will take to mitigate/reduce any potential adverse effects of your decision on those sharing any particular protected characteristic. It is important here to do a genuine and realistic evaluation of the effectiveness of the mitigation contemplated. Over-optimistic and over-generalised assessments are likely to fall short of the "due regard" requirement.

Also consider if any mitigation might adversely affect any other groups and how this might be managed.

Consideration will need to be given to communicating the change, especially to groups who apply regularly, and perhaps signposting to other grant schemes.

There may be alternative sources of funding available elsewhere within Lancashire CC, from District Councils, other statutory organisations or other local or national organisations.

Question 7 – Balancing the Proposal/Countervailing Factors

At this point you need to weigh up the reasons for the proposal – e.g. need for budget savings; damaging effects of not taking forward the proposal at this time – against the findings of your analysis. Please describe this assessment. It is important here to ensure that the assessment of any negative effects upon those sharing protected characteristics is full and frank. The full extent of actual adverse impacts must be acknowledged and taken into account, or the

assessment will be inadequate. What is required is an honest evaluation, and not a marketing exercise. Conversely, while adverse effects should be frankly acknowledged, they need not be overstated or exaggerated. Where effects are not serious, this too should be made clear.

Whilst the LMGs are appreciated by organisations who receive them, the LMGs have always been an additional fund, entirely at the discretion of individual County Councillors (acting in accordance with guidance). LMGs are not necessarily aligned with any core priorities or strategic ambitions, other than in general terms to support community organisations. Ceasing LMGs will impact on individual Councillors' ability to support local groups, but not necessarily on the Council's strategic objectives.

Question 8 – Final Proposal

In summary, what is your final proposal and which groups may be affected and how?

As originally proposed.

Question 9 – Review and Monitoring Arrangements

Describe what arrangements you will put in place to review and monitor the effects of your proposal.

Continue to monitor impact on other grant funding streams. Consider Councillor feedback.

Equality Analysis Prepared By Josh Mynott

Position/Role democratic and Member Services Manager

Equality Analysis Endorsed by Line Manager and/or Service Head Paul Bond, Head of Legal and Democratic Services

Decision Signed Off By

Cabinet Member or Director

Please remember to ensure the Equality Decision Making Analysis is submitted with the decision-making report and a copy is retained with other papers relating to the decision.

For further information please contact

Jeanette Binns – Equality & Cohesion Manager

Jeanette.binns@lancashire.gov.uk

Thank you

CORP001 – FACILITIES MANAGEMENT

Service Name:		Facilities I	Facilities Management		
Which 'start year' or relate to 2018/19, 2	-	20	2018/19		
Gross budget 2017	7/18		.408m		
Income 2017/18 Net budget 2017/18	3	· · ·	870m .538m		
Savings Target and	d Profiling (discrete y	ear):			
2018/19	2019/20	2020/21	Total		
£m	£m	£m	£m		
-0.400	0.000	0.000	-0.400		
FTE implications:					
2018/19	2019/20	2020/21	Total		
0.00	0.00	0.00	0.00		
	Agree to redu	service to a number ce the opening hou g running costs inclu	urs at County Hall		
Impact upon servi	Management b delivery.	udget will have no			

Actions needed to deliver the target savings	Increase the income budget within Facilities Management from 2018/19.				
Suvings	Staff will need to be informed of the changes. External users/groups of the County Hall committee rooms in the evenings will need to be informed so that they can find alternative accommodation.				
What are the risks associated with this saving and how will	Income levels could be affected if tenants did not renew their tenancy agreement at the end of the agreed period.				
they be mitigated	Ongoing discussions with tenants to ensure the accommodation continues to meet their needs.				

What does this service deliver?

The Facilities Management Service has responsibility for a wide range of services that ensure the corporate property portfolio is safe, accessible and fit for purpose. The Service is dynamic and adaptable to remain aligned to the corporate strategy and enables continuity of access to services for the citizens of Lancashire, as well as ensuring an accessible and compliant environment for staff and visitors.

CMTY004 – DRAINAGE MAINTENANCE

Service Name:		Drainage	Maintenance	
Which 'start year' d relate to 2018/19, 20		20	018/19	
Gross budget 2017/	18	£1	.461m	
Income 2017/18		£0	£0.000m	
Net budget 2017/18		£1	.461m	
	Profiling (discrete y			
2018/19	2019/20	2020/21	Total	
£m	£m	£m	£m	
-1.359	0.000	0.000	-1.359	
FTE implications:				
2018/19	2019/20	2020/21	Total	
0.00	0.00	0.00	0.00	
Decisions needed to deliver the budgete savings	0	ise all drainage repa	airs expenditure.	
Impact upon servic	e There will be no	impact on service	delivery.	
Actions needed to deliver the target savings		be added to the Ca funded from borrov	oital Programme from ving.	
What are the risks associated with this saving and how will they be mitigated	template.	risks identified as	part of this budget	

What does this service deliver?

The repair of existing and installation of new highway drainage systems including pipes, gullies and chambers to restore the effective discharge of surface water from the highway.

CMTY015 - TRAFFIC SIGNAL MAINTENANCE

Service Name:			Traffic Sig	nal Maintenance
Which 'start year' or relate to 2018/19, 2		•	2	2018/19
Gross budget 2017	/18		£	0.473m
Income 2017/18				0.000m
Net budget 2017/18			£	0.473m
Savings Target and	Profiling	(discrete y	year):	
2018/19	201	19/20	2020/21	Total
£m	£	2m	£m	£m
-0.150	0.	000	0.000	-0.150
FTE implications:				
2018/19	2019		2020/21	Total
0.00	0.0	00	0.00	0.00
Decisions needed to deliver the budgets savings		talise the ed out of re	•	nent works currently
Impact upon service		mpact of tanged.	the service as wor	kloads would remain
Actions needed to deliver the target savings	Capi	Capitalise the part of the revenue budget		
What are the risks associated with thi saving and how withey be mitigated	S	e are no kı	nown risks to this pr	roposal

What does this service deliver?

The Lancashire Traffic signals team manage signalised junctions and crossing points (Toucan, Puffin and Pelican)

A number of these are directly linked to the UTC system at County Hall which allows the council to strategically manage the network. These locations are mainly in urban areas and the UTC system is designed to minimise delay on the overall network. The UTC system utilises SCOOT and MOVA to ensure that it is creating the optimal timings possible across the network.

The service offers a complete life cycle service including Design, implementation, commissioning, operation, maintenance, and replacement or removal.

The team actively use the tools available to contribute to the council's network management duty as set out in the Traffic Management Act 2004.

PP001 - DESIGN & CONSTRUCTION - HIGHWAY DESIGN ELEMENT

Service Name:			Design and Construction – Highway Design Element 2018/19	
Which 'start year' d relate to 2018/19, 2		20		
Gross budget 2017	/18	£3	3.640m	
Income 2017/18		£3	3.654m	
Net budget 2017/18	}	-£	0.014m	
Savings Target and	l Profiling (discrete y	year):		
2018/19	2019/20	2020/21	Total	
£m	£m	£m	£m	
-0.638	0.000	0.000	-0.638	
FTE implications:				
2018/19	2019/20	2020/21	Total	
0.00	0.00	0.00	0.00	
savings	for the Design the multiplier che by the DfT was Scheme. Agree that any	& Construction Servinarged in line with the when developing the	pital from 2.55 to 3.03 vice. This would bring a multiplier suggested he Highways Permit stments to the Capital agreement.	
Impact upon service	value of the cacost of the multi- The basis for included in precalculation of hierarchy, takin which support basis of the classed on costs deemed capital	apital programme to tiplier and associated the multiplier, and ojects as a capital the overheads in g account of staffing the delivery side of harge should be classociated with the all costs. Current overheads.	ire an increase in the cover the additional d borrowing costs. its justification to be charge, includes a curred in the LCC and support services of the business. The ear and transparent, project delivery to be verhead charges are the scheme) 30% of	

	expenditure or to be part of the added value to the asset.	
Actions needed to deliver the target savings	A decision to increase the multiplier for recharge to the highways capital programme from 2.55 to 3.03 would be required to be taken in 2017/18 for implementation in 2018/19. The size of the capital programme and capital financing budget will need to be increased to reflect the increased costs.	
What are the risks associated with this saving and how will they be mitigated	 Political and reputational damage as Lancashire County Council could be viewed by external developers as expensive and not providing value for money. This could potentially lead to a loss of income generated through externally funded works and the impact will need to be kept under review. The level of additional is directly linked to the size of the capital programme and the acceptance of the increased multiplier A robust justification for the increase in fees will be required to address challenges from funding bodies, partners, and the private sector; and to satisfy any audit requirements. 	

What does this service deliver?

The Design and Construction Service consists of a multi-disciplinary design team of architects, landscape architects, interior designers, building surveyors, quantity surveyors, mechanical and electrical engineers, civil engineers, structural engineers, geotechnical engineers and drainage engineers, who are responsible for design and project management of the councils Capital Buildings and Highways programmes, together with some revenue works and income generating works for third parties such as schools and developers.

The Highway Design element of the service delivers works with a typical annual value of between £20-30 million. This work includes both large and small scale highway design covering a variety of project types from designing new roads, junction alterations, drainage, road safety, cycling projects, public realm improvements, masterplans, landscaping, new bridges, to the repair and maintenance and inspection works on bridges. Whilst the principal delivery responsibility for City Deal infrastructure sits within Planning and Environment, the Design and Construction Service also delivers a significant element of this large infrastructure programme. In addition the service is able to provide historic and current information relating to ground conditions and any contaminants that may be present prior to construction activity.

PP003 – DESIGN & CONSTRUCTION - PROPERTY ELEMENT

Service Name:		_	I Construction – Property Element	
Which 'start year' d relate to 2018/19, 2		201	18/19	
Gross budget 2017	/18	£14.	.158m	
Income 2017/18		£16.	.133m	
Net budget 2017/18		-£1.	975m	
Savings Target and	Profiling (discrete	year):		
2018/19	2019/20	2020/21	Total	
£m	£m	£m	£m	
- 0.683	0.000	0.000	-0.683	
FTE implications: 2018/19	2019/20	2020/21	Total	
0.00	0.00	0.00	0.00	
0.00	0.00	0.00	0.00	
	multiplier charge percentage eq increasing this Agree that any	rged in line with the p ged in Highways of 3.0 uates to an equivale to 3.03 would generat consequential adjust ould require Member a	03. The current Fee nt multiplier of 1.8, e additional income.	
Impact upon servic	increase in the borrowing costs. The current feindustry norm, for money, and	n fee (equivalent multine capital programms. ee structure is closely to ensure the service d will need to be ame	ne and associated ly aligned with the demonstrates value	
Actions needed to deliver the target savings	property relate would be required in the second property of the seco	crease the fee (equived capital projects, red in 2017/18 to be aposted to the red associated borrowin	excluding schools oplied from 2018/19.	

What are the risks associated with this saving and how will they be mitigated

The design costs applied by the in-house team could be exposed to a greater level of challenge as not being value for money or in line with the external market place. Such challenge could result in the loss of work, and consequential loss of income and will need to be kept under review.

An increase in the size of the capital programme and associated borrowing costs against which the service can claim the increase in Fee

What does this service deliver?

The Design and Construction Service consists of a multi-disciplinary design team of architects, landscape architects, interior designers, building surveyors, quantity surveyors, mechanical and electrical engineers, civil engineers, structural engineers, geotechnical engineers and drainage engineers, who are responsible for design and project management of the councils Capital Buildings and Highways programmes, together with some revenue works and income generating works for third parties such as schools and developers.

The Building Design element of the service delivers works with a typical annual value of between £50-70 million. This work includes both large and smaller scale building refurbishment, remodelling, extensions, new builds, repair and maintenance works including testing and servicing to ensure statutory compliance in accordance with health and safety legislation (i.e. legionella management, electrical safety) for our buildings and schools. This element of the service is also traded with schools in Lancashire through the Pooled Resources Operational plan (PROp) or Property Management Service Level Agreements (SLA) providing schools with a complete property design, build and maintenance service for which an appropriate fee is charged.

PP008 - LAND NOT IN OPERATIONAL USE (LNIOU)

Service Name:			Land Not in Operational Use (LNIOU)	
Which 'start year' does this option relate to 2018/19, 2019/20 or 2020/21			2018/19	
Gross budget 2017	/18		£	0.833m
Income 2017/18				0.078m
Net budget 2017/18				0.755m
			~	
Savings Target and	Profiling (disc	rete year):		
2018/19	2019/20		2020/21	Total
£m	£m		£m	£m
-0.075	-0.100		-0.100	-0.275
FTE implications:				
2018/19	2019/20	2	020/21	Total
0.00	0.00		0.00	0.00
Impact upon service	instance. The area acquisitions speed on coupled worker berown the protential for land whas been satisfy frequirem Reduced planning Reduced Safety are	of land/prope n of properties closures/va with disposal i efits/Commun reduction in there 'invest to reduced or re lealth and ents with a red marketability applications e	rty held as Les held for calcations of route (open hity Asset Transporter (open hity Asset Transporter) and duced budger of land watc.	capital receipt secured d of the LNIOU budget to the requirement to Occupiers Liability
Actions needed to deliver the target savings	The princ	iple to be ap		then the prioritisation d through the reduced

Review of all LNIOU, current and anticipated, to identify priorities.

There also needs to be an understanding of any policies to which surplus property is seen as a deliverer, for example, regeneration, where sites that are no longer in operational use offer opportunities as regeneration sites. This could potentially affect spend/complexity/holding times/receipts for these sites as regeneration (and other) proposals are developed. This will have implications for the LNIOU budget.

What are the risks associated with this saving and how will they be mitigated

Size and scale of area of LNIOU – this is not in the direct control of the service and can be affected by a number of issues e.g. school sites vested in us following closure and the liabilities that come with them, these can cause substantial non-programmed expenditure; advance acquisition of property required for capital schemes that can be subject to delay or are intentional, planned long term programmes.

Unexpected or unknown requirements or land issues coming forward with a significantly reduced budget could lead to service overspends if works are essential due to H&S and to manage LCC landowner liabilities.

Reduced investment in site security (other than that required for H&S and Occupiers Liability) leading to increase vandalism, damage, theft etc.

Local community concern relating to the condition of LNIOU.

Reduced capital receipts due to reduced or removed opportunity to invest in the value of land or buildings prior to sale.

Political or reputational risk of not achieving best possible capital receipts for assets.

Political and reputational risk if sufficient funds not available for making sites safe

These risks can be identified early through effective monitoring of surplus property, capital schemes, the budget position and political requirements.

Mitigation of some risks through early decisions on disposals, effective and appropriate marketing strategies and delivery of capital schemes.

What does this service deliver?

Although the LNIOU budget is not technically statutory, it is a budget that addresses the fact that the authority has a legal obligation to maintain vacant land and properties of which it has ownership.

The budget is used to maintain property acquired for capital highways schemes and surplus or proposed to be declared surplus property in the main. There is a requirement to maintain the property as a responsible authority including statutory requirements, which can include security, asbestos, health and safety. Additionally, there is currently an element of this budget invested to increase the value of property assets through demolitions/planning applications etc, as a form of invest to save, which is not statutory, but increases the capital receipt. This proposal would curtail and possibly remove the opportunity to invest in this way using the LNIOU budget.