



APPROVED
GOVERNMENT OF GIBRALTAR
ESTIMATES
OF
REVENUE AND EXPENDITURE
2003/2004

Price £5.00

JUNE 2003

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SUMMARY OF PUBLIC FINANCES

2003/2004

The following 10 pages summarise the Government's public finances, showing the sources of public revenue and expenditure, the Government's reserves and public debt and information on public sector employees and Government Companies. These pages do not form part of the Approved Estimates.

Introduction

Below is an explanation of the Government's public finances for the financial year 2003/2004. In the charts that follow on subsequent pages the 2003/2004 figures represent the Government's estimates; 2002/2003 the forecast outturn; and the prior year figures are drawn from the accounts.

Turnover (page 3)

The turnover of the Government in 2003/2004 is expected to total over £238 million.

Recurrent Revenue and Expenditure (pages 4 to 6)

Other than those monies that are provided for a specific purpose, for instance Social Insurance Contributions, monies raised or received by the Government are channelled through the Consolidated Fund.

Of the Government's total estimated recurrent revenue of over £195 million in 2003/2004, some £173 million is to be channelled via the Consolidated Fund. Government spending from the Consolidated Fund is estimated at almost £166 million, producing a surplus of nearly £7 million.

The remaining Government expenditure in 2003/2004 is financed by Social Insurance Contributions of £20 million being channelled through the Group Practice Medical Scheme to meet part of the costs of the Gibraltar Health Authority. Over £2 million is raised by the Training Levy payable by employers to fund the Government's training and vocational schemes. The balance of over £0.5 million is expected to be received from the European Social Fund which contributes towards the cost of approved training programmes.

State Pensions and Benefits (page 7)

The remainder of the Social Insurance contributions, together with other contributions and earnings on investments, meets the estimated cost of nearly £20 million for State Pensions and Benefits in 2003/2004.

Capital Investment (pages 8 to 9)

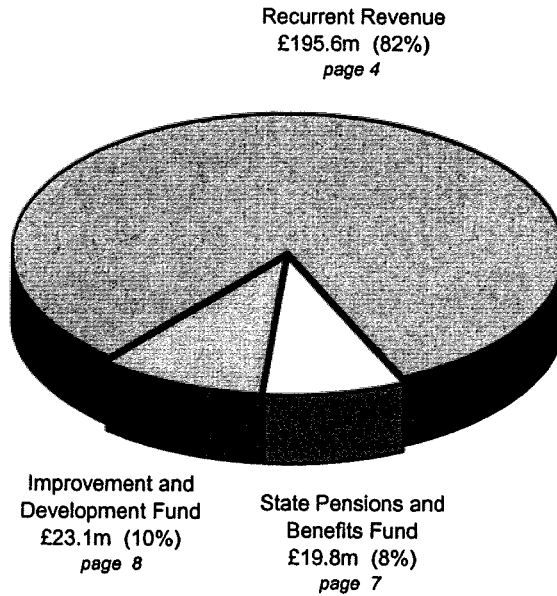
The Government's investment in capital projects, to benefit the social and economic development of Gibraltar, is funded by the Improvement and Development Fund. In 2003/2004 the expenditure of the Fund is estimated to be over £24 million. This is mainly to be financed by budget surpluses, European Union grants and the sale of Government properties, together with projected borrowing of £10 million.

Government Companies (page 11)

The Government also operates 12 wholly-owned companies. These comprise a holding company; 7 companies owning land and property assets in Gibraltar (currently being rationalised); and 4 trading companies. These companies are not included in the Government turnover figure above, with the exception of the trading companies that are largely financed by subventions from the Consolidated Fund and Improvement and Development Fund. The Government is also a Shareholder in two joint venture utility companies providing telecommunications and water services.

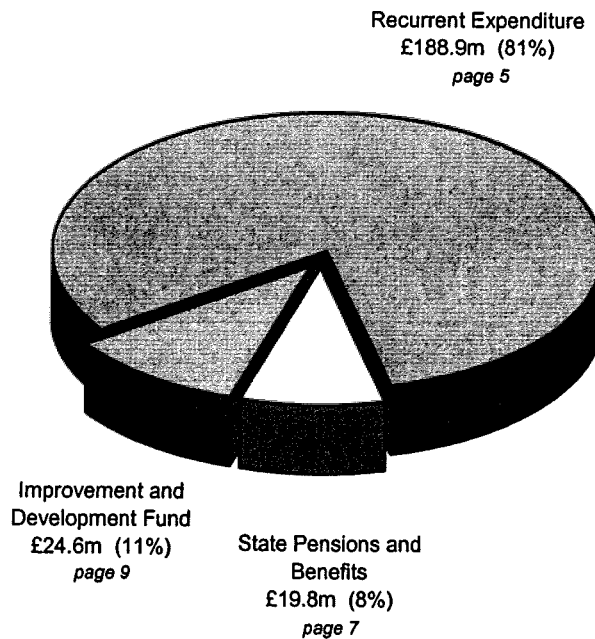
Total Government Revenue 2003/2004

Government revenue from all sources is estimated to total over £238 million in 2003/2004.



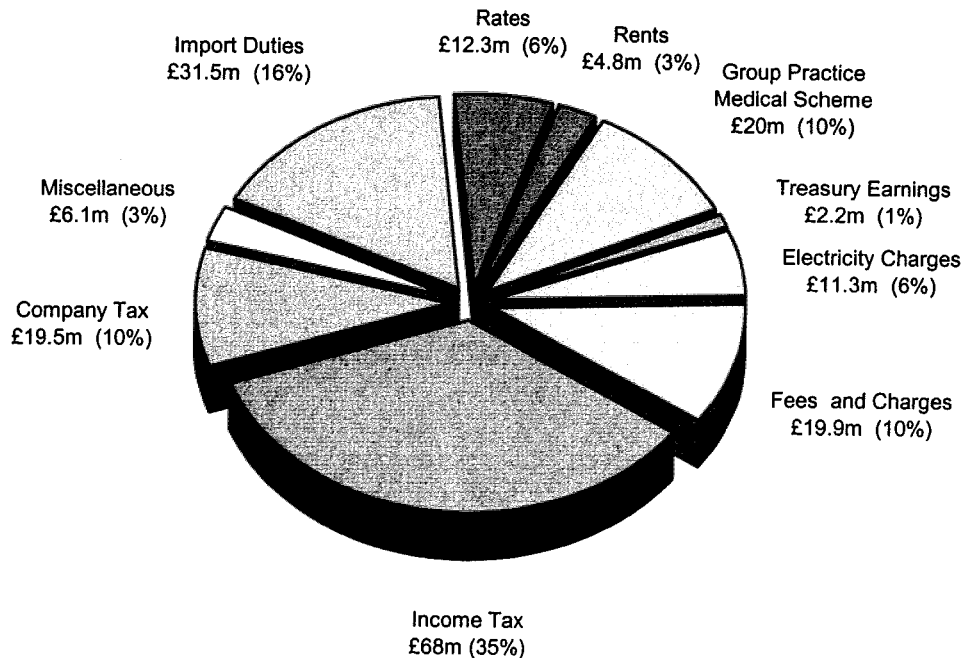
Total Government Expenditure 2003/2004

Total expenditure handled by the Government is estimated to total over £233 million in 2003/2004.

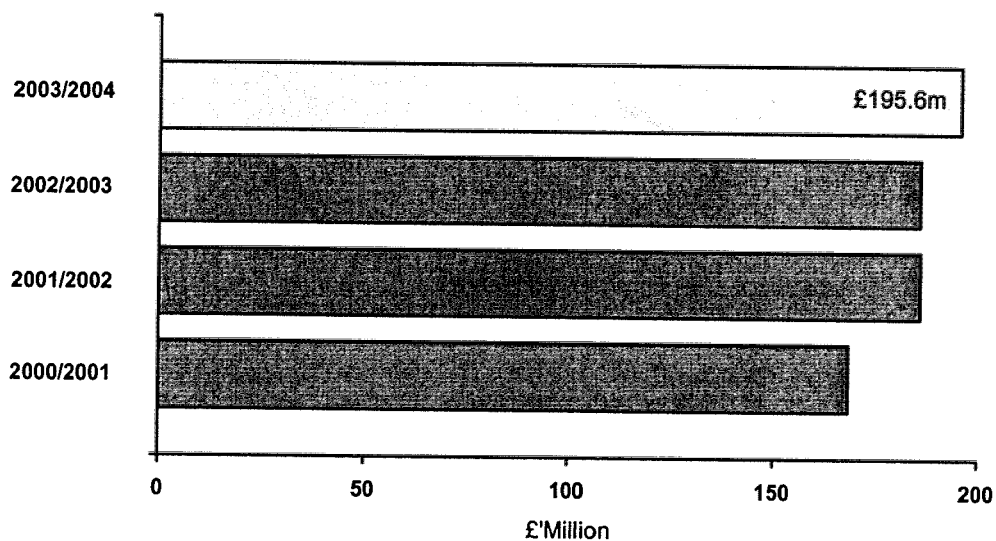


Recurrent Revenue 2003/2004

The Government's total estimated recurrent revenue for 2003/2004 is nearly £196 million. This does not include the Social Insurance Funds, the revenue of which is used to fund State Pensions and Benefits.

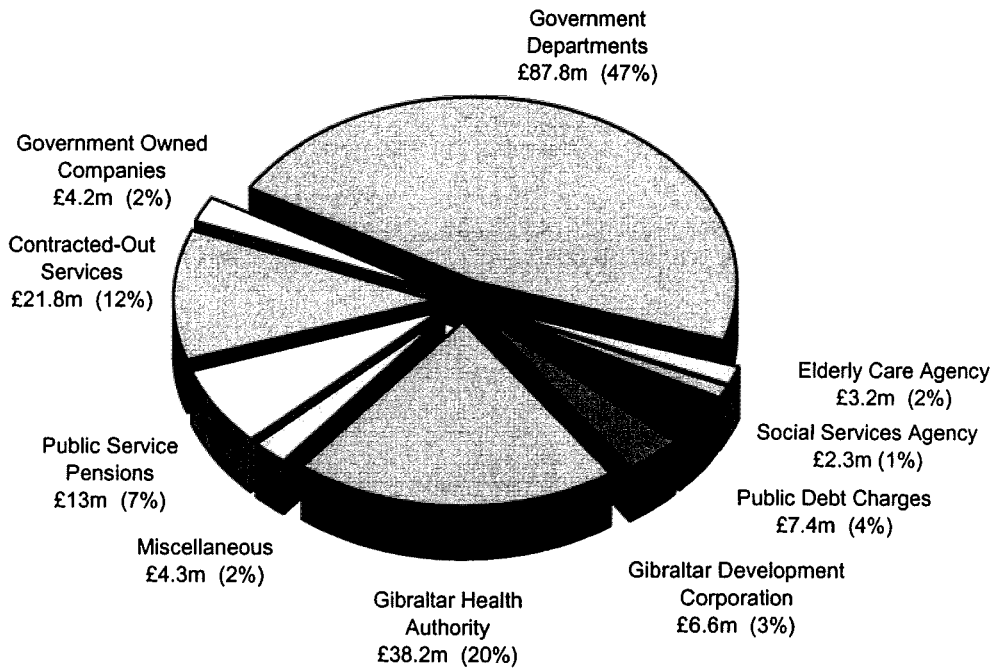


Recurrent Revenue 2000-2004

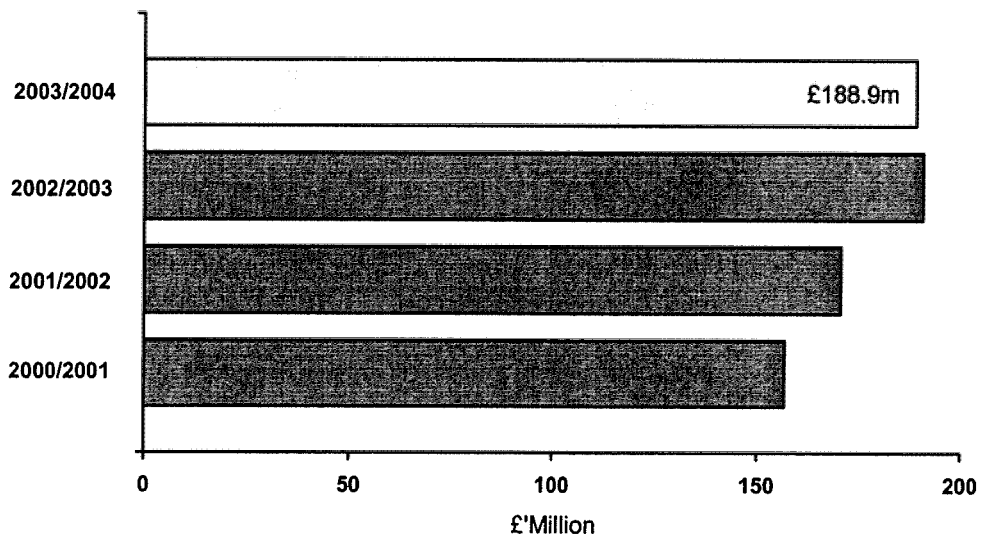


Recurrent Expenditure 2003/2004

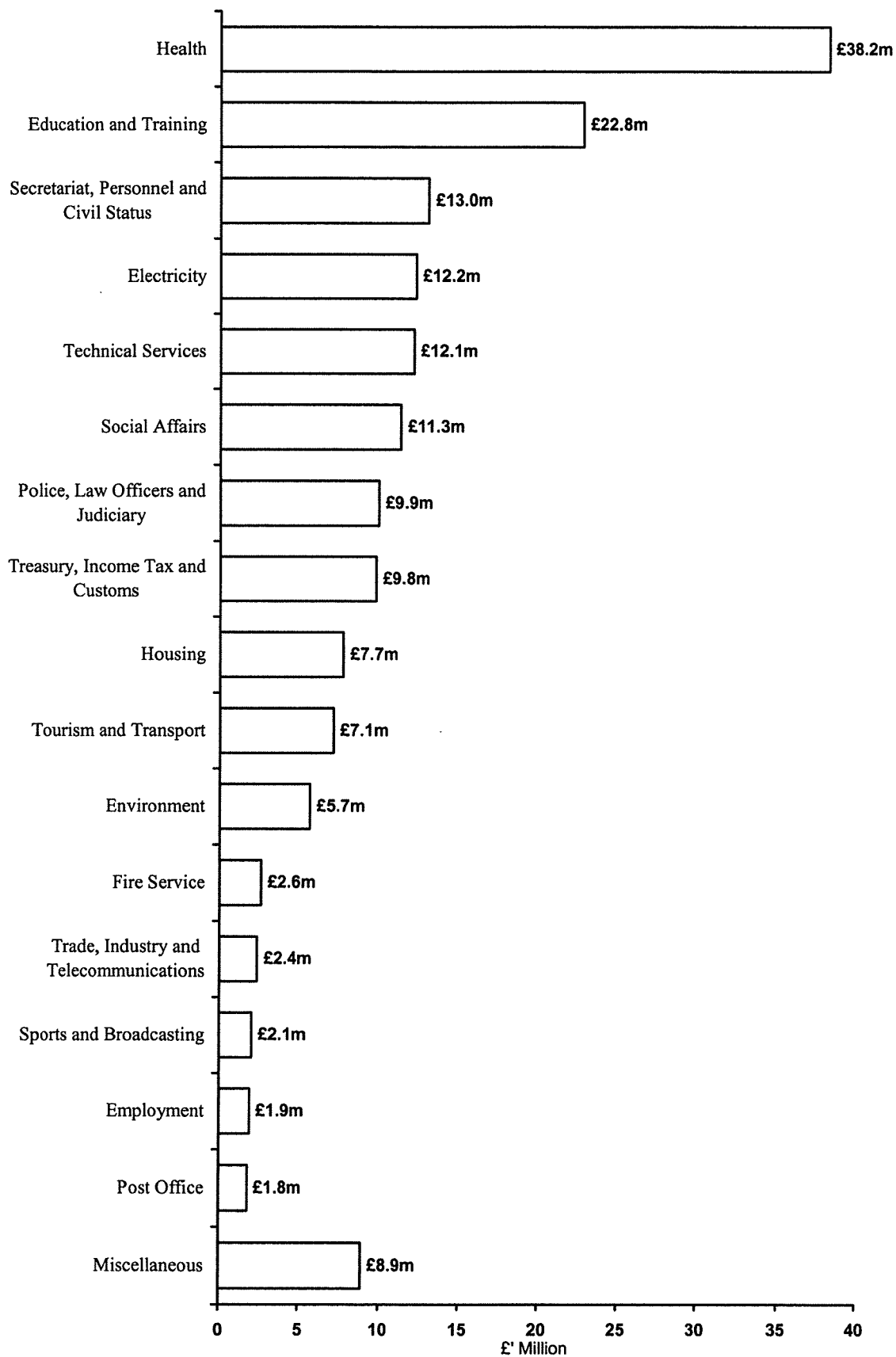
The Government's total estimated recurrent expenditure for 2003/2004 is nearly £189 million. This does not include expenditure on State Pensions and Benefits which is funded from the Social Insurance Funds.



Recurrent Expenditure 2000-2004



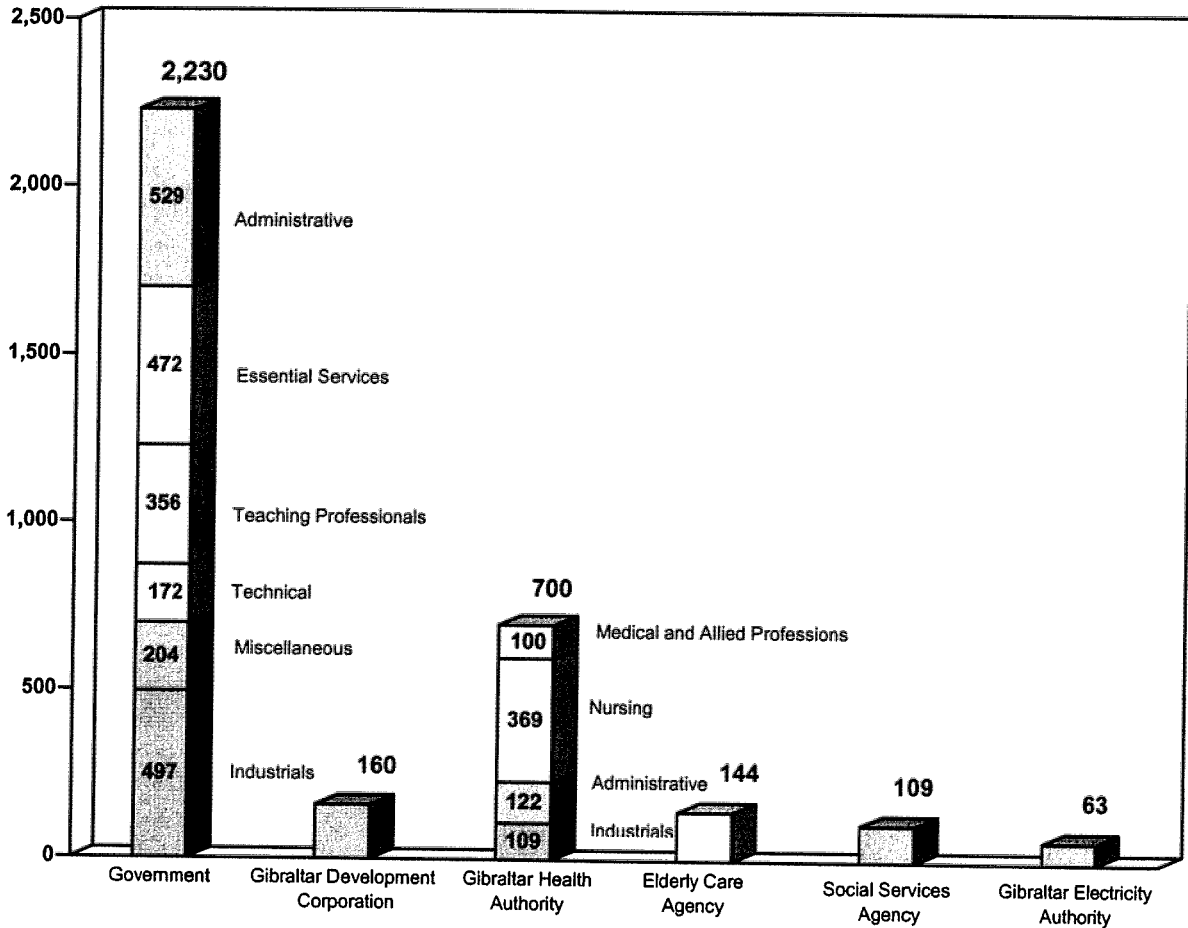
Departmental Spending 2003/2004



Number of Public Sector Employees 2003/2004

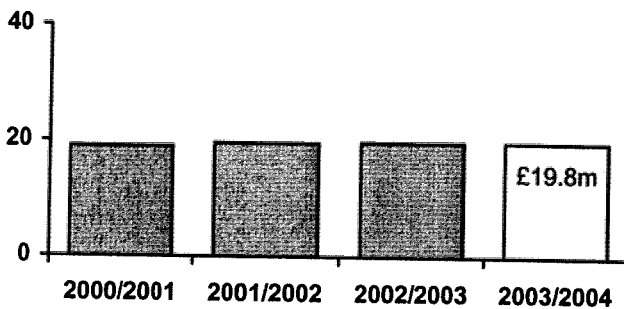
The number of public sector staff expected to be in employment during 2003/2004 is over 3,400. This excludes staff engaged on public sector activities which have been contracted-out and Ministry of Defence employees. The main organisations and number of employees for the current year are shown below.

Number of Staff



State Pensions and Benefits 2003/2004

£'Million

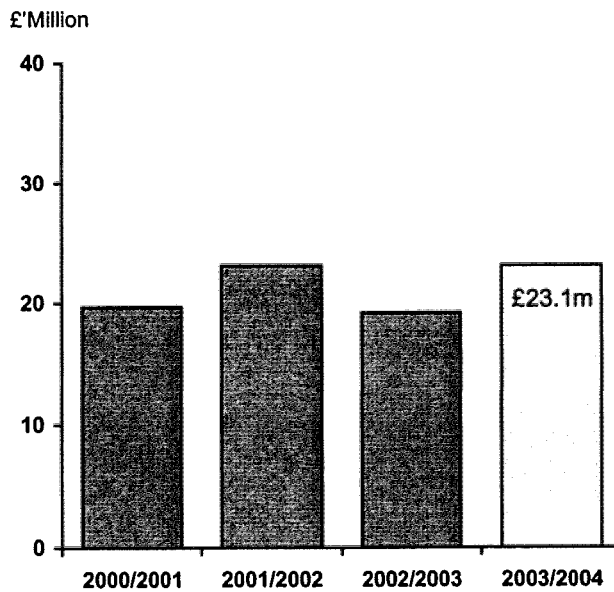
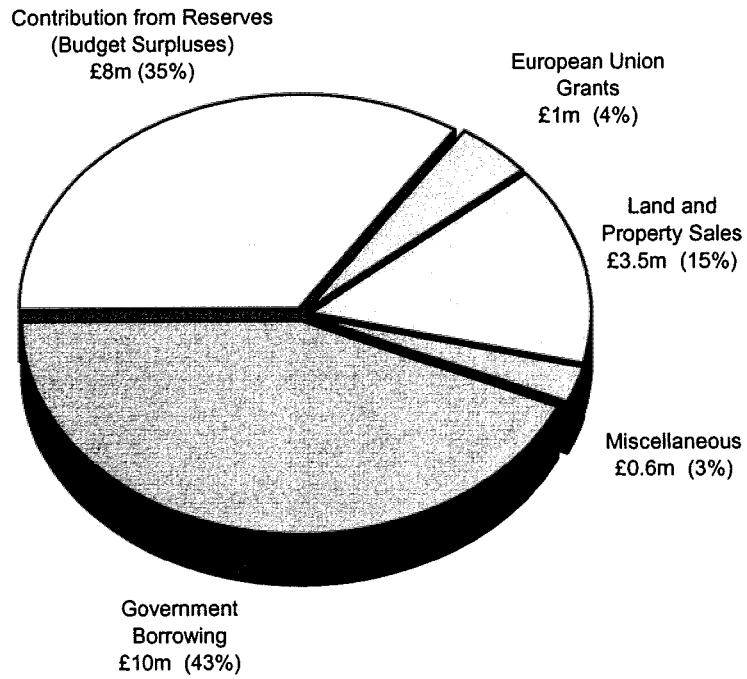


Annual State Pensions and Benefits and related administrative costs, are paid through the Social Insurance Funds. The revenue of these funds comes mainly from Social Insurance contributions, together with earnings on investments.

Improvement and Development Fund

The Improvement and Development Fund is used for investment in capital and economic projects. New revenue for 2003/2004 is estimated to amount to over £23 million, which together with the balance carried forward on the Fund, bring the total monies available to over £25 million.

Revenue 2003/2004

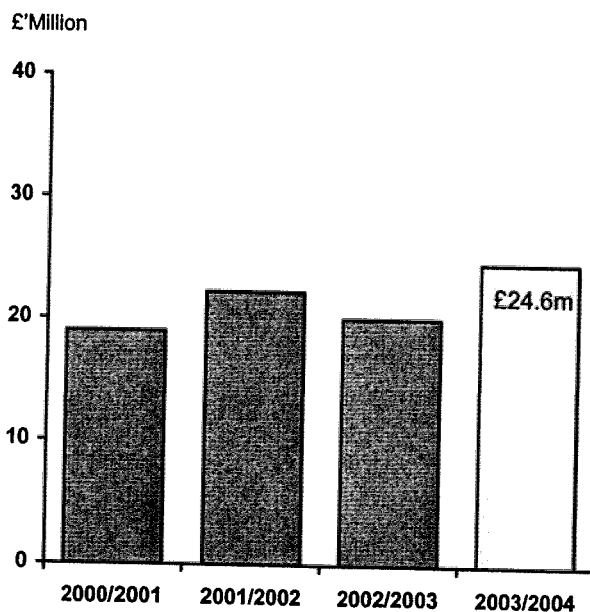
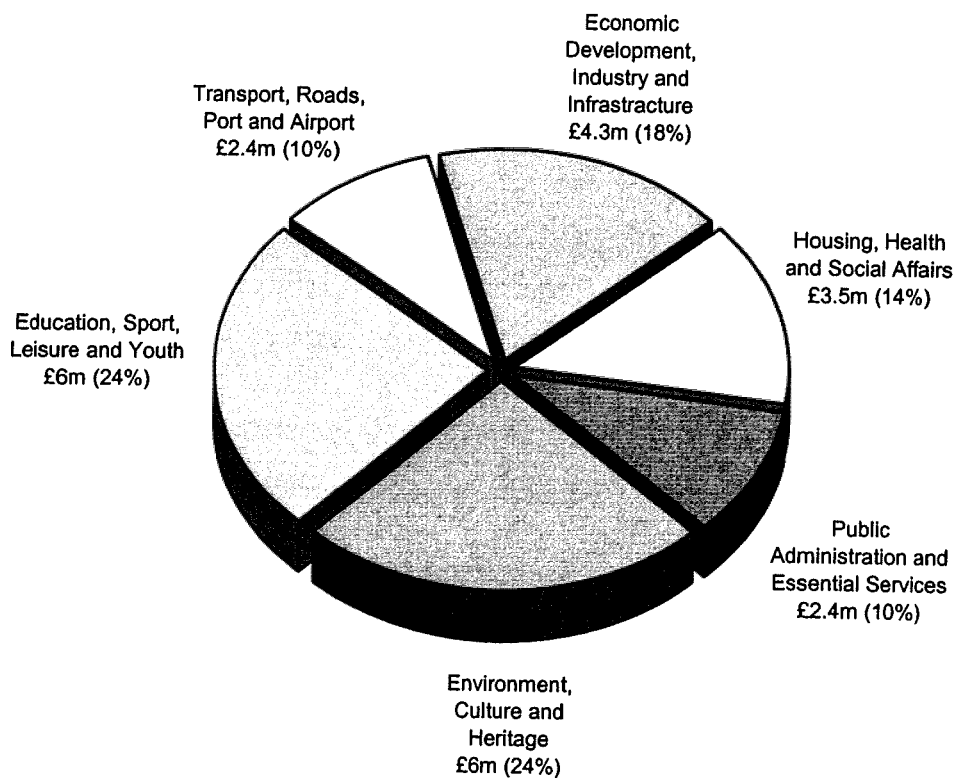


Improvement and Development Fund

The Improvement and Development Fund expenditure for 2003/2004 is estimated to be over £24 million.

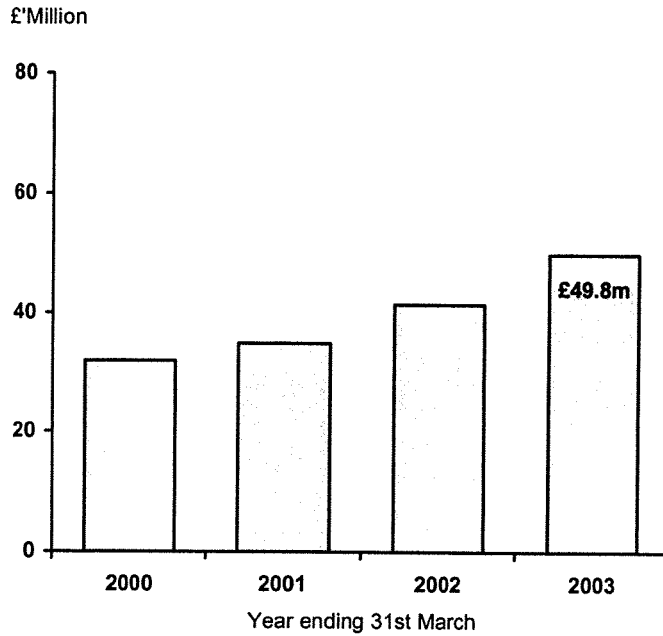
In addition, the construction of a new hospital is being financed under a lease and leaseback financing arrangement with the private sector and is expected to be completed in 2004.

Expenditure 2003/2004



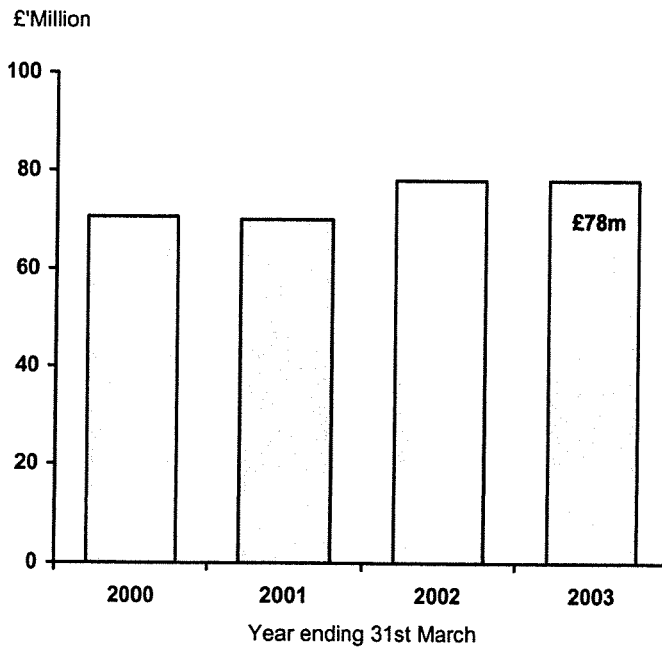
Cash Reserves

Government cash reserves are forecast to total nearly £50 million, which includes over £17 million of cash balances held by Government Companies and Statutory Bodies.

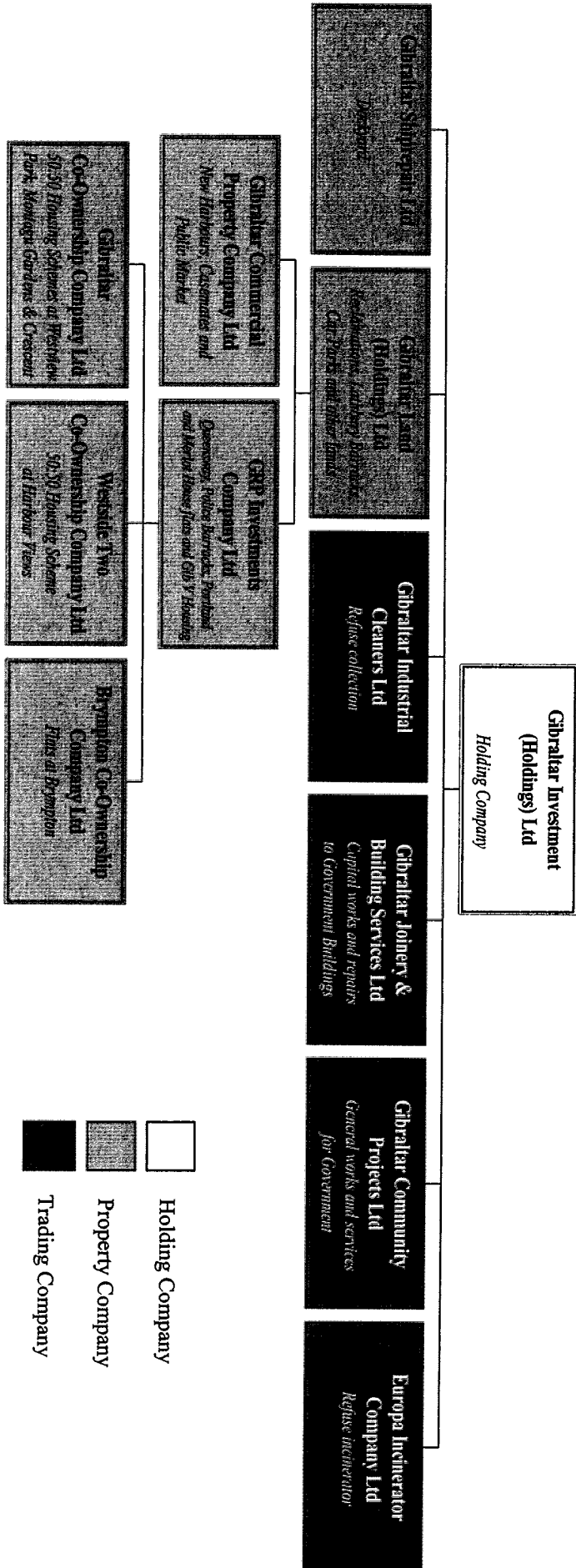


Public Debt

Public debt is £78 million as at 31 March 2003.



**Government Companies
(Wholly-owned)**



- Holding Company
- ▨ Property Company
- Trading Company

SUMMARY OF ESTIMATED FINANCIAL POSITION 2003/2004

	£'000	£'000
<u>CONSOLIDATED FUND</u>		
<u>Reserve</u>		
Forecast Balance as at 1 April 2003		30,091
<u>Recurrent</u>		
<u>Estimates 2003/2004</u>		
Recurrent Revenue	172,611	
(Less)		
Recurrent Expenditure	<u>(165,867)</u>	
Estimated Surplus		6,744
Balance carried down to Reserve		<u>36,835</u>
<u>Reserve</u>		
Balance brought down		36,835
<u>Contributions 2003/2004</u>		
Improvement & Development Fund	(8,000)	
Resettlement Scheme	<u>(20)</u>	
		(8,020)
Estimated Consolidated Fund Reserve as at 31 March 2004		<u>28,815</u>
<u>IMPROVEMENT AND DEVELOPMENT FUND</u>		
Forecast Balance as at 1 April 2003		1,973
<u>Estimates 2003/2004</u>		
Revenue	23,137	
(Less)		
Expenditure	<u>(24,612)</u>	
Estimated Deficit		(1,475)
Estimated Improvement & Development Fund balance as at 31 March 2004		<u>498</u>

SUMMARY OF FORECAST FINANCIAL OUTTURN 2002/2003

	£'000	£'000
<u>CONSOLIDATED FUND</u>		
<u>Reserve</u>		
Balance as at 1 April 2002		32,862
<u>Recurrent</u>		
<u>Forecast Outturn 2002/2003</u>		
Recurrent Revenue	163,376	
(Less)		
Recurrent Expenditure	(158,079)	
Forecast Surplus		5,297
Balance carried down to Reserve		38,159
<u>Reserve</u>		
Balance brought down		38,159
Add/(Less)		
Exceptional Item		2,250
(Repayment of Loan) (i)		(8,000)
		32,409
<u>Contributions 2002/2003</u>		
Resettlement Scheme	(23)	
Compensation Award	(2,295)	
		(2,318)
Forecast Consolidated Fund Reserve as at 31 March 2003		30,091
<u>IMPROVEMENT AND DEVELOPMENT FUND</u>		
Balance as at 1 April 2002		2,851
<u>Forecast Outturn 2002/2003</u>		
Revenue	19,187	
(Less)		
Expenditure	(20,065)	
Forecast Deficit		(878)
Forecast Improvement and Development Fund Balance as at 31 March 2003		1,973

(i) See Page 14

RESERVES AND PUBLIC DEBT**RESERVES**

	Estimate 31 March 2004 £'000		Forecast 1 April 2003 £'000	
Central Government:				
Consolidated Fund	28,815		30,091	
Contingencies Fund	400		400	
Improvement and Development Fund	498		1,973	
Social Assistance Fund	133		65	
		29,846		32,529
Companies/Statutory Bodies:				
Government Owned Companies	15,000		17,200	
Statutory Bodies	0		45	
		15,000		17,245
Total Reserves		44,846		49,774

PUBLIC DEBT

Public Debt as at 1 April 2002		78,000
<u>Movements 2002/2003</u>		
Public Debt Borrowing		8,000
(Less)		
Public Debt Repayments		<u>(8,000)</u>
		78,000
<u>Forecast Movements 2003/2004</u>		
Public Debt Borrowing	10,000	
(Less)		
Public Debt Repayments	<u>0</u>	
		10,000
Forecast Public Debt as at 31 March 2004 (i)		<u>88,000</u>

(i) Public Debt is made up as follows:

	Forecast 31 March 2004 £'million	Actual 1 April 2003 £'million	Estimated 31 March 2003 £'million
Gibraltar Loan Stock at 11.875 per cent	50.0	50.0	50.0
Bank Loans	<u>38.0</u>	<u>28.0</u>	<u>36.0</u>
	<u>88.0</u>	<u>78.0</u>	<u>86.0</u>

RECEIVERS OF REVENUE

ACG	Accountant General
CFO	Chief Fire Officer
CIJ	Clerk to the Justices
CIT	Commissioner of Income Tax
CPT	Captain of the Port
CTI	Commercial Director, Trade, Industry and Telecommunications
CUS	Collector of Customs
DET	Director of Education and Training
PHO	Principal Housing Officer
PSM	Postal Services Manager
SCS	Principal Secretary, Civil Status and Registration Office
SEN	Principal Secretary, Environment
SES	Principal Secretary, Employment Service
SSA	Principal Secretary, Social Affairs
STT	Principal Secretary, Tourism and Transport
RSC	Registrar, Supreme Court

SUMMARY OF CONSOLIDATED FUND REVENUE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<u>Recurrent</u>				
1	Taxes	90,100,000	87,200,000	82,300,000	79,605,683
2	Duties	32,801,000	30,301,000	32,021,000	30,953,690
3	Rates	12,300,000	12,000,000	11,840,000	11,587,241
4	Licences	1,510,000	1,515,000	1,523,000	1,484,514
5	Revenue from Government Property	4,780,000	4,367,000	4,675,000	4,383,794
6	Departmental Fees and Receipts	26,497,000	23,954,000	24,647,000	26,877,096
7	Government Earnings	4,623,000	4,039,000	5,644,000	4,608,013
	Total Recurrent Revenue	172,611,000	163,376,000	162,650,000	159,500,031
	<u>Reserve</u>				
8	Exceptional Item	0	2,250,000	2,250,000	1,500,000
	Total Reserve Revenue	0	2,250,000	2,250,000	1,500,000
	TOTAL REVENUE	172,611,000	165,626,000	164,900,000	161,000,031

CONSOLIDATED FUND REVENUE - RECURRENT

HEAD AND SUB-HEAD	RECEIVER OF REVENUE		ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
			£	£	£	£
HEAD 1		<u>TAXES</u>				
1	CIT	Income Tax	68,000,000	65,700,000	63,500,000	61,552,966
2	CIT	Company Taxes (<i>or replacement</i>)	19,500,000	16,900,000	14,500,000	14,107,109
3	ACG	Gaming Tax	2,600,000	2,200,000	2,000,000	1,785,986
		<i>Other Company Tax (i)</i>	0	2,400,000	2,300,000	2,159,622
		Total Taxes	90,100,000	87,200,000	82,300,000	79,605,683
HEAD 2		<u>DUTIES</u>				
1	CUS	Import Duties	31,500,000	29,000,000	31,000,000	29,925,738
2	CIT	Estate Duties	1,000	1,000	1,000	0
3	ACG	Stamp Duties (ii)	1,300,000	1,300,000	1,020,000	1,027,952
		Total Duties	32,801,000	30,301,000	32,021,000	30,953,690
HEAD 3		<u>RATES</u>				
1	ACG	General Rates and Salt Water Charges (ii)	12,300,000	12,000,000	11,840,000	11,587,241
HEAD 4		<u>LICENCES</u>				
1	STT	Motor Vehicle Licences	1,100,000	1,100,000	1,100,000	1,072,285
2	CTI	Trade Licences	42,000	47,000	41,000	41,186
3	CTI	Liquor Licences	74,000	74,000	95,000	93,485
4	CUS	Tobacco Licences	50,000	50,000	48,000	47,685
5	ACG	Gaming Licences	230,000	230,000	220,000	210,512
6	ACG	Other Licences	14,000	14,000	19,000	19,361
		Total Licences	1,510,000	1,515,000	1,523,000	1,484,514
HEAD 5		<u>REVENUE FROM GOVERNMENT PROPERTY</u>				
1	PHO	House Rents	2,600,000	2,400,000	2,500,000	2,326,178
2	ACG	Ground and Sundry Rents (ii)	2,100,000	1,900,000	2,100,000	1,993,860
3	ACG	Assignments on Premiums (ii)	1,000	0	1,000	0
4	CUS	Bonded Stores	48,000	48,000	43,000	40,716
5	DET	Ince's Hall Receipts	12,000	2,000	12,000	6,637
6	DET	John Mackintosh Hall Receipts	19,000	17,000	19,000	16,403
		Total Revenue from Government Property	4,780,000	4,367,000	4,675,000	4,383,794
HEAD 6		<u>DEPARTMENTAL FEES AND RECEIPTS</u>				
		<u>CIVIL STATUS AND REGISTRATION</u>				
1	SCS	Passport Fees	80,000	80,000	65,000	58,402
2	SCS	Naturalisation Fees	5,000	5,000	6,000	6,030
		<i>carried forward</i>	85,000	85,000	71,000	64,432

(i) From 2003/2004 included under Head 1 Subhead 2

(ii) Collected by Land Property Services Ltd

CONSOLIDATED FUND REVENUE - RECURRENT (cont)

HEAD AND SUB-HEAD	RECEIVER OF REVENUE		ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
			£	£	£	£
HEAD 6		DEPARTMENTAL FEES AND RECEIPTS (cont)				
		<i>brought forward</i>	85,000	85,000	71,000	64,432
3	SCS	British Nationality Fees	1,000	1,000	4,000	3,940
4	SCS	Immigration Fees	13,000	13,000	12,000	12,172
5	SCS	Document Legalisation Fees	180,000	180,000	200,000	207,280
6	SCS	Civil Status Fees	95,000	95,000	85,000	85,560
7	RSC	Land Registration Fees (i)	170,000	170,000	45,000	45,891
		EDUCATION AND TRAINING				
8	DET	College of Further Education Fees	10,000	10,000	16,000	15,573
9	DET	Adult Education Fees	40,000	30,000	34,000	33,317
10	DET	MOD Fees For Government Schools	150,000	135,000	150,000	141,300
11	DET	Non Residents School Fees	40,000	40,000	40,000	41,293
12	DET	Scholarship Fees - Reimbursements	70,000	70,000	70,000	72,685
13	ACG	Gibraltar Development Corporation (ii)	516,000	502,000	450,000	450,523
		EMPLOYMENT				
14	SES	Fines	45,000	45,000	6,000	5,625
		ENVIRONMENT				
15	SEN	Public Health and Environment Fees (iii)	150,000	140,000	150,000	147,128
16	SEN	Cemetery Fees	15,000	14,000	15,000	14,779
17	SEN	Litter Control Fees (iii)	1,000	1,000	2,000	1,650
18	SEN	Animal Welfare Charges (iv)	11,000	11,000	11,000	12,236
		GOVERNMENT SERVICES				
		Company Dividends				
19	ACG	LDE (Gib) Ltd	200,000	500,000	400,000	0
20	ACG	GNC Ltd	1,900,000	1,200,000	1,500,000	1,500,000
		<i>Gibtel Ltd</i>	0	0	0	450,000
		Electricity				
21	ACG	Electricity Charges Collected (v)	11,300,000	10,800,000	10,000,000	9,908,714
22	ACG	Electricity Connection Fees (v)	7,000	7,000	6,000	6,315
23	ACG	Sale of Electricity (vi)	1,000	0	0	0
		Fire Service				
24	CFO	Hire of Fire Service Equipment	10,000	10,000	20,000	18,417
		Lottery				
25	ACG	Government Lottery - Management Expenses (vii)	86,000	85,000	85,000	79,000
26	ACG	Government Lottery - Surplus (vii)	556,000	247,000	545,000	369,926
		<i>carried forward</i>	15,652,000	14,391,000	13,917,000	13,687,756

(i) Partly collected by Land Property Services Ltd

(ii) Appendix B (page 120)

(iii) Collected by Environmental Agency Ltd

(iv) Collected by Animal Welfare Centre

(v) Mainly collected by Lyonnaise Des Eaux (Gib) Ltd

(vi) Token provision pending introduction of new accounting arrangements for the Gibraltar Electricity Authority

(vii) Appendix H (page 129)

CONSOLIDATED FUND REVENUE - RECURRENT (cont)

HEAD AND SUB-HEAD	RECEIVER OF REVENUE		ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
			£	£	£	£
HEAD 6		DEPARTMENTAL FEES AND RECEIPTS (cont)				
		<i>brought forward</i>	15,652,000	14,391,000	13,917,000	13,687,756
		<u>Post Office</u>				
27	PSM	Sale of Stamps	900,000	675,000	750,000	695,627
28	PSM	Post Office Boxes - Rentals	35,000	45,000	38,000	28,252
29	PSM	Terminal Mail Fees	500,000	236,000	400,000	317,801
30	PSM	Philatelic Bureau - Fees	100,000	118,000	57,000	72,379
31	PSM	Miscellaneous Receipts	10,000	10,000	10,000	6,510
		<u>JUDICIARY</u>				
32	CIJ	Fines and Forfeitures	500,000	475,000	600,000	584,363
33	RSC	Court Fees	200,000	175,000	500,000	3,936,751
		<u>REGISTRAR OF COMPANIES</u>				
34	ACG	Companies House Fees (i)	1,900,000	1,750,000	1,500,000	1,510,912
		<u>SOCIAL AFFAIRS</u>				
		<u>Workers Hostels</u>				
35	SSA	Hostel Fees	90,000	88,000	80,000	78,870
		<u>TOURISM AND TRANSPORT</u>				
		<u>Tourism</u>				
36	STT	Tourist Sites Receipts	2,400,000	2,100,000	2,700,000	2,409,614
37	STT	Miscellaneous Receipts	6,000	6,000	8,000	6,996
		<u>Transport - Airport</u>				
38	STT	Airport Departure Tax (ii)	820,000	810,000	820,000	804,211
39	STT	Fees and Concessions (ii)	450,000	440,000	430,000	417,228
		<u>Transport - Traffic</u>				
40	STT	Driving Tests	35,000	33,000	35,000	35,754
41	STT	Vehicle Testing	210,000	210,000	180,000	181,864
42	STT	Vehicle Registrations	75,000	75,000	65,000	64,382
43	STT	Vehicle Sanctions	90,000	80,000	90,000	89,502
44	STT	Road Service Licences	8,000	8,000	3,000	0
		<i>carried forward</i>	23,981,000	21,725,000	22,183,000	24,928,772

(i) Collected by Companies House (Gibraltar) Ltd

(ii) Collected by Terminal Management Ltd

CONSOLIDATED FUND REVENUE - RECURRENT (cont)

HEAD AND SUB-HEAD	RECEIVER OF REVENUE		ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
			£	£	£	£
HEAD 6		DEPARTMENTAL FEES AND RECEIPTS (cont)				
		<i>brought forward</i>	23,981,000	21,725,000	22,183,000	24,928,772
		<u>Transport - Port</u>				
45	CPT	Tonnage Dues	450,000	400,000	400,000	469,701
46	CPT	Berthing Charges	400,000	350,000	400,000	462,412
47	CPT	Small Boats Moorings	10,000	15,000	17,000	16,075
48	CPT	Port Arrival and Departure Tax	150,000	140,000	220,000	206,104
49	CPT	Port, Operator and Harbour Craft Licences	130,000	120,000	170,000	127,583
50	CPT	Bunkering Charges	150,000	120,000	90,000	0
51	CPT	Miscellaneous Charges	46,000	75,000	40,000	45,532
		<u>Transport - Ship Registry</u>				
52	STT	Ship Registration Fees	450,000	415,000	230,000	223,519
53	ACG	Yacht Registration Fees (i)	62,000	62,000	58,000	56,270
		<u>TRADE, INDUSTRY & TELECOMMUNICATIONS</u>				
		<u>Telecommunications</u>				
54	CTI	Frequency Co-ordinator Reimbursements	35,000	35,000	50,000	20,000
55	CTI	Licences and Fees	600,000	465,000	750,000	265,086
		<i>Telecommunications Regulator Reimbursements</i>	0	0	0	19,442
		<u>Heritage</u>				
56	CTI	Heritage Conferences	1,000	0	4,000	2,804
57	CTI	Museum Entrance Charges (ii)	32,000	32,000	35,000	33,796
		Total Departmental Fees and Receipts	26,497,000	23,954,000	24,647,000	26,877,096
HEAD 7		<u>GOVERNMENT EARNINGS</u>				
		<u>TREASURY</u>				
		<u>Interest</u>				
1	ACG	Consolidated Fund	700,000	700,000	1,100,000	1,020,024
		<u>Reimbursements</u>				
2	ACG	Widows and Orphans Pension Scheme Contributions	3,000	3,000	3,000	3,580
3	ACG	MOD - Police Pensions	384,000	384,000	339,000	339,311
4	ACG	Gibraltar Regulatory Authority Management Expenses (iii)	92,000	92,000	92,000	92,000
5	ACG	Services Performed by Public Officers	60,000	60,000	40,000	37,048
6	ACG	Other Reimbursements	500,000	430,000	600,000	667,379
7	ACG	Loan Repayments	2,000	2,000	2,000	1,600
		<i>carried forward</i>	1,741,000	1,671,000	2,176,000	2,160,942

(i) Collected by Gibraltar Yacht Registry Ltd

(ii) Collected by Knightsfield Holdings Ltd

(iii) Appendix G (page 128)

CONSOLIDATED FUND REVENUE - RECURRENT (cont)

HEAD AND SUB-HEAD	RECEIVER OF REVENUE		ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
			£	£	£	£
HEAD 7		GOVERNMENT EARNINGS (cont)				
		<i>brought forward</i>	1,741,000	1,671,000	2,176,000	2,160,942
		Special Funds Management Charges				
8	ACG	Social Insurance Short - Term Benefits Fund	165,000	147,000	147,000	112,000
9	ACG	Closed Long - Term Benefits Fund	560,000	489,000	489,000	494,000
10	ACG	Open Long - Term Benefits Fund	195,000	152,000	152,000	111,000
11	ACG	Employment Injuries Insurance Fund	137,000	126,000	126,000	96,000
		<i>Social Assistance Fund</i>	0	337,000	337,000	294,000
		Gibraltar Savings Bank (i)				
12	ACG	Savings Bank - Management Expenses	270,000	229,000	229,000	240,000
13	ACG	Savings Bank Reserve Account - Surplus	520,000	0	1,013,000	0
		Currency and Coinage				
14	ACG	Currency Notes - Management Expenses (ii)	86,000	82,000	82,000	53,000
15	ACG	Currency Note Income Account Surplus (ii)	49,000	3,000	8,000	221,412
16	PSM	Commemorative Coin Sales	40,000	40,000	25,000	23,089
17	PSM	Royalties on Coin Sales by Pobjoy Mint Ltd	60,000	63,000	60,000	97,536
18	ACG	Circulating Coinage (iii)	800,000	700,000	800,000	705,034
Total Government Earnings			4,623,000	4,039,000	5,644,000	4,608,013

CONSOLIDATED FUND REVENUE - RESERVE

HEAD 8		EXCEPTIONAL ITEM				
		<i>Sale of Gibtel Ltd Shares</i>	0	2,250,000	2,250,000	1,500,000
Total Exceptional Item			0	2,250,000	2,250,000	1,500,000

(i) Appendix J (page 131)

(ii) Appendix K (page 132)

(iii) Appendix L (page 133)

CONTROLLING OFFICERS

Accountant General
Captain of the Port
Chief Executive, Technical Services
Chief Fire Officer
Chief Secretary
City Electrical Engineer
Clerk of the House of Assembly
Clerk to the Justices
Collector of Customs
Commercial Director, Trade, Industry and Telecommunications
Commissioner of Income Tax
Commissioner of Police
Director of Education and Training
Financial and Development Secretary
Personnel Manager
Postal Services Manager
Principal Auditor
Principal Housing Officer
Principal Secretary, Civil Status and Registration Office
Principal Secretary, Employment Service
Principal Secretary, Environment
Principal Secretary, Social Affairs
Principal Secretary, Sport and Youth
Principal Secretary, Tourism and Transport
Registrar, Supreme Court
Senior Crown Counsel
Senior Executive, Financial and Development Secretary
Superintendent of Prison

SUMMARY OF CONSOLIDATED FUND EXPENDITURE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<u>CONSOLIDATED FUND CHARGES</u>				
	Recurrent	24,804,000	24,722,000	23,175,000	22,557,980
	Public Debt Repayment	0	8,000,000	0	0
		24,804,000	32,722,000	23,175,000	22,557,980
	<u>DEPARTMENTAL EXPENDITURE</u>				
1	Education, Training, Culture and Health:				
	A Education and Culture (i)	19,155,000	19,405,000	19,301,000	17,234,228
	B Training	404,000	393,000	348,000	352,466
	C Health (ii)	14,400,000	11,920,000	11,940,000	8,681,537
		33,959,000	31,718,000	31,589,000	26,268,231
2	Employment and Consumer Affairs (iii)	1,528,000	1,848,000	1,825,000	2,000,131
3	Housing:				
	A Housing - Administration (iv)	1,806,000	1,022,000	1,028,000	599,987
	B Housing - Buildings and Works	5,943,000	6,506,000	6,266,000	6,462,588
		7,749,000	7,528,000	7,294,000	7,062,575
4	Public Services, Environment, Sport and Youth:				
	A Environment	5,684,000	5,619,000	5,727,000	5,321,179
	B Technical Services	12,115,000	12,336,000	12,614,000	11,555,027
	C Electricity	12,243,000	12,549,000	12,043,000	13,119,696
	D Fire Service	2,643,000	2,657,000	2,584,000	2,604,381
	E Post Office	1,816,000	1,697,000	1,500,000	1,606,386
	F Sport, Leisure and Youth	1,077,000	1,015,000	1,024,000	898,044
	G Broadcasting	990,000	1,098,000	990,000	1,065,227
	<i>Highways and Sewers</i>	0	0	0	1,507,413
		36,568,000	36,971,000	36,482,000	37,677,353
5	Social Affairs:				
	A Social Affairs	13,439,000	7,642,000	8,031,000	7,265,377
	B Prison	976,000	1,015,000	916,000	884,038
	<i>Social Services (v)</i>	0	5,649,000	5,677,000	5,280,012
		14,415,000	14,306,000	14,624,000	13,429,427
	<i>carried forward</i>	94,219,000	92,371,000	91,814,000	86,437,717

(i) Estimate 2002/2003 includes Supplementary Appropriation of £1,400,000

(ii) Estimate 2002/2003 includes Supplementary Appropriation of £3,300,000

(iii) Estimate 2002/2003 includes Supplementary Appropriation of £400,000

(iv) Estimate 2002/2003 includes Supplementary Appropriation of £250,000

(v) From 2003/2004 included under Head 5A Social Affairs. Estimate 2002/2003 includes Supplementary Appropriation of £350,000

SUMMARY OF CONSOLIDATED FUND EXPENDITURE (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	DEPARTMENTAL EXPENDITURE (cont)				
	<i>brought forward</i>	94,219,000	92,371,000	91,814,000	86,437,717
6	Tourism and Transport:				
	A Tourism	3,164,000	3,326,000	3,063,000	2,924,030
	B Transport - Airport	790,000	780,000	790,000	761,476
	C Transport - Traffic	1,079,000	1,079,000	1,025,000	1,009,461
	D Transport - Port	1,769,000	1,964,000	1,554,000	1,451,672
	E Transport - Ship Registry	348,000	319,000	305,000	298,978
		7,150,000	7,468,000	6,737,000	6,445,617
7	Trade, Industry and Telecommunications	2,405,000	2,432,000	2,412,000	2,345,434
8	Administration and Finance:				
	A Secretariat	11,851,000	9,176,000	11,064,000	5,930,313
	B Personnel	748,000	737,000	693,000	642,889
	C Civil Status and Registration Office	450,000	450,000	445,000	436,275
	D Financial and Development Secretary	170,000	157,000	161,000	150,803
	E Treasury	4,886,000	4,772,000	4,388,000	4,238,299
	F Customs	3,618,000	3,847,000	3,098,000	3,284,470
	G Income Tax	1,089,000	1,026,000	1,021,000	948,759
	<i>Gibraltar Regulatory Authority (i)</i>	0	441,000	438,000	369,000
		22,812,000	20,606,000	21,308,000	16,000,808
9	Police, Law Officers and Judiciary:				
	A Police	7,970,000	7,997,000	7,729,000	8,044,711
	B Law Officers	439,000	460,000	407,000	395,298
	C Supreme Court	564,000	528,000	497,000	528,064
	D Magistrates and Coroners Court	304,000	307,000	300,000	281,978
		9,277,000	9,292,000	8,933,000	9,250,051
10	House of Assembly	734,000	751,000	730,000	697,487
11	Audit Office	466,000	437,000	441,000	400,210
12	Supplementary Provision	4,000,000	0	4,000,000	0
	Total Departmental Expenditure	141,063,000	133,357,000	136,375,000	121,577,324
	Total Consolidated Fund Expenditure	165,867,000	166,079,000	159,550,000	144,135,304
	CONSOLIDATED FUND - RESERVE				
13	Contributions from Consolidated Fund - Reserve (ii)	8,020,000	2,318,000	14,320,000	10,010,500

(i) From 2003/2004 included under Head 8A, Secretariat

(ii) Estimate 2002/2003 includes Supplementary Appropriation of £2,300,000

CONSOLIDATED FUND CHARGES

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries of Statutory Offices, Pensions and Gratuities, Employer's Contributions, salaries and expenses of the Public Services Ombudsman and Public Debt Charges

£24,804,000

- (ii) The Controlling Officer of this Head is the Accountant General

- (iii) ESTABLISHMENT

2003/2004	2002/2003	
1	1	Governor
1	1	Deputy Governor
1	1	Chief Justice
1	1	Attorney General
1	1	Financial and Development Secretary
1	1	Commissioner of Police
1	1	Principal Auditor
<u>7</u>	<u>7</u>	

CONSOLIDATED FUND CHARGES - RECURRENT

HEAD AND SUB-HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
01	STATUTORY OFFICES				
1	<u>PERSONAL EMOLUMENTS (i)</u>				
	(a) Salaries	500,000	484,000	470,000	442,357
	(b) Allowances	38,000	36,000	35,000	36,172
	Total Statutory Offices	538,000	520,000	505,000	478,529
02	JUDICATURE				
1	Legal Aid and Assistance (ii)	485,000	485,000	300,000	401,321
2	Court of Appeal Expenses (i)	70,000	65,000	70,000	68,111
3	Additional and Temporary Judge Expenses (i)	85,000	79,000	60,000	65,778
	Total Judicature	640,000	629,000	430,000	535,210
03	PENSIONS				
1	Pensions (iii)	10,000,000	9,500,000	9,300,000	9,055,518
2	Gratuities under the Pensions Ordinance (iii)	2,700,000	3,664,000	2,600,000	2,346,029
3	Pensions (Widow's and Orphans) (iv)	180,000	163,000	171,000	159,302
4	Refund of WOPS Contributions (iv)	1,000	1,000	1,000	15,151
5	Pensions - Former Government Employees (v)	50,000	31,000	31,000	20,789
6	Gratuities - Former Government Employees (v)	80,000	1,000	1,000	44,227
7	Pension Rights Transfers (v)	1,000	1,000	1,000	0
	Total Pensions	13,012,000	13,361,000	12,105,000	11,641,016
04	EMPLOYER'S CONTRIBUTIONS				
1	Contributions to Social Insurance Stamps (v)	3,000,000	2,803,000	2,735,000	2,671,536
	Total Miscellaneous	3,000,000	2,803,000	2,735,000	2,671,536
05	PUBLIC DEBT CHARGES (vi)				
1	11 7/8 % Loan Stock 2005 - Interest and Other Costs	5,942,000	5,942,000	5,942,000	5,941,680
2	Bank Interest and Other Costs	1,500,000	1,309,000	1,300,000	1,150,104
	Total Public Debt Charges	7,442,000	7,251,000	7,242,000	7,091,784
06	PUBLIC SERVICES OMBUDSMAN (vii)				
1	Personal Emoluments	138,000	135,000	141,000	122,308
2	Other Charges	24,000	23,000	17,000	17,597
	Total Office of the Ombudsman	162,000	158,000	158,000	139,905
07	REVENUE REPAYMENT				
1	Repayment of Revenue (viii)	10,000	0	0	0
	Total Revenue Repayment	10,000	0	0	0

CONSOLIDATED FUND CHARGES - RESERVE

08	PUBLIC DEBT REPAYMENT (vi)				
	<i>Repayments</i>	0	8,000,000	0	0
	Total Public Debt Net Repayments	0	8,000,000	0	0

- (i) Section 68 of the Gibraltar Constitution Order 1969
(ii) Sections 8 and 17 of the Legal Aid and Assistance Ordinance
(iii) Section 4 of the Pensions Ordinance
(iv) Section 28 of the Pensions (Widows and Orphans) Ordinance
(v) Section 6 of the Public Finance (Control and Audit) Ordinance
(vi) Section 69 of the Gibraltar Constitution Order 1969
(vii) Section 4 of the Public Services Ombudsman Ordinance - Appendix A (page 119)
(viii) Section 14 of the Public Finance (Control and Audit) Ordinance. Previously under Head 9B Treasury

SUMMARY CONSOLIDATED FUND CHARGES

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	Recurrent:				
01	Statutory Offices	538,000	520,000	505,000	478,529
02	Judicature	640,000	629,000	430,000	535,210
03	Pensions	13,012,000	13,361,000	12,105,000	11,641,016
04	Employer's Contributions	3,000,000	2,803,000	2,735,000	2,671,536
05	Public Debt Charges	7,442,000	7,251,000	7,242,000	7,091,784
06	Public Services Ombudsman	162,000	158,000	158,000	139,905
07	Repayment of Revenue	10,000	0	0	0
		24,804,000	24,722,000	23,175,000	22,557,980
	Reserve:				
08	Public Debt Repayment	0	8,000,000	0	0
		24,804,000	32,722,000	23,175,000	22,557,980

HEAD EDUCATION, TRAINING, CULTURE AND HEALTH**1**

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Ministry of Education, Training, Culture and Health

£33,959,000

- (ii) The Controlling Officers of this Head are:

1A	Education and Culture	- Director of Education and Training
1B	Training	- Director of Education and Training
1C	Health	- Accountant General

- (iii) ESTABLISHMENT

EDUCATION AND CULTURE

2003/2004	2002/2003	
		HEAD OFFICE
1	1	Director of Education and Training
1	1	Senior Education Advisor
1	1	Principal Educational Psychologist
3	3	Education Advisor
1	1	Education Welfare Officer
1	1	Senior Executive Officer
1	1	Higher Executive Officer
2	3	Executive Officer (a)
1	1	Personal Secretary
8	9	Administrative Officer
2	1	Administrative Assistant
1	1	Typist
1	1	Messenger
<u>24</u>	<u>25</u>	
		SCHOOLS
14	14	Headteacher
294	286	Teacher
14	10	School Secretary
1	0	Senior Technician (b)
8	9	Technician (Laboratory/Design and Technology) (b)
3	0	Assistant (Art Room/Design and Technology)
2	2	Nursery Officer
2	2	Enrolled Nurse
4	4	Nursery Nurse
2	2	Nursery Assistant
33	23	Classroom Aide
1	1	Vehicle Escort
1	0	Library and Resources Assistant
<u>379</u>	<u>353</u>	

(a) From 2003/2004 one Executive Officer post shown under Training

(b) Previously Senior Technician and Technician (Laboratory/Design and Technology) grades shown as School Laboratory/Workshop Technician

HEAD 1 EDUCATION, TRAINING, CULTURE AND HEALTH (cont)

(iii) ESTABLISHMENT (cont)

2003/2004	2002/2003	
1	1	
22	22	
3	3	
1	1	
2	2	
2	0	
31	29	
EDUCATION AND CULTURE (cont)		
COLLEGE OF FURTHER EDUCATION		
		Principal
		Teacher
		School Laboratory/Workshop Technician
		School Secretary
		Administrative Officer
		Instructors
CULTURE		
		Senior Executive Officer
		Administrative Officer
TRAINING		
		Training Officer
		Executive Officer (a)
		Training Monitor
		Training Centre Manager
		Assistant Training Centre Manager
		Instructional Officer (Assessor)
TOTAL EDUCATION AND CULTURE		
TOTAL TRAINING		
2003/2004	2002/2003	
1	1	
1	0	
1	1	
1	1	
1	1	
8	8	
13	12	
2003/2004	2002/2003	
436	409	
13	12	

(iv) INDUSTRIAL STAFF

2003/2004	2002/2003	
156	158	
0	0	
TOTAL EDUCATION AND CULTURE		
TOTAL TRAINING		

EDUCATION, TRAINING, CULTURE AND HEALTH**HEAD 1 - A EDUCATION AND CULTURE**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries (i)	11,850,000	12,050,000	12,039,000	10,359,816
	(b) Overtime	10,000	10,000	10,000	8,621
	(c) Allowances	55,000	55,000	36,000	27,646
	(d) Temporary Assistance - Schools (ii)	700,000	890,000	900,000	873,998
	(e) Temporary Assistance - Adult Education	60,000	100,000	55,000	93,002
	Total Personal Emoluments	12,675,000	13,105,000	13,040,000	11,363,083
2	INDUSTRIAL WAGES (i)				
	(a) Basic Wages	1,200,000	1,240,000	1,190,000	1,123,271
	(b) Overtime	100,000	103,000	100,000	111,908
	(c) Allowances	9,000	9,000	10,000	7,867
	Total Industrial Wages	1,309,000	1,352,000	1,300,000	1,243,046
	OTHER CHARGES				
3	Office Expenses:				
	(a) General Expenses	20,000	20,000	80,000	82,001
	(b) Electricity and Water	135,000	135,000	131,000	121,944
	(c) Telephone Service	85,000	88,000	77,000	82,464
	(d) Printing and Stationery	4,000	4,000	4,000	3,568
	Contracted Services:				
	(e) Office Cleaning - Mediterranean Cleaning Services Ltd	10,000	10,000	11,000	11,039
		254,000	257,000	303,000	301,016
4	School Expenses:				
	(a) Refreshments in Schools	15,000	14,000	15,000	15,150
	(b) Books and Equipment	420,000	410,000	410,000	409,370
	(c) Visits of School Children from Abroad	1,000	3,000	1,000	1,211
	(d) Examination Expenses	160,000	160,000	147,000	158,218
	(e) Educational Field Trips	27,000	17,000	15,000	5,980
	(f) Transport of School Children	18,000	18,000	33,000	26,314
	(g) In-Service Education	44,000	44,000	44,000	44,998
	(h) Cleaning Materials and Sundry Expenses	80,000	115,000	0	0
	Contracted Services:				
	(i) School Lunch Supervision - Serviceall Centre Ltd	390,000	390,000	380,000	95,000
		1,155,000	1,171,000	1,045,000	756,241
5	Special Education Abroad	310,000	302,000	295,000	298,142
6	College of Further Education	60,000	55,000	55,000	59,878
7	Scholarships (iii):				
	(a) Mandatory	2,700,000	2,500,000	2,600,000	2,535,835
	(b) Discretionary	300,000	275,000	300,000	366,162
		3,000,000	2,775,000	2,900,000	2,901,997
8	Teachers' Centre Running Expenses	5,000	5,000	5,000	4,997
9	Intensive Language Courses	2,000	2,000	2,000	1,272
10	Culture:				
	(a) Cultural Grants	25,000	25,000	25,000	23,744
	(b) Cultural Activities	70,000	70,000	65,000	60,142
	(c) Theatre Royal Expenses	60,000	60,000	50,000	32,500
	(d) Ince's Hall Expenses	10,000	10,000	10,000	0
	(e) Gibraltar Art Gallery Expenses	5,000	1,000	1,000	0
	Contracted Services:				
	(f) Transborder Institute - Knightsfield Holdings Ltd	40,000	40,000	30,000	0
		210,000	206,000	181,000	116,386
	<i>carried forward</i>	4,996,000	4,773,000	4,786,000	4,439,929

(i) Estimate for 2002/2003 for subhead 1(a) includes Supplementary Appropriation of £1,200,000

(ii) Estimate for 2002/2003 for subhead 1(d) includes Supplementary Appropriation of £200,000

(iii) Appendix M (page 134)

EDUCATION, TRAINING, CULTURE AND HEALTH**HEAD 1 - A EDUCATION AND CULTURE** (cont)

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	4,996,000	4,773,000	4,786,000	4,439,929
	<u>OTHER CHARGES</u> (cont)				
11	John Mackintosh Hall:				
	Contracted Services:				
	(a) Management - Knightsfield Holdings Ltd	144,000	144,000	144,000	156,600
	(b) Cleaning Services - ABC Services Ltd	25,000	25,000	25,000	25,046
	(c) Sound Equipment - Sound Reinforcement Systems Ltd	6,000	6,000	6,000	6,000
		175,000	175,000	175,000	187,646
	<i>Ex-Gratia Payments</i>	0	0	0	390
	<i>Losses of Public Funds</i>	0	0	0	134
	Total Other Charges	5,171,000	4,948,000	4,961,000	4,628,099
	<u>TOTAL EDUCATION AND CULTURE</u>				
	Personal Emoluments	12,675,000	13,105,000	13,040,000	11,363,083
	Industrial Wages	1,309,000	1,352,000	1,300,000	1,243,046
	Other Charges	5,171,000	4,948,000	4,961,000	4,628,099
	Total Education and Culture	19,155,000	19,405,000	19,301,000	17,234,228

EDUCATION, TRAINING, CULTURE AND HEALTH**HEAD 1 - B TRAINING**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	374,000	363,000	323,000	324,095
	(b) Overtime	5,000	5,000	5,000	4,820
	(c) Allowances	1,000	1,000	0	0
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	380,000	369,000	328,000	328,915
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Bleak House Expenses:				
	(a) General Expenses	9,000	9,000	8,000	7,947
	(b) Electricity and Water	4,000	3,900	2,500	3,239
	(c) Telephone Service	8,000	8,000	6,000	6,416
	(d) Printing and Stationery	3,000	3,000	3,000	4,897
	Library Facilities	0	0	500	1,000
		24,000	23,900	20,000	23,499
	Ex-Gratia Payments	0	100	0	52
	Total Other Charges	24,000	24,000	20,000	23,551
	TOTAL TRAINING				
	Personal Emoluments	380,000	369,000	328,000	328,915
	Industrial Wages	0	0	0	0
	Other Charges	24,000	24,000	20,000	23,551
	Total Training	404,000	393,000	348,000	352,466

EDUCATION, TRAINING, CULTURE AND HEALTH**HEAD 1 - C HEALTH**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	<u>PERSONAL EMOLUMENTS</u>	0	0	0	0
2	<u>INDUSTRIAL WAGES</u>	0	0	0	0
3	<u>OTHER CHARGES</u>				
	Contribution to Gibraltar Health Authority (i)	14,400,000	11,800,000	11,850,000	8,600,000
	<i>New Hospital Building Running Expenses</i>	0	120,000	90,000	81,537
	Total Other Charges	14,400,000	11,920,000	11,940,000	8,681,537
TOTAL HEALTH					
	Personal Emoluments	0	0	0	0
	Industrial Wages	0	0	0	0
	Other Charges	14,400,000	11,920,000	11,940,000	8,681,537
	Total Health	14,400,000	11,920,000	11,940,000	8,681,537

SUMMARY EDUCATION, TRAINING, CULTURE AND HEALTH

	£	£	£	£
<u>HEAD 1</u>				
1 - A Education and Culture	19,155,000	19,405,000	19,301,000	17,234,228
1 - B Training	404,000	393,000	348,000	352,466
1 - C Health	14,400,000	11,920,000	11,940,000	8,681,537
Total Head	33,959,000	31,718,000	31,589,000	26,268,231

(i) Appendix C (page 122). Estimate 2002/2003 for subhead 3 includes Supplementary Appropriation of £3,300,000

HEAD EMPLOYMENT AND CONSUMER AFFAIRS**2**

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Ministry of Employment and Consumer Affairs

£1,528,000

- (ii) The Controlling Officer of this Head is the Principal Secretary, Employment Service

(iii) ESTABLISHMENT**EMPLOYMENT**

2003/2004	2002/2003	
1	1	Senior Officer
1	1	Higher Executive Officer
1	1	Executive Officer
1	1	Administrative Officer
1	1	Health & Safety Officer III
2	2	Health & Safety Officer IV
3	3	Labour Inspector
2	2	Instructional Officer
<u>12</u>	<u>12</u>	

2003/2004	2002/2003	
<u>12</u>	<u>12</u>	TOTAL EMPLOYMENT

(iv) INDUSTRIAL STAFF

2003/2004	2002/2003	
<u>0</u>	<u>0</u>	TOTAL EMPLOYMENT

EMPLOYMENT AND CONSUMER AFFAIRS**HEAD 2**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	307,000	310,000	293,000	275,965
	(b) Overtime	26,000	22,000	26,000	24,579
	(c) Allowances	8,000	8,000	6,000	7,354
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	341,000	340,000	325,000	307,898
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	8,000	8,000	8,000	8,958
	(b) Electricity and Water	7,000	7,000	7,000	5,825
	(c) Telephone Service	18,000	18,000	17,000	16,198
	(d) Printing and Stationery	14,000	15,000	15,000	17,691
	Contracted Services:				
	(e) Office Cleaning - Trafalgar Cleaning Services Ltd	12,000	11,000	12,000	10,710
	(f) Security and Messenger Services - Detectives and Security International Ltd	11,000	11,000	11,000	9,800
		70,000	70,000	70,000	69,182
4	Operational Expenses:				
	(a) Maintenance of Equipment	20,000	20,000	20,000	22,549
	(b) Transport Expenses	1,000	1,000	1,000	844
	(c) Protective Clothing	1,000	1,000	1,000	117
	(d) Health and Safety Programme	2,000	2,000	4,000	4,068
		24,000	24,000	26,000	27,578
5	Office Rent and Service Charges	48,000	47,000	48,000	46,679
6	Industrial Tribunal Expenses	4,000	3,000	5,000	3,265
7	Consumer Affairs:				
	(a) General Expenses	1,000	1,000	1,000	566
	(b) Electricity and Water	1,000	0	1,000	0
	(c) Telephone Service	3,000	3,000	3,000	3,752
	(d) Printing and Stationery	2,000	2,000	2,000	1,535
	(e) Community Advisory Service - Gibraltar Development Corporation Staff Services (i)	49,000	43,000	41,000	37,063
	Contracted Services:				
	(f) Office Cleaning - ABC Services Ltd	3,000	3,000	3,000	2,613
		59,000	52,000	51,000	45,529
8	Contribution to Citizens Advice Bureau - Board of Trustees	82,000	12,000	0	0
9	Contribution to Gibraltar Development Corporation - Employment and Training (ii)	900,000	1,300,000	1,300,000	1,500,000
	Total Other Charges	1,187,000	1,508,000	1,500,000	1,692,233

(i) Appendix B (page 121)

(ii) Appendix B (page 120). Estimate 2002/2003 for subhead 9 includes Supplementary Appropriation of £400,000

EMPLOYMENT AND CONSUMER AFFAIRS**HEAD 2**

SUB HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
	£	£	£	£
TOTAL EMPLOYMENT AND CONSUMER AFFAIRS				
Personal Emoluments	341,000	340,000	325,000	307,898
Industrial Wages	0	0	0	0
Other Charges	1,187,000	1,508,000	1,500,000	1,692,233
Total Employment and Consumer Affairs	1,528,000	1,848,000	1,825,000	2,000,131

SUMMARY EMPLOYMENT AND CONSUMER AFFAIRS

	£	£	£	£
HEAD 2	1,528,000	1,848,000	1,825,000	2,000,131

HEAD HOUSING
3

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Ministry of Housing

£7,749,000

- (ii) The Controlling Officer of this Head is the Principal Housing Officer

(iii) ESTABLISHMENT

HOUSING - ADMINISTRATION

2003/2004	2002/2003	
1	1	Principal Housing Officer
1	1	Senior Executive Officer
1	1	Higher Executive Officer
3	3	Executive Officer
1	1	Personal Secretary
2	2	Administrative Officer
1	1	Administrative Assistant
1	1	Typist
2	0	Customer Services & Support Officer (a)
0	1	Office Keeper III
13	12	

ADMINISTRATION

2003/2004	2002/2003	
2	1	Senior Professional and Technology Officer (b)
6	6	Higher Professional and Technology Officer
1	1	Contract and Resources Officer
1	1	Health and Safety Planning Supervisor
5	4	Professional and Technology Officer
6	6	Technical Grade 1 (c)
1	0	Environmental Monitor
22	19	

TECHNICAL AND DESIGN

(a) Two Customer Services Support Officer posts previously shown under Housing in Buildings and Works, Operations Unit
 (b) One SPTO post previously shown under Housing - Buildings and Works, Operations - Unit
 (c) Technical Grade 1 complement understated as 4 in Approved Estimates 2002/2003 (June 2002)

HEAD HOUSING (cont)**3****(iii) ESTABLISHMENT (cont)****HOUSING - BUILDINGS AND WORKS**

2003/2004	2002/2003	
ADMINISTRATION		
1	1	Chief Executive
1	1	Human Resources Manager
1	1	Senior Executive Officer
1	1	Higher Executive Officer
2	2	Executive Officer
12	9	Administrative Officer
1	1	Typist
1	1	Messenger
0	1	<i>Senior Officer</i>
20	18	
OPERATIONS UNIT		
1	1	Project Manager
6	6	Professional and Technology Officer
1	0	Training Co-Ordinator (TG1)
13	13	Works Supervisor (a)
6	4	Estimator
3	3	Administrative Officer (Timekeeper)
2	2	Stores Supervisory Grade 'D'
4	3	Customer Services Depot Support Officer
0	1	<i>Senior Professional and Technology Officer</i>
0	2	<i>Customer Services and Support Officer (b)</i>
36	35	

(a) Works Supervisor complement understated as 12 in Approved Estimates 2002/2003 (June 2002)

(b) Customer Services and Support Officer posts now shown under Housing - Administration, Technical and Design

HEAD HOUSING (cont)
3

(iii) ESTABLISHMENT (cont)

2003/2004 2002/2003

35	31
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TOTAL HOUSING - ADMINISTRATION

56	53
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TOTAL HOUSING - BUILDINGS AND WORKS

(iv) INDUSTRIAL STAFF

2003/2004 2002/2003

0	0
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TOTAL HOUSING - ADMINISTRATION

214	225
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TOTAL HOUSING - BUILDINGS AND WORKS

HOUSING**HEAD 3 - A HOUSING - ADMINISTRATION**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	Housing - Administration:				
	(a) Salaries	230,000	166,000	140,000	175,426
	(b) Overtime	10,000	10,000	10,000	13,113
	(c) Allowances	12,000	12,000	9,000	10,041
	(d) Temporary Assistance	0	0	0	0
		252,000	188,000	159,000	198,580
	Housing - Technical and Design:				
	(e) Salaries	450,000	145,000	200,000	0
	(f) Overtime	25,000	21,000	7,500	0
	(g) Allowances	8,000	3,000	7,500	0
	(h) Temporary Assistance	0	0	0	0
		483,000	169,000	215,000	0
	Total Personal Emoluments	735,000	357,000	374,000	198,580
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	6,000	15,000	5,000	6,079
	(b) Electricity & Water	5,000	4,000	3,000	3,382
	(c) Telephone Service	16,000	16,000	6,000	7,487
	(d) Printing & Stationery	8,000	8,000	4,000	3,985
	(e) Technical and Design Expenses	6,000	0	0	0
	Contracted Services:				
	(f) Office Cleaning - Mediterranean Cleaning Services Ltd	9,000	0	0	0
		50,000	43,000	18,000	20,933
4	Operational Expenses:				
	(a) Housing Legal Expenses	8,000	8,000	8,000	13,767
	(b) Rent Tribunal	1,000	0	1,000	0
	(c) Computer Running Expenses	20,000	21,000	18,000	18,091
	(d) Protective Clothing	3,000	0	0	0
	Contracted Services:				
	(e) Cleaning of Estates - Master Service Ltd (i)	600,000	230,000	250,000	0
	(f) Miscellaneous Expenses	4,000	0	0	0
	(g) Security Services - Detectives & Security International (ii)	28,000	0	0	0
		664,000	259,000	277,000	31,858
5	Edinburgh and Bishop Canilla Houses:				
	Contracted Services:				
	(a) Management Fee - Fitzpatrick Contractors Ltd	198,000	198,000	198,000	195,010
	(b) Works and Maintenance - Fitzpatrick Contractors Ltd	50,000	53,000	50,000	46,395
	<i>Tenants Grants</i>	0	0	1,000	6,631
		248,000	251,000	249,000	248,036
6	Gibraltar Development Corporation Staff Services (iii)	102,000	103,000	101,000	92,210
7	Miscellaneous Housing Payments	7,000	7,000	9,000	8,330
	<i>Losses of Public Funds</i>	0	0	0	40
	<i>Ex-Gratia Payments</i>	0	2,000	0	0
	Total Other Charges	1,071,000	665,000	654,000	401,407
	TOTAL HOUSING				
	Personal Emoluments	735,000	357,000	374,000	198,580
	Industrial Wages	0	0	0	0
	Other Charges	1,071,000	665,000	654,000	401,407
	Total Housing	1,806,000	1,022,000	1,028,000	599,987

(i) Estimate 2002/2003 for subhead 4(e) provided by Supplementary Appropriation

(ii) Previously under Head 3B

(iii) Appendix B (page 121)

HOUSING**HEAD 3 - B HOUSING - BUILDINGS AND WORKS**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	1,050,000	1,105,000	1,100,000	984,404
	(b) Overtime	195,000	262,000	179,000	221,259
	(c) Allowances	22,000	30,000	20,000	20,103
	(d) Temporary Assistance	0	0	0	0
	(e) Bonus Payments	40,000	35,000	40,000	41,820
	Total Personal Emoluments	1,307,000	1,432,000	1,339,000	1,267,586
2	INDUSTRIAL WAGES				
	Housing Maintenance:				
	(a) Basic Wages	2,400,000	2,380,000	2,350,000	2,269,435
	(b) Overtime	40,000	45,000	35,000	41,930
	(c) Allowances	20,000	19,000	18,000	17,640
	(d) Bonus Payments	750,000	725,000	750,000	855,980
		3,210,000	3,169,000	3,153,000	3,184,985
	Emergency Housing Maintenance:				
	(e) Basic Wages	0	0	0	0
	(f) Overtime	250,000	280,000	250,000	230,904
	(g) Allowances	0	0	0	0
		250,000	280,000	250,000	230,904
	<i>Housing Wardens:</i>				
	<i>Basic Wages</i>	0	189,000	265,000	236,322
	<i>Overtime</i>	0	159,000	35,000	41,444
	<i>Allowances</i>	0	4,000	5,000	3,913
		0	352,000	305,000	281,679
	Total Industrial Wages	3,460,000	3,801,000	3,708,000	3,697,568
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	22,000	24,000	21,000	23,643
	(b) Electricity and Water	3,000	3,000	3,000	2,543
	(c) Telephone Service	28,000	32,000	24,000	28,832
	(d) Printing and Stationery	10,000	12,000	8,000	10,954
	Contracted Services:				
	(e) Office Cleaning - Service Masters Ltd	5,000	14,000	14,000	13,724
		68,000	85,000	70,000	79,696
4	Operational Expenses:				
	(a) Protective Clothing	20,000	25,000	17,000	26,010
	(b) Transport Expenses	4,000	4,000	4,000	4,404
	<i>Security - Detectives and Security International Ltd</i>	0	28,000	26,000	26,496
		24,000	57,000	47,000	56,910
5	Electricity and Water Depots - Running Expenses	18,000	21,000	17,000	20,987
6	Housing Maintenance - Materials	950,000	960,000	950,000	1,204,448
7	Housing Estates - Staircase Lighting	108,000	108,000	108,000	110,081
8	Small Plant & Tools	8,000	13,000	5,000	2,624
	<i>Ex-Gratia Payments</i>	0	10,000	0	1,822
	<i>Losses of Public Funds</i>	0	0	0	78
	<i>Housing Wardens - Materials</i>	0	19,000	22,000	20,788
	Total Other Charges	1,176,000	1,273,000	1,219,000	1,497,434

HOUSING**HEAD 3 - B HOUSING - BUILDINGS AND WORKS (cont)**

SUB HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
	£	£	£	£
TOTAL BUILDINGS AND WORKS				
Personal Emoluments	1,307,000	1,432,000	1,339,000	1,267,586
Industrial Wages	3,460,000	3,801,000	3,708,000	3,697,568
Other Charges	1,176,000	1,273,000	1,219,000	1,497,434
Total Buildings and Works	5,943,000	6,506,000	6,266,000	6,462,588

SUMMARY HOUSING

	£	£	£	£
HEAD 3				
3 - A Housing - Administration	1,806,000	1,022,000	1,028,000	599,987
3 - B Housing - Buildings and Works	5,943,000	6,506,000	6,266,000	6,462,588
Total Head	7,749,000	7,528,000	7,294,000	7,062,575

HEAD PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**4**

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Ministry of Public Services, Environment, Sport and Youth

£36,568,000

- (ii) The Controlling Officers of this Head are:

4 - A	Environment	-	Principal Secretary, Environment
4 - B	Technical Services	-	Chief Executive, Technical Services
4 - C	Electricity	-	City Electrical Engineer
4 - D	Fire Service	-	Chief Fire Officer
4 - E	Post Office	-	Postal Services Manager
4 - F	Sport, Leisure and Youth	-	Principal Secretary, Sport and Youth
4 - G	Broadcasting	-	Chief Executive, Technical Services

- (iii) ESTABLISHMENT

ENVIRONMENT

2003/2004 2002/2003

1	1
1	1
2	2
3	3
1	1
2	2
1	1
<u>11</u>	<u>11</u>

ADMINISTRATION

Senior Officer
Senior Professional and Technology Officer
Executive Officer
Environmental Monitor
Personal Secretary
Administrative Officer
Typist

2003/2004 2002/2003

1	1
1	1
<u>2</u>	<u>2</u>

CEMETERIES

Higher Professional and Technology Officer
Process and General Supervisory Grade E

TECHNICAL SERVICES

2003/2004 2002/2003

1	1
1	1
1	1
1	1
3	3
7	7
1	1
1	1
1	1
1	1
<u>18</u>	<u>18</u>

ADMINISTRATION

Chief Executive
Deputy Chief Executive
Senior Executive Officer
Higher Executive Officer
Executive Officer
Administrative Officer
Administrative Assistant
Typist
Messenger
Telephonist

HEAD 4 PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH (cont)

4

(iii) ESTABLISHMENT (cont)

2003/2004	2002/2003
3	4
3	4
11	10
1	1
1	1
19	20

TECHNICAL SERVICES (cont)**ENGINEERING AND DESIGN**

Senior Professional & Technology Officer
 Higher Professional & Technology Officer
 Professional & Technology Officer
 Technical Grade I
 Quantity Surveyor

2003/2004	2002/2003
1	1
2	2
5	5
1	1
9	9

ELECTRICAL, GARAGE AND WORKSHOPS

Senior Professional & Technology Officer
 Higher Professional & Technology Officer
 Professional & Technology Officer
 Works Supervisor

2003/2004	2002/2003
1	1
1	1
4	4
1	2
3	3
10	11

HIGHWAYS AND SEWERS

Senior Professional and Technology Officer
 Higher Professional and Technology Officer
 Professional and Technology Officer
 Work Supervisor
 Technical Grade I

2003/2004	2002/2003
0	1
0	2
0	5
0	2
0	10

COMPUTER SERVICES (a)

Senior Executive Officer
 Higher Executive Officer
 Executive Officer
 Administrative Officer

(a) From 2003/2004 Computer Services shown under Head 8 Administration as Information Technology and Logistics Unit

HEAD 4 PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH (cont)

(iii) ESTABLISHMENT (cont)

ELECTRICITY

2003/2004	2002/2003	
1	1	City Electrical Engineer
1	0	Deputy City Electrical Engineer
3	3	Senior Professional & Technology Officer
7	7	Higher Professional & Technology Officer
8	8	Professional & Technology Officer
1	1	Consumer Services Officer
2	2	Installation Inspector
5	5	Switchboard Attendant
5	5	Senior Engine Room Operator
5	5	Engine Room Operator
14	14	Shift Maintenance Mechanical Worker (Fitter)
6	6	Shift Maintenance Mechanical Worker (Operator)
1	1	Electro-technical Technician
1	1	Metalworker
1	1	Higher Executive Officer
1	1	Executive Officer
5	5	Administrative Officer
1	1	Typist
1	1	Telephonist
1	0	Staff Awaiting Redeployment:
		Administrative Officer
70	68	

FIRE SERVICE

2003/2004	2002/2003	
1	1	Chief Fire Officer
1	1	Deputy Chief Fire Officer
2	2	Divisional Officer 1
4	4	Station Officer
7	7	Sub Officer
8	8	Leading Firefighter
48	48	Fireman/Firefighter
1	1	Leading Fire Control Operator
7	7	Fire Control Operator
1	1	Executive Officer
1	1	Administrative Officer
1	1	Administrative Assistant
1	1	Typist
83	83	

HEAD 4 PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH (cont)

4

(iii) ESTABLISHMENT (cont)

POST OFFICE

2003/2004	2002/2003	
1	1	Director Postal Services
1	1	Higher Executive Officer
2	2	Executive Officer
17	17	Administrative Officer
1	1	Typist
1	1	Post Office Level 4
3	3	Post Office Level 5
37	0	Single Operational Grade
0	9	<i>Postman Higher Grade</i>
0	20	<i>Postman /Postwoman</i>
<u>63</u>	<u>55</u>	

SPORT, LEISURE AND YOUTH

2003/2004 2002/2003

2003/2004	2002/2003	
1	1	Senior Officer
1	1	Sports Development Officer
1	1	Higher Executive Officer
3	3	Sports Centre Supervisor
1	1	Administrative Officer
1	1	Typist
<u>8</u>	<u>8</u>	

YOUTH SERVICE

2003/2004 2002/2003

2003/2004	2002/2003	
1	1	Senior Youth Worker
2	1	Youth and Community Worker
1	2	Youth Worker
1	1	Unqualified Youth and Community Worker
1	1	Trainee Youth Worker
1	1	Administrative Officer
<u>7</u>	<u>7</u>	

HEAD 4 PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH (cont)
(iii) ESTABLISHMENT (cont)

2003/2004	2002/2003	
13	13	TOTAL ENVIRONMENT
56	68	TOTAL TECHNICAL SERVICES
70	68	TOTAL ELECTRICITY
83	83	TOTAL FIRE SERVICE
63	55	TOTAL POST OFFICE
15	15	TOTAL SPORT, LEISURE AND YOUTH

(iv) INDUSTRIAL STAFF

2003/2004	2002/2003	
9	9	TOTAL ENVIRONMENT
88	93	TOTAL TECHNICAL SERVICES
36	36	TOTAL ELECTRICITY
0	0	TOTAL FIRE SERVICE
5	5	TOTAL POST OFFICE
15	15	TOTAL SPORT, LEISURE AND YOUTH

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - A ENVIRONMENT**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	293,000	300,000	286,000	273,201
	(b) Overtime	50,000	55,000	45,000	52,575
	(c) Allowances	5,000	7,000	5,000	4,801
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	348,000	362,000	336,000	330,577
2	INDUSTRIAL WAGES				
	Cleansing Section:				
	(a) Basic Wages	11,000	11,000	12,000	10,410
	(b) Overtime	1,000	0	1,000	0
	(c) Allowances	0	0	0	0
		12,000	11,000	13,000	10,410
	Cemeteries:				
	(d) Basic Wages	112,000	117,000	112,000	106,667
	(e) Overtime	58,000	63,000	56,000	59,145
	(f) Allowances	0	0	0	0
		170,000	180,000	168,000	165,812
	Total Industrial Wages	182,000	191,000	181,000	176,222
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	7,000	7,000	7,000	7,075
	(b) Electricity and Water	1,000	1,000	1,000	1,299
	(c) Telephone Service	20,000	23,000	15,000	20,663
	(d) Printing and Stationery	2,000	2,000	2,000	2,861
	Contracted Services:				
	(e) Office Cleaning - ABC Services Ltd	2,000	2,000	2,000	162
		32,000	35,000	27,000	32,060
4	Operational Expenses:				
	(a) Protective Clothing	1,000	1,000	1,000	0
	(b) Litter Control and Cleaning Expenses	3,000	3,000	3,000	1,269
		4,000	4,000	4,000	1,269
5	Cemeteries Expenses	13,000	17,000	12,000	10,800
6	Environment:				
	(a) Public Awareness Programme	1,000	0	1,000	0
	Contracted Services:				
	(b) Control of Seagulls - GONHS	66,000	63,000	63,000	61,326
	(c) Environmental Health - Environmental Agency Ltd	1,044,000	995,000	1,040,000	950,832
	(d) Animal Welfare - Animal Welfare Centre	37,000	30,000	37,000	40,808
	(e) Natural History - Trust for Natural History and Helping Hand Trust	30,000	30,000	30,000	30,000
	(f) Running of Alameda Gardens - Wildlife Ltd	330,000	320,000	330,000	245,007
	(g) Upkeep of Planted Areas - Green Arc Ltd and Gibrat-Flora Ltd	485,000	485,000	450,000	445,839
		1,993,000	1,923,000	1,951,000	1,773,812
	<i>carried forward</i>	2,042,000	1,979,000	1,994,000	1,817,941

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - A ENVIRONMENT** (cont)

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	2,042,000	1,979,000	1,994,000	1,817,941
	OTHER CHARGES (cont)				
7	Street Cleansing and Associated Services:				
	(a) Upkeep of public places - materials and sundry costs	55,000	53,000	55,000	65,510
	Contracted Services:				
	(b) Master Service (Gib) Ltd	1,900,000	1,840,000	2,000,000	1,779,546
		1,955,000	1,893,000	2,055,000	1,845,056
8	Refuse Collection:				
	Services provided by Gibraltar Industrial Cleaners Ltd				
	(a) Wages	830,000	835,000	830,000	810,719
	(b) Overtime	80,000	116,000	67,000	103,592
	(c) Allowances	28,000	25,000	33,000	30,556
	(d) Employer's Contributions	125,000	120,000	140,000	82,915
	(e) Other Costs	25,000	24,000	25,000	25,472
		1,088,000	1,120,000	1,095,000	1,053,254
9	Environmental Monitoring - Gibraltar Development Corporation				
	Staff Services (i)	69,000	72,000	66,000	65,518
	<i>Compensation and Legal Costs</i>	0	2,000	0	0
	<i>Ex-Gratia Payments</i>	0	0	0	3,045
	<i>Losses of Public Funds</i>	0	0	0	1,957
	<i>Bird Life Conference</i>	0	0	0	27,609
	Total Other Charges	5,154,000	5,066,000	5,210,000	4,814,380
	TOTAL ENVIRONMENT				
	Personal Emoluments	348,000	362,000	336,000	330,577
	Industrial Wages	182,000	191,000	181,000	176,222
	Other Charges	5,154,000	5,066,000	5,210,000	4,814,380
	Total Environment	5,684,000	5,619,000	5,727,000	5,321,179

(i) Appendix B (page 121)

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - B TECHNICAL SERVICES**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	General:				
	(a) Salaries	360,000	264,000	300,000	199,786
	(b) Overtime	14,000	13,000	12,000	11,606
	(c) Allowances	8,000	11,000	7,000	6,148
	(d) Temporary Assistance	1,000	9,000	1,000	743
		383,000	297,000	320,000	218,283
	Engineering and Design:				
	(e) Salaries	470,000	433,000	460,000	385,896
	(f) Overtime	60,000	55,000	55,000	59,409
	(g) Allowances	4,000	2,000	4,000	1,775
	(h) Temporary Assistance	40,000	40,000	35,000	36,300
		574,000	530,000	554,000	483,380
	Electrical:				
	(i) Salaries	83,000	80,000	70,000	47,127
	(j) Overtime	34,000	34,000	30,000	35,238
	(k) Allowances	6,000	5,000	6,000	7,048
	(l) Temporary Assistance	0	0	0	0
		123,000	119,000	106,000	89,413
	Workshops and Garages:				
	(m) Salaries	129,000	113,000	125,000	115,024
	(n) Overtime	27,000	20,000	33,000	42,902
	(o) Allowances	7,000	8,000	7,000	7,238
	(p) Temporary Assistance	0	0	0	0
		163,000	141,000	165,000	165,164
	Highways and Sewers (i):				
	(q) Salaries	215,000	193,000	190,000	0
	(r) Overtime	58,000	63,000	55,000	0
	(s) Allowances	6,000	4,000	9,000	0
	(t) Temporary Assistance	0	0	0	0
		279,000	260,000	254,000	0
	<i>Computer Services (ii):</i>				
	Salaries	0	207,000	212,000	198,981
	Overtime	0	52,000	40,000	43,730
	Allowances	0	37,000	37,000	35,344
	Temporary Assistance	0	0	0	0
		0	296,000	289,000	278,055
	Total Personal Emoluments	1,522,000	1,643,000	1,688,000	1,234,295
2	INDUSTRIAL WAGES				
	Engineering and Design:				
	(a) Basic Wages	22,900	24,000	22,900	22,377
	(b) Overtime	1,000	900	2,000	1,175
	(c) Allowances	100	100	100	57
		24,000	25,000	25,000	23,609
	Electrical:				
	(d) Basic Wages	310,000	310,000	355,000	295,008
	(e) Overtime	175,000	175,000	165,000	189,539
	(f) Allowances	11,000	10,000	11,000	11,623
		496,000	495,000	531,000	496,170
	Workshops and Garages:				
	(g) Basic Wages	380,000	376,000	400,000	365,015
	(h) Overtime	150,000	140,000	150,000	143,318
	(i) Allowances	12,000	12,000	12,000	10,989
		542,000	528,000	562,000	519,322
	Sewers (i):				
	(j) Basic Wages	191,000	207,000	214,000	0
	(k) Overtime	130,000	215,000	130,000	0
	(l) Allowance	15,000	12,000	15,000	0
	(m) Bonuses	80,000	50,000	95,000	0
		416,000	484,000	454,000	0
	Total Industrial Wages	1,478,000	1,532,000	1,572,000	1,039,101

(i) In 2001/2002 shown under separate Head, Highways and Sewers

(ii) From 2003/2004 Computer Services expenditure shown under Head 8A Secretariat

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - B TECHNICAL SERVICES (cont)**

SUB HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002	
	£	£	£	£	
	OTHER CHARGES				
3	Office Expenses (i):				
(a)	General Expenses	12,000	12,000	12,000	10,475
(b)	Electricity and Water	26,000	27,000	25,000	17,574
(c)	Telephone Service	31,000	31,000	28,000	21,640
(d)	Printing and Stationery	3,000	3,000	3,000	2,699
	Contracted Services:				
(e)	Office Cleaning - Service Masters Ltd and ABC Services Ltd	23,000	23,000	23,000	19,259
(f)	Payroll Services - Security Express	4,000	4,000	4,000	0
		99,000	100,000	95,000	71,647
4	Operational Expenses (i):				
(a)	Protective Clothing	8,000	6,000	8,000	2,489
(b)	Office Equipment and Drawing Materials	6,000	6,000	5,000	3,501
(c)	Computer Running Expenses	5,000	4,000	4,000	5,312
(d)	Materials Laboratory	3,000	3,000	3,000	1,270
		22,000	19,000	20,000	12,572
5	Government Web Site	1,000	800	2,000	240
6	Materials and Other Costs:				
(a)	Electrical Section	90,000	90,000	90,000	100,626
(b)	Garages and Workshops	180,000	180,000	170,000	203,041
(c)	Maintenance of Sewers	100,000	55,000	130,000	0
(d)	Highways Inspectorate	1,000	1,000	2,000	0
(e)	Sewers - Repairs to Plant and Equipment	4,000	2,000	4,000	0
	Contracted Services:				
(f)	Cleaning of Street Gullies - Metro Rod	100,000	65,000	100,000	0
(g)	Cleaning Services - ABC Services Ltd	4,000	5,000	3,000	2,348
		479,000	398,000	499,000	306,015
7	Compensation in lieu of Water Tariff Increase	1,200,000	1,013,000	990,000	925,208
	Contracted Services:				
8	Salt Water System - Lyonnaise Des Eaux (Gib) Ltd	2,691,000	2,648,000	2,590,000	2,586,570
9	Refuse Services and Disposal:				
	Contracted Services:				
(a)	Disposal of refuse	1,840,000	1,830,000	1,837,000	1,797,509
(b)	Disposal of Fly Ash and Other Items	35,000	86,000	30,000	28,700
(c)	Skip Services	4,000	3,000	4,000	3,500
(d)	Incinerator/Water Production - Europa Incinerator Ltd	152,000	500,000	500,000	747,108
		2,031,000	2,419,000	2,371,000	2,576,817
	<i>carried forward</i>	6,523,000	6,597,800	6,567,000	6,479,069

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - B TECHNICAL SERVICES (cont)**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	6,523,000	6,597,800	6,567,000	6,479,069
	OTHER CHARGES (cont)				
10	Services provided by Gibraltar Community Projects Ltd:				
	(a) Salaries	180,000	176,000	200,000	183,080
	(b) Wages	1,630,000	1,630,000	1,675,000	1,737,894
	(c) Overtime	230,000	230,000	270,000	259,410
	(d) Allowances	30,000	25,000	60,000	42,292
	(e) Employer's Contributions	350,000	330,000	364,000	362,600
	(f) Materials	20,000	10,000	36,000	34,894
	(g) Other Costs	150,000	93,000	95,000	102,443
		2,590,000	2,494,000	2,700,000	2,722,613
11	Geographic Information System	1,000	0	25,000	0
12	Contribution to Gibraltar Electricity Authority	1,000	0	0	0
	<i>Computer Section (i):</i>				
	<i>General Expenses</i>	0	2,000	2,000	1,506
	<i>Electricity and Water</i>	0	5,000	3,000	6,216
	<i>Telephone Service</i>	0	50,000	45,000	59,001
	<i>Printing and Stationery</i>	0	2,000	2,000	1,686
	<i>Computer Expenses</i>	0	10,000	10,000	11,540
		0	69,000	62,000	79,949
	<i>Ex-Gratia Payments</i>	0	200	0	0
	Total Other Charges	9,115,000	9,161,000	9,354,000	9,281,631
	TOTAL TECHNICAL SERVICES				
	Personal Emoluments	1,522,000	1,643,000	1,688,000	1,234,295
	Industrial Wages	1,478,000	1,532,000	1,572,000	1,039,101
	Other Charges	9,115,000	9,161,000	9,354,000	9,281,631
	Total Technical Services	12,115,000	12,336,000	12,614,000	11,555,027

(i) From 2003/2004 Computer Section expenditure shown under Head 8A Secretariat

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - C ELECTRICITY (i)**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	1,450,000	1,435,000	1,410,000	1,426,350
	(b) Overtime	580,000	631,000	560,000	669,164
	(c) Allowances	220,000	229,000	208,000	223,017
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	2,250,000	2,295,000	2,178,000	2,318,531
2	INDUSTRIAL WAGES				
	Generation:				
	(a) Basic Wages	45,000	45,000	33,000	31,774
	(b) Overtime	17,000	31,000	15,000	15,599
	(c) Allowances	6,000	6,000	5,000	4,491
		68,000	82,000	53,000	51,864
	Distribution and Infrastructure:				
	(d) Basic Wages	192,000	204,000	179,000	179,285
	(e) Overtime	92,000	119,000	88,000	79,256
	(f) Allowances	12,000	12,000	8,000	8,910
		296,000	335,000	275,000	267,451
	Emergency Service:				
	(g) Basic Wages	0	0	0	0
	(h) Overtime	33,000	31,000	31,000	26,802
	(i) Allowances	7,000	6,000	7,000	7,314
		40,000	37,000	38,000	34,116
	Electro-technical:				
	(j) Basic Wages	167,000	161,000	151,000	162,439
	(k) Overtime	80,000	109,000	75,000	98,118
	(l) Allowances	14,000	15,000	13,000	15,201
		261,000	285,000	239,000	275,758
	Total Industrial Wages	665,000	739,000	605,000	629,189
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	9,000	8,000	9,000	9,250
	(b) Electricity and Water	28,000	21,000	21,000	28,160
	(c) Telephone Service	30,000	31,000	23,000	29,716
	(d) Printing and Stationery	5,000	4,000	5,000	3,234
		72,000	64,000	58,000	70,360
4	Operational Expenses:				
	(a) Protective Clothing	8,000	8,000	6,000	4,574
	(b) Transport and Messengerial Expenses	6,000	6,000	4,000	4,054
	Contracted Services:				
	(c) Cleaning Services - ABC Services Limited	47,000	45,000	47,000	39,182
		61,000	59,000	57,000	47,810
5	Generation:				
	(a) Materials	290,000	323,000	275,000	310,111
	(b) Fuel	2,600,000	2,600,000	2,800,000	2,884,189
	(c) Lubricants	98,000	98,000	95,000	111,101
		2,988,000	3,021,000	3,170,000	3,305,401
	<i>carried forward</i>	3,121,000	3,144,000	3,285,000	3,423,571

(i) New accounting arrangements to be made following the establishment of the Gibraltar Electricity Authority

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - C ELECTRICITY (cont)**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	3,121,000	3,144,000	3,285,000	3,423,571
	OTHER CHARGES (cont)				
6	Distribution and Infrastructure:				
	(a) Materials	75,000	81,000	70,000	57,524
	(b) Public Lighting	35,000	9,000	35,000	32,035
		110,000	90,000	105,000	89,559
7	Electro-technical:				
	(a) Materials	130,000	160,000	120,000	163,892
	(b) Public Illuminations	35,000	51,000	30,000	27,440
		165,000	211,000	150,000	191,332
8	Materials for Improvements:				
	(a) Networks and Infrastructure	40,000	44,000	30,000	25,029
	(b) Public Lighting	10,000	10,000	8,000	11,369
		50,000	54,000	38,000	36,398
9	Purchase of Electricity	4,800,000	4,908,000	4,600,000	5,103,138
10	Contractual Capacity Charge - OESCO Power Station	1,080,000	1,076,000	1,080,000	1,075,560
11	Commercial Projects	1,000	31,900	1,000	252,293
12	Contribution to Gibraltar Electricity Authority	1,000	0	1,000	0
	<i>Ex-Gratia Payments</i>	0	100	0	123
	<i>Losses of Public Funds</i>	0	0	0	2
	Total Other Charges	9,328,000	9,515,000	9,260,000	10,171,976
	TOTAL ELECTRICITY				
	Personal Emoluments	2,250,000	2,295,000	2,178,000	2,318,531
	Industrial Wages	665,000	739,000	605,000	629,189
	Other Charges	9,328,000	9,515,000	9,260,000	10,171,976
	Total Electricity	12,243,000	12,549,000	12,043,000	13,119,696

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - D FIRE SERVICE**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	1,864,000	1,867,000	1,840,000	1,810,543
	(b) Overtime	510,000	522,000	485,000	524,986
	(c) Allowances	52,000	52,000	50,000	47,090
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	2,426,000	2,441,000	2,375,000	2,382,619
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	10,000	10,000	9,000	10,061
	(b) Electricity and Water	23,000	23,000	23,000	24,744
	(c) Telephone Service	21,000	21,000	21,000	20,393
	(d) Printing and Stationery	2,000	2,000	2,000	2,138
	Contracted Services:				
	(e) Office Cleaning - ABC Services Ltd	16,000	16,000	16,000	15,993
		72,000	72,000	71,000	73,329
4	Operational Expenses:				
	(a) Maintenance of Fire Engines and Equipment	38,000	36,000	36,000	33,932
	(b) Oil Pollution Control	1,000	1,000	1,000	0
	(c) Fire Precautions	5,000	5,000	5,000	4,396
	(d) Protective Clothing and Uniforms	27,000	27,000	25,000	27,792
	(e) Civil Protection	3,000	3,000	3,000	1,326
	(f) Training Courses	45,000	45,000	45,000	60,582
	Contracted Services:				
	(g) Radio Communication System - Gibtel Ltd	26,000	27,000	23,000	20,405
		145,000	144,000	138,000	148,433
	Total Other Charges	217,000	216,000	209,000	221,762
	TOTAL FIRE SERVICE				
	Personal Emoluments	2,426,000	2,441,000	2,375,000	2,382,619
	Industrial Wages	0	0	0	0
	Other Charges	217,000	216,000	209,000	221,762
	Total Fire Service	2,643,000	2,657,000	2,584,000	2,604,381

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - E POST OFFICE**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	890,000	745,000	702,000	776,934
	(b) Overtime	285,000	270,000	285,000	239,498
	(c) Allowances	45,000	106,000	97,000	97,303
	(d) Temporary Assistance	5,000	53,000	1,000	13,585
	(e) Bonus Payments	200,000	0	0	0
	Total Personal Emoluments	1,425,000	1,174,000	1,085,000	1,127,320
2	INDUSTRIAL WAGES				
	(a) Basic Wages	42,000	42,000	41,000	40,358
	(b) Overtime	10,000	11,900	10,000	13,178
	(c) Allowances	1,000	100	1,000	118
	Total Industrial Wages	53,000	54,000	52,000	53,654
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	10,000	12,000	7,000	8,318
	(b) Electricity and Water	8,000	8,000	8,000	8,656
	(c) Telephone Service	11,000	11,000	8,000	8,267
	(d) Printing and Stationery	4,000	4,000	3,000	3,858
	Contracted Services:				
	(e) Office Cleaning - Mediterranean Cleaning Services Ltd	3,000	3,000	0	0
		36,000	38,000	26,000	29,099
4	Operational Expenses:				
	(a) Supply of Stamps	4,000	4,000	15,000	3,528
	(b) Postal Stores and Equipment	17,000	17,000	13,000	15,859
	(c) Transport Services	2,000	4,000	2,000	665
	(d) Uniforms	12,000	6,000	6,000	5,812
	(e) Commission to Stamp Vendors	13,000	13,000	11,000	11,605
		48,000	44,000	47,000	37,469
5	Outgoing Mail and Bulk Mailing	200,000	120,000	250,000	191,502
6	Purchase of Commemorative Coins	30,000	32,000	18,000	17,953
7	Contribution to International Bureau	19,000	19,000	19,000	18,682
8	Security Equipment Expenses	4,000	0	2,000	0
9	Management - Contracted Service	1,000	0	1,000	0
	<i>Post Office Reform - Consultancy and Related Expenses</i>	0	214,000	0	112,118
	<i>Ex-Gratia Payments</i>	0	0	0	26
	<i>Losses of Public Funds</i>	0	2,000	0	18,563
	Total Other Charges	338,000	469,000	363,000	425,412
	TOTAL POST OFFICE				
	Personal Emoluments	1,425,000	1,174,000	1,085,000	1,127,320
	Industrial Wages	53,000	54,000	52,000	53,654
	Other Charges	338,000	469,000	363,000	425,412
	Total Post Office	1,816,000	1,697,000	1,500,000	1,606,386

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - F SPORT, LEISURE AND YOUTH**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	Sport and Leisure:				
	(a) Salaries	186,000	192,000	169,000	167,075
	(b) Overtime	27,000	27,000	25,000	26,520
	(c) Allowances	10,000	10,000	10,000	9,861
	(d) Temporary Assistance	0	0	0	0
		223,000	229,000	204,000	203,456
	Youth:				
	(e) Salaries	160,000	138,000	145,000	115,442
	(f) Overtime	0	0	0	207
	(g) Allowances	2,000	1,000	3,000	1,309
	(h) Temporary Assistance	5,000	5,000	5,000	0
		167,000	144,000	153,000	116,958
	Total Personal Emoluments	390,000	373,000	357,000	320,414
2	INDUSTRIAL WAGES				
	Sport and Leisure:				
	(a) Basic Wages	151,000	156,000	151,000	140,374
	(b) Overtime	55,000	65,000	52,000	51,249
	(c) Allowances	3,000	3,000	3,000	1,734
		209,000	224,000	206,000	193,357
	Youth:				
	(d) Basic Wages	32,000	32,000	32,000	29,597
	(e) Overtime	6,000	6,000	5,000	4,825
	(f) Allowances	1,000	1,000	1,000	702
		39,000	39,000	38,000	35,124
	Total Industrial Wages	248,000	263,000	244,000	228,481
	OTHER CHARGES				
3	Sport and Leisure:				
	Office and Stadium Expenses:				
	(a) General Expenses	9,000	10,000	7,000	7,027
	(b) Electricity and Water	19,000	62,000	19,000	16,603
	(c) Telephone Service	5,000	8,000	5,000	5,701
	(d) Printing and Stationery	1,000	1,000	1,000	1,000
		34,000	81,000	32,000	30,331
4	Operational Expenses:				
	(a) Hospitality for Visiting Teams	7,000	6,000	4,000	6,844
	(b) Maintenance of Equipment	6,000	10,000	6,000	6,911
	(c) Ancillary Sports Facilities	8,000	20,000	8,000	7,287
		21,000	36,000	18,000	21,042
5	Sports Development:				
	(a) General Department	55,000	55,000	55,000	64,997
	(b) Sports Development Unit	10,000	10,000	10,000	9,814
		65,000	65,000	65,000	74,811
6	Grants to Sporting Societies	100,000	95,000	95,000	95,000
7	International Sports Competitions	40,000	35,000	35,000	64,942
8	Contribution to Gibraltar Sports Authority (i)	112,000	0	111,000	0
	<i>carried forward</i>	372,000	312,000	356,000	286,126

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - F SPORT, LEISURE AND YOUTH (cont)**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	372,000	312,000	356,000	286,126
	<u>OTHER CHARGES (cont)</u>				
	Youth:				
9	Office Expenses:				
	(a) General Expenses	12,000	12,000	12,000	9,567
	(b) Electricity and Water	10,000	10,000	10,000	9,048
	(c) Telephone Service	5,000	5,000	5,000	5,079
	(d) Printing and Stationery	1,000	1,000	1,000	814
		28,000	28,000	28,000	24,508
10	Operational Expenses:				
	(a) Youth Activities	22,000	21,900	22,000	21,578
	(b) Youth Grants	17,000	17,000	17,000	16,854
		39,000	38,900	39,000	38,432
	<i>Losses of Public Funds</i>	0	100	0	83
	Total Other Charges	439,000	379,000	423,000	349,149
	TOTAL SPORT, LEISURE AND YOUTH				
	Personal Emoluments	390,000	373,000	357,000	320,414
	Industrial Wages	248,000	263,000	244,000	228,481
	Other Charges	439,000	379,000	423,000	349,149
	Total Sport, Leisure and Youth	1,077,000	1,015,000	1,024,000	898,044

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH**HEAD 4 - G BROADCASTING**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	<u>PERSONAL EMOLUMENTS</u>	0	0	0	0
2	<u>INDUSTRIAL WAGES</u>	0	0	0	0
3	<u>OTHER CHARGES</u>				
	Contribution to Gibraltar Broadcasting Corporation	990,000	1,098,000	990,000	1,065,227
	Total Other Charges	990,000	1,098,000	990,000	1,065,227
	<u>TOTAL BROADCASTING</u>				
	Personal Emoluments	0	0	0	0
	Industrial Wages	0	0	0	0
	Other Charges	990,000	1,098,000	990,000	1,065,227
	Total Broadcasting	990,000	1,098,000	990,000	1,065,227

SUMMARY PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTH

	£	£	£	£
HEAD 4				
4 - A Environment	5,684,000	5,619,000	5,727,000	5,321,179
4 - B Technical Services	12,115,000	12,336,000	12,614,000	11,555,027
4 - C Electricity	12,243,000	12,549,000	12,043,000	13,119,696
4 - D Fire Service	2,643,000	2,657,000	2,584,000	2,604,381
4 - E Post Office	1,816,000	1,697,000	1,500,000	1,606,386
4 - F Sport, Leisure and Youth	1,077,000	1,015,000	1,024,000	898,044
4 - G Broadcasting	990,000	1,098,000	990,000	1,065,227
<i>Highways and Sewers</i>	0	0	0	1,507,413
Total Head	36,568,000	36,971,000	36,482,000	37,677,353

PUBLIC SERVICES, ENVIRONMENT, SPORT AND YOUTHHIGHWAYS AND SEWERS

SUB HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
	£	£	£	£
<u>PERSONAL EMOLUMENTS</u>				
Salaries	0	0	0	229,880
Overtime	0	0	0	80,412
Allowances	0	0	0	7,175
Temporary Assistance	0	0	0	0
<i>Total Personal Emoluments</i>	0	0	0	317,467
<u>INDUSTRIAL WAGES</u>				
Basic Wages	0	0	0	206,476
Overtime	0	0	0	272,735
Allowances	0	0	0	11,902
Bonuses	0	0	0	23,475
<i>Total Industrial Wages</i>	0	0	0	514,588
<u>OTHER CHARGES</u>				
<i>Office Expenses:</i>				
General Expenses	0	0	0	2,145
Electricity and Water	0	0	0	8,055
Telephone Service	0	0	0	10,926
Printing and Stationery	0	0	0	579
<i>Contracted Services:</i>				
Office Cleaning - ABC Services Ltd	0	0	0	2,519
	0	0	0	24,224
<i>Materials and Other Costs:</i>				
Maintenance of Sewers	0	0	0	449,836
Maintenance of Highways	0	0	0	193,619
Repairs to Plant and Equipment	0	0	0	3,121
Protective Clothing	0	0	0	3,997
	0	0	0	650,573
Ex-Gratia Payments	0	0	0	561
<i>Total Other Charges</i>	0	0	0	675,358
<u>TOTAL HIGHWAYS AND SEWERS</u>				
Personal Emoluments	0	0	0	317,467
Industrial Wages	0	0	0	514,588
Other Charges	0	0	0	675,358
<i>Total Highways and Sewers</i>	0	0	0	1,507,413

HEAD SOCIAL AFFAIRS
5

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Ministry of Social Affairs

£14,415,000

- (ii) The Controlling Officers of this Head are:

5 - A	Social Security	- Principal Secretary, Social Affairs
5 - B	Prison	- Superintendent of Prison

- (iii) ESTABLISHMENT

SOCIAL AFFAIRS

2003/2004	2002/2003	
1	1	Senior Officer
1	1	Senior Executive Officer
2	2	Higher Executive Officer
8	8	Executive Officer
1	1	Personal Secretary
27	28	Administrative Officer
2	2	Messenger
<u>42</u>	<u>43</u>	

SOCIAL SERVICES (a)

2003/2004	2002/2003	
1	0	Senior Officer
2	1	Team Leader
3	4	Senior Social Worker
1	0	Counselling Psychologist
8	7	Social Worker
2	0	Trainee Social Worker
1	1	Community Service Officer
1	1	Executive Officer
2	2	Administrative Officer
1	1	Administrative Assistant
1	1	Typist
		St Bernadette's Centre:
1	1	Manageress
1	1	Assistant Manageress
2	2	Enrolled Nurse
1	1	Teacher
8	6	Classroom Aide
1	1	Vehicle Escort
1	1	Administrative Officer
<u>38</u>	<u>31</u>	

(a) Salaries provision included under Social Services Agency Appendix F (page 127)

HEAD SOCIAL AFFAIRS (cont)

5

(iii) ESTABLISHMENT (cont)

PRISON

2003/2004	2002/2003	
1	1	Superintendent of Prison
1	1	Chief Officer (Manager E)
7	7	Senior Prison Officer (Grade 7)
16	16	Prison Officer Grade 8
6	6	Operational Support Grade
2	2	Administrative Officer
<u>33</u>	<u>33</u>	

2003/2004	2002/2003	
42	43	TOTAL SOCIAL AFFAIRS
38	31	TOTAL SOCIAL SERVICES
<u>33</u>	<u>33</u>	TOTAL PRISON

(iv) INDUSTRIAL STAFF

2003/2004	2002/2003	
0	0	TOTAL SOCIAL AFFAIRS
4	4	TOTAL SOCIAL SERVICES ^(a)
<u>0</u>	<u>1</u>	TOTAL PRISON

(a) Wages provision included under Social Services Agency Appendix F (page 127)

SOCIAL AFFAIRS**HEAD 5 - A SOCIAL AFFAIRS**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	690,000	647,000	680,000	577,448
	(b) Overtime	65,000	63,000	65,000	71,278
	(c) Allowances	22,000	21,000	15,000	15,275
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	777,000	731,000	760,000	664,001
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	13,000	14,000	12,000	12,363
	(b) Electricity & Water	5,000	6,000	6,000	6,329
	(c) Telephone Service	17,000	18,000	15,000	16,913
	(d) Printing & Stationery	12,000	12,000	12,000	15,563
	Contracted Services:				
	(e) Office Cleaning - Service Masters Ltd	18,000	24,000	25,000	24,018
		65,000	74,000	70,000	75,186
4	Transfer to Social Assistance Fund - Import Duty (i)	6,500,000	6,600,000	7,000,000	6,300,000
5	Support Benefits	157,000	157,000	120,000	138,436
6	Gibraltar Development Corporation Staff Services (ii)	32,000	80,000	80,000	87,304
7	Investigation Services	1,000	0	1,000	0
8	Support to the Disabled				
	(a) Home Help	22,000	0	0	0
	(b) Disability Awareness	6,000	0	0	0
	(c) Contingencies	34,000	0	0	0
		62,000	0	0	0
9	Marriage Counselling	7,000	0	0	0
10	Workers Hostels - Gibraltar Community Projects Ltd:				
	Buena Vista Stone Block:				
	(a) Wages	159,000	0	0	0
	(b) Employer's Contributions	25,000	0	0	0
	(c) Other Costs	45,000	0	0	0
	Devils Tower				
	(d) Wages	182,000	0	0	0
	(e) Employer's Contributions	29,000	0	0	0
	(f) Other Costs	45,000	0	0	0
		485,000	0	0	0
11	Drugs Misuse Programme:				
	(a) Rehabilitation Centre	220,000	0	0	0
	(b) Drug Awareness Campaign	3,000	0	0	0
		223,000	0	0	0
	<i>carried forward</i>	7,532,000	6,911,000	7,271,000	6,600,926

(i) Appendix I (page 130)

(ii) Appendix B (page 121)

SOCIAL AFFAIRS**HEAD 5 - A SOCIAL AFFAIRS** (cont)

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	7,532,000	6,911,000	7,271,000	6,600,926
12	Women in Need Grant	30,000	0	0	0
13	Contribution to Elderly Care Agency (i)	2,800,000	0	0	0
14	Contribution to Social Services Agency (ii)	2,300,000	0	0	0
	<i>Losses of Public Funds</i>	0	0	0	450
	Total Other Charges	12,662,000	6,911,000	7,271,000	6,601,376
	TOTAL SOCIAL AFFAIRS				
	Personal Emoluments	777,000	731,000	760,000	664,001
	Industrial Wages	0	0	0	0
	Other Charges	12,662,000	6,911,000	7,271,000	6,601,376
	Total Social Affairs	13,439,000	7,642,000	8,031,000	7,265,377

(i) Appendix E (page 125)

(ii) Appendix F (page 127)

SOCIAL AFFAIRS**HEAD 5 - B PRISON**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	739,000	743,000	712,000	706,458
	(b) Overtime	8,000	8,000	7,000	4,282
	(c) Allowances	13,000	17,000	7,000	8,363
	(d) Temporary Assistance	40,000	53,000	40,000	38,936
	Total Personal Emoluments	800,000	821,000	766,000	758,039
2	INDUSTRIAL WAGES				
	Basic Wages	0	3,000	8,000	6,135
	Overtime	0	0	0	0
	Allowances	0	0	0	0
	Total Industrial Wages	0	3,000	8,000	6,135
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	2,000	2,000	2,000	825
	(b) Electricity and Water	29,000	29,000	22,000	24,472
	(c) Telephone Service	7,000	7,000	6,000	7,024
	(d) Printing and Stationery	1,000	1,000	1,000	808
		39,000	39,000	31,000	33,129
4	Operational Expenses:				
	(a) Maintenance of Equipment	3,000	3,000	3,000	2,763
	(b) Domestic Equipment	4,000	4,000	4,000	3,177
	(c) Uniforms	8,000	6,000	5,000	5,570
	(d) Training Courses	12,000	12,000	12,000	13,820
	Contracted Services:				
	(e) Radio Communications - GIBTEL Ltd	9,000	9,000	8,000	6,545
	(f) Cleaning Services - Service Masters Ltd	15,000	6,000	0	0
		51,000	40,000	32,000	31,875
5	Expenses on Prisoners:				
	(a) Workshop and Rehabilitation of Prisoners	15,000	15,000	15,000	14,023
	(b) Maintenance of Prisoners	50,000	75,000	45,000	21,086
	(c) Clothing for Prisoners	2,000	2,000	2,000	1,279
	(d) Prisoners Wage Scheme	7,000	8,000	5,000	4,471
		74,000	100,000	67,000	40,859
6	Repairs and Upgrading of Equipment	12,000	12,000	12,000	14,001
	Total Other Charges	176,000	191,000	142,000	119,864
	TOTAL PRISON				
	Personal Emoluments	800,000	821,000	766,000	758,039
	Industrial Wages	0	3,000	8,000	6,135
	Other Charges	176,000	191,000	142,000	119,864
	Total Prison	976,000	1,015,000	916,000	884,038

SUMMARY SOCIAL AFFAIRS

HEAD 5	£	£	£	£
5 - A Social Affairs	13,439,000	7,642,000	8,031,000	7,265,377
5 - B Prison	976,000	1,015,000	916,000	884,038
<i>Social Services</i>	0	5,649,000	5,677,000	5,280,012
Total Head	14,415,000	14,306,000	14,624,000	13,429,427

SOCIAL AFFAIRSSOCIAL SERVICES

SUB HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
	£	£	£	£
<u>PERSONAL EMOLUMENTS</u>				
Salaries	0	296,000	520,000	502,296
Overtime	0	3,000	5,000	5,129
Allowances	0	18,000	24,000	25,120
Temporary Assistance	0	0	0	0
<i>Total Personal Emoluments</i>	0	317,000	549,000	532,545
<u>INDUSTRIAL WAGES</u>				
Basic Wages	0	15,000	38,000	32,150
Overtime	0	2,000	2,000	2,764
Allowances	0	1,000	1,000	957
<i>Total Industrial Wages</i>	0	18,000	41,000	35,871
<u>OTHER CHARGES</u>				
<i>Office Expenses:</i>				
General Expenses	0	5,000	7,000	9,288
Electricity & Water	0	1,000	2,000	946
Telephone Service	0	10,000	9,000	11,972
Printing & Stationery	0	2,000	2,000	3,163
<i>Contracted Services:</i>				
Office Cleaning Services - ABC Services Ltd	0	1,000	2,000	2,107
	0	19,000	22,000	27,476
<i>Plant and Equipment</i>	0	1,000	4,000	3,181
<i>Support to the Disabled:</i>				
Home Help	0	20,000	20,000	20,000
Disability Awareness	0	6,000	6,000	4,113
Contingencies	0	34,000	30,000	31,318
Home Support	0	0	8,000	0
	0	60,000	64,000	55,431
<i>Social Care Services:</i>				
Contribution to Social Services Agency (i)	0	1,075,000		
<i>Contacted Services:</i>				
Milbury Care Services Limited	0	800,000		
	0	1,875,000	1,800,000	1,669,281
<i>Dr Giraldi Home / St Bernadette's:</i>				
<i>Contracted Services:</i>				
Maintenance and Upkeep of Planted Areas	0	5,000	8,000	8,192
<i>Marriage Counselling</i>	0	7,000	7,000	7,000
<i>Workers Hostels - Gibraltar Community Projects Ltd:</i>				
<i>Buena Vista Stone Block:</i>				
Wages	0	159,000	135,000	116,812
Employer's Contributions	0	25,000	31,000	22,420
Other Costs	0	55,000	35,000	44,077
<i>Devil's Tower:</i>				
Wages	0	182,000	160,000	132,008
Employer's Contributions	0	29,000	34,000	22,399
Other Costs	0	54,000	40,000	45,755
	0	504,000	435,000	383,471
<i>Drugs Misuse Programme:</i>				
Rehabilitation Centre	0	220,000	220,000	210,000
Drug Awareness Campaign	0	3,000	7,000	6,503
	0	223,000	227,000	216,503
<i>carried forward</i>	0	2,694,000	2,567,000	2,370,535

(i) Appendix F (page 127). Estimate for 2002/2003 includes Supplementary Appropriation of £350,000

SOCIAL AFFAIRSSOCIAL SERVICES (cont)

SUB HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
	£	£	£	£
<i>brought forward</i>	0	2,694,000	2,567,000	2,370,535
<i>Women in Need Grant</i>	0	20,000	20,000	20,000
<i>Contribution to Elderly Care Agency (i)</i>	0	2,600,000	2,500,000	2,300,000
<i>Ex-Gratia Payments</i>	0	0	0	21,061
<i>Total Other Charges</i>	0	5,314,000	5,087,000	4,711,596
<u>TOTAL SOCIAL SERVICES</u>				
<i>Personal Emoluments</i>	0	317,000	549,000	532,545
<i>Industrial Wages</i>	0	18,000	41,000	35,871
<i>Other Charges</i>	0	5,314,000	5,087,000	4,711,596
<i>Total Social Services</i>	0	5,649,000	5,677,000	5,280,012

(i) Appendix E (page 125)

HEAD TOURISM AND TRANSPORT**6**

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Ministry of Tourism and Transport

£7,150,000

- (ii) The Controlling Officers of this Head are:

6 - A	Tourism	-	Principal Secretary, Tourism and Transport
6 - B	Transport - Airport	-	Principal Secretary, Tourism and Transport
6 - C	Transport - Traffic	-	Principal Secretary, Tourism and Transport
6 - D	Transport - Port	-	Captain of the Port
6 - E	Transport - Ship Registry	-	Principal Secretary, Tourism and Transport

- (iii) **ESTABLISHMENT**

2003/2004		2002/2003		
1		1		<u>TOURISM AND TRANSPORT</u>
1		1		Senior Officer
1		1		Higher Executive Officer
1		1		Personal Secretary
1		1		Typist
4		4		
<hr/>		<hr/>		
2003/2004		2002/2003		
1		1		<u>TRANSPORT - TRAFFIC</u>
5		5		Chief Motor Vehicle Examiner
6		6		Driving and Vehicle Examiner
6		6		Vehicle Tester
1		1		Higher Executive Officer
1		1		Executive Officer
8		8		Administrative Officer
1		1		Typist
23		23		
<hr/>		<hr/>		

HEAD 6 TOURISM AND TRANSPORT (cont)

(iii) ESTABLISHMENT (cont)

TRANSPORT - PORT

2003/2004	2002/2003	
1	1	Captain of the Port
1	1	Marine Officer
2	2	Senior Boarding Officer
9	9	Boarding Officer
9	9	Coxswain/Engine Driver "A"
15	15	Seaman/Engine Driver "B"
1	1	Port Maintenance Fitter
3	3	Seamen/Mechanic
1	1	Executive Officer
5	4	Administrative Officer
1	1	Typist
<u>48</u>	<u>47</u>	

TRANSPORT - SHIP REGISTRY

2003/2004	2002/2003	
1	1	Maritime Administrator
3	2	Surveyor
2	1	Executive Officer
1	0	Trainee Surveyor
2	2	Administrative Officer
<u>9</u>	<u>6</u>	

2003/2004	2002/2003	
4	4	TOTAL TOURISM AND TRANSPORT
23	23	TOTAL TRANSPORT - TRAFFIC
48	47	TOTAL TRANSPORT - PORT
<u>9</u>	<u>6</u>	TOTAL TRANSPORT - SHIP REGISTRY

(iv) INDUSTRIAL STAFF

2003/2004	2002/2003	
0	0	TOTAL TOURISM AND TRANSPORT
0	0	TOTAL TRANSPORT - TRAFFIC
0	4	TOTAL TRANSPORT - PORT
<u>0</u>	<u>0</u>	TOTAL TRANSPORT - SHIP REGISTRY

TOURISM AND TRANSPORT**HEAD 6 - A TOURISM**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	108,000	109,000	107,000	101,133
	(b) Overtime	1,000	1,000	2,000	58
	(c) Allowances	5,000	5,000	5,000	4,076
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	114,000	115,000	114,000	105,267
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	15,000	15,000	15,000	16,695
	(b) Electricity and Water	8,000	8,000	7,000	7,274
	(c) Telephone Service	36,000	36,000	34,000	40,016
	(d) Printing and Stationery	6,000	6,000	6,000	7,177
	Contracted Services:				
	(e) Office Cleaning - ABC Services Ltd and Service Masters Ltd	13,000	13,000	13,000	13,084
		78,000	78,000	75,000	84,246
4	Operational Expenses:				
	(a) Transport Expenses	1,000	1,000	1,000	768
	(b) Repairs and Maintenance	2,000	1,000	2,000	6,149
	(c) Uniforms	7,000	6,000	10,000	7,239
		10,000	8,000	13,000	14,156
5	General Embellishment	18,000	27,000	7,000	6,578
6	Miss Gibraltar Show	36,000	36,000	33,000	35,986
7	Official Functions	3,000	3,000	7,000	6,494
8	Marketing, Promotions and Conferences	950,000	950,000	950,000	950,394
9	Apes Management:				
	(a) Gibraltar Development Corporation Staff Services (i)	41,000	51,000	39,000	46,792
	Contracted Services:				
	(b) Management Expenses and Food	90,000	90,000	90,000	84,000
	(c) Health Care	1,000	1,000	5,000	4,573
		132,000	142,000	134,000	135,365
10	School of Tourism:				
	(a) General Expenses	2,000	2,000	3,000	3,587
	(b) Training Courses	22,000	22,000	22,000	20,271
	(c) Customer Care Training	4,000	4,000	4,000	12,741
	(d) Hotel Grading	6,000	6,000	6,000	5,459
		34,000	34,000	35,000	42,058
	<i>carried forward</i>	1,261,000	1,278,000	1,254,000	1,275,277

(i) Appendix B (page 121)

TOURISM AND TRANSPORT**HEAD 6 - A TOURISM** (cont)

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	1,261,000	1,278,000	1,254,000	1,275,277
	OTHER CHARGES (cont)				
11	Gibraltar Tourism Board: Gibraltar Development Corporation (i):				
	(a) Staff Services	660,000	700,000	631,000	549,999
	(b) Temporary Assistance	140,000	131,000	150,000	165,219
		800,000	831,000	781,000	715,218
12	Tourism Sites:				
	(a) Running Expenses	95,000	85,000	110,000	114,137
	(b) Gibraltar Development Corporation Staff Services (i) Contracted Services:	650,000	827,000	642,000	544,850
	(c) Security - Security Express (Gibraltar)	160,000	120,000	100,000	101,013
	(d) Son-et-Lumiere Maintenance	1,000	0	0	0
		906,000	1,032,000	852,000	760,000
13	Tourist Entry Points:				
	(a) Running Costs and Maintenance Contracted Services:	35,000	35,000	24,000	29,420
	(b) Cleaning - ABC Services Ltd and Service Masters Ltd	48,000	35,000	38,000	38,848
		83,000	70,000	62,000	68,268
	Total Other Charges	3,050,000	3,211,000	2,949,000	2,818,763
	TOTAL TOURISM				
	Personal Emoluments	114,000	115,000	114,000	105,267
	Industrial Wages	0	0	0	0
	Other Charges	3,050,000	3,211,000	2,949,000	2,818,763
	Total Tourism	3,164,000	3,326,000	3,063,000	2,924,030

(i) Appendix B (page 121)

TOURISM AND TRANSPORT**HEAD 6 - B TRANSPORT - AIRPORT**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	<u>PERSONAL EMOLUMENTS</u>	0	0	0	0
2	<u>INDUSTRIAL WAGES</u>	0	0	0	0
3	<u>OTHER CHARGES</u>				
	Running of Airport :				
	Contracted Services - Terminal Management Ltd	790,000	780,000	790,000	761,476
	Total Other Charges	790,000	780,000	790,000	761,476
	<u>TOTAL TRANSPORT - AIRPORT</u>				
	Personal Emoluments	0	0	0	0
	Industrial Wages	0	0	0	0
	Other Charges	790,000	780,000	790,000	761,476
	Total Transport - Airport	790,000	780,000	790,000	761,476

TOURISM AND TRANSPORT**HEAD 6 - C TRANSPORT - TRAFFIC**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	<u>PERSONAL EMOLUMENTS</u>				
	(a) Salaries	440,000	428,000	420,000	403,404
	(b) Overtime	60,000	75,000	40,000	60,164
	(c) Allowances	4,000	4,000	4,000	3,603
	(d) Temporary Assistance	0	0	0	3,300
	Total Personal Emoluments	504,000	507,000	464,000	470,471
2	<u>INDUSTRIAL WAGES</u>	0	0	0	0
	<u>OTHER CHARGES</u>				
	Transport:				
3	Office Expenses:				
	(a) General Expenses	9,000	9,000	9,000	6,648
	(b) Electricity and Water	5,000	5,000	3,000	2,743
	(c) Telephone Service	10,000	10,000	8,000	9,518
	(d) Printing and Stationery	8,000	11,000	6,000	11,541
	Contracted Services:				
	(e) Office Cleaning - ABC Services Ltd	13,000	10,000	9,000	9,205
		45,000	45,000	35,000	39,655
4	Operational Expenses:				
	(a) Transport Commission Expenses	1,000	1,000	3,000	0
	(b) Repairs and Maintenance	4,000	2,000	4,000	0
	(c) Traffic Signs - Maintenance	3,000	3,000	5,000	0
	(d) Uniforms	4,000	6,000	3,000	0
		12,000	12,000	15,000	0
5	Transport Inspection - Gibraltar Development Corporation Staff Services (i)	48,000	48,000	48,000	21,857
	Traffic Management:				
6	Operational Expenses:				
	(a) Parking Tickets and Tows - Gibraltar Development Corporation Staff Services (i)	439,000	439,000	439,000	437,656
	Contracted Services:				
	(b) Traffic Compound - KIJY Parkings Ltd	10,000	10,000	12,000	12,848
	(c) Radio Communication System - GIBTEL Ltd	6,000	6,000	6,000	5,460
	General Expenses	0	0	0	18,655
		455,000	455,000	457,000	474,619
7	Office Rent and Service Charges	15,000	11,700	6,000	0
	Ex-Gratia Payments	0	0	0	30
	Losses of Public Funds	0	300	0	2,829
	Total Other Charges	575,000	572,000	561,000	538,990
	<u>TOTAL TRANSPORT - TRAFFIC</u>				
	Personal Emoluments	504,000	507,000	464,000	470,471
	Industrial Wages	0	0	0	0
	Other Charges	575,000	572,000	561,000	538,990
	Total Transport - Traffic	1,079,000	1,079,000	1,025,000	1,009,461

(i) Appendix B (page 121)

TOURISM AND TRANSPORT**HEAD 6 - D TRANSPORT - PORT**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	830,000	893,000	710,000	657,241
	(b) Overtime	320,000	416,000	260,000	328,040
	(c) Allowances	155,000	171,000	135,000	133,148
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	1,305,000	1,480,000	1,105,000	1,118,429
2	INDUSTRIAL WAGES				
	Basic Wages	0	36,000	38,000	42,412
	Overtime	0	11,900	6,900	6,690
	Allowances	0	100	100	78
	Total Industrial Wages	0	48,000	45,000	49,180
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	6,000	6,000	6,000	5,722
	(b) Electricity and Water	9,000	13,000	7,000	6,193
	(c) Telephone Service	24,000	24,000	22,000	25,330
	(d) Printing and Stationery	7,000	7,000	7,000	6,899
		46,000	50,000	42,000	44,144
4	Operational Expenses:				
	(a) Transport Expenses	1,000	1,000	1,000	688
	(b) Upkeep of Boarding Station and Wharves	24,000	24,000	22,000	21,440
	(c) Maintenance of Launches	30,000	33,000	23,000	23,531
	(d) Maintenance of Equipment	5,000	5,000	5,000	2,992
	(e) Protective Clothing and Uniforms	14,000	14,000	14,000	15,971
	(f) Training	3,000	3,000	4,000	3,185
	(g) Inspections	1,000	0	1,000	0
	(h) Oil Pollution Expenses	10,000	25,000	10,000	9,990
	(i) Weather Transmission Reports	6,000	6,000	6,000	0
		94,000	111,000	86,000	77,797
5	Contracted Services:				
	(a) Oil Pollution - Oil Spill Response Ltd	29,000	29,000	24,000	24,000
	(b) Port Security - Detective and Security International Ltd	125,000	92,000	125,000	0
	(c) Radio Communication System - GIBTEL Ltd	3,000	0	3,000	0
	(d) Computer Maintenance	1,000	0	0	0
	(e) Cleaning Services	16,000	0	0	0
	<i>Gibraltar Radio</i>	0	0	0	4,915
		174,000	121,000	152,000	28,915
6	Port Advertising	80,000	95,000	80,000	87,087
7	Gibraltar Development Corporation Staff Services (i)	69,000	59,000	43,000	46,030
8	Contribution to Gibraltar Port Authority	1,000	0	1,000	0
	<i>Ex-Gratia Payments</i>	0	0	0	90
	Total Other Charges	464,000	436,000	404,000	284,063
	TOTAL TRANSPORT - PORT				
	Personal Emoluments	1,305,000	1,480,000	1,105,000	1,118,429
	Industrial Wages	0	48,000	45,000	49,180
	Other Charges	464,000	436,000	404,000	284,063
	Total Transport - Port	1,769,000	1,964,000	1,554,000	1,451,672

(i) Appendix B (page 121)

TOURISM AND TRANSPORT**HEAD 6 - E TRANSPORT - SHIP REGISTRY**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	240,000	187,000	173,000	180,257
	(b) Overtime	1,000	1,000	1,000	592
	(c) Allowances	2,000	1,000	1,000	116
	(d) Temporary Assistance	0	0	0	0
	(e) Gratuities	13,000	38,000	38,000	30,146
	Total Personal Emoluments	256,000	227,000	213,000	211,111
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	3,000	3,000	2,000	1,774
	(b) Electricity and Water	1,000	1,000	1,000	553
	(c) Telephone Service	7,000	7,000	5,000	5,899
	(d) Printing and Stationery	2,000	2,000	1,000	1,022
	Contracted Services:				
	(e) Office Cleaning - ABC Services Ltd	2,000	2,000	2,000	1,939
		15,000	15,000	11,000	11,187
4	Operational Expenses:				
	(a) Computer Running Expenses	2,000	2,000	1,000	2,052
	(b) Marketing and Official Visits	20,000	20,000	23,000	22,930
	(c) Red Ensign Conference	1,000	1,000	2,000	2,510
	(d) Survey and Investigation Expenses	1,000	1,000	1,000	0
	(e) Quality Assurance	1,000	0	2,000	0
		25,000	24,000	29,000	27,492
5	Gibraltar Yacht Registry Ltd - Contracted Service	52,000	52,000	52,000	49,188
	<i>Gibraltar Development Corporation Staff Services (i)</i>	0	1,000	0	0
	Total Other Charges	92,000	92,000	92,000	87,867
	TOTAL TRANSPORT - SHIP REGISTRY				
	Personal Emoluments	256,000	227,000	213,000	211,111
	Industrial Wages	0	0	0	0
	Other Charges	92,000	92,000	92,000	87,867
	Total Transport - Ship Registry	348,000	319,000	305,000	298,978

SUMMARY TOURISM AND TRANSPORT

HEAD 6	£	£	£	£
6 - A Tourism	3,164,000	3,326,000	3,063,000	2,924,030
6 - B Transport - Airport	790,000	780,000	790,000	761,476
6 - C Transport - Traffic	1,079,000	1,079,000	1,025,000	1,009,461
6 - D Transport - Port	1,769,000	1,964,000	1,554,000	1,451,672
6 - E Transport - Ship Registry	348,000	319,000	305,000	298,978
Total Head	7,150,000	7,468,000	6,737,000	6,445,617

(i) Appendix B (page 121)

HEAD TRADE, INDUSTRY AND TELECOMMUNICATIONS

7

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Ministry of Trade, Industry and Telecommunications

£2,405,000

- (ii) The Controlling Officer of this Head is the Commercial Director, Trade, Industry and Telecommunications

- (iii) ESTABLISHMENT

INWARD INVESTMENT AND LANDS

2003/2004	2002/2003	
1	1	Senior Executive Officer
1	1	Higher Executive Officer
1	1	Executive Officer
1	1	Personal Secretary
1	1	Administrative Officer
1	1	Messenger
<u>6</u>	<u>6</u>	

BUSINESS DEVELOPMENT

2003/2004	2002/2003	
1	1	Commercial Director (a)
1	1	Higher Executive Officer
4	4	Executive Officer
4	4	Administrative Officer
3	3	Typist (b)
1	1	Telephonist
<u>14</u>	<u>14</u>	

FINANCE CENTRE

2003/2004	2002/2003	
1	1	Senior Executive Officer
2	2	Executive Officer
3	3	Administrative Officer
1	1	Administrative Assistant
0	1	Higher Executive Officer
<u>7</u>	<u>8</u>	

- (a) Senior Officer post held on a personal to holder basis
 (b) One post shared between two typists

HEAD **TRADE, INDUSTRY AND TELECOMMUNICATIONS** (cont)
7

(iii) ESTABLISHMENT (cont)

PLANNING AND HERITAGE

2003/2004	2002/2003	
3	3	Senior Professional and Technology Officer
5	5	Professional and Technology Officer
2	2	Technical Grade I
1	1	Archivist
1	1	Assistant Archivist
3	3	Administrative Officer
1	1	Administrative Assistant
2	2	Typist
<u>18</u>	<u>18</u>	

2003/2004	2002/2003
<u>45</u>	<u>46</u>

**TOTAL TRADE, INDUSTRY
AND TELECOMMUNICATIONS**

(iv) INDUSTRIAL STAFF

2003/2004	2002/2003
<u>1</u>	<u>1</u>

**TOTAL TRADE, INDUSTRY
AND TELECOMMUNICATIONS**

TRADE, INDUSTRY AND TELECOMMUNICATIONS**HEAD 7**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	Inward Investment and Lands:				
	(a) Salaries	130,000	99,000	110,000	127,517
	(b) Overtime	6,000	4,000	6,000	6,263
	(c) Allowances	3,000	6,000	3,000	3,177
	(d) Temporary Assistance	0	0	0	0
		139,000	109,000	119,000	136,957
	Business Development:				
	(e) Salaries	257,000	240,000	270,000	154,084
	(f) Overtime	8,000	8,000	8,000	9,038
	(g) Allowances	6,000	7,000	6,000	5,942
	(h) Temporary Assistance	0	0	0	0
		271,000	255,000	284,000	169,064
	Finance Centre:				
	(i) Salaries	114,000	121,000	142,000	138,762
	(j) Overtime	5,000	2,000	6,000	4,978
	(k) Allowances	2,000	2,000	2,000	1,613
	(l) Temporary Assistance	0	0	0	0
		121,000	125,000	150,000	145,353
	Planning and Heritage:				
	(m) Salaries	353,000	360,000	345,000	321,010
	(n) Overtime	13,000	10,000	19,000	25,656
	(o) Allowances	9,000	9,000	9,000	9,080
	(p) Temporary Assistance	0	0	0	0
		375,000	379,000	373,000	355,746
	Total Personal Emoluments	906,000	868,000	926,000	807,120
2	INDUSTRIAL WAGES				
	(a) Basic Wages	11,000	9,000	11,000	7,966
	(b) Overtime	0	0	0	0
	(c) Allowances	0	0	0	0
	Total Industrial Wages	11,000	9,000	11,000	7,966
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	26,000	26,000	28,000	30,730
	(b) Electricity and Water	13,000	13,000	15,000	14,409
	(c) Telephone Service	45,000	57,000	35,000	37,546
	(d) Printing and Stationery	9,000	9,000	10,000	10,676
	Contracted Services:				
	(e) Office Cleaning - Europroperty Cleaners Ltd	29,000	29,000	29,000	27,948
		122,000	134,000	117,000	121,309
4	Land and Property Management	10,000	89,000	10,000	6,093
5	Office Rent and Service Charges	193,000	190,000	193,000	170,434
6	Marketing, Promotions and Conferences				
	(a) Inward Investment and Lands	30,000	32,000	30,000	27,711
	(b) Business Development	30,000	27,000	30,000	26,261
	(c) Finance Centre	200,000	190,000	220,000	197,955
		260,000	249,000	280,000	251,927
	<i>carried forward</i>	585,000	662,000	600,000	549,763

TRADE, INDUSTRY AND TELECOMMUNICATIONS (cont)**HEAD 7**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	585,000	662,000	600,000	549,763
	OTHER CHARGES (cont)				
7	Contribution to Financial Services Commission	120,000	100,000	100,000	200,000
8	Gibraltar Development Corporation Staff Services (i):				
	(a) Europa Business Centre	40,000	40,000	40,000	37,355
	(b) Business Advisory Unit	71,000	73,000	70,000	16,927
	(c) Inward Investment and Lands	60,000	62,000	57,000	46,505
	(d) Finance Centre	180,000	232,000	220,000	176,419
	(e) Planning and Heritage	24,000	24,000	24,000	24,589
		375,000	431,000	411,000	301,795
9	Operational Expenses:				
	(a) Archaeological Excavations	9,000	9,000	9,000	12,212
	(b) Calpe Conference	40,000	44,000	44,000	43,510
	(c) Archives	12,000	15,000	12,000	10,581
	(d) Promotion of Heritage Issues	25,000	22,000	25,000	20,747
	(e) Protective Clothing	1,000	1,000	1,000	888
	(f) Training and Conferences	13,000	13,000	13,000	12,771
	(g) Research and Public Awareness	10,000	10,000	10,000	1,456
	(h) Town Planning GIS System	8,000	8,000	10,000	0
		118,000	122,000	124,000	102,165
10	Running of Museum - Knightsfield Holdings Limited	290,000	240,000	240,000	240,937
	<i>Compensation and Legal Costs</i>	0	0	0	133,011
	<i>Ex-Gratia Payments</i>	0	0	0	2,677
	Total Other Charges	1,488,000	1,555,000	1,475,000	1,530,348
TOTAL TRADE, INDUSTRY AND TELECOMMUNICATIONS					
	Personal Emoluments	906,000	868,000	926,000	807,120
	Industrial Wages	11,000	9,000	11,000	7,966
	Other Charges	1,488,000	1,555,000	1,475,000	1,530,348
	Total Trade, Industry and Telecommunications	2,405,000	2,432,000	2,412,000	2,345,434

SUMMARY TRADE, INDUSTRY AND TELECOMMUNICATIONS

	£	£	£	£
HEAD 7	2,405,000	2,432,000	2,412,000	2,345,434

(i) Appendix B (page 121)

HEAD ADMINISTRATION AND FINANCE**8**

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Secretariat, Personnel, Civil Status and Registration Office, Office of the Financial and Development Secretary, Treasury, Customs and the Income Tax Department

£22,812,000

- (ii) The Controlling Officers of this Head are:

8 - A	Secretariat	- Chief Secretary
8 - B	Personnel	- Personnel Manager
8 - C	Civil Status & Registration Office	- Principal Secretary, Civil Status & Registration Office
8 - D	Financial and Development Secretary	- Senior Executive, Financial & Development Secretary
8 - E	Treasury	- Accountant General
8 - F	Customs	- Collector of Customs
8 - G	Income Tax	- Commissioner of Income Tax

- (iii) ESTABLISHMENT

SECRETARIAT

2003/2004	2002/2003	
1	1	Chief Secretary
2	0	Senior Officer (a)
1	1	Director, Media and Communications
1	1	Law Draftsman
3	4	Higher Executive Officer
5	3	Executive Officer
1	1	Instructional Officer
2	1	Senior Personal Secretary
2	2	Personal Secretary
8	9	Administrative Officer
5	3	Typist
2	1	Head Messenger
3	4	Messenger
1	1	Telephonist
0	2	Senior Executive Officer
0	1	Administrative Assistant
<u>37</u>	<u>35</u>	

(a) One Senior Officer post held on a personal to holder basis

HEAD 8 ADMINISTRATION AND FINANCE (cont)

(iii) ESTABLISHMENT (cont)

2003/2004	2002/2003
1	1
1	1
5	5
1	1
8	8

SECRETARIAT (cont)

STATISTICS OFFICE

Senior Officer
 Government Statistician (Senior Executive Officer)
 Administrative Officer
 Administrative Assistant

2003/2004	2002/2003
1	1
1	1
2	1
1	0
1	1
1	1
1	1
1	1
1	1
1	1
11	9

LEGISLATION SUPPORT UNIT

Senior Officer
 Senior Law Draftsman
 Law Draftsman
 Lawyer
 Higher Executive Officer
 Production Head
 Executive Officer
 Personal Secretary
 Administrative Officer
 Typist

2003/2004	2002/2003
1	1
1	1
1	1
2	2
2	2
7	7

PROCUREMENT OFFICE

Senior Executive Officer
 Senior Professional and Technology Officer
 Executive Officer
 Technical Grade I
 Administrative Officer

2003/2004	2002/2003
1	0
1	0
2	0
9	0
13	0

**INFORMATION TECHNOLOGY
 AND LOGISTICS UNIT (a)**

Senior Officer
 IT Officer Level 3
 IT Officer Level 2
 IT Officer Level 1

(a) In 2002/2003 part of Head 4B Technical Services

HEAD ADMINISTRATION AND FINANCE (cont)**8****(iii) ESTABLISHMENT (cont)****PERSONNEL**

2003/2004	2002/2003	
1	1	Senior Officer
1	1	Senior Executive Officer
3	3	Higher Executive Officer
4	4	Executive Officer
1	1	Personal Secretary
5	5	Administrative Officer
3	3	Administrative Assistant
1	1	Typist
1	1	Messenger
		Staff awaiting redeployment
2	3	Higher Executive Officer
22	23	

CIVIL STATUS AND REGISTRATION OFFICE

2003/2004	2002/2003	
1	1	Senior Officer
1	1	Senior Executive Officer
1	1	Higher Executive Officer
3	3	Executive Officer
9	9	Administrative Officer
2	2	Administrative Assistant
3	3	Typist
20	20	

FINANCIAL & DEVELOPMENT SECRETARY

2003/2004	2002/2003	
1	1	Senior Executive Officer
1	1	Higher Executive Officer
1	1	Personal Secretary
1	1	Administrative Officer
1	1	Typist
5	5	

HEAD 8 ADMINISTRATION AND FINANCE (cont)

(iii) ESTABLISHMENT (cont)

2003/2004	2002/2003	
1	1	
1	1	
3	2	
1	1	
4	3	
14	15	
39	39	
1	1	
1	1	
1	1	
4	3	
70	68	

2003/2004	2002/2003	
1	1	
1	1	
4	4	
2	2	
1	1	
9	9	

2003/2004	2002/2003	
1	1	
2	2	
7	7	
42	42	
52	52	
3	3	
2	2	
1	1	
1	1	
111	111	

TREASURY

MAIN OFFICE

Accountant General
Deputy Accountant General
Senior Executive Officer
Computer Consultant
Higher Executive Officer
Executive Officer
Administrative Officer
Administrative Assistant
Typist
Senior Messenger
Messenger

ARREARS UNIT

Higher Executive Officer
Legal Assistant
Executive Officer
Administrative Officer
Typist

CUSTOMS

Collector of Customs
Senior Executive Officer
Higher Executive Officer
Executive Officer
Assistant Officer
Administrative Officer
Typist
Messenger
Telephonist

HEAD ADMINISTRATION AND FINANCE (cont)**8****(iii) ESTABLISHMENT (cont)****INCOME TAX OFFICE**

2003/2004	2002/2003	
1	1	Commissioner of Income Tax
2	2	Senior Executive Officer
1	1	Crown Counsel
1	0	Accountant
5	6	Higher Executive Officer
7	6	Executive Officer
27	24	Administrative Officer
1	1	Administrative Assistant
2	2	Typist
<u>47</u>	<u>43</u>	

2003/2004	2002/2003	
76	59	TOTAL SECRETARIAT
22	23	TOTAL PERSONNEL
20	20	TOTAL CIVIL STATUS AND REGISTRATION OFFICE
5	5	TOTAL FINANCIAL SECRETARY
79	77	TOTAL TREASURY
111	111	TOTAL CUSTOMS
<u>47</u>	<u>43</u>	TOTAL INCOME TAX

(iv) INDUSTRIAL STAFF

2003/2004	2002/2003	
4	4	TOTAL SECRETARIAT
1	1	TOTAL PERSONNEL
0	0	TOTAL CIVIL STATUS AND REGISTRATION OFFICE
0	0	TOTAL FINANCIAL SECRETARY
0	0	TOTAL TREASURY
4	4	TOTAL CUSTOMS
<u>0</u>	<u>0</u>	TOTAL INCOME TAX

ADMINISTRATION AND FINANCE**HEAD 8 - A SECRETARIAT**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	General Office:				
	(a) Salaries	755,000	734,000	713,000	656,550
	(b) Overtime	120,000	135,000	110,000	133,719
	(c) Allowances	28,000	31,000	25,000	25,142
	(d) Temporary Assistance	1,000	0	1,000	0
	(e) Gratuities	12,000	12,000	12,000	11,070
		916,000	912,000	861,000	826,481
	Statistics Office:				
	(f) Salaries	167,000	164,000	164,000	135,516
	(g) Overtime	2,000	1,000	4,000	3,036
	(h) Allowances	4,000	4,000	4,000	4,023
	(i) Temporary Assistance	0	0	0	0
		173,000	169,000	172,000	142,575
	Legislation Support Unit:				
	(j) Salaries	240,000	214,000	202,000	193,325
	(k) Overtime	4,000	6,000	2,000	2,487
	(l) Allowances	4,000	4,000	4,000	3,629
	(m) Temporary Assistance	22,000	43,000	21,000	21,050
	(n) Gratuities	30,000	8,000	8,000	7,500
		300,000	275,000	237,000	227,991
	Procurement Office:				
	(o) Salaries	155,000	141,000	147,000	126,770
	(p) Overtime	12,000	10,000	12,000	9,463
	(q) Allowances	3,000	3,000	3,000	3,663
	(r) Temporary Assistance	0	0	0	0
		170,000	154,000	162,000	139,896
	Information Technology and Logistics Unit (i):				
	(s) Salaries	290,000	0	0	0
	(t) Overtime	50,000	0	0	0
	(u) Allowances	40,000	0	0	0
	(v) Temporary Assistance	0	0	0	0
		380,000	0	0	0
	<i>Frontier Complaints Office:</i>				
	<i>Overtime</i>	0	4,000	7,000	6,498
	Total Personal Emoluments	1,939,000	1,514,000	1,439,000	1,343,441
2	INDUSTRIAL WAGES				
	(a) Basic Wages	38,000	36,000	42,000	34,382
	(b) Overtime	1,000	1,000	1,000	1,342
	(c) Allowances	0	0	0	0
	Total Industrial Wages	39,000	37,000	43,000	35,724
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	10,000	13,000	8,000	9,314
	(b) Electricity and Water	10,000	10,000	8,000	10,395
	(c) Telephone Service	50,000	56,000	45,000	49,730
	(d) Printing and Stationery	16,000	16,000	16,000	17,228
		86,000	95,000	77,000	86,667
4	Operational Expenses:				
	(a) Transport Expenses	1,000	1,000	1,000	661
	(b) Equipment Maintenance	13,000	13,000	13,000	13,643
	(c) The Mount Expenses	4,000	5,000	4,000	4,832
	(d) Official Entertainment	15,000	17,000	15,000	15,583
	(e) Visiting Delegations and Government Receptions	15,000	15,000	15,000	18,806
	(f) Mayoral Expenses	13,000	9,000	13,000	13,030
	(g) Rent and Service Charges - Store at New Harbours	2,000	7,000	0	0
		63,000	67,000	61,000	66,555
	<i>carried forward</i>	149,000	162,000	138,000	153,222

(i) Up to 2002/2003 Information Technology and Logistics Unit expenditure shown under Head 4B Technical Services

ADMINISTRATION AND FINANCE**HEAD 8 - A SECRETARIAT (cont)**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	149,000	162,000	138,000	153,222
	OTHER CHARGES (cont)				
5	Gibraltar Co-Ordinating Centre for Criminal Intelligence and Drugs:				
	(a) General Expenses	6,000	6,000	6,000	6,213
	(b) Electricity and Water	2,000	2,000	2,000	1,052
	(c) Telephone Service	6,000	6,000	6,000	5,239
	(d) Printing and Stationery	1,000	1,000	1,000	988
	(e) Office Rent and Service Charges	27,000	27,000	26,000	25,603
	(f) Investigation and Research	2,000	2,000	2,000	1,061
	(g) Travelling Expenses	9,000	9,000	9,000	7,176
		53,000	53,000	52,000	47,332
6	Governor's Office Expenses	59,000	48,000	48,000	48,111
7	Statistics Office:				
	(a) General Expenses	6,000	6,000	4,000	6,195
	(b) Electricity and Water	1,000	1,000	1,000	161
	(c) Telephone Service	4,000	4,000	3,000	3,194
	(d) Printing and Stationery	5,000	5,000	3,000	3,032
	(e) Statistical Surveys	33,000	50,000	45,000	83,821
	(f) Office Rent and Service Charges	9,000	9,000	11,000	9,092
	Contracted Services:				
	(g) Office Cleaning - Trafalgar Cleaning Services Ltd	2,000	2,000	2,000	0
		60,000	77,000	69,000	105,495
8	Legislation Support Unit:				
	(a) General Expenses	4,000	4,000	5,000	3,804
	(b) Telephone Service	9,000	10,000	7,000	10,049
	(c) Printing and Stationery	50,000	50,000	50,000	55,568
	(d) Private Sector Fees For Legal Drafting	50,000	200,000	50,000	381,619
	(e) Publications	9,000	9,000	10,000	7,674
	(f) Gibraltar Development Corporation Staff Services (i)	12,000	12,000	12,000	12,033
	Contracted Services:				
	(g) Consolidation of Laws	5,000	0	20,000	0
		139,000	285,000	154,000	470,747
9	Procurement Office:				
	(a) General Expenses	4,000	4,000	4,000	3,699
	(b) Electricity and Water	2,000	2,000	1,000	3,565
	(c) Telephone Service	3,000	3,000	4,000	2,424
	(d) Printing and Stationery	2,000	2,000	2,000	505
	Contracted Services:				
	(e) Office Cleaning - Trafalgar Cleaning Services Ltd	2,000	2,000	3,000	2,088
		13,000	13,000	14,000	12,281
10	Information Technology and Logistics Unit (ii):				
	(a) General Expenses	2,000	0	0	0
	(b) Electricity and Water	5,000	0	0	0
	(c) Telephone Service	50,000	0	0	0
	(d) Printing and Stationery	2,000	0	0	0
	(e) Computer Expenses	10,000	0	0	0
		69,000	0	0	0
11	Communication and Information Expenses	300,000	1,890,000	975,000	192,194
12	Compensation Scheme - Fast Launches/Vehicle Windows	1,000	0	1,000	0
13	Private Sector Fees for Legal Advice	250,000	780,000	250,000	595,661
14	Government Lobbying, Hospitality and Travel	400,000	1,170,000	300,000	478,124
	<i>carried forward</i>	1,493,000	4,478,000	2,001,000	2,103,167

(i) Appendix B (page 121)

(ii) Up to 2002/2003 Information Technology and Logistics Unit expenditure shown under Head 4B Technical Services

ADMINISTRATION AND FINANCE**HEAD 8 - A SECRETARIAT (cont)**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	1,493,000	4,478,000	2,001,000	2,103,167
	OTHER CHARGES (cont)				
15	Joshua Hassan House: Contracted Services:				
	(a) Building Security - Detectives and Security International Ltd	34,000	34,000	28,000	26,087
	(b) Upkeep of Planted Areas - Gibral-Flora Ltd	4,000	4,000	4,000	3,564
		38,000	38,000	32,000	29,651
16	Overseas Offices:				
	(a) London Office - Med Management Consultants Ltd	420,000	447,000	415,000	410,896
	(b) Washington Office	108,000	108,000	108,000	106,452
	(c) Brussels Office	202,000	200,000	200,000	170,078
	(d) Madrid Office	37,000	37,000	37,000	40,102
	(e) Gibraltar Development Corporation Staff Services - Madrid Office (i)	45,000	18,000	25,000	35,298
		812,000	810,000	785,000	762,826
17	Grants:				
	(a) Gibraltar Regiment	60,000	60,000	52,000	83,680
	(b) Retreat Centre Trust	117,000	79,000	0	0
	(c) Other Grants	150,000	150,000	5,150,000	191,604
		327,000	289,000	5,202,000	275,284
18	Gibraltar Development Corporation Staff Services (i)				
	(a) Urban Renewal Development Project	26,000	26,000	26,000	25,239
	(b) Personnel	29,000	29,000	27,000	26,795
		55,000	55,000	53,000	52,034
19	Office Security Services KIJY Parkings Ltd - Contracted Service	86,000	85,000	82,000	75,842
20	Control of Entry Points to Gibraltar Security and Immigration Ltd - Contracted Service	1,224,000	1,153,000	1,184,000	978,934
21	Civil Service Training	20,000	20,000	20,000	14,912
22	Research, Development Studies and Professional Fees	100,000	100,000	120,000	124,737
23	National Day	100,000	150,000	100,000	119,437
24	2004 Tercentenary	100,000	0	0	0
25	Civil Contingency Planning	50,000	0	1,000	0
26	Contribution to Gibraltar Regulatory Authority (ii)	438,000	0	0	0
27	European Association of Airport and Seaport Police Conference Expenses	30,000	0	0	0
28	Contribution to Social Assistance Fund - Import Duty	5,000,000	0	0	0
	<i>Referendum 2002:</i>				
	Staff Remuneration	0	127,000	0	0
	Other Costs	0	318,000	0	0
		0	445,000	0	0
	<i>Frontier Complaints Office</i>	0	2,000	2,000	2,772
	<i>Compensation and Legal Costs</i>	0	0	0	11,542
	<i>Losses of Public Funds</i>	0	0	0	10
	Total Other Charges	9,873,000	7,625,000	9,582,000	4,551,148
	TOTAL SECRETARIAT				
	Personal Emoluments	1,939,000	1,514,000	1,439,000	1,343,441
	Industrial Wages	39,000	37,000	43,000	35,724
	Other Charges	9,873,000	7,625,000	9,582,000	4,551,148
	Total Secretariat	11,851,000	9,176,000	11,064,000	5,930,313

(i) Appendix B (page 121)

(ii) Appendix G (page 128)

ADMINISTRATION AND FINANCE**HEAD 8 - B PERSONNEL**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	440,000	408,000	422,000	350,036
	(b) Overtime	4,000	4,000	3,000	1,954
	(c) Allowances	15,000	25,000	14,000	22,343
	(d) Temporary Assistance	22,000	22,000	21,000	21,936
	Total Personal Emoluments	481,000	459,000	460,000	396,269
2	INDUSTRIAL WAGES				
	(a) Basic Wages	13,000	13,000	13,000	20,869
	(b) Overtime	0	0	0	0
	(c) Allowances	0	0	0	0
	Total Industrial Wages	13,000	13,000	13,000	20,869
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	7,000	7,000	7,000	6,922
	(b) Electricity and Water	1,000	1,000	1,000	479
	(c) Telephone Service	9,000	9,000	8,000	8,631
	(d) Printing and Stationery	1,000	1,000	1,000	1,515
	Contracted Services:				
	(e) Office Cleaning - Trafalgar Cleaning Services Ltd	7,000	8,000	7,000	0
		25,000	26,000	24,000	17,547
4	Operational Expenses:				
	(a) Computer and Office Equipment	9,000	10,000	9,000	9,211
	(b) Recruitment Expenses	5,000	6,000	2,000	2,688
		14,000	16,000	11,000	11,899
5	Office Rent and Service Charges	40,000	39,900	40,000	39,411
6	Group Life Cover	158,000	167,000	128,000	124,753
7	Residential Properties Rents and Service Charges	17,000	16,000	17,000	27,720
	<i>Ex-Gratia Payments</i>	0	100	0	0
	<i>Staff Terminal Payments</i>	0	0	0	4,421
	Total Other Charges	254,000	265,000	220,000	225,751
	TOTAL PERSONNEL				
	Personal Emoluments	481,000	459,000	460,000	396,269
	Industrial Wages	13,000	13,000	13,000	20,869
	Other Charges	254,000	265,000	220,000	225,751
	Total Personnel	748,000	737,000	693,000	642,889

ADMINISTRATION AND FINANCE**HEAD 8 - C CIVIL STATUS AND REGISTRATION OFFICE**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	344,000	342,000	339,000	302,691
	(b) Overtime	20,000	20,000	20,000	28,437
	(c) Allowances	11,000	11,000	11,000	9,804
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	375,000	373,000	370,000	340,932
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	5,000	5,000	4,000	4,906
	(b) Electricity and Water	4,000	4,000	4,000	4,335
	(c) Telephone Service	8,000	9,000	7,000	7,597
	(d) Printing and Stationery	5,000	5,000	4,000	4,669
		22,000	23,000	19,000	21,507
4	Operational Expenses:				
	(a) Rebinding of Registers	1,000	1,000	1,000	470
	(b) EU Format Passports	28,000	22,000	28,000	27,370
	(c) Identity Cards	22,000	30,000	25,000	44,980
	(d) Marriages	2,000	1,000	2,000	1,016
		53,000	54,000	56,000	73,836
	Total Other Charges	75,000	77,000	75,000	95,343
	TOTAL CIVIL STATUS AND REGISTRATION OFFICE				
	Personal Emoluments	375,000	373,000	370,000	340,932
	Industrial Wages	0	0	0	0
	Other Charges	75,000	77,000	75,000	95,343
	Total Civil Status and Registration Office	450,000	450,000	445,000	436,275

ADMINISTRATION AND FINANCE**HEAD 8 - D FINANCIAL AND DEVELOPMENT SECRETARY**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	107,000	94,000	104,000	92,197
	(b) Overtime	17,000	17,000	15,000	15,353
	(c) Allowances	8,000	8,000	8,000	7,344
	(d) Temporary Assistance	0	0	0	0
	(e) Gratuities	17,000	17,000	16,000	15,972
	Total Personal Emoluments	149,000	136,000	143,000	130,866
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	2,000	2,000	2,000	2,274
	(b) Electricity and Water	1,000	1,000	1,000	1,250
	(c) Telephone Service	5,000	5,000	4,000	4,829
	(d) Printing and Stationery	8,000	8,000	6,000	6,852
		16,000	16,000	13,000	15,205
4	Operational Expenses:				
	(a) Publications	1,000	1,000	1,000	681
	(b) Computer and Office Equipment Expenses	4,000	4,000	4,000	4,051
		5,000	5,000	5,000	4,732
	Total Other Charges	21,000	21,000	18,000	19,937
	TOTAL FINANCIAL AND DEVELOPMENT SECRETARY				
	Personal Emoluments	149,000	136,000	143,000	130,866
	Industrial Wages	0	0	0	0
	Other Charges	21,000	21,000	18,000	19,937
	Total Financial and Development Secretary	170,000	157,000	161,000	150,803

ADMINISTRATION AND FINANCE**HEAD 8 - E TREASURY**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	General Office:				
	(a) Salaries	1,200,000	1,165,000	1,170,000	1,083,443
	(b) Overtime	130,000	141,000	120,000	126,873
	(c) Allowances	48,000	50,000	46,000	42,927
	(d) Temporary Assistance	20,000	16,000	30,000	30,168
		1,398,000	1,372,000	1,366,000	1,283,411
	Arrears Section:				
	(e) Salaries	165,000	165,000	175,000	159,452
	(f) Overtime	23,000	23,000	22,000	23,439
	(g) Allowances	3,000	6,000	3,000	3,397
	(h) Temporary Assistance	0	0	0	0
		191,000	194,000	200,000	186,288
	Total Personal Emoluments	1,589,000	1,566,000	1,566,000	1,469,699
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	22,000	26,000	21,000	21,664
	(b) Electricity and Water	12,000	12,000	9,000	8,031
	(c) Telephone Service	27,000	27,000	25,000	26,479
	(d) Printing and Stationery	25,000	24,000	25,000	39,717
	Contracted Services:				
	(e) Office Cleaning - Trafalgar Cleaning Services Ltd	20,000	19,000	20,000	19,722
		106,000	108,000	100,000	115,613
4	Operational Expenses:				
	(a) Staff Medical Services	2,000	2,000	2,000	1,585
	(b) Banking and Related Services	15,000	15,000	18,000	15,808
	(c) Computer Running Expenses	25,000	25,000	25,000	29,880
	(d) Legal Expenses	2,000	2,000	2,000	2,875
	(e) Security Expenses	1,000	1,000	1,000	835
	Contracted Services:				
	(f) Security Services - Security Express (Gibraltar)	16,000	15,000	14,000	14,220
		61,000	60,000	62,000	65,203
5	Insurance Premiums and Claims	700,000	643,000	570,000	513,047
6	Official Receiver Expenses	20,000	17,000	30,000	23,005
7	Tribunals:				
	(a) Income Tax	3,000	1,000	5,000	2,039
	(b) Development Appeals	3,000	1,000	1,000	0
		6,000	2,000	6,000	2,039
8	Contribution to Gibraltar Development Corporation (i):				
	(a) General Office Staff Services	25,000	26,000	25,000	24,160
	(b) Arrears Section Staff Services	29,000	30,000	29,000	27,904
		54,000	56,000	54,000	52,064
	<i>carried forward</i>	947,000	886,000	822,000	770,971

(i) Appendix B (page 121)

ADMINISTRATION AND FINANCE**HEAD 8 - E TREASURY** (cont)

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
	<i>brought forward</i>	947,000	886,000	822,000	770,971
	OTHER CHARGES (cont)				
9	Contracted Services:				
	(a) Property Services, Rents, Rates and Stamp Duty - Land Property Services Ltd	1,090,000	1,090,000	970,000	960,438
	(b) Commission from Land Sales-Land Property Services Ltd	20,000	20,000	34,000	34,248
	(c) Electricity Collections - Lyonnaise Des Eaux (Gib) Ltd	212,000	201,000	179,000	193,872
	(d) Company Registrations - Companies House (Gib) Ltd	850,000	800,000	670,000	663,116
		2,172,000	2,111,000	1,853,000	1,851,674
10	Circulating Coinage Expenses (i)	170,000	187,000	134,000	91,674
11	Rent and Service Charges - Store at New Harbours	7,000	7,000	7,000	11,023
12	Ex-Gratia Payments	1,000	1,000	1,000	913
	<i>Repayment of Previous Years Revenue</i> (ii)	0	14,000	5,000	42,345
	Total Other Charges	3,297,000	3,206,000	2,822,000	2,768,600
	TOTAL TREASURY				
	Personal Emoluments	1,589,000	1,566,000	1,566,000	1,469,699
	Industrial Wages	0	0	0	0
	Other Charges	3,297,000	3,206,000	2,822,000	2,768,600
	Total Treasury	4,886,000	4,772,000	4,388,000	4,238,299

(i) Appendix L (page 133)

(ii) From 2003/2004 shown under Consolidated Fund Charges Head 07

ADMINISTRATION AND FINANCE**HEAD 8 - F CUSTOMS**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	2,140,000	2,110,000	1,940,000	1,925,549
	(b) Overtime	800,000	965,000	600,000	779,947
	(c) Allowances	400,000	469,000	310,000	340,085
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	3,340,000	3,544,000	2,850,000	3,045,581
2	INDUSTRIAL WAGES				
	(a) Basic Wages	42,000	44,000	41,000	39,795
	(b) Overtime	13,000	23,000	16,000	15,111
	(c) Allowances	0	0	0	0
	Total Industrial Wages	55,000	67,000	57,000	54,906
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	12,000	14,000	12,000	12,292
	(b) Electricity and Water	19,000	20,000	13,000	16,508
	(c) Telephone Service	36,000	36,000	33,000	36,641
	(d) Printing and Stationery	8,000	8,000	8,000	8,625
		75,000	78,000	66,000	74,066
4	Operational Expenses:				
	(a) Transport Expenses	23,000	23,000	15,000	20,069
	(b) Investigation Expenses	15,000	26,000	15,000	20,031
	(c) Uniforms	25,000	31,000	25,000	24,734
	(d) Dog Section Costs	35,000	35,000	20,000	4,765
	(e) Computer Running Expenses	15,000	15,000	15,000	16,933
	(f) Official Visits	2,000	1,900	3,000	1,663
	(g) Training Courses	10,000	2,000	12,000	1,562
	Contracted Services:				
	(h) Radio Communication System - GIBTEL Ltd	23,000	24,000	20,000	20,160
		148,000	157,900	125,000	109,917
	<i>Losses of Public Funds</i>	0	100	0	0
	Total Other Charges	223,000	236,000	191,000	183,983
	TOTAL CUSTOMS				
	Personal Emoluments	3,340,000	3,544,000	2,850,000	3,045,581
	Industrial Wages	55,000	67,000	57,000	54,906
	Other Charges	223,000	236,000	191,000	183,983
	Total Customs	3,618,000	3,847,000	3,098,000	3,284,470

ADMINISTRATION AND FINANCE**HEAD 8 - G INCOME TAX**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	900,000	837,000	837,000	766,497
	(b) Overtime	80,000	80,000	80,000	76,717
	(c) Allowances	16,000	16,000	15,000	14,782
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	996,000	933,000	932,000	857,996
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	12,000	14,000	10,000	11,907
	(b) Electricity and Water	6,000	6,000	5,000	4,567
	(c) Telephone Service	17,000	17,000	16,000	17,380
	(d) Printing and Stationery	22,000	22,000	22,000	29,385
	Contracted Services:				
	(e) Office Cleaning - ABC Services Ltd and Service Masters Ltd	13,000	11,000	14,000	8,930
		70,000	70,000	67,000	72,169
	Operational Expenses:				
4	(a) Remuneration of United Kingdom Agent	3,000	3,000	3,000	3,000
	(b) Computer Running Expenses	12,000	12,000	12,000	9,619
		15,000	15,000	15,000	12,619
5	Professional Fees	8,000	7,900	7,000	5,787
	<i>Losses of Public Funds</i>	0	100	0	173
	<i>Ex-Gratia Payments</i>	0	0	0	15
	Total Other Charges	93,000	93,000	89,000	90,763
	TOTAL INCOME TAX				
	Personal Emoluments	996,000	933,000	932,000	857,996
	Industrial Wages	0	0	0	0
	Other Charges	93,000	93,000	89,000	90,763
	Total Income Tax	1,089,000	1,026,000	1,021,000	948,759

SUMMARY ADMINISTRATION AND FINANCE

HEAD 8	£	£	£	£
8 - A Secretariat	11,851,000	9,176,000	11,064,000	5,930,313
8 - B Personnel	748,000	737,000	693,000	642,889
8 - C Civil Status and Registration Office	450,000	450,000	445,000	436,275
8 - D Financial and Development Secretary	170,000	157,000	161,000	150,803
8 - E Treasury	4,886,000	4,772,000	4,388,000	4,238,299
8 - F Customs	3,618,000	3,847,000	3,098,000	3,284,470
8 - G Income Tax	1,089,000	1,026,000	1,021,000	948,759
<i>Gibraltar Regulatory Authority</i>	0	441,000	438,000	369,000
Total Head	22,812,000	20,606,000	21,308,000	16,000,808

ADMINISTRATION AND FINANCEGIBRALTAR REGULATORY AUTHORITY

SUB HEAD		ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
		£	£	£	£
1	<u>PERSONAL EMOLUMENTS</u>	0	0	0	0
2	<u>INDUSTRIAL WAGES</u>	0	0	0	0
3	<u>OTHER CHARGES</u>				
	Contribution to Gibraltar Regulatory Authority (i)	0	441,000	438,000	369,000
	<i>Total Other Charges</i>	0	441,000	438,000	369,000
	<u>TOTAL GIBRALTAR REGULATORY AUTHORITY</u>				
	Personal Emoluments	0	0	0	0
	Industrial Wages	0	0	0	0
	Other Charges	0	441,000	438,000	369,000
	<i>Total Gibraltar Regulatory Authority</i>	0	441,000	438,000	369,000

(i) Appendix G (page 128). From 2003/2004 shown under Head 8A Secretariat

HEAD POLICE, LAW OFFICERS AND JUDICIARY**9**

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries, wages and expenses of the Royal Gibraltar Police, Law Officers, Supreme Court and the Magistrates and Coroners Court

£9,277,000

- (ii) The Controlling Officers of this Head are:

9 - A	Police	- Commissioner of Police
9 - B	Law Officers	- Senior Crown Counsel
9 - C	Supreme Court	- Registrar Supreme Court
9 - D	Magistrates and Coroners Court	- Clerk to the Justices

- (iii) ESTABLISHMENT

POLICE

2003/2004	2002/2003	
1	1	Deputy Commissioner
2	2	Superintendent
6	6	Chief Inspector
13	13	Inspector
26	26	Sergeant
170	170	Constable/Policewoman
1	1	Executive Officer
1	1	Personal Secretary
5	5	Administrative Officer
5	5	Typist
1	1	Telephonist
<u>231</u>	<u>231</u>	

LAW OFFICERS

2003/2004	2002/2003	
1	1	Senior Crown Counsel
6	5	Crown Counsel
1	1	Personal Secretary
4	4	Administrative Officer
2	2	Typist
0	1	<i>Legal Assistant</i>
<u>14</u>	<u>14</u>	

HEAD 9 POLICE, LAW OFFICERS AND JUDICIARY

(iii) ESTABLISHMENT (cont)

SUPREME COURT

2003/2004	2002/2003	
1	1	Judge (a)
1	1	Registrar
1	1	Senior Executive Officer
1	1	Higher Executive Officer
3	3	Executive Officer
1	1	Personal Secretary
7	7	Administrative Officer
2	2	Typist
2	2	Usher/Paper Keeper
1	1	Bailiff
20	20	

MAGISTRATES AND CORONERS COURT

2003/2004	2002/2003	
1	1	Stipendiary Magistrate
1	1	Clerk to the Justices (Senior Executive Officer)
1	1	Deputy Clerk to the Justices (Higher Executive Officer)
1	1	Executive Officer
1	1	Bailiff
3	3	Administrative Officer
1	1	Senior Paper Keeper
1	1	Administrative Assistant
2	2	Typist
12	12	

2003/2004	2002/2003	
231	231	TOTAL POLICE
14	14	TOTAL LAW OFFICERS
20	20	TOTAL SUPREME COURT
12	12	TOTAL MAGISTRATES COURT

(iv) INDUSTRIAL STAFF

2003/2004	2002/2003	
6	6	TOTAL POLICE
0	0	TOTAL LAW OFFICERS
0	0	TOTAL SUPREME COURT
1	1	TOTAL MAGISTRATES COURT

(a) Expenditure for Judge shown under Consolidated Fund Charges

POLICE, LAW OFFICERS AND JUDICIARY**HEAD 9 - A POLICE**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	6,143,000	5,850,000	5,990,000	6,136,405
	(b) Overtime	720,000	996,000	678,000	766,947
	(c) Allowances	360,000	350,000	366,000	360,621
	(d) Temporary Assistance	0	0	0	0
	(e) Gratuities	0	0	0	11,057
	Total Personal Emoluments	7,223,000	7,196,000	7,034,000	7,275,030
2	INDUSTRIAL WAGES				
	(a) Basic Wages	65,000	63,000	58,000	57,571
	(b) Overtime	11,000	17,000	11,000	11,109
	(c) Allowances	1,000	1,000	1,000	424
	Total Industrial Wages	77,000	81,000	70,000	69,104
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	60,000	68,000	58,000	63,161
	(b) Electricity and Water	30,000	30,000	30,000	30,925
	(c) Telephone Service	86,000	93,000	80,000	84,315
	(d) Printing and Stationery	20,000	20,000	20,000	24,191
	Contracted Services:				
	(e) Office Cleaning Services - ABC Services Ltd and Trident Cleaning Services	18,000	18,000	14,000	10,782
		214,000	229,000	202,000	213,374
4	Operational Expenses:				
	(a) Transport Expenses	27,000	27,000	27,000	27,163
	(b) Motor Boats and Launches	52,000	52,000	52,000	50,880
	(c) Investigation Expenses	80,000	94,000	75,000	77,701
	(d) Subsistence of Prisoners	7,000	7,000	6,000	5,623
	(e) Uniforms and Equipment	82,000	63,000	60,000	64,065
	(f) Repatriation Expenses	1,000	1,000	1,000	342
	Contracted Services:				
	(g) Professional Fees	43,000	45,000	40,000	42,745
	(h) Radio Communication System - GIBTEL Ltd	96,000	106,000	83,000	75,845
	<i>Photographic Equipment Expenses (i)</i>	0	8,000	7,000	6,819
		388,000	403,000	351,000	351,183
5	Training Courses and Conferences	60,000	50,000	60,000	65,178
6	Contribution to Interpol	8,000	8,000	8,000	7,650
	<i>Traffic Signs and Equipment (i)</i>	0	4,000	4,000	3,897
	<i>Compensation and Legal Costs</i>	0	25,000	0	31,162
	<i>Ex-Gratia Payments</i>	0	1,000	0	28,133
	Total Other Charges	670,000	720,000	625,000	700,577
	TOTAL POLICE				
	Personal Emoluments	7,223,000	7,196,000	7,034,000	7,275,030
	Industrial Wages	77,000	81,000	70,000	69,104
	Other Charges	670,000	720,000	625,000	700,577
	Total Police	7,970,000	7,997,000	7,729,000	8,044,711

(i) From 2003/2004 included under Subhead 4(e) Uniforms and Equipment

POLICE, LAW OFFICERS AND JUDICIARY**HEAD 9 - B LAW OFFICERS**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	332,000	305,000	291,000	259,859
	(b) Overtime	2,000	2,000	2,000	1,120
	(c) Allowances	5,000	5,000	5,000	4,600
	(d) Temporary Assistance	0	8,000	20,000	35,143
	(e) Gratuities	17,000	17,000	16,000	15,972
	Total Personal Emoluments	356,000	337,000	334,000	316,694
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	4,000	5,000	3,000	2,877
	(b) Electricity and Water	3,000	3,000	3,000	2,715
	(c) Telephone Service	9,000	9,000	8,000	8,475
	(d) Printing and Stationery	2,000	2,000	2,000	2,916
		18,000	19,000	16,000	16,983
4	Operational Expenses:				
	(a) Law Books	30,000	30,000	22,000	27,096
	(b) Private Sector Prosecution Fees	25,000	65,000	25,000	23,377
	(c) Witnesses	10,000	9,000	10,000	11,148
		65,000	104,000	57,000	61,621
	Total Other Charges	83,000	123,000	73,000	78,604
	TOTAL LAW OFFICERS				
	Personal Emoluments	356,000	337,000	334,000	316,694
	Industrial Wages	0	0	0	0
	Other Charges	83,000	123,000	73,000	78,604
	Total Law Officers	439,000	460,000	407,000	395,298

POLICE, LAW OFFICERS AND JUDICIARY**HEAD 9 - C SUPREME COURT**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	367,000	365,000	347,000	346,369
	(b) Overtime	14,000	18,000	10,000	9,601
	(c) Allowances	9,000	9,000	9,000	9,672
	(d) Temporary Assistance	0	0	0	0
	(e) Gratuities	82,000	45,000	44,000	62,586
	Total Personal Emoluments	472,000	437,000	410,000	428,228
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	10,000	10,000	10,000	9,268
	(b) Electricity and Water	4,000	4,000	4,000	2,758
	(c) Telephone Service	11,000	11,000	11,000	10,734
	(d) Printing and Stationery	5,000	3,000	5,000	5,473
	Contracted Services:				
	(e) Office Cleaning - ABC Services Ltd	16,000	16,000	16,000	15,880
		46,000	44,000	46,000	44,113
4	Operational Expenses:				
	(a) Jurors	3,000	3,000	3,000	969
	(b) Law Books	8,000	8,000	8,000	7,735
	(c) Law Reports Production	24,000	24,000	20,000	17,665
	(d) Equipment Maintenance	3,000	3,000	3,000	2,156
	(e) Binding of Registers	3,000	4,000	2,000	1,251
	(f) Court Training	2,000	2,000	2,000	4,225
	(g) Conferences	3,000	0	3,000	0
		46,000	44,000	41,000	34,001
	<i>Ex-Gratia Payments</i>	0	3,000	0	21,722
	Total Other Charges	92,000	91,000	87,000	99,836
	TOTAL SUPREME COURT				
	Personal Emoluments	472,000	437,000	410,000	428,228
	Industrial Wages	0	0	0	0
	Other Charges	92,000	91,000	87,000	99,836
	Total Supreme Court	564,000	528,000	497,000	528,064

POLICE, LAW OFFICERS AND JUDICIARY**HEAD 9 - D MAGISTRATES AND CORONERS COURT**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	245,000	251,000	243,000	227,087
	(b) Overtime	9,000	9,000	7,000	9,236
	(c) Allowances	9,000	10,000	8,000	8,401
	(d) Temporary Assistance	0	0	0	0
	(e) Gratuities	0	0	0	0
	Total Personal Emoluments	263,000	270,000	258,000	244,724
2	INDUSTRIAL WAGES				
	(a) Basic Wages	8,000	8,000	8,000	7,650
	(b) Overtime	1,000	1,000	1,000	282
	(c) Allowances	0	0	0	0
	Total Industrial Wages	9,000	9,000	9,000	7,932
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	3,000	3,000	3,000	2,750
	(b) Electricity and Water	2,000	2,000	2,000	1,546
	(c) Telephone Service	5,000	5,000	4,000	4,101
	(d) Printing and Stationery	3,000	3,000	3,000	3,453
		13,000	13,000	12,000	11,850
4	Operational Expenses:				
	(a) Witnesses	9,000	7,000	7,000	6,001
	(b) Commonwealth Magistrates Association	1,000	1,000	1,000	947
	(c) Law Books	2,000	2,000	2,000	1,542
	(d) Justices Training	4,000	3,000	5,000	4,136
	(e) Independent Experts Fees	3,000	2,000	6,000	4,751
		19,000	15,000	21,000	17,377
	<i>Losses of Public Funds</i>	0	0	0	95
	Total Other Charges	32,000	28,000	33,000	29,322
	TOTAL MAGISTRATES AND CORONERS COURT				
	Personal Emoluments	263,000	270,000	258,000	244,724
	Industrial Wages	9,000	9,000	9,000	7,932
	Other Charges	32,000	28,000	33,000	29,322
	Total Magistrates and Coroners Court	304,000	307,000	300,000	281,978

SUMMARY POLICE, LAW OFFICERS AND JUDICIARY

	£	£	£	£
HEAD 9				
9 - A Police	7,970,000	7,997,000	7,729,000	8,044,711
9 - B Law Officers	439,000	460,000	407,000	395,298
9 - C Supreme Court	564,000	528,000	497,000	528,064
9 - D Magistrates and Coroners Court	304,000	307,000	300,000	281,978
Total Head	9,277,000	9,292,000	8,933,000	9,250,051

HEAD **HOUSE OF ASSEMBLY**
10

-
- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries and expenses of the House of Assembly

£734,000

- (ii) The Controlling Officer of this Head is the Clerk of the House of Assembly
-

- (iii) ESTABLISHMENT

HOUSE OF ASSEMBLY

2003/2004	2002/2003	
1	1	
1	1	Clerk (Senior Executive Officer)
1	1	Usher (Administrative Officer)
1	1	Personal Secretary
3	3	

2003/2004	2002/2003
3	3

TOTAL HOUSE OF ASSEMBLY

- (iv) INDUSTRIAL STAFF

2003/2004	2002/2003
0	0

TOTAL HOUSE OF ASSEMBLY

HOUSE OF ASSEMBLY**HEAD 10**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	63,000	65,000	59,000	56,090
	(b) Overtime	10,000	10,000	10,000	7,690
	(c) Allowances	5,000	5,000	5,000	4,527
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	78,000	80,000	74,000	68,307
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	5,000	5,000	5,000	6,434
	(b) Electricity and Water	1,000	1,000	1,000	575
	(c) Telephone Service	3,000	3,000	3,000	2,655
	(d) Printing and Stationery	2,000	2,000	2,000	1,838
	Contracted Services:				
	(e) Office Cleaning - Service Master Ltd	4,000	4,000	4,000	4,328
		15,000	15,000	15,000	15,830
4	Contracted Services: Recording Equipment - Sound Reinforcement Systems Ltd	3,000	3,000	3,000	1,800
5	Elected Members:				
	(a) Members Allowances	293,000	301,000	291,000	279,285
	(b) Ministers and Office Holders Allowances	309,000	318,000	309,000	294,852
		602,000	619,000	600,000	574,137
6	Commonwealth Parliamentary Association Expenses:	35,000	33,000	35,000	30,983
7	Secretarial Assistance to the Leader of the Opposition	500	500	500	500
8	Select Committees	500	500	2,500	5,930
	Total Other Charges	656,000	671,000	656,000	629,180
	TOTAL HOUSE OF ASSEMBLY				
	Personal Emoluments	78,000	80,000	74,000	68,307
	Industrial Wages	0	0	0	0
	Other Charges	656,000	671,000	656,000	629,180
	Total House of Assembly	734,000	751,000	730,000	697,487

SUMMARY HOUSE OF ASSEMBLY

	£	£	£	£
HEAD 10	734,000	751,000	730,000	697,487

HEAD AUDIT OFFICE
11

- (i) Estimate of the amount required in the year ending 31 March 2004 for the salaries and expenses of the Gibraltar Audit Office

£466,000

- (ii) The Controlling Officer of this Head is the Principal Auditor

(iii) **ESTABLISHMENT**

AUDIT OFFICE

2003/2004	2002/2003	
2	2	Audit Manager
4	4	Auditor
5	6	Assistant Auditor
3	2	Audit Clerk
1	1	Typist
<u>15</u>	<u>15</u>	

2003/2004	2002/2003	
<u>15</u>	<u>15</u>	TOTAL AUDIT OFFICE

(iv) **INDUSTRIAL STAFF**

2003/2004	2002/2003	
<u>0</u>	<u>0</u>	TOTAL AUDIT OFFICE

AUDIT OFFICE**HEAD 11**

SUB HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
		£	£	£	£
1	PERSONAL EMOLUMENTS				
	(a) Salaries	360,000	347,000	350,000	314,683
	(b) Overtime	7,000	7,000	7,000	4,032
	(c) Allowances	8,000	8,000	10,000	7,381
	(d) Temporary Assistance	0	0	0	0
	Total Personal Emoluments	375,000	362,000	367,000	326,096
2	INDUSTRIAL WAGES	0	0	0	0
3	OTHER CHARGES				
	Office Expenses:				
	(a) General Expenses	5,000	5,000	5,000	3,878
	(b) Electricity and Water	1,000	1,000	1,000	2,500
	(c) Telephone Service	5,000	5,000	4,000	3,830
	(d) Printing and Stationery	2,000	2,000	2,000	874
	Contracted Services:				
	(e) Office Cleaning - Mediterranean Cleaning Services Ltd	5,000	5,000	5,000	4,500
		18,000	18,000	17,000	15,582
4	Operational Expenses:				
	(a) Audit Training	10,000	10,000	10,000	9,517
	(b) Computer and Office Equipment Expenses	6,000	6,000	6,000	10,015
		16,000	16,000	16,000	19,532
5	Professional Fees:				
	(a) Value for Money Audits	34,000	32,000	32,000	31,000
	(b) Financial Audits	9,000	9,000	9,000	8,000
		43,000	41,000	41,000	39,000
6	Office Works and Maintenance	14,000	0	0	0
	Total Other Charges	91,000	75,000	74,000	74,114
	TOTAL AUDIT OFFICE				
	Personal Emoluments	375,000	362,000	367,000	326,096
	Industrial Wages	0	0	0	0
	Other Charges	91,000	75,000	74,000	74,114
	Audit Office	466,000	437,000	441,000	400,210

SUMMARY AUDIT OFFICE

	£	£	£	£
HEAD 11	466,000	437,000	441,000	400,210

SUPPLEMENTARY PROVISION**HEAD 12**

	(i)	A provision for the year ending 31 March 2004 for the funding of pay settlements and supplementary expenditure which can be reallocated to other Departmental Heads of Expenditure	£4,000,000		
	(ii)	The Controlling Officer of this Head is the Financial and Development Secretary			
SUB HEAD		ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
		£	£	£	£
1	(a)	Pay Settlements	2,000,000	1,500,000	0
	(b)	Supplementary Funding	2,000,000	2,500,000	0
		Total Supplementary Provision	4,000,000	4,000,000	0

SUMMARY SUPPLEMENTARY PROVISION

	£	£	£	£
HEAD 12	4,000,000	0	4,000,000	0

CONTRIBUTIONS FROM CONSOLIDATED FUND - RESERVE**HEAD 13**

(i)	Estimate of the amount required in the year ending 31 March 2004 for the payment of Contributions to the Improvement and Development Fund and Resettlement Scheme	£8,020,000			
(ii)	The Controlling Officer of this Head is the Financial and Development Secretary				
SUB HEAD		ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
		£	£	£	£
1	Contribution to the Improvement and Development Fund	8,000,000	0	12,000,000	10,000,000
2	Resettlement Scheme	20,000	23,000	20,000	10,500
	<i>Gibraltar Health Authority - Compensation Award (i)</i>	0	2,295,000	2,300,000	0
	Total Contribution from Consolidated Fund - Reserve	8,020,000	2,318,000	14,320,000	10,010,500

SUMMARY CONTRIBUTIONS FROM CONSOLIDATED FUND : RESERVE

	£	£	£	£
HEAD 13	8,020,000	2,318,000	14,320,000	10,010,500

(i) Estimate 2002/2003 provided by Supplementary Appropriation

IMPROVEMENT AND DEVELOPMENT FUND**SUMMARY OF RECEIPTS**

HEAD	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £
101	18,000,000	8,000,000	20,000,000	18,000,000
102	3,500,000	10,000,000	5,000,000	2,608,737
103	1,000,000	875,000	769,000	2,181,365
104	637,000	312,000	331,000	346,758
TOTAL	23,137,000	19,187,000	26,100,000	23,136,860

SUMMARY OF EXPENDITURE

HEAD	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £	BALANCE TO COMPLETE £
101	3,531,000	5,965,000	7,600,000	5,291,892	3,520,000
102	6,025,000	2,379,000	3,630,000	3,512,443	0
103	6,011,000	5,623,000	7,347,000	2,770,541	3,000,000
104	2,352,000	1,382,000	3,955,000	2,220,128	700,000
105	4,250,000	2,283,000	2,847,000	5,576,468	12,150,000
106	2,443,000	2,433,000	2,421,000	2,832,355	0
TOTAL	24,612,000	20,065,000	27,800,000	22,203,827	19,370,000

IMPROVEMENT AND DEVELOPMENT FUND**RECEIPTS**

Head and Sub-Head	Receiver Of Revenue	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £
HEAD-101 CONTRIBUTIONS AND LOANS					
1 Loans	ACG	10,000,000	8,000,000	8,000,000	8,000,000
2 Contribution from Consolidated Fund - Reserve	ACG	8,000,000	0	12,000,000	10,000,000
		18,000,000	8,000,000	20,000,000	18,000,000
HEAD-102 SALE OF GOVERNMENT PROPERTIES					
1 Land and Building Sales and Leases (i)	ACG	3,500,000	10,000,000	5,000,000	2,608,737
		3,500,000	10,000,000	5,000,000	2,608,737
HEAD-103 GRANTS					
1 EU Grant - Interreg	CTI	20,000	19,000	18,000	0
2 EU Grant - Korver Projects	CTI	450,000	421,000	750,000	405,833
3 EU Grant - Objective 2 Programme:	CTI	529,000	435,000	0	1,775,532
4 Miscellaneous	ACG	1,000	0	1,000	0
		1,000,000	875,000	769,000	2,181,365
HEAD-104 REIMBURSEMENTS					
1 Commercial Projects	ACG	1,000	0	1,000	22,109
2 Residential Projects	ACG	1,000	0	1,000	44,431
3 Loan Repayments	ACG	465,000	153,000	160,000	86,057
4 Interest on Loans	ACG	170,000	159,000	169,000	194,161
		637,000	312,000	331,000	346,758

(i) Forecast Outturn 2002/2003 includes £8,500,000 for sale of lease of Europort Building

IMPROVEMENT AND DEVELOPMENT FUND

Estimate of the amount required in the year ending 31 March 2004 for development expenditure on Housing, Health and Social Affairs
£3,531,000

HEAD 101 - HOUSING, HEALTH AND SOCIAL AFFAIRS

The Controlling Officers of this Head are shown at the beginning of each group of subheads

SUBHEAD	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £	BALANCE TO COMPLETE £
HOUSING					
Principal Housing Officer					
1 Major Remedial Works & Repairs to Housing Stock	3,000,000	3,863,000	4,000,000	2,226,996	3,520,000
2 Consultants Fees	10,000	37,000	70,000	8,940	-
3 Garages	10,000	0	10,000	0	-
<i>New Housing for Senior Citizens Edinburgh House Refurbishment</i>	0	16,000	20,000	21,690	-
	0	0	0	28,963	-
HEALTH					
Accountant General					
4 Gibraltar Health Authority	100,000	280,000	300,000	450,000	-
<i>New Hospital - Europort</i>	0	1,550,000	3,000,000	2,366,427	-
SOCIAL AFFAIRS					
Principal Secretary, Social Affairs					
5 Prison Equipment and Refurbishment	35,000	21,000	25,000	87,876	-
6 Relocation of Civil Prison	1,000	0	0	0	-
7 Elderly Care Agency - Equipment	150,000	158,000	135,000	101,000	-
8 Social Services Agency - Equipment	75,000	20,000	20,000	0	-
9 Social Services Agency - Capital Works	150,000	0	0	0	-
<i>Hostels - Beds and Mattresses</i>	0	20,000	20,000	0	-
TOTAL	3,531,000	5,965,000	7,600,000	5,291,892	3,520,000

IMPROVEMENT AND DEVELOPMENT FUND

Estimate of the amount required in the year ending 31 March 2004 for development expenditure on Education, Sport, Leisure and Youth
£6,025,000

HEAD 102 - EDUCATION, SPORT, LEISURE AND YOUTH

The Controlling Officers of this Head are shown at the beginning of each group of subheads

SUBHEAD	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £	BALANCE TO COMPLETE £
EDUCATION					
1 Director of Education and Training	400,000	800,000	400,000	348,583	-
2 Refurbishment of Educational Facilities	200,000	278,000	100,000	250,000	-
3 New School Buildings - St Paul's Hall	175,000	238,000	200,000	87,352	-
Educational Equipment	0	395,000	300,000	1,933,983	-
<i>Capital Works - Change of School Hours</i>					
SPORT, LEISURE AND YOUTH					
4 Principal Secretary, Sport and Youth	625,000	26,000	650,000	0	-
5 Relocation of Small Boats to Coaling Island	75,000	90,000	150,000	139,567	-
6 Provision and Refurbishment of Premises for Clubs and Associations	450,000	3,000	100,000	0	-
7 Construction of Swimming Pool for Elderly, Disabled and Teaching	700,000	114,000	100,000	86,640	-
8 Improvements to Sport and Leisure Facilities	3,400,000	342,000	1,500,000	582,705	-
<i>Youth Clubs Refurbishment</i>	0	93,000	100,000	83,613	-
<i>Fair Grounds Facilities</i>	0	0	30,000	0	-
TOTAL	6,025,000	2,379,000	3,630,000	3,512,443	0

IMPROVEMENT AND DEVELOPMENT FUND

Estimate of the amount required in the year ending 31 March 2004 for development expenditure on Environment, Culture and Heritage
£6,011,000

HEAD 103 - ENVIRONMENT, CULTURE AND HERITAGE

The Controlling Officers of this Head are shown at the beginning of each group of subheads

SUBHEAD	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £	BALANCE TO COMPLETE £
ENVIRONMENT					
1 <u>Chief Executive, Technical Services</u> <u>Environment Projects</u>	150,000	150,000	350,000	11,591	-
2 Rock Safety, Coastal Protection and Retaining Walls	750,000	1,376,000	1,500,000	160,261	-
3 Storm Water Drains and Sewers Replacement	500,000	1,370,000	1,000,000	311,213	-
4 New Incinerator	1,000	0	1,000	0	-
<i>Maintenance and Security of Existing Structures</i>	0	3,000	15,000	0	-
<i>Beautification and Refurbishment Works</i>	0	1,875,000	2,000,000	877,926	-
<i>Demolition Works</i>	0	0	250,000	42,180	-
CULTURE					
5 <u>Director of Education and Training</u> <u>Improvements to Cultural Facilities</u>	10,000	0	80,000	53,977	-
6 Theatre Royal Refurbishment - EU Objective II Project	4,500,000	700,000	2,000,000	1,221,467	3,000,000
HERITAGE					
7 <u>Commercial Director, Department of Trade, Industry and Telecommunication</u> <u>Heritage and Planning Projects</u>	100,000	149,000	150,000	91,926	-
<i>Casemates Museum</i>	0	0	1,000	0	-
TOTAL	6,011,000	5,623,000	7,347,000	2,770,541	3,000,000

IMPROVEMENT AND DEVELOPMENT FUND

Estimate of the amount required in the year ending 31 March 2004 for development expenditure on Transport, Roads, Port and Airport
£2,352,000

HEAD 104 - TRANSPORT, ROADS, PORT AND AIRPORT

The Controlling Officers of this Head are shown at the beginning of each group of subheads

SUBHEAD	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £	BALANCE TO COMPLETE £
AIRPORT					
Principal Secretary, Tourism and Transport Airlines, Ferry and Hotel Assistance Schemes	100,000	82,000	235,000	307,063	-
TRANSPORT					
<i>Traffic Enhancements</i>	0	0	80,000	0	-
<i>Refurbishment of Motor Vehicle Test Centre</i>	0	166,000	290,000	447,260	-
<i>Public Transport</i>	0	0	1,000,000	0	-
ROADS					
Chief Executive, Technical Services Road Maintenance and Resurfacing	1,250,000	786,000	1,000,000	1,263,306	-
Road Construction	102,000	0	0	0	700,000
Construction of Parking Facilities	750,000	0	1,000,000	0	-
PORT					
Captain of the Port Port Infrastructure Facilities and Equipment	150,000	88,000	100,000	159,298	-
<i>Loan to Gibraltar Pilots Association</i>	0	260,000	250,000	0	-
<i>Container Transhipment Project</i>	0	0	0	43,201	-
TOTAL	2,352,000	1,382,000	3,955,000	2,220,128	700,000

IMPROVEMENT AND DEVELOPMENT FUND

Estimate of the amount required in the year ending 31 March 2004 for development expenditure on Economic Development, Industry and Infrastructure
£4,250,000

HEAD 105 - ECONOMIC DEVELOPMENT, INDUSTRY AND INFRASTRUCTURE

The Controlling Officers of this Head are shown at the beginning of each group of subheads

SUBHEAD	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £	BALANCE TO COMPLETE £
ECONOMIC DEVELOPMENT					
<u>Commercial Director, Department of Trade, Industry and Telecommunications</u>					
EU Interreg	180,000	1,000	55,000	11,744	1,700,000
EU Objective II - 2000/2006 Programme <i>1997/1999 Programme</i>	800,000	272,000	430,000		
	0	76,000	70,000		
	800,000	348,000	500,000	1,256,533	9,600,000
Gibraltar Enterprise Scheme	100,000	61,000	150,000	48,824	-
Gibraltar Development Plan <i>EU Konver</i>	1,000	0	1,000	0	-
	0	168,000	200,000	755,629	-
TOURISM AND BEAUTIFICATION PROJECTS					
<u>Principal Secretary, Tourism and Transport</u>					
Upper Rock Improvements and Maintenance	450,000	0	0	0	-
Beaches Improvements and Maintenance	200,000	0	0	0	-
Beaches Development Scheme	1,000	0	0	0	-
Tourist Beautification Projects	2,400,000	0	0	0	700,000
Other Development Projects	102,000	0	0	0	150,000
<i>Improvements to Tourist Sites, Terminal and Beaches</i>	0	1,699,000	1,932,000	3,472,751	-
EMPLOYMENT					
<u>Principal Secretary, Employment Service</u>					
Employment Service Projects	16,000	6,000	9,000	30,987	-
TOTAL	4,250,000	2,283,000	2,847,000	5,576,468	12,150,000

IMPROVEMENT AND DEVELOPMENT FUND

Estimate of the amount required in the year ending 31 March 2004 for development expenditure on Public Administration and Essential Services
£2,443,000

HEAD 106 - PUBLIC ADMINISTRATION AND ESSENTIAL SERVICES

The Controlling Officers of this Head are shown at the beginning of each group of subheads

SUBHEAD	ESTIMATE 2003/2004 £	FORECAST OUTTURN 2002/2003 £	ESTIMATE 2002/2003 £	ACTUAL 2001/2002 £	BALANCE TO COMPLETE £
1	100,000	117,000	100,000	99,898	-
2	700,000	1,047,000	600,000	1,600,618	-
3	150,000	47,000	150,000	81,021	-
4	50,000	0	50,000	0	-
5	200,000	280,000	250,000	302,569	-
6	100,000	0	0	0	-
7	150,000	72,000	70,000	31,154	-
8	200,000	127,000	150,000	153,572	-
9	92,000	0	50,000	4,064	-
10	200,000	166,000	150,000	138,071	-
11	200,000	58,000	200,000	0	-
12	300,000	448,000	618,000	379,793	-
13	1,000	0	1,000	30,000	-
	0	71,000	32,000	11,595	-
TOTAL	2,443,000	2,433,000	2,421,000	2,832,355	0

PREVIOUS YEARS IMPROVEMENT AND DEVELOPMENT FUND PRESENTED FOR INFORMATION ONLYIMPROVEMENT AND DEVELOPMENT FUNDSUMMARY OF EXPENDITURE

<i>HEAD</i>		<i>FORECAST OUTTURN 2002/2003</i>	<i>ESTIMATE 2002/2003</i>	<i>ACTUAL 2001/2002</i>
<i>101</i>	<i>Housing</i>	<i>3,916,000</i>	<i>4,100,000</i>	<i>2,286,589</i>
<i>102</i>	<i>Schools and Cultural Facilities</i>	<i>2,411,000</i>	<i>3,080,000</i>	<i>3,895,362</i>
<i>103</i>	<i>Tourism and Transport</i>	<i>3,107,000</i>	<i>6,537,000</i>	<i>5,692,879</i>
<i>104</i>	<i>Infrastructure and General Capital Works</i>	<i>9,456,000</i>	<i>12,407,000</i>	<i>7,754,548</i>
<i>105</i>	<i>Electricity</i>	<i>448,000</i>	<i>618,000</i>	<i>379,793</i>
<i>106</i>	<i>Industry and Development</i>	<i>727,000</i>	<i>1,058,000</i>	<i>2,194,656</i>
	<i>TOTAL</i>	<i>20,065,000</i>	<i>27,800,000</i>	<i>22,203,827</i>

PUBLIC SERVICES OMBUDSMAN (i)

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
<u>Receipts</u>				
Contribution from Consolidated Fund Charges	162,000	158,000	158,000	139,905
Total Receipts	162,000	158,000	158,000	139,905
<u>Payments</u>				
<u>Personal Emoluments</u> (ii):				
Salaries	116,000	116,000	116,000	105,684
Overtime	6,000	4,000	8,000	2,373
Allowances	0	0	0	0
Employer's Contributions	16,000	15,000	17,000	14,251
Total Personal Emoluments	138,000	135,000	141,000	122,308
<u>Office Expenses:</u>				
General Expenses	5,000	5,000	4,000	4,726
Electricity and Water	1,000	1,400	1,000	1,369
Printing and Stationery	2,000	1,600	2,000	1,312
Telephone Service	3,000	3,000	3,000	3,440
	11,000	11,000	10,000	10,847
<u>Operational Expenses:</u>				
Publications	1,000	500	500	579
Cleaning - Contracted Service	2,000	2,000	2,000	1,731
Conferences, Training and Travelling Expenses	6,000	0	2,500	2,090
Computer and Office Equipment	4,000	9,500	2,000	2,350
	13,000	12,000	7,000	6,750
Total Other Charges	24,000	23,000	17,000	17,597
Total Payments	162,000	158,000	158,000	139,905

(i) Section 4 of the Public Services Ombudsman Ordinance. The total Estimate for the Public Services Ombudsman approved by the House of Assembly is £165,000.

(ii) In 2003/2004 the Personal Emoluments provision is for 5 posts (5 posts in 2002/2003)

GIBRALTAR DEVELOPMENT CORPORATION

EMPLOYMENT AND TRAINING	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2003/2004	OUTTURN	2002/2003	2001/2002
	£	£	£	£
Receipts				
Training Levy	2,200,000	2,200,000	2,200,000	1,989,402
Contribution by European Social Fund	550,000	420,000	500,000	450,377
Contribution from Consolidated Fund - Head 2 (i)	900,000	1,300,000	900,000	1,500,000
Contribution from Improvement and Development Fund - Head 105 (ii)	45,000	0	215,000	0
Miscellaneous	55,000	50,000	55,000	58,229
Total Receipts	3,750,000	3,970,000	3,870,000	3,998,008
Payments				
Personal Emoluments:				
Employment:				
Salaries	366,000	372,000	356,000	341,176
Overtime	12,000	9,000	16,000	13,736
Allowances	8,000	8,000	8,000	7,734
Employer's Contributions	63,000	61,000	60,000	60,133
	449,000	450,000	440,000	422,779
Training:				
Salaries	200,000	202,000	190,000	179,056
Overtime	1,000	1,000	1,000	1,365
Allowances	0	0	0	0
Employer's Contributions	29,000	27,000	24,000	23,855
	230,000	230,000	215,000	204,276
Recurrent Expenditure:				
Vocational Cadets:				
(a) EU Projects	960,000	960,000	900,000	
(b) Other	15,000	15,000	10,000	
	975,000	975,000	910,000	944,775
Wage Subsidies:				
(a) EU Projects	29,000	28,000	130,000	
(b) Other	10,000	10,000	20,000	
	39,000	38,000	150,000	44,768
Training and Development Courses:				
(a) EU Projects	360,000	370,000	400,000	
(b) Other	960,000	990,000	900,000	
	1,320,000	1,360,000	1,300,000	1,328,669
Construction Training Centre:				
(a) EU Projects (ii)	120,000	130,000	155,000	
(b) Other	96,000	96,000	100,000	
	216,000	226,000	255,000	156,331
Our Lady of Europa Training Centre	5,000	5,000	150,000	7,815
Reimbursement of Consolidated Fund Expenditure (iii)	516,000	502,000	450,000	450,523
<i>Refund of European Social Fund</i>	0	0	0	143,825
Total Payments	3,750,000	3,786,000	3,870,000	3,703,761

- (i) Estimate 2002/2003 for the contribution from the Consolidated Fund does not include Supplementary Appropriation of £400,000
(ii) Funding to be partly met from Improvement and Development Fund, Head 105, Subhead 2 EU Objective II Projects.
(iii) Expenditure for Head 1B Training of £404,000 (page 33) and related Employer's Social Insurance and Pension Contributions

GIBRALTAR DEVELOPMENT CORPORATION (cont)

OTHER DIVISIONS	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2003/2004	OUTTURN 2002/2003	2002/2003	2001/2002
	£	£	£	£
Receipts				
Contributions from Consolidated Fund:				
Head 2 Employment and Consumer Affairs	49,000	43,000	41,000	37,063
Head 3A Housing - Administration	102,000	103,000	101,000	92,210
Head 4A Environment	69,000	72,000	66,000	65,518
Head 5A Social Security	32,000	80,000	80,000	87,304
Head 6A Tourism	1,491,000	1,709,000	1,462,000	1,306,860
Head 6C Transport - Traffic	487,000	487,000	487,000	459,513
Head 6D Transport - Port	69,000	59,000	43,000	46,030
Head 6E Transport - Ship Registry	0	1,000	0	0
Head 7 Trade, Industry and Telecommunications	375,000	431,000	411,000	301,795
Head 8A Secretariat	112,000	85,000	90,000	99,365
Head 8E Treasury	54,000	56,000	54,000	52,064
Contribution from Improvement and Development Fund:				
Head 105 Trade, Industry and Telecommunications	28,000	28,000	21,000	78,589
Total Receipts	2,868,000	3,154,000	2,856,000	2,626,311
Payments				
<u>Personal Emoluments (i)</u>				
Salaries	2,003,000	2,002,000	1,925,000	1,638,769
Overtime	192,000	252,000	228,000	150,829
Allowances	91,000	86,000	93,000	73,556
	2,286,000	2,340,000	2,246,000	1,863,154
<u>Wages</u>				
Basic	210,000	200,000	206,000	507,214
Overtime	25,000	34,000	52,000	159,903
Allowances	13,000	18,000	13,000	51,004
	248,000	252,000	271,000	718,121
<u>Other Personnel Costs</u>				
Employer's Contributions	334,000	294,000	289,000	277,254
Gratuities	0	50,000	50,000	0
	334,000	344,000	339,000	277,254
Total Payments	2,868,000	2,936,000	2,856,000	2,858,529
SUMMARY				
<u>Receipts</u>				
Surplus/(Deficit) brought forward	0	0	0	(463,771)
Employment and Training	3,750,000	3,970,000	3,870,000	3,998,008
Other Divisions	2,868,000	3,154,000	2,856,000	2,626,311
Total Receipts	6,618,000	7,124,000	6,726,000	6,160,548
<u>Payments</u>				
Employment and Training	3,750,000	3,786,000	3,870,000	3,703,761
Other Divisions	2,868,000	2,936,000	2,856,000	2,858,529
Funding prior year deficit	0	402,000	0	0
	6,618,000	7,124,000	6,726,000	6,562,290
Surplus/(Deficit) carried forward	0	0	0	(401,742)

(i) The Gibraltar Development Corporation employees as at 1 April 2003 totals 160 (159 at 1 April 2002)

GIBRALTAR HEALTH AUTHORITY

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
Receipts				
Contribution from Social Assistance Fund	3,500,000	3,500,000	3,500,000	3,100,000
Group Practice Medical Scheme	20,000,000	19,500,000	19,400,000	18,780,758
Contribution from Consolidated Fund - Head 1C (i)	14,400,000	11,800,000	8,550,000	8,600,000
Contribution from Improvement & Development Fund Head 101 (ii)	100,000	280,000	300,000	450,000
Other Receipts	300,000	254,000	210,000	219,921
<i>Contribution from Consolidated Fund Reserve - Head 16</i>	0	2,295,000	0	0
Total Receipts	38,300,000	37,629,000	31,960,000	31,150,679
Payments				
Personal Emoluments (iii):				
1 Salaries	11,720,000	11,350,000	11,030,000	10,463,262
2 Overtime	1,400,000	1,400,000	1,320,000	1,365,306
3 Allowances	2,300,000	2,260,000	2,070,000	2,045,882
4 Gratuities	500,000	330,000	300,000	443,726
	15,920,000	15,340,000	14,720,000	14,318,176
Industrial Wages (iii):				
5 Basic	1,050,000	1,080,000	950,000	918,766
6 Overtime	470,000	485,000	440,000	442,129
7 Allowances	10,000	10,000	10,000	9,497
	1,530,000	1,575,000	1,400,000	1,370,392
Other Personnel:				
8 Relief Cover	620,000	620,000	500,000	489,821
9 Employer's Contributions	825,000	800,000	810,000	776,864
Recurrent Expenditure:				
Prescribed Drugs and Pharmaceuticals:				
10 GPMS Prescriptions	6,000,000	6,400,000	5,700,000	5,736,457
11 Drugs and Pharmaceuticals	900,000	880,000	800,000	830,187
	6,900,000	7,280,000	6,500,000	6,566,644
Equipment and Related Expenses:				
12 Medical Departments	300,000	290,000	290,000	227,245
13 Medical and Surgical Appliances	450,000	450,000	440,000	415,325
14 Hardware, Uniforms and Linen	153,000	155,000	130,000	158,693
15 Patients Appliances	90,000	90,000	73,000	68,053
	993,000	985,000	933,000	869,316
16 Dressings, Medical Gases and Tests	795,000	765,000	765,000	795,714
17 Provisions	255,000	255,000	240,000	235,234
Laundry and Cleaning:				
18 Laundry Expenses	300,000	300,000	310,000	320,170
19 Cleaning Expenses	85,000	85,000	80,000	74,897
	385,000	385,000	390,000	395,067
20 ICC Health Centre	196,000	198,000	195,000	180,539
21 Visiting Consultant Expenses and Fees	80,000	80,000	75,000	78,255
22 Recruitment Contractual Expenses and Accommodation (iv)	300,000	870,000	570,000	525,984
<i>carried forward</i>	28,799,000	29,153,000	27,098,000	26,602,006

(i) Estimate 2002/2003 for the contribution from the Consolidated Fund does not include Supplementary Appropriation of £3,300,000

(ii) Contribution for capital expenditure

(iii) The number of Gibraltar Health Authority employees as at 1 April 2003 is 591 Non-Industrials and 109 Industrials (558 and 113 respectively at 1 April 2002)

(iv) From 2003/2004 insurances shown as part of subhead 31

GIBRALTAR HEALTH AUTHORITY (cont)

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
Payments (cont) <i>brought forward</i>	28,799,000	29,153,000	27,098,000	26,602,006
Recurrent Expenditure (cont):				
23 Motor Vehicle and Fuel Expenses	37,000	37,000	40,000	39,042
Offices Expenses:				
24 General Expenses	70,000	70,000	60,000	56,006
25 Electricity and Water	290,000	230,000	290,000	287,179
26 Telephone Service	190,000	180,000	170,000	170,934
27 Records, Printing & Stationery	120,000	70,000	120,000	75,695
	670,000	550,000	640,000	589,814
28 Legal Fees	40,000	69,000	40,000	82,499
29 Official Travel Abroad	20,000	20,000	20,000	11,202
30 School of Health Studies Expenses	210,000	190,000	190,000	186,216
31 Insurances and Claims	800,000	0	0	0
32 Sponsored Patients	3,000,000	4,130,000	2,700,000	2,672,469
Miscellaneous Expenses:				
33 General	140,000	140,000	140,000	133,501
34 Contingencies	20,000	20,000	20,000	24,516
	160,000	160,000	160,000	158,017
35 Ambulance Service	691,000	503,000	500,000	402,122
36 Registration Board	2,000	1,000	2,000	0
37 Repairs and Maintenance	100,000	150,000	150,000	129,193
38 Clinical Governance - Fees and Expenses	400,000	42,000	0	0
39 Disposal of Clinical Waste	120,000	120,000	120,000	100,000
New Hospital Development:				
40 Rental	3,001,000	0	0	0
41 Running Expenses	150,000	0	0	0
	3,151,000	0	0	0
<i>Compensation Claims</i>	0	2,295,000	0	16,267
<i>Ex-Gratia Payments</i>	0	10,000	0	4,733
Total Recurrent	38,200,000	37,430,000	31,660,000	30,993,580
Capital Expenditure:				
42 Equipment	80,000	140,000	140,000	285,120
43 Computerisation	20,000	40,000	60,000	75,988
<i>Capital Works</i>	0	100,000	100,000	87,666
Total Capital	100,000	280,000	300,000	448,774

SUMMARY**Income:**

Surplus/(Deficit) brought forward

Receipts

Expenditure:

Recurrent

Capital

Surplus/(Deficit) carried forward

	0	81,000	0	373,417
	38,300,000	37,629,000	31,960,000	31,150,679
	38,300,000	37,710,000	31,960,000	31,524,096
	38,200,000	37,430,000	31,660,000	30,993,580
	100,000	280,000	300,000	448,774
	38,300,000	37,710,000	31,960,000	31,442,354
	0	0	0	81,742

Appendix D**GIBRALTAR SPORTS AUTHORITY**

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003
	£	£	£
<u>Receipts</u>			
Contribution from Consolidated Fund - Head 4F	112,000	0	111,000
Contribution from Improvement and Development Fund	0	0	0
Fund Raising	10,000	0	10,000
Miscellaneous	1,000	0	1,000
Total Receipts	123,000	0	122,000
<u>Payments</u>			
<u>Personal Emoluments:</u>			
Salaries	47,000	0	47,000
Overtime	1,000	0	1,000
Allowances	1,000	0	1,000
Employers Contributions	13,000	0	13,000
	62,000	0	62,000
<u>Office Expenditure:</u>			
General Expenses	3,000	0	3,000
Telephone Service	1,000	0	1,000
Printing and Stationery	1,000	0	1,000
	5,000	0	5,000
<u>Operational Expenses:</u>			
Vehicles and Plant	7,000	0	7,000
Training Courses	2,000	0	2,000
Computer and Office Equipment	2,000	0	2,000
	11,000	0	11,000
<u>Sports Facilities and Equipment:</u>			
Hockey	30,000	0	30,000
Europa Gymnasium	12,000	0	12,000
Others	2,000	0	2,000
<u>Contracted Services:</u>			
Upkeep of Facilities	1,000	0	0
	45,000	0	44,000
Total Payments	123,000	0	122,000

ELDERLY CARE AGENCY

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
Receipts	£	£	£	£
Residents Contributions	330,000	330,000	330,000	317,753
Jewish Community Contribution	40,000	0	40,000	22,000
Contribution from Consolidated Fund - Head 5A	2,800,000	2,600,000	2,500,000	2,300,000
Contribution from Improvement and Development Fund - Head 101 (i)	150,000	158,000	135,000	101,000
Contribution from Social Assistance Fund	54,000	54,000	54,000	54,000
Miscellaneous Income	4,000	5,000	5,000	16,139
Total Recurrent Receipts	3,378,000	3,147,000	3,064,000	2,810,892
Receipts - Exceptional Item				
Trust Fund - John Mackintosh Homes (ii)	1,332,000	670,000	1,615,000	45,846
Total Exceptional Items	1,332,000	670,000	1,615,000	45,846
Payments				
Personal Emoluments (iii):				
1 Salaries	1,390,000	1,383,000	1,343,000	1,203,179
2 Overtime	145,000	145,000	135,000	134,248
3 Allowances	330,000	333,000	285,000	287,246
4 Gratuities	32,000	19,000	21,000	13,981
	1,897,000	1,880,000	1,784,000	1,638,654
Industrial Wages (iii):				
5 Basic	348,000	348,000	330,000	286,161
6 Overtime	80,000	80,000	70,000	66,914
7 Allowances	4,000	4,000	4,000	1,748
	432,000	432,000	404,000	354,823
Employers Contributions:				
8 Social Insurance	175,000	172,000	178,000	152,828
9 Pension	103,000	103,000	100,000	81,784
	278,000	275,000	278,000	234,612
Recurrent Expenditure:				
10 Residents Pocket Money	65,000	65,000	51,000	55,183
11 Dressings and Aids	55,000	55,000	50,000	45,213
12 Hardware, Uniforms and Linen	45,000	45,000	45,000	43,504
13 Provisions	118,000	118,000	120,000	116,967
Laundry and Cleaning:				
14 Laundry Expenses	8,000	8,000	8,000	6,879
15 Cleaning Expenses	18,000	15,000	18,000	17,221
	26,000	23,000	26,000	24,100
16 Domiciliary Care	160,000	16,000	160,000	0
17 Recruitment Contractual Expenses	22,000	22,000	18,000	18,428
<i>carried forward</i>	3,098,000	2,931,000	2,936,000	2,531,484

(i) Contribution for capital expenditure

(ii) John Mackintosh Homes contribution to refurbishment and related works

(iii) The number of Elderly Care Agency employees as at 1 April 2003 is 111 Non-Industrials and 33 Industrials (110 and 33 respectively at 1 April 2002)

ELDERLY CARE AGENCY

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
<i>brought forward</i>	3,098,000	2,931,000	2,936,000	2,531,484
Payments (cont)				
Recurrent Expenditure (cont):				
Training and Study:				
18 Medical Books	1,000	1,000	1,000	807
19 Training Courses	7,000	7,000	7,000	4,965
	8,000	8,000	8,000	5,772
20 Fuel and Gas	8,000	7,000	8,000	7,836
21 Motor Vehicle Expenses	1,000	1,000	1,000	622
Office Expenses:				
22 General Expenses	6,000	6,000	7,000	8,266
23 Electricity and Water	57,000	57,000	55,000	55,738
24 Telephone Service	14,000	14,000	10,000	12,407
25 Printing & Stationery	8,000	8,000	8,000	9,522
	85,000	85,000	80,000	85,933
Miscellaneous Expenses:				
26 Maintenance Works	18,000	18,000	18,000	19,025
27 Insurance	19,000	15,000	12,000	11,730
28 Contingencies	5,000	32,000	5,000	1,113
29 Telephone Charges	1,000	1,000	1,000	1,017
	43,000	66,000	36,000	32,885
Total Recurrent	3,243,000	3,098,000	3,069,000	2,664,532
Capital Expenditure:				
30 Works and Equipment	150,000	158,000	135,000	100,455
Total Capital	150,000	158,000	135,000	100,455
Trust Fund Expenditure:				
31 Extension and Refurbishment Works	1,332,000	670,000	1,615,000	45,846
Total Trust Fund	1,332,000	670,000	1,615,000	45,846
SUMMARY				
Surplus/(Deficit) brought forward	15,000	124,000	140,000	78,767
Recurrent Receipts	3,378,000	3,147,000	3,064,000	2,810,892
Exceptional Item	1,332,000	670,000	1,615,000	45,846
Total Receipts	4,725,000	3,941,000	4,819,000	2,935,505
Expenditure:				
Recurrent	3,243,000	3,098,000	3,069,000	2,664,532
Capital	150,000	158,000	135,000	100,455
Trust Fund	1,332,000	670,000	1,615,000	45,846
	4,725,000	3,926,000	4,819,000	2,810,833
Surplus/(Deficit) carried forward	0	15,000	0	124,672

Appendix F**SOCIAL SERVICES AGENCY**

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003
Receipts - Recurrent	£	£
Contribution from Consolidated Fund - Head 5A	2,300,000	1,075,000
Contribution from Improvement and Development Fund - Head 101 (i)	225,000	20,000
Total Receipts	2,525,000	1,095,000
Payments		
Personal Emoluments (ii):		
1 Salaries	1,400,000	630,000
2 Overtime	140,000	89,000
3 Allowances	90,000	48,000
4 Gratuities	7,000	2,000
	1,637,000	769,000
Industrial Wages (ii):		
5 Basic	32,000	11,000
6 Overtime	2,000	1,000
7 Allowances	1,000	0
	35,000	12,000
Other Personnel:		
8 Relief Cover	100,000	44,000
Employers Contribution:		
9 Social Insurance	100,000	44,000
10 Pension	40,000	15,000
	140,000	59,000
Recurrent Expenditure:		
Care Expenses:		
11 Provisions	92,000	50,000
12 Children's Clothing	8,000	2,000
13 Holidays and Outings	20,000	1,000
14 Day Care Activities	15,000	1,000
15 Care Support	14,000	2,000
16 Medical Expenses	18,000	1,000
17 Hardware and Linen	12,000	12,000
	179,000	69,000
Care Allowances:		
18 Fostering Allowances	16,000	5,000
19 Personal Allowances	15,000	10,000
	31,000	15,000
Contracted Services:		
20 Cleaning	10,000	1,000
21 Planted Areas	8,000	4,000
	18,000	5,000
Miscellaneous:		
22 Training and Official Travel	10,000	7,000
23 Maintenance Works	9,000	9,000
24 Motor Vehicle Expenses	10,000	11,000
25 Insurance	29,000	31,000
	58,000	58,000
Office Expenses:		
26 General Expenses	10,000	11,000
27 Electricity and Water	50,000	9,000
28 Telephone Service	30,000	15,000
29 Printing and Stationery	10,000	9,000
	100,000	44,000
30 Recruitment Contractual Expenses	1,000	0
31 Drug Strategy Campaign	1,000	0
Total Recurrent	2,300,000	1,075,000
Capital Expenditure:		
32 Equipment	75,000	20,000
33 Capital Works	150,000	0
Total Capital	225,000	20,000
Total Expenditure	2,525,000	1,095,000

(i) Contribution for capital expenditure

(ii) The number of Social Services Agency employees as at 1 April 2003 is 147 Non-Industrials and 4 Industrials

GIBRALTAR REGULATORY AUTHORITY

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
Receipts - Recurrent	£	£	£	£
Contribution from Consolidated Fund - Head 8A	438,000	441,000	438,000	368,565
Total Receipts	438,000	441,000	438,000	368,565
Payments				
<u>Personal Emoluments (i):</u>				
1 Salaries	160,000	143,000	130,000	116,473
2 Overtime	1,000	0	1,000	218
3 Allowances	1,000	0	1,000	0
4 Employer's Contributions	23,000	18,000	19,000	13,684
	185,000	161,000	151,000	130,375
<u>Office Expenditure:</u>				
5 General Expenses	3,000	3,000	3,000	1,333
6 Telephone Service	9,000	8,000	9,000	7,213
7 Printing and Stationery	3,000	3,000	3,000	2,392
	15,000	14,000	15,000	10,938
<u>Frequency Co-ordinator Expenses:</u>				
8 Staff Services	45,000	45,000	45,000	44,400
9 Co-ordination Expenses	30,000	30,000	30,000	23,512
	75,000	75,000	75,000	67,912
<u>Operational Expenses:</u>				
10 Rent and Services	30,000	26,000	30,000	24,306
11 Conferences, Training and Official Travel	10,000	10,000	8,000	6,100
12 Professional Fees	25,000	25,000	30,000	26,175
13 Computer and Office Equipment Expenses	6,000	6,000	5,000	10,759
14 Specialist Equipment	0	32,000	32,000	0
	71,000	99,000	105,000	67,340
<u>Overheads:</u>				
15 Management Charges	92,000	92,000	92,000	92,000
Total Payments	438,000	441,000	438,000	368,565

(i) The number of Gibraltar Regulatory Authority employees as at 1 April 2003 is 6 Non-Industrials (5 at 1 April 2002)

LOTTERY ACCOUNT ESTIMATE

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
Receipts				
Gross Proceeds	6,100,000	6,100,000	6,100,000	6,100,000
Less Provision for Value of Tickets Returned Unsold	(2,000,000)	(1,900,000)	(2,000,000)	(1,989,025)
	4,100,000	4,200,000	4,100,000	4,110,975
Unclaimed Prizes on Lapsed Draws	200,000	231,000	200,000	214,148
Total Income	4,300,000	4,431,000	4,300,000	4,325,123
Payments				
Gross Prizes	4,696,000	4,696,000	4,696,000	4,482,993
Less Provision for Unclaimed Prizes	(1,500,000)	(1,068,000)	(1,500,000)	(1,101,000)
	3,196,000	3,628,000	3,196,000	3,381,993
Agents' Selling Commission	564,000	564,000	564,000	564,250
Less Provision for Returned Tickets	(185,000)	(176,000)	(185,000)	(183,985)
	379,000	388,000	379,000	380,265
Management Charges	86,000	85,000	85,000	79,000
Printing and Stationery	24,000	24,000	24,000	23,089
Agents' Commission on Prizes	28,000	28,000	32,000	33,890
Advertising	8,000	8,000	10,000	6,749
Association of State Lotteries	6,000	6,000	12,000	9,517
Cost of Tickets Paper	6,000	6,000	6,000	6,143
Rent and Service Charges	5,000	5,000	6,000	10,999
Miscellaneous Expenses	6,000	6,000	5,000	11,305
Total Expenditure	3,744,000	4,184,000	3,755,000	3,942,950
Surplus/(deficit) carried down	556,000	247,000	545,000	382,173
	4,300,000	4,431,000	4,300,000	4,325,123
Transfer to Consolidated Fund				
Surplus/(deficit) brought down	556,000	247,000	545,000	382,173
Prior year surplus/(deficit) brought down	0	0	0	(12,247)
Transfer Net Surplus to Consolidated Fund	556,000	247,000	545,000	369,926

SOCIAL ASSISTANCE FUND

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
<u>Receipts</u>				
Investments Earned	50,000	50,000	35,000	65,442
Transfer from Consolidated Fund - Import Duty - Head 5A	6,500,000	6,600,000	7,000,000	6,300,000
<i>Transfer from Social Insurance Short-Term Benefits Fund</i>	0	0	0	5,000,000
Total Income	6,550,000	6,650,000	7,035,000	11,365,442
<u>Payments</u>				
Contribution to the Gibraltar Health Authority in respect of Social Assistance to Unemployed Persons	3,500,000	3,500,000	3,500,000	3,100,000
Contribution to Elderly Care Agency	54,000	54,000	54,000	54,000
Donations to Charitable Trusts	20,000	0	20,000	5,000,000
Social Assistance Payments	900,000	835,000	950,000	931,237
Rent Relief	455,000	455,000	445,000	454,152
Elderly Persons Allowance	115,000	100,000	115,000	109,946
Retirement Allowance	3,000	1,000	3,000	1,915
Elderly Persons Minimum Income Guarantee	550,000	507,000	550,000	544,571
Child Welfare Grants	850,000	792,000	850,000	833,996
Miscellaneous Expenses	35,000	125,000	60,000	125,438
<i>Management Charges</i>	0	337,000	337,000	294,000
<i>Maternity Allowance</i>	0	0	70,000	67,592
Total Expenditure	6,482,000	6,706,000	6,954,000	11,516,847
<u>Fund Balance</u>				
Fund Account Balance brought forward	65,000	121,000	81,000	273,252
Fund Account Balance carried forward	133,000	65,000	162,000	121,847

SAVINGS BANK FUND

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
Income				
Interest on Investments	7,760,000	7,400,000	7,800,000	7,918,843
Total Income	7,760,000	7,400,000	7,800,000	7,918,843
Expenditure				
Depositor's Accounts - Interest Paid (i):				
Non-Government Deposits	5,385,000	5,282,000	5,195,000	5,082,643
Government Deposits	1,015,000	1,005,000	1,020,000	1,385,439
	6,400,000	6,287,000	6,215,000	6,468,082
Management Expenses	270,000	229,000	229,000	240,000
Miscellaneous Expenses	283,000	287,000	263,000	260,183
Total Expenditure	6,953,000	6,803,000	6,707,000	6,968,265
Net Income for Transfer to Reserve Account	807,000	597,000	1,093,000	950,578
	7,760,000	7,400,000	7,800,000	7,918,843
Reserve Account				
Opening Balance	10,843,000	9,046,000	9,300,000	9,267,339
Transfer from Income and Expenditure Account	807,000	597,000	1,093,000	950,578
Capital Gains / (Losses)	0	1,200,000	0	(1,171,064)
	11,650,000	10,843,000	10,393,000	9,046,853
Transfer Surplus to Consolidated Fund	520,000	0	1,013,000	0
Closing Balance	11,130,000	10,843,000	9,380,000	9,046,853

	Estimate 31/03/2004 £	Forecast Outturn 31/03/2003 £	Estimate 31/03/2003 £	Actual 31/03/2002 £
Depositor's Accounts: End of Year Deposits				
Non-Government Deposits:				
On-Call Investment Accounts	300,000	300,000	200,000	216,295
Debentures	88,000,000	88,000,000	74,000,000	75,321,245
Bonds	7,400,000	6,800,000	6,600,000	6,314,619
Ordinary Accounts	15,600,000	15,600,000	13,000,000	13,245,248
	111,300,000	110,700,000	93,800,000	95,097,407
Government Deposits:				
On-Call Investment Accounts	59,200,000	56,700,000	51,000,000	52,068,771
	170,500,000	167,400,000	144,800,000	147,166,178

CURRENCY NOTE INCOME ACCOUNT

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
<u>Receipts</u>				
Commission on Redemption of Currency Notes	25,000	25,000	18,000	20,756
Interest Earned on Investments	288,000	330,000	296,000	414,924
Total Income	313,000	355,000	314,000	435,680
<u>Payments</u>				
Management Expenses	86,000	82,000	82,000	53,000
Transfer to Note Security Fund (i)	165,000	165,000	148,000	158,057
Miscellaneous Expenses	13,000	105,000	76,000	3,211
	264,000	352,000	306,000	214,268
Transfer Surplus to Consolidated Fund (ii)	49,000	3,000	8,000	221,412
Total Expenditure	313,000	355,000	314,000	435,680

(i) Section 8 (5)(b) of the Currency Notes Ordinance

(ii) Section 8 (6) of the Currency Notes Ordinance

CIRCULATING COINS ACCOUNT

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
<u>Receipts</u>				
Issuing of Circulating Coins	800,000	700,000	800,000	705,034
Total Income	800,000	700,000	800,000	705,034
<u>Payments</u>				
Purchase of Circulating Coins	160,000	175,000	126,000	85,614
Miscellaneous Expenses	10,000	12,000	8,000	6,060
Total Expenditure	170,000	187,000	134,000	91,674
Net Surplus	630,000	513,000	666,000	613,360

SCHOLARSHIPS

	ESTIMATE 2003/2004	FORECAST OUTTURN 2002/2003	ESTIMATE 2002/2003	ACTUAL 2001/2002
	£	£	£	£
<u>Mandatory</u>				
Ongoing Scholarships				
Grants:				
Courses terminating in 2004	367,000	399,000	328,000	402,278
Courses terminating in 2005	262,000	285,000	118,000	127,384
Courses terminating in 2006	163,000	176,000	20,000	25,563
Courses terminating in 2007	14,000	15,000	8,000	0
<i>Courses terminating in 2002</i>	0	0	0	434,360
<i>Courses terminating in 2003</i>	0	446,000	412,000	487,127
	806,000	1,321,000	886,000	1,476,712
Related Expenses:				
Access Fund	5,000	6,000	8,000	18,726
Tuition Fees	696,000	700,000	600,000	464,483
Supplementary Maintenance Allowance, Special Equipment & Field Trips	29,000	32,000	26,000	61,685
Rail Fares and Travelling Expenses	450,000	441,000	420,000	461,785
	1,180,000	1,179,000	1,054,000	1,006,679
New Scholarships:				
Scholarships and related expenses to be awarded in 2003/2004	714,000	0	660,000	0
Adjustment to Maintenance grant from previous years	0	0	0	52,444
Total Mandatory	2,700,000	2,500,000	2,600,000	2,535,835
<u>Discretionary</u>				
Ongoing Scholarships				
Grants:				
Courses terminating in 2004	47,000	51,000	35,000	41,319
Courses terminating in 2005	16,000	18,000	5,000	7,802
Courses terminating in 2006	5,000	6,000	3,000	3,513
Courses terminating in 2007	0	0	2,000	0
<i>Courses terminating in 2002</i>	0	0	0	94,706
<i>Courses terminating in 2003</i>	0	75,000	37,000	45,468
	68,000	150,000	82,000	192,808
Related Expenses:				
Access Fund	1,000	1,000	4,000	1,550
Tuition Fees	72,000	80,000	68,000	98,784
Supplementary Maintenance Allowance, Special Equipment & Field Trips	1,000	2,000	12,000	18,678
Rail Fares and Travelling Expenses	38,000	42,000	39,000	54,342
	112,000	125,000	123,000	173,354
New Scholarships:				
Scholarships and related expenses to be awarded in 2003/2004	120,000	0	95,000	0
Total Discretionary	300,000	275,000	300,000	366,162
<u>SUMMARY</u>				
Mandatory	2,700,000	2,500,000	2,600,000	2,535,835
Discretionary	300,000	275,000	300,000	366,162
Total Scholarships	3,000,000	2,775,000	2,900,000	2,901,997

APPENDIX N**SALARIES (cont)**

CLASSROOM AIDE	£10,237									
CLASSROOM AIDE - SPECIAL NEEDS	£11,704									
COMMISSIONER OF POLICE	£67,654									
COMMUNITY SERVICE OFFICER	£13,739	£14,604	£15,842	£17,184	£19,025	£19,813	£20,222	£20,637	£21,082	£21,487
CONSUMER SERVICES OFFICER	£23,305									
COUNSELLING PSYCHOLOGIST	£23,350	£24,008	£24,709	£25,521						
COXSWAIN/ENGINE DRIVER 'A'	£10,761	£11,514	£12,320	£13,181	£14,104	£14,590	£15,091	£15,611	£16,147	£16,704
CROWN COUNSEL	£26,012	£27,180	£28,405	£30,060	£31,019	£32,414	£33,873	£35,333		£17,277
CUSTOMER SERVICES AND SUPPORT OFFICER	£12,239									
CUSTOMER SERVICES DEPOT SUPPORT OFFICER (PTH)	£13,095									
CUSTOMER SERVICES DEPOT SUPPORT OFFICER	£12,493									
DEPUTY CHIEF EXECUTIVE	£32,328	£33,873	£36,987	£40,393						£44,109
DEPUTY CHIEF FIRE OFFICER	£37,917	£38,959	£39,998							
After 15yrs	£38,837	£39,873	£40,903							
DEPUTY CITY ELECTRICAL ENGINEER	£36,897	£40,393								
DEPUTY COMMISSIONER OF POLICE	£58,169	£59,807	£61,442							
DEPUTY HEADTEACHER - GROUP 1	£33,538	£34,446	£35,234	£36,113	£37,041					
DEPUTY HEADTEACHER - GROUP 2	£33,538	£34,446	£35,234	£36,113	£37,041					
DEPUTY HEADTEACHER - GROUP 3	£35,234	£36,113	£37,041	£38,002	£38,878					
DEPUTY HEADTEACHER - GROUP 6	£40,839	£41,855	£42,969	£43,958	£45,061					
DIRECTOR OF EDUCATION & TRAINING	£57,554	£58,983	£60,447	£61,942	£63,482	£65,056	£66,665			
DIRECTOR, MEDIA AND COMMUNICATIONS	£46,183									
DISTILLER PLANT ASSISTANT	£17,819									
DISTILLER PLANT OPERATOR	£19,353									

APPENDIX N**SALARIES** (cont)

IT OFFICER LEVEL 3	£26,705	£28,043	£28,328	£29,505	£30,731	£32,667	£34,020	£34,719	£35,435	£36,163	£36,889
JUDGE	£66,921										
LABOUR INSPECTOR	£13,060	£13,882	£15,059	£16,335	£18,085	£18,834	£19,222	£19,617	£20,021		
LAW DRAFTSMAN	£29,695	£31,951	£33,377	£34,922	£36,466	£38,129	£39,792	£41,573	£43,474	£45,374	£46,325
LEADING FIRE CONTROL OPERATOR After 15 years	£20,588										
LEADING FIREFIGHTER After 15 years	£22,363										
LEGAL ASSISTANT	£23,286										
LIBRARY RESOURCES ASSISTANT (PTH)	£20,071										
MANAGERESS (ST BERNADETTE'S)	£8,989	£9,300	£9,615	£9,926	£10,237	£10,549					
MARINE OFFICER	£15,269	£15,717	£16,232	£16,747							
MARITIME ADMINISTRATOR	£36,000										
MESSENGER	£50,000										
METAL WORKER	£10,544	£11,095	£11,675	£12,160	£12,410	£12,665	£13,056	£13,448			
NURSERY ASSISTANT (UNQUALIFIED) (PTH)	£17,051										
NURSERY NURSE	£12,239										
NURSERY OFFICER	£11,462	£11,704	£12,018	£12,239	£12,493						
OPERATIONAL SUPPORT GRADE	£18,444	£19,177	£19,820	£20,446	£21,051						
PERSONAL SECRETARY	£12,957	£13,344	£13,651	£13,955	£14,262	£14,566	£14,934	£15,312			
POLICE CONSTABLE	£11,534	£12,181	£12,744	£13,635	£14,590	£15,091	£15,611	£16,147	£16,684		
POLICE SERGEANT	£17,716	£19,823	£20,996	£21,551	£22,302	£23,015	£23,766	£24,456	£25,073	£25,887	£26,839
	£27,060	£28,038	£29,013	£29,999	£30,648	£31,562					

APPENDIX N**SALARIES** (cont)

PORT MAINTENANCE FITTER	£10,761	£11,514	£12,320	£13,181	£14,104	£14,590	£15,091	£15,611	£16,147	£16,704	£17,277	£17,851
POST OFFICE LEVEL 4	£18,835	£19,716	£20,597	£21,478	£22,359							
POST OFFICE LEVEL 5	£16,690	£17,441	£18,192	£18,943	£19,694							
PRINCIPAL AUDITOR	£66,921											
PRINCIPAL EDUCATIONAL PSYCHOLOGIST	£45,061	£46,176	£47,322	£48,492	£49,694	£50,925	£52,188					
PRISON OFFICER GRADE 8	£17,129	£18,376	£19,109	£19,587	£20,061	£20,616	£21,174	£21,729	£22,443	£23,623		
Max 4 years	£24,019											
Max 6 years	£24,497											
PROCESS AND GENERAL SUPERVISORY GRADE E	£13,588	£14,355	£15,121	£15,889	£16,654	£17,422	£18,187	£18,567	£18,956	£19,344		
PRODUCTION HEAD	£27,438	£29,167	£30,375	£31,585								
PROFESSIONAL & TECHNOLOGY OFFICER	£15,889	£16,654	£17,422	£18,187	£18,956	£19,724	£20,510	£21,329	£22,184	£22,621	£23,069	£23,519
PROJECT MANAGER	£38,500											
QUANTITY SURVEYOR	£29,000											
SCHOOL SECRETARY	£11,534	£12,320	£13,181	£14,104	£14,590	£15,091	£15,611	£16,130				
SEAMAN/ENGINE DRIVER 'B'	£10,761	£11,514	£12,320	£13,181	£14,104	£14,590	£15,091	£15,611	£16,130			
SENIOR BOARDING OFFICER	£18,834	£20,019	£20,222	£21,062	£21,936	£23,795	£24,784	£25,293	£25,815	£26,344	£26,874	
SENIOR EDUCATION ADVISER	£45,061	£46,176	£47,322	£48,492	£49,694	£50,925	£52,188					
SENIOR ENGINE ROOM OPERATOR	£19,353											
SENIOR EXECUTIVE OFFICER	£23,844	£25,038	£25,293	£26,344	£27,438	£29,167	£30,999	£31,638	£32,288	£32,937		
SENIOR EXECUTIVE OFFICER (CUSTOMS)	£24,334	£25,867	£26,130	£29,498	£31,381	£32,025	£32,685	£33,356	£34,218			
SENIOR EXECUTIVE OFFICER (TAX)	£24,202	£25,728	£25,989	£27,069	£28,193	£29,967	£31,212	£31,852	£32,509	£33,177	£33,844	
SENIOR LAW DRAFTSMAN	£60,000											
SENIOR MESSENGER	£11,794	£12,410	£13,192	£13,461	£13,739	£14,020	£14,456	£14,890				

APPENDIX N

SALARIES (cont)

SUB OFFICER After 15yrs	£22,934 £23,856	£23,818 £24,738																			
SUPERINTENDENT	£47,605	£49,095	£50,590	£52,915	£55,532																
SURVEYOR	£36,000																				
SWITCHBOARD ATTENDANT	£19,353																				
TEACHER Qualified Upper Pay Range	£16,133 £27,057	£17,099 £28,058	£17,995 £29,094	£18,938 £30,168	£19,931 £31,283	£20,975	£22,154	£23,484	£24,974												
TEACHER Unqualified	£22,154																				
TEAM LEADER	£27,569	£28,259	£28,952	£29,601	£30,316																
TECHNICAL GRADE I	£14,355	£15,121	£15,889	£16,654	£17,422	£18,187	£18,956	£19,724	£20,113	£20,510	£20,906										
TECHNICIAN (LABORATORY/DESIGN & TECHNOLOGY)	£13,351	£13,855	£14,358	£14,882	£15,269	£15,717	£16,232														
TELEPHONIST	£11,794	£12,410	£13,192	£13,461	£13,739	£14,020	£14,456	£14,890													
TIMEKEEPER (PTH)	£17,277	£17,872	£18,467																		
TRAINEE SURVEYOR	£14,742	£15,842	£17,184	£19,025	£19,813	£20,222	£20,637	£21,062	£21,487												
TRAINEE YOUTH WORKER	£12,932	£13,562	£14,211																		
TRAINING CENTRE MANAGER	£31,698	£32,565	£33,434	£34,299																	
TRAINING MONITOR	£17,505	£18,352	£19,198	£20,047	£20,895	£21,739	£22,590	£23,441													
TRAINING OFFICER	£31,998																				
TYPIST	£9,720	£9,724	£10,403	£11,131	£11,910	£12,320	£12,744	£13,181	£13,618												
TYPIST (AUDIT)	£9,949	£10,646	£10,891	£12,466	£13,798	£14,764	£15,252														
TYPIST (TAX)	£9,720	£9,982	£10,210	£10,923	£11,688	£12,506	£12,935	£13,380	£13,840	£14,299											
USHER/PAPER KEEPER	£10,023	£10,547	£11,098	£11,559	£11,797	£12,039	£12,411	£12,783													
VEHICLE ESCORT/WELFARE ASSISTANT	£10,549	£11,462	£11,704	£12,018																	
VEHICLE TESTER	£15,121	£15,889	£16,654	£17,422	£18,187	£18,952															

APPENDIX N**SALARIES** (cont)

WORKS SUPERVISOR	£14,355	£15,121	£15,889	£16,654	£17,422	£18,187	£18,956	£19,724	£20,113	£20,510	£20,906
YOUTH & COMMUNITY WORKER	£28,053	£28,970									
YOUTH WORKER - PART-TIME Unqualified	£17,867										
YOUTH & COMMUNITY WORKER (PTH) Unqualified	£28,053										

