



APPROVED
GOVERNMENT OF GIBRALTAR
ESTIMATES
OF
REVENUE AND EXPENDITURE
2015/2016

Price £5.00

JULY 2015

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SUMMARY OF PUBLIC FINANCES

2015/2016

The following 9 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 are some explanatory notes on the Government's public finances for the financial year 2015/2016. In the charts that follow on subsequent pages the 2015/2016 figures represent the Government's estimates; 2014/2015 the forecast outturn; and the prior year figures are drawn from the accounts.

Overall Government Revenue and Expenditure *(pages iii to v)*

Government's overall Consolidated Fund revenue for 2015/2016 is estimated at over £559 million. Government spending from the Consolidated Fund is estimated at over £541 million, producing a recurrent surplus of over £18 million. This does not include capital revenue and expenditure which are channelled through the Improvement and Development Fund.

Statutory Benefits *(page vi)*

Around £34 million of Statutory Benefits payments were effected in 2014/2015. This is accounted for separately and does not form part of the Overall Government Revenue and Expenditure.

Capital Investment *(pages vii and viii)*

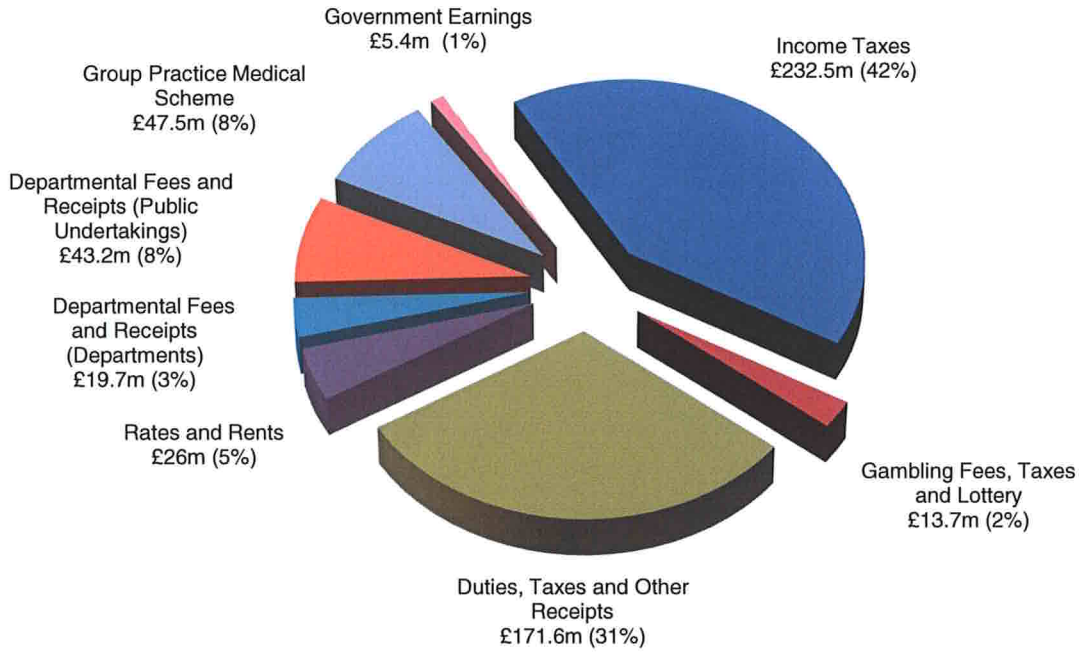
The Government's investment in capital projects, to benefit the social and economic development of Gibraltar, is funded by the Improvement and Development Fund. In 2015/2016 the expenditure of the Fund is estimated to be over £94 million.

Government Companies *(page x)*

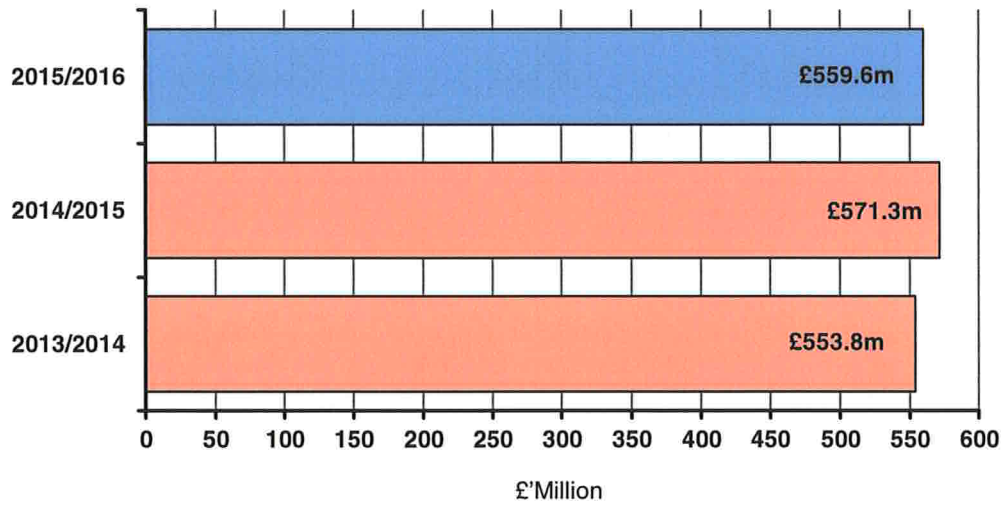
Government-owned companies are accounted for separately and their financial transactions do not form part of the Overall Government Revenue and Expenditure figures. The Government is also a shareholder in two joint venture utility companies providing telecommunications and water services.

Overall Government Revenue 2015/2016

The Government's estimated revenue for 2015/2016 is over £559 million.

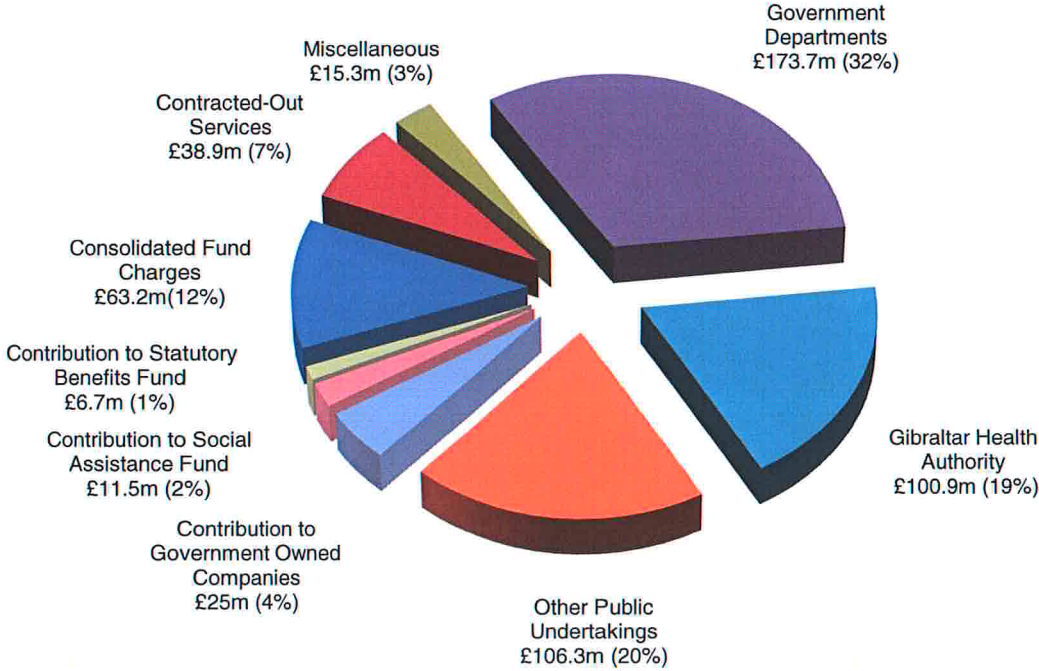


Overall Government Revenue 2013-2016

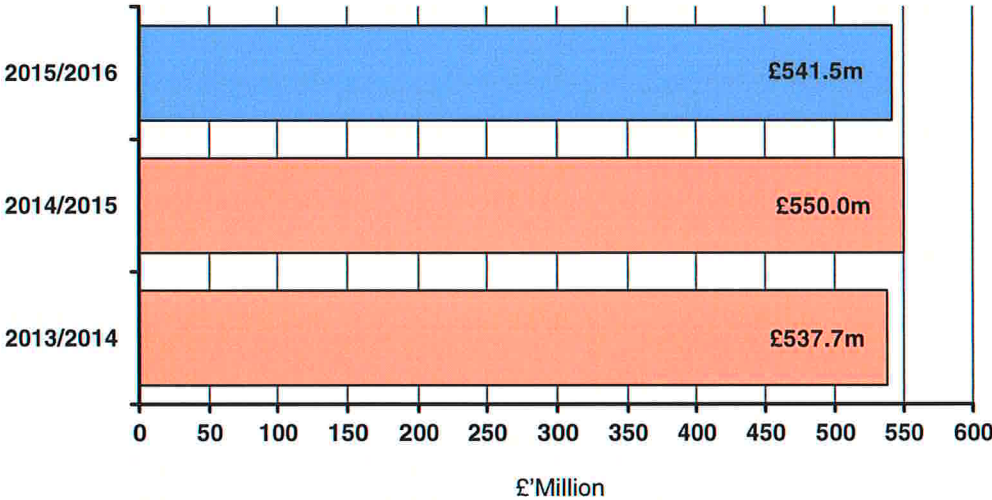


Overall Government Expenditure 2015/2016

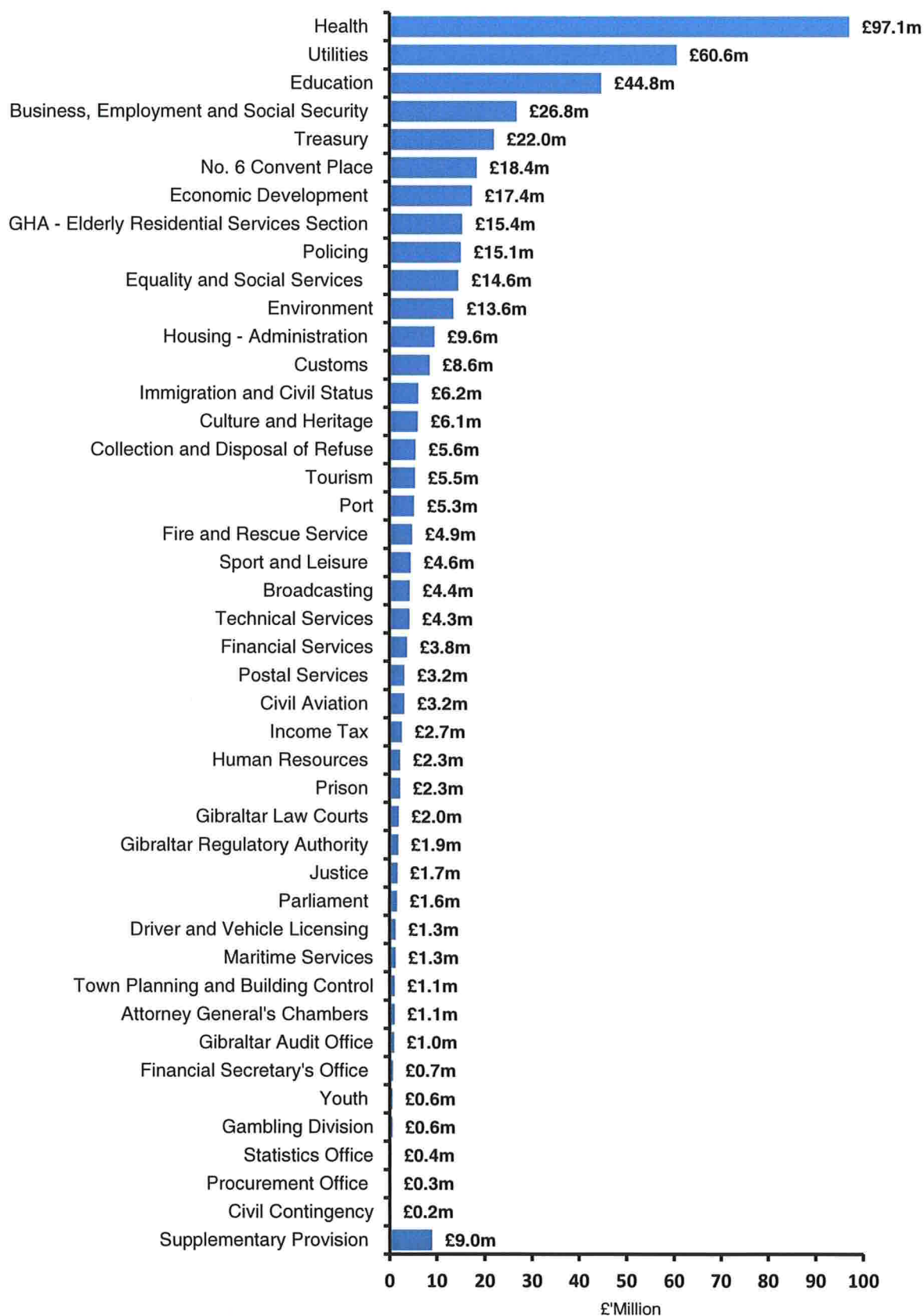
The Government’s total estimated expenditure for 2015/2016 is over £541 million.



Overall Government Expenditure 2013-2016

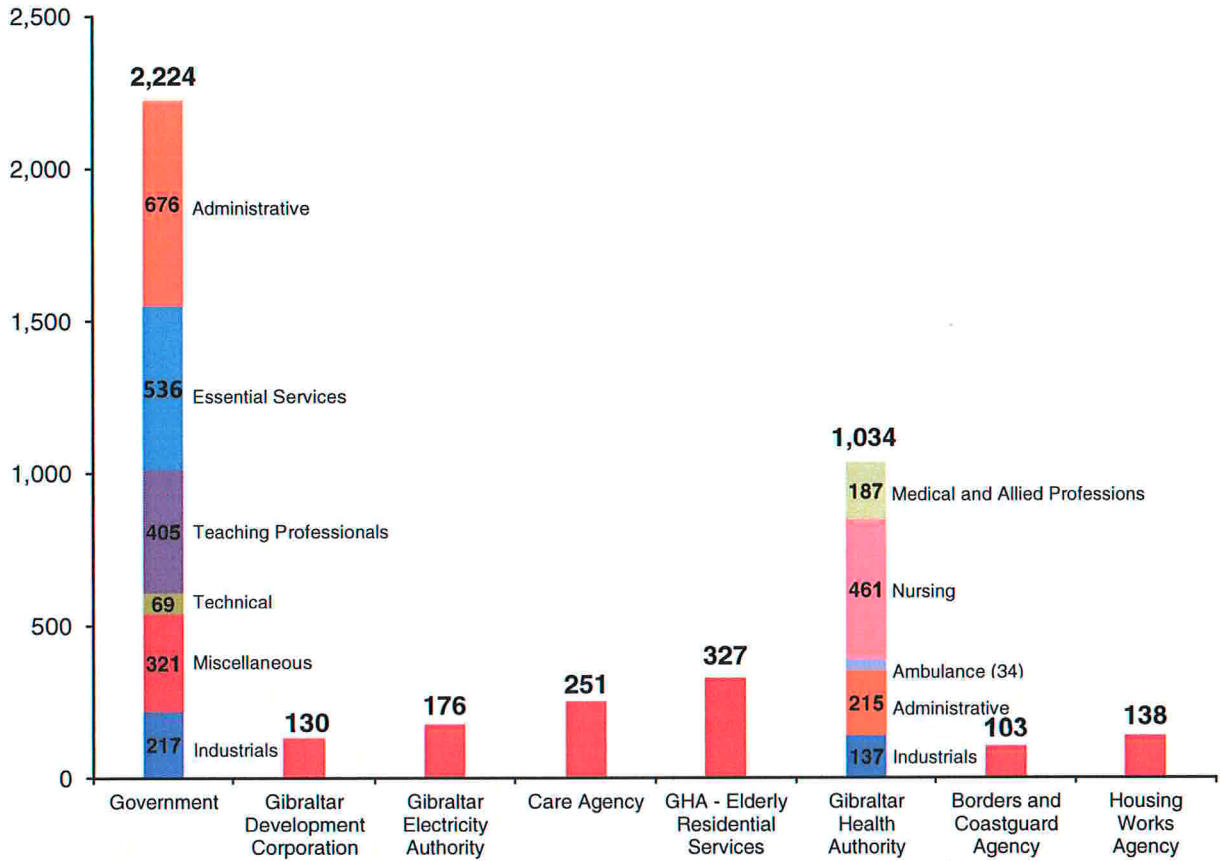


Consolidated Fund Expenditure 2015/2016



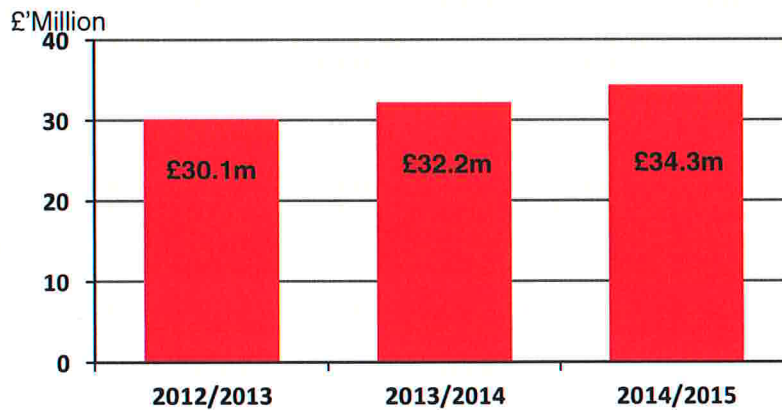
Public Sector Establishment 2015/2016

Number of Staff



- (i) In addition the Public Service Ombudsman, the Gibraltar Sports and Leisure Authority and the Gibraltar Port Authority employ 122 staff between them.
- (ii) Total Establishment is over 4,500.

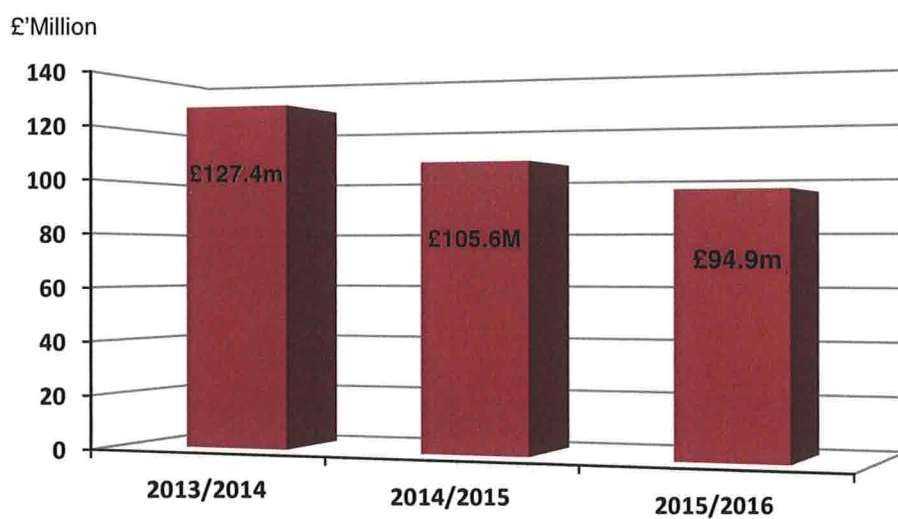
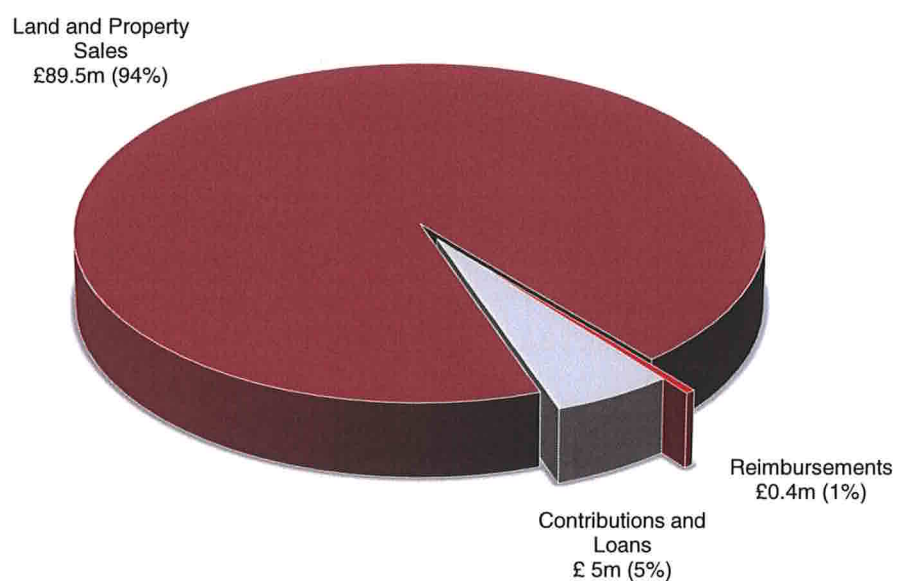
Statutory Benefits – Statutory Benefits Fund 2012/2015



Improvement and Development Fund

The Improvement and Development Fund revenue for 2015/2016 is estimated to be almost £95 million.

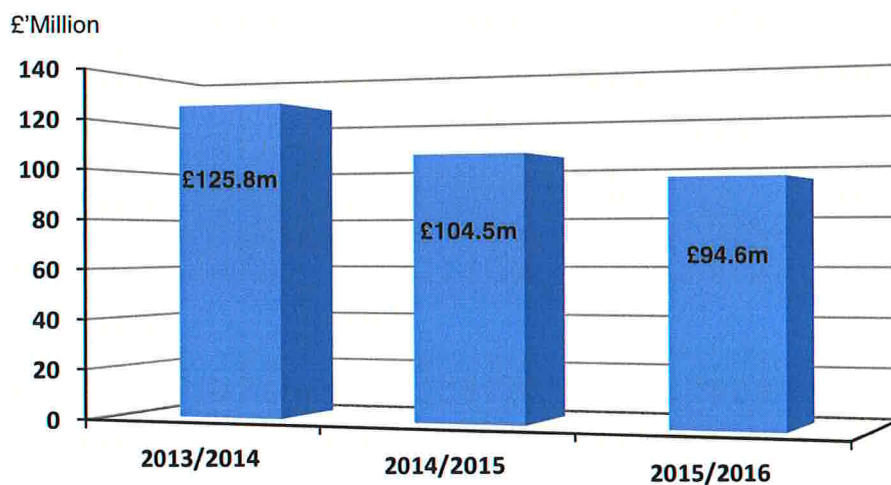
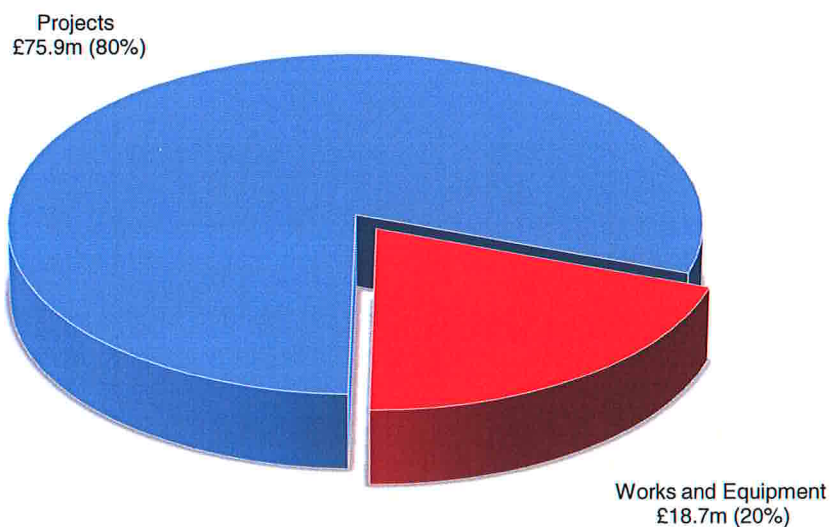
Revenue 2015/2016



Improvement and Development Fund

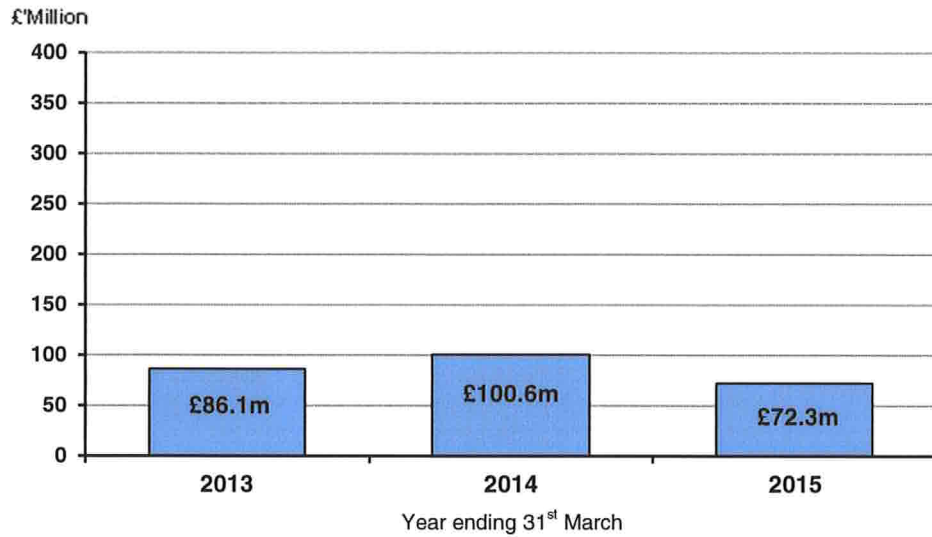
The Improvement and Development Fund expenditure for 2015/2016 is estimated to be over £94 million.

Expenditure 2015/2016



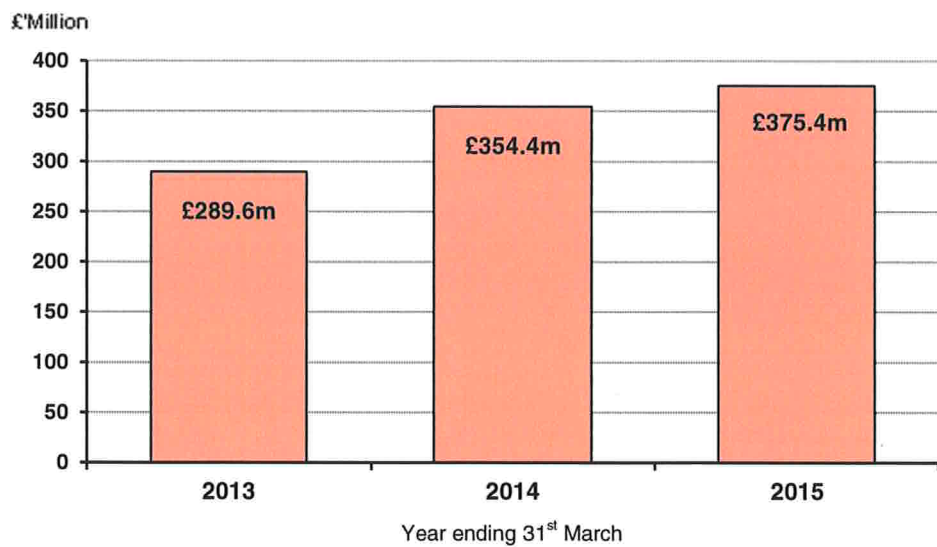
Cash Reserves (*Consolidated Fund and Improvement and Development Fund*)

The Government's Cash Reserves are forecast to total £72 million at 31 March 2015.

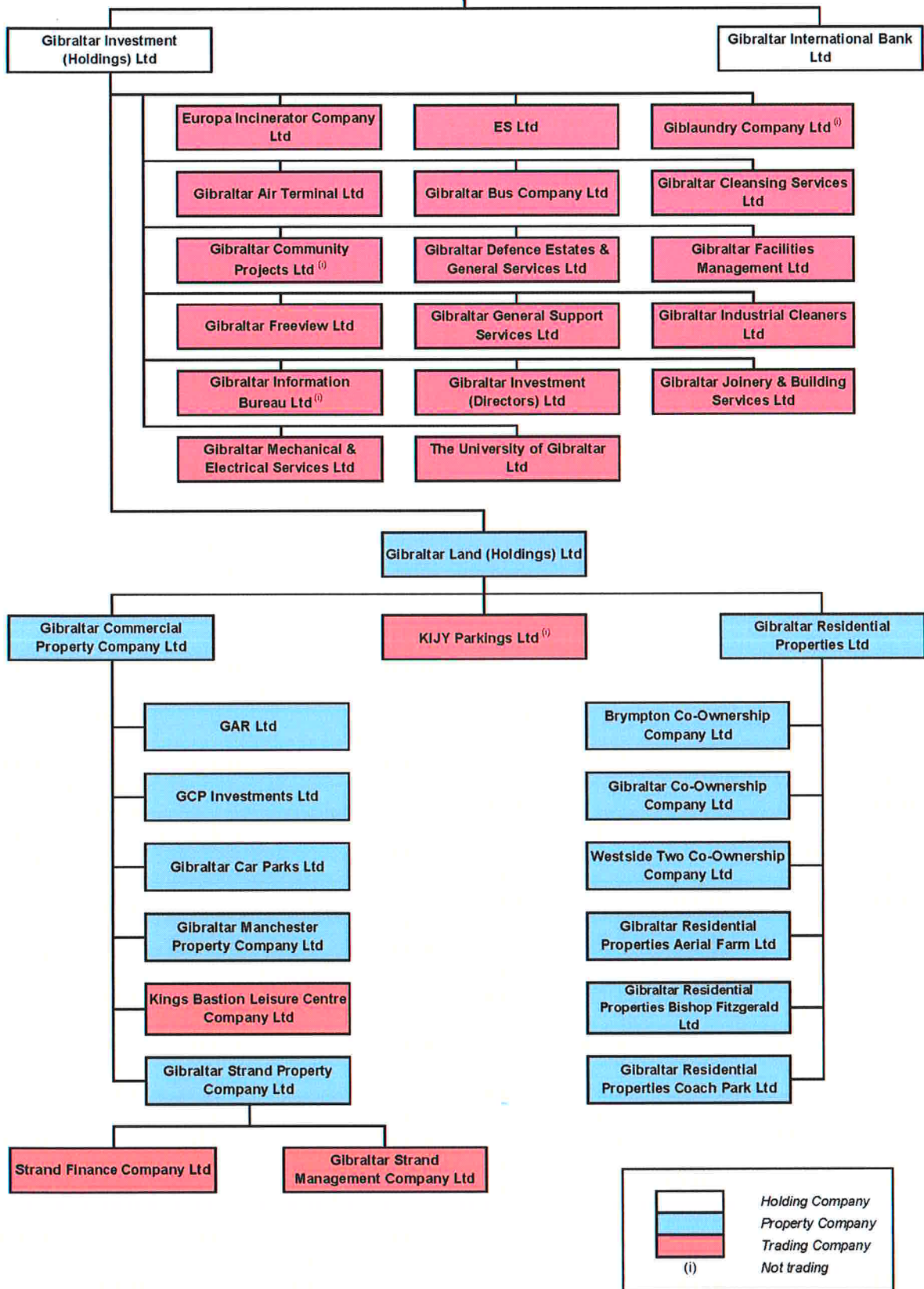


Net Public Debt

Estimated Net Public Debt stood at £375m as at 31 March 2015.



**Government Companies
(wholly owned)**





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2015/2016

SUMMARY OF ESTIMATED FINANCIAL POSITION 2015/2016

	£'000	£'000	£'000
<u>CONSOLIDATED FUND</u>			
Forecast Consolidated Fund Balance as at 1 April 2015			58,286
<u>Estimated 2015/2016</u>			
Revenue		559,600	
(Less)			
Recurrent Expenditure:			
Consolidated Fund Charges	(63,200)		
Departmental Expenditure	(453,266)		
Contribution to Government-owned Companies	(25,000)		
		<u>(541,466)</u>	
Estimated Surplus			<u>18,134</u>
			76,420
(Less)			
<u>Contributions 2015/2016</u>			
Transfer from Government Surplus to Social Assistance Fund			(1)
Contribution to the Improvement and Development Fund			(5,000)
Exceptional Expenditure: Dr Giraldi Home Inquiry			(1)
			<u>71,418</u>

IMPROVEMENT AND DEVELOPMENT FUND

Forecast Balance as at 1 April 2015			14,058
<u>Estimated 2015/2016</u>			
Revenue		94,910	
(Less)			
Expenditure		<u>(94,619)</u>	
Forecast Surplus /(Deficit)			291
Estimated Improvement and Development Fund Balance as at 31 March 2016			<u>14,349</u>

SUMMARY OF FORECAST FINANCIAL OUTTURN 2014/2015

	£'000	£'000	£'000
<u>CONSOLIDATED FUND</u>			
Consolidated Fund Balance as at 1 April 2014			87,629
<u>Forecast Outturn 2014/2015</u>			
Revenue		571,265	
(Less)			
Recurrent Expenditure:			
Consolidated Fund Charges	(61,171)		
Departmental Expenditure	(433,837)		
Contribution to Government-owned Companies	(25,000)		
		<u>(520,008)</u>	
Forecast Surplus			<u>51,257</u> 138,886
(Less)			
<u>Contributions 2014/2015</u>			
Transfer from Government Surplus to Social Assistance Fund			(30,000)
Contribution to the Improvement and Development Fund			(47,000)
Exceptional Expenditure: Dr Giraldi Home Inquiry			(3,600)
Forecast Consolidated Fund Balance as at 31 March 2015			<u><u>58,286</u></u>
<u>IMPROVEMENT AND DEVELOPMENT FUND</u>			
Balance as at 1 April 2014			12,941
<u>Forecast Outturn 2014/2015</u>			
Revenue		105,573	
(Less)			
Expenditure		<u>(104,456)</u>	
Forecast Surplus /(Deficit)			<u>1,117</u>
Forecast Improvement and Development Fund Balance as at 31 March 2015			<u><u>14,058</u></u>

CASH RESERVES AND PUBLIC DEBT**CASH RESERVES**

	Estimate 31 March 2016 £'000	Forecast 31 March 2015 £'000	Estimate 31 March 2015 £'000	Actual 31 March 2014 £'000
Cash Reserves				
Consolidated Fund	71,418	58,286	68,623	87,629
Improvement and Development Fund	14,349	14,058	2,151	12,941
Total Cash Reserves	<u>85,767</u>	<u>72,344</u>	<u>70,774</u>	<u>100,570</u>

PUBLIC DEBT

	Estimate 31 March 2016 £'million	Forecast 31 March 2015 £'million	Estimate 31 March 2015 £'million	Actual 31 March 2014 £'million
Debentures and Bonds	200.0	247.7	250.0	255.0
Bank Loans	200.0	200.0	200.0	200.0
Aggregate Public Debt	<u>400.0</u>	<u>447.7</u>	<u>450.0</u>	<u>455.0</u>
(Less) Cash Reserves	85.8	72.3	70.8	100.6
Net Public Debt	<u>314.2</u>	<u>375.4</u>	<u>379.2</u>	<u>354.4</u>

RECEIVERS OF REVENUE

ACG	Accountant General
CCA	Chief Executive Officer, Care Agency
CCS	Chief Executive, Gibraltar Courts Service
CE	Chief Examiner
CEA	Chief Executive Officer, Gibraltar Electricity Authority
CEE	Chief Executive (Environment)
CIT	Commissioner of Income Tax
CS	Chief Secretary
CSL	Chief Executive Officer, Gibraltar Sports and Leisure Authority
CTB	Chief Executive Officer, Gibraltar Tourist Board
CUS	Collector of Customs
DE	Director of Education
FCD	Finance Centre Director
FS	Financial Secretary
PES	Principal Secretary (Employment and Social Security)
PHO	Principal Housing Officer
POM	Post Office Manager
PSB	Principal Secretary (Business)
SCH	Senior Executive Officer, Culture and Heritage
SED	Principal Secretary (Economic Development, Telecommunications and the Gibraltar Savings Bank)
SEJ	Principal Secretary (Education, Justice and International Exchange of Information)
SIC	Principal Secretary (Immigration and Civil Status)
STT	Principal Secretary (Transport, Traffic and Technical Services)

SUMMARY OF CONSOLIDATED FUND REVENUE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<u>Recurrent</u>				
1	Income Taxes	232,500,000	232,800,000	216,000,000	218,429,121
2	Duties, Taxes and Other Receipts	171,617,000	180,831,000	178,492,000	181,884,920
3	Gambling Fees, Taxes and Lottery	13,731,000	15,663,000	12,697,000	13,476,262
4	Rates and Rents	26,051,000	25,661,000	25,601,000	25,095,611
5	Departmental Fees and Receipts	110,338,000	107,348,000	106,661,000	106,070,106
6	Government Earnings	5,363,000	8,962,000	7,939,000	8,826,810
	TOTAL REVENUE	559,600,000	571,265,000	547,390,000	553,782,830
7	<u>Public Debt</u>				
	Net Borrowings	0	0	0	79,247,700

CONSOLIDATED FUND REVENUE - RECURRENT

HEAD AND SUBHEAD	RECEIVER OF REVENUE		ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
			£	£	£	£
HEAD 1		<u>INCOME TAXES</u>				
1	CIT	Income Tax	143,500,000	143,800,000	136,000,000	135,746,260
2	CIT	Company Tax	89,000,000	89,000,000	80,000,000	82,682,861
		Total Income Taxes	232,500,000	232,800,000	216,000,000	218,429,121
HEAD 2		<u>DUTIES, TAXES AND OTHER RECEIPTS</u>				
1	CUS	Import Duties	160,000,000	165,400,000	170,000,000	174,311,405
2	CUS	Tobacco Licences	70,000	80,000	70,000	80,745
3	CUS	Transit and Bonded Stores Operators Fees	51,000	50,000	52,000	31,365
4	ACG	Stamp Duties (i)	8,500,000	12,300,000	6,000,000	4,768,624
5	ACG	Land Registration Fees	225,000	230,000	300,000	242,003
6	FCD	Companies House Fees (ii)	2,700,000	2,700,000	2,000,000	2,371,778
7	FCD	Other Receipts	71,000	71,000	70,000	79,000
		Total Duties, Taxes and Other Receipts	171,617,000	180,831,000	178,492,000	181,884,920
HEAD 3		<u>GAMBLING FEES, TAXES AND LOTTERY</u>				
1	SEJ	Gaming Tax	13,000,000	14,500,000	12,000,000	12,276,502
2	SEJ	Gaming Licences	633,000	600,000	600,000	609,625
3	ACG	Government Lottery - Management Expenses (iii)	97,000	96,000	96,000	94,000
4	ACG	Government Lottery - Surplus (iv)	1,000	467,000	1,000	496,135
		Total Gambling Fees, Taxes and Lottery	13,731,000	15,663,000	12,697,000	13,476,262
HEAD 4		<u>RATES AND RENTS (v)</u>				
1	ACG	General Rates and Salt Water Charges (i) (vi)	23,500,000	23,000,000	23,000,000	22,336,249
2	ACG	Ground and Sundry Rents (i)	2,550,000	2,660,000	2,600,000	2,726,622
3	ACG	Assignments on Premiums (i)	1,000	1,000	1,000	32,740
		Total Rates and Rents	26,051,000	25,661,000	25,601,000	25,095,611
HEAD 5		<u>DEPARTMENTAL FEES AND RECEIPTS</u>				
		<u>ADMINISTRATION</u>				
		<u>Immigration and Civil Status</u>				
1	SIC	Passport Fees	200,000	200,000	200,000	217,802
2	SIC	Naturalisation Fees	55,000	30,000	55,000	71,868
3	SIC	British Nationality Fees	3,000	3,000	3,000	7,252
4	SIC	Immigration Fees	20,000	20,000	20,000	19,906
5	SIC	Document Legalisation Fees	160,000	140,000	175,000	178,474
6	SIC	Civil Status Fees	190,000	190,000	190,000	166,148
		<i>carried forward</i>	628,000	583,000	643,000	661,450

(i) Collected by Land Property Services Ltd

(ii) Collected by Companies House (Gibraltar) Ltd

(iii) Appendix O - Lottery Account Estimate (page 213)

(iv) Token. Appendix O - Lottery Account Estimate (page 213)

(v) Does not include House Rents, which are shown under Revenue Head 5, subhead 28

(vi) Includes rates chargeable on Government hereditaments - Section 272(1) Public Health Act

CONSOLIDATED FUND REVENUE - RECURRENT

HEAD AND SUBHEAD	RECEIVER OF REVENUE		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
			2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
			£	£	£	£
HEAD 5		DEPARTMENTAL FEES AND RECEIPTS (cont)				
		<i>brought forward</i>	628,000	583,000	643,000	661,450
		ADMINISTRATION (cont)				
		Aviation				
7	CS	Airport Departure Tax	1,700,000	1,350,000	1,600,000	1,507,399
8	CS	Fees and Concessions	2,100,000	1,600,000	1,600,000	1,952,319
9	CS	Airport Landing Fees	475,000	450,000	485,000	483,343
		HEALTH AND ENVIRONMENT				
		Gibraltar Health Authority (i)				
10	ACG	Group Practice Medical Scheme	47,500,000	49,500,000	45,800,000	46,582,282
11	ACG	Medical Services to Non-Entitled Patients	2,650,000	2,650,000	2,650,000	2,650,000
12	ACG	Other Receipts	435,000	400,000	400,000	499,558
13	ACG	Services provided to MOD	1,465,000	950,000	1,000,000	1,204,332
			52,050,000	53,500,000	49,850,000	50,936,172
		Environment				
14	CEE	Public Health and Environmental Fees (ii)	230,000	130,000	150,000	231,921
15	CEE	Cemetery Fees	14,000	14,000	14,000	13,546
16	CEE	Litter Control Fees (ii)	1,000	1,000	1,000	1,274
17	CEE	Animal Welfare Charges (iii)	21,000	12,000	13,000	20,749
		UTILITIES				
		Gibraltar Electricity Authority (iv)				
		Sale of Electricity to Consumers				
18	CEA	(a) Billed Charges to Consumers	24,900,000	24,700,000	24,900,000	24,122,253
	CEA	(b) Arrears	200,000	230,000	200,000	984,823
			25,100,000	24,930,000	25,100,000	25,107,076
19	CEA	Consumers Connection Fees	70,000	60,000	70,000	74,655
20	CEA	(a) Miscellaneous	1,000	1,000	1,000	0
	CEA	(b) Fuel Hedge Contract Receipts	1,000	0	0	94,818
			25,172,000	24,991,000	25,171,000	25,276,549
21	CEA	Commercial Works	4,000,000	2,100,000	2,130,000	1,329,945
			29,172,000	27,091,000	27,301,000	26,606,494
		Gibraltar Health Authority - Elderly Residential Services Section				
22	ACG	Residents Contributions (v)	1,350,000	0	0	0
		EQUALITY AND SOCIAL SERVICES				
		Care Agency (vi)				
23	CCA	Miscellaneous Income	12,000	10,000	15,000	10,417
		<i>Residents Contributions</i>	0	1,160,000	1,155,000	1,169,907
			12,000	1,170,000	1,170,000	1,180,324
		<i>carried forward</i>	87,753,000	85,901,000	82,827,000	83,594,991

(i) Contribution under Head 13 Health (page 50). Gibraltar Health Authority Appendix D (page 176)

(ii) Collected by Environmental Agency Ltd

(iii) Collected by Animal Welfare Centre

(iv) Contribution under Head 15 Utilities (page 58). Gibraltar Electricity Authority Appendix E (page 180)

(v) From 2015/16 shown under Appendix F - Gibraltar Health Authority - Elderly Residential Services Section (page 185) and up to 2014/15 shown under Appendix G - Care Agency (page 190)

(vi) Contribution under Head 18 Equality and Social Services (page 64). Care Agency Appendix G (page 190)

CONSOLIDATED FUND REVENUE - RECURRENT

HEAD AND SUBHEAD	RECEIVER OF REVENUE		ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
			£	£	£	£
HEAD 5		DEPARTMENTAL FEES AND RECEIPTS (cont)				
		<i>brought forward</i>	87,753,000	85,901,000	82,827,000	83,594,991
		Tourism				
24	CTB	Tourist Sites Receipts	3,450,000	3,400,000	3,500,000	3,196,131
25	CTB	Miscellaneous Receipts	7,000	8,000	3,000	3,266
26	CTB	Revenues Received - Literary Festival (i)	272,000	60,000	1,000	298,060
		Coach Terminal				
27	CTB	Coach Terminal Fees	55,000	60,000	70,000	65,074
		Housing				
28	PHO	House Rents	3,000,000	2,800,000	3,000,000	2,898,877
		TRAFFIC				
		Driver and Vehicle Licences				
29	CE	Vehicle Licences and Fees	310,000	300,000	282,000	274,526
30	CE	Vehicle Testing	210,000	200,000	240,000	229,043
31	CE	Vehicle Registrations	100,000	105,000	84,000	83,160
32	CE	Driving Tests	72,000	60,000	72,000	65,685
		Public Transport				
33	CE	Road Service Licences	12,000	20,000	20,000	22,995
		Gibraltar Port Authority (ii)				
34	STT	Tonnage Dues	3,000,000	3,000,000	4,000,000	3,623,670
35	STT	Berthing Charges	600,000	550,000	1,200,000	1,097,920
36	STT	Small Boat Moorings	6,000	8,000	6,000	6,100
37	STT	Port Arrival and Departure Tax	400,000	320,000	400,000	301,448
38	STT	Port, Operator and Harbour Craft Licences	250,000	200,000	250,000	246,426
39	STT	Bunkering Charges	600,000	660,000	600,000	704,915
40	STT	Miscellaneous Receipts	200,000	230,000	100,000	135,847
			5,056,000	4,968,000	6,556,000	6,116,326
		ECONOMIC DEVELOPMENT				
41	SED	EU Grant - European Social Fund	1,000	1,000	1,000	9,557
42	SED	EU Grant - European Regional Development Fund	276,000	0	40,000	26,692
43	SED	EU Grant - Interreg	1,000	0	1,000	121,000
44	SED	Hostel Fees	100,000	90,000	100,000	110,085
		Gibraltar Development Corporation (iii)				
45	SED	Contribution by European Social Fund	120,000	1,000	765,000	773,080
46	SED	Contribution by Government-Owned Companies - Staff Services	225,000	225,000	238,000	238,950
		Miscellaneous	0	140,000	80,000	119,320
			345,000	366,000	1,083,000	1,131,350
		<i>carried forward</i>	101,020,000	98,339,000	97,880,000	98,246,818

(i) Literary Festival expenditure shown under Head 19 Tourism (page 68)

(ii) Contribution under Head 23 Port (page 82). Gibraltar Port Authority Appendix I (page 197)

(iii) Appendix B Gibraltar Development Corporation (page 163)

CONSOLIDATED FUND REVENUE - RECURRENT

HEAD AND SUBHEAD	RECEIVER OF REVENUE		ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
			£	£	£	£
HEAD 5		DEPARTMENTAL FEES AND RECEIPTS (cont)				
		<i>brought forward</i>	101,020,000	98,339,000	97,880,000	98,246,818
		BUSINESS AND EMPLOYMENT				
		Employment				
47	PES	Miscellaneous	100,000	0	0	0
48	PES	Fines	60,000	60,000	50,000	6,750
		Trade Licences				
49	PSB	Trade Licences	420,000	45,000	48,000	46,431
50	PSB	Liquor Licences	90,000	85,000	90,000	95,617
		Postal Services				
51	POM	Postal Services Receipts	1,500,000	1,500,000	2,000,000	0
	POM	<i>Sale of Stamps</i>	0	0	0	678,113
	POM	<i>Post Office Boxes - Rentals</i>	0	0	0	59,638
	POM	<i>Terminal Mail Fees</i>	0	0	0	117,190
	POM	<i>E-Commerce Sales</i>	0	0	0	532,456
		<i>Recovery of Direct Labour and Labour-Related Costs</i>	0	0	0	42,346
	POM	<i>Miscellaneous Receipts</i>	0	0	0	48,208
		EDUCATION AND JUSTICE				
		Education				
52	DE	Gibraltar College	43,000	43,000	65,000	37,952
53	DE	Adult Education Fees	50,000	40,000	35,000	37,927
54	DE	MOD Fees for Government Schools	500,000	505,000	500,000	519,107
55	DE	Scholarship Fees - Reimbursements	75,000	75,000	80,000	91,141
56	DE	Non Residents School Fees	1,000	30,000	0	32,710
		Justice				
57	CCS	Fines and Forfeitures	700,000	700,000	700,000	751,361
58	CCS	Court Fees	200,000	550,000	200,000	370,854
		SPORT, LEISURE, CULTURE AND HERITAGE				
		Gibraltar Sports and Leisure Authority (i)				
59	CSL	Fund Raising	50,000	10,000	13,000	10,000
60	CSL	Miscellaneous	50,000	4,000	12,000	2,091
61	CSL	Advertising Revenue	150,000	16,000	25,000	0
62	CSL	Events	50,000	0	0	0
		<i>Kings Bastion Leisure Centre Ltd</i>	0	685,000	410,000	869,791
			300,000	715,000	460,000	881,882
		<i>carried forward</i>	105,059,000	102,687,000	102,108,000	102,596,501

(i) Contribution under Head 36 Sport and Leisure (page 128). Gibraltar Sports and Leisure Authority Appendix J (page 200)

CONSOLIDATED FUND REVENUE - RECURRENT

HEAD AND SUBHEAD	RECEIVER OF REVENUE		ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
			£	£	£	£
HEAD 5		DEPARTMENTAL FEES AND RECEIPTS (cont)				
		<i>brought forward</i>	105,059,000	102,687,000	102,108,000	102,596,501
		Culture and Heritage				
63	SCH	Museum Entrance Charges	23,000	20,000	25,000	22,729
64	SCH	John Mackintosh Hall Receipts	20,000	4,000	20,000	21,371
65	SCH	Ince's Hall Receipts	4,000	1,000	4,000	4,190
66	SCH	Other Cultural Facilities Receipts	3,000	0	0	0
67	SCH	Garrison Library Fees	20,000	0	0	0
68	SCH	Kings Bastion Leisure Centre <i>Heritage Conferences</i>	500,000 0	0 1,000	0 1,000	0 300
			570,000	26,000	50,000	48,590
69	SCH	Revenues Received: (i)				
		(a) Mega Concert	670,000	680,000	670,000	591,547
		(b) Jazz Festival	3,000	10,000	60,000	45,032
		MARITIME				
70	SEJ	Ship Registration Fees	1,570,000	1,200,000	1,000,000	1,269,498
71	SEJ	Yacht Registration Fees	75,000	60,000	50,000	46,690
		GIBRALTAR REGULATORY AUTHORITY				
72	FS	Frequency Co-ordinator Reimbursements	85,000	85,000	85,000	76,016
73	FS	Licences and Fees	2,306,000	2,600,000	2,638,000	1,396,232
			2,391,000	2,685,000	2,723,000	1,472,248
		Total Departmental Fees and Receipts	110,338,000	107,348,000	106,661,000	106,070,106

(i) From 2013/14 Events expenditure shown under Head 37 Culture and Heritage (page 130)

CONSOLIDATED FUND REVENUE - RECURRENT

HEAD AND SUBHEAD	RECEIVER OF REVENUE		ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
			£	£	£	£
HEAD 6		<u>GOVERNMENT EARNINGS</u>				
		<u>Interest</u>				
1	ACG	Consolidated Fund	160,000	160,000	160,000	163,001
		<u>Other Fees and Receipts</u>				
2	ACG	Widows and Orphans Pension Scheme Contributions	400,000	0	1,000	1,012
3	ACG	Spouse's and Children's Pension Scheme Contributions	1,000	0	1,000	0
4	ACG	MOD - Police Pensions	290,000	296,000	314,000	314,675
5	ACG	Gibraltar Regulatory Authority (i)	1,000	5,000	5,000	5,000
6	ACG	Services Performed by Public Officers	70,000	70,000	93,000	87,614
7	ACG	Other Reimbursements	1,000,000	1,500,000	700,000	813,731
8	ACG	Loan Repayments	1,000	0	1,000	0
9	ACG	Transfer of Accrued Pension Rights, as provided under the Pensions Act	0	2,260,000	2,670,000	0
		<u>Currency and Coinage</u>				
10	ACG	Commemorative Coin Sales	27,000	13,000	40,000	50,085
11	ACG	Royalties on Coin Sales	42,000	40,000	34,000	27,151
12	ACG	Circulating Coinage (ii)	850,000	850,000	900,000	1,502,121
13	ACG	Note Security Fund - Surplus (ii)	1,000	0	1,000	0
14	ACG	Note Security Fund - Demonetisation of Notes (iii)	1,000	0	1,000	2,942,995
		<u>Licences</u>				
15	ACG	Miscellaneous Licences	18,000	18,000	17,000	19,425
		<u>Dividends from Government Shareholdings</u>				
16	ACG	AquaGib Ltd	1,000	700,000	1,000	0
17	ACG	Gibtelecom Ltd	2,500,000	3,050,000	3,000,000	2,900,000
		Total Government Earnings	5,363,000	8,962,000	7,939,000	8,826,810
HEAD 7		<u>PUBLIC DEBT</u>				
1	ACG	Net Borrowings	0	0	0	79,247,700
		Net Borrowings	0	0	0	79,247,700

(i) Collected by Gibraltar Regulatory Authority

(ii) Appendix N - Circulating Coins Account (page 212)

(iii) Appendix M - Note Security Fund (page 211)

CONTROLLING OFFICERS

ACG	Accountant General
CCS	Chief Executive, Gibraltar Courts Service
CE	Chief Examiner
CEA	Chief Executive Officer, Gibraltar Electricity Authority
CEE	Chief Executive (Environment)
CFO	Chief Fire Officer
CIT	Commissioner of Income Tax
CO	Conservation Officer
COP	Commissioner of Police
CP	Clerk to the Parliament
CS	Chief Secretary
CSL	Chief Executive Officer, Gibraltar Sports and Leisure Authority
CST	Chief Statistician
CTB	Chief Executive Officer, Gibraltar Tourist Board
CTO	Chief Technical Officer
CTS	Chief Executive, Technical Services
CUS	Collector of Customs
DE	Director of Education
FS	Financial Secretary
HP	Head of Procurement
HRM	Human Resources Manager
PA	Principal Auditor
PES	Principal Secretary (Employment and Social Security)
PHO	Principal Housing Officer
POM	Post Office Manager
PSB	Principal Secretary (Business)
PSO	Principal Secretary, Operations, Deputy Chief Minister's Office
SCC	Senior Crown Counsel
SCH	Senior Executive Officer, Culture and Heritage
SED	Principal Secretary (Economic Development, Telecommunications and the Gibraltar Savings Bank)
SEJ	Principal Secretary (Education, Justice and International Exchange of Information)
SES	Senior Executive Officer, Equality and Social Services
SIC	Principal Secretary (Immigration and Civil Status)
SP	Superintendent of Prison
STT	Principal Secretary (Transport, Traffic and Technical Services)

SUMMARY OF CONSOLIDATED FUND EXPENDITURE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<u>CONSOLIDATED FUND CHARGES</u>				
01	Statutory Offices	642,000	638,000	629,000	785,279
02	Judicature	1,823,000	2,351,000	2,277,000	3,228,034
03	Pensions	29,518,000	29,151,000	27,104,000	26,477,530
04	Employer's Contributions	3,820,000	3,700,000	3,806,000	3,675,337
05	Public Debt Charges	20,000,000	18,420,000	20,000,000	20,000,000
06	Public Services Ombudsman	396,000	311,000	309,000	294,309
07	Revenue Repayments	7,000,000	6,600,000	6,500,000	10,685,106
08	Charities Act	1,000	0	1,000	0
		63,200,000	61,171,000	60,626,000	65,145,595
09	Public Debt	0	0	0	0
	Total Consolidated Fund Charges	63,200,000	61,171,000	60,626,000	65,145,595
	<u>DEPARTMENTAL EXPENDITURE</u>				
	<i><u>Chief Minister</u></i>				
1	Treasury	22,045,000	19,020,000	18,155,000	17,041,527
2	No. 6 Convent Place	18,353,000	20,403,000	15,664,000	15,703,726
3	Customs	8,629,000	6,531,000	5,473,000	5,664,870
4	Broadcasting	4,420,000	3,900,000	3,600,000	3,666,688
5	Income Tax	2,736,000	2,693,000	2,603,000	2,450,607
6	Parliament	1,586,000	1,628,000	1,602,000	1,662,731
7	Human Resources	2,291,000	2,005,000	1,880,000	2,435,746
8	Immigration and Civil Status	6,150,000	6,191,000	5,784,000	5,335,111
9	Financial Secretary's Office	722,000	652,000	611,000	511,386
10	Procurement Office	297,000	258,000	301,000	289,528
	<i><u>Deputy Chief Minister</u></i>				
11	Civil Aviation	3,218,000	3,204,000	3,233,000	3,260,885
12	Town Planning and Building Control	1,127,000	992,000	1,139,000	1,566,013
	<i><u>Minister for Health, the Environment, Energy and Climate Change</u></i>				
13	Health	97,084,000	102,108,000	94,360,000	90,863,356
14	Environment	13,632,000	12,957,000	12,862,000	13,476,077
15	Utilities	60,634,000	61,912,000	61,434,000	61,272,129
16	Collection and Disposal of Refuse	5,639,000	5,762,000	5,090,000	5,371,154
17	Gibraltar Health Authority - Elderly Residential Services Section	15,425,000	0	0	0
	<i><u>Minister for Tourism, Housing, Equality and Social Services</u></i>				
18	Equality and Social Services	14,588,000	29,186,000	25,175,000	25,934,792
19	Tourism	5,516,000	6,393,000	5,029,000	4,991,989
20	Housing - Administration	9,558,000	9,587,000	9,601,000	9,768,131
	<i><u>Minister for Transport, Traffic and Technical Services</u></i>				
21	Technical Services	4,303,000	4,029,000	4,544,000	4,171,398
22	Driver and Vehicle Licensing	1,262,000	934,000	1,022,000	823,929
23	Port	5,279,000	0	0	0
	<i><u>Minister for Economic Development, Telecommunications and the Gibraltar Savings Bank</u></i>				
24	Economic Development (i)	17,442,000	17,939,000	18,143,000	15,562,284
25	Statistics Office	404,000	371,000	399,000	372,248
	Social Security (ii)	0	16,512,000	26,005,000	25,718,033
	<i>carried forward</i>	322,340,000	335,167,000	323,709,000	317,914,338

(i) Up to 2014/15 Head titled Employment and Labour

(ii) From 2015/16 included under new Head 26 Business, Employment and Social Security

SUMMARY OF CONSOLIDATED FUND EXPENDITURE (cont)

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014	
	£	£	£	£	
DEPARTMENTAL EXPENDITURE (cont)					
	<i>brought forward</i>	322,340,000	335,167,000	323,709,000	317,914,338
	<i>Minister for Business, Employment, Skills and Training</i>				
26	Business, Employment and Social Security (i)	26,823,000	0	0	0
27	Postal Services	3,163,000	3,322,000	2,866,000	3,053,654
	<i>Public Transport and Commercial Affairs</i>	0	1,088,000	1,106,000	867,633
	<i>Minister for Education and Justice & International Exchange of Information</i>				
28	Education	44,767,000	42,168,000	43,309,000	38,701,933
29	Policing	15,127,000	14,493,000	13,791,000	13,286,272
30	Prison	2,323,000	2,136,000	2,124,000	2,076,735
31	Gibraltar Law Courts	1,980,000	1,900,000	1,926,000	1,945,297
32	Attorney General's Chambers	1,142,000	1,211,000	1,147,000	1,224,749
33	Justice (ii)	1,709,000	1,382,000	1,449,000	362,178
34	Fire and Rescue Service	4,891,000	4,533,000	4,004,000	4,004,317
35	Civil Contingency	185,000	175,000	178,000	157,279
	<i>Minister for Sports, Culture, Heritage and Youth</i>				
36	Sport and Leisure	4,601,000	5,017,000	4,342,000	4,366,799
37	Culture and Heritage	6,069,000	6,434,000	5,179,000	4,803,423
38	Youth	562,000	488,000	594,000	400,112
	<i>Minister for Financial Services and Gaming</i>				
39	Financial Services	3,772,000	4,362,000	2,898,000	3,334,648
40	Gambling Division	644,000	602,000	492,000	384,502
41	Maritime Services (iii)	1,330,000	6,986,000	6,516,000	5,770,152
42	Gibraltar Audit Office	963,000	832,000	923,000	829,460
43	Gibraltar Regulatory Authority	1,875,000	1,541,000	1,561,000	1,208,395
44	Supplementary Provision	9,000,000	0	9,000,000	0
	Total Departmental Expenditure	453,266,000	433,837,000	427,114,000	404,691,876
45	Contributions to Government-Owned Companies	25,000,000	25,000,000	25,000,000	22,890,280
46	Transfer from Government Surplus	1,000	30,000,000	1,000	45,000,000
47	Contribution to Improvement and Development Fund	5,000,000	47,000,000	50,000,000	82,500,000
48	Exceptional Expenditure	1,000	3,600,000	0	0
	Total Consolidated Fund Expenditure	546,468,000	600,608,000	562,741,000	620,227,751

(i) From 2015/16 includes expenditure previously shown under Employment and Labour, Public Transport and Commercial Affairs and Social Security

(ii) Up to 2013/14 titled Legislation Support Unit

(iii) Up to 2014/15 titled Port and Shipping

CONSOLIDATED FUND CHARGES

- (i) Estimates of the amount required in the year ending 31 March 2016 for the salaries of Statutory Offices, Judicature, Pensions and Gratuities, Employer's Contributions, salaries and expenses of the Public Services Ombudsman, Charities Act and Public Debt Charges

£63,200,000

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

(iii) ESTABLISHMENT

2015/2016	2014/2015	
1	1	Governor
1	1	Chief Justice
1	1	Attorney General
1	1	Commissioner of Police
1	1	Principal Auditor
<u>5</u>	<u>5</u>	

CONSOLIDATED FUND CHARGES - RECURRENT

HEAD AND SUB-HEAD	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014	
01	£	£	£	£	
1					
	STATUTORY OFFICES				
	PERSONAL EMOLUMENTS (i)				
	(a) Salaries	558,000	554,000	546,000	540,838
	(b) Allowances	84,000	84,000	83,000	244,441
	Total Statutory Offices	642,000	638,000	629,000	785,279
02					
	JUDICATURE				
1	Legal Aid and Assistance (ii)	1,200,000	1,850,000	1,600,000	2,653,187
2	Court of Appeal Expenses (i)	157,000	88,000	213,000	86,051
3	Salaries of Other Supreme Court Judges (i)	370,000	330,000	364,000	359,254
4	Gratuities and Allowances	79,000	79,000	79,000	129,542
5	Awards for Courage (iii)	1,000	0	1,000	0
6	Pension Contributions	16,000	4,000	20,000	0
	Total Judicature	1,823,000	2,351,000	2,277,000	3,228,034
03					
	PENSIONS				
1	Pensions (iv)	28,000,000	27,700,000	25,600,000	25,372,024
2	Gratuities under the Pensions Act and Parliament Act (iv)	1,000,000	1,000,000	1,000,000	728,379
3	Pensions (Widows and Orphans) (v)	315,000	260,000	262,000	208,888
4	Pensions (Spouse's and Children's)	1,000	0	1,000	0
5	Pensions - Former Government Employees (vi)	117,000	107,000	101,000	121,817
6	Gratuities - Former Government Employees (vi)	84,000	73,000	128,000	20,791
7	Pension Rights Transfers (vi)	1,000	0	1,000	25,631
8	Refund of WOPS Contributions (v)	0	11,000	11,000	0
	Total Pensions	29,518,000	29,151,000	27,104,000	26,477,530
04					
	EMPLOYER'S CONTRIBUTIONS				
1	Social Insurance (vi)	3,820,000	3,700,000	3,806,000	3,675,337
	Total Employer's Contributions	3,820,000	3,700,000	3,806,000	3,675,337
05					
	PUBLIC DEBT CHARGES (vii)				
1	Bank Interest and Other Costs	8,500,000	7,820,000	7,735,000	8,614,500
2	Government Debentures - Interest	7,000,000	7,600,000	7,000,000	9,059,386
3	Contribution to General Sinking Fund	4,500,000	3,000,000	5,265,000	2,326,114
	Total Public Debt Charges	20,000,000	18,420,000	20,000,000	20,000,000
06					
	PUBLIC SERVICES OMBUDSMAN (viii)				
1	Personal Emoluments	344,000	278,000	276,000	261,223
2	Other Charges	52,000	33,000	33,000	33,086
	Total Office of the Ombudsman	396,000	311,000	309,000	294,309
07					
	REVENUE REPAYMENTS				
1	Repayment of Revenue (ix)	7,000,000	6,600,000	6,500,000	10,685,106
	Total Revenue Repayments	7,000,000	6,600,000	6,500,000	10,685,106

- (i) Section 72 of the Gibraltar Constitution 2006
(ii) Sections 8 and 17 of the Legal Aid and Assistance Act
(iii) Section 245 of the Criminal Procedures Act
(iv) Section 4 of the Pensions Act and Section 91 of the Parliament Act
(v) Section 28 of the Pensions (Widows and Orphans) Act
(vi) Section 6 of the Public Finance (Control and Audit) Act
(vii) Section 73 of the Gibraltar Constitution 2006
(viii) Section 4 of the Public Services Ombudsman Act - Appendix A (page 160)
(ix) Section 14 of the Public Finance (Control and Audit) Act

CONSOLIDATED FUND CHARGES - RECURRENT (cont)

HEAD AND SUB-HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
08	CHARITIES ACT (i)				
1	Miscellaneous Expenses	1,000	0	1,000	0
	Total Charities Act	1,000	0	1,000	0

CONSOLIDATED FUND CHARGES - NON-RECURRENT

HEAD AND SUB-HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
09	PUBLIC DEBT (ii)				
1	Net Repayments	0	0	0	0
	Net Repayments	0	0	0	0

(i) Section 41 of the Charities Act

(ii) Section 73 of the Gibraltar Constitution 2006 and Section 17 of the Public Finance (Borrowing Powers) Act 2008

HEAD TREASURY

1

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of the Treasury

£22,045,000

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

(iv) ESTABLISHMENT

TREASURY

2015/2016	2014/2015	
1	1	Accountant General (Senior Officer)
1	1	Computer Consultant (Senior Officer)
1	1	Departmental Counsel (Senior Officer)
4	4	Senior Executive Officer
1	1	IT Officer Level 3
1	1	IT Officer Level 2
7	7	Higher Executive Officer
5	5	IT Officer Level 1
16	16	Executive Officer
1	1	Personal Secretary
35	33	Administrative Officer
9	8	Administrative Assistant
1	1	Head Messenger
1	1	Senior Messenger
2	2	Messenger
0	1	<i>Clerk / Wordprocessor</i>
1	1	Supernumerary Staff
		Higher Executive Officer
<u>87</u>	<u>85</u>	

(v) INDUSTRIAL STAFF

2015/2016 2014/2015

0 | 0**TOTAL TREASURY**

HEAD TREASURY (cont)

1

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>2</u>	<u>2</u>	TOTAL TREASURY

SUMMARY

2015/2016	2014/2015	
<u>89</u>	<u>87</u>	TOTAL TREASURY

HEAD 1 - TREASURY

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 PAYROLL				
(1) Personal Emoluments				
(a) Salaries	2,530,000	2,345,000	2,470,000	2,160,169
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	264,000	270,000	264,000	273,483
	264,000	270,000	264,000	273,483
(c) Allowances	70,000	95,000	70,000	65,864
(d) Temporary Assistance	39,000	37,000	30,000	29,502
(e) Pension Contributions	92,000	60,000	75,000	28,687
	2,995,000	2,807,000	2,909,000	2,557,705
(2) Industrial Wages	0	0	0	0
Total Payroll	2,995,000	2,807,000	2,909,000	2,557,705
2 OTHER CHARGES				
(1) Office Expenses:				
(a) General Expenses	30,000	30,000	30,000	30,143
(b) Electricity and Water	27,000	25,000	27,000	25,796
(c) Telephone Service	40,000	39,000	41,000	44,618
(d) Printing and Stationery	50,000	49,000	37,000	35,327
Contracted Services:				
(e) Office Cleaning - Government Cleaning Scheme	30,000	27,000	36,000	25,847
	177,000	170,000	171,000	161,731
(2) Operational Expenses:				
(a) Staff Medical Services	1,000	1,000	1,000	120
(b) Banking and Related Services	170,000	150,000	113,000	109,468
(c) Computer Running Expenses	50,000	43,000	41,000	40,924
(d) Accountancy and Legal Expenses	1,000	1,000	1,000	0
(e) Security Expenses	12,000	6,000	6,000	4,671
<i>Rent and Service Charges - New Harbours (i)</i>	0	0	0	7,961
Contracted Services:				
(f) Security Services	28,000	24,000	36,000	36,377
	262,000	225,000	198,000	199,521
(3) Insurance, Premiums and Claims	880,000	1,023,000	1,395,000	1,429,087
(4) Official Receiver Expenses	15,000	10,000	25,000	3,800
(5) Property Services, Rents, Rates and Stamp Duty - Land Property Services Ltd - Contracted Services	2,600,000	2,575,000	2,530,000	2,569,322
(6) Circulating and Commemorative Coinage Expenses:				
(a) Circulating Coinage Expenses (ii)	439,000	379,000	350,000	519,382
(b) Purchase of Commemorative Coins	10,000	10,000	12,000	4,692
(c) Publication - Gibraltar Coinage History	1,000	0	0	0
	450,000	389,000	362,000	524,074
<i>carried forward</i>	4,384,000	4,392,000	4,681,000	4,887,535

- (i) From 2014/15 included under subhead (9) Government Offices - Rent and Service Charges
(ii) Appendix N - Circulating Coins Account (page 212)

HEAD 1 - TREASURY (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
2	<i>brought forward</i>	4,384,000	4,392,000	4,681,000	4,887,535
	OTHER CHARGES (cont)				
	(7) Ex-Gratia Payments	6,000	7,000	1,000	7,995
	(8) Provisions for Workmen's Wages Roundings	1,000	1,000	1,000	744
	(9) Government Offices - Rent and Service Charges	8,473,000	6,174,000	5,180,000	4,539,845
	(10) Government Buildings - General Rates (i)	5,060,000	4,512,000	5,000,000	4,666,556
	(11) Contribution to Gibraltar Development Corporation - Staff Services (ii)	100,000	99,000	99,000	156,498
	(12) Gibraltar Savings Bank - Children's Bond Account	216,000	216,000	174,000	132,000
	(13) Government Insurance Fund	600,000	650,000	0	0
	(14) Relief Cover	210,000	160,000	110,000	92,609
	<i>Losses of Public Funds</i>	0	2,000	0	40
	Total Other Charges	19,050,000	16,213,000	15,246,000	14,483,822
	TOTAL TREASURY				
	Payroll - Personal Emoluments	2,995,000	2,807,000	2,909,000	2,557,705
	Industrial Wages	0	0	0	0
		2,995,000	2,807,000	2,909,000	2,557,705
	Other Charges	19,050,000	16,213,000	15,246,000	14,483,822
	Total Treasury	22,045,000	19,020,000	18,155,000	17,041,527

(i) Rates chargeable on Government hereditaments in accordance with Section 272(1) Public Health Act

(ii) Appendix B - Gibraltar Development Corporation (page 163)

HEAD No.6 CONVENT PLACE

2

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of No. 6 Convent Place

£18,353,000

(iii) The Controlling Officer of this Head is the Chief Secretary

(iv) ESTABLISHMENT

NO. 6 CONVENT PLACE

2015/2016	2014/2015	
1	1	Chief Secretary
1	1	Chief Technical Officer
1	1	Senior Administrator
1	1	Principal Private Secretary to the Chief Minister
1	1	Media Director
1	1	Senior Personal Assistant
3	3	Senior Executive Officer
5	5	Higher Executive Officer
1	1	Private Secretary (Capital Projects)
8	5	Executive Officer
1	1	Senior Personal Secretary
3	2	Personal Secretary
1	1	Legal Assistant
10	9	Administrative Officer
3	3	Administrative Assistant
1	1	Typist
2	2	Head Messenger
3	3	Senior Messenger
1	1	Telephonist
0	1	Director - Gibraltar House (a)
0	1	Security Guard
48	45	

2015/2016	2014/2015	TECHNICAL DIVISION
1	1	Executive Officer
1	1	Administrative Officer
2	2	

2015/2016	2014/2015	ARCHIVES
1	1	Archivist
2	2	Administrative Officer
3	3	

(a) From 2015/16 post shown under Head 39 Financial Services

HEAD No.6 CONVENT PLACE (cont)

2

(iv) ESTABLISHMENT (cont)

2015/2016	2014/2015	
1	1	EU & INTERNATIONAL DEPARTMENT
1	1	Head of EU Draftsman
9	6	Senior EU Draftsman
1	1	Law Drafter
1	1	Senior Executive Officer
1	1	Higher Executive Officer
1	4	Legal Assistant
2	2	Administrative Officer
1	1	Senior Messenger
0	1	<i>Crown Counsel</i>
0	1	Supernumerary Staff
17	19	<i>Typist</i>
<hr/>		
2015/2016	2014/2015	
1	1	INFORMATION TECHNOLOGY AND LOGISTICS UNIT
1	0	Senior Officer
3	3	Assistant IT&LD Director
6	6	IT Officer Level 3
9	9	IT Officer Level 2
8	8	IT Officer Level 1
2	0	IT Technician
30	27	IT Trainee Technician
<hr/>		
2015/2016	2014/2015	
100	96	TOTAL NO. 6 CONVENT PLACE

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
4	4	TOTAL NO. 6 CONVENT PLACE

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
6	5	TOTAL NO. 6 CONVENT PLACE

SUMMARY

2015/2016	2014/2015	
110	105	TOTAL NO. 6 CONVENT PLACE

HEAD 2 - NO. 6 CONVENT PLACE

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 PAYROLL				
(1) Personal Emoluments				
General Office:				
(a) Salaries	2,000,000	1,730,000	1,760,000	1,694,184
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	350,000	390,000	300,000	406,707
	350,000	390,000	300,000	406,707
(c) Allowances	75,000	85,000	75,000	88,941
(d) Temporary Assistance	0	0	10,000	0
(e) Pension Contributions	26,000	37,000	33,000	25,259
(f) Gratuities	1,000	0	1,000	27,723
	2,452,000	2,242,000	2,179,000	2,242,814
Technical Division: (i)				
(g) Salaries	55,000	53,000	45,000	0
(h) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	6,000	6,000	3,000	0
	6,000	6,000	3,000	0
(i) Allowances	3,000	3,000	4,000	0
(j) Pension Contributions	1,000	0	1,000	0
	65,000	62,000	53,000	0
EU & International Department:				
(k) Salaries	900,000	905,000	830,000	724,340
(l) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	10,000	7,000	10,000	7,217
	10,000	7,000	10,000	7,217
(m) Allowances	65,000	15,000	5,000	3,694
(n) Pension Contributions	82,000	82,000	59,000	14,505
	1,057,000	1,009,000	904,000	749,756
Information Technology and Logistics Unit:				
(o) Salaries	1,000,000	945,000	1,000,000	924,230
(p) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	120,000	135,000	100,000	121,922
	120,000	135,000	100,000	121,922
(q) Allowances	34,000	36,000	38,000	35,751
(r) Temporary Assistance	0	0	0	0
(s) Pension Contributions	52,000	45,000	50,000	33,029
	1,206,000	1,161,000	1,188,000	1,114,932
	4,780,000	4,474,000	4,324,000	4,107,502
<i>carried forward</i>	4,780,000	4,474,000	4,324,000	4,107,502

(i) Up to 2013/14 'Technical Division' payroll expenses included under 'General Office'

HEAD 2 - NO. 6 CONVENT PLACE (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	4,780,000	4,474,000	4,324,000	4,107,502
1	PAYROLL (cont)				
	(2) Industrial Wages				
	General Office:				
	(a) Basic Wages	90,000	52,000	48,000	47,536
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	9,000	4,000	5,000	3,965
		9,000	4,000	5,000	3,965
	(c) Allowances	0	0	0	0
	(d) Pension Contributions	7,000	3,000	2,000	2,132
		106,000	59,000	55,000	53,633
	EU & International Department:				
	(e) Basic Wages	23,000	20,000	23,000	16,384
	(f) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	0	0	0	0
		0	0	0	0
	(g) Allowances	0	0	0	0
	(h) Pension Contributions	1,000	0	1,000	0
		24,000	20,000	24,000	16,384
		130,000	79,000	79,000	70,017
	<i>Total Payroll</i>	4,910,000	4,553,000	4,403,000	4,177,519
2	OTHER CHARGES				
	General Office:				
	(1) Office Expenses:				
	(a) General Expenses	30,000	15,000	15,000	15,015
	(b) Electricity and Water	30,000	15,000	16,000	14,643
	(c) Telephone Service	130,000	146,000	120,000	119,953
	(d) Printing and Stationery	25,000	26,000	19,000	21,980
		215,000	202,000	170,000	171,591
	(2) Operational Expenses:				
	(a) Transport Expenses	1,000	1,000	1,000	820
	(b) Equipment Maintenance	40,000	25,000	35,000	31,623
	(c) The Mount Expenses	7,000	6,000	7,000	7,321
	(d) Rent and Service Charges	7,000	7,000	7,000	6,027
	(e) Security Expenses	80,000	25,000	8,000	11,770
		135,000	64,000	58,000	57,561
	(3) Governor's Office Expenses	53,000	53,000	50,000	54,253
	Technical Division: (i)				
	(4) Office Expenses:				
	(a) General Expenses	2,000	1,000	2,000	0
	(b) Electricity and Water	0	0	0	0
	(c) Telephone Service	6,000	10,000	1,000	0
	(d) Printing and Stationery	3,000	2,000	3,000	0
		11,000	13,000	6,000	0
	(5) Travel and Related Expenses	2,000	0	2,000	0
	<i>carried forward</i>	416,000	332,000	286,000	283,405

(i) Up to 2013/14 'Technical Division' expenditure included under 'General Office'

HEAD 2 - NO. 6 CONVENT PLACE (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	416,000	332,000	286,000	283,405
2	OTHER CHARGES				
	(6) EU & International Department:				
	(a) General Expenses	11,000	11,000	15,000	8,860
	(b) Electricity and Water	5,000	5,000	5,000	4,181
	(c) Telephone Service	18,000	18,000	18,000	14,217
	(d) Printing and Stationery	10,000	9,000	15,000	8,539
	(e) Marketing, Promotions and Conferences	55,000	52,000	75,000	54,719
	(f) Training	10,000	4,000	10,000	12,187
	(g) Courier Services	4,000	4,000	4,000	4,262
		113,000	103,000	142,000	106,965
	Information Technology and Logistics Unit:				
	(7) (a) General Expenses	3,000	3,000	3,000	2,487
	(b) Electricity and Water	20,000	18,000	22,000	15,350
	(c) Telephone Service	18,000	20,000	15,000	15,608
	(d) Printing and Stationery	3,000	3,000	3,000	2,263
	(e) Computer Expenses	10,000	9,000	10,000	3,753
	(f) Maintenance Agreements and Licences	850,000	820,000	750,000	669,503
	Contracted Services:				
	(g) Electronic Data Communication - Gibtelecom	750,000	710,000	750,000	698,821
	(h) Office Cleaning - Government Cleaning Scheme	10,000	10,000	10,000	10,002
		1,664,000	1,593,000	1,563,000	1,417,787
	General Office:				
	(8) Joshua Hassan House:				
	Contracted Services:				
	(a) Security Services	45,000	44,000	45,000	43,652
	(b) Upkeep of Planted Areas	3,000	3,000	3,000	2,460
		48,000	47,000	48,000	46,112
	(9) Overseas Offices:				
	(a) London Office - Gibraltar Strand Management Company Limited	1,040,000	1,000,000	950,000	949,904
	(b) Brussels Office	220,000	105,000	100,000	101,274
	(c) Hong Kong Office	400,000	500,000	0	0
	(d) UK Parliamentary Consultancy	96,000	94,000	94,000	91,440
		1,756,000	1,699,000	1,144,000	1,142,618
	(10) Electrical Services - Gibraltar Electricity Authority (i)	668,000	644,000	644,000	642,988
	(11) Government Communication, Information and Lobbying	1,250,000	1,350,000	1,110,000	1,039,001
	(12) Legal Consultancy Services:				
	(a) Private Sector Fees for Legal Advice	2,000,000	3,110,000	1,700,000	1,844,039
	(b) Consultancy	440,000	397,000	400,000	389,729
	(c) Gambling Commissioner - Independent Legal Advice	1,000	165,000	0	0
		2,441,000	3,672,000	2,100,000	2,233,768
	(13) Protocol, Travel and Entertainment:				
	(a) Protocol and Entertainment	250,000	255,000	200,000	242,986
	(b) Travel	950,000	950,000	900,000	962,924
		1,200,000	1,205,000	1,100,000	1,205,910
	<i>carried forward</i>	9,556,000	10,645,000	8,137,000	8,118,554

(i) Appendix E Gibraltar Electricity Authority (page 180)

HEAD 2 - NO. 6 CONVENT PLACE (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	9,556,000	10,645,000	8,137,000	8,118,554
2	OTHER CHARGES (cont)				
	(14) Grants:				
	(a) Gibraltar Regiment	70,000	69,000	49,000	39,411
	(b) Other Grants and Donations	1,250,000	1,770,000	950,000	830,007
	<i>Army Cadet Force Gibraltar</i>	0	0	0	26,981
	<i>Gibraltar Football Association</i>	0	0	0	305,954
		1,320,000	1,839,000	999,000	1,202,353
	(15) Commonwealth Foundation Membership	18,000	13,000	18,000	21,885
	(16) Research, Development Studies and Professional Fees	450,000	600,000	400,000	426,431
	(17) Civic Awards Expenses	1,000	1,000	1,000	0
	(18) Archives - General Expenses	30,000	8,000	8,000	7,332
	(19) Contribution to Gibraltar Development Corporation - Staff Services (i)				
	(a) EU & International Department	51,000	48,000	51,000	51,946
	(b) Staff Services - No. 6	288,000	213,000	195,000	224,497
	(c) Staff Services - Technical Division	66,000	124,000	65,000	0
		405,000	385,000	311,000	276,443
	(20) Government Departments Postage Expenses	190,000	190,000	170,000	146,418
	(21) Advertising and Official Notices	600,000	1,280,000	500,000	575,237
	(22) Media Monitoring Services	475,000	450,000	400,000	405,144
	(23) Contract Officers	57,000	56,000	56,000	86,519
	(24) Self Determination Seminar and Promotion	100,000	25,000	150,000	0
	(25) Frontier Monitoring Expenses	200,000	330,000	100,000	0
	(26) Ex-Gratia Payments	25,000	25,000	0	0
	(27) Relief Cover	16,000	3,000	1,000	0
	<i>Democratic and Political Reform Expenses</i>	0	0	10,000	0
	<i>Treaty of Utrecht Commemoration</i>	0	0	0	30,097
	<i>UEFA Membership Celebrations</i>	0	0	0	53,334
	<i>Industrial Relations Conference</i>	0	0	0	15,000
	<i>Compensation and Legal Costs</i>	0	0	0	161,460
	Total Other Charges	13,443,000	15,850,000	11,261,000	11,526,207
	TOTAL NO. 6 CONVENT PLACE				
	Payroll - Personal Emoluments	4,780,000	4,474,000	4,324,000	4,107,502
	Industrial Wages	130,000	79,000	79,000	70,017
		4,910,000	4,553,000	4,403,000	4,177,519
	Other Charges	13,443,000	15,850,000	11,261,000	11,526,207
	Total No. 6 Convent Place	18,353,000	20,403,000	15,664,000	15,703,726

(i) Appendix B - Gibraltar Development Corporation (page 163)

HEAD CUSTOMS**3**

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Customs

£8,629,000

(iii) The Controlling Officer of this Head is the Collector of Customs

(iv) ESTABLISHMENT

CUSTOMS

2015/2016 2014/2015

1	1	Collector of Customs (Senior Officer)
2	2	Assistant Collector of Customs (a)
13	7	Senior Customs Officer (b)
57	40	Executive Customs Officer (c)
94	52	Customs Officer (d)
2	3	Administrative Officer
2	2	Typist
1	1	Messenger
0	1	Telephonist
0	1	Supernumerary Staff
172	110	Customs Officer (d)

(v) INDUSTRIAL STAFF

2015/2016 2014/2015

1	1	TOTAL CUSTOMS
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(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

0	0	TOTAL CUSTOMS
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SUMMARY

2015/2016 2014/2015

173	111	TOTAL CUSTOMS
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- (a) Up to 2014/15 post titled Senior Executive Officer
 (b) Up to 2014/15 post titled Higher Executive Officer
 (c) Up to 2014/15 post titled Executive Officer
 (d) Up to 2014/15 post titled Assistant Officer

HEAD 3 - CUSTOMS

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
	(1) Personal Emoluments			
	(a) Salaries	5,165,000	3,620,000	3,220,000
	(b) Overtime:			
	(i) Conditioned	1,530,000	880,000	862,000
	(ii) Emergency	89,000	215,000	90,000
	(iii) Manning Level Maintenance	0	330,000	173,000
	(iv) Discretionary	111,000	360,000	112,000
		1,730,000	1,785,000	1,237,000
	(c) Allowances	891,000	580,000	553,000
	(d) Temporary Assistance	30,000	75,000	0
	(e) Pension Contributions	246,000	30,000	21,000
		8,062,000	6,090,000	5,031,000
	(2) Industrial Wages			
	(a) Basic Wages	19,000	18,000	18,000
	(b) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	5,000	4,000	5,000
		5,000	4,000	5,000
	(c) Allowances	0	0	0
	(d) Pension Contributions	1,000	0	1,000
		25,000	22,000	24,000
	Total Payroll	8,087,000	6,112,000	5,055,000
2	OTHER CHARGES			
	(1) Office Expenses:			
	(a) General Expenses	24,000	20,000	24,000
	(b) Electricity and Water	52,000	48,000	50,000
	(c) Telephone Service	50,000	49,000	48,000
	(d) Printing and Stationery	12,000	10,000	10,000
	Contracted Services:			
	(e) Cleaning of Offices and Entry Points - Government Cleaning Scheme	70,000	70,000	67,000
	(f) Security Services	1,000	2,000	1,000
		209,000	199,000	200,000
	(2) Operational Expenses:			
	(a) Enforcement Expenses	35,000	32,000	30,000
	(b) Investigation Expenses	25,000	14,000	30,000
	(c) Uniforms	55,000	80,000	35,000
	(d) Computer Running Expenses	20,000	14,000	20,000
	(e) Official Visits	1,000	1,000	1,000
	(f) Training Courses	70,000	47,000	70,000
	(g) Marine Expenses	80,000	0	0
	(h) Dog Section Costs	15,000	0	0
	Contracted Services:			
	(i) Radio Communication System - Gibtelecom Ltd	28,000	23,000	28,000
		329,000	211,000	214,000
	(3) Destruction of Confiscated Tobacco	3,000	3,000	3,000
	(4) Relief Cover	1,000	0	1,000
	<i>Losses of Public Funds</i>	0	100	0
	<i>Ex-Gratia Payments</i>	0	5,900	0
	Total Other Charges	542,000	419,000	418,000
	TOTAL CUSTOMS			
	Payroll - Personal Emoluments	8,062,000	6,090,000	5,031,000
	Industrial Wages	25,000	22,000	24,000
		8,087,000	6,112,000	5,055,000
	Other Charges	542,000	419,000	418,000
	Total Customs	8,629,000	6,531,000	5,473,000

HEAD BROADCASTING

4

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Broadcasting

£4,420,000

(iii) The Controlling Officer of this Head is the Chief Secretary

HEAD 4 - BROADCASTING

HEAD		ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments	0	0	0	0
	(2) Industrial Wages	0	0	0	0
	Total Payroll	0	0	0	0
2	OTHER CHARGES				
	(1) Contribution to Gibraltar Broadcasting Corporation	4,420,000	3,900,000	3,600,000	3,666,688
	Total Other Charges	4,420,000	3,900,000	3,600,000	3,666,688
	TOTAL BROADCASTING				
	Payroll - Personal Emoluments	0	0	0	0
	Industrial Wages	0	0	0	0
	Other Charges	4,420,000	3,900,000	3,600,000	3,666,688
	Total Broadcasting	4,420,000	3,900,000	3,600,000	3,666,688

HEAD INCOME TAX**5**

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Income Tax

£2,736,000

(iii) The Controlling Officer of this Head is the Commissioner of Income Tax

(iv) ESTABLISHMENT

INCOME TAX OFFICE

2015/2016 2014/2015

1 1

3 3

2 2

1 1

9 9

14 12

31 33

3 3

2 3

1 1

2 4

1 1

70 73

Commissioner of Income Tax (Senior Officer)

Senior Executive Officer (a)

Crown Counsel

Compliance & Investigating Officer

Higher Executive Officer (b)

Executive Officer

Administrative Officer

Administrative Assistant

Clerk / Wordprocessor

Supernumerary Staff

Senior Executive Officer

Higher Executive Officer

Messenger

(v) INDUSTRIAL STAFF

2015/2016 2014/2015

0 0**TOTAL INCOME TAX**

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

0 0**TOTAL INCOME TAX****SUMMARY**

2015/2016 2014/2015

70 73**TOTAL INCOME TAX**

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

(b) One post held on a personal to holder basis

HEAD PARLIAMENT

6

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries and expenses of Parliament

£1,586,000

(iii) The Controlling Officer of this Head is the Clerk to the Parliament

(iv) ESTABLISHMENT

PARLIAMENT

2015/2016	2014/2015	
1	1	Clerk (Senior Officer)
1	1	Executive Officer
1	1	Personal Secretary
1	1	Usher (Administrative Officer)
1	1	Supernumerary Staff
5	5	Executive Officer

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
0	0	TOTAL PARLIAMENT

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
0	0	TOTAL PARLIAMENT

SUMMARY

2015/2016	2014/2015	
5	5	TOTAL PARLIAMENT

HEAD 6 - PARLIAMENT

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 PAYROLL				
(1) Personal Emoluments				
(a) Salaries	153,000	146,000	144,000	154,069
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	14,000	15,000	12,000	13,620
	14,000	15,000	12,000	13,620
(c) Allowances	4,000	4,000	4,000	3,044
(d) Temporary Assistance	0	1,000	0	0
(e) Pension Contributions	1,000	0	1,000	0
	172,000	166,000	161,000	170,733
(2) Industrial Wages	0	0	0	0
Total Payroll	172,000	166,000	161,000	170,733
2 OTHER CHARGES				
(1) Office Expenses:				
(a) General Expenses	5,000	5,000	5,000	5,018
(b) Electricity and Water	3,000	3,000	3,000	2,956
(c) Telephone Service	3,000	4,000	3,000	3,229
(d) Printing and Stationery	3,000	2,000	3,000	1,529
Contracted Services:				
(e) Office Cleaning - Government Cleaning Scheme	5,000	5,000	5,000	4,601
	19,000	19,000	19,000	17,333
(2) Operational Expenses:				
(a) Commonwealth Parliamentary Association Expenses	40,000	65,000	40,000	39,161
(b) Secretarial Assistance to the Leader of the Opposition	500	500	500	500
(c) Select Committees	500	500	500	0
(d) Rent and Service Charges	4,000	4,000	4,000	4,274
Contracted Services:				
(e) Recording Equipment	9,000	7,000	9,000	8,659
	54,000	77,000	54,000	52,594
(3) Elected Members:				
(a) Members Allowances	606,000	601,000	591,000	578,785
(b) Ministers and Office Holders Allowances	694,000	688,000	677,000	657,671
	1,300,000	1,289,000	1,268,000	1,236,456
(4) Hansard Production Costs	23,000	13,000	23,000	12,250
(5) Register of Electors Expenses:				
(a) Staff Remuneration	12,000	10,000	12,000	0
(b) Other Costs	4,000	4,000	4,000	0
	16,000	14,000	16,000	0
(6) Parliamentary Elections	1,000	0	0	0
(7) Relief Cover	1,000	0	1,000	0
<i>European Parliamentary Election Expenses</i>	0	50,000	60,000	51,487
<i>By Election Expenses:</i>				
<i>Staff Remuneration</i>	0	0	0	70,167
<i>Other Costs</i>	0	0	0	51,711
	0	0	0	121,878
Total Other Charges	1,414,000	1,462,000	1,441,000	1,491,998
TOTAL PARLIAMENT				
Payroll - Personal Emoluments	172,000	166,000	161,000	170,733
Industrial Wages	0	0	0	0
	172,000	166,000	161,000	170,733
Other Charges	1,414,000	1,462,000	1,441,000	1,491,998
Total Parliament	1,586,000	1,628,000	1,602,000	1,662,731

HEAD HUMAN RESOURCES

7

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Human Resources

£2,291,000

(iii) The Controlling Officer of this Head is the Human Resources Manager

(iv) ESTABLISHMENT

HUMAN RESOURCES

2015/2016	2014/2015	
1	1	Human Resources Manager
2	2	Departmental Counsel
3	3	Senior Executive Officer
1	1	Human Resources Officer
7	7	Higher Executive Officer
1	1	Welfare Officer
9	9	Executive Officer
12	8	Administrative Officer
2	4	Administrative Assistant
1	1	Clerk / Wordprocessor (a)
1	1	Messenger (b)
0	1	<i>Assistant Human Resources Manager</i>
Supernumerary Staff		
1	0	Security Guard
2	0	Police Constable
0	3	<i>Administrative Assistant</i>
43	42	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
1	1

TOTAL HUMAN RESOURCES

(a) One Clerk / Wordprocessor in an Administrative Officer post deployed to the Gibraltar Health Authority

(b) Held by Bailiff on a personal to holder basis

HEAD HUMAN RESOURCES (cont)

7

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
1	0

TOTAL HUMAN RESOURCES

SUMMARY

2015/2016	2014/2015
45	43

TOTAL HUMAN RESOURCES

HEAD 7 - HUMAN RESOURCES

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	1,380,000	1,100,000	1,250,000	1,017,616
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	45,000	60,000	45,000	48,507
		45,000	60,000	45,000	48,507
	(c) Allowances	60,000	110,000	60,000	60,949
	(d) Temporary Assistance	1,000	0	1,000	32,755
	(e) Pension Contributions	17,000	19,000	14,000	14,182
	(f) Allowances - Union Convenor	33,000	28,000	16,000	31,583
		1,536,000	1,317,000	1,386,000	1,205,592
	(2) Industrial Wages				
	(a) Basic Wages	1,000	0	1,000	0
	(b) Overtime	0	0	0	0
	(c) Allowances	0	0	0	225
	(d) Pension Contributions	0	0	0	0
		1,000	0	1,000	225
	Total Payroll	1,537,000	1,317,000	1,387,000	1,205,817
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	12,000	12,000	13,000	11,685
	(b) Electricity and Water	6,000	6,000	7,000	6,150
	(c) Telephone Service	14,000	14,000	14,000	12,210
	(d) Printing and Stationery	7,000	6,000	8,000	6,946
	(e) Rent and Service Charges	25,000	23,000	23,000	21,720
	Contracted Services:				
	(f) Office Cleaning - Government Cleaning Scheme	16,000	16,000	16,000	15,091
		80,000	77,000	81,000	73,802
	(2) Operational Expenses:				
	(a) Computer and Office Equipment	10,000	15,000	20,000	20,778
	(b) Recruitment Expenses	10,000	8,000	19,000	9,570
	(c) Medical Examinations	4,000	10,000	4,000	4,468
	(d) Residential Properties Rents and Service Charges	7,000	8,000	7,000	31,056
		31,000	41,000	50,000	65,872
	(3) Repatriation Costs	1,000	0	1,000	0
	(4) Funding for University Students - Summer Jobs	270,000	272,000	260,000	262,772
	(5) Early Exit Schemes	344,000	184,000	100,000	827,483
	(6) Contribution to Gibraltar Development Corporation - Staff Services (i)	27,000	0	0	0
	(7) Relief Cover	1,000	0	1,000	0
	<i>Ex-Gratia Payments</i>	0	114,000	0	0
	Total Other Charges	754,000	688,000	493,000	1,229,929
	TOTAL HUMAN RESOURCES				
	Payroll - Personal Emoluments	1,536,000	1,317,000	1,386,000	1,205,592
	Industrial Wages	1,000	0	1,000	225
		1,537,000	1,317,000	1,387,000	1,205,817
	Other Charges	754,000	688,000	493,000	1,229,929
	Total Human Resources	2,291,000	2,005,000	1,880,000	2,435,746

HEAD IMMIGRATION AND CIVIL STATUS

8

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries and expenses of the Immigration and Civil Status

£6,150,000

(iii) The Controlling Officer of this Head is the Principal Secretary (Immigration and Civil Status)

(iv) ESTABLISHMENT

IMMIGRATION AND CIVIL STATUS

2015/2016	2014/2015	
1	1	Senior Officer
1	1	Senior Executive Officer
2	2	Higher Executive Officer
4	3	Executive Officer
11	12	Administrative Officer
1	0	Administrative Assistant
1	1	Typist
0	1	Clerk / Wordprocessor
Supernumerary Staff		
1	1	Senior Executive Officer
1	0	Typist
2	2	Administrative Assistant
0	1	Personal Secretary
<u>25</u>	<u>25</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL IMMIGRATION AND CIVIL STATUS

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL IMMIGRATION AND CIVIL STATUS

SUMMARY

2015/2016	2014/2015
<u>25</u>	<u>25</u>

TOTAL IMMIGRATION AND CIVIL STATUS

HEAD 8 - IMMIGRATION AND CIVIL STATUS

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 PAYROLL				
(1) Personal Emoluments				
(a) Salaries	705,000	705,000	700,000	578,388
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	25,000	37,000	25,000	37,969
	25,000	37,000	25,000	37,969
(c) Allowances	14,000	12,000	14,000	14,628
(d) Overtime - Marriage Ceremonies	15,000	13,000	15,000	12,825
(e) Pension Contributions	16,000	12,000	6,000	4,164
	775,000	779,000	760,000	647,974
(2) Industrial Wages	0	0	0	0
Total Payroll	775,000	779,000	760,000	647,974
2 OTHER CHARGES				
(1) Office Expenses:				
(a) General Expenses	10,000	10,000	9,000	8,258
(b) Electricity and Water	7,000	7,000	6,000	5,933
(c) Telephone Service	14,000	14,000	13,000	13,530
(d) Printing and Stationery	17,000	20,000	13,000	9,091
	48,000	51,000	41,000	36,812
(2) Operational Expenses:				
(a) Rebinding of Registers	1,000	0	1,000	105
(b) EU Format Passports	30,000	102,000	87,000	146,205
(c) Identity and Residence Cards	1,000	30,000	1,000	60,063
(d) Marriages	1,000	1,000	1,000	443
(e) 2nd Generation Passports	289,000	540,000	138,000	65,724
	322,000	673,000	228,000	272,540
(3) Asylum Seeker and Refugee Expenses	20,000	20,000	20,000	20,176
(4) Contribution to Borders and Coastguard Agency (i)	4,955,000	4,653,000	4,734,000	4,356,000
(5) Relief Cover	30,000	15,000	1,000	1,609
Total Other Charges	5,375,000	5,412,000	5,024,000	4,687,137
TOTAL IMMIGRATION AND CIVIL STATUS				
Payroll - Personal Emoluments	775,000	779,000	760,000	647,974
Industrial Wages	0	0	0	0
	775,000	779,000	760,000	647,974
Other Charges	5,375,000	5,412,000	5,024,000	4,687,137
Total Immigration and Civil Status	6,150,000	6,191,000	5,784,000	5,335,111

(i) Appendix C - Borders and Coastguard Agency (page 172)

HEAD FINANCIAL SECRETARY'S OFFICE

9

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of the Finance Ministry

£722,000

(iii) The Controlling Officer of this Head is the Financial Secretary

(iv) ESTABLISHMENT

2015/2016	2014/2015	<u>FINANCIAL SECRETARY'S OFFICE</u>
1	1	Financial Secretary
2	2	Senior Officer (a)
2	2	Senior Executive Officer
2	2	Higher Executive Officer
4	3	Executive Officer
1	0	Administrative Assistant
0	2	<i>Administrative Officer</i>
<u>12</u>	<u>12</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	TOTAL FINANCIAL SECRETARY'S OFFICE
<u>0</u>	<u>0</u>	

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	TOTAL FINANCIAL SECRETARY'S OFFICE
<u>0</u>	<u>0</u>	

SUMMARY

2015/2016	2014/2015	TOTAL FINANCIAL SECRETARY'S OFFICE
<u>12</u>	<u>12</u>	

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

HEAD 9 - FINANCIAL SECRETARY'S OFFICE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	415,000	420,000	500,000	424,728
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	40,000	39,000	40,000	35,186
		40,000	39,000	40,000	35,186
	(c) Allowances	12,000	16,000	11,000	12,999
	(d) Temporary Assistance	25,000	43,000	1,000	0
	(e) Pension Contributions	3,000	12,000	15,000	14,850
		495,000	530,000	567,000	487,763
	(2) Industrial Wages	0	0	0	0
	Total Payroll	495,000	530,000	567,000	487,763
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	2,000	2,000	2,000	287
	(b) Electricity and Water	3,000	3,000	3,000	1,000
	(c) Telephone Service	7,000	7,000	7,000	4,914
	(d) Printing and Stationery	13,000	13,000	12,000	11,109
	(e) Office Cleaning	4,000	2,000	5,000	0
		29,000	27,000	29,000	17,310
	(2) Operational Expenses:				
	(a) Publications	3,000	2,000	3,000	1,708
	(b) Computer and Office Equipment	9,000	9,000	9,000	4,605
	(c) Training and Conferences	1,000	1,000	1,000	0
		13,000	12,000	13,000	6,313
	(3) Secondment	183,000	83,000	0	0
	(4) Supervision of Financial Businesses (Anti-Money Laundering)	1,000	0	1,000	0
	(5) Relief Cover	1,000	0	1,000	0
	Total Other Charges	227,000	122,000	44,000	23,623
TOTAL FINANCIAL SECRETARY'S OFFICE					
	Payroll - Personal Emoluments	495,000	530,000	567,000	487,763
	Industrial Wages	0	0	0	0
		495,000	530,000	567,000	487,763
	Other Charges	227,000	122,000	44,000	23,623
	Total Financial Secretary's Office	722,000	652,000	611,000	511,386

HEAD PROCUREMENT OFFICE

10

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Procurement

£297,000

(iii) The Controlling Officer of this Head is the Head of Procurement

(iv) ESTABLISHMENT

PROCUREMENT OFFICE

2015/2016	2014/2015
1	1
2	2
3	3
2	2
<u>8</u>	<u>8</u>

Senior Executive Officer
Higher Executive Officer
Executive Officer
Administrative Officer

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL PROCUREMENT OFFICE

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL PROCUREMENT OFFICE

SUMMARY

2015/2016	2014/2015
<u>8</u>	<u>8</u>

TOTAL PROCUREMENT OFFICE

HEAD 10 - PROCUREMENT OFFICE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	261,000	218,000	261,000	251,295
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	10,000	12,000	10,000	13,305
		10,000	12,000	10,000	13,305
	(c) Allowances	8,000	11,000	10,000	5,311
	(d) Temporary Assistance	0	0	0	0
	(e) Pension Contributions	1,000	0	1,000	0
		280,000	241,000	282,000	269,911
	(2) Industrial Wages	0	0	0	0
	Total Payroll	280,000	241,000	282,000	269,911
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	2,000	3,000	5,000	7,072
	(b) Electricity and Water	2,000	2,000	2,000	1,813
	(c) Telephone Service	2,000	2,000	2,000	2,267
	(d) Printing and Stationery	1,000	1,000	1,000	785
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	4,000	4,000	4,000	3,505
	(f) Office Rent and Service Charges	5,000	5,000	4,000	4,175
		16,000	17,000	18,000	19,617
	(2) Relief Cover	1,000	0	1,000	0
	Total Other Charges	17,000	17,000	19,000	19,617
	TOTAL PROCUREMENT OFFICE				
	Payroll - Personal Emoluments	280,000	241,000	282,000	269,911
	Industrial Wages	0	0	0	0
		280,000	241,000	282,000	269,911
	Other Charges	17,000	17,000	19,000	19,617
	Total Procurement Office	297,000	258,000	301,000	289,528

HEAD CIVIL AVIATION

11

(i) Minister: Deputy Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Civil Aviation

£3,218,000

(iii) The Controlling Officer of this Head is the Chief Secretary

(iv) ESTABLISHMENT

CIVIL AVIATION

2015/2016 2014/2015

1	1
1	1

Director, Civil Aviation

(v) INDUSTRIAL STAFF

2015/2016 2014/2015

0	0
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TOTAL CIVIL AVIATION

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

0	0
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TOTAL CIVIL AVIATION

SUMMARY

2015/2016 2014/2015

1	1
---	---

TOTAL CIVIL AVIATION

HEAD TOWN PLANNING AND BUILDING CONTROL

12

(i) Minister: Deputy Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Town Planning and Building Control

£1,127,000

(iii) The Controlling Officer of this Head is the Principal Secretary, Operations, Deputy Chief Minister's Office

(iv) ESTABLISHMENT

TOWN PLANNING AND BUILDING CONTROL

2015/2016	2014/2015	
3	3	Senior Professional and Technology Officer
1	1	Higher Professional and Technology Officer
8	8	Professional and Technology Officer
1	1	Executive Officer
3	3	Administrative Officer
1	1	Clerk / Wordprocessor
		Supernumerary Staff
1	1	Administrative Officer
<u>18</u>	<u>18</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL TOWN PLANNING & BUILDING CONTROL

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>2</u>	<u>0</u>	TOTAL TOWN PLANNING & BUILDING CONTROL

SUMMARY

2015/2016	2014/2015	
<u>20</u>	<u>18</u>	TOTAL TOWN PLANNING & BUILDING CONTROL

HEAD 12 - TOWN PLANNING AND BUILDING CONTROL

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014	
	£	£	£	£	
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	600,000	588,000	580,000	570,515
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	75,000	65,000	73,000	69,512
		75,000	65,000	73,000	69,512
	(c) Allowances	5,000	5,000	8,000	2,739
	(d) Pension Contributions	19,000	5,000	1,000	0
	(e) Temporary Assistance	25,000	15,000	80,000	3,738
		724,000	678,000	742,000	646,504
	(2) Industrial Wages	0	0	0	0
	Total Payroll	724,000	678,000	742,000	646,504
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	8,000	7,000	10,000	5,817
	(b) Electricity and Water	6,000	6,000	6,000	4,262
	(c) Telephone Service	13,000	13,000	9,000	12,073
	(d) Printing and Stationery	8,000	7,000	15,000	4,818
	(e) Office Rent and Service Charges	190,000	170,000	190,000	162,299
	(f) Vehicle Maintenance / Insurance	3,000	1,000	3,000	0
	(g) Books and Subscriptions	5,000	4,000	7,000	2,770
	Contracted Services:				
	(h) Office Cleaning - Government Cleaning Scheme	8,000	8,000	8,000	7,478
		241,000	216,000	248,000	199,517
	(2) Operational Expenses:				
	(a) Protective Clothing	3,000	2,000	3,000	239
	(b) Land and Property Management	60,000	75,000	80,000	699,836
	(c) Town Planning Geographical Information System	28,000	6,000	50,000	7,467
		91,000	83,000	133,000	707,542
	(3) Conferences / Development and Planning Commission Expenses	15,000	15,000	15,000	12,450
	(4) Contribution to Gibraltar Development Corporation - Staff Services (i)	55,000	0	0	0
	(5) Relief Cover	1,000	0	1,000	0
	Total Other Charges	403,000	314,000	397,000	919,509
	TOTAL TOWN PLANNING AND BUILDING CONTROL				
	Payroll - Personal Emoluments	724,000	678,000	742,000	646,504
	Industrial Wages	0	0	0	0
		724,000	678,000	742,000	646,504
	Other Charges	403,000	314,000	397,000	919,509
	Total Town Planning and Building Control	1,127,000	992,000	1,139,000	1,566,013

(i) Appendix B - Gibraltar Development Corporation (page 163)

HEAD HEALTH

13

(i) Minister: Minister for Health, the Environment, Energy and Climate Change

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Health (a)

£97,084,000

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

(a) Staff shown under Appendix D - Gibraltar Health Authority (pages 173-175)

HEAD 13 - HEALTH

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
	(1) Personal Emoluments	0	0	0
	(2) Industrial Wages	0	0	0
	Total Payroll	0	0	0
2	OTHER CHARGES			
	(1) Contributions from the Consolidated Fund to the Gibraltar Health Authority: (i)			
	(a) Contribution from Revenues Received	52,050,000	53,500,000	49,850,000
	(b) Additional Contribution	44,993,000	48,568,000	44,430,000
		97,043,000	102,068,000	94,280,000
	(2) Electronic Health Records Recurrent Costs	1,000	0	0
	(3) Hepatitis B Vaccination Programme	40,000	40,000	80,000
	<i>Grant to Gibraltar Health Authority - Clinical Governance Review</i>	0	0	0
				1,184
	Total Other Charges	97,084,000	102,108,000	94,360,000
	TOTAL HEALTH			
	Payroll - Personal Emoluments	0	0	0
	Industrial Wages	0	0	0
		0	0	0
	Other Charges	97,084,000	102,108,000	94,360,000
	Total Health	97,084,000	102,108,000	94,360,000

(i) Appendix D - Gibraltar Health Authority (page 176)

HEAD ENVIRONMENT

14

(i) Minister: Minister for Health, the Environment, Energy and Climate Change

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Environment

£13,632,000

(iii) The Controlling Officer of this Head is the Chief Executive (Environment)

(iv) ESTABLISHMENT

ENVIRONMENT

2015/2016	2014/2015	
1	1	
1	1	
1	0	
3	2	
MINISTERIAL OFFICE		
		Higher Executive Officer
		Personal Secretary
		Supernumerary Staff
		Administrative Assistant
DEPARTMENT OF THE ENVIRONMENT		
1	1	Senior Officer
1	1	Senior Executive Officer
1	1	Senior Professional and Technology Officer
2	1	Higher Executive Officer
3	4	Higher Professional and Technology Officer
3	3	Executive Officer
4	4	Professional and Technology Officer
4	4	Administrative Officer
1	2	Clerk / Wordprocessor
0	3	<i>Environmental Monitor</i>
0	2	<i>Environmental Protection Officer</i>
20	26	
CEMETERIES		
2	2	Professional and Technology Officer (a)
		Supernumerary Staff
1	0	Senior Professional and Technology Officer
0	1	<i>Higher Professional and Technology Officer</i>
3	3	

(a) One Works Supervisor in a Professional and Technology Officer post

HEAD ENVIRONMENT

14

(iv) ESTABLISHMENT (cont)

2015/2016	2014/2015
1	0
3	0
1	0
1	0
6	0

CLEANSING SECTION

Higher Professional and Technology Officer
 Environment Monitor
 Clerk / Wordprocessor
 Technical Grade 1

2015/2016	2014/2015
1	0
2	0
6	0
9	0

ENFORCEMENT

Higher Executive Officer
 Executive Officer - Environmental Protection Officer (a)
 Administrative Officer - Environmental Protection Officer

2015/2016	2014/2015
41	31

TOTAL ENVIRONMENT**(v) INDUSTRIAL STAFF**

2015/2016	2014/2015
10	10

TOTAL ENVIRONMENT**(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF**

2015/2016	2014/2015
1	1

TOTAL ENVIRONMENT**SUMMARY**

2015/2016	2014/2015
52	42

TOTAL ENVIRONMENT

(a) One Executive Officer post held by an Instructional Officer on a personal to holder basis

HEAD 14 - ENVIRONMENT

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
	(1) Personal Emoluments			
	Ministry:			
	(a) Salaries	90,000	52,000	72,000
	(b) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	20,000	11,000	20,000
		20,000	11,000	20,000
	(c) Allowances	2,000	4,000	2,000
	(d) Pension Contributions	3,000	4,000	3,000
		115,000	71,000	97,000
	Environment:			
	(e) Salaries	740,000	780,000	900,000
	(f) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	75,000	130,000	75,000
		75,000	130,000	75,000
	(g) Allowances	27,000	30,000	50,000
	(h) Pension Contributions	30,000	20,000	45,000
		872,000	960,000	1,070,000
	Cemeteries:			
	(i) Salaries	115,000	110,000	115,000
	(j) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	100,000	155,000	100,000
		100,000	155,000	100,000
	(k) Allowances	2,000	4,000	2,000
	(l) Pension Contributions	1,000	0	1,000
		218,000	269,000	218,000
	Cleansing Section:			
	(m) Salaries	186,000	0	0
	(n) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	40,000	0	0
		40,000	0	0
	(o) Allowances	3,000	0	0
	(p) Pension Contributions	8,000	0	0
		237,000	0	0
	Enforcement:			
	(q) Salaries	265,000	0	0
	(r) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	55,000	0	0
		55,000	0	0
	(s) Allowances	8,000	0	0
	(t) Pension Contributions	27,000	0	0
		355,000	0	0
		1,797,000	1,300,000	1,385,000
	<i>carried forward</i>	1,797,000	1,300,000	1,385,000
				1,089,290

HEAD 14 - ENVIRONMENT (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	1,797,000	1,300,000	1,385,000	1,089,290
	PAYROLL (cont)				
	(2) Industrial Wages				
	Cleansing Section:				
	(a) Basic Wages	18,000	18,000	18,000	17,612
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	1,000	0	1,000	0
		1,000	0	1,000	0
	(c) Allowances	0	0	0	0
	(d) Pension Contributions	1,000	0	1,000	0
		20,000	18,000	20,000	17,612
	Cemeteries:				
	(e) Basic Wages	198,000	196,000	193,000	190,975
	(f) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	135,000	135,000	135,000	131,609
		135,000	135,000	135,000	131,609
	(g) Allowances	0	0	0	0
	(h) Pension Contributions	1,000	0	1,000	0
		334,000	331,000	329,000	322,584
	Apes Management:				
	(i) Basic Wages	44,000	44,000	55,000	42,060
	(j) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	30,000	48,000	35,000	41,607
		30,000	48,000	35,000	41,607
	(k) Allowances	8,000	8,000	10,000	7,210
	(l) Pension Contributions	8,000	8,000	1,000	7,155
		90,000	108,000	101,000	98,032
		444,000	457,000	450,000	438,228
	Total Payroll	2,241,000	1,757,000	1,835,000	1,527,518
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses				
	(i) Ministry	10,000	10,000	10,000	8,319
	(ii) Environment	10,000	10,000	10,000	8,621
	(iii) Enforcement	30,000	34,000	20,000	0
	(iv) Diving Section	20,000	0	0	0
		70,000	54,000	40,000	16,940
	(b) Electricity and Water	5,000	3,000	4,000	2,338
	(c) Telephone Service	35,000	33,000	30,000	20,034
	(d) Printing and Stationery	10,000	10,000	10,000	5,935
	(e) Cleansing Section - Rent and Service Charges	3,000	3,000	3,000	2,600
	Contracted Services:				
	(f) Office Cleaning - Government Cleaning Scheme	10,000	7,000	7,000	6,115
	(g) Maintenance of Air Conditioning Units	6,000	4,000	3,000	2,603
		139,000	114,000	97,000	56,565
	(2) Cemeteries Expenses	17,000	17,000	17,000	16,946
	<i>carried forward</i>	156,000	131,000	114,000	73,511

HEAD 14 - ENVIRONMENT (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	156,000	131,000	114,000	73,511
2	OTHER CHARGES (cont)				
	(3) Natural Environment and Animal Welfare:				
	(a) Public Awareness Programme Contracted Services:	40,000	38,000	50,000	52,037
	(b) Environmental Health - Environmental Agency Ltd	1,530,000	1,540,000	1,530,000	1,479,208
	(c) Air Quality Monitoring - Environmental Agency Ltd	355,000	402,000	440,000	321,706
	(d) Natural History - Trust for Natural History and Helping Hand Trust	60,000	30,000	30,000	30,000
	(e) Wildlife Ltd:				
	(i) Running of Alameda Gardens	1,120,000	980,000	1,105,000	899,696
	(ii) Upper Rock Contract	300,000	330,000	310,000	271,884
		1,420,000	1,310,000	1,415,000	1,171,580
	(f) Apes Management Expenses, Health Care and Food	340,000	300,000	300,000	230,875
	(g) Animal Welfare and Conservation - Animal Welfare Centre (i)	150,000	90,000	95,000	95,003
	(h) Control of Seagulls:				
	(i) GONHS	230,000	195,000	207,000	116,864
	(i) Surveillance, Monitoring and Other Compliance with Environmental Directives	350,000	350,000	350,000	362,926
	(j) Automated Public Toilets - Call Centre Charges	6,000	6,000	6,000	5,400
	(k) Obligations under Radias Regulations 2004	10,000	12,000	10,000	0
	(l) Conservation Measures	15,000	15,000	1,000	0
		4,506,000	4,288,000	4,434,000	3,865,599
	(4) Public Highways - Cleansing and Plants:				
	(a) Protective Clothing	5,000	4,000	5,000	3,006
	(b) Litter Control and Cleaning Expenses	2,000	1,000	2,000	1,398
	(c) Upkeep of Public Places - Materials and Sundry Costs Contracted Services:	85,000	80,000	83,000	58,262
	(d) Street Cleansing	5,674,000	5,500,000	5,516,000	5,332,979
	(e) Upkeep of Planted Areas	745,000	710,000	745,000	692,417
	(f) Commonwealth Park	100,000	250,000	100,000	0
		6,611,000	6,545,000	6,451,000	6,088,062
	(5) UK Overseas Territories Conservation Forum	50,000	178,000	0	0
	(6) Contribution to Gibraltar Development Corporation - Staff Services (ii)	38,000	41,000	27,000	0
	(7) Relief Cover	30,000	17,000	1,000	0
	<i>Services provided by Gibraltar General Support Services Ltd: (iii)</i>				
	<i>Salaries</i>	0	0	0	185,889
	<i>Wages</i>	0	0	0	590,107
	<i>Overtime</i>	0	0	0	183,668
	<i>Allowances</i>	0	0	0	59,881
	<i>Employers Contribution</i>	0	0	0	187,362
	<i>Materials</i>	0	0	0	7,384
	<i>Other Costs</i>	0	0	0	112,993
		0	0	0	1,327,284
	<i>carried forward</i>	11,391,000	11,200,000	11,027,000	11,354,456

(i) Up to 2014/15 subhead titled 'Animal Welfare - Animal Welfare Centre'.

(ii) Appendix B - Gibraltar Development Corporation (page 163)

(iii) From 2014/15 shown under Head 24 Economic Development (page 87)

HEAD 14 - ENVIRONMENT (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	11,391,000	11,200,000	11,027,000	11,354,456
2	OTHER CHARGES (cont)				
	<i>Services provided by Gibraltar Cleansing Services Ltd: (i)</i>				
	<i>Wages</i>	0	0	0	420,110
	<i>Overtime</i>	0	0	0	51,835
	<i>Allowances</i>	0	0	0	20,293
	<i>Employers Contribution</i>	0	0	0	101,865
		0	0	0	594,103
	Total Other Charges	11,391,000	11,200,000	11,027,000	11,948,559
	TOTAL ENVIRONMENT				
	Payroll - Personal Emoluments	1,797,000	1,300,000	1,385,000	1,089,290
	Industrial Wages	444,000	457,000	450,000	438,228
		2,241,000	1,757,000	1,835,000	1,527,518
	Other Charges	11,391,000	11,200,000	11,027,000	11,948,559
	Total Environment	13,632,000	12,957,000	12,862,000	13,476,077

(i) From 2014/15 shown under Head 24 Economic Development (page 87)

HEAD UTILITIES**15**

(i) Minister: Minister for Health, the Environment, Energy and Climate Change

(ii) Estimate of the amount required in the year ending 31 March 2016 for the expenses of Utilities (a)

£60,634,000

(iii) The Controlling Officers of this Head are:

15	Utilities	- Financial Secretary	<i>[subheads 2(1) to 2(3)]</i>
15	Utilities	- Chief Technical Officer	<i>[subhead 2(4)]</i>

(a) Staff shown under Appendix E - Gibraltar Electricity Authority (page 179)

HEAD 15 - UTILITIES

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 PAYROLL				
(1) Personal Emoluments	0	0	0	0
(2) Industrial Wages	0	0	0	0
Total Payroll	0	0	0	0
2 OTHER CHARGES				
Electricity				
(1) Contributions from the Consolidated Fund to the Gibraltar Electricity Authority: (i)				
(a) Contribution from Revenues Received	25,172,000	24,991,000	25,171,000	25,276,549
(b) Contribution from Revenues Received - Commercial Works	4,000,000	2,100,000	2,130,000	1,329,945
(c) Additional Contribution	25,317,000	28,255,000	27,878,000	28,058,700
	54,489,000	55,346,000	55,179,000	54,665,194
(2) Public Lighting	340,000	296,000	340,000	573,028
Water				
(3) Contribution in Lieu of Water Tariff Increases - AquaGib Ltd	500,000	1,060,000	700,000	1,058,582
(4) Salt Water System:				
(a) Contract - AquaGib Ltd	5,300,000	5,210,000	5,210,000	4,975,325
(b) Additional Maintenance Charges	5,000	0	5,000	0
	5,305,000	5,210,000	5,215,000	4,975,325
Total Other Charges	60,634,000	61,912,000	61,434,000	61,272,129
TOTAL UTILITIES				
Payroll - Personal Emoluments	0	0	0	0
Industrial Wages	0	0	0	0
Other Charges	60,634,000	61,912,000	61,434,000	61,272,129
Total Utilities	60,634,000	61,912,000	61,434,000	61,272,129

(i) Appendix E - Gibraltar Electricity Authority (pages 180-182)

HEAD COLLECTION AND DISPOSAL OF REFUSE

16

(i) Minister: Minister for Health, the Environment, Energy and Climate Change

(ii) Estimate of the amount required in the year ending 31 March 2016 for the expenses of Collection and Disposal of Refuse

£5,639,000

(iii) The Controlling Officer of this Head is the Chief Executive (Environment)

HEAD 16 - COLLECTION AND DISPOSAL OF REFUSE

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
	(1) Personal Emoluments	0	0	0
	(2) Industrial Wages	0	0	0
	Total Payroll	0	0	0
2	OTHER CHARGES			
	(1) Refuse Services:			
	(a) Collection Services provided by Gibraltar Industrial Cleaners Ltd			
	(i) Wages	2,000,000	2,040,000	1,810,000
	(ii) Overtime	110,000	135,000	110,000
	(iii) Allowances	50,000	55,000	50,000
	(iv) Employer's Contributions	292,000	285,000	270,000
	(v) Other Costs	62,000	40,000	50,000
		2,514,000	2,555,000	2,290,000
	(b) Refuse Disposal:			
	Contracted Services:			
	(i) Disposal of Refuse	1,725,000	1,700,000	1,750,000
	(ii) Disposal of Other Items	1,400,000	1,400,000	1,000,000
	<i>Incinerator/Water Production - Europa Incinerator Ltd</i>	0	107,000	50,000
		3,125,000	3,207,000	2,800,000
		5,639,000	5,762,000	5,090,000
	Total Other Charges	5,639,000	5,762,000	5,090,000
TOTAL COLLECTION AND DISPOSAL OF REFUSE				
	Payroll - Personal Emoluments	0	0	0
	Industrial Wages	0	0	0
		0	0	0
	Other Charges	5,639,000	5,762,000	5,090,000
	Total Collection and Disposal of Refuse	5,639,000	5,762,000	5,371,154

HEAD GIBRALTAR HEALTH AUTHORITY - ELDERLY RESIDENTIAL SERVICES SECTION

17

(i) Minister: Minister for Health, the Environment, Energy and Climate Change

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Gibraltar Health Authority - Elderly Residential Services Section (a)

£15,425,000

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

(a) Staff shown under Appendix F - Gibraltar Health Authority - Elderly Residential Services Section (pages 183-184)

HEAD 17 - GIBRALTAR HEALTH AUTHORITY - ELDERLY RESIDENTIAL SERVICES SECTION

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
	(1) Personal Emoluments	0	0	0
	(2) Industrial Wages	0	0	0
	Total Payroll	0	0	0
2	OTHER CHARGES			
	(1) Contributions from the Consolidated Fund to the Gibraltar Health Authority - Elderly Residential Services Section: (i)			
	(a) Contribution from Revenues Received	1,350,000	0	0
	(b) Additional Contribution	14,075,000	0	0
		15,425,000	0	0
	Total Other Charges	15,425,000	0	0
	TOTAL GIBRALTAR HEALTH AUTHORITY - ELDERLY RESIDENTIAL SERVICES SECTION			
	Payroll - Personal Emoluments	0	0	0
	Industrial Wages	0	0	0
	Other Charges	15,425,000	0	0
	Total Gibraltar Health Authority - Elderly Residential Services Section	15,425,000	0	0

(i) Appendix F - Gibraltar Health Authority - Elderly Residential Services Section (page 185)

HEAD EQUALITY AND SOCIAL SERVICES**18**

(i) Minister: Minister for Tourism, Housing, Equality and Social Services

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Equality and Social Services

£14,588,000

(iii) The Controlling Officer of this Head is the Senior Executive Officer, Equality and Social Services

(iv) ESTABLISHMENT

EQUALITY AND SOCIAL SERVICES

2015/2016	2014/2015	
1	1	Senior Officer
1	0	Crown Counsel (a)
2	2	Senior Executive Officer
2	2	Higher Executive Officer
2	2	Executive Officer
1	1	Unqualified Social Worker
1	1	Administrative Officer
1	1	Administrative Assistant
		Supernumerary Staff
1	0	Administrative Officer (b)
0	1	Administrative Assistant
<u>12</u>	<u>11</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL EQUALITY AND SOCIAL SERVICES

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
<u>0</u>	<u>1</u>

TOTAL EQUALITY AND SOCIAL SERVICES**SUMMARY**

2015/2016	2014/2015
<u>12</u>	<u>12</u>

TOTAL EQUALITY AND SOCIAL SERVICES

(a) Up to 2014/15 shown under Head 2 No. 6 Convent Place, EU and International Department

(b) Administrative Officer seconded to Care Agency

HEAD 18 - EQUALITY AND SOCIAL SERVICES

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	<u>PAYROLL</u>			
(1) Personal Emoluments				
(a) Salaries	469,000	280,000	340,000	114,071
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	25,000	27,000	20,000	31,921
	25,000	27,000	20,000	31,921
(c) Allowances	9,000	12,000	7,000	5,429
(d) Temporary Assistance	0	0	0	0
(e) Pension Contributions	7,000	6,000	6,000	3,492
	510,000	325,000	373,000	154,913
(2) Industrial Wages	0	0	0	0
Total Payroll	510,000	325,000	373,000	154,913
2	<u>OTHER CHARGES</u>			
(1) (a) General Expenses	9,000	7,000	5,000	4,605
(b) Electricity and Water	0	0	0	0
(c) Telephone Service	12,000	9,000	10,000	6,614
(d) Printing and Stationery	3,000	3,000	5,000	2,962
	24,000	19,000	20,000	14,181
(2) Grant to Women in Need	221,000	239,000	239,000	206,000
(3) Marriage Counselling	12,000	8,000	8,000	14,000
(4) Clubhouse Gibraltar	35,000	25,000	25,000	0
(5) Contributions from the Consolidated Fund to the Care Agency: (i)				
(a) Contribution from Revenues Received	12,000	1,170,000	1,170,000	1,180,324
(b) Additional Contribution	13,673,000	27,087,000	22,985,000	24,148,000
	13,685,000	28,257,000	24,155,000	25,328,324
(6) Equality	100,000	102,000	100,000	22,238
(7) Relief Cover	1,000	1,000	1,000	0
<i>Contribution to Citizens Advice Bureau - Board of Trustees (ii)</i>	0	210,000	210,000	195,136
<i>Contribution to Gibraltar Development Corporation - Staff Services (iii)</i>	0	0	44,000	0
Total Other Charges	14,078,000	28,861,000	24,802,000	25,779,879
<u>TOTAL EQUALITY AND SOCIAL SERVICES</u>				
Payroll - Personal Emoluments	510,000	325,000	373,000	154,913
Industrial Wages	0	0	0	0
	510,000	325,000	373,000	154,913
Other Charges	14,078,000	28,861,000	24,802,000	25,779,879
Total Equality and Social Services	14,588,000	29,186,000	25,175,000	25,934,792

(i) Appendix G - Care Agency (page 190)

(ii) From 2015/16 shown under Head 37 Culture and Heritage

(iii) Appendix B - Gibraltar Development Corporation (page 163)

HEAD TOURISM**19**

(i) Minister: Minister for Tourism, Housing, Equality and Social Services

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Tourism

£5,516,000

(iii) The Controlling Officer of this Head is the Chief Executive of the Gibraltar Tourist Board

(iv) ESTABLISHMENT

2015/2016	2014/2015	TOURISM
1	0	Executive Officer
5	5	Upper Rock Shift Leader
24	24	Upper Rock Site Officer
<u>30</u>	<u>29</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	TOTAL TOURISM
<u>7</u>	<u>7</u>	

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	TOTAL TOURISM
<u>37</u>	<u>33</u>	

SUMMARY

2015/2016	2014/2015	TOTAL TOURISM
<u>74</u>	<u>69</u>	

HEAD 19 - TOURISM

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
	(1) Personal Emoluments			
	Sites:			
	(a) Salaries	805,000	770,000	780,000
	(b) Overtime:			
	(i) Conditioned	200,000	185,000	194,000
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	50,000	45,000	40,000
	(iv) Discretionary	0	0	0
		250,000	230,000	234,000
	(c) Allowances	103,000	97,000	100,000
	(d) Temporary Assistance	0	4,000	4,000
	(e) Pension Contributions	116,000	116,000	112,000
		1,274,000	1,217,000	1,230,000
	(2) Industrial Wages			
	Sites:			
	(a) Basic Wages	139,000	136,000	131,000
	(b) Overtime:			
	(i) Conditioned	60,000	56,000	56,000
	(ii) Emergency	6,000	1,000	12,000
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	0	0	0
		66,000	57,000	68,000
	(c) Allowances	6,000	8,000	10,000
	(d) Pension Contributions	20,000	19,000	18,000
		231,000	220,000	227,000
	Total Payroll	1,505,000	1,437,000	1,457,000
				1,401,016
2	OTHER CHARGES			
	(1) Office Expenses:			
	(a) General Expenses	13,000	17,000	13,000
	(b) Electricity and Water	5,000	4,000	5,000
	(c) Telephone Service	20,000	22,000	20,000
	(d) Printing and Stationery	3,000	4,000	3,000
	(e) Office Rent and Service Charges	8,000	8,000	8,000
	Contracted Services:			
	(f) Office Cleaning - Government Cleaning Scheme	8,000	8,000	8,000
	(g) Upkeep of Plants	1,000	1,000	1,000
		58,000	64,000	58,000
	(2) Operational Expenses:			
	(a) Transport Expenses	2,000	2,000	2,000
	(b) Repairs and Maintenance	2,000	4,000	2,000
	(c) Uniforms	7,000	9,000	7,000
	(d) Official Functions	2,000	2,000	2,000
	(e) General Embellishment Works	4,000	5,000	4,000
		17,000	22,000	17,000
	<i>carried forward</i>	75,000	86,000	75,000
				75,825

HEAD 19 - TOURISM (cont)

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014	
	£	£	£	£	
	<i>brought forward</i>	75,000	86,000	75,000	75,825
2	OTHER CHARGES (cont)				
	(3) Marketing, Promotions and Conferences				
	(a) Gibraltar Tourist Board	900,000	1,510,000	900,000	939,226
	(b) London Office	42,000	42,000	42,000	41,761
		942,000	1,552,000	942,000	980,987
	(4) Gibraltar Tourist Board:				
	(a) Hotel Grading	4,000	6,000	4,000	562
	(b) Contribution to Gibraltar Development Corporation: (i)				
	(i) Staff Services	720,000	757,000	701,000	686,947
	(ii) Temporary Assistance	313,000	256,000	304,000	163,655
		1,033,000	1,013,000	1,005,000	850,602
		1,037,000	1,019,000	1,009,000	851,164
	(5) Contribution to Gibraltar Development Corporation - Staff Services (i)	411,000	449,000	399,000	403,251
	Sites Expenses:				
	(6) Office Expenses:				
	(a) General Expenses	5,000	19,000	5,000	6,517
	(b) Electricity and Water	49,000	61,000	49,000	49,276
	(c) Telephone Service	10,000	14,000	10,000	10,831
	(d) Printing and Stationery	8,000	10,000	8,000	6,904
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	7,000	7,000	7,000	6,836
	(f) Security Services	3,000	4,000	3,000	3,150
	(g) Upkeep of Plants	1,000	1,000	1,000	1,200
		83,000	116,000	83,000	84,714
	(7) Operational Expenses:				
	(a) Transport Expenses	2,000	2,000	2,000	2,310
	(b) Repairs and Maintenance	35,000	41,000	35,000	38,876
	(c) Uniforms	10,000	10,000	10,000	9,689
		47,000	53,000	47,000	50,875
	(8) Contracted Services:				
	Site Security	145,000	145,000	145,000	142,702
	Beaches Expenses:				
	(9) Operational Expenses:				
	(a) General Expenses	12,000	14,000	12,000	12,734
	(b) Telephone Service	2,000	2,000	2,000	2,384
	(c) Uniforms	3,000	6,000	3,000	1,932
	(d) Training	7,000	9,000	7,000	7,600
	(e) Vehicle Expenses	3,000	3,000	3,000	2,923
	(f) Repairs and Maintenance	8,000	9,000	8,000	9,373
		35,000	43,000	35,000	36,946
	(10) Hotel Assistance Scheme	20,000	60,000	20,000	25,333
	<i>carried forward</i>	2,795,000	3,523,000	2,755,000	2,651,797

(i) Appendix B - Gibraltar Development Corporation (page 163)

HEAD 19 - TOURISM (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	2,795,000	3,523,000	2,755,000	2,651,797
2	OTHER CHARGES (cont)				
	(11) Terminals Expenses:				
	(a) General Expenses	5,000	4,000	2,000	2,768
	(b) Electricity and Water	12,000	13,000	12,000	10,838
	(c) Telephone Service	5,000	5,000	5,000	4,879
	(d) Printing and Stationery	2,000	2,000	2,000	2,023
	(e) Cleaning Materials	6,000	6,000	6,000	4,880
	(f) Uniforms	2,000	3,000	2,000	1,968
	(g) Cruise Liner Inaugural Visits	3,000	0	3,000	1,825
	(h) X-Ray Machine Repairs and Maintenance	7,000	2,000	7,000	6,290
	(i) Contribution to Gibraltar Development Corporation - Terminals - Staff Services (i)	243,000	235,000	277,000	245,468
	Contracted Services:				
	(j) Office Cleaning - Government Cleaning Scheme	49,000	47,000	49,000	41,639
	(k) Security Services	137,000	105,000	83,000	71,736
	(l) Upkeep of Planted Areas	3,000	4,000	3,000	5,586
	(m) CCTV Security Services	2,000	1,000	2,000	1,410
		476,000	427,000	453,000	401,310
	(12) Advertising Management Services	88,000	87,000	88,000	85,856
	(13) Contract Officers	56,000	56,000	55,000	39,476
	(14) WIFI Hotspots	65,000	92,000	65,000	0
	(15) Literary Festival (ii)	350,000	610,000	1,000	347,332
	(16) GASA Bathing Pavilion:				
	(a) General Expenses	20,000	21,000	0	0
	(17) Relief Cover	161,000	130,000	123,000	63,479
	<i>Gibraltarpedia Consultant and Hardware</i>	0	0	32,000	0
	<i>Losses of Public Funds</i>	0	4,000	0	223
	<i>Ex-Gratia Payments</i>	0	6,000	0	0
	<i>Compensation and Legal Costs</i>	0	0	0	1,500
	Total Other Charges	4,011,000	4,956,000	3,572,000	3,590,973
	TOTAL TOURISM				
	Payroll - Personal Emoluments	1,274,000	1,217,000	1,230,000	1,191,908
	Industrial Wages	231,000	220,000	227,000	209,108
		1,505,000	1,437,000	1,457,000	1,401,016
	Other Charges	4,011,000	4,956,000	3,572,000	3,590,973
	Total Tourism	5,516,000	6,393,000	5,029,000	4,991,989

(i) Appendix B - Gibraltar Development Corporation (page 163)

(ii) Revenue raised through sponsorship shown under Revenue Head 5 subhead 26 (page 8)

HEAD HOUSING - ADMINISTRATION

20

(i) Minister: Minister for Tourism, Housing, Equality and Social Services

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of the Ministry of Housing

£9,558,000

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

(iv) ESTABLISHMENT

HOUSING - ADMINISTRATION

2015/2016	2014/2015
1	1
1	1
1	1
4	4
1	1
5	5
4	4
0	2
0	1
0	1
17	21

ADMINISTRATION

Principal Housing Officer (Senior Officer)
 Senior Executive Officer
 Higher Executive Officer
 Executive Officer
 Personal Secretary
 Administrative Officer
 Administrative Assistant
 Customer Services & Support Officer (a)
 Typist

Supernumerary Staff
 Clerk/Wordprocessor

2015/2016	2014/2015
0	2
0	5
0	1
0	1
0	9
0	6
0	1
0	25

TECHNICAL AND DESIGN (a)

Senior Professional and Technology Officer
 Higher Professional and Technology Officer
 Contract and Resources Officer (HPTO)
 Draftsman (PTO)
 Professional and Technology Officer
 Technical Grade 1
 Environmental Monitor

2015/2016	2014/2015
17	46

TOTAL HOUSING - ADMINISTRATION

(a) From 2015/16 shown under Appendix H - Housing Works Agency

HEAD HOUSING - ADMINISTRATION (cont)

20

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
0	0

TOTAL HOUSING - ADMINISTRATION**(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF**

2015/2016	2014/2015
5	7

TOTAL HOUSING - ADMINISTRATION**SUMMARY**

2015/2016	2014/2015
22	53

TOTAL HOUSING - ADMINISTRATION

HEAD 20 - HOUSING - ADMINISTRATION

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
	(1) Personal Emoluments			
	Housing - Administration:			
	(a) Salaries	475,000	485,000	500,000
	(b) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	10,000	14,000	10,000
		10,000	14,000	13,522
	(c) Allowances	37,000	42,000	37,000
	(d) Temporary Assistance	0	0	0
	(e) Pension Contributions	11,000	9,000	10,000
		533,000	550,000	557,000
	Housing - Technical and Design: (i)			
	(f) Salaries	36,000	25,000	850,000
	(g) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	50,000
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	0	0	50,000
		0	0	100,000
	(h) Allowances	0	0	28,000
	(i) Temporary Assistance	0	0	0
	(j) Pension Contributions	0	0	1,000
		36,000	25,000	979,000
		569,000	575,000	1,536,000
	(2) Industrial Wages	0	0	0
	Total Payroll	569,000	575,000	1,536,000
				1,621,475
2	OTHER CHARGES			
	(1) Office Expenses:			
	(a) General Expenses	14,000	14,000	14,000
	(b) Electricity and Water	8,000	7,000	8,000
	(c) Telephone Service	22,000	22,000	30,000
	(d) Printing and Stationery	17,000	17,000	17,000
	<i>Technical and Design Expenses</i>	0	0	4,000
	Contracted Services:			
	(e) Office Cleaning - Government Cleaning Scheme	26,000	26,000	26,000
		87,000	86,000	99,000
	<i>carried forward</i>	87,000	86,000	98,693

(i) From 2015/16 shown under Appendix H - Housing Works Agency (page 194)

HEAD 20 - HOUSING - ADMINISTRATION (cont)

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014	
	£	£	£	£	
	<i>brought forward</i>	87,000	86,000	99,000	98,693
2	OTHER CHARGES (cont)				
	(2) Operational Expenses:				
	(a) Housing Legal Expenses	12,000	45,000	12,000	17,845
	(b) Computer Running Expenses	25,000	22,000	27,000	21,838
	(c) Government Tenants - Rosia Dale Maintenance Charges	5,000	5,000	5,000	4,455
	(d) Estates - Staircase Lighting	160,000	180,000	160,000	174,622
	(e) Electrical Services - Gibraltar Electricity Authority (i)	520,000	500,000	500,000	607,645
	(f) Decanting Expenses	16,000	142,000	16,000	13,167
	(g) Transport Expenses	1,000	800	1,000	1,275
	<i>Protective Clothing</i>	0	0	3,000	2,320
	Contracted Services:				
	(h) Security Services	34,000	33,000	34,000	32,950
	(i) Service Charges - Government Leaseholds	7,000	8,000	7,000	7,287
	<i>Cleaning of Estates</i> (ii)	0	0	5,000	9,626
	<i>Government Rental Estates</i> (ii)	0	0	1,000,000	1,151,439
	<i>Lift Maintenance Contract</i> (ii)	0	0	148,000	164,971
	<i>Estates - Cleaning of Internal Communal Areas</i> (ii)	0	0	201,000	167,483
		780,000	935,800	2,119,000	2,376,923
	(3) Contribution to the Housing Works Agency (iii)	7,966,000	7,805,000	5,660,000	5,499,000
	(4) Contribution to Gibraltar Development Corporation - Staff Services (iv)	155,000	185,000	186,000	171,989
	(5) Relief Cover	1,000	0	1,000	0
	<i>Losses of Public Funds</i>	0	200	0	51
	Total Other Charges	8,989,000	9,012,000	8,065,000	8,146,656
	TOTAL HOUSING - ADMINISTRATION				
	Payroll - Personal Emoluments	569,000	575,000	1,536,000	1,621,475
	Industrial Wages	0	0	0	0
		569,000	575,000	1,536,000	1,621,475
	Other Charges	8,989,000	9,012,000	8,065,000	8,146,656
	Total Housing - Administration	9,558,000	9,587,000	9,601,000	9,768,131

(i) Appendix E - Gibraltar Electricity Authority (page 180)

(ii) From 2014/15 shown under Appendix H - Housing Works Agency (page 194)

(iii) Appendix H - Housing Works Agency (page 194)

(iv) Appendix B - Gibraltar Development Corporation (page 163)

HEAD TECHNICAL SERVICES**21**

(i) Minister: Minister for Transport, Traffic and Technical Services

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Technical Services

£4,303,000

(iii) The Controlling Officer of this Head is the Chief Executive, Technical Services

(iv) ESTABLISHMENT

TECHNICAL SERVICES

2015/2016 2014/2015

1	0
1	0
2	1
1	0
0	1
0	1
5	3

MINISTERIAL OFFICE

Senior Officer
Higher Executive Officer
Executive Officer
Administrative Officer
Senior Executive Officer
Personal Secretary

2015/2016 2014/2015

1	1
1	1
1	1
4	4
7	7
1	1
2	2
1	1
18	18

ADMINISTRATION OFFICE

Chief Executive (Senior Officer)
Senior Executive Officer
Higher Executive Officer
Executive Officer
Administrative Officer
Administrative Assistant
Messenger
Telephonist

2015/2016 2014/2015

5	5
5	5
10	10
1	1
21	21

ENGINEERING AND DESIGN

Senior Professional and Technology Officer
Higher Professional and Technology Officer
Professional and Technology Officer
Technical Grade 1

2015/2016 2014/2015

1	1
1	1
4	4
4	4
10	10

HIGHWAYS

Senior Professional and Technology Officer
Higher Professional and Technology Officer
Professional and Technology Officer
Technical Grade 1

HEAD TECHNICAL SERVICES (cont)**21**

(iv) ESTABLISHMENT (cont)

2015/2016	2014/2015
1	1
1	1
2	1
6	0
1	0
0	1
<u>11</u>	<u>4</u>

SEWERS

Senior Professional and Technology Officer
 Higher Professional and Technology Officer
 Professional and Technology Officer
 Technical Grade 1
 Support Grade Officer
Work Supervisor

2015/2016	2014/2015
<u>65</u>	<u>56</u>

TOTAL TECHNICAL SERVICES

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>2</u>	<u>20</u>

TOTAL TECHNICAL SERVICES

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL TECHNICAL SERVICES**SUMMARY**

2015/2016	2014/2015
<u>67</u>	<u>76</u>

TOTAL TECHNICAL SERVICES

HEAD 21 - TECHNICAL SERVICES

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014	
	£	£	£	£	
1	PAYROLL				
	(1) Personal Emoluments				
	Ministry:				
	(a) Salaries	176,000	121,000	104,000	101,560
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	20,000	22,000	15,000	14,769
		20,000	22,000	15,000	14,769
	(c) Allowances	4,000	6,000	5,000	3,818
	(d) Temporary Assistance	0	0	0	0
	(e) Pension Contributions	4,000	1,000	1,000	0
		204,000	150,000	125,000	120,147
	General:				
	(f) Salaries	532,000	419,000	530,000	491,647
	(g) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	26,000	15,000	26,000	25,754
		26,000	15,000	26,000	25,754
	(h) Allowances	14,000	11,000	11,000	5,471
	(i) Temporary Assistance	3,000	1,000	3,000	4,646
	(j) Pension Contributions	13,000	3,000	17,000	0
		588,000	449,000	587,000	527,518
	Engineering and Design:				
	(k) Salaries	828,000	775,000	790,000	699,405
	(l) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	10,000	13,000	10,000	13,006
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	66,000	80,000	64,000	66,234
		76,000	93,000	74,000	79,240
	(m) Allowances	19,000	10,000	18,000	10,541
	(n) Temporary Assistance	1,000	0	1,000	0
	(o) Pension Contributions	18,000	13,000	19,000	5,233
		942,000	891,000	902,000	794,419
	Highways: (i)				
	(p) Salaries	320,000	240,000	285,000	380,360
	(q) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	13,000	7,000	13,000	43,520
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	30,000	26,000	30,000	56,978
		43,000	33,000	43,000	100,498
	(r) Allowances	14,000	17,000	7,000	45,481
	(s) Temporary Assistance	0	0	0	0
	(t) Pension Contributions	10,000	3,000	8,000	0
	<i>Overtime - Traffic, Transport & Parking Plan Survey</i>	0	0	0	29,180
		387,000	293,000	343,000	555,519
	Sewers:				
	(u) Salaries	350,000	205,000	140,000	0
	(v) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	46,000	50,000	13,000	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	78,000	55,000	38,000	0
		124,000	105,000	51,000	0
	(w) Allowances	42,000	34,000	36,000	0
	(x) Temporary Assistance	0	0	0	0
	(y) Pension Contributions	6,000	0	1,000	0
		522,000	344,000	228,000	0
	<i>carried forward</i>	2,643,000	2,127,000	2,185,000	1,997,603

(i) Up to 2013/14 included 'Sewers' which is now shown separately.

HEAD 21 - TECHNICAL SERVICES (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	2,643,000	2,127,000	2,185,000	1,997,603
1	PAYROLL (cont)				
	(2) Industrial Wages				
	Engineering and Design:				
	(a) Basic Wages	28,000	18,000	28,000	17,100
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	900	1,000	900	863
		900	1,000	900	863
	(c) Allowances	100	0	100	0
	(d) Pension Contributions	1,000	0	1,000	0
		30,000	19,000	30,000	17,963
	Sewers: (i)				
	Basic Wages	0	137,000	340,000	294,617
	Overtime:				
	Conditioned	0	0	0	0
	Emergency	0	64,000	105,000	105,323
	Manning Level Maintenance	0	0	0	0
	Discretionary	0	21,000	70,000	67,540
		0	85,000	175,000	172,863
	Allowances	0	3,000	10,000	8,294
	Bonuses	0	0	40,000	582
	Pension Contributions	0	0	1,000	0
		0	225,000	566,000	476,356
		30,000	244,000	596,000	494,319
	Total Payroll	2,673,000	2,371,000	2,781,000	2,491,922
2	OTHER CHARGES				
	Ministry:				
	(1) (a) General Expenses	4,000	4,000	4,000	3,555
	(b) Telephone Service	8,000	8,000	7,000	6,938
	(c) Printing and Stationery	1,000	1,000	1,000	751
	(d) Publications	1,000	1,000	1,000	659
		14,000	14,000	13,000	11,903
	Office Expenses:				
	(2) (a) General Expenses	14,000	14,000	14,000	13,583
	(b) Electricity and Water	20,000	20,000	24,000	19,409
	(c) Telephone Service	32,000	32,000	31,000	30,950
	(d) Printing and Stationery	4,000	4,000	4,000	3,794
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	49,000	46,000	46,000	42,825
	(f) Payroll Services	2,000	2,000	3,000	1,938
	(g) Rent and Service Charges	10,000	9,000	9,000	8,687
		131,000	127,000	131,000	121,186
	<i>carried forward</i>	145,000	141,000	144,000	133,089

(i) Industrial posts regraded to Non-Industrial posts, provision now under Personal Emoluments

HEAD 21 - TECHNICAL SERVICES (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	145,000	141,000	144,000	133,089
2	OTHER CHARGES (cont)				
	(3) Operational Expenses:				
	(a) Protective Clothing	8,000	7,000	8,000	6,945
	(b) Office Equipment and Drawing Materials	6,000	6,000	6,000	5,913
	(c) Computer Running Expenses	9,000	9,000	9,000	7,969
	(d) Materials Laboratory	6,000	6,000	6,000	5,131
	(e) Geographic Information System	1,000	1,000	3,000	843
	(f) Garages and Workshops:				
	(i) Electricity and Water	15,000	18,000	15,000	13,534
	(ii) Telephone Service	4,000	4,000	4,000	4,027
	(iii) Cleaning Services	8,000	8,000	8,000	8,261
	(iv) Fuel and Lubricants	275,000	270,000	290,000	292,248
	(v) Materials	120,000	130,000	120,000	127,837
	(vi) Other Costs	11,000	11,000	11,000	4,981
		433,000	441,000	448,000	450,888
	(g) Highways Inspectorate	5,000	5,000	5,000	1,321
	(h) Sewers - Plant and Equipment Repairs	3,000	5,000	10,000	5,513
	(i) Maintenance of Public Clocks	10,000	10,000	15,000	6,491
	<i>Maintenance of Sewers</i>	0	60,000	85,000	72,873
	Contracted Service:				
	(j) Cleaning of Street Gullies	110,000	105,000	120,000	109,580
		591,000	655,000	715,000	673,467
	(4) Services provided by Gibraltar Mechanical and Electrical Services Ltd :				
	(a) Salaries	130,000	100,000	130,000	102,801
	(b) Wages	428,000	410,000	439,000	441,755
	(c) Overtime	250,000	245,000	250,000	226,346
	(d) Allowances	25,000	25,000	25,000	29,858
	(e) Employers Contribution	50,000	45,000	50,000	43,474
	(f) Bonus Payments	9,000	9,000	9,000	4,000
		892,000	834,000	903,000	848,234
	(5) Compensation and Legal Costs	1,000	20,000	0	0
	(6) Relief Cover	1,000	8,000	1,000	0
	<i>Traffic, Transport and Parking Plan Survey</i>	0	0	0	24,686
	Total Other Charges	1,630,000	1,658,000	1,763,000	1,679,476
	TOTAL TECHNICAL SERVICES				
	Payroll - Personal Emoluments	2,643,000	2,127,000	2,185,000	1,997,603
	Industrial Wages	30,000	244,000	596,000	494,319
		2,673,000	2,371,000	2,781,000	2,491,922
	Other Charges	1,630,000	1,658,000	1,763,000	1,679,476
	Total Technical Services	4,303,000	4,029,000	4,544,000	4,171,398

HEAD DRIVER AND VEHICLE LICENSING**22**

(i) Minister: Minister for Transport, Traffic and Technical Services

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Driver and Vehicle Licensing

£1,262,000

(iii) The Controlling Officer of this Head is the Chief Examiner

(iv) ESTABLISHMENT

DRIVER AND VEHICLE LICENSING

2015/2016	2014/2015	
1	1	Chief Motor Vehicle Examiner (a)
1	1	Senior Driving and Vehicle Examiner
4	4	Driving and Vehicle Examiner
6	6	Vehicle Tester
1	1	Higher Executive Officer
2	2	Executive Officer
8	8	Administrative Officer
<u>23</u>	<u>23</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL DRIVER AND VEHICLE LICENSING

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>14</u>	<u>9</u>	TOTAL DRIVER AND VEHICLE LICENSING (b)(c)

SUMMARY

2015/2016	2014/2015	
<u>37</u>	<u>32</u>	TOTAL DRIVER AND VEHICLE LICENSING

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

(b) Six employees seconded to Gibraltar Car Parks Ltd

(c) One employee seconded to Gibraltar Bus Company Ltd

HEAD 22 - DRIVER AND VEHICLE LICENSING

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
(1) Personal Emoluments				
(a) Salaries	695,000	637,000	661,000	619,556
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	60,000	60,000	60,000	73,253
	60,000	60,000	60,000	73,253
(c) Allowances	5,000	7,000	5,000	4,317
(d) Pension Contributions	14,000	13,000	12,000	8,077
	774,000	717,000	738,000	705,203
(2) Industrial Wages	0	0	0	0
	774,000	717,000	738,000	705,203
	Total Payroll	774,000	717,000	738,000
				705,203
2	OTHER CHARGES			
(1) Office Expenses:				
(a) General Expenses	10,000	6,000	10,000	8,297
(b) Electricity and Water	11,000	11,000	11,000	10,970
(c) Telephone Service	10,000	9,000	8,000	8,936
(d) Printing and Stationery	22,000	21,000	14,000	12,149
(e) Certificate of Professional Competence Contracted Services:	36,000	18,000	36,000	27,492
(f) Office Cleaning - Government Cleaning Scheme	18,000	18,000	18,000	17,741
	107,000	83,000	97,000	85,585
(2) Operational Expenses:				
(a) Repairs and Maintenance	20,000	16,000	25,000	14,607
(b) Uniforms	5,000	3,000	5,000	4,173
(c) Driving Licences	10,000	1,000	10,000	1,833
(d) Membership Fees - European Licensing Authorities	4,000	3,000	4,000	4,213
(e) Professional Fees	1,000	1,000	1,000	880
	40,000	24,000	45,000	25,706
(3) Training and Related Expenses	3,000	1,000	3,000	0
(4) Motorcycle Safety Campaign Expenses	6,000	1,000	6,000	0
(5) Incentive Scheme - Importation of Hybrid Vehicles	20,000	20,000	1,000	1,500
(6) Tachograph Cards	1,000	0	85,000	338
(7) Contribution to Gibraltar Development Corporation - Staff Services (i)	49,000	45,000	46,000	5,573
(8) Supply Driving and Vehicle Examiners	25,000	13,000	0	0
(9) Contribution to Gibraltar Development Corporation - Staff Services - Transport Inspectors (i)	185,000	0	0	0
	<i>carried forward</i>	436,000	187,000	283,000
				118,702

(i) Appendix B - Gibraltar Development Corporation (page 163)

HEAD 22 - DRIVER AND VEHICLE LICENSING (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
2	<i>brought forward</i>	436,000	187,000	283,000	118,702
	OTHER CHARGES (cont)				
	(10) Consultancy Service	50,000	29,900	0	0
	(11) E Reg Conference	1,000	0	0	0
	(12) Relief Cover	1,000	0	1,000	0
	<i>Losses of Public Funds</i>	0	100	0	24
	Total Other Charges	488,000	217,000	284,000	118,726
	TOTAL DRIVER AND VEHICLE LICENSING				
	Payroll - Personal Emoluments	774,000	717,000	738,000	705,203
	Industrial Wages	0	0	0	0
		774,000	717,000	738,000	705,203
	Other Charges	488,000	217,000	284,000	118,726
	Total Driver and Vehicle Licensing	1,262,000	934,000	1,022,000	823,929

HEAD PORT

23

(i) Minister: Minister for Transport, Traffic and Technical Services

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of the Port (a)

£5,279,000

(iii) The Controlling Officer of this Head is the Principal Secretary (Transport, Traffic and Technical Services)

(a) Staff shown under Appendix D - Gibraltar Port Authority (page 196)

HEAD 23 - PORT

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments	0	0	0	0
	(2) Industrial Wages	0	0	0	0
	Total Payroll	0	0	0	0
2	OTHER CHARGES				
	(1) Contribution from the Consolidated Fund to the Gibraltar Port Authority: (i)				
	(a) Contribution from Revenues Received	5,056,000	0	0	0
	(b) Additional Contribution	223,000	0	0	0
		5,279,000	0	0	0
	Total Other Charges	5,279,000	0	0	0
	TOTAL PORT				
	Payroll - Personal Emoluments	0	0	0	0
	Industrial Wages	0	0	0	0
		0	0	0	0
	Other Charges	5,279,000	0	0	0
	Total Port	5,279,000	0	0	0

(i) Up to 2014/15 shown under Head 41 Maritime Services (page 140). Appendix I - Gibraltar Port Authority (pages 197-198)

HEAD ECONOMIC DEVELOPMENT (a)

24

(i) Minister: Minister for Economic Development, Telecommunications and the Gibraltar Savings Bank

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries and expenses of Economic Development

£17,442,000

(iii) The Controlling Officer of this Head is the Principal Secretary (Economic Development)

(iv) ESTABLISHMENT

ECONOMIC DEVELOPMENT

2015/2016 2014/2015

1	1
1	1
1	2
1	1
0	2
0	1
0	2
0	1
0	1
0	1
1	1
5	14

Senior Officer
Senior Executive Officer
Administrative Officer
Messenger
Higher Executive Officer (b)
Health & Safety Officer III (b)
Health & Safety Officer IV (b)
Executive Officer (b)
Permit Officer (b)
Administrative Assistant (b)

Supernumerary Staff

Personal Secretary

2015/2016 2014/2015

0	1
0	1
0	2

INDUSTRIAL TRIBUNAL

Executive Officer (b)
Administrative Officer (b)

2015/2016 2014/2015

2	2
1	1
1	1
10	11
1	0
1	0
16	15

TRAINING

Higher Executive Officer
Training Centre Manager
Assistant Training Centre Manager
Instructional Officer (Assessor)
Executive Officer
Administrative Officer

2015/2016 2014/2015

1	1
1	1
1	1
1	1
1	1
1	1
6	6

EUROPEAN UNION PROGRAMMES

Senior Executive Officer
EU Programmes Facilitator
European Social Fund / Interreg Co-ordinator
EU Funds Financial Controller
EU Funds Advisor
Executive Officer

(a) Up to 2014/15 titled Employment and Labour

(b) From 2015/16 shown under Head 26 Business, Employment and Social Security (page 92)

HEAD ECONOMIC DEVELOPMENT (a) (cont)**24****(iv) ESTABLISHMENT (cont)**

2015/2016	2014/2015	INVEST GIBRALTAR UNIT
1	1	Higher Executive Officer
1	1	Executive Officer
1	1	Administrative Officer
2	2	Administrative Assistant
<u>5</u>	<u>5</u>	

2015/2016	2014/2015	TOTAL ECONOMIC DEVELOPMENT
<u>32</u>	<u>42</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	TOTAL ECONOMIC DEVELOPMENT
<u>5</u>	<u>5</u>	

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	TOTAL ECONOMIC DEVELOPMENT
<u>17</u>	<u>45</u>	

SUMMARY

2015/2016	2014/2015	TOTAL ECONOMIC DEVELOPMENT
<u>54</u>	<u>92</u>	

(a) Up to 2014/15 titled Employment and Labour

HEAD 24 - ECONOMIC DEVELOPMENT (i)

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	PAYROLL			
	(1) Personal Emoluments			
	Economic Development:			
	(a) Salaries	169,000	375,000	428,000
	(b) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	9,000	25,000	20,000
		9,000	25,000	19,068
	(c) Allowances	5,000	15,000	12,000
	(d) Temporary Assistance	0	0	0
	(e) Pension Contributions	1,000	0	3,000
		184,000	415,000	463,000
	Training:			
	(f) Salaries	525,000	550,000	541,000
	(g) Overtime:			
	(i) Conditioned	8,000	5,000	8,000
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	5,000	43,000	5,000
		13,000	48,000	13,000
	(h) Allowances	35,000	43,000	34,000
	(i) Temporary Assistance	0	0	0
	(j) Pension Contributions	4,000	4,000	4,000
		577,000	645,000	592,000
	European Union Programmes Secretariat:			
	(k) Salaries	201,000	185,000	211,000
	(l) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	11,000	23,000	11,000
		11,000	23,000	11,000
	(m) Allowances	5,000	4,000	2,000
	(n) Temporary Assistance	0	0	0
	(o) Pension Contributions	22,000	17,000	22,000
		239,000	229,000	246,000
	Invest Gibraltar Unit:			
	(p) Salaries	133,000	100,000	110,000
	(q) Overtime:			
	(i) Conditioned	0	0	0
	(ii) Emergency	0	0	0
	(iii) Manning Level Maintenance	0	0	0
	(iv) Discretionary	7,000	7,000	3,000
		7,000	7,000	3,000
	(r) Allowances	5,000	3,000	2,000
	(s) Temporary Assistance	0	0	0
	(t) Pension Contributions	1,000	1,000	6,000
		146,000	111,000	121,000
		1,146,000	1,400,000	1,422,000
	<i>carried forward</i>	1,146,000	1,400,000	1,422,000
				1,383,931

(i) Up to 2014/15 titled Employment and Labour

HEAD 24 - ECONOMIC DEVELOPMENT (cont) (i)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	1,146,000	1,400,000	1,422,000	1,383,931
1	PAYROLL (cont)				
	(2) Industrial Wages				
	(a) Basic Wages	93,000	100,000	103,000	114,590
	(b) Overtime				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	1,000	7,000	1,000	276
		1,000	7,000	1,000	276
	(c) Allowances	0	0	0	0
	(d) Pension Contributions	1,000	0	1,000	0
		95,000	107,000	105,000	114,866
	Total Payroll	1,241,000	1,507,000	1,527,000	1,498,797
2	OTHER CHARGES				
	Economic Development:				
	(1) Office Expenses:				
	(a) General Expenses	32,000	35,000	27,000	29,680
	(b) Electricity and Water	5,000	7,000	7,000	6,318
	(c) Telephone Service	27,000	29,000	28,000	32,280
	(d) Printing and Stationery	10,000	10,000	15,000	11,280
	(e) Office Rent and Service Charges	3,000	22,000	22,000	20,782
	Contracted Services:				
	(f) Office Cleaning - Government Cleaning Scheme	51,000	17,000	19,000	19,656
	(g) Security and Messenger Services	12,000	14,000	13,000	10,102
		140,000	134,000	131,000	130,098
	(2) Operational Expenses:				
	(a) Maintenance of Equipment	12,000	31,000	31,000	30,682
	(b) Transport Expenses	3,000	1,000	1,000	192
	<i>Protective Clothing</i>	0	1,000	1,000	301
	<i>Health and Safety Programme</i>	0	0	1,000	582
	<i>Industrial Tribunal Expenses</i>	0	2,000	1,000	470
		15,000	35,000	35,000	32,227
	(3) Gibraltar Development Corporation: (ii)				
	(a) Contribution from Revenues Received	345,000	366,000	1,083,000	1,131,350
	(b) Additional Contribution	12,354,000	12,013,000	11,629,000	11,161,000
	(c) Staff Services	1,029,000	1,557,000	1,495,000	1,358,269
		13,728,000	13,936,000	14,207,000	13,650,619
	(4) European Union Programmes Secretariat:				
	(a) General Expenses	2,000	2,000	2,000	765
	(b) Electricity and Water	2,000	1,000	2,000	1,000
	(c) Telephone Service	5,000	5,000	5,000	4,635
	(d) Printing and Stationery	4,000	1,000	4,000	3,723
	(e) Database and Website Expenses	9,000	7,000	3,000	4,720
	(f) Marketing and Promotions	20,000	17,000	20,000	16,146
	(g) Audit Fees	13,000	13,000	13,000	10,200
		55,000	46,000	49,000	41,189
	<i>carried forward</i>	13,938,000	14,151,000	14,422,000	13,854,133

(i) Up to 2014/15 titled Employment and Labour

(ii) Appendix B - Gibraltar Development Corporation (page 163)

HEAD 24 - ECONOMIC DEVELOPMENT (cont) (i)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	13,938,000	14,151,000	14,422,000	13,854,133
2	OTHER CHARGES (cont)				
	(5) Invest Gibraltar Unit:				
	(a) General Expenses	1,000	0	1,000	0
	(b) Electricity and Water	1,000	0	1,000	0
	(c) Telephone Service	5,000	0	5,000	0
	(d) Printing and Stationery	5,000	0	5,000	0
	(e) Marketing and Promotions	20,000	0	20,000	0
	(f) Contract Officer	40,000	0	0	0
		72,000	0	32,000	0
	(6) Workers Hostels Running Expenses (i)	214,000	350,000	220,000	177,640
	(7) Services provided by Gibraltar General Support Services Ltd: (ii)				
	(a) Salaries	200,000	225,000	190,000	0
	(b) Wages	527,000	570,000	595,000	0
	(c) Overtime	250,000	200,000	185,000	0
	(d) Allowances	60,000	60,000	60,000	0
	(e) Employer's Contributions	182,000	180,000	200,000	0
	(f) Materials	8,000	5,000	8,000	0
	(g) Other Costs	132,000	90,000	110,000	0
		1,359,000	1,330,000	1,348,000	0
	(8) Services provided by Gibraltar Cleansing Services Ltd: (ii)				
	(a) Wages	413,000	400,000	406,000	0
	(b) Overtime	60,000	55,000	40,000	0
	(c) Allowances	28,000	27,000	20,000	0
	(d) Employer's Contributions	116,000	105,000	115,000	0
		617,000	587,000	581,000	0
	(9) Relief Cover	1,000	6,000	1,000	11,831
	<i>Industrial Tribunal Expenses</i>	0	8,000	12,000	12,745
	<i>Ex-Gratia Payments</i>	0	0	0	7,138
	Total Other Charges	16,201,000	16,432,000	16,616,000	14,063,487
	TOTAL ECONOMIC DEVELOPMENT				
	Payroll - Personal Emoluments	1,146,000	1,400,000	1,422,000	1,383,931
	Industrial Wages	95,000	107,000	105,000	114,866
		1,241,000	1,507,000	1,527,000	1,498,797
	Other Charges	16,201,000	16,432,000	16,616,000	14,063,487
	Total Economic Development	17,442,000	17,939,000	18,143,000	15,562,284

(i) Up to 2014/15 titled Employment and Labour

(ii) Up to 2013/14 shown under Head 14 Environment (pages 55-56)

HEAD STATISTICS OFFICE

25

(i) Minister: Minister for Economic Development, Telecommunications and the Gibraltar Savings Bank

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Statistics Office

£404,000

(iii) The Controlling Officer of this Head is the Chief Statistician

(iv) ESTABLISHMENT

STATISTICS OFFICE

2015/2016		2014/2015
1		1
1		1
1		1
2		2
3		3
0		1
8		9

Statistics Officer Level 5 (Chief Statistician)
 Statistics Officer Level 4 (Senior Statistician)
 Statistics Officer Level 3 (Statistician)
 Statistics Officer Level 2 (Statistician)
 Statistics Officer Level 1

Supernumerary Staff
Administrative Officer

(v) INDUSTRIAL STAFF

2015/2016		2014/2015
0		0

TOTAL STATISTICS OFFICE

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016		2014/2015
0		0

TOTAL STATISTICS OFFICE

SUMMARY

2015/2016		2014/2015
8		9

TOTAL STATISTICS OFFICE

HEAD 25 - STATISTICS OFFICE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	310,000	295,000	300,000	267,358
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	9,000	13,000	9,000	8,611
		9,000	13,000	9,000	8,611
	(c) Allowances	2,000	2,000	3,000	847
	(d) Temporary Assistance	0	0	0	0
	(e) Pension Contributions	19,000	6,000	5,000	2,356
		340,000	316,000	317,000	279,172
	(2) Industrial Wages	0	0	0	0
	Total Payroll	340,000	316,000	317,000	279,172
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	5,000	5,000	5,000	4,976
	(b) Electricity and Water	2,000	2,000	2,000	1,520
	(c) Telephone Service	4,000	4,000	3,000	3,150
	(d) Printing and Stationery	5,000	5,000	5,000	5,027
	(e) Statistical Surveys	38,000	30,000	45,000	68,465
	(f) Office Rent and Service Charges	3,000	3,000	3,000	2,656
	(g) Computer Running Expenses	1,000	0	0	0
	Contracted Services:				
	(h) Office Cleaning - Government Cleaning Scheme	5,000	4,000	4,000	3,512
		63,000	53,000	67,000	89,306
	(2) Relief Cover	1,000	2,000	15,000	3,770
	Total Other Charges	64,000	55,000	82,000	93,076
TOTAL STATISTICS OFFICE					
	Payroll - Personal Emoluments	340,000	316,000	317,000	279,172
	Industrial Wages	0	0	0	0
		340,000	316,000	317,000	279,172
	Other Charges	64,000	55,000	82,000	93,076
	Total Statistics Office	404,000	371,000	399,000	372,248

HEAD SOCIAL SECURITY (a)

(i) Minister: Minister for Enterprise, Training, Employment and Health and Safety

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Social Security

(iii) The Controlling Officers of this Head are:
 Social Security - Principal Secretary (Social Security) [subheads 1(1) to 2(4)]
 Social Security - Financial Secretary [subheads 2(5) and 2(6)]

(iv) ESTABLISHMENT

SOCIAL SECURITY

2015/2016	2014/2015	
0	1	Senior Officer
0	1	Senior Executive Officer
0	2	Higher Executive Officer
0	5	Executive Officer
0	21	Administrative Officer
0	4	Administrative Assistant
0	2	Messenger
<u>0</u>	<u>36</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL SOCIAL SECURITY

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL SOCIAL SECURITY

SUMMARY

2015/2016	2014/2015	
<u>0</u>	<u>36</u>	TOTAL SOCIAL SECURITY

(a) From 2015/16 reflected under Head 26 Business, Employment and Social Security

SOCIAL SECURITY

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
<u>PAYROLL</u>				
<i>Personal Emoluments</i>				
Salaries	0	865,000	880,000	812,217
Overtime:				
Conditioned	0	0	0	0
Emergency	0	0	0	0
Manning Level Maintenance	0	0	0	0
Discretionary	0	55,000	107,000	55,435
	0	55,000	107,000	55,435
Allowances	0	19,000	25,000	11,668
Temporary Assistance	0	0	0	0
Pension Contributions	0	20,000	27,000	7,668
	0	959,000	1,039,000	886,988
Industrial Wages	0	0	0	0
Total Payroll	0	959,000	1,039,000	886,988
<u>OTHER CHARGES</u>				
<i>Office Expenses:</i>				
General Expenses	0	11,000	12,000	10,821
Electricity and Water	0	1,000	1,000	759
Telephone Service	0	11,000	11,000	9,644
Printing and Stationery	0	6,000	6,000	5,992
Computer and Office Equipment	0	6,000	11,000	11,644
Contracted Services:				
Office Cleaning - Government Cleaning Scheme	0	20,000	20,000	20,717
Security Services	0	25,000	26,000	25,221
	0	80,000	87,000	84,798
Support to the Disabled				
Disability Allowance	0	720,000	760,000	642,577
Home Help	0	32,000	32,000	31,842
Contingencies	0	100,000	85,000	71,724
	0	852,000	877,000	746,143
Compensation to Victims of Crime	0	0	1,000	0
Relief Cover	0	0	1,000	0
Payment to Social Assistance Fund - Import Duty (i)	0	7,620,000	15,000,000	15,000,000
Contribution to Statutory Benefits Fund	0	7,000,000	9,000,000	9,000,000
Losses of Public Funds	0	1,000	0	104
Total Other Charges	0	15,553,000	24,966,000	24,831,045
<u>TOTAL SOCIAL SECURITY</u>				
Payroll Personal Emoluments	0	959,000	1,039,000	886,988
Industrial Wages	0	0	0	0
	0	959,000	1,039,000	886,988
Other Charges	0	15,553,000	24,966,000	24,831,045
Total Social Security	0	16,512,000	26,005,000	25,718,033

(i) Social Assistance Fund - Appendix K (page 209)

HEAD BUSINESS, EMPLOYMENT AND SOCIAL SECURITY

26

(i) Minister: Minister for Business, Employment, Skills and Training

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries and expenses of Business, Employment and Social Security

£26,823,000

(iii) The Controlling Officers of this Head are:

26	Business	- Principal Secretary (Business) [subheads 1(1)(a) to 1(1)(i)] [subheads 2(1)(a) to 2(8)(f) and 2(19)]
26	Employment and Social Security	- Principal Secretary (Employment & Social Security) [subhead 1(1)(j) to 1(1)(s)] [subheads 2(9)(a) to 2(16)]
26	Social Security	- Financial Secretary [subheads 2(17) and 2(18)]

(iv) ESTABLISHMENT

MINISTERIAL OFFICE (a)

2015/2016 2014/2015

1	0
2	0
3	0
1	0
1	0
1	0
1	0
1	0
1	0
1	0
1	0
11	0

Legal Adviser
Higher Executive Officer
Executive Officer
Personal Secretary
Administrative Officer
Administrative Assistant
Typist

Supernumerary Staff
Administrative Officer

EMPLOYMENT (b)

2015/2016 2014/2015

1	0
1	0
1	0
2	0
1	0
2	0
1	0
1	0
10	0

Senior Executive Officer
Higher Executive Officer
Health & Safety Officer III
Health & Safety Officer IV
Executive Officer
Administrative Officer

Supernumerary Staff
Labour Inspector
Data Input Officer

2015/2016 2014/2015

1	0
1	0
2	0

INDUSTRIAL TRIBUNAL

Executive Officer
Administrative Officer

(a) Up to 2014/15 shown under disappearing Head Public Transport and Commercial Affairs (page 101)

(b) Up to 2014/15 shown under Head 24 Economic Development (previously Employment and Labour) (page 83)

HEAD BUSINESS, EMPLOYMENT AND SOCIAL SECURITY (cont)

26

(iv) ESTABLISHMENT (cont)

SOCIAL SECURITY (a)

2015/2016	2014/2015	
1	0	Senior Officer
1	0	Senior Executive Officer
2	0	Higher Executive Officer
5	0	Executive Officer
21	0	Administrative Officer
4	0	Administrative Assistant
2	0	Messenger
<u>36</u>	<u>0</u>	

2015/2016	2014/2015	
<u>59</u>	<u>0</u>	TOTAL BUSINESS, EMPLOYMENT AND SOCIAL SECURITY

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL BUSINESS, EMPLOYMENT AND SOCIAL SECURITY

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>26</u>	<u>0</u>	TOTAL BUSINESS, EMPLOYMENT AND SOCIAL SECURITY

SUMMARY

2015/2016	2014/2015	
<u>85</u>	<u>0</u>	TOTAL BUSINESS, EMPLOYMENT AND SOCIAL SECURITY

(a) Up to 2014/15 shown under disappearing Head Social Security (page 90)

HEAD 26 - BUSINESS, EMPLOYMENT AND SOCIAL SECURITY

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 PAYROLL				
(1) Personal Emoluments				
Ministry:				
(a) Salaries	313,000	0	0	0
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	25,000	0	0	0
	25,000	0	0	0
(c) Allowances	12,000	0	0	0
(d) Pension Contributions	4,000	0	0	0
(e) Gratuity	0	0	0	0
	354,000	0	0	0
Office of Fair Trading:				
(f) Salaries	105,000	0	0	0
(g) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	25,000	0	0	0
	25,000	0	0	0
(h) Allowances	10,000	0	0	0
(i) Pension Contributions	4,000	0	0	0
	144,000	0	0	0
Employment Service: (i)				
(j) Salaries	573,000	0	0	0
(k) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	20,000	0	0	0
	20,000	0	0	0
(l) Allowances	14,000	0	0	0
(m) Temporary Assistance	0	0	0	0
(n) Pension Contributions	3,000	0	0	0
	610,000	0	0	0
Social Security: (ii)				
(o) Salaries	908,000	0	0	0
(p) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	70,000	0	0	0
	70,000	0	0	0
(q) Allowances	18,000	0	0	0
(r) Temporary Assistance	0	0	0	0
(s) Pension Contributions	37,000	0	0	0
	1,033,000	0	0	0
	2,141,000	0	0	0
(2) Industrial Wages	0	0	0	0
Total Payroll	2,141,000	0	0	0

(i) Up to 2014/15 shown under Head 24 Economic Development (page 85)

(ii) Up to 2014/15 shown under disappearing Head Social Security (page 91)

HEAD 26 - BUSINESS, EMPLOYMENT AND SOCIAL SECURITY (cont)

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
2	OTHER CHARGES			
	Ministry:			
	(1) Office Expenses:			
	(a) General Expenses	16,000	0	0
	(b) Electricity and Water	4,000	0	0
	(c) Telephone Service	22,000	0	0
	(d) Printing and Stationery	9,000	0	0
	(e) Office Rent, Parking Space & Service Charges	43,000	0	0
	Contracted Services:			
	(f) Office Cleaning - Government Cleaning Scheme	7,000	0	0
		101,000	0	0
	(2) Consultancy and Professional Fees - Enterprise	66,000	0	0
	(3) Marketing, Promotions and Conferences	20,000	0	0
	(4) Business Support Office	25,000	0	0
	(5) Gibraltar Business Nurturing Scheme	250,000	0	0
	(6) Contribution to Gibraltar Development Corporation - Staff Services (i)	122,000	0	0
	(7) Consumer Affairs: (ii)			
	Office Expenses:			
	(a) General Expenses	4,000	0	0
	(b) Electricity and Water	2,000	0	0
	(c) Telephone Service	4,000	0	0
	(d) Printing and Stationery	2,000	0	0
	(e) Inspections	1,000	0	0
	(f) Training	17,000	0	0
	(g) Contribution to Gibraltar Development Corporation - Staff Services (i)	133,000	0	0
	Contracted Services:			
	(h) Office Cleaning - Government Cleaning Scheme	4,000	0	0
	(i) Product Testing	5,000	0	0
		172,000	0	0
	(8) Office of Fair Trading:			
	(a) General Expenses	16,000	0	0
	(b) Electricity and Water	2,000	0	0
	(c) Telephone Service	10,000	0	0
	(d) Printing and Stationery	6,000	0	0
	Contracted Services:			
	(e) Office Cleaning - Government Cleaning Scheme	10,000	0	0
	(f) Office Rent, Parking Space & Service Charges	76,000	0	0
		120,000	0	0
	<i>carried forward</i>	876,000	0	0

(i) Appendix B - Gibraltar Development Corporation (page 163)

(ii) Up to 2014/15 shown under disappearing Head Public Transport and Commercial Affairs (page 103)

HEAD 26 - BUSINESS, EMPLOYMENT AND SOCIAL SECURITY (cont)

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
	<i>brought forward</i>	876,000	0	0
2	OTHER CHARGES (cont)			
	Employment Service: (i)			
	(9) Office Expenses:			
	(a) General Expenses	10,000	0	0
	(b) Electricity and Water	7,000	0	0
	(c) Telephone Service	32,000	0	0
	(d) Printing and Stationery	13,000	0	0
	(e) Office Rent and Service Charges	23,000	0	0
	Contracted Services:			
	(f) Office Cleaning - Government Cleaning Scheme	18,000	0	0
	(g) Security and Messenger Services	15,000	0	0
		118,000	0	0
	(10) Operational Expenses:			
	(a) Maintenance of Equipment	30,000	0	0
	(b) Transport Expenses	1,000	0	0
	(c) Protective Clothing	1,000	0	0
	(d) Health and Safety Programme	1,000	0	0
		33,000	0	0
	(11) Contribution to Gibraltar Development Corporation - Staff Services (ii)	602,000	0	0
	(12) Industrial Tribunal Reform	40,000	0	0
	(13) Training - Private Sector	20,000	0	0
	Social Security: (iii)			
	(14) Office Expenses:			
	(a) General Expenses	11,000	0	0
	(b) Electricity and Water	1,000	0	0
	(c) Telephone Service	11,000	0	0
	(d) Printing and Stationery	6,000	0	0
	(e) Computer and Office Equipment	11,000	0	0
	Contracted Services:			
	(f) Office Cleaning - Government Cleaning Scheme	20,000	0	0
	(g) Security Services	25,000	0	0
		85,000	0	0
	(15) Support to the Disabled			
	(a) Disability Allowance	760,000	0	0
	(b) Home Help	32,000	0	0
	(c) Contingencies	85,000	0	0
		877,000	0	0
	(16) Compensation to Victims of Crime	1,000	0	0
	<i>carried forward</i>	2,652,000	0	0

(i) Up to 2014/15 shown under Head 24 Economic Development (page 86)

(ii) Appendix B - Gibraltar Development Corporation (page 163)

(iii) Up to 2014/15 shown under disappearing Head Social Security (page 91)

HEAD 26 - BUSINESS, EMPLOYMENT AND SOCIAL SECURITY (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
2	<i>brought forward</i>	2,652,000	0	0	0
	OTHER CHARGES (cont)				
	(17) Payment to Social Assistance Fund - Import Duty (i) (ii)	15,000,000	0	0	0
	(18) Contribution to Statutory Benefits Fund (ii)	7,000,000	0	0	0
	(19) Relief Cover	30,000	0	0	0
	Total Other Charges	24,682,000	0	0	0
	TOTAL BUSINESS, EMPLOYMENT AND SOCIAL SECURITY				
	Payroll - Personal Emoluments	2,141,000	0	0	0
	Industrial Wages	0	0	0	0
		2,141,000	0	0	0
	Other Charges	24,682,000	0	0	0
	Total Business, Employment and Social Security	26,823,000	0	0	0

(i) Social Assistance Fund - Appendix K (page 209)

(ii) Up to 2014/15 shown under disappearing Head Social Security (page 91)

HEAD POSTAL SERVICES

27

(i) Minister: Minister for Business, Employment, Skills and Training

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Postal Services

£3,163,000

(iii) The Controlling Officer of this Head is the Post Office Manager

(iv) ESTABLISHMENT

POSTAL SERVICES

2015/2016	2014/2015	
1	1	Higher Executive Officer
2	2	Executive Officer
15	17	Administrative Officer
2	1	Administrative Assistant
4	4	Post Office Level 4
40	40	Single Operational Grade
0	1	Clerk / Wordprocessor
<u>64</u>	<u>66</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>1</u>	<u>1</u>	TOTAL POSTAL SERVICES

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL POSTAL SERVICES

SUMMARY

2015/2016	2014/2015	
<u>65</u>	<u>67</u>	TOTAL POSTAL SERVICES

HEAD 27 - POSTAL SERVICES

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	1,426,000	1,550,000	1,272,000	1,366,394
	(b) Overtime:				
	(i) Conditioned	394,000	480,000	380,000	424,689
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	14,000	22,000	14,000	20,617
		408,000	502,000	394,000	445,306
	(c) Allowances	50,000	47,000	40,000	46,117
	(d) Temporary Assistance	120,000	105,000	77,000	76,065
	(e) Bonus Payments	310,000	325,000	295,000	282,965
	(f) Pension Contributions	12,000	15,000	1,000	0
		2,326,000	2,544,000	2,079,000	2,216,847
	(2) Industrial Wages				
	(a) Basic Wages	18,000	16,000	18,000	17,153
	(b) Overtime:				
	(i) Conditioned	8,000	7,000	8,000	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	0	0	0	7,600
		8,000	7,000	8,000	7,600
	(c) Allowances	0	0	0	0
	(d) Pension Contributions	1,000	0	1,000	0
		27,000	23,000	27,000	24,753
	Total Payroll	2,353,000	2,567,000	2,106,000	2,241,600
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	18,000	17,000	14,000	17,580
	(b) Electricity and Water	19,000	19,000	16,000	17,436
	(c) Telephone Service	23,000	22,000	22,000	19,871
	(d) Printing and Stationery	29,000	28,000	20,000	27,215
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	35,000	33,000	35,000	35,490
		124,000	119,000	107,000	117,592
	(2) Operational Expenses:				
	(a) Supply of Stamps	7,000	5,000	7,000	40,091
	(b) Postal Stores and Equipment	13,000	12,000	12,000	6,622
	(c) Transport Services	2,000	17,000	1,000	7,402
	(d) Uniforms	13,000	13,000	12,000	11,176
	(e) Commission to Stamp Vendors	6,000	6,000	6,000	4,772
	(f) Security Equipment Expenses	12,000	11,000	11,000	9,643
	(g) Banking and Related Services	12,000	12,000	12,000	11,497
		65,000	76,000	61,000	91,203
	<i>carried forward</i>	189,000	195,000	168,000	208,795

HEAD 27 - POSTAL SERVICES (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	189,000	195,000	168,000	208,795
2	OTHER CHARGES (cont)				
	(3) Outgoing Mail and Bulk Mailing	100,000	100,000	300,000	82,355
	(4) Contribution to International Bureau	104,000	110,000	54,000	44,977
	(5) Contracted Service:				
	(a) Gibraltar Philatelic Bureau Ltd	359,000	330,000	200,000	387,850
	(b) Recoverable Direct Labour and Labour-Related Costs	11,000	11,000	11,000	34,176
		370,000	341,000	211,000	422,026
	(6) Introduction of Post Codes	1,000	0	1,000	934
	(7) Regulatory Authority Fees	25,000	8,900	25,000	0
	(8) EPOS	20,000	0	0	0
	(9) Relief Cover	1,000	0	1,000	0
	<i>Contribution to Gibraltar Development Corporation - Staff Services (i)</i>	0	0	0	45,117
	<i>Losses of Public Funds</i>	0	100	0	7,850
	Total Other Charges	810,000	755,000	760,000	812,054
	TOTAL POSTAL SERVICES				
	Payroll - Personal Emoluments	2,326,000	2,544,000	2,079,000	2,216,847
	Industrial Wages	27,000	23,000	27,000	24,753
		2,353,000	2,567,000	2,106,000	2,241,600
	Other Charges	810,000	755,000	760,000	812,054
	Total Postal Services	3,163,000	3,322,000	2,866,000	3,053,654

(i) Appendix B - Gibraltar Development Corporation (page 163)

PUBLIC TRANSPORT AND COMMERCIAL AFFAIRS

(i) *Minister: Minister for Tourism, Commercial Affairs, Public Transport and the Port*

(ii) *Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Public Transport and Commercial Affairs*

(iii) *The Controlling Officer of this Head is the Principal Secretary (Ministry of Tourism, Commercial Affairs, Public Transport and the Port)*

(iv) ESTABLISHMENT

PUBLIC TRANSPORT & COMMERCIAL AFFAIRS (a)

2015/2016	2014/2015	
0	1	Legal Adviser
0	1	Senior Executive Officer
0	2	Higher Executive Officer
0	3	Executive Officer
0	1	Personal Secretary
0	3	Administrative Officer
0	1	Administrative Assistant
0	1	Clerk/Wordprocessor
0	1	Supernumerary Staff
0	14	Administrative Officer
<u>0</u>	<u>14</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL PUBLIC TRANSPORT & COMMERCIAL AFFAIRS

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
<u>0</u>	<u>10</u>

TOTAL PUBLIC TRANSPORT & COMMERCIAL AFFAIRS

SUMMARY

2015/2016	2014/2015
<u>0</u>	<u>24</u>

TOTAL PUBLIC TRANSPORT & COMMERCIAL AFFAIRS

(a) From 2015/16 shown under Head 26 Business, Employment and Social Security - Ministerial Office (page 92)

PUBLIC TRANSPORT AND COMMERCIAL AFFAIRS

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
PAYROLL				
<i>Personal Emoluments</i>				
Ministry:				
Salaries	0	280,000	390,000	326,784
<i>Overtime:</i>				
<i>Conditioned</i>	0	0	0	0
<i>Emergency</i>	0	0	0	0
<i>Manning Level Maintenance</i>	0	0	0	0
<i>Discretionary</i>	0	16,000	25,000	16,095
	0	16,000	25,000	16,095
Allowances	0	10,000	10,000	10,709
Pension Contributions	0	3,000	4,000	233
Gratuity	0	0	0	9,479
	0	309,000	429,000	363,300
Consumer Affairs:				
Salaries	0	3,000	37,000	36,537
<i>Overtime:</i>				
<i>Conditioned</i>	0	0	0	0
<i>Emergency</i>	0	0	0	0
<i>Manning Level Maintenance</i>	0	0	0	0
<i>Discretionary</i>	0	0	0	0
	0	0	0	0
Allowances	0	0	0	0
Pension Contributions	0	0	0	0
	0	3,000	37,000	36,537
	0	312,000	466,000	399,837
Industrial Wages	0	0	0	0
<i>Total Payroll</i>	0	312,000	466,000	399,837
OTHER CHARGES				
Ministry:				
<i>Office Expenses:</i>				
<i>General Expenses</i>	0	21,000	16,000	16,876
<i>Electricity and Water</i>	0	3,000	3,000	1,984
<i>Telephone Service</i>	0	23,000	15,000	13,842
<i>Printing and Stationery</i>	0	9,000	9,000	7,736
<i>Office Rent, Parking Space & Service Charges</i>	0	43,000	42,000	36,454
<i>Contracted Services:</i>				
<i>Office Cleaning - Government Cleaning Scheme</i>	0	7,000	7,000	4,233
	0	106,000	92,000	81,125
<i>Operational Expenses:</i>				
<i>Consultancy and Professional Fees - Enterprise</i>	0	90,000	35,000	34,648
<i>Development of Satellite Based Navigation Approaches - Gibraltar Airport</i>	0	50,000	0	0
	0	140,000	35,000	34,648
Marketing, Promotions and Conferences	0	12,000	20,000	17,033
Business Support Office	0	35,000	25,000	22,440
Transport Commission Expenses	0	0	1,000	218
Contribution to Gibraltar Development Corporation - Staff Services (i)	0	98,000	95,000	73,608
Maritime Accident Investigation Expenses	0	45,000	45,000	39,022
Relief Cover	0	30,000	22,000	17,786
<i>carried forward</i>	0	466,000	335,000	285,880

(i) Appendix B - Gibraltar Development Corporation (page 163)

PUBLIC TRANSPORT AND COMMERCIAL AFFAIRS (cont)

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
<i>brought forward</i>	0	466,000	335,000	285,880
<u>OTHER CHARGES</u> (cont)				
Consumer Affairs:				
Office Expenses:				
General Expenses	0	4,000	4,000	2,155
Electricity and Water	0	2,000	2,000	1,147
Telephone Service	0	3,000	4,000	2,867
Printing and Stationery	0	1,000	1,000	310
Inspections	0	1,000	1,000	0
Training	0	0	1,000	0
Contribution to Gibraltar Development Corporation - Staff Services (i)	0	112,000	88,000	86,833
Contracted Services:				
Office Cleaning - Government Cleaning Scheme	0	4,000	4,000	3,024
	0	127,000	105,000	96,336
Transport Inspectors:				
Office Expenses:				
General Expenses	0	1,000	11,000	0
Telephone Service	0	1,000	1,000	0
Printing and Stationery	0	1,000	3,000	0
Uniforms	0	1,000	2,000	0
Vehicle Expenses	0	0	2,000	0
Contribution to Gibraltar Development Corporation - Staff Services (i)	0	179,000	181,000	85,580
	0	183,000	200,000	85,580
<i>Total Other Charges</i>	0	776,000	640,000	467,796
<u>TOTAL PUBLIC TRANSPORT AND COMMERCIAL AFFAIRS</u>				
Payroll Personal Emoluments	0	312,000	466,000	399,837
Industrial Wages	0	0	0	0
	0	312,000	466,000	399,837
Other Charges	0	776,000	640,000	467,796
<i>Total Public Transport and Commercial Affairs</i>	0	1,088,000	1,106,000	867,633

(i) Appendix B - Gibraltar Development Corporation (page 163)

HEAD EDUCATION

28

 (i) Minister: Minister for Education and Justice & International Exchange of Information

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Education

£44,767,000

 (iii) The Controlling Officer of this Head is the Director of Education

(iv) ESTABLISHMENT

EDUCATION

2015/2016 2014/2015

1	1
1	1
2	2
3	3
1	1
1	1
1	1
5	5
1	1
9	9
1	1
1	1
1	1
1	1
1	1
29	29

HEAD OFFICE

Director of Education
 Senior Education Adviser
 Educational Psychologist
 Education Adviser
 Assistant Education Adviser
 Senior Executive Officer
 Higher Executive Officer
 Executive Officer
 Personal Secretary
 Administrative Officer
 Clerk / Wordprocessor
 Administrative Assistant
 Messenger
 School Bus Driver/Support Services Assistant

2015/2016 2014/2015

14	14
1	1
365	365
5	5
2	2
17	17
3	3
8	8
4	4
1	1
2	2
5	5
1	1
78	78
1	1
1	1
508	508

SCHOOLS

Headteacher
 Principal
 Teacher
 Instructors (a)
 Administrative Officer
 School Secretary
 Senior Technician
 Technician (Laboratory/Design and Technology)
 Assistant (Art Room/Design and Technology)
 Nursery Officer
 Enrolled Nurse
 Nursery Nurse
 Nursery Assistant
 Special Needs Learning Support Assistant
 Vehicle Escort
 Library and Resources Assistant

(a) One post on a personal to holder basis

HEAD EDUCATION (cont)

28

(iv) ESTABLISHMENT (cont)

2015/2016	2014/2015	
<u>537</u>	<u>537</u>	TOTAL EDUCATION

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>174</u>	<u>174</u>	TOTAL EDUCATION

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>1</u>	<u>1</u>	TOTAL EDUCATION

SUMMARY

2015/2016	2014/2015	
<u>712</u>	<u>712</u>	TOTAL EDUCATION

HEAD 28 - EDUCATION

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	19,400,000	18,960,000	19,400,000	18,483,316
	(b) Overtime:				
	(i) Conditioned	18,000	18,000	18,000	13,693
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	10,000	8,000	4,000	3,139
		28,000	26,000	22,000	16,832
	(c) Allowances	101,000	150,000	100,000	191,005
	(d) Temporary Assistance:				
	(i) Specialists	190,000	240,000	130,000	95,034
	(ii) Special Needs Learning Support Assistants	180,000	150,000	180,000	113,764
	(iii) Cover for Maternity/Paternity	600,000	600,000	530,000	533,428
	(iv) Temporary Cover for Other Absences	400,000	440,000	400,000	262,862
	(v) Prison Enterprise	10,000	0	11,000	0
		1,380,000	1,430,000	1,251,000	1,005,088
	(e) Temporary Assistance - Adult Education	60,000	40,000	63,000	37,581
	(f) Pension Contributions	920,000	670,000	600,000	508,534
		21,889,000	21,276,000	21,436,000	20,242,356
	<i>Training: (i)</i>				
	<i>Salaries</i>	0	31,000	31,000	29,877
	<i>Overtime:</i>				
	<i>Conditioned</i>	0	0	0	0
	<i>Emergency</i>	0	0	0	0
	<i>Manning Level Maintenance</i>	0	0	0	0
	<i>Discretionary</i>	0	1,000	1,000	0
		0	1,000	1,000	0
	<i>Allowances</i>	0	1,000	1,000	0
	<i>Pension Contributions</i>	0	0	1,000	0
		0	33,000	34,000	29,877
		21,889,000	21,309,000	21,470,000	20,272,233
	(2) Industrial Wages				
	(a) Basic Wages	2,400,000	2,160,000	2,502,000	2,116,301
	(b) Overtime:				
	(i) Conditioned	150,000	135,000	163,000	116,112
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	25,000	25,000	25,000	23,200
		175,000	160,000	188,000	139,312
	(c) Allowances	29,000	29,000	29,000	27,722
	(d) Pension Contributions	100,000	73,000	67,000	56,493
		2,704,000	2,422,000	2,786,000	2,339,828
	Total Payroll	24,593,000	23,731,000	24,256,000	22,612,061
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	9,000	9,000	9,000	7,434
	(b) Electricity and Water	8,000	7,000	8,000	6,053
	(c) Telephone Service	20,000	20,000	20,000	20,585
	(d) Printing and Stationery	5,000	5,000	5,000	4,932
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	23,000	23,000	23,000	22,464
		65,000	64,000	65,000	61,468
	<i>carried forward</i>	65,000	64,000	65,000	61,468

(i) From 2015/16 reflected under subheads 1(1)(a), 1(1)(b)(iv) and 1(1)(c)

HEAD 28 - EDUCATION (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	65,000	64,000	65,000	61,468
2	OTHER CHARGES (cont)				
	(2) School Expenses:				
	(a) Electricity and Water	215,000	213,000	215,000	247,432
	(b) Telephone Service	90,000	86,000	90,000	85,709
	(c) Refreshments in Schools	30,000	30,000	30,000	29,117
	(d) Books and Equipment	1,000,000	980,000	1,000,000	949,637
	(e) Visits of School Children from Abroad	1,000	0	1,000	0
	(f) Examination Expenses	400,000	480,000	400,000	346,188
	(g) Educational Field Trips	110,000	110,000	84,000	80,310
	(h) Transport of School Children	55,000	45,000	16,000	19,626
	(i) In-Service Education	60,000	55,000	60,000	22,732
	(j) Cleaning Materials and Sundry Expenses	120,000	120,000	120,000	104,999
	(k) Rent and Service Charges	25,000	50,000	50,000	50,000
	(l) Information Technology Equipment - Insurance	6,000	0	0	0
	Contracted Services:				
	(m) School Lunch Supervision	992,000	890,000	827,000	830,804
	(n) Electrical Services - Gibraltar Electricity Authority (i)	297,000	286,000	286,000	284,995
	(o) Lift Maintenance	12,000	9,000	9,000	12,120
	(p) Intruder Alarm	15,000	13,000	13,000	7,161
	(q) Maintenance of Special Needs Equipment	1,000	0	1,000	0
		3,429,000	3,367,000	3,202,000	3,070,830
	(3) Bleak House Expenses:				
	(a) General Expenses	10,000	10,000	10,000	9,763
	(b) Electricity and Water	4,000	5,000	4,000	4,731
	(c) Telephone Service	3,000	3,000	3,000	2,251
	(d) Printing and Stationery	3,000	3,000	3,000	1,814
		20,000	21,000	20,000	18,559
	(4) Gibraltar College	69,000	69,000	69,000	69,990
	(5) Scholarships (ii)				
	(a) Mandatory	14,795,000	13,340,000	14,000,000	11,248,364
	(b) Discretionary	910,000	795,000	865,000	996,422
		15,705,000	14,135,000	14,865,000	12,244,786
	(6) Teachers' Centre Running Expenses	6,000	6,000	6,000	4,437
	(7) Teacher Training Expenses	74,000	80,000	74,000	81,293
	(8) Special Education Abroad	52,000	65,000	45,000	60,163
	(9) Nurseries	1,000	0	1,000	0
	(10) Training and Development Courses	600,000	500,000	600,000	395,220
	(11) Contribution to Gibraltar Development Corporation - Staff Services (iii)	61,000	61,000	59,000	59,846
	(12) Contract Officers	65,000	47,000	46,000	0
	(13) Student Support	5,000	0	0	0
	(14) Relief Cover	22,000	22,000	1,000	21,685
	<i>Ex-Gratia Payments</i>	0	0	0	1,595
	Total Other Charges	20,174,000	18,437,000	19,053,000	16,089,872
	TOTAL EDUCATION				
	Payroll - Personal Emoluments	21,889,000	21,309,000	21,470,000	20,272,233
	Industrial Wages	2,704,000	2,422,000	2,786,000	2,339,828
		24,593,000	23,731,000	24,256,000	22,612,061
	Other Charges	20,174,000	18,437,000	19,053,000	16,089,872
	Total Education	44,767,000	42,168,000	43,309,000	38,701,933

(i) Appendix E - Gibraltar Electricity Authority (page 180)

(ii) Appendix P - Scholarships (page 214)

(iii) Appendix B - Gibraltar Development Corporation (page 163)

HEAD POLICING**29**

(i) Minister: Minister for Education and Justice & International Exchange of Information

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Policing

£15,127,000

(iii) The Controlling Officers of this Head are:

29	Policing	- Commissioner of Police	<i>[subheads 1(1) to 2(7)]</i>
29	Policing	- Principal Secretary (Education and Justice & International Exchange of Information)	<i>[subheads 2(8) and 2(9)]</i>

(iv) ESTABLISHMENT

2015/2016	2014/2015	<u>POLICING</u>
1	0	Chief Superintendent
3	3	Superintendent
4	5	Chief Inspector
14	14	Inspector
35	35	Sergeant
181	181	Constable/Policewoman
1	1	Senior Executive Officer
1	1	Higher Executive Officer
3	4	Executive Officer
1	1	Personal Secretary
1	1	Scenes of Crime Examiner
12	13	Administrative Officer
2	1	Administrative Assistant
1	2	Clerk / Wordprocessor
3	3	Typist
1	1	Telephonist
1	1	Exhibits Officer
9	9	School Crossing Patrol Officer
0	3	Supernumerary Staff
		<i>Constable/Policewoman</i>
<u>274</u>	<u>279</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	TOTAL POLICING
<u>6</u>	<u>6</u>	

HEAD POLICING (cont)

29

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

0	0
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TOTAL POLICING

SUMMARY

2015/2016 2014/2015

280	285
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TOTAL POLICING

HEAD 29 - POLICING

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014	
	£	£	£	£	
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	10,910,000	10,445,000	10,250,000	9,698,772
	(b) Overtime:				
	(i) Conditioned	340,000	335,000	320,000	347,653
	(ii) Emergency	40,000	5,000	40,000	22,674
	(iii) Manning Level Maintenance	520,000	580,000	520,000	610,818
	(iv) Discretionary	400,000	605,000	300,000	411,886
		1,300,000	1,525,000	1,180,000	1,393,031
	(c) Allowances	680,000	550,000	476,000	475,008
	(d) Temporary Assistance	4,000	2,000	4,000	2,278
	(e) Pension Contributions	365,000	223,000	205,000	128,744
		13,259,000	12,745,000	12,115,000	11,697,833
	(2) Industrial Wages				
	(a) Basic Wages	116,000	100,000	90,000	61,370
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	20,000	18,000	18,000	17,183
		20,000	18,000	18,000	17,183
	(c) Allowances	1,000	1,000	1,000	1,173
	(d) Pension Contributions	11,000	9,000	10,000	607
		148,000	128,000	119,000	80,333
	Total Payroll	13,407,000	12,873,000	12,234,000	11,778,166
2	OTHER CHARGES				
	Police:				
	(1) Office Expenses:				
	(a) General Expenses	65,000	60,000	60,000	60,277
	(b) Electricity and Water	62,000	61,000	62,000	59,177
	(c) Telephone Service	130,000	130,000	125,000	117,333
	(d) Printing and Stationery	20,000	20,000	20,000	14,812
	(e) Computer Running Expenses	30,000	30,000	30,000	33,545
	Contracted Services:				
	(f) Office Cleaning - Government Cleaning Scheme	56,000	56,000	55,000	53,932
	(g) Security Services - RGP CCTV Maintenance	19,000	17,000	13,000	11,724
	(h) Security Services - Public CCTV Maintenance	12,000	3,000	1,000	1,012
		394,000	377,000	366,000	351,812
	(2) Operational Expenses:				
	(a) Transport Expenses	60,000	45,000	46,000	58,066
	(b) Motor Boats and Launches				
	(i) Maintenance	150,000	120,000	100,000	89,715
	(ii) Fuel and Lubricants	180,000	125,000	180,000	155,228
		330,000	245,000	280,000	244,943
	(c) Investigation Expenses	175,000	180,000	160,000	156,706
	(d) Subsistence of Prisoners	15,000	12,000	15,000	10,717
	(e) Uniforms and Equipment	170,000	200,000	160,000	149,837
	(f) Repatriation Expenses	1,000	1,000	1,000	0
	(g) Dog Section Costs	50,000	50,000	50,000	45,294
	Contracted Services:				
	(h) Professional Fees	65,000	61,000	58,000	65,844
	(i) Contribution to Interpol	1,000	0	9,000	0
	(j) Radio Communication System - Gibtelecom Ltd	130,000	127,000	129,000	126,594
		997,000	921,000	908,000	858,001
	<i>carried forward</i>	1,391,000	1,298,000	1,274,000	1,209,813

HEAD 29 - POLICING (cont)

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014	
	£	£	£	£	
	<i>brought forward</i>	1,391,000	1,298,000	1,274,000	1,209,813
2	OTHER CHARGES (cont)				
	(3) Training Courses and Conferences	100,000	100,000	100,000	115,287
	(4) Anti Drink Driving Campaign	6,000	6,000	6,000	2,239
	(5) Destruction of Confiscated Tobacco	10,000	10,000	6,000	5,942
	(6) European Association of Airport and Seaport Police Expenses	21,000	12,000	21,000	28,495
	(7) Relief Cover	6,000	8,000	1,000	418
	(8) Gibraltar Police Authority:				
	(a) Gibraltar Police Authority Expenses	65,000	76,000	61,000	58,184
	(b) RGP Inspection	30,000	0	0	0
		95,000	76,000	61,000	58,184
	(9) Gibraltar Co-Ordinating Centre for Criminal Intelligence and Drugs:				
	(a) General Expenses	2,000	1,000	1,000	1,606
	(b) Electricity and Water	2,000	3,000	2,000	2,128
	(c) Telephone Service	3,000	3,000	3,000	2,797
	(d) Printing and Stationery	1,000	1,000	1,000	472
	(e) Office Rent and Service Charges	56,000	56,000	56,000	53,787
	(f) Office Cleaning - Government Cleaning Scheme	3,000	3,000	3,000	2,457
		67,000	67,000	66,000	63,247
	Operational Expenses:				
	(g) Computer and Office Equipment Expenses	3,000	3,000	3,000	2,907
	(h) Investigation and Research	6,000	6,000	5,000	4,786
	(i) Travelling Expenses	11,000	11,000	10,000	8,517
	(j) Contribution to Egmont	4,000	3,000	4,000	3,507
		24,000	23,000	22,000	19,717
		91,000	90,000	88,000	82,964
	<i>Compensation and Legal Costs</i>	0	20,000	0	0
	<i>Ex-Gratia Payments</i>	0	0	0	4,764
	Total Other Charges	1,720,000	1,620,000	1,557,000	1,508,106
	TOTAL POLICING				
	Payroll - Personal Emoluments	13,259,000	12,745,000	12,115,000	11,697,833
	Industrial Wages	148,000	128,000	119,000	80,333
		13,407,000	12,873,000	12,234,000	11,778,166
	Other Charges	1,720,000	1,620,000	1,557,000	1,508,106
	Total Policing	15,127,000	14,493,000	13,791,000	13,286,272

HEAD PRISON
30

(i) Minister: Minister for Education and Justice & International Exchange of Information

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Prison

£2,323,000

(iii) The Controlling Officer of this Head is the Superintendent of Prison

(iv) ESTABLISHMENT

PRISON

2015/2016 2014/2015

1	1
1	1
7	7
44	44
2	2
1	0
<u>56</u>	<u>55</u>

Superintendent of Prison
Chief Officer (Manager E)
Principal Officer (Grade 7)
Prison Officer (Grade 8)
Administrative Officer

Supernumerary Staff
Prison Officer (Grade 8)

(v) INDUSTRIAL STAFF

2015/2016 2014/2015

<u>0</u>	<u>0</u>
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TOTAL PRISON

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

<u>0</u>	<u>0</u>
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TOTAL PRISON

SUMMARY

2015/2016 2014/2015

<u>56</u>	<u>55</u>
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TOTAL PRISON

HEAD 30 - PRISON

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	1,706,000	1,590,000	1,592,000	1,539,394
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	50,000	6,000	0	0
	(iv) Discretionary	2,000	1,000	2,000	889
		52,000	7,000	2,000	889
	(c) Allowances	34,000	39,000	40,000	77,832
	(d) Pension Contributions	62,000	45,000	51,000	31,016
		1,854,000	1,681,000	1,685,000	1,649,131
	(2) Industrial Wages	0	0	0	0
	Total Payroll	1,854,000	1,681,000	1,685,000	1,649,131
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	3,000	3,000	3,000	2,896
	(b) Electricity and Water	53,000	50,000	62,000	68,044
	(c) Telephone Service	13,000	12,000	13,000	11,466
	(d) Printing and Stationery	3,000	3,000	3,000	2,897
		72,000	68,000	81,000	85,303
	(2) Operational Expenses:				
	(a) Maintenance of Equipment	8,000	8,000	8,000	7,341
	(b) Domestic Equipment	15,000	14,000	15,000	13,282
	(c) Facilities Repairs and Upgrading	12,000	12,000	12,000	11,908
	(d) Uniforms	16,000	13,000	16,000	10,717
	(e) Training Courses	10,000	8,000	10,000	4,000
	Contracted Services:				
	(f) Radio Communications - Gibtelecom Ltd	13,000	12,000	13,000	11,856
	(g) Office Cleaning - Government Cleaning Scheme	16,000	16,000	16,000	15,755
	(h) Maintenance Agreement	8,000	8,000	7,000	0
		98,000	91,000	97,000	74,859
	(3) Expenses on Prisoners:				
	(a) Workshop and Rehabilitation of Prisoners	27,000	27,000	27,000	25,098
	(b) Maintenance of Prisoners	230,000	230,000	200,000	209,384
	(c) Clothing for Prisoners	6,000	6,000	6,000	5,961
	(d) Prisoners Wage Scheme	35,000	33,000	27,000	26,999
		298,000	296,000	260,000	267,442
	(4) Relief Cover	1,000	0	1,000	0
	Total Other Charges	469,000	455,000	439,000	427,604
	TOTAL PRISON				
	Payroll - Personal Emoluments	1,854,000	1,681,000	1,685,000	1,649,131
	Industrial Wages	0	0	0	0
		1,854,000	1,681,000	1,685,000	1,649,131
	Other Charges	469,000	455,000	439,000	427,604
	Total Prison	2,323,000	2,136,000	2,124,000	2,076,735

HEAD GIBRALTAR LAW COURTS**31**

(i) Minister: Minister for Education and Justice & International Exchange of Information

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Gibraltar Law Courts

£1,980,000

(iii) The Controlling Officer of this Head is the Chief Executive, Gibraltar Courts Service

(iv) ESTABLISHMENT

GIBRALTAR LAW COURTS

2015/2016 2014/2015

3	3
3	3

SUPREME COURT

Puisne Judge (a)

2015/2016 2014/2015

1	1
1	1
2	2

MAGISTRATES' AND CORONER'S COURTStipendiary Magistrate
Additional Stipendiary / Registrar

2015/2016 2014/2015

1	1
1	1
1	1
2	2
2	2
9	9
2	2
13	13
1	1
3	3
1	1
2	2
3	3
2	2
43	43

GIBRALTAR COURTS SERVICEChief Executive
Court Clerk
Deputy Court Clerk
Senior Executive Officer
Higher Executive Officer
Executive Officer
Personal Secretary
Administrative Officer
Bailiff Manager
Bailiff
Senior Paper Keeper
Court Usher / Paperkeeper
Clerk / Wordprocessor
Typist

2015/2016 2014/2015

48	48
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TOTAL GIBRALTAR LAW COURTS

(a) Expenditure for Additional Judge shown under Consolidated Fund Charges

HEAD GIBRALTAR LAW COURTS (cont)

31

(v) INDUSTRIAL STAFF

2015/2016 2014/2015

0	0
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TOTAL GIBRALTAR LAW COURTS

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

0	0
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TOTAL GIBRALTAR LAW COURTS

SUMMARY

2015/2016 2014/2015

48	48
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TOTAL GIBRALTAR LAW COURTS

HEAD 31 - GIBRALTAR LAW COURTS

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL	
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014	
	£	£	£	£	
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	1,430,000	1,270,000	1,335,000	1,257,627
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	35,000	30,000	40,000	25,249
		35,000	30,000	40,000	25,249
	(c) Allowances	53,000	65,000	49,000	47,696
	(d) Temporary Assistance	5,000	45,000	30,000	80,270
	(e) Gratuities	0	0	0	64,312
	(f) Pension Contributions	39,000	20,000	31,000	11,813
		1,562,000	1,430,000	1,485,000	1,486,967
	(2) Industrial Wages	0	0	0	0
	Total Payroll	1,562,000	1,430,000	1,485,000	1,486,967
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	30,000	25,000	40,000	30,245
	(b) Electricity and Water	40,000	38,000	45,000	34,665
	(c) Telephone Service	27,000	26,000	27,000	25,586
	(d) Printing and Stationery	10,000	9,000	15,000	12,315
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	75,000	70,000	75,000	66,759
		182,000	168,000	202,000	169,570
	(2) Operational Expenses:				
	(a) Jurors and Witnesses Expenses	15,000	35,000	15,000	32,819
	(b) Law Books	20,000	20,000	20,000	19,952
	(c) Law Reports Production	40,000	39,000	40,000	37,478
	(d) Equipment Maintenance	40,000	30,000	43,000	40,890
	(e) Administrative Staff Training	10,000	5,000	10,000	5,954
	(f) Judicial Conferences and Training	16,000	16,000	16,000	13,902
	(g) Independent Expert Fees	10,000	55,000	5,000	35,010
	(h) Commonwealth Magistrates' Association	1,000	1,000	1,000	1,380
	(i) Security Expenses	63,000	63,000	60,000	52,325
	(j) Court Interpretation and Translation (i)	15,000	16,000	15,000	0
		230,000	280,000	225,000	239,710
	(3) Trial Expenses	5,000	22,000	13,000	42,134
	(4) Relief Cover	1,000	0	1,000	0
	<i>Losses of Public Funds</i>	0	0	0	6,916
	Total Other Charges	418,000	470,000	441,000	458,330
	TOTAL GIBRALTAR LAW COURTS				
	Payroll - Personal Emoluments	1,562,000	1,430,000	1,485,000	1,486,967
	Industrial Wages	0	0	0	0
		1,562,000	1,430,000	1,485,000	1,486,967
	Other Charges	418,000	470,000	441,000	458,330
	Total Gibraltar Law Courts	1,980,000	1,900,000	1,926,000	1,945,297

(i) Up to 2013/14 included under subhead 2(2)(a) 'Jurors and Witnesses Expenses'.

HEAD ATTORNEY GENERAL'S CHAMBERS

32

(i) Minister: Minister for Education and Justice & International Exchange of Information

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Attorney General's Chambers

£1,142,000

(iii) The Controlling Officer of this Head is the Senior Crown Counsel

(iv) ESTABLISHMENT

ATTORNEY GENERAL'S CHAMBERS

2015/2016	2014/2015	
1	1	Senior Crown Counsel
8	7	Crown Counsel
1	1	Executive Officer
1	1	Personal Secretary
3	3	Administrative Officer
1	0	Administrative Assistant
1	1	Typist
0	1	Legal Assistant
0	1	Clerk / Wordprocessor
1	1	Supernumerary Staff
17	17	Crown Counsel (a)

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
0	0

TOTAL ATTORNEY GENERAL'S CHAMBERS

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
0	0

TOTAL ATTORNEY GENERAL'S CHAMBERS

SUMMARY

2015/2016	2014/2015
17	17

TOTAL ATTORNEY GENERAL'S CHAMBERS

(a) Crown Counsel on contract

HEAD 32 - ATTORNEY GENERAL'S CHAMBERS

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 PAYROLL				
(1) Personal Emoluments				
(a) Salaries	770,000	823,000	750,000	741,704
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	2,000	2,000	2,000	1,361
	2,000	2,000	2,000	1,361
(c) Allowances	33,000	26,000	33,000	8,274
(d) Temporary Assistance	26,000	0	0	0
(e) Gratuities	31,000	31,000	30,000	29,771
(f) Pension Contributions	58,000	61,000	58,000	21,570
	920,000	943,000	873,000	802,680
(2) Industrial Wages	0	0	0	0
Total Payroll	920,000	943,000	873,000	802,680
2 OTHER CHARGES				
(1) Office Expenses:				
(a) General Expenses	7,000	4,000	7,000	7,189
(b) Electricity and Water	5,000	5,000	5,000	4,605
(c) Telephone Service	11,000	9,000	11,000	10,852
(d) Printing and Stationery	5,000	5,000	5,000	4,192
	28,000	23,000	28,000	26,838
(2) Operational Expenses:				
(a) Law Books	90,000	120,000	85,000	107,921
(b) Private Sector Prosecution Fees	35,000	40,000	22,000	39,200
(c) Witnesses	20,000	10,000	20,000	37,663
	145,000	170,000	127,000	184,784
(3) Briefing Out - Specialist Matters	30,000	60,000	100,000	198,125
(4) Conferences	18,000	15,000	18,000	12,322
(5) Relief Cover	1,000	0	1,000	0
Total Other Charges	222,000	268,000	274,000	422,069
TOTAL ATTORNEY GENERAL'S CHAMBERS				
Payroll - Personal Emoluments	920,000	943,000	873,000	802,680
Industrial Wages	0	0	0	0
	920,000	943,000	873,000	802,680
Other Charges	222,000	268,000	274,000	422,069
Total Attorney General's Chambers	1,142,000	1,211,000	1,147,000	1,224,749

HEAD JUSTICE

33

(i) Minister: Minister for Education and Justice & International Exchange of Information

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Justice

£1,709,000

(iii) The Controlling Officer of this Head is the Principal Secretary (Education and Justice & International Exchange of Information)

(iv) ESTABLISHMENT

				<u>JUSTICE</u>
				MINISTRY
2015/2016	2014/2015			
1	1			Senior Officer
1	1			Senior Departmental Counsel
1	1			Law Drafter
1	1			Senior Executive Officer
1	1			Higher Executive Officer
2	2			Executive Officer
1	1			Personal Secretary
3	3			Administrative Officer
1	1			Clerk / Wordprocessor
2	2			Messenger
1	1			Telephonist
0	1			Supernumerary Staff
15	16			<i>Administrative Assistant</i>
<hr/>				
2015/2016	2014/2015			LEGISLATION SUPPORT UNIT
1	1			Law Drafter
1	1			Production Head
1	1			Executive Officer
2	2			Administrative Officer
1	1			Clerk / Wordprocessor
6	6			
<hr/>				
2015/2016	2014/2015			PROBATION
1	0			Head of Drug Services and Probation
2	0			Social Worker
1	0			Community Services Officer
4	0			
<hr/>				
2015/2016	2014/2015			TOTAL JUSTICE
25	22			
<hr/>				

HEAD JUSTICE (cont)**33**

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
0	0	TOTAL JUSTICE

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
0	0	TOTAL JUSTICE

SUMMARY

2015/2016	2014/2015	
25	22	TOTAL JUSTICE

HEAD 33 - JUSTICE (i)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	Ministry: (ii)				
	(a) Salaries	575,000	430,000	540,000	0
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	6,000	6,000	12,000	0
		6,000	6,000	12,000	0
	(c) Allowances	20,000	31,000	20,000	0
	(d) Temporary Assistance	2,000	7,000	2,000	0
	(e) Pension Contributions	8,000	7,000	7,000	0
		611,000	481,000	581,000	0
	Legislation Support Unit:				
	(f) Salaries	240,000	182,000	210,000	220,819
	(g) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	7,000	8,000	7,000	6,242
		7,000	8,000	7,000	6,242
	(h) Allowances	3,000	2,000	3,000	2,514
	(i) Temporary Assistance	0	0	0	0
	(j) Pension Contributions	1,000	0	1,000	266
		251,000	192,000	221,000	229,841
	Probation:				
	(k) Salaries	153,000	0	0	0
	(l) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	2,000	0	0	0
		2,000	0	0	0
	(m) Allowances	0	0	0	0
	(n) Temporary Assistance	0	0	0	0
	(o) Pension Contributions	6,000	0	0	0
		161,000	0	0	0
		1,023,000	673,000	802,000	229,841
	(2) Industrial Wages	0	0	0	0
	Total Payroll	1,023,000	673,000	802,000	229,841
2	OTHER CHARGES				
	Ministry: (ii)				
	(1) Office Expenses:				
	(a) General Expenses	11,000	8,000	11,000	0
	(b) Electricity and Water	7,000	6,000	6,000	0
	(c) Telephone Service	20,000	17,000	28,000	0
	(d) Printing and Stationery	7,000	5,000	9,000	0
	(e) Office Rent and Service Charges	189,000	197,000	187,000	0
	Contracted Services:				
	(f) Office Cleaning - Government Cleaning Scheme	11,000	9,000	9,000	0
		245,000	242,000	250,000	0
	<i>carried forward</i>	245,000	242,000	250,000	0

(i) Up to 2013/14 titled Legislation Support Unit

(ii) Up to 2013/14 shown under Head 39 Financial Services

HEAD 33 - JUSTICE (cont) (i)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	245,000	242,000	250,000	0
2	OTHER CHARGES (cont)				
	(2) Operational Expenses:				
	(a) Computer and Office Equipment	6,000	5,000	6,000	0
	(b) Consultancy and Professional Fees	1,000	0	1,000	0
	(c) Uniforms and Protective Clothing	1,000	1,000	1,000	0
		8,000	6,000	8,000	0
	(3) Conferences and Travel (ii)	35,000	40,000	20,000	0
	(4) Contract Officers	177,000	168,000	168,000	0
	Legislation Support Unit:				
	(5) Office Expenses:				
	(a) General Expenses	4,000	3,000	4,000	3,655
	(b) Electricity and Water	2,000	2,000	2,000	1,394
	(c) Telephone Service	4,000	3,000	5,000	2,504
	(d) Printing and Stationery	170,000	210,000	130,000	99,276
	(e) Publications	16,000	16,000	16,000	15,461
	Contracted Services:				
	(f) Office Cleaning - Government Cleaning Scheme	2,000	1,000	2,000	1,247
		198,000	235,000	159,000	123,537
	(6) Tribunals:				
	(a) Income Tax	8,000	0	8,000	0
	(b) Development Appeals	1,000	0	2,000	0
	(c) GHA Complaints - Independent Review Panel	8,000	18,000	30,000	8,800
	(d) Housing Tribunal	1,000	0	1,000	0
		18,000	18,000	41,000	8,800
	Probation:				
	(7) Office Expenses:				
	(a) General Expenses	1,000	0	0	0
	(b) Electricity and Water	1,000	0	0	0
	(c) Telephone Service	1,000	0	0	0
	(d) Printing and Stationery	1,000	0	0	0
		4,000	0	0	0
	(8) Relief Cover	1,000	0	1,000	0
	Total Other Charges	686,000	709,000	647,000	132,337
	TOTAL JUSTICE				
	Payroll - Personal Emoluments	1,023,000	673,000	802,000	229,841
	Industrial Wages	0	0	0	0
		1,023,000	673,000	802,000	229,841
	Other Charges	686,000	709,000	647,000	132,337
	Total Justice	1,709,000	1,382,000	1,449,000	362,178

(i) Up to 2013/14 titled Legislation Support Unit

(ii) Up to 2014/15 subhead titled 'Marketing, Promotions and Conferences'

HEAD FIRE AND RESCUE SERVICE

34

(i) Minister: Minister for Education and Justice & International Exchange of Information

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Fire and Rescue Service

£4,891,000

(iii) The Controlling Officer of this Head is the Chief Fire Officer

(iv) ESTABLISHMENT

FIRE AND RESCUE SERVICE

2015/2016	2014/2015	
1	1	Chief Fire Officer
1	1	Deputy Chief Fire Officer
2	2	Divisional Officer 1
4	4	Station Officer
7	7	Sub Officer
1	1	Head Mechanic (a)
8	8	Leading Firefighter
45	45	Fireman/Firefighter
1	1	Leading Fire Control Operator
7	7	Fire Control Operator
1	1	Executive Officer
1	1	Administrative Officer
1	1	Clerk / Wordprocessor
1	1	Typist
0	3	Supernumerary Staff
81	84	<i>Fireman/Firefighter</i>

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
3	3	TOTAL FIRE AND RESCUE SERVICE

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
0	0	TOTAL FIRE AND RESCUE SERVICE

SUMMARY

2015/2016	2014/2015	
84	87	TOTAL FIRE AND RESCUE SERVICE

(a) Head Mechanic with Sub Officer salary on a personal to holder basis

HEAD 34 - FIRE AND RESCUE SERVICE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	2,800,000	2,730,000	2,550,000	2,531,752
	(b) Overtime:				
	(i) Conditioned	450,000	430,000	400,000	400,110
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	900,000	650,000	470,000	496,126
	(iv) Discretionary	15,000	20,000	13,000	13,155
		1,365,000	1,100,000	883,000	909,391
	(c) Allowances	300,000	253,000	200,000	199,997
	(d) Pension Contributions	19,000	13,000	1,000	966
		4,484,000	4,096,000	3,634,000	3,642,106
	(2) Industrial Wages				
	(a) Basic Wages	43,000	43,000	40,000	40,837
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	15,000	15,000	4,000	6,757
		15,000	15,000	4,000	6,757
	(c) Allowances	3,000	3,000	3,000	2,281
	(d) Pension Contributions	1,000	0	1,000	0
		62,000	61,000	48,000	49,875
	Total Payroll	4,546,000	4,157,000	3,682,000	3,691,981
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	25,000	20,000	15,000	11,014
	(b) Electricity and Water	33,000	35,000	33,000	29,966
	(c) Telephone Service	20,000	20,000	20,000	16,369
	(d) Printing and Stationery	4,000	4,000	3,000	3,690
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	32,000	32,000	25,000	30,749
		114,000	111,000	96,000	91,788
	(2) Operational Expenses:				
	(a) Maintenance of Fire and Rescue Equipment	25,000	29,000	20,000	28,503
	(b) Fire Precautions	9,000	9,000	9,000	2,256
	(c) Protective Clothing and Uniforms	45,000	75,000	45,000	43,997
	(d) Civil Protection	2,000	0	2,000	1,349
	(e) Training Courses	100,000	100,000	100,000	114,308
	Contracted Services:				
	(f) Radio Communication System - Gibtelecom Ltd	33,000	30,000	33,000	29,724
		214,000	243,000	209,000	220,137
	(3) Brigade Review	8,000	13,000	8,000	0
	(4) Fire Fighting Simulator Expenses	1,000	1,000	1,000	411
	(5) Mobile Command Unit	7,000	7,000	7,000	0
	(6) Relief Cover	1,000	0	1,000	0
	<i>Ex-Gratia Payments</i>	0	1,000	0	0
	Total Other Charges	345,000	376,000	322,000	312,336
TOTAL FIRE AND RESCUE SERVICE					
	Payroll - Personal Emoluments	4,484,000	4,096,000	3,634,000	3,642,106
	Industrial Wages	62,000	61,000	48,000	49,875
		4,546,000	4,157,000	3,682,000	3,691,981
	Other Charges	345,000	376,000	322,000	312,336
	Total Fire and Rescue Service	4,891,000	4,533,000	4,004,000	4,004,317

HEAD CIVIL CONTINGENCY**35**

(i) Minister: Minister for Education and Justice & International Exchange of Information

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Civil Contingency

£185,000

(iii) The Controlling Officer of this Head is the Principal Secretary (Education and Justice & International Exchange of Information)

(iv) ESTABLISHMENT

CIVIL CONTINGENCY

2015/2016	2014/2015
1	1
1	1
1	1
<u>3</u>	<u>3</u>

Civil Contingency and Departmental Press Officer
Deputy Civil Contingency and Departmental
Press Officer
Civil Contingency Officer

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL CIVIL CONTINGENCY

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL CIVIL CONTINGENCY**SUMMARY**

2015/2016	2014/2015
<u>3</u>	<u>3</u>

TOTAL CIVIL CONTINGENCY

HEAD 35 - CIVIL CONTINGENCY

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	117,000	102,000	111,000	103,456
	(b) Overtime	0	3,000	0	0
	(c) Allowances	0	2,000	0	0
	(d) Pension Contributions	10,000	12,000	10,000	8,676
		127,000	119,000	121,000	112,132
	(2) Industrial Wages	0	0	0	0
	Total Payroll	127,000	119,000	121,000	112,132
2	OTHER CHARGES				
	(1) Civil Contingency Planning	35,000	50,000	56,000	45,147
	(2) Contract Officers	22,000	0	0	0
	(3) Relief Cover	1,000	6,000	1,000	0
	Total Other Charges	58,000	56,000	57,000	45,147
	TOTAL CIVIL CONTINGENCY				
	Payroll - Personal Emoluments	127,000	119,000	121,000	112,132
	Industrial Wages	0	0	0	0
		127,000	119,000	121,000	112,132
	Other Charges	58,000	56,000	57,000	45,147
	Total Civil Contingency	185,000	175,000	178,000	157,279

HEAD SPORT AND LEISURE

36

(i) Minister: Minister for Sports, Culture, Heritage and Youth

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Sport and Leisure

£4,601,000

(iii) The Controlling Officer of this Head is the Chief Executive Officer, Gibraltar Sports and Leisure Authority

(iv) ESTABLISHMENT

2015/2016	2014/2015
1	0
1	0

SPORT AND LEISURE

Sports Performance Director

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
1	1

TOTAL SPORT AND LEISURE

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
0	0

TOTAL SPORT AND LEISURE**SUMMARY**

2015/2016	2014/2015
2	1

TOTAL SPORT AND LEISURE

HEAD 36 - SPORT AND LEISURE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	32,000	0	0	0
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	1,000	0	0	0
		1,000	0	0	0
	(c) Allowances	0	0	0	0
	(d) Pension Contributions	1,000	0	0	0
		34,000	0	0	0
	(2) Industrial Wages				
	(a) Basic Wages	19,000	19,000	19,000	24,861
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	1,000	1,000	1,000	14,473
		1,000	1,000	1,000	14,473
	(c) Allowances	1,000	1,000	4,000	583
	(d) Pension Contributions	1,000	1,000	1,000	0
		22,000	22,000	25,000	39,917
	Total Payroll	56,000	22,000	25,000	39,917
2	OTHER CHARGES				
	(1) Contributions from the Consolidated Fund to the Gibraltar Sports & Leisure Authority: (i)				
	(a) Contribution from Revenues Received	300,000	715,000	460,000	881,882
	(b) Additional Contribution	4,245,000	4,280,000	3,857,000	3,445,000
		4,545,000	4,995,000	4,317,000	4,326,882
	Total Other Charges	4,545,000	4,995,000	4,317,000	4,326,882
	TOTAL SPORT AND LEISURE				
	Payroll - Personal Emoluments	34,000	0	0	0
	Industrial Wages	22,000	22,000	25,000	39,917
		56,000	22,000	25,000	39,917
	Other Charges	4,545,000	4,995,000	4,317,000	4,326,882
	Total Sport and Leisure	4,601,000	5,017,000	4,342,000	4,366,799

(i) Appendix J - Gibraltar Sports and Leisure Authority (page 200)

HEAD CULTURE AND HERITAGE

37

(i) Minister: Minister for Sports, Culture, Heritage and Youth

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Culture and Heritage

£6,069,000

(iii) The Controlling Officer of this Head is the Senior Executive Officer, Culture and Heritage

(iv) ESTABLISHMENT

CULTURE AND HERITAGE

2015/2016	2014/2015	
1	1	Senior Executive Officer
1	1	Higher Professional & Technology Officer - (Events Coordinator) (a)
1	1	Higher Executive Officer
1	2	Executive Officer
1	1	Environmental Monitor
4	5	Administrative Officer
1	1	Administrative Assistant
1	1	Archaeologist
1	0	Support Grade Band 2
<u>12</u>	<u>13</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL CULTURE AND HERITAGE

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>3</u>	<u>3</u>	TOTAL CULTURE AND HERITAGE

SUMMARY

2015/2016	2014/2015	
<u>15</u>	<u>16</u>	TOTAL CULTURE AND HERITAGE

(a) Post held by a Youth Worker with HPTO salary on a personal to holder basis

HEAD 37 - CULTURE AND HERITAGE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	358,000	245,000	276,000	203,220
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	25,000	30,000	20,000	22,653
		25,000	30,000	20,000	22,653
	(c) Allowances	11,000	17,000	9,000	7,583
	(d) Temporary Assistance	0	0	0	0
	(e) Pension Contributions	8,000	3,000	3,000	1,150
		402,000	295,000	308,000	234,606
	(2) Industrial Wages	0	0	0	0
	Total Payroll	402,000	295,000	308,000	234,606
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	6,000	6,000	5,000	6,957
	(b) Electricity and Water	5,000	5,000	4,000	4,350
	(c) Telephone Service	9,000	13,000	5,000	8,669
	(d) Printing and Stationery	2,000	2,000	2,000	2,362
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	15,000	12,000	8,000	10,287
		37,000	38,000	24,000	32,625
	(2) Operational Expenses:				
	(a) Motor Vehicle Expenses	1,000	1,000	5,000	3,489
	(b) Repairs and Maintenance	5,000	3,000	5,000	6,921
	(c) Computer and Office Equipment	3,000	4,000	1,000	2,665
	Contracted Services:				
	(d) Security	1,000	0	0	0
		10,000	8,000	11,000	13,075
	(3) Cultural Expenses and Activities:				
	(a) Cultural Grants	250,000	220,000	226,000	210,286
	(b) Gibraltar Heritage Trust - Grant	100,000	100,000	110,000	79,627
	(c) Mega Concert	1,500,000	1,620,000	900,000	1,391,408
	(d) Jazz Festival	120,000	145,000	120,000	154,086
	(e) Garrison Library Trust	160,000	150,000	160,000	0
	(f) European Dance Championships	50,000	50,000	50,000	0
	(g) Cavalcade	10,000	17,000	17,000	0
	(h) Other Events	25,000	50,000	1,000	0
	(i) Academy	20,000	5,000	70,000	0
		2,235,000	2,357,000	1,654,000	1,835,407
	(4) Maintenance of Monuments and Heritage Sites (i)	15,000	10,000	15,000	2,748
	(5) Contribution to Gibraltar Development Corporation - Staff Services (ii)	118,000	129,000	110,000	111,222
	(6) Contracted Services - Culture and Heritage	3,000,000	3,440,000	3,000,000	0
	<i>Contributions from the Consolidated Fund to the Gibraltar Culture & Heritage Agency: (iii)</i>				
	<i>Additional Contribution</i>	0	0	0	2,530,507
	<i>carried forward</i>	5,415,000	5,982,000	4,814,000	4,525,584

(i) In 2014/15 subhead titled 'Maintenance of Monuments'.

(ii) Appendix B - Gibraltar Development Corporation (page 163)

(iii) Disappearing appendix Gibraltar Culture and Heritage Agency (page 207)

HEAD 37 - CULTURE AND HERITAGE (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
2	<i>brought forward</i>	5,415,000	5,982,000	4,814,000	4,525,584
	OTHER CHARGES (cont)				
	(7) Mayoral Expenses	30,000	32,000	56,000	40,894
	(8) Contribution to Citizens Advice Bureau (i)	220,000	0	0	0
	(9) Purchase of Cultural Items	1,000	122,000	0	0
	(10) Relief Cover	1,000	3,000	1,000	0
	<i>Fees Payable to Gibraltar Heritage Trust</i>	0	0	0	2,339
	Total Other Charges	5,667,000	6,139,000	4,871,000	4,568,817
	TOTAL CULTURE AND HERITAGE				
	Payroll - Personal Emoluments	402,000	295,000	308,000	234,606
	Industrial Wages	0	0	0	0
		402,000	295,000	308,000	234,606
	Other Charges	5,667,000	6,139,000	4,871,000	4,568,817
	Total Culture and Heritage	6,069,000	6,434,000	5,179,000	4,803,423

(i) Up to 2014/15 shown under Head 18 Equality and Social Services (page 64)

HEAD YOUTH**38**

(i) Minister: Minister for Sports, Culture, Heritage and Youth

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Youth

£562,000

(iii) The Controlling Officer of this Head is the Senior Executive Officer, Culture and Heritage

(iv) ESTABLISHMENT

YOUTH

2015/2016 2014/2015

1	1	Principal Youth Officer
2	2	Senior Youth and Community Worker
3	5	Youth and Community Worker
2	0	Trainee Youth and Community Worker
2	2	Administrative Officer
0	1	Supernumerary Staff
		<i>Executive Officer</i>
<u>10</u>	<u>11</u>	

(v) INDUSTRIAL STAFF

2015/2016 2014/2015

<u>2</u>	<u>2</u>	TOTAL YOUTH
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(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

<u>0</u>	<u>0</u>	TOTAL YOUTH
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SUMMARY

2015/2016 2014/2015

<u>12</u>	<u>13</u>	TOTAL YOUTH
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HEAD 38 - YOUTH

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	330,000	291,000	389,000	232,294
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	1,000	1,000	1,000	0
		1,000	1,000	1,000	0
	(c) Allowances	2,000	2,000	1,000	4,226
	(d) Temporary Assistance	50,000	40,000	50,000	31,858
	(e) Pension Contributions	16,000	5,000	1,000	0
		399,000	339,000	442,000	268,378
	(2) Industrial Wages				
	(a) Basic Wages	41,000	33,000	30,000	33,150
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	1,000	1,000	2,000	0
		1,000	1,000	2,000	0
	(c) Allowances	0	0	1,000	144
	(d) Pension Contributions	1,000	0	1,000	0
		43,000	34,000	34,000	33,294
	Total Payroll	442,000	373,000	476,000	301,672
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	11,000	12,000	12,000	6,146
	(b) Electricity and Water	10,000	10,000	12,000	11,142
	(c) Telephone Service	4,000	6,000	6,000	5,652
	(d) Printing and Stationery	2,000	1,000	1,000	797
		27,000	29,000	31,000	23,737
	(2) Operational Expenses:				
	(a) Youth Activities	45,000	38,000	40,000	39,162
	(b) Youth Grants	35,000	35,000	35,000	30,808
	Contracted Services:				
	(c) Office Cleaning - Government Cleaning Scheme	4,000	3,000	10,000	4,733
		84,000	76,000	85,000	74,703
	(3) Training	8,000	10,000	1,000	0
	(4) Relief Cover	1,000	0	1,000	0
	Total Other Charges	120,000	115,000	118,000	98,440
	TOTAL YOUTH				
	Payroll - Personal Emoluments	399,000	339,000	442,000	268,378
	Industrial Wages	43,000	34,000	34,000	33,294
		442,000	373,000	476,000	301,672
	Other Charges	120,000	115,000	118,000	98,440
	Total Youth	562,000	488,000	594,000	400,112

HEAD FINANCIAL SERVICES

39

(i) Minister: Minister for Financial Services and Gaming

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Financial Services

£3,772,000

(iii) The Controlling Officer of this Head is the Principal Secretary (Education and Justice & International Exchange of Information)

(iv) ESTABLISHMENT

FINANCIAL SERVICES

2015/2016 2014/2015

1	0
1	1
0	1
<u>2</u>	<u>2</u>

MINISTRYSenior Officer
Personal Secretary
Higher Executive Officer

2015/2016 2014/2015

4	0
1	1
3	3
0	1
<u>8</u>	<u>5</u>

FINANCE CENTRESenior Finance Centre Executive
Higher Executive Officer
Executive Officer
Administrative Officer

2015/2016 2014/2015

<u>10</u>	<u>7</u>
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TOTAL FINANCIAL SERVICES

(v) INDUSTRIAL STAFF

2015/2016 2014/2015

<u>0</u>	<u>0</u>
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TOTAL FINANCIAL SERVICES

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

<u>4</u>	<u>4</u>
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TOTAL FINANCIAL SERVICES**SUMMARY**

2015/2016 2014/2015

<u>14</u>	<u>11</u>
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TOTAL FINANCIAL SERVICES

HEAD 39 - FINANCIAL SERVICES

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	Ministry: (i)				
	(a) Salaries	98,000	27,000	45,000	496,164
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	3,000	1,000	3,000	7,982
		3,000	1,000	3,000	7,982
	(c) Allowances	4,000	3,000	4,000	23,169
	(d) Temporary Assistance	1,000	1,000	1,000	2,450
	(e) Pension Contributions	7,000	0	1,000	11,032
		113,000	32,000	54,000	540,797
	Finance Centre:				
	(f) Salaries	137,000	109,000	158,000	121,630
	(g) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	5,000	2,000	5,000	2
		5,000	2,000	5,000	2
	(h) Allowances	4,000	2,000	4,000	1,340
	(i) Temporary Assistance	0	0	0	0
	(j) Pension Contributions	1,000	0	1,000	0
		147,000	113,000	168,000	122,972
		260,000	145,000	222,000	663,769
	(2) Industrial Wages	0	0	0	0
	Total Payroll	260,000	145,000	222,000	663,769
2	OTHER CHARGES				
	Ministry:				
	(1) Office Expenses:				
	(a) General Expenses	4,000	4,000	4,000	12,206
	(b) Electricity and Water	0	0	1,000	6,423
	(c) Telephone Service	8,000	8,000	3,000	22,386
	(d) Printing and Stationery	3,000	3,000	3,000	6,031
	(e) Office Rent and Service Charges	0	0	1,000	136,844
	Contracted Services:				
	(f) Office Cleaning - Government Cleaning Scheme	0	0	1,000	8,686
		15,000	15,000	13,000	192,576
	(2) Operational Expenses:				
	(a) Computer and Office Equipment	2,000	2,000	2,000	4,817
	(b) Consultancy and Professional Fees - Ministry	1,000	0	1,000	0
	<i>Uniforms and Protective Clothing</i>	0	0	0	676
		3,000	2,000	3,000	5,493
	(3) Marketing, Promotions and Conferences	35,000	45,000	20,000	45,767
	(4) Consultancy Services	120,000	120,000	120,000	16,786
	<i>carried forward</i>	173,000	182,000	156,000	260,622

(i) From 2014/15 an element of Ministry staff now shown under Head 33 Justice

HEAD 39 - FINANCIAL SERVICES (cont)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
	<i>brought forward</i>	173,000	182,000	156,000	260,622
2	OTHER CHARGES (cont)				
	Finance Centre:				
	(5) Office Expenses:				
	(a) General Expenses	12,000	12,000	16,000	13,745
	(b) Electricity and Water	3,000	3,000	3,000	2,605
	(c) Telephone Service	30,000	25,000	18,000	13,142
	(d) Printing and Stationery	6,000	6,000	6,000	4,455
	(e) Office Rent and Service Charges	114,000	103,000	103,000	133,959
	Contracted Services:				
	(f) Office Cleaning	12,000	10,000	12,000	9,848
		177,000	159,000	158,000	177,754
	(6) Marketing, Promotions and Conferences	350,000	600,000	350,000	357,955
	(7) Company Registration - Companies House (Gib) Ltd - Contracted Service	1,407,000	1,407,000	1,180,000	1,221,320
	(8) Contribution to Gibraltar Development Corporation - Staff Services (i)	327,000	321,000	313,000	290,121
	(9) Contract Officers - Finance Centre	517,000	470,000	518,000	363,107
	(10) Subvention to the Financial Services Commission	560,000	1,078,000	0	0
	(11) Relief Cover	1,000	0	1,000	0
	Total Other Charges	3,512,000	4,217,000	2,676,000	2,670,879
	FINANCIAL SERVICES				
	Payroll - Personal Emoluments	260,000	145,000	222,000	663,769
	Industrial Wages	0	0	0	0
		260,000	145,000	222,000	663,769
	Other Charges	3,512,000	4,217,000	2,676,000	2,670,879
	Total Financial Services	3,772,000	4,362,000	2,898,000	3,334,648

(i) Appendix B - Gibraltar Development Corporation (page 163)

HEAD GAMBLING DIVISION**40**

(i) Minister: Minister for Financial Services and Gaming

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Gambling Division

£644,000

(iii) The Controlling Officer of this Head is the Principal Secretary (Education and Justice & International Exchange of Information)

(iv) ESTABLISHMENT

GAMBLING DIVISION

2015/2016	2014/2015
1	1
1	1
1	1
<u>3</u>	<u>3</u>

Senior Executive Officer
Executive Officer
Administrative Officer

(v) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>0</u>	<u>0</u>

TOTAL GAMBLING DIVISION

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015
<u>6</u>	<u>5</u>

TOTAL GAMBLING DIVISION**SUMMARY**

2015/2016	2014/2015
<u>9</u>	<u>8</u>

TOTAL GAMBLING DIVISION

HEAD 40 - GAMBLING DIVISION

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 PAYROLL				
(1) Personal Emoluments				
(a) Salaries	107,000	101,000	97,000	93,115
(b) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	10,000	8,000	10,000	7,051
	10,000	8,000	10,000	7,051
(c) Allowances	2,000	2,000	2,000	1,327
(d) Pension Contributions	1,000	0	1,000	0
	120,000	111,000	110,000	101,493
(2) Industrial Wages	0	0	0	0
Total Payroll	120,000	111,000	110,000	101,493
2 OTHER CHARGES				
(1) Office Expenses:				
(a) General Expenses	2,000	1,000	2,000	3,513
(b) Electricity and Water	2,000	1,000	0	0
(c) Telephone Service	4,000	5,000	4,000	4,523
(d) Printing and Stationery	2,000	2,000	2,000	1,298
(e) Office Rent and Service Charges	57,000	33,000	0	0
Contracted Services:				
(f) Office Cleaning	4,000	2,000	0	0
	71,000	44,000	8,000	9,334
(2) Operational Expenses:				
(a) Conferences, Training and Official Travel	32,000	37,000	21,000	23,835
(b) Professional Fees	5,000	23,000	5,000	4,436
(c) Computer and Office Equipment Expenses	1,000	1,000	2,000	2,078
	38,000	61,000	28,000	30,349
(3) Business Development	10,000	5,000	10,000	0
(4) Contribution to Gibraltar Development Corporation - Staff Services (i)	394,000	372,000	325,000	239,491
(5) Gaming Industry Liaison:				
(a) General Expenses	2,000	2,000	2,000	2,798
(b) Electricity and Water	0	0	0	0
(c) Telephone Service	2,000	2,000	2,000	520
(d) Printing and Stationery	6,000	5,000	6,000	517
	10,000	9,000	10,000	3,835
(6) Relief Cover	1,000	0	1,000	0
Total Other Charges	524,000	491,000	382,000	283,009
TOTAL GAMBLING DIVISION				
Payroll - Personal Emoluments	120,000	111,000	110,000	101,493
Industrial Wages	0	0	0	0
	120,000	111,000	110,000	101,493
Other Charges	524,000	491,000	382,000	283,009
Total Gambling Division	644,000	602,000	492,000	384,502

(i) Appendix B - Gibraltar Development Corporation (page 163)

HEAD MARITIME SERVICES (a)**41**

(i) Minister: Minister for Financial Services and Gaming

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Maritime Services

£1,330,000

(iii) The Controlling Officer of this Head is the Principal Secretary (Education and Justice & International Exchange of Information)

(iv) ESTABLISHMENT

2015/2016	2014/2015	MARITIME ADMINISTRATION
1	1	Maritime Administrator
1	1	Chief Surveyor
1	1	Senior Marine Surveyor
7	7	Marine Surveyor
2	2	Trainee Marine Surveyor
1	1	Higher Executive Officer
1	1	Executive Officer
4	4	Administrative Officer
<u>18</u>	<u>18</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	TOTAL MARITIME SERVICES
<u>0</u>	<u>0</u>	

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	TOTAL MARITIME SERVICES
<u>3</u>	<u>3</u>	

SUMMARY

2015/2016	2014/2015	TOTAL MARITIME SERVICES
<u>21</u>	<u>21</u>	

(a) Up to 2014/15 titled Port and Shipping

HEAD 41 - MARITIME SERVICES (i)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	855,000	800,000	778,000	742,620
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	100,000	125,000	100,000	127,346
		100,000	125,000	100,000	127,346
	(c) Allowances	9,000	21,000	17,000	22,006
	(d) Temporary Assistance	0	0	0	0
	(e) Gratuities	30,000	43,000	43,000	41,826
	(f) Pension Contributions	48,000	47,000	44,000	43,899
	(g) Contribution in Lieu of Gratuity	1,000	0	15,000	0
		1,043,000	1,036,000	997,000	977,697
	(2) Industrial Wages	0	0	0	0
	Total Payroll	1,043,000	1,036,000	997,000	977,697
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	4,000	4,000	4,000	1,945
	(b) Electricity and Water	7,000	6,000	4,000	3,156
	(c) Telephone Service	21,000	20,000	18,000	22,707
	(d) Printing and Stationery	6,000	5,000	6,000	8,249
	(e) Marine Surveyor's Insurance	5,000	0	0	0
	Contracted Services:				
	(f) Office Cleaning - Government Cleaning Scheme	5,000	5,000	5,000	4,576
	(g) Rent and Service Charges	14,000	14,000	14,000	15,270
		62,000	54,000	51,000	55,903
	(2) Operational Expenses:				
	(a) Computer Running Expenses	10,000	58,000	10,000	13,839
	(b) Marketing and Official Visits	60,000	100,000	60,000	56,650
	(c) Red Ensign Conference	15,000	41,000	58,000	7,915
	(d) Survey and Investigation Expenses	2,000	2,000	2,000	7,434
	(e) IMO Voluntary Audit Scheme	5,000	1,000	5,000	0
		92,000	202,000	135,000	85,838
	(3) Contribution to Gibraltar Development Corporation - Shipping - Staff Services (ii)	87,000	81,000	70,000	63,714
	(4) Maritime Accident Investigation Expenses (iii)	45,000	0	0	0
	(5) Relief Cover	1,000	0	1,000	0
	Port:				
	<i>Contributions from the Consolidated Fund to the Gibraltar Port Authority: (iv)</i>				
	<i>Contribution from Revenues Received</i>	0	4,968,000	5,262,000	4,587,000
	<i>Additional Contribution</i>	0	645,000	0	0
		0	5,613,000	5,262,000	4,587,000
	Total Other Charges	287,000	5,950,000	5,519,000	4,792,455
	TOTAL Maritime Services				
	Payroll - Personal Emoluments	1,043,000	1,036,000	997,000	977,697
	Industrial Wages	0	0	0	0
		1,043,000	1,036,000	997,000	977,697
	Other Charges	287,000	5,950,000	5,519,000	4,792,455
	Total Maritime Services	1,330,000	6,986,000	6,516,000	5,770,152

(i) Up to 2014/15 titled Port and Shipping

(ii) Appendix B - Gibraltar Development Corporation (page 163)

(iii) Up to 2014/15 shown under disappearing Head Public Transport and Commercial Affairs (page 102)

(iv) From 2015/16 Contribution to Appendix I - Gibraltar Port Authority shown under Head 23 Port (page 82)

HEAD GIBRALTAR AUDIT OFFICE**42**

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries and expenses of Gibraltar Audit Office

£963,000

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

(iv) ESTABLISHMENT

GIBRALTAR AUDIT OFFICE

2015/2016	2014/2015	
1	1	Deputy Principal Auditor (Senior Officer)
1	1	Assistant Principal Auditor
3	3	Audit Manager
5	3	Auditor
9	7	Assistant Auditor
1	1	Audit Administrative Executive
0	1	<i>Audit Clerk</i>
<u>20</u>	<u>17</u>	

(v) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL GIBRALTAR AUDIT OFFICE

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL GIBRALTAR AUDIT OFFICE

SUMMARY

2015/2016	2014/2015	
<u>20</u>	<u>17</u>	TOTAL GIBRALTAR AUDIT OFFICE

HEAD 42 - GIBRALTAR AUDIT OFFICE

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments				
	(a) Salaries	766,000	707,000	709,000	687,201
	(b) Overtime:				
	(i) Conditioned	0	0	0	0
	(ii) Emergency	0	0	0	0
	(iii) Manning Level Maintenance	0	0	0	0
	(iv) Discretionary	20,000	5,000	22,000	19,391
		20,000	5,000	22,000	19,391
	(c) Allowances	83,000	66,000	75,000	59,494
	(d) Temporary Assistance	0	0	0	0
	(e) Pension Contributions	15,000	0	1,000	0
		884,000	778,000	807,000	766,086
	(2) Industrial Wages	0	0	0	0
	Total Payroll	884,000	778,000	807,000	766,086
2	OTHER CHARGES				
	(1) Office Expenses:				
	(a) General Expenses	4,000	5,000	8,000	8,221
	(b) Electricity and Water	5,000	4,000	5,000	3,925
	(c) Telephone Service	5,000	5,000	7,000	5,969
	(d) Printing and Stationery	6,000	5,000	7,000	7,110
	Contracted Services:				
	(e) Office Cleaning - Government Cleaning Scheme	6,000	5,000	6,000	5,492
		26,000	24,000	33,000	30,717
	(2) Operational Expenses:				
	(a) Audit Training	17,000	13,000	17,000	22,847
	(b) Computers and Office Equipment	11,000	9,000	10,000	5,104
	Contracted Services:				
	(c) Support of Computer System	6,000	6,000	5,000	4,706
		34,000	28,000	32,000	32,657
	(3) Professional Audit Fees	1,000	0	50,000	0
	(4) Relief Cover	18,000	2,000	1,000	0
	Total Other Charges	79,000	54,000	116,000	63,374
	TOTAL GIBRALTAR AUDIT OFFICE				
	Payroll - Personal Emoluments	884,000	778,000	807,000	766,086
	Industrial Wages	0	0	0	0
		884,000	778,000	807,000	766,086
	Other Charges	79,000	54,000	116,000	63,374
	Total Gibraltar Audit Office	963,000	832,000	923,000	829,460

HEAD GIBRALTAR REGULATORY AUTHORITY

43

(i) Minister: Chief Minister

(ii) Estimate of the amount required in the year ending 31 March 2016 for the salaries, wages and expenses of Gibraltar Regulatory Authority (a)

£1,875,000

(iii) The Controlling Officer of this Head is the Financial Secretary

(a) Staff shown under disappearing Appendix - Gibraltar Regulatory Authority (page 203)

HEAD 43 - GIBRALTAR REGULATORY AUTHORITY (i)

HEAD		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
		2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
		£	£	£	£
1	PAYROLL				
	(1) Personal Emoluments	0	0	0	0
	(2) Industrial Wages	0	0	0	0
	Total Payroll	0	0	0	0
2	OTHER CHARGES				
	(1) Contribution to Gibraltar Regulatory Authority (ii)	1,875,000	1,541,000	1,561,000	1,208,395
	Total Other Charges	1,875,000	1,541,000	1,561,000	1,208,395
TOTAL GIBRALTAR REGULATORY AUTHORITY					
	Payroll - Personal Emoluments	0	0	0	0
	Industrial Wages	0	0	0	0
		0	0	0	0
	Other Charges	1,875,000	1,541,000	1,561,000	1,208,395
	Total Gibraltar Regulatory Authority	1,875,000	1,541,000	1,561,000	1,208,395

(i) In accordance with Section 19(2) of the Gibraltar Regulatory Act accounts for the Authority will be laid before Parliament

(ii) Disappearing Appendix Gibraltar Regulatory Authority (page 203)

HEAD 44 - SUPPLEMENTARY PROVISION

(i) Minister: Minister for Finance

(ii) A provision for the year ending 31 March 2016 for the funding of pay settlements and supplementary expenditure which can be reallocated to other Departmental Heads of Expenditure

£9,000,000

(iii) The Controlling Officer of this Head is the Financial Secretary

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1	9,000,000	0	5,500,000	0
	0	0	3,500,000	0
	9,000,000	0	9,000,000	0
	Total Supplementary Provision			

(i) From 2015/16 includes Pay Settlements

HEAD 45 - CONTRIBUTION TO GOVERNMENT-OWNED COMPANIES

(i)	Minister: Minister for Finance
(ii)	Provision required in the year ending 31 March 2016 towards recurrent expenditure of Government-Owned Companies £25,000,000

(iii) The Controlling Officer of this Head is the Financial Secretary

		ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
HEAD		£	£	£	£
1	Contribution to Government-Owned Companies	25,000,000	25,000,000	25,000,000	22,890,280
	Total Contribution to Government-Owned Companies	25,000,000	25,000,000	25,000,000	22,890,280

HEAD 46 - TRANSFER FROM GOVERNMENT SURPLUS

(i)	Minister: Minister for Finance
(ii)	Provision required in the year ending 31 March 2016 for the transfer from the Government's surplus to the Social Assistance Fund £1,000

(iii) The Controlling Officer of this Head is the Financial Secretary

HEAD	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
1 Payment to Social Assistance Fund - Import Duty - Transfer from Government Surplus (i)	1,000	30,000,000	1,000	45,000,000
Total Transfer from Government Surplus	1,000	30,000,000	1,000	45,000,000

(i) Appendix K - Social Assistance Fund (page 209)

HEAD 47 - CONTRIBUTION TO THE IMPROVEMENT AND DEVELOPMENT FUND

(i) Minister: Minister for Finance

(ii) Estimate of the amount required in the year ending 31 March 2016 for the payment of Contributions to the Improvement and Development Fund

£5,000,000

(iii) The Controlling Officer of this Head is the Financial Secretary

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 Contribution to the Improvement and Development Fund	5,000,000	47,000,000	50,000,000	82,500,000
Total Contribution to the Improvement and Development Fund	5,000,000	47,000,000	50,000,000	82,500,000

HEAD 48 - EXCEPTIONAL EXPENDITURE

(i) Minister: Minister for Finance

(ii) A provision for the year ending 31 March 2016 for the funding of exceptional expenditure items

£1,000

(iii) The Controlling Officer of this Head is the Chief Secretary

HEAD	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
1 Dr Giraldi Home Inquiry	1,000	3,600,000	0	0
Total Exceptional Expenditure	1,000	3,600,000	0	0

IMPROVEMENT AND DEVELOPMENT FUND

SUMMARY OF REVENUE

HEAD	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £
101 Contributions and Loans	5,001,000	47,000,000	50,001,000	82,500,000
102 Sale of Government Properties and Other Premia	89,500,000	53,630,000	60,000,000	44,517,366
103 Grants	2,000	0	2,000	0
104 Reimbursements	407,000	4,943,000	411,000	402,071
TOTAL	94,910,000	105,573,000	110,414,000	127,419,437

SUMMARY OF EXPENDITURE

HEAD	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £	BALANCE TO COMPLETE £
101 Works and Equipment	18,728,000	21,051,000	25,424,000	24,766,851	0
102 Projects	75,891,000	83,405,000	94,895,000	101,038,552	0
TOTAL	94,619,000	104,456,000	120,319,000	125,805,403	0

IMPROVEMENT AND DEVELOPMENT FUND - REVENUE

Head and Subhead	Receiver of Revenue	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £
HEAD - 101					
CONTRIBUTION AND LOANS					
1	FS	5,000,000	47,000,000	50,000,000	82,500,000
2	FS	1,000	0	1,000	0
		5,001,000	47,000,000	50,001,000	82,500,000
HEAD - 102					
SALE OF GOVERNMENT PROPERTIES AND OTHER PREMIA					
1	FS	79,500,000	47,670,000	50,000,000	39,798,450
2	FS	10,000,000	5,960,000	10,000,000	4,718,916
		89,500,000	53,630,000	60,000,000	44,517,366
HEAD - 103					
GRANTS					
1	FS	1,000	0	1,000	0
2	FS	1,000	0	1,000	0
		2,000	0	2,000	0
HEAD - 104					
REIMBURSEMENTS					
1	FS	1,000	0	1,000	0
2	FS	1,000	0	1,000	0
3	FS	67,000	71,000	71,000	67,677
4	FS	1,000	1,000	1,000	1,667
5	FS	1,000	4,535,000	1,000	4,737
6	FS	336,000	336,000	336,000	328,000
		407,000	4,943,000	411,000	402,071

Estimate of the amount required in the year ending 31 March 2016 for Departmental Expenditure

£18,728,000

IMPROVEMENT AND DEVELOPMENT FUND - EXPENDITURE

HEAD 101 - WORKS AND EQUIPMENT

SUBHEAD	Controlling Officer	ESTIMATE 2015/2016 £	FORECAST OUTFURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £	BALANCE TO COMPLETE £
1						0
WORKS AND EQUIPMENT						
(a) Education	DE	1,400,000	1,520,000	2,000,000	1,803,848	
(i) Refurbishment of Educational Facilities and Equipment	DE	0	0	0	613,930	
<i>Major Works to St Joseph's First and Middle School</i>		1,400,000	1,520,000	2,000,000	2,417,778	0
(b) Prison	SP	37,000	20,000	22,000	57,489	
(c) Post Office	POM	55,000	80,000	100,000	40,372	
(d) Technical Services	CTS	46,000	35,000	80,000	68,402	
(e) Gibraltar Broadcasting Corporation	CS	500,000	1,000,000	1,000,000	1,237,360	
(f) Contribution to Borders and Coastguard Agency	FS	1,000	25,000	44,000	97,000	
(g) Contribution to Gibraltar Health Authority	FS	2,888,000	2,700,000	3,500,000	2,215,000	
(h) Contribution to Gibraltar Electricity Authority	FS	380,000	1,330,000	1,500,000	1,034,000	
(i) Contribution to Gibraltar Health Authority - Elderly Residential Services						
Section	FS	1,000	0	0	0	
(j) Contribution to Care Agency	FS	152,000	570,000	300,000	256,000	
(k) Contribution to Housing Works Agency	FS	20,000	75,000	1,000	12,000	
(l) Contribution to Gibraltar Port Authority	FS	163,000	160,000	500,000	222,000	
(m) Contribution to Gibraltar Sports and Leisure Authority	FS	460,000	870,000	700,000	484,000	
<i>Contribution to Gibraltar Regulatory Authority</i>	FS	0	110,000	117,000	350,199	
<i>Contribution to Gibraltar Culture and Heritage Agency</i>	FS	0	0	0	104,524	
(n) Housing: Works and Repairs	PHO	8,030,000	4,000,000	4,000,000	5,798,342	
(o) Environment and Roads:						
(i) Environment Projects	CEE	115,000	600,000	800,000	865,977	
(ii) Rock Safety, Coastal Protection, Retaining Walls & Demolition Works	CTS	1,000,000	870,000	1,000,000	1,033,814	
(iii) Drains and Sewers	CTS	460,000	500,000	500,000	326,506	
(iv) Road Maintenance and Resurfacing	CTS	845,000	850,000	1,000,000	1,240,336	
		2,420,000	2,820,000	3,300,000	3,466,633	0
(p) Traffic Enhancements	CE	66,000	15,000	38,000	7,440	
(q) Essential Services - Equipment						
(i) Royal Gibraltar Police	COP	160,000	280,000	150,000	191,934	
(ii) Customs Department	CUS	40,000	40,000	80,000	44,831	
(iii) City Fire Brigade	CFO	69,000	170,000	100,000	99,629	
<i>Customs Department - CCTV Equipment</i>	CUS	0	0	0	133,865	
		269,000	490,000	330,000	470,259	0

IMPROVEMENT AND DEVELOPMENT FUND - EXPENDITURE

Estimate of the amount required in the year ending 31 March 2016 for development expenditure on Projects

£75,891,000

HEAD 102 - PROJECTS

SUBHEAD	Controlling Officer	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £	BALANCE TO COMPLETE £	
1	BEAUTIFICATION PROJECTS <i>Orange Bastion - Irish Town Depot</i> <i>Beautification of Europa Point</i> <i>Orange Bastion/Chatham Counterguard/ Fish Market Road/Public Market</i>	CO	0	15,000	1,000	0	
		CTO	0	10,000	200,000	0	
		CTO	0	0	0	6,390	
			0	25,000	201,000	6,390	0
	ROADS AND PARKING PROJECTS (a) Roads and Tunnel Projects: (i) Tunnels and Roads to North Front (ii) Other Roads and Tunnels (iii) Highways Resurfacing Programme	CTO	1,250,000	3,260,000	1,000,000	6,951,551	
		CTS	150,000	160,000	300,000	137,505	
		CTS	300,000	630,000	520,000	0	
			1,700,000	4,050,000	1,820,000	7,089,056	0
		CTO	20,000	20,000	120,000	124,224	
			1,720,000	4,070,000	1,940,000	7,213,280	0
2	RELOCATION COSTS (a) MOD Lands (b) MOD Project Euston (c) Other Relocations (d) Port Authority Relocation	CTO	2,290,000	1,150,000	1,000,000	130,295	
		CTO	10,000,000	4,440,000	20,870,000	2,310,622	
		CTO	5,356,000	3,300,000	2,000,000	2,495,593	
		CTO	500,000	520,000	0	0	
			18,146,000	9,410,000	23,870,000	4,936,510	0
3	Reclamation Projects	CTO	800,000	100,000	200,000	133,457	

IMPROVEMENT AND DEVELOPMENT FUND - EXPENDITURE

Estimate of the amount required in the year ending 31 March 2016 for development expenditure on Projects

HEAD 102 - PROJECTS (cont)

SUBHEAD	Controlling Officer	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £	BALANCE TO COMPLETE £
4		23,317,000	43,790,000	26,126,000	29,673,077	0
	<i>brought forward</i>					
	OTHER PROJECTS (cont)					
	(za) Frontier:					
	(i) Frontier Monitoring Project	7,000				
	(ii) Infrastructure Works	1,000				
	(iii) Repairs to Fence	1,000				
		9,000	820,000	100,000	60,255	0
	(zb) Runway Security and Safety	1,000	25,000	150,000	0	0
	(zc) Acquisition/Refurbishment of Brussels Office	120,000	1,300,000	0	0	0
	(zd) Gorham's Cave Complex Renovation - World Heritage Status Bid	474,000	985,000	100,000	58,902	0
	(ze) St Bernard's Catering Facility	3,120,000	4,070,000	0	0	0
	(zf) Upper Rock Projects - Environment	605,000	1,310,000	0	0	0
	(zg) Criminal Justice Integrated IT System	620,000	300,000	0	0	0
	(zh) Commonwealth Park	200,000	1,060,000	1,000,000	2,321,587	0
	(zi) Infrastructure Provision for Housing Projects (incl. Eastside)	3,640,000	430,000	500,000	0	0
	(zj) Urban Wastewater Treatment Plant	1,000	0	0	0	0
	(zk) New Power Station - Infrastructure Works	1,000	0	0	0	0
	(zl) Waterport and New Eastside Affordable Housing Scheme	50,000	0	0	0	0
	(zm) Sewers Term Maintenance	100,000	0	0	0	0
	(zn) Construction of Car Parks:					
	(i) Conversion of existing areas into car parks	1,000	0	0	0	0
	(ii) Rosia Lane Car Park	1,000	0	0	0	0
		2,000	0	0	0	0
	(zo) Europa Road (South) Widening	1,000	0	0	0	0
	(zp) New Link Road to the South	1,000	0	0	0	0
	(zq) Keightley Way Tunnel Improvement Lighting and Pedestrian Safety	1,000	0	0	0	0
	(zr) Improvements to Governor's Street	1,000	0	0	0	0
	(zs) Black Cabs	1,000	0	0	0	0
	<i>carried forward</i>					
		32,265,000	54,090,000	27,976,000	32,113,821	0

Estimate of the amount required in the year ending 31 March 2016 for development expenditure on Projects

IMPROVEMENT AND DEVELOPMENT FUND - EXPENDITURE

HEAD 102 - PROJECTS (cont)

SUBHEAD	Controlling Officer	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £	BALANCE TO COMPLETE £
4						0
			54,090,000	27,976,000	32,113,821	0
	<i>brought forward</i>	32,265,000				
	OTHER PROJECTS (cont)					
	(zt) Hockey Pitch Floodlights	50,000	0	0	0	0
	(zu) City Hall and Art Gallery Refurbishment	100,000	0	0	0	0
	(zv) Dog Park - Alameda Gardens	50,000	0	0	0	0
	(zw) Northern Defences	185,000	0	0	0	0
	(zx) Garrison Library	1,000	0	0	0	0
	(zy) Theatre	1,000	0	0	0	0
	(zz) Mount Misery	1,300,000	0	0	0	0
	(zza) Royal Anglian Way Suspension Bridge	372,000	0	0	0	0
	Governor's Parade		1,710,000	500,000	3,601,723	
	Law Courts		0	25,000	739,982	
	Cancer Relief Centre		95,000	93,000	348,411	
	The Main Guard (Heritage Trust HQ)		105,000	187,000	410,771	
	Town Range Building (Clubs)		5,000	47,000	107,726	
	Grand Battery		25,000	1,000	24,048	
	Rosia Bay Repairs to Jetty and Revetment		0	1,000	0	
	Sandy Bay Beach Protection		0	0	0	
	Loans		3,650,000	3,500,000	5,664,887	
	Housing Projects (Government Share)		0	1,000	0	
	Conversion of John Mackintosh Wing		0	10,000,000	0	
	Gibraltar Tunnel Inspections		1,000,000	304,000	4,203,402	
	New Airport Terminal Building		20,000	48,000	0	
	Varyl Begg Estate		0	0	33,104	
	New Prison		0	0	37,044	
	New Office Building - Borders and Coastguard Agency		0	0	492,529	
	Ex-NAAFI and Fleet Pavilion Demolition		0	0	109,731	
	Guard Room		0	0	371,205	
		34,324,000	60,700,000	42,683,000	48,748,915	0

IMPROVEMENT AND DEVELOPMENT FUND - EXPENDITURE

Estimate of the amount required in the year ending 31 March 2016 for development expenditure on Projects

HEAD 102 - PROJECTS (cont)

SUBHEAD	Controlling Officer	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £	BALANCE TO COMPLETE £
5	EQUITY FUNDING (a) Government-Owned Companies (b) Gibraltar International Bank Ltd (c) The University of Gibraltar Ltd <i>New Projects</i>	1,000	0	1,000	40,000,000	
		15,900,000	9,100,000	25,000,000	0	
		5,000,000	0	0	0	
		20,901,000	9,100,000	25,001,000	40,000,000	0
	TOTAL	75,891,000	83,405,000	94,895,000	101,038,552	0

[The table content is extremely faint and illegible. It appears to be a large table with multiple columns and rows, possibly containing financial data or estimates.]

PUBLIC SERVICES OMBUDSMAN

(i) Minister: Minister for Sports, Culture, Heritage and Youth

(ii) ESTABLISHMENT

PUBLIC SERVICES OMBUDSMAN

2015/2016	2014/2015	
1	1	Public Services Ombudsman
1	1	Legal Adviser/Senior Investigating Officer
1	1	Investigating Officer
1	1	IT Controller
1	1	Public Relations Officer/PA to the Ombudsman
1	0	Complaints Handling Coordinator
1	0	Assistant Complaints Handling Coordinator
<u>7</u>	<u>5</u>	

(iii) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL PUBLIC SERVICES OMBUDSMAN

SUMMARY

2015/2016	2014/2015	
<u>7</u>	<u>5</u>	TOTAL PUBLIC SERVICES OMBUDSMAN

PUBLIC SERVICES OMBUDSMAN (i)

	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £
Receipts				
Contribution from Consolidated Fund Charges	396,000	311,000	309,000	294,309
Total Receipts	396,000	311,000	309,000	294,309
Payments				
<u>Personal Emoluments</u>				
(1) Salaries	293,000	242,000	240,000	227,925
(2) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	4,000	4,000	4,000	2,950
	4,000	4,000	4,000	2,950
(3) Allowances	3,000	0	0	0
(4) Employer's Contributions	12,000	9,000	9,000	30,348
(5) Pension Contributions	32,000	23,000	23,000	0
Total Personal Emoluments	344,000	278,000	276,000	261,223
<u>Office Expenses:</u>				
(6) General Expenses	3,000	3,000	4,000	2,312
(7) Electricity and Water	1,000	1,000	1,000	1,406
(8) Printing and Stationery	4,000	4,000	4,000	5,564
(9) Telephone Service	5,000	5,000	5,000	3,788
<u>Contracted Services:</u>				
(10) Office Cleaning	5,000	5,000	5,000	3,432
	18,000	18,000	19,000	16,502
<u>Operational Expenses:</u>				
(11) Publications	1,000	1,000	1,000	297
(12) Conferences, Training and Travelling Expenses	9,000	11,000	7,000	9,124
(13) Computer and Office Equipment	4,000	3,000	5,000	5,372
	14,000	15,000	13,000	14,793
(14) Clinical Assessors	10,000	0	0	0
(15) CHS Office (St Bernard's Hospital)	9,000	0	0	0
(16) Relief Cover	1,000	0	1,000	0
<i>Hosting of Public Sector Ombudsman Meeting in Gibraltar</i>	0	0	0	1,791
Total Other Charges	52,000	33,000	33,000	33,086
Total Payments	396,000	311,000	309,000	294,309

(i) Section 4 of the Public Services Ombudsman Act.

GIBRALTAR DEVELOPMENT CORPORATION ^(a)

(i) Minister: Minister for Economic Development, Telecommunications and the Gibraltar Savings Bank

(ii) ESTABLISHMENT

GIBRALTAR DEVELOPMENT CORPORATION

2015/2016	2014/2015	
1	1	Finance Centre Director
1	1	Head of Gambling Regulation
1	1	Conservation Officer
1	0	Chief Executive Officer
10	9	Grade 5
20	21	Grade 4
2	1	Gambling Regulator
20	17	Grade 3
1	1	Gambling Monitor
42	34	Grade 2
5	5	Transport Inspector
24	25	Grade 1
<u>128</u>	<u>116</u>	

(iii) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>2</u>	<u>3</u>

TOTAL GIBRALTAR DEVELOPMENT CORPORATION**SUMMARY**

2015/2016	2014/2015
<u>130</u>	<u>119</u>

TOTAL GIBRALTAR DEVELOPMENT CORPORATION ^(b)

(a) Gibraltar Development Corporation Staff shown under the establishment of the respective Head of Charge

(b) Does not include 1 Hostels Manager and 12 Hostels employees seconded to Economic Development

GIBRALTAR DEVELOPMENT CORPORATION

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Receipts				
Contribution from Consolidated Fund - Head 24 Economic Development: (i)				
Contribution from Consolidated Fund in respect of Revenues Received	345,000	366,000	1,083,000	1,131,350
Additional Contribution	12,354,000	12,013,000	11,629,000	11,161,000
	12,699,000	12,379,000	12,712,000	12,292,350
Contributions by Government Departments for Staff Services	5,574,000	5,362,000	5,130,000	4,523,625
Contribution by Borders and Coastguard Agency	30,000	65,000	62,000	16,209
Contribution by Gibraltar Health Authority	32,000	22,000	0	0
<i>Contribution by Care Agency</i>	0	0	0	38,842
Total Receipts	18,335,000	17,828,000	17,904,000	16,871,026
Payments				
Salaries:				
(1) Economic Development (ii)	568,000	994,000	939,000	839,013
(2) Other Divisions	3,393,000	2,777,000	2,671,000	2,380,362
	3,961,000	3,771,000	3,610,000	3,219,375
Overtime:				
(3) Economic Development	11,000	58,000	21,000	19,197
(4) Other Divisions	308,000	395,000	301,000	308,046
	319,000	453,000	322,000	327,243
Allowances:				
(5) Economic Development	17,000	34,000	25,000	23,955
(6) Other Divisions	118,000	109,000	120,000	122,821
	135,000	143,000	145,000	146,776
Wages - Economic Development				
(7) Basic	162,000	140,000	160,000	151,009
(8) Overtime	117,000	104,000	117,000	116,375
(9) Allowances	20,000	12,000	20,000	18,662
	299,000	256,000	297,000	286,046
Wages - Other Divisions:				
(10) Basic	313,000	258,000	297,000	161,469
(11) Overtime	35,000	36,000	44,000	36,143
(12) Allowances	1,000	1,000	0	0
	349,000	295,000	341,000	197,612
(13) Temporary Assistance - Other Divisions	0	0	0	0
Employer's Contributions:				
(14) Economic Development	134,000	215,000	213,000	190,058
(15) Other Divisions	630,000	508,000	469,000	417,968
	764,000	723,000	682,000	608,026
(16) Gratuities - Other Divisions	34,000	33,000	33,000	32,548
<i>carried forward</i>	5,861,000	5,674,000	5,430,000	4,817,626

(i) Up to 2014/15 Contribution for recurrent expenditure shown under Head 24 Economic Development (page 86)

(ii) Up to 2014/15 titled Employment and Labour

GIBRALTAR DEVELOPMENT CORPORATION (cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<i>brought forward</i>	5,861,000	5,674,000	5,430,000	4,817,626
<u>Other Recurrent Expenditure</u>				
Contribution to:				
(17) Graduate Research and Development Company Ltd, Employment Training Company Ltd and Supported Employment Company Ltd:				
(a) EU Projects:				
(i) Government Financed	5,661,000	5,661,000	5,661,000	5,661,000
(ii) Planned ESF Funds	5,661,000	5,661,000	5,661,000	5,661,000
	11,322,000	11,322,000	11,322,000	11,322,000
(b) Other Projects - Government Financed	460,000	460,000	460,000	461,251
	11,782,000	11,782,000	11,782,000	11,783,251
(18) Wage Subsidies:				
(a) EU Projects:				
(i) Government Financed	88,000	11,000	88,000	17,229
(ii) Planned ESF Funds	88,000	11,000	88,000	17,229
	176,000	22,000	176,000	34,458
(b) Other Projects - Government Financed	0	0	0	0
	176,000	22,000	176,000	34,458
(19) Training and Development Courses:				
(a) EU Projects:				
(i) Government Financed	0	0	0	0
(ii) Planned ESF Funds	0	0	0	0
	0	0	0	0
(b) Other Projects - Government Financed	250,000	140,000	250,000	31,788
	250,000	140,000	250,000	31,788
(20) Construction Training Centre:				
(a) EU Projects:				
(i) Government Financed	77,000	0	77,000	21,916
(ii) Planned ESF Funds	77,000	0	77,000	21,543
	154,000	0	154,000	43,459
(b) Other Projects - Government Financed	112,000	210,000	112,000	127,523
	266,000	210,000	266,000	170,982
<i>Early Exit Payments</i>	0	0	0	33,497
Total Payments	18,335,000	17,828,000	17,904,000	16,871,602
SUMMARY				
Receipts				
Surplus/(Deficit) brought forward	0	0	0	825
Total Receipts	18,335,000	17,828,000	17,904,000	16,871,026
GDC Receipts	18,335,000	17,828,000	17,904,000	16,871,851
Payments				
GDC Payments	18,335,000	17,828,000	17,904,000	16,871,602
	18,335,000	17,828,000	17,904,000	16,871,602
Surplus/(Deficit)	0	0	0	249
CAPITAL ACCOUNT				
Capital Revenue:				
Surplus/(Deficit) brought forward	0	0	0	0
Sale of Gibraltar Development Corporation Properties	0	0	1,000	0
Total Capital Receipts	0	0	1,000	0
Capital Expenditure:				
Purchase of Shares	0	0	1,000	0
Total Capital Expenditure	0	0	1,000	0
SUMMARY				
Capital Account:				
Receipts	0	0	1,000	0
Expenditure	0	0	1,000	0
Surplus/(Deficit) carried forward	0	0	0	0

GIBRALTAR DEVELOPMENT CORPORATION: ADDITIONAL INFORMATION

CONTRIBUTIONS BY GOVERNMENT DEPARTMENTS FOR STAFF SERVICES	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	2014/2015	2014/2015	2013/2014
	£	£	£	£
Head 1 - Treasury				
Salaries	78,000	77,000	76,000	122,759
Overtime	5,000	5,000	5,000	8,115
Allowances	0	0	2,000	0
Employer's Contributions	17,000	17,000	16,000	25,624
Total Treasury	100,000	99,000	99,000	156,498
Head 2 - No. 6 Convent Place				
<u>EU & International Department:</u>				
Salaries	39,000	38,000	37,000	39,012
Overtime	6,000	4,000	8,000	7,668
Allowances	0	0	0	0
Employer's Contributions	6,000	6,000	6,000	5,266
	51,000	48,000	51,000	51,946
<u>Staff Services - No 6:</u>				
Salaries	209,000	137,000	130,000	155,709
Overtime	39,000	54,000	39,000	41,008
Allowances	4,000	1,000	4,000	1,980
Employer's Contributions	36,000	21,000	22,000	25,800
	288,000	213,000	195,000	224,497
<u>Staff Services - Technical Division:</u>				
Salaries	51,000	80,000	50,000	0
Overtime	5,000	28,000	5,000	0
Allowances	0	0	0	0
Employer's Contributions	10,000	16,000	10,000	0
	66,000	124,000	65,000	0
Total No.6 Convent Place	405,000	385,000	311,000	276,443
Head 7 - Human Resources				
Salaries	23,000	0	0	0
Overtime	0	0	0	0
Allowances	0	0	0	0
Employer's Contributions	4,000	0	0	0
Total Human Resources	27,000	0	0	0
Head 12 - Town Planning and Building Control				
Salaries	43,000	0	0	0
Overtime	6,000	0	0	0
Allowances	0	0	0	0
Employer's Contributions	6,000	0	0	0
Total Town Planning and Building Control	55,000	0	0	0
Head 14 - Environment				
Salaries	26,000	35,000	23,000	0
Overtime	1,000	0	0	0
Allowances	5,000	1,000	0	0
Employer's Contributions	6,000	5,000	4,000	0
Total Environment	38,000	41,000	27,000	0
<i>Equality and Social Services</i>				
<u>Ministry Office:</u>				
Salaries	0	0	41,000	0
Overtime	0	0	1,000	0
Allowances	0	0	0	0
Employer's Contributions	0	0	2,000	0
Total Equality and Social Services	0	0	44,000	0

GIBRALTAR DEVELOPMENT CORPORATION: ADDITIONAL INFORMATION

CONTRIBUTIONS BY GOVERNMENT DEPARTMENTS FOR STAFF SERVICES	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
Head 19 - Tourism				
<u>Main Office:</u>				
Salaries	555,000	566,000	541,000	505,194
Overtime	30,000	52,000	30,000	53,965
Allowances	30,000	31,000	30,000	35,453
Employer's Contributions	105,000	108,000	100,000	92,335
	720,000	757,000	701,000	686,947
<u>Lifeguards:</u>				
Basic Wages	293,000	239,000	260,000	142,465
Overtime	10,000	10,000	34,000	12,500
Employer's Contributions	0	0	0	0
	303,000	249,000	294,000	154,965
<u>Visitor Information Patrols:</u>				
Salaries	10,000	7,000	10,000	8,690
	313,000	256,000	304,000	163,655
<u>Sites:</u>				
Salaries	254,000	263,000	260,000	230,657
Overtime	42,000	70,000	42,000	62,904
Allowances	6,000	5,000	6,000	7,456
Employer's Contributions	58,000	60,000	57,000	54,642
	360,000	398,000	365,000	355,659
Basic Wages	20,000	19,000	19,000	19,004
Overtime	25,000	26,000	10,000	23,643
Allowances	1,000	1,000	0	0
Employer's Contributions	5,000	5,000	5,000	4,945
	51,000	51,000	34,000	47,592
	411,000	449,000	399,000	403,251
<u>Terminals:</u>				
Salaries	146,000	142,000	170,000	155,212
Overtime	47,000	46,000	47,000	40,004
Allowances	21,000	20,000	21,000	19,089
Employer's Contributions	29,000	27,000	39,000	31,163
	243,000	235,000	277,000	245,468
Total Tourism	1,687,000	1,697,000	1,681,000	1,499,321
Head 20 - Housing - Administration				
Salaries	126,000	153,000	150,000	140,415
Overtime	3,000	0	3,000	938
Allowances	1,000	1,000	1,000	1,002
Employer's Contributions	25,000	31,000	32,000	29,634
Total Housing - Administration	155,000	185,000	186,000	171,989
Head 22 - Driver and Vehicle Licensing				
<u>Administration</u>				
Salaries	36,000	35,000	35,000	4,903
Overtime	3,000	1,000	2,000	0
Allowances	1,000	1,000	0	0
Employer's Contributions	9,000	8,000	9,000	670
	49,000	45,000	46,000	5,573
<u>Transport Inspectors</u>				
Salaries	125,000	0	0	0
Overtime	35,000	0	0	0
Allowances	0	0	0	0
Employer's Contributions	25,000	0	0	0
	185,000	0	0	0
Total Driver and Vehicle Licensing	234,000	45,000	46,000	5,573

GIBRALTAR DEVELOPMENT CORPORATION: ADDITIONAL INFORMATION

CONTRIBUTIONS BY GOVERNMENT DEPARTMENTS FOR STAFF SERVICES	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
Head 24 - Economic Development (i)				
Salaries	503,000	501,000	448,000	376,309
Overtime	9,000	23,000	11,000	10,895
Allowances	13,000	15,000	13,000	10,970
Employer's Contributions	84,000	92,000	82,000	64,052
	609,000	631,000	554,000	462,226
<u>Workers Hostels</u>				
Salaries	65,000	63,000	61,000	46,154
Overtime	2,000	17,000	2,000	1,909
Allowances	4,000	4,000	4,000	3,917
Employer's Contributions	12,000	11,000	11,000	8,055
	83,000	95,000	78,000	60,035
Basic Wages	162,000	140,000	160,000	151,009
Overtime	117,000	104,000	117,000	116,375
Allowances	20,000	12,000	20,000	18,662
Employer's Contributions	38,000	35,000	36,000	35,757
	337,000	291,000	333,000	321,803
	420,000	386,000	411,000	381,838
<u>Training</u>				
Salaries	0	430,000	430,000	416,550
Overtime	0	18,000	8,000	6,393
Allowances	0	15,000	8,000	9,068
Employer's Contributions	0	77,000	84,000	82,194
	0	540,000	530,000	514,205
Total Economic Development	1,029,000	1,557,000	1,495,000	1,358,269
Head 26 - Business, Employment & Social Security				
<u>Ministry:</u>				
Salaries	87,000	0	0	0
Overtime	20,000	0	0	0
Allowances	2,000	0	0	0
Employer's Contributions	13,000	0	0	0
	122,000	0	0	0
<u>Consumer Affairs:</u>				
Salaries	110,000	0	0	0
Overtime	0	0	0	0
Allowances	4,000	0	0	0
Employer's Contributions	19,000	0	0	0
	133,000	0	0	0
<u>Employment</u>				
Salaries	501,000	0	0	0
Overtime	3,000	0	0	0
Allowances	3,000	0	0	0
Employer's Contributions	95,000	0	0	0
	602,000	0	0	0
Total Business, Employment & Social Security	857,000	0	0	0

(i) Up to 2014/15 titled Employment and Labour

GIBRALTAR DEVELOPMENT CORPORATION: ADDITIONAL INFORMATION

CONTRIBUTIONS BY GOVERNMENT DEPARTMENTS FOR STAFF SERVICES	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
<i>Postal Services</i>				
Salaries	0	0	0	36,536
Overtime	0	0	0	0
Allowances	0	0	0	655
Employer's Contributions	0	0	0	7,926
Total Postal Services	0	0	0	45,117
<i>Public Transport and Commercial Affairs</i>				
<i>Ministry:</i>				
Salaries	0	70,000	62,000	46,065
Overtime	0	13,000	16,000	14,962
Allowances	0	3,000	9,000	6,666
Employer's Contributions	0	12,000	8,000	5,915
	0	98,000	95,000	73,608
<i>Consumer Affairs:</i>				
Salaries	0	90,000	71,000	71,140
Overtime	0	1,000	0	0
Allowances	0	5,000	4,000	2,958
Employer's Contributions	0	16,000	13,000	12,735
	0	112,000	88,000	86,833
<i>Transport Inspectors</i>				
Salaries	0	123,000	121,000	71,049
Overtime	0	32,000	50,000	7,652
Allowances	0	1,000	1,000	1,319
Employer's Contributions	0	23,000	9,000	5,560
	0	179,000	181,000	85,580
Total Public Transport and Commercial Affairs	0	389,000	364,000	246,021
Head 28 - Education				
Salaries	51,000	50,000	49,000	49,825
Overtime	0	1,000	0	0
Allowances	0	0	0	0
Employer's Contributions	10,000	10,000	10,000	10,021
Total Education	61,000	61,000	59,000	59,846
Head 37 - Culture and Heritage				
Salaries	90,000	85,000	83,000	78,743
Overtime	7,000	26,000	7,000	16,066
Allowances	3,000	1,000	3,000	445
Employer's Contributions	18,000	17,000	17,000	15,968
Total Culture and Heritage	118,000	129,000	110,000	111,222
Head 39 - Financial Services				
Salaries	245,000	241,000	234,000	218,319
Overtime	2,000	2,000	2,000	289
Allowances	24,000	24,000	24,000	22,213
Employer's Contributions	22,000	21,000	20,000	16,752
Gratuity	34,000	33,000	33,000	32,548
Total Financial Services	327,000	321,000	313,000	290,121
Head 40 - Gambling Division				
Salaries	327,000	312,000	280,000	206,728
Overtime	9,000	9,000	0	0
Allowances	1,000	1,000	1,000	2,788
Employer's Contributions	57,000	50,000	44,000	29,975
Total Gambling Division	394,000	372,000	325,000	239,491
Head 41 - Maritime Services				
Salaries	68,000	58,000	57,000	52,056
Overtime	2,000	8,000	2,000	927
Allowances	0	1,000	0	0
Employer's Contributions	17,000	14,000	11,000	10,731
Total Maritime Services	87,000	81,000	70,000	63,714

GIBRALTAR DEVELOPMENT CORPORATION: ADDITIONAL INFORMATION

CONTRIBUTIONS BY GOVERNMENT DEPARTMENTS FOR STAFF SERVICES	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
SUMMARY				
Contributions by Government Departments for Staff Services:				
Head 1 - Treasury	100,000	99,000	99,000	156,498
Head 2 - No. 6 Convent Place	405,000	385,000	311,000	276,443
Head 7 - Human Resources	27,000	0	0	0
Head 12 - Town Planning and Building Control	55,000	0	0	0
Head 14 - Environment	38,000	41,000	27,000	0
<i>Equality and Social Services</i>	0	0	44,000	0
Head 19 - Tourism	1,687,000	1,697,000	1,681,000	1,499,321
Head 20 - Housing - Administration	155,000	185,000	186,000	171,989
Head 22 - Driver and Vehicle Licensing	234,000	45,000	46,000	5,573
Head 24 - Economic Development	1,029,000	1,557,000	1,495,000	1,358,269
Head 26 - Business, Employment & Social Security	857,000	0	0	0
<i>Postal Services</i>	0	0	0	45,117
<i>Public Transport and Commercial Affairs</i>	0	389,000	364,000	246,021
Head 28 - Education	61,000	61,000	59,000	59,846
Head 37 - Culture and Heritage	118,000	129,000	110,000	111,222
Head 39 - Financial Services	327,000	321,000	313,000	290,121
Head 40 - Gambling Division	394,000	372,000	325,000	239,491
Head 41 - Maritime Services	87,000	81,000	70,000	63,714
	5,574,000	5,362,000	5,130,000	4,523,625

GIBRALTAR DEVELOPMENT CORPORATION: ADDITIONAL INFORMATION

CONTRIBUTION BY BORDERS AND COASTGUARD AGENCY (i)	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
Salaries	23,000	53,000	53,000	9,111
Overtime	0	0	0	176
Allowances	0	0	0	6,208
Employer's Contributions	7,000	12,000	9,000	714
	30,000	65,000	62,000	16,209

CONTRIBUTION BY GIBRALTAR HEALTH AUTHORITY (ii)	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
Salaries	26,000	18,000	0	0
Overtime	0	0	0	0
Allowances	0	0	0	0
Employer's Contributions	6,000	4,000	0	0
	32,000	22,000	0	0

CONTRIBUTION BY GOVERNMENT-OWNED COMPANIES	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
Salaries	144,000	144,000	138,000	151,469
Overtime	43,000	43,000	42,000	46,384
Allowances	13,000	13,000	14,000	14,432
Employer's Contributions	25,000	25,000	24,000	26,665
	225,000	225,000	218,000	238,950
<i>Basic Wages</i>	0	0	18,000	0
<i>Overtime</i>	0	0	0	0
<i>Allowances</i>	0	0	0	0
<i>Employer's Contributions</i>	0	0	2,000	0
	0	0	20,000	0
	225,000	225,000	238,000	238,950

CONTRIBUTION BY CARE AGENCY (iii)	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN 2014/2015	2014/2015	2013/2014
	£	£	£	£
<i>Salaries</i>	0	0	0	26,770
<i>Overtime</i>	0	0	0	6,988
<i>Allowances</i>	0	0	0	157
<i>Employer's Contributions</i>	0	0	0	4,927
	0	0	0	38,842

(i) Appendix C - Borders and Coastguard Agency (page 172)

(ii) Appendix D - Gibraltar Health Authority (page 177)

(iii) Appendix G - Care Agency (page 191)

BORDERS AND COASTGUARD AGENCY

(i) Minister: Chief Minister

(ii) ESTABLISHMENT

BORDERS AND COASTGUARD AGENCY

2015/2016 2014/2015

1	1
3	3
1	1
1	1
16	16
80	65
1	1
0	15
<u>103</u>	<u>103</u>

Chief Executive Officer
 Borders and Coastguard Lines Manager
 Training Manager
 Training Officer
 Senior Borders and Coastguard Officer
 Borders and Coastguard Officer
 Administrative Officer
Security and Immigration Officer

(iii) INDUSTRIAL STAFF

2015/2016 2014/2015

<u>0</u>	<u>0</u>
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TOTAL BORDERS AND COASTGUARD AGENCY

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016 2014/2015

<u>1</u>	<u>2</u>
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TOTAL BORDERS AND COASTGUARD AGENCY**SUMMARY**

2015/2016 2014/2015

<u>104</u>	<u>105</u>
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TOTAL BORDERS AND COASTGUARD AGENCY

BORDERS AND COASTGUARD AGENCY

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Receipts				
Contribution from Consolidated Fund - Head 8 (i)	4,955,000	4,653,000	4,734,000	4,356,000
Contribution from Improvement and Development Fund - Head 101 (ii)	1,000	25,000	44,000	97,000
Total Receipts	4,956,000	4,678,000	4,778,000	4,453,000
Payments				
<u>Personal Emoluments</u>				
(1) Salaries	2,630,000	2,520,000	2,460,000	2,431,969
(2) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	280,000	240,000	280,000	221,842
(iv) Discretionary	0	0	0	0
	280,000	240,000	280,000	221,842
(3) Allowances	1,000,000	880,000	1,000,000	840,452
(4) Temporary Assistance	1,000	0	0	0
(5) Bonus Payments	30,000	27,000	49,000	31,495
(6) Employer's Contributions	565,000	512,000	490,000	432,385
	4,506,000	4,179,000	4,279,000	3,958,143
<u>Other Recurrent Expenditure</u>				
Office Expenditure:				
(7) General Expenses	13,000	13,000	13,000	18,365
(8) Electricity and Water	5,000	5,000	4,000	3,628
(9) Telephone Service	19,000	15,000	19,000	15,037
(10) Printing and Stationery	6,000	6,000	6,000	5,671
Contracted Services:				
(11) Office Cleaning - Government Cleaning Scheme	13,000	12,000	12,000	11,981
	56,000	51,000	54,000	54,682
Operational Expenses:				
(12) Computer and Office Equipment	30,000	35,000	30,000	34,294
(13) Motor Vehicle Expenses	4,000	1,000	4,000	1,814
(14) Uniforms and Protective Clothing	38,000	18,000	38,000	37,930
(15) Training Courses	50,000	55,000	50,000	43,078
Contracted Services:				
(16) Security Service	225,000	245,000	216,000	210,384
	347,000	354,000	338,000	327,500
(17) Contribution to Gibraltar Development Corporation - Staff Services(iii)	30,000	65,000	62,000	16,209
(18) Relief Cover	16,000	4,000	1,000	0
Total Payments	4,955,000	4,653,000	4,734,000	4,356,534
Capital Expenditure:				
Works and Equipment	1,000	25,000	44,000	96,642
Total Capital	1,000	25,000	44,000	96,642
SUMMARY				
Receipts:				
Surplus/(Deficit) brought forward	0	0	0	1,120
Receipts	4,956,000	4,678,000	4,778,000	4,453,000
Total Receipts	4,956,000	4,678,000	4,778,000	4,454,120
Expenditure:				
Recurrent	4,955,000	4,653,000	4,734,000	4,356,534
Capital	1,000	25,000	44,000	96,642
	4,956,000	4,678,000	4,778,000	4,453,176
Surplus/(Deficit) carried forward	0	0	0	944

(i) Contribution for recurrent expenditure under Head 8 Immigration and Civil Status (page 40)

(ii) Contribution for capital expenditure

(iii) Appendix B - Gibraltar Development Corporation (page 163)

GIBRALTAR HEALTH AUTHORITY

(i) Minister: Minister for Health, the Environment, Energy and Climate Change

(ii) ESTABLISHMENT

GIBRALTAR HEALTH AUTHORITYAdministration and Support Grades

	2015/16		2014/15			
	FT	PT/JS	TOTAL FTE	TOTAL FTE		
1	0	1	1	0	1	Chief Executive
3	0	3	2	0	2	Unit General Manager
1	0	1	1	0	1	Director of Finance and Procurement
1	0	1	1	0	1	Director of Human Resources
1	0	1	1	0	1	Director of Clinical Engineering and Estates
1	0	1	0	0	0	Director of IMT
1	0	1	0	0	0	Principal Secretary
1	0	1	0	0	0	Technomedical Engineer
4	2	5	4	0	4	Senior EHT Officer / Information Systems Programmer
4	0	4	4	0	4	Senior Executive Officer
7	0	7	4	0	4	Higher Executive Officer
1	0	1	0	0	0	Associate Director - Catering
1	0	1	0	0	0	Senior Professional & Technology Officer
1	0	1	0	0	0	Higher Professional & Technology Officer
1	0	1	1	0	1	Professional & Technology Officer P & G S 'C'
2	0	2	2	0	2	Senior Personal Secretary
1	0	1	1	0	1	Executive Officer
18	2	19	12	2	11	Deputy Associate Director - Catering
1	0	1	0	0	0	Stores Supervisory Grade D
1	0	1	1	0	1	EHT Officer
6	0	6	2	0	2	Hospital Attendant
18	0	18	18	0	18	Administrative Officer
42	10	47	43	10	38	Assistant Electrical Health Technician
4	0	4	4	0	4	Specialist Clinical Engineering Technician
2	0	2	0	0	0	GHA Clerk
33	4	35	31.5	5	29	Ward Clerk
8	3	9.5	9	0	9	A&E Clerk
4	0	4	4	0	4	Receptionist
3	4	5	5	4	3	GHA Junior Clerk
6	0	6	1	0	1	Administrative Assistant
4	0	4	0	0	0	Medical Secretary
8	0	8	7	0	7	Personal Secretary
5	1	5.5	6	0	6	Typist
4	1	4.5	6.5	1	6	Messenger Driver
3	0	3	3	0	3	Director of Information Management, IT & Corporate Services
0	0	0	1	0	1	Associate Director of I & CT
0	0	0	1	2	0	Associate Director of Information Systems
0	0	0	1	0	1	Operations Development Officer
0	0	0	1	0	1	Patient Complaints Co-ordinator
0	0	0	1	0	1	Catering Director
0	0	0	1	0	1	Assistant Catering Director
						<u>Medical and Allied Professions</u>
33	5	35.5	32	4	30	Consultant
1	0	1	1	0	1	Director of Public Health
2	0	2	1	0	1	Associate Specialist
19	2	20	16.5	1	16	General Practitioner
20	0	20	17	0	17	Non Consultant Hospital Doctor
1	0	1	1	0	1	Consultant Clinical Psychologist
1	0	1	1	0	1	Pathology Services Manager
1	0	1	1	0	1	Public Analyst
1	0	1	0	0	0	Deputy Public Analyst
2	0	2	2	0	2	Senior Dental Officer
3	1	3.5	3	0	3	Dental Officer
Carried Forward	286	35	303.5	257.5	29	243

FT: Full Time, PT: Part Time, JS: Job Sharing, FTE: Full Time Equivalent

GIBRALTAR HEALTH AUTHORITY (cont)

(ii) ESTABLISHMENT (cont)

GIBRALTAR HEALTH AUTHORITY (cont)

	2015/16			2014/15			
	FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT	
<i>Brought Forward</i>	286	35	303.5	257.5	29	243	<u>Medical and Allied Professions</u> (cont)
	2	0	2	2	0	2	Clinical Psychologist
	1	0	1	1	0	1	Head Pharmacist
	1	0	1	1	0	1	Chief Speech / Language Therapist
	1	0	1	1	0	1	Head of Optometry
	1	0	1	1	0	1	Hospital Optometrist
	1	0	1	1	0	1	Senior Clinical Pharmacist / Dispensary Manager
	1	0	1	1	0	1	Radiology Services Manager
	3	0	3	1	0	1	Clinical Pharmacist
	1	0	1	1	0	1	Blood Bank Manager
	1	0	1	1	0	1	Quality Manager
	6	1	6.5	6	0	6	Senior Biomedical Scientist
	1	0	1	0	0	0	Physiotherapy Services Manager
	1	0	1	0	0	0	Head Occupational Therapist
	6	0	6	0	0	0	Speech & Language Therapist
	2	0	2	1.5	1	1	Senior Donor Carer
	3	0	3	1	0	1	Health Promotion Officer
	1	0	1	0	0	0	Public Health Information Analyst
	1	0	1	1	0	1	Specialist Dietitian
	2	0	2	2	0	2	Senior Mental Welfare Officer
	3	0	3	2	0	2	Dietitian Senior I
	4	0	4	4	0	4	Occupational Therapist I
	4	0	4	4	0	4	Senior Physiotherapist I
	8	0	8	7	0	7	Senior Radiographer I
	1	0	1	1	0	1	Head Orthoptist
	0	1	0.5	0.5	1	0	Counsellor
	4	1	4.5	2	0	2	Biomedical Scientist
	1	0	1	2	0	2	Senior Radiographer II
	6	1	6.5	4	0	4	Senior Physiotherapist II
	2	2	3	3	4	1	Occupational Therapist II
	1	0	1	2	0	2	Basic Grade Pharmacist
	1	0	1	1	0	1	Medical Librarian
	0	2	1	1	0	1	Pathology Production Assistant
	1	0	1	1	0	1	Cytology Screener
	4	3	5.5	4.5	3	3	Biomedical Assistant
	2	0	2	2	0	2	Technical Instructor II
	5	0	5	5	0	5	Dental Nurse
	2	0	2	2	0	2	Physiotherapy Helper
	4	0	4	2	0	2	Junior Occupational Therapist
	1	0	1	2	0	2	Junior Physiotherapist
	1	0	1	1	0	1	Occupational Therapy Assistant
	2	0	2	1	0	1	Radiography Assistant
	0	0	0	1	0	1	<i>Superintendent Physiotherapist II</i>
	0	0	0	1	0	1	<i>Superintendent Occupational Therapist II</i>
	0	0	0	3	0	3	<i>Speech Therapist Grade B</i>
	0	0	0	1	0	1	<i>Ward Pharmacist</i>
	0	0	0	1	0	1	<i>Rehabilitation Officer for the Visually Impaired</i>
	0	0	0	1	0	1	<i>Junior Dietitian</i>
							<u>Nursing</u>
	1	0	1	1	0	1	Director of Nursing Services
	1	0	1	1	0	1	Deputy Director of Nursing Services
	1	0	1	1	0	1	Principal Nurse Lecturer
	1	0	1	1	0	1	Senior Nurse Lecturer
	1	0	1	0	0	0	Nurse Lecturer
	7	0	7	7	0	7	Clinical Nurse Manager
	1	0	1	0	0	0	Resuscitation Officer
	17	4	19	18	4	16	Staff Midwife
	1	0	1	1	0	1	TSSU/CSSD Manager
	2	0	2	4	0	4	Senior Enrolled Nurse
	7	0	7	7	0	7	TSSU/CSSD Technician
	2	2	3	3	0	3	Nurse Practitioner
	1	0	1	1	0	1	Cardiac Rehab Nurse Specialist
	2	0	2	1	0	1	Palliative Care Nurse Specialist
	1	0	1	1	0	1	Diabetes Nurse Practitioner
	41	0	41	38	0	38	Charge Nurse
<i>Carried Forward</i>	466	52	492	427	42	406	

FT: Full Time, PT: Part Time, JS: Job Sharing, FTE: Full Time Equivalent

GIBRALTAR HEALTH AUTHORITY (cont)

(ii) ESTABLISHMENT (cont)

GIBRALTAR HEALTH AUTHORITY (cont)

	2015/16		2014/15		FT	
	FT	PT/JS	TOTAL FTE	TOTAL FTE		
<i>Brought Forward</i>	466	52	492	427	42	406
1	0	1	1	0	1	
2	0	2	1	0	1	
1	0	1	1	0	1	
2	0	2	0	0	0	
174	13	180.5	181	8	177	
2	0	2	0	0	0	
8	0	8	6	0	6	
54	8	58	54	8	50	
1	0	1	0	0	0	
1	1	1.5	3	2	2	
110	8	114	81.5	11	76	
0	0	0	1	0	1	
0	0	0	1	0	1	
1	0	1	1	0	1	
1	0	1	1	0	1	
1	0	1	1	0	1	
4	0	4	0	0	0	
18	0	18	22	0	22	
9	0	9	9	0	9	
856	82	897	791.5	71	756	

Nursing (cont)

Breast Nurse Specialist
 Diabetes Nurse Specialist
 Dermatology Nurse Specialist
 Pre-Assessment Nurse
 Staff Nurse
 Endoscopy Nurse
 Operating Department Practitioner
 Enrolled Nurse
 Endoscopy Technician
 Nursing Auxiliary
 Nursing Assistant
Executive Director - Strategic Development
 Senior Tutor

Ambulance Service

Chief Ambulance Officer
 Station Officer
 Ambulance Call Taker/Dispatcher
 Paramedic
 Emergency Medical Technician
 Ambulance Care Assistant

		2015/16	2014/15		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
856	82	897	791.5	71	756

TOTAL GIBRALTAR HEALTH AUTHORITY

(iii) INDUSTRIAL STAFF

		2015/16	2014/15		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
102	69	136.5	117.5	57	89

TOTAL GIBRALTAR HEALTH AUTHORITY

(iv) GIBRALTAR DEVELOPMENT CORPORATION

		2015/16	2014/15		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
1	0	1	0	0	0

TOTAL GIBRALTAR HEALTH AUTHORITY**SUMMARY**

		2015/16	2014/15		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
959	151	1034.5	909	128	845

TOTAL GIBRALTAR HEALTH AUTHORITY

GIBRALTAR HEALTH AUTHORITY

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Receipts				
Contribution from Consolidated Fund - Head 13: (i)				
Revenues received by the Consolidated Fund	52,050,000	53,500,000	49,850,000	50,936,172
Additional Contribution	44,993,000	48,568,000	44,430,000	39,926,000
	97,043,000	102,068,000	94,280,000	90,862,172
Contribution from Improvement & Development Fund Head 101 (ii)	2,888,000	2,700,000	3,500,000	2,215,000
Contribution from Social Assistance Fund (iii)	3,500,000	3,500,000	3,500,000	3,500,000
Contribution from Statutory Benefits Fund	350,000	350,000	350,000	407,224
Total Receipts	103,781,000	108,618,000	101,630,000	96,984,396
Recurrent Payments				
<u>Personal Emoluments</u>				
(1) Salaries	29,000,000	29,120,000	29,000,000	27,770,914
(2) Overtime:				
(i) Conditioned	1,600,000	1,600,000	1,555,000	1,531,443
(ii) Emergency	450,000	480,000	450,000	538,722
(iii) Manning Level Maintenance	400,000	490,000	397,000	402,235
(iv) Discretionary	400,000	370,000	400,000	468,336
	2,850,000	2,940,000	2,802,000	2,940,736
(3) Allowances	5,700,000	5,650,000	5,600,000	5,302,237
(4) Gratuities	1,060,000	1,360,000	1,360,000	1,385,205
	38,610,000	39,070,000	38,762,000	37,399,092
<u>Ambulance Service</u>				
(5) Salaries	923,000	915,000	931,000	870,999
(6) Overtime:				
(i) Conditioned	96,000	95,000	96,000	93,868
(ii) Emergency	33,000	30,000	29,000	30,863
(iii) Manning Level Maintenance	27,000	30,000	52,000	39,897
(iv) Discretionary	16,000	20,000	25,000	22,789
	172,000	175,000	202,000	187,417
(7) Allowances	360,000	356,000	354,000	360,593
	1,455,000	1,446,000	1,487,000	1,419,009
<u>Industrial Wages</u>				
(8) Basic Wages	2,820,000	2,545,000	2,820,000	2,314,699
(9) Overtime:				
(i) Conditioned	700,000	725,000	654,000	611,678
(ii) Emergency	30,000	30,000	85,000	78,845
(iii) Manning Level Maintenance	330,000	345,000	240,000	337,206
(iv) Discretionary	60,000	50,000	60,000	106,178
	1,120,000	1,150,000	1,039,000	1,133,907
(10) Allowances	51,000	52,000	55,000	53,196
	3,991,000	3,747,000	3,914,000	3,501,802
<u>Other Personnel</u>				
(11) Relief Cover	2,000,000	2,450,000	2,000,000	1,649,520
(12) Visiting Consultants Fees and Expenses and Other Contracted Medical Services	1,000,000	1,200,000	815,000	791,821
(13) Recruitment Contractual Expenses and Accommodation	950,000	810,000	910,000	719,087
	3,950,000	4,460,000	3,725,000	3,160,428
(14) Employer's Social Insurance Contributions	2,000,000	1,800,000	1,876,000	1,730,784
(15) Employer's Pension Contributions	1,600,000	1,180,000	1,522,000	912,393
	3,600,000	2,980,000	3,398,000	2,643,177
<i>carried forward</i>	51,606,000	51,703,000	51,286,000	48,123,508

(i) Contribution for recurrent expenditure under Head 13 Health (page 50)

(ii) Contribution for capital expenditure

(iii) Social Assistance Fund - Appendix K (page 209)

GIBRALTAR HEALTH AUTHORITY(cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<i>brought forward</i>	51,606,000	51,703,000	51,286,000	48,123,508
Payments (cont)				
<u>Other Recurrent Expenditure</u>				
Prescribed Drugs and Pharmaceuticals:				
(16) GPMS Prescriptions	10,500,000	11,330,000	10,200,000	11,020,612
(17) Drugs and Pharmaceuticals	3,600,000	4,950,000	3,600,000	3,573,721
	14,100,000	16,280,000	13,800,000	14,594,333
Equipment and Related Expenses:				
(18) Medical Departments	2,500,000	2,600,000	2,234,000	2,161,857
(19) Medical and Surgical Appliances	1,300,000	1,900,000	1,300,000	1,286,907
(20) Hardware, Uniforms and Linen	500,000	560,000	462,000	368,041
(21) Patients Appliances	300,000	320,000	290,000	224,252
	4,600,000	5,380,000	4,286,000	4,041,057
(22) Dressings, Medical Gases and Tests	1,200,000	1,500,000	1,200,000	1,235,894
(23) Provisions	800,000	800,000	741,000	733,809
Laundry and Cleaning:				
(24) Laundry Expenses	525,000	550,000	525,000	495,429
(25) Cleaning Expenses	360,000	270,000	270,000	234,341
	885,000	820,000	795,000	729,770
(26) ICC Health Centre	461,000	420,000	416,000	437,778
(27) Motor Vehicle and Fuel Expenses	350,000	330,000	350,000	333,017
Offices Expenses:				
(28) General Expenses	100,000	110,000	95,000	86,792
(29) Electricity and Water	1,000,000	900,000	966,000	919,108
(30) Telephone Service	300,000	270,000	315,000	266,916
(31) Records, Printing and Stationery	130,000	130,000	130,000	85,185
	1,530,000	1,410,000	1,506,000	1,358,001
(32) Legal Fees	300,000	430,000	300,000	269,486
(33) Official Travel Abroad	30,000	40,000	15,000	18,091
(34) School of Health Studies Expenses	750,000	730,000	750,000	554,453
(35) Insurances and Claims	1,000,000	900,000	1,250,000	1,215,564
(36) Sponsored Patients	12,000,000	14,200,000	11,000,000	11,474,163
(37) Dialysis	200,000	190,000	235,000	219,891
(38) Ground Rent	32,000	30,000	30,000	23,276
(39) Information Technology Expenses	500,000	670,000	500,000	461,910
(40) Registration Board	100,000	80,000	85,000	19,443
(41) Repairs and Maintenance	220,000	270,000	200,000	171,456
(42) Disposal of Clinical Waste	1,600,000	1,750,000	1,512,000	1,513,623
<u>Facilities Management</u>				
(43) Maintenance Agreements:				
(i) Techno-Medical Services provided by GEA	1,317,000	1,235,000	1,300,000	1,205,521
(ii) Other Maintenance Agreements	1,090,000	1,030,000	966,000	486,127
	2,407,000	2,265,000	2,266,000	1,691,648
(44) Equipment Spares/Repairs	380,000	380,000	370,000	286,395
(45) Security	406,000	375,000	285,000	223,751
(46) Fire Prevention	50,000	50,000	50,000	25,978
(47) Planted Areas	20,000	2,000	10,000	2,090
	3,263,000	3,072,000	2,981,000	2,229,862
(48) Hospital Rental	4,739,000	4,692,000	4,692,000	4,645,276
(49) GHA Ambulance Service - Direct Expenses	195,000	140,000	200,000	174,970
(50) Contribution to Gibraltar Development Corporation - Staff Services(i)	32,000	22,000	0	0
Contracted Services:				
(51) Day Care Facility	400,000	0	0	0
<i>Ex-Gratia Payments</i>	0	60,000	0	190,649
Total Recurrent Payments	100,893,000	105,919,000	98,130,000	94,769,280

(i) Appendix B - Gibraltar Development Corporation (page 163)

GIBRALTAR HEALTH AUTHORITY(cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Capital Expenditure:				
Works and Equipment	2,888,000	2,700,000	3,500,000	1,857,218
<i>Purchase of Ambulances</i>	0	0	0	357,263
Total Capital	2,888,000	2,700,000	3,500,000	2,214,481
SUMMARY				
Receipts:				
Surplus/(Deficit) brought forward	0	1,000	0	652
Receipts	103,781,000	108,618,000	101,630,000	96,984,396
	103,781,000	108,619,000	101,630,000	96,985,048
Payments:				
Recurrent	100,893,000	105,919,000	98,130,000	94,769,280
Capital	2,888,000	2,700,000	3,500,000	2,214,481
	103,781,000	108,619,000	101,630,000	96,983,761
Surplus/(Deficit) carried forward	0	0	0	1,287

GIBRALTAR ELECTRICITY AUTHORITY

(i) Minister: Minister for Health, the Environment, Energy and Climate Change

(ii) ESTABLISHMENT

GIBRALTAR ELECTRICITY AUTHORITY

2015/2016	2014/2015	
1	1	Chief Executive
1	1	Deputy Chief Executive
4	4	Senior Engineer
6	7	Engineer
15	14	D5 Officer
2	2	Installation Inspector
5	5	Supervisor (D6)
64	64	Technical Grade (D7)
24	24	Skilled Grade (D8)
5	5	Systems Engineer
30	30	Operator/Maintenance Worker
5	5	Engine Room Operative
1	1	Finance and Administration Director
2	2	Financial and Administration Manager
1	1	Assistant Financial and Administration Manager
10	10	Financial and Administration Officer
<u>176</u>	<u>176</u>	

(iii) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL GIBRALTAR ELECTRICITY AUTHORITY

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL GIBRALTAR ELECTRICITY AUTHORITY

SUMMARY

2015/2016	2014/2015	
<u>176</u>	<u>176</u>	TOTAL GIBRALTAR ELECTRICITY AUTHORITY

GIBRALTAR ELECTRICITY AUTHORITY(cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
OPERATIONS ACCOUNT				
Operating Revenue				
Contribution from Consolidated Fund - Head 15: (i)				
Revenues received by the Consolidated Fund	25,172,000	24,991,000	25,171,000	25,276,549
Payment of Electrical Services provided for Government (ii)	1,485,000	1,430,000	1,430,000	1,427,973
Techno-Medical Services provided to GHA	1,317,000	1,235,000	1,300,000	1,205,521
Total Operating Revenue	27,974,000	27,656,000	27,901,000	27,910,043
Operating Expenditure				
Personal Emoluments				
(1) Salaries	6,290,000	6,100,000	6,150,000	5,995,026
(2) Overtime:				
(i) Conditioned	900,000	860,000	840,000	
(ii) Emergency	300,000	280,000	300,000	
(iii) Manning Level Maintenance	0	0	0	
(iv) Discretionary	30,000	35,000	30,000	
	1,230,000	1,175,000	1,170,000	1,140,624
(3) Allowances	1,067,000	1,080,000	1,066,000	1,061,998
(4) Temporary Assistance	5,000	0	5,000	7,743
	8,592,000	8,355,000	8,391,000	8,205,391
Employer's Contributions				
(5) Social Insurance	300,000	295,000	302,000	294,339
(6) Pension (iii)	500,000	470,000	435,000	409,862
	800,000	765,000	737,000	704,201
Other Recurrent Expenditure				
Office Expenses:				
(7) General Expenses	40,000	35,000	35,000	35,970
(8) Electricity and Water	30,000	24,000	50,000	35,483
(9) Telephone Service	70,000	60,000	70,000	64,989
(10) Printing and Stationery	18,000	15,000	15,000	16,222
	158,000	134,000	170,000	152,664
Operational Expenses:				
(11) Protective Clothing and Fire Prevention	22,000	20,000	20,000	14,333
(12) Computer and Office Equipment Expenses	45,000	55,000	55,000	136,917
(13) Training Expenses	45,000	43,000	45,000	40,937
(14) Transport Expenses	30,000	27,000	25,000	25,113
	142,000	145,000	145,000	217,300
Contracted Services:				
(15) Security Services	66,000	69,000	78,000	77,391
(16) Messengerial Services	7,000	7,000	10,000	6,766
(17) Cleaning Services	64,000	49,000	50,000	50,459
(18) Electricity Collections - AquaGib Ltd	350,000	352,000	345,000	341,570
(19) Employer's & Public Liability Insurance	60,000	60,000	48,000	43,566
(20) Legal Fees (Advice & Consultation)	10,000	0	10,000	41,133
(21) Health & Safety Advisors	10,000	10,000	10,000	10,000
	567,000	547,000	551,000	570,885
Fuel & Lubricants:				
(22) Fuel	6,000,000	2,450,000	12,300,000	7,832,310
(23) Lubricants	180,000	60,000	380,000	211,214
	6,180,000	2,510,000	12,680,000	8,043,524
(24) Materials	1,000,000	1,020,000	1,000,000	977,355
(25) Public Lighting	80,000	55,000	70,000	67,186
(26) Public Illuminations	100,000	100,000	100,000	87,433
	1,180,000	1,175,000	1,170,000	1,131,974
<i>carried forward</i>	17,619,000	13,631,000	23,844,000	19,025,939

(i) Contribution for recurrent expenditure under Head 15 Utilities (page 58)

(ii) Comprises salaries, employer's Social Insurance and Pension contributions and materials for services provided to Government Departments

(iii) This statement does not include notional contributions in respect of pensions which continue to be payable by the Government

GIBRALTAR ELECTRICITY AUTHORITY (cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<i>brought forward</i>	17,619,000	13,631,000	23,844,000	19,025,939
Operating Expenditure (cont)				
Purchase of Electricity:				
(27) Gibraltar Mechanical & Electrical Services Ltd:				
(1) Additional Generating Capacity				
(i) Fuel Costs	24,400,000	22,350,000	21,000,000	19,847,826
(ii) Other Costs	11,350,000	10,400,000	6,220,000	7,443,996
	35,750,000	32,750,000	27,220,000	27,291,822
<i>Ex MOD Power Station</i>				
Fuel Costs	0	790,000	1,600,000	140,066
Other Costs	0	350,000	1,330,000	146,955
	0	1,140,000	2,930,000	287,021
<i>South District Power Station</i>				
Fuel Costs	0	5,350,000	900,000	5,646,917
Other Costs	0	1,800,000	1,980,000	2,216,166
	0	7,150,000	2,880,000	7,863,083
	35,750,000	41,040,000	33,030,000	35,441,926
<i>South District Power Station</i>	0	0	0	1,140,741
	35,750,000	41,040,000	33,030,000	36,582,667
(28) GHA Related Expenditure	20,000	3,000	33,000	1,941
(29) Purchase of Carbon Credits	1,000	779,000	1,000	0
(30) Relief Cover	1,000	0	1,000	0
<i>Ex-Gratia Payments</i>	0	0	0	5,898
Total Operating Expenditure	53,391,000	55,453,000	56,909,000	55,616,445
SUMMARY				
OPERATIONS ACCOUNT				
Income:				
Surplus/(Deficit) brought forward	0	0	0	523
Operating Revenue	27,974,000	27,656,000	27,901,000	27,910,043
	27,974,000	27,656,000	27,901,000	27,910,566
Expenditure:				
Operating Expenditure	53,391,000	55,453,000	56,909,000	55,616,445
Operating Deficit	(25,417,000)	(27,797,000)	(29,008,000)	(27,705,879)
COMMERCIAL WORKS				
Revenues received by the Consolidated Fund	4,000,000	2,100,000	2,130,000	1,329,945
Operating Expenditure	3,900,000	2,558,000	1,000,000	1,682,487
Commercial Works Surplus/(Deficit)	100,000	(458,000)	1,130,000	(352,542)
Less:				
Contribution from Consolidated Fund - Head 15 (i)	25,317,000	28,255,000	27,878,000	28,058,700
Surplus/(Deficit) carried forward	0	0	0	279

(i) Contribution for recurrent expenditure under Head 15 Utilities (page 58)

GIBRALTAR ELECTRICITY AUTHORITY(cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<u>CAPITAL ACCOUNT</u>				
Capital Revenue:				
Surplus/(Deficit) brought forward	0	0	0	975
Contribution from Improvement and Development Fund - Head 101 (i)	380,000	1,330,000	1,500,000	1,034,000
Total Capital Receipts	380,000	1,330,000	1,500,000	1,034,975
Capital Expenditure:				
Works and Equipment	380,000	920,000	1,000,000	1,034,477
<i>Improvement to Distribution Network</i>	0	410,000	500,000	0
Total Capital Expenditure	380,000	1,330,000	1,500,000	1,034,477
<u>SUMMARY</u>				
Capital Account:				
Receipts	380,000	1,330,000	1,500,000	1,034,975
Expenditure	380,000	1,330,000	1,500,000	1,034,477
Surplus/(Deficit) carried forward	0	0	0	498

(i) Contribution for capital expenditure

GIBRALTAR HEALTH AUTHORITY - ELDERLY RESIDENTIAL SERVICES SECTION

(i) Minister: Minister for Health, the Environment, Energy and Climate Change

(ii) ESTABLISHMENT

ELDERLY RESIDENTIAL SERVICES

2015/2016			2014/2015		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
1	0	1	0	0	0
1	0	1	0	0	0
2	0	2	0	0	0
1	0	1	0	0	0
2	3	3.5	0	0	0
2	0	2	0	0	0
1	0	1	0	0	0
1	0	1	0	0	0
1	0	1	0	0	0
1	0	1	0	0	0
13	3	14.5	0	0	0

ADMINISTRATIVE GRADES

Elderly Care Manager
 Facilities and Operations Manager
 Executive Officer
 Accounts Officer
 Administrative Officer
 Personal Secretary
 Administrative Assistant
 Catering Manager
 Technical Officer
 Stores Supervisor

2015/2016			2014/2015		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
1	0	1	0	0	0
3	0	3	0	0	0
1	0	1	0	0	0
50	3	51.5	0	0	0
1	0	1	0	0	0
4	1	4.5	0	0	0
1	1	1.5	0	0	0
155	38	185	0	0	0
2	2	3	0	0	0
218	45	251.5	0	0	0

NURSING GRADES

Nursing Co-ordinator
 Deputy Nursing Co-ordinator
 Team Leader (Nights)
 Registered General Nurse
 Training Officer
 Enrolled Nurse
 Nursing Auxiliary
 Nursing Assistant
 Physiotherapist

2015/2016			2014/2015		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
231	48	266	0	0	0

TOTAL GHA - ELDERLY RESIDENTIAL SERVICES SECTION

GIBRALTAR HEALTH AUTHORITY - ELDERLY RESIDENTIAL SERVICES SECTION

(iii) INDUSTRIAL STAFF

		2015/2016		2014/2015		TOTAL GHA - ELDERLY RESIDENTIAL SERVICES SECTION
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT	
59	3	60.5	0	0	0	

(iv) GIBRALTAR DEVELOPMENT CORPORATION STAFF

		2015/2016		2014/2015		TOTAL GHA - ELDERLY RESIDENTIAL SERVICES SECTION
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT	
0	0	0	0	0	0	

SUMMARY

		2015/2016		2014/2015		TOTAL GHA - ELDERLY RESIDENTIAL SERVICES SECTION
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT	
290	51	326.5	0	0	0	

GIBRALTAR HEALTH AUTHORITY - ELDERLY RESIDENTIAL SERVICES SECTION (i)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Receipts				
Contribution from Consolidated Fund - Head 17: (ii)				
Revenues received by the Consolidated Fund	1,350,000	0	0	0
Additional Contribution	14,075,000	0	0	0
	15,425,000	0	0	0
Contribution from Improvement and Development Fund - Head 101 (iii)				
	1,000	0	0	0
Total Recurrent Receipts	15,426,000	0	0	0
Payments				
<u>Personal Emoluments</u>				
(1) Salaries	5,400,000	0	0	0
(2) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	625,000	0	0	0
	625,000	0	0	0
(3) Allowances	1,000,000	0	0	0
(4) Gratuities	10,000	0	0	0
	7,035,000	0	0	0
<u>Industrial Wages</u>				
(5) Basic Wages	1,142,000	0	0	0
(6) Overtime:				
(i) Conditioned	0	0	0	0
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	0	0	0	0
(iv) Discretionary	423,000	0	0	0
	423,000	0	0	0
(7) Allowances	14,000	0	0	0
	1,579,000	0	0	0
<u>Employer's Contributions</u>				
(8) Social Insurance	566,000	0	0	0
(9) Pension	817,000	0	0	0
	1,383,000	0	0	0
<u>Other Personnel</u>				
(10) Relief Cover	1,973,000	0	0	0
<u>Other Recurrent Expenditure</u>				
(11) Residents Pocket Money	140,000	0	0	0
(12) Dressings and Aids	231,000	0	0	0
(13) Hardware, Uniforms and Linen	153,000	0	0	0
(14) Clinical Waste	335,000	0	0	0
(15) Provisions	595,000	0	0	0
Laundry and Cleaning:				
(16) Laundry Expenses	25,000	0	0	0
(17) Cleaning Expenses	72,000	0	0	0
	97,000	0	0	0
Training and Study:				
(18) Medical Books	4,000	0	0	0
(19) Training Courses & Official Travel	75,000	0	0	0
	79,000	0	0	0
<i>carried forward</i>	13,600,000	0	0	0

(i) Gibraltar Health Authority - Elderly Residential Services Section expenditure previously shown under Appendix G Care Agency (pages 190 -192)

(ii) Contribution for recurrent expenditure under Head 17 Gibraltar Health Authority - Elderly Residential Services Section (page 62).

(iii) Contribution for capital expenditure

GIBRALTAR HEALTH AUTHORITY - ELDERLY RESIDENTIAL SERVICES SECTION

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<i>brought forward</i>	13,600,000	0	0	0
Payments (cont)				
<u>Other Recurrent Expenditure</u> (cont)				
Office Expenses:				
(20) General Expenses	22,000	0	0	0
(21) Electricity and Water	150,000	0	0	0
(22) Telephone Service	30,000	0	0	0
(23) Printing and Stationery	20,000	0	0	0
(24) Computer and Office Equipment	15,000	0	0	0
	237,000	0	0	0
Contracted Services:				
(25) Cleaning	8,000	0	0	0
(26) Planted Areas	6,000	0	0	0
(27) Lift Maintenance	28,000	0	0	0
(28) Security Services	147,000	0	0	0
(29) Dementia Residential Facility	400,000	0	0	0
	589,000	0	0	0
Miscellaneous Expenses:				
(30) Health and Safety Expenses	5,000	0	0	0
(31) Rent and Service Charges	6,000	0	0	0
(32) Fuel and Gas	21,000	0	0	0
(33) Motor Vehicle Expenses	9,000	0	0	0
(34) Insurance	27,000	0	0	0
(35) Maintenance Works	104,000	0	0	0
(36) Contingencies	3,000	0	0	0
(37) IT Support	24,000	0	0	0
(38) Pharmaceutical Stock Items	800,000	0	0	0
	999,000	0	0	0
Total Recurrent	15,425,000	0	0	0
	£	£	£	£
Capital Expenditure:				
Works and Equipment	1,000	0	0	0
Total Capital	1,000	0	0	0
SUMMARY				
Surplus/(Deficit) brought forward	0	0	0	0
Receipts	15,426,000	0	0	0
Total Receipts	15,426,000	0	0	0
Expenditure:				
Recurrent	15,425,000	0	0	0
Capital	1,000	0	0	0
	15,426,000	0	0	0
Surplus/(Deficit) carried forward	0	0	0	0

CARE AGENCY

(i) Minister: Minister for Tourism, Housing, Equality and Social Services

(ii) ESTABLISHMENT

2015/2016			2014/2015		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
1	0	1	1	0	1
1	0	1	0	0	0
1	0	1	1	0	1
2	0	2	3	0	3
5	0	5	5	0	5
11	5	13.5	19	11	13
1	2	2	4	2	3
4	0	4	6	0	6
1	0	1	1	0	1
1	0	1	0	0	0
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	1	0	1
28	7	31.5	45	13	38

CARE AGENCY**ADMINISTRATIVE GRADES**

Chief Executive
Clinical Standards Compliance Director
Head of Finance
Higher Executive Officer
Executive Officer
Administrative Officer
Personal Secretary
Administrative Assistant
Technical Officer
Receptionist
Elderly Care Manager
Shop Mobility Attendant
Catering Manager
Community Elderly Needs Co-ordinator
Stores Supervisor

2015/2016			2014/2015		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
4	0	4	0	0	0
3	0	3	0	0	0
1	0	1	0	0	0
20	4	22	0	0	0
2	0	2	0	0	0
4	0	4	0	0	0
1	0	1	0	0	0
1	0	1	0	0	0
1	0	1	0	0	0
0	1	0.5	0	0	0
1	0	1	0	0	0
0	3	1.5	0	0	0
1	0	1	0	0	0
1	0	1	0	0	0
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	53	2	52
0	0	0	1	0	1
0	0	0	1.5	1	1
0	0	0	1.5	1	1
0	0	0	177.5	38	150
0	0	0	3	2	2
0	0	0	0.5	1	0
40	8	44	241	45	210

OTHER GRADES

Head of Service
Senior Social Worker
Counselling Psychologist
Social Worker
Assistant to Social Worker
Trainee Social Worker
Community Service Officer
Community Elderly Needs Co-ordinator
Day Centre Co-ordinator
Day Centre Assistant
Shop Mobility Attendant
Counsellor
Drugs Counsellor
Drug Key Worker
Clinical Standards Compliance Director
Nursing Co-ordinator
Deputy Nursing Co-ordinator
Registered General Nurse
Training Officer
Enrolled Nurse
Nursing Auxiliary
Nursing Assistant
Physiotherapist
Activities Co-ordinator

FT: Full Time, PT: Part Time, JS: Job Sharing, FTE: Full Time Equivalent

CARE AGENCY (cont)

(ii) ESTABLISHMENT (cont)

2015/2016			2014/2015		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
0	0	0	4	0	4
0	0	0	3	0	3
0	0	0	1	0	1
0	0	0	20	2	19
0	0	0	2	0	2
0	0	0	2	0	2
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	1	0	1
0	0	0	0.5	1	0
0	0	0	35.5	3	34

CARE AGENCY (cont)

SOCIAL SERVICES GRADES

Team Leader
Senior Social Worker
Counselling Psychologist
Social Worker
Assistant to Social Worker
Trainee Social Worker
Unqualified Social Worker
Community Service Officer
Day Centre Co-ordinator
Day Centre Assistant

2015/2016			2014/2015		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
1	0	1	1	0	1
6	0	6	6	0	6
0	1	0.5	0	0	0
1	0	1	0	0	0
4	0	4	4	0	4
59	9	63.5	59.5	9	55
0	6	3	3	6	0
1	0	1	1	0	1
1	0	1	1	0	1
1	0	1	1	0	1
0	3	1.5	2	0	2
0	1	0.5	0	0	0
1	0	1	1	0	1
8	18	17	0	0	0
1	0	1	1	0	1
0	0	0	12	20	2
84	38	103	92.5	35	75

DISABILITY CARE SERVICE

Dr Giraldi Home
Manager
Registered Nurse
Administrative Officer
Administrative Assistant
Unit Manager
Social Care Worker
Domestic Worker

St Bernadette's O/T
Manager
Deputy Manager
Occupational Therapist
Enrolled Nurse
Administrative Officer
Behavioural Support Officer
Classroom Aide
Handyman / Driver
Care Worker

2015/2016			2014/2015		
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
1	0	1	1	0	1
6	0	6	6	0	6
34	6	39	39	6	34
0	1	0.5	0.5	1	0
1	0	1	0	0	0
42	7	47.5	46.5	7	41

CHILDREN'S RESIDENTIALS

Residential Home Manager
Unit Manager
Social Care Worker
Teacher
Administrative Officer

CARE AGENCY (cont)

(ii) ESTABLISHMENT (cont)

		2015/2016		2014/2015	
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
1	0	1	1	0	1
3	0	3	3	0	3
10	0	10	9	0	9
0	1	0.5	0	0	0
0	0	0	1	0	1
14	1	14.5	14	0	14

REHABILITATION CENTRE

Administrator
Counsellor
Care Worker
Administration Officer
House Manager

		2015/2016		2014/2015	
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
208	61	240.5	474.5	103	412

TOTAL CARE AGENCY

(iii) INDUSTRIAL STAFF

		2015/2016		2014/2015	
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
8	5	10.5	70	10	65

TOTAL CARE AGENCY

(iv) GIBRALTAR DEVELOPMENT CORPORATION STAFF

		2015/2016		2014/2015	
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
0	0	0	0	0	0

TOTAL CARE AGENCY**SUMMARY**

		2015/2016		2014/2015	
FT	PT/JS	TOTAL FTE	TOTAL FTE	PT/JS	FT
216	66	251	544.5	113	477

TOTAL CARE AGENCY

CARE AGENCY⁽ⁱ⁾

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Receipts				
Contribution from Consolidated Fund - Head 18: (ii)				
Revenues received by the Consolidated Fund	12,000	1,170,000	1,170,000	1,180,324
Additional Contribution	13,673,000	27,087,000	22,985,000	24,148,000
	13,685,000	28,257,000	24,155,000	25,328,324
Contribution from Improvement and Development Fund - Head 101 (iii)	152,000	570,000	300,000	256,000
Total Recurrent Receipts	13,837,000	28,827,000	24,455,000	25,584,324
Payments				
<u>Personal Emoluments</u>				
(1) Salaries	5,100,000	10,270,000	10,500,000	11,095,610
(2) Overtime:				
(i) Conditioned	0	460,000	0	
(ii) Emergency	0	2,000	0	
(iii) Manning Level Maintenance	0	90,000	0	
(iv) Discretionary	605,000	650,000	1,030,000	
	605,000	1,202,000	1,030,000	1,203,790
(3) Allowances	551,000	2,300,000	1,533,000	2,306,199
(4) Gratuities	14,000	30,000	23,000	46,770
	6,270,000	13,802,000	13,086,000	14,652,369
<u>Industrial Wages</u>				
(5) Basic Wages	210,000	1,275,000	1,335,000	1,263,765
(6) Overtime:				
(i) Conditioned	0	0	0	
(ii) Emergency	0	0	0	
(iii) Manning Level Maintenance	0	0	0	
(iv) Discretionary	25,000	400,000	436,000	
	25,000	400,000	436,000	405,214
(7) Allowances	2,000	15,000	16,000	13,863
	237,000	1,690,000	1,787,000	1,682,842
<u>Employer's Contributions</u>				
(8) Social Insurance	409,000	1,000,000	1,055,000	990,003
(9) Pension	414,000	1,165,000	1,147,000	994,766
	823,000	2,165,000	2,202,000	1,984,769
<u>Other Personnel</u>				
(10) Relief Cover	1,427,000	3,550,000	600,000	918,046
<u>Other Recurrent Expenditure</u>				
(11) Recruitment Contractual Expenses and Accommodation	36,000	50,000	55,000	20,034
<u>Residential Services:</u>				
(12) Children in Care	265,000	250,000	246,000	188,279
(13) Dr Giraldo Home	172,000	200,000	157,000	139,353
	437,000	450,000	403,000	327,632
<u>Non-Residential Services:</u>				
(14) St Bernadette's Centre	76,000	70,000	75,000	64,580
(15) Domiciliary Care	2,500,000	2,750,000	2,500,000	2,222,522
(16) Special Care Abroad	990,000	680,000	815,000	863,379
Residents Pocket Money (iv)	0	130,000	133,000	122,425
Dressings and Aids (iv)	0	270,000	227,000	227,597
<i>carried forward</i>	12,796,000	25,607,000	21,883,000	23,086,195

(i) Gibraltar Health Authority - Elderly Residential Services Section expenditure previously included within the Care Agency

(ii) Contribution for recurrent expenditure under Head 18 Equality and Social Services (page 64)

(iii) Contribution for capital expenditure

(iv) From 2015/16 subhead shown under Appendix F - Gibraltar Health Authority - Elderly Residential Services Section (page 185)

CARE AGENCY (cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<i>brought forward</i>	12,796,000	25,607,000	21,883,000	23,086,195
Payments (cont)				
<u>Other Recurrent Expenditure</u> (cont)				
(17) Hardware, Uniforms and Linen	23,000	130,000	176,000	150,586
(18) Provisions	30,000	610,000	500,000	542,557
Laundry and Cleaning:				
(19) Laundry Expenses	1,000	30,000	26,000	29,479
(20) Cleaning Expenses	13,000	100,000	78,000	65,283
	14,000	130,000	104,000	94,762
(21) Day Centre	41,000	20,000	41,000	17,441
Training and Study:				
(22) Medical Books	33,000	20,000	22,000	16,986
(23) Training Courses & Official Travel	52,000	120,000	100,000	104,829
(24) Registration Fees	4,000	5,000	4,000	3,935
	89,000	145,000	126,000	125,750
Office Expenses:				
(25) General Expenses	22,000	46,000	44,000	50,182
(26) Electricity and Water	82,000	240,000	225,000	212,660
(27) Telephone Service	93,000	135,000	116,000	119,664
(28) Printing and Stationery	16,000	35,000	40,000	30,166
(29) Computer and Office Equipment	17,000	36,000	30,000	27,232
	230,000	492,000	455,000	439,904
Contracted Services:				
(30) Cleaning	61,000	59,000	59,000	47,316
(31) Planted Areas	7,000	10,000	12,000	7,509
(32) Lift Maintenance	3,000	30,000	31,000	23,478
(33) Security Services	132,000	170,000	110,000	105,717
	203,000	269,000	212,000	184,020
Miscellaneous Expenses:				
(34) Drug Awareness	24,000	25,000	24,000	14,481
(35) Health and Safety Expenses	1,000	5,000	10,000	0
(36) Rent and Service Charges	2,000	7,000	6,000	10,199
(37) Fuel and Gas	4,000	22,000	25,000	21,761
(38) Motor Vehicle Expenses	26,000	30,000	30,000	25,850
(39) Insurance	6,000	55,000	23,000	32,442
(40) Maintenance Works	39,000	150,000	130,000	126,620
(41) Contingencies	3,000	9,000	6,000	3,544
(42) IT Support	64,000	75,000	88,000	80,594
(43) Legal Fees	90,000	145,000	10,000	55,122
<i>Inter-country Adoption Expenses</i>	0	0	1,000	0
<i>Shopmobility</i>	0	0	0	1,415
	259,000	523,000	353,000	372,028
<i>Clinical Waste</i>	0	330,000	305,000	276,724
<i>Losses of Public Funds</i>	0	1,000	0	0
<i>Contribution to Gibraltar Development Corporation (i)</i>	0	0	0	38,842
Total Recurrent	13,685,000	28,257,000	24,155,000	25,328,809

(i) Appendix B - Gibraltar Development Corporation (page 163)

CARE AGENCY (cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Capital Expenditure:				
Works and Equipment	152,000	280,000	250,000	242,486
<i>Mount Alvernia Balconies</i>	0	290,000	50,000	14,081
Total Capital	152,000	570,000	300,000	256,567
SUMMARY				
Surplus/(Deficit) brought forward	0	0	0	1,167
Receipts	13,837,000	28,827,000	24,455,000	25,584,324
Total Receipts	13,837,000	28,827,000	24,455,000	25,585,491
Expenditure:				
Recurrent	13,685,000	28,257,000	24,155,000	25,328,809
Capital	152,000	570,000	300,000	256,567
	13,837,000	28,827,000	24,455,000	25,585,376
Surplus/(Deficit) carried forward	0	0	0	115

HOUSING WORKS AGENCY

(i) Minister: Minister for Tourism, Housing, Equality and Social Services

(ii) ESTABLISHMENT

HOUSING WORKS AGENCY

2015/2016	2014/2015
1	1
1	1
2	2
8	8
1	1
<u>13</u>	<u>13</u>

ADMINISTRATION

Head of Finance, Administration and Resources
 Administration and Finance Higher Executive Officer (HEO)
 Administration and Finance Executive Officer (EO)
 Administration and Finance Officer (AO)
 Support Operative (Messenger)

2015/2016	2014/2015
1	1
3	3
1	1
1	1
1	1
14	14
1	1
2	2
4	4
<u>28</u>	<u>28</u>

OPERATIONS UNIT

Chief Operating Officer
 Zone Manager
 Health and Safety and Training Officer
 Transport, Equipment and Stores Manager
 Refurbishment & OT
 Zone/Refurbishment Works Supervisor
 Transport, Plant and Equipment Officer
 Stores Officer
 Zone Support Officer

2015/2016	2014/2015
2	0
6	0
10	0
1	0
6	0
2	0
<u>27</u>	<u>0</u>

TECHNICAL DIVISION

Grade 9 (SPTO)
 Grade 8 (HPTO)
 Grade 7 (PTO)
 Grade 7a (Environmental Officer)
 Grade 6 (TG1)
 Grade 4 (CSSO)

2015/2016	2014/2015
<u>68</u>	<u>41</u>

TOTAL HOUSING WORKS AGENCY

(iii) INDUSTRIAL STAFF

2015/2016	2014/2015
<u>70</u>	<u>91</u>

TOTAL HOUSING WORKS AGENCY**SUMMARY**

2015/2016	2014/2015
<u>138</u>	<u>132</u>

TOTAL HOUSING WORKS AGENCY

HOUSING WORKS AGENCY

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Receipts				
Contribution from Consolidated Fund - Head 20 (i)	7,966,000	7,805,000	5,660,000	5,499,000
Contribution from Improvement and Development Fund - Head 101 (ii)	20,000	75,000	1,000	12,000
Total Recurrent Receipts	7,986,000	7,880,000	5,661,000	5,511,000
Payments				
<u>Personal Emoluments</u>				
(1) Salaries	2,350,000	2,130,000	1,295,000	1,282,432
(2) Overtime:				
(i) Conditioned	9,000	9,000	9,000	
(ii) Emergency	10,000	54,000	10,000	
(iii) Manning Level Maintenance	0	0	0	
(iv) Discretionary	104,000	88,000	17,000	
	123,000	151,000	36,000	31,563
(3) Allowances	95,000	105,000	34,000	34,928
(4) Temporary Assistance	0	0	0	0
(5) Bonus Payments	516,000	310,000	205,000	201,447
(6) Employer's Pension Contributions	1,000	0	1,000	0
(7) Employer's Social Insurance Contributions	105,000	90,000	69,000	67,256
	3,190,000	2,786,000	1,640,000	1,617,626
<u>Industrial Wages</u>				
(8) Basic Wages	1,758,000	2,080,000	2,197,000	2,187,106
(9) Overtime:				
(i) Conditioned	137,000	134,000	134,000	
(ii) Emergency	10,000	23,000	10,000	
(iii) Manning Level Maintenance	0	0	0	
(iv) Discretionary	2,000	1,000	2,000	
	149,000	158,000	146,000	164,368
(10) Allowances	0	0	0	0
(11) Bonus Payments	479,000	495,000	550,000	537,312
(12) Pension Contributions	1,000	0	1,000	0
(13) Social Insurance Contributions	122,000	146,000	156,000	158,139
	2,509,000	2,879,000	3,050,000	3,046,925
<u>Other Recurrent Expenditure</u>				
<u>Office Expenditure:</u>				
(14) General Expenses	30,000	26,000	21,000	20,470
(15) Electricity and Water	20,000	15,000	18,000	12,515
(16) Telephone Service	30,000	28,000	24,000	22,881
(17) Printing and Stationery	11,000	11,000	11,000	9,696
<u>Contracted Services:</u>				
(18) Office Cleaning	28,000	25,000	20,000	19,901
	119,000	105,000	94,000	85,463
<u>Operational Expenses:</u>				
(19) Protective Clothing and Uniforms	32,000	31,000	31,000	32,100
(20) Transport Expenses	24,000	31,000	27,000	15,888
(21) Small Plant and Tools	12,000	12,000	12,000	10,978
(22) Materials	450,000	400,000	550,000	437,236
(23) Training	10,000	10,000	10,000	10,390
(24) Outsourced Works	60,000	55,000	95,000	100,531
(25) Self Repair Scheme	150,000	130,000	150,000	135,629
	738,000	669,000	875,000	742,752
(26) Technical and Design Expenses	4,000	4,000	0	0
(27) Maintenance of Estates	1,000,000	1,000,000	0	0
(28) Lift Maintenance Contract	200,000	155,000	0	0
(29) Estates - Cleaning of Internal Communal Areas	200,000	200,000	0	0
(30) Estates - Upkeep of Communal Lighting	5,000	5,000	0	0
(31) Relief Cover	1,000	0	1,000	0
<u>Ex-Gratia Payments</u>	0	2,000	0	5,943
Total Recurrent Payments	7,966,000	7,805,000	5,660,000	5,498,709

(i) Contribution for recurrent expenditure under Head 20 Housing - Administration (page 72)

(ii) Contribution for capital expenditure

HOUSING WORKS AGENCY (cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<u>CAPITAL ACCOUNT</u>				
Works and Equipment	20,000	75,000	1,000	11,760
	20,000	75,000	1,000	11,760
<u>SUMMARY</u>				
Surplus/(Deficit) brought forward	0	0	0	465
Recurrent Receipts	7,986,000	7,880,000	5,661,000	5,511,000
	7,986,000	7,880,000	5,661,000	5,511,465
Expenditure:				
Recurrent	7,966,000	7,805,000	5,660,000	5,498,709
Capital	20,000	75,000	1,000	11,760
	7,986,000	7,880,000	5,661,000	5,510,469
Surplus/(Deficit) carried forward	0	0	0	996

GIBRALTAR PORT AUTHORITY

(i) Minister: Minister for Transport, Traffic and Technical Services

(ii) ESTABLISHMENT

2015/2016	2014/2015	<u>GIBRALTAR PORT AUTHORITY</u>
1	1	Chief Executive
1	1	Marine Officer
2	2	Senior Port Officer
1	1	VTS Manager
1	1	Deputy VTS Manager
2	2	Bunkering Superintendent
1	1	Environmental, Health and Safety Manager
9	9	Port Officer
6	6	Coxswain/Engine Driver "A"
10	10	Operations Room Operative
1	1	Port Maintenance Co-Ordinator
2	2	Port Maintenance Fitter
9	9	Seamen/Mechanic
1	1	Finance Manager (Higher Executive Officer)
1	1	Administrative Supervisor (Executive Officer)
1	1	Personal Assistant (Executive Officer)
5	5	Administrative Officer
54	54	

(iii) INDUSTRIAL STAFF

2015/2016	2014/2015	TOTAL GIBRALTAR PORT AUTHORITY
2	2	

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	TOTAL GIBRALTAR PORT AUTHORITY
0	0	

SUMMARY

2015/2016	2014/2015	TOTAL GIBRALTAR PORT AUTHORITY
56	56	

GIBRALTAR PORT AUTHORITY

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Recurrent Account				
Contribution from Consolidated Fund - Head 23: (i)				
Revenues received by the Consolidated Fund	5,056,000	4,968,000	5,262,000	4,587,000
Additional Contribution	223,000	645,000	0	0
Total Recurrent Account	5,279,000	5,613,000	5,262,000	4,587,000
Payments				
<u>Personal Emoluments</u>				
(1) Salaries	2,078,000	2,060,000	1,957,000	1,647,795
(2) Overtime:				
(i) Conditioned	400,000	425,000	516,000	375,855
(ii) Emergency	0	0	0	0
(iii) Manning Level Maintenance	108,000	110,000	106,000	77,402
(iv) Discretionary	160,000	225,000	146,000	155,602
	668,000	760,000	768,000	608,859
(3) Allowances	212,000	200,000	220,000	174,977
(4) Temporary Assistance	0	30,000	9,000	25,725
(5) Gratuities	13,000	13,000	33,000	31,865
	2,971,000	3,063,000	2,987,000	2,489,221
<u>Industrial Wages</u>				
<u>Basic Wages</u>				
	0	0	0	17,612
<u>Overtime:</u>				
<u>Conditioned</u>				
	0	0	0	
<u>Emergency</u>				
	0	0	0	
<u>Manning Level Maintenance</u>				
	0	0	0	
<u>Discretionary</u>				
	0	0	0	
	0	0	0	4,756
<u>Allowances</u>				
	0	0	0	0
	0	0	0	22,368
(6) Employer's Social Insurance Contributions	97,000	93,000	97,000	80,260
(7) Employer's Pension Contributions	95,000	86,000	55,000	45,185
	192,000	179,000	152,000	125,445
<u>Other Recurrent Expenditure</u>				
<u>Office Expenditure:</u>				
(8) General Expenses	7,000	7,000	7,000	6,469
(9) Electricity and Water	30,000	29,000	30,000	26,515
(10) Telephone Service	35,000	35,000	35,000	36,580
(11) Printing and Stationery	15,000	15,000	15,000	13,664
	87,000	86,000	87,000	83,228
<u>Operational Expenses:</u>				
(12) Transport Expenses	6,000	5,000	6,000	5,182
(13) Maintenance of Port Installations and Equipment	320,000	320,000	320,000	264,904
(14) Protective Clothing and Uniforms	20,000	20,000	20,000	19,356
(15) Training	85,000	85,000	60,000	59,138
(16) Inspections	20,000	8,000	10,000	9,834
(17) Oil Pollution Expenses	70,000	60,000	50,000	29,933
(18) Publications	10,000	9,000	10,000	6,155
	531,000	507,000	476,000	394,502
<u>Contracted Services:</u>				
(19) Oil Pollution	100,000	107,000	100,000	87,644
(20) Port Security	340,000	325,000	320,000	309,536
(21) Cleaning Services - Government Cleaning Scheme	15,000	15,000	12,000	11,573
(22) Waste Discharge	600,000	575,000	660,000	584,995
(23) Weather Transmission Reports	10,000	10,000	10,000	9,275
	1,065,000	1,032,000	1,102,000	1,003,023
<i>carried forward</i>	4,846,000	4,867,000	4,804,000	4,117,787

(i) From 2015/16 Contribution for recurrent expenditure under Head 23 Port (page 82) and up to 2014/15 under Head 41 Maritime Services (page 140)

GIBRALTAR PORT AUTHORITY(cont)**Appendix I** (cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<i>brought forward</i>	4,846,000	4,867,000	4,804,000	4,117,787
Payments (cont)				
<u>Other Recurrent Expenditure</u> (cont)				
(24) Advertising, Marketing and Travel	100,000	295,000	80,000	70,093
(25) Contribution to Mediterranean Mission to Seamen	10,000	10,000	10,000	10,000
(26) Vessel Tracking System:				
(i) Maintenance	56,000	44,000	44,000	43,761
<i>Finance Repayment</i>	0	125,000	125,000	135,852
	56,000	169,000	169,000	179,613
(27) Low Sulphur Fuel Oil Analysis	25,000	16,000	18,000	12,552
(28) Insurance	135,000	128,000	135,000	162,590
(29) Port Incidents and Associated Expenses	10,000	16,000	10,000	24,305
(30) Contribution to Seamens Welfare Fund	10,000	10,000	10,000	10,000
(31) Maintenance of Beach Marker Buoys	75,000	80,000	25,000	0
(32) Relief Cover	12,000	6,000	1,000	0
<i>Contract Relocation Expenses</i>	0	16,000	0	0
Total Recurrent Payments	5,279,000	5,613,000	5,262,000	4,586,940
<u>SUMMARY - RECURRENT</u>				
Surplus/(Deficit) brought forward	0	0	0	248
Receipts	5,279,000	5,613,000	5,262,000	4,587,000
	5,279,000	5,613,000	5,262,000	4,587,248
Payments	(5,279,000)	(5,613,000)	(5,262,000)	(4,586,940)
Surplus/(Deficit) carried forward	0	0	0	308
<u>CAPITAL ACCOUNT</u>				
<u>Receipts</u>				
Surplus/(Deficit) brought forward	0	0	0	426
Contribution from the Improvement and Development Fund - Head 101 (i)	163,000	160,000	500,000	222,000
	163,000	160,000	500,000	222,000
Total Capital Receipts	163,000	160,000	500,000	222,426
<u>Payments</u>				
Works and Equipment	163,000	160,000	500,000	221,718
Total Capital Payments	163,000	160,000	500,000	221,718
Capital Account Surplus/(Deficit)	0	0	0	708
<u>SUMMARY - CAPITAL</u>				
Surplus/(Deficit) brought forward	0	0	0	426
Receipts	163,000	160,000	500,000	222,000
	163,000	160,000	500,000	222,426
Payments	(163,000)	(160,000)	(500,000)	(221,718)
Surplus/(Deficit) carried forward	0	0	0	708

(i) Contribution for capital expenditure

GIBRALTAR SPORTS AND LEISURE AUTHORITY

(i) Minister: Minister for Sports, Culture, Heritage and Youth

(ii) ESTABLISHMENT

**GIBRALTAR SPORTS AND LEISURE
AUTHORITY**

2015/2016	2014/2015	
1	1	Grade 1 (Chief Executive)
1	1	Grade 2
4	4	Grade 3
3	4	Grade 4
7	8	Grade 5
1	1	Grade 6
26	26	Grade 8
3	3	Grade 9
3	3	Grade 11
7	7	Grade 13
0	1	Grade 7
		Supernumerary Staff
1	0	PL 1
1	0	PL 2
1	0	PL 3
<u>59</u>	<u>59</u>	

(iii) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL GIBRALTAR SPORTS AND LEISURE AUTHORITY

(vi) GIBRALTAR DEVELOPMENT CORPORATION STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL GIBRALTAR SPORTS AND LEISURE AUTHORITY

SUMMARY

2015/2016	2014/2015	
<u>59</u>	<u>59</u>	TOTAL GIBRALTAR SPORTS AND LEISURE AUTHORITY

GIBRALTAR SPORTS AND LEISURE AUTHORITY

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Receipts				
Contribution from Consolidated Fund - Head 36: (i)				
Revenues received by the Consolidated Fund	300,000	715,000	460,000	881,882
Additional Contribution	4,245,000	4,280,000	3,857,000	3,445,000
	4,545,000	4,995,000	4,317,000	4,326,882
Contribution from Improvement and Development Fund - Head 101 (ii)	460,000	870,000	700,000	484,000
Total Receipts	5,005,000	5,865,000	5,017,000	4,810,882
Payments				
Personal Emoluments				
(1) Salaries	1,700,000	1,750,000	1,670,000	1,592,022
(2) Overtime:				
(i) Conditioned	240,000	240,000	200,000	
(ii) Emergency	3,000	2,000	3,000	
(iii) Manning Level Maintenance	144,000	260,000	136,000	
(iv) Discretionary	50,000	45,000	60,000	
	437,000	547,000	399,000	516,023
(3) Allowances	200,000	200,000	200,000	188,438
(4) Temporary Assistance	55,000	0	0	0
(5) Employer's Social Insurance Contributions	110,000	104,000	110,000	96,813
(6) Employer's Pension Contributions	150,000	171,000	110,000	147,793
	2,652,000	2,772,000	2,489,000	2,541,089
Operational Expenses:				
(7) Electricity and Water	135,000	190,000	135,000	156,081
(8) Telephone Service	11,000	18,000	11,000	15,120
(9) Printing and Stationery	5,000	4,000	5,000	4,781
(10) Sports Development Unit	7,000	7,000	10,000	11,416
(11) Running Expenses	40,000	47,000	40,000	45,831
(12) Vehicles and Plant	3,000	2,000	3,000	1,405
(13) Training Courses	7,000	5,000	5,000	0
(14) Computer and Office Equipment	5,000	4,000	5,000	5,859
(15) Stay and Play Programme	2,000	2,000	2,000	18,426
(16) Uniforms	15,000	0	0	0
<i>Retrenchment Block Expenses (iii)</i>	0	2,000	1,000	6,027
	230,000	281,000	217,000	264,946
Sports Facilities and Equipment:				
(17) Europa Gymnasium	12,000	2,000	12,000	12,000
(18) Others Facilities and Equipment	10,000	10,000	10,000	12,152
Contracted Services:				
(19) Upkeep of Facilities	300,000	320,000	144,000	167,920
(20) Swimming Pool Expenses	140,000	310,000	260,000	217,997
(21) Playground Expenses	80,000	106,000	80,000	193,720
(22) Anti Doping Measures	20,000	0	10,000	0
	562,000	748,000	516,000	603,789
(23) Sports Grants	500,000	0	0	0
(24) Hosting of Special Sports and Leisure Events	500,000	600,000	450,000	458,028
<i>Official Sports Competitions (iv)</i>	0	150,000	150,000	148,714
<i>Multi Sports Competitions (v)</i>	0	150,000	150,000	137,350
<i>Sports Development Projects (vi)</i>	0	150,000	150,000	157,390
<i>Elite Athletes Assistance and Injury Treatment (vi)</i>	0	40,000	80,000	15,780
<i>International Sports Federation Congresses (vi)</i>	0	14,000	14,000	0
	1,000,000	1,104,000	994,000	917,262
(25) Bathing Pavilion Expenses	100,000	90,000	100,000	0
(26) Relief Cover	1,000	0	1,000	0
Total Payments	4,545,000	4,995,000	4,317,000	4,327,086

(i) Contribution for recurrent expenditure under Head 36 Sport and Leisure (page 128)

(ii) Contribution for capital expenditure

(iii) From 2015/16 expenditure reflected under Head 37 Culture and Heritage, subhead 2(4) 'Maintenance of Monuments and Heritage Sites'.

(iv) From 2015/16 reflected under subhead 23 'Sports Grants' and up to 2013/14 subhead titled Grants to Sporting Competitions

(v) From 2015/16 reflected under subhead 23 'Sports Grants' and up to 2013/14 subhead titled International Competitions

(vi) From 2015/16 reflected under subhead 23 'Sports Grants'

GIBRALTAR SPORTS AND LEISURE AUTHORITY(cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Capital Expenditure:				
Works and Equipment	460,000	870,000	700,000	484,030
	460,000	870,000	700,000	484,030
SUMMARY				
Surplus/(Deficit) brought forward	0	0	0	1,130
Recurrent Receipts	5,005,000	5,865,000	5,017,000	4,810,882
	5,005,000	5,865,000	5,017,000	4,812,012
Expenditure:				
Recurrent	4,545,000	4,995,000	4,317,000	4,327,086
Capital	460,000	870,000	700,000	484,030
	5,005,000	5,865,000	5,017,000	4,811,116
Surplus/(Deficit) carried forward	0	0	0	896

GIBRALTAR REGULATORY AUTHORITY(i) *Minister: Chief Minister*

(ii) ESTABLISHMENT

GIBRALTAR REGULATORY AUTHORITY

2015/2016	2014/2015	
0	1	<i>Chief Executive Officer</i>
0	1	<i>Deputy Chief Executive Officer</i>
0	1	<i>Head of Satellite and Postal Services</i>
0	1	<i>Head of Operations</i>
0	1	<i>Head of Communications and Broadcasting</i>
0	1	<i>Finance and HR Manager</i>
0	1	<i>Electronic Communications Regulatory Manager</i>
0	1	<i>Broadcasting Regulatory Manager</i>
0	1	<i>Information Rights Manager</i>
0	1	<i>Broadcasting Regulatory Officer</i>
0	1	<i>Postal Services Regulatory Officer</i>
0	1	<i>Electronic Communications Regulatory Officer</i>
0	1	<i>Radiocommunications & IT Administrator</i>
0	1	<i>Finance/HR Assistant</i>
0	1	<i>Senior Administration Officer/PA</i>
0	1	<i>Administration Officer</i>
0	1	<i>Head of Information Rights/Legal Advisor</i>
0	1	<i>Data Protection Officer</i>
0	1	<i>Co-ordination Administrator</i>
<u>0</u>	<u>19</u>	

(iii) INDUSTRIAL STAFF

2015/2016	2014/2015	
<u>0</u>	<u>0</u>	TOTAL GIBRALTAR REGULATORY AUTHORITY

SUMMARY

2015/2016	2014/2015	
<u>0</u>	<u>19</u>	TOTAL GIBRALTAR REGULATORY AUTHORITY

GIBRALTAR REGULATORY AUTHORITY

	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
	2015/2016	OUTTURN	2014/2015	2013/2014
	£	£	£	£
<u>Receipts</u>				
Contribution from Consolidated Fund - Head 43 (i)	0	1,541,000	1,561,000	1,208,395
Contribution from Improvement & Development Fund - Head 101(ii)	0	110,000	117,000	350,199
<i>Total Receipts</i>	0	1,651,000	1,678,000	1,558,594
<u>COMMUNICATIONS DIVISION</u>				
<u>Payments</u>				
<u>Personal Emoluments</u>				
Salaries	0	480,000	489,000	431,067
Overtime:				
Conditioned	0	0	0	0
Emergency	0	0	0	0
Manning Level Maintenance	0	0	0	0
Discretionary	0	1,000	1,000	0
	0	1,000	1,000	0
Allowances	0	2,000	2,000	211
Employer's Contributions	0	76,000	79,000	71,383
	0	559,000	571,000	502,661
<u>Other Recurrent Expenditure</u>				
<u>Office Expenditure:</u>				
General Expenses	0	4,000	4,000	4,705
Telephone Service	0	11,000	10,000	11,084
Printing and Stationery	0	3,000	3,000	1,713
	0	18,000	17,000	17,502
<u>Operational Expenses:</u>				
Rent, Rates and Service Charges	0	86,000	86,000	51,795
Conferences, Training and Official Travel	0	25,000	35,000	12,570
Professional Fees	0	30,000	32,000	14,814
Computer and Office Equipment Expenses	0	8,000	8,000	13,107
Motor Vehicle Expenses	0	7,000	1,000	1,201
	0	156,000	162,000	93,487
Consultancy	0	85,000	90,000	43,387
Audit and Payroll Services	0	6,000	10,000	0
Board Remuneration	0	15,000	15,000	10,000
<u>Overheads:</u>				
Management Charges	0	5,000	5,000	5,000
<i>Total Payments</i>	0	844,000	870,000	672,037
<u>SATELLITE DIVISION</u>				
<u>Payments</u>				
<u>Personal Emoluments</u>				
Salaries	0	141,000	138,000	134,268
Overtime	0	0	0	0
Allowances	0	0	0	0
Employer's Contributions	0	17,000	14,000	12,502
	0	158,000	152,000	146,770
<u>Other Recurrent Expenditure</u>				
<u>Office Expenditure:</u>				
General Expenses	0	2,000	1,000	960
Telephone Service	0	3,000	3,000	3,011
Printing and Stationery	0	1,000	1,000	558
	0	6,000	5,000	4,529
<u>Operational Expenses:</u>				
Rent, Rates and Service Charges	0	22,000	22,000	16,734
Conferences, Training and Official Travel	0	6,000	5,000	0
Co-ordination Expenses	0	20,000	30,000	18,176
Computer and Office Equipment Expenses	0	1,000	1,000	1,998
	0	49,000	58,000	36,908
<i>Total Payments</i>	0	213,000	215,000	188,207

(i) Contribution for recurrent expenditure shown under Head 43 Gibraltar Regulatory Authority (page 144).

(ii) Contribution for capital expenditure

GIBRALTAR REGULATORY AUTHORITY(cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<u>INFORMATION RIGHTS DIVISION</u> (i)				
<u>Payments</u>				
<i>Personal Emoluments</i>				
Salaries	0	174,000	142,000	109,714
Overtime	0	0	0	0
Allowances	0	0	0	0
Employer's Contributions	0	22,000	20,000	15,000
	0	196,000	162,000	124,714
<i>Other Recurrent Expenditure</i>				
<i>Office Expenditure:</i>				
General Expenses	0	3,000	2,000	2,067
Telephone Service	0	4,000	4,000	4,340
Printing and Stationery	0	2,000	1,000	791
	0	9,000	7,000	7,198
<i>Operational Expenses:</i>				
Rent, Rates and Service Charges	0	43,000	43,000	22,331
Conferences, Training and Official Travel	0	17,000	12,000	12,514
Professional Fees	0	7,000	7,000	5,800
Computer and Office Equipment Expenses	0	3,000	2,000	3,927
	0	70,000	64,000	44,572
Commissioners' Meeting	0	4,000	4,000	1,951
Case Handling Workshop	0	0	15,000	0
Total Payments	0	279,000	252,000	178,435
<u>BROADCASTING / POSTAL SERVICES DIVISION</u>				
<u>Payments</u>				
<i>Personal Emoluments</i>				
Salaries	0	0	0	90,853
Overtime	0	0	0	0
Allowances	0	0	0	0
Employer's Contributions	0	0	0	14,152
	0	0	0	105,005
<i>Other Recurrent Expenditure</i>				
<i>Office Expenditure:</i>				
General Expenses	0	0	0	1,283
Telephone Service	0	0	0	4,015
Printing and Stationery	0	0	0	635
	0	0	0	5,933
<i>Operational Expenses:</i>				
Rent, Rates and Service Charges	0	0	0	22,312
Conferences, Training and Official Travel	0	0	0	11,244
Computer and Office Equipment Expenses	0	0	0	2,447
Professional Fees	0	0	0	17,041
	0	0	0	53,044
Total Payments	0	0	0	163,982

(i) Previously titled Data Protection Division

GIBRALTAR REGULATORY AUTHORITY(cont)

	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £
<u>BROADCASTING DIVISION</u>				
<u>Payments</u>				
<i>Personal Emoluments</i>				
Salaries	0	55,000	66,000	0
Overtime	0	0	0	0
Allowances	0	0	0	0
Employer's Contributions	0	5,000	10,000	0
	0	60,000	76,000	0
<i>Other Recurrent Expenditure</i>				
<i>Office Expenditure:</i>				
General Expenses	0	2,000	1,000	0
Telephone Service	0	5,000	4,000	0
Printing and Stationery	0	1,000	1,000	0
	0	8,000	6,000	0
<i>Operational Expenses:</i>				
Rent, Rates and Service Charges	0	43,000	43,000	0
Conferences, Training and Official Travel	0	8,000	13,000	0
Computer and Office Equipment Expenses	0	2,000	2,000	0
Professional Fees	0	17,000	15,000	0
	0	70,000	73,000	0
<i>Total Payments</i>	0	138,000	155,000	0
<u>POSTAL SERVICES DIVISION</u>				
<u>Payments</u>				
<i>Personal Emoluments</i>				
Salaries	0	29,000	29,000	0
Overtime	0	0	0	0
Allowances	0	0	0	0
Employer's Contributions	0	5,000	5,000	0
	0	34,000	34,000	0
<i>Other Recurrent Expenditure</i>				
<i>Office Expenditure:</i>				
General Expenses	0	1,000	1,000	0
Telephone Service	0	2,000	3,000	0
Printing and Stationery	0	1,000	1,000	0
	0	4,000	5,000	0
<i>Operational Expenses:</i>				
Rent, Rates and Service Charges	0	21,000	21,000	0
Conferences, Training and Official Travel	0	7,000	7,000	0
Computer and Office Equipment Expenses	0	1,000	1,000	0
Professional Fees	0	0	1,000	0
	0	29,000	30,000	0
<i>Total Payments</i>	0	67,000	69,000	0
<i>Ex-Gratia Payments</i>	0	0	0	5,734

GIBRALTAR REGULATORY AUTHORITY_(cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<i>Capital Expenditure:</i>				
<i>Works and Equipment</i>	0	110,000	117,000	350,199
<i>Total Capital</i>	0	110,000	117,000	350,199
<u>SUMMARY</u>				
<i>Receipts:</i>				
<i>Surplus/(Deficit) brought forward</i>	0	0	0	0
<i>Receipts</i>	0	1,651,000	1,678,000	1,558,594
<i>Total Receipts</i>	0	1,651,000	1,678,000	1,558,594
<i>Expenditure:</i>				
<i>Recurrent</i>	0	1,541,000	1,561,000	1,208,395
<i>Capital</i>	0	110,000	117,000	350,199
	0	1,651,000	1,678,000	1,558,594

GIBRALTAR CULTURE AND HERITAGE AGENCY

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<u>Receipts</u>				
<i>Contribution from Consolidated Fund - Head 37: (i)</i>				
<i>Revenues received by the Consolidated Fund:</i>				
<i>Mega Concert</i>	0	0	0	0
<i>Additional Contribution</i>	0	0	0	2,530,507
	0	0	0	2,530,507
<i>Contribution from Improvement and Development Fund - Head 101 (ii)</i>	0	0	0	104,524
Total Receipts	0	0	0	2,635,031
<u>CULTURE</u>				
<u>Payments</u>				
<u>Personal Emoluments</u>				
<i>Salaries</i>	0	0	0	330,176
<i>Overtime:</i>				
<i>Conditioned</i>	0	0	0	0
<i>Emergency</i>	0	0	0	0
<i>Manning Level Maintenance</i>	0	0	0	0
<i>Discretionary</i>	0	0	0	47,695
	0	0	0	47,695
<i>Allowances</i>	0	0	0	242
<i>Employer's Social Insurance Contributions</i>	0	0	0	17,239
<i>Employer's Pension Contributions</i>	0	0	0	29,994
	0	0	0	425,346
<u>Other Recurrent Expenditure</u>				
<i>Office Expenditure:</i>				
<i>General Expenses</i>	0	0	0	7,642
<i>Electricity and Water</i>	0	0	0	5,049
<i>Telephone Service</i>	0	0	0	13,333
<i>Printing and Stationery</i>	0	0	0	4,986
<i>Contracted Services:</i>				
<i>Office Cleaning - Government Cleaning Scheme</i>	0	0	0	16,861
	0	0	0	47,871
<i>Operational Expenses:</i>				
<i>Motor Vehicle Expenses</i>	0	0	0	127
<i>Uniforms</i>	0	0	0	5,004
<i>Repairs and Maintenance</i>	0	0	0	12,077
<i>Rent and Rates</i>	0	0	0	0
<i>Computer Running Expenses</i>	0	0	0	4,704
<i>Accounts/Audit Fees</i>	0	0	0	0
<i>Payroll Preparation</i>	0	0	0	0
	0	0	0	21,912
<i>Culture Expenses:</i>				
<i>Cultural Activities including National Week Events</i>	0	0	0	833,148
<i>Miss Gibraltar Show</i>	0	0	0	70,181
<i>New Year Celebrations</i>	0	0	0	39,950
<i>Ince's Hall</i>	0	0	0	8,936
<i>Central Hall</i>	0	0	0	14,962
<i>Retreat Centre Trust</i>	0	0	0	120,000
<i>John Mackintosh Hall Running Expenses</i>	0	0	0	104,228
<i>History Alive Contribution</i>	0	0	0	11,993
<i>Promotion of Cultural Items</i>	0	0	0	23,920
<i>Purchase of Artworks</i>	0	0	0	2,162
<i>Cultural TV Productions</i>	0	0	0	24,000
<i>Little Constellation</i>	0	0	0	26,115
<i>Garrison Library</i>	0	0	0	81,972
	0	0	0	1,361,567
<i>Relief Cover</i>	0	0	0	7,225
Total Payments	0	0	0	1,863,921

(i) Contribution for recurrent expenditure under Head 37 Culture and Heritage (page 130)

(ii) Contribution for capital expenditure

GIBRALTAR CULTURE AND HERITAGE AGENCY(cont)

	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £
<u>HERITAGE</u>				
<u>Payments</u>				
<u>Personal Emoluments</u>				
Salaries	0	0	0	326,217
Overtime:				
Conditioned	0	0	0	0
Emergency	0	0	0	0
Manning Level Maintenance	0	0	0	0
Discretionary	0	0	0	10,669
	0	0	0	10,669
Allowances	0	0	0	6,507
Temporary Assistance	0	0	0	0
Employer's Social Insurance Contributions	0	0	0	15,430
Employer's Pension Contributions	0	0	0	38,070
	0	0	0	396,893
<u>Other Recurrent Expenditure</u>				
<u>Office Expenditure:</u>				
General Expenses	0	0	0	4,538
Electricity and Water	0	0	0	6,853
Telephone Service	0	0	0	11,487
Printing and Stationery	0	0	0	8,102
<u>Contracted Services:</u>				
Office Cleaning - Government Cleaning Scheme	0	0	0	14,657
Security Services	0	0	0	4,503
	0	0	0	50,140
<u>Operational Expenses:</u>				
Rates	0	0	0	1,598
Repairs and Maintenance	0	0	0	74,257
Computer and Office Equipment Expenses	0	0	0	3,157
Publications and Subscriptions	0	0	0	2,041
Uniforms and Protective Clothing	0	0	0	2,661
Insurance	0	0	0	4,195
Training	0	0	0	7,759
Motor Vehicle Expenses	0	0	0	2,277
	0	0	0	97,945
<u>Heritage Expenses:</u>				
Calpe Conference	0	0	0	39,216
Promotion and Research of Heritage Issues	0	0	0	4,966
Promotion and Research of Gorham's Cave	0	0	0	28,890
Underwater Research Unit	0	0	0	8,671
Heritage Education and Outreach	0	0	0	18,773
Purchase of Gibraltar Related Artefacts and Other Items	0	0	0	5,200
Conservation Services	0	0	0	7,774
	0	0	0	113,490
Relief Cover	0	0	0	8,126
Total Payments	0	0	0	666,594
<u>Capital Expenditure:</u>				
Works and Equipment	0	0	0	105,146
Total Capital	0	0	0	105,146
<u>SUMMARY</u>				
<u>Receipts:</u>				
Surplus/(Deficit) brought forward	0	0	0	630
Receipts	0	0	0	2,635,031
Total Receipts	0	0	0	2,635,661
<u>Expenditure:</u>				
Recurrent	0	0	0	2,530,515
Capital	0	0	0	105,146
	0	0	0	2,635,661
Surplus/(Deficit) carried forward	0	0	0	0

SOCIAL ASSISTANCE FUND

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Receipts				
Payment from Consolidated Fund - Import Duty - Head 26 (i)	15,000,000	7,620,000	15,000,000	15,000,000
Payment from Consolidated Fund - Import Duty - Head 46 (ii)	1,000	30,000,000	1,000	45,000,000
Total Income	15,001,000	37,620,000	15,001,000	60,000,000
Payments				
Contribution to Gibraltar Community Care:				
(a) Recurrent	7,350,000	0	7,400,000	7,291,305
(b) Transfer of Government Surplus	1,000	30,000,000	1,000	45,000,000
	7,351,000	30,000,000	7,401,000	52,291,305
Contribution to the Gibraltar Health Authority in respect of Social Assistance to Unemployed Persons	3,500,000	3,500,000	3,500,000	3,500,000
Social Assistance Payments	1,250,000	1,250,000	1,460,000	1,386,693
Rent Relief	370,000	380,000	380,000	338,092
Elderly Persons Allowance	21,000	21,000	27,000	25,532
Elderly Persons Minimum Income Guarantee	810,000	810,000	800,000	787,025
Child Welfare Grants	1,250,000	1,250,000	1,300,000	1,280,682
Miscellaneous Expenses	1,000	0	1,000	0
Pensioners Utilities Grant	440,000	410,000	200,000	404,215
Total Expenditure	14,993,000	37,621,000	15,069,000	60,013,544
SUMMARY				
Surplus/(Deficit) brought forward	11,000	12,000	77,000	25,198
Receipts	15,001,000	37,620,000	15,001,000	60,000,000
	15,012,000	37,632,000	15,078,000	60,025,198
Expenditure:				
Payments	14,993,000	37,621,000	15,069,000	60,013,544
Surplus/(Deficit) carried forward	19,000	11,000	9,000	11,654

(i) Head 26 Business, Employment and Social Services (page 97)

(ii) Head 46 Transfer of Government Surplus (page 147)

SAVINGS BANK FUND

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Income				
Interest on Investments	42,000,000	38,000,000	32,000,000	28,333,966
Total Income	42,000,000	38,000,000	32,000,000	28,333,966
Expenditure				
Depositor's Accounts - Interest Paid:				
Non-Government Deposits	34,000,000	28,300,000	21,700,000	18,280,618
Government Deposits	160,000	150,000	130,000	295,281
	34,160,000	28,450,000	21,830,000	18,575,899
Investment Management Expenses	400,000	375,000	400,000	376,761
Miscellaneous Expenses	800,000	600,000	500,000	470,576
Total Expenditure	35,360,000	29,425,000	22,730,000	19,423,236
Net Income/(Expenditure) for Transfer to Reserve Account	6,640,000	9,075,000	9,270,000	8,910,730
	42,000,000	38,500,000	32,000,000	28,333,966
Reserve Account				
Opening Balance	20,169,000	11,111,000	10,945,000	2,161,736
Transfer from Income and Expenditure Account	6,640,000	9,075,000	9,270,000	8,910,730
Capital Gains / (Losses)	0	(17,000)	0	38,840
Surplus	26,809,000	20,169,000	20,215,000	11,111,306

	Estimate 31/03/2016 £	Forecast Outturn 31/03/2015 £	Estimate 31/03/2015 £	Actual 31/03/2014 £
Depositor's Accounts: End of Year Deposits				
Non-Government Deposits:				
Debentures	660,000,000	650,000,000	378,000,000	377,690,215
Bonds	90,000,000	98,000,000	76,800,000	74,231,110
Ordinary Accounts	87,000,000	86,000,000	73,400,000	72,162,321
On-Call Investment Accounts	500,000	500,000	1,300,000	35,994,281
	837,500,000	834,500,000	529,500,000	560,077,927
Government Deposits:				
On-Call Investment Accounts	144,300,000	144,000,000	260,000,000	296,230,862
	981,800,000	978,500,000	789,500,000	856,308,789

NOTE SECURITY FUND

	ESTIMATE 2015/2016 £	FORECAST OUTTURN 2014/2015 £	ESTIMATE 2014/2015 £	ACTUAL 2013/2014 £
<u>Income</u>				
Commission on Redemption of Currency Notes	43,000	43,000	35,000	37,781
Interest Earned on Investments	147,000	147,000	510,000	317,163
Total Income	190,000	190,000	545,000	354,944
<u>Expenditure</u>				
Currency Notes Storage Fees	53,000	5,000	0	0
Security Works	30,000	0	0	0
Miscellaneous Expenses	35,000	18,000	35,000	170,980
Total Expenditure	118,000	23,000	35,000	170,980
Net Income Transferable to Reserve Account	72,000	167,000	510,000	183,964
	190,000	190,000	545,000	354,944
<u>Reserve Account</u>				
Opening Balance	822,000	655,000	718,000	471,357
Net Expenditure Transferable from Income and Expenditure Account	72,000	167,000	510,000	183,964
	894,000	822,000	1,228,000	655,321
Surplus Transferable to Consolidated Fund (i)	0	0	0	0
Total Reserve	894,000	822,000	1,228,000	655,321
<u>Notes in Circulation</u>				
Notes in Circulation on 1 April	28,873,000	25,873,000	27,653,000	25,595,875
Issues during the year	40,000,000	39,000,000	33,000,000	33,649,990
Redemptions during the year	(36,000,000)	(36,000,000)	(29,000,000)	(30,431,065)
Demonetisation of Currency Notes	0	0	0	(2,942,995)
Closing Balance of Notes in Circulation	32,873,000	28,873,000	31,653,000	25,871,805
Reserve	894,000	822,000	1,228,000	655,321
Note Security Fund Closing Balance	33,767,000	29,695,000	32,881,000	26,527,126

(i) Currency Notes Act 2011 - Section 8 (7) (b)

CIRCULATING COINS ACCOUNT

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<u>Receipts</u>				
Issue of Circulating Coins	1,000,000	930,000	1,000,000	1,646,629
Less Redemption of Circulating Coins	(100,000)	(80,000)	(100,000)	(144,508)
Total Income	900,000	850,000	900,000	1,502,121
<u>Payments</u>				
Purchase of Circulating Coins	392,000	360,000	300,000	498,132
Miscellaneous Expenses	47,000	19,000	50,000	21,250
Total Expenditure	439,000	379,000	350,000	519,382
Net Surplus	461,000	471,000	550,000	982,739

LOTTERY ACCOUNT ESTIMATE

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
Income				
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)	(861,000)	(2,000,000)	(892,629)
	4,100,000	5,239,000	4,100,000	5,207,371
Unclaimed Prizes on Lapsed Draws	200,000	161,000	200,000	142,449
Total Income	4,300,000	5,400,000	4,300,000	5,349,820
Payments				
Gross Prizes	4,696,000	4,696,000	4,696,000	4,507,868
Less Provision for Unclaimed Prizes	(1,200,000)	(545,000)	(1,200,000)	(421,500)
	3,496,000	4,151,000	3,496,000	4,086,368
Agents' Selling Commission	366,000	366,000	366,000	366,000
Agent's Administration Fee	244,000	244,000	244,000	244,000
Less Provision for Returned Tickets	(200,000)	(86,000)	(200,000)	(89,263)
	410,000	524,000	410,000	520,737
Management Charges	97,000	96,000	96,000	94,000
Printing of Lottery Tickets	60,000	60,000	59,000	56,774
Agents' Commission on Prizes	35,000	42,000	35,000	40,864
Advertising	33,000	33,000	33,000	26,430
Association of State Lotteries	4,000	4,000	4,000	3,355
Cost of Tickets Paper	11,000	11,000	11,000	11,420
Rent and Service Charges	2,000	2,000	2,000	2,200
Miscellaneous Expenses	13,000	10,000	13,000	11,537
Cost of New Lottery Machine	35,000	0	35,000	0
GBC Purchase of New Studio Set	10,000	0	10,000	0
Total Expenditure	4,206,000	4,933,000	4,204,000	4,853,685
Surplus/(deficit)	94,000	467,000	96,000	496,135
	4,300,000	5,400,000	4,300,000	5,349,820

Forecast Surplus 2014/2015 467,000
Less Forecast Transfer to Consolidated Fund 2014/2015 (467,000)
0

Estimated Surplus 2015/2016 (i)

94,000
94,000

(i) Due to the wide variations in annual surpluses this is not reflected in the Consolidated Fund Revenue until the surplus is established

SCHOLARSHIPS

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<u>Mandatory</u>				
<u>Ongoing Grants</u>				
Courses terminating in 2016	1,363,000	1,340,000	1,272,000	1,247,809
Courses terminating in 2017	1,196,000	1,180,000	356,000	333,385
Courses terminating in 2018	376,000	370,000	41,000	40,075
Courses terminating in 2019	31,000	30,000	11,000	10,886
Courses terminating in 2020	18,000	18,000	0	0
<i>Courses terminating in 2015</i>	0	1,840,000	1,352,000	1,271,255
<i>Courses terminating in 2014</i>	0	26,000	0	1,476,932
<i>Courses terminating in 2013</i>	0	0	0	10,824
	2,984,000	4,804,000	3,032,000	4,391,166
New Grants:				
Grants to be awarded in 2015/16	1,400,000	0	0	0
<i>Grants to be awarded in 2014/15</i>	0	0	1,495,000	0
	4,384,000	4,804,000	4,527,000	4,391,166
Ongoing Tuition Fees	5,300,000	6,505,000	5,411,000	5,272,364
Tuition Fees 2015/16	2,700,000	0	0	0
<i>Tuition Fees 2014/15</i>	0	0	1,831,000	0
	8,000,000	6,505,000	7,242,000	5,272,364
<u>Related Expenses - Ongoing Grants</u>				
Access Fund	30,000	27,000	30,000	21,500
Supplementary Maintenance Allowance, Special Equipment & Field Trips	130,000	172,000	150,000	145,643
Rail Fares and Travelling Expenses	1,000,000	980,000	1,000,000	912,618
Distance Learning Subsidies Plus Previous Years Adjustments Paid in 2014/15	300,000	255,000	300,000	54,065
	1,460,000	1,434,000	1,480,000	1,133,826
<u>Related Expenses - New Grants</u>				
Related Expenses in respect of Grants to be awarded in 2015/16	350,000	0	0	0
<i>Related Expenses in respect of Grants awarded in 2014/15</i>	0	0	350,000	0
	1,810,000	1,434,000	1,830,000	1,133,826
Loans Servicing Costs Scholarships pre 2010/11	600,000	597,000	400,000	451,008
Postgraduate Studies	1,000	0	1,000	0
Total Mandatory	14,795,000	13,340,000	14,000,000	11,248,364
<u>Discretionary</u>				
<u>Ongoing Grants</u>				
Ongoing Scholarships:				
Courses terminating in 2016	64,000	63,000	36,000	35,162
Courses terminating in 2017	32,000	32,000	12,000	12,138
Courses terminating in 2018	7,000	7,000	0	0
<i>Courses terminating in 2015</i>	0	78,000	23,000	19,395
<i>Courses terminating in 2014</i>	0	3,000	0	78,961
<i>Courses terminating in 2013</i>	0	0	0	2,809
	103,000	183,000	71,000	148,465
New Grants:				
Grants to be awarded in 2015/16	126,000	0	0	0
<i>Grants to be awarded in 2014/15</i>	0	0	152,000	0
	229,000	183,000	223,000	148,465
Ongoing Tuition Fees	130,000	265,000	130,000	254,272
Tuition Fees 2015/16	180,000	0	0	0
<i>Tuition Fees 2014/15</i>	0	0	135,000	0
	310,000	265,000	265,000	254,272
<u>Related Expenses - Ongoing Grants</u>				
Access Fund	1,000	1,000	0	0
Supplementary Maintenance Allowance, Special Equipment & Field Trips	20,000	14,000	45,000	19,818
Rail Fares and Travelling Expenses	35,000	34,000	35,000	30,709
Washington Internship	300,000	298,000	282,000	297,018
<i>Distance Learners</i>	0	0	0	246,140
	356,000	347,000	362,000	593,685
<u>Related Expenses - New Grants</u>				
Related Expenses in respect of Grants to be awarded in 2015/16	15,000	0	0	0
<i>Related Expenses in respect of Grants awarded in 2014/15</i>	0	0	15,000	0
	371,000	347,000	377,000	593,685
Total Discretionary	910,000	795,000	865,000	996,422

SCHOLARSHIPS (cont)

	ESTIMATE 2015/2016	FORECAST OUTTURN 2014/2015	ESTIMATE 2014/2015	ACTUAL 2013/2014
	£	£	£	£
<u>SUMMARY</u>				
Mandatory (i)	14,795,000	13,340,000	14,000,000	11,248,364
Discretionary (i)	910,000	795,000	865,000	996,422
Total Scholarships	15,705,000	14,135,000	14,865,000	12,244,786

(i) Head 28 Education subhead 2 (5) Scholarships (page 107)

APPENDIX Q**SALARIES** (cont)**GOVERNMENT OFFICES** (cont)

LABOUR INSPECTOR	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089
LAW DRAFTER	£32,552	£38,479	£42,166	£49,048	£55,760	£66,764	£72,266	£77,720	
LAWYER	£32,552	£38,479	£42,166	£49,048	£55,760	£66,764	£72,266	£77,720	
LEADING FIRE CONTROL OPERATOR Development Competent	£33,128 £34,558								
LEADING FIREFIGHTER Development Competent	£34,873 £36,375								
LEGAL ADVISER	£32,552	£38,479	£42,166	£49,048	£55,760	£66,764	£72,266	£77,720	
LEGAL ASSISTANT	£26,010	£29,054							
LIBRARY RESOURCES ASSISTANT	£13,381	£13,565	£13,760	£14,087	£14,530	£14,971			
MANAGERESS OCCUPATIONAL THERAPY CENTRE	£29,804	£30,683	£31,548						
MARINE SURVEYOR	£53,964								
MARITIME ADMINISTRATOR	£79,448								
MEDIA DIRECTOR	£75,379								
MESSENGER (SUPPORT GRADE BAND 2)	£16,841	£17,850	£18,569	£18,943	£19,321	£19,902	£20,485	£20,986	£21,496
NURSERY ASSISTANT (UNQUALIFIED) (PTH)	£21,617								£22,558
NURSERY NURSE	£21,071	£21,617	£22,254	£22,979					
OFFICER IN CHARGE OF NURSERY	£32,211	£33,065	£33,989	£34,984					
PERSONAL SECRETARY	£19,802	£20,857	£22,275	£23,020	£23,793	£24,589	£25,388	£26,004	£26,639
POLICE CONSTABLE/POLICEWOMAN	£28,271	£31,557	£33,391	£35,429	£36,544	£37,720	£38,795	£39,751	£41,028
POLICE SERGEANT	£44,389	£45,906	£47,445	£48,459	£49,884				
POST OFFICE LEVEL 4	£26,990	£28,254	£29,516	£30,780	£32,042				

APPENDIX Q**SALARIES** (cont)**GOVERNMENT OFFICES** (cont)

SPECIAL NEEDS LEARNING SUPPORT ASSISTANT	£17,686	£18,113	£18,542	£18,907	£19,613	£20,331	£21,071	£21,617	£21,617
SPECIAL NEEDS LEARNING SUPPORT ASSISTANT AND VEHICLE ESCORT	£18,113	£18,542	£18,907	£19,613	£20,331	£21,071	£21,617	£22,254	£22,254
SPECIAL NEEDS LEARNING SUPPORT ASSISTANT (SPECIALIST)	£18,907	£19,613	£20,331	£23,708					
STATION OFFICER Development Competent A	£42,312								
	£43,580								
STATISTICS OFFICER LEVEL 1	£22,178	£22,603	£24,137	£24,949	£25,783	£26,649	£27,754	£28,432	£29,124
STATISTICS OFFICER LEVEL 2	£29,132	£29,478	£32,540	£33,851	£34,533	£35,224	£35,932	£36,638	£38,180
STATISTICS OFFICER LEVEL 3 (STATISTICIAN)	£36,382	£37,603	£40,696	£42,342	£43,187	£44,056	£44,936	£46,609	
STATISTICS OFFICER LEVEL 4 (SENIOR STATISTICIAN)	£45,307	£47,017	£49,894	£51,907	£52,943	£54,009	£55,091	£57,143	
STATISTICS OFFICER LEVEL 5 (CHIEF STATISTICIAN)	£59,618	£63,314	£68,983	£75,167	£78,173				
STIPENDIARY MAGISTRATE - GIBRALTAR LAW COURTS	£96,509								
SUB OFFICER									
During 1st Year in Rank	£37,163								
During 2nd Year in Rank	£38,195								
SUPERINTENDENT	£75,724	£78,849	£81,969	£85,104	£88,227				
SUPPORT MANAGER 3	£26,010	£26,320	£26,843	£27,380	£27,925	£28,471	£29,164	£29,872	£30,600
SUPPORT GRADE BAND 1	£19,802	£20,197	£20,597	£21,010	£21,425	£22,076	£22,721	£23,275	£23,839
SUPPORT GRADE BAND 2	£16,841	£17,850	£18,569	£18,943	£19,321	£19,902	£20,485	£20,986	£21,496
TEACHER									
Qualified	£23,250	£25,088	£27,105	£29,191	£31,491	£33,980			
Upper Pay Range	£36,813	£38,177	£39,584						
TEACHER / GRADUATE INSTRUCTOR (CONSTRUCTION & THE BUILT ENVIRONMENT) (PTH)	£32,478								
TEAM LEADER	£45,850	£46,829	£47,812	£48,802					

APPENDIX Q**SALARIES** (cont)**GOVERNMENT OFFICES** (cont)

TECHNICAL GRADE 1 New Entrants w.e.f. 1 August 2003	£19,924	£23,064	£24,205	£25,342	£26,483	£27,619	£28,765	£29,902	£30,481	£31,073	£31,661
	£19,802	£20,253	£21,405	£22,620	£23,907	£25,271	£26,717	£28,246	£29,860	£31,556	
TECHNICIAN (DESIGN & TECHNOLOGY)	£19,613	£20,331	£21,071	£21,617	£22,254	£22,979	£23,708	£24,481			
TECHNICIAN (DESIGN & TECHNOLOGY) (PTH)	£17,325	£17,686	£18,113	£18,542	£18,907	£19,613	£20,331	£21,071			
TECHNICIAN (SCIENCE) LABORATORY	£19,613	£20,331	£21,071	£21,617	£22,254	£22,979	£23,708	£24,481			
TELEPHONIST	£19,802	£20,197	£20,597	£21,010	£21,425	£22,076	£22,721	£23,275	£23,839	£24,421	£25,016
TOW TRUCK DRIVER w.e.f. 1 August 2012	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004	£26,639	£27,291
TRAFFIC WARDEN w.e.f. 1 August 2012	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004	£26,639	£27,291
TRAINEE MARINE SURVEYOR	£29,845										
TRAINING CENTRE MANAGER	£43,970	£45,293	£46,656	£48,048	£49,493	£50,986	£52,511				
TYPIST	£16,841	£17,613	£18,200	£18,810	£19,438	£20,088	£20,846	£21,357	£21,876	£22,413	£22,960
TYPIST (TAX)	£17,683	£18,493	£19,110	£19,751	£20,410	£21,092	£21,889	£22,425	£22,969	£23,533	£24,108
UPPER ROCK SHIFT LEADER w.e.f. 1 August 2012	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		
UPPER ROCK SITES OFFICER w.e.f. 1 August 2012	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004	£26,639	£27,291
VEHICLE TESTER	£19,802	£20,253	£21,405	£22,620	£23,907	£25,271	£26,717	£28,246	£29,860	£31,556	
WELFARE OFFICER	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122	£41,615			
WORKS SUPERVISOR New Entrants w.e.f. 1 August 2003	£21,924	£23,064	£24,205	£25,342	£26,483	£27,619	£28,765	£29,902	£30,481	£31,073	£31,661
	£19,802	£20,253	£21,405	£22,620	£23,907	£25,271	£26,717	£28,246	£29,860	£31,556	
YOUTH & COMMUNITY WORKER	£36,968	£38,179									

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS****PUBLIC SERVICES OMBUDSMAN**

ASSISTANT COMPLAINTS HANDLING COORDINATOR	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004	£26,639	£27,291
COMPLAINTS HANDLING COORDINATOR	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		
INVESTIGATING OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		
IT CONTROLLER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		
PUBLIC RELATIONS OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		
PUBLIC SERVICES OMBUDSMAN	£53,230	£56,531	£61,591	£67,114	£69,797						
SENIOR INVESTIGATING OFFICER	£32,552	£38,479	£42,166	£49,048	£55,760	£66,764	£72,266	£77,720			

GIBRALTAR DEVELOPMENT CORPORATION

CHIEF EXECUTIVE (PTH)	£65,350										
CONSERVATION OFFICER	£81,240										
FINANCE DIRECTOR (PTH)	£156,567										
GAMBLING MONITOR	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		
GAMBLING REGULATOR	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122	£41,615			
GRADE 1 (PAY BAND E2)	£16,841	£17,613	£18,200	£18,810	£19,438	£20,088	£20,846	£21,357	£21,876	£22,413	£22,960
GRADE 2 (PAY BAND E1)	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004	£26,639	£27,291
GRADE 3 (PAY BAND D)	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		
GRADE 4 (PAY BAND C2)	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122	£41,615			
GRADE 5 (PAY BAND C1)	£40,453	£41,979	£44,549	£46,345	£47,271	£48,222	£49,188	£51,020			
HEAD OF GAMBLING REGULATION	£148,821										

APPENDIX Q**SALARIES (cont)****PUBLIC UNDERTAKINGS****GIBRALTAR HEALTH AUTHORITY (cont)**

BREAST NURSE SPECIALIST	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817
CARDIAC REHAB NURSE SPECIALIST	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817
CHARGE NURSE	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817
CHIEF AMBULANCE OFFICER	£49,645						
CHIEF EXECUTIVE	£137,114						
CHIEF SPEECH / LANGUAGE THERAPIST	£58,215	£61,466	£64,716	£66,490	£69,444		
CLINICAL NURSE MANAGER	£37,383	£38,712	£40,632	£41,817	£43,145	£44,622	£46,173
CLINICAL PHARMACIST	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817	£43,145
CLINICAL PSYCHOLOGIST	£40,632	£41,817	£43,145	£44,622	£46,173	£47,725	£49,645
	£66,490						£51,567
							£53,783
							£55,408
							£56,215
							£58,215
							£61,466
							£64,716
CONSULTANT	£99,353	£109,118	£115,855	£122,590			
CONSULTANT (PTH)	£129,159	£141,854	£150,611	£159,367			
CONSULTANT CLINICAL PSYCHOLOGIST	£87,174						
COUNSELLOR	£38,712						
CYTOLOGY SCREENER	£22,064	£22,877	£23,691	£24,428	£25,168	£25,905	£26,921
DENTAL NURSE	£18,459	£19,110	£19,849	£20,293	£20,881	£21,549	£22,064
DENTAL OFFICER	£36,586	£40,652	£46,749	£49,798	£52,847	£54,879	
DENTAL OFFICER (DISCRETIONARY)	£56,912						
DEPUTY ASSOCIATE DIRECTOR - CATERING	£37,529	£38,863	£40,791	£41,980	£43,314	£44,796	£46,353
DEPUTY DIRECTOR OF NURSING SERVICES	£55,408						
DEPUTY PUBLIC ANALYST	£49,645	£51,567	£53,783	£55,408			
DERMATOLOGY NURSE SPECIALIST	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817
DIABETES NURSE PRACTITIONER	£37,383	£38,712	£40,632	£41,817	£43,145	£44,622	

APPENDIX Q**SALARIES (cont)****PUBLIC UNDERTAKINGS****GIBRALTAR HEALTH AUTHORITY (cont)**

DIABETES NURSE SPECIALIST	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817
DIETITIAN SENIOR I	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817	
DIRECTOR OF CLINICAL ENGINEERING AND ESTATES	£58,551	£62,185	£67,751	£73,826	£80,454	£82,571	£84,690
DIRECTOR OF FINANCE AND PROCUREMENT	£53,230	£56,531	£61,591	£67,114	£69,797		
DIRECTOR OF HUMAN RESOURCES	£53,230	£56,531	£61,591	£67,114	£69,797		
DIRECTOR OF IMT	£53,230	£56,531	£61,591	£67,114	£69,797		
DIRECTOR OF NURSING	£74,674						
DIRECTOR OF PUBLIC HEALTH	£122,590						
EHT OFFICER	£36,382	£37,603	£40,696	£42,342	£43,187	£44,056	£44,936
EMERGENCY MEDICAL TECHNICIAN	£27,973						
ENDOSCOPY NURSE	£24,428	£25,168	£25,905	£26,921	£27,973	£28,371	£29,181
ENDOSCOPY TECHNICIAN	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110	£19,849
ENROLLED NURSE	£19,849	£20,293	£20,881	£21,546	£22,064	£22,877	£23,691
EXECUTIVE OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083
GENERAL PRACTITIONER	£89,658	£92,210	£94,766	£97,231	£99,876	£102,427	£107,537
GHA CLERK	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780
HEAD OF OCCUPATIONAL THERAPIST	£58,215	£61,466					
HEAD OF OPTOMETRY	£58,215	£61,466	£64,716				
HEAD ORTHOPTIST	£44,622	£46,173	£47,725	£49,645			
HEAD PHARMACIST	£69,444	£72,695	£77,571				
HEALTH PROMOTION OFFICER	£36,199	£37,383	£38,712	£40,632	£41,817	£43,145	
HIGHER EXECUTIVE OFFICER	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122
							£41,615
							£26,639
							£27,291
							£25,905
							£25,168
							£32,616
							£31,389
							£20,293
							£20,881
							£24,428
							£32,712
							£34,089
							£26,004
							£26,639
							£27,291

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS****GIBRALTAR HEALTH AUTHORITY** (cont)

HIGHER PROFESSIONAL AND TECHNOLOGY OFFICER	£32,484	£32,671	£33,941	£35,256	£36,630	£38,051	£39,540	£40,305	£41,084	£42,582
HOSPITAL ATTENDANT	£21,680	£22,726	£24,056	£24,511	£24,982	£25,462	£26,200	£26,941	£27,598	£28,274
HOSPITAL OPTOMETRIST	£37,383	£38,712	£40,632							£28,963
JUNIOR GHA CLERK	£16,841	£17,613	£18,200	£18,810	£19,438	£20,088	£20,846	£21,357	£21,876	£22,413
JUNIOR OCCUPATIONAL THERAPIST	£26,921	£27,973	£28,371	£29,181	£30,175					£22,960
JUNIOR PHYSIOTHERAPIST	£26,921	£27,973	£28,371	£29,181	£30,175					
MATERIALS MANAGEMENT SUPERVISOR	£23,907	£25,271	£26,717	£28,246	£29,860	£31,556				
MEDICAL LIBRARIAN	£36,199	£37,383	£38,712	£40,632						
MEDICAL SECRETARY	£19,802	£20,857	£22,275	£23,020	£23,793	£24,589	£25,388	£26,004	£26,639	£27,291
MESSENGER DRIVER	£16,841	£17,850	£18,569	£18,943	£19,321	£19,902	£20,485	£20,986	£21,496	£22,023
NON CONSULTANT HOSPITAL DOCTOR	£53,928	£57,454	£60,982	£64,506	£68,034	£71,560	£75,088			
NURSE LECTURER	£33,369	£34,366	£35,392	£36,450	£37,539	£38,684	£39,816	£41,005	£42,232	
NURSE PRACTITIONER	£37,383	£38,712	£40,632	£41,817	£43,145	£44,622				
NURSING ASSISTANT	£16,512	£16,945	£17,449	£17,954	£18,459	£19,910	£19,849			
NURSING AUXILIARY	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110	£19,849	£20,293	£20,881	
OCCUPATIONAL THERAPIST I	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817				
OCCUPATIONAL THERAPIST I (DISCRETIONARY POINTS)	£43,145	£44,622								
OCCUPATIONAL THERAPIST II	£28,371	£29,181	£30,175	£31,389	£32,616	£33,837	£35,018	£36,199	£37,383	
OCCUPATIONAL THERAPY ASSISTANT	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110				
OPERATING DEPARTMENT PRACTITIONER	£24,428	£25,168	£25,905	£26,921	£27,291	£27,973	£28,371	£29,181	£30,175	£31,389
PALLIATIVE CARE NURSE SPECIALIST	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817			
PARAMEDIC	£29,181	£30,175	£31,389	£32,616						

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS****GIBRALTAR HEALTH AUTHORITY** (cont)

PATHOLOGY PRODUCTION ASSISTANT	£22,064	£22,877	£23,691	£24,428	£25,168	£25,905	£26,921	£27,973
PATHOLOGY SERVICES MANAGER	£53,230	£56,531	£61,591	£67,114	£69,797			
PERSONAL SECRETARY	£19,802	£20,857	£22,275	£23,020	£23,793	£24,589	£25,388	£26,004
P & G S 'C'	£24,747	£25,889	£27,027	£28,170	£29,310	£30,478	£31,695	£32,323
PHYSIOTHERAPY HELPER	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110		
PHYSIOTHERAPY SERVICES MANAGER	£58,215	£61,466						
PRE-ASSESSMENT NURSE	£29,181	£30,175	£31,389	£32,616	£33,837	£35,018	£36,199	
PRINCIPAL NURSE LECTURER	£50,396	£51,904						
PRINCIPAL SECRETARY	£53,230	£56,531	£61,591	£67,114	£69,797			
PROFESSIONAL AND TECHNOLOGY OFFICER	£26,010	£26,673	£27,808	£28,953	£30,093	£31,261	£32,478	£33,748
PUBLIC ANALYST	£55,408	£58,215	£61,466	£64,716	£66,490			
PUBLIC HEALTH INFORMATION ANALYST	£36,199	£37,383	£38,712	£40,632				
QUALITY MANAGER	£55,408	£58,215	£61,466	£64,716	£66,490			
RADIOGRAPHY ASSISTANT	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110		
RADIOLOGY SERVICES MANAGER	£51,567	£53,783	£55,408	£58,215				
RECEPTIONIST	£21,357	£21,876	£22,413	£22,960				
RESUSCITATION OFFICER	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817	
SENIOR BIOMEDICAL SCIENTIST	£30,175	£31,389	£32,616	£33,837	£35,018	£36,199	£37,383	£38,712
	£47,725	£49,645						
SENIOR CLINICAL PHARMACIST / DISPENSARY MANAGER	£47,725	£49,645	£51,567					
SENIOR DENTAL OFFICER	£56,912	£58,944	£61,993	£63,518				
SENIOR DENTAL OFFICER (DISCRETIONARY)	£68,091							
SENIOR DENTAL OFFICER (PTH)	£66,566							

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS****GIBRALTAR HEALTH AUTHORITY** (cont)

TECHNOMEDICAL ENGINEER	£47,348	£49,189	£51,107	£53,100	£55,171				
TSSU / CSSD MANAGER	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817		
TSSU / CSSD TECHNICIAN (EX COM PROJECTS)	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110	£19,849		
TSSU / CSSD TECHNICIAN (EX NURSING ASST)	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110	£19,849		
TSSU / CSSD TECHNICIAN (EX STAFF NURSE)	£24,428	£25,168	£25,905	£26,921	£27,973	£28,371	£29,181	£30,175	£31,389
TYPIST	£16,481	£17,613	£18,200	£18,810	£19,438	£20,088	£20,846	£21,357	£21,876
UGM HOSPITAL SERVICES	£92,250								£22,413
UGM MENTAL HEALTH	£71,750								
UGM PRIMARY CARE CENTRE	£71,750								
WARD CLERK	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004
									£27,291

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS****GIBRALTAR ELECTRICITY AUTHORITY**

ASSISTANT FINANCIAL AND ADMINISTRATION MANAGER	£37,092	£37,831	£38,589	£39,347	£40,997
CHIEF EXECUTIVE	£92,649				
D5 OFFICER	£39,809	£41,359	£42,969	£44,650	£46,395
DEPUTY CHIEF EXECUTIVE	£64,010	£66,488	£69,066	£71,747	£74,532
ENGINE ROOM OPERATIVE	£25,912	£26,919	£27,968	£29,055	£30,188
ENGINEER	£47,348	£49,189	£51,107	£53,100	£55,171
FINANCE AND ADMINISTRATION DIRECTOR	£55,755	£56,866	£58,008	£59,166	£61,364
FINANCIAL AND ADMINISTRATION MANAGER	£45,481	£46,388	£47,317	£48,261	£50,054
FINANCIAL AND ADMINISTRATION OFFICER	£29,804	£30,530	£31,274	£32,036	£32,816
INSTALLATION INSPECTOR	£36,030	£37,432	£38,889	£40,407	£41,983
OPERATOR / MAINTENANCE WORKER	£27,804	£28,886	£30,013	£31,181	£32,401
SENIOR ENGINEER	£56,659	£58,859	£61,150	£63,535	£66,011
SKILLED GRADE (D8)	£25,912	£26,919	£27,968	£29,055	£30,188
SUPERVISOR (D6)	£32,583	£33,854	£35,176	£36,554	£37,983
SYSTEMS ENGINEER	£47,348	£49,189	£51,107	£53,100	£55,171
TECHNICAL GRADE (D7)	£27,804	£28,886	£30,013	£31,181	£32,401

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS** (cont)**GIBRALTAR HEALTH AUTHORITY - ELDERLY RESIDENTIAL SERVICES SECTION**

ACCOUNTS OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089
ADMINISTRATIVE ASSISTANT	£16,841	£17,613	£18,200	£18,810	£19,438	£20,088	£20,846	£21,357	£21,876
ADMINISTRATIVE OFFICER	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004
CATERING MANAGER	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122	£41,615	
DEPUTY NURSING CO-ORDINATOR	£33,489	£34,669	£35,876	£37,088	£38,301	£39,537	£40,160		
ELDERLY CARE MANAGER (PTH)	£53,230	£56,531	£61,591	£67,114	£69,797				
ENROLLED NURSE	£19,849	£20,293	£20,881	£21,546	£22,064	£22,877	£23,691	£24,428	£25,168
FACILITIES AND OPERATIONS MANAGER	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122	£41,615	
NURSING ASSISTANT	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110	£19,849		
NURSING AUXILIARY	£16,512	£16,945	£17,449	£17,954	£18,459	£19,110	£19,849	£20,293	£20,881
NURSING CO-ORDINATOR	£45,131								
PERSONAL SECRETARY	£19,802	£20,857	£22,275	£23,020	£23,793	£24,589	£25,388	£26,004	£26,639
PHYSIOTHERAPIST (SENIOR I)	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817			
PHYSIOTHERAPIST (SENIOR II)	£28,371	£29,181	£30,175	£31,389	£32,616	£33,837	£35,018	£36,199	£37,383
SISTER / CHARGE NURSE	£33,837	£35,018	£36,199	£37,383	£38,712	£40,632	£41,817		
STAFF NURSE	£24,428	£25,168	£25,905	£26,921	£27,973	£28,371	£29,181	£30,175	£31,389
STORES SUPERVISOR	£19,802	£20,253	£21,405	£22,620	£23,907	£25,271	£26,717	£28,246	£29,860
TEAM LEADER - LEAD NURSE	£33,489	£34,669	£35,876	£37,088	£38,301	£38,921			
TRAINING CO-ORDINATOR	£29,979	£31,142	£32,306	£33,489	£34,669	£35,875	£36,484		

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS** (cont)**CARE AGENCY**

ADMINISTRATIVE ASSISTANT	£16,841	£17,613	£18,200	£18,810	£19,438	£20,088	£20,846	£21,357	£21,876	£22,413	£22,960
ADMINISTRATIVE OFFICER	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004	£26,639	£27,291
ADMINISTRATOR (BRUCE'S FARM)	£36,009										
ASSISTANT SOCIAL WORKER	£19,042	£19,612	£20,201	£20,799	£21,431	£22,069	£22,737				
BEHAVIOURAL SUPPORT OFFICER (37HRS)	£20,177	£20,703	£21,494	£22,159	£22,899	£23,642	£24,476				
CARE WORKER (37.5 HR)	£15,128	£15,525	£16,116	£16,615	£17,169	£17,727	£18,353				
CHIEF EXECUTIVE	£53,230	£56,531	£61,591	£67,114	£69,797						
CHIEF EXECUTIVE (PTH)	£95,544										
CLINICAL STANDARDS COMPLIANCE DIRECTOR	£56,083										
COMMUNITY ELDERLY NEEDS CO-ORDINATOR	£21,438	£22,157	£22,907	£23,661	£24,504	£25,409	£26,526	£27,665	£28,817		
COMMUNITY SERVICE OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		
COUNSELLING PSYCHOLOGIST	£41,841	£43,248	£44,987	£46,728	£48,737	£50,211					
COUNSELLOR	£24,248	£25,596	£26,943	£28,291	£29,637						
COUNSELLOR (PTH)	£32,129										
DAY CENTRE ASSISTANT (20 HRS)	£7,804	£8,007	£8,314	£8,572	£8,855	£9,144	£9,466				
DAY CENTRE CO-ORDINATOR	£18,916	£19,411	£20,150	£20,776	£21,467	£22,164	£22,947				
DEPUTY MANAGER (ST BERNADETTE'S O/T)	£21,617	£22,254	£22,979	£23,708							
DOMESTIC WORKER (22.5 HR)	£8,778	£9,009	£9,351	£9,640	£9,961	£10,286	£10,650				
DOMESTIC WORKER (20 HR)	£7,804	£8,007	£8,314	£8,572	£8,855	£9,144	£9,466				
DOMESTIC WORKER (15 HR)	£5,854	£6,004	£6,234	£6,429	£6,642	£6,858	£7,100				
ENROLLED NURSE	£17,466	£18,058	£18,691	£19,359	£20,036	£20,728	£21,438	£22,157	£22,907	£23,661	
EXECUTIVE OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089		

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS** (cont)**CARE AGENCY** (cont)

FACILITIES OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089
FINANCE MANAGER	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122	£41,615	
FINANCE OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089
GENERAL MANAGER (DR GIRALDI HOME)	£37,165								
HANDYMAN / DRIVER	£14,436	£14,811	£15,376	£15,855	£16,381	£16,915	£17,509		
HEAD OF FINANCE	£40,453	£41,979	£44,549	£46,345	£47,271	£48,222	£49,188	£51,020	
HEADS OF SERVICE	£45,850	£46,829	£47,812	£48,802					
HIGHER EXECUTIVE OFFICER	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122	£41,615	
MANAGER (ST BERNADETTE'S O/T)	£29,804	£30,683	£31,548						
OCCUPATIONAL THERAPIST	£35,969	£36,977	£37,496	£39,053	£40,370				
PERSONAL SECRETARY	£19,802	£20,857	£22,275	£23,020	£23,793	£24,589	£25,388	£26,004	£26,639
PERSONNEL MANAGER	£32,484	£33,574	£36,335	£37,805	£38,561	£39,335	£40,122	£41,615	
PROCUREMENTS OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089
RECEPTIONIST	£16,841	£17,613	£18,200	£18,810	£19,438	£20,088	£20,846	£21,357	£21,876
REGISTERED GENERAL NURSE	£21,438	£22,157	£22,907	£23,661	£24,504	£25,409	£26,526	£27,665	£28,817
RESIDENTIAL HOME MANAGER	£37,165								
SALARIES OFFICER	£26,010	£26,320	£29,054	£30,224	£30,833	£31,450	£32,083	£32,712	£34,089
SENIOR SOCIAL WORKER	£38,065	£39,034	£40,008	£40,992	£41,913	£42,925	£43,909	£44,887	
SHOP MOBILITY ATTENDANT (PTH)	£19,802	£20,181	£21,551	£22,275	£23,020	£23,793	£24,780	£25,386	£26,004
SOCIAL CARE WORKER (40 HR)	£16,138	£16,560	£17,190	£17,722	£18,312	£18,908	£19,576		
SOCIAL CARE WORKER (40 HR - PTH)	£18,754	£19,244	£19,979	£20,599	£21,284	£21,978	£22,752		
SOCIAL CARE WORKER (NVQ LEVEL 3 - 40HR)	£17,197	£17,646	£18,319	£18,885	£19,514	£20,149	£20,861		

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS** (cont)**CARE AGENCY** (cont)

SOCIAL CARE WORKER (NVQ LEVEL 2 - 40HR)	£16,667	£17,103	£17,755	£18,303	£18,913	£19,529	£20,218
SOCIAL CARE WORKER (NVQ LEVEL 3 - 37.5HR)	£16,121	£16,541	£17,173	£17,708	£18,294	£18,889	£19,556
SOCIAL CARE WORKER (NVQ LEVEL 2 - 37.5HR)	£15,625	£16,034	£16,645	£17,162	£17,731	£18,308	£18,954
SOCIAL CARE WORKER (30 HR)	£12,104	£12,421	£12,891	£13,291	£13,735	£14,183	£14,682
SOCIAL CARE WORKER (NVQ LEVEL 3 - 30HR)	£12,897	£13,234	£13,738	£14,166	£14,635	£15,111	£15,645
SOCIAL CARE WORKER (20 HR)	£8,068	£8,279	£8,595	£8,863	£9,156	£9,457	£9,787
SOCIAL WORKER (OUT OF HOURS)	£22,310						
SOCIAL WORKER (QUALIFIED)	£30,683	£31,548	£32,211	£33,065	£33,989	£34,984	£36,138
TEACHER (20 HR PRO RATA)	£23,250	£25,088	£27,105	£29,191	£31,491	£33,980	
TECHNICAL OFFICER	£26,010	£26,673	£27,808	£28,953	£30,093	£31,261	£32,478
TRAINEE SOCIAL WORKER	£23,013						£33,748
UNIT MANAGER	£20,177	£20,703	£21,494	£22,159	£22,899	£23,642	£24,476
UNIT MANAGER (QUALIFIED)	£22,436	£23,022	£23,898	£24,642	£25,460	£26,289	£27,216
							£34,397
							£35,064
							£35,811

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS** (cont)**HOUSING WORKS AGENCY**

ADMINISTRATION AND FINANCE EXECUTIVE OFFICER	£29,133	£29,479	£32,541	£33,852	£34,532	£35,223	£35,932	£36,638	£38,181
ADMINISTRATION AND FINANCE HIGHER EXECUTIVE OFFICER	£36,382	£37,602	£40,695	£42,342	£43,188	£44,056	£44,937	£46,610	
ADMINISTRATION AND FINANCE OFFICER	£22,179	£22,602	£24,137	£24,950	£25,783	£26,649	£27,754	£28,432	£29,125
CHIEF OPERATING OFFICER	£36,382	£36,591	£38,014	£39,486	£41,027	£42,618	£44,286	£45,140	£46,013
CLERK / WORD PROCESSOR	£18,862	£19,726	£20,383	£21,067	£21,771	£22,499	£23,347	£23,920	£24,503
DEPUTY CHIEF EXECUTIVE	£61,743								
REFURBISHMENT & OT MANAGER / HEALTH & SAFETY / TRAINING MANAGER	£29,132	£29,874	£31,145	£32,427	£33,704	£35,013	£36,375	£37,798	£38,524
STORES OFFICER	£26,776	£28,302	£29,922	£31,636	£33,445	£35,341			
SUPPORT OPERATIVE	£18,862	£19,992	£20,796	£21,216	£21,639	£22,292	£22,943	£23,504	£24,075
TRANSPORT, EQUIPMENT AND STORES MANAGER	£29,132	£29,874	£31,145	£32,427	£33,704	£35,013	£36,375	£37,798	£38,524
TRANSPORT, PLANT AND EQUIPMENT OFFICER	£26,776	£28,302	£29,922	£31,636	£33,445	£35,341			
ZONE MANAGER	£29,132	£29,874	£31,145	£32,427	£33,704	£35,013	£36,375	£37,798	£38,524
ZONE SUPPORT OFFICER	£21,744	£22,395	£23,068	£23,760	£24,473				
ZONE / REFURBISHMENT WORKS SUPERVISOR	£26,776	£28,302	£29,922	£31,636	£33,445	£35,341			
ZONE / REFURBISHMENT WORKS SUPERVISOR (PTH)	£27,109	£28,381	£29,661	£30,935	£32,216	£33,492	£34,140	£34,801	£35,460

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS** (cont)**GIBRALTAR PORT AUTHORITY**

ADMINISTRATIVE AND FINANCE OFFICER	£21,771	£23,247	£24,831	£25,664	£26,525	£27,416	£28,561	£29,257	£29,970	£30,704	£31,458
ADMINISTRATIVE AND FINANCE EXECUTIVE	£28,013	£30,317	£33,477	£34,828	£35,532	£36,241	£36,975	£37,702	£39,292		
ADMINISTRATIVE AND FINANCE HIGHER EXECUTIVE	£35,733	£37,176	£38,673	£41,864	£43,565	£44,438	£45,329	£46,239	£47,965		
BUNKERING SUPERINTENDENT	£42,477	£43,805	£44,681	£45,572	£46,483	£48,207					
CHIEF EXECUTIVE	£120,000										
COXSWAIN / ENGINE DRIVER "A"	£22,282	£23,762	£25,241	£26,722	£28,201	£29,680	£31,162	£32,641	£34,119	£35,596	
DEPUTY VTS MANAGER	£37,627	£40,785	£44,531								
ENVIRONMENTAL HEALTH & SAFETY ADVISOR	£42,477	£43,805	£44,681	£45,572	£46,483	£48,207					
MARINE OFFICER	£46,523	£47,512	£49,354	£51,278	£53,274	£55,350	£57,505	£58,621	£59,728		
PORT OPERATIVE	£28,729	£29,661	£30,340	£31,055	£31,792	£32,549					
PERSONAL ASSISTANT	£28,013	£30,317	£33,477	£34,828	£35,532	£36,241	£36,975	£37,702	£39,292		
PORT MAINTENANCE CO-ORDINATOR	£28,935	£30,416	£31,899	£33,382	£34,863	£36,344	£37,828	£39,310	£40,793	£42,274	
PORT MAINTENANCE FITTER	£28,689	£30,429	£32,170								
PORT OFFICER	£34,206	£34,666	£36,020	£36,722	£37,433	£38,164	£38,892	£40,482			
SEAMEN / MECHANIC	£22,282	£23,412	£24,543	£25,672	£27,079	£27,931	£29,060	£30,191	£31,321	£32,448	
SENIOR PORT OFFICER	£43,465	£44,797	£45,668	£46,562	£47,472	£49,197					
SWEEPER	£21,044										
SWEEPER / MESSENGER	£16,673										
VTS MANAGER (CONTRACT)	£51,320										
VTS MANAGER (NON CONTRACT)	£43,465	£46,115	£49,197								

APPENDIX Q**SALARIES** (cont)**PUBLIC UNDERTAKINGS** (cont)**GIBRALTAR SPORTS AND LEISURE AUTHORITY**

GRADE 1 (CHIEF EXECUTIVE OFFICER)	£61,214	£65,012	£70,831	£77,181	£80,267				
GRADE 2	£46,521	£48,275	£51,232	£53,297	£54,362	£55,456	£56,566	£58,673	
GRADE 3	£37,357	£38,611	£41,785	£43,476	£44,345	£45,235	£46,140	£47,857	
GRADE 4	£29,912	£30,267	£33,412	£34,758	£35,458	£36,167	£36,895	£37,619	£39,203
GRADE 5	£32,337	£32,722	£33,373	£34,040	£34,718	£35,396	£36,258	£37,138	£38,044
GRADE 6	£22,772	£23,208	£24,782	£25,617	£26,474	£27,362	£28,498	£29,194	£29,904
GRADE 7	£36,615	£39,361	£42,107						£30,635
GRADE 8	£20,989	£22,562	£24,137						£31,384
GRADE 9	£19,367	£20,255	£20,929	£21,632	£22,354	£23,101	£23,974	£24,560	£25,158
GRADE 11 (37 HR)	£18,299	£19,672	£21,045						£25,775
GRADE 11 (40 HR)	£19,784	£21,268	£22,752						£26,404
GRADE 13 (37 HR)	£16,259	£17,478	£18,697						
GRADE 13 (40 HR)	£17,577	£18,896	£20,214						
PLAY AND LEISURE ASSISTANT	£17,597								
PLAY AND LEISURE ATTENDANT	£19,075								
PLAY AND LEISURE OFFICER	£28,200								