



Fees Toolkit - Guidance Notes **Sex Establishments/SEV's**

Step 1: How to customise your table

The table is made up of white and blue cells.

Blue cells are cells you will be editing.

White cells are locked. However, you will need to unlock each worksheet in order to customise your table. To do this you will need to select Tools, protection and click unprotect sheet and select OK.

Complete 'post title' (not names) in the 'salary costs' table. Only insert the post title (not individual titles or names) e.g. Licensing Manager, Licensing Officer, etc.

Now delete the unused 'post title' rows from the 'salary costs' table. To do this, highlight the row number, right click, select delete from the menu.

You will also need to delete the unused 'post title' rows from the 'central recharges' table, 'direct costs' table and the 'hourly rate' table in the same way. These are all in the same 'cost summary' worksheet.

Insert the number of posts against each post title in the 'central recharges' table. This will automatically transfer into the 'direct costs' table and the 'hourly rate' table for you.

You will now need to lock your worksheet to protect the white cell contents. To do this select Tools, Protection, Protect Sheet and select OK.

You will now need to open every process worksheet individually to delete the unused 'post title' columns i.e. New, renewal, etc. To do this you will first need to unlock each process worksheet by highlighting the column letter at the top, right click, select delete from the menu. You will need to lock the worksheet once completed.

Step 2: Cost Summary

- Salary costs (Basic, NI, Super) only record those officers in this part of the table that will be included in the process maps. I.e. do not include Head of Service/Director and or some managers.
- Central Recharges header costs will need to be sought from your finance department. If possible these charges need to be broken down into accommodation, IT, legal and other support services. If your finance department are unable to provide this information broken down, insert the whole cost under one header. You will need to change Header 1 to one of your recharges i.e. Accommodation.
- Direct Costs – You will need to change Header 1 to one of your recharges i.e. Telephones, Stationary.
- Insert 'Agreed annual productive hours' in the blue cell. You will need to obtain this figure from your Finance Department.

Example:

Total Annual No of Hours for Licensing

52 weeks x 37 hours (7.4 hours per day x 5 days a week)	1924
less bank holiday entitlement 10.5 days	-78
	<hr/> 1846
less annual leave entitlement 31 days	-229
	<hr/> 1617
less average annual sickness absence 3 days	-22
	<hr/> 1595

- Insert 'Agreed annual chargeable hours' in the blue cell. This figure is your agreed annual productive hours minus the percentage of time you do not time record. This can be 'non specific duties' or when you are 'between tasks' or even a 'trip to the loo'. This figure of time may be best discussed with your Legal and/or Finance Department. You may feel that one hour per day is a reasonable amount of time to record as 'non productive'.
E.g. Agreed Annual productive hours = 1595 x 86% (productive time) = 1371 hours.
- Hourly Rate – once you have completed the 'salary costs', 'central recharges', 'direct costs' tables and the 'productive' and 'chargeable' cells on the 'costs summary' worksheet you will now be provided an hourly rate for each of your officer posts.

Step 3: Other charges within normal working hours

- A time monitoring exercise will have needed to have taken place for each header. I.e enquiries, project work etc.
- Each officer name must be inserted manually into table 1 – charges for time (within normal working hours).
- The hourly rate is taken from the cost summary worksheet and inserted manually under each named officer.
- Insert the **minutes** worked on each header, for each named officer, for the table to calculate a total officer 'charges for time' cost.
- The table will then calculate the total cost of all the officers listed in the table for time spent undertaking work other than applications.
- Insert the specific charges relating to 'relevant applications' into table 2 – Specific charges will include compliance cost (out of hours) and ancillary tasks that you may at present charge a separate fee. E.g. replacement licence, advertising (although not a requirement).
- You will need to insert the number of relevant chargeable applications i.e new and renewal listed in 'table 3 – relevant application table'. This will automatically calculate the 'total other charges' cost per application.
- The 'total other charges' will need to be inserted into the application processes listed in the 'relevant application table'. This will be found as the last task on the grant process.

Step 4: Non chargeable - normal working hours

- A time monitoring exercise will have needed to have taken place for each header. I.e. FOI, DPA, etc.
- Each officer name is inserted manually
- The hourly rate is taken from the cost summary worksheet and inserted manually under each named officer
- Insert the **minutes** worked on each header, for each named officer, for the table to calculate a total officer cost.
- A total non chargeable cost will be calculated however this figure is for information purposes only.

Step 5: Process Maps

- You will note that the post title and hourly rate are already completed for you.
- Each of the process maps have been completed following consultation and agreement with Licensing Technical Panel. The process maps may not be in the order of work for your Authority however each of the steps should appear in the left hand column of the worksheet. The process steps in the blue cells may be reworded as required. Caution should be given to deleting rows as this may affect the calculations.
- Each process step will require the number of **minutes** each 'post title' takes to complete that task. (more than one post title may conduct this task at various stages of the application, therefore a number of post titles in the same row may require completing)
- If the task is not completed you can leave the cells blank.
- You will note that within some of the process map worksheets there are committee steps which require a calculation. If 100% of applications are referred to Committee, you will not need to do a calculation and the total time per task should be inserted.
- Where a calculation is necessary, in order to reflect this in the application fee for each process you will need to ascertain the number of applications referred to committee in a financial year and do a simple calculation to obtain the correct number of **minutes** to insert into the process map.
- The calculation is time per task, multiplied by number referred to committee, divided by total number of applications.
- You will note that there is a worksheet for 'replacement licences'. This worksheet is used to calculate the cost of the process undertaken to replace a licence. The cost will need to be multiplied by the number of times you completed this task in the previous year (or estimate the number of times you may complete this task in the coming year) before inserting the overall cost into the 'specific charges' table in the 'other charges' worksheet.