

# NHSBT Finance Report February 2024

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### Updates and considerations based on Februarys' results and current developments

### 2023-24 NHSBT Overall

Continue to remain confident of being able to deliver this year's financial position within our agreed funding envelope. This position has though been achieved by the use of one-off cash reserves to meet additional collection and resilience costs in Blood. As we are approaching the end of our financial year, we would like to highlight the following remarks;

#### <u>Capital</u>

Year-to-date we have spent c£9.6m on capital, with a further £4.4m of orders raised to be delivered before the end of the year. We are confident we will be able to fully meet our capital plan, whereby all purchases will be delivered with payments made by the end of March. A further £2.7m has been identified through our capitalisation review, which will be adjusted to capital, and subsequently improve our forecasted revenue position.

Confirmed decision at ET : The £2.7m improvement to our revenue position will form an invest to save cash reserve next year, to support our productivity programme which is to be agreed (see also connected decision around the investment portfolio).

#### **Organ Donation and Transplantation**

In February, ODT welcomed additional funding of £1m to support the agenda for change pay deal pressure, subsequently improving our 2023-24 position and closing cash reserves. This will either provide us with working capital or will be critical in supporting the overall operational position subject to final funding agreements. Subject to finalising funding for 2024-25 (operating costs / other initiatives including donation after circulatory death hearts/ abdominal normothermic regional perfusion / Clinical leads in utilisation), it is likely we will be required to underwrite ODT costs, at risk in the early part of next year. We would expect this to be c£1.5m per calendar month.

To Note: although it is likely there will be cash reserves of c£7m carried forward into next year, it is important to recognised that this cash will be called upon, if we do not get fully funded.

#### **Future Proofing Blood**

DHSC funding for £3.6m will be fully utilised in 2023-24. c£2.1m on investments (this is slightly lower than we previously forecasted due to additional capitalisation of project costs), with the balance being used to meet in year recurrent run rates. The requirement for a further investment will now be c£1.6m and will be met from our general cash reserves in 2024-25. **To Note: This approach has been advised to DHSC.** 

#### Plasma for Medicine

We continue to see a higher level of plasma for diagnostics sales (£3m profiled across 2023/24 and 2024/25). This will form part of an improved cash reserve going into next year for PfM. To Note: The cash reserves carried forward into 2024-25 are based on several factors including the need to meet the key milestone of shipping plasma from July 2024.

#### **Investment Portfolio**

Our latest Blood and Group Investment Portfolio now forecasting a spend of £6.0m (£5.5m lower than budget). Of which, £0.8m was capitalised (as part of the capitalisation review) and a further £3.0m remains committed and ring fenced as part of the 2024-25 budget.

Confirmed decision at ET : for the remaining balance (c£1.7m) will form part of the invest to save reserve, combined with the £2.7m capital decision above, creating a £4.5m invest to save reserve for 2024-25.

### **Executive Summary: 2023/24 Income and Expenditure**

The latest forecast for NHSBT is reporting an improvement versus the quarter 3 position reported below. There are several key factors which drives this;

<u>+£2.7m</u> The finalised of our capitalisation review, which has subsequently improved our revenue position and cash balance. This improved cash position will form part of a invest to save reserve going into 2024-25.

+<u>£1.7m</u> Further reductions on our Blood and Group Investment Portfolio. This will increase our invest to save reserve up to £4.5m going into 2024/25.

**<u>+£1.6m</u>** £3.6m funding for Future Proofing Blood, will be fully utilised in 2023-24. c£2.1m on investments / balance being used to meet in year recurrent run rates. The requirement for a further investment of c£1.6m will be met from our cash reserves in 2024-25.

**<u>+£2.0m</u>** latest ODT forecast reporting an improvement vs Q3 of £2m, reflecting £1m AfC DHSC funding and lower marketing expenditure. This improvement will either provide a working capital into 2024/25, or will be critical in supporting the overall operational position (including DCD Hearts, ANRP and CLUs) subject to final funding agreements.

Although we are describing an improved position across Blood and ODT, it is important to note that this will create ring fenced cash reserves, of which all are committed to support 2024-25 and our productivity plans

	Year to Date Actual (£m)			Full Ye	Cash Fcst		
	Bud.	Act.	Var.	Bud.	Q3 Fcst.	Var.	(£m)
Blood Income	297	296	(1)	324	323	(1)	
Blood & Component Stock	0	(0)	(0)	0	1	1	
Blood Supply Expenditure	(166)	(172)	(5)	(181)	(186)	(5)	
Future Proofing Blood Programme	0	(1)	(1)	0	(1)	(1)	
Blood Supply Net I&E	130	124	(7)	142	137	(6)	11
Group Services	(162)	(159)	3	(177)	(179)	(2)	
Change Programme	(10)	(5)	5	(12)	(8)	3	
Organ Donation and Transplanation	7	10	3	7	8	0	5
Tissue and Eye Services	5	5	0	6	5	(1)	0
Clinical Services	8	8	1	10	10	0	7
Plasma for Medicine	5	19	14	5	19	14	15
NHSBT Total	(17)	2	19	(18)	(8)	10	38

### **NHS** Blood and Transplant

**Blood Supply** the latest forecast for Blood is now reporting c£7.0m overspends, reflecting pressures driven by higher pay costs and resource in support of stabilising stocks. These are currently being funded by one off cash reserves.

<u>Group Services</u> while the group forecast reports c-£2.0m overspend, this reflects the NHSE request to use £3.5m of our cash to meet our additional pay cost (versus receiving new funding this year). Therefore, the underlying position shows a small upside versus plan, predominately driven by lower utility rates.

**Investment Portfolio** The latest forecast for the investment portfolio is c£6m (£5.5m lower than the resource allocated to our prioritised plan). As in previous years, being able to provide the necessary resources remains a key enabler to the delivery of the programme as a whole.

<u>**Organ Donation**</u> the latest forecast is showing an improvement vs Q3 of £2m, reflecting additional DHSC funding and lower marketing expenditure.

<u>**TES**</u> Following a good sales period for bone and tendons, TES are now reporting a full year  $\pounds$ 0.3m contribution shortfall, an improvement of  $\pounds$ 0.3m versus Q3.

**<u>Clinical Services (excluding Medical and Stats)</u>** latest forecast is reporting £0.7m ahead of plan (an improvement of c£0.7m versus Q3 forecast). This improvement is primarily driven by strong BBMR and Stem cell activity over the last couple of months.

Overall, CS change programme is driving the improved contribution versus budget (£1.0m underspends), as a strong performance in Pathology and management vacancies more than offsets a CBC income shortfall in CAGT.

**<u>Plasma</u>** Forecast reflects the agreed Supply Agreement with NHSE. For the time being £15m of cash reserves will remain ring-fenced, with the expectation that £7-8m will be required in 2024/25 to complete 250k litre stockpile

\*Medical and Stats results are reported in Group Services



	Year-to-dat	te <u>Trending</u>
Blood Supply forecast reflects increasing cost base driven by a combination of pay costs in support of stabilising stocks in the current year (£7.0m in aggregate). Trending RAG - These pressures are currently being mitigated through one off cash reserves	RAG	RAG
Organ Donation and Transplantation Trending RAG – In February, ODT welcomed additional funding of £1m to support the agenda for change pay deal pressure, subsequently improving our 2023-24 position and closing cash reserves. This will either provide us with working capital or will be critical in supporting the overall operational position subject to final funding agreements. Subject to finalising funding for 2024-25 (operating cost/DCD/ANRP/CLUs), it is likely we will be required to underwrite ODT costs, at risk in the early part of next year. We would expect this to be c£1.5m per calendar month.		
Tissues and Eye Services (TES) Trending RAG Following a good sales period for bone and tendons, TES are now reporting a full year £0.3m contribution shortfall, an improvement of £0.3m versus Q3.		
Plasma for Medicine- the financial position for plasma remains fundable for 2023/24. Trending RAG – The latest forecast recognises the now signed Plasma supply agreement, which will initially support a stock build of 250,000 litres. This will be treated as ring fenced cash reserve in the current year, with the expectation that c£7-8m will be required in the early part of 2023/24 to complete the stock build.		
Clinical Services Trending RAG – latest forecast is reporting £0.7m ahead of plan (an improvement of c£0.7m versus Q3 forecast). This improvement is primarily driven by strong BBMR and Ster cell activity over the last couple of months. Overall, CS change programme is driving the improved contribution versus budget (£1.0m underspends), as a strong performance in Pathology and management vacancies mor than offsets a CBC income shortfall in CAGT		
Group Services Trending RAG –The underlying forecast for Group Services reports an underlying improvement against budget of c£1.8m. This is predominately driven by lower utility rates in Estates. All other directorates are reporting broadly in line with plan.		

### Post allocation of costs via ABC model



February 2024 M11 - Year to date Actual £m	Blood & Components inc. R&D	Plasma	Pathology & CAGT	TES	ODT	NHSBT
Income/Funding						
Prices	295.5	0.5	67.5	17.7	0.0	381.2
Central Funding from DHAs	0.0	0.0	0.0	0.0	13.2	13.2
Grant in Aid (DHSC Funding)	7.1	15.0	6.1	0.9	70.3	99.3
Other	10.5	16.8	5.9	0.0	3.7	37.0
Total Income/Funding	313.1	32.3	79.6	18.6	87.1	530.7
Expenditure Variable Costs Variable Contribution	(37.5) <b>275.5</b>	(1.8) <b>30.5</b>	(15.6) <b>64.0</b>		(3.5) <b>83.6</b>	(61.5) <b>469.2</b>
Direct Costs Direct Contribution	(133.7) <b>141.8</b>	(7.5) <b>23.0</b>	(41.6) <b>22.4</b>	(10.6) <b>5.0</b>	(68.2) <b>15.4</b>	(261.6) <b>207.6</b>
Direct Support Costs Total Allocated Costs	(103.6) <b>(274.8)</b>	(2.7) <b>(12.0)</b>	(16.3) <b>(73.5)</b>			(135.5) <b>(458.6)</b>
Total Unallocated Costs	(30.5)	(1.8)	(8.2)	(1.8)	(9.5)	(51.9)
Operating Net Surplus / (Deficit)	7.7	18.5	(2.1)	(0.0)	(3.9)	20.3
Transformation / Reserves	(5.1)	(4.2)	(1.9)	-	(6.1)	(17.3)
Net Surplus / (Deficit) Inc Transformation	2.6	14.3	(4.0)	(0.0)	(10.0)	3.0
Budget	1.9	0.5	(4.5)	(0.4)	(13.6)	(16.0)
Variance	0.8	13.8	0.5	0.3	3.6	19.0
RAG	G	G	G	G	G	G

### **Exec Summary**

- Latest forecast continues to be at £14m with all projects RAG status "Green" (vs £20.5m allocation);
- > YTD Spend is £9.6m £4.4m remaining spend over next 4/5 weeks or so weekly reports to cap leads/Exec Dir's to manage plan to YE;
- > Latest forecast excludes capitalisation policy work being finalised with financial accounting colleagues to assess impact (possibly £3m);
- > Risks still included within the plan i.e. non-delivery of equipment / works not completed but this is minimised and cap. policy as above;
- > DHSC cash drawdown £12m invoices raised risk to final drawdown as above with final amount required to ensure paid in year;
- > Key points to note are as follows:
- i) Latest forecast £14m for 2023/24 vs £20.5m allocation (subject to review of capitalisation policy and risk described above);
- ii) Capitalisation policy 2023/24 not included in latest forecast work is being finalised with our Financial Accounting colleagues, and the impact of their review will need to be captured in guestimate for final 2023/24 drawdown to DHSC.

### **Breakdown of Capital Plan**

	2023/24				
£m	Latest Forecast	YTD Spend - at APM09	Remaining Spend		
	£m	£m	£m		
Blood Supply	2.2	1.7	0.5		
Clinical Services	2.5	0.8	1.7		
ICT Projects	3.5	2.5	1.0		
ICT Project - Blood Tech Modernisation (BTM)	4.8	3.8	1.0		
Estates	0.7	0.5	0.2		
Tissue and Eye Services	0.3	0.3	-		
Total	14.0	9.6	4.4		

# **2023/24 Income and Expenditure Statement**

	Feb	[		WT	E		Year to Date			Full Year		
Budget	Actual	Variance	Blood and Group	Budget	Actual	Budget	Actual	Variance	Prev. Yr Actual	Budget	Q3 Forecast	Variance
1,496	3,304	1,808	DHSC Programme Funding: Corporate			15,244	15,639	395	41,110	16,740	15,069	(1,671)
26,480	26,310	(170)	Blood and Components Income			292,603	291,455	(1,148)	306,488	319,132	318,132	(1,000)
377	403	26	Blood Supply Other Income			4,134	4,593	459	4,354	4,494	4,944	450
861	756	(105)	Group Services Income			9,467	6,080	(3,387)	6,727	10,325	5,583	(4,742)
29,214	30,774	1,559	Blood and Group Income			321,448	317,767	(3,681)	358,679	350,691	343,728	(6,963)
114	(589)	(703)	Blood Supply Cost of Sales	0	0	10	(379)	(389)	1,078	0	623	623
(14,989)	(16,258)	(1,269)	Blood Supply	2,597	2,627	(166,250)	(171,532)	(5,281)	(175,323)	(181,235)	(186,100)	(4,865)
Ó	(86)	(86)	Future Proofing Blood Programme	0	23	0	(536)	(536)	0	Ó	(1,038)	(1,038)
(16,939)	(17,139)	(199)	Group Services	1,251	1,254	(187,028)	(180,613)	6,415	(194,607)	(204,464)	(199,559)	4,905
(1,358)	153	1,511	Blood and Group Change Programme	0	68	(10,142)	(5,113)	5,029	(7,929)	(11,500)	(8,499)	3,001
(33,172)	(33,919)	(747)	Blood and Group Expenditure	3,848	3,972	(363,410)	(358,173)	5,237	(376,781)	(397,200)	(394,573)	2,627
(3,958)	(3,145)	813	Blood and Group Total	3,848	3,972	(41,962)	(40,406)	1,556	(18,101)	(46,508)	(50,845)	(4,336)
			Plasma for Medicine	_								
1,176	1,176	(0)	DHSC Programme Funding: Plasma for Medicines			12,940	14,962	2,021	6,807	14,117	21,138	7,021
708	3,771	3,063	Plasma for Medicines Income			7,792	17,318	9,526	10,454	8,500	14,750	6,250
1,885	4,948	3,063	Plasma Funding	_		20,732	32,279	11,547	17,261	22,617	35,888	13,271
0	0	0	Plasma for Medicines Stock Movement	140	404	0	0	0 977	965	0	(1,000)	(1,000)
(1,037) (920)	(905) (354)	132 566	Plasma for Medicines Plasma for Medicines Change Programme	148 0	184 43	(10,273) (5,242)	(9,296) (4,223)	1,019	(8,812) (3,637)	(11,318) (6,270)	(10,549) (5,413)	770 857
(920)	(1,260)	<u> </u>	Plasma Expenditure	0	43	(15,515)	(13,518)	1,997	(11,484)	(17,588)	(16,962)	626
(72)	3,688	3,760	Plasma for Medicine Total	148	184	5,217	18,761	13,544	5,777	5,029	18,926	13,897
(12)	3,000	3,700		140	104	5,217	10,701	15,544		5,029	10,920	13,097
			Clinical Services									
347	347	0	DHSC Programme Funding: Clinical Services			3,815	3,815	0	4,162	4,162	4,162	(0)
6,497 6,843	6,662 7,009	166 166	Clinical Services Income			75,446 79,261	73,831 77,646	(1,615) (1,615)	73,844 78,006	82,958 87,120	81,517 85,679	(1,441) (1,441)
				_								
(6,184)	(6,407)	(223)	Clinical Services	856	833	(67,651)	(66,393)	1,258	(64,867)	(73,743)	(73,002)	741
(394) (6,578)	(301)	94 (129)	Clinical Services Change Programme Clinical Services Expenditure	0	25	(2,857) (70,508)	(1,887)	969 2,228	(1,871) (66,739)	(3,252)	(2,201) (75,203)	1,051 1,792
							(68,280)			(76,995)		
265	302	36	Clinical Services Total	856	857	8,753	9,366	612	11,267	10,125	10,476	351
			Organ Donation & Transplantation									
7,033	7,856	823	Programme Funding (DHSC and Devolved Nations)			77,363	81,576	4,213	84,818	84,396	87,387	2,990
327	335	8	NHSE Funding			3,594	3,231	(362)	3,450	3,920	3,521	(399)
7,360	8,191	831	ODT Income			80,957	84,807	3,850	90,309	88,317	90,908	2,591
(6,143)	(6,057)	86	Organ Donation and Transplantation Operations	483	476	(68,573)	(68,841)	(268)	(71,035)	(74,623)	(75,657)	(1,033)
(507)	(297)	210	Organ Donation and Transplantation Change Programme	18	12	(5,840)	(6,098)	(258)	(6,603)	(6,328)	(7,430)	(1,101)
(6,651)	(6,354)	297	ODT Expenditure	_		(74,414)	(74,939)	(525)	(77,638)	(80,952)	(83,086)	(2,134)
709	1,837	1,128	ODT Total	500	488	6,543	9,869	3,325	12,670	7,365	7,821	456
109			Tissues and Eye Services									
709							17,742	(489)	16,293	20,007	18,901	(1,106)
	1.748	102	· · · · · · · · · · · · · · · · · · ·	<u></u> .		18.231						
1,646 42	1,748 42	102 0	Tissue and Eye Services Income			18,231 458		0	500		500	0
1,646			· · · · · · · · · · · · · · · · · · ·				458 18,200		500 16,793	500 <b>20,507</b>	500 <b>19,401</b>	
1,646 42 <b>1,688</b>	42 1, <b>790</b>	0 102	Tissue and Eye Services Income DHSC Programme Funding: Tissue and Eye Services TES Income		153	458 <b>18,690</b>	458 <b>18,200</b>	0 (489)	16,793	500 <b>20,507</b>	19,401	0 (1,106)
1,646 42	42	0	Tissue and Eye Services Income DHSC Programme Funding: Tissue and Eye Services	156	153	458	458	0		500		0
1,646 42 <b>1,688</b> (1,214) <b>(1,214)</b>	42 1,790 (1,285) (1,285)	0 102 (71) (71)	Tissue and Eye Services Income DHSC Programme Funding: Tissue and Eye Services TES Income Tissue and Eye Services Operations TES Expenditure			458 18,690 (13,294) (13,294)	458 18,200 (12,866) (12,866)	0 (489) 428 428	16,793 (13,159) (13,159)	500 20,507 (14,499) (14,499)	19,401 (13,955) (13,955)	0 (1,106) 543 543
1,646 42 <b>1,688</b> (1,214)	42 <b>1,790</b> (1,285)	0 102 (71)	Tissue and Eye Services Income DHSC Programme Funding: Tissue and Eye Services TES Income Tissue and Eye Services Operations		153 153	458 <b>18,690</b> (13,294)	458 <b>18,200</b> (12,866)	0 (489) 428	<b>16,793</b> (13,159)	500 <b>20,507</b> (14,499)	<b>19,401</b> (13,955)	0 (1,106) 543
1,646 42 <b>1,688</b> (1,214) <b>(1,214)</b>	42 1,790 (1,285) (1,285)	0 102 (71) (71)	Tissue and Eye Services Income DHSC Programme Funding: Tissue and Eye Services TES Income Tissue and Eye Services Operations TES Expenditure TES Total			458 18,690 (13,294) (13,294)	458 18,200 (12,866) (12,866)	0 (489) 428 428	16,793 (13,159) (13,159)	500 20,507 (14,499) (14,499)	19,401 (13,955) (13,955)	0 (1,106) 543 543
1,646 42 <b>1,688</b> (1,214) <b>(1,214)</b>	42 1,790 (1,285) (1,285)	0 102 (71) (71)	Tissue and Eye Services Income DHSC Programme Funding: Tissue and Eye Services TES Income Tissue and Eye Services Operations TES Expenditure			458 18,690 (13,294) (13,294)	458 18,200 (12,866) (12,866)	0 (489) 428 428	16,793 (13,159) (13,159)	500 20,507 (14,499) (14,499)	19,401 (13,955) (13,955)	0 (1,106) 543 543
1,646 42 <b>1,688</b> (1,214) (1,214) 473	42 1,790 (1,285) (1,285) 505	0 102 (71) (71) 31	Tissue and Eye Services Income DHSC Programme Funding: Tissue and Eye Services TES Income Tissue and Eye Services Operations TES Expenditure TES Total NHSBT Summary			458 18,690 (13,294) (13,294) 5,396	458 18,200 (12,866) (12,866) 5,334	0 (489) 428 428 (61)	16,793 (13,159) (13,159) 3,634	500 20,507 (14,499) (14,499) 6,008	<u>(13,955)</u> (13,955) (13,955) 5,445	0 (1,106) 543 543 (563)

## **NHS** Blood and Transplant

### 2023/24 Balance Sheet – Q3 Forecast

	March 2023 Actual £k	March 2024 Forecast £k	
Fixed Assets b/f ROU Asset (Operating & Finance Leases) B/F	197,129 79,040	202,327 73,678	
Revaluation	2,251	1,791	
		,	
Additions	10,758	20,500	
NBV Disposals	(73)	0	
ROU Depreciation & Interest Depreciation (& Impairments)	(5,362) (7,738)	(7,252)	
Fixed Assets	276,005	(12,781) <b>278,264</b>	
	21 0,000	210,201	
Current Assets			
Stocks	18,331	17,954	
Trade Debtors	46,999	24,354	
Income Accruals	14,968	3,068	
Prepayments	9,359	9,359	
Other Debtors	4,498	4,498	
Bank and Cash	<u> </u>	<u>51,103</u> <b>110,336</b>	
Less:-	144,000	110,000	
Current Liabilities			
Trade Creditors	5,780	5,780	
Accruals	43,350	31,550	
DH Cash Limit Drawn in Advance	0	0	
DH Capital Charges payable	0	0	
Others	26,355	11,040	
	75,486	48,371	
Net Current Assets	69,354	61,965	
Finance Lease Creditor	8,251	8,251	
ROU Liabilities	21,437	15,785	
Provisions	1,299	1,299	
Total Net Assets	314,373	314,895	
Represented by:- Department of Health Funding			
General reserve b/f	194,778	211,208	
Capital Cash Received	10,500	20,500	
Capital Charges payable as Cash	(20,874)	(21,893)	
Notional Interest Credit	7,808	8,300	
Transfer Between Reserves	3,750 15 247	0	
YTD I&E Surplus / (Deficit) General Reserve	<u> </u>	<u>(8,176)</u> 209,940	
Revaluation & Donated Asset Reserve	103,163	209,940 104,955	
Total DHSC Funding	314,372	314,894	

Fixed Assets (Non-current)	£m	<b>Property, p</b> Buildings £1 Technology
Property, plant and equipment	191	Right of us
Right of use assets	74	the life of a equipment £
Intangible assets	11	
Total	276	Intangible a Software pu

#### Property, plant and equipment consists of; Land £16m, Buildings £144m, Plant & Machinery £19m, Information Technology £11m

Right of use assets (right of NHSBT to use the asset over the life of a lease); Land £10m, Buildings £60m, Transport equipment £3m

Intangible assets (asset with no physical substance); Software purchased £3m, Assets under construction £8m

#### **Movements**

**Trade Debtors –** reduction in debtors driven by an £18m DHSC payment restore our working capital. The £18m funding was reflected in the 2022/23 accounts with receipt of cash in early April 23.

**Income Accrual –** reduction driven by £12m funding accrued in the 2022/23 yearend accounts to meet additional agenda for change pay costs. This income will be receipted in March 24

**Bank and Cash** – based on Q3 forecast the expected closing cash balance for March 24 will be c£51m; see notional split below;

Accruals – reduction driven by £12m pay costs, which were accrued in the 2022-23 yearend accounts, reflecting last years agreed pay settlement. These payroll costs were paid out in June 2023

Cash Forecast Notional Split £m	Comment
Blood Supply £20.5m	£10.0m NHSBT working capital £4.6m Future proofing blood and investment portfolio reserve to support 24/25 £4.5m R&D and Transfusion deferred income (committed for 2024-25) £1.4m General reserve
Clinical Services £7.5m	£6.8m General Reserve - committed to invest & support strategy (5 year plan) £0.8m MOD deferred income ring fenced and committed
Organ Donation & Transplantation £8.2m	£4.8m General Reserve - provides working capital & will be critical in supporting the overall operational position in 24-25 £3.4m Ring fenced NHSE funding to support Donor Characterisation transformation
Plasma for Medicine £14.9m	£14.9m General Reserve - cash committed to support the key milestone of shipping plasma from July 2024, and also tied into key service investments (5-year plan).

\*To note, based on recent developments i.e. invest to save £4.5m and improvements to the ODT forecast £2m, it is likely that our final cash flow will improve from the Q3 position. Albeit this improvement will be committed / ring fenced to support 2024-25