

**Force Resources Scrutiny Meeting**  
**Thursday 4<sup>th</sup> December 2014**  
**2:00pm, Conference Room, Hoffmanns Way**

Present:-

Lindsay Whitehouse, Deputy Police and Crime Commissioner (DPCC) for Essex	LW
Charles Garbett, Treasurer, OPCC	CG
Abbey Gough, Financial Analysis and Scrutiny Officer, OPCC	AG
Debbie Martin, Chief Finance Officer, EP	DM
James Cook, Finance Lead for Evolve Programme, EP	RJ
Denise Breckon, Chief Accountant, EP	DB
Andy Prophet, EP	AP

	Item	Action	Owner	Date for Completion
1.	<p><b>Matters arising Apologies</b></p> <p>Carly Fry, Assistant Director of Performance and Scrutiny, OPCC</p>			
2.	<p><b>Revenue Cost Pressures 2015-16</b></p> <p>LW asked when the capital scheme would be finalised, DB said there was little movement at Capital Strategic Board. CG said that cost profiling over the years was key, and hoped that a draft programme could be agreed by the end of December in order to work out revenue consequences.</p> <p>DB said that there was some substantial revenue bids if the capital scheme was not further refined.</p> <p>Cost Pressures; CG stated that the PCC was looking for a decrease in this year's budget and that the decrease in the base budget will be due to the grant decrease.</p> <p>DB noted that the budget book would show the savings already made, including the revised base budget and then cost pressures. LW requested that this was displayed in a tabular format.</p> <p>Appendix A: DVPO</p>			

<p>DM said that the 2.5 additional staff are contracted staff at a cost of £90k and that the remaining cost related to legal fees.</p> <p><b>Museum</b> JC said that the museum was a registered charity and does generate some of its own income; it was previously funded by the EP. DM noted that the museum was an EP asset. AP highlighted that the museum had a wider community function as it was used for school visits and local history.</p> <p><b>Media</b> MG stated that it was a temporary arrangement and when the contracts were finalised an internal review will be completed. AP noted that when the wider contact process would be coming on line at this stage.</p> <p><b>FCR Overtime</b> JC said that the costs were due to general understaffing, CG noted that invested in the FCR is high and asked if it was inherently difficult to fund. AP said that when you benchmark against other forces then the cost is less significant however as the FCR is very tightly resourced it often requires backfill.</p> <p><b>CJOM1</b> LW asked whether OPCC funding has been considered for this. JC said that this related to assessing the needs of individuals brought into custody and whether they required a responsible third party.</p> <p><b>Monitoring Tags</b> DM informed the meeting that the tags are rented and that EP only pays for the ones which are used. AP mentioned that there is a business case for the growth of 50 tags. In order to expand the scheme two FTE administrators would be required to analysis the data.</p> <p><b>Bank Holidays</b> DM stated that there were 8 bank holidays in a calendar year however there would be 10 bank holidays in this financial year due to Easter. MG said that the budget was for 8 bank holidays but would be scaled up for the increase. JC said</p>			
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	<p>that the budget was sufficient over a 4 year cycle.</p> <p>Stray Dogs: MG noted that EP was a service of last resort and that they often took in strays over the weekend as the council services only operated Monday – Friday. EP was also responsible for animals when the owner had been taken into custody.</p> <p>Council Tax Sharing CG noted that the for the £500k investment a return of £2 – £2.5m however these figures were not yet finalised.</p> <p>CG said that planning should be done on the basis of 2% 2015/16 and 1% 2016/17</p>			
3.	<p><b>Essex Police Saving Plan 2015</b></p> <p>LW asked what the operational impact was of bringing forward savings from 2016/17. AP said that we are on target for 2015/16 savings. JC confirmed that some 2016/17 savings were being delivered in 2015/16.</p> <p>CG highlighted the need to know the number of officers at the start of the year and at the end of the year in order to establish the shape of the force. AP believes that EVOLVE will continue in order to achieve the saving targets and that this would also involve the civilianisation of a number of police officer roles.</p> <p>MG noted that the composition of the workforce would need to be reviewed; different elements of EP functions would receive different resource allocation.</p> <p>Non Pay Savings LW raised the issue of increasing fuel costs and what contingency exists to cope with this. JC noted that the price could go up however that this was only a small part of the costs and that the vehicle replacement programme which was in place helps to sustain savings.</p> <p>MG noted that other financing options for the vehicle replacement programme such as leasing were being reviewed.</p>			

	<p>LW outlined the PCC plan the reallocate the Community Safety Partnership grant to ensure that it is fairer, some areas will lose out on funding however this funding is based on inherent grants. LW said that the NIF would become the Community Development Safety Fund and would remain at £300k.</p> <p><b>Operational Policing</b>  JC stated that EP made saving realisable by identifying the staff number reduction, the EVOLVE team will then design the model based on this number. LW raised the issue of succession planning with reduced numbers and that there was a risk of PCs leaving due to a lack of develop opportunities. JC said that there were plans in place for sergeant promotions and that Richard Leicester was aware of the numbers.</p> <p>LW highlighted the low pass rate of EP sergeants.</p> <p>MG that the reduction in the number of sergeants will result in a better calibre of officer.</p> <p><b>PCSO</b>  JC said that the planned 250 PCSOs were on target however there was currently a review taking place to establish the allocation of PCSOs across Essex. Whilst older PCSO contracts do not allow for location changes the newer contracts do allow for some redistribution.</p> <p>JC said that he would include a line on the Evolve Programme update to say that he was confident that the 2014/15 saving would be achieved.</p>			
4.	<p><b>Any Other Business</b></p> <p>None</p>			
5.	<p><b>Date of Next Meeting</b></p> <p>Thursday 19<sup>th</sup> December 2014, 11am  Hoffmanns Way</p>			

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