

Force Resources Scrutiny Meeting
Thursday 19 February 2015
09:00am, Conference Room, Hoffmanns Way

Present:-

Lindsay Whitehouse, Deputy Police and Crime Commissioner (DPCC) for Essex	LW
Susannah Hancock, Chief Executive	SH
Abbey Gough, Financial Analysis and Scrutiny Officer, OPCC	AG
Debbie Martin, Chief Finance Officer	DM
Richard Jones, Insurance and Management Accounting Manager	RJ
Derek Benson, Deputy Chief Constable	DB
Ian Drysdale, Director of Human Resources	ID
Jules Donald, Director of IT	JD

	Item	Action	Owner	Date for Completion
1.	<p>Matters arising</p> <p>Apologies Charles Garbett, Treasurer, OPCC Carly Fry, AD Performance and Scrutiny, OPCC Mark Gilmartin, Director of Shared Services</p>			
2.	<p>Notes of previous finance scrutiny meeting Minutes agreed</p>			
3.	<p>Monthly Force Finance Performance Reports:</p> <p>Budgetary control report month 10, with three month financial forecast Medium term financial plan.</p> <p>DB said that a site visit to Chigwell FCR could be arranged for representatives of the OPCC if required.</p> <p>Indications have come from the Home Office suggesting that EP could receive £200k from the Home Office in respect of the request for additional funds in respect of the two murders in Colchester. A sum in order of £2.7Million had been requested.</p> <p>Police staff pay award has been agreed this week, this will be from March 2015 and will not be backdated. Money previously earmarked in the event of a backdated awardl be transferred to reserves. ID confirmed that industrial action has now been called off. LW confirmed that the OPCC supports the pay equalisation reserve.</p> <p>ID said that HR tries to establish the average Police Officer strength; currently the attrition rate is higher than planned. ID said that the public are interested in</p>	<p>OPCC to advise DB of names of those wishing to attend</p>		

<p>strength figures and in particular deployable strength.</p> <p>LW asked what fixed assets under £10k were sold. After the meeting DM confirmed that these fixed assets were for vehicle sales.</p> <p>Acting up budget: ID stated that it takes time for individuals to be promoted into ranks, the costs incurred against the acting up budget related mainly to the sergeant rank. DB said that there may be a link to Athena with staff acting up whilst training was taking place. The acting up budget is monitored by Ian Read at Corporate Finance.</p> <p>ID noted that there is a qualification period for officer promotion which translates into a number of days acting up before they are eligible for promotion. ID said that there was a need to change the authorisation levels in SAP.</p> <p>LW noted that Evolve figures suggested that there had been a reduction in the number of officers at lower ranks and not at the top. It was noted that these figures were from the old system and believed to be correct.</p> <p>LW requested a report to be produce detailing the split in officer numbers by rank and the acting up budget.</p> <p>SH inquired as to the resourcing costs surrounding Op Maple. DB said that at present these cost were not known; DB suggested that the best time to look at these costs would be in the Summer. Andy Prophet was producing a paper on public protection which would be completed at the end of May, after this would be the best time to look at these costs.</p> <p>DM said that there would be direct costs such as overtime and opportunity costs related to this which would be based on average costs.</p> <p>Capital: DM said that there was an improved picture for month 10 with FCR contributing to the increased spend, with further spend to occur in February and March. RJ confirmed that Peter Ramsey challenges the project holder each month to ensure</p>	<p>ID to produce report</p> <p>Op Maple costs/resources to be established</p>	<p>ID</p> <p>DB</p>	<p>23rd April 2015</p> <p>Approx. June 2015</p>
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	<p>JD stated that the Methods business case would be due for completion by the end of March.</p> <p>JD to provide an updated report on IT licenses in May.</p> <p>Single Desktop: JD said that the original business case is now 5 years old and was reviewed by James Cook. The savings which were due to be made have now been cancelled out by the Microsoft licensing costs. JD stated that the process in the future will have to be more automated.</p> <p>The Home Office is looking to secure a quote for Microsoft which would provide additional support for XP.</p>	<p>JD to provide an updated report on IT licenses</p>	<p>JD</p>	<p>21st May 2015</p>
<p>5.</p>	<p>Compensation</p> <p>RJ reported that the level of claims in 2014/15 appears stable compared to 2013/14.</p> <p>RJ said that EP were looking to benchmark processes for the future, this should be available for the renewal process on 1st October. Legal costs can fall into any year even if the original claim/case was in a prior year. It is expected that public liability costs will be lower for 2014/15 than the previous year.</p> <p>Financial Strain: Financial strain applies when people are over 55 years of age and they take redundancy, the employer is then obligated to into the pension scheme since the individual is then able to draw down on their pension. The level of financial strain reduces the closer an individual is to age of 65.</p> <p>ID said that redundancies are based on business cases and depending on the level of financial strain EP may not be able to afford to make certain individuals redundant.</p> <p>ID noted that redundancies are driven by the Evolve model which will indicate the areas where staff reductions are required. Length of service and salary will be considered when making staff redundant.</p>			

	LW asked how this will fit into the MTFS; ID responded that the Evolve model is the catalyst and once finalised further decisions can be made. DB said that the MTFS is a rolling three year programme and can be adjusted; the Evolve plan is expected in the summer.			
6.	Any Other Business Actions from the Grant Thornton report will be reviewed at the end of the monthly Resources Scrutiny meetings.			
7.	Date of Next Meeting Next Resources Scrutiny Meeting Thursday 19 th March 9am Hoffmanns Way			