

Performance and Resources Scrutiny Programme 2021/22

Report to: the Office of the Police, Fire and Crime Commissioner for Essex

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Chief Officer	DCC Prophet
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Author on behalf of Chief Officer:	Richard Jones, Head of Business Partnering and Management Accounting
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1.0 Purpose of Report

- 1.1 This report identifies the 2021/22 Month 6 in-year monitoring for Police Objective Analysis (POA). Explanations for the main in-year variances to budget (Section 1) and year-on-year outturn comparisons (Section 2) are provided. The Level 2 information is supplied as an Appendix.
- 1.2 The incremental refinement of the POA monitoring process during this year, alongside the confirmed changes to the POA guidance provided by CIPFA, has resulted in some of the prior year POA classification being recognised differently to how POA is categorised for 2021/22, which inevitably has an impact on the variance commentary for year-on-year outturn comparisons.

2.0 Recommendations

- 2.1 The report is for noting. The POA statutory return is a separate POA workstream that is considered as part of Strategic Board and subject to future PFCC and Corporate Finance engagement in response to the CIPFA outliers submission and VfM profiles.

1. POA – Level 1 – 2021/22 Summary and Forecast Variance Analysis

Revenue Monitoring Report - Police Objective Analysis							Forecast Variance Commentary
Forecast Outturn (up to the end of September) 2021/22							
Function	Provisional Original Budget	Reclassifications and virements	Current Budget	Actuals to date	2021/22 Forecast Outturn	Forecast Variance Over / (Under) Spend	
	£000	£000	£000	£000	£000	£000	
Local Policing	88,172	(235)	87,936	44,131	89,908	1,971	Includes the impact from probationer intakes, less leavers to date than budgeted, alongside the decision to commence the financial year 44 FTE above budget
Dealing with the Public	25,457	215	25,672	12,509	25,516	(157)	Police Staff pay underspend due to vacancies, partially offset by utilisation of Police Staff overtime
Criminal Justice Arrangements	16,032	5	16,037	7,235	16,238	201	Overspends in relation to Interpreter Fees, Buddi tags and PNC Subscription
Road Policing	9,119	(314)	8,805	5,573	9,485	680	Includes Roads Policing Officer posts where average budget allocated does not meet forecast expenditure for the Officers that occupy these posts
Operational Support	15,383	1,599	16,982	10,439	17,529	548	Agreed reduction to Stansted contract for 2021/22 quarter 1 and shortfall of private hire income. Reclassification and virements include Op Sunshade expenditure funded from Earmarked Reserves
Intelligence	10,986	(7)	10,979	5,779	11,571	592	Includes Level 1 Intelligence Officer posts on LPAs where average budget allocated to LPAs does not meet forecast expenditure for the Officers that occupy these posts
Investigations	27,949	47	27,996	12,185	25,253	(2,743)	Includes 25 FTE Officer vacancies (as at September 2021) in the Serious Organised Crime unit in relation to an establishment of 75 FTE, and 38 FTE Officer vacancies (as at September 2021) in the Local Investigation / Prisoner Processing unit in relation to an establishment of 262 FTE
Public Protection	35,565	193	35,758	17,158	34,817	(941)	Includes 43 FTE Officer vacancies (as at September 2021) in the Protecting Vulnerable People unit in relation to an establishment of 496 FTE, offset by Officer posts where the average budget allocated does not meet forecast expenditure for the Officers that occupy these posts. The underspend is further offset by an overspend of £0.2m for increased Safeguarding Contributions that are due to be incurred from Force budgets
Investigative Support	9,987	48	10,036	4,795	9,603	(433)	Reduction in Forensic analysis costs of £0.6m based on average spend of £177k per month vs budget of £225k per month
National Policing	3,741	49	3,790	1,839	3,016	(774)	Underspend in relation to 6 x FTE ROCU Officers (£415k) and underspend for ERSOU based on 2021/22 budget provision variance to forecast expenditure, as notified by ERSOU via quarterly finance updates (£275k)
Sub total	242,392	1,599	243,991	121,641	242,936	(1,056)	
Support Functions	78,695	594	79,289	42,668	78,552	(737)	Reflects slippage in delivery of Estates and IT programmes of work in connection with Revenue Consequences of Capital budget of £1.1m
Police, Fire & Crime Commissioner	4,864	(49)	4,815	2,427	2,527	(2,287)	Council Tax Sharing agreement underspend based on latest cumulative value of all billing authority deductions via the monthly precept process. Also includes income received in relation to the Local Council Tax Support Grant (£2.022m)
Central Costs	4,761	(883)	3,878	(8,271)	3,333	(545)	Ill health/medical forecast updated to reflect 5 x PC & 1 x Sgt leavers compared to the budgeted amount of 10 leavers. In addition, technical adjustments to MRP & borrowing forecast
Sub total	88,320	(338)	87,981	36,824	84,412	(3,570)	
Net expenditure	330,712	1,261	331,973	158,465	327,348	(4,625)	
Transfer to/(from) earmarked reserves	798	(1,261)	(463)	(532)	(462)	0	
Transfer to/(from) general reserve	(1,200)	0	(1,200)	(1,200)	3,425	4,625	Reflects in year underspend of £4.625m for transfer to the general reserve (including Local Council Tax Support Grant of £2.022m)
Budget Requirement	330,310	0	330,310	156,733	330,310	0	

2. POA – Level 1 (continued) – Outturn Variance Analysis 2021/22 vs 2020/21

Revenue Monitoring Report - Police Objective Analysis												
Forecast Outturn (up to the end of September) 2021/22												
Function	2021/22 Forecast Outturn £000	2020/21 Outturn £000	Outturn Variance 21/22 vs 20/21 £000	Outturn Variance Commentary - 2021/22 vs 2020/21	Officer FTE Movement			Staff FTE Movement				
					2021/22	2020/21	Variance	2021/22	2020/21	Variance		
Local Policing	89,908	86,479	3,428	Police Officer Pay & Allowances (including overtime) - £3.3m increase	1,479	1,482	(3)	93	96	(3)		
Dealing with the Public	25,516	25,711	(196)	No material change	99	99	0	488	485	3		
Criminal Justice Arrangements	16,238	16,920	(682)	Reduction in Police Officer/Police Staff overtime and Interpreters Fees, which were all overspent in 2020/21	60	60	0	303	304	(1)		
Road Policing	9,485	8,323	1,162	Increase of 8 FTE Officers. Timing differences in relation to when recruitment occurs will impact the variance reported	159	151	8	80	79	1		
Operational Support	17,529	14,796	2,733	Overall reduction in Officer pay, offset by reduction in income relating to Op Melrose and Op Talla during 2020/21	317	314	3	28	28	0		
Intelligence	11,571	10,519	1,052	Increase of 19 FTE Officers. Timing differences in relation to when recruitment occurs will impact the variance reported	128	109	19	111	111	0		
Investigations	25,253	23,972	1,281	Increase of 95 FTE Officers. Both vacancies and timing differences for recruitment to posts result in a smaller variance than might be anticipated	460	365	95	89	88	2		
Public Protection	34,817	30,878	3,939	Increase of 35 FTE Officers equating to £2.8m increase - timing differences in relation to when recruitment occurs will impact the variance reported. Also includes the transfer of 10 FTE Missing Person Liaison Officers from LPAs to Public Protection, totalling £0.3m. The Home Office funding received for PUP for Public Protection was £0.8m for last year, but the adjustment across the range of POA codes from Training is still to be performed for 2021/22	568	533	35	181	182	(1)		
Investigative Support	9,603	9,440	162	No material change	2	2	0	137	137	1		
National Policing	3,016	2,701	316	Reduction in third party payments and income relating to ERSOU, offset by increase in Officer pay	98	92	6	0	0	0		
Sub total	242,936	229,740	13,196		3,369	3,206	163	1,511	1,509	2		
Support Functions	78,552	69,418	9,134	26 FTE Officer and 18 FTE Staff equating to £2.4m and £2.0m increase, respectively. In addition, £1.5m increase to IT related expenditure, £0.8m increase to training including PUP investment, £0.7m one-off reduction in 2020/21 from accounting reclassification for Allard vs Ors, £0.4m for Rev Cons of Capital and £0.2m increase to Occ Health & Welfare related costs	184	158	26	790	772	18		
Police, Fire & Crime Commissioner	2,527	3,442	(915)	Includes LCTS Grant of £2.022m for 2021/22, offset by PFCC Commissioning Budget 2020/21 C/Fwd of £1.089m that is held on Earmarked Reserves	0	0	0	21	18	3		
Central Costs	3,333	5,408	(2,075)	Decrease in annual net contribution to the Capital Financing Reserve of £1.8m	0	0	0	0	0	0		
Sub total	84,412	78,268	6,144		184	158	26	811	790	21		
Net expenditure	327,348	308,008	19,340		3,553	3,364	189	2,322	2,299	22		
Transfer to/(from) earmarked reserves	(462)	2,840	(3,303)	Difference in Transfer to/(from) earmarked reserves between financial years								
Transfer to/(from) general reserve	3,425	3,887	(462)	Decrease in annual net contribution to General Reserve between financial years								
Budget Requirement	330,310	314,735	15,575	Increase of 189 FTE Officers / 22 FTE Staff								

Appendix - Police Objective Analysis (POA) – Level 2

Revenue Monitoring Report - Police Objective Analysis format									
Forecast Outturn (up to the end of September) 2021/22									
	Provisional Original Budget	Reclassifications and virements	Current Budget	Actuals to date	Forecast Outturn	Forecast Variance Over / (Under) Spend	2020/21 Outturn	Forecast Variance to 20/21 Outturn	
	£000	£000	£000	£000	£000	£000	£000	£000	
1a	Neighbourhood Policing	78,310	(455)	77,856	39,134	77,819	(37)	76,955	864
1c	Specialist Community Liaison	5,406	14	5,420	2,813	5,915	495	5,882	33
1d	Command Team & Support Overheads	4,455	205	4,660	2,184	6,173	1,513	3,643	2,531
	Local Policing	88,172	(235)	87,936	44,131	89,908	1,971	86,479	3,428
2a	Front Desk	1,298	8	1,306	563	1,115	(190)	1,207	(92)
2b	Central Communications Unit	22,737	(65)	22,672	11,069	22,620	(52)	22,858	(238)
2d	Command Team & Support Overheads	1,422	272	1,695	877	1,781	86	1,647	134
	Dealing with the Public	25,457	215	25,672	12,509	25,516	(157)	25,711	(196)
3a	Custody	8,558	14	8,572	4,336	8,939	367	9,351	(412)
3b	Police Doctors, Nurses & Surgeons	1,807	0	1,807	(189)	1,808	1	1,769	39
3e	Criminal Justice	4,172	(10)	4,162	2,054	3,936	(226)	4,115	(179)
3f	Police National Computer	535	0	535	589	585	50	523	62
3h	Coroner Assistance	36	0	36	0	33	(3)	66	(33)
3j	Property Officers	674	4	678	290	560	(119)	588	(29)
3k	Command Team & Support Overheads	251	(3)	248	156	377	129	507	(130)
	Criminal Justice Arrangements	16,032	5	16,037	7,235	16,238	201	16,920	(682)
4a	Traffic Units	9,360	(339)	9,021	4,860	9,743	722	8,751	992
4c	Vehicle Recovery	(188)	29	(160)	(53)	(238)	(79)	(339)	101
4d	Casualty Reduction Partnership	(122)	(4)	(126)	728	(96)	30	(177)	82
4e	Command Team & Support Overheads	69	0	69	39	76	7	88	(12)
	Road Policing	9,119	(314)	8,805	5,573	9,485	680	8,323	1,162
5a	Command Team & Support Overheads	2,516	1,221	3,737	2,653	3,348	(390)	1,014	2,334
5b	Air Operations	1,333	172	1,504	1,128	1,504	0	1,660	(156)
5d	Specialist Terrain	261	3	263	146	301	37	317	(16)
5e	Dogs Section	1,802	15	1,818	980	2,001	184	1,738	264
5f	Advanced Public Order	4,263	67	4,330	2,449	4,704	374	4,749	(44)
5g	Airports & Ports Policing	(573)	64	(510)	(15)	(477)	33	(777)	300
5h	Firearms Unit	5,574	46	5,621	2,972	5,888	268	5,663	226
5i	Civil Contingencies & Planning	207	11	218	125	260	41	433	(173)
	Operational Support	15,383	1,599	16,982	10,439	17,529	548	14,796	2,733
6a	Command Team & Support Overheads	414	1	414	395	697	282	278	418
6b	Intelligence Analysis/Threat Assessments	4,068	14	4,082	2,195	4,077	(5)	2,974	1,103
6c	Intelligence Gathering	6,504	(21)	6,483	3,188	6,797	315	7,267	(469)
	Intelligence	10,986	(7)	10,979	5,779	11,571	592	10,519	1,052
7a	Command Team & Support Overheads	1,332	(45)	1,287	543	1,246	(41)	1,357	(111)
7b	Major Investigations Unit	5,652	114	5,766	2,956	5,828	61	5,469	358
7c	Economic Crime	2,684	60	2,744	1,017	2,592	(152)	2,568	25
7d	Specialist Investigation Units	51	(0)	50	31	63	12	63	(0)
7e	Serious & Organised Crime Unit	4,261	(52)	4,209	1,534	3,336	(873)	2,214	1,123
7g	Local Investigation/Prisoner Processing	13,612	(44)	13,568	5,926	11,981	(1,587)	12,150	(169)
7h	Cyber Crime	357	13	371	179	206	(164)	151	56
	Investigations	27,949	47	27,996	12,185	25,253	(2,743)	23,972	1,281
13a	Witness Protection (Adult and Child)	0	0	0	0	0	0	0	0
13c	Protecting Vulnerable People (PVP)	31,472	(249)	31,222	15,174	30,488	(735)	27,097	3,390
13d	Monitoring Dangerous and Repeat Offenders	2,557	366	2,922	1,274	2,567	(356)	2,455	112
13e	Command Team & Support Overheads	1,537	76	1,613	710	1,763	150	1,326	437
	Public Protection	35,565	193	35,758	17,158	34,817	(941)	30,878	3,939
8a	Scenes of Crime Officers	2,761	49	2,810	1,452	2,902	92	2,886	16
8b	External Forensic Costs	3,388	0	3,388	1,039	2,768	(620)	2,853	(86)
8c	Fingerprint	833	6	839	557	702	(137)	707	(5)
8d	Photographic Image Recovery	2,012	(18)	1,994	1,170	2,213	219	2,039	174
8e	Other Forensic Costs	905	11	915	522	912	(3)	894	18
8f	Command Team & Support Overheads	89	1	90	54	105	16	62	44
	Investigative Support	9,987	48	10,036	4,795	9,603	(433)	9,440	162
9a	Secondments	12	(3)	9	112	2	(7)	(4)	6
9b	Counter Terrorism/Special Branch	3,596	(34)	3,562	1,586	2,797	(765)	2,475	322
9c	NPCC Projects / Initiatives	134	85	219	244	320	102	229	91
9e	Other National Policing Requirements	0	0	0	(103)	0	(103)	0	(103)
	National Policing	3,741	49	3,790	1,839	3,016	(774)	2,701	316
10a	Human Resources	5,464	14	5,477	2,734	5,827	350	4,255	1,573
10b	Finance	2,252	8	2,261	1,366	2,428	168	2,116	313
10c	Legal Services	1,022	113	1,136	612	1,022	(113)	392	630
10d	Fleet Services	5,893	(103)	5,790	3,030	6,043	253	5,983	61
10e	Estates	12,594	(263)	12,331	5,198	11,588	(743)	11,405	183
10f	Information Communication Technology	22,893	644	23,537	15,369	22,885	(652)	21,178	1,707
10g	Professional Standards	3,218	(3)	3,215	1,682	2,789	(426)	2,267	523
10h	Press & Media	1,590	153	1,744	796	1,727	(17)	1,528	199
10i	Performance Review/Corporate Development	5,186	534	5,720	3,015	5,958	238	4,721	1,237
10j	Procurement	1,222	(482)	741	243	690	(51)	500	190
10k	Training	8,549	1	8,550	4,924	8,753	203	7,628	1,126
10l	Administration Support	4,545	(25)	4,520	1,633	4,214	(306)	3,255	959
10m	Force Command	2,169	2	2,171	1,043	2,324	153	2,198	126
10n	Support to Associations & Trade Unions	370	(1)	369	214	443	75	389	54
10o	Social Club Support & Force Band	1	1	2	51	1	(1)	1	1
10p	Insurance/Risk Management	1,725	1	1,726	758	1,857	131	1,605	251
	Support Functions	78,695	594	79,289	42,668	78,552	(737)	69,418	9,134
11d	PFCC - Cost of the Democratic Process	196	0	196	121	157	(40)	203	(46)
11e	PFCC - Office of the Police Crime Commissioner	1,233	1	1,234	(1,563)	(737)	(1,971)	1,181	(1,918)
11g	PFCC - Commissioned Services	3,434	(50)	3,384	3,869	3,108	(276)	2,059	1,049
	Police, Fire & Crime Commissioner	4,864	(49)	4,815	2,427	2,527	(2,287)	3,442	(915)
12a	Revenue Contribution to Capital	1,442	103	1,544	(5,717)	1,544	0	3,383	(1,839)
12b	Capital Financing	816	0	816	(1,661)	596	(220)	482	114
12c	Pensions & Exit Costs	2,504	(986)	1,518	(893)	1,192	(326)	1,542	(350)
	Central Costs	4,761	(883)	3,878	(8,271)	3,333	(545)	5,408	(2,075)
Reserves	Transfer to/(from) earmarked reserves	798	(1,261)	(463)	(532)	(462)	0	2,840	(3,303)
Gen Reserve	Transfer to/(from) general reserve	(1,200)	0	(1,200)	(1,200)	3,425	4,625	3,887	(462)
	Grand Total	330,310	0	330,310	156,733	330,310	0	314,735	15,575