

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
Date of Approval:	

1.0 Purpose of Report

1.1 This report identifies the 2021/22 month 5 position for the Force.

2.0 Recommendations

2.1 To note the contents of the report.

2.2 To endorse and approve the appropriations and virements to Earmarked Reserves (as noted in Section 2 of the report) for the Local Council Tax Support Grant and a Pension Remedy Grant (subject to separate decision report approval).

2.3 To endorse and approve the adjustments to the Capital Variance Plan (subject to separate decision report approval).

3.0 Executive Summary

3.1 The revenue forecast underspend as at Month 4 is £1.399m against the 2021/22 revenue budget of £330.3m (0.42% variance), an increase of £0.110m from the Month 4 underspend of £1.289m.

3.2 The capital position for Month 5 reflects a forecast underspend of £0.196m, compared to the original approved budget of £19.1m (1.03% variance), an increase of £0.145m from the Month 4 underspend of £0.051m.

3.3 The Police Officer strength forecast at the end of August is 3,494 FTE and forecast to be 3,553 FTE at year end. The overspend on Police Officer Pay and Allowances is £0.8m.

3.4 The Police staff strength at the end of July is 2,160 FTE. Vacancies at 30th July were 15 FTEs above the vacancy factor of 152 FTEs. The underspend on Police Staff Pay and Allowances is £0.5m.

Official

4.0 Introduction/Background

4.1 This report sets out the August, month 5, financial position.

5.0 Current Work and Performance

5.1 The month 5 financial position is shown at Annex 1.

6.0 Implications (Issues)

6.1 The implications are reported in Annex 1.

7.0 Links to Police and Crime Plan Priorities

7.1 The Force budget is used to help meet the priorities of the Police and Crime plan.

8.0 Demand

8.1 The Force budget is reviewed and re-allocated within virement rules to match demand e.g. overtime funded by vacancies.

9.0 Risks/Mitigation

9.1 Risk Register URN 452 - Short and Long Term Capital Finance.

10.0 Equality and/or Human Rights Implications

N/A

11.0 Health and Safety Implications

N/A

12.0 Consultation/Engagement

12.1 The pay forecasts are based on information received from HR Organisational Management

13.0 Actions for Improvement

N/A

14.0 Future Work/Development and Expected Outcome

14.1 Reviews will continue with budget holders, working towards a balanced budget by year end.

15.0 Decisions Required by the Police, Fire and Crime Commissioner

15.1 To endorse and approve the appropriations to Earmarked Reserves (as noted in Section 2 of the report) for the Local Council Tax Support grant and a Pension Remedy Grant (subject to separate decision report approval).

15.2 To endorse and approve the adjustments to the Capital Variance Plan (subject to separate decision report approval).

1. Executive Summary

REVENUE

The revenue forecast underspend as at Month 5 is £1.399m against the 2021/22 revenue budget of £330.3m (0.42% variance), an increase of £0.110m from the Month 4 underspend of £1.289m (0.39% variance).

The force variance to current budget at subjective level is detailed in Section 3.2 of the report and the movement from Month 4 to Month 5 is detailed in Section 3.3 of the report.

WORKFORCE

The Police Officer strength forecast at the end of August is 3,494 FTE and forecast to be 3,553 FTE at year end. The overspend on Police Officer Pay and Allowances is £0.8m (Month 4 - £0.6m).

The Police Staff strength at the end of July is 2,160 FTE. Vacancies at 31st July were 15 FTEs above the vacancy factor of 152 FTEs. Total vacancies are 167 FTEs. The underspend on Police Staff Pay and Allowances is £0.5m (Month 4 - £0.5m).

The PCSO strength at the end of July is 95 FTE and forecast to be 100 FTE at year end. The underspend on PCSO Pay and Allowances is £0.2m (Month 4 - £0.2m).

The workforce tables are noted in Section 4 of the report.

RESERVES

The net appropriation to earmarked reserves for Month 5 is £2.108m. A list of all appropriations to and from earmarked reserves is noted in Section 2 of the report, all of which are forecast in the overall figures as per local government practice, however the virements have not yet been actioned, pending PFCC approval.

The detailed breakdown of all earmarked reserves, provisions and general reserve is noted in Section 6 of the report.

CAPITAL

The capital position for Month 5 reflects a forecast underspend of £0.196m, compared to the original approved budget of £19.1m (1.03% variance), an increase of £0.145m from the Month 4 underspend of £0.051m (0.27% variance). The capital tables and commentary are noted in Section 7 of the report.

The borrowing requirement for unfinanced capital expenditure is forecast at £11.4m. Based on the latest Treasury Management position there is an anticipated need to externally borrow £3.8m in quarter 4 of 2021/22.

2. List of Appropriations to/from Earmarked Reserves

Appropriations to Earmarked Reserves					
ER010/21	Pension Remedy Grant	86	To appropriate a pension remedy grant received from Government to fund payroll department staff costs to administer the legal claim work in relation to McCloud vs Sargeant judgement, pending a national remedy. <i>NB. The appropriation is forecast, but the virement has not been actioned, pending PFCC approval</i>	Legal Claims	Income
ER011/21	Local Council Tax Support Grant	2,022	To appropriate a section 31 grant which aims to address the impact of reductions in Council Tax due to Covid-19. <i>NB. The appropriation is forecast, but the virement has not been actioned, pending PFCC approval</i>	Local Council Tax Support Grant	Income
Total		2,108			
Appropriations (from) Earmarked Reserves					
N/A	None in the month	0	N/A	N/A	N/A
Total		0			
Net appropriation to/(from) Earmarked Reserves		2,108			

3. Revenue

3.1 Revenue Summary

In Month - Month 5			Year to Date - Month 5			Subjective Heading	Full Year						
Budget ¹	Actual	Variance	Budget ¹	Actual	Variance		Original Budget ²	Adjustments to Original Budget	Revised Budget	Year to Date Actual	Year End Forecast	Variance Over/(Under) Spend	Movement from Prior Month
£000	£000	£000	£000	£000	£000		£000	£000	£000	£000	£000	£000	£000
15,899	15,650	(249)	79,494	77,316	(2,178)	Employees							
						<u>Police Officer Pay and Allowances</u>							
						- Police Officer Pay and Allowances	189,122	1,665	190,787	77,316	191,560	774	194
						- Overtime and Operational Performance	6,707	1,868	8,576	3,375	8,797	221	27
						- Associated Police Pay	1,064	103	1,167	459	1,297	130	0
						- In-Year Savings Shortfall/(Surplus)	62	(149)	(88)	0	0	88	0
16,703	16,480	(223)	83,517	81,151	(2,366)	Police Officer Pay and Allowances	196,955	3,487	200,442	81,151	201,655	1,213	220
						PCSO Pay and Allowances	3,574	2	3,576	1,409	3,349	(227)	(11)
						<u>Police Staff Pay and Allowances</u>							
						- Police Staff Pay & Allowances	86,572	1,386	87,958	36,238	87,489	(469)	66
						- Police Staff Overtime and Agency	1,137	436	1,573	821	1,875	302	(150)
7,461	7,610	149	37,305	37,060	(245)	Police Staff Pay and Allowances	87,709	1,822	89,531	37,060	89,364	(167)	(85)
						Pensions (Ill Health / Medical)	4,496	0	4,496	1,790	4,552	56	0
						Training	1,882	31	1,913	815	1,901	(12)	(34)
						Other Employee Expenses	1,526	(897)	629	416	589	(40)	0
25,049	24,990	(59)	125,244	122,641	(2,603)	Employees Total	296,143	4,444	300,586	122,641	301,410	824	90
						Premises	9,978	6	9,984	3,434	9,850	(134)	(0)
						Transport	5,805	17	5,822	2,440	5,804	(17)	89
						<u>Supplies and Services</u>							
						- Supplies and Services	36,404	(15)	36,389	19,697	35,212	(1,177)	311
						- In-Year Investments	467	(49)	417	0	277	(140)	0
3,067	3,221	153	15,336	19,697	4,361	Supplies and Services	36,871	(64)	36,807	19,697	35,489	(1,317)	311
						Third Party Payments	9,347	(1,455)	7,892	2,679	7,618	(274)	(166)
						Income	(29,690)	(1,722)	(31,412)	(11,731)	(33,769)	(2,358)	(2,507)
						Other Expenditure / (Income)	77	0	77	1	(2)	(79)	(35)
						Capital and Other Adjustments	2,181	0	2,181	(7,380)	2,030	(151)	0
27,661	26,055	(1,606)	138,307	131,782	(6,525)	Net Expenditure	330,712	1,224	331,936	131,782	328,429	(3,507)	(2,218)
						Sources of Finance	(330,310)	0	(330,310)	(135,130)	(330,310)	0	0
136	(2,003)	(2,138)	678	(3,348)	(4,026)	Surplus/Deficit before appropriations	402	1,224	1,626	(3,348)	(1,881)	(3,507)	(2,218)
						Contribution to/(from) Earmarked Reserves	798	(1,225)	(426)	(476)	1,681	2,108	2,108
						Contribution to/(from) General Reserve	(1,200)	0	(1,200)	0	199	1,399	110
(0)	(1,521)	(1,521)	(0)	(3,824)	(3,824)	Budget Requirement	0	(0)	(0)	(3,824)	(0)	0	(0)

¹Even monthly profile of Revised Budget²2021/22 Budget agreed at Police, Fire and Crime Panel

3.2 Revenue Summary – Supporting Commentary

Police Officer Pay and Allowances - £1.213m overspend

The overspend is due to opening strength being 44 FTE more than budget, 9 FTE less leavers up to July (with a further 5 FTE less leavers anticipated for August that are not currently reflected in the HR figures), and an adjustment to the joiner recruitment profile since budget setting to reflect 53 FTE less. The average salary for force funded leavers is also contributing to the overspend due to the salary levels of actual leavers being lower than previously forecast, in line with estimates included at Budget Setting (see Note 3, Section 4.1).

The forecast includes an overspend of £166k on Police Officer Overtime for SCD which is currently under review, to include identification of a potential source of funding and/or mitigation of the overspend, as well as some form of adjustment to the 2022/23 base budget.

The forecast includes an overspend of £130k on Temporary Duty Allowance due to substantive vacancies waiting to be filled from the promotion process, as well as the impact on abstraction from LPA teams for other demands such as Custody and Oscar 1.

The adjustments from Original Budget to the Revised Budget during Month 5 (which have a corresponding forecast change) include externally funded activity for mutual assistance in connection with Op Trelawny, G7 Summit in Cornwall (£241k increase), offset by a 50% reduction to the Safer Essex Roads Partnership (SERP) contribution from Essex County Council for 2021/22 Roads Policing Activity, when compared to pre-Covid levels of activity (£400k decrease). Previously reported adjustments to Original Budget, up to and including Month 4, total £3.676m.

PCSO Pay and Allowances - £0.227m underspend

Includes 2 FTE more leavers than forecast at month 4, offset by 10 FTE more joiners planned for November to reach a year end strength of 100 FTE.

Police Staff Pay and Allowances - £0.167m underspend

The opening force funded strength is 12 FTE less than budget after application of the staff vacancy factor and 15 FTE less as at the end of July. Delays in the recruitment of force funded growth posts is also contributing to an underspend position on Police Staff Pay.

The underspend noted above is partly offset by an overspend on Police Staff Overtime, with the main overspends being for Contact Management and SCD. Contact Management has utilised £180k of the devolved pay budget for the Command (0.95%) to fund staff overtime from Police Staff vacancy underspends. The remaining overspend for each Command is under review, with recommendations being developed to identify further sources of funding (i.e. Police Staff Pay underspends, use of Chief Officer Contingency budgets, etc.) and/or mitigation of the overspend.

Official

The adjustments from Original Budget to the Revised Budget during Month 5 (which have a corresponding forecast change) include reprofiling of externally funded activity for the Safer Roads Partnership (£144k increase) and historic budget setting adjustments to posts which are funded by PFCC Commissioning Budgets (£137k increase), both of which have a corresponding adjustment to Income and Supplies and Services, respectively. Previously reported adjustments to Original Budget, up to and including Month 4, total £1.529m.

Other Employee Expenses

The adjustment from Original Budget to the Revised Budget includes the appropriation of the redundancy budget agreed at 2021/22 Budget Setting to the restructuring reserve for utilisation as and when required during the financial year.

Premises - £0.134m underspend

Includes an underspend on utilities due to reduced usage across the force resulting from agile working solutions. Permanent savings attributable to agile working will be identified as part of 2022/23 Budget Setting.

Supplies and Services - £1.317m underspend

Includes previously reported underspends at Month 4 in respect of Communications and Technology (£0.6m), Revenue Consequences – one-off (£0.4m), Revenue Consequences – recurring (£0.2m), Forensic Services (£0.2m), Council Tax Sharing Agreement (£0.2m) and IT investment no longer required for Body Worn Video (£0.1m).

Further forecast changes at Month 5 include an additional £0.1m underspend in relation to Communications and Technology and Pathologist Charges forecast updates, which has been offset by an overspend of £0.2m for increased Safeguarding Contributions that are due to be incurred from Force budgets.

The adjustments from Original Budget to the Revised Budget include appropriations from earmarked reserves for IT projects that experienced slippage in 2020/21 and are due to be progressed in 2021/22, i.e. ESMCP ICCS Replacement, Legacy Digital Data Store, etc, offset by an over achievement of savings resulting from the Microsoft Enterprise Agreement contract. Further adjustments included in Month 5 are historic budget setting adjustments to posts which are funded by PFCC Commissioning Budgets (to include a corresponding forecast change to PFCC Commissioning Budgets) and those noted in Section 3.3 of the report (i.e. Consultancy Contingency Budget to fund National Police Chief Council contributions to national initiatives, and ECFRS Collaboration Project costs amending from a contractor arrangement (via Bloom Consultancy) to Fire Staff payroll costs).

Third Party Payments - £0.274m underspend

Includes an underspend for ERSOU due to timing differences between Essex and ERSOU Budget Setting timeframes and the need for an estimate to be included within the Budget agreed by the Police, Fire and Crime Panel. The forecast is based on information provided by ERSOU on a quarterly basis.

Official

The adjustments from Original Budget to the Revised Budget reflect the other side of some of the adjustments noted under Police Officer Pay and Allowances, Police Staff Pay and Allowances and Supplies and Services, including those adjustments included in Month 5 as noted in Section 3.3 of the report (i.e. Essex share of 7 Forces recharges on ESMCP and Consultancy Contingency Budget to fund National Police Chief Council contributions to national initiatives).

Income - £2.358m underspend

The underspend includes £2.022m for the Local Council Tax Support Grant, which aims to address the impact of reductions in Council Tax due to Covid-19, and £0.086m for a pension remedy grant received from Government in relation to McCloud vs Sargeant (pending a national remedy), with the latter being used to fund payroll department staff costs to administer the legal claim work. It is requested through this report (see Section 2) that these grants are appropriated to earmarked reserves ready to be used for the purpose for which they were awarded.

The underspend also includes income in connection with a £0.3m surplus projected for mutual assistance for Op Trelawney (G7 Summit in Cornwall) and £0.1m funding for Op BackSpin, previously held for return to the Home Office, which has now received Home Office approval to be released to the force accounts. The underspend is partially offset by a £0.2m agreed reduction in recharge to Manchester Airport Group for the Policing of Stansted Airport in the first quarter of the financial year.

The adjustments from Original Budget to the Revised Budget reflect the other side of some of the adjustments noted under Police Officer Pay and Allowances and Police Staff Pay and Allowances.

Capital and Other Adjustments - £0.151m underspend

Forecast underspend in relation to the latest MRP/Financing schedule.

Net Contribution to Earmarked Reserves - £2.108m overspend

As noted in Section 2 of the report, the overspend of £2.108m is in relation to appropriations for the Local Council Tax Support Grant, which aims to address the impact of reductions in Council Tax due to Covid-19, and a pension remedy grant received from Government in relation to McCloud vs Sargeant (pending a national remedy) to fund payroll department staff costs to administer the legal claim work.

Contribution to General Reserve - £1.399m

As noted in Section 1 of the report.

Official

In-Month and Year to Date variances

Following a PFCC request from the Head of Finance/s151 Officer and the Strategic Head of Performance and Resource, the inclusion of in-month and year to date information has been supplied in the Revenue Summary table in Section 3.1.

Due to the current version of SAP not being able to support monthly budget profiling, and that the force, in line with government practice, does not perform a monthly accruals/closedown process, the budget reflects an even monthly profile of the revised budget (i.e. 1/12th per month) and the actuals reflect the position at the end of each month, without any adjustments for accruals and prepayments.

This results in some significant differences when compared to the forecast position and by using two examples, we can demonstrate the primary reason for the differences resulting from the systems and resourcing limitation and practice noted above:

Police Officer Pay and Allowances: The year to date variance reflects a £2.4m underspend, however the forecast variance is a £1.2m overspend. This is because the forecast reflects the probationer intakes to reach an end of year position of 3,553 FTE, whilst the year to date variance reflects actuals in relation to a maximum of 3,494 FTE (as noted at the end of August), compared to a monthly budget profile based on an end of year position of 3,553 FTE.

Supplies and Services: The year to date variance reflects a £4.4m overspend, however the forecast variance is a £1.3m underspend. This is due to many factors based on the range of non-pay budgets included within an overall total of £37m, however one example would be annual IT software maintenance contracts which are paid for upfront for the forthcoming year, which distorts the actual expenditure to date compared to an even monthly budget profile.

3.3 Main Forecast Movements since Month 4

Main Changes to Forecast Outturn Variance since Month 4

	Change in Forecast Outturn Variance £m	
Month 4 Forecast Outturn Variance	(1.3)	Underspend
Police Officer Pay and Allowances	0.2	The overspend includes 5 FTE less force funded leavers expected in August which are not currently reflected in the HR figures, plus the average salary for 14 FTE force funded leavers in August being lower than previously forecast, in line with estimates included at Budget Setting. The overspend has been partially offset by a realignment of probationer intakes due to 3 FTE more leavers and 1 less transferee joiner in July than previously forecast, plus the impact from the December 2021 intake delayed by a week to now occur in early January 2022.
Police Staff Pay and Allowances	(0.1)	The underspend includes a forecast adjustment to recognise a delay in recruitment of SCD growth posts. Includes a net nil impact from two separate virements which have been processed - one from Police Staff Pay and Allowances to Third Party Payments for the Essex share of 7 Forces recharges on the Emergency Services Mobile Communication Programme, and the other from Supplies and Services to Police Staff Pay and Allowances to recognise ECFRS Collaboration Project costs amending from a contractor arrangement (via Bloom Consultancy) to Fire Staff payroll costs.
Transport	0.1	Increase in fuel prices from the beginning of the financial year and revised projections based on actual miles and fuel costs to date.
Supplies and Services	0.3	Includes an overspend of £0.2m for increased Safeguarding Contributions that are due to be incurred from Force budgets, offset by a £0.1m reduction in Communications and Technology expenditure and Pathologist Charges. Includes an overspend of £0.2m resulting from two separate virements which have been processed - one from Supplies and Services to Third Party Payments to reallocate a contingency budget held against consultancy to meet a budgeted shortfall for National Police Chief Council contributions to national initiatives, and the other from Supplies and Services to Police Staff Pay and Allowances to recognise ECFRS Collaboration Project costs amending from a contractor arrangement (via Bloom Consultancy) to Fire Staff payroll costs.
Third Party Payments	(0.2)	Includes an underspend of £0.2m resulting from two separate virements which have been processed - one from Police Staff Pay and Allowances to Third Party Payments for the Essex share of 7 Forces recharges on the Emergency Services Mobile Communication Programme, and the other from Supplies and Services to Third Party Payments to reallocate a contingency budget held against consultancy to meet a budgeted shortfall for National Police Chief Council contributions to national initiatives.
Income	(2.5)	Income in connection with a £0.3m surplus projected for mutual assistance for Op Trelawney (G7 Summit in Cornwall) and £0.1m funding for Op BackSpin, previously held for return to the Home Office, which has now received Home Office approval to be released to the force accounts. Further underspend of £2.1m to appropriate a pension remedy grant received from Government to fund payroll department staff costs to administer the legal claim work in relation to McCloud vs Sargeant judgement (pending a national remedy) and to appropriate a section 31 grant which aims to address the impact of reductions in Council Tax due to Covid-19. <i>(NB. The appropriations are forecast, but the virements have not been actioned, pending PFCC approval)</i>
Contribution to Earmarked Reserves	2.1	Overspend of £2.1m to appropriate a pension remedy grant received from Government to fund payroll department staff costs to administer the legal claim work in relation to McCloud vs Sargeant judgement (pending a national remedy) and to appropriate a section 31 grant which aims to address the impact of reductions in Council Tax due to Covid-19. <i>(NB. The appropriations are forecast, but the virements have not been actioned, pending PFCC approval)</i>
Further Variances	0.0	Various changes across the force to reflect latest information which are less than £100k.
Month 5 Forecast Outturn Variance	(1.4)	Underspend

4. Workforce Analysis

4.1 Police Officer – FTEs and Monthly Financial detail

2021/22 - Police Officers Pay/Strength - Using 2021/22 Budget Setting Model

Ref	2021/22 Budget Setting													
	Strength	Apr FTEs	May FTEs	Jun FTEs	Jul FTEs	Aug FTEs	Sep FTEs	Oct FTEs	Nov FTEs	Dec FTEs	Jan FTEs	Feb FTEs	Mar FTEs	Total FTEs
1	Strength @ beginning of month (note 1)	3,369	3,358	3,421	3,404	3,387	3,476	3,459	3,522	3,505	3,568	3,551	3,534	
2	Leavers	(19)	(19)	(19)	(19)	(19)	(19)	(19)	(19)	(19)	(19)	(19)	(19)	(228)
3	Starters - To cover attrition	0	42	0	0	44	0	42	0	44	0	0	32	204
4	Starters - Transferees	2	2	2	2	2	2	2	2	2	2	2	2	24
5	Starters - Growth	6	38			62		38		36			4	184
6	Starters	8	82	2	2	108	2	82	2	82	2	2	38	412
7	Net change	(11)	63	(17)	(17)	89	(17)	63	(17)	63	(17)	(17)	19	184
8	Officer strength - month end	3,358	3,421	3,404	3,387	3,476	3,459	3,522	3,505	3,568	3,551	3,534	3,553	
9	Difference to 3,553 FTEs - over / (under)	(195)	(132)	(149)	(166)	(77)	(94)	(31)	(48)	15	(2)	(19)	0	
	Budget	Apr £m	May £m	Jun £m	Jul £m	Aug £m	Sep £m	Oct £m	Nov £m	Dec £m	Jan £m	Feb £m	Mar £m	Total £m
10	1st April 2021 Strength (note 2)	£15.41m	£15.41m	£15.41m	£15.41m	£15.41m	£15.41m	£15.41m	£15.41m	£15.41m	£15.41m	£15.41m	£15.41m	£184.89m
11	2021/22 Leavers (note 3)	(£0.09m)	(£0.17m)	(£0.26m)	(£0.35m)	(£0.43m)	(£0.52m)	(£0.61m)	(£0.69m)	(£0.78m)	(£0.87m)	(£0.95m)	(£1.04m)	(£6.75m)
12	2021/22 Starters - Constables (to cover attrition)	£0.00m	£0.12m	£0.12m	£0.12m	£0.25m	£0.25m	£0.37m	£0.37m	£0.50m	£0.50m	£0.50m	£0.60m	£3.73m
13	2021/22 Starters - Transferees	£0.01m	£0.02m	£0.03m	£0.04m	£0.05m	£0.06m	£0.07m	£0.08m	£0.09m	£0.11m	£0.12m	£0.13m	£0.82m
14	2021/22 Starters - Growth	£0.03m	£0.21m	£0.21m	£0.21m	£0.50m	£0.50m	£0.68m	£0.68m	£0.85m	£0.85m	£0.85m	£0.87m	£6.43m
15	2021/22 Starters - Total	£0.04m	£0.35m	£0.36m	£0.37m	£0.81m	£0.82m	£1.13m	£1.14m	£1.45m	£1.46m	£1.47m	£1.59m	£10.98m
16	Monthly Budget (note 5 & 6)	£15.36m	£15.59m	£15.51m	£15.43m	£15.78m	£15.70m	£15.93m	£15.85m	£16.08m	£16.00m	£15.92m	£15.96m	£189.12m

2021/22 Current Forecast - Based on HR information received 25th August 2021														
Strength	Actual FTE				Forecast									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total	
	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	
17	1st April 2021 Strength	3,413	3,409	3,392	3,438	3,416	3,494	3,477	3,540	3,523	3,506	3,547	3,530	
18	Leavers (note 7)	(8)	(20)	(16)	(23)	(20)	(19)	(19)	(19)	(19)	(19)	(19)	(19)	(219)
19	Starters (note 8)	4	2	62	1	98	2	82	2	2	60	2	42	359
20	Net change	(4)	(18)	46	(22)	78	(17)	63	(17)	(17)	41	(17)	23	140
21	Officer strength - month end	3,409	3,392	3,438	3,416	3,494	3,477	3,540	3,523	3,506	3,547	3,530	3,553	
22	Difference to 3553fte - over / (under)	(144)	(161)	(115)	(137)	(59)	(76)	(13)	(30)	(47)	(6)	(23)	0	
Actuals /Forecast £	Actual £					Forecast £								
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total	
	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	
23	Costed Strength before starters/leavers	£14.89m	£15.60m	£15.40m	£15.68m	£15.72m	£16.75m	£15.60m	£15.74m	£15.41m	£15.77m	£15.56m	£16.37m	£188.49m
24	2021/22 Leavers						(£0.06m)	(£0.13m)	(£0.19m)	(£0.25m)	(£0.31m)	(£0.38m)	(£0.44m)	(£1.76m)
25	2021/22 Starters						£0.27m	£0.43m	£0.57m	£0.75m	£0.79m	£0.92m	£1.00m	£4.73m
26	Other Costs						£0.02m	£0.01m	£0.01m	£0.02m	£0.01m	£0.01m	£0.02m	£0.10m
27	Monthly Actual	£14.89m	£15.60m	£15.40m	£15.68m	£15.72m	£16.98m	£15.91m	£16.13m	£15.93m	£16.26m	£16.11m	£16.95m	£191.56m
Forecast Change from budget setting														
	Actual FTE				Forecast FTE									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total	
	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	FTEs	
28	Strength @ beginning of month (negative=reduction)	44	51	(30)	33	29	18	18	18	18	(62)	(4)	(4)	
29	Leavers (positive number = less leavers)	11	(1)	3	(4)	(1)	0	0	0	0	0	0	0	9
30	Starters	(4)	(80)	60	(1)	(10)	0	0	0	(80)	58	0	4	(53)
31	Month End Strength Change - FTEs	51	(30)	33	29	18	18	18	18	(62)	(4)	(4)	(0)	(44)
32	Change per month FTEs	7	(81)	63	(5)	(11)	0	0	0	(80)	58	0	4	
	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	
33	Monthly Financial Change	(£0.47m)	£0.01m	(£0.11m)	£0.25m	(£0.06m)	£1.28m	(£0.02m)	£0.28m	(£0.15m)	£0.26m	£0.19m	£0.99m	£2.44m

Notes

- 1 The budget was built on the assumption that at the start of April 2021 the approved establishment would be 3369 FTE. £415k of funding for 6 ROCU Officers was included within the Third Party Payments budget line at budget setting pending clarification on how the funding would be utilised.
- 2 The above shows the annual total budget divided over 12 months with a 0% payrise in September. There is no profile adjustment for incremental increases which officers are entitled to on the anniversary of their contracted start date.
- 3 Leavers could be at any rank but are costed at £54,715 for the purpose of profiling the monthly budget. Figures are cumulative.
- 4 The monthly budget for starters is based on the profile and rank of agreed growth posts as per budget setting with the balance to cover attrition assumed to be constables.
- 5 The budget includes Police Officer pay, NI, pension, allowances, 0.5% employers apprenticeship levy and recharges for collaborative posts. Overtime and Bank Holiday pay is not included.
- 6 The change in strength and budget may not always match due to the mix of starters and leavers. The cost of a new constable is £19,581 lower than the cost of an average leaver. Growth is based on the appropriate
- 7 Leavers include miscellaneous losses and gains e.g. officers going on secondment or career break. It also includes net adjustments to part time hours
- 8 Starters includes probationers, transferees and rejainers

4.2 Modelling of Financial impact from changes to Officers leaver and joiner profile

The table below seeks to model the estimated financial impact from 1, 5, or 10 FTE less leavers than the leavers projections supplied by HR, with an even adjustment to the intakes scheduled for June, August, October and December to maintain an end of year projection of 3,553 FTE Officers. The financial impact of 1, 5 or 10 FTE less leavers per month is £0.128m, £0.638m or £1.276m, respectively. The same would apply in reverse for more leavers.

	April		May		June		July		August		September		October		November		December		January		February		March		Total	
	12 months	11 months	10 months	9 months	8 months	7 months	6 months	5 months	4 months	3 months	2 months	1 month	12 months	11 months	10 months	9 months	8 months	7 months	6 months	5 months	4 months	3 months	2 months	1 month		
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
Estimated Impact of 1 FTE less Leaver per month	56,085	51,411	46,737	42,064	37,390	32,716	28,042	23,369	18,695	14,021	9,347	4,674													364,551	
Estimated Impact of 3 FTE less probationer joiner per intake			(83,889)		(67,111)		(51,584)		(34,389)																(236,973)	
	Net Impact																							127,578		

	April		May		June		July		August		September		October		November		December		January		February		March ²		Total	
	12 months	11 months	10 months	9 months	8 months	7 months	6 months	5 months	4 months	3 months	2 months	1 month	12 months	11 months	10 months	9 months	8 months	7 months	6 months	5 months	4 months	3 months	2 months	1 month		
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
Estimated Impact of 5 FTE less Leavers per month	280,425	257,055	233,685	210,320	186,950	163,580	140,210	116,845	93,475	70,105	46,735	23,370													1,822,755	
Estimated Impact of 15 FTE less probationer joiners per intake			(419,444)		(335,556)		(257,920)		(171,947)																(1,184,867)	
	Net Impact																							637,888		

	April		May		June		July		August		September		October		November		December		January		February		March ²		Total	
	12 months	11 months	10 months	9 months	8 months	7 months	6 months	5 months	4 months	3 months	2 months	1 month	12 months	11 months	10 months	9 months	8 months	7 months	6 months	5 months	4 months	3 months	2 months	1 month		
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
Estimated Impact of 10 FTE less Leavers per month	560,850	514,110	467,370	420,640	373,900	327,160	280,420	233,690	186,950	140,210	93,470	46,740													3,645,510	
Estimated Impact of 30 FTE less probationer joiners per intake			(838,889)		(671,111)		(515,840)		(343,893)																(2,369,733)	
	Net Impact																							1,275,777		

4.3 Police Officers, Police Staff, PCSOs and Specials - FTEs

FTE Changes Effecting Pay Forecasts - 2021/22 Month 5

1. Police Officers - Budget Based on Strength								
	Current Position - FTEs		Financial Forecasting FTEs					
	Establishment Target	Strength @ month end	Strength at 1st April 2021	Starters for the year	Transferees for the year	Leavers for the year	Other adjustments e.g. change in hours	Strength at 31st March 2022
Budget Setting			3,369	388	24	(228)	0	3,553
HR data @ 30 June 21	3,553	3,438	3,413	329	26	(215)	0	3,553
HR data @ 31 July 21	3,553	3,416	3,413	334	25	(218)	(1)	3,553
Change		(22)	0	5	(1)	(3)	(1)	0

2. Police Staff - Budget Based on Establishment (please see note below)*						
	Current Position - FTEs		Financial Forecasting FTEs			
	Establishment @ 100%	Strength @ month end	Establishment @ 100% at 1st April 2021	Vacancy Factor Establishment @ 1st April 2021 *	Actual starters to date	Actual leavers to date
Budget Setting			2,327	2,175		
HR data @ 30 June 21	2,325	2,155			47	(46)
HR data @ 31 July 21	2,327	2,160			71	(65)
Change	2	5	0	0	24	(19)

* Vacancy Factor is 7% for departments with less than 30 FTE and 9% for departments with more than 30 FTE for all areas except for FCR, Customer Contact, Resolution Centre and OPFCC who have a 0% Vacancy Factor

3. PCSOs - Budget Based on Establishment								
	Current Position - FTEs		Financial Forecasting FTEs					
	Establishment @ month end	Strength @ month end	Establishment @ 1st April 2021	Strength at 1st April 2021	Starters for the year	Leavers for the year	Other adjustments e.g. change in hours	Strength at 31st March 2022
Budget Setting			103	103	0	0	0	103
HR data @ 30 June 21	103	97	105	101	10	(10)	0	101
HR data @ 31 July 21	103	95	105	101	10	(11)	0	100
Change	0	(2)	0	0	0	(1)	0	(1)

Note: The PCSO Establishment includes 13 FTE partnership funded posts which are externally funded

4. Specials - Headcount	Actual Strength	Target Strength
Budget Setting		600
HR data @ 30 June 21	541	600
HR data @ 31 July 21	540	600
Change	(1)	0

5. Police Objective Analysis (POA)

5.1 POA – Level 1 – 2021/22 Summary

Revenue Monitoring Report - Police Objective Analysis									
Forecast Outturn (up to the end of August) 2021/22									
Function	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	Variance Commentary
	£000	£000	£000	£000	£000	£000	£000	£000	
Local Policing	88,172	(3)	88,169	36,253	90,020	1,851	86,479	3,541	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	243	25,700	10,491	25,490	(211)	25,711	(222)	Police Staff pay underspend due to vacancies, partially offset by utilisation of Police Staff overtime
Criminal Justice Arrangements	16,032	18	16,050	6,111	16,246	196	16,920	(674)	Overspends in relation to Interpreter Fees, Buddi tags and PNC Subscription
Road Policing	9,119	(119)	9,000	4,902	9,687	687	8,323	1,364	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	1,353	16,736	8,699	17,226	490	14,796	2,430	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	5	10,990	4,541	11,611	620	10,519	1,092	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	22	27,972	9,871	25,321	(2,651)	23,972	1,349	Includes 20 FTE Officer vacancies (as at August 2021) in the Serious Organised Crime unit in relation to an establishment of 79 FTE, and 26 FTE Officer vacancies (as at August 2021) in the Local Investigation / Prisoner Processing unit in relation to an establishment of 270 FTE
Public Protection	35,565	(18)	35,547	13,790	34,870	(676)	30,878	3,993	Includes 36 FTE Officer vacancies (as at August 2021) in the Protecting Vulnerable People unit in relation to an establishment of 513 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	24	10,011	3,694	10,053	42	9,440	613	No material variance
National Policing	3,741	67	3,808	1,354	3,025	(783)	2,701	325	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	1,592	243,984	99,707	243,550	(434)	229,740	13,810	
Support Functions	78,695	582	79,277	37,665	78,627	(650)	69,418	9,209	Reflects slippage in delivery of Estates and IT programmes of work in connection with Revenue Consequences of Capital budget
Police, Fire & Crime Commissioner	4,864	(49)	4,815	2,985	2,651	(2,164)	3,442	(791)	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	(900)	3,861	(8,571)	3,602	(259)	5,408	(1,806)	Technical adjustments to MRP, III Health capital equivalents & borrowing forecast. Also includes income received in relation to a Pension Remedy grant (£0.086m)
Sub total	88,320	(367)	87,953	32,079	84,880	(3,073)	78,268	6,612	
Net expenditure	330,712	1,225	331,936	131,786	328,430	(3,507)	308,008	20,422	
Transfer to/(from) earmarked reserves	798	(1,225)	(426)	(475)	1,681	2,108	2,840	(1,159)	Appropriation of Local Council Tax Support Grant (£2.022m) and Pension Remedy grant (£0.086m)
Transfer to/(from) general reserve	(1,200)	0	(1,200)	0	199	1,399	3,887	(3,688)	Reflects in year underspend of £1.399m for transfer to the general reserve
Budget Requirement	330,310	0	330,310	131,310	330,310	0	314,735	15,575	

6. Detailed Reserves Analysis

Earmarked Reserves and Provisions - Opening and Closing Balances							
Reserve	1st April 2021 - Opening Balance	Budget Setting Contribution / Allocation 2021/22	In-Year Contribution 2021/22	In-Year Allocation 2021/22	31st August 2021 - Closing Balance	Forecast Year End Balance	Description of Earmarked Reserve
1 Reserves held by Essex Police but managed as third party reserves							
Op Dagenham Maintenance Reserve	£0.110m				£0.110m	£0.110m	Essex share of maintenance reserve held by each of the 7F to fund the cost of minor repairs to multi-occupancy building held for Op Dagenham.
Total	£0.110m	£0.000m	£0.000m	£0.000m	£0.110m	£0.110m	
2 Project Reserves							
IT Convergence	£0.000m	£1.200m			£1.200m	£1.137m	Essex share of 4F ICT convergence identified as part of 2021/22 Budget Setting.
Total	£0.000m	£1.200m	£0.000m	£0.000m	£1.200m	£1.137m	
3 Ringfenced Reserve							
Proceeds of Crime Act	£2.134m	(£0.402m)	£0.100m	(£0.131m)	£1.701m	£1.245m	POCA Reserve holds receipts received through the Asset Recovery Incentive Scheme to fund crime reduction related expenditure.
Forfeiture Monies Reserve	£0.265m		£0.100m		£0.365m	£0.334m	Forfeiture Monies Reserve holds funds transferred from the Misuse of Drugs Act Seizures Fund.
Restructuring Reserve	£0.234m		£0.900m		£1.134m	£0.703m	Reserve to help fund future years restructuring costs (Redundancies, LGPS Financial Strain and relocation expenses). One significant business case for 2021/22 has been deferred.
Operational Transformational Reserve (OTR)	£0.831m			(£0.358m)	£0.473m	£0.208m	OTR report is submitted to OPFCC Performance and Resources Board on a quarterly basis. Drawdown requested to utilise remaining fund in 2021/22 & 2022/23.
Transformation Reserve	£1.764m			(£0.533m)	£1.231m	£0.911m	Reserve to help fund the one-off costs of implementing the IT and Estates Transformation Strategies.
Data Analytics Reserve	£0.057m				£0.057m	£0.000m	Data Analytics and Visualisation Tool to be delivered in 2020/21 and into 2021/22.
Legal Reserve	£0.741m		£0.086m		£0.827m	£0.827m	Provision to fund the cost of one-off commitments for legal claims (Allard & Ors v Devon & Cornwall Constabulary) and consultancy/legal costs in respect of McCloud v Sargeant judgement. Awaiting legal advice before utilisation of the reserve.
PEQF Reserve	£0.291m				£0.291m	£0.291m	PEQF mobilisation costs to be used for the introduction of the new PEQF training programme.
Total	£6.317m	(£0.402m)	£1.186m	(£1.022m)	£6.079m	£4.519m	
4 Operational Reserves							
Major Operational Reserve	£1.500m				£1.500m	£1.500m	It is good practice to hold a reserve for dealing with major incidents that will not be reimbursed by the Home Office e.g. Colchester murders, Operation Henley. These reserves are typically 1% of the force budget.
COVID Roadmap Violence Reduction Reserve	£1.532m			(£1.303m)	£0.229m	£0.000m	COVID Roadmap Violence Reduction Reserve to be utilised in 2021/22 for the purposes of Operation Sunshade, which aims to address violent crime reduction surrounding the easing of lockdown measures, including additional enforcement of COVID regulations at Stansted Airport which are still to be developed.
Chief Constables Operational C/Fwd	£1.000m				£1.000m	£0.000m	Operational Carry Forward resulting from the 2019/20 and 2020/21 force underspend. Forecast to be fully utilised in response to operational requirements in 2021/22.
Specials Constabulary Reserve	£0.145m				£0.145m	£0.145m	Reserve to fund ongoing (non-pay) activities associated with the growth of the Special Constabulary.
Future Capital Funding	£0.606m				£0.606m	£1.187m	Balance will be utilised in 2021/22 and/or subsequent years.
Total	£4.783m	£0.000m	£0.000m	(£1.303m)	£3.480m	£2.832m	
5 PFFC Reserves							
Commissioning Grants 2020/21 to 2021/22	£1.089m				£1.089m	£1.089m	£1.089m for OPCC commissioning grants are carried forward to 2021/22.
Local Council Tax Support Grant	£0.000m		£2.022m		£2.022m	£2.022m	Grant received which aims to address the impact of reductions in Council Tax due to Covid-19.
Total	£1.089m	£0.000m	£2.022m	£0.000m	£3.111m	£3.111m	
Total Revenue Earmarked Reserves	£12.299m	£0.798m	£3.208m	(£2.325m)	£13.980m	£11.709m	
6 Provisions							
Severance Provision	£0.140m				£0.140m	£0.000m	Provision to fund redundancy costs recognised as part of the Statement of Accounts process.
Insurance Provision	£3.032m				£3.032m	£3.032m	Provision to fund insurance claims expenditure for motor, employers liability and public liability claims.
Total	£3.172m	£0.000m	£0.000m	£0.000m	£3.172m	£3.032m	
7 General Reserve							
General Reserve	£13.162m	(£1.200m)	£1.399m		£13.361m	£13.361m	The 2020/21 General Reserve opening balance is £13.162m, which represents 4.0% of the 2021/22 force budget of £330.3m. The in-year allocation of £1.2m is for the creation of the IT convergence earmarked reserve as identified as part of 2021/22 Budget Setting.
Total Revenue Reserves and Provisions	£28.633m	(£0.402m)	£4.607m	(£2.325m)	£30.513m	£28.102m	

7. Capital

7.1 Capital Summary

CAPITAL PROGRAMME 2021/22 MONTH 5 MONITORING POSITION SUMMARY REPORT

	2021/22 Original Budget PF&C Panel	2021/22 Approved Changes *	2021/22 Revised Budget	2021/22 Actuals to end of August 2021	2021/22 Forecast Outturn	2021/22 Forecast Budget Variance (Appendix 1)
	£000	£000	£000	£000	£000	£000
EXPENDITURE -						
ANPR projects	230	-	230	111	223	(7)
Estates projects	6,239	-	6,239	4,915	9,101	2,862
IT projects	1,361	-	1,361	775	2,418	1,057
Transport projects	301	-	301	250	1,553	1,252
OPC projects	-	-	-	4	232	232
SCD projects	-	-	-	53	53	53
Other projects	351	-	351	51	356	5
<i>Subject to Approval projects</i>	<i>10,597</i>	<i>-</i>	<i>10,597</i>	<i>-</i>	<i>4,947</i>	<i>(5,650)</i>
TOTAL EXPENDITURE	19,079	-	19,079	6,159	18,883	(196)
FINANCING -						
Capital Receipts	5,620	-	5,620	2,581	6,787	1,167
Revenue Contributions	3,046	-	3,046	-	468	(2,578)
Capital Grant	251	-	251	63	251	-
External & Other Income	303	-	303	-	-	(303)
Borrowing**	9,859	-	9,859	-	11,377	1,518
TOTAL FINANCING	19,079	-	19,079	2,644	18,883	(196)

* Changes to the capital programme, incorporating slippage from 2020/21 as reported to the August Performance, Resources and Scrutiny Board will be reflected in this column once formally reported to the September Performance, Resources and Scrutiny Board with accompanying Decision Report.

**The term 'Borrowing' in the context of financing the capital programme refers to the level of capital expenditure being incurred that can not immediately be covered by cash-backed resources in the current year, and therefore increases the Capital Financing Requirement (CFR) by this amount. The CFR is charged to the revenue account over future years in the form of a minimum revenue provision (MRP) i.e. it is a commitment to use future year revenue streams to fund this expenditure. For treasury management purposes, and based on the most recently available information, there is a forecast requirement to externally borrow £3.8m in quarter 4 of 2021/22. In relation to the total borrowing figure of £11.4m in the above figures, this would therefore equate to an internal borrowing element of £7.6m.

7.2 Capital Summary – Supporting Commentary

The capital position for month 5 reflects a forecast **underspend of £196,000**, compared to the original approved budget of £19.1m, as set at the February Police Fire & Crime Panel. The variance plan, which will be presented to the September Performance, Resources and Scrutiny Board along with a Decision Report for approval is summarised in Appendix 1. In respect of the movement since month 4 there has been a further forecast **underspend of £145,000** which is now included in the overall position.

The £145,000 reduction in forecast for month 5 includes the following changes:

- **Slippage of £302k** relating to the Dashcams project, which is now expected to be undertaken in 2022/23.
- **A reduction in previously reported slippage of £200k** relating to the Fleet Replacement Programme in 2021/22. This is due to additional orders now being able to be placed following the award of the National Framework contract.
- **Additional slippage of £46k** relating to the Infrastructure Technical Refresh 2021/22 project.

The total £196,000 forecast underspend being recognised at month 5 is therefore comprised as follows:

- An increase in expenditure due to **slippage of £5.6m from the 2020/21 programme** including £3.5m for the purchase of Boreham Depot which completed on the 24th August 2021.
- **Additions of £0.7m** which included Chelmsford Police Station and additions to the 2021/22 Infrastructure Technical Refresh Programme and other capital IT projects. Further movements can be seen in the 'Additions' column within the capital table against specific project lines reflecting approvals at the PFCCs Strategic Boards in both March and June for projects to move from being 'Subject to Approval' to 'approved' which have no impact on the bottom line of the Capital Programme.
- **Reductions of £2.6m** including the Data Centre Provision (£1.4m) which is no longer proceeding (FBC to be finalised) and £0.9m on prior years' Infrastructure Technical Refresh programme.
- **Slippage of £3.9m into future years** including the Fleet Replacement Programme (£1.3m), CCTV Replacement to Custody Suites (£0.9m), Estates Capitalised Maintenance (£0.4m), Dashcams (£0.2m) and various projects still at the 'subject to approval' stage (£0.4m).

In relation to the Fleet Replacement Programme, the National Vehicle Framework agreement has started being awarded and pre-orders have already been placed, with the completion of standard orders for vehicles now anticipated to be by September. However, actual vehicle delivery dates remain unreliable due to related equipment availability.

In respect of the wider capital programme it is currently anticipated that the remainder of the subject to approval projects (£4.9m) will be approved during the remainder of 2021/22, with their current attributable forecasts also being spent.

Official

The financing plan for month 5 reflects the optimal allocation of capital resources over the medium-term financial period to minimise costs to the force. Capital receipts are forecast to increase to £6.8m for 2021/22, with £4.8m already received as at the end of August 2021. This money is being forecast to be fully utilised in 2021/22.

£1.2m of revenue contributions to fund capital are forecast to be carried forward to fund the 2022/23 programme. This will reduce the immediate financial burden on the revenue account over the coming years from high Minimum Revenue Provision (MRP) charges that would be required if these resources were not held back for this purpose due to the level of planned spend on short-life assets over the short term. To be able to do this the revenue contributions would need to be appropriated to the Future Capital Funding Reserve at the end of 2021/22.

The borrowing requirement for unfinanced capital expenditure is forecast at £11.4m which equates to nearly 60% of the year's financing plan. Based on the latest treasury management information available the related external borrowing requirement is currently anticipated to be circa £3.8m in quarter 4 of 2021/22.

Appendix 1

CAPITAL PROGRAMME 2021/22 MONTH 5 MONITORING POSITION EXPENDITURE VARIANCE REPORT

	Slippage b/f	Additions	Advanced Works	Reductions	Slippage c/f	Changes for Approval
	£000	£000	£000	£000	£000	£000
CHANGES FOR APPROVAL*						
ANPR projects	-	2	-	(9)	-	(7)
Estates projects	4,918	1,176	-	(1,612)	(1,620)	2,862
IT projects	259	1,914	(667)	(251)	(198)	1,057
Transport projects	319	2,201	-	-	(1,268)	1,252
OPC projects	6	528	-	-	-	534
SCD projects	53	-	-	-	(302)	(249)
Other projects	44	33	-	-	(72)	5
<i>Subject to Approval projects</i>	-	(5,129)	-	(106)	(416)	(5,651)
TOTAL CHANGES	5,599	725	(667)	(1,978)	(3,876)	(196)

* These changes are to be formally presented to the PFCC for approval at the September Performance, Resources and Scrutiny Board with an accompanying Decision Report.

8. Appendix - Police Objective Analysis (POA) – Level 2

Revenue Monitoring Report - Police Objective Analysis format										
Forecast Outturn (up to the end of August) 2021/22										
	Provisional Original Budget	Reclassifications and virements	Current Budget	Actuals to date	Forecast to date	Forecast Variance Over / (Under) Spend	2020/21 Outturn	Forecast Variance to 20/21 Outturn	2020/21 Outturn	Forecast Variance to 20/21 Outturn
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
1a	Neighbourhood Policing	78,310	(234)	78,077	32,145	77,892	(185)	76,955	937	
1c	Specialist Community Liaison	5,406	7	5,413	2,348	5,922	510	5,882	40	
1d	Command Team & Support Overheads	4,455	224	4,679	1,760	6,206	1,527	3,643	2,564	
	Local Policing	88,172	(3)	88,169	36,253	90,020	1,851	86,479	3,541	
2a	Front Desk	1,298	5	1,302	472	1,113	(190)	1,207	(95)	
2b	Central Communications Unit	22,737	(37)	22,701	9,287	22,596	(104)	22,858	(261)	
2d	Command Team & Support Overheads	1,422	275	1,697	733	1,780	83	1,647	134	
	Dealing with the Public	25,457	243	25,700	10,491	25,490	(211)	25,711	(222)	
3a	Custody	8,558	7	8,565	3,613	8,914	348	9,351	(437)	
3b	Police Doctors, Nurses & Surgeons	1,807	0	1,807	(190)	1,804	(3)	1,769	35	
3e	Criminal Justice	4,172	9	4,181	1,733	3,974	(207)	4,115	(141)	
3f	Police National Computer	535	0	535	585	585	50	523	62	
3h	Coroner Assistance	36	0	36	0	33	(3)	66	(33)	
3j	Property Officers	674	3	677	241	558	(119)	588	(30)	
3k	Command Team & Support Overheads	251	(1)	250	129	378	128	507	(130)	
	Criminal Justice Arrangements	16,032	18	16,050	6,111	16,246	196	16,920	(674)	
4a	Traffic Units	9,360	(142)	9,218	3,971	9,945	727	8,751	1,194	
4c	Vehicle Recovery	(188)	28	(160)	(11)	(238)	(78)	(339)	101	
4d	Casualty Reduction Partnership	(122)	(5)	(127)	908	(96)	31	(177)	82	
4e	Command Team & Support Overheads	69	0	69	33	76	7	88	(12)	
	Road Policing	9,119	(119)	9,000	4,902	9,687	687	8,323	1,364	
5a	Command Team & Support Overheads	2,516	1,199	3,715	1,942	3,266	(449)	1,014	2,253	
5b	Air Operations	1,333	172	1,504	752	1,504	0	1,660	(156)	
5d	Specialist Terrain	261	(0)	261	122	297	37	317	(20)	
5e	Dogs Section	1,802	(2)	1,801	816	1,969	168	1,738	231	
5f	Advanced Public Order	4,263	(6)	4,257	1,993	4,622	365	4,749	(127)	
5g	Airports & Ports Policing	(573)	(13)	(586)	521	(498)	88	(777)	279	
5h	Firearms Unit	5,574	(8)	5,566	2,447	5,806	239	5,663	143	
5i	Civil Contingencies & Planning	207	11	218	106	260	42	433	(173)	
	Operational Support	15,383	1,353	16,736	8,699	17,226	490	14,796	2,430	
6a	Command Team & Support Overheads	414	2	415	266	707	292	278	429	
6b	Intelligence Analysis/Threat Assessments	4,068	11	4,080	1,690	4,113	33	2,974	1,139	
6c	Intelligence Gathering	6,504	(8)	6,495	2,585	6,791	296	7,267	(475)	
	Intelligence	10,986	5	10,990	4,541	11,611	620	10,519	1,092	
7a	Command Team & Support Overheads	1,332	(39)	1,293	417	1,290	(3)	1,357	(67)	
7b	Major Investigations Unit	5,652	79	5,731	2,416	5,810	79	5,469	340	
7c	Economic Crime	2,684	32	2,716	770	2,599	(117)	2,568	32	
7d	Specialist Investigation Units	51	(0)	51	26	63	12	63	(0)	
7e	Serious & Organised Crime Unit	4,261	(45)	4,216	1,333	3,337	(879)	2,214	1,123	
7g	Local Investigation/Prisoner Processing	13,612	(18)	13,593	4,766	12,014	(1,579)	12,150	(136)	
7h	Cyber Crime	357	14	371	144	207	(164)	151	57	
	Investigations	27,949	22	27,972	9,871	25,321	(2,651)	23,972	1,349	
13a	Witness Protection (Adult and Child)	0	0	0	0	0	0	0	0	
13c	Protecting Vulnerable People (PVP)	31,472	(18)	31,454	12,172	30,733	(721)	27,097	3,636	
13d	Monitoring Dangerous and Repeat Offenders	2,557	0	2,557	1,053	2,459	(98)	2,455	4	
13e	Command Team & Support Overheads	1,537	(1)	1,536	565	1,678	142	1,326	353	
	Public Protection	35,565	(18)	35,547	13,790	34,870	(676)	30,878	3,993	
8a	Scenes of Crime Officers	2,761	9	2,770	1,216	2,898	128	2,886	12	
8b	External Forensic Costs	3,388	0	3,388	853	3,218	(170)	2,853	364	
8c	Fingerprint	833	5	838	438	699	(139)	707	(8)	
8d	Photographic Image Recovery	2,012	1	2,013	765	2,211	198	2,039	172	
8e	Other Forensic Costs	905	9	913	395	923	10	894	29	
8f	Command Team & Support Overheads	89	0	89	27	105	15	62	43	
	Investigative Support	9,987	24	10,011	3,694	10,053	42	9,440	613	
9a	Secondments	12	(1)	11	160	3	(9)	(4)	6	
9b	Counter Terrorism/Special Branch	3,596	(6)	3,589	1,053	2,806	(784)	2,475	331	
9c	NPCC Projects / Initiatives	134	74	208	244	320	113	229	91	
9e	Other National Policing Requirements	0	0	0	(103)	(103)	(103)	0	(103)	
	National Policing	3,741	67	3,808	1,354	3,025	(783)	2,701	325	
10a	Human Resources	5,464	12	5,475	2,176	5,631	156	4,255	1,376	
10b	Finance	2,252	7	2,259	997	2,438	179	2,116	322	
10c	Legal Services	1,022	112	1,135	464	1,057	(77)	392	665	
10d	Fleet Services	5,893	(112)	5,781	2,635	6,103	322	5,983	121	
10e	Estates	12,594	(225)	12,369	4,134	11,782	(587)	11,405	377	
10f	Information Communication Technology	22,893	482	23,375	14,896	22,496	(879)	21,178	1,318	
10g	Professional Standards	3,218	(14)	3,204	1,724	2,768	(436)	2,267	501	
10h	Press & Media	1,590	150	1,741	672	1,703	(37)	1,528	175	
10i	Performance Review/Corporate Development	5,186	257	5,443	2,501	5,944	501	4,721	1,223	
10j	Procurement	1,222	4	1,227	55	1,176	(51)	500	676	
10k	Training	8,549	(29)	8,520	3,947	8,751	231	7,628	1,123	
10l	Administration Support	4,545	(63)	4,482	1,641	4,205	(277)	3,255	950	
10m	Force Command	2,169	1	2,170	905	2,356	186	2,198	158	
10n	Support to Associations & Trade Unions	370	(0)	370	178	443	74	389	54	
10o	Social Club Support & Force Band	1	1	2	34	1	(1)	1	1	
10p	Insurance/Risk Management	1,725	0	1,725	704	1,772	47	1,605	167	
	Support Functions	78,695	582	79,277	37,665	78,627	(650)	69,418	9,209	
11d	PFCC - Cost of the Democratic Process	196	0	196	104	207	10	203	4	
11e	PFCC - Office of the Police Crime Commissioner	1,233	1	1,234	(1,622)	(788)	(2,022)	1,181	(1,969)	
11g	PFCC - Commissioned Services	3,434	(50)	3,384	4,504	3,233	(152)	2,059	1,174	
	Police, Fire & Crime Commissioner	4,864	(49)	4,815	2,985	2,651	(2,164)	3,442	(791)	
12a	Revenue Contribution to Capital	1,442	0	1,442	(5,193)	1,442	0	3,383	(1,941)	
12b	Capital Financing	816	0	816	(2,187)	586	(230)	482	104	
12c	Pensions & Exit Costs	2,504	(900)	1,604	(1,192)	1,574	(30)	1,542	32	
	Central Costs	4,761	(900)	3,861	(8,571)	3,602	(259)	5,408	(1,806)	
Reserves	Transfer to/(from) earmarked reserves	798	(1,225)	(426)	(475)	1,681	2,108	2,840	(1,159)	
Gen Reserve	Transfer to/(from) general reserve	(1,200)	0	(1,200)	0	199	1,399	3,887	(3,688)	
	Grand Total	330,310	0	330,310	131,310	330,310	0	314,735	15,575	