

Medium Term Financial Strategy 2023/24 - 2027/28								Comparison to February PF&CP (5 Yr Totals*)		Comparison to February PF&CP 2023/24		Comments on 2023/24 Movement	Movement Type Ref:	
Line Ref.	2022/23 Budget	2023/24	2024/25	2025/26	2026/27	2027/28	5 Year Total	5 Year Total	Change (reduction) / increase	2023/24	Change (reduction) / increase			
	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m			
1	Original Budget - Budget Book Net Expenditure (prior year total funding)	330.3	352.2	377.0	382.4	390.7	396.7	1,899.0	1,801.5	97.5	352.2	0.0		OB
2	Adjustment from prior year activity agreed at Budget Setting	0.0	0.5	(1.3)	0.7	0.0	0.0	(0.1)	0.9	(1.0)	0.7	(0.2)	(£164k) Correction of one-off expenditure which had been categorised as recurring at 22/23 budget setting	PY
3	Opening Budget Requirement	330.3	352.7	375.7	383.1	390.7	396.7	1,898.9	1,802.4	96.5	352.9	(0.2)		
4	Pay Award	2.8	12.3	5.0	5.2	5.2	5.4	33.1	23.3	9.8	4.8	7.5	Movement includes updates to pay award assumptions including the confirmation of 2.1% for staff compared to the 2.5% assumed at budget setting and the officers pay award of £1,900 increase to each pay point. Also reflects use of £0.8m included in opening budget requirement at 22/23 budget setting which had been included to reflect on-going impact of possible additional 0.5% pay rise at Sept 22.	PA
5	Pay Progression	2.3	2.4	2.4	2.4	2.4	2.4	12.0	10.3	1.7	2.0	0.4	Updated estimates of the impact of pay increments for officers, staff and PCSOs.	PP
6	Pay - Other	3.7	(0.7)	0.3	0.3	0.3	0.3	0.5	8.1	(7.6)	1.1	(1.8)	Includes an increase to the estimated 'turnover' adjustment for police officers (this reduces the budget for the impact of leavers being replaced with lower paid probationers).	PO
7	LGPS Pension Shortfall & Auto Enrolment	0.0	0.6	0.0	0.0	0.5	0.0	1.1	0.6	0.5	0.6	0.0		PS
8	Contractual Inflation	0.9	2.2	0.9	0.5	0.5	0.5	4.6	2.9	1.7	0.5	1.7	Increase in inflation assumptions for gas, electricity and fuel.	IN
9	Contractual & Legal	3.4	0.8	0.4	0.5	0.5	0.0	2.2	5.1	(2.9)	0.9	(0.1)	Movement includes updates to PEQF forecasts (PEQF also utilises the PEQF Reserve)	CL
10	COG Approved Investment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		CA
11	Committed Change (Includes FYE of PUP)	5.9	6.8	0.0	0.0	0.0	0.0	6.8	12.6	(5.8)	5.8	1.0	Updates to full year impact of 22.23 growth (partially offset by the adjustment referenced at line reference 2). Also includes impact of Sept 22 officers pay award announcement on FYE of PUP	CC
12	Revenue Impact of Investment	2.1	2.5	2.5	3.1	(0.1)	0.0	8.0	10.4	(2.4)	2.6	(0.1)	Updates based on capital forecasts as at Provisional Outturn for 2021/22	RV
13	New Demand & Budget Growth	8.9	3.7	1.5	1.9	3.0	3.3	13.4	16.5	(3.1)	1.6	2.1	Increase in South East Allowance from £2,500 to £3,000 (£2.1m annual pressure)	ND
14	Use of One-off Recurring Budget	(3.3)	(3.3)	(3.3)	(3.3)	(3.3)	(3.3)	(16.5)	(16.5)	0.0	(3.3)	0.0		
15	Appropriations to/(from) Reserves	(0.2)	0.0	0.0	0.0	0.0	0.0	0.0	(0.8)	0.8	(0.6)	0.6	Removed £0.6m contribution from General Reserve pending a formal review of reserve usage that will be performed once all pressures and savings are clarified.	RS
16	Budget Requirement - before Savings & Efficiencies	356.8	380.0	385.4	393.7	399.7	405.3	1,964.1	1,874.9	89.2	368.9	11.1		
17	Savings - One-off	(0.9)	0.0	0.0	0.0	0.0	0.0	0.0	(0.9)	0.9	0.0	0.0		SC
18	Savings - Recurring	(3.7)	(3.0)	(3.0)	(3.0)	(3.0)	(3.0)	(15.0)	(15.7)	0.7	(3.0)	0.0		
19	Net Budget Requirement	352.2	377.0	382.4	390.7	396.7	402.3	5,812.1	1,858.3	90.8	365.9	11.1		
20	Government Funding	(206.6)	(215.1)	(218.6)	(218.6)	(218.6)	(218.6)	(1,089.5)	(1,064.7)	(24.8)	(211.9)	(3.2)	Includes estimated share of the HO funding allocation for the Sept pay award (2.3% of £140m)	GF
21	Council Tax - Base	(134.4)	(143.3)	(152.5)	(159.1)	(165.9)	(173.0)	(793.8)	(745.4)	(48.4)	(143.3)	0.0		CT
22	Council Tax - Taxbase change	(2.3)	(2.5)	(2.7)	(2.8)	(2.9)	(3.0)	(13.9)	(12.9)	(1.0)	(2.5)	0.0		CT
23	Council Tax - Precept increase	(6.6)	(6.7)	(3.9)	(4.0)	(4.2)	(4.4)	(23.2)	(22.1)	(1.1)	(3.6)	(3.1)	Includes updated precept assumption from 2.5% to a £10 increase (4.57%)	CT
24	Collection Fund	(2.3)	(1.8)	(1.8)	(1.8)	(1.8)	(1.8)	(9.0)	(9.5)	0.5	(1.8)	0.0		CF
25	Total Funding	(352.2)	(369.4)	(379.5)	(386.3)	(393.4)	(400.8)	(1,929.4)	(1,854.6)	(74.8)	(363.1)	(6.3)		

26	Annual (Shortfall)/Surplus - Cumulative	0.0	(7.6)	(2.9)	(4.4)	(3.3)	(1.5)	(19.7)	(3.7)	16.0	(2.8)	4.8		
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* 5 Years Totals Comparison - compares totals for 2022/23 to 2026/27 as reported at Feb 22 Police, Fire and Crime Panel to totals for 2023/24 to 2027/28 as reported in this MTFS

Medium Term Financial Strategy 2023/24 - 2027/28								February PF&CP 2023/24 Budget	Movement Type Ref:		
Line Ref.	2022/23 Budget	2023/24	2024/25	2025/26	2026/27	2027/28	5 Year Total	2023/24	Change (reduction) / increase)		
	£m	£m	£m	£m	£m	£m	£m	£m	£m		
1	Original Budget - Budget Book Net Expenditure (prior year total funding)	330.3	352.2	377.0	382.4	390.7	396.7	1,899.0	352.2	0.0	OB
2	Adjustment from prior year activity agreed at Budget Setting	0.0	0.5	(1.3)	0.7	0.0	0.0	(0.1)	0.7	(0.2)	PY
3	Opening Budget Requirement	330.3	352.7	375.7	383.1	390.7	396.7	1,898.9	352.9	(0.2)	
4	Unavoidable Cost Pressures	11.1	16.9	8.7	8.4	8.9	8.6	51.5	9.4	7.5	UCP
5	New Investment & Service Demand Changes	12.8	10.4	1.7	2.2	0.1	0.0	14.4	7.4	3.0	NI
6	Short Term one-off costs	5.2	3.1	2.6	2.4	1.4	0.0	9.5	3.1	0.0	ST (a)
7	Transfer to / (from) Reserves - one off costs	(0.2)	0.0	0.0	0.0	0.0	0.0	0.0	(0.6)	0.6	ST Res (b)
8	Short Term one-off costs - to be allocated	0.0	0.2	0.0	0.9	1.9	3.3	6.3	0.0	0.2	ST (c)
9	Removal of one-off costs - Short Term budget already in base budget	(3.3)	(3.3)	(3.3)	(3.3)	(3.3)	(3.3)	(16.5)	(3.3)	0.0	ST (d)
10	Budget Requirement - before Savings & Efficiencies	355.9	380.0	385.4	393.7	399.7	405.3	1,964.1	368.9	11.1	
11	Savings & Efficiencies Plan (S&EP) - cashable	(3.7)	(3.0)	(3.0)	(3.0)	(3.0)	(3.0)	(15.0)	(3.0)	0.0	SC
12	Net Budget Requirement	352.2	377.0	382.4	390.7	396.7	402.3	1,949.1	365.9	11.1	
13	Government Funding	(206.6)	(215.1)	(218.6)	(218.6)	(218.6)	(218.6)	(1,089.5)	(211.9)	(3.2)	GF
14	Council Tax - Base including taxbase change	(136.7)	(145.8)	(155.2)	(161.9)	(168.8)	(176.0)	(807.7)	(145.8)	0.0	CT
15	Council Tax - Precept increase	(6.6)	(6.7)	(3.9)	(4.0)	(4.2)	(4.4)	(23.2)	(3.6)	(3.1)	CT
16	Council Tax - (Surplus)/Deficit on Collection Fund	(2.3)	(1.8)	(1.8)	(1.8)	(1.8)	(1.8)	(9.0)	(1.8)	0.0	CF
17	Total Funding	(352.2)	(369.4)	(379.5)	(386.3)	(393.4)	(400.8)	(1,929.4)	(363.1)	(6.3)	
18	Annual (Shortfall)/Surplus - Cumulative	0.0	(7.6)	(2.9)	(4.4)	(3.3)	(1.5)	(19.7)	(2.8)	4.8	

2023/24	2024/25	2025/26	2026/27	2027/28	5 Year Total
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Line Ref.	Funding Changes							
	£m	£m	£m	£m	£m	£m	£m	
19	Main Government Cash Funding Increase/(Reduction)	10.9	8.5	3.5	0.0	0.0	0.0	12.0
20	Total Government Grant - non specific	10.9	8.5	3.5	0.0	0.0	0.0	12.0
21	Council Tax & Collection Fund Cash Funding Increase/(Reduction)	8.9	8.7	6.6	6.8	7.1	7.4	36.6
22	Overall Cash Funding Increase/(Reduction)	21.9	17.2	10.1	6.8	7.1	7.4	48.6
23	Percentage Funding Increase/(Reduction)	6.6%	4.9%	2.7%	1.8%	1.8%	1.9%	

Key % Assumptions							
	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	
24	Overall change in Home Office grants	5.6%	4.1%	1.6%	0.0%	0.0%	0.0%
26	Increase in Council Tax	4.79%	4.57%	2.50%	2.50%	2.50%	2.50%
27	Change in Taxbase	1.87%	1.75%	1.75%	1.75%	1.75%	1.75%
28	Inflation Recurring - Officers Pay	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
29	Inflation Recurring - Staff/PSCOs Pay	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%

Savings & Efficiencies - Cashable only							
	2022/23 Budget £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	5 Year Total £m
30	Savings & Efficiencies Plan (S&EP) - <u>cashable</u>	(3.7)	(3.0)	(3.0)	(3.0)	(3.0)	(15.0)
31	Annual (Shortfall)/Surplus after cashable S&EP - to be (found) / invested - <u>cashable</u>	0.0	(7.6)	(2.9)	(4.4)	(3.3)	(19.7)
32	Total S&EP for all <u>cashable</u> savings	(3.7)	(10.6)	(5.9)	(7.4)	(6.3)	(34.7)

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Essex Police

Medium Term Financial Strategy 2023/24 - 2027/28

Line Ref		2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	Total	Category for New Summary Report
		£m	£m	£m	£m	£m	£m	£m	
1	Original Budget - Budget Book Net Expenditure (prior year total funding)	330.3	352.2						
1a	Opening Budget Requirement			377.0	382.4	390.7	396.7	1,899.0	
B	Remove prior year use of General/Earmarked Reserve funding	-	-	-	-	-	-		
C	Remove prior year one-off funding/income (above perm. budget)	(0.6)	(1.9)	-	0.7	-	-		
D	Add one-off costs agreed at prior year budget setting (above perm budget)	0.5	1.3						
E	Remove one-off costs agreed at prior year budget setting	(0.2)	(0.5)	(1.3)					
F	Add prior year in-year reduction for New Investment etc	-	-	-	-	-	-		
G	Add Full year effect of Strategic Change Plans	-	-	-	-	-	-		
H	Add full year costs of prior years growth	0.3	0.8						
I	Other Adjustments								
J	Other Adjustments - Pay Award		0.8						
K	Roundings to match SAP	-	-						
2	Adjustment from prior year activity agreed at Budget Setting	-	0.5	(1.3)	0.7	-	-	(0.1)	
3	Opening Budget Requirement	330.3	352.7	375.7	383.1	390.7	396.7	1,898.9	
	Unavoidable Cost Pressures								
4	Pay Award (Officers) FYE of Sept 22 increase above rate in opening budget requirement (7 months)		3.7					3.7	Pay Award
5	Pay - Sept Pay Award - prior year (5 months - April to August)	0.1	4.4	2.1	2.1	2.2	2.2	13.0	Pay Award
6	Pay - Sept Pay Award - current year (7 months - Sept to March)	2.7	4.2	2.9	3.1	3.0	3.2	16.4	Pay Award
7	Pay - In Year activity - increments	2.3	2.4	2.4	2.4	2.4	2.4	12.0	Pay Progression
8	Pay - In Year activity - Turnover (Inc 21/22 Growth not yet achieved)	(1.1)	(2.2)	(2.2)	(2.2)	(2.2)	(2.2)	(11.0)	Pay - Other
9	Pay - in year activity - Other (Inc. impact on allowances, NI, Pension and Apprenticeship Levy)	2.3	1.5	2.5	2.5	2.5	2.5	11.5	Pay - Other
10	Increase to Employers NI Contributions of 1.25% from 2022/23	2.5						-	Pay - Other
11	LGPS Pension shortfall (Tri-annual Actuarial review)	-	0.5	-	-	0.5		1.0	LGPS Pension Shortfall & Auto Enrolme
12	Auto Enrolment to Pension schemes	-	0.1	-	-	-		0.1	LGPS Pension Shortfall & Auto Enrolme
13	Contractual Inflation & De-flation	0.9	2.2	0.9	0.5	0.5	0.5	4.6	Contractual Inflation
14	Policing Education Qualifications Framework (PEQF)	-	0.1	0.1	-	-		0.2	Contractual & Legal
15	Investment approved by COG since 2022/23 budget setting	-	-	-	-	-		-	COG Approved Investment
16	Operational and Support contractual and legal cost pressures, including Motor insurance	1.4	-	-	-	-		-	Contractual & Legal
17	Total Unavoidable Cost Pressures	11.1	16.9	8.7	8.4	8.9	8.6	51.5	
	New Investment & Service Demand Changes								
18	New investment - Recurring	1.5	-	-	-	-		-	New Demand & Budget Growth
19	2022/23 Police Uplift - recurring	5.7	3.6	-	-	-		3.6	Committed Change (Includes FYE of PU
20	22/23 Police Officers funded by Precept increase	1.9	0.2					0.2	Committed Change (Includes FYE of PU
21	PUP Ring Fenced Grant (Income)	(3.0)	-	-	-	-		-	Committed Change (Includes FYE of PU
22	PUP Ring Fenced Grant Remove Prior Year	2.2	3.0					3.0	Committed Change (Includes FYE of PU
23	Increase South East Allowance by £500 to £2,500 (22/23) and £3,000 (23/24)	2.0	2.1	-	-	-		2.1	New Demand & Budget Growth
24	Increases of less than £10k on non-pay budgets	-	0.1	0.1	0.1	0.1		0.4	New Demand & Budget Growth
25	Service demand changes including Estates Services restructure	1.2	-	-	-	-		-	New Demand & Budget Growth
26	Reduction in Special Branch Expenditure	(0.9)						-	Committed Change (Includes FYE of PU
27	Borrowing Requirement - interest charges	-	0.1	0.1	0.1	-		0.3	Revenue Impact of Investment
28	Borrowing Requirement - Minimum Revenue Requirement (MRP)	-	0.2	0.8	1.8	0.4		3.2	Revenue Impact of Investment
29	Capital Programme (Approved) - Revenue Consequences	0.3	0.1	-	0.1	(0.5)		(0.3)	Revenue Impact of Investment
30	Capital Programme (Proposed) - Revenue Consequences	0.2	0.6	0.2	0.1	-		0.9	Revenue Impact of Investment
31	Expenditure/(Income) offsetting appropriations to/from Reserves	0.1	-	-	-	-		-	New Demand & Budget Growth
32	PFCC - Investment Bids	1.6	0.4	0.5	-	0.1		1.0	New Demand & Budget Growth
33	Total New Investment	12.8	10.4	1.7	2.2	0.1	-	14.4	

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Medium Term Financial Strategy 2023/24 - 2027/28

Line Ref	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	Total	Category for New Summary Report	
	£m	£m	£m	£m	£m	£m	£m		
34	One-off Costs								
35	0.9	-	-	0.1	-	-	0.1	Revenue Impact of Investment	
36	0.7	1.5	1.4	0.9	-	-	3.8	Revenue Impact of Investment	
37	0.7	0.2	(0.2)	-	-	-	-	Contractual & Legal	
38	1.3	0.5	0.5	0.5	0.5	-	2.0	Contractual & Legal	
39	0.9	0.9	0.9	0.9	0.9	-	3.6	New Demand & Budget Growth	
40	1.5	-	-	-	-	-	-	New Demand & Budget Growth	
41	(0.9)	-	-	-	-	-	-	Savings - One-off	
42	-	-	-	-	-	-	-	COG Approved Investment	
43	0.1	-	-	-	-	-	-	New Demand & Budget Growth	
44	5.2	3.1	2.6	2.4	1.4	-	9.5		
45	Appropriations To/(From) Earmarked Reserve								
46	-	-	-	-	-	-	-	Appropriations to/(from) Reserves	
47	-	-	-	-	-	-	-	Appropriations to/(from) Reserves	
48	-	-	-	-	-	-	-	Appropriations to/(from) Reserves	
49	-	-	-	-	-	-	-		
50	Appropriations To/(From) General Reserve								
51	(0.2)	-	-	-	-	-	-	Appropriations to/(from) Reserves	
52	-	-	-	-	-	-	-	Appropriations to/(from) Reserves	
53	-	-	-	-	-	-	-	Appropriations to/(from) Reserves	
54	(0.2)	-	-	-	-	-	-		
55	(0.2)	-	-	-	-	-	-		
56	-	0.2	-	0.9	1.9	3.3	6.3	New Demand & Budget Growth	
57	(3.3)	(3.3)	(3.3)	(3.3)	(3.3)	(3.3)	(16.5)	Use of One-off Recurring Budget	
58	1.7	-	(0.7)	-	-	-	(0.7)		
59	355.9	380.0	385.4	393.7	399.7	405.3	1,964.1		
60	(3.7)	(3.0)	(3.0)	(3.0)	(3.0)	(3.0)	(15.0)	Savings - Recurring	
61	352.2	377.0	382.4	390.7	396.7	402.3	1,949.1		

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Medium Term Financial Strategy 2023/24 - 2027/28

Line Ref	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	Total	Category for New Summary Report
	£m	£m	£m	£m	£m	£m	£m	
Funding								
<i>Home Office Police Grant</i>								
62	(117.5)	(131.8)	(135.3)	(135.3)	(135.3)	(135.3)	(537.7)	Government Funding
63	(9.0)	-	-	-	-	-	-	Government Funding
64	(126.5)	(131.8)	(135.3)	(135.3)	(135.3)	(135.3)	(537.7)	
<i>Home Office Formula Grant</i>								
65	(67.0)	(67.0)	(67.0)	(67.0)	(67.0)	(67.0)	(335.0)	Government Funding
66		(3.2)	(3.2)	(3.2)	(3.2)	(3.2)		Government Funding
67	(67.0)	(70.2)	(70.2)	(70.2)	(70.2)	(70.2)	(351.0)	
<i>Other Non Specific Grants</i>								
68	(2.1)	(2.1)	(2.1)	(2.1)	(2.1)	(2.1)	(10.5)	Government Funding
69	(11.0)	(11.0)	(11.0)	(11.0)	(11.0)	(11.0)	(55.0)	Government Funding
70	(13.1)	(13.1)	(13.1)	(13.1)	(13.1)	(13.1)	(65.5)	
71	(206.6)	(215.1)	(218.6)	(218.6)	(218.6)	(218.6)	(1,089.5)	
72	(206.6)	(215.1)	(218.6)	(218.6)	(218.6)	(218.6)	(1,089.5)	
<i>Council Tax Requirement</i>								
73	(134.4)	(143.3)	(152.5)	(159.1)	(165.9)	(173.0)	(793.8)	Council Tax - Base
74	(2.3)	(2.5)	(2.7)	(2.8)	(2.9)	(3.0)	(13.9)	Council Tax - Taxbase change
75	(6.6)	(6.7)	(3.9)	(4.0)	(4.2)	(4.4)	(23.2)	Council Tax - Precept increase
76	(143.3)	(152.5)	(159.1)	(165.9)	(173.0)	(180.4)	(830.9)	Collection Fund
77	(349.9)	(367.6)	(377.7)	(384.5)	(391.6)	(399.0)	(1,920.4)	
78	(2.3)	(1.8)	(1.8)	(1.8)	(1.8)	(1.8)	(7.2)	Collection Fund
79	(352.2)	(369.4)	(379.5)	(386.3)	(393.4)	(400.8)	(1,929.4)	
80	-	(7.6)	(2.9)	(4.4)	(3.3)	(1.5)	(19.7)	
81	10.9	8.5	3.5	-	-	-	12.0	
82	10.9	8.5	3.5	-	-	-	12.0	
83	8.9	9.2	6.6	6.8	7.1	7.4	37.1	
84	2.1	(0.5)	-	-	-	-	(0.5)	
85	21.9	17.2	10.1	6.8	7.1	7.4	48.6	
86	6.6%	4.9%	2.7%	1.8%	1.8%	1.9%		

A. Key % Assumptions

	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
87	6.0%	absolute figure	absolute figure	0.0%	0.0%	0.0%
88	5.8%	0.0%	0.0%	0.0%	0.0%	0.0%
89	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
90	5.6%	4.1%	1.6%	0.0%	0.0%	0.0%
91	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
92	4.79%	4.57%	2.50%	2.50%	2.5%	2.5%
93	1.87%	1.75%	1.75%	1.75%	1.75%	1.75%
94	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
95	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
96	Inflation - Non pay - various as only specific contractual inflation is used. There is no general inflation.					

B. Key Assumptions

97	Council Tax increase of 4.79% in 2022/23, and then 2.5% annually
98	Government Grants funding is based on 0% increase from 2022/23 with the exception of the main Police Grant which has been updated to reflect an estimated allocation of the national growth in funding announced in the 3 year Comprehensive Spending Review.
99	The Borrowing Requirement and revenue consequences of this are continually under review as the capital program is updated.

C. Key Principles

100	From 2016/17 one off costs are no longer funded from General Reserves. A recurring budget for short term projects of £3.5m was created. The current
101	Variances in the number of Bank Holiday's in a financial year will be managed within the recurring short term budget.

D. Areas for Future Consideration and Further Reviews

102	Airwave switch off is delayed to 2024/25. Costs are continually under review
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E. Scenarios

	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	£m	£m	£m	£m	£m	£m
<i>1% change (+ / -) in:</i>						
103	Council Tax:	1.4	1.5	1.6	1.6	1.7
104	Government Grant:	2.1	2.2	2.2	2.2	2.2
105	Total	3.5	3.7	3.8	3.8	3.9
<i>0.5% change (+ / -) in:</i>						
106	Council Tax:	0.7	0.7	0.8	0.8	0.9
107	Government Grant:	1.0	1.1	1.1	1.1	1.1
108	Total	1.7	1.8	1.9	1.9	2.0

0.0 | 0.0 | 0.0 | 0.0 | 0.0

Movements to MTFS since 2021/22 Budget Setting

Line Ref:	MTFS Detail Line Ref:		MTFS Summary (High Level) Movement Type:	MTFS Summary (New) Movement Type:	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	5 Year Total £m	Comments
1		Overall (Shortfall) / Surplus - Police Fire & Crime Panel 3.2.22			(2.8)	0.9	(1.3)	(0.5)	0.0	(3.7)	

MTFS Pressures for Pay Budget Setting - High Level Estimations

(Includes Pay, NI, Pension, Allowances and Apprenticship Levy)

Pay - Sept Pay Award - prior year (5 months - April to August)	Police Officers
	Staff
	PCSOs
	Total

Pay - Sept Pay Award - current year (7 months - Sept to March)	Police Officers
	Staff
	PCSOs
	Total

Pay - in year activity - Increments	Police Officers
	Staff
	PCSOs
	Total

Pay - in year activity - Turnover	Police Officers
	Staff
	PCSOs
	Total

Pay - in year activity - Other (Inc. impact on allowances, NI, Pension and Apprenship Levy)	Police Officers
	Staff
	PCSOs
	Total

Total Pay Activity

In the MTFS as at 22/23 Budget Setting

Movement from 22/23 Budget Setting

Assumptions for 23/24 Onwards Pay award

Police Officers

Pay Rise Month

Revised pay budget

Sep-23

Sep-24	136,760,151.80
Sep-25	142,044,850.25
Sep-26	147,533,760.50
Sep-27	153,234,773.73

Police Staff

Pay Rise Month

Revised pay budget applied to

Sep-23	
Sep-24	63,868,618.78
Sep-25	66,142,292.83
Sep-26	68,496,907.95
Sep-27	70,935,345.56

PCSOs

Pay Rise Month

Revised pay budget applied to

Sep-23	
Sep-24	2,381,697.07
Sep-25	2,456,932.92
Sep-26	2,534,545.42
Sep-27	2,614,609.63

	2023/24	2024/25	Year 2025/26	2026/27	2027/28
	2.9	1.4	1.4	1.5	1.5
	1.5	0.7	0.7	0.7	0.7
	0.0	0.0	-	-	-
	4.4	2.1	2.1	2.2	2.2
	1.9	2.0	2.1	2	2.2
	2.3	0.9	1.0	1.0	1.0
	0.0	-	-	-	-
	4.2	2.9	3.1	3.0	3.2
	1.7	1.7	1.7	1.7	1.7
	0.7	0.7	0.7	0.7	0.7
	0.0	-	-	-	-
	2.4	2.4	2.4	2.4	2.4
	-2.2 -	2.2 -	2.2 -	2.2 -	2.2
	-2.2	-2.2	-2.2	-2.2	-2.2
	2.4	2.4	2.4	2.4	2.4
	-0.6	0.0	0.0	0.0	0.0
	0.1	0.1	0.1	0.1	0.1
	1.9	2.5	2.5	2.5	2.5
	10.7	7.7	7.9	7.9	8.1
	8.7	8.2	8.1	8.1	8.1
	2.0	-0.5	-0.2	-0.2	0.0

5 Months
2.5%

7 Months

Increment Increase

2.5%	1,424,585	1,994,419	1,865,694.65
2.5%	1,479,634	2,071,487	1,937,789.00
2.5%	1,536,810	2,151,534	2,012,669.22
2.5%	1,596,196	2,234,674	2,090,442.97

	5 Months	7 Months	Increment Increase
2.5%			
2.5%	665,298	931,417	676,958.59
2.5%	688,982	964,575	701,057.79
2.5%	713,509	998,913	726,014.92
2.5%	738,910	1,034,474	751,860.49

	5 Months	7 Months	Increment Increase
2.5%			
2.5%	24,809	34,733	15,693.43
2.5%	25,593	35,830	16,189.17
2.5%	26,402	36,962	16,700.57
2.5%	27,236	38,130	17,228.13

assumes 2.5% in Sept 22

assumes 2.5% in Sept 23

The credit in 23/24 will include the £0.6m additional social care levy budget added in 22/23

1.4%

1.1%

0.66%

Costings from Dawn's model (used for month 4 monitoring report)
Officers

	2022/23	2023/24	2024/25
	£m	£m	£m
Cost	3.035	5.389	5.389
Home Office Funding Allocation (TBC)	-1.610	-3.220	-3.220
Pressure	1.425	2.169	2.169
Additional 0.5% incl in MTFS		-0.800	-0.800
Residual Pressure	1.425	1.369	1.369

Staff

	2022/23	2023/24	2024/25
	£m	£m	£m
Cost	1.473	2.525	2.525
Pressure	1.473	2.525	2.525
Residual Pressure	1.473	2.525	2.525