

## Performance and Resources Scrutiny Programme 2022/23

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

<b>Title of Report:</b>	<b>2022/23 Month 6 Police Objective Analysis</b>
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<b>Chief Officer</b>	<b>DCC Prophet</b>
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<b>COG meeting date / date of approval (Please indicate whether paper presented to COG or not)</b>	<b>19<sup>th</sup> October 2022</b>

### **1.0 Purpose of Report**

- 1.1 The report identifies the 2022/23 Month 6 in-year monitoring for Police Objective Analysis (POA). High level explanations for the main in-year variances to budget are provided for POA Level 1 (Section 1), which equally provide some of the explanation for the POA Level 2 variances.
- 1.2 The year-on-year outturn comparison between 2022/23 and 2021/22 have been included within the report following completion of the CIPFA annual statutory return (Section 2).
- 1.3 Probationers at the college are in non-established posts and their costs will appear within the Local Policing POA. There are vacancies in local policing but these are cancelled out by a significant number of non-established posts for probationers. The average numbers as at month 6, of non-established posts, are Probationers (PEQF) 156 FTEs, Probationer PCs 36 FTEs, Probationers (Police Now) 25 FTEs, Student Constables (Investigate First) 2 FTEs.
- 1.4 The POA Level 2 information is noted in Appendix A.

### **2.0 Recommendations**

- 2.1 The report is for noting.

# 1. POA – Level 1 – 2022/23 Summary and Forecast Variance Analysis

Revenue Monitoring Report - Police Objective Analysis							Forecast Variance Commentary
Forecast Outturn (up to the end of September 2022/23)							
Function	2022/23 Original Budget	Reclassifications and virements	Current Budget	Actuals to date	2022/23 Forecast Outturn	Forecast Variance Over / (Under) Spend	
	£000	£000	£000	£000	£000	£000	
Local Policing	87,516	(960)	86,556	44,957	91,847	5,292	Includes the impact from probationer intakes, alongside the decision to commence the financial year 20 FTE above budget. Vacancies are held in local policing to balance the non-established training establishment. The increase to the forecast overspend from Month 3 is due to the inclusion of the Police Officer pay award, which will have a proportionate effect on all POA categories (and therefore not repeated for every POA category). The impact of the uplift to the South East allowance has no impact on the variance due to funding from the General Reserve (applicable to other POA categories). Bank Holiday overtime and Temporary Duty Allowance was erroneously included under the Level 2 category of Command Team & Support Overheads (1d), and has now been corrected to Neighbourhood Policing (1a).
Dealing with the Public	27,644	82	27,726	13,508	27,414	(312)	Includes 62 FTE Police Staff and 11 FTE Office vacancies in Contact Management, as at 30th September 2022, largely offset by utilisation of Police Officer and Staff overtime to cover vacant posts.
Criminal Justice Arrangements	16,466	(114)	16,352	9,328	16,968	616	Officer and Staff overtime forecast to overspend based on custody and witness care activity. Overspend in relation to Interpreter Fees (£100k) and deficit on Magistrates Costs Awarded income (£100k).
Road Policing	9,342	100	9,442	5,229	9,688	246	Includes 10 FTE Roads Policing Officer vacancies that reflect an underspend, however this reverts to an overspend resulting from the inclusion of the Police Officer Pay Award, and the Police Staff Pay Award (based on a £1,900 increase for all grades from 1 September 2022, which is yet to be confirmed).
Operational Support	17,798	357	18,155	13,578	22,932	4,777	Op Hazel forecast expenditure of £5.1m, as at 30th September 2022.
Intelligence	12,862	192	13,054	5,989	12,921	(133)	Includes 22 FTE Staff vacancies in the Serious Organised Crime and Investigations unit as at 30th September 2022.
Investigations	32,954	432	33,387	15,686	30,506	(2,881)	Includes 51 FTE Officer vacancies in Investigations (Major Crime Unit, Serious Organised Crime Unit, Serious Violence unit and Local Investigations), as at 30th September 2022 (reduction of 10 FTE Officer vacancies from Month 3).
Public Protection	39,559	444	40,003	18,448	37,804	(2,199)	Includes 75 FTE Officer vacancies in Public Protection (MOSOVO, PP Hubs, DAIT (part of LPA Investigations), and Ops Centre), as at 30th September 2022.
Investigative Support	10,613	23	10,635	4,385	9,779	(856)	Includes 23 FTE Staff vacancies in the Digital Forensics unit, as at 30th September 2022, plus reduction in Forensic Analysis costs of £0.550m based on average monthly submissions spend to date of £0.140m versus budgeted expenditure of £0.190m per month.
National Policing	3,555	133	3,688	2,273	3,010	(678)	Reduction in Third Party Payments to other ERSOU forces.
<b>Sub total</b>	<b>258,309</b>	<b>689</b>	<b>258,998</b>	<b>133,382</b>	<b>262,870</b>	<b>3,872</b>	
Support Functions	84,653	1,709	86,362	46,505	87,785	1,423	Includes inflationary increases for Premises and Transport related expenditure for Electricity, gas, vehicle fuel and parts/equipment, over and above provision made in 2022/23 Budget Setting, offset by reduction in vehicle insurance premiums following confirmation of the premium element relating to the period October 2022 to March 2023, based on claims experience and vehicle numbers.
Police, Fire & Crime Commissioner	6,653	(55)	6,597	5,346	7,052	455	Council Tax Sharing Agreement forecast, resulting in £0.4m of extra costs being recognised to match precept schedule adjustments for 2022/23, plus the impact resulting from the difference in the 2021/22 year-end accrual estimate compared to the actual shareback adjustment.
Central Costs	3,869	(1,071)	2,798	(1,552)	2,568	(231)	II Health/Medical forecast underspend and increase in Investment Income forecast. The actuals include receipt of the Home Office Pension Grant of £2.892m, which is included within the budget and forecast.
<b>Sub total</b>	<b>95,175</b>	<b>583</b>	<b>95,758</b>	<b>50,299</b>	<b>97,405</b>	<b>1,647</b>	
<b>Net expenditure</b>	<b>353,484</b>	<b>1,271</b>	<b>354,755</b>	<b>183,681</b>	<b>360,275</b>	<b>5,519</b>	
Transfer to/(from) earmarked reserves	(1,078)	(95)	(1,172)	(1,047)	(1,172)	0	Nil variance.
Transfer to/(from) general reserve	(206)	(1,177)	(1,383)	(206)	(6,902)	(5,519)	Reflects in-year overspend of £5.519m (including £5.1m expenditure for Op Hazel, as at 30th September 2022). The in-year allocation of £1.177m reflects the funding of the increase to the South East Allowance.
<b>Budget Requirement</b>	<b>352,200</b>	<b>0</b>	<b>352,200</b>	<b>182,428</b>	<b>352,200</b>	<b>0</b>	

## 2. POA – Level 1 (continued) – Outturn Variance Analysis 2022/23 vs 2021/22

<u>Revenue Monitoring Report - Police Objective Analysis</u> <u>Forecast Outturn (up to the end of September 2022/23)</u>					<b>Officer FTE Movement</b>			<b>Staff FTE Movement</b>		
Function	2022/23 Forecast Outturn	2021/22 Outturn	Outturn Variance 2022/23 vs 2021/22	Outturn Variance Commentary - 2022/23 vs 2021/22	2022/23	2021/22	Variance	2022/23	2021/22	Variance
	£000	£000	£000							
Local Policing	91,847	89,709	2,139	Officer increase of 122 FTE. Staff decrease of 18 FTE to reflect posts in correct POA headings within Intelligence and Investigations. Average budget per PC rank decreased from £46k to £42k as part of 2022/23 Budget Setting, in recognition of volume of Probationer intakes that are scheduled through the course of the financial year. Vacancies are held in local policing to balance the non-established training establishment.	1,600	1,479	122	76	93	(18)
Dealing with the Public	27,414	25,288	2,126	Officer increase of 14 FTE and Staff increase of 26 FTE. Underspend resulting from vacancies largely offset by utilisation of Police Officer and Staff overtime.	113	99	14	514	488	26
Criminal Justice Arrangements	16,968	16,160	808	Increase to Police Officer and Staff overtime based on custody and witness care activity, plus the impact of the Police Staff Pay Award, based on a £1,900 increase for all grades from 1 September 2022, which is yet to be confirmed.	63	60	3	290	303	(13)
Road Policing	9,688	9,724	(35)	No material change.	156	159	(3)	83	80	3
Operational Support	22,932	17,462	5,470	Op Hazel forecast expenditure of £5.1m, as at 30th September 2022. In addition, average budget per experienced PC rank increased from £46k to £53k as part of 2022/23 Budget Setting, in recognition of seniority of Officers who occupy these posts. Officer decrease of 23 FTE and Staff decrease of 5 FTE linked to reduction in Stansted posts.	294	317	(23)	23	28	(5)
Intelligence	12,921	11,839	1,082	Average budget per experienced PC rank increased from £46k to £53k as part of 2022/23 Budget Setting, in recognition of seniority of Officers who occupy these posts, partly offset by underspend on vacant posts.	125	128	(3)	125	111	14
Investigations	30,506	25,499	5,007	Officer increase of 27 FTE and Staff increase of 6 FTE, albeit some element of Officer growth still to be delivered. Average budget per experienced PC rank increased from £46k to £53k as part of 2022/23 Budget Setting, in recognition of seniority of Officers who occupy these posts.	488	460	27	95	89	6
Public Protection	37,804	35,055	2,749	Officer increase of 31 FTE and Staff increase of 4 FTE, albeit some element of Officer growth still to be delivered. Average budget per experienced PC rank increased from £46k to £53k as part of 2022/23 Budget Setting, in recognition of seniority of Officers who occupy these posts.	599	568	31	185	181	4
Investigative Support	9,779	9,478	301	Net increase in Forensic Analysis expenditure, despite 2022/23 in-year forecast underspend.	2	2	0	143	137	6
National Policing	3,010	3,051	(40)	No material change.	102	98	4	0	0	0
<b>Sub total</b>	<b>262,870</b>	<b>243,264</b>	<b>19,606</b>		<b>3,542</b>	<b>3,369</b>	<b>173</b>	<b>1533</b>	<b>1511</b>	<b>22</b>
Support Functions	87,785	77,093	10,692	Officer increase of 30 FTE and Staff increase of 45 FTE. Inflation adjustment is in connection to Estates and Transport related costs. One-off adjustment is for year-on-year increase to Revenue Consequences of Capital. Budget Adjustments are for annual Home Office charges that are now reflected within Intelligence, in line with the POA guidance. Also included is the reclassification of the Contribution to the Capital Financing Reserve which was previously held against central costs.	213	184	30	836	790	45
Police, Fire & Crime Commissioner	7,052	1,648	5,404	Includes 2022/23 growth for Safer Streets and V&V Funding totalling £1.514m and reduction in Staff FTE due to recognition of posts that are funded by Commissioning budgets, rather than via the annual Pay Budget Setting process. The 2021/22 outturn includes the LCTS Grant of £2.022m and a Covid Tax Income Compensation grant of £0.250m. The Council Tax Sharing Agreement expenditure in 2021/22 was £0.595m, but forecast to be £1.283m for 2022/23 based on the latest precept schedule adjustments.	0	0	0	16	21	(5)
Central Costs	2,568	5,584	(3,017)	The Contribution to the Capital Financing Reserve is allocated across several POA categories in accordance with the POA guidance (mainly within support functions for Estates and IT), but was previously held against central costs (2021/22 - £3.752m).	0	0	0	0	0	0
<b>Sub total</b>	<b>97,405</b>	<b>84,326</b>	<b>13,079</b>		<b>213</b>	<b>184</b>	<b>30</b>	<b>852</b>	<b>811</b>	<b>41</b>
<b>Net expenditure</b>	<b>360,275</b>	<b>327,589</b>	<b>32,685</b>	Increase of 202 FTE Officers / 63 FTE Staff	<b>3,755</b>	<b>3,553</b>	<b>202</b>	<b>2384</b>	<b>2322</b>	<b>63</b>
Transfer to/(from) earmarked reserves	(1,172)	1,055	(2,228)	Difference in Transfer to/(from) earmarked reserves between financial years						
Transfer to/(from) general reserve	(6,902)	1,655	(8,557)	Difference between 2022/23 forecast contribution from General Reserve and 2021/22 contribution to General Reserve						
<b>Budget Requirement</b>	<b>352,200</b>	<b>330,300</b>	<b>21,900</b>							

# Appendix A - Police Objective Analysis (POA) – Level 2

Revenue Monitoring Report - Police Objective Analysis format  
Forecast Outturn (up to the end of September 2022/23)

	2022/23 Original Budget	Reclassifications and virements	Current Budget	Actuals to date	2022/23 Forecast Outturn	Forecast Variance Over / (Under) Spend	2021/22 Outturn	Outturn variance 2022/23 vs 2021/22	
	£000	£000	£000	£000	£000	£000			
1a	Neighbourhood Policing	78,805	(867)	77,937	40,256	82,239	4,302	79,165	3,074
1c	Specialist Community Liaison	5,677	24	5,700	2,947	5,955	255	5,918	38
1d	Command Team & Support Overheads	3,035	(117)	2,918	1,754	3,653	735	4,626	(973)
	<b>Local Policing</b>	<b>87,516</b>	<b>(960)</b>	<b>86,556</b>	<b>44,957</b>	<b>91,847</b>	<b>5,292</b>	<b>89,709</b>	<b>2,139</b>
2a	Front Desk	1,194	(2)	1,192	603	1,190	(2)	1,147	43
2b	Central Communications Unit	25,763	245	26,009	12,485	25,412	(597)	22,417	2,994
2d	Command Team & Support Overheads	686	(161)	526	421	812	287	1,724	(911)
	<b>Dealing with the Public</b>	<b>27,644</b>	<b>82</b>	<b>27,726</b>	<b>13,508</b>	<b>27,414</b>	<b>(312)</b>	<b>25,288</b>	<b>2,126</b>
3a	Custody	8,511	103	8,614	4,672	9,497	884	8,921	578
3b	Police Doctors, Nurses & Surgeons	1,803	(10)	1,793	1,590	1,822	29	1,771	51
3e	Criminal Justice	4,389	(231)	4,157	2,027	3,942	(215)	3,917	25
3f	Police National Computer	618	0	618	375	375	(242)	589	(213)
3h	Coroner Assistance	0	0	0	0	0	0	33	(33)
3j	Property Officers	715	(4)	711	371	743	32	591	162
3k	Command Team & Support Overheads	431	28	459	293	588	129	338	250
	<b>Criminal Justice Arrangements</b>	<b>16,466</b>	<b>(114)</b>	<b>16,352</b>	<b>9,328</b>	<b>16,968</b>	<b>616</b>	<b>16,160</b>	<b>808</b>
4a	Traffic Units	9,524	155	9,679	4,941	9,880	201	10,011	(131)
4c	Vehicle Recovery	(230)	(1)	(231)	(46)	(205)	25	(238)	33
4d	Casualty Reduction Partnership	(201)	(52)	(253)	289	(243)	10	(129)	(115)
4e	Command Team & Support Overheads	249	(2)	247	45	257	10	79	178
	<b>Road Policing</b>	<b>9,342</b>	<b>100</b>	<b>9,442</b>	<b>5,229</b>	<b>9,688</b>	<b>246</b>	<b>9,724</b>	<b>(35)</b>
5a	Command Team & Support Overheads	4,100	(323)	3,776	2,579	4,229	453	3,005	1,224
5b	Air Operations	1,797	29	1,827	862	1,735	(92)	1,399	338
5d	Specialist Terrain	338	13	351	187	372	22	291	81
5e	Dogs Section	1,938	26	1,965	1,022	2,150	185	2,016	134
5f	Advanced Public Order	4,205	34	4,239	6,583	9,114	4,874	4,900	4,214
5g	Airports & Ports Policing	(735)	42	(693)	(684)	(961)	(267)	(482)	(499)
5h	Firearms Unit	6,188	112	6,279	2,930	6,088	(191)	6,083	25
5i	Civil Contingencies & Planning	(13)	424	412	100	204	(207)	249	(45)
	<b>Operational Support</b>	<b>17,798</b>	<b>357</b>	<b>18,155</b>	<b>13,578</b>	<b>22,932</b>	<b>4,777</b>	<b>17,462</b>	<b>5,470</b>
6a	Command Team & Support Overheads	297	4	300	110	287	(14)	753	(466)
6b	Intelligence Analysis/Threat Assessments	5,387	115	5,482	2,401	5,431	(51)	4,050	1,381
6c	Intelligence Gathering	7,198	73	7,271	3,479	7,203	(68)	7,036	167
	<b>Intelligence</b>	<b>12,862</b>	<b>192</b>	<b>13,054</b>	<b>5,989</b>	<b>12,921</b>	<b>(133)</b>	<b>11,839</b>	<b>1,082</b>
7a	Command Team & Support Overheads	1,793	(136)	1,657	804	1,939	282	1,062	877
7b	Major Investigations Unit	6,629	36	6,665	3,407	6,477	(188)	6,095	382
7c	Economic Crime	2,857	24	2,881	1,301	2,368	(513)	2,185	183
7d	Specialist Investigation Units	47	(0)	47	32	64	17	55	9
7e	Serious & Organised Crime Unit	8,158	699	8,858	4,085	7,981	(899)	3,718	4,243
7g	Local Investigation	13,044	(202)	12,842	5,773	11,528	(1,313)	12,194	(666)
7h	Cyber Crime	426	11	437	284	169	(268)	190	(21)
	<b>Investigations</b>	<b>32,954</b>	<b>432</b>	<b>33,387</b>	<b>15,686</b>	<b>30,506</b>	<b>(2,881)</b>	<b>25,499</b>	<b>5,007</b>
13a	Witness Protection (Adult and Child)	0	0	0	0	0	0	0	0
13c	Protecting Vulnerable People (PVP)	34,930	309	35,238	15,912	32,440	(2,798)	30,657	1,783
13d	Monitoring Dangerous and Repeat Offenders	3,032	190	3,222	1,762	3,481	239	2,575	888
13e	Command Team & Support Overheads	1,597	(55)	1,542	774	1,903	361	1,823	81
	<b>Public Protection</b>	<b>39,559</b>	<b>444</b>	<b>40,003</b>	<b>18,448</b>	<b>37,804</b>	<b>(2,199)</b>	<b>35,055</b>	<b>2,749</b>
8a	Scenes of Crime Officers	2,994	5	2,999	1,445	2,938	(61)	2,893	45
8b	External Forensic Costs	3,380	2	3,383	1,003	2,833	(550)	2,583	249
8c	Fingerprint	921	2	923	789	805	(119)	719	88
8d	Photographic Image Recovery	2,298	15	2,311	634	2,231	(80)	2,333	(102)
8e	Other Forensic Costs	967	5	972	518	923	(50)	847	78
8f	Command Team & Support Overheads	54	(7)	47	(3)	51	3	104	(53)
	<b>Investigative Support</b>	<b>10,613</b>	<b>23</b>	<b>10,635</b>	<b>4,385</b>	<b>9,779</b>	<b>(856)</b>	<b>9,478</b>	<b>301</b>
9a	Secondments	0	7	7	158	(5)	(11)	(2)	(3)
9b	Counter Terrorism/Special Branch	3,260	38	3,298	1,883	2,617	(681)	2,833	(216)
9c	NPCC Projects / Initiatives	290	88	384	254	398	15	323	75
9e	Other National Policing Requirements	0	0	0	0	0	0	(103)	103
	<b>National Policing</b>	<b>3,555</b>	<b>133</b>	<b>3,688</b>	<b>2,273</b>	<b>3,010</b>	<b>(678)</b>	<b>3,051</b>	<b>(40)</b>
10a	Human Resources	5,765	(52)	5,713	2,798	5,512	(201)	5,282	230
10b	Finance	2,560	77	2,637	1,343	2,779	142	2,475	303
10c	Legal Services	1,284	0	1,285	454	1,234	(50)	1,494	(259)
10d	Fleet Services	6,381	51	6,432	3,653	7,204	771	6,235	969
10e	Estates	12,940	(97)	12,842	6,446	13,108	266	11,134	1,974
10f	Information Communication Technology	24,327	1,304	25,631	15,208	25,088	(543)	22,899	2,189
10g	Professional Standards	3,679	102	3,781	2,262	3,743	(38)	3,016	727
10h	Press & Media	1,923	89	2,012	1,010	2,061	49	1,725	336
10i	Performance Review/Corporate Development	5,621	46	5,667	2,785	5,810	144	5,973	(162)
10j	Procurement	1,501	157	1,659	397	1,551	(108)	552	999
10k	Training	9,029	175	9,204	6,193	10,008	804	8,811	1,197
10l	Administration Support	5,331	(150)	5,181	1,977	5,248	67	3,570	1,678
10m	Force Command	2,155	2	2,158	1,052	2,217	60	2,306	(89)
10n	Support to Associations & Trade Unions	380	1	381	216	421	40	428	(7)
10o	Social Club Support & Force Band	0	1	1	55	1	0	1	0
10p	Insurance/Risk Management	1,777	2	1,779	656	1,799	20	1,192	607
	<b>Support Functions</b>	<b>84,653</b>	<b>1,709</b>	<b>86,362</b>	<b>46,505</b>	<b>87,785</b>	<b>1,423</b>	<b>77,093</b>	<b>10,692</b>
11d	PFCC - Cost of the Democratic Process	280	0	280	105	280	0	231	29
11e	PFCC - Office of the Police Crime Commissioner	1,531	0	1,531	598	1,552	21	(1,029)	2,581
11g	PFCC - Commissioned Services	4,275	(55)	4,219	5,219	4,653	433	2,446	2,207
11h	PFCC - Violence Reduction Units	587	0	587	(576)	587	(0)	0	587
	<b>Police, Fire &amp; Crime Commissioner</b>	<b>6,653</b>	<b>(55)</b>	<b>6,597</b>	<b>5,346</b>	<b>7,052</b>	<b>455</b>	<b>1,648</b>	<b>5,404</b>
12a	Revenue Contribution to Capital	1,666	(1,071)	595	(688)	595	0	3,852	(3,257)
12b	Capital Financing	849	0	849	(96)	687	(161)	477	211
12c	Pensions & Exit Costs	1,355	0	1,355	(758)	1,285	(69)	1,256	30
	<b>Central Costs</b>	<b>3,869</b>	<b>(1,071)</b>	<b>2,798</b>	<b>(1,552)</b>	<b>2,568</b>	<b>(231)</b>	<b>5,584</b>	<b>(3,017)</b>
Reserves	Transfer to/(from) earmarked reserves	(1,078)	(96)	(1,173)	(1,047)	(1,172)	0	1,055	(2,228)
Gen Reserve	Transfer to/(from) general reserve	(206)	(1,177)	(1,383)	(206)	(6,902)	(5,519)	1,655	(8,557)
	<b>Grand Total</b>	<b>352,200</b>	<b>0</b>	<b>352,200</b>	<b>182,428</b>	<b>352,200</b>	<b>0</b>	<b>330,300</b>	<b>21,900</b>