

Performance and Resources Scrutiny Programme 2022/23

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

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1.0 Purpose of Report

- 1.1 The report identifies the 2022/23 outturn position for Police Objective Analysis (POA). Explanations for the main in-year variances to budget (Section 1) and year-on-year outturn comparisons (Section 2) are provided. The POA Level 2 information is noted in Appendix A.

2.0 Recommendations

- 2.1 To note the 2022/23 POA outturn position.

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

Revenue Monitoring Report - Police Objective Analysis						
2022/23 Provisional Outturn						
Function	2022/23 Original Budget	Reclassifications and virements	Current Budget	Actuals to date	2022/23 Provisional Outturn	Forecast Variance Over / (Under) Spend
	£000	£000	£000	£000	£000	£000
Local Policing	87,516	(891)	86,625	93,391	93,391	6,765
Dealing with the Public	27,644	81	27,725	27,716	27,716	(9)
Criminal Justice Arrangements	16,466	(122)	16,344	16,817	16,817	473
Road Policing	9,342	202	9,544	9,568	9,568	24
Operational Support	17,798	237	18,035	18,920	18,920	885
Intelligence	12,862	184	13,045	12,970	12,970	(76)
Investigations	32,954	424	33,379	31,544	31,544	(1,835)
Public Protection	39,559	411	39,970	37,729	37,729	(2,241)
Investigative Support	10,613	(236)	10,376	9,383	9,383	(994)
National Policing	3,555	126	3,681	3,061	3,061	(620)
Sub total	258,309	417	258,726	261,098	261,098	2,372
Support Functions	84,653	(590)	84,063	81,985	81,985	(2,078)
Police, Fire & Crime Commissioner	6,653	(2,353)	4,300	4,502	4,502	202
Central Costs	3,869	4,157	8,026	7,587	7,587	(439)
Sub total	95,175	1,214	96,389	94,074	94,074	(2,315)
Net expenditure	353,484	1,630	355,114	355,171	355,171	57
Transfer to/(from) earmarked reserves	(1,078)	(528)	(1,606)	(1,606)	(1,606)	0
Transfer to/(from) general reserve	(206)	(1,102)	(1,308)	(1,424)	(1,424)	(116)
Budget Requirement	352,200	0	352,200	352,141	352,141	(59)
Sources of Finance	(352,200)	0	(352,200)	(352,141)	(352,141)	59
Grand Total	0	0	0	0	0	0

2022/23 Outturn Variance Commentary	
	<p>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. Central budgets predominately held against Administration Support (Support Functions) have now been reflected against the POA categories where actual expenditure is incurred as part of the provisional outturn process.</p>
	<p>Provisional Outturn includes overspends in Police Officer and Police Staff Overtime, which is offset by significant vacancies during the financial year.</p>
	<p>Police Officer and Police Staff overtime overspends based on custody and witness care activity, partially offset by income in relation to Op Safeguard. Non-pay overspend in relation to Interpreter Fees (£109k) and deficit on Magistrates Costs Awarded income (£194k).</p>
	<p>No material variance</p>
	<p>Op Hazel expenditure of £5.584m, less receipt of Home Office funding of £4.003m, as at the 31st March 2023.</p>
	<p>Includes 22 FTE Staff vacancies in the Serious Organised Crime and Investigations unit, as at 31st March 2023.</p>
	<p>Includes an average of 54 FTE Officer vacancies during 2022/23 in Investigations (Major Crime Unit, Serious Organised Crime Unit, Serious Violence unit and Local Investigations), as at 31st March 2023, plus a reduction in forecast income for Home Office grant funding for Op Grip, relating to amended spending plans for 2021/22 where income was anticipated and accrued for, but did not materialise.</p>
	<p>Includes an average of 58 FTE Officer vacancies during 2022/23 in Public Protection (MOSOVO, PP Hubs, DAIT (part of LPA Investigations), and Ops Centre), as at 31st March 2023.</p>
	<p>Includes an average of 22 FTE Staff vacancies during 2022/23 in the Digital Forensics unit, as at 31st March 2023, plus reduction in Forensic Analysis costs of £0.790m, of which £0.240m has been appropriated to the Transformation Reserve to support the implementation and embedding of the new Digital Forensic Services structure in 2023/24.</p>
	<p>Reduction in Third Party Payments to other ERSOU forces.</p>
	<p>Underspend includes £1.6m against IT in relation to project activity slippage and additional Home Office funding of £1.020m for the overachievement of Police Uplift Programme allocation by 51 Officers (headcount). Central budgets predominately held against Administration Support (Support Functions) have now been reflected against the POA categories where actual expenditure is incurred as part of the provisional outturn process, including £800k for Uniform.</p>
	<p>Council Tax Sharing Agreement forecast, resulting in £0.3m 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. Year end contribution of £2.084m to PFCC Commissioning Budget C/Fwd Reserve.</p>
	<p>The provisional outturn includes returns on investments that are higher than originally anticipated due to increases in base rate over and above budgeted expectations, as well as the additional opportunities available in the investment market, plus a reduction in interest payable for short term loans due to the expected borrowing being lower than the original forecast.</p>
	<p>Nil variance</p>
	<p>Reflects in-year overspend of £0.116m (including £1.581m net expenditure for Op Hazel, as at 31st March 2023). The in-year allocation of £1.102m reflects the funding of the increase to the South East Allowance, which is partially offset by a contribution to the general reserve following closure of the Operational Transformation Reserve at financial year end.</p>
	<p>Precept adjustments for Brentwood (£47k) and Castle Point (£12k).</p>

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

Revenue Monitoring Report - Police Objective Analysis 2022/23 Provisional Outturn				Outturn Variance Commentary - 2022/23 vs 2021/22			Officer FTE Movement			Staff FTE Movement		
Function	2022/23 Provisional Outturn	2021/22 Outturn	Outturn Variance 2022/23 vs 2021/22		2022/23	2021/22	Variance	2022/23	2021/22	Variance		
	£000	£000	£000									
Local Policing	93,391	89,709	3,682	Officer increase of 122 FTE. Staff decrease of 18 FTE to reflect posts in correct POA headings within Intelligence and Investigations. 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	27,716	25,288	2,427	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	16,817	16,160	657	Increase to Police Officer and Staff overtime based on custody and witness care activity, plus the impact of the Police Staff Pay Award.	63	60	3	290	303	(13)		
Road Policing	9,568	9,724	(156)	Vacancy levels for Police Officers and Police Staff in Roads Policing have increased, resulting in a reduction to the year on year outturn position.	156	159	(3)	83	80	3		
Operational Support	18,920	17,462	1,458	Op Hazel forecast expenditure of £5.584m, less receipt of Home Office funding £4.003m. Officer decrease of 23 FTE and Staff decrease of 5 FTE linked to reduction in Starsted posts.	294	317	(23)	23	28	(5)		
Intelligence	12,970	11,839	1,131	Staff increase of 14 FTE from 2021/22. Realignment of budget relating to Communications Intelligence Data Home Office charges from Support Functions (IT) POA category to Intelligence, in line with Kent Police and to assist with collaborative reporting.	125	128	(3)	125	111	14		
Investigations	31,544	25,499	6,045	Officer increase of 27 FTE and Staff increase of 6 FTE, albeit some element of Officer growth still to be delivered. Detailed POA review relating to positions carried out in 2021/22 in preparation for 2022/23 reporting resulted in a number of Officer posts being categorised as Investigations that had previously been against Local Policing and Operational Support.	488	460	27	95	89	6		
Public Protection	37,729	35,055	2,675	Officer increase of 31 FTE and Staff increase of 4 FTE, albeit some element of Officer growth still to be delivered.	599	568	31	185	181	4		
Investigative Support	9,383	9,478	(95)	No material change.	2	2	0	143	137	6		
National Policing	3,061	3,051	10	No material change.	102	98	4	0	0	0		
Sub total	261,098	243,264	17,834		3,542	3,369	173	1533	1511	22		
Support Functions	81,985	77,093	4,892	Officer increase of 30 FTE and Staff increase of 45 FTE. The provisional outturn 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. 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	4,502	1,648	2,854	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 the 2022/23 Provisional Outturn expenditure is £1.192m. Year end contribution of £2.084m to PFCC Commissioning Budget C/Fwd Reserve.	0	0	0	16	21	(5)		
Central Costs	7,587	5,584	2,002	The Contribution to the Capital Financing Reserve and Revenue Consequences of Capital is allocated across several POA categories in accordance with the POA guidance (mainly within support functions for Estates/IT), but was previously held against central costs (2021/22 - £3.752m). The 2022/23 provisional outturn includes a technical appropriation of £5.279m to reflect financing of the capital programme with revenue funding from the Future Capital Funding Reserve.	0	0	0	0	0	0		
Sub total	94,074	84,326	9,748		213	184	30	852	811	41		
Net expenditure	355,171	327,589	27,582	Increase of 202 FTE Officers / 63 FTE Staff	3,755	3,553	202	2384	2322	63		
Transfer to/(from) earmarked reserves	(1,606)	1,055	(2,661)	Difference in Transfer to/(from) earmarked reserves between financial years								
Transfer to/(from) general reserve	(1,424)	1,655	(3,080)	Difference between 2022/23 forecast contribution from General Reserve and 2021/22 contribution to General Reserve								
Budget Requirement	352,141	330,300	21,841									
Sources of Finance	(352,141)	(330,300)	(21,841)									
Grand Total	0	0	0									

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

Revenue Monitoring Report - Police Objective Analysis format
2022/23 Provisional Outturn

	2022/23 Original Budget	Reclassifications and virements	Current Budget	Actuals to date	2022/23 Provisional 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	(938)	77,866	83,491	83,491	5,625	4,326
1c	Specialist Community Liaison	5,677	148	5,825	6,184	6,184	359	267
1d	Command Team & Support Overheads	3,035	(100)	2,934	3,715	3,715	781	(911)
	Local Policing	87,516	(891)	86,625	93,391	93,391	6,765	3,682
2a	Front Desk	1,194	(2)	1,192	1,233	1,233	41	86
2b	Central Communications Unit	25,763	245	26,008	25,641	25,641	(367)	3,223
2d	Command Team & Support Overheads	686	(161)	525	842	842	317	(882)
	Dealing with the Public	27,644	81	27,725	27,716	27,716	(9)	2,427
3a	Custody	8,511	100	8,610	9,381	9,381	771	460
3b	Police Doctors, Nurses & Surgeons	1,803	(10)	1,793	1,882	1,882	89	111
3e	Criminal Justice	4,389	(236)	4,153	3,878	3,878	(274)	(39)
3f	Police National Computer	618	0	618	375	375	(242)	(213)
3h	Coroner Assistance	0	0	0	0	0	0	(33)
3j	Property Officers	715	(4)	711	737	737	26	146
3k	Command Team & Support Overheads	431	28	459	563	563	104	226
	Criminal Justice Arrangements	16,466	(122)	16,344	16,817	16,817	473	657
4a	Traffic Units	9,524	146	9,669	9,926	9,926	256	(86)
4c	Vehicle Recovery	(230)	(1)	(231)	(312)	(312)	(81)	(73)
4d	Casualty Reduction Partnership	(201)	59	(142)	(182)	(182)	(40)	(53)
4e	Command Team & Support Overheads	249	(2)	247	136	136	(111)	56
	Road Policing	9,342	202	9,544	9,568	9,568	24	(156)
5a	Command Team & Support Overheads	4,100	(254)	3,845	3,978	3,978	133	973
5b	Air Operations	1,797	29	1,827	1,738	1,738	(88)	340
5d	Specialist Terrain	338	13	350	380	380	29	88
5e	Dogs Section	1,938	24	1,963	2,040	2,040	77	24
5f	Advanced Public Order	4,205	29	4,234	5,395	5,395	1,160	495
5g	Airports & Ports Policing	(735)	22	(713)	(951)	(951)	(238)	(489)
5h	Firearms Unit	6,168	105	6,273	6,141	6,141	(132)	78
5i	Civil Contingencies & Planning	(13)	269	256	200	200	(56)	(49)
	Operational Support	17,798	237	18,035	18,920	18,920	885	1,458
6a	Command Team & Support Overheads	297	3	300	284	284	(17)	(469)
6b	Intelligence Analysis/Threat Assessments	5,367	114	5,481	5,470	5,470	(11)	1,420
6c	Intelligence Gathering	7,198	66	7,264	7,216	7,216	(48)	181
	Intelligence	12,862	184	13,045	12,970	12,970	(76)	1,131
7a	Command Team & Support Overheads	1,793	(113)	1,680	1,713	1,713	34	652
7b	Major Investigations Unit	6,629	34	6,663	7,030	7,030	367	935
7c	Economic Crime	2,857	72	2,928	2,405	2,405	(524)	220
7d	Specialist Investigation Units	47	(0)	47	65	65	18	10
7e	Serious & Organised Crime Unit	8,158	639	8,797	8,158	8,158	(639)	4,440
7g	Local Investigation	13,044	(217)	12,827	11,957	11,957	(870)	(237)
7h	Cyber Crime	426	10	437	215	215	(221)	25
	Investigations	32,954	424	33,379	31,544	31,544	(1,835)	6,045
13a	Witness Protection (Adult and Child)	0	0	0	3	3	3	3
13c	Protecting Vulnerable People (PVP)	34,930	276	35,205	32,563	32,563	(2,643)	1,905
13d	Monitoring Dangerous and Repeat Offenders	3,032	187	3,219	3,617	3,617	398	1,042
13e	Command Team & Support Overheads	1,597	(51)	1,546	1,547	1,547	1	(276)
	Public Protection	39,559	411	39,970	37,729	37,729	(2,241)	2,671
8a	Scenes of Crime Officers	2,994	5	2,999	2,965	2,965	(34)	72
8b	External Forensic Costs	3,380	(257)	3,124	2,505	2,505	(619)	(78)
8c	Fingerprint	921	2	923	964	964	40	245
8d	Photographic Image Recovery	2,296	15	2,311	1,932	1,932	(379)	(400)
8e	Other Forensic Costs	967	5	972	982	982	10	135
8f	Command Team & Support Overheads	54	(7)	47	35	35	(13)	(69)
	Investigative Support	10,613	(236)	10,376	9,383	9,383	(994)	(95)
9a	Secondments	0	6	6	(11)	(11)	(17)	(9)
9b	Counter Terrorism/Special Branch	3,260	24	3,284	2,671	2,671	(613)	(162)
9c	NPCC Projects / Initiatives	296	96	392	401	401	9	77
9e	Other National Policing Requirements	0	0	0	0	0	0	103
	National Policing	3,555	126	3,681	3,061	3,061	(620)	10
10a	Human Resources	5,765	19	5,784	5,334	5,334	(450)	51
10b	Finance	2,560	(170)	2,390	2,216	2,216	(174)	(259)
10c	Legal Services	1,284	6	1,290	1,219	1,219	(71)	(274)
10d	Fleet Services	6,381	80	6,461	7,419	7,419	958	1,184
10e	Estates	12,940	(1,254)	11,686	12,615	12,615	929	1,481
10f	Information Communication Technology	24,327	422	24,749	23,087	23,087	(1,662)	188
10g	Professional Standards	3,679	87	3,766	3,667	3,667	(99)	651
10h	Press & Media	1,923	135	2,057	2,015	2,015	(42)	289
10i	Performance Review/Corporate Development	5,621	(87)	5,535	5,619	5,619	84	(354)
10j	Procurement	1,501	130	1,631	798	798	(833)	246
10k	Training	9,029	170	9,199	8,949	8,949	(250)	139
10l	Administration Support	5,331	(88)	5,243	4,124	4,124	(1,119)	554
10m	Force Command	2,155	(46)	2,110	2,334	2,334	224	27
10n	Support to Associations & Trade Unions	380	0	381	452	452	71	24
10o	Social Club Support & Force Band	0	1	1	(2)	(2)	(3)	(3)
10p	Insurance/Risk Management	1,777	3	1,781	2,139	2,139	359	947
	Support Functions	84,653	(590)	84,063	81,985	81,985	(2,078)	4,892
11d	PFCC - Cost of the Democratic Process	260	0	260	215	215	(45)	(16)
11e	PFCC - Office of the Police Crime Commissioner	1,531	(9)	1,521	1,409	1,409	(112)	2,438
11g	PFCC - Commissioned Services	4,275	(1,278)	2,996	3,311	3,311	315	865
11h	PFCC - Violence Reduction Units	587	(1,065)	(478)	(434)	(434)	44	(434)
	Police, Fire & Crime Commissioner	6,653	(2,353)	4,300	4,502	4,502	202	2,854
12a	Revenue Contribution to Capital	1,666	(1,666)	0	2	2	2	(3,850)
12b	Capital Financing	849	5,275	6,124	5,647	5,647	(477)	5,170
12c	Pensions & Exit Costs	1,355	548	1,902	1,938	1,938	58	682
	Central Costs	3,869	4,157	8,026	7,587	7,587	(439)	2,002
Reserves	Transfer to/(from) earmarked reserves	(1,078)	(528)	(1,606)	(1,606)	(1,606)	0	(2,661)
Gen Reserve	Transfer to/(from) general reserve	(206)	(1,102)	(1,308)	(1,424)	(1,424)	(116)	(3,080)
	Budget Requirement	352,200	0	352,200	352,141	352,141	(59)	21,841
	Sources of Finance	(352,200)	0	(352,200)	(352,141)	(352,141)	59	(21,841)
	Grand Total	0	0	0	0	0	0	0