

## PFCC Decision Report

<b>Report reference number:</b> 105-23
<b>Classification:</b> Not protectively marked
<b>Title of report:</b> Acceptance of 2023/24 Police Uplift Maintenance Grant Agreement with the Home Office
<b>Area of county / stakeholders affected:</b> Countywide
<b>Report by:</b> Janet Perry (Chief Financial Officer and Strategic Head of Performance and Resources) <b>Date of report:</b> 6 June 2023 <b>Enquiries to:</b> janet.perry@essex.police.uk

### 1. Executive Summary

- 1.1. This report seeks approval from the PFCC to accept the Maintenance Grant of £6,181,448, from the Home Office to enable access to the funding, to assist in the maintenance of officer numbers at their baseline plus full uplift allocation and accepting Home Office terms, by 9 June 2023

### 2. Recommendations

- 2.1 The PFCC assigns authority to Richard Leicester to act as the scheme manager for the Maintenance Grant (maintenance of officer numbers at their baseline plus full uplift allocation)
- 2.2 The PFCC authorises that the Maintenance Grant Agreement is accepted and signed by the Scheme Manager and the PFCC's Chief Financial Officer.

### 3. Background to the Proposal

- 3.1 Having invested significantly in policing over the past three years, the Home Office are ensuring that we maintain the number of officers which we were allocated as part of the Police Uplift Programme.
- 3.2 As was the case throughout the Police Uplift Programme (PUP), for 2023/24 most of the funding will continue via the core grant.

- 3.3 The Grant Agreement that we are being asked to sign is a twelve-month funding arrangement. It provides access to the ringfenced grant, allocated at the Police Settlement, for the maintenance of officer numbers. Maintenance is defined as our baseline plus uplift allocation of officers and will be measured in headcount. Where this number is met or exceeded, full funding will be released.
- 3.4 Any additional recruitment above uplift allocations, which was confirmed with eligible forces in writing on 31st March 2023, will be reimbursed separately to this grant at the value of £45,000 per additional officer.
- 3.5 The maintenance grant will be split evenly over the year, and paid according to officer headcount on 30th September 2023, and 31st March 2024. To qualify for the full funding amount available, the force will need to be at or above our maintenance level at the points of the year stated above. Funding will be released in January and July, when the workforce data for 30th September and 31st March are published, respectively. If the force is below our allocation at either point (September or March), then the Home Office will withhold £40,000 per officer below maintenance at that point. The figure of £40,000 per officer below maintenance will be withheld up to a threshold of 20 officers or 1% of total officer headcount (baseline plus uplift allocation), whichever is higher. Should the force be more than 20 officers or 1% of total officer headcount below maintenance (again whichever is higher), then we will not be eligible for any of the grant available at this point.
- 3.6 Funding will not be rolled over from September to March, therefore if maintenance is not achieved in September, we will not be eligible for the funding withheld at this point at the end of the financial year. The grant agreement does allow for consideration of extenuating circumstances, which will be assessed on a case-by-case basis.
- 3.7 Payment of these monies is subject to our acceptance of this offer and the terms and conditions of the Maintenance Grant Agreement.
- 4. Proposal and Associated Benefits**
- 4.1 The Maintenance Grant enables the PFCC to have access to the funding to enable the maintenance of officer numbers at their baseline plus full uplift allocation.
- 5. Options Analysis**
- 5.1 The PFCC could decide not to sign the Maintenance Grant Agreement, but this would mean reducing officer numbers or overspending against the agreed budget.
- 5.2 The PFCC could assign another officer as the Scheme Manager, however Richard Leicester is the lead for the force on the Police Uplift Programme and is best placed to monitor and manage officer numbers.

- 6. Consultation and Engagement**
- 6.1 The PFCC has referred to the Police Uplift Programme in a number of PFCC publications, including the Police and Crime Plan. Although there has been no engagement regarding this Maintenance Grant Agreement.
- 7. Strategic Links**
- 7.1 This Maintenance Grant Agreement will provide the funding to help support the PFCC in fulfilling the commitments within the Police and Crime Plan, in particular commitments relating to the priority around prevention.
- 8. Police operational implications**
- 8.1 By accepting the Maintenance Grant, we will have sufficient funding to be able to maintain our officer numbers, thereby safeguarding the operational availability of those officers.
- 9. Financial implications**
- 9.1 The PFCC will receive £6,181,448; funding from the Home Office to provide the required funding to assist in the maintenance of officer numbers at their baseline plus full uplift allocation.
- 9.2 Funding will be released in January and July, when the workforce data for 30th September and 31st March are published, respectively. If the force is below our allocation at either point (September or March), then the Home Office will withhold £40,000 per officer below maintenance at that point. The figure of £40,000 per officer below maintenance will be withheld up to a threshold of 20 officers or 1% of total officer headcount (baseline plus uplift allocation), whichever is higher. Should the force be more than 20 officers or 1% of total officer headcount below maintenance (again whichever is higher), then we will not be eligible for any of the grant available at this point.
- 10. Legal implications**
- 10.1 The PFCC agrees to the terms of the Home Office Maintenance Grant agreement
- 11. Staffing implications**
- 11.1 The PFCC will be expected to manage and monitor the number of officers and report back to the Home Office monthly.
- 11.2 The KPIs to be monitored and reported on are:
- the force officer headcount figure at 30th September 2023 to the total of 3,765 which is comprised of the force Police Uplift Programme baseline plus the force police uplift allocation of officers.
  - the force officer headcount figure at 31st March 2024 to the total of 3,765 which is comprised of the force Police Uplift Programme baseline plus the force police uplift allocation of officers.
- 11.3 The Recipient must submit progress reports on officer numbers to the NPCC workforce data group by the tenth (10th) day of the month following the period

under review. These data will then be shared with the Home Office. Initially these will be Monthly as follows:

- Period 1 (Apr 2023) by 10 May 2023
- Period 2 (May 2023) by 10 Jun 2023
- Period 3 (Jun 2023) by 10 Jul 2023
- Period 4 (July 2023) by 10 Aug 2023
- Period 5 (Aug 2023) by 10 Sept 2023
- Period 6 (Sept 2023) by 10 Oct 2023
- Period 7 (Oct 2023) by 10 Nov 2023
- Period 8 (Nov 2023) by 10 Dec 2023
- Period 9 (Dec 2023) by 10 Jan 2024
- Period 10 (Jan 2024) by 10 Feb 2024
- Period 11 (Feb 2024) by 10 Mar 2024
- Period 12 (Mar 2024) by 10 Apr 2024

11.4 The frequency of these progress reporting requirements will be reviewed

## **12. Equality, Diversity, and Inclusion implications**

12.1 There are no equality and diversity implications directly arising from the decision to sign the Maintenance Grant Agreement report.

## **13. Risks and Mitigations**

13.1 The funding in this Maintenance grant is already accounted for within the 2023/24 budget and if we have not maintained the numbers at these two points of the year, we will lose the funding and will not be able to recover it at the end of the financial year.

13.2 Without this funding the PFCC has insufficient funding to cover the officer establishment within the 2023/24 budget.

## **14. Governance Boards**

14.1 This Maintenance Grant Agreement has not been subject to discussion at any boards other than at the PFCC's SMT meeting on 6 June 2023.

## **15. Links to Future Plans**

15.1 This funding supports delivery of the PFCC's Police and Crime Plan

## **16. Background Papers and Appendices**

16.1 Appendix A Home Office PUP Maintenance Grant agreement 2023-24

**Report Approval**

The report will be signed off by the PFCC's Chief Executive and Chief Finance Officer prior to review and sign off by the PFCC / DPFCC.

Chief Executive / M.O.

Sign: Dhorsman

Print: Darren Horsman - Deputy Monitoring Officer

Date: 7.6.2023

Chief Finance Officer

Sign:



Print: Janet Perry

Date: ...6 June 2023...

**Publication**

Is the report for publication?

YES

NO

If 'NO,' please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'None' if applicable)

None

If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

**Redaction**

If the report is for publication, is redaction required:

1. Of Decision Sheet? YES   
NO

2. Of Appendix? YES   
NO

If 'YES', please provide details of required redaction:

N/A

Date redaction carried out: .....

**Chief Finance Officer / Chief Executive Sign Off – for Redactions only**

If redaction is required, the Treasurer or Chief Executive is to sign off that redaction has been completed.

Sign: .....

Print: .....

**Chief Executive / Chief Finance Officer**

**Decision and Final Sign Off**

I agree the recommendations to this report:

Sign:

Print:

*R.C. Hirst*  
**PFCC/Deputy PFCC**

Date signed:

*8 June 2023*

I do not agree the recommendations to this report because:

.....  
.....  
.....

Sign:

Print:

**PFCC/Deputy PFCC**

Date signed: