

Performance and Resources Scrutiny Programme 2023

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
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1.0 Purpose of Report

- 1.1 The report identifies the 2023/24 in-year monitoring for 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 2023/24 and 2022/23 have been included within the report (Section 2).
- 1.3 The POA Level 2 information is noted in Appendix A.

2.0 Recommendations

- 2.1 To note the latest 2023/24 POA monitoring position.

1. POA – Level 1 – 2023/24 Summary and Forecast Variance Analysis

Revenue Monitoring Report - Police Objective Analysis							Forecast Variance Over/ (Under) Spend	Forecast Variance Commentary
2023/24 (as at 30th September 2023)								
Function	2023/24 Original Budget	Reclassifications and Virements	Current Budget	Actuals to date	2023/24 Forecast Outturn	£000		
	£000	£000	£000	£000	£000	£000		
Local Policing	90,806	(1,009)	89,797	48,182	95,931	6,134	Includes the impact from probationer intakes whereby vacancies are held in local policing to balance the non-established training establishment (£6.5m forecast variance), offset by minimal underspend on PCSO and Staff pay. Reduction in forecast in relation to Firearms licencing income as a result of changes to regulations.	
Dealing with the Public	30,144	3,230	33,373	15,659	32,617	(756)	Includes 14 FTE Police Staff vacancies and 12 FTE Officer vacancies in Contact Management, as at 30th September 2023, partially offset by utilisation of Police Officer and Staff overtime to cover vacant posts.	
Criminal Justice Arrangements	16,806	380	17,186	8,940	17,706	520	Includes deficit in estimated Magistrates Court Act Income, partially offset by 26 FTE Police Staff vacancies as at 30th September 2023.	
Road Policing	10,166	(260)	9,907	5,533	9,528	(378)	Includes 21 FTE Police Staff vacancies and 14 FTE Officer vacancies in Roads Policing as at 30th September 2023.	
Operational Support	18,277	(231)	18,046	9,146	17,480	(566)	Includes 26 FTE Officer vacancies as at 30th September 2023 (10 FTE Firearms Support Unit; 10.5 FTE Specialist Ops; 5.5 FTE Stansted airport). Additional income as a result of an increased establishment at Stansted airport (7 FTE Officers) agreed at COG in September 2023.	
Intelligence	13,594	(38)	13,556	5,639	13,111	(445)	Includes 20 FTE Police Staff vacancies as at 30th September 2023 (Intelligence and investigative departments, a reduction from 26 FTE vacancies at 30th June 2023) and 16 FTE Officer vacancies as at 30th September 2023 (Serious organised crime, a reduction from 21 at 30th June 2023) partially offset by forecast overspend against CSP data.	
Investigations	34,165	(2,064)	32,101	15,676	30,550	(1,551)	Includes 47 FTE Officer vacancies as at 30th September 2023 (Major Crime Unit, Serious Organised Crime Unit and Local Investigations, a reduction from 51 FTE vacancies at 30th June 2023).	
Public Protection	40,750	(2,209)	38,541	20,057	39,141	600	Includes 21 FTE Police Staff vacancies as at 30th September 2023 (reduction from 24 FTE vacancies at 30th June 2023) and 26 FTE Officer vacancies as at 30th September 2023 (a reduction from 53 FTE vacancies at 30th June 2023), offset by overtime forecast to cover these vacancies, particularly in the first half of the financial year when vacancies were higher.	
Investigative Support	10,246	422	10,668	4,718	10,248	(420)	Includes 17 Police Staff FTE vacancies in the Forensic department as at the 30th September 2023 (a reduction from 23 FTE vacancies at 30th June 2023).	
National Policing	3,977	(118)	3,859	3,273	3,681	(178)	Includes underspend on Police Officer pay and allowances expenditure for ERSOU.	
Sub total	268,931	(1,896)	267,035	136,823	269,994	2,959		

Revenue Monitoring Report - Police Objective Analysis						
2023/24 (as at 30th September 2023)						
Function	2023/24 Original Budget	Reclassifications and Virements	Current Budget	Actuals to date	2023/24 Forecast Outturn	Forecast Variance Over/ (Under) Spend
	£000	£000	£000	£000	£000	£000
Support Functions	88,268	2,971	91,239	47,931	89,197	(2,042)
Police, Fire & Crime Commissioner	6,785	3,977	10,762	5,641	10,790	29
Central Costs	3,136	2,678	5,814	2,803	5,439	(375)
Sub total	98,189	9,626	107,815	56,375	105,426	(2,389)
Net expenditure	367,120	7,729	374,850	193,198	375,420	570
Transfer to/(from) earmarked reserves	(288)	(7,730)	(8,018)	(8,289)	(8,490)	(472)
Transfer to/(from) general reserve	(3,145)	0	(3,145)	(3,145)	(3,367)	(223)
Budget Requiremer	363,687	0	363,687	181,765	363,563	(124)
Sources of Finance	(363,687)	0	(363,687)	(186,156)	(363,563)	124
Grand Total	0	0	0	(4,391)	0	0

Forecast Variance Commentary
Additional Home Office income in relation to over achievement of Police Uplift Programme (£2.2m); reduction in Business Rates (£0.6m), offset by one-off expenditure associated with the roll out of replacement uniform items (£0.5m).
Forecast overspend for internal and external audit fees, over and above budget allocation. The Original Budget presented at March Strategic Board has been adjusted by £81k (from Support Functions) to reflect the budget allocation noted in the 2023/24 precept leaflet.
Forecast surplus due to decrease in interest payable and additional investment income receivable, partially offset by increase in Ill Health Pensions.
Forecast appropriation from the Chief Constables Operational Carry Forward reserve to fund the agreed one off expenditure associated with the roll out of replacement uniform items.
Reflects in-year forecast overspend of £0.223m.
Forecast deficit relating to an adjustment to core council tax funding from Thurrock Council as a result of the s114 notice and the resulting consequences.

NB: Forecast and Budget adjustments across all POA headings significantly impacted by 7% pay award.

2. POA – Level 1 – Outturn Variance Analysis 2023/24 vs 2022/23

Revenue Monitoring Report - Police Objective Analysis 2023/24 (as at 30th September 2023)				Officer FTEs			Staff FTEs					
Function	2023/24 Forecast Outturn	2022/23 Outturn	Outturn variance 2023/24 vs 2022/23	2023/24	2022/23	Variance	2023/24	2022/23	Variance			
	£000	£000	£000	Outturn variance - 2023/24 vs 2022/23								
Local Policing	95,931	93,391	2,540	As part of 2023/24 budget setting, 48 FTE Officer Growth returned to Local Policing from Public Protection, to reflect the content of the 2022/23 growth programme. In addition, the 2023/24 outturn includes additional costs in relation to Police Officer South East Allowance and pay award, offset by a reduction in income relating to Firearms licencing costs.			1,582	1,600	(18)	76	76	0
Dealing with the Public	32,617	27,716	4,901	The 2023/24 forecast includes the full year effect impact of 2022/23 investment in Contact Management resourcing as part of the Major Change Programme in force, as well as an increase to the Officer and Staff overtime budget.			113	113	0	515	514	1
Criminal Justice Arrangements	17,706	16,817	889	Inflationary increase to custody medical provision and Sexual Assault Referral Centre contribution.			64	63	1	290	290	0
Road Policing	9,528	9,568	(39)	No material change.			155	156	(1)	87	83	5
Operational Support	17,480	18,920	(1,440)	The 2022/23 outturn included the impact of Op Hazel, of which the net impact to the Force was £1.5m.			300	294	6	23	23	0
Intelligence	13,111	12,970	142	No material change.			128	125	3	127	125	2
Investigations	30,550	31,544	(993)	The 2023/24 forecast includes an increased Home Office grant agreement for Op Grip in comparison to 2022/23. In addition, there is a minor reclassification in Police Office and Staff FTEs to other POA headings.			483	488	(5)	94	95	(1)
Public Protection	39,141	37,729	1,412	The 2023/24 forecast includes additional costs in relation to Police Officer South East Allowance and pay award. Additionally, increase to outturn relates to filling of vacancies..			595	599	(3)	187	185	2
Investigative Support	10,248	9,383	866	The 2023/24 forecast includes additional costs in relation to Forensic Analysis expenditure connected to the new Digital Forensic Services structure. Additionally, increase to outturn relates to filling of vacancies.			2	2	0	143	143	0
National Policing	3,681	3,061	620	The 2023/24 forecast includes additional costs in relation to Police Officer South East Allowance and Officer pay award, and an increase to the Police Officer FTE establishment.			108	102	6	0	0	0
Sub total	269,994	261,098	8,897	3,530	3,542	(12)	1542	1533	9			

**Revenue Monitoring Report - Police Objective Analysis
2023/24 (as at 30th September 2023)**

Function	2023/24 Forecast Outturn	2022/23 Outturn	Outturn variance 2023/24 vs 2022/23	Officer FTEs			Staff FTEs		
	£000	£000	£000	2023/24	2022/23	Variance	2023/24	2022/23	Variance
				Outturn variance - 2023/24 vs 2022/23					
Support Functions	89,197	81,985	7,212	225	213	12	860	836	24
Police, Fire & Crime Commissioner	10,790	4,502	6,289	0	0	0	26	16	10
Central Costs	5,439	7,587	(2,148)	0	0	0	0	0	0
Sub total	105,426	94,074	11,352	225	213	12	886	852	34
Net expenditure	375,420	355,171	20,249	3,755	3,755	0	2427	2384	43
Transfer to/(from) earmarked reserves	(8,490)	(1,606)	(6,884)	Difference in Transfer to/(from) Earmarked Reserves between financial years.					
Transfer to/(from) general reserve	(3,367)	(1,424)	(1,943)	Difference in Transfer to/(from) General Reserve between financial years.					
Budget Requirement	363,563	352,141	11,422						
Sources of Finance	(363,563)	(352,141)	(11,423)	Difference in Sources of Finance between financial years.					
Grand Total	0	0	0						

NB: Forecast and Budget adjustments across all POA headings significantly impacted by 7% pay award.

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

**Revenue Monitoring Report - Police Objective Analysis format
2023/24 (as at 30th September 2023)**

	2023/24				2023/24	Forecast		Outturn	
	Original	Reclassifications	Current	Actuals	Forecast	Variance	Over /	2022/23	Outturn
	Budget	and Virements	Budget	to date	Outturn	Over /	(Under)	Outturn	2023/24 vs
	£000	£000	£000	£000	£000	£000	£000		2022/23
1a	Neighbourhood Policing		80,467	42,967	85,449	4,982		83,491	1,957
1c	Specialist Community Liaison	(942)	5,718	3,172	6,365	646		6,184	181
1d	Command Team & Support Overheads	(105)	3,611	2,044	4,118	506		3,715	403
	Local Policing	(1,009)	89,797	48,182	95,931	6,134		93,391	2,540
2a	Front Desk	27	1,272	619	1,213	(60)		1,233	(20)
2b	Central Communications Unit	1,572	29,885	13,960	29,199	(686)		25,641	3,559
2d	Command Team & Support Overheads	1,630	2,216	1,080	2,205	(11)		842	1,363
	Dealing with the Public	3,230	33,373	15,659	32,617	(756)		27,716	4,901
3a	Custody	75	9,666	4,910	10,127	461		9,381	746
3b	Police Doctors, Nurses & Surgeons	55	1,854	1,312	1,999	144		1,882	117
3e	Criminal Justice	233	3,988	1,719	3,954	(35)		3,878	75
3f	Police National Computer	0	383	380	380	(2)		375	5
3h	Coroner Assistance	0	0	0	0	0		0	0
3j	Property Officers	20	767	390	790	23		737	53
3k	Command Team & Support Overheads	(2)	527	229	456	(71)		563	(107)
	Criminal Justice Arrangements	380	17,186	8,940	17,706	520		16,817	889
4a	Traffic Units	(77)	10,169	4,904	9,774	(394)		9,926	(151)
4c	Vehicle Recovery	5	(224)	(75)	(172)	52		(312)	140
4d	Casualty Reduction Partnership	(190)	(112)	662	(158)	(46)		(182)	24
4e	Command Team & Support Overheads	2	73	42	84	11		136	(52)
	Road Policing	(260)	9,907	5,533	9,528	(378)		9,568	(39)
5a	Command Team & Support Overheads	111	3,522	3,266	3,797	275		3,978	(181)
5b	Air Operations	0	1,737	90	1,797	60		1,738	59
5d	Specialist Terrain	(3)	370	198	395	24		380	15
5e	Dogs Section	(1)	2,063	1,008	2,060	(3)		2,040	20
5f	Advanced Public Order	(15)	4,433	2,239	4,017	(416)		5,395	(1,378)
5g	Airports & Ports Policing	(147)	(1,084)	(972)	(1,241)	(158)		(951)	(290)
5h	Firearms Unit	(71)	6,605	3,194	6,401	(204)		6,141	260
5i	Civil Contingencies & Planning	(104)	399	123	255	(144)		200	55
	Operational Support	(231)	18,046	9,146	17,480	(566)		18,920	(1,440)
6a	Command Team & Support Overheads	(5)	336	104	330	(6)		284	46
6b	Intelligence Analysis/Threat Assessments	97	5,817	2,292	6,092	275		5,470	622
6c	Intelligence Gathering	(129)	7,404	3,244	6,690	(714)		7,216	(526)
	Intelligence	(38)	13,556	5,639	13,111	(445)		12,970	142
7a	Command Team & Support Overheads	(84)	1,480	751	1,618	138		1,713	(96)
7b	Major Investigations Unit	(6)	7,070	3,467	6,934	(136)		7,030	(96)
7c	Economic Crime	78	2,856	1,453	2,444	(411)		2,405	40
7d	Specialist Investigation Units	(0)	46	33	67	21		65	2
7e	Serious & Organised Crime Unit	(687)	9,041	4,159	8,206	(835)		8,158	47
7g	Local Investigation	(1,362)	11,271	5,643	11,059	(212)		11,957	(898)
7h	Cyber Crime	(2)	339	170	222	(116)		215	7
	Investigations	(2,064)	32,101	15,676	30,550	(1,551)		31,544	(993)
13a	Witness Protection (Adult and Child)	0	0	3	0	0		3	(3)
13c	Protecting Vulnerable People (PVP)	(2,292)	33,295	17,128	33,392	97		32,563	829
13d	Monitoring Dangerous and Repeat Offenc	79	3,574	1,982	3,805	231		3,617	189
13e	Command Team & Support Overheads	4	1,673	943	1,944	271		1,547	397
	Public Protection	(2,209)	38,541	20,057	39,141	600		37,729	1,412
8a	Scenes of Crime Officers	112	3,090	1,555	3,232	142		2,965	267
8b	External Forensic Costs	93	3,105	1,543	3,125	20		2,505	620
8c	Fingerprint	36	956	428	810	(146)		964	(154)
8d	Photographic Image Recovery	(59)	2,398	714	1,946	(452)		1,932	14
8e	Other Forensic Costs	240	1,073	466	1,083	9		982	101
8f	Command Team & Support Overheads	(0)	46	13	52	6		35	18
	Investigative Support	422	10,668	4,718	10,248	(420)		9,383	866
9a	Secondments	(20)	45	287	31	(14)		(11)	42
9b	Counter Terrorism/Special Branch	(98)	3,109	2,601	3,194	86		2,671	523
9c	NPCC Projects / Initiatives	0	705	386	455	(250)		401	54
9e	Other National Policing Requirements	0	0	0	0	0		0	0
	National Policing	(118)	3,859	3,273	3,681	(178)		3,061	620

Revenue Monitoring Report - Police Objective Analysis format
2023/24 (as at 30th September 2023)

		2023/24			2023/24	Forecast		Outturn	
		Original	Reclassifications	Current	Actuals	Forecast	Over /	2022/23	Outturn
		Budget	and Virements	Budget	to date	Outturn	(Under)	Outturn	2023/24 vs
		£000	£000	£000	£000	£000	£000	2022/23	2022/23
10a	Human Resources	5,567	38	5,605	2,357	5,454	(151)	5,334	120
10b	Finance	2,665	112	2,777	1,227	2,807	30	2,216	591
10c	Legal Services	1,265	151	1,417	665	1,311	(105)	1,219	92
10d	Fleet Services	7,159	92	7,251	3,359	7,077	(174)	7,419	(342)
10e	Estates	14,954	82	15,035	6,333	13,945	(1,090)	12,615	1,330
10f	Information Communication Technology	27,689	1,631	29,320	16,399	29,189	(131)	23,087	6,102
10g	Professional Standards	3,751	405	4,156	2,409	4,138	(18)	3,667	471
10h	Press & Media	2,074	70	2,145	1,034	2,072	(72)	2,015	58
10i	Performance Review/Corporate Developm	5,453	178	5,631	3,015	6,110	479	5,619	491
10j	Procurement	914	(49)	865	225	1,406	541	798	608
10k	Training	6,766	118	6,884	6,601	4,852	(2,033)	8,949	(4,098)
10l	Administration Support	5,870	94	5,964	1,967	6,183	219	4,124	2,059
10m	Force Command	2,321	22	2,343	1,257	2,698	355	2,334	364
10n	Support to Associations & Trade Unions	391	0	391	209	426	35	452	(25)
10o	Social Club Support & Force Band	(264)	0	(264)	(59)	(264)	0	(2)	(262)
10p	Insurance/Risk Management	1,693	27	1,720	933	1,792	72	2,139	(347)
	Support Functions	88,268	2,971	91,239	47,931	89,197	(2,042)	81,985	7,212
11d	PFCC - Cost of the Democratic Process	215	2	216	119	216	0	215	1
11e	PFCC - Office of the Police Crime Commi:	1,631	(134)	1,497	668	1,623	126	1,409	213
11g	PFCC - Commissioned Services	3,784	4,247	8,030	4,058	7,933	(97)	3,311	4,622
11h	PFCC - Violence Reduction Units	1,156	(137)	1,019	795	1,018	(1)	(434)	1,451
	Police, Fire & Crime Commissioner	6,785	3,977	10,762	5,641	10,790	29	4,502	6,289
12a	Revenue Contribution to Capital	1,000	119	1,119	1,226	1,120	1	2	1,118
12b	Capital Financing	813	2,126	2,939	2,505	2,286	(652)	5,647	(3,361)
12c	Pensions & Exit Costs	1,323	433	1,756	(929)	2,032	276	1,938	95
	Central Costs	3,136	2,678	5,814	2,803	5,439	(375)	7,587	(2,148)
Reserves	Transfer to/(from) earmarked reserves	(288)	(7,730)	(8,018)	(8,289)	(8,490)	(472)	(1,606)	(6,884)
Gen Reserve	Transfer to/(from) general reserve	(3,145)	0	(3,145)	(3,145)	(3,367)	(223)	(1,424)	(1,943)
	Budget Requirement	363,687	0	363,687	181,765	363,563	(124)	352,141	11,422
	Sources of Finance	(363,687)	0	(363,687)	(186,156)	(363,563)	124	(352,141)	(11,423)
	Grand Total	0	0	0	(4,391)	(0)	(0)	0	0

N/A - SOURCES OF FINANCE