

## 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>2023/24 Month 9 Police Objective Analysis</b>
<b>Classification of Paper:</b>	<b>Official</b>
<b>Agenda Number:</b>	<b>5.0</b>
<b>Chief Officer</b>	<b>DCC Prophet</b>
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<b>Report from:</b>	<b>Essex Police: Corporate Finance</b>
<b>Date of Meeting:</b>	<b>25<sup>th</sup> January 2024</b>
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<b>Date of Approval by Chief Officer:</b>	<b>17/01/24</b>
<b>COG meeting date / date of approval (Please indicate whether paper presented to COG or not)</b>	<b>17/01/24</b>

### **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 Probationers at the college are in non-established posts and their costs will appear within local policing. 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 9, of non-established posts, are Probationers (PEQF) 65 FTEs, Probationers (Police Now) 14 FTEs, Probationer PCs 58 FTEs, Student Constables (Investigate First) 21 FTEs. The officer pay budgets are held against established posts and there are vacancies against established posts which are across all the operational policing POA lines. Due to there being a high number of probationers in non-established posts which are recorded within local policing, this will exaggerate the spend in this area.
- 1.4 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

2023/24 (as at 31st December 2023)

Function	2023/24 Original Budget £000	Reclassifications and Virements £000	Current Budget £000	Actuals to date £000	2023/24 Forecast Outturn £000	Forecast Variance Over/ (Under) Spend £000	Forecast Variance Commentary
Local Policing	84,606	(979)	83,627	72,825	87,504	3,877	Includes the impact from probationer intakes whereby vacancies are held in local policing to balance the non-established training establishment, offset by Home Office income in relation to the Police Office uplift.
Dealing with the Public	30,144	3,202	33,346	24,212	32,748	(598)	Includes 14 FTE Police Staff vacancies and 14 FTE Officer vacancies in Contact Management, as at 31st December 2023, partially offset by utilisation of Police Officer and Staff overtime to cover vacant posts.
Criminal Justice Arrangements	16,919	(229)	16,690	13,489	17,160	470	Includes deficit in estimated Magistrates Court Act Income, partially offset by 17 FTE Police Staff vacancies as at 31st December 2023.
Road Policing	10,404	(275)	10,130	8,200	9,595	(535)	Includes 24 FTE Police Staff vacancies and 16 FTE Officer vacancies in Roads Policing as at 31st December 2023.
Operational Support	18,370	(63)	18,307	12,959	17,908	(399)	Includes 22 FTE Officer vacancies as at 31st December 2023 (13 FTE Firearms Support Unit; 9 FTE Specialist Ops). Additional income as a result of an increased establishment at Stansted airport (7 FTE Officers) agreed at COG in September 2023.
Intelligence	13,680	(44)	13,635	9,303	13,133	(502)	Includes 25 FTE Police Staff vacancies as at 31st December 2023 and 18 FTE Officer vacancies as at 31st December 2023, partially offset by forecast overspend against CSP data.
Investigations	33,826	(1,336)	32,490	23,236	30,755	(1,735)	Includes 50 FTE Officer vacancies as at 31st December 2023 (Major Crime Unit, Serious Organised Crime Unit and Local Investigations). Includes Home Office funded Cyber Crime grant.
Public Protection	41,150	(1,598)	39,552	30,837	39,995	443	Overspend relates to saving slippage in the delivery of the Crime & Public Protection Assessment Centre business case. Includes 35 FTE Police Staff vacancies as at 31st December 2023 offset by Police Officer overtime overspend to cover demand and high officer vacancies in the first half of the financial year.
Investigative Support	10,449	424	10,873	7,313	10,511	(362)	Includes 20 Police Staff FTE vacancies in the Forensic department as at the 30th December 2023.
National Policing	3,905	(119)	3,786	3,833	3,669	(117)	Includes underspend on Police Officer pay and allowances expenditure for ERSOU.
<b>Sub total</b>	<b>263,453</b>	<b>(1,016)</b>	<b>262,436</b>	<b>206,205</b>	<b>262,978</b>	<b>542</b>	

Revenue Monitoring Report - Police Objective Analysis						
2023/24 (as at 31st December 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	93,747	2,305	96,052	69,991	95,878	(174)
Police, Fire & Crime Commissioner	6,785	4,036	10,821	6,356	10,797	(24)
Central Costs	3,136	2,857	5,993	3,358	5,237	(756)
<b>Sub total</b>	<b>103,667</b>	<b>9,199</b>	<b>112,866</b>	<b>79,705</b>	<b>111,912</b>	<b>(954)</b>
<b>Net expenditure</b>	<b>367,120</b>	<b>8,182</b>	<b>375,302</b>	<b>285,910</b>	<b>374,890</b>	<b>(413)</b>
Transfer to/(from) earmarked reserves	(288)	(8,182)	(8,471)	(8,292)	(8,371)	100
Transfer to/(from) general reserve	(3,145)	0	(3,145)	(3,145)	(2,956)	189
<b>Budget Requiremen</b>	<b>363,687</b>	<b>0</b>	<b>363,687</b>	<b>274,474</b>	<b>363,563</b>	<b>(124)</b>
Sources of Finance	(363,687)	0	(363,687)	(276,021)	(363,563)	124
<b>Grand Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1,548)</b>	<b>0</b>	<b>0</b>

Forecast Variance Commentary
Reduction in Business Rates, IT BAU works and projects and Revenue Consequences underspends for the TSU Accommodation Project and CCTV Custody suite replacement project. This underspend is partially offset by one off expenditure associated with the roll out of replacement uniform items and an increase in insurance claims expenditure.
Includes Council Tax Sharing Agreement underspend, partially offset by an increase in external audit fees.
Forecast surplus due to additional investment income receivable and decrease in interest payable, 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 underspend of £0.189m.
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 31st December 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
				<b>Outturn variance - 2023/24 vs 2022/23</b>					
Local Policing	87,504	89,336	(1,832)	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. Home Office PUP funding is categorised against Local Policing for 2023/24, instead of Support Functions, as was the case for 2022/23.					
Dealing with the Public	32,748	27,716	5,032	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.					
Criminal Justice Arrangements	17,160	16,817	343	Includes inflationary increase to custody medical provision.					
Road Policing	9,595	9,568	27	No material change.					
Operational Support	17,908	18,920	(1,012)	The 2022/23 outturn included the impact of Op Hazel, of which the net impact to the Force was £1.5m.					
Intelligence	13,133	12,970	163	No material change.					
Investigations	30,755	31,544	(788)	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.					
Public Protection	39,995	37,729	2,266	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 and saving slippage in delivery of the Crime and Public Protection Assessment Centre business case.					
Investigative Support	10,511	9,383	1,128	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.					
National Policing	3,669	3,061	607	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.					
<b>Sub total</b>	<b>262,978</b>	<b>257,043</b>	<b>5,935</b>	<b>3,530</b>	<b>3,542</b>	<b>(12)</b>	<b>1542</b>	<b>1533</b>	<b>9</b>

<b>Revenue Monitoring Report - Police Objective Analysis</b>			
<b>2023/24 (as at 31st December 2023)</b>			
<b>Function</b>	<b>2023/24 Forecast</b>	<b>2022/23</b>	<b>Outturn variance</b>
	<b>Outturn</b>	<b>Outturn</b>	<b>2023/24 vs 2022/23</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
<b>Outturn variance - 2023/24 vs 2022/23</b>			
Support Functions	95,878	86,040	9,838
Police, Fire & Crime Commissioner	10,797	4,502	6,295
Central Costs	5,237	7,587	(2,350)
<b>Sub total</b>	<b>111,912</b>	<b>98,128</b>	<b>13,784</b>
<b>Net expenditure</b>	<b>374,890</b>	<b>355,171</b>	<b>19,718</b>
Transfer to/(from) earmarked reserves	(8,371)	(1,606)	(6,765)
Transfer to/(from) general reserve	(2,956)	(1,424)	(1,531)
<b>Budget Requirement</b>	<b>363,563</b>	<b>352,141</b>	<b>11,423</b>
Sources of Finance	(363,563)	(352,141)	(11,423)
<b>Grand Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

  

<b>Officer FTEs</b>			<b>Staff FTEs</b>		
<b>2023/24</b>	<b>2022/23</b>	<b>Variance</b>	<b>2023/24</b>	<b>2022/23</b>	<b>Variance</b>
225	213	12	860	836	24
0	0	0	26	16	10
0	0	0	0	0	0
<b>225</b>	<b>213</b>	<b>12</b>	<b>886</b>	<b>852</b>	<b>34</b>
<b>3,755</b>	<b>3,755</b>	<b>0</b>	<b>2427</b>	<b>2384</b>	<b>43</b>

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 31st December 2023)**

	2023/24 Original Budget £000	Reclassifications and Virements £000	Current Budget £000	Actuals to date £000	2023/24 Forecast Outturn £000	Forecast Variance Over / (Under) £000	2022/23 Outturn	Outturn movement 2023/24 vs 2022/23
1a	Neighbourhood Policing	(887)	74,288	64,875	77,006	2,717	79,437	(2,431)
1c	Specialist Community Liaison	34	5,715	4,930	6,438	723	6,184	254
1d	Command Team & Support Overheads	(125)	3,624	3,020	4,061	436	3,715	346
	<b>Local Policing</b>	<b>(979)</b>	<b>83,627</b>	<b>72,825</b>	<b>87,504</b>	<b>3,877</b>	<b>89,336</b>	<b>(1,832)</b>
2a	Front Desk	25	1,271	943	1,191	(80)	1,233	(42)
2b	Central Communications Unit	1,547	29,860	21,529	29,232	(627)	25,641	3,592
2d	Command Team & Support Overheads	1,630	2,216	1,740	2,325	109	842	1,483
	<b>Dealing with the Public</b>	<b>3,202</b>	<b>33,346</b>	<b>24,212</b>	<b>32,748</b>	<b>(598)</b>	<b>27,716</b>	<b>5,032</b>
3a	Custody	69	9,725	7,651	9,726	1	9,381	345
3b	Police Doctors, Nurses & Surgeons	(136)	1,663	1,709	1,769	106	1,882	(113)
3e	Criminal Justice	(178)	3,626	2,790	4,019	394	3,878	141
3f	Police National Computer	0	383	380	380	(2)	375	5
3h	Coroner Assistance	0	0	0	0	0	0	0
3j	Property Officers	18	766	593	781	14	737	44
3k	Command Team & Support Overheads	(2)	527	366	485	(42)	563	(78)
	<b>Criminal Justice Arrangements</b>	<b>(229)</b>	<b>16,690</b>	<b>13,489</b>	<b>17,160</b>	<b>470</b>	<b>16,817</b>	<b>343</b>
4a	Traffic Units	(79)	10,195	7,345	9,623	(572)	9,926	(303)
4c	Vehicle Recovery	5	(224)	(128)	(115)	109	(312)	197
4d	Casualty Reduction Partnership	(209)	(115)	861	(172)	(57)	(182)	10
4e	Command Team & Support Overheads	7	273	122	259	(14)	136	123
	<b>Road Policing</b>	<b>(275)</b>	<b>10,130</b>	<b>8,200</b>	<b>9,595</b>	<b>(535)</b>	<b>9,568</b>	<b>27</b>
5a	Command Team & Support Overheads	366	3,858	3,147	3,923	65	3,978	(55)
5b	Air Operations	0	1,742	961	1,816	74	1,738	78
5d	Specialist Terrain	(4)	370	299	392	22	380	13
5e	Dogs Section	(2)	2,062	1,546	2,130	68	2,040	91
5f	Advanced Public Order	29	4,477	3,401	4,348	(129)	5,395	(1,047)
5g	Airports & Ports Policing	(145)	(1,076)	(1,291)	(1,207)	(131)	(951)	(256)
5h	Firearms Unit	(173)	6,504	4,715	6,259	(245)	6,141	118
5i	Civil Contingencies & Planning	(136)	370	181	247	(123)	200	47
	<b>Operational Support</b>	<b>(63)</b>	<b>18,307</b>	<b>12,959</b>	<b>17,908</b>	<b>(399)</b>	<b>18,920</b>	<b>(1,012)</b>
6a	Command Team & Support Overheads	(6)	335	191	316	(19)	284	33
6b	Intelligence Analysis/Threat Assessments	90	5,812	4,058	6,055	243	5,470	585
6c	Intelligence Gathering	(129)	7,488	5,054	6,762	(726)	7,216	(454)
	<b>Intelligence</b>	<b>(44)</b>	<b>13,635</b>	<b>9,303</b>	<b>13,133</b>	<b>(502)</b>	<b>12,970</b>	<b>163</b>
7a	Command Team & Support Overheads	(79)	1,528	1,028	1,637	110	1,713	(76)
7b	Major Investigations Unit	(10)	7,127	5,100	6,870	(257)	7,030	(160)
7c	Economic Crime	164	2,966	2,104	2,640	(326)	2,405	236
7d	Specialist Investigation Units	(0)	46	50	67	21	65	2
7e	Serious & Organised Crime Unit	(45)	9,056	6,198	8,244	(812)	8,158	86
7g	Local Investigation	(1,364)	11,427	8,442	11,050	(378)	11,957	(907)
7h	Cyber Crime	(2)	341	313	248	(93)	215	32
	<b>Investigations</b>	<b>(1,336)</b>	<b>32,490</b>	<b>23,236</b>	<b>30,755</b>	<b>(1,735)</b>	<b>31,544</b>	<b>(788)</b>
13a	Witness Protection (Adult and Child)	0	0	0	0	0	3	(3)
13c	Protecting Vulnerable People (PVP)	(2,295)	33,581	26,490	34,280	699	32,563	1,718
13d	Monitoring Dangerous and Repeat Offenc	691	4,225	2,927	3,730	(495)	3,617	113
13e	Command Team & Support Overheads	5	1,745	1,420	1,985	240	1,547	438
	<b>Public Protection</b>	<b>(1,598)</b>	<b>39,552</b>	<b>30,837</b>	<b>39,995</b>	<b>443</b>	<b>37,729</b>	<b>2,266</b>
8a	Scenes of Crime Officers	110	3,111	2,362	3,256	145	2,965	291
8b	External Forensic Costs	93	3,105	2,248	3,136	31	2,505	631
8c	Fingerprint	41	980	661	833	(147)	964	(131)
8d	Photographic Image Recovery	(62)	2,411	1,221	1,986	(425)	1,932	54
8e	Other Forensic Costs	243	1,221	795	1,248	28	982	266
8f	Command Team & Support Overheads	(0)	46	26	52	6	35	18
	<b>Investigative Support</b>	<b>424</b>	<b>10,873</b>	<b>7,313</b>	<b>10,511</b>	<b>(362)</b>	<b>9,383</b>	<b>1,128</b>
9a	Secondments	(20)	(35)	222	(32)	3	(11)	(21)
9b	Counter Terrorism/Special Branch	(99)	3,116	3,226	3,245	129	2,671	574
9c	NPCC Projects / Initiatives	0	705	385	455	(250)	401	54
9e	Other National Policing Requirements	0	0	0	0	0	0	0
	<b>National Policing</b>	<b>(119)</b>	<b>3,786</b>	<b>3,833</b>	<b>3,669</b>	<b>(117)</b>	<b>3,061</b>	<b>607</b>

**Revenue Monitoring Report - Police Objective Analysis format**  
**2023/24 (as at 31st December 2023)**

		2023/24			2023/24	Forecast			Outturn
		Original	Reclassifications	Current	Actuals	Forecast	Variance		movement
		Budget	and Virements	Budget	to date	Outturn	Over /	2022/23	2023/24 vs
		£000	£000	£000	£000	£000	(Under)	Outturn	2022/23
10a	Human Resources	5,567	130	5,697	3,841	5,458	(240)	5,334	124
10b	Finance	2,920	36	2,955	1,968	2,995	40	2,216	779
10c	Legal Services	1,265	280	1,545	1,073	1,459	(86)	1,219	240
10d	Fleet Services	7,160	102	7,263	5,658	7,088	(174)	7,419	(330)
10e	Estates	15,104	(70)	15,034	9,666	13,774	(1,260)	12,615	1,159
10f	Information Communication Technology	25,534	855	26,389	19,531	25,475	(913)	23,087	2,388
10g	Professional Standards	3,790	399	4,189	3,705	4,370	180	3,667	703
10h	Press & Media	2,099	60	2,159	1,585	2,108	(51)	2,015	94
10i	Performance Review/Corporate Developm	5,688	458	6,147	4,827	6,589	442	5,619	971
10j	Procurement	1,466	(190)	1,275	562	1,766	490	798	968
10k	Training	13,065	116	13,181	10,185	13,423	242	13,004	419
10l	Administration Support	5,935	78	6,014	3,114	6,296	283	4,124	2,172
10m	Force Command	2,333	9	2,342	1,979	2,733	391	2,334	399
10n	Support to Associations & Trade Unions	391	0	391	316	424	34	452	(27)
10o	Social Club Support & Force Band	(264)	15	(250)	(122)	(250)	0	(2)	(248)
10p	Insurance/Risk Management	1,693	27	1,720	2,104	2,169	449	2,139	29
	<b>Support Functions</b>	<b>93,747</b>	<b>2,305</b>	<b>96,052</b>	<b>69,991</b>	<b>95,878</b>	<b>(174)</b>	<b>86,040</b>	<b>9,838</b>
11d	PFCC - Cost of the Democratic Process	215	2	216	176	222	6	215	7
11e	PFCC - Office of the Police Crime Commi	1,631	(135)	1,497	1,019	1,689	192	1,409	280
11g	PFCC - Commissioned Services	3,783	4,307	8,090	4,602	7,868	(222)	3,311	4,557
11h	PFCC - Violence Reduction Units	1,156	(137)	1,019	560	1,018	(1)	(434)	1,451
	<b>Police, Fire &amp; Crime Commissioner</b>	<b>6,785</b>	<b>4,036</b>	<b>10,821</b>	<b>6,356</b>	<b>10,797</b>	<b>(24)</b>	<b>4,502</b>	<b>6,295</b>
						0			
12a	Revenue Contribution to Capital	1,000	119	1,119	1,120	1,120	1	2	1,118
12b	Capital Financing	813	2,126	2,939	2,107	1,911	(1,027)	5,647	(3,736)
12c	Pensions & Exit Costs	1,323	612	1,935	131	2,206	270	1,938	268
	<b>Central Costs</b>	<b>3,136</b>	<b>2,857</b>	<b>5,993</b>	<b>3,358</b>	<b>5,237</b>	<b>(756)</b>	<b>7,587</b>	<b>(2,350)</b>
Reserves	Transfer to/(from) earmarked reserves	(288)	(8,182)	(8,471)	(8,292)	(8,371)	100	(1,606)	(6,765)
Gen Reserve	Transfer to/(from) general reserve	(3,145)	0	(3,145)	(3,145)	(2,956)	189	(1,424)	(1,531)
	<b>Budget Requirement</b>	<b>363,687</b>	<b>0</b>	<b>363,687</b>	<b>274,474</b>	<b>363,563</b>	<b>(124)</b>	<b>352,141</b>	<b>11,422</b>
	Sources of Finance	(363,687)	0	(363,687)	(276,021)	(363,563)	124	(352,141)	(11,423)
	<b>Grand Total</b>	<b>(0)</b>	<b>0</b>	<b>0</b>	<b>(1,548)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

N/A - SOURCES OF FINANCE