



Nottinghamshire

**POLICE & CRIME COMMISSIONER**

Rt Hon Theresa May MP  
2 Marsham Street  
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30 October 2013

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Dear Home Secretary,

**Nottinghamshire's Response to HMIC**

Please find enclosed my response to HMIC's report on Policing in Austerity: Rising to the Challenge Thematic Report, and the Nottinghamshire Police Response to the Funding Challenge Report for your information and attention.

Yours faithfully,

**Paddy Tipping**  
**Police and Crime Commissioner**

**The Nottinghamshire Police and Crime Commissioner's response to the publication of Her Majesty's Inspectorate of Constabulary's (HMIC) Policing in Austerity: Rising to the Challenge Thematic Report, and the Response to the Funding Challenge Report for Nottinghamshire Police.**

Policing in Austerity: Rising to the Challenge Thematic Report can be found [here](#)

Nottinghamshire Police Funding Challenge Report can found [here](#)

As per my statutory responsibility to prepare comments on any of HMIC's published reports, Section 55(5) of the 1996 Police Act, I acknowledge their conclusion that Nottinghamshire Police has demonstrated overall sound progress rising to the funding challenge outlined in the above report. I have recognised that in meeting its financial challenge, the Force has responded through a savings programme that has allowed it to reduce costs whilst continuing to fight crime through redesigning the way it delivers policing services to the people of Nottingham and Nottinghamshire.

However, it has been recognised that Nottinghamshire Police has had a more difficult financial challenge than many other forces, it needs to save £43.6m over the four years of the spending review (between march 2011 and March 2015). This savings requirement is 19% of it's the overall budget.

Nottinghamshire is also disadvantaged by the present funding formula. Whilst I recognise that there is to be a review, the suggestion is that this will not be introduced until 2016-17 at the earliest. Consultation on the new formula should begin now. In the meantime, the current impact is a loss of £10.5m in grant per year for Nottinghamshire.

There are continuing challenges, with a need to demonstrate delivering services which we have a lower number of police officers per head of population than the average, with the Force receiving a comparable number of emergency and priority calls, but dealing with slightly more crimes and supporting more prosecutions than other forces. We currently spend over 80% of the police budget on staff costs, with a target reduction in pay in line with other forces.

I pledged in my Manifesto, which is also outlined in my Police and Crime Plan, a commitment to increasing police officers and PCSO numbers which will impact on the future design of the Force and support front line services, together with increasing visibility with an aim to improve satisfaction. Between March 2010 and March 2015, the proportion of police officers in frontline, crime-fighting roles is planned to increase from 91% to 94%. This compares to an overall increase across England and Wales from 89% to 93%.

The HMIC defines the people who work on the police front line as: *"those who are in everyday contact with the public and who directly intervene to keep people safe and enforce*

*the law*". It is important that as forces reconfigure their structures and reduce workforce **numbers**, they focus on maintaining (or if possible increasing) the **proportion** of people in these crime-fighting roles.

The Force has had to make some incredibly difficult decisions due to the financial challenges, which has included making police staff redundant and not replacing others as they have left. Between March 2010 and March 2015, the number of police staff will reduce by 322 or 19%. This is a much higher reduction than that planned by most other forces.

As Commissioner I have supported new and innovative partnership working across the criminal justice and community safety landscape to improve efficiency and effectiveness of services and continually rise to the challenge to deliver value for money policing for Nottingham and Nottinghamshire. I have also been actively driving new ways of communicating with our communities and victims of crime through social media.

The Force expects to spend 5% of its total expenditure on collaboration, which is lower than the 11%, with an expectation of a contribution of an 8% savings requirement, which is above the 7% national figure. This is despite the fact that Nottinghamshire Police is fully engaged in all collaborative projects in the East Midlands.

Officers and staff have worked extremely hard to contribute to the changes created by the need to meet the financial pressures, whilst focusing on reducing crime and targeting key priorities such as violent crime, domestic violence and alcohol related crime.

I have further commissioned a piece of work from Deloitte's to conduct a Base Budget Review with three primary objectives:

- To review the Force budget, and examine the extent of alignment with the PCC's priorities.
- To compare the costs of Corporate Services with other forces and identify if there is scope for savings; and
- To identify potential opportunities for new ways of working across the Force that could help transform service delivery and reduce costs.

This will give me an overview of where the budget challenges remain and identify opportunities for further develop partnership working.

There has been a significant transformation journey undertaken by the Force, over the last few years, which is reflected by rising to the challenges. As Commissioner with responsibility for the totality of policing and setting the budgets for Nottinghamshire policing, I have a responsibility to the communities to ensure continued value for money policing and will endeavour to meet this challenge.

The recommendations of this HMIC Inspection will form part of the monitoring and assurance through our Joint Audit and Scrutiny Panel reporting.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Paddy Tipping', with a stylized, cursive script.

Paddy Tipping  
Police and Crime Commissioner