

# **Force Executive Board**

## **Performance & Insight Report**

### **Performance to September 2014**





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|         | Month    |            |                               |         | Year to date |            |           |           |            |
|---------|----------|------------|-------------------------------|---------|--------------|------------|-----------|-----------|------------|
|         |          | B/(w) than |                               |         |              | B/(w) than | Full Year | Full Year | B/(w) than |
| Actual  | Forecast | Forecast   |                               | Actual  | Forecast     | Forecast   | Budget    | Forecast  | Budget     |
| £m      | £m       | £m         |                               | £m      | £m           | £m         | £m        | £m        | £m         |
|         |          |            |                               |         |              |            |           |           |            |
|         |          |            | Total pay & allowances        |         |              |            |           |           |            |
| 8.509   | 8.623    | 0.113      | Police pay & allowances       | 51.396  | 51.653       | 0.257      | 104.292   | 103.426   | 0.866      |
| 0.279   | 0.157    | (0.122)    | Police overtime               | 2.089   | 1.792        | (0.297)    | 2.855     | 3.142     | (0.287)    |
| 4.040   | 4.010    | (0.031)    | Police staff pay & allowances | 25.777  | 25.631       | (0.146)    | 48.402    | 50.139    | (1.737)    |
| (0.075) | 0.036    | 0.110      | Police staff overtime         | 0.146   | 0.237        | 0.091      | 0.487     | 0.463     | 0.024      |
| 0.076   | 0.052    | (0.024)    | Other employee expenses       | 0.492   | 0.398        | (0.094)    | 0.551     | 0.659     | (0.108)    |
| 12.830  | 12.877   | 0.047      |                               | 79.900  | 79.711       | (0.190)    | 156.587   | 157.828   | (1.241)    |
|         |          |            | Other operating expenses      |         |              |            |           |           |            |
| 0.403   | 0.524    | 0.121      | Premises running costs        | 3.079   | 3.257        | 0.178      | 5.708     | 5.849     | (0.140)    |
| 0.420   | 0.474    | 0.055      | Transport costs               | 2.829   | 2.935        | 0.106      | 5.627     | 5.707     | (0.080)    |
| 0.038   | 0.024    | (0.014)    | Clothing, uniform & laundry   | 0.282   | 0.239        | (0.043)    | 0.416     | 0.416     | (0.000)    |
| 0.522   | 0.515    | (0.007)    | Comms & computing             | 3.186   | 3.141        | (0.045)    | 5.681     | 5.681     | (0.000)    |
| 0.181   | 0.161    | (0.021)    | Miscellaneous expenses        | 0.990   | 0.970        | (0.020)    | 0.764     | 0.872     | (0.108)    |
| 0.597   | 0.577    | (0.021)    | Collaboration contributions   | 3.509   | 3.473        | (0.035)    | 6.966     | 6.966     | (0.000)    |
| 1.521   | 1.467    | (0.054)    | Other                         | 10.317  | 10.369       | 0.052      | 17.853    | 18.476    | (0.624)    |
| 3.682   | 3.741    | 0.060      |                               | 24.190  | 24.384       | 0.194      | 43.015    | 43.967    | (0.952)    |
| 16.512  | 16.619   | 0.107      | Total expenditure             | 104.090 | 104.094      | 0.004      | 199.603   | 201.795   | (2.193)    |
| (0.602) | (0.491)  | 0.111      | Income                        | (3.096) | (2.851)      | 0.245      | (5.803)   | (7.995)   | 2.193      |
| 15.910  | 16.128   | 0.218      |                               | 100.995 | 101.243      | 0.249      | 193.800   | 193.800   | 0.000      |

### **Financials**



Month: £15.910m against a forecast of £16.128m (£0.218m favourable) Year to date: £100.995m against a forecast of £101.243m (£0.249m favourable) Full year forecast: £193.800m

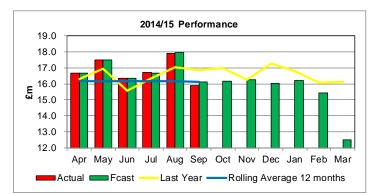
#### Month:

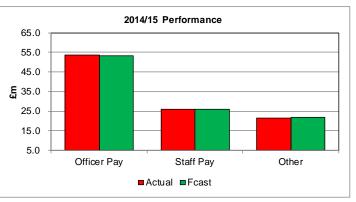
Expenditure was £0.218m better than forecast. This was largely due to a half year review of accruals and a number of one-off's:

- £0.162m mutual aid for the Commonwealth games, NATO summit and EDL. This is net of c£0.085m overtime incurred
- £0.100m due a review of utilities, rent and rate accruals
- £0.052m of consultancy fees for IS transformation which are currently deferred
- £0.040m release of accruals for miscellaneous medical fees ie autopsies
- £0.113m police officer savings largely due to leavers and National Insurance
- £0.026m due to fuel being below the forecasted rates per litre (diesel £1.06 v £1.20/ltr and petrol £1.08 v £1.18/ltr), lower mileage and half year stock adjustment

These have been partly offset by:

- £0.166m increase in the medical retirement as a result of the latest information
- £0.050m legal accrual for potential costs relating to A19 and other on-going cases





Police officer pay was £8.509m, which was £0.113m better than forecast largely due to cumulative impact of the previous months leavers coming through. Officers leavers at 11 in the month was four less than forecasted and 14 new officers started as planned. There has been a saving on National Insurance where the forecasted rate was too high. Overtime was £0.279m, which was £0.122m worse than forecast. This was in part due to a half year review of the accrual resulting in a crossover with staff overtime and also c£0.085m relating to mutual aid operations which has been more than offset by mutual aid income.

Police staff pay was £4.040m, which was £0.031m worse than forecast. In the month £0.263m of IS project staff were capitalised which was £0.025m less than forecasted. The credit in the month on staff overtime was due to the half year review of the accrual resulting in a release of aged accruals and a crossover over with officer overtime.

### **Financials**



#### Year to date:

Expenditure was £0.249m better than forecast. This was largely due to a half year review of accruals and a number of one-off's:

- £0.162m mutual aid for the Commonwealth games, NATO summit and EDL. This is net of c£0.085m overtime incurred
- £0.152m due a review of utilities, rent and rate accruals and a rates rebate for St Anns and Oxclose Lane £0.052m
- £0.081m of consultancy fees for IS transformation which are currently deferred
- £0.040m release of accruals for miscellaneous medical fees ie autopsies
- £0.257m police officer savings largely due to leavers and National Insurance
- £0.052m due to fuel being below the forecasted rates per litre (diesel £1.06 v £1.20/ltr and petrol £1.08 v £1.18/ltr), lower mileage and half year stock adjustment

These have been partly offset by:

- £0.166m increase in the medical retirement as a result of the latest information
- £0.050m legal accrual for potential costs relating to A19 and other on-going cases

If you adjust the year to date position for the items above the underlying the performance to date is c£0.120m worse than forecast. With the efficiencies being mainly weighted towards the second half of the year, cost control remains the focus to achieve the year end forecast.

Police officer pay was £51.396m, which was £0.257m better than forecast which was largely due to officers leavers at 67 was 10 higher than forecasted, and savings on National Insurance. Overtime was £2.089m, which was £0.297m worse than forecast in part due to mutual aid operations and support provided to the Fire Service during industrial action which has been offset in income and also the half year review of the accruals.

Police staff pay was £25.777m, which was £0.146m worse than forecast. This is largely due to the efficiency challenge, partly offset by the capitalisation of agency cost relating to the MFSS.

| Officer Leavers | Apr | Мау | Jun | Jul | Aug | Sep | Total | Variance |
|-----------------|-----|-----|-----|-----|-----|-----|-------|----------|
| Actual          | 10  | 9   | 14  | 9   | 14  | 11  | 67    |          |
| Budget          | 8   | 6   | 6   | 8   | 4   | 13  | 44    | 24       |
| Forecast        | 10  | 9   | 14  | 6   | 4   | 15  | 58    | 10       |



### **Capital Expenditure**



| Month: £1.475m               |  |  |  |  |  |
|------------------------------|--|--|--|--|--|
| Year to date: £3.758m        |  |  |  |  |  |
| Forecast remaining: £11.402m |  |  |  |  |  |
| Full year forecast: £15.160m |  |  |  |  |  |

|   |         | Month    |            |        | Year to date |            |           |           |
|---|---------|----------|------------|--------|--------------|------------|-----------|-----------|
|   |         |          | B/(w) than |        |              | B/(w) than | Remaining | Full Year |
|   | Actual  | Forecast | Forecast   | Actual | Forecast     | Forecast   | Forecast  | Forecast  |
|   | £m      | £m       | £m         | £m     | £m           | £m         | £m        | £m        |
| Estates                                       |         |          |            |        |              |            |           |           |
| Arrow Centre conversion                       | 0.015   | -        | (0.015)    | 0.065  | 0.030        | (0.015)    | 0.931     | 0.996     |
| Biomass boilers                               | 0.151   | -        | (0.151)    | 0.151  | -            | (0.151)    | 0.329     | 0.480     |
| Custody improvements                          | 0.046   | 0.120    | 0.074      | 0.233  | 0.251        | 0.074      | 0.200     | 0.433     |
| Energy initiatives                            | 0.051   | 0.060    | 0.009      | 0.274  | 0.156        | 0.009      | 0.168     | 0.442     |
| FHQ open plan offices                         | 0.001   | -        | (0.001)    | 0.202  | 0.194        | (0.001)    | 0.148     | 0.350     |
| FHQ Kennels                                   | 0.040   | 0.030    | (0.010)    | 0.046  | 0.036        | (0.010)    | 0.571     | 0.617     |
| FHQ Conference Facilities                     | -       | -        | -          | -      | -            | -          | 0.350     | 0.350     |
| FHQ re-surfacing of roads and carparks        | -       | -        | -          | -      | -            | -          | 0.200     | 0.200     |
| FHQ fire protection - telephony room          | -       | 0.025    | 0.025      | -      | 0.025        | 0.025      | 0.150     | 0.150     |
| Access Control Improvement                    | -       | -        | -          | 0.012  | 0.220        | -          | 0.208     | 0.220     |
| Bircotes information centre                   | 0.022   | 0.032    | 0.010      | 0.135  | 0.094        | 0.010      | 0.011     | 0.146     |
| Demolition of huts                            | 0.001   | 0.052    | 0.051      | 0.048  | 0.086        | 0.051      | 0.089     | 0.137     |
| Other   | (0.013) | 0.089    | 0.102      | 0.182  | 0.128        | 0.102      | 0.920     | 1.102     |
|   | 0.314   | 0.408    | 0.094      | 1.348  | 1.220        | 0.094      | 4.275     | 5.623     |
| Information Systems                           |         |          |            |        |              |            |           |           |
| Continued essential hardware refresh          | 0.031   | 0.025    | (0.006)    | 0.296  | 0.287        | (0.006)    | 0.141     | 0.437     |
| Desktop virtualisation                        | -       | -        | -          | -      | -            | -          | 0.300     | 0.300     |
| Enabling change                               | 0.046   | 0.047    | 0.001      | 0.121  | 0.165        | 0.001      | 0.329     | 0.450     |
| Improvements to digital investigation storage | 0.004   | -        | (0.004)    | 0.012  | 0.008        | (0.004)    | 0.588     | 0.600     |
| Mobile data platform                          | -       | -        | -          | -      | -            | -          | 0.500     | 0.500     |
| Mobile data remote working                    | -       | -        | -          | 0.030  | 0.024        | -          | 0.811     | 0.841     |
| Replacement of photocopiers                   | 0.086   | 0.030    | (0.056)    | 0.303  | 0.172        | (0.056)    | 0.071     | 0.374     |
| Telephony project                             | -       | 0.846    | 0.846      | -      | 1.013        | 0.846      | 1.284     | 1.284     |
| Windows 7                                     | 0.019   | 0.077    | 0.058      | 0.175  | 0.304        | 0.058      | 0.360     | 0.535     |
| Other   | 0.227   | 0.397    | 0.170      | 0.611  | 0.676        | 0.170      | 1.976     | 2.587     |
|   | 0.413   | 1.422    | 1.009      | 1.548  | 2.649        | 1.009      | 6.360     | 7.908     |
| MFSS  | 0.748   | 0.050    | (0.698)    | 0.748  | 0.050        | (0.698)    | 2.459     | 3.207     |
| Other ( incl PCC projects )                   | -       | 0.025    | 0.025      | 0.114  | 0.164        | 0.025      | 1.308     | 1.422     |
| Forecast general slippage                     | -       | -        | -          |        | -            | -          | (3.000)   | (3.000)   |
|   | 1.475   | 1.905    | 0.430      | 3.758  | 4.083        | 0.430      | 11.402    | 15.160    |

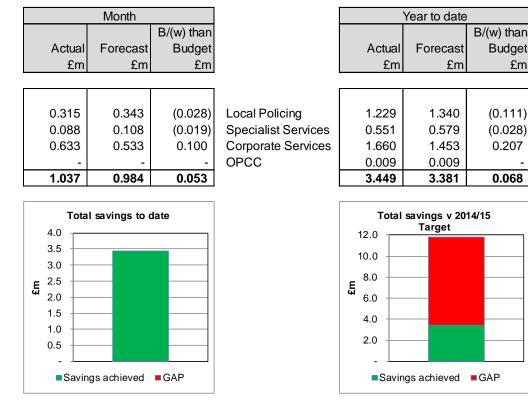
The Q1 forecast included the MFSS at £3.207m and a non allocated reduction of £3.000m on the project spend forecast by budget holders. Since that review took place £1.355m of savings and slippage has been identified against specific projects. This includes £0.570m on kennels, £0.499m on conference centre conversion and open plan refurbishment at Force HQ and £0.158m on Access Control Improvements.

The under spend to date is mainly due to the delay to the Telephony project £1.013m, partly offset by the timing of expenditure on licences and consultancy costs for the MFSS project, the timing for these was not known at the time of the Q1 forecast. The forecast is being revised for Q2.

### Efficiencies



#### September: £1.037m against a target of £0.984m (£0.053m favourable) Year to date: £3.449m against a target of £3.381m (£0.068m favourable) Full year revised target: £11.794m



2014/15 Phasing 3.0 2.5 2.0 **ឝ្ញ** 1.5 1.0 0.5 Apr May Jun Aug Sep Oct Nov Dec Jan Feb Mar Actual Fcast

- Local Policing to date £0.111m behind target mainly due to staff vacancy rate and phasing of front counters and Specials uniforms.
- Specialist Services to date £0.028m behind target, mainly due to restructuring going ahead between Intel and P&P analytical is no longer going ahead.

**Full Year** 

Forecast

4.240

1.733

5.692

0.128

11.794

£m

Budget

(0.111)

(0.028)

0.207

0.068

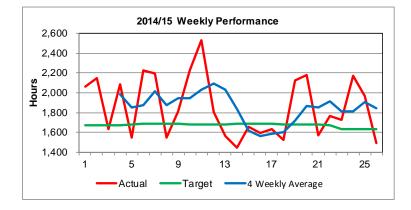
£m

- Corporate Services to date £0.207m ahead of target due to staff vacancy rate, premises and lower fuel costs.
- OPCC are on target. •

### **Overtime**



|         | Month    |            |                     |        | Year to date |            |           |           |            |
|---------|----------|------------|---------------------|--------|--------------|------------|-----------|-----------|------------|
|         |          | B/(w) than |                     |        |              | B/(w) than | Full Year | Full Year | B/(w) than |
| Actual  | Forecast | Forecast   |                     | Actual | Forecast     | Forecast   | Budget    | Forecast  | Budget     |
| £m      | £m       | £m         |                     | £m     | £m           | £m         | £m        | £m        | £m         |
|         |          |            |                     |        |              |            | T         |           |            |
|         |          |            | Local Policing      |        |              |            |           |           |            |
| 0.076   | 0.047    | (0.028)    | City                | 0.536  | 0.498        | (0.038)    | 0.830     | 0.895     | (0.065)    |
| 0.045   | 0.059    | 0.014      | County              | 0.750  | 0.680        | (0.070)    | 1.049     | 1.189     | (0.140)    |
| (0.033) | 0.005    | 0.039      | Contact Management  | 0.030  | 0.069        | 0.040      | 0.092     | 0.113     | (0.021)    |
| 0.087   | 0.111    | 0.025      |                     | 1.316  | 1.248        | (0.068)    | 1.972     | 2.197     | (0.225)    |
|         |          |            | Specialist Services |        |              |            |           |           |            |
| 0.075   | 0.072    | (0.003)    | Crime & Justice     | 0.468  | 0.463        | (0.005)    | 0.972     | 0.976     | (0.004)    |
| 0.024   | 0.014    | (0.010)    | OSD                 | 0.319  | 0.203        | (0.117)    | 0.289     | 0.339     | (0.050)    |
| 0.011   | 0.005    | (0.006)    | Regional            | 0.052  | 0.068        | 0.016      | 0.289     | 0.106     | 0.183      |
| 0.110   | 0.091    | (0.019)    |                     | 0.840  | 0.734        | (0.106)    | 1.550     | 1.421     | 0.129      |
| 0.007   | (0.010)  | (0.017)    | Corporate Services  | 0.079  | 0.047        | (0.032)    | (0.179)   | (0.013)   | (0.167)    |
| 0.204   | 0.193    | (0.011)    |                     | 2.235  | 2.028        | (0.206)    | 3.343     | 3.605     | (0.263)    |



|                    |         | Weekly  | Last    | Direction               |
|--------------------|---------|---------|---------|-------------------------|
|                    | Week 26 | Average | 4 Week  | of                      |
|                    | Ytd     | Ytd     | Average | Travel                  |
|                    |         |         |         |                         |
| City               | 11,615  | 447     | 560     |                         |
| County             | 14,246  | 548     | 482     | ->                      |
| Contact Management | 2,268   | 87      | 73      | $\overline{\mathbf{x}}$ |
| Crime & Justice    | 13,924  | 536     | 520     | 4                       |
| OSD                | 3,488   | 134     | 135     | 4                       |
| Corporate Services | 2,689   | 103     | 70      |                         |
|                    | 48,230  | 1,855   | 1,840   | -                       |

Note: Direction of travel based on last week average compared to ytd weekly average

### **Overtime**



Month: £0.204m against a forecast of £0.193m (£0.011m adverse) Year to date: £2.235m against a forecast of £2.028m (£0.206m adverse) Full year forecast: £3.605m

During September there was a half year review of the overtime accrual, so we are now only accruing for six months outstanding overtime claims. This resulted in the release of aged accruals, realignment across functions and a crossover with staff.

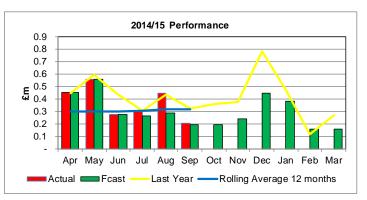
Officer overtime expenditure year to date was  $\pounds 2.089m$ , which is an over spend of  $\pounds 0.297m$  against a forecast of  $\pounds 1.792m$ . The majority of the over spend was in County  $\pounds 0.080m$ , City  $\pounds 0.031m$  and OSD  $\pounds 0.116m$ . Part of this over spend is due to mutual aid which has been more than offset by mutual aid income.

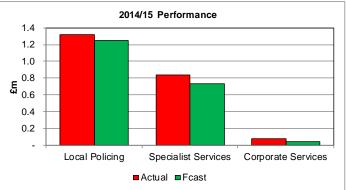
The main drivers for officer overtime have been:

- Increase in regional activities around major crimes by the Major Crime Unit and the Serious & Organised Crime Unit (Ops Pelfray, Hallux and Hearth)
- Maintaining police presence over bank holidays (this was budgeted)
- City centre patrols
- County operations Encollar, Claustral, Packhouse, Jejunal and Raspberry
- Ministerial visits (Op Kapok)
- Operations Eagre, Genre (fracking protest), Encomber, Twite and Bailor
- Support to the Fire Service during industrial action (Op Faculate)
- two fatal RTCs (one a triple fatal) on the A1 for OSD

After 26 weeks there have been 48,230 hours spent on divisional overtime (which excludes mutual aid and special services overtime) versus a target of 43,451. This represents an over usage of 4,779 hours and equates to an overspend of c£0.120m. Extrapolated out over a full year at this rate would mean a risk of £0.240m. The last four weeks of overtime have averaged out at 1,840 per week versus a target of 1,635, which has reduced from last month.

Staff overtime expenditure year to date was £0.146m, which is an under spend of £0.091m against a forecast £0.237m. This is largely as a result of the half year review of overtime accruals.







|         | Month    |            |                               |         | Year to date |            |           |           |            |
|---------|----------|------------|-------------------------------|---------|--------------|------------|-----------|-----------|------------|
|         |          | B/(w) than |                               |         |              | B/(w) than | Full Year | Full Year | B/(w) than |
| Actual  | Forecast | Forecast   |                               | Actual  | Forecast     | Forecast   | Budget    | Forecast  | Budget     |
| £m      | £m       | £m         |                               | £m      | £m           | £m         | £m        | £m        | £m         |
|         |          |            |                               |         |              |            |           |           |            |
|         |          |            | Total pay & allowances        |         |              |            |           |           |            |
| 5.462   | 5.619    | 0.157      | Police pay & allowances       | 33.293  | 33.590       | 0.298      | 67.550    | 67.353    | 0.197      |
| 0.114   | 0.097    | (0.017)    | Police overtime               | 1.251   | 1.140        | (0.111)    | 1.851     | 1.999     | (0.149)    |
| 1.851   | 1.853    | 0.002      | Police staff pay & allowances | 11.232  | 11.174       | (0.058)    | 21.841    | 22.130    | (0.289)    |
| (0.027) | 0.014    | 0.042      | Police staff overtime         | 0.065   | 0.108        | 0.043      | 0.121     | 0.198     | (0.077)    |
| 0.001   | 0.000    | (0.001)    | Other employee expenses       | 0.016   | 0.014        | (0.002)    | (0.025)   | 0.015     | (0.040)    |
| 7.400   | 7.583    | 0.183      |                               | 45.857  | 46.026       | 0.169      | 91.337    | 91.695    | (0.358)    |
|         |          |            |                               |         |              |            |           |           |            |
|         |          |            | Other operating expenses      |         |              |            |           |           |            |
| 0.213   | 0.278    | 0.065      | Premises running costs        | 1.634   | 1.716        | 0.082      | 3.166     | 3.159     | 0.007      |
| 0.187   | 0.273    | 0.086      | Transport costs               | 1.562   | 1.646        | 0.084      | 3.216     | 3.305     | (0.089)    |
| 0.031   | 0.033    | 0.002      | Clothing, uniform & laundry   | 0.161   | 0.133        | (0.028)    | 0.390     | 0.317     | 0.073      |
| 0.057   | 0.059    | 0.002      | Comms & computing             | 0.354   | 0.356        | 0.002      | 0.710     | 0.672     | 0.038      |
| 0.052   | 0.046    | (0.007)    | Miscellaneous expenses        | 0.282   | 0.288        | 0.006      | 0.521     | 0.536     | (0.015)    |
| -       | -        | -          | Collaboration contributions   | -       | -            | -          | -         | -         | -          |
| 0.082   | 0.102    | 0.020      | Other                         | 0.549   | 0.560        | 0.011      | 1.031     | 1.183     | (0.152)    |
| 0.622   | 0.790    | 0.168      |                               | 4.541   | 4.699        | 0.158      | 9.034     | 9.172     | (0.138)    |
| 8.022   | 8.373    | 0.351      | Total expenditure             | 50.398  | 50.725       | 0.327      | 100.371   | 100.867   | (0.496)    |
| (0.103) | (0.084)  | 0.020      | Income                        | (0.353) | (0.318)      | 0.035      | (0.710)   | (0.730)   | 0.020      |
| 7.919   | 8.289    | 0.370      |                               | 50.045  | 50.408       | 0.363      | 99.661    | 100.137   | (0.476)    |

### **Local Policing**



Month: £7.919m against a forecast of £8.289m (£0.370m favourable) Year to date: £50.045m against a forecast of £50.408m (£0.363m favourable) Full year forecast: £100.137m

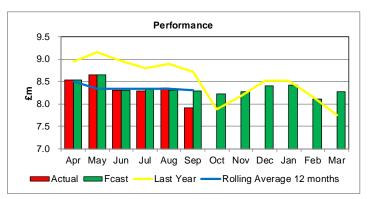
#### Month:

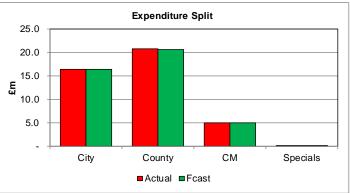
The £0.370m better than forecast performance was mainly due to police officer salaries £0.157m where leavers have been higher than expected; staff overtime £0.042m is due to the half year accrual review and relates mainly to aged overtime claims; premises costs £0.065m due to a half year review of utilities and rent & rates accruals; and transport costs £0.086m due to lower mileage and fuel costs due to price per litre being lower than forecasted and a transfer of transport insurance £0.043m to Corporate services which is not a saving to the force.

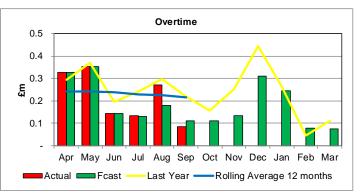
#### Year to date:

The £0.363m better than forecast performance was mainly due to police officer salaries £0.298m where leavers have been higher than expected; staff overtime £0.043m is due to the half year accrual review and relates mainly to aged overtime claims; premises costs £0.082m due to a rent rebate and half year review of utilities and rent & rates accruals; and transport costs £0.084m due to lower mileage and fuel costs due to price per litre being lower than forecasted and a transfer of transport insurance £0.043m to Corporate services which is not a saving to the force.

This has been partly offset by police officer overtime was £0.111m worse than budget (County £0.080m and City £0.031m) mainly due to a number of operations.







### **Local Policing Efficiencies**



September: £0.315m against a target of £0.343m (£0.028m adverse) Year to date: £1.229m against a target of £1.340m (£0.111m adverse) Full year revised target: £4.240m

|   |        | Month    |            |                     |
|---|--------|----------|------------|---------------------|
|   |        |          | B/(w) than |                     |
|   | Actual | Forecast | Forecast   |                     |
|   | £m     | £m       | £m         |                     |
| _ |        |          |            |                     |
|   |        |          |            |                     |
|   | 0.135  | 0.135    | -          | URN313 & URN315     |
|   | 0.080  | 0.080    | -          | URN308 Stop PCSO    |
|   | 0.077  | 0.077    | -          | URN319 Reduction in |
|   | 0.016  | 0.016    | (0.000)    | URN4 Front Counters |
|   | 0.001  | 0.007    | (0.006)    | URN23-48 Estates st |
|   | -      | -        | -          | URN314 Uniform sav  |
|   | -      | -        | -          | URN106 - EMSCU S    |
|   | 0.006  | 0.028    | (0.022)    | URN307 Vacancy Ra   |
|   | -      | -        | -          | Other               |
|   | 0.315  | 0.343    | (0.028)    |                     |

|                          | -      |              |            |           |
|--------------------------|--------|--------------|------------|-----------|
|                          |        | Year to date |            |           |
|                          |        |              | B/(w) than | Full Year |
|                          | Actual | Forecast     | Forecast   | Forecast  |
|                          | £m     | £m           | £m         | £m        |
|                          |        |              |            |           |
|                          |        |              |            |           |
| 5 Police Officer profile | 0.509  | 0.509        | -          | 1.500     |
| O Recruitment            | 0.298  | 0.298        | -          | 1.042     |
| in Overtime              | 0.263  | 0.263        | (0.000)    | 0.726     |
| rS                       | 0.100  | 0.113        | (0.013)    | 0.360     |
| strategy                 | 0.006  | 0.024        | (0.018)    | 0.165     |
| avings (specials)        | 0.032  | 0.049        | (0.017)    | 0.068     |
| Savings target           | -      | -            | -          | 0.130     |
| Rate                     | 0.021  | 0.083        | (0.062)    | 0.249     |
|                          | -      | -            | -          | -         |
|                          | 1.229  | 1.340        | (0.111)    | 4.240     |
|                          |        | ·            | . ,        | ·         |





#### Year to date:

URNs 313, 315,308 & 319 - have been included in the run rate of the forecast so no longer reported against.

URN4 - Front Counters are slightly behind the target but will likely make up by year end.

URN314 - Uniform specials is missing the forecast but this could be a timing issue.

URN307 - Vacancy Rate is well below target and this is a big risk in hitting the forecasted savings.





|         | Month    |            |                               |         | Year to date |            |           |           |            |
|---------|----------|------------|-------------------------------|---------|--------------|------------|-----------|-----------|------------|
|         |          | B/(w) than |                               |         |              | B/(w) than | Full Year | Full Year | B/(w) than |
| Actual  | Forecast | Forecast   |                               | Actual  | Forecast     | Forecast   | Budget    | Forecast  | Budget     |
| £m      | £m       | £m         |                               | £m      | £m           | £m         | £m        | £m        | £m         |
|         |          |            |                               |         |              |            |           |           |            |
|         |          |            | Total pay & allowances        |         |              |            |           |           |            |
| 2.757   | 2.715    | (0.042)    | Police pay & allowances       | 16.416  | 16.377       | (0.039)    | 33.815    | 32.738    | 1.076      |
| 0.158   | 0.077    | (0.080)    | Police overtime               | 0.796   | 0.649        | (0.147)    | 1.166     | 1.246     | (0.079)    |
| 1.192   | 1.227    | 0.035      | Police staff pay & allowances | 7.347   | 7.374        | 0.027      | 14.600    | 14.516    | 0.084      |
| (0.047) | 0.014    | 0.061      | Police staff overtime         | 0.043   | 0.084        | 0.041      | 0.177     | 0.175     | 0.002      |
| 0.002   | 0.000    | (0.002)    | Other employee expenses       | 0.002   | (0.003)      | (0.005)    | 0.014     | (0.003)   | 0.017      |
| 4.062   | 4.034    | (0.028)    |                               | 24.605  | 24.482       | (0.123)    | 49.771    | 48.672    | 1.099      |
|         |          |            |                               |         |              |            |           |           |            |
|         |          |            | Other operating expenses      |         |              |            |           |           |            |
| 0.068   | 0.063    | (0.005)    | Premises running costs        | 0.407   | 0.382        | (0.024)    | 0.711     | 0.717     | (0.006)    |
| 0.093   | 0.146    | 0.053      | Transport costs               | 0.764   | 0.871        | 0.107      | 1.737     | 1.749     | (0.011)    |
| 0.006   | 0.004    | (0.001)    | Clothing, uniform & laundry   | 0.040   | 0.049        | 0.009      | 0.066     | 0.074     | (0.008)    |
| 0.110   | 0.112    | 0.002      | Comms & computing             | 0.659   | 0.664        | 0.004      | 1.278     | 1.279     | (0.001)    |
| 0.072   | 0.067    | (0.005)    | Miscellaneous expenses        | 0.372   | 0.372        | (0.000)    | 0.635     | 0.753     | (0.118)    |
| 0.429   | 0.427    | (0.002)    | Collaboration contributions   | 2.602   | 2.586        | (0.017)    | 5.162     | 5.185     | (0.023)    |
| 0.306   | 0.351    | 0.045      | Other                         | 2.127   | 2.177        | 0.050      | 4.385     | 4.043     | 0.342      |
| 1.084   | 1.169    | 0.085      |                               | 6.972   | 7.101        | 0.129      | 13.975    | 13.800    | 0.174      |
| 5.146   | 5.203    | 0.057      | Total expenditure             | 31.577  | 31.583       | 0.006      | 63.746    | 62.472    | 1.274      |
| (0.414) | (0.055)  | 0.359      | Income                        | (0.755) | (0.337)      | 0.417      | (0.629)   | (0.731)   | 0.102      |
| 4.733   | 5.148    | 0.416      |                               | 30.823  | 31.246       | 0.423      | 63.117    | 61.741    | 1.376      |

### **Specialist Services**



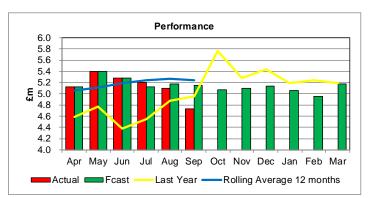
Month: £4.733m against a forecast of £5.148m (£0.416m favourable) Year to date: £30.823m against a forecast of £31.246m (£0.423m favourable) Full year forecast: £61.741m

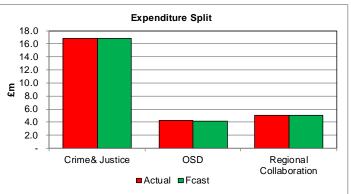
#### Month:

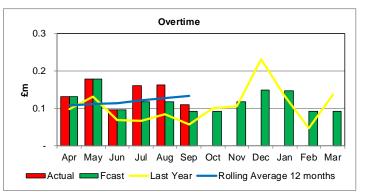
The £0.416m better than forecast performance was largely due to savings on staff salaries £0.035m where the CMB team has been transferred to Finance; staff overtime £0.061m is due to the half year accrual review and relates mainly to aged overtime claims; transport costs £0.053m due to lower mileage and fuel costs due to price per litre being lower than forecasted and a transfer of transport insurance £0.021m to Corporate services which is not a saving to the force; and income £0.359m which is due to the transfer of prosecution costs recovered from Corporate Services and mutual aid income for several operations and providing cover to the Fire Services during industrial action. This has been partly offset by police salaries £0.042m and officer overtime £0.080m where the over spend is predominantly due to mutual aid activities.

#### Year to date:

The £0.423m better than forecast performance was largely due to savings on staff salaries £0.027m where the CMB team has been transferred to Finance; staff overtime £0.041m is due to the half year accrual review and relates mainly to aged overtime claims; transport costs £0.107m due to lower mileage and fuel costs due to price per litre being lower than forecasted and a transfer of transport insurance £0.021m to Corporate services which is not a saving to the force; and income £0.417m which is due to prosecution costs recovered and mutual aid income for several operations and providing cover to the Fire Services during industrial action. This has been partly offset by police salaries £0.039m; police officer overtime £0.147m where the over spend is largely due to mutual aid activities; and premises costs £0.024m where the forecast is held centrally in Estates but costs are incurred locally.







### **Specialist Services Efficiencies**

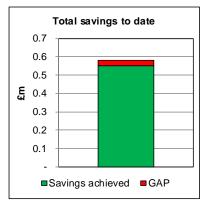


September: £0.088m against a target of £0.108m (£0.019m adverse) Year to date: £0.551m against a target of £0.579m (£0.028m adverse) Full year revised target: £1.733m

| Month      |          |          |    |  |  |  |  |
|------------|----------|----------|----|--|--|--|--|
| B/(w) than |          |          |    |  |  |  |  |
| Actual     | Forecast | Forecast |    |  |  |  |  |
| £m         | £m       | £m       |    |  |  |  |  |
|            |          |          |    |  |  |  |  |
|            |          |          |    |  |  |  |  |
| 0.032      | 0.032    | -        | UR |  |  |  |  |
| 0.031      | 0.031    | -        | UR |  |  |  |  |

| 0.088 | 0.108 | (0.019) | - · ·                                 |
|-------|-------|---------|---------------------------------------|
| 0.013 | 0.032 | (0.019) | Other                                 |
| -     | -     | -       | URN34 Combined Intel,P&P analytical   |
| -     | -     | -       | URN53 CMB                             |
| 0.006 | 0.006 | -       | URN43 MAIT & Cannabis dismantling tea |
| 0.007 | 0.007 | -       | URN55 Review & Restructure PP         |
| -     | -     | -       | URN106 EMSCU                          |
| -     | -     | -       | URN51 Police Led Prosecution          |
| -     | -     | -       | URN312 Custody Review                 |
| 0.031 | 0.031 | -       | URN320 Reduction in Overtime          |
| 0.032 | 0.032 | -       | URN56 Review & Restructure of CJ      |
|       |       |         |                                       |

|     |        |          | B/(w) than | Full Year |  |
|-----|--------|----------|------------|-----------|--|
|     | Actual | Forecast | Forecast   | Forecast  |  |
|     | £m     | £m       | £m         | £m        |  |
|     |        |          |            |           |  |
|     |        |          |            |           |  |
|     | 0.191  | 0.191    | -          | 0.378     |  |
|     | 0.142  | 0.142    | -          | 0.333     |  |
|     | -      | -        | -          | 0.148     |  |
|     | -      | -        | -          | 0.100     |  |
|     | -      | -        | -          | 0.210     |  |
|     | 0.040  | 0.039    | 0.001      | 0.079     |  |
| eam | 0.036  | 0.036    | -          | 0.072     |  |
|     | -      | -        | -          | 0.050     |  |
|     | -      | -        | -          | -         |  |
|     | 0.141  | 0.170    | (0.029)    | 0.363     |  |
|     | 0.551  | 0.579    | (0.028)    | 1.733     |  |





#### Year to date:

URN307 - Vacancy rate is well above target.

URNs 43,55,56,320 - have been included in the run rate of the forecast so no longer reported against. URN34 - Combined Intel, P&P analytical is no longer going ahead and been removed from the tracker.





| Month   |          |            |                               |         | Year to date |            |           |           |            |
|---------|----------|------------|-------------------------------|---------|--------------|------------|-----------|-----------|------------|
|         |          | B/(w) than |                               |         |              | B/(w) than | Full Year | Full Year | B/(w) than |
| Actual  | Forecast | Forecast   |                               | Actual  | Forecast     | Forecast   | Budget    | Forecast  | Budget     |
| £m      | £m       | £m         |                               | £m      | £m           | £m         | £m        | £m        | £m         |
|         |          |            |                               |         |              |            |           |           |            |
|         |          |            | Total pay & allowances        |         |              |            |           |           |            |
| 0.290   | 0.289    | (0.002)    | Police pay & allowances       | 1.688   | 1.685        | (0.002)    | 2.927     | 3.334     | (0.407)    |
| 0.007   | (0.018)  | (0.025)    | Police overtime               | 0.042   | 0.003        | (0.039)    | (0.162)   | (0.103)   | (0.059)    |
| 0.942   | 0.874    | (0.068)    | Police staff pay & allowances | 6.844   | 6.729        | (0.115)    | 11.282    | 12.803    | (1.521)    |
| (0.000) | 0.008    | 0.008      | Police staff overtime         | 0.037   | 0.044        | 0.007      | 0.189     | 0.090     | 0.099      |
| 0.072   | 0.050    | (0.022)    | Other employee expenses       | 0.464   | 0.377        | (0.087)    | 0.548     | 0.629     | (0.082)    |
| 1.312   | 1.203    | (0.109)    |                               | 9.074   | 8.838        | (0.236)    | 14.784    | 16.754    | (1.969)    |
|         |          |            |                               |         |              |            |           |           |            |
|         |          |            | Other operating expenses      |         |              |            |           |           |            |
| 0.122   | 0.182    | 0.061      | Premises running costs        | 1.021   | 1.143        | 0.122      | 1.830     | 1.944     | (0.114)    |
| 0.139   | 0.056    | (0.084)    | Transport costs               | 0.503   | 0.417        | (0.086)    | 0.674     | 0.653     | 0.021      |
| 0.001   | (0.013)  | (0.015)    | Clothing, uniform & laundry   | 0.080   | 0.057        | (0.024)    | (0.040)   | 0.025     | (0.065)    |
| 0.354   | 0.343    | (0.011)    | Comms & computing             | 2.168   | 2.116        | (0.052)    | 3.681     | 3.720     | (0.040)    |
| 0.051   | 0.039    | (0.012)    | Miscellaneous expenses        | 0.292   | 0.261        | (0.031)    | (0.409)   | (0.418)   | 0.009      |
| 0.168   | 0.150    | (0.018)    | Collaboration contributions   | 0.906   | 0.888        | (0.018)    | 1.804     | 1.782     | 0.023      |
| 0.716   | 0.604    | (0.113)    | Other                         | 6.106   | 6.138        | 0.031      | 8.665     | 9.227     | (0.563)    |
| 1.552   | 1.360    | (0.192)    |                               | 11.077  | 11.020       | (0.057)    | 16.205    | 16.934    | (0.729)    |
| 2.863   | 2.563    | (0.300)    | Total expenditure             | 20.151  | 19.858       | (0.293)    | 30.989    | 33.688    | (2.699)    |
| (0.061) | (0.352)  | (0.291)    | Income                        | (1.852) | (2.139)      | (0.287)    | (4.463)   | (6.477)   | 2.014      |
| 2.802   | 2.210    | (0.592)    |                               | 18.299  | 17.719       | (0.580)    | 26.526    | 27.211    | (0.685)    |

### **Corporate Services**



Month: £2.802m against a forecast of £2.210m (£0.592m adverse) Year to date: £18.299m against a forecast of £17.719m (£0.580m adverse) Full year forecast: £27.211m

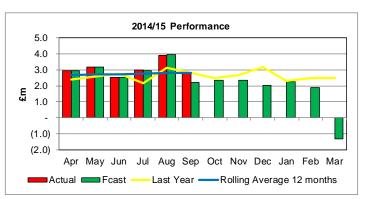
#### Month:

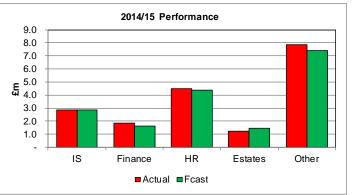
The £0.592m worse than forecast performance was due to staff salaries £0.068m where the capitalisation of IS staff was lower than forecasted and the transfer of CMB staff into Finance; transport costs £0.084m mainly due to the transfer of insurance from Local Policing and Specialist Services which is offset by savings in those areas; and an increase in the medical retirements accrual £0.166m following a review with HR; income £0.291m due to the transfer of prosecution costs recovered to Crime & Justice and the efficiency challenge. This has been partly offset by premises costs £0.061m where the forecast is held central for repairs but the costs are incurred locally and a review of accruals for utilities.

#### Year to date:

The £0.580m worse than forecast performance was due to staff salaries £0.115m where the capitalisation of IS staff was lower than forecasted and the transfer of CMB staff into Finance; transport costs £0.086m mainly due to the transfer of insurance from Local Policing and Specialist Services which is offset by savings in those areas; and an increase in the medical retirements accrual £0.166m following a review with

HR; comms & computing where good progress has been made against the efficiency challenge but additional costs have been incurred; other employee expenses which are one-off exit costs; and income £0.287m due to the transfer of prosecution costs recovered to Crime & Justice; the efficiency challenge and lower collaboration income due to IS Transformation. This has been partly offset by premises costs £0.122m where the forecast is held central for repairs but the costs are incurred locally and a review of accruals for utilities.





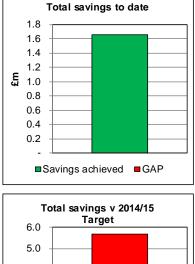
### **Corporate Services Efficiencies**



September: £0.633m against a target of £0.533m (£0.100m favourable) Year to date: £1.669m against a target of £1.462m (£0.207m favourable) Full year revised target: £5.820m

|        | Month    |            |   |
|--------|----------|------------|---|
|        |          | B/(w) than |   |
| Actual | Forecast | Forecast   |   |
| £m     | £m       | £m         |   |
|        |          |            |   |
|        |          |            |   |
| -      | -        | -          | OPCC                                    |
| 0.131  | 0.054    | 0.077      | HR                                      |
| 0.059  | 0.031    | 0.028      | Finance                                 |
| 0.302  | 0.314    | (0.012)    | IS                                      |
| 0.087  | 0.050    | 0.038      | Estates                                 |
| 0.038  | 0.026    | 0.013      | Transport                               |
| 0.012  | 0.010    | 0.002      | Corp Comms                              |
| 0.003  | 0.004    | (0.001)    | PSD                                     |
| -      | 0.018    | (0.018)    | Procurement                             |
| 0.001  | 0.026    | (0.025)    | EMSCU                                   |
| -      | 0.001    | (0.001)    | Other (Command, Central, Collaboration) |
| 0.633  | 0.533    | 0.100      |   |

|        |          | B/(w) than | Full Year |
|--------|----------|------------|-----------|
| Actual | Forecast | Forecast   | Forecast  |
| £m     | £m       | £m         | £m        |
|        |          |            |           |
|        |          |            |           |
| 0.009  | 0.009    | -          | 0.128     |
| 0.317  | 0.303    | 0.014      | 0.799     |
| 0.304  | 0.187    | 0.117      | 1.600     |
| 0.411  | 0.416    | (0.005)    | 1.175     |
| 0.331  | 0.248    | 0.083      | 0.848     |
| 0.151  | 0.112    | 0.039      | 0.290     |
| 0.069  | 0.061    | 0.009      | 0.227     |
| 0.024  | 0.030    | (0.006)    | 0.060     |
| 0.015  | 0.028    | (0.013)    | 0.085     |
| 0.020  | 0.067    | (0.047)    | 0.247     |
| 0.018  | 0.001    | 0.017      | 0.360     |
| 1.669  | 1.462    | 0.207      | 5.820     |



#### 6.0 5.0 4.0 3.0 2.0 1.0 Savings achieved ■GAP

#### Year to date:

HR - URN307 Vacancy Rate is above forecast due to the large number of vacant posts waiting new starters.

Finance - Income Generation is much higher than forecast, URN58 Business Planning Manager is now included in the run rate.

IS - URN79 Capitalisation of staff is slightly below forecast, this is just timing.

Estates - URN67 Maintenance budget cut is ahead of forecast, though this could be timing the same with URN50 Estates agents fees.

Transport - URN275 Reduction in fuel, this is extra savings over and above what has no been included in the run rate.

Procurement - URN154 restructure of stores is ahead of forecast.

EMSCU - Is working to deliver the PFI contract and the 3% uplift so will see the gap getting smaller in future.