



Police and Crime Board, 3rd November 2021 13:00 – 17:00

Venue: Meeting to be held via Teams

Attendees:

- **Police and Crime Commissioner**
- **Chief Constable**
- **Deputy Chief Constable**
- **Chief Officer – People and Organisational Development**
- **OCC CFO**
- **OPCC Interim CEO**
- **OPCC Interim CFO**
- **OPCC Head of Commissioning and Partnerships**
- **OPCC Strategic Planning and Performance Officer**

To support the carrying out of the PCC's statutory functions including overseeing delivery of the Police and Crime Plan, being the forum for formal decision making by the PCC and otherwise allowing for the PCC to scrutinise the work, performance, key projects and budget of the Constabulary and other partners.

AGENDA

1. Apologies

2. Minutes

3. Chief Constable's Update (any risks or issues that the Chief Constable wishes to raise)

4. Key Organisational Risks and Issues

5. Performance against Police and Crime Plan

- a. Integrated Performance and Quality Report
- b. Assurance Report – Op Remedy
- c. Quarterly Vulnerability Report (to be discussed at the end of the agenda)

6. Decisions (to be signed following the meeting)

- a. 2021/013 – Deputy Chief of Staff Internal Recruitment Process

7. People and Organisational Development Update

8. Finance:

- a. MTFP Update
- b. Q2 Financial Performance Report
- c. OPCC 2021-22 Mid-Year Outturn and 2022-23 Budget Report

d. Half-Year Treasury Management Report

9. Major Projects - Highlight Report

10. Professional Standards Department

- a. Quarterly Update
- b. IOPC Independent Investigations Update
- c. OPCC Complaints Review Data – report to follow

11. A.O.B

12. Action Update

13. Publication (agree any items for publication other than the Minutes and Decision Notices)

Date of the Next Meeting: 1st December 2021, 13:00 – 17:00

DRAFT Minutes of the Police and Crime Board, 3rd November 2021

Held via Teams

Attendees:

Nikki Watson, Temporary Deputy Chief Constable
Paul Butler, OPCC Interim CFO
Nick Adams, OCC CFO
Dan Wood, Chief Officer – People and Organisational Development
Jon Reilly, Assistant Chief Constable
Claire Armes, Chief Superintendent (part of the meeting)
Carolyn Belafonte, Chief Superintendent (part of the meeting)
Claire Hargreaves, Head of Finance (part of the meeting)
James Davis, Delivery Manager – Portfolio
Jon Dowey, Head of Performance and Insight (part of the meeting)
Marc Hole, OPCC Head of Commissioning and Partnerships
Ben Valentine, OPCC Strategic Planning and Performance Officer
Alaina Davies, OPCC Resources Officer

1. Apologies

Mark Shelford, Police and Crime Commissioner
Sarah Crew, Temporary Chief Constable
Sally Fox, OPCC Interim CEO

2. Minutes

The Board agreed the minutes from the Police and Crime Board Meeting held on 13th October 2021.

3. Deputy Chief Constable's Update

The Deputy Chief Constable raised the following:

- The impact of the Sarah Everard case on the response to Violence against Women and Girls (VAWG) – now have the National VAWG Strategy. Effect on legitimacy and confidence. Emphasized the need to look at internal culture and behaviour. The Constabulary are in a good place with regard to this area of business but there is much work to be done.
- Demands from the Attorney General/Director General (AG/DG) Guidance – this has pushed the demand to the front end causing huge amounts of work before a charging decision is made. This comes at a time when the Criminal Justice (CJ) system is already so under pressure. Working with partners on this.
- Potential winter of discontent – inflationary pressures on communities may cause issues. Anything that affects communities also impacts the work of the police. The Constabulary will continue to horizon scan to anticipate issues.

- Workforce resetting – work is fully underway and the Constabulary is in the consultation phase. Need to ensure the organisation is ready and enabled to support new ways of working.
- The People Survey closing date has been extended as the completion rate was down on last year – this gap is now closing.
- Investigations pressure – lots of work happening to address this. Demand has gone up in this area due to increased complexity in cases e.g. digital evidence. The Constabulary are looking at innovative ideas around recruitment and accreditation timescales. In the short term Op Remedy are assisting with the most complex cases.

The OPCC raised concerns about the risk of Anti-Social Behaviour (ASB) increasing if there is a winter of discontent. Concerns were also raised regarding Officer morale. The organisation is stepping up work on the Caring value but recognise the balance needed in confronting cultural issues without fear while taking a balanced and proportionate evidenced based view. It is important for the Constabulary to keep close to communities and the Inclusive Policing Training was highlighted as a good example of this – this is run in partnership with local providers and gives community leaders an insight into the complexities of policing.

The OPCC CFO is concerned that the AG/DG pressure on the organisation could erode the uplift investment. The Constabulary assured the OPCC that they are looking at ways to present the data and insight at a national level which demonstrates the challenge.

The OPCC asked about the impact of the spiking issues, highlighted in the media, on Investigations. The first hour after the incident is important and the Constabulary are pushing this message which should make the investigation which follows less complex. The Constabulary are also working with partners on prevention.

4. Key Organisational Risks and Issues

Testing and Exercising

The OPCC asked what good looks like in terms of joint testing and exercising and what could be improved. There is a contingency planning team for larger tests and exercises. The team sits on the Avon and Somerset Local Resilience Forum (LRF) to look at contingency planning in partnership – the workplan for the year ahead was agreed at the LRF last week. There are regulatory exercises which must happen every year e.g. radiation emergency preparedness. Work within the Joint Emergency Services Interoperability Procedures. There is a regional training group. The Constabulary give out action cards with regard to the risk of marauding terrorists and an exercise is run with the Communication Team every year to test this. A national exercise is due to run in the autumn regarding terrorist attacks. Lots of exercises run in relation to Hinckley. The CBRN table top exercise was on hold due to Covid but this will be scheduled to continue. It was noted that the Covid response has strengthened relationships with partners. In terms of improvements the Constabulary highlighted that the contingency planning team is small which causes capacity issues and as such the Constabulary will be reviewing this.

Police Complaints

Concerns were raised, through the Police and Crime Plan survey responses, about police complaints in terms of lack of independence and timeliness. The OPCC asked how the Constabulary measure satisfaction of complainants and those being complained about. Regulations changed in 2020 and in November 2021 the Constabulary received the first national data since the change – highlights were as follows on the data between 01/04/20 – 31/03/21:

- Average timeliness of logging complaints – Avon and Somerset 2 days compared to 7 days for the Most Similar Forces (MSF) and 6 days nationally.
- Average timeliness of contact – Avon and Somerset 2 days compared to 5 days MSF and 7 days nationally.
- Average number of days to finalise schedule 3 complaint if the officer is suspended – Avon and Somerset 63 days compared to 75 days MSF and 73 days nationally.
- Average number of days to finalise schedule 3 complaints where the officer is not suspended – Avon and Somerset 10 days compared to 18 days MSF and 25 days nationally.

The data is reassuring but the comments in the survey responses are concerning so the Constabulary will look at testing complaint satisfaction.

5. Performance against Police and Crime Plan

a. Integrated Performance and Quality Report (IPQR)

Uplift outcomes benefits review was included in the paper with a timeline for when the Constabulary expect to see results.

Key outstanding HMICFRS recommendations were included in the report and will be reported every other month going forward in the IPQR.

The OPCC raised concerns that many departments have not completed the mandatory training on the Victim's Code of Practice (VCOP). Previously the Crime Data Integrity (CDI) training took priority but the VCOP training is now being highlighted. The Constabulary are going to be looking at the mandatory training on MLE and what the sequence of training should be. The OPCC asked if the VCOP training on MLE was felt to be an appropriate method of training – this is good as initial training but needs to be followed up and as such the Constabulary are developing a tool using MS Sway.

The OPCC were concerned regarding the low percentage of compliance with correctly recording crimes in relation to Adults at Risk and how many potential missed crimes per year this could mean. The OPCC were assured that the data looked at was prior to the IAU pilot and as such this should now be an improved picture.

Correctly recording crimes in cases where the perpetrator has mental ill health is an ongoing issue which was flagged again. The Constabulary assured the OPCC that lots of awareness raising has been done since the data period

which was provided for this report and significant improvements would be expected.

The OPCC sought assurance that the Intelligence Business Case presented in September is future proofed. There are early indications of the demand that the Bluestone approach will bring but the true demand picture is not yet known and the Intelligence Review was designed around anticipated demand. There may be opportunities to create efficiencies using IT. The formal consultation on the Intelligence Review opened this week and it was noted that critical gateways have been built into the review.

Discussed concerns regarding the percentage of Domestic Abuse (DA) cases in Avon and Somerset that have been rejected by the CPS. The Constabulary work with the CPS to look at the rejection data and identify areas for improvement.

The OPCC sought assurance on the oversight and scrutiny of Body Worn Video (BWV) to ensure the usage is appropriate.

b. Assurance Report – Op Remedy

Four recommendations in the papers were highlighted:

- Ensure the original strategic aims are fit for purpose.
- Resourcing and whether there should be a rotation to ensure the learning is shared across the Constabulary.
- Measuring the added value – this is difficult as Op Remedy support across the organisation.
- Structure and branding going forward – proposal being put forward in 5 weeks.

Op Remedy was set up to look at specific crime types and this is being reviewed, with further recommendations to be made over the coming weeks about where Op Remedy can best add value in line with the National Outcomes Framework and new Police and Crime Plan.

The OPCC highlighted that the Police and Crime Panel will be looking for evidence of value added against the original 10 strategic aims. Explanations will be required where objectives haven't been met. It was noted that Covid affected all crime types and Op Remedy were required to support. It will also be important to provide an explanation regarding the establishment not being reached for Op Remedy – while 100 extra officers were recruited this did not translate into 100 trained officers available for Op Remedy. The OPCC will now work through the assurance provided to date and ask additional questions of the Constabulary.

c. Quarterly Vulnerability Report

The proposed communications plan is due to be signed off at CMB. Radicalisation and Prevent agenda has been added as a vulnerability theme. The National VAWG plan had been launched and the Constabulary are

currently working through this to identify common themes with National Vulnerability Action Plan (NVAP). Feedback from the latest NVAP return from the National Lead was positive.

The number of Child Sexual Exploitation (CSE) intelligence submissions has reduced and the Constabulary are looking into the reasons for this.

The OPCC asked if there is also a national increase in DA homicides. All of the cases locally have had different triggers. It was noted that reduction in homicide is one of the national measures the force will have to report on.

Work for the next quarter will include the NVAP returns – improvements needed, vulnerability communications plan and VAWG.

Discussed the impact national and international events have on hate crime.

6. Decisions

Please note that Decision Notices are published on the PCC website on the Decisions page under the Openness section.

2021/013 OPCC Deputy Chief of Staff – Decision to run an internal recruitment process to appoint a fixed term Deputy Chief of Staff. The Decision Notice will be signed and published on the PCC's website.

7. People and Organisational Development Update

The following updates were given in addition to the data provided in the report:

- The People Committee looked at the theme of Wellbeing at its recent meeting.
- The PCC was given an update yesterday on the Leadership Academy and he provided some feedback for the Constabulary to consider.
- Lots of outreach engagement work is happening, including hyper local events.
- Significant rise in the number of Covid cases reported within the workforce. Information cascaded again on Covid safe working practises.
- Uplift investment to boost Superintendent resilience is in the implementation stage.
- Chief Inspector appointed to support the Response work.
- The Sergeant promotion process has just concluded.
- Continue to progress the ERP work towards presenting the outline business case.

The OPCC raised the letter received from the Policing Minister last week around workforce representation and the diversity around the female percentage of recruitment. This will be looked at by the People Committee and following that an update will be reported to PCB.

It was agreed that the retention action plan will be presented to PCB once it has been agreed by the People Committee.

8. Finance:

a. Medium Term Financial Plan (MTFP) Update

The Spending Review (SR) announcements were overall positive and the three year review helps with planning. The Police settlement is expected mid-December.

The Constabulary highlighted key points from the SR announcements and the impact these have on assumptions for drafting the MTFP.

- £540m by 2024/25 to deliver 8,000 officers by March 2023
- £42m additional to deliver programmes e.g. Project Adder
- Anti-Money Laundering and Fraud Funding
- Funding for ESMCP
- PCC flexibility to increase the precept by £10 p.a. for the next three years without the requirement for a referendum

It is suggested that the social care levy (increase in NI) which comes into effect April 2022, Pay Awards, Pay Increments and additional costs of uplift e.g. equipment are all included in the £540m. It was noted that as the new officers work their way up the pay scale the average cost of an officer will start to increase and this is likely to have a material impact in the next SR period. Pay Assumptions will be the most critical factor in the MTFP over the next 5 years.

The Constabulary outlined how the three different precept increase scenarios being look at would impact on the savings required and the service delivery.

Saving plans were discussed. These should be set out in the Police and Crime Panel paper along with the non-financial efficiency savings.

The OPCC CFO raised the risk that estates might require significant investment over the coming years in terms of sustainability. The Constabulary need more understanding around decarbonising the estate but noted that no provision was made in the SR announcements for decarbonising police estates.

b. Quarter 2 Financial Performance Report

The OPCC CFO asked sought assurance on the trajectory of the underspend. There is optimism around staffing but the Constabulary highlighted the challenging recruitment market place at the moment. Competing pay levels are an issue (lot of value in pension rather than take home pay). Applicants may also find the recruitment and vetting process too long. The IT department has been restructured and grown which is causing acute recruitment challenges. The Constabulary assured the OPCC that they would be keeping the situation under review monthly rather than quarterly.

Potential uses of the forecast underspend were highlighted. These included further recruitment and vetting automation, accelerating replacement firearms, accelerating sustainability plan, autism friendly custody environment, etc.

The Constabulary highlighted that the provision for the McCloud pension claims may need to increase, although there is a question over whether funding will be provided by the Treasury.

It is recognised that forecasting leavers is difficult and the OPCC asked what more could be done around this.

c. OPCC 2021-22 Mid-Year Outturn and 2022-23 Budget Report

The OPCC are forecasting a small overspend as a result of the senior level recruitment activity which includes the Chief Constable, OPCC Chief of Staff and Deputy PCC. Any overspend at year-end will come from the £1m reserve which was set aside for the new PCC.

The 2022/23 budget proposes an increase to fund the following:

- DPCC
- OPCC CFO at 5 days
- Misconduct Hearing Panel – transfer of budget from the Constabulary
- Provision of £136k pending the outcome of the OPCC review the new OPCC Chief of Staff will undertake when she takes up her role in the New Year.

This proposed budget will bring the OPCC more in line with the national average.

It was noted that it is proposed that the cost of the OPCC Deputy Chief of Staff be met from the £1m reserve set aside for the new PCC as this is a fixed term post which is part of a step change.

d. Half-Year Treasury Management Report

This paper provides assurance that the governance framework in relation to treasury management has been complied with. It was highlighted that Bank of England rates are expected to rise.

Arlingclose recommend a maximum duration of 35 days with banks and the OPCC CFO suggested that this may be over cautious and could potentially be looked at.

9. Major Projects: Highlight Report

Updates were given on estates, case management, uplift, facial recognition, workforce resetting and ERP.

Taser Storage Investment Business Case

CMB approved option 2 as outlined in the business case. Due to the value of investment (over £250k) this also requires approval at PCB. The PCC agreed

that the storage and tracking justifies this investment and as such this is approved but concerns were raised regarding the capital investment and ongoing cost of this. The Constabulary Project Management Office will be reviewing the benefits tracking to ensure that benefits of projects are clear going forward.

The new Corporate Risk Management Process is being rolled out and the single risk register will be reported to CMB and JAC quarterly.

10. Professional Standards Department

a. Quarterly Update

Complaints data for the last 12 months was presented which includes the number of reviews conducted by the OPCC.

The OPCC asked if context could be provided in future reports to establish whether complaints going up or down is a good or bad thing. Learning from complaints will also be included in the report going forward.

b. IOPC Independent Investigations Update

There are currently 16 IOPC investigations, with the oldest of these being from December 2019.

11.A.O.B

None raised

12. Action Updates

- Improvement following the introduction of the Bluestone model will be reported in the IPQR going forward.
- Further work was done to increase staff feedback on the Police and Crime Plan.
- The OPCC and Constabulary will work on a joint narrative around Op Remedy assurance.

13. Publication

The following items were agreed for publication:

- 13th October 2021 Police and Crime Board Agenda
- 13th October 2021 Police and Crime Board Minutes

Actions List:

See Exempt Actions List

Date of the Next Meeting: 1st December 2021

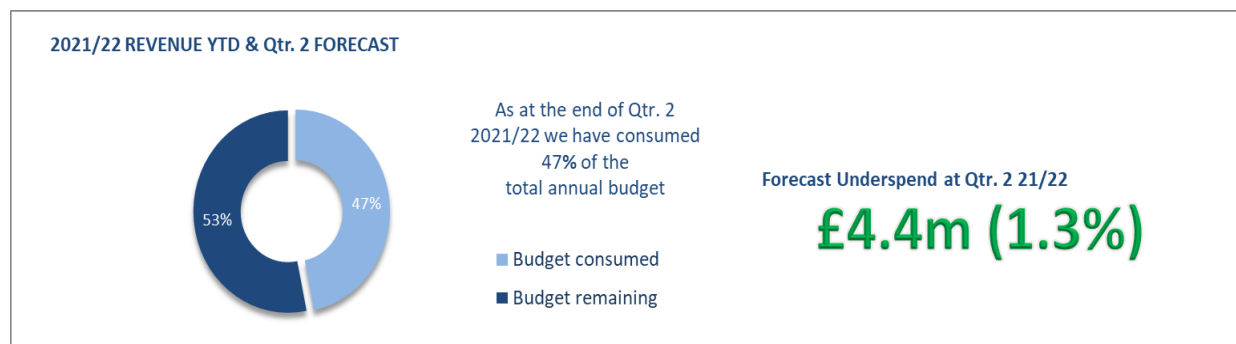
MEETING: Constabulary Management Board	Date: 28/10/2021	Agenda No
DEPARTMENT: Finance and Business Services	AUTHORS: Kulbinder Konsal / Emma Snailham / Finance Business Partners	Item 8b
NAME OF PAPER: 21/22 Q2 Financial Performance Report		COG Sponsor: Nick Adams

1. PURPOSE OF REPORT AND BACKGROUND

The purpose of this report is to provide an update on the revenue budget and capital programme performance against the plan for 2021/22. The attached Appendices A and B includes details of the outturn revenue position as at 30th September 2021, and Appendices C and D provide more detailed information about overtime spend against budget, Appendix E provides the forecast position for the capital programme.

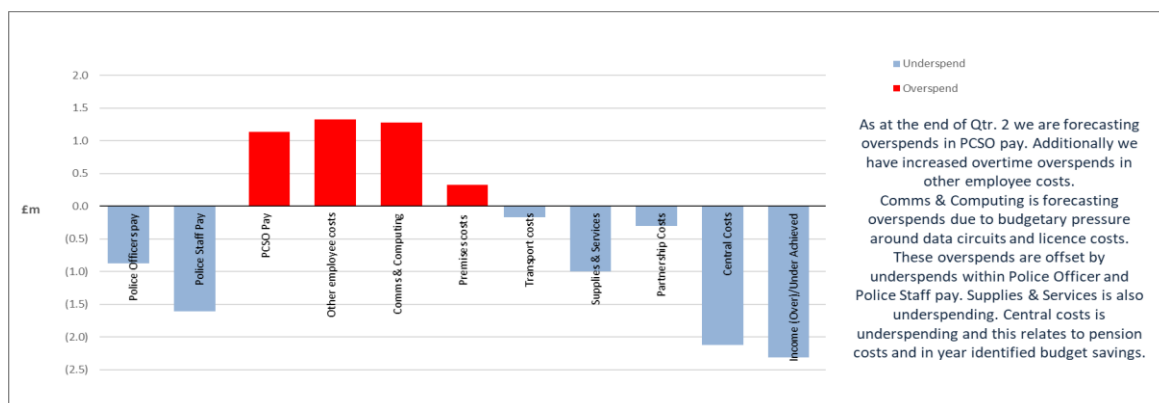
2. EXECUTIVE SUMMARY

Our updated revenue position is forecasting **an under spend of £4.4m (1.3%)** against the planned budget. This is a significant movement from the previous quarter where a £1.3m (0.4%) overspend was reported. There are a number of influencing factors behind this movement and they include a change to our police pay and staff pay forecast. Movement in attrition rates and overall lead times on our end-to-end recruitment process have impacted the forecasted position and reduced the over spend that we previously reported on police pay. We have seen a movement in our forecast on supplies & services which further exacerbates the underspend position and additionally our income forecast has significantly improved. All these factors increase our forecasted underspends.



With increased certainty and refinement of the forecast we move towards a more pragmatic financial position albeit with some continued optimism around the forecast on police staff pay, supplies & services and the net income position. The revised forecast brings some challenges as we continue to look at ways of reducing the reported gap between budget and the forecast. The reported underspend position means that we have opportunities to possibly accelerate some planned initiatives e.g. firearms spend, increased RPA activity and top-up provisions relating to McCloud Pension Remedy. This forecasted underspend is within a 1.5% tolerance of the budget and the aspiration will be to keep it within that tolerance.

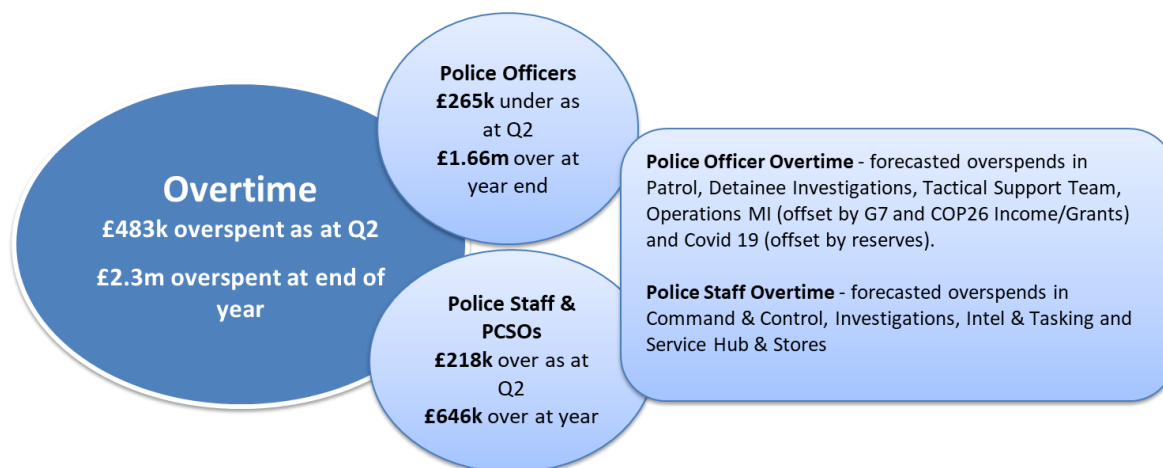
FORECAST REVENUE OUTTURN - OVER/(UNDER) SPENDS



Police Officer Pay & Allowances – £22k/0.0% overspend year to date, with a forecasted underspend of £0.9m/0.6%. The figures have been adjusted for PCDA and DHEP intakes and where possible for known leavers. Due to sequencing of the Uplift Programme it is difficult to review police officer pay at directorate level as we anticipate significant internal movement between directorates in order to embed the next stage of the Uplift Programme. At quarter 2 we have seen a considerable movement in the police pay forecast and this is a reflection of increased leavers' especially unplanned leavers which reduces the net growth of PCDA students.

Police Staff Pay & Allowances – £1.0m/2.2% underspend year to date, increasing to £1.6m/1.8% by the end of March 2022. We continue to see forecasted underspends in the following departments; IT Directorate at £1.4m, MCIT at £0.3m underspend and Performance & Insight at £0.2m underspends. The variances in the IT Directorate and Performance & Insight are driven by implementation of new resourcing structures. These underspends are being offset by overspends in the following departments; Investigations at £0.9m, HR Operations at £0.3m and Neighbourhood Policing at £0.2m. This year we increased the vacancy factor to 5.0% in areas with high turnover rates. In light some of the challenges around recruitment there is the possibility of further increasing the vacancy factor which will be explored during budget setting.

PCSO Pay & Allowances – Year to date we are overspending by £675k/11.1%, with a forecasted overspend of £1.1m/9.3% at year end. The projection has been adjusted in line with PCSO trajectory and includes average leavers. The overall PCSO position continues to be reviewed as part of the weekly uplift meeting. It is recognised that a significant overspend will be difficult to sustain in the medium-term and therefore future recruitment continues to be reviewed in light of this position.



Overtime – Year to date we are overspending by £265k/8.8% against Police Officer overtime, with a forecasted overspend of £1.7m/24.9%. The police officer overtime forecasted position has increased in

light of planned operational deployments to G7 and COP26. The overtime expenditure incurred on these deployments will be offset by mutual aid income reimbursements. On Police Staff overtime year to date we are overspending by £199k/34.1%, with a forecasted overspend of £0.6m/43.3%. A significant proportion of this forecasted overtime overspend is offset by either earmarked funding or reserve movements for example Covid-19 enforcement funding, mutual aid for COP26 & G7 and Project ADDER grant funding. Further detail on our overtime spend and forecasts is provided in Appendices C and D at the back of this report.

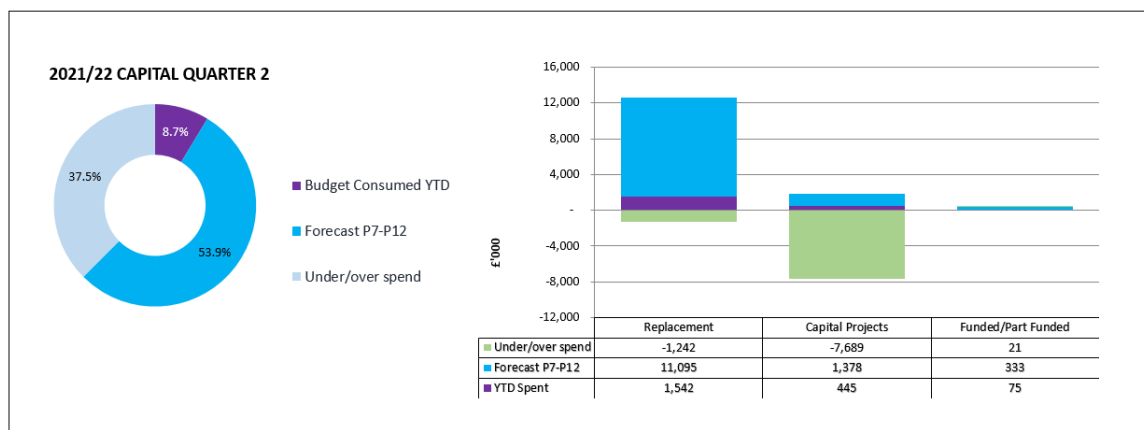
Comms and Computing – Year to date we are overspending by £1.0m/11.5% against comms and computing costs, with a forecasted overspend of £1.3m/7.6%. The over spend here is driven by increased expenditure around license costs in support of NEP, uplift and process automation. It also includes budget pressures around private circuit lines.

Premises Costs – Year to date we are overspending by £256k/3.4% against premises costs, with a forecasted overspend of £328/2.3%. Overspend is a result of increased planned maintenance at KSH and Headquarters. Some of this forecasted overspend is driven by price and supplier availability.

Supplies and Services – Year to date we are underspending by £1.1m/13.3% against supplies & services, with a forecasted underspend of £1.0m/6.2%. The underspend is largely driven by unspent innovation funds within Op Remedy and underspends in Service Hub & Stores in particular uniform issue.

Income – Year to date we are overachieving by £0.9m/5.4% against income with a forecasted overachievement of £2.1m/8.8% by year end. The overachievement in income relates to Operations Major Incidents and includes mutual aid reimbursement for COP26 and G7, which will offset the reported overspends on police officer overtime. There is also an improved position on fines income within Speed Enforcement.

CAPITAL EXPENDITURE



At this stage we are forecasting **£15m of capital expenditure** this financial year, which reflects 63% of our plan, and we are expecting to be £8.7m underspent against budget. We have incurred £2.1m spend year to date, with a further £13m expected to be spent. The main reason for underspend against budget is the cancellation of the Yeovil project to be part of a wider South Somerset project and re-profiling of the ESN project.

3. PART ONE – 21/22 REVENUE BUDGET PERFORMANCE

NEIGHBOURHOOD & PARTNERSHIPS DIRECTORATE

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Neighbourhood Policing	16,195	16,158	37	0.2%	32,980	33,718	(738)	(2.2%)
Road Safety	(3)	78	(81)	(104.1%)	98	156	(59)	(37.6%)
Offender Management	2,586	3,246	(661)	(20.3%)	5,434	7,049	(1,614)	(22.9%)
Victims & Safeguarding	2,222	2,233	(11)	(0.5%)	4,402	4,434	(32)	(0.7%)
Citizens in Policing	263	284	(20)	(7.2%)	640	592	48	8.1%
N & P Directorate	21,263	21,998	(735)	(3.3%)	43,553	45,949	(2,395)	(5.2%)

Neighbourhood – Year to date overspend of £37k/0.2% is a result of police officers, police staff and PCSO's being over established. PCSO's are over-established as detailed in the headcount trajectory. Overtime is slightly under spent at this point. Supplies and Services are still under spending however there is a plan in place and commitments are being made for Crime Prevention equipment.

Forecast to year end is an under spend of £738k/2.2%. PCSO costs are forecasted in line with the trajectory and will be over spent at the end of the financial year. Police staff budgets will not achieve their top slice and therefore will overspend. Travel costs are likely to be under spent which will partially be due to Covid-19. There is an under achievement of income mainly due to Bristol City Council's withdrawal of PCSO's funding, some shortfall on the BRI Officer due to sickness and shortfall of income from Resolve West due to a career break.

Road Safety – Year to date under spend of £81k/104.1% due to an overachievement of income from policing abnormal loads. Supplies and Services are under spent and this is mainly due to the timing of invoices relating to equipment maintenance.

Forecast to year end is an under spend of £59k/37.6%. Projected staff costs are slightly over spent due to the non-achievement of the vacancy factor. It is expected that income will continue to over achieve to year end.

Offender Management – Year to date under spend of £661k/20.3% mainly due to staff pay and third party payments. Staff pay is under spent due to the transfer of staff to Neighbourhood but the department is still retaining the budget for these staff. Officer Pay is also underspent as the uplift officer posts are yet to be filled. Third party payments are under spending year to date due to invoices not yet being received for Ascend.

Forecast to year end is a £1.6m/22.9% under spend due to the budgeted uplift of 31 officers to IOM, however it is difficult to predict when these officers will be allocated and therefore no adjustments have been made in these figures.

Victims & Safeguarding – Year to date under spend of £11k/0.5%. An overspend of staff pay is due to training posts being offset by £94k of grant income from the Home Office to fund the backlog of cases due to Covid. Supplies and Services is an under spend due to subscriptions costs being lower than the allocated budget. There are also underspend on Travel which is mainly due to increased home working.

Forecast to year end is an under spend of £32k/0.7%. Training posts, maternity cover and non-achievement of the vacancy factor on salaries remain to the year end. Expenditure towards Children and Adult Boards will underspend. Overtime is projecting an over spend and this is due to backlog and increased demand. For supplies and services, subscriptions will continue to under spend. All of this along with the income means that the projection to the year end is a slight underspend.

Citizens in Policing – Year to date is an under spend of £20k/7.2%. The variance is mainly due to the full

year budget allocation of a vacant Inspector post which is being used to offset a proportion of costs for a Ch. Insp within Neighborhoods. There are overspends on travel and subsistence this is due to the increased number of Special Constables volunteering for shifts through Covid.

Forecast to year end is an over spend of £48k/8.1%. The overspend variance is being driven by supplies and services and relates to additional travel and subsistence claims for Specials because of Covid demand.

RESPONSE DIRECTORATE

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Command and Control	10,457	10,361	96	0.9%	21,004	20,843	161	0.8%
Patrol	28,826	24,483	4,343	17.7%	58,114	49,249	8,865	18.0%
Detainee Investigation Support	3,693	3,815	(122)	(3.2%)	7,560	7,648	(88)	(1.1%)
Response Directorate	42,976	38,659	4,316	11.2%	86,677	77,739	8,938	11.5%

Command & Control – Year to date overspend of £96k/0.9% is mainly due to over established posts in IAU, and officer overtime.

Forecast to year-end is an over spend of £161k/0.8% due to additional courses for Call Handlers and Dispatchers. The department has approval for a number of training posts but the forecast assumes a lower attrition rate therefore the police staff pay budget remains under pressure. Overall overtime is overspending and this is due to increased demand and minimum shift cover. Mileage claims will continue to be overspent while we operate two communication centres.

Patrol - Year to date overspend of £4.3m/17.7%. The reported overspend is predominately due to police officer pay and is the result of the current allocation of PCDA officers within Patrol making the department over established against its authorised position.

Forecast to year end is an over spend of £8.8m/18.0%. This is mainly due to the cost of new PCDA officers expected by the end of March 2022 projected in line with the headcount trajectory. The forecast overspend within Patrol is likely to change as police officers transfer over to new areas in future months in line with Uplift sequencing. For Quarter 2 we have adjusted for 15 officers moving to Op Remedy and 30 new PCDA students in both January 2022 and March 2022. Costs associated with the maintenance of seized dogs is expected to be over spent by £90k based on current spend.

Detainee Investigation Support – Year to date underspend of £122k/3.2% is as a result of a number of police officer and police staff vacancies.

Forecast to year-end is an under spend of £88k/1.1%. It is expected that officer pay will be underspent and police staff pay will be £70k overspent as a result of a vacancy factor applied. Overtime is projecting an over spend on both officers and staff as a result in part due to officer vacancies.

OPERATIONAL SUPPORT DIRECTORATE

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Criminal Justice Delivery	7,291	7,642	(351)	(4.6%)	15,042	15,566	(524)	(3.4%)
Speed Enforcement	44	(416)	460	(110.7%)	(812)	(1,225)	414	(33.8%)
Operations Major Incidents	24	124	(99)	(80.5%)	(225)	247	(472)	(191.3%)

OFFICIAL

Operations	3,742	3,682	60	1.6%	7,194	7,193	1	0.0%
Operation Remedy	3,105	4,129	(1,024)	(24.8%)	6,657	8,019	(1,362)	(17.0%)
Serious & Violent Crime	257	374	(117)	(31.4%)	639	662	(22)	(3.4%)
Intelligence & Tasking	5,456	5,429	28	0.5%	10,902	10,782	120	1.1%
Tactical Support Team	7,030	7,340	(310)	(4.2%)	14,292	14,725	(433)	(2.9%)
Adder Drugs	193	281	(88)	(31.2%)	690	690	0	0.0%
Ops Support Directorate	27,142	28,584	(1,442)	(5.0%)	54,379	56,659	(2,279)	(4.0%)

Criminal Justice Delivery – The current year to date position is reporting an under spend of £351k/4.6%. This is as a result of favourable variances within Police Staff Pay at £139k, Supplies & Services-other costs at £146k and Income at £63k. There are currently 18.83 FTE of vacancies within Police Staff. The majority of this underspend sits within Progression and Prosecution (15.07 FTE) and Custody (3.85 FTE). Supplies & Services-other costs include underspends on interpreter's fees, drug testing and doctor's call out fees within custody. We are currently overachieving on our income target by £62k within the Licensing Bureau, this is the impact of the licensing renewal cycle being at its highest point.

We are projecting the Criminal Justice Unit to be underspent by £524k/3.4 % at the year-end for Q2. We are assuming no changes to the staff pay structure at this point despite the ongoing review as decisions are yet to be finalised. Adjustments have been made to account for joiners and leavers and an under spend of £225k is expected. We are projecting an underspend on Supplies & Services costs of £241k based on current trends with interpreters fees, drug testing and doctors call out fees. The income budget will also be over achieved by £130k due to the current trend of firearm licensing fees received. Underspends will then be consumed by overspends on Police Officer Pay of £142k as a result of the over established Sgt. Posts that are used to cope with operational demand.

Speed Enforcement Unit – Year to date, an adverse variance of £460k/110% is being reported. Driven by decreased cost recovery levels received at the start of the year where we were receiving £220k on average per month from NDORS, at this point the thresholds were at their highest level. Speed camera thresholds have are now been changed to national standards since June and we have since seen a steady increase in cost recovery to quarter 2, in September we received £382k. Court cost recovery has increased steadily back to pre-pandemic levels with c. £100k received in quarter 2 compared to £64k in quarter 1. Vacancies in the unit are currently 2.8 FTE which accounts for a year to date underspend in Police Staff Pay of (£36k).

Forecast to year end – an over spend is forecasted to the end of the year of £414k/33.8%. This is an improvement on the forecast at quarter 1 due to cost recovery increasing to pre-pandemic levels. This position is being monitored closely and together with staff almost at full establishment and national thresholds re-instated, we would hope to see this position improve.

Operations Major Incidents – There is an annual budget of £247k for Major Incidents relating to the Ops Department. This budget is spread evenly over the year because the nature of major incidents does not allow us to predict accurately when they will occur. The larger events included here are lockdown protests £248k, eviction (Op Hence) £76k and the G7 conference £323k but the estimated income received in relation to the G7 moves us to an under spend position at this stage. An estimate of the impact of COP 26 has also been included in the forecast.

Operations Department – The year to date overspend £60k/1.6% is driven by a shortfall in income received, offset by under spends on police officer overtime and supplies and services. Covid 19 has reduced the number of events and football matches going ahead resulting in this reduction in overtime spend and income received. The under spend to date on supplies and services relates to training and equipment budgets where orders have not yet been placed. The projection to the end of the year has

been adjusted to assume the additional income and overtime that will be incurred for the Badger Cull and increase in Football matches. It is expected that Supplies and Services budgets will be spent in line with plans in place for the coming 6 months.

Operation Remedy – Year to date underspend of £1m/24.8% has been created largely from Police Officer Pay (£639k) and Police Staff Pay (£127k) which are due to vacancies in the year so far. The department is yet to utilise the Innovation funding (£288k). The projected position has been adjusted to assume 20% of the Innovation Fund will be spent and an adjustment for 15PCs and one DI, posted to Remedy in Sept / early October, including 6 PCDA students.

Serious & Violent Crime (Grip Fund) – Year to date is being driven by the budget allocated to overtime. Hotspot patrols are being carried out in normal duty time with most areas highlighting a reluctance by officers to work overtime due to fatigue.

Forecast to year end – We are forecasting to spend the full £662k/0.0% grant. Overtime for proactive and county lines operations, youth engagement & prevention projects will be offered widely. Hyper-local communication activities will also continue across Q3 and Q4 with a continuation of the previous years' knife crime campaign with advertising on buses, billboards and community radio. Progress of each initiative is being closely monitored and funding will be reallocated to new bids if appropriate.

Intelligence & Tasking – Year to date over spend of £28k relating to Police Officer Pay – 2 x OE PCs Drug Liaison and Source Handler £36k. Police Staff overtime £36k offset by underspends on Travel, Course Fees and informant and detective expenses in Source Handling. Forecast assumes staffing levels and overtime remain constant and there are some unbudgeted training requirements.

Tactical Support Team – The main areas of under spend relate to police officer pay (£257k), driven by vacancies in Dog Handlers, Firearms Officers and Mounted. Partial budget for the Drones team has been allocated this financial year and as at end September no staff have been posted to these roles. There are also under spends in Supplies & Services (£107k) mainly firearms equipment, accommodation, course fees and subsistence. This is offset by the police overtime over spend - £68k year to date. The projection assumes this position will improve to the end of the year as the budget is spent.

Adder – Project ADDER (Addiction, Disruption, Diversion, Enforcement and Recovery) is a joint Home Office and DHSC programme to combat drug misuse in hardest hit areas of England and Wales. Bristol is one of nine project areas involved in the ADDER and Accelerator programme. We have been allocated a grant of £690k. The money is given with the aim of reducing drug-related deaths, prevalence and offending. To date we are showing an under spend as the budget has been allocated over the entirety of 21/22 but in reality we will see most of the activity in the latter 6 months of the year. The projection assumes all monies will be spent. This is being closely monitored and will be reallocated to different initiatives as required to ensure maximum benefit is derived from the funding.

INVESTIGATIONS DIRECTORATE

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Investigation	15,977	17,249	(1,272)	(7.4%)	33,162	35,988	(2,826)	(7.9%)
Investigation Major Incidents	331	491	(161)	(32.7%)	905	905	0	0.0%
Investigations Directorate	16,307	17,741	(1,433)	(8.1%)	34,067	36,893	(2,826)	(7.7%)

Investigations – An under spend of £1.2m/7.4% is being reported for the first six months of this financial year. This is due to the number of officer vacancies within the Directorate. At the end of Sept officer vacancies of 52.9 FTE are reported which has resulted in an under spend of £1.5m. It should be noted

there are 90 DHEP students included in the establishment who are currently in phase one of training and not actually in the Directorate. Offsetting some of this underspend is the staff pay where unbudgeted posts have been created to support officers. There are 16.95 FTE over the authorised establishment creating an over spend of £462k. Non-pay budgets are reporting underspends which is a combination of savings due to the effect of Covid restrictions in the first part of the year e.g. travel, timing of spend and other general underspends/over achievement on income targets.

Forecast to year end – An under spend of £2.8m/7.9% is forecast which reflects the level of vacancies within the Directorate and the continuation of underspends on some non-pay areas. Adjustments have been made for planned PCDA and DHEP officer cohorts and by the end of the year there should be a full establishment, subject to DHEP officers being out of force.

Investigations Major Incidents – Year to date an under spend of £161k/32.7% is inflated due to the profiling of budget carried forward from 2020/21. Excluding this budget the Year to date variance would be an under spend of £86k. Based on current activity the forecast for the year is break-even.

COLLABORATIONS

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Scientific Investigation	4,074	3,965	109	2.7%	7,931	7,943	(13)	(0.2%)
Major Crime Investigation	2,373	2,659	(287)	(10.8%)	5,061	5,363	(302)	(5.6%)
South West ROCU	1,767	1,759	8	0.5%	3,479	3,937	(458)	(11.6%)
Special Branch	488	579	(91)	(15.6%)	1,059	1,161	(102)	(8.8%)
Black Rock	487	625	(138)	(22.0%)	1,088	1,250	(162)	(13.0%)
Counter Terrorism	346	385	(39)	(10.0%)	754	789	(35)	(4.43%)
SWPCP ACC	11	22	-11	50.0%	44	44	0	0.0%
SWPPS	217	217	0	0.0%	497	471	260	5.4.0%
Regional Collaboration	143	229	(85)	(37.3%)	2920	457	(166)	(36.3%)
Collaborations	9,907	10,440	(533)	(5.13%)	20,204	21,416	(1,212)	(5.7%)

Major Crime Investigation – Year to date is an under spend of £287k/10.8% which relates to vacancies in officers and police staff pay. Forecast to year end is an under spend of £302k/5.6%. The forecast assumes recruitment of police officer and police staff vacancies in the coming months. There is total of 4 vacancies at officer level and several vacancies at police staff level in particular within the Major Crime Investigation Officer role.

South West ROCU – The forecast to year end is an under spend of £458k/11.6% which mainly relates to vacancies. The budget has been increased by £420k to take account of A&S share of SW ROCU officers allocated through the Uplift Programme.

Black Rock – Year to date an under spend of £138k/22.0% which mainly relates to officer and staff instructor vacancies. Forecast to year end is an under spend of £162k/13.0% and is due to fewer applicants for training roles. This remains a focus for the management and governance boards.

INFORMATION TECHNOLOGY DIRECTORATE

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
IT Directorate	12,052	12,078	(26)	(0.2%)	23,811	24,006	(195)	(0.8%)

The year to date position for the Information Technology Directorate is favourable at £26k/0.2%. This is driven by two factors, underspends in Police Staff Pay of £963k due to the constraints around recruitment within the restructure and increased communications and computing costs in the directorate to facilitate organisational growth. The transition to a cloud environment is costly but benefits should be realised in future years. Budget pressures are significant within the Data Circuits, Licenses and Support areas.

We are projecting an under spend position of £195k/0.8% at the year end. This reflects the vacancies within staff pay. Movement quarter on quarter is driven by the fact that the levels of vacancies are not set to improve by the end of Q3 as assumed previously which is driving the under spend higher than we first anticipated. Therefore we are projecting a staff pay underspend of £1.4m at quarter 2 opposed to £1.1m at quarter 1. Recruitment has been difficult and there will likely be a reliance on agency staff going forward. The current year to date trend is reflected within the projection and overspends are set to be £1.25m within communications and computing with additional pressures being realised in the next few periods.

FINANCE AND BUSINESS SERVICES DIRECTORATE

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Chief Officer Group	982	907	75	8.3%	1,960	1,816	144	7.9%
Evidential Property	325	336	(11)	(3.3%)	644	677	(32)	(4.8%)
Transport Services	2,345	2,281	64	2.8%	4,923	4,774	150	3.1%
Services Hub & Stores	2,768	3,137	(369)	(11.8%)	5,941	6,361	(420)	(6.6%)
Finance	950	945	5	0.6%	1,917	1,875	42	2.2%
Strategic Procurement Services	41	57	(16)	(28.3%)	41	48	(7)	(14.0%)
Estates & Facilities	7,463	7,536	(73)	(1.0%)	14,022	14,145	(123)	(0.9%)
FBS Delivery Programme	190	175	15	8.4%	380	351	30	8.5%
F&BS Directorate	15,065	15,374	(309)	(2.0%)	29,829	30,046	(216)	(0.7%)

Chief Officer Group – Overspend of £75k/8.3% year to date, mainly due to costs for two unbudgeted Police roles. We are projecting the over spend to grow to £144k/7.9% by year end, mainly due to continuing unbudgeted pay costs. In addition, we are expecting contributions to national programmes to be £39k over budget this year. However, these costs are partly offset by lower conference and meeting expenses.

Transport Services – We are over budget by £64k/2.8% year to date and are expecting to be over budget by £150k/3.1% for the full year. Fuel costs are forecast to be overspent by £81k, mainly due to higher prices. In addition, the Transport services team is almost fully established, so we are not expecting to achieve the £85.8k budgeted ‘top slice’ saving on vacancies.

Services Hub & Stores – The under spend of £369k/11.8% year to date is driven by an exceptional reversal of PPE/uniform costs and also by staff vacancies. We are projecting this underspend to grow to

£420k/6.6% for the full year, mainly due to continuing vacancies on police staff in the Admin Hub. In addition, we are anticipating the savings on stationery and postage costs achieved due to increased working from home to continue.

Estates & Facilities – We are £73k/ 1.0% under budget YTD and projecting £123k/0.9% underspend for the full year. The department is carrying staff vacancies as it transitions to a new structure estimated to be complete by January 2022. We are also receiving more income in relation to rental agreements at HQ and the Bridewell than currently budgeted for. These favourable variances are being offset by pressures on the consultancy and legal fees budgets and repair and maintenance. In particular we have incurred £54k repair costs for Bridewell after the riots. In addition, we are forecasting an over spend on energy costs for the full year due to price rises.

PEOPLE AND ORGANISATIONAL DEVELOPMENT DIRECTORATE

Department	21/21 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
HR Operations	2,163	2,225	(62)	(2.8 %)	4,551	4,533	19	0.4%
Organisational Development	873	1,102	(228)	(20.7 %)	1,777	2,136	(359)	(16.8 %)
Learning	3,829	3,861	(32)	(0.8 %)	8,132	8,130	1	0%
Occupational Health	448	495	(47)	(9.4 %)	955	1,004	(49)	(4.9 %)
Health & Safety	52	54	(3)	(4.6 %)	107	109	(2)	(1.6 %)
Portfolio Management Office	130	168	(38)	(22.5 %)	265	341	(76)	(22.3 %)
P&OD Directorate	7,496	7,904	(408)	(5.2%)	15,787	16,253	(465)	(2.9 %)

HR Operations – Year to date underspend of £62k/2.8% is largely due to savings in Supplies & Services where budgets for advertising, professional fees and course fees have not been spent according to the budget profile due to rolling out of Oleo and the current Covid situation. Underspend against assessment centres budget also contributes to the favourable variance.

Forecast to Year end – The forecast position is an over spend of £19k/0.4%. Police Staff Pay is expected to be overspent by £261k due to the continuation of approved temporary roles supporting the delivery of our officer uplift. £185k budgeted 'top slice' saving on vacancies is not expected to be achieved as the department is over established. Reasonable adjustments budget is expected to be overspent by £22k. There are savings in Supplies & Savings that offset some of this anticipated overspend. A revised £88k forecasted underspend against assessment centres planned for 2021/22 has increased the amount available to offset the over spend in Staff pay.

Organisational Development – Forecast to year-end is an under spend of £359k/16.8%. The variance is driven by an underspend relating to vacant posts in the Federation, Organisational Development and Diversity and Inclusion teams. Police pay projected underspend £122k and staff underspend £162k. CMB has agreed the removal of 2 outreach worker posts but £63k budget for the vacant posts still remains in 21/22. Some over-achieved income together with savings against the Wellbeing budget also contribute to the favourable variance. £9k of the budget for LGBT is not expected to be spent due to the conference being held virtually.

Learning – Year to date underspend of £32k/0.8% is primarily due to an under spend of £179k due to the number of officer and staff vacancies within the department, particularly trainer assessors and driving trainers. Recruitment is underway and majority of these posts will be filled over the next six months. The underspend is offset by an overspend against DHEP fees and £127k budget pressure as result of the extension hire of the temporary gymnasium for our PCDA and PCSO training due to Covid-19 restrictions

and social distancing rules.

Occupational Health – Year to date underspend of £47k/9.4%. The year to date underspend is primarily due to underspend against the Selected Medical Practitioner reviews budget. There is an under spend against Occupational Health pay budget of £24k due to staff vacancies within the department. The PSA and Occupational Health Nurse posts will be filled in December 2021. Savings in supplies & services budget as result of current COVID-19 restrictions and continued working from home also contributes to this favourable variance.

LEGAL & COMPLIANCE DIRECTORATE

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Legal & Compliance Directorate	1,150	1,117	33	3.0%	2,350	2,200	150	6.8%

Legal & Compliance – Year to date over spend of £33k/3%. The over spend relates in the main to the Legal costs and Services, Court Application fees, Counsel fees and the Contingencies (settlements etc.). Some of this over spend is being offset by the income for disclosures and equipment software.

Projection to year end is an over spend of £150k/6.8% The over spend is expected to continue due to Legal Costs and Services and Contingencies.

DIRECTORATE OF THE CHIEF OF STAFF

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Performance & Assurance	855	944	(89)	(9.4%)	1,749	1,888	(139)	(7.3%)
Performance & Insight	569	790	(221)	(27.9%)	1,448	1,758	(310)	(17.7%)
Force Crime & Incident Registrar	0	0	0	0%	0	0	0	0%
Strategic Projects	57	36	21	59.2%	157	72	85	118.7%
Corporate Communications	472	472	0	0%	974	968	6	0.6%
Professional Standards	1,150	1,250	(100)	(8.0%)	2,412	2,507	(95)	(3.8%)
Directorate of the Chief of Staff	3,104	3,492	(389)	(11.1%)	6,741	7,194	(453)	(6.3%)

Performance & Assurance – Year to date underspend of £89k/9.4% is primarily driven by an under spend in police officer/staff pay of £81k which reflects the level of vacancies within the department. Recruitment is underway. There are £16k savings in supplies & services which also contribute to the favourable variance. Staff overtime is projecting an over spend of £23k and this is down to a backlog of work within the Crime Data Integrity Team. This has been approved by DCC Nikki Watson as an agreed budget pressure for the department. Forecast to year end is an under spend of £139k/7.3%.

Performance & Insight – Year to date underspend of £221k/27.9%. The year to date underspend is primarily driven by staff pay and is the result of various vacancies that are ongoing within the department. The recently approved P&I business case has added further 7.0 FTE vacancies to the authorised establishment. Four Performance Analyst posts are currently advertised and it is likely that two posts will be filled in quarter 3 and the other two will be filled in January 2022. Recruitment for other vacancies is underway. £27k income for 60 Qlik Licenses charged to National Police Uplift programme also contributes to the favorable variance. Forecast to year end is an under spend of £310k/17.7%. We are expecting a one-off income of £52k for the Qlik Surveillance Dashboard.

Professional Standards – Year to date underspend of £100k/8.0%. The year to date underspend is

primarily due to the number of officer and staff vacancies within the department. The team currently has 3.22 FTE staff vacancies and 2 FTE officer vacancies which generates £105k underspend. Recruitment is underway and majority of these posts will be filled in Q3 and Q4.

Forecast to year-end is an under spend of £95k/3.8% which is largely driven by Police Officer/Staff Pay due to vacancies earlier in the year. £12k anticipated savings against the hearings budget also contribute to the favourable variance.

CENTRAL COSTS

Department	21/22 YTD Actual £'000	21/22 YTD Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %	21/22 Projected Outturn £'000	21/22 Annual Budget £'000	21/22 (Under) / Over £'000	21/22 (Under) / Over %
Pensions	2,052	2,718	(666)	(24.5%)	7,217	8,102	(885)	(10.9%)
Officer & Staff Allowances	(1,882)	(1,477)	(404)	27.4%	(992)	(461)	(531)	115.2%
Central Costs	2,087	2,000	87	4.4%	9,640	10,171	(531)	(5.2%)
Covid 19	411	0	411	0.0%	(632)	0	(632)	0.0%
Central Savings	0	780	(780)	(100.0%)	0	780	(780)	(100.0%)
Central Costs	2,669	4,021	(1,352)	(33.6)%	15,232	18,592	(3,360)	(18.1%)

Pensions – The year to date underspend of £666k/24.5% is the result of savings on recurring basic injury pensions, injury gratuities and CECP¹. The forecasted year end position is an underspend of £855k/10.9%. These areas will be reviewed for budget setting in order to identify savings.

Officer & Staff Allowances – The year to date underspend of £404k/27.4% is driven by savings on standby allowance and the associated NI and savings against apprenticeship levy. The forecasted year end position is underspend of £992k/115.2% and the movement here is a continuation of underspends on standby allowance & NI, underspends on apprenticeship levy and unplanned income relating to direct entry Superintendents.

Covid-19 costs – Year to date overspend of £411k and a forecasted underspend of £632k is reported at the end of the year. Included within this are direct costs of responding to Covid-19 offset by earmarked funding to support these costs. This includes:-

- **Covid-19 Enforcement Grant** – grant funding of £1.3m for Covid-19 enforcement released from reserves. Funding supports additional overtime and supporting costs associated with Covid enforcement.

Central Savings – Year to date and forecasted underspend of £780k/100% and relates to the current in year savings that have been identified. These include £291k on NPAS (National Policing Airport Support); £35k on Police Live Services (IT National system); £10k on Lewis House; £11k on ESN (Emergency Services Network – Airwaves); £112k on the Improvement & Transformation Directorate restructure; £111k for correction to Black Rock contribution; £95k on NI threshold amendments; £55k for pay awards savings; £50k due to a double counting of cost for LIMA licenses and £9k of other miscellaneous savings.

¹CECP - payment of a charge for each early ill-health retirement as a medical retirement with an early ill-health pension is more expensive for the pension scheme than the cost of that same officer leaving the service with a deferred pension. The capital-equivalent charge is paid for each early ill-health retirement at twice the average pensionable pay. The payment of the charge is made in full in the year in which the retirement occurs.

Central Costs

ANNEX B - Mgt Structure 2021/22 Revenue Outturn September 2021	21/22 YTD Actual	21/22 YTD Budget	Over/ (Under)	Over/ (Under)	21/21 Q2 Projected Outturn	21/22 Annual Budget	21/22 Projected Over/ (Under)	Over/ (Under)
	£'000	£'000	£'000	%	£'000	£'000	£'000	%
Bristol Airport	25	(14)	38	(281.3%)	(8)	(25)	17	(69.6%)
Glastonbury Festival	0	0	0	0.0%	0	0	0	0.0%
HQ Central	3,778	3,779	(1)	(0.0%)	11,501	11,505	(4)	(0.0%)
Reserves	(1,611)	(1,765)	154	(8.7%)	(1,638)	(1,310)	(329)	25.1%
UC Claims	0	0	0	0.0%	0	0	0	0.0%
Wilfred Fuller	(104)	0	(104)	0.0%	(216)	0	(216)	0.0%
Central Costs	2,087	2,000	87	4.4%	9,640	10,171	(531)	(5.2%)

Bristol Airport – the underachievement of income is due to a continued reduced service provision at the Airport as a result of Covid. This is generating an overall forecasted overspend of £17k/69.6%. The forecast assumes that resourcing will return to normal levels by the 3rd quarter of this financial year.

HQ Central – the forecasted position is an overspend of £4k/0.0%. This is largely due to an under achievement on income in areas such as interests on investments, reports and tapes income and fees on holding illegal immigrants. The forecast also makes additional top up provisions to the insurance reserves.

Reserves

Subjective	YTD Actual	YTD Budget	YTD Variance	Projection	Annual Budget	Variance
Police Officer pay and allowances	0	(8)	7	0	(37)	37
Police Staff pay and allowances	0	(146)	146	0	(171)	171
S&S - Other costs	0	0	0	0	509	(509)
Transfers to/(from) reserves	(1,611)	(1,611)	0	(1,638)	(1,611)	(27)
TOTAL	(1,611)	(1,765)	154	(1,638)	(1,310)	(329)

Police Officer pay and allowances – the forecasted underspend of £37k relates to a top slice adjustment for PC representative force (£58k). The top slice adjustment is further offset by the surplus funding for Op Uplift allocation which is another £21k.

Police Staff pay and allowances – The forecasted underspend variance of £171k relates to a top slice adjustment for various in year growth relating to police staff pay. These adjustments will be funded at budget setting however, as an interim solution an increase to top slice has been applied to reserves in order to transfer budgets to the respective areas.

S&S Other is forecasting an underspend of £509k which relates to surplus budgets for temporary equipment (£309k) and training (£201k).

Transfers to/from reserves – YTD actuals relates to approved force wide carry forwards from 2020/21 of £1.1m and SW Forensics of £0.5m. The underspend of £27k relates to the grant funding for Council Tax Income Guarantee released from reserves.

Wilfred Fuller – The YTD variance of £104k relates to unbudgeted income from training courses held at Wilfred Fuller and for the reimbursement of operational equipment storage relating to CBRN. The forecast for year end is £216k overachievement in income and this takes account of further training courses that are scheduled to be held at Wilfred Fuller. The overachievement in income offsets premises related expenditure that is being incurred at Wilfred Fuller.

4. PART TWO – 21/22 CAPITAL BUDGET PERFORMANCE

The capital plan for 21/22 totalled £21.3m with the addition of carry forwards of capital schemes in

progress amounting to £2.1m at the end of 20/21. The capital plan has since been reviewed and schemes have been added, removed or profiled into future years as necessary. These adjustments show a revised capital plan for Avon and Somerset of £23.7m for 21/22.

The table below summarises this movement:

	21/22 Plan	C/Fwd. from 20/21	TOTAL Plan	Adjusts	TOTAL Revised Plan
	£'000	£'000	£'000	£'000	£'000
Asset Replacement & Renewal	12,635	1,218	13,853	22	13,875
Digital Projects	3,131	427	3,976	0	3,558
Estate Projects	4,746	418	6,250	0	5,164
Other projects	750	0	750	40	790
Funded or part funded projects	0	0	0	293	293
TOTAL	21,262	2,063	23,325	355	23,680

21/22 CAPITAL PROGRAMME OUTTURN

	Total Plan	Actual P1-P6		Forecast Outturn		Over/(Under)	
	£'000	£'000	%	£'000	%	£'000	%
Asset Replacement & Renewal	13,875	1,542	11.1%	12,637	91.1%	(1,242)	(8.9)%
Digital Projects	3,558	128	3.6%	898	25.2%	(2,661)	(74.8)%
Estate Projects	5,164	207	4.0%	671	13%	(4,493)	(87.0)%
Other projects	790	110	15.9%	255	37.0%	(535)	(63.0)%
Funded or part funded projects	293	75	19.4%	408	105%	(56)	(14.6)%
TOTAL	23,680	2,062	8.7%	14,869	62.5%	(8,910)	(37.5)%

At the end of Quarter 2 21/22 £2.1m (8.7%) of the capital programme had been spent, further details of which are included within Annex E. We are anticipating to be £8.9m underspent against budget by the end of the year. The main reason for the under spend relates to the ending of the Yeovil project within Estates (as it has been superseded by the wider South Somerset review) and several digital programmes not able to be completed this year. We will continue to review and refine the plan leading up to year end. The key highlights of the capital plan are as follows:

ASSET REPLACEMENT AND RENEWAL

£1.5m (11.1% of the plan) has been spent on asset replacement and renewal by the end of Quarter 2. We expect to spend £12.6m (91.1% of the plan) by the end of the financial year, and we are projecting to be £1m underspent against budget

- IT Renewal and replacements - £0.4m expenditure incurred to date, mainly on laptops and body worn video, with a further £8.7m spend planned for the rest of the year. We expect to be £369k over budget by the end of the year: primarily driven by the laptop roll out where an overspend of £2.4m is forecasted. The national Strategic Information Risk Owner (SIRO) have advised that all laptops should be up to date with all security and latest windows requirements, which has consequently meant we have had to incur the overspend in this year, however that has also caused issues with supply which may in turn delay some of this spend. This overspend is offset by under spends in servers & networks of £1m, due to the creation of the infrastructure transformation task force in June still to confirm the project timelines for the rest of the year, Airwave handset (£440k) and the contact centre design of £150k due to resourcing so will be reallocated into next year
- Estates rolling replacement and renewal – £519k expenditure to date (42.9% of plan). We expect to spend a further £344k this year, and we are projecting a £347k under spend against budget.

The main areas of spend are £256k Wincanton, £136k Mechanical & electrical System (3 boiler replacements), £125k Weston Super Mare enquiry office and £125k Wilfred Fuller centre.

- Vehicle replacements - £596k (15.8% of plan) has been spent on replacement vehicles in Quarter 2. We anticipate a further £2.2m to be spent this year, £1m less than budget, due to push back of some deliveries to 2022/2023. Key areas of spend include £0.7m on Ops Support, £0.7m on Tactical Support team and £0.3m on Neighbourhood. The agreement of the national framework for vehicle procurement has been completed, all orders have now been placed. The global semiconductor shortage and the increase in the demand for delivery vehicles during lockdown has created problems with supply. There is a risk that a further £0.6m of deliveries could be re-profiled to next year if lead times are longer than expected.
- Capital Equipment Replacement – Expenditure of £34k incurred so far, mainly on ANPR replacement hardware and we anticipate a further £299k to be incurred during 21/22

DIGITAL PROJECTS

£128k capital spend was incurred to the end of Quarter 2 for digital projects. £0.9m (25.2% of the plan) is forecast to be incurred in year, and we are projecting to be £2.7m underspent against budget due to delays on National projects;

- ESN forecasting a £1m underspend against budget due to further delays
- National enabling programme forecasting £437k underspend against budget due to delay in the recruitment of engineers to carry out the work.

ESTATES PROJECTS

At the end of Quarter 2 £207k (4% of the plan) had been spent on the Estates programme. We are forecasting expenditure of £0.7m (13% of the plan) for the full year and we are projecting an £4.5m underspend against budget. The main reason for the under spend is the deferral of the Yeovil project and the assumption that there will be minimal capital costs on the project during this year.

- Yeovil police station - £4.0m projected underspend this year. The current project has ended and options are being considered under a wider project to review South Somerset; only revenue costs are being incurred on this project this year.
- Bristol Trinity Road - £33k spend forecast for the year, mainly for planning, surveying and architectural fees.
- Broadbury Road - £35k spend forecast for the year, £315k under budget. The £315k underspend will be re-profiled to next year. The business case for the approval to move the project to the next stage is due in March 22. Forecasted spend to cover surveys and consultant fees expected Q4.
- Bath - Potential co-location with Fire Service – expected to be completed by end of Q3 in line with budget (£35k).
- Bath Neighbourhood base – £346k forecast to be spent this year, the majority in the final quarter. Projected expenditure has increased due to market price rises, though we are working to minimise any overspend.
- New Williton police station – £29k remaining spend forecast by the end of Q4, in line with project budget.

OTHER PROJECTS

Other projects are expected to be £435k under budget this year due to no spend on Regional Niche projects and costs for the Pronto implementation project included within revenue expenditure

FUNDED OR PART FUNDED PROJECTS

There are several projects outside of the immediate control of our capital programme, often reflecting the specific restrictions on the funding and, or the partnership basis of the initiative being supported. It is anticipated that £407k will be spent in 21/22 and the key highlights from this element of the capital plan include:

- Counter Terrorism Policing SW (CTPSW) Premises – £69k
- CTPSW vehicles -£171k
- South West Regional Organised Crime Unit vehicles -£58k

CAPITAL FUNDING

The level of borrowing was forecasted to be £4.0m, however due to the pause on the Yeovil project it is expected that this borrowing will not be required.

5. EQUALITY ANALYSIS

All business cases in support of change, both with revenue and capital implications are subject to an equality impact assessment. This way we can ensure that those decisions on how we allocate our funding across budgets and plans are cognisant of equality issues.

6. SUSTAINABILITY

Sustainability is important in regard to ensuring the organisation is living within both its financial limits (financial sustainability) as well as within its environmental limits through ensuring effective and efficient use of natural resources. In fulfilling the objectives in terms of financial sustainability, this report, and our annual financial planning which culminates in the publication of our Medium Term Financial Plan, ensure we are able to maintain a good overview of our financial sustainability. Wider environmental sustainability considerations are also accounted for within the budget and capital programme.

7. CONCLUSIONS AND RECOMMENDATIONS

This report for Q2 shows a forecasted year end underspend of £4.3m which is 1.3% of the total authorised budget. There continues to be uncertainty around the forecast on police staff pay in light of some of the challenges around vetting and recruitment and therefore we may see the underspend increase here. There is still significant uncertainty around other supplies and services especially when we take account of current issues around supply and lead times. Our income position has improved but unfortunately this increases the overall underspends that we are reporting. The plan going forward is to work closely with Directorates and look for opportunities to unlock some of the organisational blockers and possibly bring forward and accelerate initiatives that can be delivered by year end.

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ANNEX A - Subjective Structure 2021/22 Revenue Outturn September 2021	21/22 YTD Actual	21/22 YTD Budget	Over/ (Under)	Over/ (Under)	21/21 Q2 Projected Outturn	21/22 Annual Budget	21/22 Projected Over/ (Under)	Over/ (Under)
	£'000	£'000	£'000	%	£'000	£'000	£'000	%
Police Officer pay and allowances	76,700	76,678	22	0.0%	155,378	156,258	(879)	(0.6%)
Police Officer Overtime	3,273	3,008	265	8.8%	8,321	6,663	1,658	24.9%
Police Staff pay and allowances	44,680	45,704	(1,023)	(2.2%)	90,067	91,676	(1,608)	(1.8%)
Police Staff Overtime	782	584	199	34.1%	1,886	1,317	570	43.3%
PCSO pay and allowances	6,761	6,086	675	11.1%	13,361	12,222	1,138	9.3%
PCSO Overtime	35	15	19	128.5%	111	35	76	217.2%
Indirect Employee Expenses	910	1,027	(117)	(11.4%)	1,725	1,925	(199)	(10.4%)
Pensions	3,535	4,263	(729)	(17.1%)	7,741	8,520	(780)	(9.1%)
EMPLOYEE COSTS	136,677	137,366	(689)	(0.5%)	278,591	278,615	(24)	(0.0%)
PREMISES COSTS	7,716	7,460	256	3.4%	14,324	13,997	328	2.3%
TRANSPORT COSTS	2,363	2,387	(24)	(1.0%)	4,776	4,944	(168)	(3.4%)
S&S - COMMUNICATIONS AND COMPUTING COSTS	9,603	8,612	991	11.5%	18,181	16,901	1,280	7.6%
S&S - FORENSICS COSTS	30	44	(15)	(33.6%)	60	91	(31)	(34.5%)
S&S - OTHER COSTS	7,013	8,086	(1,073)	(13.3%)	14,658	15,621	(963)	(6.2%)
PARTNERSHIP COSTS (3RD PARTY PAYMENTS)	8,123	7,967	156	2.0%	15,810	16,113	(303)	(1.9%)
TRANSFERS TO/(FROM) RESERVES	(1,779)	(1,476)	(303)	20.5%	(2,924)	(1,407)	(1,517)	107.8%
CAPITAL FINANCING COSTS	6,201	6,132	69	1.1%	17,649	17,475	174	1.0%
SAVINGS ACHIEVED	0	780	(780)	0.0%	0	780	(780)	(100.0%)
TOTAL CONSTABULARY EXPENDITURE	175,947	177,359	(1,412)	(0.8%)	361,124	363,130	(2,006)	(0.6%)
INCOME - SPECIAL GRANTS	(9,122)	(8,876)	(246)	2.8%	(12,883)	(12,638)	(246)	1.9%
INCOME - OTHER	(7,693)	(7,073)	(620)	8.8%	(15,611)	(13,548)	(2,063)	15.2%
TOTAL CONSTABULARY INCOME	(16,816)	(15,950)	(866)	5.4%	(28,495)	(26,186)	(2,309)	8.8%
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	159,131	161,409	(2,278)	(1.4%)	332,630	336,944	(4,314)	(1.3%)
MISCELLANEOUS	26	0	26	0.0%	0	0	0	0.0%
GRANTS	(403)	(684)	280	(41.0%)	(1,352)	(1,352)	(0)	0.0%
SECONDEES	(0)	0	(0)	0.0%	0	0	0	0.0%
TOTAL CONSTABULARY	158,753	160,725	(1,972)	(1.2%)	331,278	335,593	(4,314)	(1.3%)
OFFICE OF THE POLICE AND CRIME COMMISSIONER	699	838	(138)	(16.5%)	1,787	1,757	30	1.7%
COMMISSIONING COSTS	229	2,120	(1,891)	(89.2%)	3,447	3,529	(83)	(2.3%)
TOTAL OPCC AND COMMISSIONING	928	2,957	(2,029)	(68.6%)	5,234	5,287	(52)	(1.0%)
TOTAL REVENUE EXPENDITURE	159,682	163,682	(4,000)	(2.4%)	336,512	340,879	(4,367)	(1.3%)

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ANNEX B - Mgt Structure 2021/22 Revenue Outturn September 2021	21/22 YTD Actual	21/22 YTD Budget	Over/ (Under)	Over/ (Under)	21/21 Q2 Projected Outturn	21/22 Annual Budget	21/22 Projected Over/ (Under)	Over/ (Under)
	£'000	£'000	£'000	%	£'000	£'000	£'000	%
Neighbourhood Policing	16,195	16,158	37	0.2%	32,980	33,718	(738)	(2.2%)
Road Safety	(3)	78	(81)	(104.1%)	98	156	(59)	(37.6%)
Offender Management	2,586	3,246	(661)	(20.3%)	5,434	7,049	(1,614)	(22.9%)
Victims and Safeguarding	2,222	2,233	(11)	(0.5%)	4,402	4,434	(32)	(0.7%)
Citizens in Policing	263	284	(20)	(7.2%)	640	592	48	8.1%
NEIGHBOURHOOD & PARTNERSHIP	21,263	21,998	(735)	(3.3%)	43,553	45,949	(2,395)	(5.2%)
Command and Control	10,457	10,361	96	0.9%	21,004	20,843	161	0.8%
Patrol	28,826	24,483	4,343	17.7%	58,114	49,249	8,865	18.0%
Detainee Investigation Support	3,693	3,815	(122)	(3.2%)	7,560	7,648	(88)	(1.1%)
RESPONSE	42,976	38,659	4,316	11.2%	86,677	77,739	8,938	11.5%
Criminal Justice	7,335	7,226	109	1.5%	14,231	14,341	(110)	(0.8%)
Operations Major Incidents	24	124	(99)	(80.5%)	(225)	247	(472)	(191.3%)
Operations	3,742	3,682	60	1.6%	7,194	7,193	1	0.0%
Operation Remedy	3,105	4,129	(1,024)	(24.8%)	6,657	8,019	(1,362)	(17.0%)
Serious & Violent Crime	257	374	(117)	(31.4%)	639	662	(22)	(3.4%)
Intelligence and Tasking	5,456	5,429	28	0.5%	10,902	10,782	120	1.1%
Tactical Support Team	7,030	7,340	(310)	(4.2%)	14,292	14,725	(433)	(2.9%)
ADDER Drugs	193	281	(88)	(31.2%)	690	690	0	0.0%
OPERATIONAL SUPPORT	27,142	28,584	(1,442)	(5.0%)	54,379	56,659	(2,279)	(4.0%)
Investigation	15,977	17,249	(1,272)	(7.4%)	33,162	35,988	(2,826)	(7.9%)
Investigation Major Incidents	331	491	(161)	(32.7%)	905	905	0	0.0%
INVESTIGATION	16,307	17,741	(1,433)	(8.1%)	34,067	36,893	(2,826)	(7.7%)
Scientific Investigation	4,074	3,965	109	2.7%	7,931	7,943	(13)	(0.2%)
Major Crime Investigation	2,373	2,659	(287)	(10.8%)	5,061	5,363	(302)	(5.6%)
South West ROCU	1,767	1,759	8	0.5%	3,479	3,937	(458)	(11.6%)
Special Branch	488	579	(91)	(15.6%)	1,059	1,161	(102)	(8.8%)
Black Rock	487	625	(138)	(22.0%)	1,088	1,250	(162)	(13.0%)
Counter Terrorism Specialist Firearms	346	385	(39)	(10.0%)	754	789	(35)	(4.4%)
SWPCP ACC	11	22	(11)	(50.0%)	44	44	0	0.0%
SWPPS Collaboration	217	217	0	0.0%	497	471	26	5.4%
Regional Collaboration	143	229	(85)	(37.3%)	292	457	(166)	(36.3%)
COLLABORATION	9,907	10,440	(533)	(5.1%)	20,204	21,416	(1,212)	(5.7%)
Information Technology Directorate	12,052	12,078	(26)	(0.2%)	23,811	24,006	(195)	(0.8%)
INFORMATION TECHNOLOGY DIRECTORATE	12,052	12,078	(26)	(0.2%)	23,811	24,006	(195)	(0.8%)
Chief Officer Group	982	907	75	8.3%	1,960	1,816	144	7.9%
Evidential Property	325	336	(11)	(3.3%)	644	677	(32)	(4.8%)
Transport Services	2,345	2,281	64	2.8%	4,923	4,774	150	3.1%
Services Hub & Stores	2,768	3,137	(369)	(11.8%)	5,941	6,361	(420)	(6.6%)
Finance Department	950	945	5	0.6%	1,917	1,875	42	2.2%
Strategic Procurement Services	41	57	(16)	(28.3%)	41	48	(7)	(14.0%)
Estates and Facilities Department	7,463	7,536	(73)	(1.0%)	14,022	14,145	(123)	(0.9%)
FBS Delivery Programme	190	175	15	8.4%	380	351	30	8.5%
FINANCE & BUSINESS SERVICES DIRECTORATE	15,065	15,374	(309)	(2.0%)	29,829	30,046	(216)	(0.7%)
HR Operations	2,163	2,225	(62)	(2.8%)	4,551	4,533	19	0.4%
Organisational Development	874	1,102	(228)	(20.7%)	1,777	2,136	(359)	(16.8%)
Learning	3,829	3,861	(32)	(0.8%)	8,132	8,130	2	0.0%
Occupational Health	448	495	(47)	(9.4%)	955	1,004	(49)	(4.9%)
Health & Safety	52	54	(3)	(4.6%)	107	109	(2)	(1.6%)
Portfolio Management Office	130	168	(38)	(22.5%)	265	341	(76)	(22.3%)
PEOPLE & ORG DEVELOPMENT DIRECTORATE	7,496	7,904	(408)	(5.2%)	15,787	16,253	(465)	(2.9%)
Legal & Compliance	1,150	1,117	33	3.0%	2,350	2,200	150	6.8%
LEGAL & COMPLIANCE DIRECTORATE	1,150	1,117	33	3.0%	2,350	2,200	150	6.8%
Performance & Assurance	855	944	(89)	(9.4%)	1,749	1,888	(139)	(7.3%)
Performance & Insight	569	790	(221)	(27.9%)	1,448	1,758	(310)	(17.7%)
Force Crime & Incident Registrar	0	0	0	0.0%	0	0	0	0.0%
Strategic Projects	57	36	21	59.2%	157	72	85	118.7%
Corporate Communications	472	472	0	0.0%	974	968	6	0.6%
Professional Standards Department	1,150	1,250	(100)	(8.0%)	2,412	2,507	(95)	(3.8%)
DIRECTORATE OF THE CHIEF OF STAFF	3,104	3,492	(389)	(11.1%)	6,741	7,194	(453)	(6.3%)
Pensions	2,052	2,718	(666)	(24.5%)	7,217	8,102	(885)	(10.9%)
Officer & Staff Allowances	(1,882)	(1,477)	(404)	27.4%	(992)	(461)	(531)	115.2%
Central Costs	2,087	2,000	87	4.4%	9,640	10,171	(531)	(5.2%)
Covid 19	411	0	411	0.0%	(632)	0	(632)	0.0%
Central Savings	0	780	(780)	(100.0%)	0	780	(780)	(100.0%)
Student Officers	0	0	0	0.0%	0	0	0	0.0%
CENTRAL COSTS	2,669	4,021	(1,352)	(33.6%)	15,232	18,592	(3,360)	(18.1%)
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	159,131	161,409	(2,278)	(1.4%)	332,630	336,944	(4,314)	(1.3%)
MISCELLANEOUS	26	0	26	0.0%	0	0	0	0.0%
GRANTS	(403)	(684)	280	(41.0%)	(1,352)	(1,352)	(0)	0.0%
SECONDEES	(0)	0	(0)	0.0%	0	0	0	0.0%
TOTAL CONSTABULARY	158,753	160,725	(1,972)	(1.2%)	331,278	335,593	(4,314)	(1.3%)
OFFICE OF THE POLICE AND CRIME COMMISSIONER	699	838	(138)	(16.5%)	1,787	1,757	30	1.7%
COMMISSIONING COSTS	229	2,120	(1,891)	(89.2%)	3,447	3,529	(83)	(2.3%)
TOTAL OPCC AND COMMISSIONING	928	2,957	(2,029)	(68.6%)	5,234	5,287	(52)	(1.0%)
TOTAL REVENUE EXPENDITURE	159,682	163,682	(4,000)	(2.4%)	336,512	340,879	(4,367)	(1.3%)

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ANNEX C													
Police Officer Overtime													
September 2021	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent
Neighbourhood Policing	42,831	46,521	32,044	23,385	13,734	32,858	191,373	225,047	- 33,674		479,904	317,800	162,104
Road Safety	- 3,600	-	8,257	1,764	2,226	3,848	12,494	-	12,494		29,985	-	29,985
Offender Management	- 308	3,566	2,957	2,958	4,328	8,273	21,775	12,662	9,114		52,224	30,400	21,824
Victims and Safeguarding	711	-	507	-	598	296	2,112	5,331	- 3,219		5,068	12,800	- 7,732
Citizens in Policing	-	-	-	-	-	83	83	-	83		199	-	199
NEIGHBOURHOOD & PARTNERSHIP	39,634	50,087	43,764	28,108	20,884	45,359	227,836	243,040	- 15,203	-6.3%	567,380	361,000	206,380
Command and Control	7,062	8,228	5,856	3,375	3,290	9,234	37,044	2,707	34,337		80,188	6,500	73,688
Patrol	117,497	200,645	165,127	115,925	108,367	173,767	881,328	852,703	28,625		2,159,887	1,991,700	168,187
Detainee Investigation Support	16,519	18,408	17,060	18,926	9,217	17,812	97,942	36,295	61,647		231,217	84,900	146,317
RESPONSE	141,078	227,280	188,043	138,226	120,874	200,813	1,016,314	891,706	124,608	14.0%	2,471,292	2,083,100	388,192
Criminal Justice	16,024	20,523	11,438	7,120	3,253	13,144	71,502	108,290	- 36,788		167,407	255,700	- 88,293
Operations Major Incidents	15,964	85,750	40,737	149,122	6,915	10,687	309,174	83,233	225,941		953,897	166,400	787,497
Operations	8,363	12,578	14,491	28,085	21,775	35,693	120,985	138,975	- 17,991		527,990	331,900	196,090
Operation Remedy	24,345	26,251	26,883	29,869	20,848	20,519	148,715	124,950	23,765		300,000	300,000	- 0
Serious & Violent Crime	7,502	10,439	79,890	- 14,751	34,942	38,248	156,269	263,200	- 106,931		330,579	432,900	- 102,321
Intelligence and Tasking	2,927	11,923	9,490	5,212	9,042	4,741	43,335	34,526	8,810		104,025	81,100	22,925
Tactical Support Team	31,131	54,997	43,310	36,519	38,437	57,003	261,397	193,781	67,617		596,108	460,700	135,408
ADDER Drugs	-	-	153	-	1,833	956	2,941	133,904	- 130,962		267,700	-	267,700
OPERATIONAL SUPPORT	106,256	222,461	226,392	241,175	137,044	180,990	1,114,319	1,080,859	33,461	3.1%	3,247,706	2,028,700	1,219,006
Investigation	46,536	81,893	71,691	56,521	57,762	69,719	384,122	436,619	- 52,497		879,441	1,035,800	- 156,359
Investigation Major Incidents	25,266	39,294	32,435	22,925	29,453	23,789	173,161	271,098	- 97,937		482,500	482,500	- 0
INVESTIGATION	71,802	121,187	104,126	79,446	87,215	93,508	557,284	707,717	- 150,433	-21.3%	1,361,940	1,518,300	- 156,360
Major Crime Investigations	5,571	4,578	2,202	2,221	2,413	3,299	20,285	18,380	1,905		47,582	43,000	4,582
Special Branch	- 384	871	108	1,314	1,723	345	3,977	7,023	- 3,045		9,409	16,600	- 7,191
Counter Terrorism Specialist Firearms	- 61	30,157	11,723	21,731	- 38,735	48,882	73,697	44,166	29,530		193,486	105,900	87,586
COLLABORATION	5,125	35,606	14,033	25,267	- 34,598	52,526	97,959	69,569	28,390	40.8%	250,477	165,500	84,977
Chief Officer Group	1,624	-	350	343	-	-	2,317	-	2,317		2,317	-	2,317
Services Hub	0	-	0	-	288	539	827	-	827		828	-	828
FINANCE & BUSINESS SERVICES DIRECTORATE	1,624	-	351	343	288	539	3,144	-	3,144	0.0%	3,144	-	3,144
Organisational Development	-	-	-	-	-	-	-	208	- 208		-	500	- 500
Learning	- 134	1,946	3,471	- 1,892	176	36	3,603	2,666	937		13,346	6,400	6,946
PEOPLE & ORGANISATIONAL DEVELOPMENT DIRECTORATE	- 134	1,946	3,471	- 1,892	176	36	3,603	2,874	729	25.4%	13,346	6,900	6,446
Performance & Assurance	-	-	2,179	852	-	201	3,232	2,957	275		4,950	-	4,950
Performance & Insight	1,200	131	- 1,324	- 8	-	-	0	-	0		-	7,100	- 7,100
Professional Standards Department	1,282	2,398	2,353	704	801	1,244	8,781	916	7,865		21,075	2,200	18,875
DIRECTORATE OF THE CHIEF OF STAFF	2,482	2,529	3,208	1,549	801	1,445	12,013	3,873	8,140	210.1%	26,025	9,300	16,725
Officer & Staff Allowances	992	1,109	850	1,066	1,103	902	6,023	-	6,023		12,046	-	12,046
Central Costs	3,115	1,601	1,081	102	7,106	4,123	17,127	8,600	8,527		40,748	19,700	21,048
Covid 19	- 77,791	74,082	74,594	62,951	49,602	34,100	217,538	-	217,538		326,962	-	326,962
CENTRAL COSTS	- 73,684	76,791	76,525	64,119	57,812	39,124	240,688	8,600	232,088	2698.7%	379,756	19,700	360,056
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	294,183	737,888	659,912	576,340	390,496	614,341	3,273,161	3,008,237	264,924	8.8%	8,321,066	6,192,500	2,128,566
MISCELLANEOUS	-	281	-	-	-	-	281	-	281		-	-	-
GRANTS	- 23,284	20,402	9,101	-	-	-	6,219	-	6,219		-	71,100	- 71,100
SECONDEES	-	4,823	994	-	-	-	5,816	-	5,816		-	32,900	- 32,900
TOTAL CONSTABULARY	270,899	763,393	670,007	576,340	390,496	614,341	3,285,477	3,008,237	277,239	9.2%	8,321,066	6,296,500	2,024,566
OFFICE OF THE POLICE AND CRIME COMMISSIONER	-	-	-	-	-	-	-	-	-		-	-	-
COMMISSIONING COSTS	-	-	-	-	-	-	-	-	-		-	-	-
TOTAL OPCC AND COMMISSIONING	-	-	-	-	-	-	-	-	-		-	-	-
TOTAL REVENUE EXPENDITURE	270,899	763,393	670,007	576,340	390,496	614,341	3,285,477	3,008,237	277,239	9.2%	8,321,066	6,296,500	2,024,566

OFFICIAL

ANNEX D													
Police Staff Overtime													
September 2021	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent
Neighbourhood Policing	527	1,145	1,678	1,752	2,307	2,558	9,968	3,082	6,886		23,919	7,400	16,519
Offender Management	- 6	2,305	1,960	1,492	1,105	2,283	9,138	7,664	1,474		21,921	18,400	3,521
Victims and Safeguarding	78	4,472	4,252	3,939	3,521	3,335	19,598	10,180	9,418		46,725	24,000	22,725
NEIGHBOURHOOD & PARTNERSHIP	600	7,921	7,891	7,183	6,933	8,176	38,703	20,925	17,778	85.0%	92,565	49,800	42,765
Command and Control	41,530	41,036	44,192	27,362	32,723	43,590	230,432	180,131	50,301		541,750	422,300	119,450
Detainee Investigation Support	4,628	6,651	5,798	4,632	5,203	6,288	33,200	18,914	14,286		68,126	43,600	24,526
RESPONSE	46,158	47,687	49,990	31,994	38,131	49,920	263,880	199,045	64,835	32.6%	610,124	465,900	144,224
Criminal Justice	14,499	19,187	12,965	13,504	13,197	21,405	94,756	63,507	31,250		211,252	151,000	60,252
Operations Major Incidents	- 3,497	2,283	3,463	3,220	837	146	6,452	17,807	- 11,356		6,750	35,600	- 28,850
Operations	1,162	2,405	2,179	862	908	1,797	9,313	1,791	7,522		26,826	4,300	22,526
Operation Remedy	1,618	723	1,181	1,002	911	1,472	6,907	-	6,907		16,576	-	16,576
Serious & Violent Crime	154	- 87	271	1,093	479	354	2,264	-	2,264		5,434	-	5,434
Intelligence and Tasking	5,061	16,504	11,572	12,149	12,004	12,213	69,503	33,707	35,795		167,558	79,700	87,858
Tactical Support Team	374	646	401	85	1,198	288	2,992	2,458	534		7,042	5,700	1,342
OPERATIONAL SUPPORT	19,370	41,660	32,032	31,915	29,534	38,185	192,696	119,270	73,426	61.6%	441,947	276,300	165,647
Investigation	5,238	13,801	10,201	9,039	11,537	11,769	61,585	23,628	37,957		140,808	50,700	90,108
Investigation Major Incidents	- 420	7,465	7,910	3,538	4,103	3,821	26,417	89,354	- 62,937		163,400	165,100	- 1,700
INVESTIGATION	4,818	21,266	18,111	12,577	15,639	15,590	88,002	112,981	- 24,980	-22.1%	304,208	215,800	88,408
Scientific Investigations	-	13,546	4,574	6,251	4,868	4,110	33,349	32,029	1,320		79,494	76,900	2,594
Major Crime Investigations	4,499	2,549	1,998	1,261	1,488	3,544	15,338	8,690	6,648		36,495	20,500	15,995
Special Branch	-	-	-	-	-	-	-	458	- 458		-	1,100	- 1,100
COLLABORATION	4,499	16,094	6,572	7,512	6,356	7,654	48,687	41,177	7,510	18.2%	115,989	98,500	17,489
Technology Services	2,741	5,904	3,030	2,485	1,565	923	16,648	27,781	- 11,133		17,634	66,700	- 49,066
INFORMATION TECHNOLOGY DIRECTORTATE	2,741	5,904	3,030	2,485	1,565	923	16,648	27,781	- 11,133	-40.1%	17,634	66,700	- 49,066
Chief Officer Group	-	-	145	95	-	-	240	-	240		240	-	240
Evidential Property	1,489	1,370	1,431	851	140	372	5,652	2,916	2,736		9,162	7,000	2,162
Transport Services	4,344	10,244	6,454	5,700	4,088	5,638	36,467	22,824	13,643		73,196	54,800	18,396
Services Hub & Stores	4,168	4,111	5,849	3,911	4,607	5,105	27,751	4,174	23,577		65,396	9,800	55,596
Finance Department	274	-	-	-	942	-	1,217	-	1,217		1,217	-	1,217
Strategic Procurement Services	86	-	-	-	-	-	86	-	86		175	-	175
Estates and Facilities Department	229	28	- 35	588	149	359	1,317	7,455	- 6,139		3,160	17,900	- 14,740
FINANCE & BUSINESS SERVICES DIRECTORATE	10,589	15,752	13,843	11,144	9,926	11,474	72,729	37,370	35,360	94.6%	152,545	89,500	63,045
HR Operations	1,776	1,998	525	4,969	4,216	2,403	15,887	4,165	11,722		35,578	10,000	25,578
Organisational Development	-	134	-	-	-	-	134	-	134		309	-	309
Learning	- 939	3,126	384	2,060	1,660	769	7,061	1,208	5,853		16,929	2,900	14,029
Occupational Health	257	209	-	181	-	91	738	-	738		1,771	-	1,771
PEOPLE & ORGANISATIONAL DEVELOPMENT DIRECTORATE	1,095	5,468	909	7,209	5,877	3,263	23,820	5,373	18,447	343.3%	54,587	12,900	41,687
Legal & Compliance	827	782	197	-	532	418	2,757	-	2,757		4,951	-	4,951
LEGAL & COMPLIANCE DIRECTORATE	827	782	197	-	532	418	2,757	-	2,757	0.0%	4,951	-	4,951
Performance & Assurance	-	-	4,621	1,109	4,591	1,698	12,018	2,701	9,317		28,807	5,400	23,407
Performance & Insight	944	1,136	17	625	- 2,482	-	240	900	- 661		561	1,800	- 1,239
Force Crime & Incident Registrar	1,042	878	- 1,920	-	-	-	0	-	0		-	-	-
Strategic Projects	-	-	-	-	-	-	-	-	-		-	-	-
Corporate Communications	- 253	2,161	1,772	598	842	1,335	6,456	9,847	- 3,391		17,414	23,200	- 5,786
Professional Standards Department	36	1,746	1,336	2,290	1,573	1,215	8,197	6,168	2,028		19,644	12,800	6,844
DIRECTORATE OF THE CHIEF OF STAFF	1,769	5,920	5,827	4,622	4,525	4,247	26,910	19,616	7,294	37.2%	66,427	43,200	23,227
Pensions	-	63	-	-	-	-	63	-	63		63	-	63
Officer & Staff Allowances	2,368	1,564	3,535	3,692	2,159	2,400	15,718	-	15,718		31,497	-	31,497
Covid 19	- 10,253	1,202	430	-	-	-	8,621	-	8,621		6,059	-	6,059
CENTRAL COSTS	- 7,885	2,829	3,965	3,692	2,159	2,400	7,160	-	7,160	0.0%	25,502	-	25,502
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	84,580	171,286	142,367	120,332	121,178	142,249	781,993	583,538	198,455	34.0%	1,886,479	1,318,600	567,879
MISCELLANEOUS	-	-	-	-	100	349	449	-	449	0.0%	-	-	-
GRANTS	-	174	-	-	-	-	174	-	174	0.0%	-	14,900	- 14,900
SECONDEES	-	-	-	-	-	-	-	-	-	0.0%	-	-	-
TOTAL CONSTABULARY	84,580	171,460	142,367	120,332	121,278	142,599	782,617	583,538	199,079	34.1%	1,886,479	1,333,500	552,979
OFFICE OF THE POLICE AND CRIME COMMISSIONER	2,024	126	63	-	-	-	2,213	-	2,213	0.0%	-	5,000	- 5,000
COMMISSIONING COSTS	-	-	-	-	-	-	-	-	-		-	-	-
TOTAL OPCC AND COMISSIONING	2,024	126	63	-	-	-	2,213	-	2,213	0.0%	-	5,000	- 5,000
TOTAL REVENUE EXPENDITURE	86,604	171,586	142,431	120,332	121,278	142,599	784,830	583,538	201,292	34.5%	1,886,479	1,338,500	547,979

Annex E – Capital Spend

	MTFP	C/F	Adjs	Total Budget	2021 actual spend	Q3 forecast	Q4 forecast	Total project 2021 cost	Over /(Under) spend to 2021 budget
Information and Communication Systems	7,843	468	0	8,311	393	4,207	4,080	8,680	369
Estates	861	349	0	1,210	519	114	229	863	-347
Fleet	3,523	222	27	3,772	596	1,049	1,116	2,762	-1,010
Equipment	408	178	0	586	34	138	161	333	-254
Total Replacement and Renewal Programme	12,635	1,217.7	26.6	13,879	1,542	5,508	5,587	12,637	-1,242
Digital Projects	3,131	427.0	0.0	3,558	128	560	210	898	-2,661
Estates Projects	4,746	418	0	5,164	207	62	401	671	-4,493
Total Programme	7,878	844.7	0.0	8,722	335	622	611	1,568	-7,154
Regional Programme	100	0	0	100	0	0	0	0	-100
Other Projects	650	0	40	690	110	125	20	255	-435
Funded / Part Funded Projects	0	0	387	387	75	20	313	408	21
Total Capital Programmes	21,263	2,062.4	453.3	23,778	2,062	6,276	6,531	14,869	-8,910

OPCC OUTTURN REPORT 2021 - 2022 and
OPCC BUDGET 2022 - 2023 proposals

REPORT OF THE PCC's CHIEF FINANCE OFFICER ("CFO")

PURPOSE OF THE REPORT

1. This report sets out an update on the forecast budget outturn position for the Office of the PCC ("OPCC") in 2021/22 and also set out proposals for the OPCC budget 2022/23 and use of reserves.
2. **OPCC Commissioning and Grants**
 - 2.1 The PCC's victims commissioning, community safety and grant budget for 2021/22 was agreed as £3.52 million and is supported by MoJ funding for Victims services.
 - 2.2 There is a small underspend forecast this year in the commissioning and grants budget that will be transferred to the Victims and Commissioning reserve.
 - 2.3 This budget continues to support core commissioned services for Victims; community safety; drugs and alcohol referral services; Restorative justice; services to support victims and tackle offending in CSE and CSA and to fund the Mental Health triage service.
 - 2.4 The Victims services budget in 2021/22 is stated net of £2.04 million funding from the MoJ for victims services of which £0.9 million is a contribution to the Integrated Victim Care Lighthouse service provided by the Constabulary. The balance is used to commission third party support and advocacy services for victims. Further funding was bid for by the OPCC and allocated by the MoJ during 2021/22, which totals £1,566, and this is forecast to be spent in full. See below for a breakdown of this additional funding:
 - IDVA £802k
 - ISVA £327k
 - Domestic Abuse Uplift £226k
 - Sexual Violence Uplift £127k
 - Critical Support Fund £63k
 - Male Rape Support Fund £21k
 - 2.5 Avon and Somerset was also awarded Violence Reduction Unit (VRU) funding by the Home Office in 2021/22 of £1,160,000 and this is forecast to be spent in full. In addition to this the OPCC was successful in being awarded Serious Violence Youth Interventions Funding of £797k in 2021/22 (£305k Trauma Informed funding plus £492k Teachable Moments funding) – again this is forecast to be spent in full.
 - 2.6 The mental health triage service is currently funded on an annual basis, although built into the OPCC commissioning budget on a recurring basis. The service has advanced

significantly over the last year – addressing issues in relation to data sharing and embedding into a wider system response to support those in mental health crisis. OPCC funding has leveraged in significant additional funding from the Clinical Commissioning Groups (CCG) – especially Bristol, North Somerset and South Gloucestershire CCG. The service reports on a quarterly basis using the enhanced reporting template and over the last two quarters referrals to the service have increased by 20% at each quarter, along with greater clarity on the outcomes achieved and the onward referral pathways.

2.7 The budget proposed for 2022/23 is £3.50 million which supports the planned grants and commissioning work agreed with the PCC. This small decrease reflects the additional ISVA funding from the MoJ not yet having been confirmed for 2022/23.

2.8 We recognise the need for a commissioning reserve to enable the PCC to address identified priorities and to create a strategic flexibility within the funding framework.

OPCC Commissioning and Grants 2021/22 forecast outturn and draft 2022/23 budget

Cost Area £'000s	Budget <u>2021 22</u>	Forecast <u>2021 22</u>	Draft Plan <u>2022 23</u>
Custody and courts (drugs & alcohol) referral service	553	553	553
Victims incl. SARC, CSE & CSA	1,777	1,738	1,755
MoJ grant top-slice to support OPCC grants process	50	50	50
Appropriate Adults (net of partner contributions)	88	44	63
Appropriate Adults saving to be reallocated	0	0	26
Mental Health triage	122	122	122
Restorative Justice	179	179	179
Police & Crime Grants (community safety & YOT)	740	740	740
Commissioning other 3rd party work	20	20	20
TOTAL	3,529	3,446	3,508

2.7 Planned Use of Victims & Commissioning reserve

This reserve is allocated against existing and planned activities between 2021 and 2023. The core earmarked projects being funded from these reserves are as follows:

Reducing Reoffending £1m – local and regional work. Spend over the £1m allocated for Reducing Reoffending will come from the general victims and commissioning reserve (see below)

Spend against this £1m is earmarked as follows:

- Southwest Regional Reducing Reoffending Senior Responsible Officer (SRO) £29k – to Nov 2023
- Resolve SRO £17k – 5 months of 20/21
- Court Up £183k – over 2 years
- DRIVE £247k – over 3 years
- HMP Eastwood Park Programme £5k – over 2 years
- Integrated Offender Management (IOM) Review £30k – 3 months of 20/21
- Julian House £55k – over 2 years
- Ready for Release £400k – over 2 years
- Support, Help, Engagement (SHE) £20k – over 1 year
- Start to Finish £47k – over 1.5 years
- HMP Exeter Coordinator Contribution £1k – Sept 21 to Mar 22
- Offender Needs Analysis £3k

Victims and Commissioning reserve earmarked as follows

- DEP Evaluation £6k
- DEP Backlog £10k
- Out of Court Disposal Hate Crime Pathway £18k – 2 year pilot
- Mental Health Triage £10k
- Golden Key – Call In £30k
- Victim Support Alarms 20-21 £9k
- 1625 x10 months £42k
- Exmoor Rural Crime Partnership £3k
- Covering RR Overspend £37k

Serious Violent Crime £500k – underspend at 2021/22 year-end transferred to the victims and commissioning reserve

This amount was transferred from the Constabulary to the OPCC Commissioning cost centre as a result of precept funding they had planned to utilise, as agreed, in 2019/20 on funding PCSOs in schools. The Constabulary then received funding in-year from the Home Office which they used to fund these posts and as such the funding was returned to the OPCC in 2020/21 for spend on Serious Violence work.

2021/22 use of this reserve:

- VRU Analyst £44k
- ROUTES £140k
- VRU Evaluation £56k
- VRU Contribution £44k

OFFICE OF THE PCC (OPCC) Budget

Outturn report for 2021/22

3. OUTTURN 2021/22

The PCC set an office budget for 2021/22 of £1.75, an increase from £1.55 in 2020/21 to support additional commissioning activity and the September 2020 pay awards – increases were partly offset by savings in other areas of the budget.

4. The OPCC's out-turn spend in 2021/22 is forecast to be slightly over budget which is largely as a result of costs associated with several senior level recruitments, which includes the Chief Constable, OPCC Chief of Staff and Deputy Police and Crime Commissioner. A reserve of £1m was set aside at 2020/21 year-end to support the work of the new PCC and part of this will be used at 2021/22 year-end to cover any overspend in the OPCC budget.

5. BUDGET 2022/23

The PCC proposes an increase in the OPCC budget in 2022/23 as follows:

- New Deputy PCC salary £49k
- 2.5% assumed pay award £19k
- Pay Increments due and agreed pay adjustments in 2021/22 £8k
- Increasing the Chief Finance Officer Role from 4 to 5 days per week £41k
- NI Increase £2k
- Misconduct Hearings budget to transfer from the Constabulary to be managed by the OPCC £36k
- Contribution to a Regional Researcher post £11k
- Legal costs – pension forfeitures etc £10k
- Please see note at paragraph 6 regarding a provision to be available pending the outcome of the review to be conducted by the new OPCC Chief of Staff when they take up post.

Some of the above is offset by the following savings:

- Reductions in costs relating to two existing posts £23K
- Removal of the budget for ad hoc PCC drivers £3k
- Reduction in the stationary budget due to new ways of working £1k

Due to the increase in work to support the commissioning process and the number of ad hoc grants, it is proposed that £50k continues to be topsliced from the MoJ grant and transferred to the OPCC Office staff budget to support this work.

6. The revised OPCC budget will be £1.90 million in 2022/23 which includes the transfer of the budget for misconduct hearings from the Constabulary to the OPCC. The OPCC budget has consistently operated below the average level nationally, and this is reflected in the pressures created by increasing workloads. Therefore the budget includes a provision of £136k recognising the potential consequences of the planned OPCC office review, and an increase in the training budget to better reflect the size of the team and allow for everyone to be able to take up their training budget allocation. This provision is pending the outcome of the OPCC review which will be conducted by the new OPCC Chief of Staff when they take up post in the New Year. If the new posts were to be agreed this would increase the OPCC budget for 2022/23 to £2.04 million.

Summary OPCC Office Budget 2021/22 forecast outturn - and 2022/23 budget proposals:

Cost Area £'000s	Budget <u>2021/22</u>	Forecast <u>2021/22</u>	Draft Budget <u>2022/23</u>
1. Staff costs incl. PCC and training.	1,488	1,515	1,540
2. Transport & travel	20	8	20
3. Audit, annual accounts and joint audit committee	119	117	119
4. Subscriptions: APCC, APACE, PaCCTS, ICT co	38	38	38
5. Communications, media, PR	40	40	40
6. Treasury mngt	70	70	70
7. Legal, Appeals costs, Actuarial & other professional fees	45	80	66
8. Office stationary, ICT, events	17	8	16
9. Custody visiting	9	5	9
Misconduct Hearings – budget transfer from ASC	0	0	36
Contribution – Bristol Race Equality Contribution 19/20 & 20/21	0	5	0
Be Proud Awards – carry forward of sponsorship	0	0	0
Transfer from Reserve – VRU Analyst	0	-44	0
MoJ grant top-slice to support grants process	-50	-50	-50
Total	1,755	1,792	1,904
Provision for the outcome of the OPCC	0	0	136

Review and proposed increase in training budget			
Total	1,755	1,792	2,040

RECOMMENDATIONS and ACTION

7. The PCC is invited to review and discuss the OPCC budget outturn for 2021/22 and the budget issues and proposals for 2022/23.

PAUL BUTLER - OPCC Interim Chief Finance Officer

POLICE AND CRIME COMMISSIONER FOR AVON AND SOMERSET

3rd NOVEMBER 2021

TREASURY MANAGEMENT MID-YEAR REPORT 2021-22

Report of the Chief Finance Officer

1. Summary

- 1.1. The Treasury Management Strategy for 2021-22 is underpinned by the adoption of the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management (Revised 2018), which includes the requirement for determining a treasury strategy on the likely financing and investment activity for the forthcoming financial year. The Code also recommends that the Police and Crime Commissioner (PCC) is informed of Treasury Management activities at least twice a year.
- 1.2. This report gives a summarised account of Treasury Management activity and outturn for the first half of the year, and ensures the PCC is embracing Best Practice in accordance with CIPFA recommendations.

2. Background

2.1. Economic Background

The economic recovery from the coronavirus pandemic continued to dominate the first half of the financial year. By the end of the period, over 48 million people in the UK had received their first dose of a COVID-19 vaccine and almost 45 million their second dose.

The Bank of England (BoE) held Bank Rate at 0.1% throughout the period and maintained its Quantitative Easing programme at £895 billion, unchanged since the November 2020 meeting. In its September 2021 policy announcement, the BoE noted it now expected the UK economy to grow at a slower pace than was predicted in August, as the pace of the global recovery had shown signs of slowing and there were concerns inflationary pressures may be more persistent. Within the announcement, Bank expectations for GDP growth for the third (calendar) quarter were revised down to 2.1% (from 2.9%), in part reflecting tighter supply conditions.

The path of CPI inflation is now expected to rise slightly above 4% in the last three months of 2021, due to higher energy prices and core goods inflation. While the Monetary Policy Committee meeting ended with policy rates unchanged, the tone was more hawkish.

The latest labour market data showed that in the three months to August 2021 the unemployment rate fell to 4.5%. The employment rate increased, and economic activity rates decreased, suggesting an improving labour market picture. Latest data showed growth in average total pay (including bonuses) and regular pay (excluding bonuses) among employees was 7.2% and 6.0% respectively over the period. However, part of the robust growth figures is due to a base effect from a decline in average pay in the spring of last year associated with the furlough scheme.

Annual CPI inflation rose to 3.2% in August, exceeding expectations of 2.9%, with the largest upward contribution coming from restaurants and hotels. The Office of National Statistics (ONS) preferred measure of CPIH which includes owner-occupied housing was 3.0% year-on-year, marginally higher than expectations for 2.7%.

The easing of restrictions boosted activity in the second quarter of the calendar year, helping push GDP up by 5.5% quarter-on-quarter. Household consumption was the largest contributor.

Within the sector breakdown, production contributed 1.0%, construction 3.8% and services 6.5%, taking all of these close to their pre-pandemic levels.

The US economy grew by 6.3% in Q1 2021 (Jan-Mar) and then by an even stronger 6.6% in Q2 as the recovery continued. The Federal Reserve maintained its main interest rate at between 0% and 0.25% over the period but in its most recent meeting made suggestion that monetary policy may start to be tightened soon.

Monetary and fiscal stimulus together with rising economic growth and the ongoing vaccine rollout programmes continued to support equity markets over most of the period, albeit with a bumpy ride towards the end. The Dow Jones hit another record high while the UK-focused FTSE 250 index continued making gains over pre-pandemic levels. The more internationally focused FTSE 100 saw more modest gains over the period and remains below its pre-crisis peak.

Inflation worries continued during the period. Declines in bond yields in the first quarter of the financial year suggested bond markets were expecting any general price increases to be less severe, or more transitory, that was previously thought. However, an increase in gas prices in the UK and EU, and supply issues have led to higher prices.

The 5-year UK benchmark gilt yield began the financial year at 0.36% before declining to 0.33% by the end of June 2021 and then climbing to 0.64% on 30th September. Over the same period the 10-year gilt yield fell from 0.80% to 0.71% before rising to 1.03% and the 20-year yield declined from 1.31% to 1.21% and then increased to 1.37%.

Gilt yields have a direct correlation to Public Works Loan Board (PWLB) rates. The gradual fall from the beginning of the year turned into a sudden rise in PWLB borrowing rates at the end of September, and can be seen in Tables 2 and 3 in Appendix A.

London Interbank Bid (LIBID) rates based on the Intercontinental Exchange London Interbank Offered Rate (LIBOR) fixings show that there was hardly any movement from April until the middle of September, with most periods up to 6 months spending the entire 6-months in negative territory. The 12-month figure hovered between 0.04% and 0.06% for most of the period but shot up to 0.25% in the last week of September, as the case for an interest rate rise was being increasingly considered.

The 1-month, 3-month, 6-month, and 12-month LIBID rates averaged -0.07%, -0.05%, 0.02%, and 0.07% respectively over the period, and ended the period at -0.08%, -0.04, 0.05%, and 0.25% respectively.

Rates from banks to Local Authorities have generally followed LIBID rates, but with Arlingclose advice stating a maximum duration of 35-days with banks (100 days for UK banks), this avenue of lending has been very restricted.

Lending rates between Local Authorities have remained suppressed, as supply has outstripped demand, with many Authorities still holding large balances from Government Covid support grants.

The effect that economic conditions had on money market rates during the period, can be seen in Table 1, Appendix A.

2.2. Debt Management

The limited capital spending that has been incurred has been funded using internal resources in lieu of borrowing as it has been the most cost-effective means of financing capital expenditure. This has lowered overall treasury risk by reducing both external debt and temporary investments.

£555k of EIP PWLB Loans have been repaid during the period.

The debt position at the beginning and end of the period are shown below: -

	Balance on 31/03/2021 £m	Debt Matured / Repaid £m	New Borrowing £m	Balance on 30/09/2021 £m	Increase/ Decrease in Borrowing
Short Term Borrowing	0.00	0.00	0.00	0.00	0.00
PWLB	34.282	0.555	0.00	33.727	-0.555
LOBOs	5.275	0.00	0.00	5.275	0.00
Other Market Loans	6.500	0.00	0.00	6.500	0.00
Total Borrowing	46.057	0.555	0.00	45.502	-0.555

The overall rate paid on PWLB loans has increased marginally from 3.31% on 31st March to 3.33% on 30th September. This is as a result of repayment of EIP loans at a lower rate than the average. The average market loan rate on 30th September remained the same at 4.30%.

The average rate of interest payable across the total debt portfolio of £45.50m was 3.58% on 30th September, down from 3.61% from the same time last year as a lower rate loan was taken in March 2021.

2.3. Investment Activity

The Guidance on Local Government Investments in England gives priority to security and liquidity and the PCC's aim is to achieve a yield commensurate with these principles.

Security of capital remained the PCC's main investment objective. This was maintained by following the counterparty policy as set out in the Annual Treasury Strategy, and by the approval method set out in the Treasury Management Practices. Current approved counterparties are listed below. Those used during the first half of the year are denoted with a star.

Bank or Building Society			
Australia & NZ Bank	*	National Westminster	*
Bank of Scotland		Nationwide BS	*
Barclays Bank Plc		Nordea Bank AB	
Close Brothers Ltd		OP Corporate Bank	
DBS Bank	*	Rabobank	
Goldman Sachs Int Bank		RBS	
HSBC Bank		Santander UK	*
Lloyds Bank		Standard Chartered Bank	
Landesbank Hessen-Thuringen		Handelsbanken Plc	*
Oversea-Chinese Banking		Toronto-Dominion Bank	
		United Overseas Bank	
Sterling LVNAV Money Market Funds		Other Counterparties	
Deutsche		Debt Management Office	*
Federated Prime Rate	*	Local Authorities (14)	*
Invesco Aim	*	CCLA Property Fund	*
Insight			
LGIM			
Aberdeen Standard	*		
Aviva	*		
SSGA	*		

SCC, as Treasury Management contractor, has continuously monitored counterparties, and all ratings of proposed counterparties have been subject to verification on the day, immediately prior to investment. Other indicators taken into account have been:

- Credit Default Swaps and Government Bond Spreads.
- GDP and Net Debt as a Percentage of GDP for sovereign countries.
- Likelihood and strength of Parental Support.
- Banking resolution mechanisms for the restructure of failing financial institutions i.e. bail-in.
- Share Price.
- Market information on corporate developments and market sentiment towards the counterparties and sovereigns.

Counterparty Update

Over the period, Fitch and Moody's upwardly revised to stable the outlook on a number of UK banks and building societies on our counterparty list, recognising their improved capital positions compared to last year and better economic growth prospects in the UK.

Fitch also revised the outlooks for Nordea, Svenska Handelsbanken and Handelsbanken plc to stable from negative. The rating agency considered the improved economic prospects in the Nordic region to have reduced the baseline downside risks it previously assigned to the lenders.

The successful vaccine rollout programme is credit positive for the financial services sector in general and the improved economic outlook has meant some institutions have been able to reduce provisions for bad loans. While there is still uncertainty around the full extent of the losses banks and building societies will suffer due to the pandemic-related economic slowdown, the sector is in a generally better position now compared to earlier this year and 2020.

At the end of the period, the maximum duration for all recommended UK counterparties was extended to 100 days from 35 days.

Liquidity: In keeping with the CLG guidance, the PCC maintained a sufficient level of liquidity through the use of call accounts, Money Market Funds, and short-term deposits. No short-term loans were necessary during the period.

Ninety-one deposits totalling over £304m were made during the first half of the year. The average weighted maturity, or duration of investments on 30th September was 61 days, or just about 2 months. This is lower than the 2020-21 figure of 86 days, due initially to the inability to obtain any value by investing for longer periods, and latterly the portfolio duration would have been shortened anyway, in anticipation of near-term rate rises.

CCLA Property Fund: The Authority has a £3m investment in the CCLA Property Fund. As a reminder, this Fund has been in existence for more than 25 years and is only available to Local Authorities. It is an actively managed, diversified portfolio of UK Commercial Property with a stated investment objective “to provide investors with a high level of income and long-term capital appreciation”.

The decision to invest in the CCLA Property Fund was driven by the original 2 key factors i.e. diversifying away from unsecured Bank deposits, and to mitigate the risk of negative returns (real negative returns, or inflation adjusted returns) posed by the low interest rate environment.

The current yield of circa 3.65% net will provide approximately £110,000 of income per annum, circa £107,000 more than if invested in cash at current rates.

Yield: As at 30th September cash balances (Inc-Property) stood at £89.23m (£91.31m in 2020-21) and had averaged just under £80.36m for the year-to-date (£79.5m 2020-21). The average return for the year-to-date was 0.29% Including Property, 0.16% excluding (0.58% and 0.46% respectively for 2020-21). When compared to the target 0.42% (7-day LIBID + 50 bps) overall returns have underperformed by 0.16%. This has produced investment income in the order of £118k during the period (£111k less than for the same period 2020-21) on average balances of £1.5m more.

By comparing returns with money market rates in Table 1 of Appendix A, it can be seen that investment cash performance (Ex-Prop) of 0.16% has outperformed the average market rate for 3-month LIBID, -0.05%, 6-month LIBID, 0.02%, and 12-month LIBID, 0.07%, by 0.21%, 0.14%, and 0.09% respectively for the period. This has been achieved with a conservative portfolio that averaged under 3-months duration.

The significant one-off pension top-up payment of £51.0m in July again had a significant effect, meaning that short-term (and thereby lesser paying) counterparties had to be used. As the top-up is more or less uniformly spent during the year, it also limits the maturity options for deposits, i.e. only a proportion can be lent in longer periods where rates were slightly better. Similar to last year, deposit rates were toward the low and heading much lower when this lump sum was received.

With base rate anchored at 0.10%, (with the potential for negative rates), and with duration for deposits with banks limited to 35-days for all but the last few days of the period, it has been a challenge to pick up any rates at all.

Money Market Funds (MMFs) were not yielding enough to cover their fees, with many not paying a dividend at all. Others paid a nominal 0.01% out of their management fees.

Whilst a proportion of the portfolio had been lent to other Local Authorities for up to a year to protect against a rate downturn, rates for reinvesting with Local Authorities when loans mature have been below 0.10%, even for a year. A lot of this cash is now in bank notice accounts. As well as improving liquidity, they offer a higher rate than most available deposits, and most are linked to short-term market rates, so will benefit from an instant pick-up if as seems likely, rates increase.

The table below sets out changes in the lending portfolio over the period: -

	Balance on 31/03/2021 £m	Percentage of portfolio	Balance on 30/09/2021 £m	Percentage of portfolio	Increase/ Decrease in Lending £m
Call A/cs & MMFs (Short-term)	10.64	17.2%	34.23	38.3%	+£23.59
Notice A/cs (95,35,& 32 day)	7.00	11.4%	19.00	21.3%	+£12.00
Deposits (Banks)	5.00	8.1%	15.00	16.8%	+£10.00
Deposits (Local Authorities)	36.00	58.4%	18.00	20.2%	-£18.00
CCLA Property Fund	3.00	4.9%	3.00	3.4%	+£0.00
Total Lending	61.64	100.0%	89.23	100.0%	+£27.59

		Rate as at 31/03/2021		Rate as at 30/09/2021	Change in Rate
Total		0.49%		0.22%	-0.27%

2.4 Compliance and Prudential Indicators

The PCC can confirm that it has complied with its Prudential Indicators for 2021-22. Indicators agreed by the Finance Committee and actual figures as at 30th September are included below: -

	2021-22 £m	As at 30-09 £m
Authorised limit (Excludes PFI)	51	45.5
Operational boundary (borrowing only)	49	45.5

Maturity structure of borrowing

	Upper Limit	Lower Limit	As at 30-09-21
Under 12 months	30%	0%	4.1%
>12 months and within 24 months	30%	0%	7.9%
>24 months and within 5 years	25%	5%	13.4%
>5 years and within 10 years	25%	0%	10.6%
>10 years and within 20 years	35%	0%	23.9%
>20 years and within 30 years	15%	0%	10.3%
>30 years and within 40 years	45%	10%	29.7%
>40 years and within 50 years	10%	0%	0%
>50 years and within 75 years	0%	0%	0%

	2021-22 £m	As at 30-09 £m
Prudential Limit for principal sums invested for periods longer than 365 days	20	3

Credit Risk Indicator

The PCC has adopted a voluntary measure of its exposure to credit risk by monitoring the value-weighted average credit rating / credit score of its investment portfolio. This is calculated by applying a score to each investment (AAA=1, AA+=2, etc.) and taking the arithmetic average, weighted by the size of each investment. Unrated investments are assigned a score based on their perceived risk.

Credit risk indicator (Actual to be below)	Target	Actual
Portfolio average credit rating (score)	A (6.0)	AA- (3.37)

CIPFA no longer recommends setting upper limits on fixed and variable rate exposures, so these are no longer calculated for this paper.

2.5 Outlook for Quarters 3 & 4

SCC's advisors, Arlingclose expect the Bank Rate to rise in Q2 2022. They believe this is driven as much by the Bank of England's desire to move away from emergency levels as by fears of inflationary pressure.

Investors have priced in multiple rises in Bank Rate, to 1% by 2024. While Arlingclose believes Bank Rate will rise, it is by a lesser extent than expected by markets.

The global economy continues to recover from the pandemic but has entered a more challenging phase. The resurgence of demand has led to the expected rise in inflationary pressure, but disrupted factors of supply are amplifying the effects, increasing the likelihood of lower growth rates ahead. This is particularly apparent in the UK due to the impact of Brexit.

While Q2 UK GDP expanded more quickly than initially thought, the 'pingdemic' and more latterly supply disruption will leave Q3 GDP broadly stagnant. The outlook also appears weaker. Household spending, the driver of the recovery to date, is under pressure from a combination of retail energy price rises, the end of government support programmes and soon, tax rises. Government spending, the other driver of recovery, will slow considerably as the economy is taken off life support.

Inflation rose to 3.2% in August. A combination of factors will drive this to over 4% in the near term. While the transitory factors affecting inflation, including the low base effect of 2020, are expected to unwind over time, the MPC has recently communicated fears that these transitory factors will feed longer-term inflation expectations that require tighter monetary policy to control. This has driven interest rate expectations substantially higher.

The supply imbalances are apparent in the labour market. While wage growth is currently elevated due to compositional and base factors, stories abound of higher wages for certain sectors, driving inflation expectations. It is uncertain whether a broad-based increase in wages is possible given the pressures on businesses.

Government bond yields increased sharply following the September FOMC and MPC minutes, in which both central banks communicated a lower tolerance for higher inflation than previously thought. The MPC in particular has doubled down on these signals in spite of softer economic data. Bond investors expect higher near-term interest rates but are also clearly uncertain about central bank policy.

The MPC has made clear its intentions to tighten policy, possibly driven by a desire to move away from emergency levels. While the economic outlook will be challenging, the signals from policymakers suggest Bank Rate will rise unless data indicates a more severe slowdown.

The table below shows a forecast for base rate to September 2024 and includes an assessment of the relative risks to it being maintained at 0.10%.

Base Rate forecast to 2024

	Dec 21	Mar 22	Jun 22	Sep 22	Dec 22	Mar 23
Upside Risk	0.00	0.15	0.00	0.25	0.25	0.25
Base Rate	0.10	0.10	0.25	0.25	0.25	0.50
Downside Risk	0.00	0.00	0.15	0.15	0.15	0.40

	Jun 23	Sep 23	Dec 23	Mar 24	Jun 24	Sept 24
Upside Risk	0.25	0.25	0.25	0.25	0.25	0.25
Base Rate	0.50	0.50	0.50	0.50	0.50	0.50
Downside Risk	0.40	0.40	0.40	0.40	0.40	0.40

2.6 Other issues

Changes to PWLB Terms and Conditions from 8th September 2021

The settlement time for a PWLB loan has been extended from two working days (T+2) to five working days (T+5). In a move to protect the PWLB against negative interest rates, the minimum interest rate for PWLB loans has also been set at 0.01% and the interest charged on late repayments will be the higher of Bank of England Base Rate or 0.1%.

Revised PWLB Guidance

HM Treasury published further guidance on PWLB borrowing in August 2021 providing additional detail and clarifications predominantly around the definition of an 'investment asset primarily for yield'.

Revisions to CIPFA Codes

In February 2021 CIPFA launched two consultations on changes to its Prudential Code and Treasury Management Code of Practice. These followed the Public Accounts Committee's recommendation that the prudential framework should be further tightened following continued borrowing by some authorities for investment purposes. In June, CIPFA provided feedback from this consultation. In September CIPFA issued the revised Codes and Guidance Notes in draft form and opened the latest consultation process on their proposed changes.

2.7 Summary

In compliance with the requirements of the CIPFA Code of Practice this report provides members with a summary report of the treasury management activity during the first six months of 2021-22. As indicated in this report all treasury activity was conducted within the benchmarks set as Prudential limits for prudent and sustainable capital plans, financing, and investment. A risk-averse approach has been taken in relation to investment activity with priority being given to security and liquidity over yield.

In order to mitigate increased risk posed by unsecured bank bail-in, and the risk of negative returns (real negative returns, or inflation adjusted returns) posed by the low interest rate environment, the Authority has continued investment in the CCLA Property Fund and has diversified deposit investments with Local Authorities where possible.

Cash Investment returns are above the average rate for 6 and 12-month LIBID for the period. (If the Property investment were included, it would be 0.27% higher than 6-month and 0.22% more than the 12-month LIBID rate). This has been achieved with a conservative portfolio that (excluding the Property Fund) averaged just over 2-months duration.

The PCC has pursued a passive borrowing strategy. The limited capital spending that has been incurred to date has been funded using internal resources in lieu of borrowing as it has been the most cost-effective means of financing capital expenditure.

Monthly performance papers are produced by SCC Treasury Officers and virtual meetings have been held monthly to discuss performance, the economic and financial environment, and any tactical and strategic responses to be implemented.

Appendix A

Money Market Data and PWLB Rates

The average low and high rates correspond to the rates during the financial year-to-date, rather than those in the tables below.

Table 1: Bank Rate, Money Market Rates (LIBID Rates based on Intercontinental Exchange LIBOR rates)

Date	Bank Rate	O/N LIBID	7-day LIBID	1-month LIBID	3-month LIBID	6-month LIBID	12-month LIBID	2-yr SWAP Bid
01/04/2021	0.10	-0.08	-0.08	-0.08	-0.04	-0.01	0.04	0.28
30/04/2021	0.10	-0.09	-0.08	-0.08	-0.04	-0.01	0.04	0.31
31/05/2021	0.10	-0.08	-0.08	-0.07	-0.04	-0.02	0.04	0.31
30/06/2021	0.10	-0.08	-0.08	-0.07	-0.05	-0.02	0.06	0.37
31/07/2021	0.10	-0.09	-0.08	-0.07	-0.05	-0.04	0.06	0.43
31/08/2021	0.10	-0.08	-0.09	-0.07	-0.06	-0.02	0.09	0.48
30/09/2021	0.10	-0.09	-0.08	-0.08	-0.04	0.05	0.25	0.72
Average	0.10	-0.08	-0.08	-0.07	-0.05	0.02	0.07	0.40
Maximum	0.10	-0.08	-0.08	-0.07	-0.04	0.05	0.25	0.73
Minimum	0.10	-0.09	-0.09	-0.08	-0.07	-0.04	0.03	0.26
Spread	0.00	0.01	0.01	0.01	0.03	0.09	0.22	0.47

Table 2: PWLB Borrowing Rates – Fixed Rate, Maturity Loans

Change Date	Notice No	4½-5 yrs	9½-10 yrs	19½-20 yrs	29½-30 yrs	39½-40 yrs	49½-50 yrs
01/04/2021	128/21	1.40	1.93	2.38	2.41	2.31	2.22
30/04/2021	167/21	1.40	1.91	2.32	2.34	2.24	2.13
31/05/2021	205/21	1.38	1.90	2.32	2.34	2.25	2.15
30/06/2021	249/21	1.36	1.81	2.23	2.25	2.16	2.07
31/07/2021	293/21	1.30	1.65	2.00	2.00	1.90	1.80
31/08/2021	335/21	1.32	1.66	2.02	2.01	1.90	1.80
30/09/2021	379/21	1.61	2.01	2.37	2.37	2.26	2.16
	Low	1.25	1.59	1.93	1.92	1.80	1.69
	Average	1.36	1.80	2.19	2.20	2.10	2.00
	High	1.62	2.01	2.44	2.46	2.36	2.25
	Spread	0.37	0.42	0.51	0.54	0.56	0.56

Table 3: PWLB Borrowing Rates – Fixed Rate, Equal Instalment of Principal (EIP) Loans

Change Date	Notice No	4½-5 yrs	9½-10 yrs	19½-20 yrs	29½-30 yrs	39½-40 yrs	49½-50 yrs
01/04/2021	128/21	1.16	1.43	1.95	2.24	2.38	2.42
30/04/2021	167/21	1.16	1.43	1.93	2.20	2.32	2.36
31/05/2021	205/21	1.15	1.41	1.92	2.20	2.32	2.36
30/06/2021	249/21	1.15	1.39	1.83	2.11	2.23	2.26
31/07/2021	293/21	1.14	1.31	1.66	1.89	2.00	2.02
31/08/2021	335/21	1.18	1.34	1.68	1.91	2.02	2.04
30/09/2021	379/21	1.39	1.63	2.03	2.27	2.37	2.39
	Low	1.09	1.26	1.60	1.83	1.94	1.95
	Average	1.17	1.39	1.81	2.07	2.19	2.22
	High	1.40	1.64	2.03	2.32	2.44	2.47
	Spread	0.31	0.38	0.43	0.49	0.50	0.52