



Extraordinary Governance and Scrutiny Board (GSB), 1st August 2022 13:00 – 14:00

Venue: PCC Office / Microsoft Teams

Attendees:

- **Police and Crime Commissioner**
- **Chief Constable**
- **OPCC Chief of Staff**
- **OPCC CFO**
- **Director – Finance and Business Services**
- **Finance Business Partner**

AGENDA

Item No	Item Name	Time
1	Apologies	
2a	Q1 Financial Performance Report	50 minutes
2b	Police Pay Budget Briefing	
3	A.O.B	5 minutes
4	Publication (agree any items for publication other than the Minutes and Decision Notices)	

Date of the next Governance and Scrutiny Board: 7th September 2022, 13:00 – 15:30

DRAFT Minutes of the Extraordinary Governance and Scrutiny Board (GSB), 1st August 2022 13:00 – 14:00

Venue: Avon Room, Police HQ

Attendees:

Mark Shelford, Police and Crime Commissioner

Sarah Crew, Chief Constable

Alice Ripley, OPCC Chief of Staff

Paul Butler, OPCC CFO

Sharon Quantick, Director – Finance and Business Services

Kulbinder Konsal, Finance Business Partner

Vicky Ellis, OPCC PA to COS and CFO

Item No	Item Name
1	Apologies Nick Adams, OCC CFO
2a	Q1 Financial Performance Report The Director – Finance and Business Services led the Board through a presentation of the Q1 Financial Performance Report. The Board had previously approved a budget of £355.7m in February 2022. Following that an error in the accounting led to capacity of £2m identified in the year-end review. The budget was therefore reinstated to £353.7m and the Board has agreed this. The Board agreed the £2m would go into General Reserves until it was decided where it would be spent. The report circulated to the Board contained recommendations that need to be formally endorsed regarding the budget. It was noted that the submitted report does not include the Police Officer Pay Award and further work is required to assess the impact of pay awards and inflationary pressures on the MTFP. The underspend at year end is currently forecast to be £4.7m. Contributory factors to this were described as: <ul style="list-style-type: none">• £1.2m rate rebate received• £800k additional uplift funding• Ongoing staff underspend due to vacancies in relation to the IT Department and the restructure there The Board noted that HR is currently over establishment in order to ensure the uplift recruitment of officers proceeds efficiently. The Board noted that the forecast had been modelled on an assumption of 22 police officer leavers a month although this is currently lower at 19 officers. The Board discussed the implications on the budget of the expected 40% increase in energy costs. The PCC queried whether solar panels have been fully explored due to

	<p>the reduced payback time of 2.5 years and suggested the use of underspend to install more as an investment for the future. The Constabulary confirmed this was being considered under the sustainability agenda.</p> <p>The PCC queried the restructure in IT and the impact on the underspend and whether there was any value in the 5 SW Forces looking to come together in this area. The Constabulary advised that the Head of IT is keen to collaborate where possible and a meeting is booked in September to explore any options.</p> <p>The PCC formally agreed the recommendations put forward in the Q1 Financial Performance Report.</p>
2b	<p>Police Pay Budget Briefing</p> <p>Further work required on the budget implications of the Police Pay Award as it is not a standard percentage figure but a flat figure for all officers. Early indications show an £8.5m impact for the full year meaning assumptions fall short by £1.5m. This shortfall is covered by the additional grant funding made available by the Home Secretary. The Board noted there may be further budgetary implications if the Police Staff Pay Award is opened for renegotiation.</p>
3	<p>AOB</p> <p>None.</p>

Date of the next Governance and Scrutiny Board: 7th September 2022, 13:00 – 15:30

MEETING: Constabulary Management Board	Date: 28/07/2022	Agenda No
DEPARTMENT: Finance and Business Services	AUTHORS: Kulbinder Konsal / Emma Snailham / Finance Business Partners	
NAME OF PAPER: 2022/23 Q1 Financial Performance Report		COG Sponsor: Nick Adams

1. PURPOSE OF REPORT AND BACKGROUND

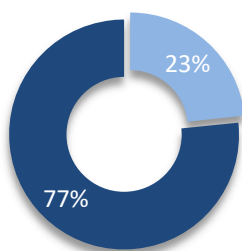
The purpose of this report is to provide an update on the revenue budget and capital programme performance against the plan for 2022/23. The attached Appendices A and B includes details of the outturn revenue position as of 30th June 2022, Appendix C provides funding detail, and Appendices D and E provide more detailed information about overtime spend against budget, Appendix F provides the year to date and forecast position for the capital programme.

2. EXECUTIVE SUMMARY

The quarter 1 financial report is compared against a revised budget plan for 2022/23. The revised plan is as a result of a 2021/22 year-end accounting correction for the funding of the MOJ grant (£2,001k), which has generated additional capacity within our MTFP not previously recognised. At February 2022 Police Crime Board (PCB), a budget of £355,707k was formally approved for 2022/23. Subsequently as result of the above changes a revised budget of £353,706k is reported for 2022/23 and quarter 1 is compared against this revised budget position. In order to correct for this additional capacity in funding we plan to transfer £2.0m to the OPCC Commissioning Reserve at year-end. **This report makes a formal recommendation to Governance and Scrutiny Board (GSB) for approval of this revised budget of £353,706k considering these changes.**

The quarter 1 revenue position forecasts **an under spend of £4.7m (1.3%)** against the revised planned budget. At this point in the year, as we look to deliver the final phase of national uplift target there remains some degree of uncertainty around our police officer and police staff pay forecast. We have received confirmation from the Home Office that based on their assessment they would like Avon and Somerset to recruit 40 officers in addition to our existing uplift allocation. The forecast assumes that this target will be achieved and in return the force will receive an additional £800k in grant funding.

2022/23 REVENUE YTD & Qtr. 1 FORECAST



As at the end of Qtr. 1 2022/23 we have consumed 23% of the total annual budget

- Budget consumed
- Budget remaining

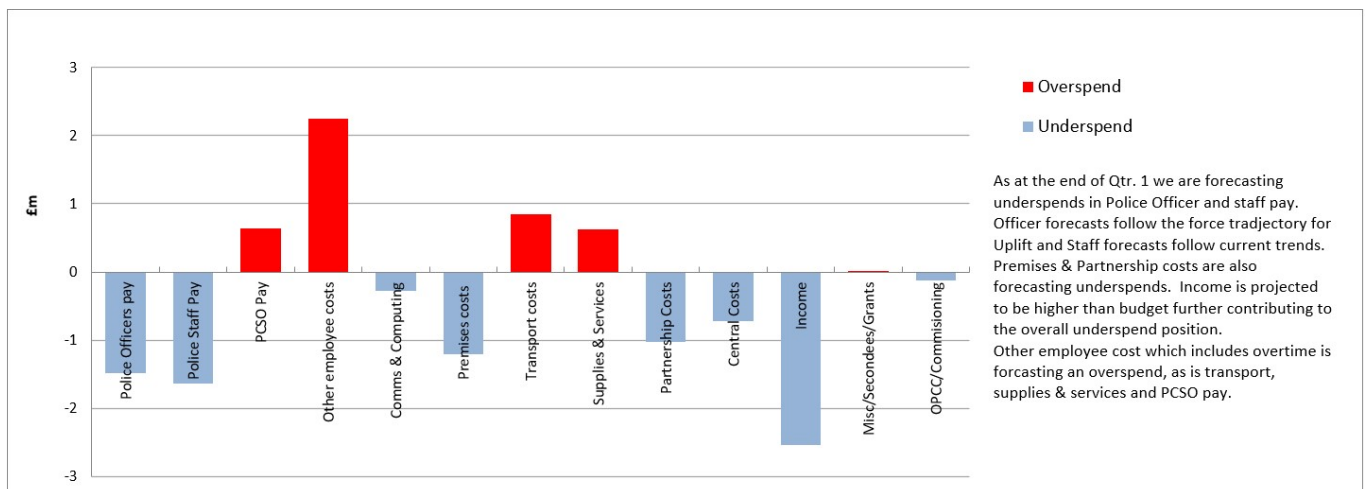
Forecast underspend at Qtr. 1 22/23
£4.7m (1.3%)

There are challenges around forecasting unplanned leavers, however we have made some broad assumptions based on trend data for the first quarter and leaver data will be monitored throughout the year. Unplanned leavers remain a risk to the forecast and may lead to additional underspends reported at quarter 2. We are starting to see significant pressures around inflation e.g. fuel, utilities and the impact of cost of living (retention of staff), these inflationary pressures will be further explored in the report. The underlying assumptions for quarter 1 year to date and forecast, include the following:

- Estimated pay award of 3.5% for Police Officers effective from September 22. These results were collated prior to the 19 July 2022 police officer pay award announcement. The effect of this award are currently being calculated and will be fully reflected in the quarter 2 report.
- A confirmed backdated pay award of 2.1% for Police Staff effective from April 22, processed in May’s payroll.
- Estimated unplanned leavers adjustment for Police Officers and Police Staff based on quarter 1 leaver trends.
- An increased provision for PCDA Entry pay level which sees an increase in the entry pay level point by £2k (i.e., pay point zero set at £23,654), with a backdated payment for everyone who joined us on pay point zero since the start of PCDA. The 19 July 2022 pay award announcement included a recommendation that the PCDA minimum pay point 0 should be increased to £23,556 from 1 September 2022. This will be further uplifted by £2k to £25,556 as agreed locally per the PCDA entry level uplift paper. We will assess the effect of this together with the full officer pay award in the quarter 2 results.
- Increased provisions around historical claims.
- £800k additional income from central government for over recruitment against the uplift programme. Our additional target is confirmed at 40 additional officers in support of the national uplift delivery.
- £2.0m transfer to reserves for the additional unaccounted income relating to the MOJ grant.

At this stage in our financial reporting cycle, we anticipate further movement in our forecast, however where possible we have been prudent and removed unnecessary optimism.

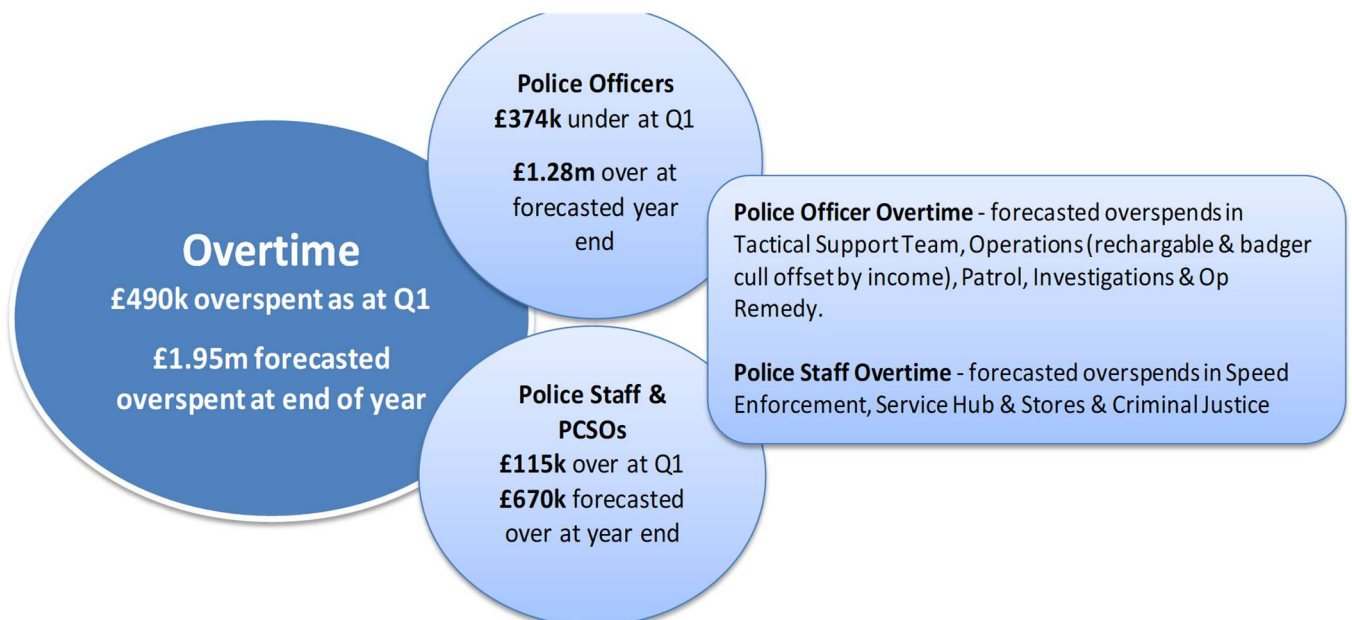
FORECAST REVENUE OUTTURN - OVER/(UNDER) SPENDS



Police Officer Pay & Allowances – £0.4m/0.9% underspend year to date, with a forecasted underspend of £1.5m/0.9%. The forecast has been adjusted for new joiners based on the current uplift trajectory and it includes PCDA, DHEP, Detective Now, PSI to DC conversion, pre-join and transferees. The pay forecast assumes that 40 additional police officers will be recruited by year end, and these will be compensated with additional grant funding as agreed with the Home Office. The forecast assumes an estimated number of leavers based on current trends, currently this is set at 22 leavers per month. These leaver adjustments have been made centrally against Officer and Staff allowances. We have included an estimated 3.5% pay award for Police Officer’s from September, but this will require updating as mentioned above following the 19 July 2022 pay award announcement of £1,900 for each officer. The forecast also sets aside an additional £1.8m for an increase to PCDA entry pay level point, which will again be updated in quarter 2 following the July 22 pay award announcement.

Police Staff Pay & Allowances – £0.3m/1.4% underspend year to date, increasing to £1.6m/1.8% by the end of March 2023. The forecasted underspends are in the following departments: IT Directorate at £1.4m, Officer & Allowances at £0.6m, Op Remedy at £0.4m, Service Hub & Stores at £0.3m, Criminal Justice at £0.2m and Speed Enforcement £0.2m. We have taken a prudent approach with our forecasting around police staff pay allowances considering ongoing recruitment challenges within the IT Directorate and the evolving retention issues driven by the increased cost of living. Centrally we have made an adjustment to take account of currently unknown leavers during the next 9 months. These forecasted underspends are being offset by overspends in the following departments: Command & Control at £0.7m, Organisational Development at £0.2m and Operations at £0.2m. The overspends here are predominantly driven by operational demand.

PCSO Pay & Allowances – Year to date we are overspending by £0.2m/6.2%, with a forecasted overspend of £0.6m/4.9% at year end. The projection has been adjusted in line with the PCSO trajectory and includes estimates for 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 with this in mind.



Overtime – Year to date we are overspending by £0.4m/22.4% against Police Officer overtime, with a forecasted overspend of £1.3m/19.7%. The overspend on police officer overtime is mainly driven by vacancies and operational demand. Areas that are forecasting significant overspends include Tactical Support Team at £341k (embedding of new shift patterns); Operations at £256k (rechargeable events which will be offset by income); Patrol at £255k (PCDA University abstractions); Op Remedy at £128k (covering vacancies); and CTSFO at £121k (covering vacancies). Within the overtime forecast £63k is included for honorariums agreed for 250 Officers involved in Op Harley & Hyacinth.

On Police Staff & PCSO overtime year to date we are overspending by £0.1m/30.0%, with a forecasted overspend of £0.7m/46.2%. Areas that are predicting overspends against overtime costs include Speed Enforcement at £152k, Service Hub & Stores £108k and Criminal Justice at £71k. Generally, the overtime is being claimed to meet operational demand and to cover the current level of vacancies.

Premises Costs – Year to date we are overspending by £37k/0.9% against premises costs, with a forecasted underspend of £1.2m/8.1%. The swing to a forecasted underspend position is due to projected £1.3m rebate for business rates at Express Park, Bridgwater, where our rating consultants have successfully challenged the rates, we have been paying at this site. The refund has been backdated to 2017, when the current rating list began. There are underlying cost pressures being masked by this rebate refund. Cleaning costs are projected to be overspent by £106k, mainly due to 12% increase in pricing. This is linked

to the national living wage. Repairs and maintenance costs are forecasting to be over £110k. The drivers here are two-fold, the first being 5.2% inflationary increase on contractor costs and the second being the impact of new assets and their maintenance schedules after recent asset surveys. Energy costs are forecasted to be over by £31k against budget. The forecast assumes that gas prices are expected to be £149k over budget and electricity prices are expected to be 109k under budget. Particularly within premises costs, we are starting to see significant pressures around inflation, and these will be closely monitored going forward.

Transport Costs – Year to date we are overspending by £0.1m/6.8% with a forecasted overspend of £0.8m/16.7%. Fuel prices are projected to be £728k over budget due to higher-than-expected inflationary pressure, partly due to the Ukraine war. Diesel prices are currently 40% higher than the average price in 2021/22 and unleaded prices are 38% higher. This will remain a significant inflationary pressure that will need to be reviewed alongside utilities and cleaning as we prepare our next Medium Term Financial Plan.

Communications and Computing – Year to date we are overspending by £0.1m/2.9% against communication and computing costs, with a forecasted underspend of £0.3m/1.5%. The year to date over spend is due to 2 invoices that were posted on the last day but also accrued for in the month end process. The forecasted underspend is driven by two areas: in the Intelligence department we are forecasting £172k underspend against the telephone enquiry service and this also includes a backdated refund of this service. In the IT directorate we are forecasting an underspend of £117k due to savings against our voice and data contract and savings against our support costs on video conferencing.

Supplies and Services (other costs) – Year to date we are underspending by £1.2m/21.8% against supplies & services, with a forecasted overspend of £0.6m/3.8%. The year-to-date underspend of £1.2m is largely due to provisions set aside in reserves for growth identified during MTFP and includes budgets for Custody Health care & SARC contracts (£331k), facial recognition business case (£150k) and Regional Airbox licenses for firearms and surveillance asset tracking (£300k). Some of the budgets are yet to be devolved as we continue review these requests. The swing between the year to date and forecasted position is largely driven by an increased provision to support historical claims. Without the additional provision to support historical claims we continue to show forecasted underspends in the following areas: DHEP fees, reprographics and printing, innovation funding and temporary equipment & training budgets across the Force.

Partnership Costs – Year to date we are underspending by £0.4m/8.4%, with a forecasted underspend of £1.0m/5.6%. At quarter 1 it is difficult to forecast the year end position due to a delay in regional reporting from other South West Forces. However, generally as a result of vacancies we are assuming to see a reduction in our partnership costs in the following areas: SW ROCU by £433k (largely due to delays in delivering Op Uplift); Black Rock by £304k (driven by trainer vacancies) and CTSFO by £120k (driven by Firearms vacancies). As we move into quarter 2, we will see this year-end forecast position become clearer.

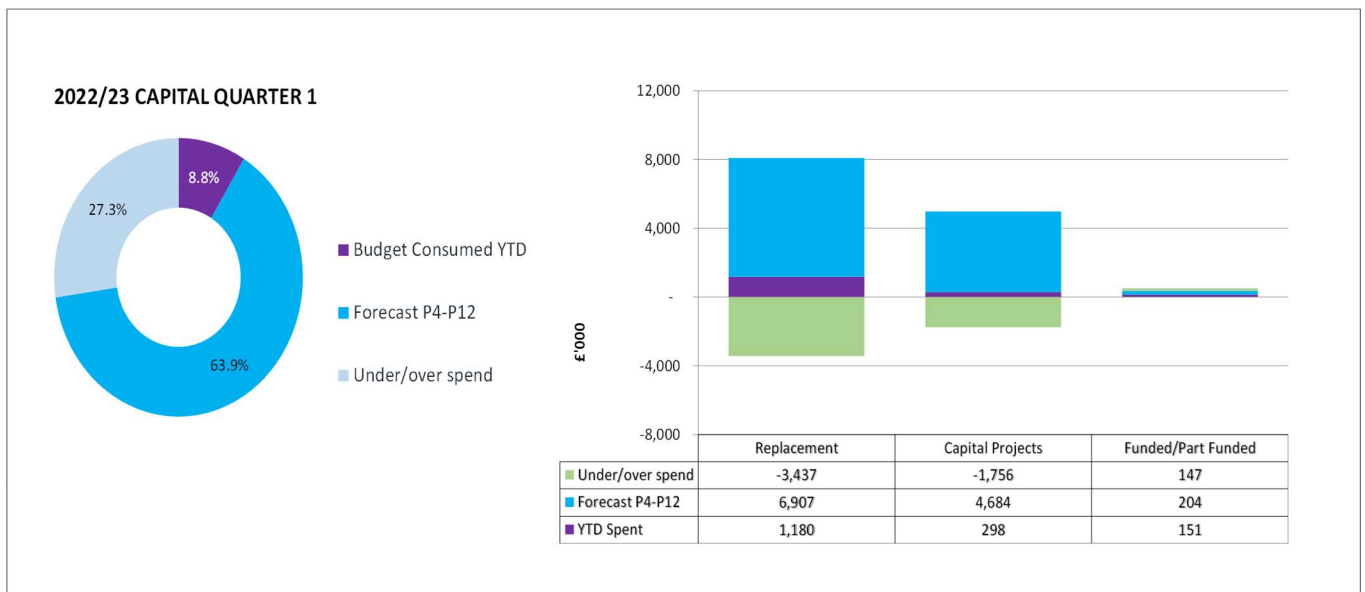
Adjustments & Savings identified – We are forecasting an underspend of £0.6m/100% against adjustments and savings. This area is taking account of in year adjustments and savings that have been identified through the review process. Included is £345k for NPAS (in year saving on costs); £229k for Intel and Tasking business case saving (to be reviewed as the current saving is higher than identified when compared to business case); £83k for business rates (freeze on business rates) and £57k for Estates business case saving (final figure still under review). To offset some of these savings and adjustments we have also funded £127k for inflationary increases relating to PFI sites.

Income – Year to date we are overachieving by £0.6m/5.8% against income with a forecasted overachievement of £2.5m/9.3% by year end. The overachievement in income includes: £1.0m for Officer & Staff Allowances (includes £800k additional income to meet the national target of 40 extra officers for Uplift and further income for apprenticeship incentive payments); £484k for Speed Enforcement

(anticipating increased income around HM courts and fines income; £355k for HQ central (increased income around investment and vehicle sales) and £153k for Wilfred Fuller (based on current estimated annual courses)).

CAPITAL EXPENDITURE

At Q1, we are forecasting **£13.4m of capital expenditure** this financial year, which reflects 73% of our plan, and we are expecting to be £5.0m underspent against budget at year end. We have incurred £1.6m spend year to date, with a further £11.8m expected to be spent. The main under spend relates to several digital programmes not able to be completed this year and some smaller underspends in Estates and Fleet due to delayed projects. We will continue to review and refine the plan over the next quarter.



3. PART ONE – 2022/23 REVENUE BUDGET PERFORMANCE

NEIGHBOURHOOD & PARTNERSHIPS DIRECTORATE

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under)/Over £'000	22/23 (Under)/Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under)/Over £'000	22/23 (Under)/Over %
Neighbourhood Policing	8,130	8,787	(657)	(7.5%)	33,698	36,398	(2,700)	(7.4%)
Road Safety	(22)	42	(64)	(45.5%)	171	167	4	2.3%
Offender Management	1,694	1,923	(228)	(11.9%)	7,017	7,461	(444)	(5.9%)
Victims & Safeguarding	1,088	1,117	(29)	(2.6%)	4,583	4,480	103	2.3%
Citizens in Policing	116	126	(10)	(7.9%)	543	503	40	(7.4%)
Serious & Violent Crime	60	113	(53)	(46.8%)	766	766	0	0.0%
ADDER Drugs	161	109	52	48.0%	758	758	0	0.0%
N & P Directorate	11,227	12,217	(990)	(8.1%)	47,535	50,532	(2,997)	(5.9%)

Neighbourhood Policing – Year to date under spend of £657k/7.5% which mainly relates to authorised established police officer posts that have yet to be filled. This is offset by the over established PCSO posts as per the force

trajectory. There is an underspend on bank holiday overtime as the budget was increased because of the Uplift posts. Income is also under achieving, due to an issue with Resolve West. The projection to year end estimates an under spend of £2.7m /7.4% as a result of Uplift posts still to be filled, delayed due to the pause on PC movement. In September/October when PC movement recommences, it is unknown if Neighbourhood will be made a priority to fill posts. Overtime should also remain under spent for the same reasons as above. Income will under achieve as both Resolve West posts are not being invoiced for, one for the whole year due to member of staff moving to another department and the other from July due to welfare reasons. Other external organisations are querying the increase in overhead costs and therefore there is a possibility of not achieving some of the budgeted income.

Road Safety - Year to date under spend £64k/45.5%. The current year to date under spends are due to income overachievement as a result of an increase in abnormal load requests. The income will be used to offset the overtime worked for the escorting of the abnormal loads. Projection to year end is a slight overspend of £4k/2.3%. Overtime will overspend as there is no current budget, but this is offset by income. However, the income will reduce as the two main contracts for abnormal loads come to an end in September, so an adjustment has been made to the overtime projection as a result.

Offender Management – Year to date under spend of £228k/11.9%. There are several vacant positions due to uplift which is due to the pause on PC movements. Overtime has a current year to date over spend which is due to the demand. Supplies and Services are currently under spent, the course fees and the rehabilitation budgets have not yet been spent. Projection to year end is an underspend of £444k/5.9%. The under spend will continue to the end of the year, however to what extent has not been determined and is dependent on the priority given once the pause in PC moves has been lifted. The third-party payments will under spend based on the current PO's and contract dates.

Victims & Safeguarding – Year to date under spend of £29k/2.6% this is based on the under spend of third-party payments and income for a Special Measures Advisor role, which is offsetting the overspend on salaries for the over established training posts. Projection to year end is an overspend of £103k/2.3% the swing is due to the continuing overspend on staff (training posts and maternity). There is a review of the department currently underway which could change staffing levels. Third party payments have been adjusted to show a possible increase of 4% on costs (subject to confirmation) which may reduce the reported underspend. Overtime is overspending due to the demand.

Citizens in Policing – Year to date underspend of £10k/7.9% which is due to vacant positions as well as some income. Supplies and Services also has a small year to date underspend. The projection to year end is an overspend of £40k/7.4% against the planned budget. This is due to increased subsistence and travel claims from Special Constables.

RESPONSE DIRECTORATE

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under)/ Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
Command and Control	5,542	5,397	145	2.7%	22,323	21,450	873	4.1%
Patrol	13,755	12,565	1,190	9.5%	57,811	49,823	7,989	16.0%
Detainee Investigation Support	1,836	1,996	(160)	(8.0%)	7,836	7,924	(87)	(1.1%)
Response Directorate	21,134	19,958	1,176	5.9%	87,971	79,197	8,774	11.1%

Command & Control – Year to date overspend of £145k/2.7%. which is a net effect of pay overspends due to training posts, vacancy factor, plus £51k cost pressure in quarter 1 for the staff pay-award and staff overtime worked to cover vacant posts in the department. IAU is overspent by £118k, officer pay is £13k overspent and staff pay £82k overspent due to additional training posts. Forecast to year end is an overspend of £873k/4.1% due to additional courses for Call Handlers, Dispatchers, and IAU. The department has approval for several 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 numbers. Police Officer pay will be £180k overspent to reflect an over established inspector post in IAU plus estimated 3.5% pay award.

Patrol - Year to date overspend of £1.2m/9.5%. The reported overspend is due to police officer pay (net 238 FTE PCDA Students), plus additional temporary posts and over established posts against the budgeted position. Overtime is £159k overspent but relates to PCDA student abstractions. Mileage is overspent by £24k and relates to prior year claims. Non-pay is overspent mainly due to seized dog kenneling costs. The forecast to year end is an overspend of £8.0m/16.0%. This is due to the cost of new PCDA officers expected by the end of March 2023 an increase of 210 FTE projected in line with the police officer trajectory. This budget has not adjusted for any PCDA year 3 leavers, or any other leavers which is captured centrally. The forecasted overspend within Patrol is likely to change as police officers transfer over to new areas in future months in line with Uplift sequencing. For non-pay costs the overspend will be in kennel costs, forecast to be £95k overspent and mileage costs at £16k.

Detainee Investigation Support – Year to date underspend of £160k/8.0% is because of approximately 12.0 FTE vacant officer posts and approximately 4.8 FTE police staff vacancies. Forecast to year-end is an under spend of £87k/1.1%. It is expected that officer pay will be underspent by £155k with 5.0 FTE officers joining in Oct 22 and police staff pay will be £36k underspent as we do not expect an increase in staff. Both officer and staff overtime are projecting overspends (officers £75k and staff £30k) to reflect the unfilled posts.

OPERATIONAL SUPPORT DIRECTORATE

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under)/ Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
Criminal Justice	3,996	3,954	42	1.1%	15,878	15,847	31	0.2%
Speed Enforcement	(513)	(349)	(163)	46.7%	(1,909)	(1,451)	(458)	31.6%
Operations Major Incidents	(14)	50	(63)	(127.4%)	90	269	(179)	(66.5%)
Operations	2,432	2,342	90	3.8%	9,628	9,491	137	1.4%
Intelligence	2,524	2,665	(142)	(5.3%)	10,514	10,700	(185)	(1.7%)
Tactical Support Team	3,176	3,231	(55)	(1.7%)	13,157	13,423	(267)	(2.0%)
OPERATIONAL SUPPORT	11,601	11,893	(291)	(2.5%)	47,358	48,278	(920)	(1.9%)

Criminal Justice Delivery – Reporting an overspend of £42k against budget at the end of quarter 1. This is because of the authorised over established posts within custody, driving an overspend of £97k year to date. The staff pay position is £61k under budget with most of this variance being driven by the CJ Review. Criminal Justice are due to go live with the new structure in January 2023. The overtime budgets have increased the overspend by £22k which is driven by operational demand and vacancy cover. Supplies and Services are overspent by £6k but there are material variances within that area. Year to date, we have seen a 9% CPI increase on the current Health Care and SARC contracts £32.8k, which will end in September. Remand costs have increased due to inflation and short supply, £19k overbudget. These pressures are then offset against underspends in other areas. The Firearms Licensing Bureau Income budget is over by £22k with this trend expected to continue.

Forecasting a £31k overspend at the year-end which is an improvement on the year to date position. The year to date Police Officer Pay and Staff Pay position will continue. For the new CJ structure to be at full capacity we would

need to see a reduction by 10 FTE. There is forecasted to be a high requirement of overtime, driving the overspend up by £124k. The Supplies and Services budget should see an improvement at the year-end. We are forecasting a saving on the new healthcare and SARC contract which is due to start in October. There will be underspends on interpreters, laundry costs and drug testing but this will be offset by an overspend on remand costs of around £85k. Firearms Licencing income budget is forecasted to be over budget by £78k.

Speed Enforcement Unit – At quarter 1, the Speed Enforcement Unit has exceeded their cost recovery budget by £163k. This is due to more individuals attending speed awareness courses and a lot more offences being processed within HM Courts. The costs recovered in these areas have taken us over target by £36k and £145k respectively. Costs recovered through the Highways Agency are below budget by £13k. The Speed Enforcement unit has vacancies driving an underspend of £41k and they are now in a position where they have exceeded their overtime budgets by £19k in order to meet increased demand.

With current trends set to continue, the Speed Enforcement Unit will exceed their cost recovery budget by £458k at the year end. The numbers of speed awareness courses attended have increased compared to previous years but are not quite back to pre-covid levels, so we can only predict an increase within the coming months, and we have made an adjustment to account for the impact of rising fuel costs which might reduce the number of vehicles on the road. NDORS cost recovered are forecasted to be £90k over budget. Costs recovered through the Highways Agency are forecasted to be £97k under budget, as there are works planned but the values to be recovered will not be known at this point.

Cases being processed through the courts have increased significantly and it is predicted that this trend will continue, if this is the case then costs recovered in this area will be over budget by £581k. Increased activity will have an impact on postage costs which will take the supplies and services budget over by £44k at the year end. Current vacancy levels are forecasted to remain to the year end, creating an underspend of £200k. With recruitment/retention being one of the constraints, we assume that successful recruitment will be offset against leavers at this point. Due to vacancies, current and predicted high activity, we expect the overtime budgets to reflect this, and we could see an overspend of £151k in this area. Utility costs are expected to remain high with a predicted overspend of £18k.

Operations Major Incidents – £63k underspent year to date, increasing to £179k by end of the financial year. The projection is made up of the spend to date plus £13k overtime still to be claimed, £63k for honorariums agreed for 250 Officers involved in Op Harley & Hyacinth and £30k outstanding mutual aid to be paid. There will be a further adjustment required here for policing of the Commonwealth Games and no figures have been included for this at Qtr. 1.

Operations Department – £90k overspent as at end of June, moving to £137k over by end of the financial year.

There are two distinct elements to this line:

Operations	YTD Actual	YTD Budget	YTD Variance	Over/ (Under)	Projected to year end	Annual Budget	(Under) / Over as at 31st March	Over/ (Under)
	£000	£000	£000	%			£000	£000
Ops Department	2,373	2,321	52	2.3%	9,757	9,634	123	1.3%
Ops Rechargeable	59	22	37	173.3%	(129)	(143)	14	(10.0%)
Operations TOTAL	2,432	2,342	90	3.8%	9,628	9,491	137	1.4%

Ops Rechargeable – this element is where we capture any event (excluding Glastonbury) for which we expect to recover our costs. This includes football policing and the badger cull. Historically this area sees a large underspend as we generate income from mutual aid however at Q1 we have only adjusted for known events.

Operations Department - The picture at Q1 is relatively complex.

OFFICIAL

Ops Dept (excluding Rechargeable)	YTD Actual £000	YTD Budget £000	YTD Variance £000	Projected to year end £000	Annual Budget £000	(Under) / Over as at 31st March £000
Police Officer pay and allowances	1,681	1,682	- 1	6,867	7,067	- 200
Police Officer Overtime	40	20	20	186	120	66
Police Staff pay and allowances	275	241	34	1,086	884	202
Police Staff Overtime	1	2	- 1	2	8	- 6
Premises Costs	1	-	1	1	-	1
Transport Costs	10	4	6	47	23	24
S&S - Communications and Computing Costs	-	1	- 1	3	2	1
S&S - Other costs	421	413	8	1,831	1,654	178
Partnership Costs (3rd Party Payments)	47	47	- 1	134	76	58
Transfers to/(from) reserves	- 52	- 52	0	- 263	- 52	- 212
Income - Other	- 51	- 37	- 14	- 137	- 148	11
TOTAL	2,373	2,321	52	9,757	9,634	123

Police Officer Pay & Allowances - the position moves from on budget to £200k underspent. The main driver here is that budget allocated for Uplift posts was not given for the full year. We therefore have more budget in the last 6 months than in the first. Assuming the staffing remains relatively constant all year means this additional budget generates additional underspend.

Police Officer Overtime – We have seen an increase in overtime for the Drone team (where there is no overtime budget allocation). This is due to general increased demand plus the unavailability of the helicopter. As the team is understaffed and unable to recruit additional resource this demand is being met by overtime. Forensic Collision Investigation overtime is included, generating £24k of the overspend at year end. This is because the team was transferred over with no budget with them from TST. This will need to be realigned at budget setting later in 2022. Mounted officers have been filling gaps in PC numbers and being one groom down with overtime which has also seen an increase in the spend on the previous financial year.

Police Staff Pay & Allowances - There are two main elements driving the £202k overspent position at year end. Firstly, Forensic Collision Investigation £111k. We have some flexible Collision Investigator posts, meaning they can be filled with either police officers or police staff. Currently we have recruited police staff but have budget for police officers. This overspend is therefore offset by an underspend in the police pay line. The second is the Local Resilience Forum £95k. This will be funded from reserves and is part of the £212k shown in the relevant line below.

Supplies & Services Other Costs – The projected overspend at year end can be further analysed as follows:

Ops Dept (excluding Rechargeable)	Projected to year end £000	Annual Budget £000	(Under) / Over as at 31st March £000
Catering	3	3	- 0
Clothing Uniforms & Laundry	-	1	- 1
Contractors/ Fees & Hired	20	6	15
Dogs Expenses	8	8	-
Equipment	144	88	56
Horse Expenses	68	70	- 2
Insurance	4	4	0
Other Expenses	1,278	1,278	0
Postage, Printing & Stationery	1	-	1
Subsistence & Conference	46	30	17
Training	226	141	86
Vet Fees	31	25	7
TOTAL	1,831	1,654	178

The training and equipment plans are in relatively early stages and these figures include all bids received so far.

Of the total estimated spend for Training, 17% has been spent in Q1 & 37% committed on SAP.

Of the total estimated spend for Equipment, 20% has been spent in Q1 & 15% committed on SAP.

Progress is being monitored and reported to DLM monthly.

Intelligence – £142k underspent year to date, rising to £185k underspent at the end of the year. We are seeing underspends in our Telephone Enquiry Service budget. In the year to date figures we have a £67k one off refund

relating to charges for 2021/22 and a permanent underspend estimated at £26k per quarter. We will therefore be able to realise a £104k permanent saving here when we set the budget for next year. There is also a one-off refund on Charter contributions of £50k in the year to date figures and the projection.

Tactical Support Team – £55k underspent rising to £267k underspent by the end of the year. In this department again we see an increase in the underspend on police officer pay (£88k to £518k) due to the allocation of budget for Uplift positions weighted towards the end of the financial year – in essence we have more budget in the second half of the year than in the first. Assuming staffing is relatively static, this increases the underspend.

The other area for scrutiny relates to Police Officer overtime.

Police Officer Overtime	YTD Actual £000	YTD Budget £000	YTD Variance £000	Projected to year end £000	Annual Budget £000	(Under) / Over as at 31st March £000
SLT	£ 1	£ -	£ 1	£ 3	£ -	£ 3
Dogs	£ 15	£ 13	£ 2	£ 63	£ 57	£ 6
Firearms	£ 94	£ 43	£ 51	£ 426	£ 209	£ 217
RPU & Collision	£ 66	£ 39	£ 27	£ 282	£ 167	£ 115
Drone Unit	£ -	£ -	£ -	£ -	£ -	£ -
Mounted	£ -	£ -	£ -	£ -	£ -	£ -
TOTAL	£ 176	£ 95	£ 81	£ 774	£ 433	£ 342

We are currently not seeing a reduction in Firearms overtime despite the change in shift pattern due to the need to fill gaps created either by historical annual leave agreements (from previous shift pattern) or vacancies. Reductions are predicted post Apr 23 provided vacancies are filled.

RPU have seen a significant increase in overtime due to the rise of staycations and joint operations with highways agency policing travellers into Devon and Cornwall Force area.

INVESTIGATIONS DIRECTORATE

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under)/Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
Investigation	9,153	9,057	96	1.1%	39,198	36,903	2,294	6.2%
Investigation Major Incidents	66	178	(112)	(63.0%)	678	678	0	0.0%
Operation Remedy	1,685	2,062	(377)	(18.3%)	7,174	8,296	(1,122)	(13.5%)
INVESTIGATIONS	10,903	11,297	(393)	(3.5%)	47,049	45,877	1,173	2.6%

Investigations – An overspend of £96.1k/1.1% is being reported for the first three months of this financial year. Police Officer Pay makes up £78.4k of the overspend due to the Directorate covering the cost of the 132 DHEP students and 25 year 3 PCDA Officers which is offset by the underlying Officer vacancies. Although less in number the Officer vacancies are worth more than the cost of the DHEP and PCDA Officers and the minimal overspend position is driven by a partial un-achievement of vacancy factor. Police staff are 3.3 FTE under-established and the £19.1k overspend on Police Staff Pay is driven again by partial under achievement of vacancy factor. Non-pay is underspending year to date including areas such as course fees which are anticipated to be spent by year end with post-pandemic increases.

Forecast to year end – An overspend of £2.3m/6.2% is forecast which reflects the future intakes of DHEP and Detective Now students. Also included are the Police Staff Investigator to Detective pathways and related bonus payments. Attrition for the year has been managed centrally therefore this figure at a Directorate level may sit lower by the end of the year. Equally there may be some offset with increases from additional internal year 3 PCDA intakes not projected. Target variable bonus payments relating to accreditation retention and child protection roles have also been included. Overtime will continue to be overspent with increases in uplift areas such as Bluestone and DHEP. Within non-pay areas we are forecasting underspends on Professional and Court fees based on historic trends offset by unbudgeted DHEP travel claims with the revised policy agreed in May 2022. The transfer to reserves

from Proceeds of Crime will be much reduced this year due to the pandemic lag and the recruitment of additional staff resource within Asset Incentivisation.

Investigations Major Incidents – Year to date an underspend of £112k/1.1%. Based on current activity the forecast for the year is break-even after allowing for requests to carry forward commitments against on-going operations.

Operation Remedy – Year to date underspend of £377k has been created from Police Officer Pay £231k and Police Staff Pay £87k. These numbers rise to £707k and £423k underspent respectively by the year end. The department continues to operate with significant PC and Sgt vacancies and in addition the PCDA students currently aligned are significantly less expensive than the average cost of a permanent PC on which the budget was set. The police staff predicted underspend includes £200k relating to budget which will be transferred to Intel to fund the new Drugs Market Team, £44k for a Comms Officer that is not predicted to be filled all year and £174k Investigative Support Officer vacancies where recruitment is ongoing but slow. The department also has a £313k Innovation budget. The projection assumes £200k will be spent. The balance will be moved eventually to permanently fund positions in Intel in the Drug Market Team.

COLLABORATIONS

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under) Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
Scientific Investigation	1,927	2,034	(108)	(5.3%)	8,092	8,163	(70)	(0.9%)
Major Crime Investigation	1,317	1,373	(57)	(4.1%)	5,665	5,473	193	3.5%
MCIT Major Incidents	84	116	(33)	(27.9%)	264	264	0	0.0%
Southwest ROCU	1,067	1,067	0	0.0%	4,509	4,942	(434)	(8.8%)
Black Rock	304	304	0	0.0%	913	1,217	(304)	(25.0%)
Counter Terrorism (CTSFO)	279	187	91	48.8%	721	785	(63)	(8.1%)
SWPCP ACC	26	26	0	0.0%	105	105	0	0.0%
SWPPS	129	129	0	0.0%	517	517	0	0.0%
Regional Collaboration	64	138	(74)	(53.7%)	532	552	(20)	(3.6%)
Collaborations	5,196	5,376	(180)	(3.3%)	21,318	22,017	(699)	(3.2%)

Scientific Investigations – Year to date is an underspend of £108k/5.3% which relates to release of 2021/22 carry forwards to support change activity. It is assumed that the carry forwards will be fully spent by year end. The forecast to year end is £70k/0.9% underspend. This forecast assumes all carry forward requests will be utilized and there will be some cost pressures around computing costs.

Major Crime Investigation – Year to date is an under spend of £57k/4.1% which relates to vacancies in officers and police staff. Forecast to year-end is an overspend of £193k/3.5%. The swing in the forecast is a result of additional temporary recruitment of 8.0 FTE MCIO (Major Crime Investigation Officers) to add resilience and support in the team. This fiscal year we have also split out MI costs relating to MCIT (previously reported under Investigations). Year to date there is an underspend of £33k/27.9% and the forecast assumes a break-even position as any underspends will be requested as carry forwards.

Southwest ROCU – Year to date a breakeven position is reported. The forecast to year end is an under spend of £434k/8.8% which is driven by vacancies and associated delays in releasing officers to support Uplift growth within the collaboration. It is assumed that the funding set aside for Uplift will not be fully utilized this financial year.

Black Rock – Year to date a breakeven position is reported. The forecast to year end is an under spend of £304k/25.0% and this is due to current levels of vacancies (currently forecasting 11 trainer vacancies in Black Rock). The management and governance board continue to review the challenges around recruitment and retention, and this remains a high focus.

Counter Terrorism (CTSFO) – Year to date an overspend of £91k/48.8% is reported. The forecast to year end is an underspend of £63k/8.1%. The year to date overspend is misstated due some missed accounting adjustments. The projection corrects these and predicts an underspend due to officer vacancies.

Regional Collaboration – Year to date an under spend of £74k/53.7% is reported. The forecast to year end is an under spend of £20k/3.6%. The Regional Collaboration team is currently undergoing a restructure which effectively could result in increased underspends. At this point of time the forecast assumes a redistribution of funding across other Collaborations and therefore a small forecasted under spend is reported.

INFORMATION TECHNOLOGY DIRECTORATE

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under)/ Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
IT Directorate	6,262	6,437	(175)	(2.7%)	24,158	25,756	(1,598)	(6.2%)

At Q1 the IT Directorate is reporting an underspend of £175k. Staff Pay is currently driving this variance by £350k underspend which is offset against the current position within Communications and Computing of £193k overspend. Recruitment and retention constraints are currently driving the Qtr. 1 vacancy position of 32.55 FTE (temporary staff included). Despite current adverts and recruitment plans, to be prudent, we are forecasting no further changes to the establishment. This will create a projected underspend of £1.4m at the year end.

The year to date Communications and Computing position is over inflated due to invoices being processed at the last day of the month after accounting adjustments were made. Taking this into consideration, the true variance here should be an underspend of around £40k. This will be corrected within the next period. Looking forward, the Directorate is forecasting an underspend of £116k this is because of savings achieved due to expenditure delays/projects not going ahead, contract renewals and budgetary flex. This is offset against overspends because of the Transformation Programme and expenditure on licences that was not known as we set the 22/23 budget. The underspend will more than likely be consumed by the Transformation Programme but due to the uncertainty around costs for the Azure application hosting and SaaS hosting/applications cloud migration it has been difficult to predict that outcome. This uncertainty also presents a considerable risk to the revenue budgets as the cost for these two projects could be significant if the plans set at the start of the programme are achieved.

FINANCE AND BUSINESS SERVICES DIRECTORATE

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under)/ Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
Chief Officer Group	479	492	(13)	(2.6%)	1,968	1,953	15	0.8%
Evidential Property	171	177	(6)	(3.3%)	671	709	(37)	(5.3%)
Transport Services	1,042	1,025	17	1.7%	5,793	4,986	807	16.2%
Services Hub & Stores	1,518	1,623	(105)	(6.5%)	6,363	6,690	(328)	(4.9%)
Finance Department	461	480	(19)	(4.0%)	1,933	1,919	13	0.7%

OFFICIAL

Strategic Procurement	0	(5)	5	(100%)	0	(21)	21	(100.0%)
Estates and Facilities	3,868	3,961	(92)	(2.3%)	13,504	14,995	(1,492)	(9.9%)
FBS Delivery Programme	61	92	(31)	(33.4%)	273	366	(93)	(25.5%)
F&BS Directorate	7,600	7,844	(244)	(3.1%)	30,504	31,598	(1,094)	(3.5%)

Chief Officer Group – Underspend of £13k/2.6% year to date, mainly because the budget set aside for any emerging issues has not yet been needed. We are projecting a slight overspend of £15k/0.8% for the full year due to higher contributions to national police programmes.

Evidential Property– Underspend of £6k/3.3% year to date, mainly due to 2.9 FTE staff vacancies. We are projecting the underspend to grow to £37k/5.3% due to the continuation of these vacancies for the remainder of the financial year.

Transport Services – We are over budget by £17k/1.7% year to date. Although fuel costs are already £104k over budget, due to petrol price inflation, this has so far mostly been offset by exceptionally low vehicle repair and maintenance costs. For the full year we are expecting an overspend of £807k/16.2%, mainly due to continued high fuel costs. We are projecting fuel costs to be £696k/32% higher than in the prior year and there is a risk that this pressure could increase further if petrol prices continue to rise.

Services Hub & Stores – The underspend of £105k/6.5% year to date is driven by 16.0 FTE staff vacancies (particularly in the Enquiry Offices) and by lower stationery and printing costs. In addition, we have received higher levels of income for Foreign National Registrations. The underspends are partly offset by overtime pay for the Enquiry Offices due to cover for the vacancies. We are projecting the underspend to grow to £328k/4.9% for the full year, mainly due to continuing staff vacancies and due to continuing higher levels of Foreign National Registration income.

Finance Department – The current underspend of £19k/4.0% is due to low training costs incurred year to date. We are expecting to be broadly in line with budget for the full year.

Strategic Procurement Services – The Forensic contract management team transferred to Dyfed-Powys Police from 1st July 2022, so we are not projecting any further costs or income for this department.

Estates & Facilities – We are £92k/2.3% under budget year to date, mainly due to 9.3 FTE staff vacancies. We have also received greater than expected rental income for Kenneth Steele House and Bridewell. We are projecting to be £1,492k/9.9% under budget for the full year, mainly due to an exceptional £1.3m business rates refund for Bridgwater Police Centre. Our rating consultants have successfully challenged the rates we have been paying at this site, and the refund has been backdated to 2017, when the current rating list began. In addition, we are projecting most of the staff vacancies to continue for the remainder of the financial year. Although our Estates energy costs have increased compared with prior year, these are already mostly factored into our budget. Our energy budget assumed that an uplift of £779k/36% in the budget would be required, and our latest projections are broadly in line with this overall (£810k/37%), though gas costs are higher than anticipated and electricity lower. Our energy costs are mostly purchased in advance through the Crown Commercial Service, so we should not experience the full impact of the latest energy price rises until next financial year.

FBS Delivery Programme – We are £31k/33.4% under budget year to date and projecting this to grow to £93k/25.5% for the full year due to project manager vacancies.

PEOPLE AND ORGANISATIONAL DEVELOPMENT DIRECTORATE

Department	22/23 YTD Actual	22/23 YTD Budget	22/23 (Under) / Over	22/23 (Under) / Over	22/23 Projected Outturn	22/23 Annual Budget	22/23 (Under) / Over	22/23 (Under) / Over
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OFFICIAL

	£'000	£'000	£'000	%	£'000	£'000	£'000	%
HR Operations	1,184	1,173	11	0.9%	4,855	4,606	249	5.4%
Organisational Development	409	458	(48)	(10.6%)	1,774	1,780	(5)	(0.3%)
Learning	2,101	2,177	(76)	(3.5%)	8,714	8,759	(44)	(0.5%)
Occupational Health	248	259	(11)	(4.3%)	1,053	1,038	15	1.5%
Health & Safety	27	27	0	0.2%	110	110	0	0.0%
Portfolio Manage. Office	79	98	(18)	(19.2%)	337	408	(71)	(17.5%)
P&OD Directorate	4,049	4,192	(143)	(3.4%)	16,843	16,701	142	0.9%

HR Operations – Year to date overspend of £11k/0.9% is largely due to £46k budgeted ‘vacancy factor’ saving on vacancies has not been achieved as the department has been over established. Overtime is overspending due to the work to organise hard copy personnel files in preparation for weeding and scanning to ensure that A&S are GDPR compliant. Some of this overspend is being offset by savings in supplies & services where budgets for advertising, professional fees and course fees have not been spent according to the budget profile.

Forecast to Year end – The forecast position is an overspend of £249k/5.4%. Police Staff Pay is expected to be overspent by £154k due to the continuation of approved temporary roles supporting the delivery of our officer uplift. £183k budgeted ‘vacancy factor’ saving on vacancies is not expected to be achieved as the department has been over established. Reasonable adjustments budget is expected to be overspent by £14k. There are savings in supplies & savings that offset some of this anticipated overspend. Budget for assessment centres is expected to be overspent by £107k due to the price increase to the Online Assessment Process charge implemented by the College of Policing. Increase in the numbers of candidates attending the assessment centres also contributes to this overspend.

Organisational Development – Year to date underspend of £48k/10.6%. Forecast to year-end is an under spend of £5k/0.3%. The variance is driven by an underspend relating to vacant posts in the Federation and Diversity & Inclusion teams. Police pay projected underspend of £143k and staff overspend of £119k. Three Leadership trainers and their line manager have been moved from Learning to Organisational Development with effect from 1st June but funding for these posts remains in Learning until next financial year. Three fixed term contract roles approved for 18 months by the Leadership Academy business case have all been recruited and their costs have been charged to the Leadership Academy budget. £115k was carried forward from 2021/22 to ensure that all three posts are funded to the full term. It is expected that the unbudgeted £52k spend on National Equality Standard Renewal will be funded by the underspend within this department.

Learning – Year to date underspend of £76k/3.5%. The year-to-date variance is primarily driven by an underspend against Learning officer pay budget of £68k due to the number of officer vacancies within the department together with £52k savings against DHEP fees due to a reduced number of candidates. The underspend is offset by an overspend against the Learning staff pay budget as the department has been over established. 10 x SO1 Police Staff Assessors and 10 x SO2 Zero Hours Assessors have been approved on a fixed term to support the increase of student officers and staff through the Tutor/PIP attainment on the PSI and DHEP programs and to support development of students to attain IPS/FOC because of the increased recruitment through 2022 to 2024.

Forecast to Year end - The forecast position is an under spend of £44k/0.5%. Overspend on Police Staff pay is offset by the underspend on Police Officer pay due to the number of officer vacancies within the department. A forecasted £87k underspend against DHEP fees has increased the amount available to offset the overspend in Staff pay. However, if the £136k budget that currently sits within Learning, to fund the 2 x Leadership Academy Trainers and their line manager PO 1-4 that are in Organisational Development, is transferred to that department, then the forecast position will be an overspend of £92k/1.1%.

Occupational Health – Year to date underspend of £11k/4.3%. The variance is primarily driven by an under spend of £7k relating to vacant posts within the department. The PSA post has now been filled but recruitment for the Occupational Health Nurse post has been put on hold. Savings in supplies & services budget as result of COVID-19 restrictions and continued working from home also contributes to this under spend variance. Some of this under spend is being offset by overspend on Physiotherapy services. Forecast to Year end - The forecast position is an overspend of £15k/1.5%. £24k budget was approved initially to cover up to 52 days NHS support for recruitment between January and June. This support has now been extended to March 2023 adding further 78 days NHS support with a higher daily charge rate than budgeted.

Portfolio Management Office – Year to date underspend of £19k/19.2%. The year-to-date underspend primarily relates to two vacant Assistant Project Manager (APM) posts and one vacant Planning Delivery Coordinator post within the department. The Planning Delivery Coordinator has been filled internally and will start in August 2022. The two APM posts were temporarily placed to the Portfolio Management Office when the structure was moved from the Transformation & Improvement Directorate. Funding for these posts is likely to be moved in the future to create additional Project Manager posts once the business case of changes to the Project Manager establishment profile is fully implemented and a final position is confirmed. The forecast position is an under spend of £71k/17.5%.

LEGAL & COMPLIANCE DIRECTORATE

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under) Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
Legal & Compliance Directorate	569	602	(33)	(5.6%)	2,507	2,297	210	9.2%

Legal & Compliance – Year to date under spend of £33k/5.6%. This underspend relates to several subjective areas including Supplies & Services, Income and Comms and Computing. Comms and Computing is waiting for Practical Law commitment to be raised, income relates to the contributions from other Forces for Lexis Nexis as well as disclosure income. Contingencies and course fees have not yet been spent, however course fees will be committed and spent by the end of the financial year. The projection to the year-end is an overspend of £210k/9.2%. The overspend is expected to continue as in previous years due to legal costs & services and legal contingencies.

DIRECTORATE OF THE CHIEF OF STAFF

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under)/ Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
Performance & Assurance	479	511	(32)	(6.2%)	1,969	2,058	(89)	(4.3%)
Performance & Insight	305	446	(142)	(31.7%)	1,601	1,832	(231)	(12.6%)
Corporate Communications	249	258	(9)	(3.5%)	1,178	1,054	124	11.7%
Professional Standards	646	661	(15)	(2.2%)	2,822	2,643	179	6.8%
Directorate of the Chief of Staff	1,679	1,876	(197)	(10.5%)	7,570	7,588	(17)	(0.2%)

Performance & Assurance – Year to date underspend of £32k/6.2% is primarily driven by an underspend in police officer and staff pay of £34k which reflects the level of vacancies within the department. One PO6-9 Improvement Consultant vacancy will be filled over the next couple of months. Funding for two Crime Review Officer posts were approved in April CMB but will not be allocated until 2023/24. 1.83 FTE PC vacancies are subject of the current moratorium on movement of officers, and they will be recruited once this ends. Staff overtime is projecting an

overspend of £23k and this is due to a backlog of work within the Crime Data Integrity Team. This has been approved by the DCC as an agreed budget pressure for the department. Forecast to year end is an under spend of £89k/4.3%.

Performance & Insight – Year to date underspend of £142k/31.7%. The year-to-date underspend is primarily driven by a £115k income contribution received from Bristol City Council relating to the Data Accelerator Project grant. An income target for the two externally funded posts is not set in the 2022/23 budget. Staff pay is underspent by £26k and is the result of various vacancies that are ongoing within the department. Four Business Analyst posts have been recruited but start dates are pending vetting. The department has made some changes to the structure earlier in year, but funding will not be amended until 2023/24. £8k savings in supplies & services also contribute to the underspend variance. Forecast to year end is an underspend of £231k/12.6%.

Corporate Communications – Year to date underspend of £9k/3.5%. The department is 0.52 FTE under established although there is one approved over-established SO2 Comms Officer Media post in the department to provide resilience for on-call rostering. £8k savings in supplies & services also contribute to the underspend variance. £600k growth for the department has been approved for a business case (Corporate Communications Change Project) presented at June Governance & Scrutiny Board. £150k spend on commissioning the specialist consultancy and freelance support to implement the business case has been included in the forecast to year end which results in an overspend of £124k/11.8%. Growth on staff changes has not been factored in this quarter projections.

Professional Standards – Year to date underspend of £15k/2.2%. The year-to-date underspend is primarily due to the number of officer and staff vacancies within the department. The team currently has 4.49 FTE staff vacancies and 4.0 FTE officer vacancies which generates £34k underspend. An additional Chief Inspector post, approved from the Uplift programme, was filled in May, however no budget has been given in this financial year causing a year to date budget pressure of £15k. Two further DC posts are also approved from Uplift. Budget for these three officer posts will be allocated in 2023/24. Recruitment is underway and five vetting researchers have joined the department on 27th June. Two Sc4 case admin posts will start in July 2022. Forecast to year-end is an overspend of £179k/6.8% which is largely driven by Police Officer and Staff Pay due to approved over established posts and four Sc6 zero-hour contractors. Overtime has been approved across the department due to exceptional demand. Officers in the Staff Office will be moved to Chief of Staff Directorate over the next few months, and this has not yet been factored into this quarters reporting.

CENTRAL COSTS

Department	22/23 YTD Actual £'000	22/23 YTD Budget £'000	22/23 (Under)/ Over £'000	22/23 (Under) / Over %	22/23 Projected Outturn £'000	22/23 Annual Budget £'000	22/23 (Under) / Over £'000	22/23 (Under) / Over %
Pensions	(98)	(62)	(37)	59.4%	7,901	7,730	171	(2.2%)
Officer & Staff Allowances	(487)	(456)	(30)	6.7%	(4,751)	2,208	(6,959)	(315.2%)
Central Costs	1,743	2,309	(566)	(24.5%)	11,111	11,339	(229)	(2.0%)
Covid 19	2	0	2	0.0%	18	0	18	0.0%
Central Adjustment & Savings	136	641	(505)	(78.8%)	136	641	(505)	(78.8%)
Central Costs	1,296	2,433	(1,137)	(46.7%)	14,414	21,919	(7,504)	(34.2%)

Pensions – The year-to-date underspend of £37k/59.4% is the result of one less expected CECP¹ (ill health) retiree previously identified at year end. The expected forecast is to show an overspend of £171k/2.2% against the planned budget. The forecast assumes an additional eleven new CECP claims at a higher value. The budget is set at £98k per claim but current claims are coming in at plus £125k.

Officer & Staff Allowances – The year-to-date underspend of £30k/6.7% is driven by profiling of budgets. The swing in the forecasted position of an underspend of £7.0m/315.2% is due to several factors. The underlying budgeted position includes a saving of £171k on officer standby allowance and associated NI. There is an underspend of £3.4m relating to the estimated police officer pay award. As these costs have been forecasted at Directorate level, no adjustment has been made centrally. The associated budget will be devolved out in July to all Directorates. The forecast then assumes the following additional adjustments.

- £4.5m force wide adjustment for additional leavers to offset the cost of new joiners. It is assumed that on average we will see 22 leavers across all ranks. To keep the accounting simple, we have shown this adjustment centrally as we cannot accurately predict the mix of anticipated leavers (e.g., rank and PCDA vs. Retirees), however the impact of this will be felt against all directorates.
- £1.8m force wide adjustment for PCDA backdated payment. This will see an increase in the entry pay level point by £2k (i.e., pay point zero set at £23,654). It is assumed this backdated payment will be processed in September's payroll and incremental grow as new joiners start the PCDA courses.
- £0.8m for new transferees and pre-join. We have shown this adjustment centrally for new transferees and pre-join as per uplift trajectory.
- £0.5m central adjustment for unplanned staff leavers. We centrally adjusted for additional leavers based on current trends. We have assumed that on average 15 police staff leavers will leave per month.
- £0.1m additional costs are forecasted in relation the apprenticeship levy. We have now started to exhaust our apprenticeship levy pot and have started to incur co-investment payments. Co-investment is when employers share the cost of training and assessing apprentices with the government (after 1st April 2019, the Force must pay 5% of the relevant training costs).
- £0.8m for additional grant funding in support of national target. As per correspondence from the Home Office we have assumed that we will meet the target of an additional 40 officers. For each additional Police officer recruited we will receive £20k in grant funding.
- £184k additional income relating to apprenticeship incentive payments.

Central Adjustments and Savings – Year to date and forecasted underspend of £505k/100%. This relates to in year adjustments and savings that have been identified through budget review. This includes a reduction of £346k for NPAS in year costs; £229k on Intel and Tasking business case savings (to be reviewed as current savings are higher when compared to business case); £83k savings on business rates freeze; £57k savings on estates business case; £39k adjustment on Black Rock in year contribution costs and £29k for inflation savings on national systems. Offset by increase of £128k funding to manage inflation pressures on PFI.

Covid-19 costs – Year to date overspend of £2k and a forecasted position of an overspend of £18k. This is covering residual spend and going forward the budget area will be closed.

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 2022/23 Revenue Report June 2022	22/23	22/23	Over/	Over/	Projected Outturn	22/23	22/23 Projected	Over/	Over/
	YTD	YTD	(Under)	(Under)		Annual Budget	Over/	(Under)	(Under)
	Actual	Budget	£'000	£'000		£'000	£'000	£'000	£'000
Bristol Airport	50	(5)	55	(1,094.4%)	(2)	(33)	31	(94.7%)	
Glastonbury Festival	(779)	(785)	6	(0.8%)	(628)	(744)	116	(15.6%)	
HQ Central	3,264	3,536	(273)	(7.7%)	11,258	11,420	(162)	(1.4%)	
Reserves	(709)	(346)	(363)	104.9%	(573)	788	(1,360)	(172.7%)	
UC Claims	0	0	0	0.0%	1,300	0	1,300	0.0%	
Wilfred Fuller	(84)	(91)	7	(8.0%)	(245)	(91)	(153)	167.8%	
Central Costs	1,743	2,309	(566)	(24.5%)	11,111	11,339	(229)	(2.0%)	

Bristol Airport – a year to date over spend of £55k/1,094.4% which is forecasted to drop to £31k/94.7% overspend by year end. This is due to vacancies at the Airport and therefore we are likely to see a reduction in income. However, the forecast does assume an increase in resourcing from July 2022 which will help reduce the reported overspend against budget.

Glastonbury – a forecasted overspend of £116k/15.6% against the planned budget. This is due to increased overtime expenditure off setting income received for this the event.

HQ Central – a year to date underspend of £273k/7.7% which is forecasted to reduce to an underspend of £162k/1.4%. The variance here is driven by increased income against investments and sales of vehicles.

Reserves

Subjective	YTD Actual	YTD Budget	YTD Variance	Projection	Annual Budget	Variance
Police Officer pay and allowances	0	(59)	59	0	40	(40)
S&S - Other costs	0	422	(422)	136	1,202	(1,066)
Partnership costs	0	0	0	0	150	(150)
Transfers to/(from) reserves	(709)	(709)	0	(709)	(605)	(104)
TOTAL	(709)	(346)	(363)	(573)	788	(1,360)

Supplies & Services other costs – is forecasting an under spend of £1.1m which relates to additional budgets yet to be devolved out and they include: £334k for temporary equipment; £87k for temporary training; £300k for Airbox license (new growth); £150k for facial recognition (new growth); £330k for Health care and SARC contracts (inflationary growth) and £136k correction to the budget to in support of agreed OPCC growth omitted at 22/23 budget build.

Partnership costs – is forecasting an under spend of £150k which relates to surplus funding set aside for Op Remedy growth.

UC Claims – is forecasting an overspend of £1.3m in support of historical claims.

Wilfred Fuller – The year-to-date variance of £7k/8.0% relates to an under achievement of income generated at the site. The forecast for year end is £153k over achievement in income as this takes account of further annual training courses that are scheduled to be held at Wilfred Fuller. The over achievement in income offsets premises related expenditure that is being incurred at Wilfred Fuller and accounted for under Estates.

4. PART TWO – 2022/23 CAPITAL BUDGET PERFORMANCE

The capital plan for 2022/23 totalled £15.9m with the addition of carry forwards of capital schemes in progress amounting to £2.4m at the end of 2021/22. 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 of £18.5m for 2022/23.

The table below summarises this movement:

	22/23 Plan	C/Fwd. from 21/22	TOTAL Plan	Adjusts	TOTAL Revised Plan
	£'000	£'000	£'000	£'000	£'000
Asset Replacement & Renewal	9,473	2,051	11,524	0	11,524
Digital Projects	5,209	70	5,279	0	5,279
Estate Projects	1,231	229	1,460	0	1,460
Funded or part funded projects	0	0	0	208	208
TOTAL	15,913	2,350	18,263	208	18,471

2022/23 CAPITAL PROGRAMME OUTTURN

	Total Plan	Actual P1-P3		Forecast Outturn		Over/(Under)	
	£'000	£'000	%	£'000	%	£'000	%
Asset Replacement & Renewal	11,524	1,180	10 %	8,087	70%	(3,437)	(30%)
Digital Projects	5,279	250	5%	4,014	77%	(1,265)	(24%)
Estate Projects	1,460	49	3%	969	66%	(491)	(34%)
Funded or part funded projects	208	151	73%	355	171%	147	71%
TOTAL	18,471	1,629	9%	13,425	73%	(5,046)	(27%)

At the end of Quarter 1, 2022/23 £1.6m (9%) of the capital programme had been spent, further details of which are included within Annex F. We are anticipating being £5.0m underspent against budget by the end of the year. The main underspend relates to several digital programmes not able to be completed this year and some smaller underspends in Estates and Fleet due to delayed projects. We will continue to review and refine the plan over the next quarter. The key highlights of the capital plan are as follows:

ASSET REPLACEMENT AND RENEWAL

£1.1m (10% of the plan) has been spent on asset replacement and renewal by the end of Quarter 1, and we are projecting to be £3.4m underspend against the plan at the end of the year. We expect to spend £8.1m (70% of the plan) by 31 March 2023.

- IT Renewal and replacements - £0.4m expenditure incurred to date, mainly on servers and monitors, with a further £2.8m spend planned for the rest of the year. We expect to be £2.8k under budget by the end of the year: primarily driven by user devices (£1.1m) where further assessments on force requirements on monitors, desktops and mobiles are needed. Also, the underspend on laptop replacement is dependent on the rollout completion. DMS upgrade project has now been linked to the ERP project (£393k) and the Network Layer Refresh full project completion will now be 2023/24 due to lead times (£301k). The main area of spend is within the transformation project (£2.6m) for storage replacement in 3 locations and 16 windows servers.
- Estates rolling replacement and renewal – £3k expenditure to date (0.3% of plan). We expect to spend a further £0.9m this year, and we are projecting a £162k under spend against budget. The main areas of spend are £421k for the HQ chiller replacement, and £120k on enquiry office screens.
- Vehicle replacements - £0.7m (18% of plan) has been spent on replacement vehicles in Quarter 1. We anticipate a further £3.0m to be spent this year, £238k less than budget due to push back of some deliveries to 2023/2024. Key areas of spend include £0.8m on Ops Support, £0.8m on Tactical Support team, £0.8m on Response and £0.5m on Neighbourhood. 98% of the budget has now been

spent or purchase orders placed. There is a risk that a further £59k of deliveries could be re-profiled to next year if lead times are longer than expected.

- Capital Equipment Replacement – Expenditure of £22k incurred to date, mainly on ANPR replacement hardware and we anticipate a further £250k to be incurred during 2022/23.

DIGITAL PROJECTS

£250k capital spend was incurred to the end of Quarter 1 for digital projects. £4.0m (77% of the plan) is forecast to be incurred in the year, and we are projecting to be £1.2m underspent against budget mainly due to delays on National projects.

- National enabling programme (now MS365) forecasting £500k underspend against budget due to over budgeting and unknown spend profile for phase two.
- GDPR and Digital media analytics £316k - no planned resources

ESTATES PROJECTS

At the end of Quarter 1 £49k (3% of the plan) had been spent on the Estates programme. We are forecasting expenditure of £0.9m (66% of the plan) for the full year and we are projecting a £0.5m underspend against budget. The reason for the under spend is the setback of the Broadbury Road project awaiting the confirmation on possible decarbonisation grant funding (£0.5m).

- Yeovil police station - £14k underspend as further feasibility studies are completed on the Brympton Way options over the portacabin
- Bristol Trinity Road - £268k spend forecast for the year, planning permission has gone to the council for review in August. If there are no further delays, then the project is expected to start at the end of the financial year.
- Broadbury Road - £15k spend forecast for the year, £483k under budget. The Decarbonisation assessments are completed and options to go to CMB in July. Grant funding will not be confirmed until March 2023 which may cause the project to be delayed into next year.
- Bath - Potential co-location with Fire Service – Feasibility studies are completed
- Bath Neighbourhood base – £33k forecasted spend construction completed, CCTV and internal signage remaining for Q2
- Electric Car Charging - £180k spend with under spend £30k, 2 sites remain to be completed in Q2. Underspend relates to 6 locations with insufficient supply so unable to be completed.
- Taser Storage - £231k spend, first set have been ordered ready for implementation in Q2, the second set has been delayed to the end of the year due to lack of IT resourcing
- Wilfred Fuller taser range - £183k forecast for the year driving a £42k overspend. £42k of missing items from the original specification to be completed Q2 and additional £18k for stadium seating and fencing

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 £355k will be spent in 22/23 and the key highlights from this element of the capital plan include:

- CTPSW vehicles -£31k
- Southwest Regional Organised Crime Unit vehicles -£270k

CAPITAL FUNDING

The unutilised borrowing from 20/21 will be required this year to fund estates projects. Further borrowing will be necessary for 23/24

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 regarding 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 can 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

The quarter 1 report highlights a forecasted year end underspend of £4.7m which is 1.3% of the total revised revenue budget. The reported forecasted spend is compared against a revised budget of £353,706m. In February, the PCB formally approved a budget of £355,707m. The report makes a formal recommendation to Governance and Scrutiny Board (GSB) for approval to accept this revised budget considering corrections that were identified during 2021/22 year-end review. There remain several risk factors to the revenue forecast around police officer and staff pay forecasts. We have taken a prudent approach in our forecasts and closely linked these to the organisations' uplift trajectory, however there is a degree of uncertainty around estimated leavers and the profile of costs. We are starting to see significant inflationary pressures around utilities, cleaning and fuel which will be monitored as we progress through the financial year.

The capital forecast is evolving and against a plan budget of £18.5m we forecast to spend £13.4m which is 73% of the total planned capital budget. This leaves a forecasted underspend of £5.0m/27%. The plan is to continue working closely with Directorates and look for opportunities to accelerate programmes to be delivered by year end.

Members of CMB are invited to review and discuss this financial performance report.

Governance and Scrutiny Board (GSB) seek approval for revised budget set at £353,706m.

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ANNEX A - Subjective Structure 2022/23 Revenue Report June 2022	22/23 YTD Actual	22/23 YTD Budget	Over/ (Under)	Over/ (Under)	Projected Outturn	22/23 Annual Budget	22/23 Projected Over/ (Under)	Over/ (Under)
	£'000	£'000	£'000	%		£'000	£'000	£'000
Police Officer pay and allowances	39,037	39,400	(363)	(0.9%)	162,571	164,055	(1,483)	(0.9%)
Police Officer Overtime	2,045	1,671	374	22.4%	7,788	6,505	1,283	19.7%
Police Staff pay and allowances	23,170	23,505	(335)	(1.4%)	92,041	93,681	(1,640)	(1.8%)
Police Staff Overtime	462	353	109	30.9%	2,051	1,398	653	46.7%
PCSO pay and allowances	3,459	3,257	202	6.2%	13,648	13,011	637	4.9%
PCSO Overtime	25	18	6	35.0%	70	53	17	32.1%
Indirect Employee Expenses	287	342	(54)	(15.9%)	1,676	1,589	87	5.5%
Pensions	1,989	2,017	(27)	(1.4%)	8,262	8,060	202	2.5%
EMPLOYEE COSTS	70,474	70,561	(88)	(0.1%)	288,108	288,351	(243)	(0.1%)
PREMISES COSTS	3,959	3,922	37	0.9%	13,618	14,822	(1,204)	(8.1%)
TRANSPORT COSTS	1,281	1,200	82	6.8%	5,924	5,076	848	16.7%
S&S - COMMUNICATIONS AND COMPUTING COSTS	4,936	4,796	140	2.9%	18,719	18,999	(280)	(1.5%)
S&S - FORENSICS COSTS	12	18	(6)	(31.1%)	52	71	(19)	(26.8%)
S&S - OTHER COSTS	4,365	5,584	(1,219)	(21.8%)	17,774	17,124	649	3.8%
PARTNERSHIP COSTS (3RD PARTY PAYMENTS)	4,384	4,786	(402)	(8.4%)	17,360	18,382	(1,022)	(5.6%)
TRANSFERS TO/(FROM) RESERVES	(1,179)	(1,189)	10	(0.8%)	(1,288)	(1,029)	(260)	25.3%
CAPITAL FINANCING COSTS	3,795	3,734	60	1.6%	16,655	16,479	176	1.1%
ADJUSTMENTS & SAVINGS IDENTIFIED	0	641	(641)	0.0%	0	641	(641)	(100.0%)
TOTAL CONSTABULARY EXPENDITURE	92,026	94,054	(2,027)	(2.2%)	376,922	378,918	(1,996)	(0.5%)
INCOME - SPECIAL GRANTS	(5,273)	(5,257)	(16)	0.3%	(13,371)	(12,545)	(826)	6.6%
INCOME - OTHER	(5,238)	(4,674)	(564)	12.1%	(16,322)	(14,615)	(1,708)	11.7%
TOTAL CONSTABULARY INCOME	(10,511)	(9,931)	(580)	5.8%	(29,693)	(27,159)	(2,534)	9.3%
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	81,515	84,123	(2,608)	(3.1%)	347,229	351,759	(4,530)	(1.3%)
MISCELLANEOUS	1	0	1	0.0%	0	0	0	0.0%
GRANTS	(382)	(367)	(16)	4.3%	(3,468)	(3,468)	0	(0.0%)
SECONDEES	8	0	8	0.0%	0	0	0	0.0%
TOTAL CONSTABULARY	81,141	83,756	(2,615)	(3.1%)	343,761	348,291	(4,530)	(1.3%)
OFFICE OF THE POLICE AND CRIME COMMISSIONER	465	463	2	0.4%	1,897	1,908	(11)	(0.6%)
COMMISSIONING COSTS	996	915	81	8.8%	3,398	3,507	(109)	(3.1%)
TOTAL OPCC AND COMMISSIONING	1,461	1,378	83	6.0%	5,295	5,415	(120)	(2.2%)
TOTAL REVENUE EXPENDITURE	82,602	85,134	(2,532)	(3.0%)	349,056	353,706	(4,650)	(1.3%)

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ANNEX B - Mgt Structure 2022/23 Revenue Report June 2022	22/23 YTD Actual	22/23 YTD Budget	Over/ (Under)	Over/ (Under)	Projected Outturn	22/23 Annual Budget	22/23 Projected Over/ (Under)	Over/ (Under)
	£'000	£'000	£'000	%	£'000	£'000	£'000	%
Neighbourhood Policing	8,130	8,787	(657)	(7.5%)	33,698	36,398	(2,700)	(7.4%)
Road Safety	(22)	42	(64)	(153.6%)	171	167	4	2.3%
Offender Management	1,694	1,923	(228)	(11.9%)	7,017	7,461	(444)	(6.0%)
Victims and Safeguarding	1,088	1,117	(29)	(2.6%)	4,583	4,480	103	2.3%
Citizens in Policing	116	126	(10)	(7.9%)	543	503	40	8.0%
Serious & Violent Crime	60	113	(53)	(46.8%)	766	766	0	0.0%
ADDER Drugs	161	109	52	48.0%	758	758	0	0.0%
NEIGHBOURHOOD & PARTNERSHIP	11,227	12,217	(990)	(8.1%)	47,535	50,532	(2,997)	(5.9%)
Command and Control	5,542	5,397	145	2.7%	22,323	21,450	873	4.1%
Patrol	13,755	12,565	1,190	9.5%	57,811	49,823	7,988	16.0%
Detainee Investigation Support	1,836	1,996	(160)	(8.0%)	7,837	7,924	(87)	(1.1%)
RESPONSE	21,134	19,958	1,176	5.9%	87,971	79,197	8,774	11.1%
<i>Criminal Justice</i>	3,996	3,954	42	1.1%	15,878	15,847	31	0.2%
<i>Speed Enforcement</i>	(513)	(349)	(163)	46.7%	(1,909)	(1,451)	(458)	31.6%
Criminal Justice	3,483	3,605	(121)	(3.4%)	13,969	14,396	(426)	(3.0%)
Operations Major Incidents	(14)	50	(63)	(127.4%)	90	269	(179)	(66.5%)
Operations	2,432	2,342	90	3.8%	9,628	9,491	137	1.4%
Intelligence and Tasking	2,524	2,665	(142)	(5.3%)	10,514	10,700	(185)	(1.7%)
Tactical Support Team	3,176	3,231	(55)	(1.7%)	13,157	13,423	(267)	(2.0%)
OPERATIONAL SUPPORT	11,601	11,893	(291)	(2.5%)	47,358	48,278	(920)	(1.9%)
Investigation	9,153	9,057	96	1.1%	39,198	36,903	2,294	6.2%
Investigation Major Incidents	66	178	(112)	(63.0%)	678	678	0	0.0%
Operation Remedy	1,685	2,062	(377)	(18.3%)	7,174	8,296	(1,122)	(13.5%)
INVESTIGATION	10,903	11,297	(393)	(3.5%)	47,049	45,877	1,173	2.6%
Scientific Investigation	1,927	2,034	(108)	(5.3%)	8,092	8,163	(70)	(0.9%)
Major Crime Investigation	1,317	1,373	(57)	(4.1%)	5,665	5,473	193	3.5%
MCIT Major Incidents	84	116	(33)	(27.9%)	264	264	0	0.0%
South West ROCU	1,067	1,067	0	0.0%	4,509	4,942	(434)	(8.8%)
Black Rock	304	304	0	0.0%	913	1,217	(304)	(25.0%)
Counter Terrorism Specialist Firearms	279	187	91	48.8%	721	785	(63)	(8.1%)
SWPCP ACC	26	26	0	0.0%	105	105	0	0.0%
SWPPS Collaboration	129	129	0	0.0%	517	517	0	0.0%
Regional Collaboration	64	138	(74)	(53.7%)	532	552	(20)	(3.6%)
COLLABORATION	5,196	5,376	(180)	(3.3%)	21,318	22,017	(699)	(3.2%)
Information Technology Directorate	6,262	6,437	(175)	(2.7%)	24,158	25,756	(1,598)	(6.2%)
INFORMATION TECHNOLOGY DIRECTORATE	6,262	6,437	(175)	(2.7%)	24,158	25,756	(1,598)	(6.2%)
Chief Officer Group	479	492	(13)	(2.6%)	1,968	1,953	15	0.8%
Evidential Property	171	177	(6)	(3.3%)	671	709	(37)	(5.3%)
Transport Services	1,042	1,025	17	1.7%	5,793	4,986	807	16.2%
Services Hub & Stores	1,518	1,623	(105)	(6.5%)	6,363	6,690	(328)	(4.9%)
Finance Department	461	480	(19)	(4.0%)	1,933	1,919	13	0.7%
Strategic Procurement Services	0	(5)	5	(100.0%)	0	(21)	21	(100.0%)
Estates and Facilities Department	3,868	3,961	(92)	(2.3%)	13,504	14,995	(1,492)	(9.9%)
FBS Delivery Programme	61	92	(31)	(33.4%)	273	366	(93)	(25.5%)
FINANCE & BUSINESS SERVICES DIRECTORATE	7,600	7,844	(244)	(3.1%)	30,504	31,598	(1,094)	(3.5%)
HR Operations	1,184	1,173	11	0.9%	4,855	4,606	249	5.4%
Organisational Development	409	458	(48)	(10.6%)	1,774	1,780	(5)	(0.3%)
Learning	2,101	2,177	(76)	(3.5%)	8,715	8,759	(44)	(0.5%)
Occupational Health	248	259	(11)	(4.3%)	1,053	1,038	15	1.5%
Health & Safety	27	27	0	0.2%	110	110	(0)	(0.4%)
Portfolio Management Office	79	98	(19)	(19.2%)	337	408	(71)	(17.5%)
PEOPLE & ORG DEVELOPMENT DIRECTORATE	4,049	4,192	(143)	(3.4%)	16,843	16,701	142	0.9%
Legal & Compliance	569	602	(33)	(5.6%)	2,507	2,297	210	9.2%
LEGAL & COMPLIANCE DIRECTORATE	569	602	(33)	(5.6%)	2,507	2,297	210	9.2%
Performance & Assurance	479	511	(32)	(6.2%)	1,969	2,058	(89)	(4.3%)
Performance & Insight	305	446	(142)	(31.7%)	1,601	1,832	(231)	(12.6%)
Corporate Communications	249	258	(9)	(3.5%)	1,178	1,054	124	11.7%
Professional Standards Department	646	661	(15)	(2.2%)	2,822	2,643	179	6.8%
DIRECTORATE OF THE CHIEF OF STAFF	1,679	1,876	(197)	(10.5%)	7,570	7,588	(17)	(0.2%)
Pensions	(98)	(62)	(37)	59.4%	7,901	7,730	171	2.2%
Officer & Staff Allowances	(487)	(456)	(30)	6.7%	(4,751)	2,208	(6,959)	(315.2%)
<i>Bristol Airport</i>	50	(5)	55	(1,094.4%)	(2)	(33)	31	(94.7%)
<i>Glastonbury Festival</i>	(779)	(785)	6	(0.8%)	(628)	(744)	116	(15.6%)
HQ Central	3,264	3,536	(273)	(7.7%)	11,258	11,420	(162)	(1.4%)
Reserves	(709)	(346)	(363)	104.9%	(573)	788	(1,360)	(172.7%)
UC Claims	0	0	0	0.0%	1,300	0	1,300	0.0%
Wilfred Fuller	(84)	(91)	7	(8.0%)	(245)	(91)	(153)	167.8%
Central Costs	1,743	2,309	(566)	(24.5%)	11,111	11,339	(229)	(2.0%)
Covid 19	2	0	2	0.0%	18	0	18	0.0%
Central Savings	136	641	(505)	(78.8%)	136	641	(505)	(78.8%)
Student Officers	0	0	0	0.0%	0	0	0	0.0%
CENTRAL COSTS	1,296	2,433	(1,137)	(46.7%)	14,414	21,919	(7,504)	(34.2%)
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	81,515	84,123	(2,608)	(3.1%)	347,229	351,759	(4,530)	(1.3%)
MISCELLANEOUS	1	0	1	0.0%	0	0	0	0.0%
GRANTS	(382)	(367)	(16)	4.3%	(3,468)	(3,468)	0	(0.0%)
SECONDEES	8	0	8	0.0%	0	0	0	0.0%
TOTAL CONSTABULARY	81,141	83,756	(2,615)	(3.1%)	343,761	348,291	(4,530)	(1.3%)
OFFICE OF THE POLICE AND CRIME COMMISSIONER	465	463	2	0.4%	1,897	1,908	(11)	(0.6%)
COMMISSIONING COSTS	996	915	81	8.8%	3,398	3,507	(109)	(3.1%)
TOTAL OPCC AND COMMISSIONING	1,461	1,378	83	6.0%	5,295	5,415	(120)	(2.2%)
TOTAL REVENUE EXPENDITURE	82,602	85,134	(2,532)	(3.0%)	349,056	353,706	(4,650)	(1.3%)

OFFICIAL

ANNEX C - Funding 2022/23 Revenue Report June 2022	22/23	22/23	Over/	Over/	Projected	22/23	22/23	Over/	Over/
	YTD	YTD	(Under)	(Under)					
	Actual	Budget							
	£'000	£'000	£'000	%	Outturn	Annual Budget	Projected	(Under)	(Under)
	£'000	£'000	£'000	%	£'000	£'000	£'000	%	%
Funding - Police Grant	(32,265)	(32,304)	39	(0.1%)	(129,059)	(129,059)	(0)	0.0%	0.0%
Funding - DCLG	(16,911)	(16,931)	20	(0.1%)	(67,642)	(67,642)	(0)	0.0%	0.0%
Funding - Council Tax Support Grant	(2,844)	(2,848)	3	(0.1%)	(11,378)	(11,378)	0	(0.0%)	(0.0%)
Funding - Council Tax Freeze	(833)	(834)	1	(0.1%)	(3,331)	(3,331)	0	(0.0%)	(0.0%)
Precepts	(36,210)	(36,209)	(0)	0.0%	(144,745)	(144,745)	(0)	0.0%	0.0%
Transfer to/from reserves	(208)	208	(417)	(200.0%)	2,450	2,450	0	0.0%	0.0%
FORCE FUNDING	(89,271)	(88,917)	(354)	0.4%	(353,706)	(353,706)	0	(0.0%)	(0.0%)
TOTAL CONSTABULARY FUNDING	(89,271)	(88,917)	(354)	0.4%	(353,706)	(353,706)	0	(0.0%)	(0.0%)

OFFICIAL

ANNEX D Police Officer Overtime June 22	Apr-22	May-22	Jun-22	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent
	Neighbourhood Policing	- 8,990	70,759	57,907	119,676	190,943	- 71,267		383,744	534,800
Road Safety	- 342	5,343	3,044	8,044	-	8,044		37,266	-	37,266
Offender Management	1,989	6,812	7,359	16,160	8,597	7,564		62,132	51,600	10,532
Victims and Safeguarding	4	-	649	653	2,132	- 1,479		3,029	12,800	- 9,771
Citizens in Policing	-	-	333	333	-	333		1,995	-	1,995
Serious & Violent Crime	- 2,198	21,887	17,813	37,502	53,700	- 16,198		412,500	412,500	-
ADDER Drugs	- 4,408	3,544	4,258	3,394	17,621	- 14,227		11,444	70,400	- 58,956
NEIGHBOURHOOD & PARTNERSHIP	- 13,946	108,345	91,363	185,762	272,993	- 87,231	-32.0%	912,110	1,082,100	- 169,990
Command and Control	215	18,707	23,545	42,468	19,983	22,485		94,776	53,000	41,776
Patrol	- 31,309	457,802	352,706	779,199	619,761	159,438		2,275,920	2,020,700	255,220
Detainee Investigation Support	- 11,948	23,766	15,941	27,758	39,398	- 11,640		188,757	114,000	74,757
RESPONSE	- 43,042	500,275	392,192	849,425	679,142	170,283	25.1%	2,559,453	2,187,700	371,753
Criminal Justice	1,868	37,769	24,864	64,501	53,957	10,544		269,205	215,500	53,705
Operations Major Incidents	- 10,557	37,328	21,864	48,634	27,722	20,912		61,334	166,400	- 105,066
Operations	- 3,233	86,014	59,806	142,586	52,562	90,024		571,998	315,500	256,498
Intelligence and Tasking	- 964	10,656	7,587	17,278	22,380	- 5,102		66,995	81,700	- 14,705
Tactical Support Team	12,610	82,431	81,236	176,277	95,128	81,149		774,306	432,700	341,606
OPERATIONAL SUPPORT	- 277	254,197	195,356	449,276	251,750	197,526	78.5%	1,743,838	1,211,800	532,038
Investigation	6,897	141,871	125,224	273,993	232,914	41,078		1,169,365	1,039,700	129,665
Investigation Major Incidents	10,295	22,783	10,281	43,358	83,996	- 40,637		346,850	346,850	-
Operation Remedy	17,285	38,864	32,331	88,480	50,030	38,450		428,384	300,300	128,084
INVESTIGATION	34,477	203,518	167,835	405,830	366,940	38,891	10.6%	1,944,599	1,686,850	257,749
Major Crime Investigations	5,665	7,900	4,564	18,129	13,032	5,097		43,000	43,000	-
MCIT Major Incidents	-	8,415	32,449	40,865	56,843	- 15,978		144,350	144,350	-
Counter Terrorism Specialist Firearms	- 34,388	15,361	86,319	67,292	18,427	48,866		227,185	105,900	121,285
COLLABORATION	- 28,723	31,676	123,333	126,285	88,302	37,984	43.0%	414,535	293,250	121,285
INFORMATION TECHNOLOGY DIRECTORATE	-	-	-	-	-	-	-	-	-	-
Chief Officer Group	-	-	305	305	-	305		754	-	754
Services Hub & Stores	- 586	2	3	- 581	-	581		581	-	581
FINANCE & BUSINESS SERVICES DIRECTORATE	- 586	2	308	- 276	-	276	0.0%	173	-	173
Organisational Development	-	-	-	-	83	- 83			500	- 500
Learning	837	673	3,101	4,610	2,232	2,378		25,994	13,400	12,594
PEOPLE & ORGANISATIONAL DEVELOPMENT DIRECTORATE	837	673	3,101	4,610	2,316	2,295	99.1%	25,994	13,900	12,094
LEGAL & COMPLIANCE DIRECTORATE	-	-	-	-	-	-	0.0%	-	-	-
Performance & Assurance	-	-	-	-	1,183	- 1,183		3,500	7,100	- 3,600
Professional Standards Department	1,438	2,914	2,481	6,832	367	6,466		40,994	2,200	38,794
DIRECTORATE OF THE CHIEF OF STAFF	1,438	2,914	2,481	6,832	1,549	5,283	341.0%	44,494	9,300	35,194
Officer & Staff Allowances	790	1,055	854	2,699	-	2,699		2,699	-	2,699
Central Costs	2,168	7,293	5,204	14,664	8,000	6,664		137,921	19,700	118,221
Covid 19	117	189	-	305	-	305		1,832	-	1,832
CENTRAL COSTS	3,074	8,537	6,057	17,669	8,000	9,669	120.9%	142,452	19,700	122,752
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	- 46,747	1,110,137	982,025	2,045,414	1,670,992	374,423	22.4%	7,787,648	6,504,600	1,283,048
MISCELLANEOUS	-	499	281	780	-	780		-	-	-
GRANTS	24,632	1,340	24,407	1,565	16,420	- 14,855		65,600	65,600	-
SECONDEES	4,719	2,943	18	7,680	17,400	- 9,720		17,400	17,400	-
TOTAL CONSTABULARY	- 17,397	1,114,918	957,917	2,055,439	1,704,812	350,627	20.6%	7,870,648	6,587,600	1,283,048
TOTAL OPCC AND COMMISSIONING	-	-	-	-	-	-	-	-	-	-
TOTAL REVENUE EXPENDITURE	- 17,397	1,114,918	957,917	2,055,439	1,704,812	350,627	20.6%	7,870,648	6,587,600	1,283,048

OFFICIAL

ANNEX E											
Police Staff Overtime	Apr-22	May-22	Jun-22	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent	
June 22											
Neighbourhood Policing	1,062	1,669	596	3,326	1,233	2,093		12,864	7,400	5,464	
Offender Management	1,098	1,885	2,122	5,105	3,065	2,040		21,889	18,400	3,489	
Victims and Safeguarding	992	7,075	4,448	12,515	6,031	6,483		52,686	33,100	19,586	
Serious & Violent Crime	837	147	163	854	-	854		5,121	-	5,121	
ADDER Drugs	1,308	1,857	2,208	5,373	-	5,373		32,238	-	32,238	
NEIGHBOURHOOD & PARTNERSHIP	5,296	12,340	9,537	27,172	10,330	16,843	163.1%	124,798	58,900	65,898	
Command and Control	70	91,935	66,304	158,309	129,054	29,255		471,898	428,300	43,598	
Detainee Investigation Support	- 1,231	12,442	8,921	20,132	13,966	6,167		73,847	44,200	29,647	
RESPONSE	- 1,161	104,378	75,225	178,441	143,020	35,421	24.8%	545,745	472,500	73,245	
Criminal Justice	6,353	33,866	26,712	66,931	35,492	31,439		378,514	156,300	222,214	
Operations Major Incidents	182	271	95	358	5,931	5,573		358	35,600	35,242	
Operations	- 740	1,708	2,600	3,568	2,116	1,452		36,666	9,400	27,266	
Intelligence and Tasking	- 4,839	24,891	11,514	31,565	22,378	9,187		148,711	101,500	47,211	
Tactical Support Team	448	5	-	453	100	353		2,716	600	2,116	
OPERATIONAL SUPPORT	1,404	60,740	40,732	102,875	66,017	36,858	55.8%	566,965	303,400	263,565	
Investigation	- 85	17,775	16,252	33,942	18,826	15,116		160,618	113,000	47,618	
Investigation Major Incidents	3,384	1,396	1,123	5,902	34,947	29,045		113,370	113,370	-	
Operation Remedy	455	1,975	724	3,154	-	3,154		18,923	-	18,923	
INVESTIGATION	3,754	21,145	18,099	42,998	53,773	- 10,775	-20.0%	292,911	226,370	66,541	
Scientific Investigations	- 6,011	-	-	6,011	12,812	18,822		-	76,900	76,900	
Major Crime Investigations	4,323	7,127	7,787	19,237	6,016	13,221		66,244	20,500	45,744	
MCIT Major Incidents	-	4,197	12,698	16,895	27,775	10,880		53,610	53,610	-	
COLLABORATION	- 1,688	11,324	20,485	30,121	46,602	- 16,481	-35.4%	119,854	151,010	31,156	
Information Technology Directorate	- 1,374	4,157	2,459	5,242	8,330	3,088		40,968	50,000	9,032	
INFORMATION TECHNOLOGY DIRECTORATE	- 1,374	4,157	2,459	5,242	8,330	- 3,088	-37.1%	40,968	50,000	9,032	
Chief Officer Group	-	2	-	2	-	2		5	-	5	
Evidential Property	338	2,313	978	3,629	1,166	2,463		8,970	7,000	1,970	
Transport Services	- 1,173	5,028	3,166	7,020	9,130	2,109		44,830	54,800	9,970	
Services Hub & Stores	4,241	9,879	10,998	25,118	3,150	21,968		117,755	10,000	107,755	
Finance Department	38	0	-	39	-	39		39	-	39	
Estates and Facilities Department	468	19	-	488	1,316	829		1,950	7,900	5,950	
FBS Delivery Programme	- 2	- 1	-	4	-	4		4	-	4	
FINANCE & BUSINESS SERVICES DIRECTORATE	3,911	17,240	15,141	36,292	14,762	21,530	145.8%	173,545	79,700	93,845	
HR Operations	2,683	3,903	2,153	8,739	1,666	7,073		34,433	10,000	24,433	
Organisational Development	-	1	-	1	-	1		5	-	5	
Learning	1,513	2,535	3,630	7,677	483	7,194		39,972	2,900	37,072	
PEOPLE & ORGANISATIONAL DEVELOPMENT DIRECTORATE	4,196	6,439	5,782	16,417	2,149	14,268	663.9%	74,410	12,900	61,510	
Legal & Compliance	- 661	552	- 1,702	1,811	-	1,811		6,918	-	6,918	
LEGAL & COMPLIANCE DIRECTORATE	- 661	552	- 1,702	1,811	-	1,811	0.0%	6,918	-	6,918	
Performance & Assurance	65	4,543	1,979	6,587	2,566	4,021		38,385	15,400	22,985	
Performance & Insight	2,098	- 2,098	-	-	300	300		800	1,800	1,000	
Corporate Communications	- 543	2,654	2,487	4,598	4,399	199		23,291	23,300	9	
Professional Standards Department	219	3,919	1,654	5,793	466	5,326		34,758	2,800	31,958	
DIRECTORATE OF THE CHIEF OF STAFF	1,839	9,018	6,121	16,978	7,731	9,247	119.6%	97,234	43,300	53,934	
Pensions	-	-	203	203	-	203		1,099	-	1,099	
Officer & Staff Allowances	1,353	3,025	2,541	6,919	-	6,919		6,919	-	6,919	
Covid 19	-	0	-	0	-	0		-	-	-	
CENTRAL COSTS	1,353	3,025	2,744	7,122	-	7,122	0.0%	8,018	-	8,018	
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	16,869	250,357	194,622	461,848	352,713	109,134	30.9%	2,051,366	1,398,080	653,286	
MISCELLANEOUS	-	-	-	-	-	-	0.0%	-	-	-	
GRANTS	1,575	2,487	1,971	6,033	1,499	4,533	302.3%	14,011	9,000	5,011	
SECONDEES	-	-	-	-	-	-	0.0%	-	-	-	
TOTAL CONSTABULARY	18,444	252,843	196,593	467,880	354,213	113,667	32.1%	2,065,377	1,407,080	658,297	
OFFICE OF THE POLICE AND CRIME COMMISSIONER	65	260	132	457	417	41	9.7%	2,742	2,500	242	
COMMISSIONING COSTS	-	-	-	-	-	-		-	-	-	
TOTAL OPCC AND COMMISSIONING	65	260	132	457	417	41	9.7%	2,742	2,500	242	
TOTAL REVENUE EXPENDITURE	18,509	253,104	196,725	468,337	354,629	113,708	32.1%	2,068,119	1,409,580	658,539	

Annex F – Capital Outturn

2022/23 Capital Programme Outturn	MTFP	C/F	Adjs	Total Budget	2022 actual spend	Q2 forecast	Q3 forecast	Q4 forecast	Total project 2022 cost	Over /(Under) spend to 2022 budget
	£'000	£'000	£'000	£'000	£'000					£'000
Information and Communication Systems	5,422	619	0	6,041	423	483	1,065	1,265	3,237	-2,804
Estates	853	164	0	1,016	3	214	145	492	854	-162
Fleet	2,693	1,269	0	3,962	731	433	1,423	1,137	3,724	-238
Equipment	505	0	0	505	22	50	150	50	272	-233
Total Replacement and Renewal Programme	9,473	2,051	0	11,524	1,180	1,180	2,783	2,944	8,087	-3,437
Digital Projects	5,158	70	0	5,228	250	1,177	1,407	1,180	4,014	-1,214
Estates Projects	1,231	229	0	1,460	49	459	91	371	969	-491
Total Programme	6,389	299	0	6,688	298	1,636	1,498	1,551	4,983	-1,705
Regional Programme	51	0	0	51	0	0	0	0	0	-51
Funded / Part Funded Projects	0	0	208	208	151	0	0	204	355	147
Total Capital Programmes	15,913	2,350	208	18,471	1,629	2,816	4,281	4,699	13,425	-5,046