

<b>MEETING:</b> Constabulary Management Board	<b>Date:</b> 27 <sup>th</sup> July 2023	Agenda No
<b>DEPARTMENT:</b> Finance and Business Services	<b>AUTHORS:</b> Kulbinder Kosal / Emma Snailham / Finance Business Partners	
<b>NAME OF PAPER:</b> 2023/24 Q1 Financial Performance Report		<b>COG Sponsor:</b> 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 2023/24. The attached Appendices A and B includes details of the outturn revenue position as of 30<sup>th</sup> June 2023, Appendix C provides funding detail, 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, and Appendix G provides an update on the savings plan.

## 2. EXECUTIVE SUMMARY

The quarter 1 forecast is prepared during a period of sustained economic constrain, continued challenges around the cost of living and the need to deliver budgetary savings to ensure financial sustainability. At quarter 1 our revenue position is forecasting **an under spend of £1.2m/0.3%** against the planned budget. The underlying under spend is predominantly driven by an overachievement against income. However, this position is masked by overspends reported against employee costs of £8.0m because of the increased pay award and overtime costs. On the 13<sup>th</sup> of July the government announced that they have accepted in full the recommendations of the Police Remuneration Review Body (PRRB) and therefore police officers will receive a pay increase of 7% from 1 September this year. In our planning assumptions we assumed that the pay award would be 3%. In response to this increased pay award the Home Office announced that they will provide additional grant funding of **circa. £7.7m** (from a total share of £330m in 2023/24) this year and further funding for next year of **circa. £12.0m** (from a total share of £514m in 2024/25).

We are estimating that this increased pay award will add **circa. £3.9m** additional costs to officer pay and allowances. For context it's also important to note that we started the year off with an over established position on officer numbers to meet the increased targets set for National uplift from the previous financial year. The PRRB have also made several other pay recommendations, most notably the removal of pay point 0 for police officers from September. We estimate this will add **circa. £210k** in additional costs. Our forecast for quarter 1 assumes that police staff and PCSO's will receive a 7% pay award from September. The pay award for Staff and PCSO's is yet to be confirmed as the pay award negotiation process is different from PRRB. Therefore, we are estimating **circa. £2.2m** in additional costs for police staff pay and **circa. £250k** additional cost to PCSO pay.

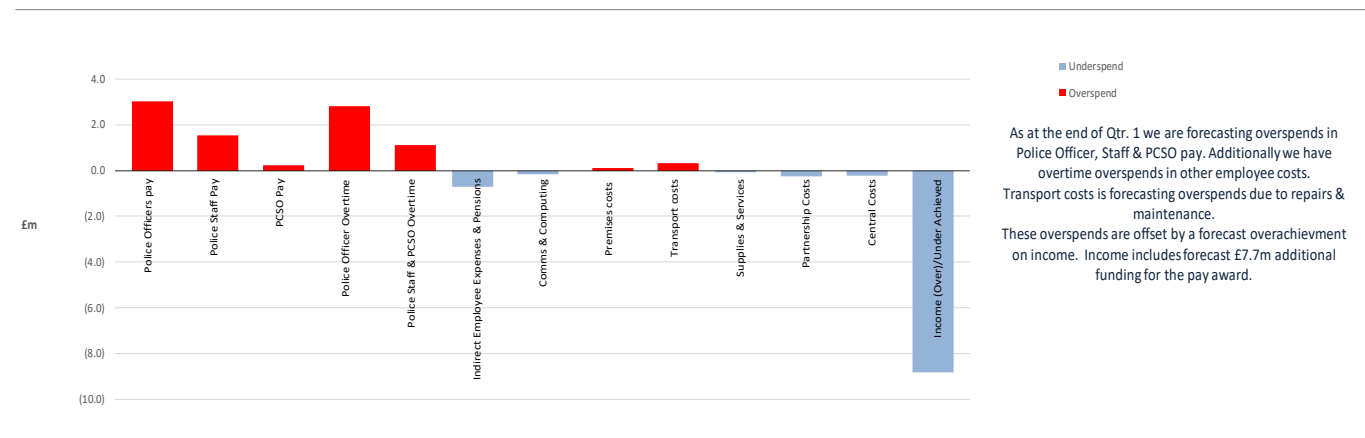
In addition to support the short-term cost pressures around pay and allowances we have forecasted the release of £3.0m from reserves. This includes reserves that were identified in our MTFP to support short term pressures and specific grant reserves that we received at the end of last financial year. These reserves are managed centrally with the expenditure sitting within the management structure. We have included the release of £505k from reserves to support costs of the Degree Holder Entry Programme in Learning. Release of £436k from reserves to support the cost of target variable payments (TVPs) in CID. Release of £447k from reserves to support PCDA pay point zero (uplifting pay point 0 by £2k to improve retention and attraction) in Patrol. Lastly, we have released £1.6m from specific grant reserves in support of the cost pressure of maintaining the additional uplift officers in Patrol to meet national uplift targets. For this reserve movement we have added budget to both the reserve line and officer pay budgets to Patrol.

We are forecasting a combined overspend of £3.9m on overtime costs. This is £2.8m on police officer overtime, £1.1m on police staff overtime and £39k on PCSO overtime. We continue to see demand pressures around PCDA and DHEP, impact of summer demand and the need to provide minimum cover because of vacancies. Specifically, there are pressures around overtime in Patrol, Tactical Support Team, CID and Operational Support. An element of this overtime expenditure is offset by rechargeable and mutual aid income. Overtime will remain a continued area of focus and the Finance team will work closely with Operational Leads to look for opportunities to reduce overtime costs.

Against savings we are currently reporting an overachievement of £290k. As detailed in the approved MTFP before the use of any reserves we have an underlying financial gap of £3,659k against the planned budget. To monitor and review, we have added a savings target of £3,659k to central budgets. As at the end of this quarter we have identified and released savings and adjustments of £3,949k from the budget, leaving us with a net position of £290k. This includes £3,095k savings from police staff (reduction of 36 FTE) and PCSO's budgets (vacancy factor increase to recognise holding of 34 FTE). In addition to this we have identified other non-pay savings and adjustments of £855k this includes price adjustments on energy and fuel costs and adjustments on Collaboration budgets. In this we also recognised and adjusted for additional cost pressures around business rates and PFI costs.

Lastly we are reporting an overachievement of £8.8m on income. In this we include the circa £7.7m additional grant funding in support of the increased pay award. We are reporting an overachievement of £666k on interest income because of higher Bank of England interest rates. We have also received unplanned income of £211k for Op Safeguard which relates to the provision of custody cells to the prison services.

**FORECAST REVENUE OUTTURN - OVER/(UNDER) SPENDS**



**Police Officer Pay & Allowances** – £479k/1.1% overspend year to date, with a forecasted overspend of £3.0m/1.7%. The year-to-date position is driven by the Constabulary commencing the year with an over established position on police officer numbers to meet the increased targets set for National uplift from last year. In the forecast we assume that this will gradually reduce because of fewer recruitment drives and because of average forecasted leavers. In the forecast we have assumed an average of 22 leavers per month with a higher mix of retirees leaving the Constabulary. The forecasted position also includes a combination of short-term pressures around DHEP fees, TVP'S and PCDA point 0 uplift which are all supported by the release of reserves. We have also made a notable change to the Patrol officer pay budget as we forecast to release £1.6m reserves in support of the additional costs of maintaining PCDA recruits. Adding to this is the increased pay award of 7.0% which adds a circa cost pressure of £3.9m.

**Police Staff Pay & Allowances** – Year to date we are underspending by £523k/2.1%, with a forecasted overspend of £1.5m/1.5%. It must be noted that the YTD underspend is after we have taken police staff savings of £1.6m from the budget. The forecasted overspend is a result of the increased pay award and we estimate that this will add a circa. £2.2m in additional costs. Departments with significant police staff

underspends after the forecasted increased pay award include; Intelligence at £855k; Speed Enforcement at £468k; Finance and Payroll at £180k; IT Directorate at £165k; Workforce planning at £141k and Service Hub & Stores at £114k. These forecasted underspends are being offset by overspends in departments including; Learning at £856k; Command & Control at £840k; Detainee Investigation at £399k; PSD at £231k and Performance and Assurance at £200k.

**PCSO Pay & Allowances** – Year to date we are underspending by £34k/1.1%, with a forecasted overspend of £226k/1.8%. The forecast has been adjusted in line with the PCSO trajectory and includes estimates for average leavers. It has also had an increase to the vacancy factor of £1.4m. This increase to the vacancy factor recognises that Neighbourhood policing will hold 34 vacancies as part of the saving initiatives. Also included in the forecast is the additional pay award at 7.0% which adds circa. £250k in costs.

**Pensions costs** – Year to date we are underspending by £382k/17.1%, with a forecasted underspend of £548k/6.1%. The variance here is driven by our provision set aside for ill health injury awards. The forecast is based on 12 claims. However, the way we calculate the cost of this provision has changed. Previously this was based on the average value of the lump sum payment made out to claimants, but now this has been revised to twice the average pensionable pay for the officer concerned. This reduces our overall provision for each claim, and this will need correcting at budget setting.

**Police Officer Overtime** – Year to date we are overspending by £388k/18.8% against Police Officer overtime, with a forecasted overspend of £2.8m/42.7%. The forecasted overspend on police officer overtime is mainly driven by vacancies and operational demand such as PCDA and DHEP abstraction, increased bank holiday resourcing and providing policing resilience to national events such as Op Golden Orb (King's Coronation). A central adjustment of £382k has been added to the forecast for the confirmed 7% pay award on Officer pay scales from September 23. Departments that are forecasting significant overspends include: Patrol at £834k (PCDA abstractions); Operations and Operations MI at £218k (rechargeable events that will be offset by income); Tactical Support Team at £443k (demand) and CID at £272k (increased overtime due to DHEP cohorts).

**Police Staff & PCSO Overtime** – Year to date we are overspending by £228k/60.8%, with a forecasted overspend of £1.1m/84.9%. A central adjustment for the September 7% pay award has been added to the forecast here of £96k, although this is yet to be confirmed. Generally, the overtime is being claimed to meet service demand and to cover the current level of vacancies. Areas that are predicting overspends against staff overtime include Command and Control at £233k (to cover demand and minimum numbers); Service Hub & Stores £112k (to cover vacancies, long term sickness and staff shortages); Speed Enforcement at £141k (due to vacancies and increased demand in the number of offences that are currently being processed) and Intelligence at £94k (transition to new structure and vacancies). PCSO overtime is forecasting an overspend of £39k to meet operational demands.

**Premises Costs** – Year to date we are underspending by £84k/1.8% against premises costs, with a forecasted overspend of £101k/0.6%. Repairs and maintenance costs are forecasting to be overspent by £424k, significant items include £101k on Burnham refurbishment, £152k Wilfred Fuller menages draining costs and £40k Kenneth Steele House concrete stair repairs. The forecast assumes that gas prices are expected to be on budget and electricity prices are expected to be £53k under budget by the year. Rates are forecasted to be under budget by £17k, mainly due to lower charges for Bath Redbridge House. Water charges are forecast to be £48k under budget. Hire of accommodation £49k under budget as there is now no A&S contribution required to Counter Terrorism rent as all grant funded.

**Transport Costs** – Year to date we are overspending by £41k/3.4% with a forecasted overspend of £332k/6.6%. Fuel costs are forecasted to be £83k underspent due to a decrease in fuel pricing over the recent months, however this is expected to be offset by an overspend on vehicle repair and maintenance

costs of £133k and hired vehicle costs of £19k. Other areas forecasting an overspend due to increased mileage claims are Patrol £59k; Criminal Justice £54k; CID £52k and Op Remedy £64k due to hired vehicles.

**Communications and Computing** – Year to date we are underspending by £170k/3.1%, with a forecasted underspend of £175k/0.7%. The forecasted underspend is driven by a £15k underspend in the Intelligence department because of a saving on the telephone enquiry service and an underspend of £139k in IT which is the net position of several under/overspends on various hardware and software support and maintenance contracts.

**Supplies and Services (other costs)** – Year to date we are overspending by £80k/1.6% against supplies & services, with a forecasted underspend of £91k/0.6%. The forecasted underspend is a combination of under & overspends including; £214k overspend in legal and compliance services for external legal cost and temporary outsourcing of the DPO function; £413k overspend forecast in Services Hub & Stores for provision of new jackets for Officers (budget has been set aside for this if procured and rolled out this year); £281k overspend in Learning for DHEP fees funded by central reserves movement. These overspends are offset by underspends against budgets in Reserves; £477k set aside for jacket rollout if required; £73k for training requirements; £166k for regional Airbox licences yet to be procured. Against this we are also forecasting an underspend against Speed Enforcement of £153k which includes £112k budget set aside for BCC cameras that we are not currently paying for.

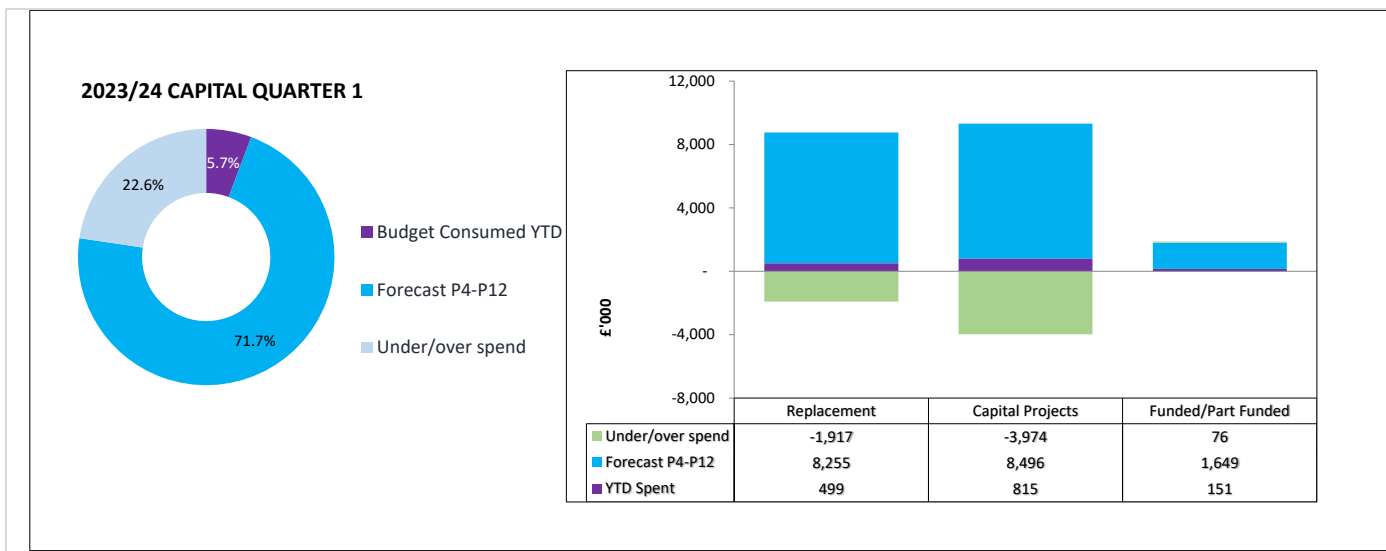
**Partnership Costs** – Year to date we are underspending by £301k/5.4%, with a forecasted underspend of £257k/1.3%. Victims & Safeguarding are forecasting a £66k underspend on safeguarding board contributions. Chief Officer Group are forecasting an underspend of £56k against national contributions. We anticipate further movement on this forecast as we firm up our third-party payments from our Collaboration arrangements.

**Adjustments & Savings identified** – This forecast shows an underspend of £290k/100% against adjustments and savings. This represents an overachievement on the 2023/24 savings target of £3.7m. In year adjustments and savings include police staff year 1 savings £1.6m; a vacancy factor adjustment of £1.4m (for reporting purposes the increase to the vacancy factor is within the Neighbourhood policing budget); a reduction of £0.1m for NPAS (in year only and not permanent); £0.5m electricity & gas pricing adjustment and £0.3m adjustment on fuel pricing. There is a degree of risk around energy and fuel pricing, but this will be reviewed during budget setting.

**Income** – Year to date we are overachieving by £0.9m/9.2% with a forecasted overachievement of £8.8m/26.7% by year end. The overachievement in income includes: £7.7m unplanned grant funding income in support of the cost pressure around the police officer pay award as confirmed by central government; under HQ central £0.7m for increased interest income; £0.4m in IT Directorate for Surveillance dashboard licences, HQ Alarms policy, reimbursements for Holmes contract, SWF Socrates, Livescan & PND licences; £0.2m in Operations and Operations MI (relating to regular events Love Saves the Day, Harbourside Festival etc. plus Op Golden Orb); £0.2m in Criminal Justice for providing cells for Op Safeguard. Those over achievements are Offset by forecast £0.8m under achievement in Speed Enforcement for referral income. Projection based on average referrals over previous 12 months, average monthly referral is 18% lower than needed to make budget.

## **CAPITAL EXPENDITURE**

At quarter 1, we are forecasting **£19.9m of capital expenditure** this financial year, which reflects 77% of our plan, and we are expecting to be £5.8m underspent against budget at year end. We have incurred £1.5m spend year to date, with a further £18.4m expected to be spent. The main under spend driven by ICT where fewer user devices are required against budget. We will continue to review and refine the plan into the final quarter.



### 3. PART ONE – 2023/24 REVENUE BUDGET PERFORMANCE

#### NEIGHBOURHOOD & PARTNERSHIPS DIRECTORATE

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Neighbourhood Policing	7,175	9,059	(1,884)	(20.8%)	33,372	36,879	(3,506)	(9.5%)
Road Safety	16	19	(2)	(11.1%)	132	80	52	65.9%
Offender Management	1,799	1,963	(163)	(8.3%)	7,376	7,693	(316)	(4.1%)
Victims & Safeguarding	1,131	1,278	(147)	(11.5%)	4,959	5,207	(247)	(4.8%)
Citizens in Policing	108	145	(37)	(25.7%)	539	587	(48)	(8.1%)
Serious & Violent Crime	212	368	(156)	(42.4%)	800	800	0	0.0%
ADDER Drugs	222	231	(9)	(3.9%)	563	563	0	0.0%
Operation Remedy	1,756	1,842	(85)	(4.6%)	7,275	7,803	(528)	(6.8%)
<b>N &amp; P Directorate</b>	<b>12,420</b>	<b>14,903</b>	<b>(2,483)</b>	<b>(16.7%)</b>	<b>55,016</b>	<b>59,610</b>	<b>(4,593)</b>	<b>(7.7%)</b>

**Neighbourhood Policing** – Year to date under spend of £1.9m/20.8% which relates to budgeted police officer posts that have yet to be filled (mainly Local Remedy) 75.29 FTE in total. There is also an under establishment of PCSO posts (34.64 FTE) however this relates to an increase in the top slice to reflect savings that need to be made. There is an underspend on bank holiday overtime, but this is offsetting general overtime. Supplies and services are underspending, but this is in the main due to an accrual for Op Sacar for which we are awaiting an invoice. Income for Hinkley has been received and an adjustment will be made to reserves.

The projection to year end estimates an under spend of £3.5m/9.5% mainly due to Officer pay where there will be an underspend because of recruiting Local Remedy posts. Overtime is currently projecting an under spend but this may change in future months as more officers are transferred over. Income is showing an

under achievement at year end but there is a possibility that this can be reversed over future months. There are possible talks with RUH Bath for recovery of costs of a part time officer. Other income contracts have been sent off for agreement but as the prices have increased again, due to officer costs increasing, there may be some push back.

**Road Safety** - Year to date under spend £2k/11.1%. The current year to date under spends are due to accruals for overtime for abnormal loads, this will be cleared once officers have claimed their overtime. Projection to year end is an overspend of £52k/65.9% mainly due to not achieving top slice as the department is fully established.

**Offender Management** – Year to date under spend of £163k/8.3%. There are still several vacant positions which have yet to be filled following the pause on PC movements, but these are being filled through the year. Overtime has a current year to date over spend which is due to 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 £316k/4.1% because of the vacant positions. The third-party payments will under spend based on the current purchase order's and contract dates for ASCEND and there is likely to be a small underachievement on income.

**Victims & Safeguarding** – Year to date under spend of £147k/11.5%. A recent business case has been approved and as a result there is a current underspend on salaries for staff and officers. Overtime is overspent slightly due to demand. Transport is underspent which has continued as reported in the previous financial year however as new starters arrive this may change. Under spends on third party payments as the contributions have remained like the previous year. Projection to year end is an underspend of £247k/4.8% because of a phased recruitment into the vacant posts. Third party payments will underspend at the end of the year as mentioned. Overtime is forecasted to be overspent but discussions are ongoing with the SLT to understand underlying drivers.

**Citizens in Policing** – Year to date underspend of £37k/25.7% which is due to vacant positions as well as an underspend in supplies and services. The projection to year end is an under spend of £48k/8.1% against the planned budget.

**Serious & Violent Crime** – Year to date underspend of £156k/42.4% is a budget profiling variance. The overtime budget had been applied to month 2 however the spend will incur through the year. The projection to year end is that the budget will be spent in full as per the terms of the Home Office agreement.

**Adder Drugs** – Year to date under spent £9k/3.9% which includes various under spends on supplies & services and officer overtime. Income was expected from Bristol City Council for 50% of Acting Insp post, however they have decided they can no longer fund this, so options are being looked at to ensure this doesn't impact our projections. Projection for Adder is that the funding will be spent in full and not overspend at the end of the year.

**Operation Remedy** – Year to date underspend of £85k/4.6% has been created from Police Officer pay underspends of £227k. The department continues to operate with significant PC vacancies. Last year's accrual for the innovation fund has been fully utilised and 60k from this year's budget has been spent on crime prevention through sport fund however this year's budget for the innovation fund isn't applied until month 4 which is currently causing overspend in this area.

**RESPONSE DIRECTORATE**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Command and Control	5,919	5,878	41	0.7%	25,192	23,680	1,512	6.4%
Patrol	14,632	13,528	1,104	8.2%	61,913	55,858	6,054	10.8%
Detainee Invest. Support	2,156	2,092	64	3.1%	8,580	8,418	162	1.9%
<b>Response Directorate</b>	<b>22,707</b>	<b>21,498</b>	<b>1,209</b>	<b>5.6%</b>	<b>95,685</b>	<b>87,956</b>	<b>7,728</b>	<b>8.8%</b>

**Command & Control** – Year to date overspend of £41k/0.7%. Officer pay is £47k overspent and relates to 2.5 FTE OE posts and some back dated moves relating to December 22. Staff pay is £52k underspent. This is due to several leavers 20 FTE in Quarter 1 and maternity leave. Officer overtime and Staff overtime are overspent £56.8k which reflects the hours being worked to cover minimum resourcing.

The forecast to year end is an overspend of £1.5m/6.4%. Officer pay is forecasted to be £300k overspent due to over established posts and the increased pay award. Staff pay is £840k overspent of which £677k is non achievement of top slice. It also includes budget pressures around market factors and unfunded call handler/call dispatch training courses. Officer overtime is £125k overspent due to demand (there are officers on restricted or reduced hours working in the IAU). Staff overtime is forecasting to be overspent by £233k based on current spend profile.

**Patrol** - Year to date overspend of £1.1m/8.2%. Police officer pay is £1.0m overspent due to 160 FTE over established in PCDA Students in June. Overtime is currently £53k overspent and relates to PCDA student abstractions and meeting minimum numbers. Mileage is overspent by £10k and relates to current and prior year claims. Non-pay is overspent by £35k mainly due to seized dog kennelling costs (£22k overspend).

The forecast to year end is an overspend of £6.1m/10.8%. Officer pay is forecasting a £5.2m overspent which is due to the cost of new PCDA officers expected by the end of March 2024 an increase of 130 FTE (280+ in 22/23). Additional budget of £1.6m has been given in June and will take effect in July. This forecast has not been adjusted for any PCDA year 3 leavers, or any other leavers which is captured centrally. Current vacancies in SGT's and Insp have been assumed to continue. Overtime is forecast to be overspent by £0.8m but this is being tightly controlled and monitored via SLT. Mileage costs is forecasted to be £60k overspent as PCDA students can claim mileage for training and officers are working at other locations.

**Detainee Investigation Support** – Year to date overspend of £64k/3.1%. Officer pay is £33k underspent due to PCDA placement. Staff pay is £90k overspent and this is due to 5 FTE over established posts because of an overlap of new starters.

The forecast for the year-end is an overspend of £162k/1.9%. Police officers pay if forecasted to be £331k underspent as there could be 7 FTE vacancies between July and March 24. Police staff pay is forecasted to be £400k overspent of which £232k is non achievement of top slice and the increased pay award. It has been assumed that all staff future staff gaps will be held and not recruited. Both officer and staff overtime are projecting overspends (officers over by £44k and staff over by £37k) which will reflect the demand and gaps in officers and staff positions.

**OPERATIONAL SUPPORT DIRECTORATE**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Criminal Justice	4,104	4,044	61	1.5%	16,982	16,357	625	3.8%
Speed Enforcement	228	(62)	289	(470%)	(1,358)	(1,568)	209	(13.4%)
Ops Major Incidents	16	15	2	11.3%	16	168	(152)	(90.3%)
Operations	2,672	2,548	124	4.9%	10,440	10,560	(121)	(1.1%)
Intelligence	2,909	3,261	(353)	(10.8%)	11,609	12,804	(1,194)	(9.3%)
Tactical Support Team	3,474	3,550	(76)	(2.1%)	14,151	14,497	(346)	(2.4%)
<b>OPERATIONAL SUPPORT</b>	<b>13,404</b>	<b>13,357</b>	<b>47</b>	<b>0.4%</b>	<b>51,840</b>	<b>52,818</b>	<b>(979)</b>	<b>(1.9%)</b>

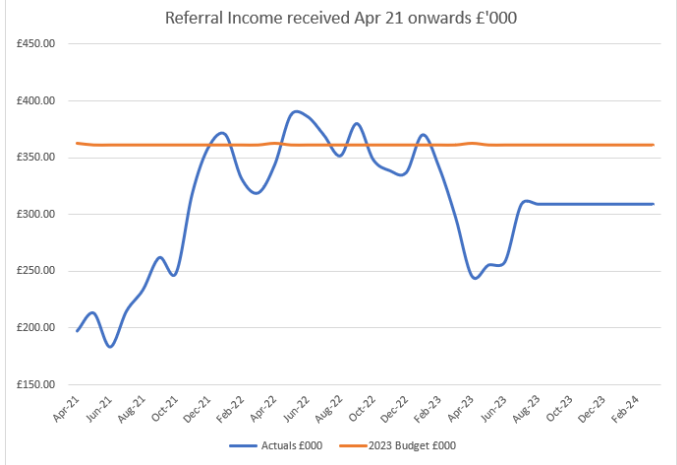
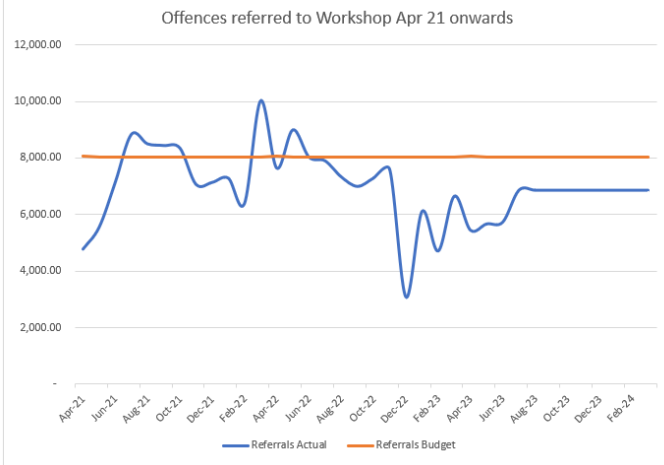
**Criminal Justice** – Reporting a forecasted overspend of £625k/3.8% by the end of the financial year: Projected to overspend by £773k in 2023/24. Of this £123.6k is the estimated additional cost of the 4% increase in pay award in Sept 23 (budget 3%, actual 7%, variance +4%). The overspend relates to Custody Sgts. There are 58.27FTE in post currently against a budget for 50 and an agreement to go to 60 to maintain the full operability of the Custody units. The projection assumes these numbers remain static for simplicity, but the reality is that numbers will fall as we lose staff to lateral moves, promotion, and retirement with limited opportunity to increase numbers through Sgt promotion processes.

Income Special Grants is generating a £55k under spend. We have access to a £70k grant, which is currently un-budgeted, to increase the levels of drug testing on arrest. The £55k covers the cost of an administrator and drug testing kits. Work is ongoing to identify further costs we could claim to maximise the grant drawdown. Income Other is overachieving income budgets by £186k which is mainly due to **Op Safeguard** where we have received £212k of unbudgeted income in Q1 and the projection assumes no further income as we have had our cell provision deactivated. If reactivated, the 6 cells generate a monthly income of £125k. **Licensing Bureau** - £5k overachievement based on an assumption the cost of a licence will double in Nov 23. **SLT** - £31k underachieved, this is the income budget for external partners' contribution towards the local criminal justice board coordinator. This post has been seconded to OPCC for 12 months so we will assume income will be dealt with by the OPCC also.

**Speed Enforcement Unit** – The year-to-date position is overspent by £289k, reducing to £209k at year end. Police pay & allowances is projected to underspend by £85k due to Supt vacancy from Jul 23. Police Staff pay & allowances is projected to underspend by £468k due to staff vacancies. All positions have been filled and staff are in vetting so hopeful of an improved position, but current projection assumes no significant increase due to attrition rates historically being quite high.

Police Staff overtime is £141k overspent at year end (straight line projection) covering vacancies which is related to staff pay and should come down as vacancies are filled. Income is underachieved by £752k at year end. Referral Income is £878k underachieved. Average monthly referrals in the past 12 months are 18% lower than needed to make budget. Income is quite difficult to predict due to timing delay between detection, referral, and course attendance. Projection for July to March is based on average monthly referrals over previous 12 months. All our detected offences are being progressed plus those received from the public via dash cam footage.





Courts Income is £147k underachieved. Budget was increased by £500k due to income received in 22/23. Projection for year is straight line. Motorway & Roadworks income is £260k overachieved. We receive £224k annually for managed motorways against a budget of £287k. Overachieving this year due to Roadwork income estimated at £323k.

**Operations Major Incidents** – £2k overspent YTD, moving to £152k/90% underspent at year end. We have spent £16k to date, the majority of which is Op Hawthorn (ASC response to illegal raves). This year we have an income budget set of £200k. We have not received any income to date as activity like Op Golden Orb (Kings Coronation) is in Ops Rechargeable – *see below in Ops Dept commentary*. Projection assumes no further costs at this stage which is why position moves to an under spend.

**Operations Department** – £124k overspent as at end of June, moving to £121k/1.1% underspent by end of 23/24.

There are two distinct elements to this line:

Operations Department – £82k underspent, rising to £198k/1.8% by year end.

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	£000	%
Operations Department	2,462	2,543	(82)	(3.2%)	10,588	10,785	(198)	(1.8%)
Operations Rechargeable	210	5	205	4,181.1%	(148)	(225)	77	(34.3%)
<b>Operations TOTAL</b>	<b>2,672</b>	<b>2,548</b>	<b>124</b>	<b>4.9%</b>	<b>10,440</b>	<b>10,560</b>	<b>- 121</b>	<b>-1.1%</b>

OFFICIAL

Ops Department - excluding rechargeable	YTD Actual	YTD Budget	YTD Variance	Projected to year end	Annual Budget	(Under) / Over as at 31st March
	£000	£000	£000	£000	£000	£000
Police Officer pay and allowances	1,786	1,897	- 111	7,242	7,718	- 476
Police Officer Overtime	72	19	53	271	114	157
Police Staff pay and allowances	342	337	5	1,438	1,372	67
Police Staff Overtime	5	2	2	21	8	12
Transport Costs	15	5	10	54	28	26
S&S - Communications and Computing Costs	-	1	- 1	-	2	- 2
S&S - Other costs	472	479	- 7	1,984	1,908	76
Partnership Costs (3rd Party Payments)	8	23	- 14	37	52	- 15
Transfers to/(from) reserves	-	16	16	51	64	14
Income - Special Grants	- 174	- 174	0	- 174	- 174	0
Income - Other	- 63	- 29	- 34	- 234	- 177	- 57
<b>TOTAL</b>	<b>2,462</b>	<b>2,543</b>	<b>- 82</b>	<b>10,588</b>	<b>10,785</b>	<b>- 198</b>

Police Officer pay & allowances is £476k under spent. OSU North & South (£520k) - straight line projection, carrying 7 FTE vacancies as at the end of June. Underwater Search Unit is £9.8k under due 1 PC vacancy from June 23. Forensic Collision Investigation is under by £62k. Funding for 1 PC filled by staff member plus 1 FTE PCDA student costing less than budgeted. Drone is under by £88k. 2 x FTE PC unfilled from uplift allocation. Dogs Support Team is £44k under. 1 FTE vacancy from May to the end of year. Mounted is under by £89k. 1.2 FTE vacancy + 1 FTE on maternity leave. This is Offset by overspend in the following areas. Police Top Slice not achieved by £75.9k. Operational Planning over by £146k. 2 FTE unbudgeted posts in Ops Planning and Football Intelligence. Contingency Planning Unit over by £97k. This includes 1 over established Insp until January 24.

Police Officer Overtime is £157k overspent at year end. £40k of this for Mounted and Underwater Search will be offset by Mutual Aid income. Drones and FCIU projecting to spend £77k and neither team have any overtime budget. Police Staff Pay & Allowances is £67k overspent. FCIN have a Forensic Investigator post that can be either a PC or police staff member. We currently have budget for a PC but occupied by police staff member. Under supplies & services other costs Wee have purchased three horses which exceeds the budget by £28k. Vet bills have also been high £5k overspent. £26k relates to the LRF funding pilot and will be funded from reserves and a further £10k for the equipment for the additional protest removal van.

Income Other is £57k overachieved due to Mutual Aid income estimate based on historical income for Mounted and underwater search plus £40k insurance claim for reimbursement of costs for PH Rocky.

Ops Rechargeable income is £205k overspent reducing to £77k at year end.

Contributing to the year-end overspend:

- **Ops Non-Rechargeable £36k** – these events are not considered major incidents, but we are not billing anyone either: Kill the Bill protests £9k; Op Brogue Southmead May 23 £12k; St Paul's Carnival £12k.
- **HQ Ops Rechargeable £55k** – Although the policed events recorded here are projected to have a year-end balance of £113k under, the budget is £168k so this line shows as overspent. Items recorded here are the King's Coronation, Op Rondoletto (deployment to Ireland), Op Finbury (South Wales) plus regular events like Badminton and Love Saves the Day.
- **Badger Cull** – these costs are offset by estimated income from the Badger Cull.

**Intelligence** – is £353k/10.8% underspent year to date and rising to £1.2m/9.3% at the end of the year. Police Officer Pay & Allowances is £355k underspent at year end. £290k relates to the Intel department, due to an Insp vacancy as at end Jun, budget allocated for an additional 4 Sgts from Uplift, projected to remain vacant all year, and 1.5 FTE PC vacancies. Covert Auth Bureau £58k underspent due to an unfilled PC uplift vacancy. Police Staff Pay & Allowances is £855k underspent. Department vacancies currently at 18%, well exceeding the top slice allocation. Police Staff Overtime is £94k overspent by year end. The department continues to use high overtime levels to fill gaps left by vacancies and staff unable to work their full shift pattern. Income other is overachieving by £47k due to unbudgeted income from Adder grant to help fund Drug Market Team.

**Tactical Support Team** – is £76k/2.1% underspent rising to £346k/2.4% underspent by the end of the year. Police Officer Pay & Allowances is £234k underspend YTD and rising to £646k underspend at year end. The main issue here is the 10 FTE Pro Active Roads Policing uplift allocation which is still unfilled, not projecting these posts will be filled at all this year.

The other area for scrutiny relates to Police Officer Overtime £443k overspent. Of the £443k overspend, £82k relates to Bank Holiday overtime and £361k non BH working. TST overtime spend is subject to monthly scrutiny by the Ch Insp and the FBP. The projection is a reduction on the straight line of 15% for BH and 42% for Non BH recognising the emerging improved position because of measures being taken. A quarterly update on this issue is being submitted to Finance and Assets Committee.

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
Dogs	23	14	9	57	56	1
Firearms	180	45	135	512	207	306
RPU & Collision	100	42	57	300	164	136
<b>TOTAL</b>	<b>303</b>	<b>101</b>	<b>202</b>	<b>869</b>	<b>427</b>	<b>443</b>

#### **CRIMINAL INVESTIGATIONS DIRECTORATE (CID)**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
CID	11,205	9,827	1,378	14.0%	47,798	37,955	7,843	19.6%
CID Major Incidents	75	110	(35)	(31.7%)	266	584	(317)	(54.3%)
<b>Criminal Investigations Directorate</b>	<b>11,280</b>	<b>9,936</b>	<b>1,343</b>	<b>13.5%</b>	<b>48,065</b>	<b>40,539</b>	<b>7,526</b>	<b>18.6%</b>

**CID** – Year to date overspend is £1.4m/14% with a projected overspend of £7.8m/19.6% by year end. Police Officer Pay and Allowances accounts for £1.3m of the year to date overspend and £7.4m of the year end projection. CID currently funds 174 FTE DHEP Officers which will increase by a further intake of 42 FTE in September 2023. The position on constables in CID will cost £5.8m by year end. Remaining overspends in Police Pay are due to unbudgeted IPDU sergeant positions supporting the trainee Officers, PS to DS pathways and long term sick cover. It is likely the projection will change through the year due to internal Officer moves relating to the Inspector promotion process. Targeted Variable Bonus Payments (TVPs) are

projected to cost £383k this year supporting the retention of our accredited detectives and those with specialist child protection qualifications adding a further £232k pressure to the year.

Police Officer overtime is £85k overspent year to date and projected to be £272k overspent by year end. This includes a £48k under accrual from 2022/23. General overtime for constables is forecast to be around £55.9k overspent by year end due to the current establishment position and £154k is forecast on sergeants' overtime. The directorate have fed back that the sergeants are feeling the pressure of increased new officers which require greater levels of supervision and review of work. The directorate are also over established on sergeants and this projection may reduce following the promotional moves for new Inspectors in September.

**CID Major Incidents** – Year to date underspend is £35k/31.7% with a projected underspend of £317k/54.3% by year end. The projection assumes all open operations will utilise their allocated budgets and a further £15k per month will be allocated and utilised by the end of the year.

### **COLLABORATIONS**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Scientific Investigation	2,230	2,382	(152)	(6.4%)	9,525	9,527	(3)	(0.0%)
Major Crime Investigation	1,495	1,520	(25)	(1.6%)	6,244	6,157	87	1.4%
MCIT Major Incidents	79	177	(97)	(55.2%)	173	177	(4)	(2.2%)
Southwest ROCU	1,268	1,268	0	0.0%	5,073	5,073	0	0.0%
Black Rock	321	321	0	0.0%	1,283	1,283	0	0.0%
CTSFO	72	203	(131)	(64.7%)	872	836	36	4.3%
SWPCP ACC	46	46	0	0.0%	184	184	0	0.0%
SWPPS	140	137	2	1.8%	552	550	2	0.5%
Regional Collaboration	53	53	0	0.0%	388	402	(14)	(3.5%)
Disaster Victim Identification	1	0	1	0.0%	60	58	1	0.0%
<b>Collaborations</b>	<b>5,705</b>	<b>6,107</b>	<b>(402)</b>	<b>(6.6%)</b>	<b>24,353</b>	<b>24,248</b>	<b>106</b>	<b>0.4%</b>

**Scientific Investigations** – Year to date is an underspend of £152k/6.4% which relates to release of 2022/23 carry forwards for Op Odyssey, a trial to use technology to forensically examine mobile devices on scene. A&S hold the income for Odyssey from PDS (£50k) which will be paid over to BLD in due course with an additional £50k transferred to Wiltshire. The forecast to year end is £3k/0.0% underspend. This forecast assumes that the carry forwards will be fully spent by year end and the collaboration contribution will be the same as budgeted.

**Major Crime Investigation** – Year to date is an underspend of £25k/1.6% which relates to vacancies in officer and police staff roles. Forecast to year-end inclusive of Major incidents is an overspend of £83k/0.9% once the adjustment for the 7% pay award is factored in for Officers and Staff.

**Southwest ROCU** – Year to date and forecast indicate a breakeven position at Q1.

**Black Rock** – Year to date and forecast indicate a breakeven position at Q1. The forecast to year end includes movements largely between a forecasted underspend on Instructor vacancies (7FTE) which remains a point of focus for the department; offset by revenue contributions to capital of £137k toward vehicle fleet due to be delivered in 23/24 after a 1-to-2-year delivery delay and bulk ordering of ammunition/equipment due to extended delivery timeframes. The TVP retention payment for instructors is also being reviewed and an uplift from £2k-£5k p.a. is being considered to try and reduce the vacancy levels in the department.

**Regional Collaboration** – Year to date a breakeven position is reported. The forecast to year end is an underspend of £14k/3.5% expected against the ESN budget for staff costs.

#### **INFORMATION TECHNOLOGY DIRECTORATE**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
IT Directorate	6,544	6,892	(347)	(5.0%)	27,732	28,321	(590)	(2.1%)

**Staff Pay** - We are under budget by £145k/7.5% YTD. This is driven by high levels of vacancies within the directorate, this stands at 19.15 FTE at Q1, including temporary staff. The underspend is due to improve by the end of the year, where we should be £166k/2.1% under budget. This will be driven by the annual pay award adjustment, additional agency staff costs to fill in the vacancies, and we are hoping to see a small improvement in recruitment.

**Communications and Computing** - We are under budget by £191k/3.9% YTD. We have underspends driven by budget profiling and savings on a small amount of software contracts. These are then offset against overspends driven by Inflation, specifically with IBM, Telematics and Niche. We have also seen an increase in Niche software licences which was not provided for. We are forecasting an underspend of £139k/0.68% at the year end, this position will be driven by the YTD inflation and volume variances, and in addition to this, we are expecting to see a large true up with our SAP licences. The overspends will then be offset against a significant underspend within the Transformation Programme revenue budgets. The Cloud Strategy will now be delivered in stages, with the first 22% being delivered within 23/24.

**Supplies and Services** - Within budget £1.4k/2.9%. Training and Professional Fees (IBM RPA) are currently reporting an underspend, but this is offset against a subscription cost not prepaid. Projecting an overspend at the year-end of £110.7k/55%, this is driven by the required AIX/DB2 software upgrades within the Applications budget.

**Income and Reimbursements** - Above budget £21k/55% YTD, this is driven by Holmes 2 and Regional Socrates recharges that are not in the budget. We will be over budget at the year-end by £362k/240%, driven by Holmes 2 licence recharges, Regional Socrates and PND licence recharges to SWROCU, these recharges were not accounted for within the income and reimbursements budget.

**FINANCE AND BUSINESS SERVICES DIRECTORATE**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Chief Officer Group	574	543	31	5.7%	2,230	2,201	29	1.3%
Evidential Property	174	170	4	2.1%	719	697	21	3.1%
Transport Services	1,151	1,110	41	3.7%	5,608	5,442	166	3.1%
Services Hub & Stores	1,465	1,476	(12)	(0.8%)	6,668	6,199	469	7.6%
Finance Department	573	646	(73)	(11.3%)	2,258	2,543	(285)	(11.2%)
Estates & Facilities Department	4,395	4,522	(127)	(2.8%)	17,350	17,351	(1)	(0.0%)
FBS Delivery Programme	46	68	(22)	(33.0%)	216	277	(61)	(22.0%)
<b>FINANCE &amp; BUSINESS SERVICES DIRECTORATE</b>	<b>8,377</b>	<b>8,535</b>	<b>(158)</b>	<b>(1.9%)</b>	<b>35,048</b>	<b>34,710</b>	<b>338</b>	<b>1.0%</b>

**Chief Officer Group** – We are overspent by £31k/5.7% YTD, mainly due to one off spends on the Force Open Day, and consultancy and legal fees. We are forecasting a full year overspend of £29k/1.3%. We expect that lower costs for contributions to national police programmes will partly offset the high one-off costs already incurred and the higher pay costs due to the 7% pay rise from September.

**Evidential Property** – Overspend of £4k/2.1% year to date and projected overspend of £21k/3.1% for the full year, mainly due to the 7% pay rise from September and because we are assuming we will not access funding from the non-returnable detained property reserve.

**Transport Services** – We are over budget by £41k/3.7% year to date, mainly due to a one-off cost for car Wi-Fi equipment and lower insurance income received so far. For the full year we are projecting an overspend of £166k/3.1%, as we expect there to be pressure on the vehicle repair and maintenance budget in the second half of the year. In addition, as the Transport team is nearly fully established and due to the 7% pay rise from September, we are expecting the budgeted vacancy factor not to be achieved, generating a £107k budget pressure. However, our insurance income should catch up and over-achieve against budget for the full year.

**Services Hub & Stores** – We are under budget by £12k/0.8% year to date, and for the full year we are expecting to be £469k/7.6% over budget. The main reason for the full year overspend, is the roll out of new jackets for all officers, which was not decided at the time of budget setting, and which has an expected in-year cost of £432k. Although there are currently 9 FTE vacancies, mainly within the Enquiry Offices and Admin Hub, this has been offset by the 7% pay rise from September and the overtime cost to cover Enquiry Office Vacancies.

**Finance Department** – We are currently £73k/11.3% under budget and the underspend is expected to grow to £285k/11.2% for the full year. The main reasons for the underspend are vacancies within the

finance and payroll teams and in the directorate senior leadership team. In addition, our directorate training budget is forecast to be £48k underspent for the full year.

**Estates & Facilities** – We are £127k/2.8% under budget year to date. Police staff pay is £23k under budget due to 5 FTE vacancies. Rent costs are £55k under budget due to lower inflationary cost increases at some sites, and lower spend than expected for Bridewell car parking and Trinity Road. Income is overachieving by £33k due to additional Salix funding received. In addition, electricity costs are underspent, due to energy reconciliation refunds received, and lower YTD consumption. These underspends are partly offset by overspends on repair and maintenance, due to significant refurbishment costs at Burnham police station.

For the full year we are forecasting to come in line with budget overall. We are expecting police staff pay to be £33k under budget due to vacancies and our rent costs should continue to underspend for the full year. We are projecting a £23k underspend on cleaning costs due to savings achieved in this area. Although our energy consumption is currently under budget, this can be volatile and partly depends on the weather, and we will continue to monitor this area closely. These factors are partly offset by projected overspends on repair and maintenance of our buildings.

**FBS Delivery Programme** – We are £22k/33.0% under budget year to date and projecting this to grow to £61k/22.0% for the full year due to project manager vacancies.

#### **PEOPLE AND ORGANISATIONAL DEVELOPMENT DIRECTORATE**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
HR Operations	673	707	(33)	(4.7%)	2,899	3,032	(133)	(4.4%)
WFP/Resources	412	480	(68)	(14.2%)	1,837	1,955	(118)	(6.1%)
Organisational Development	460	478	(18)	(3.9%)	1,795	1,969	(174)	(8.8%)
Learning	2,202	2,015	187	9.3%	9,703	8,593	1109	12.9%
Occupational Health	283	301	(18)	(6.0%)	1,226	1,210	16	1.3%
Health & Safety	27	28	(1)	(5.1%)	116	117	(1)	(0.7%)
<b>P&amp;OD Directorate</b>	<b>4,057</b>	<b>4,010</b>	<b>47</b>	<b>1.2%</b>	<b>17,574</b>	<b>16,875</b>	<b>699</b>	<b>4.1%</b>

**HR Operations** – Year to date underspend of £33k/ 4.7% and a projected underspend of £133k/4.4%. The year to date underspend is in part due to a £50k yearend accrual for the final Police Now invoice and there has been a reduction in the expected number of candidates. This underspend will increase to £133k for year end, as there is no Police Now officer intake in June 2024. Reasonable Adjustments are included in the above figure, which is currently £39k overspent. With the full year effect of this budget having chairs and furniture being ordered through it, this budget will likely end up further overspent than in 22/23, with the projection currently expected to be around £93k overspent for the year.

**Workforce Planning & Resources** – Year to date underspend of £68k/14.2% and a projected underspend of £188k/6.1% which relates mainly to staff pay currently projecting a year end underspend of £141k, this is due to unfilled vacancies to date, mainly within the WFP team. Staff have been appointed to some roles, but it will be a gradual increase from August onwards, which has been reflected in the Q1 projection. There is a projected £60k underspend on the Resources staff line where there are a small number of vacancies

but a high attrition rate. Police Staff Overtime is overspent mainly due to the Resource team in preparation for the new GRS (Duty rostering) replacement, however a small amount has been incurred by the Establishment Control Team (ECT) due to the large volume of emails/work. The ECT overtime ceased in May. Overall annual overtime projection at Q1 is a £23k overspend.

**Organisational Development** – Year to date underspend of £18k/3.9% and a projected underspend of £174k/8.8%. Police Staff Pay projection to year end is currently £76k overspent due to Leadership Academy (£101k), Diversity & Inclusion (£22k) and Unison (£20k) and this is offset by Org Development underspend of £96k. The Head of Organisational Development post is currently being recruited.

Police Pay is currently £50k underspent, which is projected to rise to £198k, mainly due to vacancies within the Federation (£135k). The Representative Workforce PC role remains vacant £62k (funded by top slice). Consideration needs to be given to removing this post in 2024/25. Supplies & Services are projecting a £49k underspend by year end. This is spread across most of the departments.

**Learning** – Year to date overspend of £187k/9.3% and a projection of £1.1m / 12.9%. Police Officer pay has 3.48 FTE vacancies and is underspent by £42k. Year-end projection is £119k underspent assuming officer levels remain static. Police Staff pay is overspent at Q1 by £193k due to 17.93 FTE over established positions across the Department. A business case for the Leadership Academy has been approved, with perm growth of 2.4 FTE and temporary growth of 2.2 FTE for 2 years. Projected overspend at year end is £857k. A further business case is being submitted to CMB in July, for more temporary and permanent growth, however this has not been reflected in the current Q1 projection to year end.

Police Officer overtime is forecasting to be £29k overspent by year end, mainly connected to the Specials training at weekends. Police Staff overtime is overspent at Q1 and current projection for year end is £42.7k overspent. Supplies & Services are projected to overspend by £281k, mainly attributable to the DHEP fees, which will be funded by a transfer from Reserves in the region of £480k (budget for the reserves sits centrally). The taser budget is projecting an underspend as this is linked to a 5-year spending plan, which is expected to achieve savings.

**Occupational Health** – Year to date underspend of £18k/3.9% and a projected overspend of £16k/1.3%. There is currently a business case being put together for a restructure, which includes a request for growth. The end of year projection at Q1 is based on the current structure. The year end overspend mainly relates to Police Staff Pay (£11k) and the cost of physiotherapy (£10k) offset by underspends elsewhere of £5k.

**LEGAL & COMPLIANCE DIRECTORATE**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Legal & Compliance Directorate	764	645	119	18.5%	2,878	2,708	169	6.3%

**Legal & Compliance** – Year to date under spend of £119k/18.5%. This underspend relates to several subjective areas including supplies & services, income, and comms & computing costs. Income underspend 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 hope to be committed and spent by the end of the financial year. The projection to the year-end is an overspend of £169k/6.3%. Overspend is due to legal costs & services and professional fees where there is an approved overspend for the temporary outsourcing of DPO function.



**DIRECTORATE OF THE CHIEF OF STAFF**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Performance & Assurance	569	544	25	4.5%	2,501	2,227	275	12.3%
Performance & Insight	416	437	(21)	(4.8%)	1,766	1,780	(14)	(0.8%)
Professional Standards	862	812	50	6.1%	4,137	3,310	828	25.0%
Portfolio Management Office	59	67	(8)	(12.6%)	248	284	(36)	(12.6%)
Staff Office	122	111	11	10.3%	537	451	87	19.3%
<b>Directorate of the Chief of Staff</b>	<b>2,028</b>	<b>1,971</b>	<b>57</b>	<b>2.9%</b>	<b>9,191</b>	<b>8,051</b>	<b>1,139</b>	<b>14.1%</b>

**Performance & Assurance** – Year to date overspend of £25k/4.5% and a projected overspend of £275k/12.3%. Police officers are currently over established by 1 Supt and 1 Temp Sgt and this cost is off-set by 0.25 FTE Insp and 1.26 PC FTE. Projected overspend by year end if current staffing levels remain unchanged of £80k. There are currently over established police staff posts including a temp uplift in hours, a temporary post in place until December and 2 posts. FCIR and the Deputy FCIR being moved from Legal into P&A from July for which there is no budget for these position in 2023/24. Staff pay is projecting to be around £200k overspent at the end of the year. An exercise has been completed to identify non pay savings within P&I which will be discussed with SLT and produces a small saving in 2024/25.

**Performance & Insight** – Year to date underspend of £21k/4.8% and a projected underspend of £14k/0.8% to year end. Police Staff pay is projecting an overspend of £44k, partially due to savings identified and taken early and the 7% pay rise. There are also 3 staff roles going through the Grafton process. 2 x PO6-9 to go up to PO9-12 and a PO2-5 to go to PO6-9, which have not been reflected in these figures. There is an under spend on course fees & fees & hired budgets. An exercise has been completed to identify non pay savings within P&I which will be discussed with SLT and which produces some savings in 2024/25.

**Professional Standards** – Year to date overspend of £50k/6.1% and a projected overspend of £828k/25.0%. The projected overspend is primarily due to police officer pay (£472k projected overspend) and police staff pay (projected £232k overspend) compounded by S4 roles being regrades to S5 (12 x FTE rising to 15 FTE in year) but no budget to cover this growth. Police officer overtime projected £48k overspent and Police staff overtime projected £72.5k overspend also contributing. A business case has been submitted to permanently increase the Vetting team by 3 FTE x S5 Force Vetting Researchers and 1 FTE x S4 post, with a further request for temporary posts of – 3 FTE x S5 Force Vetting Researchers posts and 1 FTE x SO1 Snr Vetting Advisor post for 24 months. The paper also included the requirement for some temporary officer growth within PSD. This is 4 FTE x PC's for 18 months and a further 2 FTE x PC's for 6 months to complete the PIB review work.

**Portfolio Management Office** – Year to date underspend £8k/12.6% and a projected underspend of £36k/12.6%. Police Staff pay underspending and will continue to underspend until vacant post is filled. Currently expecting all non-pay budgets to be spent by year end.

**Staff Office** – Year to date overspend of £11k/10.3% and a projected £87k/19.3% overspend. Officer Pay is overspending and will continue to overspend whilst there are 2 DCIs within the Staff Office. This may

reduce if one DCI is successful in gaining promotion. There is an Insp vacancy for the OPCC which is being covered by an Acting PS (with TSA) and he is due to be promoted into the Insp role from Sept 23.

### **CORPORATE COMMUNICATIONS DIRECTORATE**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Corporate Communications	352	473	(121)	(25.5%)	1856	1949	(93)	(4.8%)
Events Team	30	19	11	36.7%	116	69	47	68%
<b>Corporate Communications Directorate</b>	<b>383</b>	<b>492</b>	<b>(109)</b>	<b>(22.1%)</b>	<b>1,972</b>	<b>2,017</b>	<b>(46)</b>	<b>(2.3%)</b>

**Corporate Communications** – Year to date underspend of £121k/25.5% and a projected underspend of £93k/4.8%. The current underspend is due to 5.52FTE under-establishment, 4 SO2 vacancies expected to be filled from September along with a small increase in hours and 2 maternity cover posts also due later in year which will reduce the underspend. This is where the main underspend for Corp Comms is expected to be incurred. S&S - Communications and Computing Costs budget includes £14k of carry forward to cover the Multimedia suite, not yet spent. S&S - Other costs includes a carry forward of £12k and temp budget of £10k for internal TV studio/channel. Carry forward of £50k for various corporate images, branding, photos, advertising, and engagement material. Carry forwards are expected to be spent by year end. There is temporary growth of £28k for training courses and the projection shows that this is unlikely to be spent in full by year end.

**Events Team** – Year to date overspend of £11k/36.7% and a projected £47k/68% overspend. The overspend is because the department is not expected to meet the income target of £50k that was proposed in the recent business case.

### **CENTRAL COSTS**

Department	23/24 YTD Actual £'000	23/24 YTD Budget £'000	23/24 (Under)/ Over £'000	23/24 (Under) / Over %	23/24 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 (Under) / Over £'000	23/24 (Under) / Over %
Pensions	(612)	(218)	(394)	180.4%	6,484	7,051	(567)	(8.0%)
Officer & Staff Allowances	361	664	(303)	(45.7%)	(15,037)	(3,911)	(11,126)	284.5%
Central Costs	2,373	2,121	252	11.9%	5,246	5,923	(676)	(11.4%)
Covid 19	10	0	10	0.0%	15	0	15	0.0%
Central Adjustment & Savings	0	(242)	242	(100%)	0	290	(290)	(100%)
<b>Central Costs</b>	<b>2,131</b>	<b>2,325</b>	<b>(193)</b>	<b>(8.3%)</b>	<b>(3,291)</b>	<b>9,353</b>	<b>(12,644)</b>	<b>(135.2%)</b>

**Pensions** – Year to date an underspend of £394k/180.4% is due to reduction in costs of ill health retirements. The forecast shows an underspend of £567k/8.0% against the planned budget. The budget was incorrectly set too high using average lump sum payments, this has now been corrected for and is

revised to twice the average pensionable pay for the officer concerned. We are still forecasting 12 claimants but now at a lower rate.

**Officer & Staff Allowances** – The year-to-date underspend of £303k/45.7% is due to budget set aside for PCDA pay point 0 uplift and unbudgeted income for UWE PCDA drawback. The forecasted position of an underspend of £11.1m/284.5% is due to several factors and assumes the following adjustments.

- £3.5m force wide adjustment for additional police officer leavers to offset the cost of new PCDA and DHEP joiners. It is assumed that on average we will see 22 FTE leavers per month across all ranks to the end of the financial year. 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.
- £479k force wide adjustment for 7% pay award with effect from September on Officer, Staff & PCSO overtime. Adjustment calculated based on forecast average month cost per area, uplifted by 7% for September to March. Adjustment made centrally due to timescales and complexity of forecasting overtime.
- £7.7m for additional grant funding to support the in-year cost pressure associated with the revised police officer and staff/PCSO pay award. The budget assumed a pay award increase of 3% from September, but this has now been revised to 7% across all ranks. This will be subject to negotiations for staff, but 7% has been assumed in forecasts.

**Central Adjustments and Savings** – Forecasted underspend of £290k/100%. This represents an overachievement on the 2023/24 savings target of £3.7m. Against the saving target of £3.7m we have so far identified saving and adjustments of £3.9m which gives us a surplus balance of £290k to offset future savings/growth requirements. To date these are the adjustments that have taken place to each this surplus balance:

- £1.6m has been taken for year 1 police staff savings. This equates to a reduction of 36 FTE and has been identified through the work the core planning team has undertaken.
- £1.4m saving in PCSO vacancy factor increase. This effectively is increasing the vacancy factor in Neighbourhood policing and recognising that the department will hold 34 PCSO vacancies.
- £45k for other police staff adjustments. £12k relates to the residual balance on the uplift resequencing and £33k relates a permanent adjustment in support of temporary budget pressures around the implementation of pension remedy.
- £308k price adjustment on electricity budgets. When we last updated the MTFP, energy prices were at a record high. We now recognise a reduction in pricing and therefore a permanent adjustment can be made to the budget based on current trends.
- £168k permanent price adjustment on Gas budgets. As explained above.
- £296k permanent price adjustment on fuel budgets. As explained above.
- A £111k in year adjustment on NPAS costs. This is not a permanent adjustment and is reflective of the fixed and variable element of the pricing model for NPAS.
- A £148k adjustment on Collaborations which are various corrections to our Collaboration budgets and can be permanently adjusted.
- £63k adjustments on other budgets. This relates to the local resilience forum budget where we have over provided and will need to permanently adjust.

Offsetting these savings and adjustments are additional budgetary pressures that need to be factored in and they include:

- £108k for business rates increase at HQ.
- £133k inflationary increase on the PFI model. This is reflective of where current inflation rates are and the impact this has on the PFI costing model.

**Covid-19 costs** – Year to date overspend of £10k and a forecasted position of an overspend of £15k. This is covering residual spend and going forward the budget area will be closed.

### Central Costs

ANNEX B - Mgt Structure 2023/24 Revenue Report June 2023	23/24	23/24	Over/	Over/	Q1 Projected Outturn	23/24	23/24 Projected	Over/	Over/
	YTD	YTD	(Under)	(Under)		Annual Budget	Over/	(Under)	(Under)
	Actual	Budget	£'000	%		£'000	£'000	£'000	%
Bristol Airport	0	(14)	15	(102.1%)	52	(59)	111	(188.0%)	
Glastonbury Festival	(747)	(785)	38	(4.9%)	(608)	(743)	135	(18.2%)	
HQ Central	3,223	3,343	(121)	(3.6%)	8,734	9,341	(607)	(6.5%)	
Reserves	(142)	(372)	230	(61.8%)	(3,105)	(2,412)	(692)	28.7%	
UC Claims	191	0	191	0.0%	456	0	456	0.0%	
Wilfred Fuller	(152)	(51)	(101)	198.4%	(283)	(204)	(79)	38.9%	
<b>Central Costs</b>	<b>2,373</b>	<b>2,121</b>	<b>252</b>	<b>11.9%</b>	<b>5,246</b>	<b>5,923</b>	<b>(676)</b>	<b>(11.4%)</b>	

**Bristol Airport** – a year to date overspend of £15k/102.1% which is forecasted to be a £111k/188% overspend by year end. This overspend is due to 7% forecasted pay award and 1.9 FTE over on PC in the establishment.

**Glastonbury** – a forecasted overspend of £135k/18.2% against the planned budget. The variance here is driven by increased overtime expenditure that is offset by income received for the event.

**HQ Central** – a year to date underspend of £121k/3.6% which is forecasted to increase to an underspend of £607k/6.5%. The variance here is driven by increased income forecast against investments. Higher Bank of England interest rates are increasing the return on cash held.

### Reserves

Subjective	YTD Actual	YTD Budget	YTD Variance	Q1 projection	Annual Budget	Q1 Under / Over
Police Officer pay and allowances	0	22	(22)	0	(24)	24
S&S - Other costs	0	(14)	14	25	741	(716)
Transfers to/(from) reserves	(142)	(380)	238	(3,130)	(3,130)	0
<b>TOTAL</b>	<b>(142)</b>	<b>(372)</b>	<b>230</b>	<b>(3,105)</b>	<b>(2,412)</b>	<b>(692)</b>

**Supplies & Services other costs** – is forecasting an under spend of £716k which relates to additional budgets yet to be devolved out and they include: £477k for provision of new jackets for Officers; £166k relating to budget set aside for regional Airbox licences; £73k to support any additional training requirements (forecast assumes that £25k to be spent on Lime Culture business case).

**Transfer to/(from) reserves** – is forecasting a break-even position. In this we include the following reserve movements in support of budget pressures;

- Release of £142k carry forwards relating to expenditure that could not be completed in 2022/23
- Release of £446k reserves to support PCDA scale point 0 uplift (increase of £2k to point 0 to improve attraction and retention);
- Release of £505k reserves to support DHEP fees in Learning;
- Release of £436k reserves to support TVP's in CID; and
- Release of £1.6m grant funding for additional uplift recruitment achieved in 2022/23. With this reserve release we have added budget to the reserve line and to pay budgets in Patrol of equal value.

**UC Claims** – is forecasting an overspend of £456k in support of historical claims which will be covered by the provision held.

**Wilfred Fuller** – £79k over-achievement against budget expected for the full year, based on the latest schedule provided by Operational Training. We have increased our charge out prices for training courses from Jan 2023 (these increases had not been implemented at time of budget setting). In addition, we are now expecting greater income for POTC, EG and FIT courses than budgeted.

#### 4. PART TWO – 2023/24 CAPITAL & PROJECTS BUDGET PERFORMANCE

The capital plan for 2023/24 totalled £22.8m with the addition of carry forwards of capital schemes in progress amounting to £2.2m at the end of 2022/23. 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 £25.7m for 2023/24.

The table below summarises this movement:

	23/24 Plan	C/Fwd. from 22/23	TOTAL Plan	Adjusts	TOTAL Revised Plan
	£'000	£'000	£'000	£'000	£'000
Asset Replacement & Renewal	9,312	1,255	10,567	105	10,672
Digital Projects	2,969	304	3,273	0	3,273
Estate Projects	1,942	32	1,974	3	1,977
Revenue Projects	7,413	622	8,035	0	8,035
Funded or part funded projects	1,203	0	1,203	521	1,724
<b>TOTAL</b>	<b>22,839</b>	<b>2,213</b>	<b>25,052</b>	<b>629</b>	<b>25,680</b>

#### 2022/23 CAPITAL PROGRAMME OUTTURN

At the end of Quarter 1, 2023/24 £1.5m (6%) of the capital programme had been spent, further details of which are included within Annex F. We are anticipating being £5.8m underspent against budget by the end of the year. The main underspend relates to ICT where budget is no longer required this year due to delays in obtaining accurate costings. The key highlights of the capital plan are as follows:

	Total Plan	Actual Outcome		Forecast Outturn		Over/ (Under)	
	£'000	£'000	%	£'000	%	£'000	%
Asset Replacement & Renewal	10,672	499	4.7%	8,255	77.4%	(1,917)	(18.0%)
Digital Projects	3,273	214	6.5%	669	20.4%	(2,390)	(73.0%)
Estate Projects	1,977	80	4.0%	3,365	170.2%	1,468	74.3%
Revenue Projects	8,035	521	0.0%	4,462	55.5%	(3,052)	0.0%
Funded or part funded projects	1,724	151	8.7%	1,649	95.7%	76	4.4%
<b>TOTAL</b>	<b>25,680</b>	<b>1,465</b>	<b>5.7%</b>	<b>18,400</b>	<b>71.7%</b>	<b>(5,815)</b>	<b>(22.6%)</b>

#### **ASSET REPLACEMENT AND RENEWAL**

£0.5m (5% of the plan) has been spent on asset replacement and renewal by the end of Quarter 1, and we are projecting to be £1.9m underspend against the plan at the end of the year. We expect to spend £8.3m (77% of the plan) by 31 March 2024.

- IT Renewal and replacements - £0.4m expenditure incurred to date, mainly on Storage and back up, servers, Airwave handsets and mobiles, with a further £0.6m spend planned for the rest of the year mainly on user devices (laptops and monitors) video conferencing and replacement of airwave

handsets. We expect to be £1.5m under budget by the end of the year: primarily driven by underspend on the user devices (£1.4m) where the level of requirement isn't as expected.

- Estates rolling replacement and renewal – £51.5k expenditure to date, mainly on Drugs team area refurbishment at HQ and canteen at KSH. We expect to spend a further £1.4m spend this year, and our forecast suggests we will be £0.4m under budget. The main area of spend is the replacement of the cooling system in the HQ Operations building, for which we are forecasting £736k expenditure this financial year and £648k next financial year. The design should be completed within the next three months, however the timeline for the construction is uncertain and depends on lead times. Other forecast areas of spend include £86k on HQ kitchen, £271k on HQ electrical works for back-up generators, £54k on Concorde House Roof and £69.6k on Burnham Police Station Roof.
- Vehicle replacements - £0.1m has been spent on replacement vehicles in Quarter 1. We anticipate £5.6m spend for the full, in line with budget. We have already raised £4.6m of purchase orders and anticipate a further £0.9m purchase orders to be raised for delivery this year. Lead times of manufacturers has improved for some vehicles since the prior year; however, lack of drivers in the UK is still causing some delays. Key areas of projected spend include £1.9m on Ops Support, £1.2m on Response, £0.9m on Neighbourhood & Partnerships, £0.8m on Tactical Support Team and £0.4m on Investigations.
- Capital Equipment Replacement – Expenditure of £1k incurred to date, mainly on ANPR replacement hardware and we anticipate a further £753k to be incurred during 2023/24 on ANPR, Taser replacement and Weapons.

## DIGITAL PROJECTS

£214k capital spend was incurred to the end of Quarter 1 for digital projects on the National enabling programme and IBM redaction tool.

A further £0.7m (20% of the plan) is forecast to be incurred in the year on NEP, Transformation and Network access layer. We are projecting to be £2.4m underspent against budget mainly due to no planned resources on various projects. The underspend includes the following: -

- Data Platform - £1m
- Niche rebuild - £450k
- MS365 - £200k

## REVENUE PROJECTS

Included in this section are the ERP and Transformation projects that can have elements of capital and revenue expenditure. The revenue cost will be funding by the contribution from revenue to capital and will be classed as non-enhancing expenditure.

£0.5m has been spent on the revenue projects by end of Quarter 1. We are forecasting further spend of £4.5m to create an underspend of £3.1m.

ERP Project – Forecasting a further spend of £4.2 m coming under budget by £1.4m

Transformation Project – No current spends, forecasting further spend of £0.2m creating an underspend of £1.6m driven by reduced volume of professional services required against budget.

## ESTATES PROJECTS

At the end of Quarter 1 £79.8k (4% of the plan) had been spent on the Estates programme. We are forecasting expenditure of £3.4m (174% of the plan) for the full year and we are projecting a £1.5m overspend against budget. The main reason for the overspend is the expected purchase of a property in

Bath for £1.8m. We provisioned for spend on our Bath Estate in the capital plan in future years, but we are now progressing an opportunity that has arisen earlier than expected.

Further details of projects are as follows: -

- South Somerset– we are expecting to spend £284k this financial year on fees for Horsey Lane police station refurbishment, Yeovil vehicle workshop and Chard police station refurbishment. There could be further construction costs on Chard in Quarter 4, but this depends on how quickly planning permission can be obtained.
- Broadbury Road - £862k spend forecast for the year, £72k under budget. The project has been slightly delayed, partly because planning permission is taking longer than expected to obtain. Demolition of the custody area is still expected to take place this year, and the construction phase should begin in Quarter 4.
- Bristol Trinity Road – we are forecasting £30k expenditure this financial year, mainly on fees.
- Bath - £1.75m expected purchase of property in Bath. We partly provisioned for spend on our Bath Estates in future years, but we are now moving quickly to secure a property in the centre of the city which meets our long-term requirements.
- Minehead -We are expecting to spend £420k for purchase of new site at Minehead in the current financial year. This was provisioned in the MTFP in 2024/25, but we are moving more quickly than expected, as a suitable opportunity has arisen.
- Electric Car Charging – A further £38.5k spend is forecast to be incurred at three sites this financial year.
- Taser Storage – no further spend expected, while the project is reviewed, and alternative solutions explored.

#### **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 £1.6m will be spent in 23/24 and the key highlights from this element of the capital plan include:

- CTPSW vehicles -£320k
- Southwest Regional Organised Crime Unit vehicles -£604k
- CTPSW Premises - £255k
- Blackrock Vehicles - £403k

#### **CAPITAL FUNDING**

The unutilised borrowing from 21/22 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 shows a forecasted year end underspend of £1.2m which is 0.3% of the total revenue budget. The underlying under spends in the main is driven by an overachievement against income as we continue to benefit from high Bank of England interest rates. However, this position does conceal a forecasted overspend of £8.0m on employee costs because of the increased pay award and continuing pressures around overtime. The government have confirmed that police officers will be in receipt of 7% pay award effective from September and this will be supported by additional grant funding from the Home Office. We are yet to receive confirmation of the police staff and PCSO pay award however, for forecasting purpose we have assumed a 7% pay award. The estimated cost of this increased pay award is circa. £6.4m. Against non-pay we continue to see inflationary pressures around repairs and maintenance costs in estates and transport. We continue to make good progress around identifying savings and currently have managed to achieve the £3.7m target set in the budget with a net balance of £290k.

The capital forecast is evolving and against a plan budget of £25.7m we forecast to spend £18.4m which is 71.7% of the total planned capital budget. This leaves a forecasted underspend of £5.8m/22.6%. The plan is to continue working closely with Directorates and look for opportunities to accelerate capital programmes to be delivered by year end.

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



OFFICIAL

ANNEX A - Subjective Structure 2023/24 Revenue Report June 2023	23/24	23/24	Over/	Over/	Q1 Projected	23/24	23/24 Projected	Over/
	YTD	YTD	(Under)	(Under)	Outturn	Annual Budget	Over/	(Under)
	Actual	Budget	£'000	%	£'000	£'000	£'000	%
Police Officer pay and allowances	43,184	42,706	479	1.1%	178,251	175,219	3,032	1.7%
Police Officer Overtime	2,454	2,066	388	18.8%	9,355	6,558	2,798	42.7%
Police Staff pay and allowances	24,573	25,096	(523)	(2.1%)	103,460	101,929	1,532	1.5%
Police Staff Overtime	562	348	214	61.4%	2,340	1,256	1,084	86.3%
PCSO pay and allowances	3,088	3,122	(34)	(1.1%)	12,962	12,735	226	1.8%
PCSO Overtime	41	27	15	54.2%	106	68	39	57.8%
Indirect Employee Expenses	273	404	(131)	(32.5%)	1,655	1,823	(168)	(9.2%)
Pensions	1,857	2,239	(382)	(17.1%)	8,400	8,948	(548)	(6.1%)
<b>EMPLOYEE COSTS</b>	<b>76,032</b>	<b>76,008</b>	<b>24</b>	<b>0.0%</b>	<b>316,530</b>	<b>308,535</b>	<b>7,995</b>	<b>2.6%</b>
<b>PREMISES COSTS</b>	<b>4,583</b>	<b>4,667</b>	<b>(84)</b>	<b>(1.8%)</b>	<b>17,997</b>	<b>17,896</b>	<b>101</b>	<b>0.6%</b>
<b>TRANSPORT COSTS</b>	<b>1,246</b>	<b>1,205</b>	<b>41</b>	<b>3.4%</b>	<b>5,360</b>	<b>5,028</b>	<b>332</b>	<b>6.6%</b>
<b>S&amp;S - COMMUNICATIONS AND COMPUTING COSTS</b>	<b>5,247</b>	<b>5,417</b>	<b>(170)</b>	<b>(3.1%)</b>	<b>26,116</b>	<b>26,291</b>	<b>(175)</b>	<b>(0.7%)</b>
<b>S&amp;S - FORENSICS COSTS</b>	<b>12</b>	<b>16</b>	<b>(4)</b>	<b>(25.3%)</b>	<b>77</b>	<b>64</b>	<b>13</b>	<b>20.2%</b>
<b>S&amp;S - OTHER COSTS</b>	<b>5,195</b>	<b>5,116</b>	<b>80</b>	<b>1.6%</b>	<b>15,756</b>	<b>15,846</b>	<b>(91)</b>	<b>(0.6%)</b>
<b>PARTNERSHIP COSTS (3RD PARTY PAYMENTS)</b>	<b>5,265</b>	<b>5,566</b>	<b>(301)</b>	<b>(5.4%)</b>	<b>20,069</b>	<b>20,326</b>	<b>(257)</b>	<b>(1.3%)</b>
<b>TRANSFERS TO/(FROM) RESERVES</b>	<b>(494)</b>	<b>(697)</b>	<b>203</b>	<b>(29.1%)</b>	<b>(3,975)</b>	<b>(4,018)</b>	<b>43</b>	<b>(1.1%)</b>
<b>CAPITAL FINANCING COSTS</b>	<b>3,526</b>	<b>3,513</b>	<b>13</b>	<b>0.4%</b>	<b>10,015</b>	<b>10,007</b>	<b>8</b>	<b>0.1%</b>
<b>ADJUSTMENTS &amp; SAVINGS IDENTIFIED</b>	<b>0</b>	<b>(242)</b>	<b>242</b>	<b>0.0%</b>	<b>0</b>	<b>290</b>	<b>(290)</b>	<b>(100.0%)</b>
<b>TOTAL CONSTABULARY EXPENDITURE</b>	<b>100,612</b>	<b>100,569</b>	<b>43</b>	<b>0.0%</b>	<b>407,944</b>	<b>400,266</b>	<b>7,679</b>	<b>1.9%</b>
INCOME - SPECIAL GRANTS	(4,684)	(4,651)	(33)	0.7%	(23,670)	(15,887)	(7,783)	49.0%
INCOME - OTHER	(6,128)	(5,247)	(881)	16.8%	(18,218)	(17,172)	(1,046)	6.1%
<b>TOTAL CONSTABULARY INCOME</b>	<b>(10,812)</b>	<b>(9,898)</b>	<b>(914)</b>	<b>9.2%</b>	<b>(41,888)</b>	<b>(33,059)</b>	<b>(8,829)</b>	<b>26.7%</b>
<b>TOTAL CONSTABULARY (exc Misc/Grants/Secondees)</b>	<b>89,800</b>	<b>90,671</b>	<b>(872)</b>	<b>(1.0%)</b>	<b>366,056</b>	<b>367,206</b>	<b>(1,150)</b>	<b>(0.3%)</b>
MISCELLANEOUS	28	0	28	0.0%	0	0	0	0.0%
GRANTS	(1,131)	(836)	(294)	35.2%	(2,339)	(2,339)	(0)	0.0%
SECONDEES	(0)	(3)	3	(100.0%)	0	0	0	0.0%
<b>TOTAL CONSTABULARY</b>	<b>88,697</b>	<b>89,832</b>	<b>(1,135)</b>	<b>(1.3%)</b>	<b>363,717</b>	<b>364,868</b>	<b>(1,151)</b>	<b>(0.3%)</b>
OFFICE OF THE POLICE AND CRIME COMMISSIONER	505	575	(69)	(12.0%)	2,208	2,212	(4)	(0.2%)
COMMISSIONING COSTS	(114)	(121)	7	(6.0%)	2,392	2,393	(1)	(0.1%)
<b>TOTAL OPCC AND COMMISSIONING</b>	<b>391</b>	<b>453</b>	<b>(62)</b>	<b>(13.7%)</b>	<b>4,599</b>	<b>4,605</b>	<b>(6)</b>	<b>(0.1%)</b>
<b>TOTAL REVENUE EXPENDITURE</b>	<b>89,088</b>	<b>90,286</b>	<b>(1,197)</b>	<b>(1.3%)</b>	<b>368,316</b>	<b>369,473</b>	<b>(1,157)</b>	<b>(0.3%)</b>

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ANNEX B - Mgt Structure 2023/24 Revenue Report June 2023	23/24 YTD Actual	23/24 YTD Budget	Over/ (Under)	Over/ (Under)	Q1 Projected Outturn	23/24 Annual Budget	23/24 Projected Over/ (Under)	Over/ (Under)
	£'000	£'000	£'000	%	£'000	£'000	£'000	%
Neighbourhood Policing	7,175	9,059	(1,884)	(20.8%)	33,372	36,879	(3,506)	(9.5%)
Road Safety	16	19	(2)	(11.1%)	132	80	52	65.9%
Offender Management	1,799	1,963	(163)	(8.3%)	7,376	7,693	(316)	(4.1%)
Victims and Safeguarding	1,131	1,278	(147)	(11.5%)	4,959	5,207	(247)	(4.8%)
Citizens in Policing	108	145	(37)	(25.7%)	539	587	(48)	(8.1%)
Serious & Violent Crime	212	368	(156)	(42.4%)	800	800	0	0.0%
ADDER Drugs	222	231	(9)	(3.9%)	563	563	0	0.0%
Operation Remedy	1,756	1,842	(85)	(4.6%)	7,275	7,803	(528)	(6.8%)
<b>NEIGHBOURHOOD &amp; PARTNERSHIP</b>	<b>12,420</b>	<b>14,903</b>	<b>(2,483)</b>	<b>(16.7%)</b>	<b>55,016</b>	<b>59,610</b>	<b>(4,593)</b>	<b>(7.7%)</b>
Command and Control	5,919	5,878	41	0.7%	25,192	23,680	1,512	6.4%
Patrol	14,632	13,528	1,104	8.2%	61,909	55,858	6,051	10.8%
Detainee Investigation Support	2,156	2,092	64	3.1%	8,578	8,418	160	1.9%
<b>RESPONSE</b>	<b>22,707</b>	<b>21,497</b>	<b>1,209</b>	<b>5.6%</b>	<b>95,680</b>	<b>87,956</b>	<b>7,724</b>	<b>8.8%</b>
<i>Criminal Justice</i>	<i>4,104</i>	<i>4,044</i>	<i>61</i>	<i>1.5%</i>	<i>16,982</i>	<i>16,357</i>	<i>625</i>	<i>3.8%</i>
<i>Speed Enforcement</i>	<i>228</i>	<i>(62)</i>	<i>289</i>	<i>(470.0%)</i>	<i>(1,358)</i>	<i>(1,568)</i>	<i>209</i>	<i>(13.4%)</i>
Criminal Justice	4,332	3,982	350	8.8%	15,623	14,789	835	5.6%
Operations Major Incidents	16	15	2	11.3%	16	168	(152)	(90.3%)
Operations	2,672	2,548	124	4.9%	10,440	10,560	(121)	(1.1%)
Intelligence and Tasking	2,909	3,261	(353)	(10.8%)	11,609	12,804	(1,194)	(9.3%)
Tactical Support Team	3,474	3,550	(76)	(2.1%)	14,151	14,497	(346)	(2.4%)
<b>OPERATIONAL SUPPORT</b>	<b>13,404</b>	<b>13,357</b>	<b>47</b>	<b>0.4%</b>	<b>51,840</b>	<b>52,818</b>	<b>(979)</b>	<b>(1.9%)</b>
CID	11,205	9,827	1,378	14.0%	47,798	39,955	7,843	19.6%
CID Major Incidents	75	110	(35)	(31.7%)	266	584	(317)	(54.3%)
<b>CID</b>	<b>11,280</b>	<b>9,936</b>	<b>1,343</b>	<b>13.5%</b>	<b>48,065</b>	<b>40,539</b>	<b>7,526</b>	<b>18.6%</b>
Scientific Investigation	2,230	2,382	(152)	(6.4%)	9,525	9,527	(3)	(0.0%)
Major Crime Investigation	1,495	1,520	(25)	(1.6%)	6,244	6,157	87	1.4%
MCIT Major Incidents	79	177	(97)	(55.2%)	173	177	(4)	(2.2%)
South West ROCU	1,268	1,268	0	0.0%	5,073	5,073	0	0.0%
Black Rock	321	321	0	0.0%	1,283	1,283	0	0.0%
Counter Terrorism Specialist Firearms	72	203	(131)	(64.7%)	872	836	36	4.3%
SWPCP ACC	46	46	0	0.0%	184	184	0	0.0%
SWPPS Collaboration	140	137	2	1.8%	552	550	2	0.5%
Regional Collaboration	53	53	0	0.0%	388	402	(14)	(3.5%)
Disaster Victim Identification	1	0	1	0.0%	60	58	1	0.0%
<b>COLLABORATION</b>	<b>5,705</b>	<b>6,107</b>	<b>(402)</b>	<b>(6.6%)</b>	<b>24,353</b>	<b>24,248</b>	<b>106</b>	<b>0.4%</b>
Information Technology Directorate	6,544	6,892	(347)	(5.0%)	27,732	28,321	(590)	(2.1%)
<b>INFORMATION TECHNOLOGY DIRECTORATE</b>	<b>6,544</b>	<b>6,892</b>	<b>(347)</b>	<b>(5.0%)</b>	<b>27,732</b>	<b>28,321</b>	<b>(590)</b>	<b>(2.1%)</b>
Chief Officer Group	574	543	31	5.7%	2,230	2,201	29	1.3%
Evidential Property	174	170	4	2.1%	719	697	21	3.1%
Transport Services	1,151	1,110	41	3.7%	5,608	5,442	166	3.1%
Services Hub & Stores	1,465	1,476	(12)	(0.8%)	6,668	6,199	469	7.6%
Finance Department	573	646	(73)	(11.3%)	2,258	2,543	(285)	(11.2%)
Estates and Facilities Department	4,395	4,522	(127)	(2.8%)	17,350	17,351	(1)	(0.0%)
FBS Delivery Programme	46	68	(22)	(33.0%)	216	277	(61)	(22.0%)
<b>FINANCE &amp; BUSINESS SERVICES DIRECTORATE</b>	<b>8,377</b>	<b>8,535</b>	<b>(158)</b>	<b>(1.9%)</b>	<b>35,048</b>	<b>34,710</b>	<b>338</b>	<b>1.0%</b>
HR Operations	673	707	(33)	(4.7%)	2,899	3,032	(133)	(4.4%)
Organisational Development	460	478	(18)	(3.9%)	1,795	1,969	(174)	(8.8%)
Learning	2,202	2,015	187	9.3%	9,702	8,593	1,109	12.9%
Occupational Health	283	301	(18)	(6.0%)	1,226	1,210	16	1.3%
Health & Safety	27	28	(1)	(5.1%)	116	117	(1)	(0.7%)
Futures Programme	(0)	0	0	0.0%	0	0	0	0.0%
Workforce Planning & Resources	412	480	(68)	(14.2%)	1,837	1,955	(118)	(6.1%)
<b>PEOPLE &amp; ORG DEVELOPMENT DIRECTORATE</b>	<b>4,057</b>	<b>4,010</b>	<b>47</b>	<b>1.2%</b>	<b>17,574</b>	<b>16,875</b>	<b>699</b>	<b>4.1%</b>
Legal & Compliance	764	645	119	18.5%	2,878	2,708	169	6.3%
<b>LEGAL &amp; COMPLIANCE DIRECTORATE</b>	<b>764</b>	<b>645</b>	<b>119</b>	<b>18.5%</b>	<b>2,878</b>	<b>2,708</b>	<b>169</b>	<b>6.3%</b>
Performance & Assurance	569	544	25	4.5%	2,501	2,227	275	12.3%
Performance & Insight	416	437	(21)	(4.8%)	1,766	1,780	(14)	(0.8%)
Professional Standards Department	862	812	50	6.1%	4,138	3,310	828	25.0%
Portfolio Management Office	59	67	(8)	(12.6%)	248	284	(36)	(12.6%)
Staff Office	122	111	11	10.3%	538	451	87	19.3%
<b>DIRECTORATE OF THE CHIEF OF STAFF</b>	<b>2,028</b>	<b>1,971</b>	<b>57</b>	<b>2.9%</b>	<b>9,191</b>	<b>8,052</b>	<b>1,139</b>	<b>14.1%</b>
Corporate Communications	383	492	(109)	(22.2%)	1,972	2,017	(46)	(2.3%)
<b>CORPORATE COMMUNICATIONS DIRECTORATE</b>	<b>383</b>	<b>492</b>	<b>(109)</b>	<b>(22.2%)</b>	<b>1,972</b>	<b>2,017</b>	<b>(46)</b>	<b>(2.3%)</b>
Pensions	(612)	(218)	(394)	180.4%	6,484	7,051	(567)	(8.0%)
Officer & Staff Allowances	361	664	(303)	(45.7%)	(15,037)	(3,911)	(11,126)	284.5%
Bristol Airport	0	(14)	15	(102.1%)	52	(59)	111	(188.0%)
Glastonbury Festival	(747)	(785)	38	(4.9%)	(608)	(743)	135	(18.2%)
HQ Central	3,223	3,343	(121)	(3.6%)	8,734	9,341	(607)	(6.5%)
Reserves	(142)	(372)	230	(61.8%)	(3,105)	(2,412)	(692)	28.7%
UC Claims	191	0	191	0.0%	456	0	456	0.0%
Wilfred Fuller	(152)	(51)	(101)	198.4%	(283)	(204)	(79)	38.9%
<b>Central Costs</b>	<b>2,373</b>	<b>2,121</b>	<b>252</b>	<b>11.9%</b>	<b>5,246</b>	<b>5,923</b>	<b>(676)</b>	<b>(11.4%)</b>
Covid 19	10	0	10	0.0%	15	0	15	0.0%
Central Savings	0	(242)	242	(100.0%)	0	290	(290)	(100.0%)
Student Officers	0	0	0	0.0%	0	0	0	0.0%
<b>CENTRAL COSTS</b>	<b>2,131</b>	<b>2,325</b>	<b>(193)</b>	<b>(8.3%)</b>	<b>(3,291)</b>	<b>9,353</b>	<b>(12,644)</b>	<b>(135.2%)</b>
<b>TOTAL CONSTABULARY (exc Misc/Grants/Secondees)</b>	<b>89,800</b>	<b>90,671</b>	<b>(872)</b>	<b>(1.0%)</b>	<b>366,056</b>	<b>367,206</b>	<b>(1,150)</b>	<b>(0.3%)</b>
MISCELLANEOUS	28	0	28	0.0%	0	0	0	0.0%
GRANTS	(1,131)	(836)	(294)	35.2%	(2,339)	(2,339)	(0)	0.0%
SECONDEES	(0)	(3)	3	(100.0%)	0	0	0	0.0%
<b>TOTAL CONSTABULARY</b>	<b>88,697</b>	<b>89,832</b>	<b>(1,135)</b>	<b>(1.3%)</b>	<b>363,717</b>	<b>364,868</b>	<b>(1,151)</b>	<b>(0.3%)</b>
OFFICE OF THE POLICE AND CRIME COMMISSIONER	505	575	(69)	(12.0%)	2,208	2,212	(4)	(0.2%)
COMMISSIONING COSTS	(114)	(121)	7	(6.0%)	2,392	2,393	(1)	(0.1%)
<b>TOTAL OPCC AND COMMISSIONING</b>	<b>391</b>	<b>453</b>	<b>(62)</b>	<b>(13.7%)</b>	<b>4,599</b>	<b>4,605</b>	<b>(6)</b>	<b>(0.1%)</b>
<b>TOTAL REVENUE EXPENDITURE</b>	<b>89,088</b>	<b>90,286</b>	<b>(1,197)</b>	<b>(1.3%)</b>	<b>368,316</b>	<b>369,473</b>	<b>(1,157)</b>	<b>(0.3%)</b>

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ANNEX C - Funding 2023/24 Revenue Report June 2023	22/23	22/23	Over/	Over/	Projected Outturn	22/23	22/23	Over/	Over/
	YTD	YTD	(Under)	(Under)		Annual Budget	Projected	(Under)	(Under)
	Actual	Budget	£'000	%		£'000	£'000	£'000	%
Funding - Police Grant	(32,377)	(32,416)	39	(0.1%)	(129,508)	(129,508)	0	(0.0%)	
Funding - DCLG	(16,969)	(16,990)	20	(0.1%)	(67,877)	(67,877)	(0)	0.0%	
Funding - Council Tax Support Grant	(11,378)	(11,378)	0	(0.0%)	(11,378)	(11,378)	0	(0.0%)	
Funding - Council Tax Freeze	(3,331)	(3,331)	0	(0.0%)	(3,331)	(3,331)	0	(0.0%)	
Precepts	(39,041)	(39,340)	298	(0.8%)	(157,171)	(157,171)	0	(0.0%)	
Funding - MOJ Grant	0	0	0	0.0%	0	0	0	0.0%	
Transfer to/from reserves	(208)	0	(208)	0.0%	(208)	(208)	0	0.0%	
<b>FORCE FUNDING</b>	<b>(103,305)</b>	<b>(103,454)</b>	<b>149</b>	<b>(0.1%)</b>	<b>(369,473)</b>	<b>(369,473)</b>	<b>(0)</b>	<b>0.0%</b>	
<b>TOTAL CONSTABULARY FUNDING</b>	<b>(103,305)</b>	<b>(103,454)</b>	<b>149</b>	<b>(0.1%)</b>	<b>(369,473)</b>	<b>(369,473)</b>	<b>(0)</b>	<b>0.0%</b>	

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ANNEX D										
Police Officer Overtime										
June 23	Apr-23	May-23	Jun-23	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent
Neighbourhood Policing	37,422	67,900	68,712	174,034	219,343	- 45,309		493,708	508,200	- 14,492
Road Safety	- 10,908	261	-	- 10,647	-	- 10,647		42,661	-	42,661
Offender Management	2,244	10,215	15,573	28,033	8,597	19,436		119,695	51,600	68,095
Victims and Safeguarding	86	-	371	457	2,132	- 1,675		6,743	12,800	- 6,057
Citizens in Policing	666	-	-	666	-	666		3,952	-	3,952
Serious & Violent Crime	28,014	35,412	34,408	97,834	258,574	- 160,739		567,601	567,600	1
ADDER Drugs	1,662	3,442	5,854	10,958	-	- 10,958		-	-	-
Operation Remedy	1,663	44,910	41,619	88,192	50,030	38,162		486,545	300,300	186,245
<b>NEIGHBOURHOOD &amp; PARTNERSHIP</b>	<b>60,850</b>	<b>162,140</b>	<b>166,538</b>	<b>389,528</b>	<b>538,676</b>	<b>- 149,148</b>	<b>-27.7%</b>	<b>1,720,905</b>	<b>1,440,500</b>	<b>280,405</b>
Command and Control	10,928	22,618	13,896	47,441	22,883	24,558		175,903	50,100	125,803
Patrol	75,531	346,564	327,887	749,982	697,211	52,770		2,781,829	1,948,200	833,629
Detainee Investigation Support	3,103	17,498	17,021	37,621	44,798	- 7,177		152,748	108,900	43,848
<b>RESPONSE</b>	<b>89,562</b>	<b>386,679</b>	<b>358,803</b>	<b>835,043</b>	<b>764,892</b>	<b>70,151</b>	<b>9.2%</b>	<b>3,110,480</b>	<b>2,107,200</b>	<b>1,003,280</b>
Criminal Justice	17,598	23,311	21,300	62,209	59,157	3,052		195,680	210,400	- 14,720
Operations Major Incidents	5,124	1,569	7,045	13,738	47,714	- 33,976		13,738	286,400	- 272,662
Operations	67,466	113,807	89,551	270,824	51,546	219,278		800,021	309,400	490,621
Intelligence and Tasking	8,310	9,523	4,957	22,790	24,880	- 2,090		77,720	79,500	- 1,780
Tactical Support Team	102,402	95,199	105,340	302,940	101,328	201,612		869,399	426,800	442,599
<b>OPERATIONAL SUPPORT</b>	<b>200,900</b>	<b>243,409</b>	<b>228,193</b>	<b>672,502</b>	<b>284,626</b>	<b>387,876</b>	<b>136.3%</b>	<b>1,956,558</b>	<b>1,312,500</b>	<b>644,058</b>
CID	91,122	134,834	138,452	364,408	279,142	85,266		1,408,824	1,136,900	271,924
CID Major Incidents	38,654	11,985	10,619	61,259	51,046	10,212		208,897	306,400	- 97,503
<b>CID</b>	<b>129,776</b>	<b>146,819</b>	<b>149,071</b>	<b>425,667</b>	<b>330,188</b>	<b>95,478</b>	<b>28.9%</b>	<b>1,617,721</b>	<b>1,443,300</b>	<b>174,421</b>
Scientific Investigation	-	-	-	-	-	-		-	-	-
Major Crime Investigation	- 2,333	6,322	3,429	7,418	14,532	- 7,114		41,400	41,400	-
MCIT Major Incidents	-	-	-	-	-	-		-	-	-
South West ROCU	16,678	9,864	17,921	44,463	109,500	- 65,037		105,699	109,500	- 3,801
Black Rock	-	-	-	-	-	-		-	-	-
Counter Terrorism Specialist Firearms	- 4,322	23,847	9,742	29,267	10,096	19,171		139,717	60,600	79,117
SWPCP ACC	-	-	-	-	-	-		-	-	-
SWPPS Collaboration	-	-	-	-	-	-		-	-	-
Regional Collaboration	-	-	-	-	-	-		-	-	-
Disaster Victim Identification	-	-	-	-	-	-		-	-	-
<b>COLLABORATION</b>	<b>10,023</b>	<b>40,034</b>	<b>31,091</b>	<b>81,148</b>	<b>134,128</b>	<b>- 52,980</b>	<b>-39.5%</b>	<b>286,816</b>	<b>211,500</b>	<b>75,316</b>
Information Technology Directorate	-	-	-	-	-	-		-	-	-
<b>INFORMATION TECHNOLOGY DIRECTORATE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		<b>-</b>	<b>-</b>	<b>-</b>
Chief Officer Group	-	-	367	367	-	367		367	-	367
Evidential Property	-	-	-	-	-	-		-	-	-
Transport Services	-	-	-	-	-	-		-	-	-
Services Hub & Stores	1,406	3,356	3,837	8,600	-	8,600		39,607	-	39,607
Finance Department	-	-	-	-	-	-		-	-	-
Estates and Facilities Department	-	-	-	-	-	-		-	-	-
FBS Delivery Programme	-	-	-	-	-	-		-	-	-
<b>FINANCE &amp; BUSINESS SERVICES DIRECTORATE</b>	<b>1,406</b>	<b>3,356</b>	<b>4,205</b>	<b>8,967</b>	<b>-</b>	<b>8,967</b>	<b>0.0%</b>	<b>39,975</b>	<b>-</b>	<b>39,975</b>
HR Operations	-	-	-	-	-	-		-	-	-
Organisational Development	-	-	-	-	83	- 83		-	500	- 500
Learning	1,393	3,037	2,806	7,236	2,232	5,004		42,097	13,400	28,697
Occupational Health	-	-	-	-	-	-		-	-	-
Health & Safety	-	-	-	-	-	-		-	-	-
Futures Programme	-	-	-	-	-	-		-	-	-
Workforce Planning & Resources	-	-	-	-	-	-		-	-	-
<b>PEOPLE &amp; ORGANISATIONAL DEVELOPMENT DIRECTORATE</b>	<b>1,393</b>	<b>3,037</b>	<b>2,806</b>	<b>7,236</b>	<b>2,316</b>	<b>4,920</b>	<b>212.5%</b>	<b>42,097</b>	<b>13,900</b>	<b>28,197</b>
Legal & Compliance	-	-	-	-	-	-		-	-	-
<b>LEGAL &amp; COMPLIANCE DIRECTORATE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>
Performance & Assurance	408	315	-	93	1,133	- 1,039		6,831	6,800	31
Performance & Insight	-	-	-	-	-	-		-	-	-
Professional Standards Department	898	3,363	4,165	8,427	367	8,060		50,560	2,200	48,360
Portfolio Management Office	-	-	-	-	-	-		-	-	-
Staff Office	30	30	31	90	-	90		90	-	90
<b>DIRECTORATE OF THE CHIEF OF STAFF</b>	<b>1,336</b>	<b>3,078</b>	<b>4,196</b>	<b>8,610</b>	<b>1,499</b>	<b>7,111</b>	<b>474.2%</b>	<b>57,481</b>	<b>9,000</b>	<b>48,481</b>
Corporate Communications	-	-	-	-	-	-		-	-	-
<b>CORPORATE COMMUNICATIONS DIRECTORATE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>
Pensions	-	-	-	-	-	-		-	-	-
Officer & Staff Allowances	733	921	1,075	2,729	-	2,729		395,848	-	395,848
Central Costs	4,007	5,324	4,117	13,448	9,800	3,648		117,863	19,700	98,163
Covid 19	903	2,648	5,069	8,620	-	8,620		8,620	-	8,620
Central Savings	-	-	-	-	-	-		-	-	-
Student Officers	-	348	-	348	-	348		348	-	348
<b>CENTRAL COSTS</b>	<b>5,643</b>	<b>9,241</b>	<b>10,261</b>	<b>25,144</b>	<b>9,800</b>	<b>15,344</b>	<b>156.6%</b>	<b>522,678</b>	<b>19,700</b>	<b>502,978</b>
<b>TOTAL CONSTABULARY (exc Misc/Grants/Secondees)</b>	<b>500,888</b>	<b>997,794</b>	<b>955,163</b>	<b>2,453,845</b>	<b>2,066,125</b>	<b>387,720</b>	<b>18.8%</b>	<b>9,354,711</b>	<b>6,557,600</b>	<b>2,797,111</b>
MISCELLANEOUS	4,138	11,974	11,897	28,009	-	28,009		-	-	-
GRANTS	18,132	11,725	11,688	41,545	11,479	30,066		187,000	68,900	118,100
SECONDEES	788	5,641	1,395	7,824	5,031	2,793		-	30,200	- 30,200
<b>TOTAL CONSTABULARY</b>	<b>523,947</b>	<b>1,027,134</b>	<b>980,143</b>	<b>2,531,223</b>	<b>2,082,635</b>	<b>448,588</b>	<b>21.5%</b>	<b>9,541,711</b>	<b>6,656,700</b>	<b>2,885,011</b>
OFFICE OF THE POLICE AND CRIME COMMISSIONER	-	-	-	-	-	-		-	-	-
COMMISSIONING COSTS	-	-	-	-	-	-		-	-	-
<b>TOTAL OPCC AND COMMISSIONING</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		<b>-</b>	<b>-</b>	<b>-</b>
<b>TOTAL REVENUE EXPENDITURE</b>	<b>523,947</b>	<b>1,027,134</b>	<b>980,143</b>	<b>2,531,223</b>	<b>2,082,635</b>	<b>448,588</b>	<b>21.5%</b>	<b>9,541,711</b>	<b>6,656,700</b>	<b>2,885,011</b>

OFFICIAL

ANNEX E											
Police Staff Overtime	Apr-23	May-23	Jun-23	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent	
<b>June 23</b>											
Neighbourhood Policing	1,180	933	1,123	3,237	1,233	2,004		11,940	7,400	4,540	
Road Safety	-	-	133	133	-	133		797	-	797	
Offender Management	1,124	1,590	2,615	3,081	3,065	15		17,024	18,400	1,376	
Victims and Safeguarding	2,406	6,078	4,566	13,050	6,231	6,819		46,323	33,000	13,323	
Citizens in Policing	30	851	195	1,076	-	1,076		3,213	-	3,213	
Serious & Violent Crime	482	253	-	735	501	235		2,001	2,000	1	
ADDER Drugs	1,081	843	1,279	1,041	-	1,041		-	-	-	
Operation Remedy	168	1,058	2,213	3,103	-	3,103		18,264	-	18,264	
<b>NEIGHBOURHOOD &amp; PARTNERSHIP</b>	<b>1,726</b>	<b>11,607</b>	<b>12,124</b>	<b>25,456</b>	<b>11,030</b>	<b>14,426</b>	<b>130.8%</b>	<b>99,562</b>	<b>60,800</b>	<b>38,762</b>	
Command and Control	43,529	70,267	64,225	178,021	145,654	32,367		647,258	413,800	233,458	
Patrol	-	-	-	-	-	-		-	-	-	
Detainee Investigation Support	4,378	10,658	10,096	25,132	16,066	9,066		79,617	42,700	36,917	
<b>RESPONSE</b>	<b>47,906</b>	<b>80,926</b>	<b>74,320</b>	<b>203,153</b>	<b>161,720</b>	<b>41,433</b>	<b>25.6%</b>	<b>726,875</b>	<b>456,500</b>	<b>270,375</b>	
Criminal Justice	18,636	35,737	35,996	90,369	35,726	54,643		381,443	141,400	240,043	
Operations Major Incidents	222	180	-	402	5,931	5,529		402	35,600	35,198	
Operations	1,180	2,023	2,267	5,471	2,316	3,155		27,422	9,300	18,122	
Intelligence and Tasking	6,748	14,296	18,972	40,015	23,878	16,137		194,092	100,100	93,992	
Tactical Support Team	-	-	-	-	100	100		-	600	600	
<b>OPERATIONAL SUPPORT</b>	<b>26,785</b>	<b>52,236</b>	<b>57,235</b>	<b>136,257</b>	<b>67,952</b>	<b>68,305</b>	<b>100.5%</b>	<b>603,359</b>	<b>287,000</b>	<b>316,359</b>	
CID	10,207	12,366	15,521	38,094	18,826	19,268		153,026	113,000	40,026	
CID Major Incidents	1,139	853	1,253	3,245	15,344	12,099		11,067	92,100	81,033	
<b>CID</b>	<b>11,346</b>	<b>13,219</b>	<b>16,775</b>	<b>41,339</b>	<b>34,170</b>	<b>7,170</b>	<b>21.0%</b>	<b>164,093</b>	<b>205,100</b>	<b>41,007</b>	
Scientific Investigation	-	-	-	-	-	-		-	-	-	
Major Crime Investigation	2,103	6,937	13,034	22,074	6,816	15,258		101,320	19,800	81,520	
MCIT Major Incidents	-	-	-	-	-	-		-	-	-	
South West ROCU	4,852	2,904	6,351	14,107	31,000	16,893		31,000	31,000	-	
Black Rock	-	-	-	-	-	-		-	-	-	
Counter Terrorism Specialist Firearms	-	-	193	193	-	193		193	-	193	
SWPCP ACC	-	-	-	-	-	-		-	-	-	
SWPPS Collaboration	-	-	-	-	-	-		-	-	-	
Regional Collaboration	-	-	-	-	-	-		-	-	-	
Disaster Victim Identification	-	14	-	14	-	14		14	-	14	
<b>COLLABORATION</b>	<b>6,955</b>	<b>9,855</b>	<b>19,578</b>	<b>36,388</b>	<b>37,816</b>	<b>-1,428</b>	<b>-3.8%</b>	<b>132,527</b>	<b>50,800</b>	<b>81,727</b>	
Information Technology Directorate	1,578	2,133	5,319	9,030	8,330	700		18,060	50,000	31,940	
<b>INFORMATION TECHNOLOGY DIRECTORATE</b>	<b>1,578</b>	<b>2,133</b>	<b>5,319</b>	<b>9,030</b>	<b>8,330</b>	<b>700</b>	<b>8.4%</b>	<b>18,060</b>	<b>50,000</b>	<b>31,940</b>	
Chief Officer Group	356	911	314	869	-	869		1,540	-	1,540	
Evidential Property	1,326	3,122	3,990	5,785	1,449	4,336		11,571	8,700	2,871	
Transport Services	606	5,939	8,850	15,395	9,130	6,265		72,524	54,800	17,724	
Services Hub & Stores	5,588	9,331	12,409	27,329	3,650	23,679		121,454	9,600	111,854	
Finance Department	349	215	960	825	-	825		3,299	-	3,299	
Estates and Facilities Department	211	425	1,367	2,003	1,316	687		5,043	7,900	2,857	
FBS Delivery Programme	-	-	-	-	-	-		-	-	-	
<b>FINANCE &amp; BUSINESS SERVICES DIRECTORATE</b>	<b>4,374</b>	<b>19,943</b>	<b>27,889</b>	<b>52,206</b>	<b>15,545</b>	<b>36,661</b>	<b>235.8%</b>	<b>215,432</b>	<b>81,000</b>	<b>134,432</b>	
HR Operations	449	1,063	835	1,449	1,666	217		8,696	10,000	1,304	
Organisational Development	320	-	-	320	-	320		-	-	-	
Learning	2,353	4,312	5,364	12,029	483	11,546		45,670	2,900	42,770	
Occupational Health	-	-	-	-	-	-		-	-	-	
Health & Safety	-	-	-	-	-	-		-	-	-	
Futures Programme	434	434	-	-	-	-		-	-	-	
Workforce Planning & Resources	2,537	6,006	2,021	10,564	-	10,564		22,771	-	22,771	
<b>PEOPLE &amp; ORGANISATIONAL DEVELOPMENT DIRECTORATE</b>	<b>4,555</b>	<b>10,947</b>	<b>8,220</b>	<b>23,722</b>	<b>2,149</b>	<b>21,573</b>	<b>1003.8%</b>	<b>77,137</b>	<b>12,900</b>	<b>64,237</b>	
Legal & Compliance	242	1,126	1,322	2,206	-	2,206		9,489	-	9,489	
<b>LEGAL &amp; COMPLIANCE DIRECTORATE</b>	<b>242</b>	<b>1,126</b>	<b>1,322</b>	<b>2,206</b>	<b>-</b>	<b>2,206</b>	<b>0.0%</b>	<b>9,489</b>	<b>-</b>	<b>9,489</b>	
Performance & Assurance	523	1,047	939	1,462	2,516	1,053		15,079	15,100	21	
Performance & Insight	-	-	-	-	300	300		-	1,800	1,800	
Professional Standards Department	4,312	8,295	6,930	19,537	1,949	17,587		84,277	11,700	72,577	
Portfolio Management Office	-	-	-	-	-	-		-	-	-	
Staff Office	-	-	-	-	-	-		-	-	-	
<b>DIRECTORATE OF THE CHIEF OF STAFF</b>	<b>3,788</b>	<b>9,342</b>	<b>7,868</b>	<b>20,999</b>	<b>4,765</b>	<b>16,234</b>	<b>340.7%</b>	<b>99,355</b>	<b>28,600</b>	<b>70,755</b>	
Corporate Communications	940	1,022	1,651	1,733	4,699	2,966		23,516	23,200	316	
<b>CORPORATE COMMUNICATIONS DIRECTORATE</b>	<b>940</b>	<b>1,022</b>	<b>1,651</b>	<b>1,733</b>	<b>4,699</b>	<b>2,966</b>	<b>-</b>	<b>23,516</b>	<b>23,200</b>	<b>316</b>	
Pensions	1,059	879	295	2,234	-	2,234		13,401	-	13,401	
Officer & Staff Allowances	2,043	1,958	2,923	6,923	-	6,923		129,168	-	129,168	
Central Costs	-	28	107	135	-	135		27,887	-	27,887	
Covid 19	-	-	-	-	-	-		-	-	-	
Central Savings	-	-	-	-	-	-		-	-	-	
Student Officers	-	-	-	-	-	-		-	-	-	
<b>CENTRAL COSTS</b>	<b>3,102</b>	<b>2,865</b>	<b>3,325</b>	<b>9,292</b>	<b>-</b>	<b>9,292</b>	<b>0.0%</b>	<b>170,457</b>	<b>-</b>	<b>170,457</b>	
<b>TOTAL CONSTABULARY (exc Misc/Grants/Secondees)</b>	<b>110,933</b>	<b>215,221</b>	<b>235,626</b>	<b>561,780</b>	<b>348,175</b>	<b>213,605</b>	<b>61.4%</b>	<b>2,339,862</b>	<b>1,255,900</b>	<b>1,083,962</b>	
MISCELLANEOUS	697	697	-	-	-	-	0.0%	-	-	-	
GRANTS	725	784	1,477	2,986	6,417	3,431	-53.5%	20,839	34,500	13,661	
SECONDEES	-	-	-	-	-	-	0.0%	-	-	-	
<b>TOTAL CONSTABULARY</b>	<b>110,960</b>	<b>216,702</b>	<b>237,103</b>	<b>564,766</b>	<b>354,592</b>	<b>210,174</b>	<b>59.3%</b>	<b>2,360,701</b>	<b>1,290,400</b>	<b>1,070,301</b>	
OFFICE OF THE POLICE AND CRIME COMMISSIONER	1,283	1,680	956	3,919	1,083	2,836	261.9%	22,704	6,500	16,204	
COMMISSIONING COSTS	-	-	-	-	-	-		-	-	-	
<b>TOTAL OPC AND COMMISSIONING</b>	<b>1,283</b>	<b>1,680</b>	<b>956</b>	<b>3,919</b>	<b>1,083</b>	<b>2,836</b>	<b>261.9%</b>	<b>22,704</b>	<b>6,500</b>	<b>16,204</b>	
<b>TOTAL REVENUE EXPENDITURE</b>	<b>112,243</b>	<b>218,383</b>	<b>238,059</b>	<b>568,685</b>	<b>355,675</b>	<b>213,010</b>	<b>59.9%</b>	<b>2,383,405</b>	<b>1,296,900</b>	<b>1,086,505</b>	

## Annex F – Capital Outturn

2023/24 Capital Programme Outturn	MTFP	C/Fwd	Adjs	Total Budget	2023 Actual Spend	Q2 forecast	Q3 Forecast	Q4 Forecast	Total Cost	Over /(Under) Spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	Information and Communication Systems	2,073	385	0	2,458	363	183	353	50	949
Estates	1,740	55	70	1,865	51	252	88	1,070	1,461	(403)
Fleet	4,970	625	0	5,595	83	2,426	953	2,128	5,591	(4)
Equipment	529	190	35	754	1	322	246	185	754	(0)
<b>Total Replacement / Renewal Programme</b>	<b>9,312</b>	<b>1,255</b>	<b>105</b>	<b>10,672</b>	<b>499</b>	<b>3,182</b>	<b>1,640</b>	<b>3,433</b>	<b>8,755</b>	<b>(1,917)</b>
Digital Projects	2,969	304	0	3,273	214	375	39	255	882	(2,390)
Estates Projects	1,942	32	3	1,977	80	1,823	266	1,277	3,445	1,468
Revenue Projects	7,413	622	0	8,035	521	2,141	1,243	1,078	4,983	(3,052)
<b>Total Programme</b>	<b>12,324</b>	<b>958</b>	<b>3</b>	<b>13,285</b>	<b>815</b>	<b>4,339</b>	<b>1,548</b>	<b>2,609</b>	<b>9,310</b>	<b>(3,974)</b>
Funded / Part Funded Projects	1,203	0	521	1,724	151	103	317	1,229	1,800	76
<b>Total Capital Programmes</b>	<b>22,839</b>	<b>2,213</b>	<b>629</b>	<b>25,680</b>	<b>1,465</b>	<b>7,624</b>	<b>3,505</b>	<b>7,271</b>	<b>19,865</b>	<b>(5,815)</b>

Appendix G – Saving Update

Subjective Area	Perm Saving / Adj	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Total Savings / Adjustment	Current Revised Budget 23/24
	SAP Revised Budget 23/24	Year 1 Staff Savings	PCSO Hybrid Savings	Other Staff Adjustment	Electricity Price Adjustment	Gas Price Adjustment	Fuel Price Adjustment	NPAS Adjustment	Collabs Adjustment	Other Budget Adjustment	Business Rates Cost Adjustment	PI Inflation Cost Adjustment		
		Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes		
Police Officer pay and allowances	185,294	-	-	-	12	-	-	-	-	10	-	-	-	185,273
Police Officer Overtime	6,853	-	-	-	-	-	-	-	-	45	-	-	-	6,808
Police Staff pay and allowances	108,540	-	1,614	-	33	-	-	-	-	-	-	-	-	106,893
Police Staff Overtime	1,307	-	-	-	-	-	-	-	-	-	-	-	-	1,307
PCSO pay and allowances	14,171	-	-	1,436	-	-	-	-	-	-	-	-	-	12,735
PCSO Overtime	68	-	-	-	-	-	-	-	-	-	-	-	-	68
Indirect Employee Expenses	1,823	-	-	-	-	-	-	-	-	-	-	-	-	1,823
Pensions	8,948	-	-	-	-	-	-	-	-	-	-	-	-	8,948
Premises Costs	17,854	-	-	-	-	308	-	168	-	-	-	108	135	17,621
Transport Costs	5,843	-	-	-	-	-	-	296	-	33	-	-	-	5,580
S&S - Communications and Computing Costs	25,789	-	-	-	-	-	-	-	-	1	-	-	-	25,789
S&S - Forensics Costs	64	-	-	-	-	-	-	-	-	-	-	-	-	64
S&S - Other Costs	16,577	-	-	-	-	-	-	-	111	21	-	-	-	16,445
Partnership Costs	21,236	-	-	-	-	-	-	-	-	63	-	-	-	21,173
Transfers TO/(FROM) Reserves	-	2,325	-	-	-	-	-	-	-	-	93	-	-	2,418
Capital Financing Costs	11,802	-	-	-	-	-	-	-	-	-	-	3	-	11,799
<b>Savings &amp; Adjustments Identified</b>	<b>- 3,659</b>	-	-	-	-	-	-	-	-	-	-	-	3,949	<b>290</b>
<b>TOTAL CONSTABULARY EXPENDITURE</b>	<b>420,184</b>	<b>- 1,614</b>	<b>- 1,436</b>	<b>- 45</b>	<b>- 308</b>	<b>- 168</b>	<b>- 296</b>	<b>- 111</b>	<b>- 105</b>	<b>- 93</b>	<b>108</b>	<b>133</b>	<b>3,949</b>	<b>420,197</b>
INCOME - SPECIAL GRANTS	- 36,564	-	-	-	-	-	-	-	-	-	-	-	-	36,564
INCOME - OTHER	- 18,752	-	-	-	-	-	-	-	-	43	30	-	-	18,765
<b>TOTAL CONSTABULARY INCOME</b>	<b>- 55,316</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>- 43</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>55,329</b>
<b>TOTAL OPCC</b>	<b>4,605</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,605</b>
<b>TOTAL CONSTABULARY</b>	<b>369,473</b>	<b>- 1,614</b>	<b>- 1,436</b>	<b>- 45</b>	<b>- 308</b>	<b>- 168</b>	<b>- 296</b>	<b>- 111</b>	<b>- 148</b>	<b>- 63</b>	<b>108</b>	<b>133</b>	<b>3,949</b>	<b>369,473</b>