

MEETING: Governance & Scrutiny Board	Date: 9 th November 2023	Agenda No
DEPARTMENT: Finance and Business Services	AUTHORS: Kulbinder Konsal / Emma Snailham / Finance Business Partners	3b
NAME OF PAPER: 2023/24 Q2 Financial Performance Report		COG Sponsor: Nick Adams

1. PURPOSE OF REPORT AND BACKGROUND

The purpose of this report is to provide an update on the revenue budget and capital programme performance against the plan for 2023/24. The attached Appendices A and B includes details of the outturn revenue position as of 30th September 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

Our updated revenue position for quarter 2 is forecasting **an under spend of £1.7m/0.5%** against the planned budget. We are reporting an increase in underspends from quarter 1 and overall, we see a movement of £0.6m in the underlying performance. This quarter we see the remuneration of the 7.0% pay award agreed for both police officers and police staff/PCSO's. The pay award adds a **circa. £6.6m** in additional costs to the forecast. However, as confirmed in the previous quarter, central government will provide funding to support this cost pressure. The force will be in receipt of £7.5m in additional funding to support the pay award.

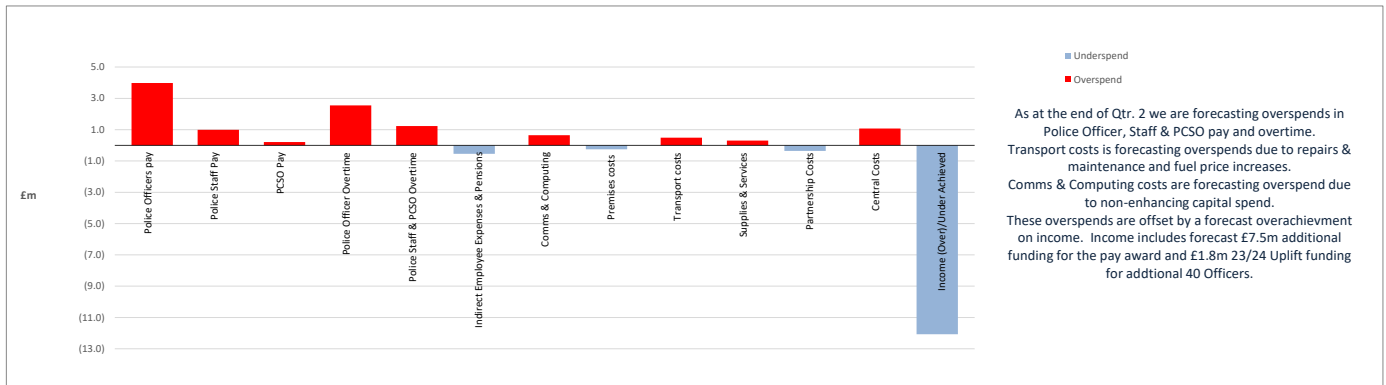
On pay and allowances we are forecasting a combined overspend of £5.2m. Theoretically if the pay award remained at 3.0% as per our budget assumptions the underlying performance on pay and allowances would be significantly different. We are estimating that police pay would see a **circa £0.5m** overspend compared to the £4.0m forecasted overspend at quarter 1. This overspend on police pay would be driven by the additional 40 officers that we are maintaining in support of uplift. Against police staff pay we would see a **circa £1.7m** underspend compared to a forecasted overspend of £1.0m. Here the underlying performance is driven by police staff vacancies. For PCSO pay a similar picture would be reported as we would see a **circa £0.3m** underspend compared to a forecasted overspend of £0.2m, again driven by vacancies.

This quarter we report a combined overspend of £3.8m on overtime costs. This is £2.6m on police officer overtime, £1.2m on police staff overtime and £44k on PCSO overtime. From last quarter our forecast on overtime has reduced by £134k. We continue to see demand pressures around PCDA and DHEP abstractions, summer demand and the need to provide minimum cover because of vacancies and sickness. Overtime costs are elevated in Patrol, Tactical Support Team, CID, and Operational Support. Some of this reported overtime expenditure is offset by rechargeable and mutual aid income.

Against income we are now reporting an overachievement of £12.1m. This has increased by £3.2m from last quarter. £7.5m relates to the additional income received from central government in support of the pay award as mentioned previously. In this quarter we also recognise and account for additional funding of £1.8m relating to the maintenance and recruitment of 40 additional uplift officers. We see an increase of £643k on investment income due to increased interest rates (5.25% Bank of England interest rate in September) and we recognise an additional £651k of income in custody due to the reactivation of Op Safeguard (provision of custody cells to the prison services).

We request approval from GSB to transfer £1.8m received for the recruitment of 40 additional officers, to reserves, for the continuing cost pressures relating to the delivery and embedding of uplift in 2024/25.

FORECAST REVENUE OUTTURN - OVER/(UNDER) SPENDS



Police Officer Pay & Allowances – £906k/1.0% overspend year to date, with a forecasted overspend of £4m/2.3%. The year-to-date position is driven by operating at an over established position on police officer numbers to meet the increased targets set for National uplift from last year. The forecasted overspend has increased by £949k from Q1. In the forecast we have assumed there will be an average of 22 leavers per month. There has been an average of 19 leavers per month this year. 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. Adding to this is the increased pay award of 7.0% which adds a circa cost pressure of £3.4m.

Police Staff Pay & Allowances – Year to date we are underspending by £592k/1.2%, with a forecasted overspend of £987k/1.0%. It must be noted that the year to date underspend is after we have taken police staff savings of £1.8m from the budget. The forecasted overspend is a result of the increased pay award and we estimate that this will add a circa. £2.6m in additional costs. Departments with significant police staff underspends after the forecasted increased pay award include; Intelligence at £506k; Speed Enforcement at £450k; Finance and Payroll at £131k; IT Directorate at £139k; Workforce planning at £194k and Service Hub & Stores at £214k. These forecasted underspends are being offset by overspends in departments including; Learning at £852k; Command & Control at £590k; Detainee Investigation at £347k and PSD at £264k.

PCSO Pay & Allowances – Year to date we are overspending by £7k/0.1%, with a forecasted overspend of £206k/1.6%. 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. £549k in costs.

Pensions costs – Year to date we are underspending by £471k/10.5%, with a forecasted underspend of £455k/5.1%. 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 £1m/30.3% against Police Officer overtime, with a forecasted overspend of £2.5m/39%. 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). Forecasts have been adjusted for the 7% pay award from September. Departments that are forecasting significant overspends include: Patrol at £951k (Op Demand/Op Hibiscus, PCDA abstractions); Operations

and Operations MI at £243k (rechargeable events that will be offset by income); Tactical Support Team at £289k (demand) and CID at £245k (increased overtime due to DHEP cohorts).

Police Staff & PCSO Overtime – Year to date we are overspending by £547k/83%, with a forecasted overspend of £1.2m/93%. Forecasts have been adjusted for the 7% pay award from September. Generally, the overtime is being claimed to meet service demand and to cover the current level of vacancies. Areas that are forecasting overspends against staff overtime include Command and Control at £232k (to cover demand and minimum numbers); Service Hub & Stores £114k (to cover vacancies, long term sickness and staff shortages); Speed Enforcement at £132k (due to vacancies and increased demand in the number of offences that are currently being processed) and Intelligence at £106k (transition to new structure and vacancies). PCSO overtime is forecasting an overspend of £44k to meet operational demands.

Premises Costs – Year to date we are underspending by £337k/3.6% against premises costs, with a forecasted underspend of £255k/1.4%. Repairs and maintenance costs are forecasting to be overspent by £138k, this is mainly due to the Burnham refurbishment at £101k. 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 £45k, mainly due to lower charges for Bath Redbridge House. Water charges are forecast to be £40k 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 £177k/7.3% with a forecasted overspend of £487k/9.7%. Fuel costs are forecasted to be £36k overspent due to current fuel pricing. Fuel costs are £118k higher than previous projection due to fuel price increase. Volatility around fuel pricing remains a risk which will be monitored closely. Vehicle repair and maintenance costs are forecasted to overspend by £134k and hired vehicle costs by £36k. Other areas forecasting an overspend due to increased mileage and travel claims are Patrol £64k; Criminal Justice £27k; CID £67k and Op Remedy £41k due to hired vehicles.

Communications and Computing – Year to date we are underspending by £212k/2.0%, with a forecasted overspend of £651k/2.5%. Central areas are forecast to overspend by £766k on comms & computing due to an adjustment for non-enhancing capital expenditure on ERP, Transformation, Niche Rebuild & IBM Redaction tool, however this is to be funded from direct revenue funding (revenue contribution to capital outlay). This is offset by an underspend of £104k 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 £207k/2.4% against supplies & services, with a forecasted overspend of £306k/1.9%. The forecasted underspend is a combination of under & overspends including; £333k overspend in legal and compliance services for external legal cost and temporary outsourcing of the DPO function; £393k 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); £179k overspend in Patrol due to kennelling costs and £107k overspend in IT due to SAP PI Developer Resource and AIX & DB2. These overspends are offset by underspends against budgets in Reserves; £477k set aside for jacket rollout if required; £65k for training requirements; £166k for regional Airbox licences yet to be procured. Against this we are also forecasting an underspend against Speed Enforcement of £176k 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 £275k/2.8%, with a forecasted underspend of £357k/1.8%. CTSFO are showing a forecasted underspend of £168k, this budget is used for recharges for Officers in the collaboration that are employed by Glos/Wilts. Victims & Safeguarding are forecasting a £59k underspend on safeguarding board contributions. Chief Officer Group are forecasting an underspend of £52k against national contributions.

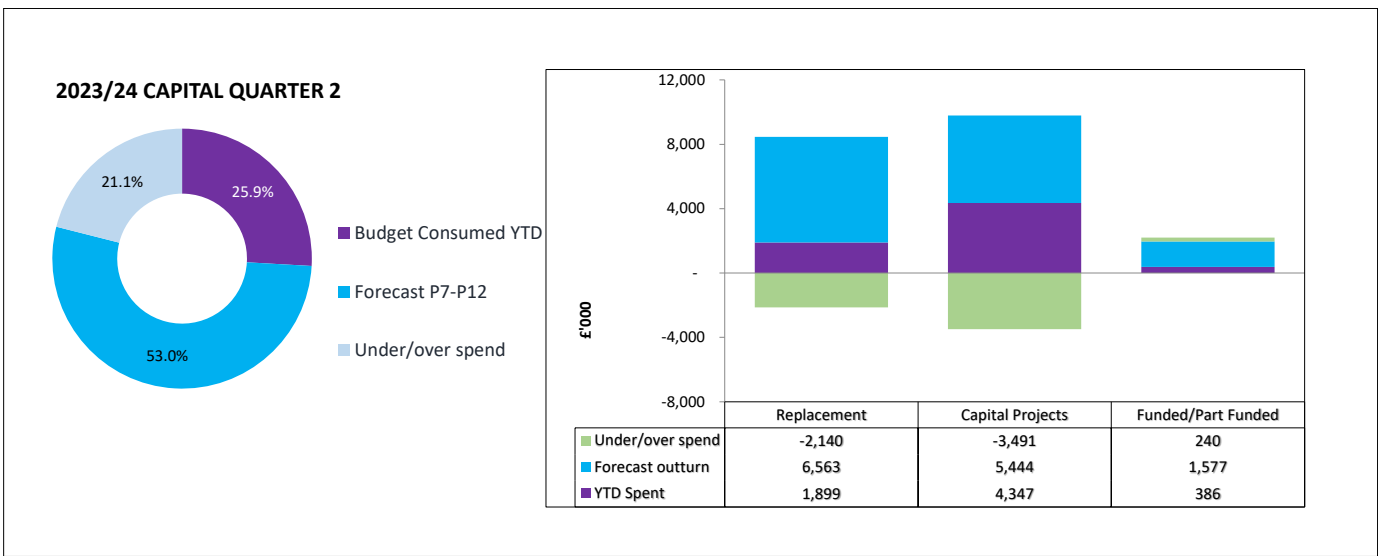
Adjustments & Savings identified – This forecast shows an underspend of £578k/100% against adjustments and savings. This represents an overachievement on the 2023/24 savings target of £3.7m. In year

adjustments and savings include police staff year 1 savings £1.8m; 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 £1.9m/10.5% with a forecasted overachievement of £12.1m/36.5% by year end. The overachievement in income includes: £7.5m unplanned grant funding income in support of the cost pressure around the police officer pay award as confirmed by central government; £1.8m for 23/24 Uplift funding for additional 40 Officers; under HQ central £1.5m for increased interest income; £0.3m in IT Directorate for Surveillance dashboard licences, HQ Alarms policy, reimbursements for Holmes contract, SWF Socrates, Livescan & PND licences; £0.1m in Operations and Operations MI (relating to regular events Love Saves the Day, Harbourside Festival etc. plus Op Golden Orb); £0.8m in Criminal Justice for providing cells for Op Safeguard which has been reactivated from September. Those over achievements are Offset by forecast £1.1m under achievement in Speed Enforcement for referral income. Projection based on average referrals over previous 12 months.

CAPITAL EXPENDITURE

At quarter 2, we are forecasting **£20.2m of capital expenditure** this financial year, which reflects 79% of our plan, and we are expecting to be £5.4m underspent against budget at year end. We have incurred £6.6m spend year to date, with a further £13.6m expected to be spent for the remainder of the year. The main cause of the under spend is within ICT where fewer user devices are required against budgeted numbers and budgeted placeholder projects are not planned to be progressed this year. We will continue to review and refine the plan into the final six months of the year.



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	14,994	17,870	(2,876)	(16.1%)	33,686	36,879	(3,193)	(8.7%)
Offender Management	3,694	3,885	(191)	(4.9%)	7,628	7,693	(65)	(0.8%)
Victims & Safeguarding	2,330	2,572	(242)	(9.4%)	5,099	5,208	(109)	(2.1%)
Citizens in Policing	233	291	(58)	(20.0%)	534	587	(53)	(9.0%)
Serious & Violent Crime	420	512	(92)	(17.9%)	800	800	(0)	(0.0%)
ADDER Drugs	234	401	(167)	(41.7%)	635	563	72	12.8%
Operation Remedy	3,516	3,838	(322)	(8.4%)	7,146	7,703	(557)	(7.2%)
N & P Directorate	25,420	29,368	(3,948)	(13.4%)	55,528	59,432	(3,904)	(6.6%)

Neighbourhood Policing – At the end of Q2 there is a year to date under spend of £2.9m/16.1% which relates to budgeted police officer posts that have yet to be filled (mainly Local Remedy) 81.49 FTE in total. There is also an under establishment of PCSO posts (31.10 FTE) however there has been an increase in the top slice to reflect savings that need to be made. There is an underspend on officer bank holiday overtime, but this is offsetting an overspend in general overtime. Supplies and services are underspending, but this is in the main due to an accrual for Op Sacar for which we are still awaiting an invoice, also there is an underspend on course fees which will be spent and crime prevention budgets whilst underutilised currently will be spent. Income is currently overachieving and will continue for the rest of the year.

The forecast to year end estimates an under spend of £3.2m/8.7% mainly due to Officer pay as the Local Remedy posts will not be filled. Overtime is currently projecting an overspend which is in the main due to no budget for sergeant overtime this is in part being offset by the bank holiday underspend. Income will overachieve however some of this will be moved to the Hinkley reserve for spend in future years.

Offender Management – At the end of Q2 there is a year to date under spend of £191k/4.9%. 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 is overspending as the department try to address the Areas for Improvements identified in PEEL Oct 22 as well as demand caused by vacancies. Supplies and Services are currently underspent, the course fees have not yet been spent but there will be some training completed by the end of the financial year.

Forecast to year end is an underspend of £65k/0.8% This will see some of the vacant positions filled and an over established Inspector post. The third-party payments will under spend based on the current purchase orders and contract dates for ASCEND and there is likely to be a small underachievement on income due to some changes in FTE.

Victims & Safeguarding – At the end of Q2 the year to date position under spend of £242k/9.4%. A recent business case has been approved and as a result budgets for salaries have been applied but the roles have

not yet been filled in their totality for staff and officers. Overtime is overspent slightly due to demand as reported monthly. 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 in line with the previous financial year.

Forecast to year end is an underspend of £109k/2% 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 the demand.

Citizens in Policing – At the end of Q2 there is a year-to-date underspend of £58k/19.9% which is due to vacant positions as well as an underspend in supplies and services. This in the main is due to the subscriptions for the Specials to join the Fed, along with catering for the Specials training weekends.

The projection to year end is an under spend of £53k/9% against the planned budget. This continues to be because of the vacant position and the Supplies and Services mentioned above.

Serious & Violent Crime – Year to date underspend of £92k/17.9% is a budget profiling variance. The overtime budget had been applied to month 2 when setting up WBS codes to allow areas to spread the cost of their spend across the year and allow for better monitoring. 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 there is an underspend of £167k/41.7% which includes underspends on supplies & services and officer overtime. The project co-ordinator has also been moved back into a Neighbourhood Inspector role from April 2023, which he will carry out alongside the Adder work. The move was actioned on SAP in month 6, so all his salary was moved back to Neighbourhood. Six months of his salary was included in this year's budget, so this has increased the underspend. The plan is to journal the 6 months of costs into Neighbourhood during quarter 3. Bristol City Council have paid the 50% for an Acting Insp post and additional funds to contribute to other planned projects. In addition, they have also been invoiced for a further £60k for their contribution to the call in project, this has impacted the underspend position further. Plans are for orders to be raised in quarter 3 for our contributions to partner projects. The 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 £322k/8.4% has been created from Police Officer pay underspends of £475k. The department continues to operate with significant PC vacancies. There are overspends in officer overtime due to there being no budget for anything other than standard PC overtime, this is being reviewed and changed for 24/25. Other significant overspends are also occurring in hired vehicles which is year to date 10k overspent and equipment which is 92k over.

The projection to year end is an underspend of £557k/7.2% which is as a result of the year to date variances continuing to the year end.

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	11,981	11,720	261	2.0%	25,121	23,680	1,440	6.2%
Patrol	29,773	27,687	2,085	7.5%	61,725	55,863	5,862	10.5%

OFFICIAL

Detainee Invest. Support	4,270	4,168	102	2.4%	8,428	8,418	11	0.1%
Response Directorate	46,024	43,575	2,448	5.6%	95,275	87,961	7,313	8.3%

Command & Control – At the end of Quarter 2 there is a year to date overspend of £261k/2.0% which is due to Officer Pay overspend of £154k as a result of 4.45FTE over established posts offset by a Staff pay underspend of £51k due to 40 leavers. Officer overtime is £52k overspent. Overtime is used to keep up with the demand and cover the gaps with officers who are not working or are working reduced hours. Staff overtime is £104k overspent and has been incurred to cover the gaps, cover the summer period and to support the new inexperienced starters. The team has lost 40 FTE since April in addition to 10 FTE on maternity leave and a monthly average of 10 FTE on long-term sick.

The forecast to the year end is expected to be an overspend of £1.4m / 6.2%. Officer pay is forecast to be £482k overspent due to 4.45 PC over established posts, 0.32 Sgt over established, 2 Insp over established posts. Staff pay is forecast to be £567k overspent and includes a net increase in staff of 32 FTE plus the transfer for the CDI team from Performance and Assurance team (Cost pressure £157k) + 3 FTE Temp posts £58k. Summer demand incentives are forecast to be £43k. Officer overtime is forecast to be a £114k overspend as there is only a small budget. Staff overtime is forecast to be a £232k overspend based on a monthly average cost of £35-39k per month. IT spend is forecast to be £15k overspent as the costs for Airwave Insite is £24k. Non pay costs are forecast to breakeven.

Patrol – At the end of Quarter 2 there is a year to date overspend of £2.1m/7.5% which is due to Police officer pay overspent because of over-established PCDA Students (Ranging from 134-164FTE in any month). Overtime is currently £323k overspent and relates to PCDA student abstractions and meeting minimum numbers on shifts (£325k), Bank Holiday payments (£659k), Late finishes due to constants/paperwork £80k. Mileage is overspent by £31k and relates to current and prior year claims for all officers and students. Non-pay is overspent by £91k mainly due to seized dog-kennelling costs (£73k overspend). There are, on average, 57 dogs in kennels each day costing £620 per month each, whilst waiting for court dates.

The forecast to the year end is expected to be an overspend of £5.9m/10.5%. Officer pay is forecasting a £4.7m 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 was given in June. The forecast has not been adjusted for any PCDA year 3 leavers, or any other leavers which is captured centrally. Current vacancies at September for Sgt's and Insp have been assumed to continue. Overtime is forecast to be overspent by £1.0m but this is being tightly controlled and monitored via the SLT. Mileage costs are forecast to be £64k overspent as PCDA students can claim mileage for training and officers are working at other locations plus some Training at HQ in the latter half of this year. Non pay is forecast to be £179k overspent, of which £148k relates to the kennel costs and £35k for bleed kits which is offset by income. The kennel costs may possibly increase depending on the decision to ban XL Bully breeds.

Detainee Investigation Support– At the end of Quarter 2 there is a year to date overspend of £102k/2.4% which is mainly due to staff pay being £174k overspent due to 2 over established posts (overlap of leavers/joiners to provide resilience and training). Officer pay is underspent by £106k due to 5 vacancies and a differential in pay for PCDA and the standard unit cost. Combined overtime is £26k overspent which is because of workload and mentoring being provided for PCDA students on 6-month placements and 40 DHEP students on 12-week rotations.

The forecast to the year end is expected to be an overspend of £11k / 0.13% which relates to a combination of Officer pay underspend of £440k due to 6 FTE vacancies until the end of the year and a Staff overspend of £347k of which £232k is top slice and £116k relates to the over-established posts from April to

September. Combined Overtime is forecast to be an overspend of £95k to cover the vacancies and manage the workload and DHEPS on rotation.

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	8,300	8,070	230	2.8%	16,340	16,357	(17)	(0.1%)
Speed Enforcement	(87)	(558)	471	(84.4%)	(899)	(1,568)	669	(42.7%)
Operations Major Incidents	24	57	(32)	(57.1%)	27	168	(142)	(84.1%)
Operations	5,240	5,487	(247)	(4.5%)	10,753	10,962	(209)	(1.9%)
Intelligence	5,803	6,319	(516)	(8.2%)	11,857	12,617	(759)	(6.0%)
Tactical Support Team	6,658	6,981	(323)	(4.6%)	13,584	14,177	(594)	(4.2%)
OPERATIONAL SUPPORT	25,937	26,354	(417)	(1.6%)	51,662	52,713	(1,052)	(2.0%)

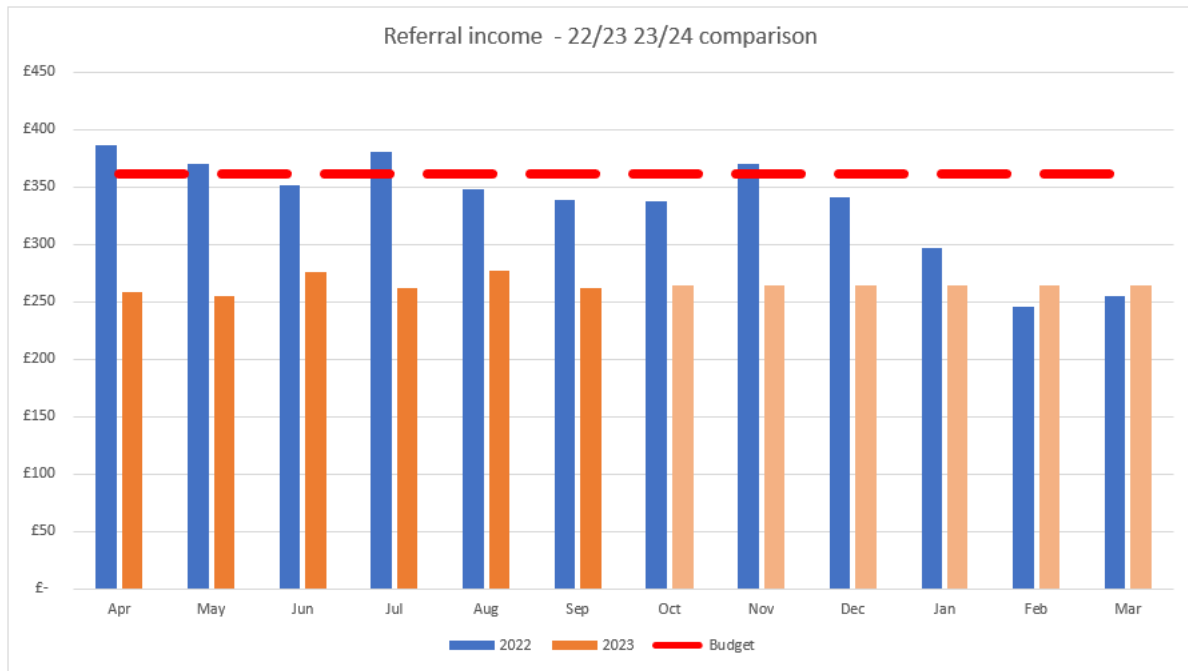
Criminal Justice – Reporting a forecasted underspend of (£17k)/0.1% by the end of the financial year: This represents a large movement from the projection at Q1 which was £625k overspent. The main reason for this change is the inclusion of £707k of income from the reactivation of Operation Safeguard. The projection currently assumes we will allocate 6 cells to supporting the prison service from October to the end of the financial year. This income is unbudgeted. A large overspend offsetting the Safeguard income relates to the continued commitment to Sgt numbers in Custody, currently estimated at £594k overspent by March. As at September, 55.27FTE are in post against budget for 50FTE.

Speed Enforcement Unit – The year-to-date position is overspent by £471k, increasing to £669k at year end.

Income is underachieved by £1.1m at year end. This is a worsening situation to that projected at Q1:

Area	YTD Actual	YTD Budget	YTD Variance	Projected to year end	Annual Budget	(Under) / Over as at 31st March	Q1 Projection	22/23 income
Referral Income	- 1,502,956	- 2,169,267	666,311	- 3,172,119	- 4,336,800	1,164,682	- 3,458,430	- 4,106,411
LA Contributions	- 3,161	-	3,161	- 12,646	-	12,646	- 12,645	- 13,171
Managed / Smart Motorway	- 112,080	- 143,757	31,677	- 224,260	- 287,400	63,140	- 224,260	- 224,260
Roadworks	- 110,565	-	110,565	- 337,456	-	337,456	- 323,516	- 4,402
Courts Income	- 605,959	- 731,143	125,184	- 1,211,917	- 1,462,100	250,183	- 1,315,194	- 1,482,269
	- 2,334,721	- 3,044,167	709,446	- 4,958,398	- 6,086,300	1,127,902	- 5,334,046	- 5,830,514

Referral Income is £1.2m underachieved. The projection is based on the average monthly referral over the past 12 months.



All our detected offences are being progressed plus those received from the public via dash-cam footage.

Operations Major Incidents – £32k/57.1% underspent year to date, moving to £142k/84.1% underspent at year end. We have spent £24k 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 other than unclaimed overtime as at end Sep.

Operations Department – £247k underspent as at end of September, moving to £209k/1.9% underspent by end of 23/24.

There are two distinct elements to this line:

- 1 Operations Department - £237k underspent, rising to £316k/2.8% by year end and
- 2 Ops Rechargeable - £10k underspent, moving to £107k/47.5% overspent by year end

Operations	YTD Actual £000	YTD Budget £000	YTD Variance £000	Over/ (Under) %	Projected to year end £000	Annual Budget £000	(Under) / Over as at 31st March £000	Over/ (Under) %
Operations Department	5,236	5,473	(237)	(4.3%)	10,871	11,187	(316)	(2.8%)
Operations Rechargeable	3	14	(10)	(75.6%)	(118)	(225)	107	(47.5%)
Operations TOTAL	5,240	5,487	- 247	-4.5%	10,753	10,962	- 209	-1.9%

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	3,672	3,968	- 296	7,466	8,035	- 568
Police Officer Overtime	121	47	74	283	114	169
Police Staff pay and allowances	712	694	18	1,486	1,405	81
Police Staff Overtime	7	4	3	16	8	7
Transport Costs	35	22	13	75	52	23
S&S - Communications and Computing Costs	1	1	- 1	3	2	1
S&S - Other costs	934	968	- 34	1,944	1,933	10
Partnership Costs (3rd Party Payments)	18	32	- 14	37	52	- 15
Transfers to/(from) reserves	-	32	32	46	64	19
Income - Special Grants	- 174	- 174	0	- 174	- 174	0
Income - Other	- 88	- 57	- 31	- 219	- 175	- 44
TOTAL	5,236	5,473	- 237	10,871	11,187	- 316

Police Officer pay & allowances is forecasted to be £568k under spent at the end of the year. OSU North & South £724k - straight line projection, carrying 15 FTE vacancies as at the end of September, 9 of which relate to paused uplift. Offsetting this large underspend is top slice, 1 Insp over established in Contingency Planning and the ongoing pressure in Ops Planning of an unfunded Football Intel Officer.

Police officer overtime is projected to overspend by £169k

Ops Dept (excluding Rechargeable)	Projected to year end £000	Annual Budget £000	(Under) / Over as at 31st March £000
Drone	43	-	43
Underwater Search Unit	46	8	38
Mounted	23	10	13
Dogs Support Team	18	-	18
Dogs Training	13	-	13
Ops Support North	45	39	7
Ops Support South	54	34	21
Hostage Negotiator	11	10	1
Operational Planning	4	13	- 9
Contingency Planning Unit	10	-	10
Forensic Collision Investigation	16	-	16
TOTAL	283	114	169

Underwater search unit and Mounted overtime overspend is offset by mutual aid income.

Newly formed teams like Drones and Dogs Support Team have no budget allocation.

Forensic Collision Investigation will have some budget allocation from 24/25 by moving it from Collision Investigation in TST

Income is overachieving by £44k.

Ops Dept (excluding Rechargeable)	Projected to year end £000	Annual Budget £000	(Under) / Over as at 31st March £000
Underwater Search Unit	- 20	-	20
Mounted	- 71	4	67
Dogs Training	- 2	-	2
Operational Planning	- 20	61	41
Contingency Planning Unit	- 7	-	7
Forensic Collision Investigation	- 29	42	13
TOTAL	- 219	175	44

Underwater Search overachieving income budgets due to Mutual Aid.

Mounted Mutual Aid and £40k assumed insurance money for PH Rocky costs.

Dogs Training – sale of police dogs

Ops Planning – income from football banning income

Contingency Planning – offsetting MAGIC course costs and NAS festival training

Forensic Collision – Reports and tape income

Ops Rechargeable:

Operations Rechargeable	Projected to year end	Annual Budget	(Under) / Over as at 31st March
	£000	£000	£000
Ops Non Rechargeable	53	-	53
HQ OPS Rech Exp	188	169	19
Badger Cull	52	61	10
Football Rech Exp	68	5	63
TOTAL	118	225	107

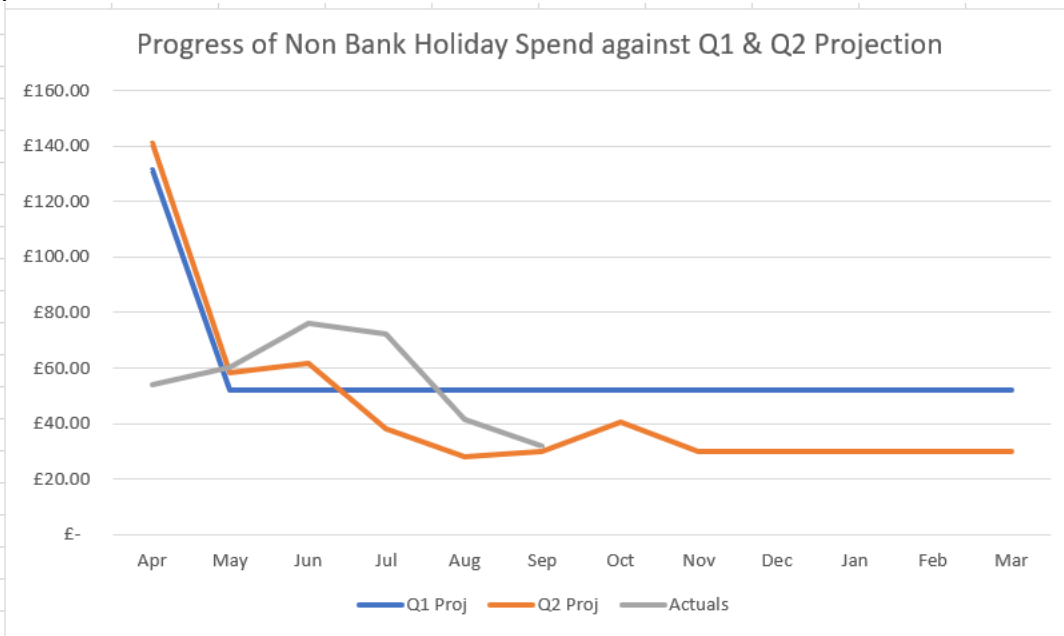
Ops Non rechargeable – relates to protests, evictions, and events where we receive no income, e.g., St Pauls Festival.

Ops Rechargeable – Golden Orb, Op Rondoletto

Intelligence – is £516k/8.2% underspent year to date and rising to £759k/6% underspent at the end of the year. Police Officer Pay & Allowances is forecasted to be £294k underspent at year end of which £250k relates to the Intel department, mainly generated by the addition of budget for 4 Sgt posts that have just been filled plus 2.58FTE PC vacancies. Staff Pay is projected straight line to be £506k underspent due to vacancies, offset by a £106k estimated overspent in overtime covering vacancies.

Tactical Support Team – is £323k/4.6% underspent rising to £594k/4.2% underspent by the end of the year. The driving factors remain the same as at Q1, large underspend on police officer pay, driven largely by the Pro-Active Road Policing Team from Uplift remaining unfilled, offset by officer overtime.

Police Officer overtime is projecting an overspend of £289k. This is a **reduction from Q1 of £193k**. Of the, £88k relates to Bank Holiday overtime and £200k non-Bank Holiday working. TST overtime spend is subject to monthly scrutiny by the Ch Insp and the Finance Business Partner. The projection is based on the spend relating to the last quarter and an ambition to remain within allocated budget for the remainder of the year.



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	22,769	19,808	2,961	15.0%	47,179	37,955	7,224	18.1%

OFFICIAL

CID Major Incidents	132	255	(123)	(48.2%)	259	584	(324)	(55.5%)
Criminal Investigations Directorate	22,901	20,063	2,838	14.1%	47,439	40,539	6,900	17.0%

CID – At the end of quarter 2 there is a year to date overspend of £3m/15% which is driven by Police Officer Pay and Allowances at £2.9m. CID currently fund 203 DHEP Officers which increased by 31 FTE in September 2023. Police Officer overtime is £128k overspent year to date and this includes £55k of costs relating to 2022-23, feedback to the directorate has been around timeliness of claims and pre-authorisations. Around 81% of the current year overspend relates to general overtime for detective sergeants. The directorate have advised the sergeants are feeling the pressure of increased headcount, and heightened levels of supervision/review of work from the DHEP and PCDA officers. There is also an indication that case prep times have increased due to the recent legislative changes regarding disclosure. At the same time the directorate are also actively monitoring high earners from both a monetary and welfare perspective.

The forecast to the end of the year is expected to be an overspend of £7.2m/18.1%. The cost of our DHEPs is projected to be £7.9m by year end but is offset £1m by underlying detective vacancies. The September intake was a reduction of 11 officers from the Q1 projection and as there are no plans for further intakes this financial year it has caused a significant drop in the Q2 forecast. Targeted Variable Bonus Payments (TVPs) are projected to cost £404k this year supporting the retention of our accredited detectives and those with specialist child protection qualifications adding a further £217.4k pressure to the year. The current overspend on Police Officer overtime is assumed to continue at £245k however this has reduced by £26.5k from Q1.

CID Major Incidents – Year to date underspend is £123k/48.2% with a projected underspend of £324k/55.5% 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	4,136	4,415	(279)	(6.3%)	9,538	9,527	10	0.1%
Major Crime Investigation	3,009	3,044	(35)	(1.2%)	6,096	6,157	(62)	(1.0%)
MCIT Major Incidents	182	177	6	3.4%	414	177	238	134.7%
Southwest ROCU	2,537	2,537	0	0.0%	5,073	5,073	0	0.0%
Black Rock	635	641	(7)	(1.1%)	1,232	1,283	(51)	(3.9%)
CTSFO	210	411	(201)	(48.9%)	696	836	(141)	(16.8%)
SWPCP ACC	92	92	0	0.0%	184	184	0	0.0%
SWPPS	271	275	(4)	(1.3%)	550	550	0	0.0%
Regional Collaboration	175	107	68	63.8%	402	402	0	0.0%
Disaster Victim Identification	3	0	3	0.0%	62	58	3	0.0%

Collaborations	11,251	11,699	(448)	(3.8%)	24,246	24,248	(1)	(0.0%)
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Scientific Investigations – At the end of Quarter 2 there is a year to date underspend of £279k/6.3% of which £267k relates to the budget for Digital Forensics outsourcing. The annual budget is £696k to clear external submission backlogs in Digital Forensics but YTD only £81k has been invoiced. SharePoint Records indicate £345k is work in progress with the supplier. There is significant pressure nationwide for external forensics providers to complete the work in a timely fashion at present. The forecast to year end is expected to be £10k/0.1% overspent. This forecast assumes that the outsourcing budget will be fully spent by year end and the collaboration contribution will be the same as budgeted, with a small overspend on software licences that fall outside of the collaboration agreement.

Major Crime Investigation – At the end of Quarter 2 there is a year to date underspend of £35k/1.2% which relates to vacancies in officer and police staff roles. There has been a reduction in staff of 2.16FTE since Q1. It is a priority of the department to increase resource in specific areas of high demand such as CCTV and aim to reach full establishment. The forecast to year-end is an expected underspend of £62k/1.0%

MCIT Major Incidents - At the end of Quarter 2 there is a year to date overspend of £6k/3.4%. The forecast to year end is an expected overspend of £238k/134.7% assuming that the CAT A-D incident rate continues at the current rate. At our last monthly review there were 38 ongoing incidents in various stages of investigation or at court.

Black Rock – At the end of Quarter 2 there is a year to date underspend of £7k/1.1%. The forecast to year end is an expected underspend of £51k/3.9% and includes movements largely between a forecasted underspend on Instructor vacancies (8FTE) 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.

CTSFO - At the end of Quarter 2 there is a year to date underspend of £201k/48.9%. The forecast to year end is an expected underspend of £141k/16.8%. The underspend year to date is largely due to vacancies within the Tri-Force Team and underspends on equipment and course fees. The cost of course fees year to date are currently utilising the grant funding but it is anticipated that costs will exceed the grant allocation and therefore the forecast to year end assumes that these budgets will be spent in full. The grant also forecasts an overspend of £65k on officer pay, if the grant provider does not cover this cost then it will be borne by the Tri-Force and so it has been included in the year end forecast as worst case.

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	13,406	13,816	(410)	(3.0%)	27,882	28,321	(439)	(1.6%)

Information Technology Directorate – At the end of Quarter 2 there is a year-to-date underspend of £410k/3.0% which is due to vacancies within the Staff Pay budget and underspends within the Communications and Computing budget. The staff pay budget is reporting an underspend of £197k, the budget is under established by 16.5 FTE at quarter two, which is an improvement on Q1 of 7.1 FTE. The directorate has had to rely on agency staff to augment capacity within the Networks Team which has cost £77k year to date. The annual pay award and additional market factor supplements have also improved the

year-to-date spend position. The communications and computing budget are reporting an underspend of £238k. The underspends are driven by several historic cost profiling errors, savings with a small number of software contracts and the WAN contract. The current spend year to date also includes a buyback credit of £85k for radio accessories that will need to be offset against equipment purchased using the capital budget. Underspends here have been offset against significant inflationary impacts with SAP resource support, Niche and the Azure consumption monthly costs have increased significantly. There is also significant spend within the supplies and services budget to perform the AIX and DB2 operating systems upgrade.

The forecast to the year end is expected to be an underspend of £439k/1.6% which is due to underspends within the staff pay, communications and computing and the income budget. The staff pay budget is forecast to be £137k under budget, again, this is driven by the number of in year vacancies, agency costs and the pay award, with a small improvement in the FTE position.

The communications and computing budget forecasting to be £103k under budget. The year-to-date picture should continue throughout the year, but there are a few risks that need to be considered. Current Azure costs are increasing month on month and if usage remains at the same rate, then the spend at the year-end could be significant. The figures include phase 1 of cloud migration through the transformation programme, if activity slips then the cost profile could produce significant underspends, therefore cloud migration will need to be closely monitored. Inflation has consumed a lot of the budget this year and it is proving difficult to track and predict within this current climate, more work is to be done to quantify the impact of inflation, as inflation within IT does not follow the standard trend, therefore this aspect will be closely monitored.

The income and reimbursement budget is forecasting to be £309k over budget. The directorate received a reimbursement from SWROCU for PND licences and reimbursements for Socrates hosting that were not provided for within the current 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	1,124	1,091	33	3.0%	2,284	2,201	83	3.8%
Evidential Property	337	343	(7)	(1.9%)	713	697	16	2.2%
Transport Services	2,625	2,527	98	3.9%	5,756	5,442	315	5.8%
Services Hub & Stores	2,955	3,033	(78)	(2.6%)	6,588	6,199	389	6.3%
Finance Department	1,142	1,277	(135)	(10.6%)	2,340	2,543	(203)	(8.0%)
Estates & Facilities Department	8,696	8,987	(291)	(3.2%)	17,099	17,351	(252)	(1.5%)
FBS Delivery Programme	93	137	(44)	(32.2%)	218	277	(59)	(21.3%)
FINANCE & BUSINESS SERVICES DIRECTORATE	16,971	17,394	(424)	(2.4%)	34,999	34,710	289	0.8%

Chief Officer Group – We are overspent by £33k/3.0% YTD, mainly due to one off spends on the Force Open Day, consultancy and legal fees. In addition, we have incurred costs for a temporary Sergeant in the Staff Office not budgeted. We are forecasting a full year overspend of £83k/3.8%, mainly due to continuing costs for the temporary Sergeant and due to the high one off costs already incurred. These factors will be partly offset by £52k underspend on contributions to national police programmes.

Evidential Property – We are underspent by £7.0k/1.9% year to date as annual funding from non-returnable detained property reserve was received in September. We are projecting an overspend of £16k/2.2% for the full year, mainly because we are expecting the £36k budgeted vacancy factor not to be fully achieved.

Transport Services – We are over budget by £98k/3.9% year to date, mainly due to a one-off cost for car Wi-Fi equipment and an overspend of £27k on vehicle maintenance due to high demand and accident repairs. In addition, income is lower than budget as fewer repair works have been completed for other forces, because of lack of capacity due to vacancies in the workshop team.

For the full year we are projecting an overspend of £315k/5.8%. We expect there to be continuing pressure on the vehicle repair and maintenance budget in the second half of the year. In addition, we are forecasting an overspend of £105k on staff pay, due to the 7% pay rise from September and because the £96k budgeted vacancy factor will not to be achieved. We are anticipating an overspend of £36k on fuel costs for the full year due to the recent increase in prices; however, fuel prices are volatile, and we will continue to monitor this area closely.

Services Hub & Stores – We are under budget by £78k/2.6% year to date, though for the full year we are expecting to be £389k/6.3% over budget. The main reason for the full year overspends, 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 £504k. There are currently 12 FTE vacancies, mainly within the Enquiry Offices and Admin Hub, though this has partly been offset by the 7% pay rise from September and the overtime cost to cover Enquiry Office vacancies.

Finance Department – We are currently £135k/10.6% under budget and the underspend is expected to grow to £203k/8.0% 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 £291k/3.2% under budget year to date. Police staff pay is £43k under budget due to 4 FTE vacancies. Rent costs are £107k 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 £52k due to additional Salix funding received and higher service charge income for HQ. In addition, electricity costs are underspent, due to energy reconciliation refunds received and lower year to date consumption. These underspends are partly offset by overspends on repair and maintenance, due to significant refurbishment costs at Burnham police station. In addition, we have received incurred fees for EV charging infrastructure consultancy.

For the full year we are forecasting an underspend of £252k/1.5%. We are expecting police staff pay to be £43k under budget due to vacancies. Our rent costs should continue to underspend for the full year. We are projecting an underspend of £32k in cleaning costs due to savings achieved in this area. Gas costs are expected to fall in line with budget for the year and we are currently anticipating that electricity charges will be £53k under budget. Income is anticipated to overachieve by £126k due to higher radio mast income and higher service charge income for HQ. These factors are partly offset by a projected overspend of £161k on repair and maintenance of our buildings, mainly due to refurbishment costs at Burnham already incurred.

FBS Delivery Programme – We are £44k/32.2% under budget year to date and projecting this to grow to £59k/21.3% 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	1,339	1,521	(182)	(12%)	2,852	3,038	(186)	(6.1%)
WFP/Resources	846	965	(119)	(12.3%)	1,800	1,955	(156)	(8.0%)
Organisational Development	892	992	(100)	(10.1%)	1,802	1,969	(168)	(8.5%)
Learning	4,636	4,135	501	12.1%	9,350	8,593	757	8.8%
Occupational Health	585	603	(18)	(3.0%)	1,236	1,210	27	2.2%
Health & Safety	53	57	(4)	(7.0%)	116	117	(1)	(0.7%)
P&OD Directorate	8,351	8,273	78	0.9%	17,156	16,882	274	1.6%

HR Operations (including Reasonable Adjustments) – at the end of quarter 2 there was an underspend of £182k/12%, this is due to Indirect Employee Expenses (Police Now recruitment costs) underspending by £115k as there is no cohort of Police Now in 23/24. Forensic Investigation Services are underspent to date by £12k due to recruitment numbers being lower at this point in the year and Supplies & Services are £45k underspent to date which are mainly Course Fees (£23k) and Subscriptions £16k). Third Party payments (this relates to recruitment assessment centres) are currently underspending – the charges are reflective of the number of candidates and so spend can fluctuate. Reasonable Adjustments are currently £55k overspent against the profiled budget to date – Communication & Computing, Equipment, Loose Furniture and Course Fees make up the four largest areas of overspend.

The forecast to the end of the year is expected to be an underspend of £186k/6%, which relates to a £33k overspend on Police Staff Pay, this is due to non-achievement of top slice. Indirect Employee Expenses (Police Now recruitment costs) are projecting a £258.5k underspend, as no cohorts planned for remainder of this financial year – however –a decision is pending as to whether there will be a cohort in 24/25. Supplies & Services are projecting a £67.2k underspend, this is mainly due to the PMAB (Police Medical Appeals Board) that is projecting a £25k underspend, as charges are demand driven and no charges have been received in the past 3 months. Course Fees are currently projecting a £28k underspend – some of this budget will be moved into the newly-created Work Force Planning & Resources Dept in 24/25. Third Party Payments are projected to be £10k underspent, HR are expecting a further 2 assessment centres in 23/24 and have confirmed up to 150 candidates per centre, however the charges are dependent on the number of candidates at each and there will be a charge for National Sifting of candidates. Reasonable adjustments are projected to be £125.7k spent against a budget of £62.4k, the ordering of Orthopaedic chairs and equipment has increased along with the purchasing of software licences and course fees.

Workforce Planning & Resources – at the end of Quarter 2 there is a year-to-date underspend of £119k/12.3%, which is due to the department carrying vacancies of 6.45 FTE (which are being recruited for) of £142k and an overspend of overtime of £23.4k, for which there is no budget. The overtime is because of Phase 1 of GRS (the new rostering system replacing DMS) and cover for vacant posts.

The forecast to the end of the year is projecting an underspend of £156k/8%, which is mainly Police Staff Pay of £194k, off-set by staff overtime projecting to be £38.6k overspent with no budget. The overtime projection has been amended to reflect a reduction for the second half of the year, as GRS has been embedded and staff vacancies are recruited into.

Organisational Development – at the end of Quarter 2 there is a year to date underspend of £100k/10.1%, which is mainly due to an underspend of £99.7k on Police Officer Pay where there are 2 PC vacancies, which is offset by an overspend on Police Staff Pay of £52.8k across the various departments. Supplies & Services currently have an underspend of £54k across all departments, including £12k for Diversity and £15k Leadership.

The forecast to the end of the year is projecting an underspend of £168k/8.5%, which is mainly due to the continued underspend on PC vacancies of £197k, offset by an overspend of £33k on Police Staff Pay – this includes a small uplift of 1 perm FTE and 1.8 temporary FTE for Org Development from the Leap Wise business case.

Learning – at the end of Quarter 2 there is a year to date overspend of £501k/12.1%, which is mainly due to an overspend of £407.7k on Police Staff Pay – the department is running at 16.43 FTE over establishment and a business case has been submitted to extend several of the temporary staff until the end of March 2025. This is being offset by an underspend of £99k on Police Officers Pay, where there are 5.46 FTE vacancies and top slice has been achieved. Police Staff Overtime is at £18k overspent which is due to the Training Support Staff working additional hours – this is expected to reduce if the business case is approved. Transport Related costs are overspent to date by £12k, which is linked to mileage allowance for Student Officers, PCSO's & DHEP cohorts. Supplies and Services are overspent by £166k, which is due to the £237k for DHEP fees, this is being offset by underspends in Equipment £45k (including Tasers), Professional Fees £20k and £30k of old purchase orders being closed.

The forecast to the end of the year is projecting an overspend of £757k/8.8%, which relates to the continuation of a projected overspend on Police Staff Pay of £852k, which is offset by an underspend of £210k on Police Officer Pay. Police Staff Overtime is projected to be £42k overspent for the reasons above. Transport Related costs are expected to be £29k overspent due to various officer and PCSO cohorts, all eligible to claim travel. Supplies & Services are projecting a £434k overspend for DHEP Fees – which is covered by Reserves and Taser is expected to underspend by £265k (majority of spend has been capitalised over the next 4 years). Professional Fees are projected to underspend by £34k.

Occupational Health – at the end of Quarter 2 there is a year to date underspend of £18k/3%, which is mainly due to a £23k underspend in Police Staff Pay. Indirect Employee Costs are currently overspending £28.5k to date mainly due to Physiotherapy charges that have been invoiced in the last 2 months. This is offset by Supplies and Services which are underspending mainly due to £14k on Equipment and Course Fees of £5k.

The forecast to the end of the year is projecting an overspend of £27k/2.2%, which is mainly due to an overspend of £61k for Physiotherapy and Ophthalmic reimbursements and an increased quarterly payment to EAP of £15k, which is offset by a projected underspend of £27.4k in Supplies & Services.

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	1,566	1,324	242	18.3%	2,971	2,708	263	9.7%

Legal & Compliance – At the end of Quarter 2 there is a year to date overspend of £242k/18.5%. This overspend in the main relates to a spend of £161k for the DPO business case that isn't budgeted. Legal provision is also overspending as there is no budget allocated and Legal Costs and Services also has an overspend but this is expected as in previous years. Income is under achieving now as contributions from other Forces for Lexis Nexis have yet to be invoiced.

The forecast to the year-end is an overspend of £263k/9.7%. Overspend is due to legal costs & services and professional fees where there is an approved overspend for the temporary outsourcing of DPO function. Income should slightly overachieve by the end of the year.

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	1,122	1,094	28	2.5%	2,107	2,227	(120)	(5.4%)
Performance & Insight	825	878	(53)	(6.1%)	1,697	1,780	(83)	(4.7%)
Professional Standards	1,864	1,633	231	14.1%	4,106	3,310	796	24.1%
Portfolio Management Office	127	135	(7)	(5.5%)	539	284	255	89.9%
Staff Office	240	223	18	7.9%	484	451	33	7.4%
Directorate of the Chief of Staff	4,178	3,963	216	5.4%	8,934	8,052	882	11.0%

Performance & Assurance (including the Chief of Staff): at the end of Quarter 2 there is a year to date overspend of £28k/2.5%. This is mainly Police Officer Pay (£25k) due to an over established Supt and PS post. Police Staff Pay (£10k) is overspent and has reduced due to the movement of the CDI (Crime Data & Integrity) team into Command & Control and 2 abstractions from the PO6-9 Improvement Consultant role. However, this is offset by the movement of the FCIR and Deputy FCIR into P&A from Legal with effect from July. There are a few smaller underspends mainly in Supplies & Services.

The forecast to the year end is expected to be £120k/5.4% underspent which relates to Police Officer Pay which is due to the over established Supt being moved with effect from 1st April 2023 from P&A into PMO. Off setting this is a temporary C/Insp who has moved into P&A for up to 6 months. Police Staff are projecting an underspend of £98k, this is due to the CDI team (a total of 7.65 FTE) being moved to Command & Control with effect from September. Supplies & Services are projected to underspend by £16k.

Performance & Insight – at the end of Quarter 2 there was an underspend of £53k/6.1%. This is mainly down to Supplies & Services which are currently underspending by £44k of which £32k relates to professional fees. The forecast to the end of the year is expected to be £83k/4.7% underspent. This relates

to Police Staff pay of £24k mainly driven by a higher number of vacancies at Q2 compared to Q1 and the SO2 GIS Officer moving into IT with effect from October. Supplies & Services are projecting a £45k underspend, which is mainly professional fees and course fees.

Professional Standards – at the end of Quarter 2 there was an overspend of £231k/14%, this is down to a number of factors including – Police Officer Pay which is currently £120k overspent due to the temporary increase of 4 PC's for 18 months to assist with the high levels of demand. The department is also over established with Inspectors on the team (currently 4 FTE rather than the 2 FTE budgeted). Police Staff Pay is £70.k overspent, this is due to the growth of 3 FTE permanent and 3 FTE temporary S5 Vetting Researchers and 1 S4 Admin post to help with the high levels of demand. Police Officer Overtime is £35k overspent to date, which is due to demand, as is the Police Staff Overtime, which is £35k overspent to date – this includes x3 zero hours contractors who have been agreed until the end of March 2024.

The forecast to the end of the year is expected to be £796k/24% overspent, this is due to the continuation of the above areas of Police Officer and Police Staff Pay current overspends. The projection is to be in the region of £415k overspent for officers and £26.k overspent for staff. The officer and staff overtime is expected to reduce with the introduction of the extra support, however Officer overtime is projected to be £40k overspent by year end and Staff Overtime is at £70k – which includes the 3 zero hours contractors that have been agreed until the end of March 2024. Supplies & Services are also projecting an overspend of £12k at year end, which is mainly a fee of £13k for the Cabinet Office.

Strategic Change & Planning Department (formerly the Portfolio Management Office) – at the end of Quarter 2 there was an underspend of £7k/5%. This was mainly due to Police Staff Pay of £17k, offset by Police Officer Pay and an overspend of £12k to date with no budget.

As this is a newly created department, the Q1 projection is not comparable to the Q2 figures in this report. The forecast to the end of the year is expected to be £255k/90% overspent which relates to Police Officer Pay which is forecasting a £159k overspend as the over established Supt has been moved into this newly created department, with his pay costs from 1st April 2023, there is also a Chief Insp position for 6 months, but no budget has been allocated in 23/24. Police Staff Pay is projecting an overspend of £99k due to Project Manager and x 2 Delivery Manger posts being created with no budget in 23/24. A further 24-month temporary PO12-15 role will also be recruited into, but no budget will be provided for this post in 24/25 due to its temporary nature.

Staff Office – at the end of Quarter 2 there was an overspend of £18k /8%, this is mainly due to Police Officer Pay which is £16k overspent due to the over established C/Insp. The forecast to the end of the year is expected to be £33k/7.4% overspent mainly driven by the over establishment of the C/Insp pay in the first half of this financial year. As the Staff Office is now at establishment, the overspend of £28K for the year should remain static.

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	749	955	(205)	(21.5%)	1,782	1,949	(167)	(8.6%)
Events Team	36	35	1	1.4%	85	69	16	23.6%
Corporate Communications Directorate	785	990	(205)	(20.7%)	1,867	2,017	(151)	(7.5%)

CORPORATE COMMS (including the Events Team): at the end of Quarter 2 there is an underspend of £205k, which is mainly due to Police Staff vacancies, which have reduced to 2.33 FTE under-established at the end of September. Supplies & Services are also underspent by £122k to date which relates to carry forwards, relating to the media suite should be spent by the end of Q3. The remaining £50K carry forward is forecasted to be spent in part.

The forecast to the year end is expected to be an underspend of £151k. Police Staff pay is projected to come in underspent by £75k, due to vacancies and maternity cover posts. Supplies & Services are forecasted to be £117k underspent. This includes carry forwards totalling £72K. £22k relates to the media suite and is expected to be spent by the end of Q3. The remaining £50K carry forward is forecasted to be spent in part. An in-year saving of £18.7k can be taken from the Corp Comms Course Fees budget, as the temporary budget received was incorrectly calculated. The Events team have under achieved on the income generation, achieving only £3K against a target of £50K.

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	1,711	2,204	(494)	(22.4%)	6,588	7,051	(462)	(6.6%)
Officer & Staff Allowances	(2,324)	(1,913)	(411)	21.5%	(13,682)	(3,913)	(9,769)	249.7%
Central Costs	157	270	(112)	(41.7%)	4,583	5,910	(1,327)	(22.5%)
Covid 19	12	0	12	0.0%	12	0	12	0.0%
Central Adjustment & Savings	0	578	(578)	(100.0%)	0	578	(578)	(100.0%)
Central Costs	(443)	1,139	(1,582)	(138.9%)	(2,498)	9,625	(12,123)	(126.0%)

Pensions – Year to date an underspend of £494k/22.4% is due to reduction in costs of ill health retirements. The forecast shows an underspend of £462k/6.6% 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 £411k/21.5% 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 £9.7m/249.7% is due to several factors and assumes the following adjustments.

- £1.8m 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. Against this we have an underlying underspend of £400k relating to budget for PCDA pay point 0 (uplift of £2k) leaving us with a net underspend of £2.2m.
- £7.5m 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.

- £1.8m for additional grant funding for Uplift 2023/24. Additional 40 Officers at £45k each. It is formal requested to the PCC that the additional funding of £1.8m for Uplift maintenances is transferred to a specific reserve to support delivery in 2024/25.

Central Adjustments and Savings – Forecasted underspend of £578k/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 £4.2m which gives us a surplus balance of £578k to offset future savings/growth requirements. To date these are the adjustments that have taken place to each this surplus balance:

- £1.8m has been taken for year 1 police staff savings. This equates to a reduction of 40 FTE and has been identified through the work the core planning team has undertaken.
- £1.4 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.
- £163k adjustments on other budgets. This relates to £63k in the local resilience forum budget where we have over provided. A permanent removal of £100k on temporary budgets provided to the Records Review Team specifically the Data Quality element.

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 £12k and a forecasted position of an overspend of £12k. This is covering residual spend and going forward the budget area will be closed.

Central Costs

ANNEX B - Mgt Structure 2023/24 Revenue Report September 2023	23/24 YTD Actual £'000	23/24 YTD Budget £'000	Over/ (Under) £'000	Over/ (Under) %	Q2 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 Projected Over/ (Under) £'000	Over/ (Under) %
<i>Bristol Airport</i>	(32)	(33)	2	(4.9%)	(11)	(59)	48	(80.8%)
<i>Glastonbury Festival</i>	(653)	(771)	118	(15.3%)	(589)	(743)	154	(20.8%)
<i>HQ Central</i>	2,541	3,176	(634)	(20.0%)	8,181	9,341	(1,160)	(12.4%)
<i>Reserves</i>	(1,742)	(2,000)	258	(12.9%)	(3,110)	(2,425)	(685)	28.2%
<i>UC Claims</i>	260	0	260	0.0%	395	0	395	0.0%
<i>Wilfred Fuller</i>	(217)	(102)	(115)	113.4%	(283)	(204)	(79)	38.9%
Central Costs	157	270	(112)	(41.7%)	4,583	5,910	(1,327)	(22.5%)

Bristol Airport – a year to date overspend of £2k/4.9% which is forecasted to be a £48k/80.8% 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 £154k/20.8% 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 £634k/20% which is forecasted to increase to an underspend of £1.1m/12.4%. 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	Q2 projection	Annual Budget	Q2 Under / Over
Police Officer pay and allowances	0	7	(7)	0	(24)	24
S&S - Other costs	0	(27)	27	20	729	(709)
Transfers to/(from) reserves	(1,742)	(1,980)	238	(3,130)	(3,130)	0
TOTAL	(1,742)	(2,000)	258	(3,110)	(2,425)	(685)

Supplies & Services other costs – is forecasting an under spend of £709k 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; £65k to support any additional training requirements (forecast assumes that £20k 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 £395k 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.

3 PART TWO – 2023/24 CAPITAL & PROJECTS BUDGET PERFORMANCE

The capital plan for 2023/24 totalled £22.8m and the addition of carry forwards of capital schemes in progress amounted 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 £25.6m 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	35	10,602

Digital Projects	2,969	304	3,273	0	3,273
Estate Projects	1,942	32	1,974	0	1,974
Revenue Projects	7,413	622	8,035	0	8,035
Funded or part funded projects	1,203	0	1,203	521	1,724
TOTAL	22,839	2,213	25,052	556	25,608

2023/24 CAPITAL PROGRAMME OUTTURN

At the end of Quarter 2, 2023/24 £6.6m (26%) of the capital programme had been spent, further details of this spend is included within Annex F. We are anticipating being £5.4m underspent against budget by the end of the year. The main underspend relates to ICT where some budgets are no longer required this year due to delays in project being progressed. 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	10,602	1,899	17.92%	8,462	79.8%	(2,140)	(20.2%)	
Digital Projects	11,308	2,350	20.78%	6,525	57.7%	(4,783)	(42.3%)	
Estate Projects	1,974	1,997	101.16%	3,265	165.4%	1,292	65.4%	
Funded or part funded projects	1724	386	22.41%	1,964	113.9%	240	13.9%	
TOTAL	25,608	6,633	25.90%	20,216	78.9%	(5,391)	(21.1%)	

ASSET REPLACEMENT AND RENEWAL

£1.9m (18% of the plan) has been spent on asset replacement and renewal by the end of Quarter 2, and we are projecting to be £2.1m underspend against the plan at the end of the year. We expect to spend £8.5m (80% of the plan) by 31 March 2024.

- IT Renewal and replacements - £0.5m expenditure incurred to date, mainly on Airwave handsets, video conferencing, monitors and mobiles, with a further £1.0m spend planned for the rest of the year mainly on user devices (laptops and monitors) and video conferencing. We expect to be £1.0m under budget by the end of the year: primarily driven by underspend on the user devices (£0.8m) where the level of requirement isn't as expected.
- Estates rolling replacement and renewal – £137K expenditure to date, mainly on Drugs team area refurbishment at HQ and Kenneth Steele House car wash and canteen. We expect to spend a further £0.8m spend this year, and our forecast suggests we will be £0.9m under budget. The main area of forecast spends include £180k on HQ and Kenneth Steele House Building Management systems, £280k on HQ electrical works for back up generators, £54k on Concorde House Roof, £70k on Burnham Roof and £85k on HQ canteen. The main reason for the £0.9m underspend is the push back of replacement of the chiller in the HQ Operations building to 2024/25. The design stage is underway, however due to lead times, the construction will start early next financial year.
- Vehicle replacements - £1.2m has been spent on replacement vehicles in the first half of the year. We anticipate £5.3m spend for the full year, £0.3m under budget. We have already raised the purchase orders for vehicles where delivery is expected this year. Lead times of manufacturers has improved for some vehicles; however, lack of drivers in the UK and shortage of skills to convert vehicles to police cars is still causing some delays. There is a risk that £0.9m of orders will slip into next financial year, based on timings of build slots, though we are getting regular updates from the manufacturers. Key areas of projected spend include £1.6m on Ops Support, £0.8m on Response, £0.8m on Neighbourhood & Partnerships, £0.8m on Tactical Support Team and £0.5m on Investigations.

- Capital Equipment Replacement – Expenditure of £1k incurred to date, mainly on ANPR replacement hardware and we anticipate a further £664k to be incurred during 2023/24 on ANPR, Taser replacement and Weapons.

DIGITAL & REVENUE PROJECTS

£549k capital spend was incurred to the end of Quarter 2 for digital projects on the National enabling programme, transformation and IBM redaction tool.

A further £0.3m is forecast to be incurred in the year on NEP and Transformation. We are projecting to be £2.5m 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

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.

£1.8m has been spent on the revenue projects by end of Quarter 2. We are forecasting further spend of £4.0m to create an underspend of £2.3m.

ERP Project – Forecasting a further spend of £3.5 m coming under budget by £0.9m

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 2 £2.0m (101% of the plan) had been spent on the Estates programme. We are forecasting expenditure of £3.3m. (165% of the plan) for the full year and we are projecting £1.3m overspend against budget. The main reason for the overspend is the purchase of Plymouth House in Bath for £1.9m. 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 £172k 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 - £714k spend forecast for the year, £220k under budget. The project has been slightly delayed, partly because planning permission took longer than expected to obtain. Demolition of the custody area is underway, and the construction phase should begin in Quarter 4 once a contractor is appointed.
- Bath - £1.9m incurred for purchase of Plymouth House property in Bath. We provisioned for spend on our Bath Estates in future years, but an opportunity has arisen this financial year 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 £21K spend is forecast to be incurred at two sites this financial year.

- Taser Storage – no further spend is 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 the partnership basis of the initiative being supported. It is anticipated that £1.9m 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 may be necessary for 24/25.

4 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.

5 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.

6 CONCLUSIONS AND RECOMMENDATIONS

The quarter 2 report shows a forecasted year end underspend of £1.7m which is 0.5% of the total revenue budget. The under spends, in the main, are driven by an overachievement against income as we continue to benefit from high Bank of England interest rates and provide policing support to Op Safeguard (cells provision for the prison services). However, this position does conceal a forecasted overspend of £8.4m on employee costs because of the increased pay award at 7.0% and continuing pressures around overtime. The estimated cost of this increased pay award is circa. £6.6m which is offset by additional grant funding. This quarter we recognise funding of £1.8m for the recruitment of additional 40 Officers in support of maintaining national uplift numbers. Against non-pay we continue to see inflationary pressures around repairs and maintenance costs in estates and increase in fuel pricing in transport services. We continue to make good progress around identifying savings and currently have managed to overachieve the £3.7m target set in the budget with a net balance of £580k.

The capital forecast is developing and against a plan budget of £25.6m we forecast to spend £20.2m which is 78.9% of the total planned capital budget. This leaves a forecasted underspend of £5.4m/21.1%. The

next steps involve working closely with Directorates and looking for opportunities to accelerate capital programmes to be delivered by year end.

We request approval from GSB to transfer £1.8m received for the recruitment of 40 additional officers, to reserves, for the continuing cost pressures relating to the delivery and embedding of uplift in 2024/25.

Member of GSB are invited to review and discuss the Q2 report.

OFFICIAL

ANNEX A - Subjective Structure 2023/24 Revenue Report September 2023	23/24	23/24	Over/	Over/	Q2 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	87,511	86,605	906	1.0%	179,200	175,219	3,981	2.3%
Police Officer Overtime	4,444	3,411	1,032	30.3%	9,113	6,558	2,556	39.0%
Police Staff pay and allowances	49,682	50,275	(592)	(1.2%)	102,729	101,741	987	1.0%
Police Staff Overtime	1,139	619	521	84.2%	2,443	1,256	1,187	94.5%
PCSO pay and allowances	6,284	6,277	7	0.1%	12,941	12,735	206	1.6%
PCSO Overtime	65	39	26	65.4%	111	68	44	64.9%
Indirect Employee Expenses	641	873	(232)	(26.6%)	1,738	1,823	(86)	(4.7%)
Pensions	4,006	4,477	(471)	(10.5%)	8,493	8,948	(455)	(5.1%)
EMPLOYEE COSTS	153,772	152,577	1,196	0.8%	316,768	308,348	8,420	2.7%
PREMISES COSTS	8,931	9,268	(337)	(3.6%)	17,641	17,896	(255)	(1.4%)
TRANSPORT COSTS	2,618	2,441	177	7.3%	5,515	5,028	487	9.7%
S&S - COMMUNICATIONS AND COMPUTING COSTS	10,301	10,513	(212)	(2.0%)	26,942	26,291	651	2.5%
S&S - FORENSICS COSTS	98	380	(283)	(74.3%)	758	761	(2)	(0.3%)
S&S - OTHER COSTS	8,692	8,485	207	2.4%	16,052	15,746	306	1.9%
PARTNERSHIP COSTS (3RD PARTY PAYMENTS)	9,491	9,765	(275)	(2.8%)	19,273	19,630	(357)	(1.8%)
TRANSFERS TO/(FROM) RESERVES	(2,484)	(2,860)	376	(13.1%)	(1,599)	(4,018)	2,419	(60.2%)
CAPITAL FINANCING COSTS	5,220	5,172	47	0.9%	9,244	10,007	(763)	(7.6%)
ADJUSTMENTS & SAVINGS IDENTIFIED	0	578	(578)	0.0%	0	578	(578)	(100.0%)
TOTAL CONSTABULARY EXPENDITURE	196,638	196,319	320	0.2%	410,594	400,266	10,329	2.6%
INCOME - SPECIAL GRANTS	(9,496)	(9,445)	(52)	0.5%	(25,284)	(15,887)	(9,396)	59.1%
INCOME - OTHER	(10,794)	(8,914)	(1,880)	21.1%	(19,851)	(17,172)	(2,679)	15.6%
TOTAL CONSTABULARY INCOME	(20,290)	(18,358)	(1,932)	10.5%	(45,135)	(33,059)	(12,076)	36.5%
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	176,348	177,960	(1,612)	(0.9%)	365,459	367,206	(1,747)	(0.5%)
MISCELLANEOUS	(38)	0	(38)	0.0%	0	0	0	0.0%
GRANTS	(944)	(1,211)	267	(22.1%)	(2,319)	(2,339)	20	(0.8%)
SECONDEES	1	(3)	4	(126.0%)	0	0	0	0.0%
TOTAL CONSTABULARY	175,367	176,746	(1,380)	(0.8%)	363,140	364,868	(1,727)	(0.5%)
OFFICE OF THE POLICE AND CRIME COMMISSIONER	1,038	1,120	(81)	(7.3%)	2,275	2,212	63	2.8%
COMMISSIONING COSTS	826	1,137	(311)	(27.4%)	2,368	2,393	(25)	(1.1%)
TOTAL OPCC AND COMMISSIONING	1,864	2,256	(393)	(17.4%)	4,642	4,605	37	0.8%
TOTAL REVENUE EXPENDITURE	177,231	179,003	(1,772)	(1.0%)	367,783	369,473	(1,691)	(0.5%)

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ANNEX B - Mgt Structure 2023/24 Revenue Report September 2023	23/24 YTD Actual £'000	23/24 YTD Budget £'000	Over/ (Under) £'000	Over/ (Under) %	Q2 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 Projected Over/ (Under) £'000	Over/ (Under) %
Neighbourhood Policing	14,994	17,870	(2,876)	(16.1%)	33,686	36,879	(3,193)	(8.7%)
Offender Management	3,694	3,885	(191)	(4.9%)	7,628	7,693	(65)	(0.8%)
Victims and Safeguarding	2,330	2,572	(242)	(9.4%)	5,099	5,208	(109)	(2.1%)
Citizens in Policing	233	291	(58)	(20.0%)	534	587	(53)	(9.0%)
Serious & Violent Crime	420	512	(92)	(17.9%)	800	800	(0)	(0.0%)
ADDER Drugs	234	401	(167)	(41.7%)	635	563	72	12.8%
Operation Remedy	3,516	3,838	(322)	(8.4%)	7,146	7,703	(557)	(7.2%)
NEIGHBOURHOOD & PARTNERSHIP	25,420	29,368	(3,948)	(13.4%)	55,528	59,432	(3,904)	(6.6%)
Command and Control	11,981	11,720	261	2.2%	25,121	23,680	1,441	6.1%
Patrol	29,773	27,687	2,085	7.5%	61,725	55,863	5,862	10.5%
Detainee Investigation Support	4,270	4,168	102	2.4%	8,428	8,418	11	0.1%
RESPONSE	46,023	43,576	2,448	5.6%	95,275	87,961	7,314	8.3%
<i>Criminal Justice</i>	<i>8,300</i>	<i>8,070</i>	<i>230</i>	<i>2.8%</i>	<i>16,340</i>	<i>16,357</i>	<i>(17)</i>	<i>(0.1%)</i>
<i>Speed Enforcement</i>	<i>(87)</i>	<i>(558)</i>	<i>471</i>	<i>(84.4%)</i>	<i>(899)</i>	<i>(1,568)</i>	<i>669</i>	<i>(42.7%)</i>
Criminal Justice	8,213	7,512	701	9.3%	15,441	14,789	652	4.4%
Operations Major Incidents	24	57	(32)	(57.1%)	27	168	(142)	(84.1%)
Operations	5,240	5,487	(247)	(4.5%)	10,753	10,962	(209)	(1.9%)
Intelligence	5,803	6,319	(516)	(8.2%)	11,857	12,617	(759)	(6.0%)
Tactical Support Team	6,658	6,981	(323)	(4.6%)	13,584	14,177	(594)	(4.2%)
OPERATIONAL SUPPORT	25,937	26,354	(417)	(1.6%)	51,662	52,713	(1,051)	(2.0%)
CID	22,769	19,808	2,961	15.0%	47,179	39,955	7,224	18.1%
CID Major Incidents	132	255	(123)	(48.2%)	259	584	(324)	(55.5%)
CID	22,901	20,063	2,838	14.1%	47,439	40,539	6,900	17.0%
Scientific Investigation	4,136	4,415	(279)	(6.3%)	9,538	9,527	11	0.1%
Major Crime Investigation	3,009	3,044	(35)	(1.2%)	6,096	6,157	(62)	(1.0%)
MCIT Major Incidents	182	177	6	3.4%	414	177	238	134.7%
South West ROCU	2,537	2,537	0	0.0%	5,073	5,073	0	0.0%
Black Rock	635	641	(7)	(1.1%)	1,232	1,283	(51)	(3.9%)
Counter Terrorism Specialist Firearms	210	411	(201)	(48.9%)	696	836	(141)	(16.8%)
SWPCP ACC	92	92	0	0.0%	184	184	0	0.0%
SWPPS Collaboration	271	275	(4)	(1.3%)	550	550	0	0.0%
Regional Collaboration	175	107	68	63.8%	402	402	0	0.0%
Disaster Victim Identification	3	0	3	0.0%	62	58	3	0.0%
COLLABORATION	11,251	11,699	(448)	(3.8%)	24,246	24,248	(2)	(0.0%)
Information Technology Directorate	13,406	13,816	(410)	(3.0%)	27,882	28,321	(439)	(1.6%)
INFORMATION TECHNOLOGY DIRECTORATE	13,406	13,816	(410)	(3.0%)	27,882	28,321	(439)	(1.6%)
Chief Officer Group	1,124	1,091	33	3.0%	2,284	2,201	83	3.8%
Evidential Property	337	343	(7)	(1.9%)	713	697	16	2.2%
Transport Services	2,625	2,527	98	3.9%	5,756	5,442	315	5.8%
Services Hub & Stores	2,955	3,033	(78)	(2.6%)	6,588	6,199	389	6.3%
Finance Department	1,142	1,277	(135)	(10.6%)	2,340	2,543	(203)	(8.0%)
Strategic Procurement Services	0	0	0	0.0%	0	0	0	#DIV/0!
Estates and Facilities Department	8,696	8,987	(291)	(3.2%)	17,099	17,351	(252)	(1.5%)
FBS Delivery Programme	93	137	(44)	(32.2%)	218	277	(59)	(21.3%)
FINANCE & BUSINESS SERVICES DIRECTORATE	16,971	17,394	(424)	(2.4%)	34,999	34,710	289	0.8%
HR Operations	1,339	1,521	(182)	(12.0%)	2,852	3,038	(186)	(6.1%)
Organisational Development	892	992	(100)	(10.1%)	1,802	1,969	(168)	(8.5%)
Learning	4,636	4,135	501	12.1%	9,350	8,593	757	8.8%
Occupational Health	585	603	(18)	(3.0%)	1,236	1,210	27	2.2%
Health & Safety	53	57	(4)	(7.0%)	116	117	(1)	(0.7%)
Futures Programme	0	0	0	0.0%	0	0	0	0.0%
Workforce Planning & Resources	846	965	(119)	(12.3%)	1,800	1,955	(156)	(8.0%)
PEOPLE & ORG DEVELOPMENT DIRECTORATE	8,351	8,273	78	0.9%	17,156	16,882	274	1.6%
Legal & Compliance	1,566	1,324	242	18.3%	2,971	2,708	263	9.7%
LEGAL & COMPLIANCE DIRECTORATE	1,566	1,324	242	18.3%	2,971	2,708	263	9.7%
Performance & Assurance	1,122	1,094	28	2.5%	2,207	2,227	(20)	(0.9%)
Performance & Insight	825	878	(53)	(6.1%)	1,697	1,780	(83)	(4.7%)
Professional Standards Department	1,864	1,633	231	14.1%	4,106	3,310	796	24.1%
Portfolio Management Office	127	135	(7)	(5.5%)	539	284	255	89.9%
Staff Office	240	223	18	7.9%	484	451	33	7.4%
DIRECTORATE OF THE CHIEF OF STAFF	4,178	3,963	216	5.4%	8,934	8,052	882	11.0%
Corporate Communications	785	990	(205)	(20.7%)	1,867	2,017	(151)	(7.5%)
CORPORATE COMMUNICATIONS DIRECTORATE	785	990	(205)	(20.7%)	1,867	2,017	(151)	(7.5%)
Pensions	1,711	2,204	(494)	(22.4%)	6,588	7,051	(462)	(6.6%)
Officer & Staff Allowances	(2,324)	(1,913)	(411)	21.5%	(13,682)	(3,913)	(9,769)	249.7%
Bristol Airport	(32)	(33)	2	(4.9%)	(11)	(59)	48	(80.8%)
Glastonbury Festival	(653)	(771)	118	(15.3%)	(589)	(743)	154	(20.8%)
HQ Central	2,541	3,176	(634)	(20.0%)	8,181	9,341	(1,160)	(12.4%)
Reserves	(1,742)	(2,000)	258	(12.9%)	(3,110)	(2,425)	(685)	28.2%
UC Claims	260	260	0	0.0%	395	0	395	0.0%
Wilfred Fuller	(217)	(102)	(115)	113.4%	(283)	(204)	(79)	38.9%
Central Costs	157	270	(112)	(41.7%)	4,583	5,910	(1,327)	(22.5%)
Covid 19	12	0	12	0.0%	12	0	12	0.0%
Central Savings	0	578	(578)	(100.0%)	0	578	(578)	(100.0%)
Student Officers	1	0	1	0.0%	1	0	1	0.0%
CENTRAL COSTS	(443)	1,139	(1,582)	(138.9%)	(2,498)	9,625	(12,123)	(126.0%)
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	176,348	177,960	(1,612)	(0.9%)	365,459	367,206	(1,747)	(0.5%)
MISCELLANEOUS	(38)	0	(38)	0.0%	0	0	0	0.0%
GRANTS	(944)	(1,211)	267	(22.1%)	(2,319)	(2,339)	20	(0.8%)
SECONDEES	1	(3)	4	(126.0%)	0	0	0	0.0%
TOTAL CONSTABULARY	175,367	176,746	(1,380)	(0.8%)	363,140	364,868	(1,727)	(0.5%)
OFFICE OF THE POLICE AND CRIME COMMISSIONER	1,038	1,120	(81)	(7.3%)	2,275	2,212	63	2.8%
COMMISSIONING COSTS	826	1,137	(311)	(27.4%)	2,368	2,393	(25)	(1.1%)
TOTAL OPCC AND COMMISSIONING	1,864	2,256	(393)	(17.4%)	4,642	4,605	37	0.8%
TOTAL REVENUE EXPENDITURE	177,231	179,003	(1,772)	(1.0%)	367,783	369,473	(1,690)	(0.5%)

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ANNEX C - Funding 2023/24 Revenue Report September 2023	22/23	22/23	Over/	Over/	Projected Outturn	23/24	23/24 Projected	Over/
	YTD	YTD	(Under)	(Under)		Annual Budget	Over/	(Under)
	Actual	Budget	£'000	%		£'000	£'000	£'000
Funding - Police Grant	(64,754)	(64,780)	26	(0.0%)	(129,508)	(129,508)	0	(0.0%)
Funding - DCLG	(33,939)	(33,952)	14	(0.0%)	(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	(78,083)	(78,617)	534	(0.7%)	(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%
FORCE FUNDING	(191,693)	(192,058)	365	(0.2%)	(369,473)	(369,473)	(0)	0.0%
TOTAL CONSTABULARY FUNDING	(191,693)	(192,058)	365	(0.2%)	(369,473)	(369,473)	(0)	0.0%

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ANNEX D															
Police Officer Overtime	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent		
September 23															
Neighbourhood Policing	37,422	67,900	68,712	28,242	29,307	40,269	271,853	303,158	- 31,305		534,671	508,200	26,471		
Road Safety	- 10,908	261	-	-	-	-	10,647	-	- 10,647		-	-	-		
Offender Management	2,244	10,215	15,573	16,145	14,032	10,627	68,837	21,491	47,345		167,261	51,600	115,661		
Victims and Safeguarding	86	-	371	-	480	340	1,277	5,331	- 4,054		5,189	12,800	- 7,611		
Citizens in Policing	666	-	-	1,860	-	2,398	4,924	-	4,924		12,301	-	12,301		
Serious & Violent Crime	28,014	35,412	34,408	34,882	37,165	37,196	207,078	361,582	- 154,504		567,601	567,600	1		
ADDER Drugs	1,662	3,442	5,854	3,935	6,154	7,006	28,054	-	28,054		2	-	2		
Operation Remedy	1,663	44,910	41,619	44,137	33,967	20,642	186,939	125,075	61,864		460,964	300,300	160,664		
NEIGHBOURHOOD & PARTNERSHIP	60,850	162,140	166,538	129,202	121,106	118,479	758,314	816,638	- 58,324	-7.1%	1,747,989	1,440,500	307,489		
Command and Control	10,928	22,618	13,896	7,137	11,150	17,460	83,188	30,807	52,380		163,421	50,100	113,321		
Patrol	75,531	346,564	327,887	181,070	183,861	274,019	1,388,932	1,066,199	322,733		2,899,333	1,948,200	951,133		
Detainee Investigation Support	3,103	17,498	17,021	9,210	9,456	15,971	72,257	63,695	8,562		158,204	108,900	49,304		
RESPONSE	89,562	386,679	358,803	197,417	204,467	307,449	1,544,377	1,160,701	383,675	33.1%	3,220,957	2,107,200	1,113,757		
Criminal Justice	17,598	23,311	21,300	8,989	11,570	22,872	105,640	104,143	1,497		220,734	210,400	10,334		
Operations Major Incidents	5,124	1,569	7,045	1,871	159	3,458	19,227	119,286	- 100,058		21,327	286,400	- 265,073		
Operations	67,466	113,807	89,551	58,040	27,969	58,680	415,512	128,865	286,647		817,610	309,400	508,210		
Intelligence and Tasking	8,310	9,523	4,957	6,193	7,976	9,748	46,707	41,201	5,506		97,523	79,500	18,023		
Tactical Support Team	102,402	95,199	105,340	74,756	43,578	47,920	469,194	198,419	270,775		715,484	426,800	288,684		
OPERATIONAL SUPPORT	200,900	243,409	228,193	149,849	91,253	142,678	1,056,281	591,914	464,367	78.5%	1,872,679	1,312,500	560,179		
CID	91,122	134,834	138,452	95,734	90,216	112,875	663,232	534,955	128,277		1,382,320	1,136,900	245,420		
CID Major Incidents	38,654	11,985	10,619	6,192	16,710	10,651	94,812	127,616	- 32,804		198,402	306,400	- 107,998		
CID	129,776	146,819	149,071	101,926	106,926	123,525	758,044	662,571	95,473	14.4%	1,580,722	1,443,300	137,422		
Scientific Investigation	-	-	-	-	-	-	-	-	-		-	-	-		
Major Crime Investigation	- 2,333	6,322	3,429	2,080	2,566	1,225	13,289	22,480	- 9,192		33,096	41,400	- 8,304		
MCIT Major Incidents	-	-	-	-	-	-	-	-	-		-	-	-		
South West ROCU	16,678	9,864	17,921	15,807	18,965	14,132	93,368	109,500	- 16,132		223,398	109,500	113,898		
Black Rock	-	-	-	-	-	-	-	-	-		-	-	-		
Counter Terrorism Specialist Firearms	- 4,322	23,847	9,742	12,146	5,591	13,972	60,976	25,240	35,736		152,167	60,600	91,567		
SWPCP ACC	-	-	-	-	-	-	-	-	-		-	-	-		
SWPPS Collaboration	-	-	-	-	-	-	-	-	-		-	-	-		
Regional Collaboration	-	-	-	-	-	-	-	-	-		-	-	-		
Disaster Victim Identification	-	-	-	-	-	-	-	-	-		-	-	-		
COLLABORATION	10,023	40,034	31,091	30,033	27,122	29,330	167,633	157,220	10,413	6.6%	408,661	211,500	197,161		
Information Technology Directorate	-	-	-	-	-	-	-	-	-		-	-	-		
INFORMATION TECHNOLOGY DIRECTORATE	-	-	-	-	-	-	-	-	-	-	-	-	-		
Chief Officer Group	-	-	367	-	-	-	367	-	367		367	-	367		
Evidential Property	-	-	-	-	-	-	-	-	-		-	-	-		
Transport Services	-	-	-	-	-	-	-	-	-		-	-	-		
Services Hub & Stores	1,406	3,356	3,837	4,646	3,943	6,905	24,094	-	24,094		63,006	-	63,006		
Finance Department	-	-	-	-	-	-	-	-	-		-	-	-		
Estates and Facilities Department	-	-	-	-	-	-	-	-	-		-	-	-		
FBS Delivery Programme	-	-	-	-	-	-	-	-	-		-	-	-		
FINANCE & BUSINESS SERVICES DIRECTORATE	1,406	3,356	4,205	4,646	3,943	6,905	24,461	-	24,461	0.0%	63,373	-	63,373		
HR Operations	-	-	-	-	-	-	-	-	-		-	-	-		
Organisational Development	-	-	-	-	-	130	130	208	- 79		-	500	- 500		
Learning	1,393	3,037	2,806	1,657	81	1,142	10,116	5,581	4,535		21,153	13,400	7,753		
Occupational Health	-	-	-	-	-	-	-	-	-		-	-	-		
Health & Safety	-	-	-	-	-	-	-	-	-		-	-	-		
Futures Programme	-	-	-	-	-	-	-	-	-		-	-	-		
Workforce Planning & Resources	-	-	-	-	-	-	-	-	-		-	-	-		
PEOPLE & ORGANISATIONAL DEVELOPMENT DIRECTORATE	1,393	3,037	2,806	1,657	81	1,271	10,246	5,789	4,456	77.0%	21,153	13,900	7,253		
Legal & Compliance	-	-	-	-	-	-	-	-	-		-	-	-		
LEGAL & COMPLIANCE DIRECTORATE	-	-	-	-	-	-	-	-	-	0.0%	-	-	-		
Performance & Assurance	408	315	-	185	139	-	418	2,832	- 2,414		2,014	6,800	- 4,786		
Performance & Insight	-	-	-	-	-	-	-	-	-		-	-	-		
Professional Standards Department	898	3,363	4,165	3,284	3,003	2,081	16,794	916	15,878		41,838	2,200	39,638		
Portfolio Management Office	-	-	-	-	-	-	-	-	-		-	-	-		
Staff Office	30	30	31	36	308	130	492	-	492		621	-	621		
DIRECTORATE OF THE CHIEF OF STAFF	1,336	3,078	4,196	3,433	3,450	2,210	17,704	3,749	13,955	372.3%	44,473	9,000	35,473		
Corporate Communications	-	-	-	-	-	-	-	-	-		-	-	-		
CORPORATE COMMUNICATIONS DIRECTORATE	-	-	-	-	-	-	-	-	-	0.0%	-	-	-		
Pensions	-	-	-	-	-	-	-	-	-		-	-	-		
Officer & Staff Allowances	733	921	1,075	1,193	990	978	5,890	-	5,890		13,216	-	13,216		
Central Costs	4,007	5,324	4,117	53,070	12,806	9,892	89,216	12,700	76,516		128,185	19,700	108,485		
Covid 19	903	2,648	5,069	1,157	116	561	10,454	-	10,454		10,454	-	10,454		
Central Savings	-	-	-	-	-	-	-	-	-		-	-	-		
Student Officers	-	348	-	348	-	364	1,060	-	1,060		1,060	-	1,060		
CENTRAL COSTS	5,643	9,241	10,261	55,768	13,912	11,796	106,621	12,700	93,921	739.5%	152,914	19,700	133,214		
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	500,888	997,794	955,163	673,931	572,259	743,644	4,443,679	3,411,282	1,032,397	30.3%	9,112,922	6,557,600	2,555,322		
MISCELLANEOUS	4,138	11,974	11,897	2,127	992	197	31,326	-	31,326		-	-	-		
GRANTS	18,132	11,725	11,688	15,021	13,504	15,136	85,206	28,697	56,509		177,747	68,900	108,847		
SECONDEES	788	5,641	1,395	1,838	660	6,704	17,026	12,578	4,448		-	30,200	- 30,200		
TOTAL CONSTABULARY	523,947	1,027,134	980,143	692,917	587,415	765,681	4,577,237	3,452,557	1,124,680	32.6%	9,290,668	6,656,700	2,633,968		
OFFICE OF THE POLICE AND CRIME COMMISSIONER	-	-	-	-	-	-	-	-	-		-	-	-		
COMMISSIONING COSTS	-	-	-	-	-	-	-	-	-		-	-	-		
TOTAL OPCC AND COMMISSIONING	-	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL REVENUE EXPENDITURE	523,947	1,027,134	980,143	692,917	587,415	765,681	4,577,237	3,452,557	1,124,680	32.6%	9,290,668	6,656,700	2,633,968		

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ANNEX E															
Police Staff Overtime	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent		
September 23															
Neighbourhood Policing	1,180	933	1,123	734	2,526	860	7,357	3,082	4,275		15,623	7,400	8,223		
Road Safety	-	-	133	-	-	-	133	-	133		-	-	-		
Offender Management	- 1,124	1,590	2,615	2,658	2,823	3,491	12,052	7,664	4,389		29,929	18,400	11,529		
Victims and Safeguarding	2,406	6,078	4,566	4,777	4,746	5,742	28,315	14,228	14,087		63,577	33,000	30,577		
Citizens in Policing	30	851	195	0	-	-	1,076	-	1,076		2,669	-	2,669		
Serious & Violent Crime	482	253	-	-	-	203	939	1,000	62		2,000	2,000	-		
ADDER Drugs	- 1,081	843	1,279	1,420	935	1,022	4,417	-	4,417		1	-	1		
Operation Remedy	- 168	1,058	2,213	2,495	1,053	1,154	7,806	-	7,806		19,222	-	19,222		
NEIGHBOURHOOD & PARTNERSHIP	1,726	11,607	12,124	12,084	12,084	12,472	62,095	25,974	36,121	139.1%	133,021	60,800	72,221		
Command and Control	43,529	70,267	64,225	43,521	43,767	63,093	328,402	224,336	104,066		645,576	413,800	231,776		
Patrol	-	-	-	-	-	149	149	-	149		149	-	149		
Detainee Investigation Support	4,378	10,658	10,096	4,729	5,931	6,043	41,834	24,114	17,720		88,240	42,700	45,540		
RESPONSE	47,906	80,926	74,320	48,249	49,698	69,285	370,385	248,450	121,936	49.1%	733,965	456,500	277,465		
Criminal Justice	18,636	35,737	35,996	23,164	20,510	31,494	165,537	67,366	98,171		368,634	141,400	227,234		
Operations	1,180	2,023	2,267	7,656	365	4,720	18,212	4,440	13,771		31,664	9,300	22,364		
Operations Major Incidents	222	180	-	217	-	60	679	14,827	14,148		679	35,600	34,921		
Intelligence and Tasking	6,748	14,296	18,972	12,545	13,900	20,864	87,323	46,595	40,728		205,817	100,100	105,717		
Tactical Support Team	-	-	-	260	123	251	633	250	384		1,839	600	1,239		
OPERATIONAL SUPPORT	26,785	52,236	57,235	43,841	34,897	57,389	272,384	133,479	138,905	104.1%	608,634	287,000	321,634		
CID	10,207	12,366	15,521	16,199	11,737	17,769	83,799	47,065	36,735		179,558	113,000	66,558		
CID Major Incidents	1,139	853	1,253	1,705	958	1,781	7,690	38,360	30,670		16,092	92,100	76,008		
CID	11,346	13,219	16,775	17,904	12,695	19,550	91,489	85,424	6,065	7.1%	195,649	205,100	9,451		
Scientific Investigation	-	-	-	-	-	-	-	-	-		-	-	-		
Major Crime Investigation	2,103	6,937	13,034	6,203	3,947	5,808	38,033	10,690	27,343		92,967	19,800	73,167		
MCIT Major Incidents	4,852	2,904	6,351	6,930	7,704	5,796	34,537	31,000	3,537		82,244	31,000	51,244		
South West ROCU	-	-	-	-	-	-	-	-	-		-	-	-		
Black Rock	-	-	-	-	-	-	-	-	-		-	-	-		
Counter Terrorism Specialist Firearms	-	-	193	198	626	-	1,016	-	1,016		2,439	-	2,439		
SWPCP ACC	-	-	-	-	-	-	-	-	-		-	-	-		
SWPPS Collaboration	-	-	-	-	-	-	-	-	-		-	-	-		
Regional Collaboration	-	-	-	-	-	-	-	-	-		-	-	-		
Disaster Victim Identification	-	14	-	72	-	-	86	-	86		86	-	86		
COLLABORATION	6,955	9,855	19,578	13,404	12,277	11,604	73,672	41,690	31,982	76.7%	177,736	50,800	126,936		
Information Technology Directorate	1,578	2,133	5,319	5,627	6,843	3,560	25,060	20,825	4,235		31,156	50,000	18,844		
INFORMATION TECHNOLOGY DIRECTORATE	1,578	2,133	5,319	5,627	6,843	3,560	25,060	20,825	4,235	20.3%	31,156	50,000	18,844		
Chief Officer Group	- 356	911	314	1,136	3,030	2,284	7,319	-	7,319		8,399	-	8,399		
Evidential Property	- 1,326	3,122	3,990	2,445	2,800	3,934	14,965	3,624	11,342		35,917	8,700	27,217		
Transport Services	606	5,939	8,850	6,262	4,588	6,383	32,627	22,824	9,803		76,486	54,800	21,686		
Services Hub & Stores	5,588	9,331	12,409	10,693	7,163	10,543	55,728	5,474	50,253		123,145	9,600	113,545		
Finance Department	- 349	215	960	1,788	334	962	3,908	-	3,908		7,816	-	7,816		
Estates and Facilities Department	211	425	1,367	1,018	483	998	4,503	3,290	1,213		9,006	7,900	1,106		
FBS Delivery Programme	-	-	-	-	-	-	-	-	-		-	-	-		
FINANCE & BUSINESS SERVICES DIRECTORATE	4,374	19,943	27,889	23,341	18,398	25,104	119,050	35,213	83,837	238.1%	260,769	81,000	179,769		
HR Operations	- 449	1,063	835	742	948	992	4,131	4,165	34		9,881	10,000	119		
Organisational Development	- 320	-	-	69	74	152	25	-	25		77	-	77		
Learning	2,353	4,312	5,364	2,868	3,517	1,103	19,517	1,208	18,309		45,430	2,900	42,530		
Futures Programme	434	434	-	-	-	-	-	-	-		-	-	-		
Occupational Health	-	-	-	-	-	-	-	-	-		-	-	-		
Health & Safety	-	-	-	-	-	-	-	-	-		-	-	-		
Workforce Planning & Resources	2,537	6,006	2,021	3,991	5,240	3,646	23,441	-	23,441		38,607	-	38,607		
PEOPLE & ORGANISATIONAL DEVELOPMENT DIRECTORATE	4,555	10,947	8,220	7,670	9,779	5,893	47,063	5,373	41,690	775.9%	93,995	12,900	81,095		
Legal & Compliance	- 242	1,126	1,322	362	644	693	3,906	-	3,906		7,698	-	7,698		
LEGAL & COMPLIANCE DIRECTORATE	- 242	1,126	1,322	362	644	693	3,906	-	3,906	0.0%	7,698	-	7,698		
Performance & Assurance	- 523	1,047	939	1,705	1,610	2,604	7,381	6,289	1,092		15,100	15,100	0		
Performance & Insight	-	-	-	-	-	-	-	750	750		-	1,800	1,800		
Professional Standards Department	4,312	8,295	6,930	8,385	6,269	5,314	39,505	4,873	34,632		82,269	11,700	70,569		
Portfolio Management Office	-	-	-	-	-	-	-	-	-		-	-	-		
Staff Office	-	-	-	-	-	-	-	-	-		-	-	-		
DIRECTORATE OF THE CHIEF OF STAFF	3,788	9,342	7,868	10,090	7,880	7,917	46,886	11,912	34,974	293.6%	97,369	28,600	68,769		
Corporate Communications	- 940	1,022	1,651	1,277	961	2,126	6,097	10,247	4,149		23,215	23,200	15		
CORPORATE COMMUNICATIONS DIRECTORATE	- 940	1,022	1,651	1,277	961	2,126	6,097	10,247	4,149	-	23,215	23,200	15		
Pensions	1,059	879	295	79	85	-	2,398	-	2,398		5,756	-	5,756		
Officer & Staff Allowances	2,043	1,958	2,923	2,701	2,505	2,092	14,221	-	14,221		29,892	-	29,892		
Central Costs	-	28	107	3,514	63	613	4,326	-	4,326		43,981	-	43,981		
Student Officers	-	-	-	-	-	-	-	-	-		-	-	-		
Central Savings	-	-	-	-	-	-	-	-	-		-	-	-		
Covid 19	-	-	-	187	-	-	187	-	187		187	-	187		
CENTRAL COSTS	3,102	2,865	3,325	6,482	2,653	2,705	21,132	-	21,132	0.0%	79,815	-	79,815		
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	110,933	215,221	235,626	190,331	168,810	218,299	1,139,220	618,586	520,634	84.2%	2,443,022	1,255,900	1,187,122		
MISCELLANEOUS	- 697	697	-	-	-	-	-	-	-		0.0%	-	-		
GRANTS	725	784	1,477	3,438	4,454	4,647	15,525	15,039	486		38,770	34,500	4,270		
SECONDEES	-	-	-	-	-	-	-	-	-		0.0%	-	-		
TOTAL CONSTABULARY	110,960	216,702	237,103	193,770	173,264	222,946	1,154,746	633,625	521,121	82.2%	2,481,792	1,290,400	1,191,392		
OFFICE OF THE POLICE AND CRIME COMMISSIONER	1,283	1,680	956	891	243	89	5,142	2,707	2,434		8,005	6,500	1,505		
COMMISSIONING COSTS	-	-	-	-	-	-	-	-	-		-	-	-		
TOTAL OPCC AND COMMISSIONING	1,283	1,680	956	891	243	89	5,142	2,707	2,434	89.9%	8,005	6,500	1,505		
TOTAL REVENUE EXPENDITURE	112,243	218,383	238,059	194,661	173,507	223,035	1,159,887	636,332	523,555	82.3%	2,489,797	1,296,900	1,192,897		

Annex F – Capital Outturn

2023/24 Capital Programme Outturn	MTFP	C/Fwd	Adjs	Total Budget	2023 Actual Spend	Q3 Forecast	Q4 Forecast	Total Cost	Over /(Under) Spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	Information and Communication Systems	2,073	385	0	2,458	512	933	50	1,496
Estates	1,740	55	0	1,795	137	171	633	941	(854)
Fleet	4,970	625	0	5,595	1,160	1,709	2,403	5,272	(323)
Equipment	529	190	35	754	90	282	382	754	(0)
Total Replacement / Renewal Programme	9,312	1,255	35	10,602	1,899	3,095	3,467	8,462	(2,140)
Digital Projects	2,969	304	0	3,273	549	-17	244	775	(2,497)
Estates Projects	1,942	32	0	1,974	1,997	311	957	3,265	1,292
Revenue Projects	7,413	622	0	8,035	1,801	2,483	1,466	5,750	(2,286)
Total Programme	12,324	958	0	13,282	4,347	2,777	2,667	9,791	(3,491)
Funded / Part Funded Projects	1,203	0	521	1,724	386	253	1,324	1,964	240
Total Capital Programmes	22,839	2,213	556	25,608	6,633	6,125	7,459	20,216	(5,391)

Appendix G – Saving Update

Subjective Area	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	PFI Inflation Cost Adjustment	Total Savings / Adjustment	Current Revised Budget 23/24
		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	1,801	-	33	-	-	-	-	-	-	-	-	-	106,706
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	100	-	-	-	16,345
Partnership Costs	21,236	-	-	-	-	-	-	-	63	-	-	-	-	21,173
Transfers TO/(FROM) Reserves	-	2,325	-	-	-	-	-	-	-	93	-	-	-	2,418
Capital Financing Costs	11,802	-	-	-	-	-	-	-	-	-	-	3	-	11,799
Savings & Adjustments Identified	- 3,659	-	-	-	-	-	-	-	-	-	-	-	4,237	578
TOTAL CONSTABULARY EXPENDITURE	420,184	- 1,801	- 1,436	- 45	- 308	- 168	- 296	- 111	- 105	- 193	108	133	4,237	420,197
INCOME - SPECIAL GRANTS	- 36,564	-	-	-	-	-	-	-	-	-	-	-	-	- 36,564
INCOME - OTHER	- 18,752	-	-	-	-	-	-	-	43	30	-	-	-	- 18,765
TOTAL CONSTABULARY INCOME	- 55,316	-	-	-	-	-	-	-	43	30	-	-	-	55,329
TOTAL OPCC	4,605	-	-	-	-	-	-	-	-	-	-	-	-	4,605
TOTAL CONSTABULARY	369,473	- 1,801	- 1,436	- 45	- 308	- 168	- 296	- 111	- 148	- 163	108	133	4,237	369,473