

MEETING: Governance & Scrutiny Board	Date: 13 th February 2024	Agenda No
DEPARTMENT: Finance and Business Services	AUTHORS: Katie Bowen / Emma Snailham / Finance Business Partners / Claire Hargreaves	3b
NAME OF PAPER: 2023/24 Q3 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 31st December 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

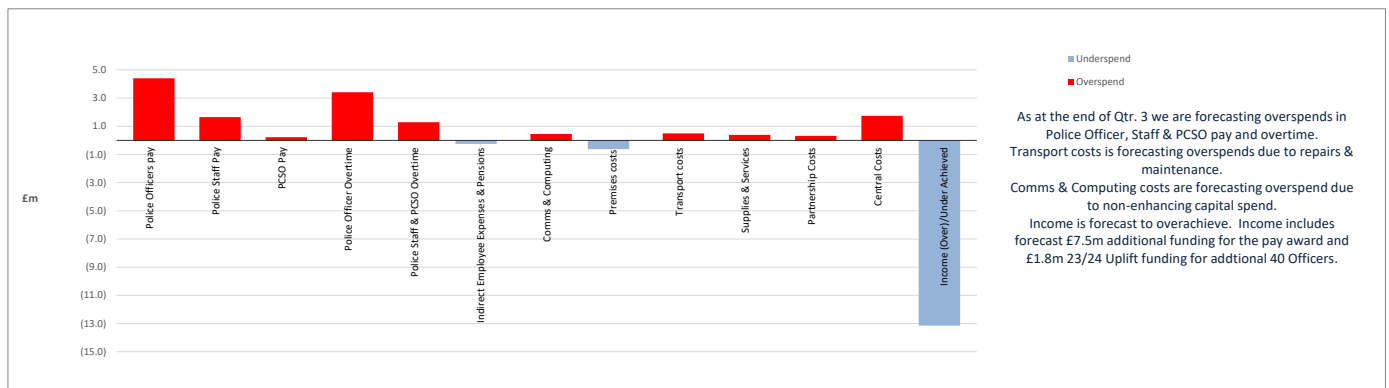
Our updated revenue position for quarter 3 is forecasting **an over spend of £0.6m/0.2%** against the planned 2023/24 budget. We are reporting a reduction in the forecasted underspend compared to last quarter, showing a decreased cost of £2.2m between the quarters. As mentioned last quarter, the officer and staff pay award has added approximately £6.6m in additional Employee costs to the forecast but the Home Office is providing funding to support this cost pressure and the force will receive approximately £7.5m in additional funding to support the costs of the pay award in 2023/24.

At the end of the financial year, we are forecasting there will be an **overtime overspend of £4.7m**. This is £3.4m on police officer overtime, £1.2m on police staff overtime and £61k on PCSO overtime. From last quarter our forecast on overtime has increased by £0.9m. We continue to forecast demand pressures around PCDA and DHEP abstractions, particularly at the end of January 2024 and the beginning of February 2024 when a significant number of student officers will be returning to UWE for their studies. The need to provide minimum cover because of abstractions, vacancies and sickness increases overtime costs. Across the Force, overtime costs are particularly high in Patrol, Tactical Support Team, CID, and Operational Support. Some of this reported overtime expenditure is offset by rechargeable and mutual aid income.

For non-pay budgets, we continue to see inflationary pressures around IT costs, repairs and maintenance costs in estates and fluctuations in fuel costs. We are forecasting the use of reserves at year end to manage the temporary growth of our Learning department (£0.4m) to manage training for our PCDA and DHEP students and this has been included in the forecast this quarter. On a positive note, we were notified of a £0.3m business rates refund for the HQ site and this is forecasted to be received in the final quarter of 2023/24.

Against income targets, we are now reporting an overachievement of £13.2m. From this variance, £7.5m relates to the additional income received from central government in support of the pay award, 1.8m relating to the maintenance and recruitment of 40 additional uplift officers and £1.9m of additional interest income because of increased interest rates over 2023/24. The income forecast has increased by £1.1m from last quarter due to increased Mutual Aid claims and investment income.

FORECAST REVENUE OUTTURN - OVER/(UNDER) SPENDS



Police Officer Pay & Allowances – £2.6m/2.0% overspend year to date, with a forecasted overspend of £4.4m/2.5%. 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 £428k from Q2. 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 an approximate cost pressure of £3.4m.

Police Staff Pay & Allowances – Year to date we are overspending by £382k/0.5%, with a forecasted overspend of £1.6m/1.6%. 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 an approximate £2.6m in additional costs. Departments with significant police staff underspends after the forecasted increased pay award include; Intelligence at £419k; Speed Enforcement at £428k; Finance and Payroll at £164k; IT Directorate at £182k; Workforce planning at £164k and Service Hub & Stores at £165k. These forecasted underspends are being offset by overspends in departments including; Learning at £851k; Command & Control at £500k; Detainee Investigation at £350k and PSD at £316k.

PCSO Pay & Allowances – Year to date we are overspending by £167k/1.8%, with a forecasted overspend of £221k/1.7%. 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 approximately £549k in costs.

Pensions costs – Year to date we are underspending by £418k/6.2%, with a forecasted underspend of £343k/3.8%. The variance here is driven by our provision set aside for ill health injury awards. The forecast is based on 2 x average salary for 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 has been corrected for at budget setting.

Police Officer Overtime – Year to date we are overspending by £2.1m/45.9% against Police Officer overtime, with a forecasted overspend of £3.4m/52%. 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, providing policing resilience to national events such as Op Golden Orb (King’s Coronation) and the recent protests in London. Forecasts have been adjusted for the 7% pay award from September. Departments that are forecasting significant overspends include: Patrol at £1.1m (Op Demand/Op Hibiscus/Op Hyphen, PCDA abstractions); Operations and Operations MI at £633k (rechargeable events that will be offset by income); Tactical Support Team at £423k (Firearms, RPU & Collision non BH overtime, commitment to meet the STRA of 1 & 8 Firearms officers at all times) and CID at

£277k (increased overtime due to PCDA & DHEP cohorts, and Sergeants feeling the pressure of rising levels of new officers).

Police Staff & PCSO Overtime – Year to date we are overspending by £889k/99.4%, with a forecasted overspend of £1.3m/97.4%. 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 £236k (to cover demand and minimum numbers); Service Hub & Stores £117k (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 £112k (transition to new structure and vacancies). PCSO overtime is forecasting an overspend of £60k to meet operational demands.

Premises Costs – Year to date we are underspending by £442k/3.2% against premises costs, with a forecasted underspend of £620k/3.5%. Repairs and maintenance costs are forecasting to be overspent by £233k, this is mainly due to the Burnham refurbishment at £101k. The forecast assumes that gas prices are expected to be on budget and electricity costs are expected to be £238k under budget by the end of the year, £53k due to backdated Contracts for Difference low carbon scheme reconciliation refunds received and the main reason for the remainder of the underspend is lower consumption compared with prior year.. Rates are forecasted to be under budget by £328k, mainly due to an expected refund of £330k for HQ, this was not known about at Q2. Water charges are forecast to be £49k under budget. Hire of accommodation £45k 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 £259k/7.0% with a forecasted overspend of £491k/9.8%. Fuel costs are forecasted to be £53k underspent based on current fuel pricing and average consumption. Fuel costs are £93k lower than previous projection due to decrease in fuel prices and higher recharges to other departments. Volatility around fuel pricing remains a risk which will be monitored closely. Vehicle repair and maintenance costs are forecasted to overspend by £127k and hired vehicle costs by £43k. Other areas forecasting an overspend due to increased mileage and travel claims are Patrol £87k; CID £76k and Op Remedy £43k due to hired vehicles.

Communications and Computing – Year to date we are underspending by £443k/2.8%, with a forecasted overspend of £453k/1.7%. Central areas are forecast to overspend by £806k 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 £335k 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 £818k/6.9% against supplies & services, with a forecasted overspend of £514k/3.3%. The forecasted overspend is a combination of under & overspends including; £376k overspend in legal and compliance services for external legal cost and temporary outsourcing of the DPO function; £256k overspend forecast in Services Hub & Stores for provision of new jackets for Officers, budget has been set aside for this centrally, forecast for jackets was £431k at Q2, but reduced to £300k at Q3 as value of jackets remaining in stock is higher than expected; £224k overspend in Patrol due to kennelling costs and £100k overspend in IT due to AIX & DB2 upgrades. These overspends are offset by underspends against budgets in Reserves, £471k set aside for temp equipment bids including jacket rollout if required and £166k for regional Airbox licences yet to be procured.

Partnership Costs – Year to date we are underspending by £203k/1.3%, with a forecasted overspend of £315k/1.6%. Scientific Investigations are forecasting an overspend of £682k, £251k on their revenue & £431k on A&S share of approved capital costs but no budget set aside, this is a movement from Q2 when they forecast to match budget. CTSFO are showing a forecasted underspend of £126k, this budget is used

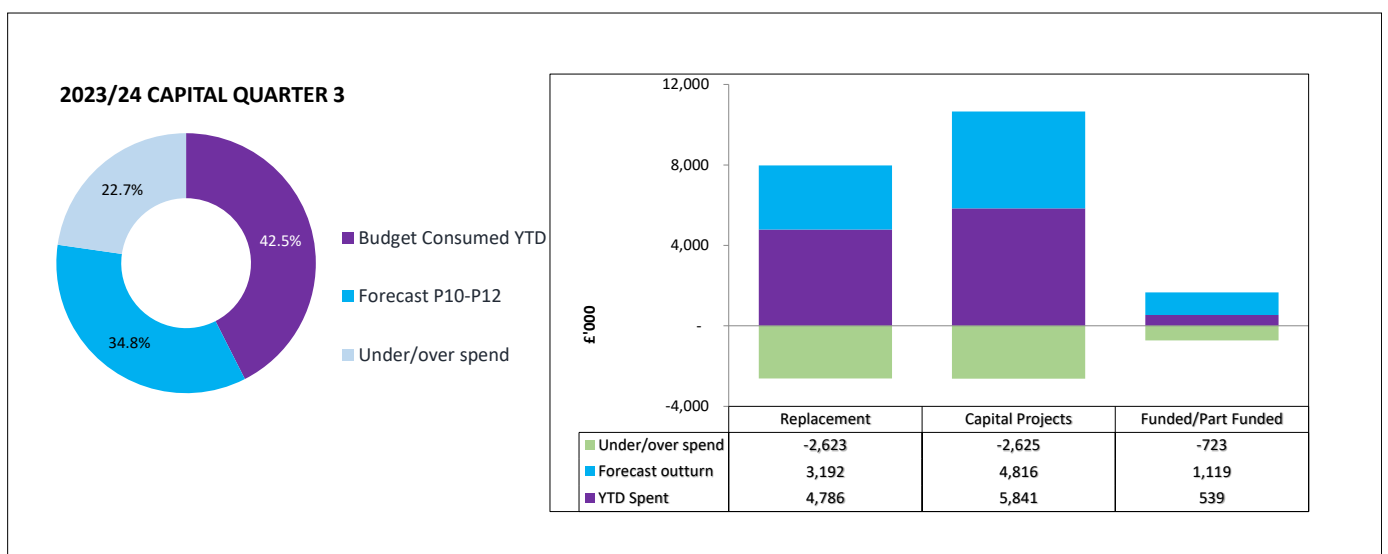
for recharges for Officers in the collaboration that are employed by Glos/Wilts. Blackrock are forecasting an underspend of £144k, mainly due to Trainer vacancies. Victims & Safeguarding are forecasting a £64k underspend on safeguarding board contributions. Chief Officer Group are forecasting an underspend of £52k against national contributions.

Adjustments & Savings identified – This forecast shows an underspend of £590k/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.

Income – Year to date we are overachieving by £7.9m/33.2% with a forecasted overachievement of £13.1m/39.8% 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 £1.8m mainly for interest on investment income due to higher interest rates; £388k in IT Directorate for Surveillance dashboard licences, HQ Alarms policy, reimbursements for Holmes contract, SWF Socrates, Livescan & PND licences (these have been budgeted for next year); £922k in Operations and Operations MI (relating to regular events Love Saves the Day, Harbourside Festival etc. plus Op Golden Orb and the London protests); £237k in Criminal Justice for providing cells for Op Safeguard, this forecast has reduced by £599k from Q2 as Op Safeguard was stood down in Nov. Those over achievements are Offset by forecast £1.2m under achievement in Speed Enforcement for referral income. Projection based on average referrals over previous 12 months.

CAPITAL EXPENDITURE

At quarter 3, we are forecasting **£20.3m of capital expenditure** this financial year, which reflects 77% of our plan, and we are expecting to be £6.0m underspent against budget at year end. We have incurred £11.2m spend year to date, with a further £9.1m 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 three 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	23,722	27,192	(3,470)	(12.8%)	33,204	36,881	(3,677)	(10.0%)
Offender Management	5,638	5,846	(208)	(3.6%)	7,669	7,693	(23)	(0.3%)
Victims & Safeguarding	3,780	3,887	(107)	(2.8%)	5,165	5,208	(43)	(0.8%)
Citizens in Policing	375	439	(63)	(14.4%)	524	587	(63)	(10.7%)
Serious & Violent Crime	610	656	(45)	(6.9%)	800	800	0	0.0%
ADDER Drugs	344	464	(120)	(25.8%)	563	563	0	0.0%
Operation Remedy	5,280	5,757	(477)	(8.3%)	7,061	7,703	(642)	(8.3%)
N & P Directorate	39,750	44,240	(4,490)	(10.1%)	54,986	59,434	(4,448)	(7.5%)

Neighbourhood Policing – At the end of Q3 there is a year to date under spend of £3.5m/12.8% which relates to budgeted police officer posts that have yet to be filled (mainly Local Remedy 54 FTE) 86.36 FTE in total. There is also an under establishment of PCSO posts (40.28 FTE) in order to achieve the increase in the PCSO 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 – there is no budget for PC or PS rest day overtime. Supplies and services are under spending, we are awaiting an invoice for Op Sacar and there is an adjustment to account for a £60k invoice for Second Step. 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 to do so for the rest of the year.

The forecast to year end estimates an under spend of £3.7m/10.0% 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 and PC rest day overtime (£46k and £69k respectively) 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 Q3 there is a year to date under spend of £0.2m/3.6%. There are still several vacant positions which have yet to be filled but progress is being made. Overtime is overspending as the department address the Areas for Improvements identified from the recent PEEL Oct 22 report 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 booked to be completed by the end of the financial year.

Forecast to year end is an underspend of £23k/0.3%. This includes some of the vacant positions filled and an over established Inspector post. Since Q2 there has been an additional CARA (Cautioning and Relationship Abuse) initiative and costs for ASCEND Pathways webpage improvements together with an adjustment for 50% of a MAPPA Co-ordinator, which is part of the Probation Service. These adjustments

will lead to a small overspend in third party payments. Income will underachieve as the portion we charge to the Probation Service has reduced by 0.39 FTE.

Victims & Safeguarding – At the end of Q3 the year to date position under spend of £107k/2.8%. 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. Staff salaries are overspending however as there are training posts. Overtime is overspent slightly due to demand as reported monthly. Transport is minimally 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 £43k/0.8% because of a phased recruitment into the vacant posts. Third party payments will underspend at the end of the year as mentioned. Overtime is forecasted to be overspent due to demand and backlog.

Citizens in Policing – At the end of Q3 there is a year-to-date underspend of £63k/14.4% which is due to vacant positions as well as an underspend in supplies and services as a result of lower subscription and catering spend for the Specials training weekends.

The projection to year end is an under spend of £63k/10.7% against the planned budget. This continues to be because of the vacant positions and the lower non-pay spend mentioned above.

Serious & Violent Crime – Year to date underspend of £45k/6.9% relates to a budget profiling variance. The projection to year end is that the budget will be spent in full as per the terms of the Home Office agreement. There is a large amount of unclaimed overtime on the pre authorised overtime report, so work is ongoing with the co-ordinator to ensure that costs remain within budget.

Adder Drugs – Year to date there is an underspend of £120k/25.8%. This includes underspends on police officer and staff pay. The project co-ordinator has been moved back into a Neighbourhood Inspector role from April 2023, which he will carry out alongside the Adder work, but this budgeted salary will be reflected as an underspend within Adder. The year end projection is that the funding will be spent in in line with budget at the end of the year.

Operation Remedy – Year to date underspend of £477k/8.3% has been created from Police Officer pay underspends of £715k. The department continues to operate with significant PC vacancies and there are overspends in officer overtime. Other significant overspends occur in spend on hired vehicles which is year to date 13k overspent and equipment which is 94k overspent.

The projection to year end is an underspend of £642k/8.3% 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	18,339	17,649	690	3.9%	25,041	23,680	1,362	5.7%
Patrol	44,871	41,563	3,308	8.0%	61,044	55,863	5,180	9.3%
Detainee Invest. Support	6,511	6,274	237	3.8%	8,801	8,418	383	4.6%
Response Directorate	69,721	65,486	4,235	6.5%	94,886	87,961	6,925	7.9%

Command & Control – At the end of Quarter 3 there is a year to date overspend of £690k/3.9% which is due to Officer Pay overspend of £316k as a result of 4.97 FTE over established posts and a Staff pay overspend of £107k of which top slice is £500k and £57k relates to five Quality Assurance Officers moving to the Crime, Data & integrity (CDI) team. Officer overtime is £86k overspent as a result of maintaining current demand levels and covering officer abstractions. Staff overtime is £174k overspent and has been incurred to cover staffing gaps, the summer period and to support the new inexperienced starters. The staff teams have lost 61 FTE since April in addition to 10 FTE on maternity leave and a monthly average of 10 FTE on long-term sick which exceeds the new starters in training posts.

The forecast to the year end is expected to be an overspend of £1.4m/5.7%. Officer pay is forecast to be £475k overspent due to 4.97 PC over established posts, 0.68 Sgt under established and 1 Insp over established post. Staff pay is forecast to be £499k overspent and includes a net increase in staff of 42 FTE from Jan and March plus the transfer of five staff to the CDI team (Cost pressure £157k) + 3 FTE Temp posts £58k. Summer demand incentives are forecast to cost £38k. Officer overtime is forecast to be a £137k overspend as there is only a small budget. Staff overtime is forecast to be a £236k overspend based on a monthly average cost of £35-39k per month.

Patrol – At the end of Quarter 3 there is a year to date overspend of £3.3m/8% which is due to Police officer pay overspent because of over-established PCDA Students (Ranging from 90 to 164 FTE in any month) £2.5m. Overtime is currently £671k overspent and relates to PCDA student abstractions and meeting minimum numbers on shifts (£536k), Bank Holiday payments (£667k) and late finishes (£80k). Mileage is overspent by £65k and relates to current and prior year claims for all officers and students. Non-pay is overspent by £170k mainly due to seized dog-kennelling costs (£138k overspend). There are, on average, 60 dogs in kennels each day costing £620 per month each, whilst waiting for court dates, the balance is Equipment which is funded by income.

The forecast to the year end is expected to be an overspend of £5.2m/9.3%. Officer pay is forecasting a £3.8m overspent which is due to the unfunded PCDA officers posts throughout the year. We are expecting a further 42 PCDA students in Jan 2024. The forecast has not been adjusted for any officer leavers which are adjusted centrally. Current vacancies for Sergeants are expected to be filled in January postings but Inspector gaps have been assumed to continue. Overtime is forecast to be overspent by £1.2m but this is being tightly controlled and monitored via the SLT. However from January to March 24 the PCDA cohorts return to UWE and during January and February there are up to 170 FTE abstracted. Mileage costs are forecast to be £88k overspent as PCDA students can claim mileage for training and officers working from other locations can claim too. Non pay is forecast to be £225k overspent, of which £181k relates to the

kennel costs and £46k for bleed kits which is offset by income. The kennel costs may possibly increase due to the XL Bully dog breed ban.

Detainee Investigation Support– At the end of Quarter 3 there is a year to date overspend of £237k/3.8% which is mainly due to staff pay being £261k overspent as a result of 2 over established posts (overlap of leavers/joiners to provide resilience and training) and topslice of £175k. Officer pay is underspent by £109k. At Quarter 3 we are fully established but a difference in pay for PCDA officers and the standard unit cost shows an underspend. Officer overtime is £44k overspent and staff overtime is £35k both are a result of the volume of work 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 £383k / 4.5% which relates to a combination of officer pay underspend of £102k due to vacancies earlier in the year and a difference in the PCDA pay and the standard unit cost. Staff costs are forecasted to be overspent by £351k of which £232k is top slice and £119k relates to the over-established posts over the year to provide succession planning. Combined overtime is forecast to be an overspend of £124k 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	12,606	12,185	421	3.5%	17,062	16,357	706	4.3%
Speed Enforcement	(293)	(1,060)	767	(72.4%)	(710)	(1,568)	858	(54.7%)
Operations Major Incidents	37	99	(62)	(62.4%)	37	168	(131)	(77.9%)
Operations	8,187	8,353	(166)	(2.0%)	10,689	10,965	(276)	(2.5%)
Intelligence	8,855	9,457	(602)	(6.4%)	11,955	12,617	(662)	(5.2%)
Tactical Support Team	10,229	10,544	(315)	(3.0%)	13,998	14,177	(179)	(1.3%)
OPERATIONAL SUPPORT	39,622	39,578	44	0.1%	53,032	52,717	316	0.6%

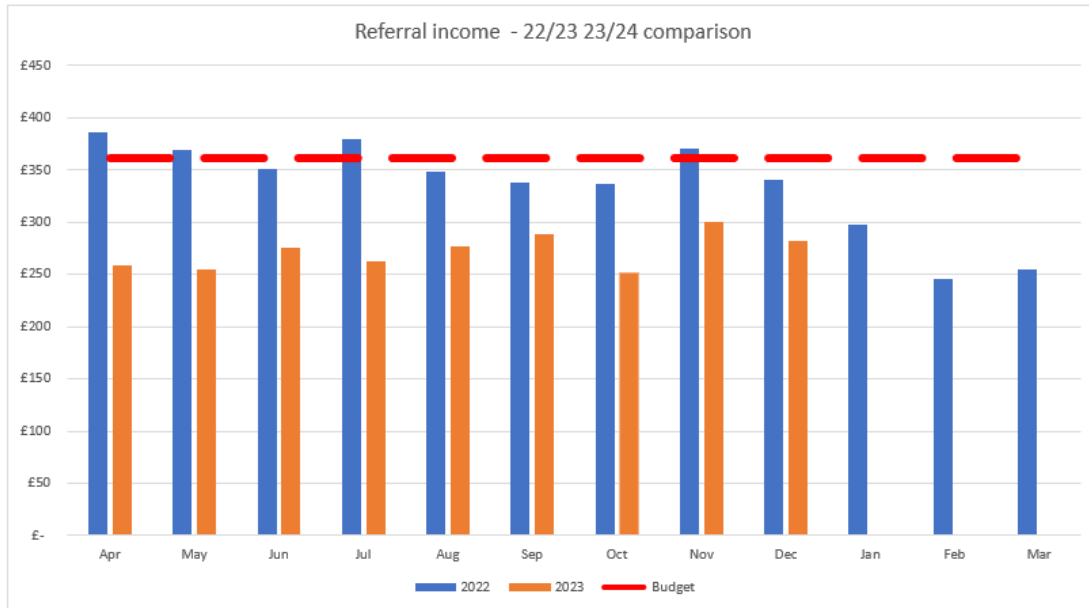
Criminal Justice – Reporting a forecasted overspend £706k/4.3% by the end of the financial year.

This represents a large movement from the projection at Q2 which was on budget. The reason for this change is Operation Safeguard income. At Q2 we had been reactivated and assuming we would be providing 6 cells for the remainder of the financial year. In fact, we were stood down on 1st November and have therefore removed the predicted income from the Q3 forecast. The remaining overspend is being driven largely by the over established position on Custody Sergeant although overtime and travel costs are also overspending, putting pressure on non-pay budgets.

Speed Enforcement Unit – The year-to-date position is overspent by £767k, increasing to £858k at year end. Income is underachieved by £1.2m at year end. This is a worsening situation to that projected at Q2:

Area	YTD	YTD Budget	YTD Variance	Projection	Annual Budget	(under) / over spend as at 31st March	Q2 Projection	Movement
Referral Income	- 2,363,261	- 3,253,034	889,773	- 3,157,725	- 4,336,800	1,179,075	- 3,172,119	14,394
LA Contributions	- 3,161	-	3,161	- 3,161	-	3,161	- 12,646	9,485
Managed / Smart Motorway	- 168,270	- 215,579	47,308	- 224,360	- 287,400	63,040	- 224,260	100
Roadworks	- 153,509	-	153,509	- 337,356	-	337,356	- 337,456	100
Courts Income	- 865,806	- 1,096,621	230,816	- 1,154,408	- 1,462,100	307,692	- 1,211,917	57,509
TOTAL	- 3,554,007	- 4,565,234	1,011,226	- 4,877,010	- 6,086,300	1,209,290	- 4,958,398	81,388

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 – £62k/62.4% underspent year to date, moving to £131k/77.9% underspent at year end. We have spent £37k 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. The projection to year end assumes no further costs other than unclaimed overtime as at the end of December.

Operations Department – £166k/2% underspent as at end of December, moving to £276k/2.5% underspent by end of 2023/24.

There are two distinct elements to this line:

- 1 Operations Department - £316k underspent, reducing to £249k by year end and
- 2 Ops Rechargeable - £150k overspent, reducing to £28k underspent by year end

Operations	YTD Actual	YTD Budget	YTD Variance	Over/ (Under)	Projected to year end	Annual Budget	(Under) / Over as at 31st March
	£000	£000	£000	%	£000	£000	£000
Operations Department	8,040	8,356	(316)	(3.8%)	10,942	11,190	(249)
Operations Rechargeable	147	(3)	150	(5,204.2%)	(253)	(225)	(28)
Operations TOTAL	8,187	8,353	- 166	-2.0%	10,689	10,965	- 276

Ops Dept excluding rechargeable.

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	5,556	6,001	- 446	7,498	8,035	- 537
Police Officer Overtime	184	76	108	293	114	179
Police Staff pay and allowances	1,094	1,049	45	1,464	1,405	60
Police Staff Overtime	10	6	5	16	8	8
Indirect Employee Expenses	0	-	0	1	-	1
Transport Costs	63	35	28	90	52	38
S&S - Communications and Computing Costs	4	2	3	5	2	3
S&S - Other costs	1,457	1,454	3	2,032	1,937	95
Partnership Costs (3rd Party Payments)	27	42	- 15	37	52	- 15
Transfers to/(from) reserves	-	- 48	48	50	64	14
Income - Special Grants	- 174	- 174	0	174	174	0
Income - Other	- 182	- 86	96	270	175	95
TOTAL	8,040	8,356	- 316	10,942	11,190	- 249

Police Officer pay & allowances is forecasted to be £537k under spent at the end of the year largely as a result of unfilled Uplift posts in Drone and OSU North & South. Offsetting this large underspend is top slice, 1 Inspector 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 £179k

Ops Dept (excluding Rechargeable)	Projected to year end	Annual Budget	(Under) / Over as at 31st March
	£000	£000	£000
Drone	51	-	51
Underwater Search Unit	52	8	44
Mounted	30	10	20
Dogs Support Team	17	-	17
Dogs Training	9	-	9
Ops Support North	45	39	6
Ops Support South	51	34	18
Hostage Negotiator	10	10	0
Operational Planning	5	13	8
Contingency Planning Unit	9	-	9
Forensic Collision Investigation	14	-	14
TOTAL	293	114	179

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 2024/25 by moving it from Collision Investigation in TST.

Income is overachieving by £95k.

Ops Dept (excluding Rechargeable)	Projected to year end	Annual Budget	(Under) / Over as at 31st March
	£000	£000	£000
Underwater Search Unit	- 49	- -	49
Mounted	- 81	- 4	77
Dogs Training	- 3	- -	3
Operational Planning	- 20	- 61	41
Contingency Planning Unit	- 7	- -	7
Forensic Collision Investigation	- 40	- 42	2
Local Resilience Forum	- 70	- 68	1
TOTAL	- 270	- 175	- 95

Underwater Search overachieving income budgets due to Mutual Aid.

Mounted Mutual Aid and £25k 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	164	-	164
HQ OPS Rech Exp	- 372	- 169	204
Badger Cull	- 28	- 61	33
Football Rech Exp	- 16	- 5	21
TOTAL	- 253	- 225	- 28

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 and mutual aid supporting protests in London relating to the conflict in Gaza.

Intelligence – is £602k/6.4% underspent year to date and rising to £662k/5.2% underspent at the end of the year. Police Officer Pay & Allowances is forecasted to be £289k underspent at year end of which £228k relates to the Intel department, mainly generated by the addition of budget for 4 Sergeant posts that have just been filled plus PC vacancies. Staff Pay is projected straight line to be £419k underspent due to vacancies, offset by a £112k estimated overspent in overtime covering vacancies.

Tactical Support Team – is £315k/3% underspent reducing to £179k/1.3% underspent by the end of the year. The driving factors remain the same as at Q2, large underspend on police officer pay, driven by the Pro-Active Road Policing Team from Uplift remaining unfilled, offset by officer overtime.

Police Officer overtime is projecting an overspend of £423k. This is an increase from Q2 of £134k. Of the projected overspend, £95k relates to Bank Holiday overtime and £328k non-Bank Holiday working. TST overtime spend is subject to monthly scrutiny by the Chief Inspector and the Finance Business Partner. The projection at Q2 was based on spend as at end Sept plus an ambition to remain within allocated budget for the remainder of the year. However, the requirement to ensure the Firearms STRA minimum staffing levels are met has meant a return to expensive double time overtime being paid to cover gaps.

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	34,797	29,881	4,916	16.5%	46,661	39,955	6,706	16.8%
CID Major Incidents	195	401	(207)	(51.5%)	274	584	(309)	(53.0%)

OFFICIAL

Criminal Investigations Directorate	34,992	30,283	4,709	15.6%	46,935	40,539	6,396	15.8%
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CID – At the end of quarter 3 there is a year to date overspend of £4.9m/16.5% which is driven by Police Officer Pay and Allowances at £4.6m. CID currently fund 196 DHEP Officers and 31 PCDA Officers and carry detective constable vacancies of just over 90 FTE. Police Officer overtime is £188k overspent year to date and this includes £60k of costs relating to 2022-23, feedback to the directorate has been around timeliness of claims and pre-authorisations. Around 76% 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 with the trainee 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 £6.7m/16.8% which is a £519k drop from Q2. The majority of this movement comes from internal transfers across the constabulary inclusive of promotion processes and force attrition which is forecast centrally. Targeted Variable Bonus Payments (TVPs) are projected to cost £445k this year supporting the retention of our accredited detectives and those with specialist child protection qualifications adding a further £194k pressure to the year plus around £45k to NI through underlying pay. The current overspend on Police Officer overtime is assumed to continue to £277k overspent by year end.

CID Major Incidents – Year to date underspend is £207k/51.5% with a projected underspend of £309k/53.0% by year end. The projection assumes an average spend of £21k/month on both open and new operations.

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	6,809	7,145	(337)	(4.7%)	10,098	9,527	571	6.0%
Major Crime Investigation	4,590	4,594	(4)	(0.1%)	6,091	6,157	(66)	(1.1%)
MCIT Major Incidents	265	177	89	50.3%	398	177	221	125.3%
Southwest ROCU	5,073	5,073	(0)	(0.0%)	5,073	5,073	0	0.0%
Black Rock	882	962	(80)	(8.3%)	1,138	1,283	(144)	(11.3%)
CTSFO	421	621	(200)	(32.2%)	742	836	(95)	(11.3%)
SWPCP ACC	138	138	0	0.0%	214	184	30	16.3%
SWPPS	409	412	(4)	(0.9%)	552	550	2	0.5%
Regional Collaboration	208	160	47	29.5%	348	402	(54)	(13.4%)
Disaster Victim Identification	4	0	4	0.0%	62	58	4	0.0%
Collaborations	18,798	19,283	(484)	(2.5%)	24,717	24,248	470	1.9%

Scientific Investigations – At the end of Quarter 3 there is a year to date underspend of £337/4.7% of which £325k relates to the budget for Digital Forensics outsourcing. The annual budget is £696k to clear external submission backlogs in Digital Forensics but YTD only £197k has been invoiced. SharePoint Records indicate £397k is work in progress with the supplier. No further exhibits are to be submitted for completion within this financial year and Sytech have assured delivery of those cases currently with them. 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 £571k/6% overspent. This forecast assumes that the outsourcing budget will be underspent by £98k, the collaboration contribution will be overspent by £251k as per the Q2 regional report and an additional pressure for A&S of £431k identified this quarter toward funding of regional capital costs has also been included.

Major Crime Investigation – At the end of Quarter 3 there is a year to date underspend of £4k/0.1%. MCIT have been actively recruiting to fill some gaps in their operational capability, primarily in specific areas of high demand such as CCTV investigation.

The forecast to year-end is an expected underspend of £66k/1.1% as a result of vacancies in the earlier part of the year.

MCIT Major Incidents - At the end of Quarter 3 there is a year to date overspend of £89k/50.3%. The forecast to year end is an expected overspend of £221k/125.3% assuming that the CAT A-D incident rate continues at the current rate. At our last monthly review there were 36 ongoing incidents in various stages of investigation or at court.

Black Rock – At the end of Quarter 3 there is a year to date underspend of £80k/8.3%. The forecast to year end is an expected underspend of £144k/11.3% and includes movements largely between a forecasted underspend on Instructor vacancies (10 FTE) which remains a point of focus for the department; offset by vehicle purchases of £137k due to be delivered in 2023/24 after a 1-to-2-year delivery delay and increased income from being able to sell additional places on courses. Bulk ordering of ammunition/equipment continues due to the current socio-economic climate and extended delivery timeframes as a result. The TVP retention payment for instructors has been reviewed and an uplift from £2k-£5k p.a. has been approved starting from 2024/25 to retain trainers and reduce the vacancy levels in the department. Consideration is now being given to backdate this payment to April 2023 and this cost has been captured within the Q3 forecast.

CTSFO - At the end of Quarter 3 there is a year-to-date underspend of £200k/32.2%. The forecast to year end is an expected underspend of £95k/11.3%. 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.

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	20,293	20,977	(684)	(3.3%)	27,522	28,321	(800)	(2.8%)

Information Technology Directorate – At the end of Quarter 3 there is a year-to-date underspend of £684k/3.3% which is due to vacancies within the Staff Pay budget, Communications and Computing, and an over achievement in income and reimbursements budget.

The staff pay budget is reporting an underspend of £148k. Vacancy levels have improved, agency costs have continued to be offset against leavers and there are staff recharges to the RPA (Robotic Process Automation) Grant. The annual pay award and additional market factor supplements have increased the year-to-date spend position.

The communications and computing budget are reporting an underspend of £438k. The underspend here has increased since the last quarter, but this is driven by account maintenance because of goods receipting and PO corrections, and cloud migration delays in the Infrastructure Transformation Programme. Inflation is still causing pressure within the applications budget, with some contracts backdating charges since 2022. There is also significant spend within the supplies and services budget to perform the AIX and DB2 operating systems upgrade.

Income and Reimbursements are over budget by £319k. This is driven by backdated regional recharges and an account coding realignment to improve visibility of IT recharges.

The forecast to the year end is expected to be an underspend of £800k/2.8%, YTD pressures will persist, but the underspend projection has increased significantly since Q2, and this is because of cloud migration delays (Infrastructure Transformation) and account maintenance corrections not accounted for.

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	1,713	1,645	67	4.1%	2,302	2,201	101	4.6%
Evidential Property	528	520	8	1.5%	718	697	21	3.0%
Transport Services	4,080	3,953	127	3.2%	5,694	5,442	253	4.6%
Services Hub & Stores	4,819	4,614	205	4.4%	6,475	6,199	276	4.4%
Finance Department	1,752	1,899	(147)	(7.7%)	2,313	2,543	(230)	(9.0%)
Estates & Facilities Department	13,162	13,556	(395)	(2.9%)	16,823	17,339	(516)	(3.0%)
FBS Delivery Programme	158	207	(49)	(23.6%)	225	277	(53)	(19.0%)
Finance & Business Services Directorate	26,211	26,394	(183)	(0.7%)	34,549	34,697	(148)	(0.4%)

Chief Officer Group – We are overspent by £67k/4.1% 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 £101k/4.6%, 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 overspent by £8k/1.5% year to date and we are projecting an overspend of £21k/3.0% for the full year. The main reason for the overspend is because the £36.5k budgeted vacancy factor is not fully achieved, though there are currently 1.5 FTE police staff vacancies.

Transport Services – We are over budget by £127k/3.2% year to date. Vehicle maintenance and workshop costs are overbudget by £67.3k due to high demand and accident repairs. Although we are currently under established by 5 FTE, we are overspent by £53.9k on police staff pay because the budgeted vacancy factor has not been fully achieved and due to the impact of the 7% pay rise from September. 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 £253k/4.6%. We expect there to be continuing pressure on the vehicle repair and maintenance budget in the final quarter of the year. In addition, we are forecasting an overspend of £67.5k 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 currently expecting an underspend of £53.4k on fuel costs for the full year, as petrol prices have dropped over the last few months; however, fuel prices are volatile, and we will continue to monitor this area closely.

Services Hub & Stores – We are over budget by £205k/4.4% year to date, and for the full year we are expecting an overspend of £276k/4.4%. The main reason for the overspend is the roll out of new jackets for all officers, which was not decided at the time of budget setting. The department is currently unestablished by 7.6 FTE, though the underspend on Police staff pay is being offset by the overtime cost to cover Enquiry Office vacancies and the 7% pay rise from September 2023.

Finance Department – We are currently £147k/7.7% under budget and the underspend is expected to grow to £230k/9.0% 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 £45k underspent for the full year.

Estates & Facilities – We are £395k/2.9% under budget year to date. Rent costs are £133.8k under budget due to lower inflationary cost increases at some sites, and lower spend than expected for Bridewell car parking and Trinity Road. Electricity costs are underspent by £231k, due to energy reconciliation refunds received and lower year to date consumption. In addition, income is overachieving by £68.6k due to additional Salix funding received and higher service charge income for HQ. These underspends are partly offset by overspend on professional fees, in particular for electric vehicle charging infrastructure consultancy.

For the full year we are forecasting an underspend of £516k/3.0%. Our rent costs should continue to underspend for the full year. Gas costs are expected to fall in line with budget for the year and we are currently anticipating that electricity charges will be £238k under budget. Income is anticipated to overachieve by £112.6k due to higher radio mast income and higher service charge income for HQ. In addition, we should receive a one-off £300k refund for business rates for our Portishead HQ site, as a backdated reduction in business rates has been agreed for the site. These factors are partly offset by a projected overspend of £234k on repair and maintenance of our buildings, mainly due to refurbishment costs at Burnham already incurred, and also due to redecoration costs for residential accommodation at HQ.

FBS Delivery Programme – We are £49k/23.6% under budget year to date and projecting this to grow to £53k/19.0% for the full year due to project manager vacancies.

PEOPLE AND ORGANISATONAL 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	2,052	2,269	(216)	(9.5%)	2,832	3,021	(189)	(6.3%)
WFP/Resources	1,330	1,460	(130)	(8.9%)	1,822	1,955	(134)	(6.8%)
Organisational Development	1,363	1,549	(185)	(12.0%)	1,871	2,045	(174)	(8.5%)
Learning	6,768	6,482	286	4.4%	9,292	8,593	699	8.1%
Occupational Health	907	906	1	0.1%	1,277	1,210	68	5.6%
Health & Safety	87	88	(1)	(0.6%)	119	117	2	1.4%
P&OD Directorate	12,507	12,753	(246)	(1.9%)	17,212	16,940	272	1.6%

HR Operations (including Reasonable Adjustments) – at the end of quarter 3 there is a year-to-date underspend of £216k/9.5%, this is mainly due to Indirect Employee Expenses (Police Now recruitment costs) underspending by £181.5k due to no outstanding charges for recruits from the previous year and no cohort for the Police Now course in 2023/24. Forensic Investigation Services are underspent to date by £16k, due to recruitment numbers being lower at this point in the year. Supplies & Services are £61.5k underspent to date which are mainly Course Fees (£27k), Professional Fees (£28k) and Subscriptions (£8k). Third Party payments relates to recruitment assessment centres and costs are currently underspending – the charges are reflective of the number of candidates and so spend can fluctuate. Reasonable Adjustments are currently £83.5k overspent against the profiled budget to date.

The forecast to the end of the year is expected to be an underspend of £189k/6.3%, which includes a £37K overspend on Police Staff Pay due to various temporary acting up and over established posts as well as a non-achievement of top slice. Indirect Employee Expenses (Police Now recruitment costs) are projecting a £258k underspend, as no cohorts are planned for remainder of this financial year or in the next financial year (2024/25). Transport related costs are projecting to be £11k underspent, as in line with current rate of expenditure. Supplies & Services are projecting a £44k underspend, this is split between Professional Fees (£21k) and Course Fees (£23k) which includes an adjustment for anticipated funding of Force Mediation training – circa £12-£13k. Third Party Payments are projected to be £47k underspent, HR are expecting one more assessment centre in 2023/24, but we are awaiting confirmation of numbers, as the charge is dependent upon the number of candidates, as well as a charge for National Sifting of candidates. Reasonable adjustments are projected to be £154k overspent by year end – one of the main areas that has increased since Q2 are the workplace assessments (with an external provider – Creased Puddle) and this is projecting to be a spend of £49k by year end.

Workforce Planning & Resources – at the end of Quarter 3 there is a year to date underspend of £130k/8.9%, which is due to the department carrying vacancies of 6.45 FTE (which are being recruited) of £158k and an overspend of overtime of £28k, for which there is no budget. The overtime is as a result of Phase 1 of GRS and cover for vacant posts.

The forecast to the end of the year is projecting an underspend of £134k/6.8%, which is mainly Police Staff Pay of £164k, offset by Staff overtime projecting to be £31k 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 3 there is a year-to-date underspend of £185k/12%, which is mainly due to an underspend of £149k on Police Officer Pay where there are 2 vacancies – 1 x PC and 1 x Insp, which is offset by an overspend on Police Staff Pay of £48k across the various departments. Supplies & Services currently have an underspend of £116k across all departments, including £18k for Diversity and £28k in Leadership.

The forecast to the end of the year is projecting an underspend of £174k/8.5%, which is mainly due to the continued underspend on 2 x officer vacancies of £197.7k, offset by an overspend of £12k 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. Indirect Employee Expenses has a redundancy payment of £31k that was unknown at Q2 and so not included in any projection.

Learning – at the end of Quarter 3 there is a year to date overspend of £286k/4.4%, which is mainly due to an overspend of £637k on Police Staff Pay as a result of training and developing our young in-service workforce. The department is running at 15.31 FTE over establishment and a business case has been submitted to extend some of the temporary staff until the end of March 2025. This is being offset by an underspend of £155k on Police Officers Pay, where there are 5.5 FTE vacancies and top slice has been achieved. Police Staff Overtime is at £28k overspent which is due to the Training Support Staff working additional hours – this is expected to reduce over the remainder of the financial year. Transport Related costs are overspent to date by £20k, which is linked to the Trainer Assessors. Supplies and Services are underspent by £214k, which is due to underspends in Equipment £345k (including Tasers) offset by and overspend in DHEP course fees.

The forecast to the end of the year is projecting an overspend of £699k/8.1%, which relates to the continuation of a the overspend on Police Staff Pay of £851.9k, which is offset by an underspend of £199k on Police Officer Pay. Police Staff Overtime is projected to be £42.5k overspent for the reasons above. Transport Related costs are expected to be £28k overspent due to the trainer assessors travel across the Force. Supplies & Services are projecting a £17.5k overspend, where there is an overspend of £401k on Course Fees relating to DHEP Fees. The overspend on Course Fees is being offset by the Taser budget, which is expected to underspend by £274k (majority of spend has been capitalised over the next 4 years). An adjustment will be made centrally to Reserves for £360k relating to the temporary growth posts in 2024/25 – as agreed in the recent Learning business case.

Occupational Health – at the end of Quarter 3 there is a year to date overspend of £0.5k/0.1%, which is mainly due to a £25k underspend in Police Staff Pay where approx. 3 FTE vacancies have been carried for the first half of the financial year. Indirect Employee Costs are currently overspending £50k to date mainly due to Physiotherapy and Ophthalmic charges. This is offset by Supplies and Services which are underspending mainly down to £21k to date on Equipment, however Professional fees are overspent by £8k, which should now reduce due to the appointment of the Psychotherapists.

The forecast to the end of the year is projecting an overspend of £68k/5.6%, which is mainly due to an overspend of £74k for Physiotherapy and Ophthalmic reimbursements. Employee Medical Examinations are expected to overspend, due to an increase in the numbers of medical IHR under review, an additional £10k has been allocated, but exact numbers are unknown at the time of writing. Supplies & Services are projecting an underspend of £10k, whilst equipment is due to underspend by £28k, partially due to reasonable adjustments being administered by HR – this is being offset by a one-off charge to scan Occupational Health records costing £26k. Other small underspends are expected on drugs/medical requisites, subscriptions and conference fees.

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	2,342	2,016	326	16.2%	3,138	2,708	430	15.9%

Legal & Compliance – At the end of Quarter 3 there is a year to date overspend of £326k/16.2%. This overspend in the main relates to a spend of £203k 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 of £149k but this is expected as in previous years. Income is overachieving as contributions from other Forces for Lexis Nexis have been received.

The forecast to the year-end is an overspend of £430k mainly due to the temporary outsourcing of the DPO function. Income will remain overachieved 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	1,545	1,668	(123)	(7.4%)	2,029	2,231	(202)	(9.1%)
Performance & Insight	1,242	1,329	(87)	(6.5%)	1,697	1,780	(83)	(4.7%)
Professional Standards	3,036	2,471	565	22.9%	4,267	3,310	957	28.9%
Portfolio Management Office	404	215	189	88.0%	644	284	360	126.9%
Staff Office	364	337	27	7.9%	487	451	36	8.0%
Directorate of the Chief of Staff	6,592	6,019	572	9.5%	9,124	8,056	1,068	13.3%

Performance & Assurance (including the Chief of Staff): at the end of Quarter 3 there is a year-to-date underspend of £123k/7.4%. This is made up of Police Officer Pay (£46k) - 2.36 FTE vacant PC posts and the C/Supt has also been temporarily moved into COG to act up as T/ACC, whilst recruitment for the vacant ACC position is ongoing. Police Staff Pay is underspent by £52k, due to various changes that have been made to date; the movement of the CDI (Crime Data & Integrity) team into Command & Control, two abstractions from the PO6-9 Improvement Consultant role. However, this underspend is offset by the movement of the FCIR and Deputy FCIR into P&A from Legal with effect from July. Supplies & Services are currently underspent by £16k, which is mainly professional fees.

The forecast to the year end is expected to be £202k/9.1% underspent, which relates to an underspend of £100k on Police Officer Pay—due to 2.36 FTE vacant PC posts and the C/Supt temporarily moved into T/ACC role until at least the end of the financial year, this is off-setting a temporary C/Insp who has been moved into P&A for up to 6 months taking us to the end of the financial year. Police Staff are projecting an underspend of £76k, a slight reduction than forecasted, due to some temporary growth posts from

January onwards, to carry out work in relation to the upcoming PEEL inspection – a further 5 Quality Assurance officers have been recruited and a Quality Assurance Supervisor. This has been agreed as temporary growth for 12 months. Supplies & Services are projected to underspend by £15k on professional fees.

Performance & Insight – at the end of Quarter 3 there is a year-to-date underspend of £87k/6.5%. This is a combination of Police Staff Pay, underspent by £25k, mainly due to the GIS Officer being moved to IT part way through the year and Supplies & Services which are currently underspending by £52k.

The forecast to the end of the year is expected to be £83k/4.7% underspent. This relates to Police Staff pay of £35.4k mainly driven by the movement of the GIS Officer and a small amount of vacant posts, offset with a regrade of a PO6-9 to PO7-10 unfunded in 2023/24. Supplies & Services are projecting a £34k underspend, which is mainly professional fees and course fees.

Professional Standards – at the end of Quarter 3 there is a year to date overspend of £565k/22.9%, this is down to a number of factors including – Police Officer Pay which is currently £301k overspent due to the temporary increase of 4 PC's for 18 months to assist with the high levels of demand being experienced in the department, plus a further over established PC post, as well as being over established with DI's on the team (currently 5 FTE rather than the 2 FTE budgeted). Police Staff Pay is £188k overspent, this is due to the growth of 3 FTE permanent and 3 FTE temporary S5 Vetting Researchers, the unbudgeted Sexual Misconduct Officer has been recruited and 1 S4 Admin post to help with the high levels of demand. Also, the re-grading of the S4 Force Vetting Researchers to S5, that was not reflected in the budget for 23/24. Police Officer Overtime is £24k overspent to date, which is all linked to demand, but has shown a decrease since Q2. Police Staff Overtime is currently £58k overspent to date – this includes x3 zero hours contractors who have been agreed until the end of March 2024 by the DCC (initially DCC Watson) and a one-off cost of a further zero hours contractor.

The forecast to the end of the year is expected to be £957k/28.9% 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 £517k overspent for officers and £316k overspent for staff. The extra support occurred earlier than projected and has added to the overspend. The officer and staff overtime is expected to reduce with the introduction of the extra support, however Police Officer Overtime is projected to be £37k overspent by year end and Police Staff Overtime is at £75k – 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 £15k at year end, which is mainly a fee of £13.5k for the Cabinet Office and a one-off fee of £3.6k for transcription work.

Strategic Change & Planning Department (formerly the Portfolio Management Office) – at the end of Quarter 3 there was a year to date overspend of £189k/88%. This is due to the creation of the new Strategic Change & Planning Team, for which there is no funding in 2023/24 (this will be funded from 2024/25). Therefore, the Q3 figures and projection will bear no resemblance to the figures projected in Q1. The current overspends are Police Officer Pay of £125k and Police Staff Pay £64k where the temporary and permanent growth posts of the new department have been recruited into.

The forecast to the end of the year is expected to be £360k/126.9% overspent which is related to Police Officer Pay which is forecasting a £179k overspend. This includes the over established Supt being moved from 1st April 2023 into this new department, along with an unbudgeted Chief Insp position for approx. 6 months. The Police Staff Pay is projecting an overspend of £180k due to the Project Managers moving into the new department, along with x 2 PO12-15 Delivery Manager posts created, but no budget allocated for

in 2023/24. A further unfunded 24-month temporary PO12-15 role has been recruited into – but no budget will be provided for this post in 2024/25 due to its temporary nature. A temporary FTE increase from 0.86 FTE to 1.0 FTE within PMO has been approved from 1st December under the Establishment Control Procedural guidance, approved by the Directorate Head.

Staff Office – at the end of Quarter 3 there is a year to date overspend of £27k/7.9%, this is mainly down to Police Officer Pay which is £23k overspent due to the over established C/Insp, which has been resolved.

The forecast to the end of the year is expected to be £36k/8% overspent mainly driven by the over establishment of the C/Insp Pay in the first half of this financial year. There are a small amount of overtime and mileage claims, but no non-pay budget within the Staff Office to offset this.

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	1,238	1,441	(203)	(14%)	1,841	1,949	(108)	(6%)
Events Team	101	52	50	95%	229	69	160	232%
Corporate Communications Directorate	1,339	1,493	(153)	(10.3%)	2,070	2,018	52	2.6%

CORPORATE COMMS (including the Events Team): at the end of Quarter 3 there is an underspend of £152k/10.3%, which is made up of an underspend on Police Staff Pay (£73k) due to vacancies from the first half of the financial year. Supplies & Services are also underspent by £109k to date which relates to some carry forwards that have yet to be spent at Period 9. The majority of the remaining carry forward is scheduled to be spent by the end of the financial year. The carry forward for the TV Studio/ multimedia suite was spent by the end of Q3.

The forecast to the year end is expected to be an overspend of £52k. Police Staff pay is projected to come in underspent by £75k, due to vacancies from earlier on in the year. Supplies & Services are forecasted to be £53k overspent. A large number of events have been scheduled since Q2, such as the Women In Leadership (WIL) Conference, that ASC is hosting, there was an increase in the cost of the Long Service Good conduct awards of circa £24k – due to acknowledgement of 30 yrs+ and 40 yrs+ service and a second Outstanding Policing Awards (OPA) is scheduled for March 2024 circa £33k. An in-year saving of £18.7k has been identified in the Corp Comms Course Fees budget, as the temporary budget received was incorrectly calculated, this is being used to help offset the cost of the WIL Conference of £25k. The Events team have under achieved on the income generation, achieving only £3k against a target of £50k. There may be an opportunity to obtain a further £3-£6k for the OPA, but this is reliant on support from the South West Police Procurement Service (SWPPS), as they will manage any sponsorship negotiations, which limits the Events Team sponsorship opportunities.

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	4,222	4,628	(406)	(8.8%)	6,768	7,051	(282)	(4.0%)

OFFICIAL

Officer & Staff Allowances	(6,717)	(1,344)	(5,374)	400%	(12,162)	(3,913)	(8,249)	210.8%
Central Costs	(347)	(35)	(312)	892.8%	4,768	5,841	(1,073)	(18.4%)
Covid 19	13	0	13	0.0%	13	0	13	0.0%
Central Adjustment & Savings	0	590	(590)	(100.0%)	0	590	(590)	(100.0%)
Central Costs	(2,829)	3,839	(6,667)	(173.7%)	(612)	9,569	(10,181)	(106.4%)

Pensions – Year to date an underspend of £406k/8.8% is due to reduction in costs of ill health retirements. The forecast shows an underspend of £282k/4.0% against the planned budget. The budget was incorrectly set too high using average lump sum payments, this has now been corrected for and is revised to twice the average pensionable pay for the officer concerned. We are still forecasting 12 claimants but now at a lower rate.

Officer & Staff Allowances – The year-to-date underspend of £5.4m/400% is due to £5m additional Home Office grant for pay award; budget set aside for PCDA pay point 0 uplift and unbudgeted income for UWE PCDA drawback. The forecasted position of an underspend of £8.2m/210.8% is due to several factors and assumes the following adjustments.

- £396k 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 the budget for PCDA pay point 0 (uplift of £2k) leaving us with a net underspend of £773k.
- £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, an additional 40 Officers at £45k each. However, this is offset by an adjustment to show this funding being moved to reserves at year end.

Central Adjustments and Savings – Forecasted underspend of £590k/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 £13k and a forecasted position of an overspend of £13k. This is covering residual spend and going forward the budget area will be closed.

Central Costs

ANNEX B - Mgt Structure 2023/24 Revenue Report December 2023	23/24 YTD Actual £'000	23/24 YTD Budget £'000	Over/ (Under) £'000	Over/ (Under) %	Q3 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 Projected Over/ (Under) £'000	Over/ (Under) %
Bristol Airport	(54)	(49)	(4)	8.2%	(32)	(59)	27	(45.4%)
Glastonbury Festival	(613)	(757)	144	(19.0%)	(617)	(743)	126	(17.0%)
HQ Central	1,571	3,008	(1,437)	(47.8%)	7,651	9,341	(1,690)	(18.1%)
Reserves	(1,742)	(2,084)	342	(16.4%)	(2,750)	(2,494)	(256)	10.3%
UC Claims	779	0	779	0.0%	893	0	893	0.0%
Wilfred Fuller	(289)	(153)	(136)	88.9%	(376)	(204)	(172)	84.6%
Central Costs	(347)	(35)	(312)	892.8%	4,768	5,841	(1,073)	(18.4%)

Bristol Airport – a year to date underspend of £4k/8.2% which is forecasted to be a £27k/45.4% 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 £126k/17.0% 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 £1.4m/47.8% which is forecasted to increase to an underspend of £1.7m/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	Q3 projection	Annual Budget	(Under) / Over
Police Officer pay and allowances	0	(9)	9	0	(24)	24
S&S - Other costs	0	(95)	95	20	660	(640)
Transfers to/(from) reserves	(1,742)	(1,980)	238	(2,770)	(3,130)	360
TOTAL	(1,742)	(2,084)	342	(2,750)	(2,494)	(256)

Supplies & Services other costs – is forecasting an under spend of £640k which relates to additional budgets yet to be devolved out and they include: £471k mainly for provision of new jackets for Officers; £166k relating to budget set aside for regional Airbox licences; £25k 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 £360k overspend, this is a movement from Q2 where we forecasted a breakeven position. This £360k adjustment is for a movement to Reserves for Learning to be

released next year as agreed in a business case. The budgeted reserve movements include the following 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 £893k in support of historical claims which will be covered by the provision held.

Wilfred Fuller – £172k 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 ad hoc courses and venue hire.

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 £26.3m 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	1,178	2,381
TOTAL	22,839	2,213	25,052	1,213	26,265

2023/24 CAPITAL PROGRAMME OUTTURN

At the end of Quarter 3, 2023/24 £11.2m (42%) of the capital programme had been spent, further details of this spend is included within Annex F. We are anticipating being £6.0m 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	4,786	45.15%	7,979	75.3%	(2,623)	(24.7%)
Digital Projects	2,668	406	15.22%	1,373	51.5%	(1,295)	(48.5%)
Estate Projects	1,974	2,204	111.67%	3,493	177.0%	1,520	77.0%
Revenue Projects	8640	3,231	0.00%	5,790	67.0%	(2,850)	0.0%
Funded or part funded projects	2381	539	22.63%	1,658	69.6%	(723)	(30.4%)
TOTAL	26,265	11,166	42.51%	20,293	77.26%	(5,971)	(22.7%)

ASSET REPLACEMENT AND RENEWAL

£4.8m (45% of the plan) has been spent on asset replacement and renewal by the end of Quarter 3, and we are projecting to be £2.6m underspend against the plan at the end of the year. We expect to spend £8.0m (75% of the plan) by 31 March 2024.

- IT Renewal and replacements - £1.7m expenditure incurred to date, mainly on Airwave handsets, video conferencing, monitors and mobiles, with a further £57k spend planned for the rest of the year mainly on airwave units, Body worn Video and video conferencing. We expect to be £0.8m under budget by the end of the year: primarily driven by underspend on the user devices where the level of requirement isn't as expected.
- Estates rolling replacement and renewal – £315k expenditure to date, mainly on Burnham and Concorde House roof replacements (£119k), the Drugs team area refurbishment at HQ (£89k) and Kenneth Steele House car wash (£50k) and canteen (£19k). We expect to spend a further £149k spend this year, and our forecast suggests we will be £1.3m under budget. The main area of forecast spends include £53k on HQ canteen, £65k on fees for chiller at HQ and £32k fees on HQ

electrical switches. The main reason for the £1.3m 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 - £2.7m has been spent on replacement vehicles in the first half of the year. We anticipate £5.1m spend for the full year, £0.5m under budget. We have already raised the purchase orders for vehicles where delivery is expected in the final quarter. 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 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 £1.4m on Ops Support, £0.8m on Response, £0.8m on Neighbourhood & Partnerships, £0.7m on Tactical Support Team and £0.5m on Investigations.
- Capital Equipment Replacement – Expenditure of £123k incurred to date, mainly on ANPR replacement hardware and we anticipate a further £580k to be incurred during 2023/24 on ANPR, Taser replacement and Weapons.

DIGITAL & REVENUE PROJECTS

£406k capital spend was incurred to the end of Quarter 3 for digital projects on the M365 and transformation.

A further £1.0m is forecast to be incurred in the year on Transformation. We are projecting to be £1.3m underspent against budget mainly due to no planned resources on various projects. The underspend includes the following: -

- Data Platform - £1m
- Network refresh - £253k
- DEMS - £100k

Included in this section are the 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.

£3.2m has been spent on the revenue projects by end of Quarter 3. We are forecasting further spend of £2.6m to create an underspend of £2.9m.

ERP Project – Forecasting a further spend of £2.4m coming under budget by £0.8m

Transformation Project – No current spends, forecasting further spend of £0.1m creating an underspend of £1.8m driven by reduced volume of professional services required against budget.

Niche Project – Current spend £42k, forecasting further spend of £78k, with an underspend of £330k.

IBM redaction project – Current spend of £146k no further spend expected.

ESTATES PROJECTS

At the end of Quarter 3 £2.2m (112% of the plan) had been spent on the Estates programme. We are forecasting expenditure of £3.5m (177% of the plan) for the full year and we are projecting £1.5m 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 £187k this financial year on fees for Horsey Lane police station refurbishment, Yeovil vehicle workshop and Chard police station refurbishment.
- Broadbury Road - £943k spend forecast for the year, in line with budget. Demolition of the custody area has taken place, and the construction phase is beginning in Quarter 4.
- 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 £441k for purchase of new site at Minehead and related fees 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 – We have incurred £38k for electric charging infrastructure at Kenneth Steele House, Wellington, and Cabot Park.
- Frome -£27k spend expected this financial year, with the majority of the refurbishment works taking place early next 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 £1.7m will be spent in 23/24 and the key highlights from this element of the capital plan include:

- CTPSW vehicles -£295k
- Southwest Regional Organised Crime Unit vehicles -£363k
- CTPSW Premises - £253k
- Blackrock Vehicles - £203k

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 3 report shows a forecasted year end overspend of £0.6m which is 0.2% of the total revenue budget. The under spends, in the main, result from an overachievement against income budgets as we continue to benefit from high Bank of England interest rates and receive mutual aid income from other Forces. Overspends in employee costs due to the increased pay award at 7.0% are offset by a Home office grant but there continues to be cost pressures around overtime. In non-pay budgets 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 target set in the budget with a net balance of £580k.

The capital forecast is developing and against a planned budget of £26.3m we forecast to spend £20.3m which is 77.3% of the total planned capital budget. This leaves a forecasted underspend of £6.0m/22.7%. We will be working closely with Directorates and looking for opportunities to accelerate capital programmes to be delivered by year end.

Members of GSB are invited to review and discuss the Q3 report.

OFFICIAL

ANNEX A - Subjective Structure 2023/24 Revenue Report December 2023	23/24	23/24	Over/	Over/	Q3 Projected Outturn	23/24	23/24 Projected	Over/	Over/
	YTD	YTD	(Under)	(Under)		Annual Budget	Over/		
	Actual	Budget	£'000	%		£'000	(Under)		
	£'000	£'000	£'000	%	£'000	£'000	£'000	%	%
Police Officer pay and allowances	133,511	130,874	2,638	2.0%	179,628	175,219	4,409	2.5%	
Police Officer Overtime	6,555	4,493	2,062	45.9%	9,970	6,558	3,412	52.0%	
Police Staff pay and allowances	76,377	75,995	382	0.5%	103,379	101,729	1,650	1.6%	
Police Staff Overtime	1,687	847	839	99.1%	2,484	1,256	1,228	97.8%	
PCSO pay and allowances	9,673	9,506	167	1.8%	12,956	12,735	221	1.7%	
PCSO Overtime	97	47	50	105.5%	128	68	61	90.1%	
Indirect Employee Expenses	1,201	1,343	(142)	(10.6%)	1,921	1,823	98	5.4%	
Pensions	6,295	6,713	(418)	(6.2%)	8,605	8,948	(343)	(3.8%)	
EMPLOYEE COSTS	235,396	229,818	5,578	2.4%	319,071	308,335	10,736	3.5%	
PREMISES COSTS	13,538	13,980	(442)	(3.2%)	17,276	17,896	(620)	(3.5%)	
TRANSPORT COSTS	3,935	3,677	259	7.0%	5,519	5,028	491	9.8%	
S&S - COMMUNICATIONS AND COMPUTING COSTS	15,374	15,818	(443)	(2.8%)	26,744	26,291	453	1.7%	
S&S - FORENSICS COSTS	222	570	(349)	(61.1%)	638	761	(123)	(16.1%)	
S&S - OTHER COSTS	12,663	11,845	818	6.9%	16,260	15,746	514	3.3%	
PARTNERSHIP COSTS (3RD PARTY PAYMENTS)	15,807	16,010	(203)	(1.3%)	19,945	19,630	315	1.6%	
TRANSFERS TO/(FROM) RESERVES	(2,639)	(2,864)	225	(7.9%)	(877)	(4,018)	3,141	(78.2%)	
CAPITAL FINANCING COSTS	6,889	6,831	58	0.8%	9,200	10,007	(807)	(8.1%)	
ADJUSTMENTS & SAVINGS IDENTIFIED	0	590	(590)	0.0%	0	590	(590)	(100.0%)	
TOTAL CONSTABULARY EXPENDITURE	301,185	296,274	4,911	1.7%	413,777	400,266	13,511	3.4%	
INCOME - SPECIAL GRANTS	(16,183)	(11,093)	(5,090)	45.9%	(25,299)	(15,887)	(9,412)	59.2%	
INCOME - OTHER	(15,662)	(12,820)	(2,843)	22.2%	(20,918)	(17,172)	(3,746)	21.8%	
TOTAL CONSTABULARY INCOME	(31,845)	(23,913)	(7,933)	33.2%	(46,217)	(33,059)	(13,157)	39.8%	
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	269,339	272,361	(3,022)	(1.1%)	367,560	367,206	353	0.1%	
MISCELLANEOUS	57	0	57	0.0%	0	0	0	0.0%	
GRANTS	(1,907)	(2,038)	131	(6.4%)	(2,265)	(2,339)	74	(3.1%)	
SECONDEES	(0)	(3)	3	(100.0%)	0	0	0	0.0%	
TOTAL CONSTABULARY	267,489	270,320	(2,831)	(1.0%)	365,294	364,868	427	0.1%	
OFFICE OF THE POLICE AND CRIME COMMISSIONER	1,636	1,665	(28)	(1.7%)	2,363	2,212	151	6.8%	
COMMISSIONING COSTS	456	2,517	(2,061)	(81.9%)	2,372	2,393	(21)	(0.9%)	
TOTAL OPCC AND COMMISSIONING	2,092	4,181	(2,089)	(50.0%)	4,735	4,605	130	2.8%	
TOTAL REVENUE EXPENDITURE	269,581	274,501	(4,920)	(1.8%)	370,029	369,473	556	0.2%	

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ANNEX B - Mgt Structure 2023/24 Revenue Report December 2023	23/24 YTD Actual £'000	23/24 YTD Budget £'000	Over/ (Under) £'000	Over/ (Under) %	Q3 Projected Outturn £'000	23/24 Annual Budget £'000	23/24 Projected Over/ (Under) £'000	Over/ (Under) %
Neighbourhood Policing	23,722	27,192	(3,470)	(12.8%)	33,204	36,881	(3,677)	(10.0%)
Offender Management	5,638	5,846	(208)	(3.6%)	7,669	7,693	(23)	(0.3%)
Victims and Safeguarding	3,780	3,887	(107)	(2.8%)	5,165	5,208	(43)	(0.8%)
Citizens in Policing	375	439	(63)	(14.4%)	524	587	(63)	(10.7%)
Serious & Violent Crime	610	656	(45)	(6.9%)	800	800	0	0.0%
ADDER Drugs	344	464	(120)	(25.8%)	563	563	0	0.0%
Operation Remedy	5,280	5,757	(477)	(8.3%)	7,061	7,703	(642)	(8.3%)
NEIGHBOURHOOD & PARTNERSHIP	39,750	44,240	(4,490)	(10.1%)	54,986	59,434	(4,448)	(7.5%)
Command and Control	18,339	17,649	690	3.9%	25,041	23,680	1,362	5.8%
Patrol	44,871	41,563	3,308	8.0%	61,044	55,863	5,180	9.3%
Detainee Investigation Support	6,511	6,274	237	3.8%	8,801	8,418	383	4.5%
RESPONSE	69,720	65,485	4,235	6.5%	94,886	87,961	6,925	7.9%
Criminal Justice	12,606	12,185	421	3.5%	17,062	16,357	706	4.3%
Speed Enforcement	(293)	(1,060)	767	(72.4%)	(710)	(1,568)	858	(54.7%)
Criminal Justice	12,313	11,125	1,188	10.7%	16,353	14,789	1,564	10.6%
Operations Major Incidents	37	99	(62)	(62.4%)	37	168	(131)	(77.9%)
Operations	8,187	8,353	(166)	(2.0%)	10,689	10,965	(276)	(2.5%)
Intelligence	8,855	9,457	(602)	(6.4%)	11,955	12,617	(662)	(5.2%)
Tactical Support Team	10,229	10,544	(315)	(3.0%)	13,998	14,177	(179)	(1.3%)
OPERATIONAL SUPPORT	39,622	39,578	44	0.1%	53,032	52,717	316	0.6%
CID	34,797	29,881	4,916	16.5%	46,661	39,955	6,706	16.8%
CID Major Incidents	195	401	(207)	(51.5%)	274	584	(309)	(53.0%)
CID	34,992	30,283	4,709	15.6%	46,935	40,539	6,396	15.8%
Scientific Investigation	6,809	7,145	(337)	(4.7%)	10,098	9,527	571	6.0%
Major Crime Investigation	4,590	4,594	(4)	(0.1%)	6,091	6,157	(66)	(1.1%)
MCIT Major Incidents	265	177	89	50.3%	398	177	221	125.3%
South West ROCU	5,073	5,073	(0)	(0.0%)	5,073	5,073	0	0.0%
Black Rock	882	962	(80)	(8.3%)	1,138	1,283	(144)	(11.3%)
Counter Terrorism Specialist Firearms	421	621	(200)	(32.2%)	742	836	(95)	(11.3%)
SWPCP ACC	138	138	0	0.0%	214	184	30	16.3%
SWPPS Collaboration	409	412	(4)	(0.9%)	552	550	2	0.5%
Regional Collaboration	208	160	47	29.5%	348	402	(54)	(13.4%)
Disaster Victim Identification	4	0	4	0.0%	62	58	4	0.0%
COLLABORATION	18,798	19,283	(484)	(2.5%)	24,717	24,248	470	1.9%
Information Technology Directorate	20,293	20,977	(684)	(3.3%)	27,522	28,321	(800)	(2.8%)
INFORMATION TECHNOLOGY DIRECTORATE	20,293	20,977	(684)	(3.3%)	27,522	28,321	(800)	(2.8%)
Chief Officer Group	1,713	1,645	67	4.1%	2,302	2,201	101	4.6%
Evidential Property	528	520	8	1.5%	718	697	21	3.0%
Transport Services	4,080	3,953	127	3.2%	5,694	5,442	253	4.6%
Services Hub & Stores	4,819	4,614	205	4.4%	6,475	6,199	276	4.4%
Finance Department	1,752	1,899	(147)	(7.7%)	2,313	2,543	(230)	(9.0%)
Strategic Procurement Services	0	0	0	0.0%	0	0	0	#DIV/0!
Estates and Facilities Department	13,162	13,556	(395)	(2.9%)	16,823	17,339	(516)	(3.0%)
FBS Delivery Programme	158	207	(49)	(23.6%)	225	277	(53)	(19.0%)
FINANCE & BUSINESS SERVICES DIRECTORATE	26,211	26,394	(183)	(0.7%)	34,549	34,697	(148)	(0.4%)
HR Operations	2,052	2,269	(216)	(9.5%)	2,832	3,021	(189)	(6.3%)
Organisational Development	1,363	1,549	(185)	(12.0%)	1,871	2,045	(174)	(8.5%)
Learning	6,768	6,482	286	4.4%	9,292	8,593	699	8.1%
Occupational Health	907	906	1	0.1%	1,277	1,210	68	5.6%
Health & Safety	87	88	(1)	(0.6%)	119	117	2	1.4%
Futures Programme	0	0	0	0.0%	0	0	0	0.0%
Workforce Planning & Resources	1,330	1,460	(130)	(8.9%)	1,822	1,955	(134)	(6.8%)
PEOPLE & ORG DEVELOPMENT DIRECTORATE	12,507	12,753	(246)	(1.9%)	17,212	16,940	272	1.6%
Legal & Compliance	2,342	2,016	326	16.2%	3,138	2,708	430	15.9%
LEGAL & COMPLIANCE DIRECTORATE	2,342	2,016	326	16.2%	3,138	2,708	430	15.9%
Performance & Assurance	1,545	1,668	(123)	(7.4%)	2,029	2,231	(202)	(9.1%)
Performance & Insight	1,242	1,329	(87)	(6.5%)	1,697	1,780	(83)	(4.7%)
Professional Standards Department	3,036	2,471	565	22.9%	4,267	3,310	957	28.9%
Portfolio Management Office	404	215	189	88.0%	644	284	360	126.9%
Staff Office	364	337	27	7.9%	487	451	36	8.0%
DIRECTORATE OF THE CHIEF OF STAFF	6,592	6,019	572	9.5%	9,124	8,056	1,068	13.3%
Corporate Communications	1,339	1,493	(154)	(10.3%)	2,069	2,017	52	2.6%
CORPORATE COMMUNICATIONS DIRECTORATE	1,339	1,493	(154)	(10.3%)	2,069	2,017	52	2.6%
Pensions	4,222	4,628	(406)	(8.8%)	6,768	7,051	(282)	(4.0%)
Officer & Staff Allowances	(6,717)	(1,344)	(5,374)	400.0%	(12,162)	(3,913)	(8,249)	210.8%
Bristol Airport	(54)	(49)	(4)	8.2%	(32)	(59)	27	(45.4%)
Glastonbury Festival	(613)	(757)	144	(19.0%)	(617)	(743)	126	(17.0%)
HQ Central	1,571	3,008	(1,437)	(47.8%)	7,651	9,341	(1,690)	(18.1%)
Reserves	(1,742)	(2,084)	342	(16.4%)	(2,750)	(2,494)	(256)	10.3%
UC Claims	779	0	779	0.0%	893	0	893	0.0%
Wilfred Fuller	(289)	(153)	(136)	88.9%	(376)	(204)	(172)	84.6%
Central Costs	(347)	(35)	(312)	892.8%	4,768	5,841	(1,073)	(18.4%)
Covid 19	13	0	13	0.0%	13	0	13	0.0%
Central Savings	0	590	(590)	(100.0%)	0	590	(590)	(100.0%)
Student Officers	1	0	1	0.0%	0	0	0	0.0%
CENTRAL COSTS	(2,828)	3,839	(6,667)	(173.7%)	(612)	9,569	(10,181)	(106.4%)
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	269,339	272,361	(3,022)	(1.1%)	367,560	367,206	353	0.1%
MISCELLANEOUS	57	0	57	0.0%	0	0	0	0.0%
GRANTS	(1,907)	(2,038)	131	(6.4%)	(2,265)	(2,339)	74	(3.1%)
SECONDEES	(0)	(3)	3	(100.0%)	0	0	0	0.0%
TOTAL CONSTABULARY	267,489	270,320	(2,831)	(1.0%)	365,294	364,868	427	0.1%
OFFICE OF THE POLICE AND CRIME COMMISSIONER	1,636	1,665	(28)	(1.7%)	2,363	2,212	151	6.8%
COMMISSIONING COSTS	456	2,517	(2,061)	(81.9%)	2,372	2,393	(21)	(0.9%)
TOTAL OPC AND COMMISSIONING	2,092	4,181	(2,089)	(50.0%)	4,735	4,605	130	2.8%
TOTAL REVENUE EXPENDITURE	269,581	274,501	(4,920)	(1.8%)	370,029	369,473	557	0.2%

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ANNEX C - Funding 2023/24 Revenue Report December 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	(97,131)	(97,144)	13	(0.0%)	(129,508)	(129,508)	0	(0.0%)
Funding - DCLG	(50,908)	(50,915)	7	(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	(118,129)	(117,894)	(236)	0.2%	(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	(281,085)	(280,661)	(424)	0.2%	(369,473)	(369,473)	(0)	0.0%
TOTAL CONSTABULARY FUNDING	(281,085)	(280,661)	(424)	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	Oct-23	Nov-23	Dec-23	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent		
December 23																		
Neighbourhood Policing	37,422	67,900	68,712	28,242	29,307	40,269	32,809	33,080	33,475	371,216	338,373	32,844		577,677	508,200	69,477		
Road Safety	10,908	261								10,647		10,647						
Offender Management	2,244	10,215	15,573	16,145	14,032	10,627	11,846	15,866	11,605	108,155	34,386	73,769		163,385	51,600	111,785		
Victims and Safeguarding	86		371		480	340	314	364	800	2,755	8,530	5,775		5,148	12,800	7,652		
Citizens in Policing	666			1,860		2,398	2,343	1,117	4,779	13,164		13,164		19,400		19,400		
Serious & Violent Crime	28,014	35,412	34,408	34,882	37,165	37,196	40,961	48,667	34,321	331,026	464,591	133,565		567,599	567,600	1		
ADDER Drugs	1,662	3,442	5,854	3,935	6,154	7,006	5,100	5,570	7,614	46,337		46,337						
Operation Remedy	1,663	44,910	41,619	44,137	33,967	20,642	43,256	37,815	26,806	294,816	200,120	94,696		459,491	300,300	159,191		
NEIGHBOURHOOD & PARTNERSHIP	60,850	162,140	166,538	129,202	121,106	118,479	136,629	142,478	119,400	1,156,822	1,046,000	110,822	10.6%	1,792,700	1,440,500	352,200		
Command and Control	10,928	22,618	13,896	7,137	11,150	17,460	15,657	15,337	5,177	119,358	33,532	85,827		187,231	50,100	137,131		
Patrol	75,531	346,564	327,887	181,070	183,861	274,019	192,307	251,622	136,166	1,969,026	1,298,579	670,448		3,107,222	1,948,200	1,159,022		
Detainee Investigation Support	3,103	17,498	17,021	9,210	9,456	15,971	15,701	16,706	11,625	116,290	72,492	43,797		178,492	108,900	69,592		
RESPONSE	89,562	386,679	358,803	197,417	204,467	307,449	223,665	283,665	152,968	2,204,674	1,404,603	800,072	57.0%	3,472,944	2,107,200	1,365,744		
Criminal Justice	17,598	23,311	21,300	8,989	11,570	22,872	16,857	14,988	41,301	178,787	140,529	38,257		275,600	210,400	65,200		
Operations Major Incidents	5,124	1,569	7,045	1,871	159	3,458	1,534	8,090	1,752	30,604	190,857	160,253		30,604	286,400	25,796		
Operations	67,466	113,807	89,551	58,040	27,969	58,680	91,296	180,659	76,742	764,209	206,184	558,025		1,197,831	309,400	888,431		
Intelligence and Tasking	8,310	9,523	4,957	6,193	7,976	9,748	6,941	8,501	2,416	64,565	53,021	11,544		98,600	79,500	19,100		
Tactical Support Team	102,402	95,199	105,340	74,756	43,578	47,920	56,486	57,794	48,330	631,804	284,510	347,294		849,988	426,800	423,188		
OPERATIONAL SUPPORT	200,900	243,409	228,193	149,849	91,253	142,678	173,114	270,033	170,541	1,669,969	875,102	794,866	90.8%	2,452,623	1,312,500	1,140,123		
CID	91,122	134,834	138,452	95,734	90,216	112,875	96,999	99,769	86,010	946,011	757,769	188,242		1,414,015	1,136,900	277,115		
CID Major Incidents	38,654	11,985	10,619	6,192	16,710	10,651	13,547	15,968	10,000	134,328	204,185	69,857		209,030	306,400	97,370		
CID	129,776	146,819	149,071	101,926	106,926	123,525	110,547	115,737	96,010	1,080,338	961,954	118,385	12.3%	1,623,045	1,443,300	179,745		
Scientific Investigation																		
Major Crime Investigation	2,333	6,322	3,429	2,080	2,566	1,225	877	967	928	16,060	27,528	11,469		24,521	41,400	16,879		
MCIT Major Incidents																		
South West ROCU	16,678	9,864	17,921	15,807	18,965	14,132	8,182	11,384	21,686	134,621	109,500	25,121		201,931	109,500	92,431		
Black Rock																		
Counter Terrorism Specialist Firearms	4,322	23,847	9,742	12,146	5,591	13,972	12,982	10,315	3,707	87,980	40,384	47,596		152,485	60,600	91,885		
SWPCP ACC																		
SWPPS Collaboration																		
Regional Collaboration																		
Disaster Victim Identification																		
COLLABORATION	10,023	40,034	31,091	30,033	27,122	29,330	22,041	22,666	26,321	238,661	177,412	61,248	34.5%	378,937	211,500	167,437		
Information Technology Directorate																		
INFORMATION TECHNOLOGY DIRECTORATE																		
Chief Officer Group			367				3		4	375		375		375		375		
Evidential Property																		
Transport Services																		
Services Hub & Stores	1,406	3,356	3,837	4,646	3,943	6,905	10,933	2,032		37,058		37,058		37,058		37,058		
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	10,936	2,032	4	37,433		37,433	0.0%	37,433		37,433		
HR Operations																		
Organisational Development						130				130	333	203			500	500		
Learning	1,393	3,037	2,806	1,657	81	1,142	1,565	1,236	3,094	16,011	8,930	7,082		24,055	13,400	10,655		
Occupational Health																		
Health & Safety																		
Futures Programme																		
Workforce Planning & Resources																		
PEOPLE & ORGANISATIONAL DEVELOPMENT DIRECTORATE	1,393	3,037	2,806	1,657	81	1,271	1,565	1,236	3,094	16,141	9,263	6,878	74.3%	24,055	13,900	10,155		
Legal & Compliance																		
LEGAL & COMPLIANCE DIRECTORATE													0.0%					
Performance & Assurance	408	315		185	139					418	4,532	4,113		642	6,800	6,158		
Performance & Insight																		
Professional Standards Department	898	3,363	4,165	3,284	3,003	2,081	2,981	2,215	3,605	25,596	1,466	24,130		39,290	2,200	37,090		
Portfolio Management Office																		
Staff Office	30	30	31	36	308	130	524	533	243	1,791		1,791		2,749		2,749		
DIRECTORATE OF THE CHIEF OF STAFF	1,336	3,078	4,196	3,433	3,450	2,210	3,505	2,748	3,848	27,805	5,998	21,807	363.6%	42,681	9,000	33,681		
Corporate Communications																		
CORPORATE COMMUNICATIONS DIRECTORATE													0.0%					
Pensions																		
Officer & Staff Allowances	733	921	1,075	1,193	990	978	1,055	1,230	1,295	9,471		9,471		15,015		15,015		
Central Costs	4,007	5,324	4,117	53,070	12,806	9,892	4,758	4,768	3,612	102,355	13,100	89,255		119,421	19,700	99,721		
Covid 19	903	2,648	5,069	1,157	116	561		25		10,478		10,478		10,478		10,478		
Central Savings																		
Student Officers		348		348		364				1,060		1,060						
CENTRAL COSTS	5,643	9,241	10,261	55,768	13,912	11,796	5,814	6,023	4,908	123,365	13,100	110,265	841.7%	144,914	19,700	125,214		
TOTAL CONSTABULARY (exc Misc/Grants/Secondees)	500,888	997,794	955,163	673,931	572,259	743,644	687,816	846,618	577,095	6,555,208	4,493,431	2,061,776	45.					

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ANNEX E																
Police Staff Overtime																
	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	TOTAL	YTD Budget	YTD Variance	YTD %	Projection	Annual Budget	(Under) / Over Spent
December 23																
Neighbourhood Policing	1,180	933	1,123	734	2,526	860	1,450	967	1,240	11,014	4,931	6,083		15,621	7,400	8,221
Road Safety	-	-	133	-	-	-	-	-	-	133	-	133		-	-	-
Offender Management	1,124	1,590	2,615	2,658	2,823	3,491	2,155	4,156	3,765	22,129	12,262	9,867		33,474	18,400	15,074
Victims and Safeguarding	2,406	6,078	4,566	4,777	4,746	5,742	4,829	6,839	4,353	44,336	21,925	22,411		67,173	33,000	34,173
Citizens in Policing	30	851	195	0	-	-	430	-	229	1,736	-	1,736		2,635	-	2,635
Serious & Violent Crime	482	253	-	-	-	203	-	-	211	1,149	1,500	351		2,000	2,000	-
ADDER Drugs	1,081	843	1,279	1,420	935	1,022	935	672	46	6,070	-	6,070		1	-	1
Operation Remedy	168	1,058	2,213	2,495	1,053	1,154	397	1,287	1,177	10,668	-	10,668		16,422	-	16,422
NEIGHBOURHOOD & PARTNERSHIP	1,726	11,607	12,124	12,084	12,084	12,472	10,197	13,921	11,021	97,235	40,618	56,616	139.4%	137,326	60,800	76,526
Command and Control	43,529	70,267	64,225	43,521	43,767	63,093	41,751	41,648	37,873	449,673	275,417	174,256		650,206	413,800	236,406
Patrol	-	-	-	-	-	149	189	-	-	338	-	338		519	-	519
Detainee Investigation Support	4,378	10,658	10,096	4,729	5,931	6,043	7,433	8,360	5,878	63,505	28,562	34,943		97,474	42,700	54,774
RESPONSE	47,906	80,926	74,320	48,249	49,698	69,285	49,373	50,007	43,752	513,517	303,980	209,537	68.9%	748,199	456,500	291,699
Criminal Justice	18,636	35,737	35,996	23,164	20,510	31,494	24,744	28,090	26,003	244,374	94,005	150,368		377,094	141,400	235,694
Operations	1,180	2,023	2,267	7,656	365	4,720	2,397	6,882	2,138	29,628	6,265	23,364		44,734	9,300	35,434
Operations Major Incidents	222	180	-	217	-	60	-	-	-	679	23,724	23,045		679	35,600	34,921
Intelligence and Tasking	6,748	14,296	18,972	12,545	13,900	20,864	18,442	19,907	14,530	140,203	66,712	73,490		212,206	100,100	112,106
Tactical Support Team	-	-	-	260	123	251	1,046	-	280	1,959	400	1,559		3,138	600	2,538
OPERATIONAL SUPPORT	26,785	52,236	57,235	43,841	34,897	57,389	46,629	54,879	42,951	416,843	191,106	225,737	118.1%	637,852	287,000	350,852
CID	10,207	12,366	15,521	16,199	11,737	17,769	12,930	15,469	12,715	124,914	75,303	49,610		184,882	113,000	71,882
CID Major Incidents	1,139	853	1,253	1,705	958	1,781	1,011	2,785	1,263	12,749	61,375	48,627		19,838	92,100	72,262
CID	11,346	13,219	16,775	17,904	12,695	19,550	13,941	18,254	13,978	137,662	136,679	984	0.7%	204,721	205,100	379
Scientific Investigation	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Major Crime Investigation	2,103	6,937	13,034	6,203	3,947	5,808	1,111	1,577	4,596	45,317	13,264	32,052		69,192	19,800	49,392
MCIT Major Incidents	4,852	2,904	6,351	6,930	7,704	5,796	5,038	3,840	8,027	51,442	31,000	20,442		77,163	31,000	46,163
South West ROCU	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Black Rock	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Counter Terrorism Specialist Firearms	-	-	193	198	626	-	208	208	213	1,645	-	1,645		2,468	-	2,468
SWPCP ACC	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
SWPPS Collaboration	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Regional Collaboration	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Disaster Victim Identification	-	14	-	72	-	-	-	18	-	105	-	105		105	-	105
COLLABORATION	6,955	9,855	19,578	13,404	12,277	11,604	6,356	5,643	12,837	98,508	44,264	54,244	122.5%	148,928	50,800	98,128
Information Technology Directorate	1,578	2,133	5,319	5,627	6,843	3,560	7,038	3,967	4,034	40,098	33,320	6,778		57,546	50,000	7,546
INFORMATION TECHNOLOGY DIRECTORATE	1,578	2,133	5,319	5,627	6,843	3,560	7,038	3,967	4,034	40,098	33,320	6,778	20.3%	57,546	50,000	7,546
Chief Officer Group	356	911	314	1,136	3,030	2,284	3,133	270	6,795	3,926	-	3,926		5,008	-	5,008
Evidential Property	1,326	3,122	3,990	2,445	2,800	3,934	994	5,184	3,309	24,452	5,798	18,655		36,679	8,700	27,979
Transport Services	606	5,939	8,850	6,262	4,588	6,383	8,653	7,736	6,063	55,078	36,519	18,560		84,116	54,800	29,316
Services Hub & Stores	5,588	9,331	12,409	10,693	7,163	10,543	9,503	9,108	8,556	82,895	6,399	76,495		127,249	9,600	117,649
Finance Department	349	215	960	1,788	334	962	294	143	-	4,345	-	4,345		6,670	-	6,670
Estates and Facilities Department	211	425	1,367	1,018	483	998	1,212	1,970	879	8,564	5,265	3,299		13,145	7,900	5,245
FBS Delivery Programme	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
FINANCE & BUSINESS SERVICES DIRECTORATE	4,374	19,943	27,889	23,341	18,398	25,104	23,789	24,411	12,011	179,260	53,980	125,280	232.1%	272,867	81,000	191,867
HR Operations	449	1,063	835	742	948	992	1,238	521	1,233	7,122	6,664	458		10,553	10,000	553
Organisational Development	320	-	-	69	74	152	80	80	788	922	-	922		1,512	-	1,512
Learning	2,353	4,312	5,364	2,868	3,517	1,103	2,929	4,364	3,496	30,307	1,933	28,374		45,460	2,900	42,560
Futures Programme	434	434	-	-	-	-	-	-	-	-	-	-		-	-	-
Occupational Health	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Health & Safety	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Workforce Planning & Resources	2,537	6,006	2,021	3,991	5,240	3,646	3,155	1,175	180	27,951	-	27,951		30,687	-	30,687
PEOPLE & ORGANISATIONAL DEVELOPMENT DIRECTORATE	4,555	10,947	8,220	7,670	9,779	5,893	7,401	6,140	5,697	66,301	8,597	57,704	671.2%	88,212	12,900	75,312
Legal & Compliance	242	1,126	1,322	362	644	693	2,590	5,425	2,999	14,921	-	14,921		21,333	-	21,333
LEGAL & COMPLIANCE DIRECTORATE	242	1,126	1,322	362	644	693	2,590	5,425	2,999	14,921	-	14,921	0.0%	21,333	-	21,333
Performance & Assurance	523	1,047	939	1,705	1,610	2,604	490	389	27	7,509	10,063	2,554		11,709	15,100	3,391
Performance & Insight	-	-	-	-	-	-	-	-	-	-	-	-		1,800	-	1,800
Professional Standards Department	4,312	8,295	6,930	8,385	6,269	5,314	5,761	7,238	13,342	65,846	7,797	58,049		87,173	11,700	75,473
Portfolio Management Office	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Staff Office	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
DIRECTORATE OF THE CHIEF OF STAFF	3,788	9,342	7,868	10,090	7,880	7,917	6,251	6,849	13,369	73,355	19,059	54,296	284.9%	98,883	28,600	70,283
Corporate Communications	940	1,022	1,651	1,277	961	2,126	2,047	1,626	60	9,831	15,494	5,664		15,090	23,200	8,110
CORPORATE COMMUNICATIONS DIRECTORATE	940	1,022	1,651	1,277	961	2,126	2,047	1,626	60	9,831	15,494	5,664	-	15,090	23,200	8,110
Pensions	1,059	879	295	79	85	-	-	-	-	2,398	-	2,398		3,597	-	3,597
Officer & Staff Allowances	2,043	1,958	2,923	2,701	2,505	2,092	3,578	1,380	3,102	22,281	-	22,281		35,558	-	35,558
Central Costs	-	28	107	3,514	63	613	9,299	67	14	13,706	-	13,706		12,905	-	12,905
Student Officers	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Central Savings	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Covid 19	-	-	-	187	-	-	-	411	-	598	-	598		598	-	598
CENTRAL COSTS	3,102	2,865	3,325	6,482	2,653	2,705	12,877	1,858	3,116	38,984	-	38,984	0.0%	52,659	-	52,659
TOTAL CONSTABULARY (exc Misc/Grants/Secondees) </																

Annex F – Capital Outturn

2023/24 Capital Programme Outturn	Planned Spend				2023 Actual Spend	Q4 Forecast	Total Cost	Over / (Under) Spend
	MTFP	C/Fwd	Adjs	Total Budget				
	£'000	£'000	£'000	£'000				
Information and Communication Systems	2,073	385	0	2,458	1,653	57	1,710	(748)
Estates	1,740	55	0	1,795	315	149	464	(1,330)
Fleet	4,970	625	0	5,595	2,696	2,406	5,102	(493)
Equipment	529	190	35	754	123	580	703	(51)
Total Replacement / Renewal Programme	9,312	1,255	35	10,602	4,786	3,192	7,979	(2,623)
Digital Projects	2,969	304	0	3,273	406	967	1,373	(1,295)
Estates Projects	1,942	32	0	1,974	2,204	1,289	3,493	1,520
Revenue Projects	7,413	622	0	8,035	3,231	2,559	5,790	(2,850)
Total Programme	12,324	958	0	13,282	5,841	4,816	10,657	(2,625)
Funded / Part Funded Projects	1,203	0	1,178	2,381	539	1,119	1,658	(723)
Total Capital Programmes	22,839	2,213	1,213	26,265	11,166	9,127	20,293	(5,971)

Appendix G – Savings 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