

Finance Briefing Paper- Police Authority Board 27th April- For information

The purpose of this paper is to provide members with an indicative outturn position for the 2019/20 financial year, and an updated position on the savings tracker for the 2020/21 financial year.

Please note that the outturn position may change between the time of writing and the closedown deadline of 30th April.

The Q3 report presented a projected outturn position of a £0.6m overspend, with full use of the £2.5m POCA reserve. The main pressure reported were the unfunded increase in Police Officer pension contributions in the region of £2.5m based on full establishment, and funding the half year effect of the recruitment of the 67 new posts.

The financial position has improved significantly since Q3, and subject to full closedown, early indications predicts an overall overspend of £1.4m, which will be funded from the POCA reserve, i.e. the position has improved by £1.7m.

The key areas of improvement are set out below:

Reasons for improvement (£1.7m)

- Agency – an improvement of £0.6m since Q3 due to agency staff rationalisation
- An additional £0.2m received from HO to cover costs related to the Extinction Rebellion protests.
- An additional £0.1m income from Corporate Plan and International Training
- An improvement of £0.5m through a review of outstanding commitments
- Additional capital salaries recharged of £0.1m
- Funded Units recharge review resulting in an increase of external funding in the region of £0.2m

POCA Reserve analysis -

The opening balance of the POCA reserve was £2.5m. At Q3 it was anticipated that the POCA reserve would be fully utilised to fund the additional costs incurred in-year. During 19/20, £0.5m was received from HO, as budgeted.

A summary of the POCA reserve is shown below:

	£'m
POCA balance b/f at start of year	2.5
Funds required to cover the overspend	(1.4)
Additional in-year POCA receipts	0.5
POCA Reserve c/f to 20/21	1.6

19/20 National Uplift – 44 Officers

A Home Office grant of £0.212m was awarded to CoLP for the national uplift, covering the period 1st September 2019 to 31st March 2020. The purpose of the grant is to provide initial recruitment related funding to police forces to support the uplift of police officers with the view to prevent crime and increase frontline visibility. This allowed for

staffing costs to aid HR, Vetting and L&OD as well as other related costs to enable work on the uplift to start in 19/20 so that delivery would not be unduly delayed.

It is expected at this stage the full grant amount of £212k will be claimed and included in the final 19/20 accounts.

20/21 National Uplift – 44 Officers

The increase in core grant of £3.9m includes the additional funding to deliver the 44 officer uplift. In addition to this, ring-fenced funding of up to £1.2m has been allocated to reimburse qualifying costs in respect of the uplift. The funding is contingent on recruitment and will be paid quarterly in arrears, subject to quarterly returns. We are recruiting in line with HO releases of funding throughout the year.

Of the 44 posts, (decided using the STRA):

- In post - 10
- Selected with start date – 4 (June)
- Still to be recruited – 30 (all to be advertised by end of the summer)

The 44 posts will be deployed across the Force as follows:

- 1 PS & 6 PCs in Fraud
- 1 PS & 5 PCs Support Group
- 10 PCs in Response
- 2 PCs Taser Instructors
- 4 PCs in Force Resolution Centre
- 4 PCs to open source internal Intel resource area
- 4 DCs in the Crime Squad
- 2 PSs into AOJ under evidence review
- 5 PCs in L&OD.

Summary update on the 67 uplift.

- In post - 56
- Selected in vetting - 3
- Still to be recruited – 8

Attrition

For information we had attrition of 70 officers in 19/20 and so current recruitment activity across all strands seeks to replace and allow for this as well as attrition in 20/21

The 2020/21 savings tracker is shown in Appendix A, as updated at the April meeting of the working party.