

# **APPENDIX C**

## **Performance & Insight Report**



Themes 1 - 7

**Performance to January 2016**

Strategic Priority Theme 7: Spending your money wisely						
Measure		Target Profile	Current Performance – Year Ending January 2016 <sup>1</sup>			
			Performance / Difference	Short-term Trend	Long-term Trend	Summary
1	Make efficiency savings	Save £11.0m by March 2016	-£2.5m	●	●	<p>The Government's grant has reduced significantly and in order to balance the budget, savings of <b>£11.0m</b> need to be made in 2015-16.</p> <p>To date £4.573m efficiencies have been achieved against a target of £7.063m. Work is currently underway to review the shortfall in the efficiency programme by project and what actions are required to recover the position. It is anticipated that the shortfall will be in the region of £3.500m by the year end.</p>
2	Ensure balanced budget	Overall spend v budget 2015/16 budget - £191.2m	-£6.1m -3.8%	●	●	<p>Expenditure to date was £6.109m worse than budget. This was largely due to the shortfall in the efficiency programme which impacts numerous lines of expenditure (as above) where work is underway to address the shortfall although expected to be a £3.500m shortfall by the year end; police officer overtime due to various operations such as speed awareness, although some relates to mutual aid or externally and has been offset by income; staff pay although the trend has improved over recent months; comms &amp; computing due to a charge for systems provided by the Central government; the charge for the MFSS which was omitted from the original budget; the timing of income recognition for externally funded projects which will reverse by the year end especially for the camera/speed awareness projects; and a redundant stock charge for uniforms. A review of the expected outturn is currently being collated.</p>

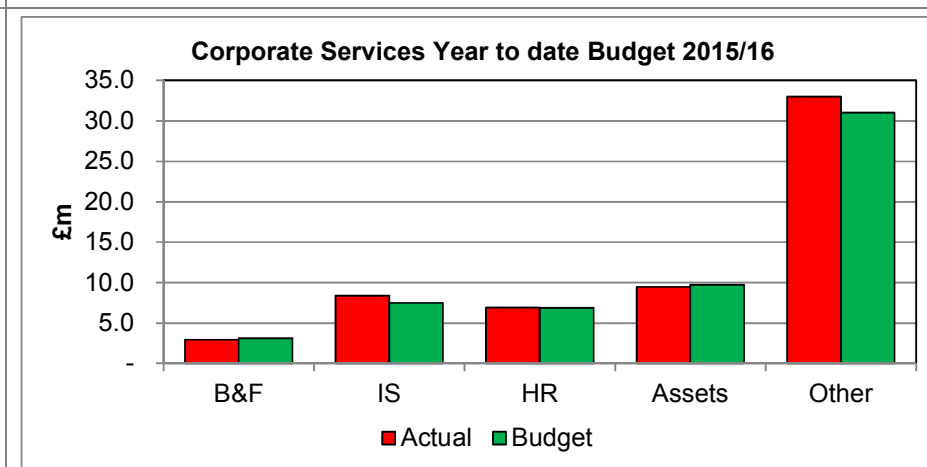
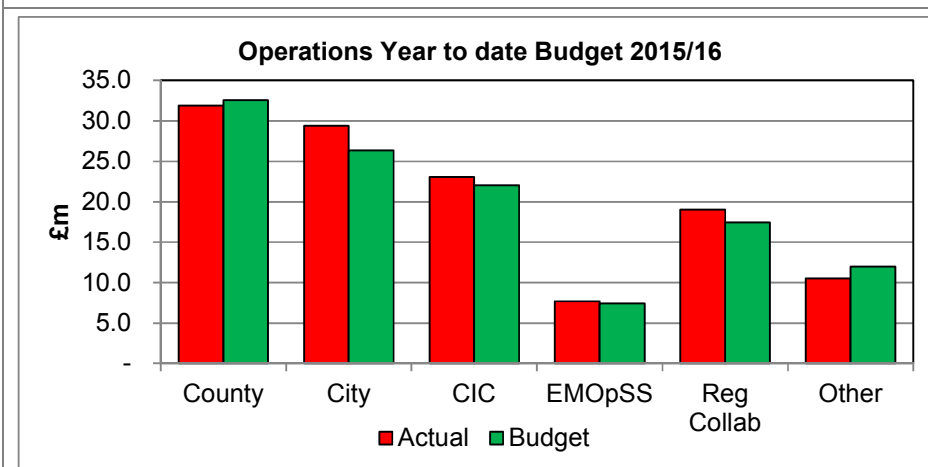
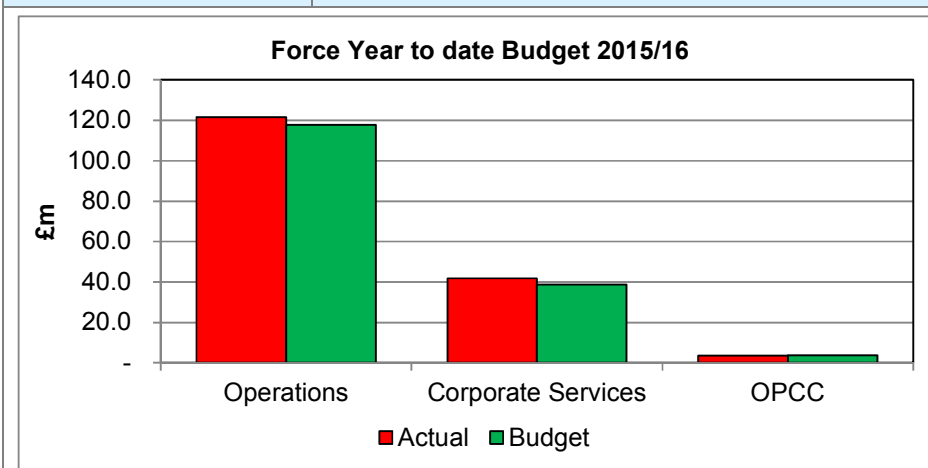
<sup>1</sup> Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

Strategic Priority Theme 7: Spending your money wisely						
Measure		Target Profile	Current Performance – Year Ending January 2016 <sup>1</sup>			
			Performance / Difference	Short-term Trend	Long-term Trend	Summary
3	Total number of days lost to sickness (Officers and Staff 3.7% (8.2 days))	§ Officers	+19.1%	●	●	<p>The latest cumulative (April 2015 to January 2016) sickness data for the Force has shown that officer sickness is 4.41%. This equates to 9.8 days lost to sickness versus the target of 8.2 days.</p> <p>HR continues to work closely with line managers to reduce the number of officers on long term sick.</p> <p>Due to changing our HR and Duty Management System we are not in a position to supply rolling 12 month sickness data.</p>
		§ Staff	+38.0%	●	●	<p>The latest cumulative (April 2015 to January 2016) sickness data for the Force has shown that staff sickness is 5.11%. This equates to 11.3 days lost to sickness versus the target of 8.2 days.</p> <p>HR continues to work closely with line managers to reduce the level of sickness.</p> <p>Due to changing our HR and Duty Management System we are not in a position to supply rolling 12 month sickness data.</p>
4	BME representation	BME representation within the Force to reflect the BME community	+0.3%	●	●	<p>Current BME representation in Force stands at 4.3%. This shows little change from the proportion recorded in March 2012.</p> <p>The 4.3% figure is lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).</p>

Strategic Priority Theme 7: Spending your money wisely						
Measure		Target Profile	Current Performance – Year Ending January 2016 <sup>1</sup>			
			Performance / Difference	Short-term Trend	Long-term Trend	Summary
5	Overtime Budget	Maintain overtime spend below budget 2015/16 budget - £3.9m	-£1.1m -32.8%			<p>The Force's overtime expenditure to date was £4.389m, which is an over spend of £1.083m against a budget of £3.306m. This has mainly resulted from mutual aid and a number of operations the main ones being:</p> <p>Op Drosometer c£0.284m which is externally funded and matched by income; mutual aid and special services c£0.162m (including Op Tiffany for Lincolnshire) and has been more than offset within income; and Op Melic being the missing persons search.</p> <p>Work continues with the force to review the level of overtime.</p>
6	Establishment (FTE's)	<p>§ Officer establishment 1,921.0 FTE by March 2016</p> <p>§ Staff establishment TBC</p>	<p>N/A</p> <p>N/A</p>			<p>Following the move to the Multi Force Shared Services (MFSS) Oracle system, HR is still undertaking a data validation exercise. Until this has been completed the data will be unavailable.</p>

## Appendix A

<b>Strategic Priority</b>	<i>Theme 7 – Spending Your Money Wisely</i>
<b>Measure</b>	<b><i>Comparison of projected spend against actual spend by Force and Portfolio areas</i></b>
<b>Forecast</b>	£191.200m



<b>Month to date performance:</b>	Actual spend of £17.284m against a budget of £15.734m
<b>Year to date performance:</b>	Actual spend of £166.359m against a budget of £160.250m
<b>Target performance:</b>	Full year budget of £191.200m

## Insight

The full year net revenue budget for 2015-16 was £191.200m. This was split Office of the Police and Crime Commissioner (OPCC) £4.725m and the Force Budget £186.475m.

Actual net expenditure to date was £166.359m against a budget of £160.250m. The resulting position against the budget was an over spend of £6.109m. This represented a small under spend of £0.093m in OPCC and over spend £6.201m in the Force. The Force overspend has been impacted by the £2.491m shortfall in the efficiencies programme which impacts numerous lines of expenditure.

### The Force:

Police pay and allowances expenditure to date was £87.617m. This represented a £0.479m under spend against the budget. This is savings across basic salaries, pensions and allowances, in part driven by officer leavers being higher than budgeted.

Police officer overtime expenditure to date was £3.683m. This represented a £0.906m over spend against the budget due to various operations mainly on speed awareness c£0.261m which is externally funded and offset within income, in total expenditure on externally funded is £0.316m; and c£0.157m of a mutual aid operations the main one being for Lincolnshire and special services (ie events and football) which both have been offset within income. Therefore underlying the over spend is c£0.432m, with work is underway within Force to review. We are currently accruing to budget for Bank Holiday overtime over Christmas and New Year, as the actual cost will not be known until it is paid in February.

Police staff pay and allowances expenditure to date was £41.226m. This represented a £0.922m over spend against the budget. This over spend is due to the agency staff, not achieving the vacancy rate efficiency challenge within the budget and the delay in some projects. The trend has started to improve over recent months as the force has been scrutinising every vacancy.

Police staff overtime expenditure to date was £0.705m. This represented a £0.176m over spend against the budget and is largely in the custody area.

Other employee expenses to date were £1.280m. This represented a £0.644m over spend against the budget is largely due to redundancy and pension strain costs.

Premises costs to date were £5.628m. This represented a £0.390m over spend against the budget due to phasing of repair costs where only essential work is being undertaken; waste disposal costs; rents and rates; and not achieving some efficiency challenges within the budget. This

has been partly offset by utilities due a to release of an accrual for the Central police station where the actual charge for 2014/15 from the City Council was lower than forecasted.

Transport costs to date were £5.514m. This represented a £0.618m over spend against the budget due to additional insurance costs; vehicle repairs and accident damage; and an efficiency challenge the main item being the fleet review and Artemis which has now been delayed. This has been partly offset by savings on fuel due to the cost per litre being lower than the budgeted rate.

Comms & computing expenditure to date was £5.817m. This represented a £0.884m over spend against the budget due in part to a phasing issue of on prepayments which is being reviewed; costs related to externally funded projects which was not budgeted but offset by income; the efficiency challenge included within the budget; and IT costs from the Home Office which were omitted as it was assumed these costs had been top sliced from the main government grant.

Clothing, uniform and laundry expenditure to date was £0.266m. This represented a £0.081m under spend against the budget. This was largely due to a lower intake of Specials, partly offset by a redundant uniform stock charge. Work is on-going with the provider to critically review the ordering process to reduce stock levels and potential redundant stock; and look at ways to recycle stock.

Collaboration contributions to date was £7.195m. This represented a £1.801m over spend against the budget which was mainly due to the charge for the Multi Force Shared Service (MFSS) being omitted from the original budget which will be addressed in the forecast.

The Minimum Revenue Provision (MRP) is £1.489m lower than budget due to the 2014/15 capital programme being lower than forecasted and a review of asset lives.

#### **OPCC:**

The OPCC expenditure to date was £3.554m. This represents £0.093m under spend against the budget. This is largely due to savings on salaries; phasing of training and audit fees; and phasing of Home Office grants and payments to partners such as the community safety grant. This saving is expected to reverse by the year end.