Force Executive Board

Performance & Insight Report

APPENDIX C

Performance to August 2015

NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

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NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

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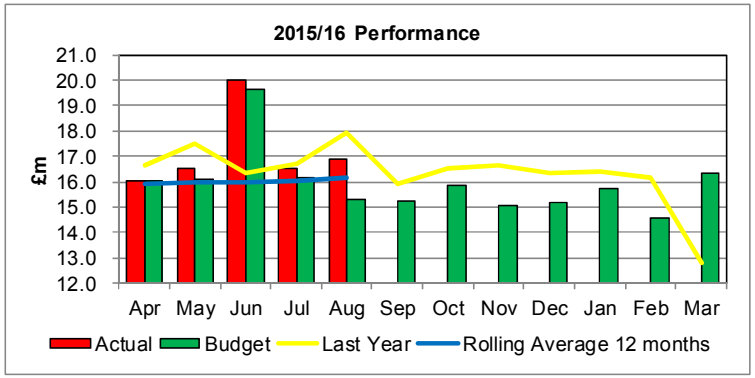
Financials

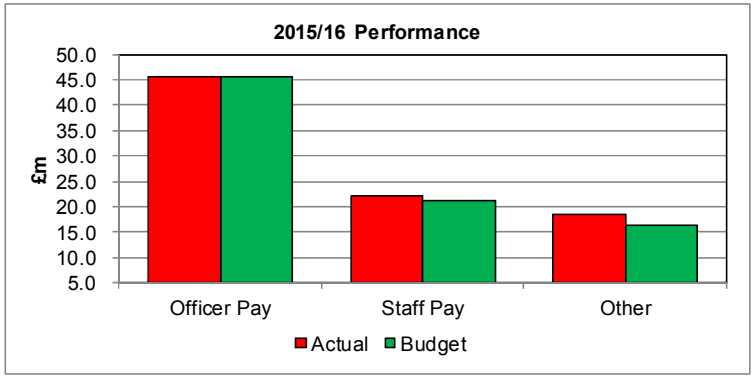
NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

Month				Year to date			
Actual £m	Budget £m	B/(w) than Budget £m		Actual £m	Budget £m	B/(w) than Budget £m	Full Year Budget £m
			Total pay & allowances				
8.705	8.765	0.060	Police pay & allowances	43.999	44.249	0.249	105.637
0.373	0.247	(0.126)	Police overtime	1.593	1.255	(0.338)	3.245
4.318	4.038	(0.280)	Police staff pay & allowances	21.695	21.099	(0.596)	48.673
0.075	0.052	(0.023)	Police staff overtime	0.316	0.274	(0.043)	0.632
0.023	0.064	0.041	Other employee expenses	0.334	0.327	(0.007)	0.787
13.493	**13.166**	**(0.327)**		**67.938**	**67.204**	**(0.734)**	**158.974**
			Other operating expenses				
0.587	0.525	(0.062)	Premises costs	2.819	2.669	(0.150)	5.960
0.628	0.502	(0.126)	Transport costs	2.840	2.504	(0.337)	5.854
0.481	0.492	0.010	Comms & computing	2.730	2.459	(0.272)	5.939
0.016	0.027	0.011	Clothing, uniform & laundry	0.248	0.148	(0.100)	0.447
1.974	0.127	(1.848)	Other supplies & services	3.761	1.813	(1.948)	4.612
1.285	0.530	(0.754)	Collaboration contributions	3.542	2.788	(0.754)	6.679
1.083	0.876	(0.208)	Other	9.246	8.974	(0.272)	14.567
6.055	**3.078**	**(2.977)**		**25.186**	**21.354**	**(3.832)**	**44.059**
19.548	**16.244**	**(3.304)**	**Total expenditure**	**93.124**	**88.557**	**(4.566)**	**203.033**
(2.676)	(0.966)	1.710	**Income**	(7.168)	(5.359)	1.808	(11.833)
16.872	**15.278**	**(1.594)**		**85.956**	**83.198**	**(2.758)**	**191.200**

Financials

Month: £16.872m against a budget of £15.278m (£1.594m adverse)
Year to date: £85.956m against a budget of £83.198m (£2.758m adverse)
Full year budget: £191.200m





Month:
Expenditure was £1.594m worse than budget. This was largely due to the efficiency challenge being behind target and a year to date correction for the MFSS charge that was omitted from the original budget.

Police officer pay was £8.705m, which was £0.060m better than budget largely due to pensions, unsocial hours payments and leavers/retirees being higher than budgeted. Overtime was £0.373m, which was £0.126m worse than budget, partly due to an accrual for c4,500 hours of overtime awaiting authorisation in BOBO on supervisors workbenches.

Police staff pay was £4.318m, which was £0.280m worse than budget, mainly due to agency costs; not achieving the budgeted vacancy rate; and the phasing of the overlay for PCSO restructuring. Overtime was £0.075m, which was £0.023m worse than budget, we are now not accruing in this area and this reflects the actual payments coming through from BOBO.

Other employee expenses was £0.041m better than budget due to releasing an accrual to offset redundancy costs from prior months.

Premises and transport costs were £0.062m and £0.126m worse than budget respectively. This was mainly due to the efficiency challenge included within the budget, such as the fleet review; this has been partly offset from the benefit of the current low fuel prices.

The overspend in Other supplies & services is primarily down to a year to date correction on partnership fees relating to externally funded projects within Operations and have been offset within income and under achievement of the efficiency challenges.

Collaboration contributions was £0.754m worse than budget due to the year to date charge for the MFSS which was omitted from the budget. This has been addressed in the forecast.

Financials

Year to date:
Expenditure was £2.758m worse than budget. This was largely due to the efficiency challenge being behind target at £0.932m and a year to date correction for the MFSS charge that was omitted from the original budget.

Police officer pay was £43.999m, which was £0.249m better than budget largely due to pensions, unsocial hours payments and leavers/retirees being higher than budgeted, although the monthly saving has slowed down. Overtime was £1.593m, which was £0.338m worse than budget, partly due to an accrual for c4,500 hours of overtime awaiting authorisation in BOBO on supervisors workbenches; and a number of operations the main ones being Op Drosometer at c£0.057m which is externally funded and matched by income, Op Tiffany at c£0.060m which is mutual aid and has been more than offset within income and Op Melic being the missing persons search.

Police staff pay was £21.695m, which was £0.596m worse than budget, mainly due to agency costs; not achieving the budgeted vacancy rate; and the phasing of the overlay for PCSO restructuring which is expected to reverse over the coming months. Overtime was £0.316m, which was £0.043m worse than budget, we are now not accruing in this area and this reflects the actual payments coming through from BOBO.

Premises and transport costs were £0.150m and £0.337m worse than budget respectively. This was mainly due to the efficiency challenge included within the budget, such as the fleet review; this has been partly offset from the benefit of the current low fuel prices.

Comms and computing were £0.272m worse than budget which is largely due to phasing and will be monitored closely over the forthcoming months.

The overspend in Other supplies & services is primarily down to a year to date correction on partnership fees relating to externally funded projects within Operations and have been offset within income, combined with the under achievement of the efficiency challenges.

Collaboration contributions was £0.754m worse than budget due to the year to date charge for the MFSS which was omitted from the budget. This has been addressed in the forecast.

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Capital Expenditure

Month: £0.372m
Year to date: £2.761m
Full year budget: £20.177m

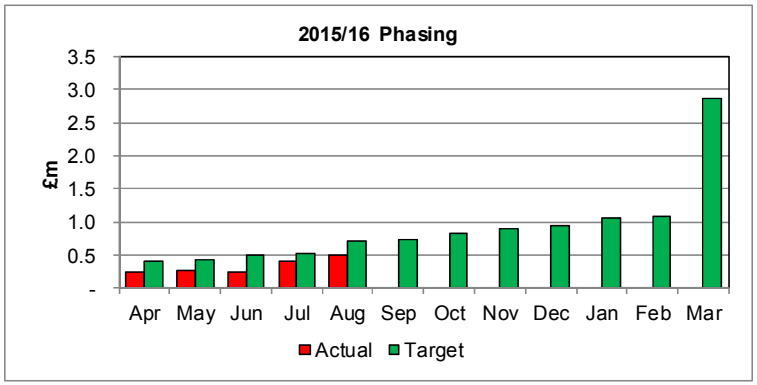
	Month			Year to date				
	Actual £m	Budget £m	B/(w) than Budget £m	Actual £m	Budget £m	B/(w) than Budget £m	Remaining Budget £m	Full Year Budget £m
Estates								
Access control improvement works	(0.031)	0.061	0.092	0.004	0.206	0.202	0.601	0.605
Broxtowe refurbishment	0.196	0.070	(0.126)	0.196	0.169	(0.027)	0.043	0.239
Byron House - central relocation	-	-	-	-	-	-	0.980	0.980
Custody improvements	-	-	-	0.198	0.052	(0.146)	(0.053)	0.145
DIU/Cyber	-	0.076	0.076	-	0.270	0.270	0.420	0.420
FHQ kennels	-	0.090	0.090	-	0.281	0.281	0.571	0.571
FHQ re-surfacing of roads & car parking	-	-	-	-	0.278	0.278	0.279	0.279
Oxclose Lane refurbishment	-	-	-	-	0.010	0.010	0.450	0.450
Relocation of Control Room	-	0.050	0.050	-	0.100	0.100	1.278	1.278
West Bridgford 1st floor refurbishment	-	0.100	0.100	-	0.110	0.110	0.300	0.300
Lucerne	0.001	-	(0.001)	0.637	-	(0.637)	(0.637)	-
Other	0.096	0.206	0.109	0.176	1.064	0.888	1.823	1.999
	0.262	**0.652**	**0.390**	**1.211**	**2.540**	**1.329**	**6.055**	**7.266**
Information Systems								
Desktop virtualisation	0.002	-	(0.002)	0.034	0.300	0.266	0.266	0.300
Enabling change	0.002	0.033	0.031	0.004	0.165	0.161	0.396	0.400
Essential hardware refresh	0.002	0.033	0.031	0.017	0.165	0.148	0.383	0.400
Mobile data various projects	-	0.256	0.256	0.080	1.152	1.072	1.579	1.659
Regional LAN desk merger development	-	-	-	-	-	-	0.255	0.255
Telephony project	0.001	-	(0.001)	0.058	0.278	0.220	0.999	1.057
Other	0.102	0.044	(0.058)	0.284	0.634	0.350	0.415	0.699
	0.109	**0.366**	**0.257**	**0.477**	**2.694**	**2.217**	**4.293**	**4.770**
Other								
Body worn video	-	-	-	-	1.667	1.667	1.667	1.667
EMOpSS	-	0.125	0.125	-	0.625	0.625	1.499	1.499
MAIT	-	0.046	0.046	-	0.229	0.229	0.550	0.550
MFSS	-	-	-	1.050	1.740	0.690	0.690	1.740
Niche	-	0.129	0.129	0.020	0.643	0.623	1.522	1.542
PBS	-	0.032	0.032	0.002	0.162	0.160	0.380	0.382
Other	0.001	0.005	0.004	0.001	0.226	0.225	0.760	0.761
	0.001	**0.337**	**0.336**	**1.073**	**5.290**	**4.217**	**7.068**	**8.141**
	0.372	**1.354**	**0.982**	**2.761**	**10.524**	**7.763**	**17.416**	**20.177**

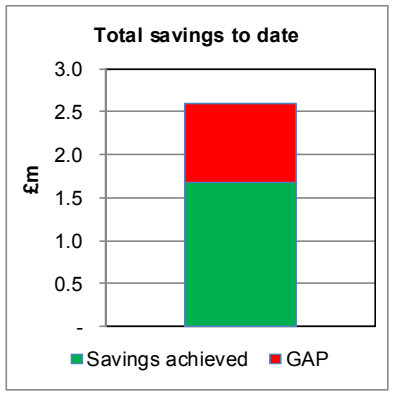
The £7.763m under spend versus the budget is mainly due to the body worn video £1.667m, mobile data projects £1.072m, EMOpSS £0.625m, MFSS £0.690m and Niche £0.623m. The spend on Niche is being investigated.
Currently the projects within the capital programme are being reviewed with the organisation with the ambition of reducing the overall spend for the 2015/16 to c£6.000m.

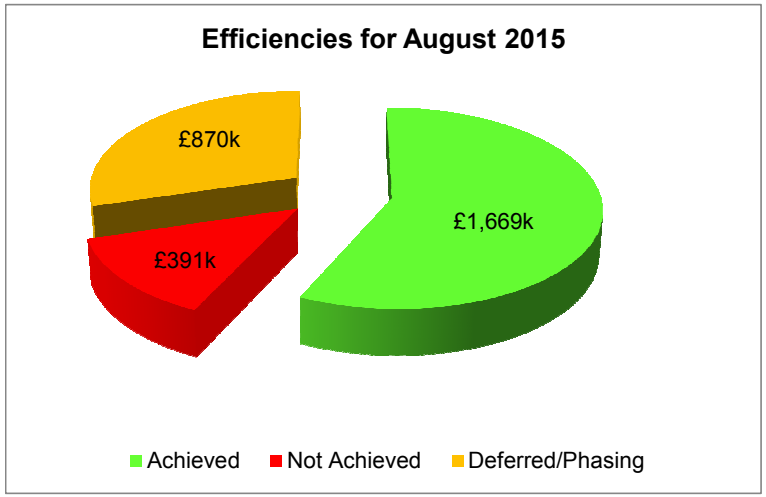
Efficiencies

Month: £0.514m against a target of £0.722m (£0.208m adverse)
Year to date: £1.669m against a target of £2.601m (£0.932m adverse)
Full year target: £11.014m

Month				Year to date			
Actual £m	Budget £m	B/(w) than Budget £m		Actual £m	Budget £m	B/(w) than Budget £m	Full Year Budget £m
0.449	0.400	0.049	Operations	1.486	1.259	0.227	4.481
0.065	0.321	(0.256)	Corporate Services	0.180	1.339	(1.158)	6.426
0.001	0.001	-	OPCC	0.003	0.003	-	0.107
0.514	**0.722**	**(0.208)**		**1.669**	**2.601**	**(0.932)**	**11.014**







- Operations is ahead due to officer savings, partly offset by EMOpSS restructure.
- Corporate Services was £1.158m behind target due to staff vacancy rate, fleet review, 5% procurement saving and income generation.
- OPCC is on target.

Overtime

NOTTINGHAMSHIRE POLICE PROUD TO SERVE

Month				Year to date			
Actual £m	Budget £m	B/(w) than Budget £m		Actual £m	Budget £m	B/(w) than Budget £m	Full Year Budget £m
0.490	0.282	(0.208)	Operations	1.746	1.439	(0.306)	3.662
-	-	-	Seconded officers & staff	0.002	-	(0.002)	-
(0.043)	0.017	0.060	Corporate Services	0.161	0.089	(0.072)	0.215
-	-	-	OPCC	0.001	-	(0.001)	0.001
0.448	**0.299**	**(0.148)**		**1.909**	**1.529**	**(0.381)**	**3.877**

Overtime

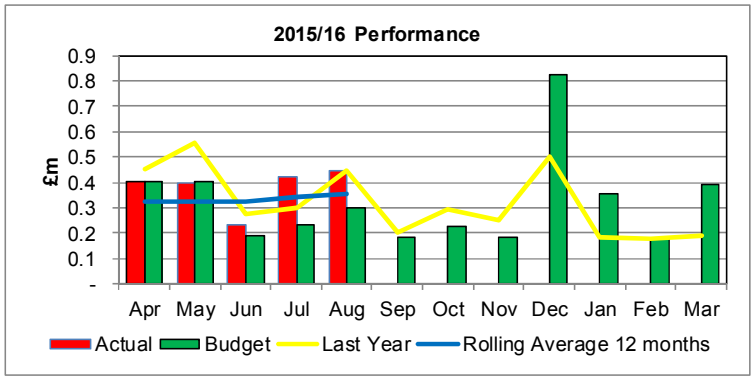
Month: £0.448m against a budget of £0.299m (£0.148m adverse)
Year to date: £1.909m against a budget of £1.529m (£0.381m adverse)
Full year budget: £3.877m

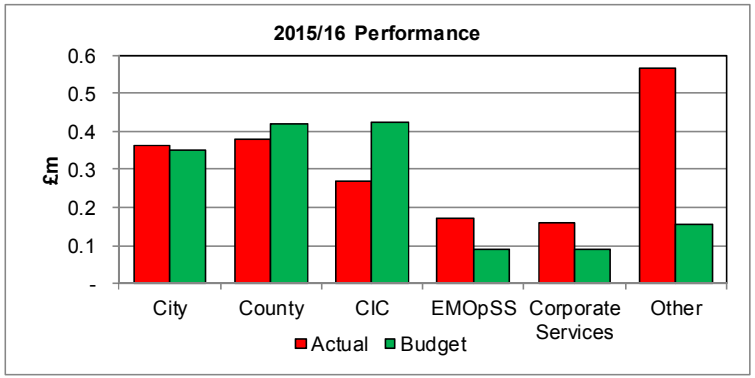
Officer overtime expenditure year to date was £1.593m, which is an over spend of £0.338m against a budget of £1.255m. This has mainly resulted from a number of operations the main ones being:

- Op Drosometer at c£0.057m which is externally funded and matched by income, however is phasing
- Op Tiffany at c£0.060m which is a mutual aid and has been more than offset within income
- Op Melic being the missing persons search
- £0.100m has been accrued to reflect a report showing c4,500 hours are in BOBO awaiting authorisation. We believe this is worst case and that not all the hours will be converted into paid overtime. Supervisors need to be reminded of the importance of clearing these requests in BOBO

Staff overtime expenditure year to date was £0.316m, which is an overspend of £0.043m against a budget of £0.274m.

The high expenditure within Other is due to the overtime accrual now being reported within Central costs.





Operations

NOTTINGHAMSHIRE POLICE PROUD TO SERVE

Month				Year to date			
Actual £m	Budget £m	B/(w) than Budget £m		Actual £m	Budget £m	B/(w) than Budget £m	Full Year Budget £m
			Total pay & allowances				
8.333	8.257	(0.075)	Police pay & allowances	41.963	41.670	(0.293)	99.463
0.420	0.234	(0.186)	Police overtime	1.460	1.188	(0.272)	3.084
3.041	2.897	(0.144)	Police staff pay & allowances	15.439	15.223	(0.216)	35.313
0.070	0.048	(0.022)	Police staff overtime	0.285	0.251	(0.034)	0.578
(0.005)	0.009	0.014	Other employee expenses	0.014	0.046	0.032	0.108
11.859	**11.446**	**(0.413)**		**59.161**	**58.378**	**(0.784)**	**138.547**
			Other operating expenses				
0.076	-	(0.076)	Premises costs	0.091	-	(0.091)	-
(0.003)	-	0.003	Transport costs	0.001	-	(0.001)	-
0.119	-	(0.119)	Comms & computing	0.183	-	(0.183)	-
(0.009)	-	0.009	Clothing, uniform & laundry	(0.009)	-	0.009	-
1.459	0.064	(1.395)	Other supplies & services	1.382	0.314	(1.069)	0.735
0.304	0.368	0.064	Collaboration contributions	1.925	1.977	0.052	4.733
0.571	0.308	(0.263)	Other	1.887	1.542	(0.345)	3.828
2.516	**0.740**	**(1.777)**		**5.460**	**3.833**	**(1.627)**	**9.297**
14.375	**12.185**	**(2.190)**	**Total expenditure**	**64.621**	**62.211**	**(2.411)**	**147.843**
(1.649)	(0.430)	1.220	**Income**	(3.597)	(2.584)	1.013	(4.978)
12.726	**11.756**	**(0.970)**		**61.024**	**59.626**	**(1.398)**	**142.866**

Operations

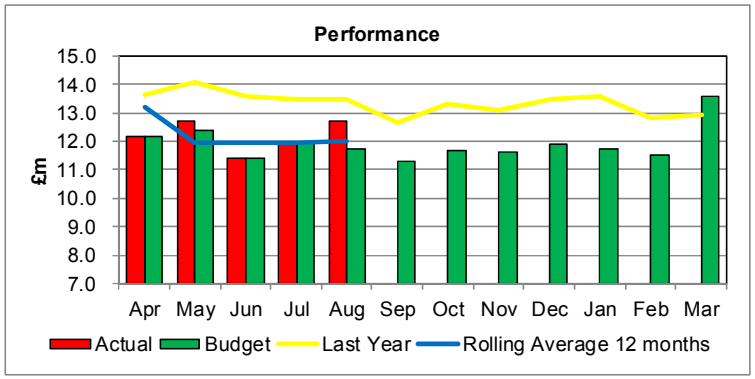
Month: £12.726m against a budget of £11.756m (£0.970m adverse)
Year to date: £61.024m against a budget of £59.626m (£1.398m adverse)
Full year budget: £142.866m

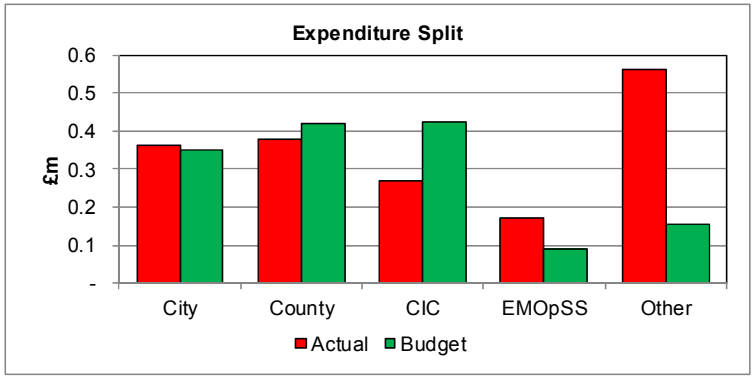
Month:
The £0.970m worse than budgeted performance due to overspends on Police Officer and Staff pay and overtime. The overtime overspend is mainly down to an accrual put in to potentially offset c4,500 hours of unauthorised overtime which needs to be cleared down by supervisors. The overspend of other supplies and services is primarily down to partnership fees which have been offset by income (externally funded).

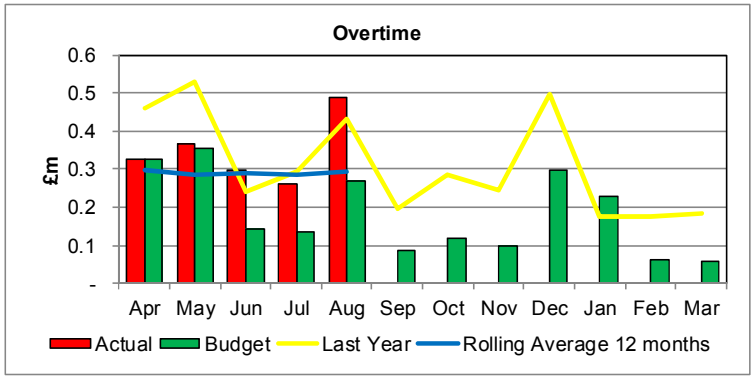
Income was £1.220m better than budget, due to reason provided above around partnership fees.

Year to date:
The £1.398m worse than budget performance was mainly due to police officer salaries and staff. The payroll costs are being investigated as there could be some costs that should be charged to seconded officers as well as the partnership fees and income around external funding as described above.

With the move to the MFSS more costs are being centralised such as property, transport and IS. Currently a number of these costs are still residing within Operations and whilst most were corrected a few remain which are being reviewed and corrected.



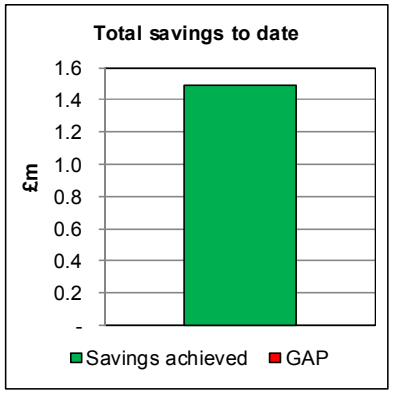


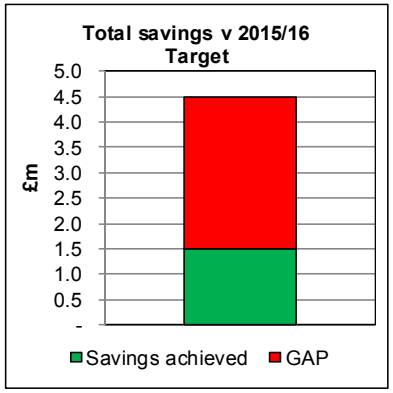


Operations Efficiencies

Month: £0.449m against a target of £0.400m (£0.049m favourable)
Year to date: £1.486m against a target of £1.259m (£0.227m favourable)
Full year revised target: £4.481m

Month				Year to date			
Actual £m	Budget £m	B/(w) than Budget £m		Actual £m	Budget £m	B/(w) than Budget £m	Full Year Budget £m
0.058	0.058	-	Transfer of EMSOU officers	0.292	0.292	-	0.700
0.037	0.037	-	Police officer recruitment gap	0.186	0.186	-	0.706
0.079	0.019	0.060	Increase in natural leavers (PCs)	0.301	0.052	0.249	0.300
0.017	0.017	-	CRIM efficiency savings	0.083	0.083	-	0.200
0.050	0.050	-	Local Policing efficiency savings	0.250	0.250	-	0.600
0.013	0.013	-	CIC efficiency saving.	0.063	0.063	-	0.150
0.025	0.025	-	Front Counters (Local Policing Delivery Plan)	0.125	0.125	-	0.340
0.137	0.138	(0.001)	Stop PCSO recruitment	0.137	0.138	(0.001)	1.100
-	0.011	(0.011)	EMOpSS restructure	-	0.022	(0.022)	0.100
0.029	0.029	-	EMCJS Custody review	0.029	0.029	-	0.235
0.004	0.004	-	EMCJS (Regional Criminal Justice Function)	0.020	0.020	-	0.050
0.449	**0.400**	**0.049**		**1.486**	**1.259**	**0.227**	**4.481**





Year to date:

- The variance is driven by saving on police officer salaries, the month includes a year to date adjustment.

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Seconded Officers & Staff

NOTTINGHAMSHIRE POLICE PROUD TO SERVE

Month				Year to date			
Actual £m	Budget £m	B/(w) than Budget £m		Actual £m	Budget £m	B/(w) than Budget £m	Full Year Budget £m
			Total pay & allowances				
0.083	0.216	0.134	Police pay & allowances	0.479	1.113	0.634	2.631
-	-	-	Police overtime	0.002	-	(0.002)	-
0.005	0.016	0.011	Police staff pay & allowances	0.024	0.080	0.056	0.191
-	-	-	Police staff overtime	-	-	-	-
-	-	-	Other employee expenses	-	-	-	-
0.087	**0.232**	**0.145**		**0.505**	**1.193**	**0.688**	**2.823**
			Other operating expenses				
-	-	-	Premises costs	-	-	-	-
(0.003)	-	0.003	Transport costs	0.001	-	(0.001)	-
-	-	-	Comms & computing	-	-	-	-
-	-	-	Clothing, uniform & laundry	-	-	-	-
0.001	-	(0.001)	Other supplies & services	0.002	-	(0.002)	-
-	-	-	Collaboration contributions	-	-	-	-
-	-	-	Other	-	-	-	-
(0.002)	**-**	**0.002**		**0.003**	**-**	**(0.003)**	**-**
0.085	**0.232**	**0.147**	**Total expenditure+G37**	**0.508**	**1.193**	**0.685**	**2.823**
(0.238)	(0.232)	0.006	**Income**	(1.255)	(1.193)	0.062	(2.823)
(0.153)	**-**	**0.153**		**(0.747)**	**-**	**0.747**	**-**

Seconded Officers & Staff

Month: £(0.153)m against a budget of £0.000m (£0.153m favourable)
Year to date: £(0.747)m against a budget of £0.000m (£0.747m favourable)
Full year budget: £0.000m

Month:
The £0.153m better than budget performance was largely due to police officer pay and greater income received where actual charges have been incurred in other areas. Therefore this is not a real benefit to the force.

Year to date:
The £0.747m better than budget performance was largely due to police officer pay where actual charges have been incurred in other areas. This is not a real benefit. Work is underway within HR and Finance to ensure officers and staff are corrected.

There will be further development of this page over the next few months.

Corporate Services

NOTTINGHAMSHIRE POLICE PROUD TO SERVE

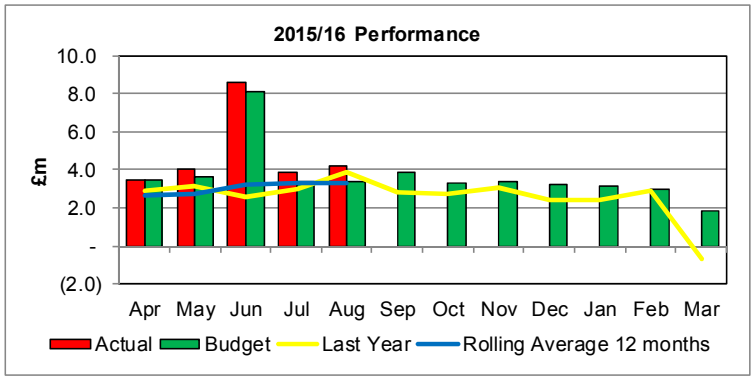
Month				Year to date			
Actual £m	Budget £m	B/(w) than Budget £m		Actual £m	Budget £m	B/(w) than Budget £m	Full Year Budget £m
			Total pay & allowances				
0.289	0.291	0.002	Police pay & allowances	1.557	1.465	(0.092)	3.542
(0.047)	0.013	0.060	Police overtime	0.130	0.067	(0.064)	0.162
1.214	1.068	(0.146)	Police staff pay & allowances	5.942	5.513	(0.429)	12.485
0.005	0.004	(0.000)	Police staff overtime	0.030	0.022	(0.008)	0.053
0.028	0.054	0.026	Other employee expenses	0.319	0.272	(0.048)	0.661
1.489	**1.430**	**(0.059)**		**7.980**	**7.339**	**(0.641)**	**16.902**
			Other operating expenses				
0.511	0.524	0.013	Premises costs	2.717	2.654	(0.063)	5.931
0.632	0.500	(0.132)	Transport costs	2.833	2.495	(0.338)	5.833
0.362	0.491	0.129	Comms & computing	2.544	2.454	(0.090)	5.927
0.025	0.027	0.002	Clothing, uniform & laundry	0.257	0.148	(0.109)	0.447
0.407	0.041	(0.366)	Other supplies & services	0.976	0.315	(0.662)	0.178
0.977	0.158	(0.819)	Collaboration contributions	1.595	0.788	(0.807)	1.891
0.469	0.522	0.053	Other	7.248	7.358	0.109	10.533
3.382	**2.264**	**(1.119)**		**18.171**	**16.213**	**(1.959)**	**30.740**
4.871	**3.694**	**(1.177)**	**Total expenditure**	**26.151**	**23.551**	**(2.599)**	**47.642**
(0.665)	(0.304)	0.361	**Income**	(2.031)	(1.582)	0.449	(4.033)
4.206	**3.390**	**(0.816)**		**24.119**	**21.969**	**(2.150)**	**43.610**

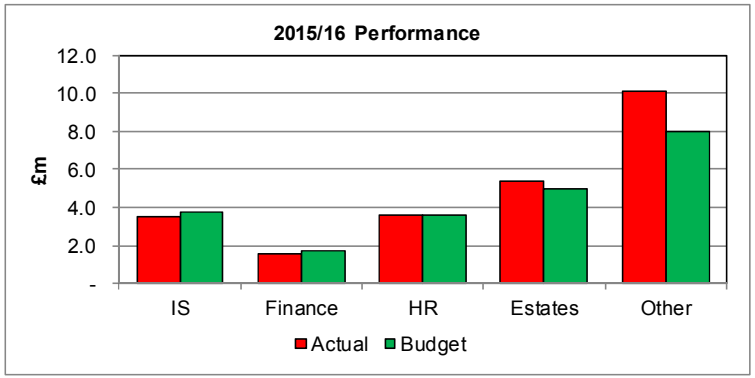
Corporate Services

Month: £4.206m against a budget of £3.390m (£0.816m adverse)
Year to date: £24.119m against a budget of £21.969m (£2.150m adverse)
Full year budget: £43.610m

Month:
The £0.816m worse than budget performance was predominantly due to Collaboration Contributions which now reflect the anticipated MFSS charge. Other supplies & services reflects the innovation costs of mental health, precursor, body worn video and prevent, this is off-set by income. Other high spend areas are staff pay, this is due to the efficiency challenge not being met and transport costs for the same reason, although fuel costs continue to benefit the force. Comms and computing are showing a favourable position, this is due to phasing and will be monitored closely.

Year to date:
The £2.150m worse than budget performance was due to staff salaries which is mainly agency and not achieving the efficiency challenges; Transport costs combined with not achieving the efficiency challenge; redundant stock within Uniforms; and Other supplies & services is largely due to efficiency challenges that are behind target and the costs due for the MFSS service.

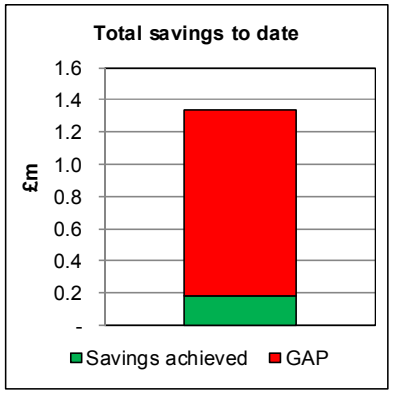


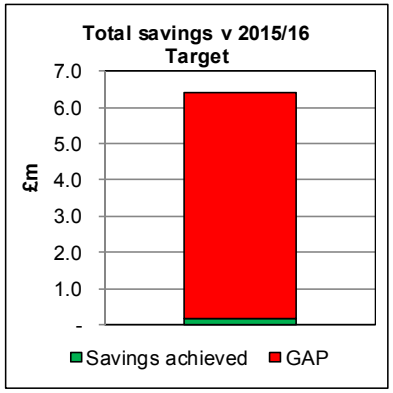


Corporate Services Efficiencies

Month: £0.065m against a target of £0.321m (£0.256m adverse)
Year to date: £0.180m against a target of £1.339m (£1.158m adverse)
Full year target: £6.426m

Month				Year to date			
Actual £m	Budget £m	B/(w) than Budget £m		Actual £m	Budget £m	B/(w) than Budget £m	Full Year Budget £m
-	0.093	(0.093)	HR	-	0.378	(0.378)	1.030
-	0.044	(0.044)	Finance	-	0.164	(0.164)	2.490
0.047	0.019	0.028	IS	0.077	0.089	(0.012)	0.226
0.018	0.058	(0.040)	Assets	0.104	0.288	(0.184)	1.134
-	0.003	(0.003)	PSD	-	0.017	(0.017)	0.040
-	0.075	(0.075)	EMSCU	-	0.257	(0.257)	1.156
-	0.029	(0.029)	Other (Command, Central, Collaboration)	-	0.146	(0.146)	0.350
0.065	**0.321**	**(0.256)**		**0.180**	**1.339**	**(1.158)**	**6.426**





Year to date:

- HR – hold on staff recruitment challenge.
- Finance – due to the challenge to recharge costs to the region.
- IS – general cost reduction still to be achieved.
- Assets – phasing of fleet review, partially offset by better than budgeted performance on fuel.
- EMSCU – 5% saving on current spend and income generation have not been achieved.