

**THE OFFICE OF POLICE AND CRIME COMMISSIONER
FOR DERBYSHIRE
DECISION RECORD**

Request for PCC Decision	Received in OPCC Date: 27 JUNE 2016	OPCC Ref: 28/2016
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Title: REVISED REVENUE BUDGET 2016/17 – CLOSING THE RISK GAP

Executive Summary: To be completed by PCC Specialist lead

The proposed revised budget for 2016/17 set out in Annex A to the report is the outcome of a comprehensive assessment of the expected financial position for the year to 31 March 2017 taking into account the proposals reported by the Chief Constable to the Strategic Governance Board in April 2016.

The proposed revised budget reflects the full year effect of the changes. As the exact timings for implementing some of the changes are difficult to predict a further assessment of the revenue budget will be undertaken later in the year.

The main adjustments made to the original budget include: Police Officer Pay (decrease of (£1.044m), Police Staff Pay (increase of £1.033m), Supplies and Services (increase of £0.052m), Contribution from reserves (increase of £0.041m).

Decision

Resolved that

- i. The information and analysis as set out in the report and annexes was noted.
- ii. The proposed adjustments to the 2016/17 revenue budget as detailed in Annex A to the report were approved.
- iii. Any additional one off costs not already provided for within existing budgets be funded from reserves, subject to the approval of the Director of Finance and Business Services and the Treasurer.

Declaration

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct for the Police and Crime Commissioner for Derbyshire. Any such interests are recorded below.

The above request has my approval.

Signature

HARDYAL DHINDSA

Date 27 June 2016

PUBLICATION SCHEME CONSIDERATIONS

Is the related Section B report to be published **Yes**

If no, please indicate relevant exemption

Is the publication of this approval to be deferred **No**

If Yes, provide reasons below

Date to be deferred to –

NB Statutory Instrument 2011/3050 (as amended by SI 2012/2479) states that: *all decisions made by a PCC are in the types of information that must “be published as soon as practicable after it becomes available to the elected local policing body”.*

OFFICER APPROVAL

Chief Executive or Nominee:

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report.

I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner

Name Helen Boffy

Date 27 June 2016

STRATEGIC GOVERNANCE BOARD

27 JUNE 2016

JOINT REPORT OF THE CHIEF CONSTABLE AND TREASURER

10D REVISED REVENUE BUDGET 2016/17 – CLOSING THE RISK GAP

1. PURPOSE OF THE REPORT

- 1.1 This report provides the financial implications on the 2016/17 revenue budget for implementing the Closing the Risk Gap proposals.

2. INFORMATION AND ANALYSIS

- 2.1 The proposed revised budget for 2016/17 set out in Annex A to this report is the outcome of a comprehensive assessment of the expected financial position for the year to 31 March 2017 taking into account the proposals reported by the Chief Constable to the Strategic Governance Board in April 2016.

- 2.2 The proposed revised budget reflects the full year effect of the changes. As the exact timings for implementing some of the changes are difficult to predict a further assessment of the revenue budget will be undertaken later in the year.

- 2.3 The main adjustments made to the original approved budget include: -

Police Officer Pay – decrease of (£1.044m)

- 2.4 Through the implementation of a new operating model for response and the efficiencies it brings the proposals results in a reduction of 55 police officers at a Divisional level. Of these, 24 officers are re-allocated against new policing risks, which results in a net reduction of 31 police officer posts.

- 2.5 The funded establishment for police officers will reduce from 1,731fte to 1,700fte, which will be managed through normal recruitment. A reconciliation of the funded police officer establishment is contained at Annex B. The proposed allocation of police officers is contained at Annex C.

Police Staff Pay – increase of £1.033m

- 2.6 Restructuring the Constabulary and adopting new ways of working helps us to align resources against emerging risk and threat from the changing nature of crime. The new model means we need to recruit staff with specialised skills in a range of critical areas to improve our response to the new challenges that we are facing, including: -

Description	fte
Paedophile Online Investigation Team	3
Foreign National Offending	1
Non Recent Child Sexual Abuse	5
Cyber Crime	1
Hi Tech Crime Unit	2
Digital PCSO	0.6
Intell / OCG & DOT Review	7.7
Fraud & Financial Investigation	(2)
Crime Support Total	18.3
Thrive	22
Force Contact Centre Total	22
HR Service Centre	3
Positive Action Recruitment Specialist	1
HR Administrators - Specials Recruitment	1.5
Trainer	1
HR Total	6.5
Total	46.8

Supplies and Services – increase of £0.052m

- 2.7 This increase reflects the extra hardware and software needed for the additional police staff investigating the wide ranging online crimes.

Contribution from Reserves – increase of £0.041m

- 2.8 The changes outlined above required a very small amount of additional funding, which will be met from reserves.

Further financial implications

- 2.9 Estate – Assessment of the full implications of the closing the risk gap proposals on the estate is well underway. It is anticipated that the proposals will align to the plans already in place for the Constabulary to rationalise its estate. The Constabulary has set aside money in its current year's budget to begin to deal with backlogs of repairs and improvements and the closing the risk gap review will focus resources on maintaining a smaller number of buildings to a higher standard than in the past.

- 2.10 New technology – The Constabulary is already replacing its core policing systems in 2016/17. The replacement crime system is planned for June 2016, while the new command and control solution is scheduled for autumn 2016. Both these systems will need to be reconfigured to reflect the new policing structures. Although this represents a considerable amount of work and some cost, there is an opportunity to make changes to both systems before they are implemented. These costs are more likely to be one off costs and be met by the capital programme, to be funded if necessary from reserves. More mobile technology solutions are a key requirement of the new structures. Investment in new mobile solutions is included in the Constabulary's budget, although further assessment of requirements is underway.

3. RECOMMENDATIONS

- 3.1 To note the information and analysis as set out in this report and annexes.
- 3.2 To approve the proposed adjustments to the 2016/17 revenue budget as detailed in **Annex A**.
- 3.3 Any additional one off costs not already provide for within existing budgets are funded from reserves, subject to the approval of the Director of Finance and Business Services and the Treasurer.

4. IMPLICATIONS

- 4.1 Derbyshire Police is in a strong financial position in which to meet the policing challenges that lie ahead. The unprecedented financial challenges faced in recent years has meant significant changes have been in the planning over several years, but realistically we could only look to implement once the threat of further large cuts had diminished. The Constabulary is aware of the continued impact of austerity and the need to deliver savings, even when we take into account the recent decision by the Chancellor to largely protect policing from further cuts.
- 4.2 The changes outlined in the Closing the Risk Gap review recognise that the Constabulary is facing new, emerging and growing risk and threat from other areas. Our level of understanding in these areas continues to grow along with the need to protect our communities from the harm caused by these types of crime.
- 4.3 The Constabulary is adapting and changing and having fewer people means that we need to be more efficient and flexible to respond to the changing threat landscape.
- 4.4 Derbyshire Constabulary is committed to neighbourhood policing and a greater focus will be on ensuring there is link to risk and threat and a recognition that the work will be based on the areas and locations where there is greatest need.

- 4.5 Restructuring the Constabulary and adopting this new way of working will help us to more accurately map day to day calls for service and crucially it will also allow us to align ourselves against the new risk and threat from the changing nature of crime. The new model means that we can redeploy officers and police support staff to a range of critical areas and be better able to respond to the new challenges that we are facing.
- 4.6 This is a very big step forward, but our objectives remain unchanged of keeping our communities safe and delivering a high quality policing service to the people of Derbyshire.

	LOW	MEDIUM	HIGH
Crime & Disorder			
Environmental			
Equality & Diversity			
Financial			
Health & Safety			
Human Rights			
Legal			
Personnel			

Contact details in the event of enquiries	Name: External telephone number: Email address:
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ATTACHMENTS

- Annex A** **Revised Budget position for 2016/17**
Annex B **Reconciliation of the funded police officer establishment**
Annex C **Proposed allocation of police officers**

2016/17 Revised Estimates by Major Budget Heading

ANNEX A

Budget Heading	2016/17 Approved Estimates £m	Paedophile Online Investigation £m	Hi-Tech Crime £m	Foreign National Offending £m	Non Recent Child Sexual Abuse £m	Cyber Crime £m	Child Abuse Image Database £m	Multi Agency Safeguarding Hub £m	THRIVE £m	Crime Management Unit £m	Dog Handlers £m	Citizens in Policing £m	HR £m	Intelligence Review £m	Fraud & Financial Investigation £m	Police Officer Recruitment £m	CTRG Contingency £m	2016/17 Revised Budget £m
Office of the PCC	1.041																	1.041
Budgets under control of the PCC	1.434																	1.434
Police Officer Pay & On Costs	89.614	0.345		0.153	0.320	0.095	0.095	0.057		0.095	0.144	0.047	0.095	(.057)	(.249)	(2.184)		88.570
Police Staff Pay & On Costs	36.297	0.106	0.071	0.032	0.176	0.053			0.625				0.188	0.252	(.070)		(.400)	37.330
Other Employee Expenses	0.462																	0.462
Police Pensions	2.383																	2.383
Premises	8.261																	8.261
Transport	3.405																	3.405
Supplies & Services	12.272		0.052															12.324
Agency	1.275																	1.275
Pay & Price Contingency	0.365																	0.365
Debt Charges	0.816																	0.816
Revenue Contribution to Capital	1.500																	1.500
Government Grants	(2.789)																	(2.789)
General Income	(2.957)																	(2.957)
Interest Receipts	(.160)																	(.160)
Contribution to Reserves	0.037																	0.037
Contribution from Reserves	(.775)																(.041)	(.816)
Core Budgets	152.481	0.451	0.123	0.185	0.496	0.148	0.095	0.057	0.625	0.095	0.144	0.047	0.283	0.195	(.319)	(2.184)	(.441)	152.481
BCU Funding	0.307																	0.307
Contributions to East Mids Collaboration	9.233																	9.233
Contributions to National Policing Partnerships	0.224																	0.224
Partnerships	0.547																	0.547
TOTAL BUDGET	162.792	0.451	0.123	0.185	0.496	0.148	0.095	0.057	0.625	0.095	0.144	0.047	0.283	0.195	(.319)	(2.184)	(.441)	162.792

Reconciliation of Current Funded Establishment Closing the Risk Gap Proposals

ANNEX B

Police Funded Establishment	April 16 HR Actuals	April 16 HR Establishment	PBB Year 1 Savings Remaining	PBB Year 2 Savings	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	Add Back RPU Officers - As per 16-17 Budget	HR - FIN	Revised Estab Total
North	633.6	641.0	(1.0)	(5.0)			0.0	(104.0)	(9.0)	(7.0)	(1.0)	0.0	(1.0)	(14.0)	(9.0)	8.0		498.0
South	551.3	556.0	(3.0)	(1.0)			0.0	39.0	2.0	0.0	0.0	0.0	0.0	3.0	(9.0)	12.0		599.0
Unallocated								14.0	5.0	6.0	1.0		1.0		(3.0)	(20.0)	3.0	7.0
Total Divisions	1,184.9	1,197.0	(4.0)	(6.0)	0.0	0.0	0.0	(51.0)	(2.0)	(1.0)	0.0	0.0	0.0	(11.0)	(21.0)	0.0	3.0	1,104.0
Operational Support	196.7	202.0	(2.0)	(12.0)	10.0	1.0	6.0											205.0
Crime Support	195.0	191.0					16.0											238.0
Corporate Services	10.8	11.0		(3.0)										10.0	21.0			8.0
HR (Excluding Students)	11.2	12.0		(1.0)			2.0											13.0
HR (Students)	16.0	0.0																0.0
HR Reg EMCHRS	2.2	2.0																2.0
Professional Standards	11.5	10.0																10.0
Criminal Justice	32.2	32.0	(1.0)															31.0
Federation	2.0	2.0																2.0
Executive	3.0	5.0															1.0	6.0
EMC - SOC	39.8	42.0															(4.0)	38.0
EMC - MCU	29.0	30.0	(2.0)															28.0
EMC - CTIU	13.6	15.0																15.0
Total Funded Establishment	1,747.9	1,751.0	(9.0)	(22.0)	10.0	1.0	24.0	(51.0)	(2.0)	(1.0)	0.0	0.0	0.0	(1.0)	0.0	0.0	0.0	1,700.0

Proposed Allocation of Police Officers

ANNEX C

Formation	Chief Officers	Chief Supt	Supt	Chief Insp	Insp	Sgt	PC	Total
North BCU - Response		1.0	1.0	1.0	5.0	10.0	102.0	120.0
North BCU - CID (Includes Comm Safety)				2.0	7.0	28.0	118.0	155.0
North BCU Local Policing Units - Investigators				1.0	5.0	25.0	128.0	159.0
North BCU Local Policing Units - SNT						8.0	56.0	64.0
North BCU Total	0.0	1.0	1.0	4.0	17.0	71.0	404.0	498.0
South BCU - Response		1.0	1.0	1.0	5.0	10.0	128.0	146.0
South BCU - CID (Includes Comm Safety)				2.0	7.0	25.0	125.0	159.0
South BCU Local Policing Units - Investigators				1.0	5.0	25.0	192.0	223.0
South BCU Local Policing Units - SNT						9.0	62.0	71.0
South BCU Total	0.0	1.0	1.0	4.0	17.0	69.0	507.0	599.0
Central Crime Support		1.0	1.0	1.0	4.0	12.0	72.0	91.0
Public Protection			1.0	3.0	7.0	22.0	114.0	147.0
Crime Support Total	0.0	1.0	2.0	4.0	11.0	34.0	186.0	238.0
Operational Support		1.0	1.0	2.0	3.0	21.0	150.0	178.0
Contact Management			1.0	1.0	7.0	1.0	17.0	27.0
Operational Support Total	0.0	1.0	2.0	3.0	10.0	22.0	167.0	205.0
Exec	5.0			1.0				6.0
Criminal Justice Unit			1.0	1.0	2.0	27.0		31.0
Regional Units (Includes HR - EMCHRS)			1.0	2.0	6.0	14.0	73.0	96.0
Corporate Services		1.0	1.0		2.0		4.0	8.0
Federation					1.0		1.0	2.0
Professional Standards Department			1.0	1.0	1.0	3.0	4.0	10.0
Unallocated		1.0		0.0	3.0	2.0	1.0	7.0
Total	5.0	6.0	10.0	20.0	70.0	242.0	1,347.0	1,700.0