

Analysis Of Growth Items

Appendix 4

Ref Details

2016/17 2017/18 2018/19 2019/20

Committed Expenditure

Police Officer - Pay Allowances

9 Compensatory Grant

Calculation of requirements based on predicted Officer numbers shows an annual cash reduction year on year. This is excluding inflationary increases which have been set at zero and reflect the decreasing number of officers receiving rent allowance.

-101,202 -24,495 -20,000 -20,000

58 Restructure of Police Housing & Rent Allowance

Recalculation of the requirements based on estimated numbers of officers likely to be eligible to claim.

-171,297 -200,000 -200,000 -200,000

252 Police Officer Increments Payable

Separation out of police increments due based on annual pay progression.

1,751,000 2,251,000 2,251,000 2,251,000

253 Police Officer - Turnover Pay Changes

Reduction in police officer pay bill based on annual leavers being removed at a higher salary rate than those new starters coming into the organisation.

-1,853,877 -2,078,498 -2,173,070 -2,170,822

276 Implementation of Auto Enrolment to Police Pension

All Officers to be automatically enrolled in the police pension scheme with the option to opt out post enrolment.

0 251,000 0 0

Assumed that 50% of currently not enrolled will stay in scheme, with a staging date expected of May 2017

313 Police On-Call Allowance

Review of budgets required against profiled expenditure patterns

50,000 0 0 0

345 Reserve Funding for Additional Bank Holidays

Funding from general reserves for additional Bank Holiday overtime due to the fluctuation in the number of Bank Holidays per financial year from the base level of 8.

-480,000 160,000 -160,000 0

2016/17: Total 08 days - 3 less days @ £160k

2017/18: Total 09 days - 1 Additional Day @ £160k

2018/19: Total 08 days - 1 less day @ £160k

Ref	Details	2016/17	2017/18	2018/19	2019/20
367	Overtime Payments for Annual Leave Overtime Payments for Annual Leave - pending the final determinations from the Bear Scotland ruling.	1,000,000	0	0	0
370	Unsocial Hours Allowance Review of requirement for unsocial hours payments based on the officer workforce profile	-99,635	-25,000	-25,000	-25,000
Total	Police Officer - Pay Allowances	94,989	334,007	-327,070	-164,822

Police Staff - Pay Allowances

7	Committed Police Staff Pay Performance Award The growth element of the award relating to the committed 5 months from the previous years pay award.	700,000	700,000	700,000	700,000
8	Police Staff Performance Award from September The increment equivalent pay uplift used to underwrite the performance related pay element from September annually.	1,000,000	1,000,000	1,000,000	1,000,000
265	Police Staff - Turnover Pay Changes Reduction in police staff pay bill based on annual leavers being removed at a higher salary rate than those new starters coming into the organisation.	-350,000	-350,000	-350,000	-350,000
277	Implementation of Auto Enrolment to Staff Pension All Staff to be automatically enrolled in the local government pension scheme with the option to opt out post enrolment. Assumed that 50% of currently not enrolled will stay in scheme.	0	314,000	0	0
346	Reserve Funding for Additional Bank Holidays Funding from general reserves for additional Bank Holiday overtime due to the fluctuation in the number of Bank Holidays per financial year from the base level of 8. 2016/17: Total 08 days - 3 less days @ £30k 2017/18: Total 09 days - 1 Additional Day @ £30k 2018/19: Total 08 days - 1 less day @ £30k	-90,000	30,000	-30,000	0

Ref	Details	2016/17	2017/18	2018/19	2019/20
372	Apprentice Scheme Levy Fee	0	1,000,000	0	0
	Additional funding required to meet the new legislation around apprentice schemes being introduced by the Government, for which TVP is actively engaged.				
Total	Police Staff - Pay Allowances	1,260,000	2,694,000	1,320,000	1,350,000

Legal & Compliance

310	Changes to Employers NI Contributions	6,359,237	0	0	0
	The end of the contracted out schemes for employers NI contributions will mean an increase in NI charges				
365	Increase in Charges for National ICT Systems	650,000	0	0	0
	Increase in Charges for National ICT Systems				
Total	Legal & Compliance	7,009,237	0	0	0

Total	Committed Expenditure	8,364,226	3,028,007	992,930	1,185,178
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Current Service

Support Services

48	Changes in Debt Charges	-201,374	85,000	52,766	80,365
	Anticipated revenue changes associated with changes to borrowing requirements as the capital programme funding is reviewed.				
299	Community Safety Fund - Expenditure	-31,000	-31,000	-30,000	-30,000
	Community Safety Fund - Expenditure Reduction in line with Home Office Police Grant reduction				
308	SEPSNSA Contract Financing Income	100,000	0	0	0
	Reduction in the income received via the implementation of the SEPSNSA contract and the financial option taken by Thames Valley Police				

Ref	Details	2016/17	2017/18	2018/19	2019/20
369	Community Road Safety Officers funded via RSSG Funding for Community Road Safety Officers via RSSG income to be undertaken at 0.50 FTE of a PC per LPA for 12 LPA's	-350,000	0	0	0
Total	Support Services	-482,374	54,000	22,766	50,365
Income					
232	Changes to Firearms Licensing Income Profile of income to reflect expected requests and income	-102,370	40,821	86,658	-92,346
332	Interest Receipt Smoothing from General Reserves Due to past fluctuations in interest receipts and the market rates, a prudent smoothing of the interest received budget has been undertaken, this now removes the requirement from general reserves.	-450,000	0	0	0
Total	Income	-552,370	40,821	86,658	-92,346
Legal & Compliance					
343	Indexing and Cataloguing of PVP Legacy Materials Removal of temporary 12 month funding for back indexing and cataloguing of PVP legacy materials as they move to the new REC.	-281,000	0	0	0
Total	Legal & Compliance	-281,000	0	0	0
Total Current Service		-1,315,744	94,821	109,424	-41,981

Improved Service

Support Services

Ref	Details	2016/17	2017/18	2018/19	2019/20
329	Additional Temporary Burglary Resources 2015/16 Removal of additional Temporary Burglary Resources for Slough & Reading - 12 months: 4.00 x Scene Managers BB3G 1.00 x Analyst BB3G	-369,504	0	0	0
337	Police Attendance at Child Protection Conferences Removal of temporary growth agreed for 12mths to support this initiative and to allow Force CID time to review their structure to find additional vacancies. Temporary 12 month funding for 4.00 FTE Staff Case Investigators @ BB3G	-123,168	0	0	0
373	Funding for Capital Programme Funding for Capital Programme	700,000	300,000	0	0
375	MASH - Oxfordshire Growth Additional growth of 7 FTE posts for the Oxfordshire Multi Agency Safeguarding Hub (MASH)	186,168	0	0	0
376	Police Officer Redployment Potential redeployment of officers from savings identified through the Productivity Plan and PBB process.	910,000	2,940,000	2,030,000	0
377	ESMCP Direct Revenue Funding Direct Revenue Funding for the potential implementation costs of the new Emergency Services Mobile Communications Programme (ESMCP)	0	1,200,000	-400,000	-800,000
378	Investment in Priority and Innovation Initiatives New investment in priority services and new innovative delivery methods.	0	1,400,000	2,500,000	1,100,000
379	Revenue Consequences of CMP Revenue Consequences of CMP to support additional licences and ongoing revenue support costs	306,000	0	0	0
380	ICT Technical Infrastructure Growth Growth to cover the requirement to invest in the ICT infrastructure as part of the overall 5 year ICT transformation plan.	3,260,000	140,000	110,000	80,000
381	ICT - Investment for Rationalisation Growth, funded from reserve, to cover a distict peice of work in rationalising the ICT estate to deliver permanent savings identified within the productivity plan.	1,400,000	400,000	-200,000	-1,600,000

<i>Ref</i>	<i>Details</i>	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>	<i>2019/20</i>
Total	Support Services	6,269,496	6,380,000	4,040,000	-1,220,000

Legal & Compliance

340	Temporary Funding for PVP Posts Removal of 2 temporary Intell based PVP positions, and a further extension of 12 months for the 3rd post.	-64,672	-30,796	0	0
368	CAIU Resourcing The June HMIC PEEL vulnerability inspection highlighted the excessive child abuse workload and the consequent risks to service provision and staff welfare. These risks have also been highlighted through the force risk register, the Oxon CAIU remit change pilot and through the PBB process. The increasing investigator caseload owing to exponential growth in demand. This has resulted in an unsustainable growth in workload per investigator and consequently supervisors are overseeing prohibitively large numbers of cases.	849,500	262,500	0	0
Total	Legal & Compliance	784,828	231,704	0	0

Specific Revenue Funded Projects

254	Data Centre Resilience Review and update of electrical issues to increase resilience at the data centres.	0	520,000	-520,000	0
256	HQ (s) Data Centre Air Conditioning Future funding to replace the air conditioning units with the data centre.	0	465,000	-465,000	0
280	Banbury Custody Ventilation Plant Re-phasing of the funding for future works on Banbury Custody Ventilation Plant.	-155,000	0	0	0
282	Amersham Lighting & Asbestos Re-phasing of the funding for future funding for works to be carried out on Amersham Lighting & Asbestos	-175,000	0	0	0

Ref	Details	2016/17	2017/18	2018/19	2019/20
294	Return to work initiatives Ongoing annual funding of the Optima medical scheme to facilitate quicker returns to work after injury or serious illness, due to cease in 2017/18	0	-100,000	0	0
323	Loddon Valley Estates Rationalisation Reduction in funding for minor alterations works to make better utilisation of Loddon Valley station.	-350,000	0	0	0
325	Langford Locks A/C Replacement To replace the air conditioning units at Langford Locks as they will be unusable in a couple of years time.	0	0	0	260,000
352	Bicester Traffic Base - Fuel Tanks Re-phasing of the funding for the replacement of the current fuel tanks which are nearing the end of their useful lives.	-150,000	0	0	0
353	Movement of Force Stores to the REC removal of temporary funding for the relocation of the force stores function to the new REC to release the old stores premises.	-420,000	0	0	0
354	KFC - Ground Floor Electrical Works Electrical upgrade to ensure sustainability of the building and new CRED/PEC working	0	225,000	-225,000	0
355	Lodden Valley - Custody Ventilation Replacement on a like for like basis of end of life equipment.	0	0	0	390,000
356	Lodden Valley - CCTV & Panic Alarms Replacement on a like for like basis of end of life equipment.	0	230,000	-230,000	0
357	Maidenhead - Custody Ventilation Replacement on a like for like basis of end of life equipment.	0	0	0	170,000
358	Maidenhead - CCTV & Panic Alarms Replacement on a like for like basis of end of life equipment.	0	230,000	-230,000	0
359	Newbury - Custody Ventilation Replacement on a like for like basis of end of life equipment.	0	0	0	170,000

Ref	Details	2016/17	2017/18	2018/19	2019/20
360	Newbury - CCTV & Panic Alarms Replacement on a like for like basis of end of life equipment.	0	230,000	-230,000	0
361	Pangbourne Station - Electrical Rewire Replace end of life electrical equipment and distribution circuits	0	0	0	170,000
Total	Specific Revenue Funded Projects	-1,250,000	1,800,000	-1,900,000	1,160,000

Total Improved Service	5,804,324	8,411,704	2,140,000	-60,000
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In Year Appropriations From Reserves

Appropriations from Performance Reserve

185	Appropriation from Improvement Performance Reserve Appropriation of funding to support specific revenue projects from the Improvement and Performance reserve.	688,344	-2,169,204	2,100,000	365,000
Total	Appropriations from Performance Reserve	688,344	-2,169,204	2,100,000	365,000

Appropriations from General Balances

333	Smoothing of Interest Receipts from Gen. Reserve Contra entry for growth item Ref:332	450,000	0	0	0
334	Appropriation to General Reserves Appropriation to General Reserves	-65,893	0	0	0
347	Reserve Funding for Additional Bank Holidays Reserve funding for Police and Staff additional Bank Holidays - Ref: 346 & 345	570,000	-190,000	190,000	0

<i>Ref</i>	<i>Details</i>	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>	<i>2019/20</i>
Total	Appropriations from General Balances	954,107	-190,000	190,000	0
Total	In Year Appropriations From Reserves	1,642,451	-2,359,204	2,290,000	365,000

Funding Changes

Formula Grant

274	External Funding Changes				
	Reduction in funding received through the main government police grant.	810,271	1,203,084	1,316,047	1,433,178
304	Formula Grant Allocation Changes				
	Reduction in funding received through the ex-DCLG Grant Allocation.	423,953	629,482	688,587	749,873
Total	Formula Grant	1,234,224	1,832,566	2,004,634	2,183,051

Specific Grants

303	Changes to Loan Charges Grant				
	Changes to Loan Charges Grant	11,539	57,027	103,005	38,520
Total	Specific Grants	11,539	57,027	103,005	38,520

Council Tax Requirement

305	Council Tax Precept Requirement				
	Council Tax Requirement Changes for Precept Billing	-5,235,938	-5,408,155	-5,606,873	-5,820,865
307	Council Tax - Surplus on Collections				
	Council Tax - Surplus on Collections	549,030	200,000	0	0

<i>Ref</i>	<i>Details</i>	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>	<i>2019/20</i>
Total	Council Tax Requirement	-4,686,908	-5,208,155	-5,606,873	-5,820,865
Total	Funding Changes	-3,441,145	-3,318,562	-3,499,234	-3,599,294