

## Analysis Of Growth Items

Appendix 4

*Ref Details*

2018/19

2019/20

2020/21

### Committed Expenditure

#### **Police Officer - Pay Allowances**

##### **9 Compensatory Grant**

-27,000

-29,000

0

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.

##### **58 Restructure of Police Housing & Rent Allowance**

-171,343

-171,386

-200,000

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

##### **252 Police Officer Increments Payable**

2,115,484

1,715,746

1,705,008

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

##### **253 Police Officer - Turnover Pay Changes**

-3,007,656

-2,431,157

-2,080,204

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, and also to reflect the phasing of recruitment intakes within the financial years.

##### **345 Reserve Funding for Additional Bank Holidays**

-370,000

185,000

0

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.

2018/19: Total 07 days - 1 less day @ -£185kk

2019/20: Total 08 days - No Adjustment

2020/21: Total 08 Days - No Adjustment

##### **420 Police Officer Non-Consolidated Pay Award**

650,000

-650,000

0

FYE of 2017/18 Police Officer Non-Consolidated Pay Award

##### **422 Vacancy Factor Due to Recruitment Lag**

-3,504,960

320,000

448,000

Vacancy Factor due to recruitment and retention issues around achieving and maintaining the desired police officer establishment

<b>Ref</b>	<b>Details</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<b>Total</b>	<b>Police Officer - Pay Allowances</b>	<b>-4,315,475</b>	<b>-1,060,797</b>	<b>-127,196</b>

### **Police Staff - Pay Allowances**

<b>7</b>	<b>Committed Police Staff Pay Performance Award</b>	320,000	460,000	425,000
	The growth element of the award relating to the committed 3 months from the previous years pay award.			
<b>8</b>	<b>Police Staff Performance Award from July</b>	1,380,000	1,240,000	1,275,000
	The increment equivalent pay uplift used to underwrite the performance related pay element from July annually.			
<b>265</b>	<b>Police Staff - Turnover Pay Changes</b>	-350,000	-350,000	0
	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.			
<b>346</b>	<b>Reserve Funding for Additional Bank Holidays</b>	-60,000	30,000	0
	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. 2018/19: Total 07 days - 1 less day @ £30k 2019/20: Total 08 days - no adjustment 2020/21: Total 08 Days - no Adjustment			
<b>372</b>	<b>Apprentice Scheme Levy Income</b>	-500,000	-250,000	0
	Income derived to cover the cost of running and implementing various apprentice schemes across the force.			
<b>Total</b>	<b>Police Staff - Pay Allowances</b>	<b>790,000</b>	<b>1,130,000</b>	<b>1,700,000</b>

### **Legal & Compliance**

<b>430</b>	<b>Review of External Audit Fees</b>	-15,978	0	0
	Following a review, PSAA are proposing a cash reduction in our combined external audit fees for next year.			

<i>Ref</i>	<i>Details</i>	<i>2018/19</i>	<i>2019/20</i>	<i>2020/21</i>
<b>Total</b>	<b>Legal &amp; Compliance</b>	<b>-15,978</b>	<b>0</b>	<b>0</b>
<b>Total Committed Expenditure</b>		<b>-3,541,453</b>	<b>69,203</b>	<b>1,572,804</b>

## **Current Service**

### **Support Services**

<b>48</b>	<b>Changes in Debt Charges</b>	65,499	64,598	126,620
	Anticipated revenue changes associated with changes to borrowing requirements as the capital programme funding is reviewed.			
<b>299</b>	<b>Community Safety Fund - Expenditure</b>	100,000	0	-100,000
	Community Safety Fund - Growth in funding from specific earmarked reserve.			
<b>405</b>	<b>Abingdon PFI Contract Renegotiation</b>	0	-250,000	0
	Potential future reduction in finance charges for Abingdon PFI			
<b>429</b>	<b>Case Investigators to Offset Officer Shortage</b>	3,040,000	-320,000	-320,000
	Temporary investment in Case Investigators to offset the current shortfall in police officers against the target establishment.			
<b>433</b>	<b>Increase in Police Staff Overtime for FISO</b>	250,000	0	0
	Increase in Police Staff Overtime for FISO to allow for additional workloads and civilianisation programme.			
<b>Total</b>	<b>Support Services</b>	<b>3,455,499</b>	<b>-505,402</b>	<b>-293,380</b>

### **Income**

<b>232</b>	<b>Changes to Firearms Licensing Income</b>	86,658	-92,346	0
	Profile of income to reflect expected requests and income			

<i>Ref</i> <i>Details</i>	<i>2018/19</i>	<i>2019/20</i>	<i>2020/21</i>
<b>Total Income</b>	<b>86,658</b>	<b>-92,346</b>	<b>0</b>
<b>Total Current Service</b>	<b>3,542,157</b>	<b>-597,748</b>	<b>-293,380</b>

## **Improved Service**

### **Support Services**

#### **373 Technology & Infrastructure Investment**

Direct Revenue Funding for changes in technology and infrastructure delivery

2,200,000      6,300,000      5,000,000

#### **376 Police Officer Redeployment**

Full year effect of redeployment of officers from savings identified through the Productivity Plan and PBB process.

393,750      0      0

#### **402 CMP Programme Additional Growth**

Revenue growth to support the on-going CMP Programme development and implementation

791,932      0      0

#### **423 ESN Implementation Costs**

ESN Implementation Costs

0      381,600      381,600

#### **425 Growth for CSE Researchers**

Growth for 2 FTE CSE Researchers

59,000      0      0

#### **426 CSE/PVP Review and Uplift**

Increase of 11 FTE posts for CSE/PVP

517,873      0      0

#### **427 MASH Review and Restructure**

MASH Review and Restructure

105,000      0      0

#### **431 Contribution to SERIP**

Contribution to SERIP

320,000      0      0

<b>Ref</b>	<b>Details</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<b>432</b>	<b>Increase in Major Operations Team</b>	146,000	0	-146,000
	Temporary increase in the Major Operations team to take account of known events and expected operations over the next two years.			
<b>Total</b>	<b>Support Services</b>	<b>4,533,555</b>	<b>6,681,600</b>	<b>5,235,600</b>
<b>Legal &amp; Compliance</b>				
<b>418</b>	<b>HVM Works for Windsor Security</b>	250,000	-250,000	0
	HVM Works for Windsor Security			
<b>Total</b>	<b>Legal &amp; Compliance</b>	<b>250,000</b>	<b>-250,000</b>	<b>0</b>
<b>Specific Revenue Funded Projects</b>				
<b>254</b>	<b>Data Centre Resilience</b>	-520,000	0	0
	Remove previous years funding earmarked for work on the Data Centres which is no longer required.			
<b>325</b>	<b>Langford Locks A/C Replacement</b>	-250,000	0	0
	Remove previous years funding for replacing the air conditioning at Langford Locks.			
<b>354</b>	<b>KFC - Ground Floor Electrical Works</b>	175,000	-200,000	0
	Electrical upgrade to ensure sustainability of the building and new CRED/PEC working environment.			
<b>355</b>	<b>Lodden Valley - Custody Ventilation</b>	-190,000	0	0
	Remove previous years funding for ventilation work at Lodden Valley Custody.			
<b>381</b>	<b>ICT - Investment for Rationalisation</b>	0	-822,000	-164,400
	Growth, funded from reserve, to cover a distinct piece of work in rationalising the ICT estate to deliver permanent savings identified within the productivity plan.			
<b>395</b>	<b>Maintenance Fountain Court</b>	-180,000	0	0
	Remove previous years funding for Fountain court maintenance works.			

<b>Ref</b>	<b>Details</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<b>398</b>	<b>Temporary Growth for CRED Staff</b>	-770,000	0	0
	Remove previous years funding for a temporary increase of 22 FTE for CRED staffing during 2017/18 to enable the introduction and embedding of the new CMP software.			
<b>410</b>	<b>UCPI - IICSA Public Enquiries</b>	0	-197,000	0
	Funding for temporary staff to support the national undercover policing and child sexual abuse enquiries.			
<b>411</b>	<b>Lodden Valley - Lighting and Asbestos</b>	165,000	-165,000	0
	Maintenance - Lodden Valley - Lighting and Asbestos			
<b>412</b>	<b>Maidenhead Lighting &amp; Asbestos</b>	415,000	-415,000	0
	Maintenance - Maidenhead Lighting & Asbestos			
<b>413</b>	<b>Newbury Heating</b>	0	130,000	-130,000
	Maintenance - Newbury Heating			
<b>414</b>	<b>Meadow House Air Conditioning</b>	0	440,000	-440,000
	Maintenance - Meadow House Air Conditioning			
<b>415</b>	<b>ICT 2020 Programme Resources</b>	-309,253	0	0
	Remove previous years funding for the staffing resources specifically required to managed and deliver the ICT 2020 Programme.			
<b>Total</b>	<b>Specific Revenue Funded Projects</b>	<b>-1,464,253</b>	<b>-1,229,000</b>	<b>-734,400</b>
<b>Ring Fenced Specific Grant</b>				
<b>384</b>	<b>CTSFO Expenditure Uplift</b>	-339,000	0	0
	Remove previous years funding for one-off expenditure for CTSFO's.			
<b>Total</b>	<b>Ring Fenced Specific Grant</b>	<b>-339,000</b>	<b>0</b>	<b>0</b>

## ICT Projects

<b>Ref</b>	<b>Details</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<b>391</b>	<b>Application, Infrastructure Monitoring</b> Improved ICT systems, application and network monitoring and alerting across the estate, allowing the proactive identification and resolution of issues, limiting outages and network problems and improving ICT support capabilities	9,500	0	0
<b>393</b>	<b>Portfolio/Programme Management Tool</b> The upgrading of currently employed project management tools to a Cloud/Software as a service based Portfolio and Project Management Tool (PPM) to enable the effective management and delivery of Force Change Programmes. This will mitigate risk of future resource waste and bring numerous other benefits.	19,500	0	0
<b>394</b>	<b>Service Desk Co-Sourcing</b> This bid supports the introduction of a service management tool to allow multi force ICT help desk request sharing across TVP & HC and sets out a platform for Surrey and Sussex to potentially join, which would enable a co-sourced 3rd party overflow solution for out of hours help desk requests.	68,500	0	0
<b>396</b>	<b>Corporate Wi-Fi</b> The roll out of commercial standard Wi-Fi across the Force addressing areas that currently have no or limited provision. This requires acceleration of existing capital funding and incurs additional Revenue costs.	166,000	0	0
<b>424</b>	<b>ICT Roadmap Critical Items - Revenue Consequence</b> ICT Roadmap Critical Items - Revenue Consequence	1,639,000	2,042,000	154,000
<b>Total ICT Projects</b>		<b>1,902,500</b>	<b>2,042,000</b>	<b>154,000</b>
<b>Total Improved Service</b>		<b>4,882,802</b>	<b>7,244,600</b>	<b>4,655,200</b>

## **In Year Appropriations From Reserves**

### **Appropriations from Performance Reserve**

<b>185</b>	<b>Appropriation from Improvement Performance Reserve</b> Appropriation of funding to support specific revenue projects from the Improvement and Performance reserve.	1,614,253	1,229,000	734,400
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<i>Ref</i> <i>Details</i>	<i>2018/19</i>	<i>2019/20</i>	<i>2020/21</i>
<b>Total Appropriations from Performance Reserve</b>	<b>1,614,253</b>	<b>1,229,000</b>	<b>734,400</b>
<b>Appropriations from General Balances</b>			
<b>347 Reserve Funding for Additional Bank Holidays</b>	430,000	-215,000	0
Reserve funding for Police and Staff additional Bank Holidays - Ref: 346 & 345			
<b>421 Police Officer Non-Consolidated Pay Award</b>	-650,000	650,000	0
Funding for FYE of Police Officer Non-Consolidated Pay Award			
<b>434 Community Safety Funding From Earmarked Reserve</b>	-100,000	0	100,000
Community Safety Funding From Earmarked Reserve			
<b>Total Appropriations from General Balances</b>	<b>-320,000</b>	<b>435,000</b>	<b>100,000</b>
<b>Total In Year Appropriations From Reserves</b>	<b>1,294,253</b>	<b>1,664,000</b>	<b>834,400</b>

## Funding Changes

### Formula Grant

<b>274 Police Grant Funding Changes</b>	0	0	0
Changes in funding received through the main government police grant.			
<b>304 Formula Grant Allocation Changes</b>	0	0	0
Changes in funding received through the ex-DCLG Grant Allocation.			
<b>Total Formula Grant</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Specific Grants

<i>Ref</i> <i>Details</i>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<b>303 Changes to Loan Charges Grant</b>	101,679	37,554	5,250
Changes to Loan Charges Grant			
<b>Total Specific Grants</b>	<b>101,679</b>	<b>37,554</b>	<b>5,250</b>
<b>Council Tax Requirement</b>			
<b>305 Council Tax Precept Requirement</b>	-12,664,094	-13,614,022	-7,077,825
Council Tax Requirement Changes for Precept Billing			
<b>307 Council Tax - Surplus on Collections</b>	709,068	0	0
Council Tax - Surplus on Collections			
<b>Total Council Tax Requirement</b>	<b>-11,955,026</b>	<b>-13,614,022</b>	<b>-7,077,825</b>
<b>Ring Fenced Specific Grant</b>			
<b>383 CTSFO Uplift</b>	339,000	0	0
CTSFO Grant Uplift			
<b>Total Ring Fenced Specific Grant</b>	<b>339,000</b>	<b>0</b>	<b>0</b>
<b>Total Funding Changes</b>	<b>-11,514,347</b>	<b>-13,576,468</b>	<b>-7,072,575</b>