



Financial Performance Report Q2- 2024/25

Finance & Assets Committee
Wednesday 16th October 2024

Governance & Scrutiny Board
12th November 2024

Constabulary Management Board
Thursday 24th October 2024

Executive summary – Q2 financial performance



FORECAST TO MARCH 2025

- Our Q2 financial performance results show that we are forecasting a total Force overspend at the end of March 2025 of £0.8m/0.2% for the Constabulary. At quarter 1 we were forecasting an overspend of £1.8m/0.5% and therefore a reduction of £1.0m in the forecasted overspend.
- The change in the forecast is largely driven by movements on our reserves forecast. At quarter 2 we are forecasting to transfer £1.0m from reserves to fund £0.7m for Hinkley (offset costs) and £0.3m for Speed Enforcement (funding of vehicle replacement).
- At quarter 2 the pay award for police officers and staff was agreed at 4.75%. At quarter 1 we were forecasting this to be 3.0% as per our planned MTFP assumptions. We are estimating that the increase pay award adds a circa £3.2m in additional pay costs. Central government has provided a £3.7m grant funding to offset this cost. The residual balance on the grant will offset the pay award impact on overtime and Collaboration payments.
- The overtime forecast for both officers and staff continues to grow. At Quarter 2 we are reporting a combined overspend of £5.0m due to vacancies and operational issues. **Our overtime spending needs to be more tightly controlled, as the current levels are unsustainable from both a welfare and financial standpoint.**

ACTUAL RESULTS TO SEPTEMBER 2024

- Constabulary results to the end of Q2 show a £53k/0.0% underspend which is close to budget at this point in the year.

CAPITAL

- To the end of September, £10.9m has spent against a plan of £33.4m, a further £11.2m is forecast to be spent resulting in an under spend of £11.2m by year end.

Revenue – Actual results for Q2



Total Constabulary budgets are £53k/0.0% underspent at 30th September

- **Other employee costs** include overtime and this is overspending by £1.8m for Officer and £469k for staff. This is being somewhat offset by underspends on training and ill health retirement budgets.
- **Premises costs** £698k underspent due to gas consumption, lower rent inflationary increases and repairs & maintenance budget underspend.
- **Income** £1.8m over-achieved – Hinkley income, Op Safeguard and interest on investment income

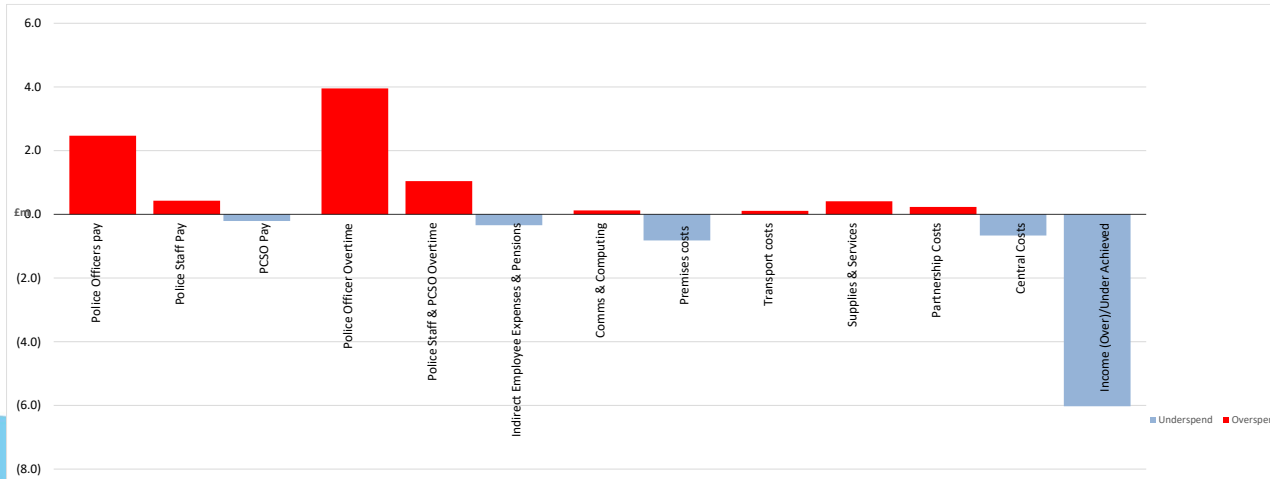
	YTD Actual	YTD Budget	(Under) / Overspend
	£'000	£'000	£'000
Police Officers pay	93,969	93,521	448
Police Staff Pay	52,305	52,863	(558)
PCSO Pay	5,923	6,048	(125)
Other employee costs	12,146	10,386	1,760
Comms & Computing	11,580	11,706	(126)
Premises costs	8,133	8,831	(698)
Transport costs	2,777	2,673	104
Supplies & Services	6,912	7,090	(178)
Partnership Costs	19,011	18,567	444
Central Costs	4,467	4,156	311
Income (Over)/Under Achieved	(31,525)	(29,654)	(1,871)
Misc/Secondees/Grants	(761)	(1,197)	436
Total Constabulary	184,938	184,991	(53)
OPCC & Commissioning	2,069	3,626	(1,557)
Total Revenue	187,007	188,617	(1,610)

Revenue - Year end forecast at Q2

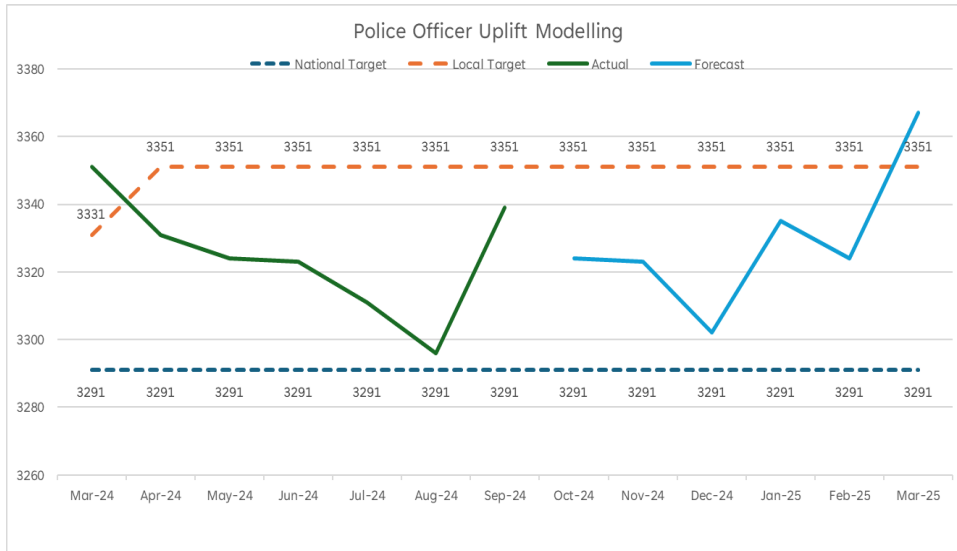


Estimated Overspend for the Constabulary by 31st March 2025 of £1m/0.2%

- **Officer overtime** – forecast £4m overspend – Forecasting £444k directly attributable to Op Navette protests, the move to 12-hour shifts over the summer will have also created budget pressure that has not been captured under Op Navette. Other overspend factors are PCDA abstractions to UWE and covering minimum numbers in Patrol; TST due to under-establishments, particularly Firearms; Operations, although this is partly offset by rechargeable income; Op Remedy due to under-establishments & Offender Management due to clearing backlog of AFI's for the Peel Process.
- **Income** – forecast over-achievement of £6m – includes £3.7m grant funding for pay award; £480k grant for achieving 20 additional Officers by Mar 25; £567k Op Safeguard income; £237k higher Hinkley income; £1.1m higher interest on investment income; £669k in Ops (£485k for Op Navette). Offset by forecast under-achievement of income target by £1.4m in Speed Enforcement

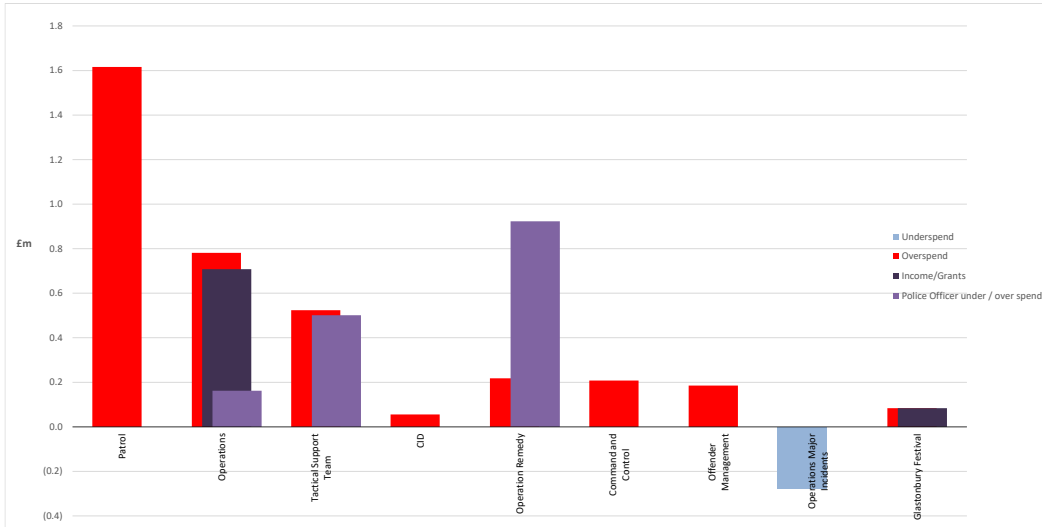


Police Officer - Pay and Allowances



- For September 2024 we have reached 3,339 (3,331 officer target).
- As a result, we have not qualified to receive 50% of the extra uplift grant i.e. £480k at 30 September (3,351 extended officer target).
- Based on current modelling we are assuming that police officer head count will be 3,367 (target 3,351) by 31 March 2025 and so we will qualify for the additional uplift grant at this point.
- For quarter 2 we have received confirmation on the police officer pay award and this will rise to 4.75% from 1st September 2024 (planning assumptions were 3.0%).
- We estimate that the increased pay award will add circa £2.0m in costs. The additional cost of the pay award is offset by a grant from central government.

Police Officer - Overtime



This graph shows the largest projected over and under spends relating to officer overtime. Where there is a black column, this is showing to what extent the overspend will be met by income or grant. The purple column shows areas where there is a large police officer pay underspend indicating covering vacancies is a driving factor for the overtime spend.

Projections include adjustment for 4.75% pay award.

Patrol – The weekly average of PCDA Officer abstracted to UWE has ranged from 90-120 FTE. Overtime used for covering minimum numbers. Year on year - the average monthly number of crimes allocated to Patrol is up 1000 incidents.

Operations – overspend is offset by income for rechargeable events, Op Navette claim and mutual aid income for Mounted and UWSU. Areas where budget under pressure include Drone Team that has no overtime budget and Dogs.

Ops MI is only being used currently for VIP protection and response to illegal raves

TST – continue to see high overtime spend as department struggle to meet minimum Firearms numbers. BH budgets are also insufficient across entire department to cover the minimum numbers.

Savings



Police Staff - Pay Savings

	Savings target	Savings achieved	Balance remaining
Yr 2/3 Staff Savings	- 237,500	215,900	- 21,600
PSI Savings	- 986,100	545,700	- 440,400
TOTAL Police Staff - Pay Savings	- 1,223,600	761,600	- 462,000

Savings targets shown as a credit figures because they are reducing budgets. As savings are realised, they reduce the credit balance.

In year savings & budget adjustments

	Savings target	Savings achieved	Balance remaining
Police Now Saving		215,300	215,300
TASER saving		265,900	265,900
GRIP Funding - Budget reduced and returned to centre		1,000	1,000
Remove PCSO 3.2% topslice error		478,300	478,300
PCSO Topslice adj 24/25 error		980,500	980,500
Learning Business case bdtg err		360,000	360,000
Airwave CMA discount & credit note		740,700	740,700
MTFP balancing adj		728,400	728,400
IT Transformation - Adjustment	- 276,700	211,700	- 65,000
TOTAL budget adjustments	- 276,700	344,200	67,500
TOTAL SAVINGS & ADJUSTMENTS Q2			- 394,500

The figures shown here match the budgets on SAP as at 30th September 2024.

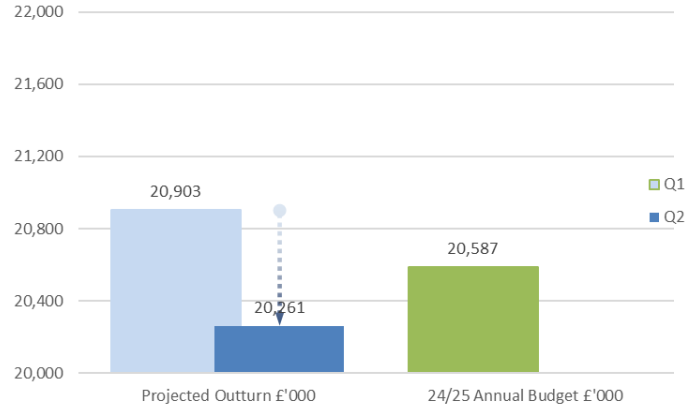
At the end of Q2 there were £462k staff pay savings remaining to be achieved.

PCSO Savings

Vacancy factor	- 3,660,300	On track	
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Neighbourhood Directorate (excl. Officer pay & Overtime)

FBP – Louise Davis Budget Holder C/Supt Liz Hughes



Neighbourhood – Forecast to underspend £536k which is a reduction £301k from Q1. Police staff pay is forecasted to be £33.9k underspent as the vacancies remain. PCSO Pay is projecting an underspend of £212k as the number of leavers continue and posts held. PCSO overtime is forecast to underspent by £17.4k. Income will overachieve by £273k as the income from Hinkley is slightly higher than budget.

Offender Management – forecast to be underspent by £38k. Which is a movement of £37k from Q1 - Police staff forecast to underspend by £35.8k this is due to vacancies (1.76fte). Staff overtime is forecast to also overspend by £22k this is covering backlogs and vacancies. Course fees will overspend £19k as planned courses exceed budget. Supplies and Services overspend for Buddi Tags £40k – half of the cost (£20k) will be covered by income the other half is a pressure.

LSU – Q2 forecast to overspend by 94k, which is an increase 57k since Q1. Staff projecting to overspend by £24k mainly due to the top slice. Overtime is projecting £39k overspend, this is in part is clearing backlogs of DVDS.

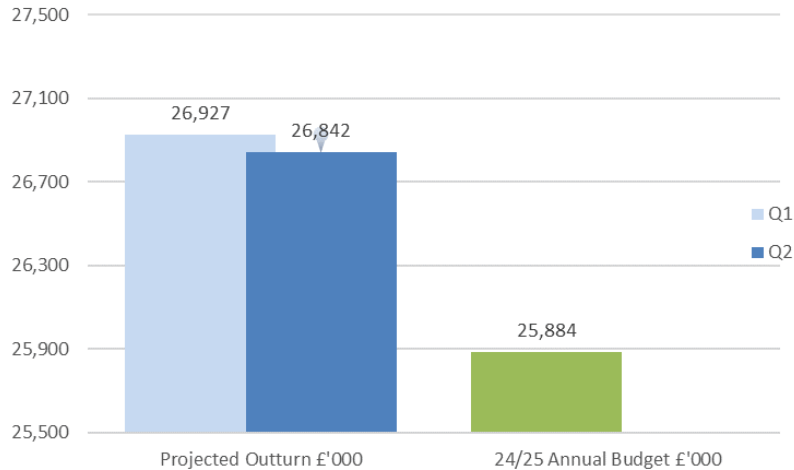
ciP – Forecast to underspend by £106k, which is a reduction of 20K since Q1. £46.6k underspent with 2.3fte vacancies. Supplies and Services underspend by 17k if which Federation subscriptions projecting £6k under spend..

Remedy – Overspend of £184k which is an increase from Q1 of £64k. Of which in Supplies and Services £40k for Equipment £17K fees & hired £4k Fees & Hired. Overspends are also occurring in mileage claims, hire car costs 31.9k, and equipment and subsistence.

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	Q2 24/25 Projected Over/ (Under) £'000	Over/ (Under) %
Neighbourhood Policing	12,658	11,821	(837)	12,357	(536)	-4%
Offender Management	1,056	1,130	74	1,093	38	3%
Victims and Safeguarding	5,333	5,370	37	5,276	94	2%
Citizens in Policing	467	487	20	593	(106)	-18%
Serious & Violent Crime	48	48	0	48	0	0%
ADDER Drugs	295	295	0	295	0	0%
Operation Remedy	845	909	64	725	184	25%
ASB Hotspot Grant	200	200	(0)	200	(0)	0%
Deferred Prosecution Scheme	0	0	0	0	0	0%
Teachable Moments Engagement Car	0	0	0	0	0	0%
NEIGHBOURHOOD & PARTNERSHIP	20,903	20,261	(642)	20,587	(326)	-2%

Response Directorate (excl. Officer pay & Overtime)

FBP – Karen Wingrove Budget Holder C/Supt Deryck Rees



Command and Control - forecast to be £693k overspent. Staff pay is forecast to be £444k overspent, of which £661k is vacancy factor. There are 2 planned cohorts for call handling courses (60 FTE). In Sept there is 1.8 FTE gap across comms. The Sept cohort are in training, 9 FTE are on long term sick leave and 6 FTE are on maternity leave. 20 FTE were moved from IAU to CDI. YTD there have been 40 FTE leavers.

Overtime (OT) is forecast to be £305k overspent an increase on Q1 of £25k, Bank Holiday pay is £24k per BH and OT is £42k per month. OT is incurred in IAU as staff were moved to the CDI team to work on AFI's, 24hr classification work and desk top investigations to support restricted colleagues. Call handling OT is due to the gaps. These costs could be offset by a potential £74k income contribution from NHS Bristol, North Somerset and South Gloucestershire ICB towards the Mental health link worker costs (forecast at Q1. £99k).

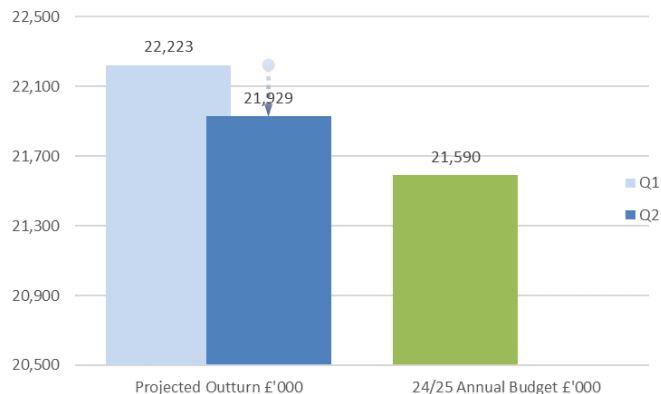
Patrol – The driver of overspends is the kennel costs for seized dogs – forecast to be £550k overspent. The main kennel provider increased its nightly charge in Sept resulting in a monthly increase of £10.5k. The forecast reflects an increase from 70 kennels to 100 per month and additional vet costs. Defra have advised that there is funding available to support the XL bully costs – but no details have been provided.

Detainee Investigation Support team - forecast to be an underspend of £290k which is mainly due to the reduction of 7 FTE staff posts (savings of £180k will be removed in Oct 24 reports) Staff Overtime has increase by £20k (Q1 £60k overspend) to compensate for the loss of headcount. A change in the investigative standards and file quality has increased the workload before files are submitted to CPS. Staff and Officers are used interchangeably and have mentored 30 DHEP officers between Apr- Sep).

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
Command and Control	21,656	21,707	51	21,015	693	3%
Patrol	631	826	195	271	555	205%
Detainee Investigation Support	4,640	4,308	(332)	4,598	(290)	-6%
RESPONSE	26,927	26,842	(86)	25,884	958	4%

Ops Support Directorate (excl. Officer pay & Overtime)

FBP – Chloe Cornock Budget Holder C/Supt Mark Edgington



CJ – projected overspend on police staff pay of £450k. Underpinning this is a £487k vacancy factor and overspend of £179k for additional staff in the Licencing Bureau. The offsetting underspend comes from Progression and Prosecution vacancies. This projection has moved £122k due to the additional element of the pay award that is unbudgeted (1.75%). Police staff overtime is overheating as dept struggles to meet demand. Other non-pay budgets under pressure include remand costs, interpreters' fees and car cleaning – Q1 proj in line with Q2. All costs offset by unbudgeted Op Safeguarding income of £558k, this is income estimated to 2nd Oct when it was stood down Nationally - at Q1 we were saying £800k. We have also included an additional £120k refund from the Viper contract not know about at Q1.

Speed Enforcement – overspend generated by underachievement of income target. Projection based on average of previous 12 months including actual income to date. The position is unchanged largely from Q1.

Ops – Significant reduction in projection from Q1 driven mainly by the inclusion of additional income for the Op Navette claim submitted to the Home Office - £485k. Also included is £121k for 2 externally funded Royal and VIP visit PCs in Ops Planning. The £568k underspend is driven by the above, plus staff vacancies in the Local Resilience Forum and Ops Planning.

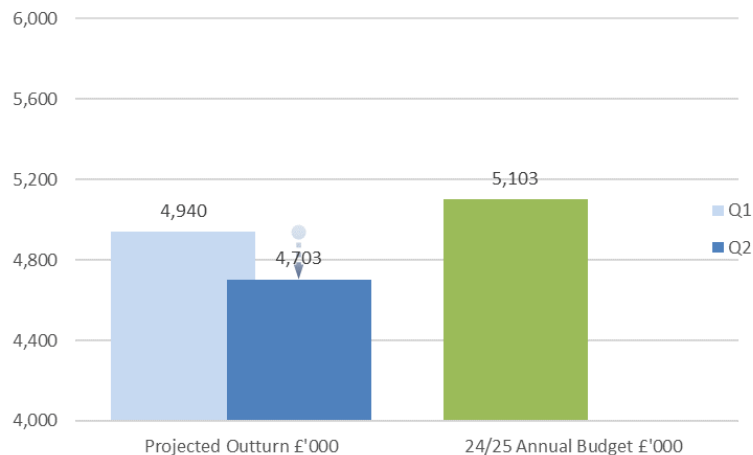
Intel - underspend relates to police staff vacancies offset by overtime. Department is holding vacancies whilst the detail of various savings initiatives are worked through.

TST - £28k movement from previous quarter driven by additional £74k committed for external Initial Firearms courses, offset by an increase in abnormal load income. Projected underspend comes from overachievement of income budgets.

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
<i>Criminal Justice</i>	12,293	12,535	242	12,414	121	1%
<i>Speed Enforcement</i>	(424)	(433)	(9)	(1,659)	1,226	-74%
Criminal Justice	11,869	12,102	233	10,755	1,347	13%
Operations Major Incidents	4	4	(0)	71	(67)	-95%
Operations	1,743	1,131	(612)	1,699	(568)	-33%
Intelligence	8,127	8,185	58	8,496	(311)	-4%
Tactical Support Team	480	507	28	570	(62)	-11%
OPERATIONAL SUPPORT	22,223	21,929	(294)	21,590	339	2%

CID Directorate (excl. Officer pay & Overtime)

FBP – Helen McQuaid Budget Holder C/Supt Jane Wigmore



CID: Staff Pay is projecting to be underspent by £136k by year end which is movement of **£190k** from Q1. The directorate is now 8.98 FTE under-established with the completion of fixed term contracts and natural attrition across our PSIs and scale 6 mentor posts.

From last quarter underspends on training and conference costs have increased by **£29k** with areas such as force surveillance not filling vacancies where training is required.

Contributions to Domestic Homicide Reviews (DHRs) will now sit with LSU to help facilitate a review of partnership costs. These were projected in CID at Q1 with **£17k** of contribution moved to LSU at Q2.

In year pressures include licencing and data storage costs which have continued within our ICAT team with an additional **£10k** added to the projection from Q1.

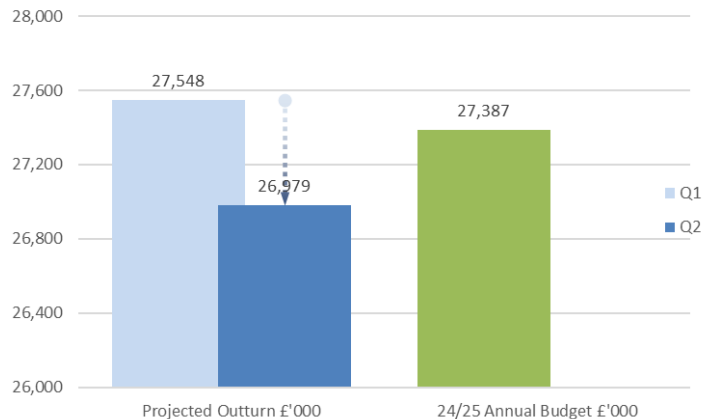
	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
CID	4,871	4,638	(234)	4,890	(252)	-5%
CID Major Incidents	69	65	(4)	213	(148)	-69%
CID	4,940	4,703	(237)	5,103	(400)	-8%

Income is projecting to be £219k over-achieved by year end which is an increase of **£50k** from Q1 due to Q1 ARIS returns being £30k higher and increasing the Q2 estimation by £10k. This is offset by an increased movement of **£60k** to the Proceeds of Crime Reserve (POCA) at year end.

CID Major Incidents (CAT E): These costs vary subjectively and are dependent on the operation however they are usually weighted towards police officer overtime driving the underspend. The CAT E budget in its totality is projecting an underspend of (£104k) by year end.

Collaborations (excl. Officer pay & Overtime)

FBP – Caroline Petch



Collaborations are largely forecast to budget at Q2.

Differing deadlines for reporting mean the final regional Q2 position is not yet available to include in this report. This will be updated next month but at present a few points to note:

Scientific Investigations – Forecast **underspend of £28k overall** made up of; an **overspend of £165k** for the A&S **capital contribution as per Q1**.

The replacement server in A&S and building works at KSH have proved to be higher than budgeted due to increased costs of products in the marketplace.

This is offset by a forecast **underspend of (£149k)** against the DFU outsourcing budget due to delays in work being completed by Sytech.

The revenue contribution forecasts a small underspend of £17k as per the Q1 report.

MCIT – The collaboration contribution from A&S is forecast to **underspend by £193k** due to vacancies within the unit; currently 6.95FTE down from 12.67FTE at Q1.

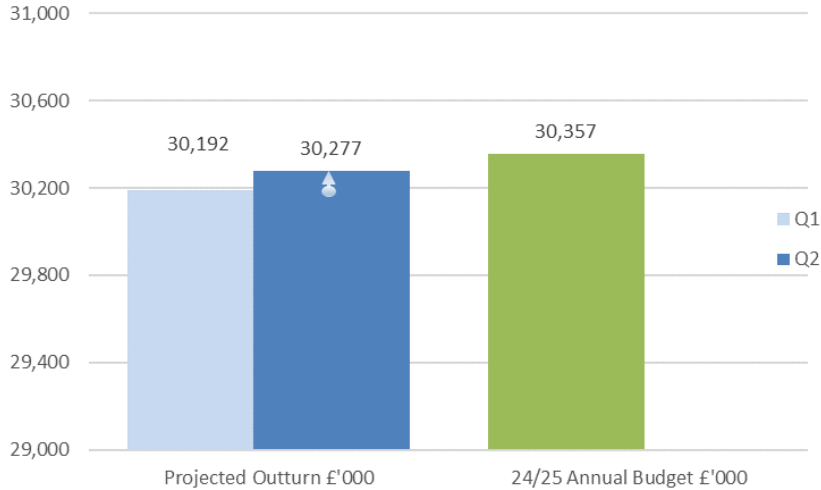
Black Rock – Forecast underspend of £114k due to ongoing difficulties in recruiting and retaining Firearms Instructor roles (11 FTE vacancies at Q2).

CTSFO – Forecast underspend of £49k largely driven by a small number of vacancies within the unit.

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
Scientific Investigation	11,303	11,110	(193)	11,138	(28)	0%
Major Crime Investigation	6,699	6,512	(187)	6,706	(193)	-3%
MCIT Major Incidents	114	114	0	114	0	0%
South West ROCU	5,829	5,829	0	5,829	0	0%
Black Rock	1,335	1,221	(114)	1,335	(114)	-9%
Counter Terrorism Specialist Firearms	903	854	(49)	903	(49)	-5%
SWPCP ACC	168	168	0	168	0	0%
SWPPS Collaboration	585	590	4	584	6	1%
Regional Collaboration	455	516	61	546	(30)	-6%
Disaster Victim Identification	66	66	0	66	0	0%
PCC Resources	91	0	(91)	0	0	0%
COLLABORATION	27,548	26,979	(568)	27,387	(408)	-1%

IT Directorate (excl. Officer pay & Overtime)

FBP – Duane Williams Budget Holder Nick Lilley



Q2 Full Year Projection: (£80k) Under - 0.3% of Annual Budget

Staff Pay: £169k Over

The directorate is under established, but this impact is offset against additional costs projected at Q2 for agency staff in the End User team to augment capacity, and vacancy factors.

Communications and Computing: (£164k) Under

High overspend levels driven by projected cloud consumption which has increased significantly since Q1, SAP related costs, offset against surplus budgets within the Infrastructure budget, potential savings to be achieved via software support renewals and underspends within the Transformation Programme (Cloud Migration), because of further delays.

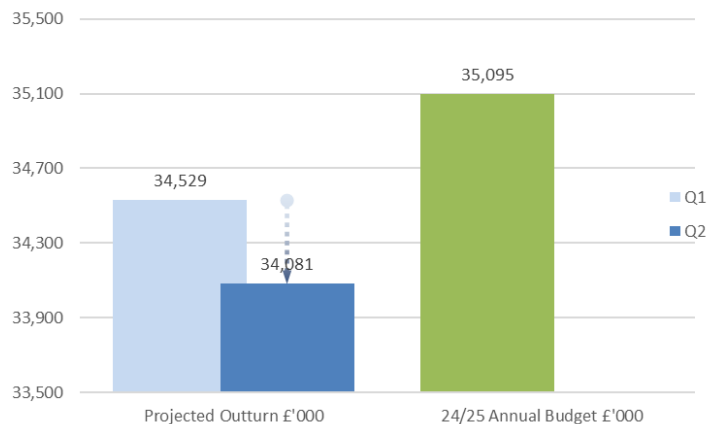
Other Projections at Q2

Overtime projection is an underspend, costs are being recoded to Projects. Underspends in Digital Experience due to the RPA costs being funded by the RPA Grant. The training budget is not being utilised. Income is as expected, underbudget by £50k due to a surplus budget within Alarms.

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
Information Technology Directorate	30,192	30,277	85	30,357	(80)	0%
INFORMATION TECHNOLOGY DIRECTORATE	30,192	30,277	85	30,357	(80)	0%

F&BS Directorate (excl. Officer pay & Overtime)

FBP – Simon Thomas Budget Holder Sharon Quantick



Chief Officer Group: £153k forecast overspend, mainly due to new ACO for misconduct under staff pay and Open Day costs.

Evidential Property: £19k forecast underspend due to vacancies

Transport Services: £260k forecast underspend. Projected £383k underspend on fuel costs, mainly due to lower petrol prices. Risk that this underspend could reduce if fuel prices increase due to situation in Middle East. Vehicle insurance claims income also over-achieving. Partly offset by high vehicle repair costs.

Services Hub & Stores: £163k forecast underspend. Uniform costs forecast to be £223k underbudget. Partly offset by high Enquiry Office overtime due to vacancies and high online demand (though aiming to reduce this area of overspend).

Finance: £140k forecast underspend, mainly due to vacancies.

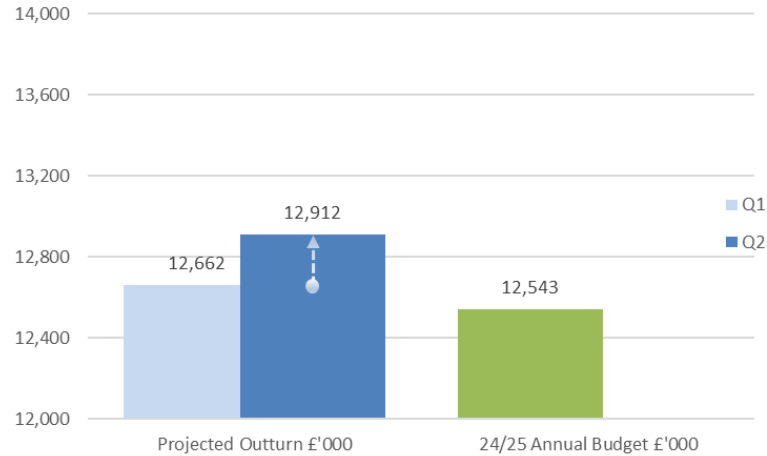
Estates & Facilities: £559k underspend. Gas & electricity forecast to be £195k under budget mainly due to lower consumption. Repair and maintenance costs forecast to be £170k underspent. £91k underspend on PFI unitary charge as annual inflationary increase was lower than anticipated.

FBS Delivery Programme: £27k underspend due to project manager vacancies

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
Chief Officer Group	1,208	1,225	17	1,072	153	14%
Evidential Property	781	793	11	812	(19)	-2%
Transport Services	5,558	5,529	(29)	5,789	(260)	-4%
Services Hub & Stores	6,370	6,267	(102)	6,430	(163)	-3%
Finance Department	2,489	2,497	9	2,637	(140)	-5%
Estates and Facilities Department	17,847	17,491	(356)	18,050	(559)	-3%
FBS Delivery Programme	277	279	2	306	(27)	-9%
FINANCE & BUSINESS SERVICES DIRECTORATE	34,529	34,081	(448)	35,095	(1,015)	-3%

P&OD Directorate (excl. Officer pay & Overtime)

FBP: Helen Bullivant Budget Holders: Louise Hutchison / Rhona Galt



HR Operations – The staff pay underspend of £105k is a reduction of £120k on Q1, mainly due to additional starters, early return from maternity leave and additional pay award not budgeted for. An increased number of PMAB's has seen the Q2 forecast increase by £26k from Q1. The unbudgeted position for the Police Now intake in March 2025 is in line with Q1 and reasonable adjustments is expected to overspend by £130k in line with the Q1 projection.

Organisational Development – Q2 sees a reduction in the projected underspend on staff pay, now revised to £242k a variance of £66k from Q1, due to recruitment within Occy Health and a higher than budgeted pay rise for the staff on NHS pay scales. Other Employee Expenses included a £72k variance between Q1 and Q2, which was an adjustment of £100k for Pension Remedy invoice mis-coding, but no miscoding identified, projected overspend £141k.

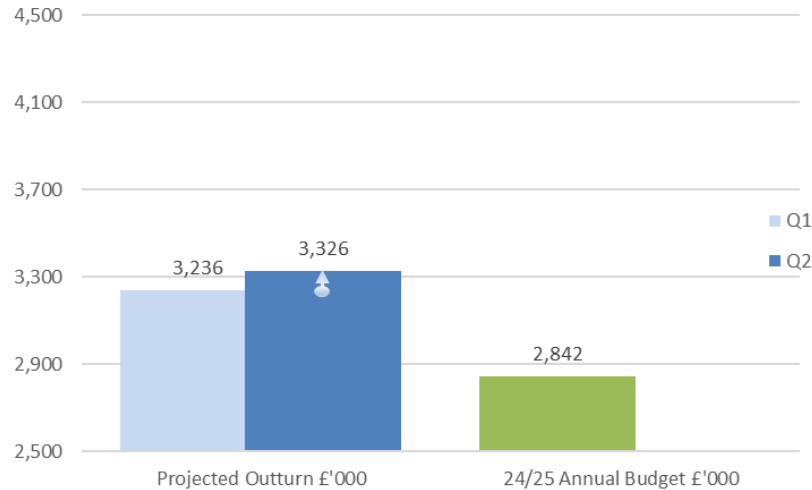
Learning – a forecast overspend of £340k on staff pay - £300k was agreed in the 23/24 business case, this is being offset by a £340k underspend in Police Officer pay (not reported on this slide). Course fees will overspend by £110k, as 2 extra DHEP courses included, after the MTFP had been finalised – also no budget allocated for the PCEP course at end of March 25, figures are in line with the Q1 projection.

Workforce Planning – forecasting an £68k overspend, a change of £50k from Q1. Staff pay forecasted overspend of £90k linked to early return of SSG2 and overlap with maternity cover and non-achievement of vacancy factor. Some small non-pay underspends are helping to offset the pay overspend (£22k).

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
HR Operations	3,024	3,172	148	3,034	139	5%
Organisational Development	2,560	2,638	77	2,829	(191)	-7%
Learning	4,841	4,817	(24)	4,430	387	9%
Health & Safety	93	91	(1)	125	(34)	-27%
Workforce Planning & Resources	2,144	2,194	50	2,126	69	3%
PEOPLE & ORG DEVELOPMENT DIRECTORATE	12,662	12,912	250	12,543	369	3%

Legal & Compliance Directorate (excl. Officer pay & Overtime)

FBP – Louise Davis Budget Holder – Ellena Talbot



Legal Forecast overspend of £484k which is a movement of 90k .

The main overspend relates to police staff pay which is £279k overspend and consists of a vacancy factor of £127k and agency staff £165k.

Overtime costs are also projecting to be overspent by £10.7k which mainly relate to additional hours to cover backlogs.

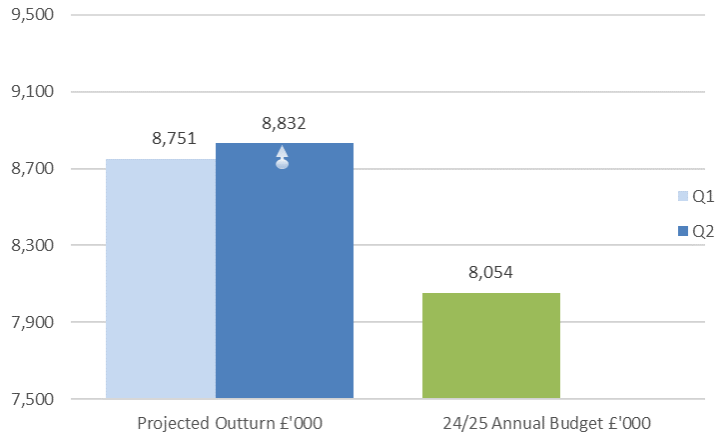
Supplies and Services over spent by £168k which include overspend projections of legal costs and services £284k offset by projected under spends on Contingencies £109k and £25k on Court Application fees.

Income is projecting an under achievement of £3.6k which could change as the year progresses.

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
Legal & Compliance	3,236	3,326	90	2,842	484	17%
LEGAL & COMPLIANCE DIRECTORATE	3,236	3,326	90	2,842	484	17%

Chief of Staff & Corp Comms (excl. Officer pay & Overtime)

FBP: Helen Bullivant Budget Holders: C/Supt Paul Wiggington / Neil Bennett



Performance and Assurance

Staff pay overspend of £334k forecasted by year end due to a temporary unbudgeted staff structure of 7 FTE, in line with Q1 projection. CDI Business case to uplift permanently in 2025-26 has been approved.

Professional Standards Department

Staff pay overspend of £251k forecasted by year end due to an unbudgeted temporary staff structure (6 FTE), this is £23k reduction on the Q1 projection due to vacant posts. Projected overtime spend of £61k by YE, in line with Q1 projection. A reduction in zero hours usage, together with the unbudgeted FTC posts are currently under review by the department.

Portfolio Management and Strategic Change and Planning

Staff pay overspend of £194k forecasted by year end, which is an increase from Q1 of £68k, due to maternity cover posts.

Performance and Insight

Staff Pay expected to come in £42k overspent, a change from the Q1 projections, due to redeployee returning to the department. Fees and Hired will underspend by £28k at year end as the SMSR survey costs expected to be less than agreed budget. No change to Q1.

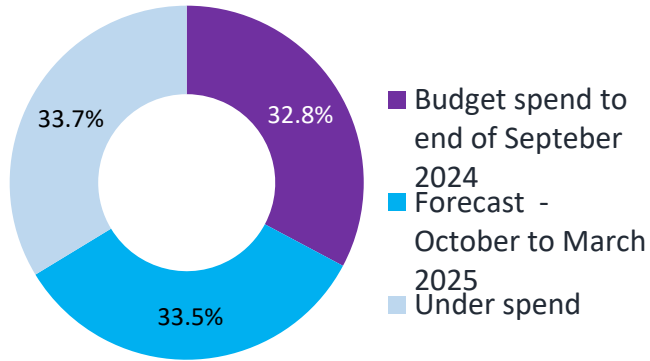
Corporate Communications – No change from Q1 to Q2 projection, however, do not expect to achieve the £50k income. Maximum likely to be £10k for the OPA's in March.

	Q1 Projected Outturn £'000	Q2 Projected Outturn £'000	Q1-Q2 Projected variance £'000	24/25 Annual Budget £'000	24/25 Projected Over/ (Under) £'000	Over/ (Under) %
Performance & Assurance	1,493	1,485	(9)	1,174	311	27%
Performance & Insight	1,746	1,791	45	1,845	(54)	-3%
Professional Standards Department	2,680	2,658	(21)	2,351	308	13%
Portfolio Management Office	736	803	66	608	195	32%
Staff Office	1	2	1	0	2	0%
Corporate Communications	2,095	2,093	(2)	2,077	16	1%
CHIEF OF STAFF & CORPORATE COMMUNICATIONS	8,751	8,832	81	8,054	777	10%

Capital and Projects – 2024/25



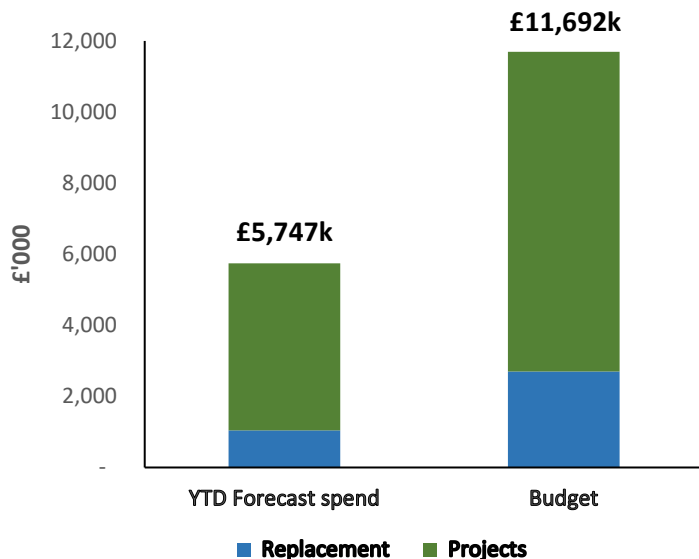
2024/25 CAPITAL QUARTER 2



£000's	Budget	Spend to date	Forecast outturn	(Under)/over spend
Replacement	14,006	4,790	4,728	(4,488)
Capital Projects	17,577	4,900	5,863	(6,814)
Funded/Part Funded	1,788	1,249	598	60
Total	33,371	10,939	11,189	(11,242)

To the end of September £10.9m has spent against a plan of £33.4m, a further £11.2m is forecast to be spent resulting in an under spend of £11.2m by year end.

Estates – Capital and Projects



£000's	Budget	Actual Spend	Forecast outturn	Under/over spend
Replacement	2,699	252	1,039	- 1,660
Projects	8,993	1,882	4,708	- 4,285
Total	11,692	2,134	5,747	- 5,945

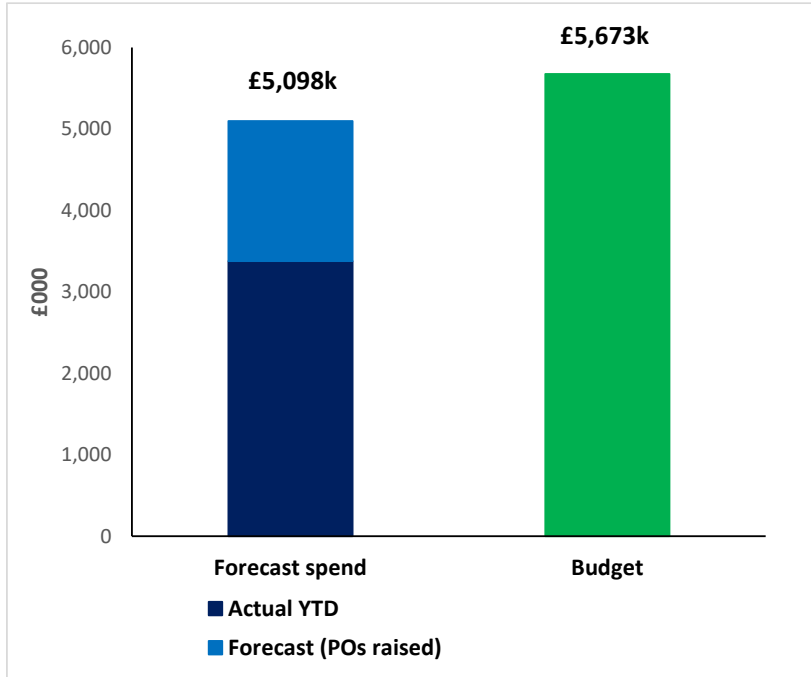
Replacement & Renewal

- £0.3m actual spend YTD (9% of budget)
- £1.0m forecast full year spend (38% of budget)
- Main areas of spend: HQ Chiller (£0.4m), security works at HQ and Concorde House (£0.2m), HQ kitchen (£0.1m), other M&E (£0.3m).
- Forecast underspend of £1.7m (62% of budget). Push back of cost main chiller works to 25/26. Electrical switches at HQ now also to be completed after chiller works in 25/26.

Projects

- £1.9m actual spend YTD (21% of budget)
- £4.7m forecast full year spend (52% of budget):
- Main areas of spend: Broadbury Road (£2.0m), Minehead Seahorse Centre (£1.0m), Chard (£0.9m), Yeovil Horsey Lane (£0.4m), Bath Plymouth House (£0.2m), FCIU move to HQ (£0.2m), Frome (£0.1m).
- Forecast underspend of £4.3m (48% of budget) mainly because construction works on Yeovil and Plymouth House now expected to start 2025-26. Also push back of spend on EV charging project.

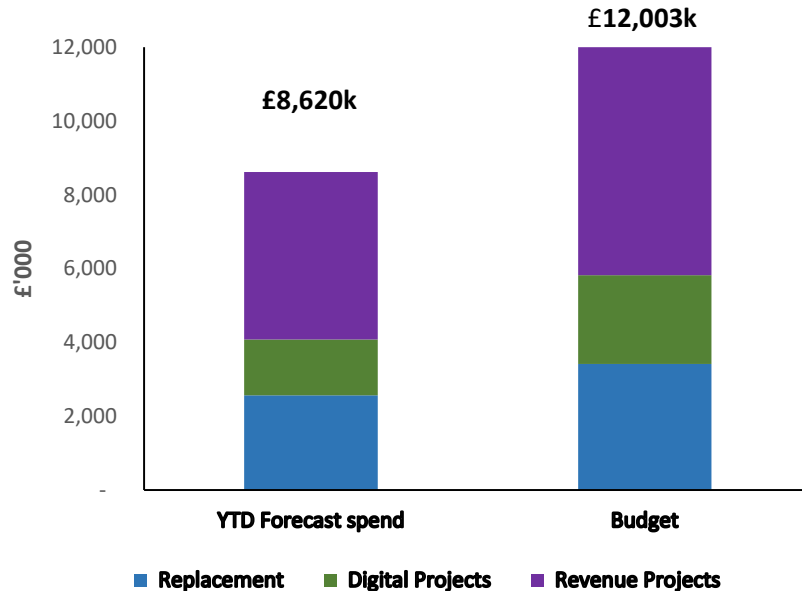
Fleet – Capital



- £3.4m orders have been delivered YTD (60% of budget).
- £1.7m further spend forecast, giving a full year total spend of £5.1m (90% of budget).
- All the purchase orders have been raised for the £1.7m forecast spend. Further orders could be raised this financial year, but assuming will not be delivered before year end.
- Delay in placing some orders as Blue Light national contracts still not yet awarded (was expected in August 24).
- Key areas of total spend include: £1.2m Response, £1.0m on Operational Support, £0.9m Tactical Support, £0.8m on Neighbourhood & Partnerships, £0.3m on SW Forensics.

£000's	Budget	Actual Spend	Forecast outturn	Under/over spend
Replacement	5,673	3,378	5,098	- 575
Total	5,673	3,378	5,098	- 575

IT - Capital & Projects



£000's	Budget	Actual Spend	Forecast outturn	Under/over spend
Replacement	3,419	482	2,083	- 854
Digital Projects	2,404	1,191	326	- 888
Revenue Projects	6,180	1,827	2,711	- 1,642
Total	12,003	3,500	5,120	- 3,383

Replacement

- Laptops – 1200 units to be delivered in Q3 at an estimated costs of £763k. £80k less than original forecast.
- Video Conferencing Equipment - £99k, lecture theatre replacement committed, Q3 est. delivery.
- Desktop Replacement - £210k spend expected within Q4 within EP Comms. Risk – resource constraints
- Monitors – £174k spend. 400 to be purchased in Q3.

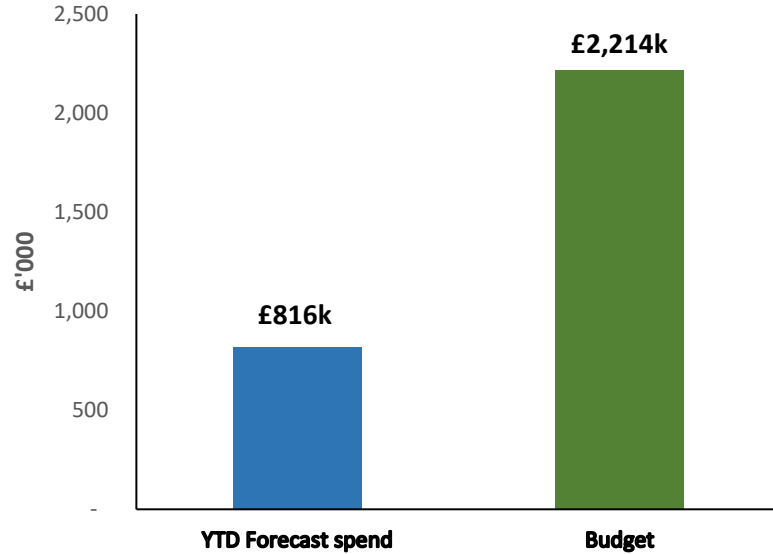
Projects

- Access Layer Switch refresh – Accelerated spend of £1.3m, £1.1m already spent.
- Cloud Gateway £529k – WAN site migration (Phase 2 being replanned).
- VM Ware Replacement - £251k delivered
- DIR - £316K est.delivery end of Q3.

Revenue Projects

- ERP - Programme spend projected to be £3.3m
- DEMS - £436k SaaS and Storage costs to start towards the end of Q3.
- SOZE - £224k, includes 6 months of licences and support, Q3 start.

Equipment - Capital



- To date, £678k has been spent on ANPR hardware, taser replacements and ballistic shields
- Key areas of forecasted spend include: £96k on weapons and a further £42k on ANPR.
- Underspend due to Body Armour push back to 25/26

£000's	Budget	Actual Spend	Forecast outturn	Under/over spend
Replacement	2,214	678	138	- 1,398

Summary



The quarter 2 financial performance report shows a forecasted year end revenue overspend of £0.8m which is 0.2% of the total revenue budget. The forecasted overspends, in the main, result from police officer and staff pay as result of a higher pay award (increased from 3.0% to 4.75%).

Overtime forecast has continued to increase due to vacancies and operational pressures such as Op Navette and Op Safeguard. **Our overtime spending needs to be more tightly controlled, as the current levels are unsustainable from both a welfare and financial standpoint.** Our income forecast has increased in quarter 2 and in the main this due to additional grant income in support of the higher pay award and funding in support of major incidents.

For capital expenditure, against a planned budget of £33.4m at Q2 we are forecasting to spend £22.1m which is 66.0% of the total planned capital budget. This currently leaves a forecasted capital underspend of £11.2m/34%. We will be working closely with Directorates and looking for opportunities to accelerate capital programmes to be delivered by year end and reduce this underspend.

Members of CMB and GSB are invited to review and discuss the Q2 financial performance report.



Comments or Questions?