

Report of the Chief Finance Officer of the Chief Constable to Executive Board

28th February 2023

2022/23 Revenue Budget Forecast – Quarter 3 December 2022

1. Executive Summary

1.1 Purpose of the Report

To provide an update and forecast of the expected year end outturn of NYP's 2022/23 revenue budget based on the December 2022 year to date position.

2. Background

- 2.1 The 2022/23 revenue budget was approved by the PFCC at Executive Board in February 2022, via the Precept and Budget Setting report. The report included the approved delegated budget to the Chief Constable for North Yorkshire Police.
- 2.2 This included fees and charges income received directly by NYP, whereas the Policing Council Tax Precept income and government grants are received by the PFCC and used to fund the net expenditure budget delegated to NYP.
- 2.3 Over 80% of NYP's expenditure budget relates to the workforce. The pay forecast reflects achievement of the gov't's Uplift target number of police officers by 31st March.

3. Recommendations

- 3.1 That the forecasted income and expenditure position at December is noted.
- 3.2 That the projected number of police officers to over-achieve the Uplift target is noted, including management of the key variables relating to starters, leavers, retirees and transferees within the December Medium Term People Plan extract appended.
- 3.3 The police officer overtime, and measures to manage this within NYP, are noted.
- 3.4 Issues causing the underspend due to vacancies in PCSOs and staff working under the Enable collaboration agreement and options to manage them are noted.
- 3.5 Progress with the delivery of budgeted and new savings identified in-year is noted.
- 3.6 The update to the Fleet capital forecast, further to the Q3 Capital forecast, is noted.

4. Summary of NYP's Budget Position and Forecast

- 4.1 Overall, NYP is forecasting a £780k surplus. This includes £572k additional fees & charges income vs the budget. Revenue expenditure costs are forecast to underspend by £208k, equivalent to 0.1% of the revised annual expenditure budget of £180m.
- 4.2 Within this, there are additional costs associated with inflationary pressures (pay and non pay) which have been offset by persistent vacancies in staff and PCSO roles.

- 4.3 The Uplift target for police officer numbers is forecast to be over-achieved, but vacancies in PCSOs and staff roles are expected to continue all year.
- 4.4 Much of the net additional cost of the £1,900 per SCP (5% equivalent) pay award for *police officers* versus our planning assumption of 3.5% has been met by additional grant. However, the final police staff and PCSOs pay award was revised to match the £1,900 per SCP, with no additional grant income from the Home Office to fund the additional cost versus our budget assumptions (estimated at +£771k).
- 4.5 Savings are being achieved and new savings developed in non-pay budgets, but inflationary pressures in pay, utilities and contracts have overtaken these and therefore created challenges for balancing the 2023/24 budget.
- 4.6 The Quarter 1 and Quarter 2 forecast reports to Executive Board set out proposals for NYP to utilise forecast underspends within its delegated budget, in line with the funding protocol agreed between the CC & PFCC in March 2022. Most of these have now been expended and thus reduced the reported underspend.

Summary Position at December 2022

	Full Year Budget	YTD Budget	YTD Actual	Forecast as at December 22	Forecast (Under)/Over Spend
	£'000	£'000	£'000	£'000	£'000
INCOME & FUNDING					
FORCE INCOME/FEES & CHGS	(8,249)	(6,342)	(6,726)	(8,821)	(572)
INCOME TOTAL	(8,249)	(6,342)	(6,726)	(8,821)	(572)
FORCE EXPENDITURE					
POLICE PAY	91,997	68,361	68,019	91,300	(697)
STAFF PAY	41,392	30,831	29,745	40,060	(1,332)
PCSO PAY	8,214	6,161	5,263	6,939	(1,275)
POLICE OVERTIME	2,965	2,389	3,552	4,190	1,225
STAFF OVERTIME	357	287	409	445	88
PCSO OVERTIME	13	11	21	21	8
AGENCY	253	190	248	317	64
PAY TOTAL	145,192	108,229	107,257	143,272	(1,919)
TRAINING	2,589	1,917	641	2,475	(114)
OTHER NON SALARY EMPLOYEE COSTS	876	657	682	967	91
OTHER PAY RELATED TOTAL	3,465	2,574	1,323	3,442	(23)
INJURY AND MEDICAL POLICE PENSIONS	3,693	2,770	2,487	3,493	(200)
PREMISES	4,640	3,674	4,099	5,411	771
SUPPLIES AND SERVICES	22,051	16,513	16,481	22,287	236
PERFORMANCE PRIORITY FUND	(455)	(275)	47	50	505
TRANSPORT	2,989	2,242	2,724	3,411	422
NON PAY TOTAL	32,918	24,923	25,838	34,652	1,734
TOTAL OPERATIONAL EXPENDITURE	181,575	135,727	134,418	181,366	(208)
REVENUE PROJECTS	10	10	35	10	0
NET FORCE EXPENDITURE	181,585	135,736	134,453	181,375	(208)
TOTAL FORCE	173,336	129,395	127,727	172,555	(780)

4.7 The forecast £780k underspend at Quarter 3 represents an increase in net expenditure / reduction in underspend of £672k. There are a number of reasons for this. For instance, at Quarter 2 various initiatives to utilise the underspend within the force's delegated budget were identified in an appendix.

Within Supplies & Services, these include £350k of additional Oracle licence costs. NYP has also committed £200k to support outsourcing of the DFU backlog in 2022/23. There are some offsetting savings helping to absorb these non-recurring costs within S & S.

The key changes are summarised as:

Key <u>Movements</u> in NYP Forecast Q2 to Q3	Forecast	Forecast	Change
	Q2	Q3	
	£000	£000	£000
Net NYP bottom line Position	-1,452	-780	672
NYP Direct Income	-498	-572	-74
NYP Expenditure	-954	-208	746
<u>Key changes in Forecast:</u>			
Police Pay +45 over Uplift target offset by grant, lower cost per officer	-618	-697	-79
PCSO Pay - reflects 44 vacancies & increased unfunded pay award	-1,135	-1,275	-140
Staff Pay - reflects 98 vacancies & increased unfunded pay award	-1,229	-1,332	-103
Police Overtime - FCR, Spec Ops, Response	840	1,225	385
Staff Agency -	-63	64	127
Injury & Medical Pensions - reflecting updated trend	0	-200	-200
Premises Costs - further increases in gas & electricity charges	575	771	196
Performance Priority Fund - net savings to fund CSPs not found	0	505	505

5. Detailed Budget Forecast Information

5.1 Force Pay Budget Summary

	Full Year Budget	YTD Budget	YTD Actual	Forecast as at December 22	Forecast (Under)/ Over Spend
	£'000	£'000	£'000	£'000	£'000
POLICE PAY	91,997	68,361	68,019	91,300	(697)
STAFF PAY	41,392	30,831	29,745	40,060	(1,332)
PCSO PAY	8,214	6,161	5,263	6,939	(1,275)
POLICE OVERTIME	2,965	2,389	3,552	4,190	1,225
STAFF OVERTIME	357	287	409	445	88
PCSO OVERTIME	13	11	21	21	8
AGENCY	253	190	248	317	64
LEAVERS COSTS	0	0	0	0	0
PAY TOTAL	145,192	108,229	107,257	143,272	(1,919)

5.1.1 Police Officer Salaries (£697k) under

The budget for police pay was set based on an average of 1,620 FTE, with the budget profiled to match the assumed numbers increasing throughout the year in order to achieve the Uplift target of 1,645 headcount at 31st March 2023.

At the end of December, actual police officer numbers were 1,639 FTE (*1,650 headcount, 1659 Uplift headcount which includes career breaks*).

The year end forecast of a £697k underspend is based on December's updated Medium Term People Plan (MTPP), with an additional intake of Officers in early 2023 to mitigate risks associated with leavers increasing.

The forecast is reflective of being under the budgeted average FTEs for the first 6 months of the financial year, with a projection of being at/over the average for the remainder. In addition, leavers have been greater than expected, and thus increased recruitment of new officers at lower average salary than experienced officers is reflected.

The year end position is expected to be 1,666 FTE (*1,677 headcount, 1,689 Uplift headcount*). This would over-deliver against the Uplift target of 1,645 at 31st March 2023. The summary table from the MTPP is attached at Appendix 3.

The Home Office has introduced severe financial penalties for Forces failing to achieve their 31st March 2023 Uplift targets by withdrawing Uplift grant, as below:

Total Uplift Grant £1,313,941 based on % progress towards 78 additional Uplift Officers.

<u>% Delivery</u>	<u>Headcount Increase</u>	<u>% Grant Funding</u>	<u>£ Grant Lost</u>
a) Up to 74.99% of target	+58 (1,626)	0%	-£1.314m
b) 75% to 84.99% of target	+58 to +66 (1,633)	up to 30%	-£920k
c) 85% to 94.99% of target	+66 to +74 (1,641)	up to 60%	-£526k
d) 95% to 99.99% of target	+74 to +77.99 (1,644.9)	up to 90%	-£131k
e) 100% of target	+78 (1,645)	up to 100%	Nil

NYP applied for and secured additional grant funding totalling £20k per officer over 1,645 on a headcount basis. This was entered into on the basis that there will be no penalty should the target not be met. Additional grant funding of £900k is anticipated to be received to reflect over recruitment of 45 officers, and has been used to increase the Force's officer pay budget.

The forecast also includes the effect of the recently agreed pay award of £1,900 per pay point (equivalent to a bottom-line 5% average increase) from September. The 2022/23 budget assumed a pay award of 3.5%. The additional cost of the final pay award is estimated to be £818k compared to the budget.

The Home Office has allocated additional grant funding of £679k to North Yorkshire in this financial year towards these costs. The grant income received by the PFCC has been utilised to increase the Force's police officer pay budget. The net cost impact is £139k.

The government's decision to reverse the NI increase of 1.25% has also been factored into the forecast (circa. £240k reduction). NB the Home Office intend to claw back grant they claim was built into 2022/23 core policing grant for NI costs, although this was not separately identified.

5.1.2 PCSO Salaries (£1.275m) under

The PCSO budget is based on 229 FTE. Based on expected turnover and the decision to pause recruitment after January 2023, pending the organisational review, it is forecast that PCSO numbers will only reach 182 FTE by March 2023.

The average FTE for 2022/23 is projected to be 185 FTE, 44 FTE under budget, equating to a forecast underspend of £1.275m. This also reflects the additional cost of the final pay award of £1,900 per SCP (5.5% equivalent), which exceeded the budget assumption of 3.5%.

5.1.3 Staff Salaries (£1.332m) under

At the end of December, the Force had 48 FTE vacancies compared to the budgeted establishment. In real terms this is 98 as the budget reflects a vacancy factor of 50 FTE.

At Q3, 25 FTE of these vacancies sat within Enable departments (including the reserves funded fixed term contract posts in BDA approved in the March 2021 Gateway report to Executive Board), notably Assets, ICT and BDA, resulting from difficulties in recruitment activity. Appendix 2 presents a Q3 forecast for Enable collaboration budgets. This forecasts a £1.098m underspend overall, with a £884k underspend for NYP based on an 80.5% share of costs, in line with the Enable Finance Protocol agreed between the two CFOs. A recent survey of time spent by staff function-by-function within the Enable collaboration suggested the overall average NYP share of costs would be closer to 76%. This will be addressed during 2023/24.

The remainder and majority of the vacancies fall within the operational departments, including Customer Contact, which has been a historical trend. Overtime is being utilised to ensure continuity of service within FCR, offset against PFCC allocated reserve funding and vacancy underspend, alongside targeted recruitments. A business case has been approved to increase FCR funding, materially within staffing, to secure and maintain call performance standards.

There are some additional costs are being incurred as a result of the recruitment market climate, most notably through 'finder's fees' from agencies. To December, a total of £57k expenditure resulted from the recruitment of 9 roles. COT have agreed a further control that requests for agency staff are approved by department heads and funded from within existing individual departmental budgets.

The September 2022 Staff pay award was revisited nationally and finally agreed at £1,900 per pay point, an increase equivalent to 6%, which exceeds the budget assumption of 3.5%. This is a net additional cost of £631k in 2022/23 and is factored into the forecast, offsetting some of the underspend.

5.1.4 Agency Costs +£64k over

The £253k agency budget in 2022/23 was intended for Local Policing i.e. the temporary support of 10 PSI roles, approved in response to the HMIC Gold at the end of 2021/22. During the first half of this financial year, some difficulty had been experienced in recruiting to these roles, resulting a forecast reduction of £144k.

This has been significantly offset by a forecast increase of £102k within ICT, where agency staff continue to cover key vacancies. As ICT agency costs are at a higher hourly rate than those established post gradings in staff salary costs, these are not directly offset.

Agency staff have also been utilised for specialist roles supporting the organisation for a limited period of time, sitting against COT (£26k) and NCiP (£80k), totalling £106k.

5.1.5 Police Overtime +£1.225m over

At Q3 overtime is forecast to significantly overspend. This is a complete shift from prior years, where overtime was managed within budget. The December 2022 position is a £1.163m overspend against the YTD budget, with the forecast being £1.225m overspent.

This has resulted from key resourcing pressures:

- The Force Control Room (FCR) undertook a major core system upgrade in Feb 22, after 18 months of planning. This impacted on their recruitment schedule, with the decision made to postpone any further intakes after July 2021, to avoid new starters being trained on a system that would be changing imminently. This has come simultaneously with increased levels of demand, leaving the FCR in a critical position. Additional PFCC funding of £70k is ring-fenced within Reserves for FCR overtime, alongside mitigation through vacancy funding (averaging £37k per month) approved up to September 2022. An extension to this arrangement was not sought, however overtime has continued, albeit at a lower volume.
- Rising demand and a significant number of abstractions across all bands within Response, specifically County Command. In order to ensure minimum staffing levels, overtime has been utilised. A commitment was made by all commanders to reduce overtime levels from August 22, however this was not actually achieved until November 22. Despite this no material forecast increase was required within Q3.
- The appointment of Rishi Sunak as PM has created a mandated requirement for NYP 24/7 FSU support on the occasions when he is in North Yorkshire. Due to resourcing constraints within Specialist Ops this is always covered through overtime beyond the budget (£70k). The full total of this is recharged to the Home Office and forecast within Grant Income (Op Maple).
- Increased demand for OSU/RPG support to Forcewide operations (£102k).
- Op Housekeeping, implemented to reduce the administration backlog within Local Policing, was allocated £60k from the underspend. This has now been factored into the overtime forecast and contributes to the overspend position.

5.2 Force Other Pay-related Budget Summary

	Full Year Budget	YTD Budget	YTD Actual	Forecast as at December 22	Forecast (Under)/Over Spend
	£'000	£'000	£'000	£'000	£'000
TRAINING	2,589	1,917	641	2,475	(114)
OTHER NON SALARY EMPLOYEE COSTS	876	657	682	967	91
OTHER PAY RELATED TOTAL	3,465	2,574	1,323	3,442	(23)

5.2.1 Training

The training budget is split between Operational Training (which includes fees for PCDA) and Devolved Training, with a reserve of £400k held in relation to the former. At December the forecast position is £114k underspend, with no requirement to utilise reserves funding.

5.3 Non Pay Budgets

5.3.1 Force Non-Pay Budget Summary

	Full Year Budget	YTD Budget	YTD Actual	Forecast as at December 22	Forecast (Under)/Over Spend
	£'000	£'000	£'000	£'000	£'000
INJURY AND MEDICAL POLICE PENSIONS	3,693	2,770	2,487	3,493	(200)
PREMISES	4,640	3,674	4,099	5,411	771
SUPPLIES AND SERVICES	22,051	16,513	16,481	22,287	236
PERFORMANCE PRIORITY FUND	(455)	(275)	47	50	505
TRANSPORT	2,989	2,242	2,724	3,411	422
TRANSFER TO PROVISIONS	0	0	0	0	0
NON PAY TOTAL	32,918	24,923	25,838	34,652	1,734

5.3.2 Premises +£771k over

During 2022/23 planning, budgets for gas and electricity were increased by 50% and 25% respectively, in line with the projections at the time. Contract prices have since increased beyond expectations, resulting in a full year forecast overspend of £716k within utilities.

The key elements of the £716k overspend are detailed below:

Utility	2021/22	2022/23 Budget	2022/23 Forecast	Forecast Overspend
	£000	£000	£000	£000
Gas	182	252	497	245
Electricity	796	1,024	1,463	439
Water	57	48	79	31
Total	1,035	1,325	2,039	716

The forecast also includes increases relating to backdated rental and service charges for Selby LPO and additional range hire due to development needs and missed training.

5.3.3 Supplies & Services +£236k over

A full review of ICT licences and contracts has delivered expected net savings totalling £442k. This is materially attributed to the review and renewal of MS licences, which covered a £100k predicted overspend on equipment attributable to timing differences in starters and leavers.

Other notable savings include; a new 'downstream mail' contract for Postage (£55k), ICT Professional Fees (£70k) being delivered in-house instead and a reduction in National ICT costs (£80k).

These savings have been offset by a number of areas of pressure. One of which is Regional and National Contributions (£71k in total), which sit outside the Force's control. This is specifically due to Regional Forensic submissions (due to high early incident numbers) and new unbudgeted NPCC schemes.

Additional unbudgeted expenditure (£293k) is reflected in the variance above, incurred in line with the NCiP portfolio, for which NYP is the lead force. However, it should be noted that this is fully offset by additional income received, reflected against the income budget.

Following the initial HMICFRS inspection findings, £200k of the previously reported underspend was allocated to DFU for outsourcing, with a goal of reducing the backlog by 20% by 31st March 2023. This is now reflected within the forecast.

Also funded from the previously reported underspend, and now included within the forecast, are unbudgeted costs associated with DEI (£59k) and Leadership (£64k) training to be completed in 2022/23.

The 2022/23 budget approved in February reduced a number of Supplies & Services budgets by £491k to reflect savings against the previous year's budgeted level of expenditure. These are itemised at Appendix 1. At December, these reduced budgets are forecast to over-deliver overall. Within this, pressures relating to operational/organisational refreshments and conferences will need to continue to be monitored by COT to understand the drivers for this and more closely manage the budget.

A pressure has also arisen around premises hire, with the additional requirement materialising due to issues experienced within Training.

5.3.4 Performance Priority Fund

For 2022/23 a budget of £520k was allocated to the Performance Priority Fund (PPF) for the 2022/23 Costed Service Plans. The CSPs were initially expected to total circa £1.6m in-year, with an expectation that the net £1.1m funding shortfall would need to be identified through savings.

At Q3, forecast expenditure across the CSPs totals £975k, leaving a forecast funding shortfall / overspend of £455k. The forecast reflects the expectation that savings matching the deficit will now **not** be made before 31st March 2023. This has increased the forecast by £455k. NB as

reported above, approx. £490k of new and additional savings are reflected against Supplies & Services budgets.

It should be noted that the draft 2023/24 budget gap reflects the expected continuation of 2022/23 CSPs at full year cost, i.e. a funding gap of circa. £1.15m, which has added to the savings target for 2023/24.

5.3.5 Transport +£422k over

Earlier in the year greater levels of fleet repairs and maintenance resulted from the utilisation of external contractors to cover vacancies within Fleet workshop staffing. Despite now having recruited to full establishment strength, a forecast overspend of £100k is still predicted.

In addition, a 25% contract increase was incurred on hire vehicles from August 2022. This, alongside increased demand, has resulted in a £46k forecast increase. It should be noted that the PDU are now becoming a material user of this service, citing a lack of pool car availability.

A £183k projected overspend on fuel is attributable to the record high fuel prices initially incurred during quarter one, which to date have not reduced back to budgeted levels.

Vehicle equipment costs have also seen a significant increase in Q3 and are now projecting a £118k overspend.

The full year's budget for travel expenses has now been overspent, with a forecast overspend position of £40k. This is prominently being seen within operational departments where overtime working makes travel claims allowable (Custody, Traffic Bureau) and Enable (BDA, People Services) home to HQ mileage.

5.4 Force Income (£572k) additional

	Full Year Budget	YTD Budget	YTD Actual	Forecast as at December 22	Forecast (Under)/Over Spend
	£'000	£'000	£'000	£'000	£'000
INCOME & FUNDING					
FORCE PARTNERSHIP INCOME/FEES & CHGS	(8,249)	(6,342)	(6,726)	(8,821)	(572)
INCOME TOTAL	(8,249)	(6,342)	(6,726)	(8,821)	(572)

An over recovery of Force Income is currently projected, totalling £572k. This is due to:

- NYP has now accepted the Safeguarding portfolio as part of NCiP, which includes holding national funds (£237k)
- Additional ring-fenced income received against planned expenditure (£31k)
- An increase in SPS events (football and races in York) post-COVID uncertainty around these (£33k)
- Administration income linked to secondment extensions (£52k)

- Additional income received against the apprenticeship scheme (£260k)
- An increase in cost recovery through Police Led Prosecutions (£58k)

These have been partially offset by a reduction in Safety Camera cost recovery (£215k), the immediate cessation of foreign national registration nationally (£47k income reduction) and low requests for accident reports (£15k income reduction).

6. 2022/23 Capital Programme – Update to Quarter 3 Fleet Position

- 6.1 January's Executive Board meeting received a Quarter 3 based forecast for the year end 2022/23 capital programme position. The forecast relating to Fleet related to four key areas:
- Conversion costs in 2022/23 relating to 2021/22 delivered vehicles,
 - Vehicles ordered in 2021/22, but delivered in 2022/23
 - BMW N57 replacement vehicles ordered in 2022/23
 - Other vehicles ordered in 2022/23.
- 6.2 Building on the recent Internal Audit fieldwork, further detailed work has been completed by the NYP Finance Team working with Fleet colleagues to understand in greater depth how existing orders and transactions aligned to the four areas of the forecast above and to remove any duplications or incorrect expected delivery dates, so that vehicles are included in the forecast for (and ultimately accounted for in) the correct year of anticipated delivery.
- 6.3 As a consequence of this further 'data cleansing', the Fleet forecast needs to be reduced by £1.076m from £2.951m to £1.875m. This includes costs now likely to be incurred in 2023/24. However, £325k of the forecast based on Fleet system projections was a repeat of vehicles that had been accounted for in 2021/22.
- 6.4 These changes have come about as a new, dedicated Capital Accountant from the Finance Team has continued the reconciliation work commenced to support the recent Internal Audit in more detail, to give greater confidence that Tranman commitments, orders and the finance system are in synchronisation.
- 6.5 Moving forward, the following approach has been put in place to ensure greater confidence in the alignment of financial forecasts and the Fleet management system:
- Expenditure recorded in the financial ledger will continue to be mapped against the existing commitments for the rest of 2022/23, highlighting any expenditure that doesn't align to the existing commitments or the revised forecast.
 - Similarly, any underspends against the existing commitments will be flagged, which should only occur in cases where delivery timelines for existing orders fall back into next year.
 - Open Purchase orders will be reviewed for 2022/23 to ensure no unidentified Purchase Orders can have a surprise impact on 2023/24's budget.
 - For 2023/24, the budget was built up in more detail than previously. For monitoring, month to month transactions will be mapped against individual budgeted vehicles which should lead to prompt identification of any variances of price or quantity.

Appendix 1 – 2022/23 Supplies & Services Budgets Reduced for Expected Savings

Budget Area	22/23 Revised Budget	22/23 YTD Actual December 22	22/23 Forecast	Reduction 22/23 vs 21/22 Budget
	£	£	£	£
Training				
Training Course Fees - Police	683,546	434,025	525,517	131,953
Training Course Fees - Staff	257,167	158,267	184,504	-96,563
Building & Premises				
Premises Rental	347,981	269,107	480,981	-16,048
Premises - Trade Waste	44,388	29,461	44,388	-9,264
Supplies & Services				
Confidential Waste Disposal	6,000	5,420	8,000	-14,000
Evidence - Phone Billing Info	170,000	118,077	170,000	-15,000
Evidence & Investigation	169,750	146,418	137,580	-26,245
DFU Licences	329,010	259,262	340,969	21,680
Interpreter Contract	60,000	64,066	84,000	-16,500
Conferences	30,700	29,075	36,214	-50,650
Financial Investigation	30,500	22,593	31,504	-15,000
Organisational Refreshments	5,000	10,919	10,410	-5,050
Promotional Activities & Award Ceremonies	23,750	13,461	24,350	0
Operational Refreshments	5,000	6,141	5,000	-10,000
Performance Priority Fund	50,000	47,973	50,000	-118,482
CHC Estimated Savings from DN	0	0	0	-98,264
Telephone Line Rental	70,000	66,757	90,761	24,500
Uniform	205,508	137,802	205,508	1,561
Mutual Aid - Crime	12,000	17	0	9,000
Contract - Other	138,975	123,785	234,013	-231,922
Charges for National ICT Systems	1,308,632	957,153	1,235,259	0
Training - Equipment Hire	1,000	0	1,000	-3,800
Training - Equipment	10,000	19,671	23,740	0
Training - External Speaker	50,000	32,815	51,700	25,600
Subscriptions CC	65,000	58,093	72,150	900
Subscriptions PCC	44,000	31,381	44,000	-16,965
Transport				
Tyres	200,000	106,470	136,260	85,000
Vehicle Parts	300,000	250,212	300,000	139,500
Cycle - Purchase	3,000	1,054	3,000	-5,000
Cycle - R&M	8,000	4,898	8,000	-2,000
Travel expenses - Officers				-113,897
Travel expenses - Staff	88,545	164,034	127,670	-66,405
TOTAL	4,717,452	3,568,407	4,666,478	-491,361

Appendix 2 – Enable 2022/23 Q3 Forecast Position

Subjective Budget Area	Budget 22/23		YTD Budget		YTD Actual Q3		Forecast	
	NYFRS	NYP	NYFRS	NYP	NYFRS	NYP	NYFRS	NYP
	19.48%	80.52%	19.48%	80.52%	19.48%	80.52%	19.48%	80.52%
	£	£	£	£	£	£	£	£
Salary	2,706,132	10,775,178	2,029,599	7,959,798	1,801,253	7,425,157	2,366,054	9,861,512
Overtime	13,203	29,430	9,902	22,073		24,090		36,680
On Call	39,294	124,132	29,471	93,099	13,024	83,106	17,000	124,000
Agency					18,794	81,409	25,000	120,000
Recharged Expenditure	71,437		53,578				71,437	
Income								
Redundancy								
Expenses	14,322	24,905	10,742	18,679	9,150	31,562	13,000	42,083
Training	51,581	88,304	38,686	66,228	3,507	92,724	40,000	120,980
Apprenticeship Levy	9,622	54,000	7,217	40,500	7,217	40,476	12,000	54,000
Total	2,905,591	11,095,949	2,179,193	8,200,376	1,852,945	7,778,524	2,544,491	10,359,255
Total Enable		14,001,540		10,379,570		9,631,469		12,903,746
% Allocation	2,727,133	11,274,407	2,021,668	8,357,901	1,875,958	7,755,511	2,513,312	10,390,434
Recharge Required					23,013	-23,013		
Enable Under/(Over)Spend					145,710	602,390	213,822	883,973
						748,101		1,097,794

Appendix 2 - Enable Reserve Funded Posts 2022-23

Post Title	Scale	22/23 Budget £	Budget FTE	Actual at Dec-22 £
Corporate Communications Manager FTC Dec21-23	PO1-6	49,412	1.00	36,974
Senior Niche Systems Admin FTC Dec21-23	SO1	37,105	1.00	12,876
Niche System Admin FTC Dec21-23	Sc6	33,367	1.00	25,672
Portfolio Programme Manager FTC Oct21-23	LS1	76,545	1.00	43,991
Programme Manager FTC Dec21-23	PO12-15	114,750	2.00	81,852
Project Manager FTC Dec21-23	PO9-12	53,393	1.00	26,260
Business Analysts Dec21-23	PO6-9	148,236	3.00	110,892
Corporate Communications Manager FTC Apr21-23	PO1-6	49,412	1.00	36,974
Project Manager FTC Apr21-23	PO9-12	53,393	1.00	18,526
Business Analysts FTC Apr21-23	PO6-9	148,236	3.00	87,925
Records Compliance Manager	SO2	41,080	1.00	32,426
Data Protection Officer	PO9-12	53,999	1.00	40,541
Information Security Officer	PO 1 - 4	43,433	1.00	31,547
		902,361	18.00	586,456

% NYP	% NYFRS
80	20
100	0
100	0
80	20
80	20
80	20
80	20
80	20
80	20
80	20
80	20
90	10
90	10
90	10

NYP £	NYFRS £
29,579	7,395
12,876	0
25,672	0
35,193	8,798
65,482	16,370
21,008	5,252
88,714	22,178
29,579	7,395
14,821	3,705
70,340	17,585
29,184	3,243
36,486	4,054
28,392	3,155
487,326	99,130

% Allocation

NYP	487,326
NYFRS	99,130

Paid to Date

NYP	586,456
NYFRS	0

Recharge Required

NYP	-99,130
NYFRS	99,130

Appendix 3 - December Medium Term People Plan – 2022/23 Police Officer Forecast

	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
Officer Budget FTE Target	1,645.00	1,645.00	1,645.00	1,645.00	1,645.00	1,645.00	1,645.00	1,645.00	1,645.00	1,645.00	1,645.00	1,645.00
Actual Officer Numbers as at 1st of the month	1,580.95	1,573.25	1,588.00	1,611.35	1,599.05	1,591.56	1,638.23	1,637.43	1,627.14	1,639.17	1,653.67	1,674.17
Actual Starters - New Recruits FTE	-	27.00	23.00	-	-	33.00	0.00	-	-	23.00	28.00	-
Actual Starters - Transferees FTE	-	3.00	8.00	1.00	-	21.00	6.00	1.00	21.00	-	-	-
Actual Starters - Returners FTE	-	1.50	2.10	1.00	0.50	2.48	0.50	-	-	0.50	0.50	0.50
Actual Retirements FTE - 30 years	(5.00)	(9.00)	(1.00)	(3.00)	(5.00)	(1.00)	(3.00)	-	(1.00)	(1.00)	(1.00)	(2.00)
Actual Retirements FTE - early and previous years still here or later than 30 years date	-	(4.00)	(4.00)	(2.00)	-	(4.00)	-	-	(5.00)	(2.00)	(1.00)	-
Projected Leavers FTE - Res/III Health/Dis	(2.00)	(3.96)	(4.00)	(9.00)	(4.00)	(4.00)	(5.00)	(11.00)	(3.65)	(6.00)	(6.00)	(6.00)
Projected change of hours/career break FTE	(0.70)	0.21	(0.75)	(0.30)	1.01	(0.81)	0.70	(0.29)	0.68			
Projected Final position	1,573.25	1,588.00	1,611.35	1,599.05	1,591.56	1,638.23	1,637.43	1,627.14	1,639.17	1,653.67	1,674.17	1,666.67

