

| Wiltshire Police Budget Monitoring |                           |                          | Period: April 2014 - Dec 2014 |                        |                           |   |                              |                  |                      |
|------------------------------------|---------------------------|--------------------------|-------------------------------|------------------------|---------------------------|---|------------------------------|------------------|----------------------|
|                                    | Original Budget<br>£000's | Revised Budget<br>£000's | % GRE                         | Actual Spend<br>£000's | Profiled Budget<br>£000's | Variance<br>'-' = under spend<br>£000's | Projected Variance<br>£000's | % Revised Budget | Traffic Light System |
| Police Officer Basic Pay           | 38,226                    | 37,476                   | 35%                           | 27,960                 | 28,091                    | -130                                    | -180                         | -0.5%            | Note 1               |
| Police Officer Overtime            | 1,170                     | 1,421                    | 1%                            | 1,365                  | 1,204                     | 161                                     | 272                          | 19.1%            | Note 2               |
| Police Officer Pensions - Direct   | 9,123                     | 8,946                    | 8%                            | 6,636                  | 6,707                     | -70                                     | -118                         | -1.3%            | Note 1               |
| Police Officer Other Pay Costs     | 6,080                     | 6,058                    | 6%                            | 4,221                  | 4,477                     | -255                                    | -297                         | -4.9%            | Note 1               |
| Community Support Officers         | 3,787                     | 3,779                    | 3%                            | 2,565                  | 2,836                     | -270                                    | -350                         | -9.3%            | Note 3               |
| Support Staff Costs                | 27,534                    | 26,239                   | 24%                           | 19,029                 | 19,448                    | -419                                    | -781                         | -3.0%            | Note 4               |
| Agency Staff                       | 35                        | 131                      | 0%                            | 190                    | 113                       | 77                                      | 122                          | 0.0%             | Note 4               |
| Other Employee Costs               | 170                       | 177                      | 0%                            | 232                    | 134                       | 98                                      | 0                            | 0.0%             |                      |
| Training                           | 413                       | 412                      | 0%                            | 300                    | 320                       | -20                                     | 0                            | 0.0%             |                      |
| Premises Costs                     | 6,839                     | 6,790                    | 6%                            | 4,415                  | 4,417                     | -2                                      | -27                          | -0.4%            |                      |
| Transport Costs                    | 3,494                     | 3,538                    | 3%                            | 2,481                  | 2,583                     | -102                                    | 2                            | 0.1%             |                      |
| Other Costs                        | 10,601                    | 10,791                   | 10%                           | 6,534                  | 6,949                     | -415                                    | -61                          | -0.6%            |                      |
| Contracted Services                | 1,646                     | 2,829                    | 3%                            | 1,123                  | 922                       | 201                                     | 79                           | 2.8%             |                      |
| <b>Main Force Expenditure</b>      | <b>109,119</b>            | <b>108,588</b>           | <b>100%</b>                   | <b>77,053</b>          | <b>78,200</b>             | <b>-1,148</b>                           | <b>-1,339</b>                | <b>-1.2%</b>     |                      |
| General Income                     | -3,043                    | -2,387                   |                               | -1,923                 | -1,725                    | -198                                    | -256                         | 10.7%            | Note 5               |
| Grant Income                       | -3,844                    | -3,851                   |                               | -2,179                 | -2,098                    | -80                                     | 0                            | 0.0%             |                      |
| <b>Main Force Net Position</b>     | <b>102,232</b>            | <b>102,350</b>           |                               | <b>72,951</b>          | <b>74,377</b>             | <b>-1,426</b>                           | <b>-1,595</b>                | <b>-1.6%</b>     |                      |
| Police Pensions- Inj/III Health    | 715                       | 715                      |                               | 393                    | 595                       | -202                                    | -17                          | -2.4%            |                      |
| Office of the PCC                  | 2,452                     | 2,334                    |                               | 709                    | 656                       | 53                                      | 0                            | 0.0%             | Note 6               |
| Investment Income                  | -300                      | -300                     |                               | -83                    | -160                      | 77                                      | 116                          | -38.7%           |                      |
| <b>Total</b>                       | <b>105,099</b>            | <b>105,099</b>           |                               | <b>73,970</b>          | <b>75,468</b>             | <b>-1,498</b>                           | <b>-1,496</b>                | <b>-1.4%</b>     | <b>Under</b>         |

| Staffing Numbers                       | Original Budget | Reduction for Vision | Year End Req. | Current Month | Previous Month | Change |
|--|-----------------|----------------------|---------------|---------------|----------------|--------|
| Police Officers                        | 1,019           | -1                   | 1,018         | 1,031         | 1,024          | 7      |
| PCSO (includes 1 Schools Partnerships) | 138             |                      | 138           | 121           | 123            | -2     |
| Police Staff                           | 907             | -37                  | 870           | 809           | 810            | -1     |

## Traffic Light System

### Note 1

Police Officer Pay and Other Officer Pay costs

1,031 Police Officers were paid in December, this is against a budget of 1,020. One more in-take is planned in March and we currently forecast a March 2015 figure of 1,038. This is dependent on the number of officers who decide to retire or leave during the year which is hard to estimate. Whilst having numbers above budget would normally result in an overspend the impact of the reduced starting pay grade is resulting in a small forecast underspend. On other costs an underspend on shift, other allowances and NI is occurring, it is forecast that this will result in a £280k underspend, this will be in addition to pay variances.

### Note 2

Overtime

An overspend of £272k is forecast. Exceptional costs on Major Incident work totals £110k whilst additional costs on Prisoner Transportation totals £80k. The majority of these costs will be funded by savings on custody staffing.

### Note 3

PCSO's

121 PCSO's were paid in December this is against a budget of 138. An intake of 15 is planned for January 2015. Assuming normal turnover the March forecast is 133 PCSO's. This may be affected by the Police Officer intake in March. All year we will have been under budget with significant variances occurring in some months leading to underspends.

### Note 4

Police Staff Costs

The Force are currently running with a significant number of police staff vacancies. The exact number is difficult to identify due to time delays in processing data in the HR system however a figure in excess of 50 is likely. Work is going on with HR to recruit posts but this level of vacancies will lead to a significant underspend. The revised pay settlement has a positive impact in 2014-15 of £75k, however it will cost £148k more in 2015-16.

### Note 5

General Income

This level of net excess income is forecast due to the number of policing services requested this year. The NATO summit is the largest of these and will probable result in a £150k variance.

### Note 6

OPCC

The current variance relates mainly to the Victims Grants. Little spend has currently been incurred against this grant however no end of year variance is expected.