

Medium Term Financial Strategy 2019/20 to 2022/23

Annual Budget 2019/20

"Communities supporting our first steps in the road to recovery"



The Medium Term Financial Strategy: 2019/20 To 2022/22

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1. POLICE AND CRIME PLAN

Relationship between the Medium Term Financial Strategy and the Police and Crime Plan

The Police and Crime Commissioner (PCC) has a statutory duty to produce a Police and Crime Plan. The Plan must set out the priorities for policing and community safety in Devon, Cornwall and the Isles of Scilly along with the resources that will be provided to the Chief Constable and others in order to meet those objectives. The Plan must be kept under regular review to ensure it remains appropriate to the needs of local people, the police and partners. The Plan is subject to scrutiny by the Police and Crime Panel.

The Police and Crime Plan can be found at:

http://www.devonandcornwall-pcc.gov.uk/information-hub/key-documents/

The Medium Term Financial Strategy is created to support delivery of the Police and Crime Plan. It sets out both the funding available and the forecast spending required to deliver the Plan priorities.

Police and Crime Plan

The Police and Crime Plan was refreshed in April 2017 and continues to be informed by the Peninsula Strategic Assessment. The Plan runs until 2020 and sets out the PCC's five priorities for Devon and Cornwall, including:

- Connecting our communities and the police through a new Local Policing Promise to ensure policing in the local area is 'Accessible, Responsive, Informative and Supportive'
- ❖ Preventing and deterring crime so we can stop people becoming victims of crime and help them move on with their lives
- ❖ Protecting people at risk of abuse and those who are vulnerable safeguarding the vulnerable and keeping them safe from harm
- Providing high quality and timely support to victims of crime to help them recover and to get justice by improving the criminal justice system
- Getting the best out of the police making best use of our resources, supporting and developing our workforce and working well in partnership with others.

The Plan will remain the focus for policing over the coming months and years. The PCC will continue to work closely with the Chief Constable and colleagues across the Peninsula to drive forward progress against these priorities.

During 2018 the PCC and the Chief Constable worked together to develop an enhanced focus in Devon and Cornwall on road safety and this activity will continue in the coming year. The levels of death and serious injury on our roads remains a matter of great concern for the PCC with 63 people killed on our roads and over 700 seriously injured in 2017 (the latest year for

which published data is available). The new Road Safety Strategy for policing will be an important area of focus for the coming year and has been supported by additional investment in 28 new police officers focused on roads policing including the creation of the No Excuse Team focused on proactive and intelligence led enforcement and education.

The Police and Crime Plan places a strong emphasis on protecting the vulnerable in our society. There has been significant progress but the work continues to encourage the reporting of crime and encouraging victims to come forward and seek justice and to ensuring that they receive a high quality service when they do come forward.

The PCC has examined and taken account of the most recent Peninsula Strategic Assessment prepared by the Community Safety Partnerships (CSPs) within Devon and Cornwall which was finalised in December 2018. The latest Assessment identifies the following high level threats which will be a focal point for all CSPs.

Drug Trafficking, including County Lines
Problem Drug Use, including Drug Related Deaths
Problem Drinking and health-related harms
Domestic Abuse, including Domestic Homicide
Child Sexual Exploitation and Abuse
Rape and Sexual Assault
Modern Slavery
Terrorism/Violent Extremism

These are firmly embedded within the key priorities within the Plan and 2019 will see a further focus on activity relating to drugs in response to growing concerns locally and nationally regarding drug trafficking and its impact on individuals and communities.

The PCC's office is working actively with CSPs to support activity in these areas and provides dedicated funding to each CSP through her Commissioning Intentions Plan to support their work locally.

Connectivity remains at the heart of the PCCs Police and Crime Plan and the introduction of a new connectivity framework in 2018 and a series of 10 minimum standards on connectivity are a key focus. It remains vital that the public are able to access and contact the police and improvements in this area, including the 101 service will continue under the Plan with the introduction of improved ICT systems before summer 2019 alongside continued growth of the new 101 webchat service which was launched in late 2018.

Delivery & accountability

The Police and Crime Plan will be delivered by the PCC with close co-operation from the Chief Constable and partners taken forward through shared action plans and joint projects.

The Plan details how strategic measures and indicators including qualitative surveys will be used to monitor its implementation and successful achievement.

Regular progress reports will be published on the OPCC website.

The Police and Crime Commissioner is required to report regularly to the Police and Crime Panel.

Slavery and Human Trafficking compliance statement

The Police and Crime Commissioner and the Chief Constable are committed to eliminating discrimination and exploitation in all its forms from the workplace and will not knowingly or otherwise be complicit in human rights infringements.

Slavery, servitude, forced or compulsory labour, including child labour and human trafficking and other human rights offences must be identified, tackled and prevented for the future.

The Office of the Police and Crime Commissioner and the Devon and Cornwall Constabulary embrace the obligations placed on organisations under section 54(1) of the Modern Slavery Act 2015 and understands they are vital in tackling and preventing modern slavery and human trafficking.

2. REVENUE STRATEGY

a. FUNDING FORECAST

The funding forecast provides a prediction of the level of funding across the timeframe of the MTFS.

	2018/19 £000's	2019/20 £000's	2020/21 £000's	2021/22 £000's	2022/23 £000's
Grant Funding					
Core settlement	101,294	103,497	105,360	107,573	109,832
DCLG Formula	62,234	63,466	64,608	65,965	67,350
Legacy CT Grants	15,461	15,461	15,461	15,461	15,461
	178,990	182,424	185,430	188,999	192,643
Council Tax					
Precept income	112,322	128,351	134,832	141,641	148,793
Surplus	2,287	1,328	1,700	1,200	500
	114,609	129,678	136,532	142,841	149,293
Total Funding	293,599	312,103	321,962	331,840	341,937
Taxbase	596,572	604,629	616,722	629,056	641,637
Taxbase Increase	2.1%	1.4%	2.0%	2.0%	2.0%
Band D	188.28	212.28	218.63	225.16	231.90
Council Tax Increase	6.81%	12.75%	2.99%	2.99%	2.99%

b. MAIN COMPONENTS OF THE REVENUE BUDGET

		19/20 £000's	20/21 £000's	21/22 £000's	22/23 £000's
	Police Officer Pay	170,240	177,498	184,854	190,155
Pay & Employment Costs	Police Officer Overtime	6,285	5,912	6,080	6,253
	PCSO Pay	6,822	5,635	5,138	4,684
	PCSO Overtime	6	7	7	7
	Police Staff Costs	74,230	77,696	80,532	82,570
	Police Staff Overtime	856	873	913	956
	Restructure, Training & Conference Fees Police Officer Injury/III Health/Death	1,894 1,981	1,597 2,097	1,619 2,168	1,642 2,241
	Pensions Other Employee Expenses	974	562	562	562
Pay & Employment Costs Total	Other Employee Expenses	263,288	271,878	281,874	289,071
Overheads	Premises Related Expenditure	12,349	12,921	· ·	13,094
Overneads	Supplies and Services	-	27,536	13,193 27,934	-
	Third Party Payments	27,050 9,319	9,402	9,554	28,211 9,680
	Transport Related Expenditure	5,158	5,283	5,413	5,549
Overheads Total	Transport Rolated Exponential	53,876	55,141	56,094	56,534
Overneaus rotai	Government & Overseas Funding	(5,270)	(5,110)	(5,110)	(4,356)
Grant, Trading &	Interest/ Investment Income	(3,270)	(3,110)	(3,110)	(4,330)
Reimbursement Income	Local Government Specific/Partnership	, ,			
	Funding	(25)	(25)	(30)	(30)
	Reimbursed Services - Other	(209)	(209)	(224)	(224)
	Reimbursed Services - Other Police Forces Reimbursed Services - Other Public Bodies	(1,669)	(1,683)	(1,700)	(1,710)
	Sales, Fees, Charges and Rents	(6,514)	(6,538)	(6,572)	(6,573)
	Special Police Services	(2,789)	(3,025)	(3,066)	(3,091)
Crant Trading & Daimburgaman		(440)	(441)	(526)	(527)
Grant, Trading & Reimbursemer Capital Financing and		(17,298)	(17,356)	(17,555)	(16,838)
Contributions	Loan Charges	2,965	3,086	3,952	4,473
	Revenue Contribution to Capital	3,605	3,293	1,800	2,900
Capital Financing and Contribut	tions Total	6,570	6,379	5,752	7,373
Transfers to / (from) Reserves		513	765	520	642
Transfers to / (from) Reserves T	otal	513	765	520	642
Total Force		306,948	316,807	326,685	336,782
Office of the PCC		1,742	1,742	1,742	1,742
PCC Commissioning		3,413	3,413	3,413	3,413
Total OPCC		5,155	5,155	5,155	5,155
Grand Total		312,103	321,962	331,840	341,937
Funding Forecast		312,103	321,962	331,840	341,937

c. SCHEDULE OF KEY BUDGET ASSUMPTIONS

This schedule identifies the key assumptions used in the ongoing calculation of the 2019/20 budget and Medium Term Financial Strategy.

- Government Police Grant funding will increase by 1.8% in 2020/21 and 2.1% annually thereafter. This is based on the Office for Budget Responsibility's (OBR) forward assumptions on inflation (consumer price index)
- Capital grant will remain static in cash terms in 19/20 and thereafter
- Police Pensions specific grant is assumed to continue throughout the MTFS at the same cash level as expected in 2019/20
- Council Tax will increase by £24.00 in 2019/20 for a Band D property, and 2.99% in each year thereafter. The anticipated collection fund surplus is expected to be £1.7m in 2020/21 but will reduce to £1.2m in 2021/22 and to £0.5m in 2022/23, to reflect forecast changes in collection rates.
- Counter terrorism specific grant will remain at the same level as received in 2018/19 in future years.
- Turnover on police officers takes into account officers leaving at their 30 year service date, plus an estimate for ill health retirements, transfers out and resignation
- A 2% pay award has been agreed for police officers and police staff from September 2018. The 2019/20 base budget requirement assumes that a 2.5% pay award will be applied on 01 September 2019 and 1st September 2020, and a 3% pay award will be made in each subsequent year for police officers and police staff.
- The 2019/20 specific grant towards the cost of police officer pensions is assumed to continue at a flat cash amount of £3,263k per annum.
- Police Officer employer pension contributions have been assumed to be paid at 31.0% throughout MTFS period in line with the guidance following the recent actuarial valuation.
- Inflation has been applied only to budgets that are subject to inflationary pressures at a notional rate of 2.0%, except where individual rates are known, or can be separately estimated due to particular inflationary pressures. Inflation on vehicle fuel and utility costs is expected to be 11%. Actual CPI for October 2018, published on 14 November 2018, was 2.4%
- Future investment income assumes an interest rate achieved of 0.90%. The current actual bank base rate is 0.75%
- The capital programme will be financed by capital grant, capital receipts and revenue financing through direct contributions, use of reserves and borrowing.

- The assumptions used for future taxbase and Council Tax surplus are shown below, along with the previous two years for context.

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Annual increase in tax base	1.7%	2.1%	1.4%	2.0%	2.0%	2.0%
Annual surplus on Council Tax collection funds	£2.4m	£2.3m	£1.3m	£1.7m	£1.2m	£0.5m

- The employer's current contribution to the police staff pension scheme, plus agreed contributions to deficit will be as set out below.

	18/19	19/20	20/21	21/22
LGPS Base Contribution	14.10%	14.10%	14.10%	14.10%
Plus Repayment of LGPS Deficit (cash lump sum)	£2.064m	£2.113m	£2.163m	£2.163m
Estimated Total Cash Contribution	£13.9m	£13.3m	£13.6m	£13.7m
% of Staff Pay Budgets	16.6%	16.8%	16.8%	16.7%

d. ANALYSIS OF CHANGES IN THE REVENUE BUDGET BETWEEN 2019/20 AND 2018/19

	19/20 £000's	20/21 £000's	21/22 £000's	22/23 £000's
2018/19 Budget	293,599	293,599	293,599	293,599
Growth from previous years	3,891	3,164	2,920	2,919
Plus Unavoidable Pay Cost Increases / (Decreases)				
Provision for Pay Increases	5,522	11,688	18,778	26,714
Increments Police Officer Turnover	1,633	3,268	4,947	6,676
	(14)	(712)	(1,022)	(1,436)
Police Officer Recruitment Growth (2,990 to 3,100)	2,361	4,592	6,414	6,580
Police Pensions	7,649	7,878	8,115	8,358
Police Staff Investigators	788	788	788	788
Other Pay Changes	294	1,539	1,968	2,449
Plus Unavoidable Non Pay Cost Increases / (Decreases)	18,233	29,041	39,988	50,131
Provision for Price Increases	767	1,551	2,337	3,147
Capital Financing	54	302	(328)	(328)
Use of Reserves	182	1,070	1,396	1,396
Forensic Marketplace Risk	288	288	288	288
Police Education Qualification Framework (PEQF)	325	132	37	37
Safeguarding Changes	113	113	113	113
National Police Air Service (NPAS) - Additional Charges	189	195	201	207
Custody Healthcare Performance Contract	400	408	416	424
Other Changes to Non Staff Costs	(1,958)	(2,349)	(2,783)	(3,422)
Plus Unavoidable Income Changes Increases / (Decreases)	360	1,710	1,676	1,861
DBS Income	432	432	432	432
Security Grant Reduced	321	321	321	321
Pensions Grant	(3,262)	(3,262)	(3,262)	(3,262)
	(2,509)	(2,509)	(2,509)	(2,509)
Development Opportunities				
Psychological Support	100	100	100	100
Baton Rounds	225	300	300	300
Tri- and Bi- Service Posts	204	208	212	216
Other specialist functions	71	72	74	75
	600	680	686	691
Savings				
Further Alliance Savings	(141)	(141)	(263)	(346)
Service Area Reviews	(600)	(900)	(900)	(900)
PCSO Reductions	(1,329)	(2,683)	(3,356)	(3,508)
	(2,070)	(3,724)	(4,519)	(4,754)
Total Budget Requirement	312,103	321,962	331,840	341,937

e. REVENUE EFFECT OF TRANSFERS TO / (FROM) RESERVES AND BALANCES

	2018/19 Original £000's	2018/19 Revised £000's	2019/20 £000's	2020/21 £000's	2021/22 £000's	2022/23 £000's
Programme and Projects Reserve	(1,166)	(1,381)	(979)	0	0	0
Estates Development Reserve	(230)	(406)	(230)	(230)	(230)	(108)
Capital Financing Reserve	750	750	750	750	750	750
ESN Capital Reserve	0	0	0	0	0	0
Merger Related Capital Reserve	0	0	0	0	0	0
Strategic Alliance Reserve	0	0	0	0	0	0
Budget Management Fund	0	(117)	0	0	0	0
Police and Crime Plan Reserve	0	0	0	0	0	0
	(646)	(1,154)	(459)	520	520	642
General Balances	(2,919)	(3,086)	972	245	0	0
	(3,565)	(4,240)	513	765	520	642

Detail of Earmarked Revenue Reserves

Programme and Projects Reserve

This will be brought out over the next two years to support the change programme.

Estates Development Reserve

Covers the costs of dilapidations relating to premises sales

Capital Financing Reserve

To fund capital programme

Emergency Services Network (ESN) Capital Reserve

To fund capital costs associated with the implementation of ESN

Strategic Alliance Reserve

To fund costs of programme team / change plus capital costs of replacement Resource Management System (RMS).

Budget Management Fund

Carry forwards from previous years are put to this fund before being brought out in the subsequent years.

Police and Crime Plan Reserve

For delivery of the Police and Crime Plan priorities

General Balances

Not an earmarked reserve. Used to mitigate general financial risks. In the medium term will be used to smooth the effect of budget increases between years.

f. INCOME FROM SALES, FEES, CHARGES AND RENTS

This analysis details the level of external income generated from sales, fees, charges and rents. The level of income generated is continually reviewed to ensure that all opportunities are optimised.

	19/20 Budget £000's	20/21 Budget £000's	21/22 Budget £000's	22/23 Budget £000's
National Driver Offender Retraining Scheme	1,035	1,069	1,101	1,132
Firearms Certificates	309	510	477	469
Rents & Lettings	421	421	421	421
Accident Reports	169	169	169	169
Sale of Vehicles	100	100	100	100
Vehicle Recovery	90	90	90	90
Radio Masts and Equipment Hire	0	0	0	0
Foreign Nationals Registration / Pedlars	65	65	104	104
Stores External Income	36	36	36	36
Provision of Vehicle Services	25	25	25	25
Other Sales, Fees, Charges and Rents	540	540	544	544
Grand Total	2,789	3,025	3,066	3,091

g. STAFFING ANALYSIS

	2019/20 (FTE)	2020/21 (FTE)	2021/22 (FTE)	2022/23 (FTE)
Police Officers				
Opening Balance at 1st April	2,990	3,050	3,100	3, 100
Change	60	50	0	0
Closing Balance at 31st March	3,050	3,100	3,100	3,100
Police Community Support				
PCSO	196	150	150	150
Blue Light	22	28	28	28
Civilian Investigators	50	50	50	50
Total	268	228	228	228
Police Staff (Force)				
Opening Balance at 1st April	2,018	1,990	1,990	1,990
Change	-28	0	0	0
Closing Balance at 31st March	1,990	1,990	1,990	1,990
Police Staff (PCC)				
Opening Balance at 1st April	28	29	29	29
Change	1	0	0	0
Closing Balance at 31st March	29	29	29	29
	2019/20 (HOURS)	2020/21 (HOURS)	2021/22 (HOURS)	2022/23 (HOURS)
Specials	61,400	61,400	61,400	61,400

Allocation of workforce by category

Operational	60.1%
Operational Support	30.9%
Organisational Support	9.0%
	100.0%

Operational posts are those directly providing front line services, including local policing and crime investigation

Operational Support refers to services directly supporting operational staff, including control rooms, custody, and criminal justice administration

Organisational Support relates to those services necessary to run and support the organisation, but not directly operational in nature. This includes HR, Finance, ICT, Estates, Business Change, Legal and Administration among others.

3. RESERVES AND BALANCES SUMMARY

		Earmarked Revenue Reserves									
	Programme and Projects Reserve	Estates Development Reserve	Capital Financing Reserve	ESN Capital Reserve	Strategic Alliance Reserves	Budget Management Fund	Police and Crime Plan Reserve	Total Earmarked Reserves	Total Capital Reserves	General Balances	Total Reserves and Balances
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Closing Balance 31/3/2018	1,584	1,204	23,803	2,520	8,214	502	545	38,372	3,758	11,653	53,783
Closing Balance 31/3/2019	979	798	14,708	2,520	8,014	385	545	27,949	0	8,567	36,516
Closing Balance 31/3/2020	0	568	10,660	70	2,749	385	545	14,977	4,948	9,539	29,464
Closing Balance 31/3/2021	0	338	11,410	70	1,749	385	545	14,497	1,921	9,784	26,202
Closing Balance 31/3/2022	0	108	11,466	70	187	385	545	12,761	430	9,784	22,975
Closing Balance 31/3/2023	0	0	9,580	70	187	385	545	10,767	430	9,784	20,981

4. COUNCIL TAX INFORMATION AND PRECEPT

 Police Budget to be met from Council Tax
 129,678,185
 114,609,093

 Less net surplus on council tax collection from previous years
 (1,327,534)
 (2,286,605)

 Total precept payable by Billing Authorities
 128,350,650
 112,322,488

Tax base, collection variations and precepts									
	Tax Base declared by	Total Precept collected by	Surplus (Deficit) on	Amount due from	% share collected by				
	Councils	Councils	collection	Councils	Councils				
		£	£	£					
East Devon	59,283.00	12,584,595.24	114,720.00	12,699,315.24	9.80%				
Exeter	36,988.00	7,851,812.64	120,874.00	7,972,686.64	6.15%				
Mid Devon	28,596.47	6,070,458.65	53,233.00	6,123,691.65	4.72%				
North Devon	33,948.44	7,206,574.84	81,216.20	7,287,791.04	5.62%				
Plymouth	73,192.00	15,537,197.76	211,905.00	15,749,102.76	12.14%				
South Hams	38,179.72	8,104,790.96	97,000.00	8,201,790.96	6.32%				
Teignbridge	49,219.00	10,448,209.32	102,607.00	10,550,816.32	8.14%				
Torbay	45,699.55	9,701,100.47	221,000.00	9,922,100.47	7.65%				
Torridge	23,767.26	5,045,313.95	34,979.00	5,080,292.95	3.92%				
West Devon	20,176.57	4,283,082.28	54,000.00	4,337,082.28	3.34%				
Cornwall	194,262.02	41,237,941.61	236,000.00	41,473,941.61	31.98%				
Isles of Scilly	1,317.00	279,572.76	0.00	279,572.76	0.22%				
	604,629.03	128,350,650.48	1,327,534.20	129,678,184.68	100.0%				

Police element of Council Tax due for each Property Valuation Band											
Valuation band	Government multiplier Ratio		Council Tax by band 2019/20	2018/19	Increase per week	%					
Α	6/9	0.667	£141.52	£125.52	+ 30.8 p ¬						
В	7 / 9	0.778	£165.11	£146.44	+ 35.9 p						
С	8 / 9	0.889	£188.69	£167.36	+ 41.0 p						
D	1	1.000	£212.28	£188.28	+ 46.2 p	12.75%					
E	11 / 9	1.222	£259.45	£230.12	+ 56.4 p	12.75%					
F	13 / 9	1.444	£306.63	£271.96	+ 66.7 p						
G	15 / 9	1.667	£353.80	£313.80	+ 76.9 p						
Н	18 / 9	2.000	£424.56	£376.56	+ 92.3 p						

5. CAPITAL PROGRAMME

	NB:	2019/20	2020/21	2021/22	2022/23
CAPITAL PROGRAMME	2018/19	£000's	£000's	£000's	£000's
	£000's				
ICT					
Infrastructure	2,624	2,123	2,324	2,165	1,823
ICT Convergence	489	262	350	0	0
Body Worn Video Force Wide Roll Out	1,761	650	654	664	680
ISD Tasking	425	293	327	160	160
DEMS Stage 2	350	350	58	58	58
Common future gazetteer and mapping	376	0	0	0	0
Single shared C&C system	50	50	200	0	0
Single Shared Crime Recording Stop & Search	350	2,750	1,500	100	0
Single shared duty management system	20	0	0	0	0
Common digital evidence solution - DEM	60	115	0	0	0
Contact Management	768	290	235	0	0
Mobile Policing	0	2,450	0	0	0
Genesis	67	67	0	0	0
National Programme	60	640	600	500	465
TOTAL ICT	7,400	10,040	6,248	3,647	3,186
Estates	5,811	4,059	3,780	1,130	3,830
Exeter Criminal Justice Centre and Strategic Policing Hub	10,350	15,000	4,722	0	0
Bodmin / Custody Development	200	8,000	5,000	0	0
Vehicle Replacement Programme	3,003	1,653	2,058	2,058	2,058
Total Other Capital	573	130	130	1,030	130
TOTAL PROGRAMME	27,337	38,882	21,938	7,865	9,204
CAPITAL FUNDING	18-19	19-20	20-21	21-22	22-23
	£000's	£000's	£000's	£000's	£000's
Grant	1,882	1,104	1,468	1,468	1,468
Earmarked Reserves	9,269	12,513	1,000	2,256	2,636
Revenue Contribution to Capital	3,343	3,605	3,293	1,800	2,900
Capital Receipts	3,983	4,677	11,177	2,341	2,200
Borrowing	7,200	16,983	5,000	0	0
South West Collaboration Funding	1,660	0	0	0	0
Total Capital Funding	27,337	38,882	21,938	7,865	9,204