

**Penallta House**  
Tredomen Park  
Ystrad Mynach  
Hengoed  
CF82 7PG

**Tŷ Penallta**  
Parc Tredomen  
Ystrad Mynach  
Hengoed  
CF82 7PG

**Gwent Police  
and Crime Panel**

**Panel Heddlu  
a Throseddu Gwent**

For all enquiries relating to this agenda please contact  
Rebecca Barrett (Tel. 01443 864245; Email: barrerm@caerphilly.gov.uk)

**Date: 13th June 2014**

Dear Sir/Madam,

A meeting of the **Gwent Police and Crime Panel** will be held at **Newport City Council, Civic Centre (Committee Room 1), Newport, NP20 4UR** on **Friday, 20th June 2014 at 10.00 a.m.** to consider the matters contained in the following agenda.

### **A G E N D A**

1. Declarations of Interest.
2. Apologies for Absence.
3. To approve and note the minutes of the meeting held on 21st March 2014 (copy attached).
4. Verbal Update by the Police and Crime Commissioner for Gwent.
5. Verbal Update by the Chief Constable (NATO Summit).
6. End of Year Financial Monitoring Report (report to follow).
7. Commissioning Update – Verbal Report.
8. Medium Term Financial Plan and Budget Timetable – Presentation.

#### **MEMBERSHIP:**

Blaenau Gwent County Borough Council - Councillors Mrs K. Bender and Mrs D. Rowberry

Caerphilly County Borough Council - Councillors C.P. Mann, Mrs C. Forehead and Mrs G.D. Oliver

Torfaen County Borough Council - Councillors L. Jones and P. Seabourne

Monmouthshire County Council - Councillors P. Clarke and Mrs F. Taylor

Newport City Council - Councillors O. Ali, J. Guy and D. Williams

Co-opted Member - Mr P. Nuttall and Ms J. Smith

#### **By Invitation:**

Gwent Police and Crime Commissioner - Mr I. Johnston

Deputy Gwent Police and Crime Commissioner - Mr P. Harris

Chief Executive of the Office of the Police and Crime Commissioner for Gwent – Mrs S. Bosson

Chief Constable - Mr J. Farrar

**Gwent Police  
and Crime Panel**

**Panel Heddlu  
Gwent a Throseddu**

## **GWENT POLICE AND CRIME PANEL**

### **MINUTES OF THE MEETING HELD AT CIVIC CENTRE, NEWPORT ON FRIDAY 21ST MARCH 2014 AT 9.45 AM**

Present:

Councillor J. Guy - Newport City Council - Chair  
Councillor Mrs F. Taylor - Monmouthshire County Council - Vice-Chair

Councillors Mrs K. Bender and Mrs D. Rowberry - Blaenau Gwent County Borough Council  
Councillors Mrs C. Forehead, C.P. Mann and Mrs G.D. Oliver - Caerphilly County Borough Council  
Councillor P. Clarke - Monmouthshire County Council  
Councillors D. Williams and O. Ali - Newport City Council  
Councillor P. Seabourne - Torfaen County Borough Council

Mr P. Nuttall and Ms J. Smith - Co-opted Members

By invitation:

Mr I. Johnston - Police and Crime Commissioner for Gwent  
Mr J. Farrar - Chief Constable, Gwent Police  
Ms S. Bosson - Chief Executive, Office of the Police and Crime Commissioner for Gwent  
Mr D. Garwood-Pask - Chief Finance Officer/Deputy Chief Executive, Office of the Police and Crime Commissioner for Gwent

Together with:

J. Jones (Democratic Services Manager), R. Barrett (Clerk to the Panel).

#### **1. WELCOME**

The Chair welcomed Councillors O. Ali and D. Williams, from Newport City Council, and Ms J. Smith, Co-opted Member, to their first meeting of the Gwent Police and Crime Panel.

#### **2. DECLARATIONS OF INTEREST**

Councillor J. Guy wished it be noted that he is the Treasurer of both Newport and Gwent Neighbourhood Watch Associations and the Deputy Chair of Gwent NARPO Association.

Mr P. Nuttall wished it be noted that he is a trustee of the Bridge to Cross Charitable Trust.

Ms J. Smith wished it be noted that she is a trustee of the Aneurin Bevan University Health Board.

Councillor P. Seabourne wished it be noted that he is the Chair of the South Torfaen Action Group.

Councillors K. Bender and D. Rowberry wished it be noted that they are trustees of the Blaenau Gwent Domestic Abuse Management Board.

Councillor K. Bender declared an interest in Agenda Item 5 (Verbal Update by the Police and Crime Commissioner for Gwent), details of which are noted with the respective item.

### **3. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor L. Jones (Torfaen County Borough Council) and Mr P. Harris, Deputy Police and Crime Commissioner for Gwent.

### **4. AMENDMENT TO MINUTES – 24TH JANUARY 2014**

With regard to item number 6 (Police and Crime Commissioner for Gwent Update on Progress against the Police and Crime Plan), Panel Members asked for it to be noted that they had specifically discussed and commented on the list of key outcomes contained within the report.

Members reiterated their view that the list focused more heavily on activities as opposed to outcomes, and that they felt there were a lack of clear outcomes indicated within the report. The Commissioner acknowledged the comments of the Panel, and it was requested that this observation be included in the amendment to the minutes.

Subject to the above amendments, the minutes of the Gwent Police and Crime Panel meeting held on 24th January 2014 were received and confirmed as a correct record. There were no other matters arising.

### **5. VERBAL UPDATE BY THE POLICE AND CRIME COMMISSIONER FOR GWENT**

Councillor K. Bender declared an interest in this item as she lives next door to Cwm Police Station.

Mr Ian Johnston, Police and Crime Commissioner for Gwent, updated the Panel on developments regarding the Estates Strategy, advising that 8 police stations in Gwent were now open, and that significant progress had been made with the station properties that had been agreed for sale. Future updates on the Estates Strategy would focus on local ownership and examination of the progress made to date.

The Commissioner made reference to his public engagement strategy and advised that the latest round of meetings with local authorities had recently been completed. He stated that the attendance of police representatives at public meetings had significantly improved. The latest round of police surgeries were due to be announced soon and positive feedback had been received from the public and local councillors regarding these arrangements. The Commissioner reiterated Gwent Police's commitment to meaningful public engagement.

The Commissioner invited comments and the Panel were pleased to note the progress in regards to public engagement. Members suggested the use of social media to advertise police station opening times and, queried if police stations could hold open days to raise public awareness of their availability. Both suggestions were welcomed by the Commissioner and Chief Constable and would be considered.

Members asked if the opening times of police stations could be amended to include a late afternoon session of 2pm-8pm once a week, as the current opening hours of 9am-5pm are not always easily accessible to those members of the public who work full-time. The Commissioner acknowledged the amount of hard work that had contributed to the Estates

Strategy and confirmed that the situation regarding opening times would be continually reviewed.

The Panel clarified the consultation process behind the original decision to close the police stations. It was confirmed by the Commissioner and Chief Constable that whilst this decision had been taken at an operational level as part of a wider package of budget savings, the subsequent re-opening of the stations came about as a result of public feedback.

Discussion took place regarding the potential for police stations as a shared resource with community and voluntary organisations and the Commissioner confirmed that he was receptive to this idea. The Panel also discussed the suitability of mobile police stations as a means of public engagement and the Chief Constable confirmed that whilst his preference would be for more officers to be involved in foot patrols, operational considerations meant that mobile police stations were a valuable asset in regards to public engagement.

Panel Members provided feedback on the attendance of police representatives at local community council meetings, and it was evident that the attendance levels varied according to location. The Chief Constable reiterated his understanding of the importance of community engagement and the Commissioner confirmed that the situation would continue to be monitored.

## **6. VERBAL UPDATE BY THE CHIEF CONSTABLE OF GWENT POLICE**

Mr Jeff Farrar, Chief Constable of Gwent Police, provided an update on the post of the Deputy Chief Constable. The Panel were informed that Assistant Chief Constable Craig Guildford of West Yorkshire Police had been the successful candidate and was due to commence his new role on 22nd April 2014. Panel Members were also informed that Assistant Chief Constable Paul Symes had recently retired from Gwent Police.

The Panel were pleased to note the appointment of Mr Guildford and offered their best wishes to Mr Symes for his retirement.

Mr Farrar updated the Panel on the latest NATO summit preparations and advised that Assistant Chief Constable Christopher Armitt, from Merseyside Police would be seconded to Gwent Police until September 2014 as Gold Commander for the summit.

With the aid of a slide presentation, Mr Farrar provided a brief history of the summit and clarified the scale of the operation to the Panel, reiterating that this would be the biggest security event ever hosted in Wales. He confirmed that there would be a very large number of protected dignitaries in attendance, and that a pre-summit dinner event planned around Cardiff would be a huge logistical operation in itself. There could potentially be an increased risk of public disorder and protests. However, it was recognised that the majority of protesters would be peaceful but that the police were well prepared in the event of any public disorder.

Mr Farrar highlighted accommodation plans for the delegates and police support teams, which stretched across South Wales and the south-west of England. He also identified a number of traffic "pinch points" in and around the Newport area and acknowledged that the event would bring considerable disruption to the surrounding area. The Panel Members were reminded of the many benefits that this event would bring to Wales and Mr Farrar reiterated that the police were thoroughly prepared for the summit.

Panel Members asked about potential scenarios and were pleased to note the progress made in planning for the event to date. The Commissioner added that his office had examined the costs surrounding the policing of the event, and that he had received verbal reassurances that these costs would be met by the Treasury.

The Panel thanked the Chief Constable for his update.

## **7. REVIEW OF THE GWENT POLICE AND CRIME COMMISSIONER'S POLICE AND CRIME PLAN 2013/17 AND ANNUAL REPORT 2013/14**

Ms Shelley Bosson, Chief Executive, Office of the Police and Crime Commissioner for Gwent, presented an overview of the Annual Report and review of the Police and Crime Plan, which expanded on the report previously published for the period November 2012 to June 2013 and updated the information contained within the Police and Crime Plan 2013-2017.

The Annual Report highlighted the progress made to date against a number of Police and Crime Priorities, including quality of service to communities, preventing and reducing crime and anti-social behaviour, protecting people from serious harm, and providing value for money.

The report provided an overview of the Commissioner's review of the Police and Crime Plan and identified some changes in approach to the work plan for the OPCC. The Annual Report also made reference to a recent Wales Audit Office inspection, which was very positive and recognised that the OPCC are developing appropriate arrangements for engagement and consultation to allow communities to help shape the police service they receive.

The Chief Executive advised that the Plan that was published online would be updated to incorporate the changes to the priorities and outcomes, and recommendations were invited from the Panel, which would be considered when reviewing the Plan next year.

The Commissioner added that he was very pleased with the results of the Wales Audit Office inspection and affirmed that the Annual Report and Police and Crime Plan were positive actions towards increasing levels of community engagement and public confidence.

Panel Members discussed the report with the Commissioner and queried the specifics of a number of items within the report. Discussion included the Crime Prevention Panels, the Commissioner's monitoring and actioning of complaints, and usage of new psychoactive substances. Panel Members requested further information in relation to legal highs, and the reinvigoration of PACT meetings and the Commissioner's plans to tackle cybercrime were also discussed.

Members noted 'Project Undivided', which specifically examines the experience of 100 victims across the criminal justice system with a view to improving these services. The Chief Executive confirmed that further information would be made available once the consultation with the victims had been completed and that this feedback had been made available by the Commissioner to the various agencies involved. Members added that they would wish to see data such as age and ethnicity incorporated into the report and the Commissioner reassured the Panel that he was working with his equalities staff in regards to this.

Members referred to the covering report that accompanied the Draft Annual Report 2013/14, which stated that no comments had been received from the Panel in regards to the revised programme of work for the OPCC. The Panel advised that at the previous meeting of 24th January 2014, they had commented on the way in which outcomes and activities were recorded, and that this had not been acknowledged in the covering report.

The Panel suggested that it would be useful for the Commissioner's priorities and actions to be clearly indicated in the report, and also commented that it would be helpful for progress to be shown in regards to these priorities, in that such feedback could potentially assist in increasing public confidence. The Commissioner thanked the Panel for their comments.

Discussion also took place regarding the Commissioner's various funding initiatives, with particular reference made to the Positive Futures Initiative, the Community Fund programme and Partnership Fund. Application and awarding procedures were discussed and it was confirmed that the Commissioner's team were undertaking follow-up reviews to ensure that recipients of the Partnership Fund utilise the funding proactively. The Panel offered assistance in relation to supporting and scrutinising the assessment process and this offer was welcomed by the Commissioner.

## **8. STAGE 2 TRANSFERS**

The Chief Executive provided an update on the Stage 2 Transfer of police staff and informed the Panel that this process needed to be completed by 31st March 2014. It was confirmed that arrangements to complete the Stage 2 Transfer were continuing and that the process would be referred to the Joint Audit Committee for final approval.

Members were advised that once the process was completed, this would provide a sound governance structure for both the Commissioner and Chief Constable.

The Panel were pleased to note the progress made to date with the Stage 2 Transfers process.

## **9. COLLABORATION UPDATE REPORT**

The Chief Constable outlined the progress made with collaboration between Gwent Police and other organisations across England and Wales. The report listed the collaboration of a number of high-profile services and activities, and the Chief Constable highlighted the advantages of multi-agency working, with consistency, financial savings, information sharing and increased knowledge all in evidence.

The Chief Constable referred to the significant progress made with the new 'Breaking the Cycle' missing children model, which has been another successful example of multi-agency working. This collaboration has led to increased information-sharing and has resulted in problems with young people being identified more rapidly, potentially saving lives as a result. Collaboration of the records management system used by Gwent Police and other forces was also referenced, which has been of benefit to information-sharing methods and central intelligence.

The Panel were pleased to note the list of collaborative working and discussed a number of items within the report, including specifics related to Tarian, and the expansion of the Wakes Direct Electronic Incident Transfer to include the Ambulance Service subject to funding.

Members referred to 'Breaking the Cycle' and asked to be provided with specific data concerning the missing children and young people detailed in the report. Members queried the intervention process, including the rationale behind referral decisions and the extent to which such referrals were picked up by the relevant agency. The Chief Constable offered the Panel the opportunity to visit the multi-agency team at Mamhilad in order to gain first-hand experience of the various methods involved in the process.

## **10. POLICE AND CRIME COMMISSIONER FOR GWENT COMMISSIONING STRATEGY**

Darren Garwood-Pask, Chief Finance Officer and Deputy Chief Executive, Office of the Police and Crime Commissioner, presented an update report to the Panel. A previous update had been provided at the Gwent Police and Crime Panel meeting of 13th December 2013

The report updated the Panel on the delivery of the commissioning responsibilities of the Commissioner. There are currently three tiers of commissioning activity in operation, with the third tier, relating to strategic commissioning, being the main focus of the report. A Strategic Commissioning Board was established by the Commissioner which has responsibility for providing strategic direction to the Commissioner's strategy, and a Strategic Commissioning Framework was subsequently established to facilitate the workings of the Board.

The January 2014 meeting of the Board clarified and refined the programmes and themes of work established at previous meetings and it was decided to split the Crime and Anti-Social Behaviour Prevention themes, to reflect the fundamentally different approaches to each. The

six revised themes now comprise of Core Policing, Strategic Community Safety, Crime Prevention, Anti-social Behaviour, Prevention, Rehabilitation and Victims.

Task and Finish Groups are currently being established for each of these themes to document a review of the current service provision within their area and provide a blueprint of future service delivery for recommendation to the Board. A briefing session is due to be held on 16th April for all nominees in order to provide clarity on matters such as their remit, expectations, timeframes and funding, and the Board will subsequently finalise and ratify membership of these Groups.

The Board also met with and scrutinized current funding recipients to confirm the outcomes delivered from their 2013/14 allocations and also to examine their proposals for 2014/15 and beyond. The Board subsequently approved a number of key points of principle in order to further shape future funding award parameters.

Progress is also ongoing in regards to the Victims' Fund and preparations for local commissioning, with the transfer of victims' monies from the Ministry of Justice to Commissioners taking place from 1st October 2014.

The Panel Members discussed the report and referred to the various funding options available to organisations. Particular mention was made to the work of the Gwent High Sheriff's Community Fund, which supports community-based initiatives for young people with the aim of reducing crime and improving safety.

The Panel acknowledged the comprehensive task involved in organising a commissioning strategy and emphasised the importance of public awareness with regards to the 3 tiers of commissioning activity. It was suggested that the strategy could be promoted via the Commissioner's website and articles in community magazines. Members felt that improving public awareness of the commissioning strategy could potentially result in an increase in public confidence levels with the police force.

Clarification was sought in relation to the outcomes linked to the receipt of victims' monies and it was confirmed that this process was undergoing a transitional phase, with further information due to be received and further reports being presented to outline the financial implications and impact of the strategy.

The Panel noted the contents of the report.

## **11. FORWARD WORK PROGRAMME**

The Democratic Services Manager presented the draft Forward Work Programme, which outlined matters to be reported and discussed at future meetings of the Gwent Police and Crime Panel. This was welcomed and approved by Panel Members and the Commissioner added his endorsement to the Forward Work Programme.

It was agreed that future meetings of the Gwent Police and Crime Panel would start at 10.00 am, with a 30-minute pre-meeting at 9.30 am for Panel Members.

The Chair thanked those in attendance for their contributions to the meeting.

The meeting closed at 12.26 pm.

| <b><u>OFFICE OF THE POLICE &amp; CRIME COMMISSIONER</u></b> |  |
|---|--|
| <b>TITLE:</b>   | <b>Finance Report for the Year Ending 31<sup>st</sup> March 2014</b>   |
| <b>DATE:</b>  | <b>20<sup>th</sup> June 2014</b>   |
| <b>TIMING:</b>  | <b>Routine</b>   |
| <b>PURPOSE:</b>   | <b>For information</b>   |
| <b>1.</b>   | <b><u>RECOMMENDATION</u></b>   |
| 1.1   | To consider the interim financial position as at 31 <sup>st</sup> March 2014.  |
| <b>2.</b>   | <b><u>INTRODUCTION &amp; BACKGROUND</u></b>  |
| 2.1   | The purpose of this report is to present a summary of the latest position regarding the completion of the Revenue and Capital Accounts for the year ended 31 <sup>st</sup> March 2014.   |
| 2.2   | The Revenue Account identifies savings of £2,980,000 against budget at the year-end before proposed transfers to earmarked reserves.   |
| 2.3   | As part of the on-going Staying Ahead Programme, the 2013/14 budget includes £2,325,000 of planned in-year efficiency schemes against the CSR target.  |
| <b>3.</b>   | <b><u>ISSUES FOR CONSIDERATION</u></b>   |
| 3.1   | <b>Revenue Income and Expenditure (Appendices 1 and 2)</b>   |
| 3.2   | At 31 <sup>st</sup> March 2014, the Revenue account shows savings of £2,980,000 (Appendix 1, Line 32) for the 2013/14 financial year.  |
| 3.3   | Police Officer Salaries and Allowances show total savings against budget of £1,258,000 (Appendix 1, Line 1). These savings are primarily due to the Force being below the authorised level of officers provided for at budget setting.   |
| 3.4   | At the end of March 2014, the actual police officer establishment stood at 1,318.3 wte, which is 57.61 wte below the authorised number of 1,375.91 wte. This is consistent with the police officer flight path projections.  |
| 3.5   | Police Staff Salaries and Allowances show an overspend of £5,000 (Appendix 1, line 2). Whilst there are currently vacancies within the authorised establishment, the savings associated with these are offset by the costs of using agency staff to resource force projects and short term programmes of work. |
| 3.6   | At the 31 <sup>st</sup> March 2014, the actual staff establishment stood at 653.1 wte, against the current authorised establishment of 673.6 wte (excluding PCSOs). The 20.5 wte vacancies against substantive posts are offset by the 29.00 wte agency staff currently in Force.                              |
| 3.7   | At the end of March 2014, PCSO Salaries and Allowances showed savings of £864,000 (Appendix 1, Line 3), which are as a result of being 39.5 wte under the authorised establishment of 245.8 wte.   |



| 3.8  | To provide further information with respect to the workforce numbers, Appendix 2 shows an analysis of both Police Officers and Police Staff establishments by Service Area.  |         |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
|------|--|---------|--|---|----|------------------------------------|---------|----|-----------------------------|---------|----|-------------------|---------|----|-----------------|---------|----|-------------|---------|----|----------|---------|----|---------------|--------|--|--|--|
| 3.9  | Police Officer Overtime and Enhancements overspent by £218,000 (Appendix 1, Line 4) by the end of March. This reflects a pattern of over budget expenditure within each Workstream.  |         |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| 3.10 | At the end of March 2014, Police Staff Overtime and Enhancements and CSO Overtime and Enhancements (Appendix 1, Lines 5 and 6) showed a combined saving of £15,000.  |         |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| 3.11 | Other Employee Related Costs (Appendix 1, Line 7) have overspent by £234,000 to the end of the year. The main contributors to these overspends are the Police Officer Injury Pensions and Medical Retirements (£381,000), Medical Costs (£15,000) and Recruitment Costs (£4,000). These are partly offset by savings in Training Costs (£137,000) and Employer Insurance (£29,000).  |         |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| 3.12 | Premises Costs show a minor overspend of £12,000 (Appendix 1, Line 8) to the end of the year. The main areas of overspending are Building Maintenance and Contractual Servicing (£79,000), Cleaning (£17,000) and Utility Costs (£9,000). These are mostly offset by savings in Rent and Rates (£43,000), Waste Management (£30,000), Insurance (£16,000) and Building Security (£4,000).  |         |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| 3.13 | At the 31 <sup>st</sup> March 2014, Transport Costs showed savings of £599,000 (Appendix 1, Line 9). The principal areas of saving are Petrol and Diesel (£563,000), which is due to reduced fuel usage combined with lower than anticipated fuel prices, Vehicle Insurance premiums (£27,000), Vehicle Insurance Repairs (£24,000), Helicopter Contract (£54,000), Vehicle Repair & Maintenance (£33,000), Vehicle Hire (£15,000) and Vehicle Recovery (£3,000). These savings are partly offset by overspends on Mileage Allowances and Travel costs (£80,000), Subsistence (£41,000) and Vehicle Registration Fees (£4,000).  |         |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| 3.14 | <p>Supplies and Services (Appendix 1, Line 10) showed overall savings of £715,000 for the financial year. The main contributing areas of saving are:</p> <table border="1" data-bbox="300 1503 1289 1850"> <thead> <tr> <th></th> <th></th> <th>£</th> </tr> </thead> <tbody> <tr> <td>a)</td> <td>Public liability insurance reserve</td> <td>580,000</td> </tr> <tr> <td>b)</td> <td>Other Professional Services</td> <td>382,000</td> </tr> <tr> <td>c)</td> <td>Partnership Costs</td> <td>230,000</td> </tr> <tr> <td>d)</td> <td>Police Surgeons</td> <td>156,000</td> </tr> <tr> <td>e)</td> <td>DNA testing</td> <td>156,000</td> </tr> <tr> <td>f)</td> <td>Uniforms</td> <td>113,000</td> </tr> <tr> <td>g)</td> <td>Subscriptions</td> <td>66,000</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> |         |  | £ | a) | Public liability insurance reserve | 580,000 | b) | Other Professional Services | 382,000 | c) | Partnership Costs | 230,000 | d) | Police Surgeons | 156,000 | e) | DNA testing | 156,000 | f) | Uniforms | 113,000 | g) | Subscriptions | 66,000 |  |  |  |
|      |  | £       |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| a)   | Public liability insurance reserve   | 580,000 |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| b)   | Other Professional Services  | 382,000 |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| c)   | Partnership Costs  | 230,000 |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| d)   | Police Surgeons  | 156,000 |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| e)   | DNA testing  | 156,000 |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| f)   | Uniforms   | 113,000 |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
| g)   | Subscriptions  | 66,000  |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |
|      |  |         |  |   |    |                                    |         |    |                             |         |    |                   |         |    |                 |         |    |             |         |    |          |         |    |               |        |  |  |  |

The above savings are offset by the following overspends:

|    |                                  | £       |
|----|----------------------------------|---------|
| a) | Employment Tribunal costs        | 232,000 |
| b) | Forensic Science Service         | 208,000 |
| c) | Regional Collaboration Fees      | 135,000 |
| d) | Computer Hardware / Software     | 136,000 |
| e) | Fidelity Guarantee Insurance     | 125,000 |
| f) | Telephony                        | 88,000  |
| g) | Non-Operational Equipment        | 24,000  |
| h) | Operational Equipment            | 10,000  |
| i) | Postage, Printing and Stationery | 9,000   |

The Public Liability Insurance Reserve saving has arisen from the year end revaluation of the fund.

3.15 Major Incidents overspent by £60,000 by the end of the year (Appendix 1, Line 11) whereas Proactive Operational Initiatives finished the year saving £70,000 (Appendix 1, Line 12).

3.16 The shortfall of £367,000 on Identified Recurring Savings (Appendix 1, Line 16) represents the net balance of Staying Ahead schemes that were not achieved by the financial year end.

3.17 Other Income (Appendix 1, Line 18) generated a surplus of £514,000. The main contributing areas of this surplus are:

|    |                                | £       |
|----|--------------------------------|---------|
| a) | Compensation to the Force      | 162,000 |
| b) | Regional Collaboration Schemes | 113,000 |
| b) | Mutual Aid                     | 101,000 |
| c) | Incentivisation Scheme         | 90,000  |
| d) | Reports, Photos & Interviews   | 33,000  |
| e) | Radio Mast Income              | 31,000  |
| f) | Special Duties                 | 31,000  |
| g) | SMP Credits                    | 27,000  |
| h) | Partner CSO Contributions      | 26,000  |
| i) | Partnership Income             | 25,000  |
| j) | Vehicle Recovery               | 21,000  |
| k) | Insurance Claims               | 19,000  |
| l) | Abnormal Loads                 | 17,000  |

These are partly offset by lower than planned Income Generation (£108,000) and lower than anticipated SRS income (£147,000).

| 3.18 | <p>It is proposed that the following Specific reserves are made out of the 2013/14 savings:</p> <table border="1" data-bbox="300 259 1294 607"> <thead> <tr> <th></th> <th></th> <th>£</th> </tr> </thead> <tbody> <tr> <td>a)</td> <td>First Line Manager training</td> <td>90,000</td> </tr> <tr> <td>b)</td> <td>Incentivisation Fund</td> <td>80,913</td> </tr> <tr> <td>c)</td> <td>Safety Camera</td> <td>59,834</td> </tr> <tr> <td>d)</td> <td>Regional DIP</td> <td>37,171</td> </tr> <tr> <td>e)</td> <td>Data Barring</td> <td>26,500</td> </tr> <tr> <td>f)</td> <td>WITS</td> <td>12,947</td> </tr> <tr> <td>g)</td> <td>Black Police Association</td> <td>2,791</td> </tr> <tr> <td>h)</td> <td>Crucial Crew</td> <td>1,900</td> </tr> </tbody> </table> <p>The total value of the requested transfers to specific reserves is £312,056. It is proposed that the remaining savings of £2,668,000 will be transferred to the General Reserve</p> |        |  | £ | a) | First Line Manager training | 90,000 | b) | Incentivisation Fund | 80,913 | c) | Safety Camera | 59,834 | d) | Regional DIP | 37,171 | e) | Data Barring | 26,500 | f) | WITS | 12,947 | g) | Black Police Association | 2,791 | h) | Crucial Crew | 1,900 |
|------|---|--------|--|---|----|-----------------------------|--------|----|----------------------|--------|----|---------------|--------|----|--------------|--------|----|--------------|--------|----|------|--------|----|--------------------------|-------|----|--------------|-------|
|      |   | £      |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| a)   | First Line Manager training   | 90,000 |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| b)   | Incentivisation Fund  | 80,913 |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| c)   | Safety Camera   | 59,834 |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| d)   | Regional DIP  | 37,171 |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| e)   | Data Barring  | 26,500 |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| f)   | WITS  | 12,947 |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| g)   | Black Police Association  | 2,791  |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| h)   | Crucial Crew  | 1,900  |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 3.19 | <b>Virement Summary (Appendix 3)</b>  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 3.20 | The summary of virements for the financial year is presented in appendix 4. All virements have previously been approved.  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 3.21 | <b>Capital Programme (Appendix 4)</b>   |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 3.22 | The Revised Annual budget on proposed schemes for 2013/14 is £12,671,000.   |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 3.23 | Expenditure for the year was £3,360,000. This comprises of £2,059,000 on Vehicles, £889,000 on ICT related purchases, £360,000 on Estates and £52,000 on other force projects.  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 3.24 | The year-end position at 31 <sup>st</sup> March 2014 shows an underspend of £9,293,000. This is mainly due to schemes being rescheduled into future financial years, in particular the replacement Force Control Room (£3,416,000) and the Enterprise Resource Planning system (£2,787,000).  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 4.   | <b><u>NEXT STEPS</u></b>  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 4.1  | Whilst this report represents the Interim Revenue and Capital position, the Final Year End Statement of Accounts (Subject to Audit) will be authorised by the Chief Finance Officer (OPCC) and the Assistant Chief Officer – Resources by the end of June 2014.   |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 5.   | <b><u>FINANCIAL CONSIDERATIONS</u></b>  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 5.1  | These are detailed in the report.   |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 6.   | <b><u>PERSONNEL CONSIDERATIONS</u></b>  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 6.1  | There are no staffing/personnel implications arising from this report.  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 7.   | <b><u>LEGAL IMPLICATIONS</u></b>  |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |
| 7.1  | There are no legal implications arising from this report.   |        |  |   |    |                             |        |    |                      |        |    |               |        |    |              |        |    |              |        |    |      |        |    |                          |       |    |              |       |

|            |   |
|------------|---|
| <b>8.</b>  | <b><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></b>  |
| 8.1        | This report has been considered against the general duty to promote equality, as stipulated under the Single Equality Scheme and has been assessed not to discriminate against any particular group.  |
| 8.2        | In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.  |
| <b>9.</b>  | <b><u>RISK</u></b>  |
| 9.1        | Whilst it is not anticipated that the financial position detailed above will change significantly, as the Final Year End Statement of Accounts are close to completion the interim position may be subject to change.   |
| <b>10.</b> | <b><u>PUBLIC INTEREST</u></b>   |
| 10.1       | This is a public document.  |
| <b>11.</b> | <b><u>CONTACT OFFICER</u></b>   |
| 11.1       | Ken Chedzey, Principal Management Accountant.   |
| <b>12.</b> | <b><u>ANNEXES</u></b>   |
| 12.1       | Appendix 1 – Revenue Budget Performance to 31st March 2014 – Gwent Police Group.<br>Appendix 1a – Revenue Budget Performance to 31 <sup>st</sup> March 2014 – Office of Police and Crime Commissioner.<br>Appendix 1b – Revenue Budget Performance to 31 <sup>st</sup> March 2014 – Budgets Allocated to the Chief Constable.<br>Appendix 1c – Revenue Budget Performance to 31 <sup>st</sup> March 2014 – Gwent Police Group (Statutory Format). |
| 12.2       | Appendix 2 – Police Officer and Police Staff Establishments at 31 <sup>st</sup> March 2014.   |
| 12.3       | Appendix 3 – 2013/14 Virement Summary as at 31 <sup>st</sup> March 2014.  |
| 12.4       | Appendix 4 – 2013/14 Capital Budget Interim Performance to 31 <sup>st</sup> March 2014.   |

**Police and Crime Commissioner for Gwent**  
**2013/14 Revenue Budget - Gwent Police Group**  
**Performance to 31st March 2014**

|   | Initial Annual<br>Budget | Revised Annual<br>Budget | Budget to Date   | Expenditure to<br>Date | Variance to<br>Date |
|---|--------------------------|--------------------------|------------------|------------------------|---------------------|
|   | £'000s                   | £'000s                   | £'000s           | £'000s                 | £'000s              |
| <b>Expenditure</b>                            |                          |                          |                  |                        |                     |
| 1 Police Officer Salaries and Allowances      | 70,377                   | 69,991                   | 69,991           | 68,733                 | 1,258               |
| 2 Police Staff Salaries and Allowances        | 23,891                   | 22,863                   | 22,863           | 22,868                 | (5)                 |
| 3 PCSO Salaries and Allowances                | 7,068                    | 7,068                    | 7,068            | 6,204                  | 864                 |
| 4 Police Officer Overtime and Enhancements    | 1,473                    | 1,706                    | 1,706            | 1,924                  | (218)               |
| 5 Police Staff Overtime and Enhancements      | 1,007                    | 1,000                    | 1,000            | 1,039                  | (39)                |
| 6 PCSO Overtime and Enhancements              | 727                      | 740                      | 740              | 686                    | 54                  |
| 7 Other Employee Related Costs                | 2,119                    | 2,095                    | 2,095            | 2,329                  | (234)               |
| 8 Premises Costs                              | 5,472                    | 5,421                    | 5,421            | 5,433                  | (12)                |
| 9 Transport Costs                             | 3,563                    | 3,601                    | 3,601            | 3,002                  | 599                 |
| 10 Supplies and Services                      | 13,875                   | 18,208                   | 18,208           | 17,493                 | 715                 |
| 11 Major Incident Schemes                     | 684                      | 684                      | 684              | 744                    | (60)                |
| 12 Proactive Operational Initiatives          | 267                      | 267                      | 267              | 197                    | 70                  |
| 13 Contribution to NPJA                       | 573                      | 573                      | 573              | 543                    | 30                  |
| 14 Capital Charges                            | 500                      | 500                      | 500              | 591                    | (91)                |
|   | <b>131,595</b>           | <b>134,716</b>           | <b>134,716</b>   | <b>131,786</b>         | <b>2,931</b>        |
| <b>Other Approved Revenue Requirements</b>    |                          |                          |                  |                        |                     |
| 15 Development Reserve                        | 110                      | 110                      | 110              | 0                      | 110                 |
| 16 Identified Recurring Savings               | (1,763)                  | (367)                    | (367)            | 0                      | (367)               |
|   | <b>(1,653)</b>           | <b>(257)</b>             | <b>(257)</b>     | <b>0</b>               | <b>(257)</b>        |
| <b>Income</b>                                 |                          |                          |                  |                        |                     |
| 17 Investment Income                          | (215)                    | (215)                    | (215)            | (189)                  | (25)                |
| 18 Other Income                               | (8,099)                  | (13,089)                 | (13,089)         | (13,603)               | 514                 |
|   | <b>(8,314)</b>           | <b>(13,304)</b>          | <b>(13,304)</b>  | <b>(13,793)</b>        | <b>489</b>          |
| <b>19 Net Expenditure Before Transfers</b>    | <b>121,629</b>           | <b>121,156</b>           | <b>121,156</b>   | <b>117,993</b>         | <b>3,163</b>        |
| <b>Transfers</b>                              |                          |                          |                  |                        |                     |
| 20 To Earmarked Reserves (Pre-Approved)       | 2,022                    | 3,583                    | 3,583            | 3,583                  | 0                   |
| 21 To Capital Account                         | 0                        | 16                       | 16               | 16                     | 0                   |
|   | <b>2,022</b>             | <b>3,600</b>             | <b>3,600</b>     | <b>3,600</b>           | <b>0</b>            |
| <b>22 Net Expenditure Including Transfers</b> | <b>123,651</b>           | <b>124,755</b>           | <b>124,755</b>   | <b>121,593</b>         | <b>3,163</b>        |
| <b>23 Funded By:</b>                          |                          |                          |                  |                        |                     |
| 24 Revenue Support Grant                      | (16,925)                 | (16,925)                 | (16,925)         | (16,925)               | 0                   |
| 25 National Non-Domestic Rates                | (15,325)                 | (15,325)                 | (15,325)         | (15,325)               | 0                   |
| 26 Police Grant                               | (47,068)                 | (47,068)                 | (47,068)         | (47,068)               | 0                   |
| 27 Council Tax                                | (40,997)                 | (40,997)                 | (40,997)         | (40,997)               | (0)                 |
| 28 Specific Grant Income                      | (1,470)                  | (1,462)                  | (1,462)          | (1,462)                | 0                   |
| 29 Use of General Reserves                    | 0                        | 0                        | 0                | 0                      | 0                   |
| 30 Use of Earmarked Reserves                  | (1,865)                  | (2,978)                  | (2,978)          | (2,795)                | (183)               |
| <b>31 Total Funding</b>                       | <b>(123,651)</b>         | <b>(124,755)</b>         | <b>(124,755)</b> | <b>(124,572)</b>       | <b>(183)</b>        |
| <b>32 (Over)/Underspend</b>                   | <b>0</b>                 | <b>0</b>                 | <b>0</b>         | <b>(2,980)</b>         | <b>2,980</b>        |

**Police and Crime Commissioner for Gwent**  
**2013/14 Revenue Budget - Office of Police and Crime Commissioner for Gwent**  
**Performance to 31st March 2014**

|   | Initial Annual<br>Budget | Revised Annual<br>Budget | Budget to Date | Expenditure to<br>Date | Variance to<br>Date |
|---|--------------------------|--------------------------|----------------|------------------------|---------------------|
|   | £'000s                   | £'000s                   | £'000s         | £'000s                 | £'000s              |
| <b>Office for Police and Crime Commissioner</b>                       |                          |                          |                |                        |                     |
| <b>Expenditure</b>  |                          |                          |                |                        |                     |
| 1 Police Staff Salaries and Allowances                                | 610                      | 680                      | 680            | 648                    | 32                  |
| 2 Police Officer Overtime and Enhancements                            | 0                        | 0                        | 0              | 0                      | 0                   |
| 3 Police Staff Overtime and Enhancements                              | 0                        | 0                        | 0              | 1                      | (1)                 |
| 4 PCSO Overtime and Enhancements                                      | 0                        | 0                        | 0              | 0                      | 0                   |
| 5 Other Employee Related Costs  | 16                       | 16                       | 16             | 3                      | 13                  |
| 6 Premises Costs  | 2                        | 2                        | 2              | 4                      | (2)                 |
| 7 Transport Costs   | 9                        | 9                        | 9              | 21                     | (13)                |
| 8 Supplies and Services   | 206                      | 215                      | 285            | 119                    | 141                 |
|   | <b>843</b>               | <b>922</b>               | <b>992</b>     | <b>796</b>             | <b>196</b>          |
| <b>Other Approved Revenue Requirements</b>                            |                          |                          |                |                        |                     |
| Development Reserve   | 0                        | 0                        | 0              | 0                      | 0                   |
| Identified Recurring Savings  | 0                        | 0                        | 0              | 0                      | 0                   |
|   | <b>0</b>                 | <b>0</b>                 | <b>0</b>       | <b>0</b>               | <b>0</b>            |
| <b>Income</b>   |                          |                          |                |                        |                     |
| Investment Income   | 0                        | 0                        | 0              | 0                      | 0                   |
| 9 Other Income  | 0                        | (224)                    | (224)          | (227)                  | 4                   |
|   | <b>0</b>                 | <b>(224)</b>             | <b>(224)</b>   | <b>(227)</b>           | <b>4</b>            |
| <b>10 OPCC Running Costs</b>  | <b>843</b>               | <b>698</b>               | <b>768</b>     | <b>568</b>             | <b>199</b>          |
| <b>Transfers</b>  |                          |                          |                |                        |                     |
| To Earmarked Reserves (Pre-Approved)                                  | 0                        | 0                        | 0              | 0                      | 0                   |
| To Capital Account  | 0                        | 0                        | 0              | 0                      | 0                   |
|   | <b>0</b>                 | <b>0</b>                 | <b>0</b>       | <b>0</b>               | <b>0</b>            |
| <b>11 Net Expenditure Including Transfers</b>                         | <b>843</b>               | <b>698</b>               | <b>768</b>     | <b>568</b>             | <b>199</b>          |
| <b>Commissioning Funds</b>  |                          |                          |                |                        |                     |
| 12 Recurrent  | 99                       | 242                      | 197            | 197                    | 0                   |
| 13 Non Recurrent  | 0                        | 25                       | 0              | 25                     | (25)                |
| 14 Specific Grant Funded  | 1,369                    | 1,369                    | 1369           | 1369                   | 0                   |
| <b>15 Commissioning Funds Total</b>                                   | <b>1,468</b>             | <b>1,636</b>             | <b>1,566</b>   | <b>1,591</b>           | <b>(25)</b>         |
| <b>16 Totals For OPCC including Commissioning Funds &amp; Schemes</b> | <b>2,311</b>             | <b>2,334</b>             | <b>2,334</b>   | <b>2,159</b>           | <b>174</b>          |
| <b>17 Transfers</b>   |                          |                          |                |                        |                     |
| <b>18 To Earmarked Reserves (Pre-Approved)</b>                        | <b>1,282</b>             | <b>1,463</b>             | <b>1,463</b>   | <b>1,463</b>           | <b>0</b>            |
|   | <b>1,282</b>             | <b>1,463</b>             | <b>1,463</b>   | <b>1,463</b>           | <b>0</b>            |
| <b>19 Net Expenditure Including Transfers</b>                         | <b>3,593</b>             | <b>3,797</b>             | <b>3,797</b>   | <b>3,622</b>           | <b>174</b>          |
| <b>Funding</b>  |                          |                          |                |                        |                     |
| 20 Revenue Support Grant  | (313)                    | (342)                    | (342)          | (342)                  | 0                   |
| 21 National Non-Domestic Rates  | (283)                    | (309)                    | (309)          | (309)                  | 0                   |
| 22 Police Grant   | (870)                    | (950)                    | (950)          | (950)                  | 0                   |
| 23 Council Tax  | (758)                    | (827)                    | (827)          | (827)                  | 0                   |
| 24 Specific Grant Income  | (1,369)                  | (1,369)                  | (1,369)        | (1,369)                | 0                   |
| 25 Use of General Reserves  | 0                        | 0                        | 0              | 0                      | 0                   |
| 26 Use of Earmarked Reserves  | 0                        | 0                        | 0              | 0                      | 0                   |
| <b>27 Total Funding</b>   | <b>(3,593)</b>           | <b>(3,797)</b>           | <b>(3,797)</b> | <b>(3,797)</b>         | <b>0</b>            |
| <b>28 (Over)/Underspend</b>   | <b>0</b>                 | <b>0</b>                 | <b>0</b>       | <b>(175)</b>           | <b>174</b>          |

**Police and Crime Commissioner for Gwent**  
**2013/14 Revenue Budget - Budgets Allocated to the Chief Constable of Gwent**  
**Performance to 31st March 2014**

|   | Initial Annual<br>Budget | Revised Annual<br>Budget | Budget to Date   | Expenditure to<br>Date | Variance to<br>Date |
|---|--------------------------|--------------------------|------------------|------------------------|---------------------|
|   | £'000s                   | £'000s                   | £'000s           | £'000s                 | £'000s              |
| <b>Expenditure</b>                            |                          |                          |                  |                        |                     |
| 1 Police Officer Salaries and Allowances      | 70,377                   | 69,991                   | 69,991           | 68,733                 | 1,258               |
| 2 Police Staff Salaries and Allowances        | 23,281                   | 22,183                   | 22,183           | 22,220                 | (37)                |
| 3 PCSO Salaries and Allowances                | 7,068                    | 7,068                    | 7,068            | 6,204                  | 864                 |
| 4 Police Officer Overtime and Enhancements    | 1,473                    | 1,706                    | 1,706            | 1,924                  | (218)               |
| 5 Police Staff Overtime and Enhancements      | 1,007                    | 1,000                    | 1,000            | 1,038                  | (38)                |
| 6 PCSO Overtime and Enhancements              | 727                      | 740                      | 740              | 686                    | 54                  |
| 7 Other Employee Related Costs                | 2,103                    | 2,079                    | 2,079            | 2,326                  | (246)               |
| 8 Premises Costs                              | 5,470                    | 5,419                    | 5,419            | 5,429                  | (10)                |
| 9 Transport Costs                             | 3,555                    | 3,592                    | 3,592            | 2,981                  | 611                 |
| 10 Supplies and Services                      | 10,918                   | 16,358                   | 16,358           | 15,783                 | 574                 |
| 11 Major Incident Schemes                     | 684                      | 684                      | 684              | 744                    | (60)                |
| 12 Proactive Operational Initiatives          | 267                      | 267                      | 267              | 197                    | 70                  |
| 13 Contribution to NPIA                       | 573                      | 573                      | 573              | 543                    | 30                  |
| 14 Capital Charges                            | 500                      | 500                      | 500              | 591                    | (91)                |
|   | <b>128,002</b>           | <b>132,159</b>           | <b>132,159</b>   | <b>129,399</b>         | <b>2,760</b>        |
| <b>Other Approved Revenue Requirements</b>    |                          |                          |                  |                        |                     |
| 15 Development Reserve                        | 110                      | 110                      | 110              | 0                      | 110                 |
| 16 Identified Recurring Savings               | (1,763)                  | (367)                    | (367)            | 0                      | (367)               |
|   | <b>(1,653)</b>           | <b>(257)</b>             | <b>(257)</b>     | <b>0</b>               | <b>(257)</b>        |
| <b>Income</b>                                 |                          |                          |                  |                        |                     |
| 17 Investment Income                          | (215)                    | (215)                    | (215)            | (189)                  | (25)                |
| 18 Other Income                               | (8,099)                  | (12,865)                 | (12,865)         | (13,376)               | 511                 |
|   | <b>(8,314)</b>           | <b>(13,080)</b>          | <b>(13,080)</b>  | <b>(13,565)</b>        | <b>485</b>          |
| <b>19 Net Expenditure Before Transfers</b>    | <b>118,036</b>           | <b>118,822</b>           | <b>118,822</b>   | <b>115,834</b>         | <b>2,988</b>        |
| <b>Transfers</b>                              |                          |                          |                  |                        |                     |
| 20 To Earmarked Reserves (Pre-Approved)       | 2,022                    | 2,120                    | 2,120            | 2,120                  | 0                   |
| 21 To Capital Account                         | 0                        | 16                       | 16               | 16                     | 0                   |
|   | <b>2,022</b>             | <b>2,136</b>             | <b>2,136</b>     | <b>2,137</b>           | <b>0</b>            |
| <b>22 Net Expenditure Including Transfers</b> | <b>120,058</b>           | <b>120,958</b>           | <b>120,958</b>   | <b>117,970</b>         | <b>2,988</b>        |
| <b>23 Funded By:</b>                          |                          |                          |                  |                        |                     |
| 24 Revenue Support Grant                      | (16,613)                 | (16,584)                 | (16,584)         | (16,584)               | 0                   |
| 25 National Non-Domestic Rates                | (15,042)                 | (15,016)                 | (15,016)         | (15,016)               | 0                   |
| 26 Police Grant                               | (46,198)                 | (46,118)                 | (46,118)         | (46,118)               | 0                   |
| 27 Council Tax                                | (40,239)                 | (40,170)                 | (40,170)         | (40,170)               | (0)                 |
| 28 Specific Grant Income                      | (101)                    | (93)                     | (93)             | (93)                   | 0                   |
| 29 Use of General Reserves                    | 0                        | 0                        | 0                | 0                      | 0                   |
| 30 Use of Earmarked Reserves                  | (1,865)                  | (2,978)                  | (2,978)          | (2,795)                | (183)               |
| <b>31 Total Funding</b>                       | <b>(120,058)</b>         | <b>(120,958)</b>         | <b>(120,958)</b> | <b>(120,776)</b>       | <b>(183)</b>        |
| <b>32 (Over)/Underspend</b>                   | <b>0</b>                 | <b>0</b>                 | <b>0</b>         | <b>(2,805)</b>         | <b>2,806</b>        |

**Police and Crime Commissioner for Gwent  
Income and Expenditure Account  
Year Ended 31st March 2014**

|  | <b>£'000s</b> | <b>£'000s</b>   |
|--|---------------|-----------------|
| <b><u>Expenditure</u></b>                              |               |                 |
| 1 Employees:   |               |                 |
| 2 Police Officers                                      | 59,630        |                 |
| 3 Police Staff   | 27,393        |                 |
| 4 Pensions - Police                                    | 13,864        |                 |
| 5 Pensions - Staff                                     | 3,511         |                 |
|  |               | 104,399         |
| 6 Premises   |               | 5,436           |
| 7 Transport  |               | 3,067           |
| 8 Supplies and Services                                |               | 17,776          |
| 9 Agency   |               | 543             |
| 10 Interest Payable and Similar Charges                |               | 353             |
| 11 <b>Total Expenditure</b>                            |               | <b>131,573</b>  |
| <b><u>Income</u></b>                                   |               |                 |
| 12 Customer and Client Receipts                        | (3,215)       |                 |
| 13 Grants and Reimbursements                           | (11,851)      |                 |
| 14 <b>Total Income</b>                                 |               | <b>(15,065)</b> |
| 15 <b>Net Cost of Service</b>                          |               | <b>116,508</b>  |
| 16 Interest and Investment                             |               | (189)           |
| 17 <b>Net Operating Expenditure</b>                    |               | <b>116,318</b>  |
| <b><u>Government Grants</u></b>                        |               |                 |
| 18 Police Grant  | (47,068)      |                 |
| 19 Revenue Support                                     | (16,925)      |                 |
| 20 Non domestic rate income                            | (15,325)      |                 |
| 21 Precept   | (40,997)      |                 |
|  |               | (120,316)       |
| 22 <b>(Surplus) / Deficit For The Year</b>             |               | <b>(3,997)</b>  |
| 23 Transfers from Reserves                             |               |                 |
| 24 PFI Annual Charge for Ystrad Mynach                 |               | (1,533)         |
| 25 Airwave   |               | (707)           |
| 26 Approved use of Specific Reserves                   |               | (556)           |
| 27 Approved use of General Reserves                    |               | 0               |
| 28 Minimum Revenue Provision                           |               | 238             |
| 29 Capital Expenditure Charged in year to General Fund |               | 16              |
| 30 Previously Approved Transfers to PFI Reserve        |               | 1,812           |
| 31 Previously Approved Transfers to Airwave Reserve    |               | 210             |
| 32 Previously Approved Transfers to Specific Reserves  |               | 1,536           |
| 33 Proposed Transfers to Specific Reserves             |               | 312             |
| 34 Transfer to General Reserve                         |               | 2,668           |
| 35   |               | 0               |



**Police & Crime Commissioner for Gwent**  
**2013/14 Revenue Budget**  
**Establishment Summary as at 31st March 2014**

| Strategic Workstreams  | Police Staff |              |             |                                | Police Officers |                 |                       |
|--|--------------|--------------|-------------|--------------------------------|-----------------|-----------------|-----------------------|
|  | Budgeted Wte | Actual Wte   | Agency Wte  | Var (Excl Agency) Under/(Over) | Officer Bud Wte | Officer Act Wte | Variance Under/(Over) |
| <b>Police And Crime Commissioner Controlled Establishments</b> |              |              |             |                                |                 |                 |                       |
| Office Of Police And Crime Commissioner                        | 11.8         | 11.8         | 0.0         | 0.0                            | 0.0             | 0.0             | 0.0                   |
| Regional Drug Intervention Programme                           | 3.0          | 3.0          | 0.0         | 0.0                            | 0.0             | 0.0             | 0.0                   |
| <b>Police And Crime Commissioner Controlled Total :</b>        | <b>14.8</b>  | <b>14.8</b>  | <b>0.0</b>  | <b>0.0</b>                     | <b>0.0</b>      | <b>0.0</b>      | <b>0.0</b>            |
| <b>Chief Constable Controlled Establishments</b>               |              |              |             |                                |                 |                 |                       |
| <b>Operational Support</b>                                     |              |              |             |                                |                 |                 |                       |
| OS Management Team   | 0.0          | 0.0          | 0.0         | 0.0                            | 3.0             | 4.0             | (1.0)                 |
| Silver Cadre   | 0.0          | 0.0          | 0.0         | 0.0                            | 0.0             | 5.0             | 1.0                   |
| Air Support Unit   | 0.0          | 0.0          | 0.0         | 0.0                            | 5.0             | 5.0             | 0.0                   |
| ANPR Intercept Team  | 0.0          | 0.0          | 0.0         | 0.0                            | 7.0             | 6.0             | 1.0                   |
| Roads Policing Unit  | 2.4          | 1.2          | 0.0         | 1.2                            | 62.0            | 53.0            | 9.0                   |
| Support Group  | 0.0          | 0.0          | 0.0         | 0.0                            | 18.0            | 17.0            | 1.0                   |
| Joint Firearms Unit  | 0.0          | 0.0          | 0.0         | 0.0                            | 38.0            | 39.0            | (1.0)                 |
| Firearms Training  | 0.0          | 0.0          | 0.0         | 0.0                            | 4.0             | 4.0             | 0.0                   |
| Dogs Section   | 1.0          | 1.0          | 0.0         | 0.0                            | 17.0            | 17.0            | 0.0                   |
| Emergency Planning   | 4.4          | 4.4          | 0.0         | 0.0                            | 7.0             | 7.0             | 0.0                   |
| Operations/Logistics   | 7.0          | 6.0          | 1.0         | 1.0                            | 0.0             | 0.0             | 0.0                   |
| Communications Suite   | 115.4        | 112.6        | 0.0         | 2.8                            | 33.0            | 24.1            | 8.9                   |
| Training And Tasking   | 2.0          | 2.0          | 0.0         | 0.0                            | 4.0             | 4.0             | 0.0                   |
| Safety Camera  | 9.1          | 9.2          | 0.0         | (0.1)                          | 2.0             | 2.0             | 0.0                   |
| Integrated Resource Service Centre                             | 0.0          | 1.0          | 0.0         | (1.0)                          | 0.0             | 0.0             | 0.0                   |
| <b>Operational Support Total :</b>                             | <b>141.4</b> | <b>137.4</b> | <b>1.0</b>  | <b>3.9</b>                     | <b>206.0</b>    | <b>187.1</b>    | <b>18.9</b>           |
| <b>Neighbourhood Policing &amp; Partnerships</b>               |              |              |             |                                |                 |                 |                       |
| NHP Management Team  | 0.0          | 0.0          | 0.0         | 0.0                            | 9.0             | 10.0            | (1.0)                 |
| Local Policing Units   | 0.0          | 0.0          | 0.0         | 0.0                            | 205.0           | 198.9           | 6.1                   |
| Neighbourhood Support Teams                                    | 0.0          | 0.0          | 0.0         | 0.0                            | 81.0            | 78.6            | 2.5                   |
| Neighbourhood Support Units                                    | 0.0          | 0.0          | 0.0         | 0.0                            | 476.0           | 435.1           | 40.9                  |
| Community Safety   | 6.0          | 4.8          | 0.0         | 1.2                            | 5.0             | 4.0             | 1.0                   |
| Licensing  | 4.0          | 4.8          | 0.0         | (0.8)                          | 4.0             | 5.0             | (1.0)                 |
| Schools Liaison  | 0.0          | 1.7          | 0.0         | (1.7)                          | 17.5            | 14.4            | 3.1                   |
| Youth Offending Team   | 0.0          | 0.0          | 0.0         | 0.0                            | 6.3             | 6.3             | 0.0                   |
| CSO's  | 145.0        | 107.0        | 0.0         | 34.3                           | 0.0             | 0.0             | 0.0                   |
| CSO's - WAG Funded   | 100.8        | 99.3         | 0.0         | 5.2                            | 0.0             | 0.0             | 0.0                   |
| Station Enquiry Officers                                       | 26.8         | 26.3         | 0.0         | 0.5                            | 0.0             | 0.0             | 0.0                   |
| Operation Prudent  | 0.0          | 0.0          | 0.0         | 0.0                            | 0.0             | 15.0            | (15.0)                |
| NHP - Ext Funded   | 2.5          | 2.5          | 0.0         | 0.0                            | 0.0             | 0.0             | 0.0                   |
| <b>Neighbourhood Policing Total :</b>                          | <b>285.2</b> | <b>246.4</b> | <b>0.0</b>  | <b>38.7</b>                    | <b>803.8</b>    | <b>767.1</b>    | <b>36.6</b>           |
| <b>Criminal Justice Department</b>                             |              |              |             |                                |                 |                 |                       |
| Custody  | 22.0         | 21.0         | 7.0         | 1.0                            | 42.0            | 43.0            | (1.0)                 |
| Admin Of Justice   | 48.0         | 46.0         | 0.0         | 2.0                            | 0.0             | 8.8             | (8.8)                 |
| Information And Data Management                                | 35.8         | 36.0         | 4.0         | (0.2)                          | 0.0             | 1.0             | (1.0)                 |
| Information And Data Management - DBS                          | 10.7         | 9.7          | 0.0         | 1.0                            | 0.0             | 0.0             | 0.0                   |
| <b>Criminal Justice Department Total :</b>                     | <b>116.5</b> | <b>112.8</b> | <b>11.0</b> | <b>3.7</b>                     | <b>42.0</b>     | <b>52.8</b>     | <b>(10.8)</b>         |
| <b>Crime Investigation</b>                                     |              |              |             |                                |                 |                 |                       |
| Crime Investigation - Mgmt Team                                | 5.0          | 5.0          | 0.0         | 0.0                            | 5.0             | 6.0             | (1.0)                 |
| Major Incidents Team   | 19.4         | 16.5         | 0.0         | 2.9                            | 26.0            | 18.7            | 7.3                   |
| Organised Crime Unit   | 1.0          | 0.0          | 0.0         | 1.0                            | 12.5            | 11.8            | 0.7                   |
| Financial Investigation  | 8.6          | 8.6          | 0.0         | 0.0                            | 7.0             | 5.9             | 1.1                   |
| High Tech Crime  | 4.0          | 4.0          | 0.0         | 0.0                            | 3.0             | 3.0             | 0.0                   |
| Technical Support Unit   | 2.0          | 2.0          | 0.0         | 0.0                            | 1.0             | 1.0             | 0.0                   |
| Intelligence   | 26.2         | 24.2         | 0.0         | 2.0                            | 35.0            | 32.5            | 2.5                   |
| Dedicated Source Unit  | 5.4          | 5.2          | 0.0         | 0.2                            | 13.0            | 13.0            | 0.0                   |
| Surveillance   | 0.0          | 0.0          | 0.0         | 0.0                            | 20.7            | 20.6            | 0.1                   |
| Crime Management Unit  | 15.1         | 18.7         | 0.0         | (3.6)                          | 12.0            | 12.4            | (0.4)                 |
| Public Protection Unit   | 9.8          | 9.2          | 0.0         | 0.6                            | 80.6            | 78.0            | 2.6                   |
| Domestic Abuse Investigation Unit                              | 13.6         | 12.3         | 0.0         | 1.3                            | 55.4            | 46.5            | 8.9                   |
| Special Branch   | 0.0          | 0.0          | 0.0         | 0.0                            | 11.0            | 9.0             | 2.0                   |
| Special Branch (WECTU)   | 8.0          | 5.2          | 0.0         | 2.8                            | 0.0             | 0.0             | 0.0                   |
| Operation Jasmine  | 0.0          | 2.8          | 0.0         | (2.8)                          | 0.0             | 0.0             | 0.0                   |
| Scientific Support Unit  | 50.5         | 50.5         | 0.0         | 0.0                            | 10.0            | 6.0             | 4.0                   |
| All Wales Collaboration - Tarian                               | 1.0          | 1.0          | 0.0         | 0.0                            | 9.0             | 10.0            | (1.0)                 |
| <b>Crime Investigation Total :</b>                             | <b>179.7</b> | <b>165.2</b> | <b>0.0</b>  | <b>14.4</b>                    | <b>297.2</b>    | <b>274.3</b>    | <b>22.8</b>           |
| <b>Business Support (Incl ICT)</b>                             |              |              |             |                                |                 |                 |                       |
| Estates  | 17.9         | 16.6         | 0.0         | 1.3                            | 0.0             | 0.0             | 0.0                   |
| Finance  | 20.5         | 18.4         | 2.0         | 2.1                            | 0.0             | 0.0             | 0.0                   |
| Fleet  | 16.8         | 13.8         | 3.0         | 3.0                            | 0.0             | 0.0             | 0.0                   |
| Procurement  | 5.0          | 4.0          | 0.0         | 1.0                            | 0.0             | 0.0             | 0.0                   |
| Business Support   | 11.9         | 10.2         | 1.0         | 1.7                            | 0.0             | 0.0             | 0.0                   |
| Information & Technology                                       | 0.0          | 0.0          | 0.0         | 0.0                            | 0.0             | 0.0             | 0.0                   |
| <b>Business Support (Incl ICT) Total :</b>                     | <b>72.0</b>  | <b>63.0</b>  | <b>6.0</b>  | <b>9.0</b>                     | <b>0.0</b>      | <b>0.0</b>      | <b>0.0</b>            |
| <b>Corporate</b>   |              |              |             |                                |                 |                 |                       |
| ACPO   | 1.0          | 1.0          | 0.0         | 0.0                            | 4.0             | 4.0             | 0.0                   |
| Standards  | 15.3         | 15.1         | 0.0         | 0.2                            | 7.0             | 7.0             | 0.0                   |
| Legal  | 9.0          | 8.6          | 0.0         | 0.4                            | 0.0             | 0.0             | 0.0                   |
| Corporate Comms  | 19.2         | 18.2         | 2.0         | 1.0                            | 0.0             | 0.0             | 0.0                   |
| Service Development  | 30.5         | 30.3         | 0.0         | 0.2                            | 1.0             | 1.0             | 0.0                   |
| Police Federation & Staff Associations                         | 3.5          | 3.6          | 0.0         | (0.1)                          | 2.0             | 3.0             | (1.0)                 |
| People Services  | 31.4         | 28.9         | 3.0         | 2.5                            | 11.0            | 7.0             | 4.0                   |
| Corporate Projects   | 0.0          | 11.4         | 1.0         | (11.4)                         | 0.0             | 6.0             | (6.0)                 |
| Operation Ismay  | 0.0          | 2.6          | 5.0         | (2.6)                          | 0.0             | 7.0             | (7.0)                 |
| <b>Corporate Total :</b>                                       | <b>109.9</b> | <b>119.7</b> | <b>11.0</b> | <b>(9.8)</b>                   | <b>25.0</b>     | <b>35.0</b>     | <b>(10.0)</b>         |
| Other Joint Funded / External Initiatives                      | 0.0          | 0.0          | 0.0         | 0.0                            | 2.0             | 2.0             | 0.0                   |
| <b>Chief Officer Controlled Total :</b>                        | <b>904.6</b> | <b>844.6</b> | <b>29.0</b> | <b>60.1</b>                    | <b>1,375.9</b>  | <b>1,318.3</b>  | <b>57.6</b>           |
| <b>Workforce Total :</b>                                       | <b>919.4</b> | <b>859.4</b> | <b>29.0</b> | <b>60.1</b>                    | <b>1,375.9</b>  | <b>1,318.3</b>  | <b>57.6</b>           |

**Police & Crime Commissioner for Gwent  
2013/14 Revenue Budget  
Financial Performance to 31st March 2014  
Virement Summary**

**Section 1**

|   | WTE        | £'s      | Comments |
|---|------------|----------|----------|
| <b>1 <u>Previously Approved Virements to Identified Recurring Savings</u></b> |            |          |          |
|   | <b>0.0</b> | <b>0</b> |          |

**Section 2**

|  |      |         |   |
|--|------|---------|---|
| <b>2 <u>Previously Approved Virements to Fund Activities</u></b> |      |         |   |
| Further Funding for iTrent                                       |      | 35,410  | Additional funding required for the iTrent implementation   |
| Arrest Referral  |      | 74,000  | Transfer of Arrest Referral contribution to Regional Drug I |
| Movement of ICT Staff Budget                                     | 30.1 | 308,025 | TUPE transfer of ICT staff to SRS                           |

|            |                |
|------------|----------------|
| <b>0.0</b> | <b>417,435</b> |
|------------|----------------|

**Total to 31st March 2014**

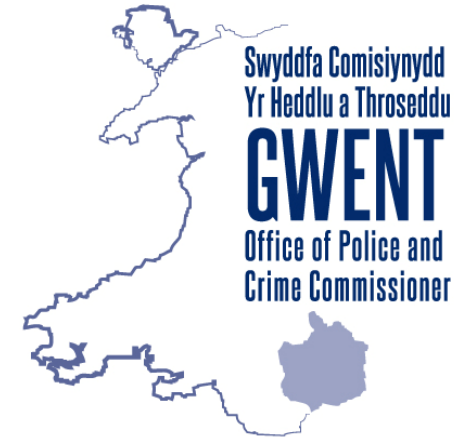
|            |                |
|------------|----------------|
| <b>0.0</b> | <b>417,435</b> |
|------------|----------------|

**Police & Crime Commissioner for Gwent  
2013/14 Capital Programme  
Financial Performance to 31st March 2014**

|   | 2013/14 Programme               |                                 |                               |                               |                              |
|---|---------------------------------|---------------------------------|-------------------------------|-------------------------------|------------------------------|
|   | Initial Annual Budget<br>£'000s | Revised Annual Budget<br>£'000s | Expenditure To Date<br>£'000s | Full Year Forecast<br>£'000's | Year-End Variance<br>£'000's |
| <b>EXPENDITURE</b>                      |                                 |                                 |                               |                               |                              |
| <b>Estates Schemes :</b>                |                                 |                                 |                               |                               |                              |
| 1 Estates Schemes including Minor Works | 320                             | 320                             | 111                           | 111                           | 209                          |
| 2 Replacement FCR                       | 3,430                           | 3,430                           | 14                            | 14                            | 3,416                        |
| 3 Replacement Headquarters              | 250                             | 250                             | 0                             | 0                             | 250                          |
| 4 CID Hub                               | 277                             | 277                             | 235                           | 235                           | 42                           |
| <b>5 Total Estates Schemes</b>          | <b>4,277</b>                    | <b>4,277</b>                    | <b>360</b>                    | <b>360</b>                    | <b>3,917</b>                 |
| 6 Vehicle Purchases                     | 2,104                           | 2,131                           | 2,059                         | 2,059                         | 72                           |
| <b>7 Vehicle Purchases</b>              | <b>2,104</b>                    | <b>2,131</b>                    | <b>2,059</b>                  | <b>2,059</b>                  | <b>72</b>                    |
| <b>Information Systems :</b>            |                                 |                                 |                               |                               |                              |
| 8 Inter-Relational Mgt System           | 1,589                           | 1,437                           | 659                           | 660                           | 777                          |
| 9 All Wales Digital Recording           | 277                             | 167                             | 95                            | 95                            | 72                           |
| 10 Equalogic SAN Server                 | 170                             | 170                             | 0                             | 0                             | 170                          |
| 11 VOIP                                 | 338                             | 338                             | 0                             | 0                             | 338                          |
| 12 I-Trent                              | 0                               | 178                             | 134                           | 134                           | 44                           |
| 13 Replacement ICCS System              | 500                             | 500                             | 0                             | 0                             | 500                          |
| 14 Decommissioning of HQ ICT System     | 500                             | 500                             | 0                             | 0                             | 500                          |
| 15 Enterprise Resource Planning System  | 3,000                           | 2,787                           | 0                             | 0                             | 2,787                        |
| <b>16 Information Systems</b>           | <b>6,374</b>                    | <b>6,077</b>                    | <b>889</b>                    | <b>889</b>                    | <b>5,188</b>                 |
| <b>Force Projects :</b>                 |                                 |                                 |                               |                               |                              |
| 17 Other BTCG Projects / Schemes        | 185                             | 185                             | 52                            | 70                            | 115                          |
| <b>18 Total Force Projects</b>          | <b>185</b>                      | <b>185</b>                      | <b>52</b>                     | <b>70</b>                     | <b>115</b>                   |
| <b>19 Overall Totals</b>                | <b>12,940</b>                   | <b>12,671</b>                   | <b>3,360</b>                  | <b>3,378</b>                  | <b>9,293</b>                 |

|  | Initial Annual Budget<br>£'000s | Revised Annual Budget<br>£'000s |
|--|---------------------------------|---------------------------------|
| <b>FUNDING OF PROGRAMME</b>              |                                 |                                 |
| 20 Capital Grant                         | 1,037                           | 1,037                           |
| 21 Supported Borrowing                   |                                 |                                 |
| 22 Slippage                              |                                 |                                 |
| 23 Deferment of Schemes                  |                                 |                                 |
| 24 Use of Capital Reserves               | 9,056                           | 1,584                           |
| 25 Revenue Contributions to Capital      |                                 | 16                              |
| 26 Partnership Organisations - Capital   |                                 | 11                              |
| 27 Receipt from sale of premises         | 680                             | 730                             |
| 28 Year 2 of Programme                   |                                 |                                 |
| 29 Loans / Use of Revenue Funding        |                                 |                                 |
| <b>30 Total Funds Available</b>          | <b>10,773</b>                   | <b>3,378</b>                    |
| <b>31 Shortfall/(Surplus) in Funding</b> | <b>2,167</b>                    | <b>0</b>                        |

**AGENDA ITEM NO. 8**



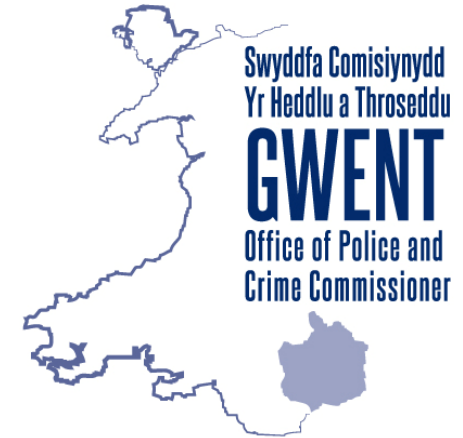
# **Police and Crime Panel**

**Friday 20<sup>th</sup> June 2014**

**Medium Term Financial Plan**

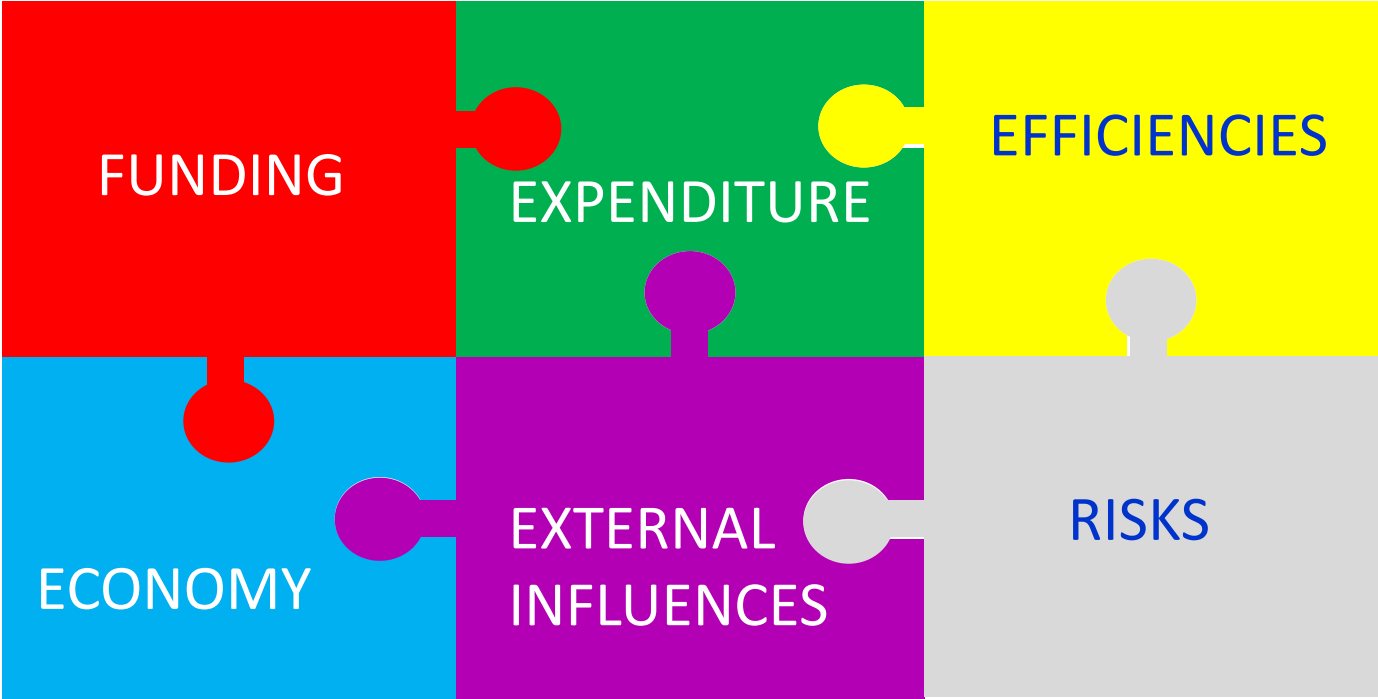
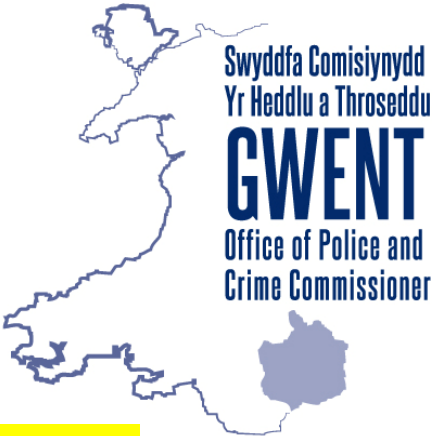
**Darren Garwood-Pask  
Chief Finance Officer**

# Context – 2014/15 Budget

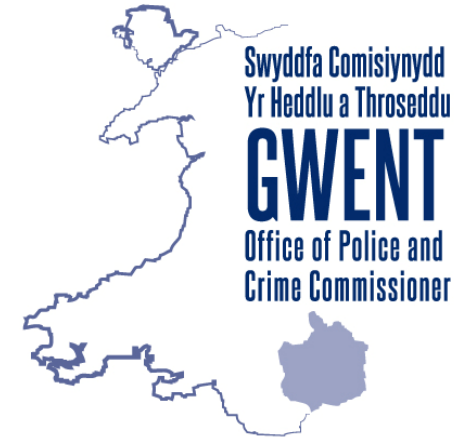


| Funding Source              | £'000          | Comments                           |
|-----------------------------|----------------|------------------------------------|
| General Police Grant        | 46,169         | 'Formula Grant' – Home Office      |
| Revenue Support Grant       | 17,156         | WG                                 |
| National Non-Domestic Rates | 13,519         | Business Rates – WG                |
| Council Tax Precept         | 42,675         | Gwent Residents                    |
| <b>Total</b>                | <b>119,519</b> | <b>Net Revenue Expenditure</b>     |
| Income                      | 5,337          | Interest, firearms licensing, etc. |
| Specific Grants (HO)        | 164            | Counter terrorism and capital      |
| Specific Grants (WG)        | 4,630          | CSOs, Schools Liaison, etc.        |
| <b>Total</b>                | <b>129,650</b> | <b>Gross Revenue Expenditure</b>   |

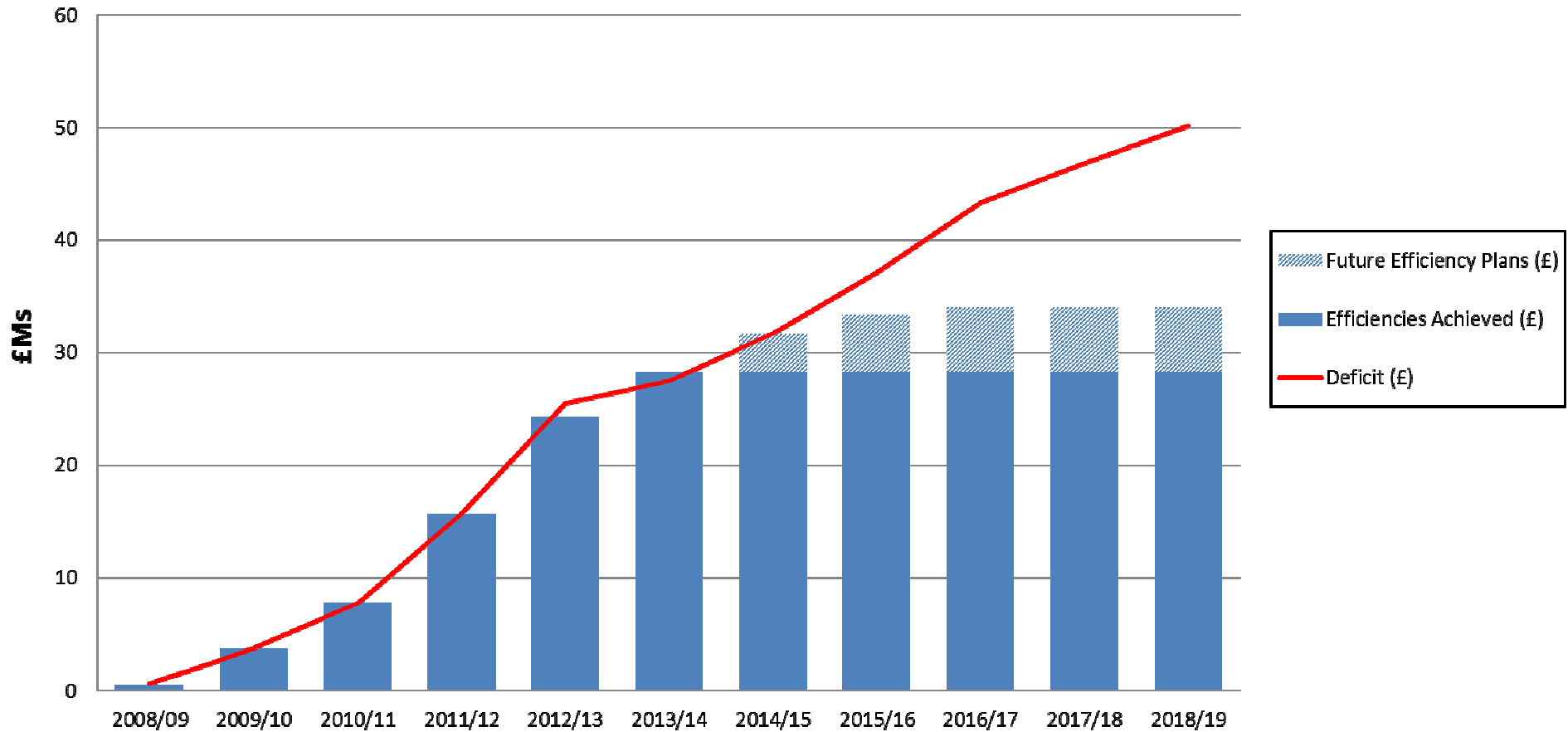
# Medium Term Financial Plan



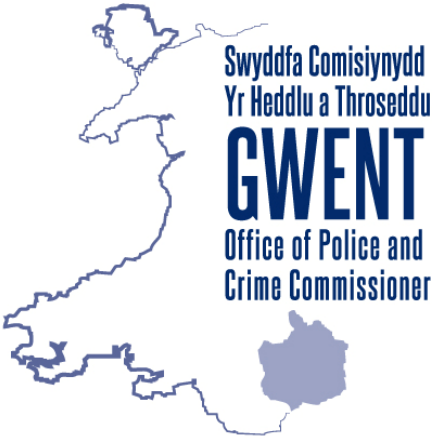
# Cumulative Funding Deficit



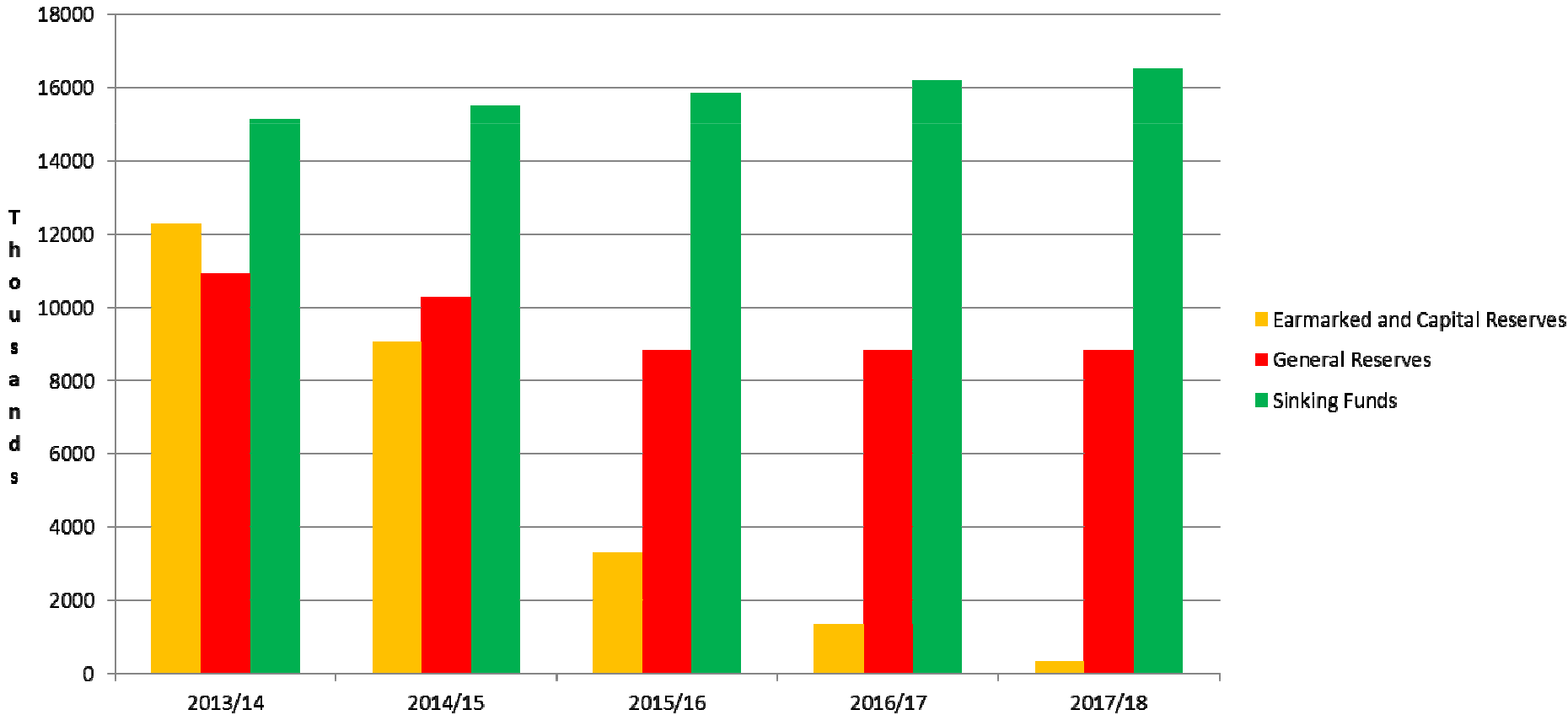
## Staying Ahead - Cumulative Efficiencies Versus Cumulative Funding Deficit



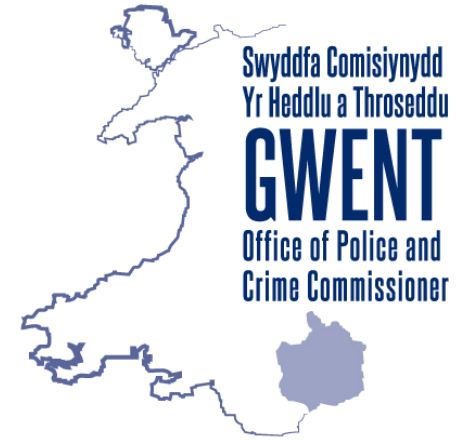
# Reserves and Sinking Funds



### Reserves and Sinking Funds Forecast







**Questions?**

**Police and Crime Commissioner for Gwent / Heddlu Gwent Police  
Medium Term Financial Projections 2015/16 to 2018/19**

|   | (a)                         | (b)                           | (c)                           | (d)                           | (e)                           |
|---|-----------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
|   | 2014/15<br>Actual<br>£'000s | 2015/16<br>Forecast<br>£'000s | 2016/17<br>Forecast<br>£'000s | 2017/18<br>Forecast<br>£'000s | 2018/19<br>Forecast<br>£'000s |
| 1 Effect of Pay Awards and Increments   | 1,722                       | 1,979                         | 2,003                         | 2,049                         | 2,068                         |
| 2 Non-Staff Inflation   | 394                         | 596                           | 631                           | 669                           | 708                           |
| 3 Loss of Home Office Grant Funding   | 1,369                       | 0                             | 0                             | 0                             | 0                             |
| 4 In Service Pressures / Developments   | 449                         | 1,380                         | 3,691                         | 980                           | 980                           |
| 5 Identified Savings  | -4,732                      | -104                          | -104                          | -104                          | -104                          |
| 6 Unavoidable Cost Increases  | -798                        | 3,851                         | 6,221                         | 3,594                         | 3,652                         |
| 7 Gross Budget Movement   | -798                        | 3,851                         | 6,221                         | 3,594                         | 3,652                         |
| 8 Recurring Base Budget Brought Forward   | 120,316                     | 119,518                       | 123,369                       | 129,589                       | 133,183                       |
| 9 Projected Budgetary Requirement   | 119,518                     | 123,369                       | 129,589                       | 133,183                       | 136,835                       |
| 10 % Increase on Previous Years Base Budget   | -5.10%                      | 3.22%                         | 5.04%                         | 2.77%                         | 2.74%                         |
| Funded from :   |                             |                               |                               |                               |                               |
| 11 Funding  |                             |                               |                               |                               |                               |
| 12 Police Grant   | -46,169                     | -44,091                       | -42,768                       | -41,485                       | -40,241                       |
| 13 Revenue Support Grant  | -17,156                     | -16,384                       | -15,892                       | -15,415                       | -14,953                       |
| 14 National Non-Domestic Rates  | -13,519                     | -12,910                       | -12,523                       | -12,147                       | -11,783                       |
| 15 Council Tax  | -42,675                     | -44,543                       | -46,718                       | -48,999                       | -51,392                       |
| 16 Total Funding  | -119,518                    | -117,929                      | -117,901                      | -118,047                      | -118,369                      |
| <b>17 Projected Recurring Deficit / (Surplus) Before Efficiencies</b>                         | <b>0</b>                    | <b>5,440</b>                  | <b>11,688</b>                 | <b>15,136</b>                 | <b>18,466</b>                 |
| <b>18 Efficiencies</b>  |                             |                               |                               |                               |                               |
| 19 Accelerated Delivery / Additionality of Staying Ahead Scheme Savings                       | -                           | -                             | -                             | -                             | -                             |
| 20 Future Year Staying Ahead Scheme Savings   | -                           | (1,717)                       | (2,305)                       | (2,305)                       | (2,305)                       |
| <b>21 Reserve Utilisation to offset reduced Precept Increase</b>                              | <b>-</b>                    | <b>(1,956)</b>                | <b>-</b>                      | <b>-</b>                      | <b>-</b>                      |
| <b>22 Projected Recurring Deficit/ (Surplus) After Efficiencies &amp; Reserve Utilisation</b> | <b>0</b>                    | <b>1,767</b>                  | <b>9,383</b>                  | <b>12,831</b>                 | <b>16,161</b>                 |

**Police and Crime Commissioner for Gwent / Heddlu Gwent Police**  
**Medium Term Financial Projections 2015/16 to 2018/19**  
**Assumptions**

| Description                                | 2014/15<br>Budgeted | 2015/16<br>Proposed | 2016/17<br>Estimate | 2017/18<br>Estimate | 2018/19<br>Estimate | Source  |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|---|
| <b><u>Police Officers</u></b>              |                     |                     |                     |                     |                     |   |
| Pay Awards                                 | 1.00%               | 1.00%               | 1.00%               | 1.00%               | 1.00%               | National ACPO Finance Lead  |
| <b><u>Police Staff</u></b>                 |                     |                     |                     |                     |                     |   |
| Pay Awards                                 | 1.00%               | 1.00%               | 1.00%               | 1.00%               | 1.00%               | National ACPO Finance Lead  |
| <b><u>Indirect Staff Costs</u></b>         | 1.00%               | 1.00%               | 1.00%               | 1.00%               | 1.00%               | National ACPO Finance Lead  |
| <b><u>Non Staff Inflation</u></b>          |                     |                     |                     |                     |                     |   |
| General (Including Rates)                  | 2.00%               | 2.00%               | 2.00%               | 2.00%               | 2.00%               | Based upon Bank of England Forecast Data and Welsh Force Comparisons                |
| Utilities - Gas/Electric                   | 5.00%               | 5.00%               | 5.00%               | 5.00%               | 5.00%               | Based upon Bank of England Forecast Data and Welsh Force Comparisons                |
| Utilities - Water                          | 5.00%               | 5.00%               | 5.00%               | 5.00%               | 5.00%               | Based upon Bank of England Forecast Data and Welsh Force Comparisons                |
| Petrol                                     | 5.00%               | 5.00%               | 5.00%               | 5.00%               | 5.00%               | Based upon Bank of England Forecast Data and Welsh Force Comparisons                |
| Diesel                                     | 5.00%               | 5.00%               | 5.00%               | 5.00%               | 5.00%               | Based upon Bank of England Forecast Data and Welsh Force Comparisons                |
| <b><u>Funding</u></b>                      |                     |                     |                     |                     |                     |   |
| Police Funding                             | -4.76%              | -4.50%              | -3.00%              | -3.00%              | -3.00%              | Final Police Settlement 2014/15, Future years represent CFO estimate                |
| Council Tax Base Increase                  | 1.40%               | 0.88%               | 0.88%               | 0.88%               | 0.88%               | Actual Growth for 2014/15. Estimated for 2015/16 onwards - net of CT Support Scheme |
| Council Tax Precept Increase (Appendix 1b) | 2.66%               | 3.50%               | 4.00%               | 4.00%               | 4.00%               | Police and Crime Commissioner for Gwent - January 2014                              |

**Police and Crime Commissioner for Gwent / Heddlu Gwent Police**  
**Medium Term Financial Projections 2015/16 to 2018/19**  
**In-service Pressures and Developments 2015/16 to 2018/19**

| Description   | 2015/16<br>£     | 2016/17<br>£     | 2017/18<br>£   | 2018/19<br>£   | Narrative  |
|---|------------------|------------------|----------------|----------------|--|
| 1 BTCG Scheme Pump Priming  | 100,000          | 100,000          | 100,000        | 100,000        | Recurrent funding for developments that arise during the financial year                      |
| 2 Additional Bank Holiday Impact (Timing of Christmas, New Year and Easter) | 360,000          | (120,000)        | (120,000)      | (120,000)      | Timing of Festive and Easter Bank Holidays mean that premium costs occur                     |
| 3 Estate Strategy Contingency   | 99,000           | 99,000           | 0              | 0              | Contingent costs in relation to Headquarters proposals                                       |
| 4 NI implications of Single State Pension                                   | 0                | 2,541,000        | 0              | 0              | Proposed move to a single state pension - likely impact on Employer National Insurance rates |
| 5 Potential removal of NI rebate  | 0                | 170,000          | 0              | 0              | Potential changes to both employee and employer contribution rates                           |
| 6 Potential pension implication on police overtime/allowances               | ?                | ?                | ?              | ?              | Further assessment needed to establish extent of cost pressure                               |
| 7 Potential pension implication on police staff overtime/allowances         | ?                | ?                | ?              | ?              | Further assessment needed to establish extent of cost pressure                               |
| 8 Phonographic Performance Ltd Licences                                     | 5,000            | 0                | 0              | 0              | Annual charge for playing music in office spaces, canteen and gym.                           |
| 9 PSU Equipment   | (25,000)         | 0                | 0              | 0              | Non recurring pressure for replacing PSU Equipment   |
| 10 Body Armour Protective Sleeves   | (60,000)         | 0                | 0              | 0              | To reduce bio-degrading of existing units  |
| 11 Contingent Pressure Funds  | 901,000          | 901,000          | 1,000,000      | 1,000,000      | Estimate of future cost pressures  |
|   | <b>1,380,000</b> | <b>3,691,000</b> | <b>980,000</b> | <b>980,000</b> |  |

**Police and Crime Commissioner for Gwent / Heddlu Gwent Police**  
**Medium Term Financial Projections 2015/16 to 2018/19**  
**Budget Savings 2015/16 to 2018/19**

| <b>Description</b>                        | <b>2015/16</b>   | <b>2016/17</b>   | <b>2017/18</b>   | <b>2018/19</b>   |
|---|------------------|------------------|------------------|------------------|
|   | <b>£</b>         | <b>£</b>         | <b>£</b>         | <b>£</b>         |
| <b>Potential Savings</b>                  |                  |                  |                  |                  |
| 1 Housing and Transitional Rent Allowance | (90,000)         | (90,000)         | (90,000)         | (90,000)         |
| 2 Compensatory Grant                      | (14,000)         | (14,000)         | (14,000)         | (14,000)         |
|   | <b>(104,000)</b> | <b>(104,000)</b> | <b>(104,000)</b> | <b>(104,000)</b> |

**Police and Crime Commissioner for Gwent / Heddlu Gwent Police**  
**Medium Term Financial Projections 2015/16 to 2018/19**  
**Staying Ahead Phase 6 and 7 Schemes 2015/16 to 2018/19 and Other Savings Initiatives**

|   | 2015/16<br>£'000s | 2016/17<br>£'000s | 2017/18<br>£'000s | 2018/19<br>£'000s | Total<br>£'000s |
|---|-------------------|-------------------|-------------------|-------------------|-----------------|
| <b>A Cumulative Savings Brought Forward</b>     | <b>0</b>          | <b>1,600</b>      | <b>2,751</b>      | <b>3,255</b>      | <b>3,255</b>    |
| <b>B Scheme</b>                                 |                   |                   |                   |                   |                 |
| 1 Lean Leadership                               | 1,100             |                   |                   |                   | 1,100           |
| 2 Review of Estates Provision                   | 208               |                   |                   |                   | 208             |
| 3 Mobile Data Project                           | 183               |                   |                   |                   | 183             |
| 4 Review of Command Structure                   | 85                |                   |                   |                   | 85              |
| 5 Review of Business Support Function           | 70                |                   |                   |                   | 70              |
| 6 Review of Finance Function                    | 52                |                   |                   |                   | 52              |
| 7 Review of Fleet Function                      | 19                | 19                |                   |                   | 38              |
| 8 Departmental Review of Professional Standards |                   | 286               |                   |                   | 286             |
| 9 Data Management Review                        |                   | 100               |                   |                   | 100             |
| 10 Post Implementation of People Services       |                   | 68                |                   |                   | 68              |
| 11 Corporate Communications Review              |                   | 61                |                   |                   | 61              |
| 12 Winsor Review                                |                   | 54                |                   |                   | 54              |
| <b>C Savings for Year</b>                       | <b>1,717</b>      | <b>588</b>        | <b>0</b>          | <b>0</b>          |                 |
| <b>D Cumulative Savings Carried Forward</b>     | <b>1,717</b>      | <b>2,305</b>      | <b>2,305</b>      | <b>2,305</b>      |                 |