

<b>For Consideration</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Joint Scrutiny and Audit Panel</b>
<b>Date of Meeting:</b>	<b>12<sup>th</sup> February 2015</b>
<b>Report of:</b>	<b>Paddy Tipping Police and Crime Commissioner</b>
<b>Report Author:</b>	<b>Kevin Dennis</b>
<b>E-mail:</b>	<b>kevin.dennis@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Kevin Dennis</b>
<b>Agenda Item:</b>	<b>14</b>

## **POLICE AND CRIME COMMISSIONER'S UPDATE REPORT**

### **1. PURPOSE OF THE REPORT**

- 1.1 This report presents the Joint Scrutiny and Audit Panel with the Police and Crime Commissioner's (Commissioner) update report which was tabled at the Police and Crime Panel on 5<sup>th</sup> January 2015.
- 1.2 In accordance with section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 and subject to certain restrictions, the Commissioner must provide the Police and Crime Panel with any information which the Panel may reasonably require in order to carry out its functions. The Commissioner may also provide the Panel with any other information which he thinks appropriate.
- 1.3 This report provides the Panel with an overview of current performance up to October 2014.

### **2. RECOMMENDATIONS**

- 2.1 The Panel to note the contents of this update report consider and discuss the issues and seek assurances from the Commissioner on any issues of concern.

### **3. REASONS FOR RECOMMENDATIONS**

- 3.1 Notwithstanding, that the Commissioner has already received feedback from the Police and Crime Panel on the content of this report, Members of the Joint Scrutiny and Audit Panel are also asked to consider the content of the report and provide him with feedback if appropriate in line with their scrutiny role.

## 4. Summary of Key Points

### POLICING AND CRIME PLAN – (2014-18)

- 4.1 Performance against targets across all seven themes is contained in the tables at **Appendix A** up to October 2014.<sup>a</sup>
- 4.2 The Commissioner's report has been simplified to focus on reporting by exception. In this respect, this section of the report relates exclusively to some performance currently rated red i.e. significantly worse than the target (>5% difference) or blue, significantly better than the target (>5% difference).
- 4.3 The table below shows a breakdown of the RAGB status the Force has assigned to the 42 sub-measures reported in **Appendix A**. It can be seen that 35 (85%) of these measures are Amber, Green or Blue indicating that a majority of measures are close, better or significantly better than the target. Only 17% of measures reported are Red and significantly worse than target.

KEY to Performance Comparators			
Performance Against Target		Oct-14	% of Total
●	Significantly better than Target >5% difference	3	7%
●	Better than Target	15	37%
●	Close to achieving Target (within 5%)	17	41%
●	Significantly worse than Target >5% difference	7	17%
		42	100.0%

- 4.4 In summary, total crime is higher than last year (+5.4%, Amber) and so is antisocial behaviour (ASB) (+9.2%, Red). In the last Police and Crime Panel report crime was +2.4% and ASB was +8.6% so there has been an increase in crime and a slight increase in ASB. Violence continues to be the key driver to the overall increase in Total crime and follows the recent HMIC inspection into crime recording and increased compliance to the national crime recording standards.
- 4.5 Blue Rating (● significantly better than Target >5% difference)

#### **The Number of people killed or seriously injured (KSIs) on Nottinghamshire's roads**

- 4.5.1 Between January and June this year, there has been a 16.8% reduction in this measure. This equates to 38 less KSIs in number terms, although there were three more fatalities against 41 less serious casualties.
- 4.5.2 On a positive note, there have been six fewer KSIs for 0-15 year olds, which due to low numbers equates to 28.6% less than in the previous period. Child casualties have reduced across all type with no fatalities recorded in the current period, a quarter less serious casualties and 9.5% less slight casualties..

<sup>a</sup> Although this report may seem dated i.e. performance in relation to October 2014, it is still the latest report which was tabled at the Police and Crime Panel on 5<sup>th</sup> January 2015. This is due to the timing of the Force Performance and Insight Reports, the need to allow sufficient time to consult and the Christmas break.

- 4.5.3 Operation 'Drosometer 4' commences from mid October to mid December and will focus on the fatal 4 offences<sup>b</sup> and high visibility enforcement.

**Reduce the number of non-crime related mental health patients detained in custody suites**

- 4.5.4 This measure is new to the refreshed Police and Crime Plan and analysis on data collected is now available. It shows that there has been a 43.8% reduction in the numbers of non-crime related mental health patients detained in the Forces Custody Suites. This includes those patients referred to Custody Suites from other agencies i.e. hospital Section 136 suites. To provide a wider context, overall S136 detainees have reduced by 37.7%, with a 33.3% reduction in the numbers presented to hospital S136 suites. This suggests that Street Triage is working as intended.

**To significantly reduce levels of: Burglary Dwelling**

- 4.5.5 Currently, year to date, the Force is recording a 5.9% reduction in burglary dwelling and is thus coded Blue. However, month-to-date the Force has recorded 29 or 17.7% more Burglary Dwellings than in October of last year. Whilst the Force is still showing 'exceptional' performance, the short-term and long-term trends no longer predict significant reductions, with the long-term prediction being an upward trend.

- 4.5.6 Performance is being driven by an 8.7% increase on City Division, whilst the County are showing strong performance with a 18.2% reduction year-to-date. The City is recording increases across all four areas, although performance is particularly marked in City South (+14.6%).

- 4.5.7 This monthly increase in October is considered to be unrelated to the HMIC crime recording inspection where compliance with the national standard has always been high.

- 4.6 Red Rating (● significantly worse than Target >5% difference)

**Improve Satisfaction Levels (Police and Council)**

- 4.6.1 Currently, 54.5% 53.2% of people surveyed agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues this is a further improvement over the last two Police and Crime Panel reports when it was 51.1% and 53.2% respectively. The Force is now 5.5% away from the 60% target and whilst graded Red, the direction of travel is positive. However, it should be noted that this is a shared measure and is impacted by both Police and Local Authority performance.

**Percentage reduction of people that have been repeat victims within the previous 12 months – Hate Crime**

- 4.6.2 The number of repeat victims of Hate Crime continues to grow (+27.5%), with 11 more offences recorded year-to-date than last month. The

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<sup>b</sup> The fatal 4 offences refer to speeding, mobile phone use, drink/driving and seatbelts.

increases recorded occurred in both the City (8) and County (3). It should be noted that on June 9th this year Nottingham Citizens undertook its research into Hate Crime and surveyed over 1000 individuals. It is unclear whether this process led to the upturn in repeat Hate Crime reports. Analysis identifies that Hate Crime represents only 1% of total crime and numerous research studies nationally and locally identify the need to encourage underreporting. Whilst, first time reports of Hate Crime can be seen as increased confidence, increased levels of repeat victimisation should not.

- 4.6.3 A Partnership Hate Crime Conference is to be held on 15<sup>th</sup> December to review all relevant studies of Hate Crime including the research and recommendations of Nottingham Citizens.

#### **Effectiveness of Magistrates (MC) and Crown Courts (CC)**

- 4.6.4 The percentage of effective trials in the Magistrates' Courts is lower than the 50% target i.e. only 39.7% are considered effective which is worse than the last report. Ineffective trials occur when a trial does not go ahead as planned for reasons which may be due to the prosecution, defence or administrative reasons within HMCTS.

#### **A reduction in All Crime compared to 2013/14**

- 4.6.5 The Force continues to show a decline in performance, year-to-date compared to the previous month (+3.4%). Both Divisions are now showing increases with City up 4.4% and County 6.2%. These increases are being driven by all Districts within the County, particularly on County East (+10.7%). In the City, City South is currently recording an increase of 14.9% compared with City Centre where there is a reduction of 5.5%. Month-to-date performance shows marked increases in October compared to October of last year, with 985 or 17.7% more crimes recorded.
- 4.6.6 The key drivers for an increase in Total Crime is Violence especially Violence with Injury as reported below. The majority of this increase is regarded by the Police as a consequence of HMIC's national inspections into crime recording and the Force's greater scrutiny and compliance with the national recording standards. The Force compliance rate is currently close to 100%. Most other Forces have seen an increase nationally due to the HMIC inspections. Analysis of incidents received shows that more calls are being converted into crimes than last year especially in the County and explains why the County has seen a larger increase than the City.

#### **Reducing Violence with Injury (VAP with Injury)**

- 4.6.7 The Force was set a target to significantly reduce levels of Violence with Injury but currently it is +17.7% (April to October 2014) which is higher than reported in the last Police and Crime Panel report when it was +11%.
- 4.6.8 Performance on the County Division is driving these increases, accounting for 53.6% of the Force recorded Violence with Injury. All areas across the

County have recorded increases, most notably County South where there has been a 29.1% (219 offences) increase. Each of the three County Districts account for more Violence with Injury than any of the four City areas. Whilst City Division recorded a 7.4% increase, there has only been a 1.0% increase recorded in City Centre. Again, the data clearly suggests increased crime recording as the main factor for increased crime levels.

4.6.9 Members will be aware that the recent HMIC inspections into recorded crime have resulted in Forces nationally taking a more robust approach to ensure greater compliance with the crime recording standards. Consequently, violent crime has increased significantly nationally. For example, 38 of the 43 Forces have seen an increase in violence with injury ranging from +2.2% to +47.9%<sup>c</sup>. Despite its high increase, Nottinghamshire is still only ranked 20<sup>th</sup> nationally and in fact is lower than the national average.

4.6.10 The Police and Partner activity reported in the last Police and Crime Panel report to tackle Violent Crime continues. The Force Tactical Group and City and County Division Violence groups continue to oversee the range of activity.

### **Reducing Antisocial Behaviour (ASB)**

4.6.11 The Commissioner has pledged to reduce antisocial behaviour (ASB) by 50% reduction by 2015/16 (compared to the 2011/12 baseline). This year ASB has increased by 9.2% (+2,089 incidents) which is slightly higher than the previous Police and Crime Panel report when it was +8.6%.

4.6.12 Following the slight increase in ASB recorded between August and September 2014, there was a decrease between September and October (-6.4%). As reported previously, City Division is driving performance with a year-to-date increase of 19.5%, although performance is slowly improving. However, performance in the County is continuing to decline (now only +1.3%) albeit slowly. ASB incidents have increased across all four areas, particularly in City South (+23.3%). Performance in the County is a different picture with marked reductions in Bassetlaw (-7.1%) masking increases in all other districts, particularly Gedling (+10.7%).

4.6.13 The increase (in part) is due to changes in noise reporting to the Police Control Room which is generally a civil matter and tackled by Local Authorities. New advice to callers regarding noise-related complaints and the introduction of the City Council's Community Protection 'Night Car' appears to be having a positive effect albeit slower.

### **Make Efficiency Savings - Maintain overtime spend below budget 2014/15 budget - £3.3m**

4.6.14 The Force is required to make efficiency savings of £12.7m by March 2015 and is slightly off target by £0.2m and as such is coded Amber. To

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<sup>c</sup> *Iquanta data to October 2014.*

date £4.142m of efficiencies have been achieved against a target of £4.295m. See also [Section 5.8](#).

4.6.15 However, the Force's overtime expenditure year to date is £2.235m, which is an overspend of £0.206m against a forecast of £2.028m and as such is coded Red. The majority of the overspend was in County, City and Operational Support Department (OSD) in relation to numerous major operations. This overspend has been partially offset by income from mutual aid and providing cover during the Fire Service strikes and NATO summit.

4.7 The Commissioner's staff are represented at the key Divisional, Partnership and Force Local Policing Board meetings in order to obtain assurance that the Force and Partners are aware of the current performance threats, and are taking appropriate action to address the emerging challenges. Should there be any issues of concern these are relayed to the Commissioner who holds the Chief Constable to account on a weekly basis.

## **STATEMENT – POLICE AND CRIME PANEL REPORT RE POLICING PRE-PLANNED EVENTS**

4.8 Following a report to the Panel on 28th April 2014, there was subsequent representation from a member of the public to the effect that there had been an omission of fact in respect of "Public Safety". No representation has been made by elected members in respect of this issue but nonetheless this section is intended to help clarify the matter.

4.9 The respective report tabled on 28<sup>th</sup> April 2014 was designed as a summary; it wasn't intended to be either complicated or comprehensive.

4.10 The Chief Constable is the authorising body for certain types of cycle events on our public roads and that without that authorisation the event organisers commit offences. Nottinghamshire Police accepts that it has residual powers to close roads but these will not be used for routine or planned events and will only be used to deal with unforeseen emergency situations.

4.11 Given the current budgetary constraints the Force do however need to make it clear that the policing of cycle races/triathlons etc. along with other such pre planned events can no longer be seen as core policing business and the Force now very much expect that the organisers of such events take responsibility for organising such things as road closures, traffic management and so forth and that the document tabled on 28<sup>th</sup> April 2014 was never intended to be read as a detailed exposition of the law but the very broadest of brush stroke summaries.

4.12 In terms of taking an active policing role, all Chief Constables have a wide discretion in the deployment of their resources and cost can indeed be a relevant factor (see R v Chief Constable of Sussex, ex parte International Trader's Ferry Ltd (1999) AC 148).

## DECISIONS

4.13 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable.

### Significant Public Interest Decisions

4.14 The Commissioner's web site provides details of all significant public interest decisions. Since the last Police and Crime Panel report a number of decisions have been approved in respect of:

- **Ref - 2014/057 ICT Transformation Resources:** Collaboration across Nottinghamshire Police, Northamptonshire Police and Lincolnshire Police. The extension of the Methods contract to continue to provide ICT resources approved.
- **Ref - 2014/056 Best Bar None Contribution Top County Wide Scheme:** The Commissioner is requested to consider the request for funding made by the Best Bar None Scheme.
- **Ref - 2014/054 Community Safety Fund Grants (2014/15):** The Commissioner has awarded funding to 34 Projects.
- **Ref - 2014/052 Mileage Rate for Volunteers-Multi:** An additional five pence per person per mile has been agreed for volunteers who provide transportation to other volunteers.
- **Ref - 2014/051 Holmes 2:** Renewal of an on-going requirement for Holmes 2. An extension of the Homes 2 contract has been approved for a further three years.
- **Ref - 2014/048 Victims' Services Commissioning:** The Commissioner has put forward a case to Ministry of Justice (MoJ) to become an "early adopter" of victim's services, taking over responsibility for local commissioning of the core victim service from 1 October 2014 instead of April 2015.
- **Ref - 2014/04 Interpreting Contract Extension:** The current contract for face to face interpreting is due to expire in March 2015. It has been extended for a further year to March 2016.
- **Ref - 2014/046 Provision of Core Network Replacement:** The current core network was installed in 2007 and now needs replacing due to risks around the longevity of the architecture and subsequently increasing support costs. These activities support/compliment the larger collaborative work being undertaken with neighbouring police forces and have been approved.
- **Ref - 2014/045 Award Rights and Recovery Request for Proposals:** EMSCU published a formal request for proposals from organisations wishing to deliver the project on 15th August 2014 with deadline of 8th September 2014.

## **ACTIVITIES OF COMMISSIONER**

4.15 The Commissioner and Deputy Commissioner continue to take steps to obtain assurances that the Chief Constable has not only identified the key threats to performance but more importantly that swift remedial and appropriate action is being taken to tackle the problems especially in the Priority Plus Areas in the County and High Impact Wards in the City.

4.16 Some recent activities and developments include:

### **Funding Grants for Sexual Violence Services**

- This month the Commissioner announced his decision to invest a further £42,000 of funding into support services which help victims of rape and other types of sexual violence/harassment following an underspend in his victims' services budget.
- Nottingham Rape Crisis, a registered charity providing professional counselling to victims of rape and child abuse, is to receive up to £30,000 from the Commissioner to increase Independent Sexual Violence Advocate (ISVA) support between late November and the end of March next year. This will mean the service can increase its two part-time posts to full-time, allowing the ISVAs to provide increased, face-to-face support to victims.

### **Conference - Exploring Better BME Policing Experiences**

- In November the Commissioner attended a conference at the Marcus Garvey Centre in Nottingham where he reported on a number of major improvements in support of the BME Steering Group's recommendations. Achievements include greater recruitment of BME candidates into the police force and support for existing BME officers seeking to achieve promotion.
- An update on stop and search use and the great deal of work done in its process, recording and management was also presented to the conference. As a result of its work, the Force has been recognised nationally for good practice and has been asked to help in developing the 'Best Use of Stop and Search' scheme.

### **Raising the Bar in Nottinghamshire's Pubs and Clubs**

- A new accreditation scheme was launched in November which will 'raise the bar' for public safety and the way the county's pubs and clubs are managed has been launched in Nottinghamshire. It is being funded for the next three years by Nottinghamshire County Council and the Commissioner.
- The new Nottinghamshire-wide 'Best Bar None' scheme aims to improve standards and promote responsible management in licensed premises. Nationally, where best bar none schemes are already established, there has been a dramatic reduction in anti-social behaviour and alcohol-related violence, enhancing the customer experience and creating a safer environment.

### **Restorative Justice Programme**

- In November Restorative justice service providers across Nottinghamshire are being invited by the Commissioner to tender for delivering an integrated,

county-wide expansion of the programme which sees offenders come face to face with their victims.

- The Commissioner has frequently spoken out in favour of restorative justice (RJ), pointing to both its cathartic effect on victims and the positive change it can bring about in offenders. He is now seeking to appoint a single provider to provide more effective services in the county, leading to more victims and offenders engaging in the process.
- Restorative justice gives the offender the opportunity of listening to their victim's point of view and make amends. Research shows that this results in them being less likely to re-offend. At the same time it can provide a means of closure for the victim and enable them to move on.

### **Partnership Approach to Tackling Rural Crime**

- In November rural crime came under the spotlight at a Conference held at Newark Showground which was co-hosted by the Commissioner, the Force and the county's Crimestoppers. It was the second conference to be held with a view to raising awareness of rural crime, including plant and machinery theft, and how it can best be tackled.
- Attendees including the Deputy Commissioner heard that rural theft costs many millions of pounds in the UK every year, leading to a loss of farming business and an adverse impact on communities' purses through increased costs. In 2012 alone, it was calculated to cost the UK over £42million.
- The conference provided a forum for rural communities to air their key concerns. Feedback will be used to build a positive policing and partnership approach for tackling and preventing the theft not only of valuable equipment and metal but also of livestock.

### **Hate Crime**

- In November the Deputy Commissioner attended a Hate Crime Conference in the city organised by Nottingham Citizens. She heard the findings of research which included the results of a survey involving 1000 residents. The report made a number of recommendations for change. Both Commissioner and Deputy Commissioner have been involved in a number of other meetings in relation to hate crime in order to better understand how to make improvements. The report and other stakeholder inputs will be discussed at a Hate Crime Conference on 15<sup>th</sup> December 2014. It is envisaged that an Action Plan will be developed and subsequently implemented with additional funding being made available.

### **Strategic Resources and Performance Meetings**

- The Commissioner continues to hold the Chief Constable to account at the Strategic Resources and Performance meeting which is open to the public. The last meeting was held on 13<sup>th</sup> November 2014 at Rushcliffe Borough Council. This particular meeting was video recorded and is available for viewing at the link below.<sup>d</sup>

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<sup>d</sup> <http://youtu.be/ET42R3q7Vk8>

## Visits to Priority Plus and High Impact Areas

- The Commissioner and Deputy continue to visit key Priority Plus areas in the County and High Impact areas in the City. The purpose of the visits is to obtain assurance from Police, Partners and local Councillors that current community safety issues are fully understood and that appropriate action is being taken. This contact with frontline practitioners helps the Commissioner to better understand of any barriers and especially any concerns from local residents so that he can have regard to these when he considers his Policing and Crime Plan priorities.

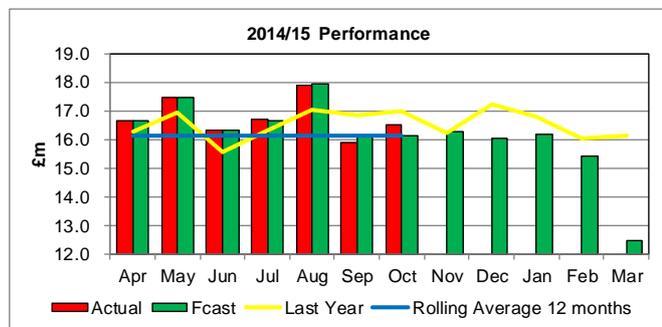
## 5. Financial Implications and Budget Provision

5.1 At the Police and Crime Panel meeting in November 2014, the Commission recommended that future reports include an update on the budget and efficiency programme.

5.2 The financial information set out below is intended to provide the Panel with information so that they can review the steps the Commissioner is taking to fulfil his pledges and provide sufficient information to enable the Panel to fulfil its statutory role.

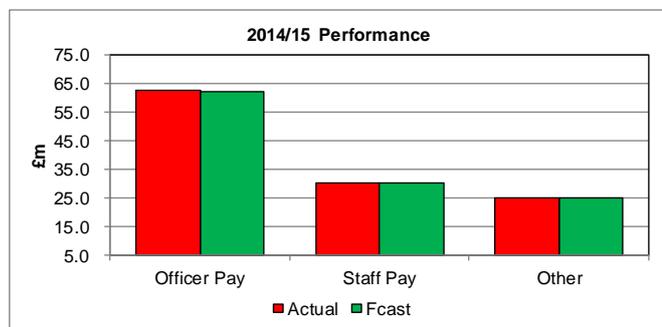
5.3 Information on the budget and efficiency programme will further assist the Police and Crime Panel to fulfil its statutory responsibility and enable the Commissioner to receive increased scrutiny in a critical area at a time of increased economic pressures.

5.4 **Appendix B** contains the Financial Performance Insight report for October 2014. It details performance in respect of: Financials, Capital Expenditure, Efficiencies, Overtime, Local Policing, Specialist Services, and Corporate Services.



### Financials

5.5 The table (right) illustrates budgetary performance during this financial year. It can be seen that variance between actual spend and forecast is small although it was higher in October due to a number of reasons including: backdated payroll for officers leaving on medical retirements; redundancy payments; backed dated charges, and interpreters fees. **Appendix B** provides a more detailed explanation.



## Capital Expenditure

- 5.6 The Q1 forecast included the MFSS at £3.207m and a non-allocated reduction of £3m on the project spend forecast by budget holders. Since that review took place £1.355m of savings and slippage has been identified against specific projects. This includes £0.570m on kennels, £0.499m on conference centre conversion and open plan refurbishment at Force HQ and £0.158m on Access Control Improvements.
- 5.7 The underspend to date is mainly due to the delay to the Telephony project £1.183m, partly offset by the timing of expenditure on licences and consultancy costs for the MFSS project, the timing for these was not known at the time of the Q1 forecast. The forecast phasing is being revised for Q2.

## Efficiencies

- 5.8 As already reported at [Section 4.6.14](#) the Force is required to make efficiency savings of £12.7m by March 2015 and is slightly off target by £0.2m. The Local Policing to date is now £0.208m behind target mainly due to the staff vacancy rate and phasing of front counters and estates strategy.
- 5.9 Specialist Services to date is £0.086m behind target, mainly due to the staff vacancy rate and the restructuring of Intel and P&P analytical no longer taking place. Corporate Services to date is £0.141m ahead of target due to staff vacancy rate, premises and lower fuel costs. The Commissioner's office is on target.

## Overtime

- 5.10 As already reported at [Section 4.6.15](#) the Force has an overspend of £0.206m in overtime. After 31 weeks there have been 57,348 hours spent on divisional overtime (which excludes mutual aid and special services overtime) versus a target of 51,736. This represents an over usage of 5,612 hours and equates to an overspend of £0.140m. Extrapolated out over a full year at this rate would mean a risk of £0.235m. The last four weeks of overtime have averaged out at 1,780 per week versus an average target of 1,657, which has reduced from last month.
- 5.11 Staff overtime expenditure year to date was £0.181m, which is an underspend of £0.091m against a forecast £0.273m. This is largely as a result of the half year review of overtime accruals.

## Local Policing

- 5.12 In terms of year to date, the Force performance is £0.374m better than forecast and mainly due to police officer salaries (£0.324m) where leavers have been higher than expected; staff overtime (£0.041m) due to the half year accrual review and relates mainly to aged overtime claims; premises costs (£0.075m) due to a rent rebate and half year review of utilities and rent & rates accruals; transport costs (£0.106m) due to lower mileage and fuel costs due to price per litre being lower than forecasted and a transfer of transport insurance (£0.051m) to Corporate Services which is not a saving to the Force; and £0.087m on Special Services income, which in part is phasing.

5.13 Some current Local Policing efficiency risks are:

- Overtime missed target by £0.026m.
- Front Counters are slightly behind the target but will likely make up by year end.
- Uniform for Special Constables is missing from the forecast, but this is likely to be a timing issue.
- The vacancy rate is well below target and this is a big risk in hitting the forecasted savings.
- East Midlands Strategic Commercial Unit (EMSCU) savings targets have been missed by £0.013m.

### **Specialist Services**

5.14 The performance of Specialist Services is £0.393m better than forecast largely due to savings on staff salaries (£0.040m) where the CMB team has been transferred to Finance; staff overtime (£0.042m) is due to the half year accrual review and relates mainly to aged overtime claims; transport costs (£0.104m) due to lower mileage and fuel costs due to price per litre being lower than forecasted and a transfer of transport insurance (£0.024m) to Corporate Services which is not a saving to the Force; and income (£0.550m) which is due to prosecution costs recovered and mutual aid income for several operations and providing cover to the Fire Services during industrial action.

5.15 This has been partly offset by police salaries (£0.115m); police officer overtime (£0.181m) where the overspend is largely due to mutual aid activities; and premises costs (£0.026m) where the forecast is held centrally in Assets but costs are incurred locally.

### **Corporate Services**

5.16 Corporate Services performance is worse than forecast (£0.972m) and due to staff salaries (£0.179m) where the capitalisation of IS staff was lower than forecasted and the transfer of CMB officers and staff into Finance (£0.300m); transport costs (£0.126m) mainly due to the transfer of insurance from Local Policing and Specialist Services which is offset by savings in those areas.

5.17 Also there was an increase in the medical retirements accrual (£0.166m) following a review with HR; Communications and Computing where good progress has been made against the efficiency challenge but additional costs have been incurred; other employee expenses which are one-off exit costs; and income (£0.299m) due to the efficiency challenge and lower collaboration income due to IS Transformation. This has been partly offset by premises costs (£0.134m) where the forecast is held central for repairs but the costs are incurred locally and a review of accruals for utilities.

## **6. Human Resources Implications**

6.1 None - this is an information report. However, the report does provide some information about BME representation.

## **7. Equality Implications**

- 7.1 None – although it should be noted that high levels of crime occur predominately in areas of high social deprivation.

## **8. Risk Management**

- 8.1 Risks to performance are identified in the main body of the report together with information on how risks are being mitigated.

## **9. Policy Implications and links to the Police and Crime Plan Priorities**

- 9.1 This report provides Members with an update on performance in respect of the Police and Crime Plan.

## **10. Changes in Legislation or other Legal Considerations**

### **ANTISOCIAL BEHAVIOUR CRIME AND POLICING ACT 2014 – COMMUNITY TRIGGER AND REMEDY**

- 10.1 The provisions of the Anti-social Behaviour, Crime and Policing Act 2014 became effective on 20th October 2014. Some key aspects were reported to the Police and Crime Panel at the last meeting i.e. Community Remedy and Community Trigger. The Commissioner is considering how best to monitor the use of the powers.

## **11. Details of outcome of consultation**

- 11.1 The Deputy Chief Constable has been consulted on this report.

## **12. Appendices**

- A. Performance Tables – 7 Strategic Themes
- B. Financial Performance & Insight Report – October 2014

## **13. Background Papers (relevant for Joint Scrutiny and Audit Panel Only)**

- Police and Crime Plan 2014-2018 (published)
- Anti-social Behaviour, Crime and Policing Act 2014: Reform of antisocial behaviour powers, Statutory guidance for frontline professionals (July 2014).

For any enquiries about this report please contact:

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner

Kevin.dennis@nottinghamshire.pnn.police.uk  
Tel: 0115 9670999 ext 8012001