

Report to:	Strategic Resources and Performance
Date of Meeting:	21st May 2013
Report Author:	Paul Coffey
E-mail:	Paul.coffey@nottinghamshire.pnn.police.uk
Other Contacts:	Matt Tapp, Head of Corporate Comms
Agenda Item:	4

Chief Constable's Update Report - May 2013

1. Purpose of the Report

- 1.1 The purpose of the report is to update the Police and Crime Commissioner (PCC) of the significant and/or notable events within Nottinghamshire Police since November 2012.

2. Recommendation

- 2.1 It is recommended that the PCC notes these updates from the Chief Constable.

3. Reasons for Recommendations

- 3.1 To ensure that the OPCC is aware of the most recent significant and/or notable events that have taken place within Nottinghamshire Police and is fully apprised of all the relevant information.

4. Summary of Key Points

- 4.1 Please see attached the main report at **Appendix 1**.
- 4.2 The Chief Constable previously reported on the key events within Nottinghamshire Police to the Nottinghamshire Police Authority.
- 4.3 This report has been requested by the OPCC to ensure that this best practice is continued.
- 4.4 This information will be provided on a bi monthly basis.

5. Financial Implications and Budget Provision

- 5.1 There are no financial implications from this update report. Any significant financial matters are reported within the appendix.

6. Human Resources Implications

- 6.1 There are no Human Resource (HR) implications from this update report. Any significant HR matters are reported within the appendix.

7. Equality Implications

- 7.1 There are no equality implications arising from this report. All matters of equality have been considered and will be included in the appendix where appropriate.
- 7.2 None - not needed (report does not contain proposals for new or changing policies, services or functions).

8. Risk Management

- 8.1 This is an opportunity to make the OPCC aware of the significant events for Nottinghamshire Police since November 2012. There are no risks.

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

- 9.1 There are no proposals for changes to existing policies or priorities.
- 9.2 Updates within the attached appendix include matters that are linked with the Police and Crime Plan priorities.

10. Details of outcome of consultation

- 10.1 There has been no consultation on this report as it is for information only.

11. Appendices

- 11.1 **Appendix 1** – Chief Constable's update report May 2013.



Chief Constable's update report

May 2013

1.0 Introduction

The following gives a brief overview of significant and/or notable events within Nottinghamshire Police since November 2012.

2.0 Cut crime and keep you safe

- Crime in Nottinghamshire has fallen by more than 90,000 offences over the last decade and is now at its lowest level for a generation.
- Nottinghamshire has embarked on a new regional approach to serious crash investigations, joining forces with Leicestershire and Derbyshire to provide a collaborative service.
- The force's 'One Punch' campaign, aimed at tackling alcohol related violence, is picked up and used by Australian police.
- Operational Support merges four firearms, dogs, roads policing and its motorway unit, into a multi-skilled and flexible group designed to improve the resilience of the entire force.
- The Force joins Action Fraud - a national scheme aimed at enhancing fraud investigations and slashing the amount of time officers spend taking reports of the crime.
- A three-month campaign raising awareness among officers and staff around Honour Based Violence (HBV) seeks to highlight the growing issue of HBV.
- A pilot project that sees people who are arrested for being drunk and disorderly agreeing to attend an alcohol awareness course is to be rolled out across Nottinghamshire.
- A new force website will be launched in July – the design and content is currently being built and follows focus groups across the force.
- A pilot scheme to prevent men and women from suffering domestic violence has been successfully used within its first six months in Nottinghamshire. The force introduced Clare's Law – the Domestic Violence Disclosure Scheme pilot – in September 2012 to run for 12 months. It allows police to tell people about their partner's violent past in situations where it could help protect them from harm. Since then the force has received 44 applications under the scheme and have made disclosures to five people, arming them with the information required to make a decision about whether to continue with the relationship.
- 21 protesters pleaded guilty to aggravated trespass after the week-long occupation of the EDF-owned power station in West Burton in October 2012. Policing the protest cost more than £200,000. They are set to be sentenced on 6 June.
- The husband of a woman, who has been missing for almost three years, has been charged with her murder. Jamie Starbuck, 36, of no fixed address, was arrested at Heathrow airport on Saturday 19 January 2013. He was charged with the murder of Debbie Starbuck, 44, who was last seen around 27 April

2010. He was also been charged with one count of theft, and is set to appear at Nottingham Crown Court on 10 May 2013. Debbie's body has never been recovered.

- Two men were jailed for a total of 26 years for their part in a city shooting. Thanks to tenacious work by a team of detectives, Remay McKenzie and Ashton Alexander were brought to justice and pleaded guilty to the rush-hour shooting in Hyson Green on 30 April.
- Two robbers who carried out an armed crime spree across Nottinghamshire have been jailed. Dominic Wright and Lee Watson used knives, a crow bar and a hammer as they carried out a series of evening raids last summer. Their sustained crime campaign ended when they were caught after abandoning a stolen car on the city's tram line. After an eight-day trial, they were both found guilty of five counts of robbery.
- DC Louise Gowan has been praised for securing lengthy prison sentences for a married couple who repeatedly abused children. Robert and Rita Oldham, both in their 50s and from Clipstone, Mansfield, were jailed for a total of 26 years for sexually abusing three young children over a 13 year period. Robert Oldham was sentenced to 20 years and Rita Oldham was sentenced to 6 years. The offences took place at several addresses in both the city and county between 1993 and 2006.
- A barrister who prosecuted a multiple rapist has praised the 'skill and professionalism' of the two detectives who investigated the case. Michael Auty commended DCs Laura Clarke and Ellie Blundell following the conviction of Sherif Khalil, 57, who was found guilty of 14 counts of rape and indecent assault. He was jailed for 20 years on Tuesday (5 February) following a trial that lasted nearly three weeks.
- Eighteen men are serving prison sentences totalling 120 years after an East Midlands Special Operations Unit investigation foiled a gang's plan to distribute high purity cocaine with a street value of around £2m in Lincolnshire. Operation Latious, conducted by EMSOU-SOC (Serious Organised Crime), involved the Serious Organised Crime Agency and other police forces outside the East Midlands. It led to arrests being made across the country and culminated in the sentencing of the leading gang members for conspiring to supply and distribute Class A drugs.
- A man who sexually abused a child over eight years has been jailed for nearly 20 years for his campaign of abuse. Christopher George, 41, from Sneinton, was jailed for 19 years at Nottingham Crown Court in February. He pleaded guilty to 17 separate offences including rape and sexual assault at an earlier hearing.
- The work of City South CID has been praised after a pair of robbers were jailed for a total of ten-and-a-half years. Luke Leber, 18, and Daran Walsh, 19, of were sentenced in March. The pair were found to be responsible for a series of delivery driver robberies in St Ann's this year. On each occasion a driver was called to deliver food to the address but on arrival was attacked with a cricket bat and robbed of cash and food.
- A drug dealer's armoured vehicle is the latest asset to be recovered under the Proceeds of Crime Act. David Barrett, 46, of Barton in Fabis, Rushcliffe, was jailed for 13 years in 2011 for conspiracy to supply 16 kilos of amphetamine

and 1.5 kilos of heroin. In September last year, a confiscation order was granted at Nottingham Crown Court to seize £110,000 of assets from him. The replica SDKFZ 222 'Helga' armoured tank was recovered from Barrett, who collects military memorabilia, and was later sold on eBay for £5,000. Also seized was over £2,000 in cash, a Breitling watch, and further war memorabilia items.

- An investigation into a cannabis and cocaine distribution chain in Nottinghamshire has culminated in prison sentences for two men who had 'significant roles' in the network. Simon Brown and John McNee were jailed for five-and-a-half and five years respectively. The two men had been behind the operation which used couriers to transport the drugs in Nottinghamshire and across the county borders.
- Two offenders were jailed for a total of more than 17 years for a series of offences after officers in the case worked tirelessly to gain a conviction. Roy Marriott, 40, and James Cumberpatch, 35, admitted a range of charges from armed robbery to possessing an imitation firearm. Marriott was sentenced to nine years and six months in prison and Cumberpatch received eight years and three months along with a two year driving ban.
- A pair of brothers have been jailed after being caught with more than £70,000 worth of drugs. Shazad and Shabaz Ali were arrested after a police raid on their Hyson Green home led to the discovery of heroin and cannabis. The pair were sentenced to three and two years respectively.

3.0 Spend your money wisely

- Nottinghamshire is to become the first force in the region, and one of the first nationally, to fully mobilise response officers by installing portable computers in vehicles. TetraTab in-car laptops will be fitted to the dashboards of every response car in the Force to provide officers with the same computer access as in an office.
- The force is planning to increase the number of police-led prosecutions. It follows the success of a pilot project which sees Nottinghamshire prosecute some motoring offences. The plan is to begin prosecuting shop lifters.
- As part of the drive to improve efficiency and deliver savings across the region, Nottinghamshire, Derbyshire and Northamptonshire have created a single Strategic Commercial Unit. Following an extensive change programme, procurement staff from the three forces are now working together as one unit replacing the former individual teams. The newly established Strategic Commercial Unit will be tasked with delivering cost reductions and standardisation across all contracts.
- A team of Special Constables has been helping to maintain order at Nottingham Forest games. A four month pilot launched in January has seen 12 of the force's Specials become involved in the policing of home matches. It aims to increase the skills of our Specials, giving them the opportunity to work closely with police officers in a new environment, at the same time freeing up police officers to spend more time in the community.

- Nottinghamshire's Special officers gave almost 5,000 hours of duty time to the force every month between November and January. The figures, when compared to the rest of the country, put Nottinghamshire 5th nationally for Special Constable hours recorded. The increased hours are being put down, in part, to the success of the Emergency Services Internet Booking System (ESiBS) database. ESiBS allows Specials to record the hours they work and activities and tasks they have undertaken during tours of duty. They can access it from home, work, or on the go using a computer, laptop or Smartphone.

4.0 Earn your trust and confidence

- Nottinghamshire is commended by the IPCC for its work to improve the service it delivers to victims of domestic abuse. The Commission also recommends that every police officer in the country is shown a training film produced by the force in the wake of the murder of Casey Brittle.
- The force commits to positive action recruitment in an attempt to attract people from under represented groups such as ethnic minorities, women and people with disabilities, to join the organisation.
- Almost 100 young people are to be recruited to serve as Nottinghamshire Police Cadets. A cadet scheme for 16-18 year olds will be created this year in an effort to increase greater engagement between the force and young people.
- A new force code of conduct is published which aims to give greater clarity around the standards of behaviour expected of officers and staff in maintaining professional boundaries with victims, witnesses and offenders. It follows a number of cases, both in Nottinghamshire and across the country, of police officers using their position to sexually abuse victims of crime and other vulnerable people.
- A pilot programme which saw nine police officers using Twitter to communicate with the public proves a success. It was assessed on a number of factors including how users interacted with members of their online community and whether they saw an increase in traffic to their beat pages on the force website. More Twitter accounts are now planned.
- An IPCC Commissioner publicly praises Nottinghamshire Police for the improvements it has made in combating Domestic Violence. Commissioner Jennifer Izekor said there had been "huge improvements" in the force's approach and described the work done in the last three years as "best practice" and an approach other forces could learn from. She made her comments at a meeting of ACPO Officers, Home Office, IPCC and Ministry of Justice officials and Heads of PPU from police forces throughout the UK.
- Corporate Communication is co-ordinating the force's public engagement activity over the summer to provide a presence at a number of events which will enable the force to engage with more than 300,000 people across the county. Events include the Nottinghamshire County Show, National Armed Forces Day, Ashfield Festival, Pride, Caribbean Carnival and Moorgreen Country Show.

- ‘Valuing Victims’ briefings have been held across the force in a drive aimed at further improving customer satisfaction. It follows a review by Victim Support which said despite excellent work being carried out by officers and staff around victim satisfaction, there are still opportunities to increase performance further. The briefings include a film featuring five Nottinghamshire victims of crime who explain what it’s like to be a victim as well as the service they received from police.
- In the 20 years since the racist murder of teenager Stephen Lawrence, the force has made significant progress in addressing the 31 recommendations identified in Sir William Macpherson’s subsequent inquiry. Many of these have not only been met but additional work has since taken place to further address the underlying issues which brought about the recommendations.
- Nottinghamshire has been ranked third in a national survey on peacefulness. The UK Peace Index, from the Institute for Economics and Peace, ranked ten major urban areas based on factors such as levels of violent crime, perceptions of crime and numbers of police officers. Coming behind Cardiff/Swansea and Sheffield Nottingham is listed as the third most peaceful.
- The force is continuing its drive to ensure its use of stop and search powers is lawful, proportionate and people are treated with respect. The introduction of a new BlackBerry app, which enables officers to record details of every stop and search encounter there and then, is helping to give accurate data about the necessity and powers utilised to use stop and search. Training of frontline officers, a new receipt for individuals who are stopped, and scrutiny of stop and searches by supervisors, all aim to help improve the interaction with community members and increase public confidence.
- A restructure of the Force’s Crime Scene Investigation (CSI) team is now complete and will offer a more professional and efficient service to customers. The team has moved from being the operational delivery element of the Scientific Support Department to become a key partner within the regional East Midlands Special Operations Unit’s (EMSOU) Forensic Services delivery model.
- A team of Special Constables has been helping to maintain order at Nottingham Forest games. A four month pilot launched in January has seen 12 of the force’s Specials become involved in the policing of home matches. It aims to increase the skills of our Specials, giving them the opportunity to work closely with police officers in a new environment, at the same time freeing up police officers to spend more time in the community.
- A leading honour based violence (HBV) campaigner visited the Force to learn more about what is being done to tackle the issue in Nottinghamshire. Jasvinder Sanghera, founder of HBV charity Karma Nirvana, paid a personal visit to find out about the campaign that has been launched to raise awareness around HBV amongst our officers and staff. She said: “If officers are educated and knowledgeable about honour based violence, then they will know what to look out for and will be in a better position to protect victims. It’s so simple but other forces don’t seem to be doing this, so it is fantastic to see it being done in Nottinghamshire.”

5.0 Our people

- The force launches its 'Do your One Thing' campaign aimed at helping each individual officer and staff recognise how they can contribute to Nottinghamshire's vision of becoming the best force in the country.
- Nottinghamshire begins holding awards' nights honouring officers, staff and members of the public for their long service, dedication to duty and bravery.
- Two new ACCs are appointed – Simon Torr and Steve Jupp – this follows Sue Fish's appointment as Paul Scarrott's successor as DCC when he retires in June.
- A training film is being produced by Corporate Communication and PSD, examining the issue of sexual misconduct by police officers and staff – this will form part of a high profile internal communications campaign later this year around integrity.
- The tragic death of hugely popular and respected Detective Inspector Pete Parchment resonates across both the force and the region. His death is felt by dozens of colleagues.
- An employment tribunal into Nottinghamshire's use of regulation A19 hears evidence from the force and former Police Authority, along with ex officers who it affected. A ruling is expected later this year.
- The force marked the tenth anniversary of the death of PC Ged Walker in January. Wreaths in memory of the popular officer were laid at the site where he was injured and at the memorial stone outside reception at force headquarters.
- In January the force introduced a confidential mediation service and a new Harassment and Bullying Policy. The force aims to provide a working environment that is free from discrimination and where everyone is treated with dignity and respect. To help support this, a number of individuals have been professionally trained to be mediators.
- The GMB union is now formally recognised by Nottinghamshire Police. The decision, taken by the Chief Officer Team, entitles GMB officials to the same formal consultation and negotiation rights currently only enjoyed by Unison.
- The force now has 20 Trauma Risk Management (TRiM) staff providing support to officers and staff in the wake of traumatic incidents. Since their introduction eight members of staff have used the TRiM support service. Feedback has been extremely positive with individuals commenting on how pleased they were with the interest in and attention paid to their personal welfare.
- Broxtowe based Response PC Steffan Griffiths has been selected to represent the British Police Lions in a tour to Hong Kong and China this summer. As part of this tour, he is to play a curtain opener game prior to the first game of the British Lions test in Hong Kong in May.

- Police dog Beano remains top dog after coming first in this year's regional trials. His canine colleague Leo took second place in the two-day competition, held at Wentworth Hall, near Barnsley in South Yorkshire, this week. Six-year-old Beano and handler PC Dave Gough scored 910 points out of a possible 1,000 and Leo, aged five, and PC Gavin Berry nabbed 802 points.

Report to:	Strategic Resources and Performance
Date of Meeting:	21st May 2013
Report Author:	Daniel Skurok
E-mail:	daniel.skurok@nottinghamshire.pnn.police.uk
Other Contacts:	101 Ext. 800 2648
Agenda Item:	5

Performance & Insight Executive Summary Report

1. Purpose of the Report

The Purpose of this report is to provide a summary of key performance information as identified by the Performance & Insight Priority 1 – 3 reports, as produced by the Performance & Insight Team (Business and Finance Department) of Nottinghamshire Police.

2. Recommendation

It is recommended that this report is noted. Feedback from members is welcomed.

3. Reasons for Recommendation

To enable effective scrutiny of Force performance in line with the priorities agreed in the Policing Plan 2011/15.

4. Summary of Key Points

The Force finished 2012/13 strongly in terms of its Overall All Crime reduction and detection rate. Positive performance was also recorded around ASB, DV Arrests and POCA recoveries. There were areas of concern, Violent Crime recorded only a small year-on-year decrease in volume with Sexual Offences appearing to be recording an upward trend in volume (the current situation around historic offences will need to be monitored). Overall VAP only recorded a slight decrease in volume compared to last year and a greater understanding will be need to attained around offences which cannot be categorised as NTE or Domestic Violence (currently standing at around 50% of all VAP).

The restated budget to March 2013 was £188.381m. Actual net expenditure to March 2013 was £188.410m. This represented a £0.029m overspend against the restated budget.

Police officer overtime expenditure was £3.779m for the year. This represented a £0.022m under spend against the restated budget.

The 12 month rolling Force sickness absence rates for officers was 4.53% as at the end of March 2013, the rolling year staff sickness rate was 4.24%.

As detailed in the Force budget for 2012/13, £10.300m of efficiency savings were planned for this financial year. As at the end of March 2013, the Force actually achieved £10.230m savings, including Vacancy Management.

Overall Satisfaction of victims of crime is 87.3%, below the target of 90%.

5. Financial Implications and Budget Provision

There are no immediate financial implications arising from this report.

6. Human Resources Implications

There are no immediate human resource implications arising from this report.

7. Equality Implications

There are no immediate equality implications arising from this report.

8. Risk Management

There are no immediate risk management implications arising from this report.

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

There are no immediate policy implications arising from this report, several of the targeted areas have been carried over in to the new Police and Crime Plan, and as a consequence will continue to be monitored going forwards.

10. Details of outcome of consultation

None

11. Appendices

Appendix 1 - April Executive Summary report (Attached)

Performance & Insight Reports available to view online:-

- Priority 1 - <http://www.nottinghamshire.pcc.police.uk/Document-Library/Insight-reports/Mar-13-Priority-1-Insight-Report-to-cut-crime-and-keep-you-safe.pdf>
- Priority 2 - <http://www.nottinghamshire.pcc.police.uk/Document-Library/Insight-reports/Mar-13-Priority-2-Insight-Report-to-spend-your-money-wisely.pdf>
- Priority 3 - <http://www.nottinghamshire.pcc.police.uk/Document-Library/Insight-reports/Mar-13-Priority-3-Insight-Report-to-earn-your-trust-and-confidence.pdf>

Nottinghamshire Police Performance Scorecard – Executive Summary

Performance to March 2013

Priority 1 Performance – To Cut Crime and Keep you Safe

Overall Crime - GOOD

Year-to-date performance:	Reduction of 12.0% or 9,313 offences (April 2012 to March 2013)
Month-to-date performance:	Decrease of 7.7% or 491 offences in the month of March
Target performance:	Year-to-date target has been achieved. Currently 4.6% or 3,120 offences better than target
National ranking:	32nd (out of 41) in terms of offences per 1,000 population, 7.6% (5,226 offences) above the national average
MSG ranking:	4th (out of 8) in terms of offences per 1,000 population, 0.4% (254 offences) above the average

All Crime: The Force ended the year with a year-on-year reduction of 12.0% (9,313 less offences), exceeding the Policing Plan target by 4.6% (3,120 offences). Considering performance against target throughout the year, the Force recorded strong reductions during the first seven months through to October, most notably in April and August with reductions of 19.4% and 18.2% respectively. Although a reduction was recorded in November, it was almost half the reduction recorded in previous months leading to an increase in December (1.6% or 90 offences), the only month this year to record an increase. Post December, the Force continued to record month-on-month reductions compared to the previous year, however at a much lower rate on average than recorded at the start of the year.

The All Crime reduction has been led by reductions in Theft & Handling and Criminal Damage. The major increases have been recorded in Sexual Offences and Drug Offences. The main area of concern is performance around VAP, which is a high volume offence group which only recorded a minor year-on-year reduction, with particularly poor performance towards the end of 2012/13.

Violent Crime: The Force ended 2012/13 recording a year-on-year reduction of 2.9% (502 less offences), 5.2%, or 868 offences, below the Policing Plan reduction target of 8% (15,755 offences total). Performance was erratic throughout the year with the strong reductions recorded at the start of the year and poorer volumes recorded towards the end of the year. Within Violent Crime, Sexual Offences have recorded a year-on-year increase (predominately historic offences), VAP recorded a small year-on-year decrease, with increases seen in VAP With Injury and decreases seen in VAP Without Injury offences, particularly towards the end of the year. Robbery offences recorded a strong year-on-year reduction, however performance did drop off during the winter months.

Detection Rate: The Force's overall detection rate for the year has ended on 35.7%, meaning the Force has missed its target by just 0.3%. The current rate represents a 1.7% increase on the rate of 34.1% recorded in 2011/12. Monthly volumes have consistently been above the 33% level this year, with only the months of April and February recording a rate below 33%. In addition to this strong monthly performance, the Force is performing well against peers, being better than both the current national average and MSG average for this measure. The main changes in performance in 2012/13 have been a drop off in TIC numbers and a marked increase in the use of Community Resolution disposals.

Arrests of Domestic Violence Suspects: Overall performance over the year has been positive, with a high percentage of DV offences resulting in an arrest (93.8% for 2012/13). The County accounts for more DV offences than the City and has managed to record and maintain strong performance throughout the year in terms of the overall arrest rate. Positively, the arrest rate for offences risk assessed as High is over 97% for the year and has remained stable month-on-month, while the arrest rates for both Medium and Standard risk offences were above 90% for the year.

FTE into YJD: Overall for 2012/13 the Force has nearly halved the number of FTEs entered on to the Youth Justice Database, with 509 FTEs compared to 880 in the financial performance year. Each month the Force recorded a lower number of FTEs than for the comparative month of the previous year and consequently maintained healthy reductions well within the target throughout the performance year. This level of performance is replicated consistently on both the City and the County Divisions, with the City Youth Offending Team (YOT) recording a 39.0% (157 FTEs) reduction and the County YOT recording a 44.9% (214 FTEs) reduction during the same time period. One of the main drivers of this performance appears to have been the increased use of Community Resolution disposals for low level offenders, particularly youth offenders.

ASB: The Force ended the performance year in a healthy position, recording almost half the number of Anti-Social Behaviour (ASB) incidents in March compared to the same month last year. As a consequence the year-end reduction nudged upward to 34.6% and means the Force has exceeded the 2012/13 Policing Plan target of a 10% reduction in ASB incidents.

The outlook for ASB performance remains extremely positive, with the Force continuing to record unprecedented reductions in volume, and reassuringly these are seen consistently across all districts. Projections based on historical data illustrate that the Force is on track to exceed the target reduction of eight percent for the 2013/14 performance year although confidence intervals are broad. Data for all forces in England and Wales suggest that Nottinghamshire has continued to reduce volume at a faster rate than other forces, and this is evident in an improvement in the Force's current rank within both the national and MSG standings, giving confidence that Nottinghamshire Police is successful in maintaining the current downward trajectory in recorded incident volume.

KSIs: The validated figures for the whole of 2012 are now available. Whilst there are reductions in the overall number of people killed or injured, which is to be welcomed, the scale of the reduction when compared to the 2011 figure is disappointing. The headline figures are: Fatalities down to 33 from 37 in 2011 (10.8% reduction), Seriously injured down to 545 from 568 (4% reduction), KSI casualties down to 578 from 605 (4.5% reduction), Slightly injured down to 3,217 from 3,413 (5.7% reduction) and Total number of injury collisions recorded down from 2984 to 2853 (4.4% reduction).

Figures for Q1 in 2013 (January to March) are showing a significant reduction when compared to the same period in 2012. While the level of reduction achieved in 2012 is lower than the 17.4% target, overall the Force remains broadly on track to achieve the Nottinghamshire Strategic Safety Partnership target of a 50% reduction in KSI's by 2020. However it will become challenging this year and especially next year if double digit reductions in KSI's are not forthcoming.

Assets Recovered from the Proceeds of Crime Act: The Force has achieved the target set out in the Policing Plan, with large increases recorded in the average value of both cash forfeitures (+27.6%) and confiscation orders (+17.0%). Confiscation orders have also surpassed the £1.2 million mark, as well as the total recorded in 2011/12. As mentioned above this performance is down to the lengthy, in-depth investigations

that are carried out by the Forces Financial Investigation Unit and it is through this team that offenders can be targeted and their assets seized to great effect. Further to this, new processes and training are being rolled across the Force which will hopefully further imbed the POCA processes in to investigations.

The Force finished 2012/13 strongly in terms of its Overall All Crime reduction and detection rate. Positive performance was also recorded around ASB, DV Arrests and POCA recoveries. There were areas of concern, Violent Crime recorded only a small year-on-year decrease in volume with Sexual Offences appearing to be recording an upward trend in volume (the current situation around historic offences will need to be monitored). Overall VAP only recorded a slight decrease in volume compared to last year and a greater understanding will be need to attained around offences which cannot be categorised as NTE or Domestic Violence (currently standing at around 50% of all VAP).

Priority 1 Performance – To Cut Crime and Keep You Safe

Priority 1: To Cut Crime and Keep You Safe												
PAGE	Performance Indicator	Target Profile	Performance Comparators									
			Trend (12m to Mar)	Target (YTD to Mar)	MSG Average	National Average	Long Term Health Check	Trend (3m to Mar)	Target (Mar)	MSG Average	National Average	Short Term Health Check
			Long Term - 12 Months to Mar 2013					Short Term - 3 Months to Mar 2013				
Crime & Detections												
	No of Total Crimes	Reduce by 6,194 crimes in 2012/13	△	●	average	average	Good	◀▶	●	average	average	Good
	No of Violent Crimes	Reduce by 1,369 crimes in 2012/13	◀▶	●	average	below	Risk	◀▶	●	below	below	Risk
	Crime Detection rate for Total Crime*	Achieve a rate of 36% in 2012/13	△	●	average	average	Concern	◀▶	●	average	average	Concern
	No of ASB incidents	Reduce by 5,796 incidents in 2012/13	△	●	average	average	Good	◀▶	●			Good
Protection From Serious Harm												
	No of people killed or seriously injured on roads in Nottinghamshire	Reduce by 105 KSI's in 2012/13	◀▶	●			Concern	◀▶	●			Concern
	Percentage of Suspects of Domestic Abuse arrested within 48 hours	Achieve a rate of 85% in 2012/13										
	Number of First Time Entrants in the Youth Justice System	Reduce by 10% in 2012/13	▲	●			Excellent					
	Assets recovered from the Proceeds of Crime Act	Increase by 10% in 2012/13	▲	●			Excellent					

Priority 2 Performance – To Spend Your Money Wisely

The restated budget to March 2013 was £188.381m. Actual net expenditure to March 2013 was £188.410m. This represented a £0.029m overspend against the restated budget.

There are many areas where the Force has seen an under spend in relation to;

1. Police pay and Allowances £0.405m
2. Staff pay and Allowances £0.506m
3. Transport costs £0.231m
4. Transport allowances £0.020m

Police officer overtime expenditure was £3.779m for the year. This represented a £0.022m under spend against the restated budget. This is was due to an under spend in City of £0.112m, which was largely due to Accelerate Plus where the forecast assumed the expenditure would all be within overtime but actual costs were incurred across other areas such as pre crime (see note 4.10). This was partly offset by overspends in County and OSD £0.098m due to Operations Encollar, Embolite and Accelerate Plus.

The latest 12 month rolling sickness data for the Force has shown that officer sickness reduced to 4.53% in March 2013 from 4.55% in February 2013. The 12 month rolling Force sickness absence rates for officers was 4.53% as at the end of March 2013. This compares to 4.86% in March 2012 and 4.68% in September 2012.

Officer sickness absence amounts to a yearly cost to the Force of £4.591m.

As at the end of March 2013, the rolling year staff sickness rate was 4.24% (9.4 working days). This has reduced since the implementation of the updated Attendance Management policy. Reductions since the beginning of the financial year occurred in City and Contact Management. Increases have occurred in County, Corporate Services, C&J and OSD (albeit OSD and Corporate Services are considerably under the target). Sickness increase within CJ is due to 9 staff currently on long term sickness. 3 of these have life threatening conditions.

Staff sickness amounts to a yearly cost to the Force of £1.721m.

The mileage for March 2013 was 658,031 which is a decrease of 50,607 miles on March 2012. Mileage year to date is 8,074,555 miles which is 502,865 miles (5.86%) lower than at the same time in 2011/12.

Over the last twelve months, the average number of Rest Days in Lieu (RDIL) per Officer has increased from 12.44 to 13.26, against a target of 5 days. The average number of RDIL per staff, over the previous twelve months, has increased from 7.74 to 8.45, against a target of 5 days. In total 1015 Police Officers and 230 Staff have more than 5 RDIL. The reasons for these increases is the continued vacancy gap.

As detailed in the Force budget for 2012/13, £10.300m of efficiency savings were planned for this financial year. As at the end of March 2013, the Force actually achieved £10.230m savings, including Vacancy Management.

NOT PROTECTIVELY MARKED

Priority 2: To Spend Your Money Wisely											
Performance Indicator	Target Profile	Performance Comparators									
		Trend	Target (YTD)	MSG Average	National Average	Long Term Health Check	Trend	Target (This Month)	MSG Average	National Average	Short Term Health Check
		Long Term - 12 Months to March 2013					Short Term - 3 Months to March 2013				
Value For Money and Improving Productivity											
Comparison of projected spend against actual by force and departments	Restated budget of £188.381m	↔	●			Good	↔	●			Good
Overtime budget	Reduce spend on overtime to be below MSG average	↔	●	Average		Concern	↔	●			Good
Total no of days lost through sickness (Officer)	3.7% or 8.2 days per Officer	▼	●	Below	Below	Risk	▼	●			Risk
Total no of days lost through sickness (Staff)	3.7% or 8.2 days per person	▼	●	Below	Below	Risk	▼	●			Risk
Fleet Mileage	Annual threshold of 8,271,312 miles	↔	●			Good	↔	●			Good
Fleet Costs	Restated budget of £4.347m	↔	●			Good	↔	●			Risk
Vehicle Hire	Restated budget of £0.192m	↔	●			Risk	▼	●			Risk
Ratio of Constable to Sergeants and above	Be better than MSG average	↔	●	Above		Good	↔	●			Good
RDIL by Force (OFFICERS)	5 days	↔	●			Risk	▼	●			Risk
RDIL by Force (STAFF)	5 days	↔	●			Risk	↔	●			Risk
TOIL by Force (OFFICERS)	40 hours	▲	●			Excellent	▲	●			Good
TOIL by Force (STAFF)	40 hours	▲	●			Excellent	↔	●			Good
Efficiency Savings	Annual target of £10.300m	↔	●			Concern	↔	●			Concern
Officer Establishment	Available Resources	↔	●			Good	↔	●			Good
Staff Establishment	Available Resources	↔	●			Good	↔	●			Good
Finance Department	Performance of department	↔	●			Good	↔	●			Good
IS Department	Performance of department	↔	●			Good	↔	●			Good
HR Department	Performance of department	↔	●			Good	↔	●			Good
Estates	Performance of department	↔	●			Good	↔	●			Good
Procurement Department	Performance of department	↔	●			Good	↔	●			Good
Health & Safety	Performance of Health & Safety	↔	●			Good	↔	●			Good

Priority 3 Performance – To Earn Your Trust and Confidence

The performance of satisfaction of victims of crime with the service they have received when considering the long term health check as the 12 month rolling trend is now stable and the Force is below the 90% target. **The 12 month rolling average to January is 87.3%. The Force is above peers nationally whilst remaining in line with the Most Similar Group (MSG) average. Nottinghamshire is performing in line with the Most Similar Group (MSG) average - the force has risen to 2nd place.** Overall satisfaction levels remain broadly similar in each of the Divisions (City 86.2%, County 88.1%).

Satisfaction with keeping victims informed of progress now stands at 80.6% for the ‘All Users’ group, uplift of 1.4 percentage points on the same period last year.

The disparity in comparative satisfaction between minority ethnic (BME) and white users is broadly stable at 5.2 percentage points when compared with the same time last year when the gap was 5.3 percentage points. Positively, there is no significant gap between BME and white users for satisfaction with ease of contact, police actions and treatment, whilst follow-up remains the area where the disparity is the greatest and therefore focus required

‘Attendance at crimes we are required to will exceed 90% each year’, year to date figures show that this is now a concern as the Force has dropped below the 90% target for the year and month with 89.8%, however It should also be noted that a number of incidents of crime are classified as non-attend, that is where, for example, the caller specifically requests that the police do not attend the incident. Where this set of incidents is excluded from the measurement then it can be seen that performance is stable and the year-to-date attendance rate for the period to March 2013 is 95.8%.

The percentage of people who agree that local issues are being dealt with across Nottinghamshire is below target following a dip in agreement levels since the previous quarterly results, and now stands at 56.7% for 12 months interviews ending September 2012. Public confidence continues to be measured through the Crime Survey for England and Wales (CSEW), formerly known as the British Crime Survey (BCS), which undertakes face to face interviews with members of the public in Nottinghamshire on an ongoing basis.

A key indicator in the handling of complaints is the average number of days to locally resolve allegations. PSD 12 months to date figures to February 2013 shows that the long term trend is stable and the average has reduced to 91 days. The most recent year to date data reports a figure of 86 days for Nottinghamshire Police.

Performance on this measure is impaired by older complaint allegations. Where allegations have been finalised in the 12 months to February 2013, those that were received prior to April 2012 have an average local resolution time of 156 days. **While older allegations jeopardise achievement of the 2012-13 target, the year-to-date performance for allegations received since April is 43 days which is well within the target and illustrates that the Force is on track to achieve to achieve the longer-term target by 2015.** Around 67% of allegations received between April 2012 and February 2013 that have now been locally resolved were completed within the 53 day target.

The Neighbourhood Alert facility was launched during 2011 and therefore there is limited data to provide trend assessments. The number of registered users for the Neighbourhood Alert system has been increasing month on month. Membership is now in **excess of 19,500 users** with representation across Nottinghamshire. Each policing area is now able to obtain information on the expansion of new users, the volume and quality of alerts being sent, monitor the demographic breakdown of users, and the number of Neighbourhood Watch users.

The number of alert messages delivered by email in March was 332.

Priority 3 Performance – To Earn Your Trust and Confidence

Priority 3: To Earn Your Trust and Confidence											
Performance Indicator	Target Profile	2012-13 Performance Comparators									
		Trend	Target	Most Similar Group (MSG) Average	National Average	Long Term Health Check	Trend	Target (This Month)	Most Similar Group (MSG) Average	National Average	Short Term Health Check
		Long Term - 12 Months to Jan 2013*					Short Term - 3 Months to Jan 2013*				
Our objective is consistently to be ranked amongst the top five police forces in England and Wales for victim satisfaction											
Satisfaction of victims of crime with the service they have received will exceed 90% each year	90% completely, very or fairly satisfied by 2012-13	◀▶	●	average	above	Concern	◀▶	●			
Attendance at crimes where we are required will exceed 90% each year	90% attendance at incidents of crime	◀▶	●			Concern	◀▶	●			Concern
Percentage of people who agree that local issues are being dealt with will exceed 60% by 2015	58% agree by 2012-13	◀▶	●	below	average	Concern					
Use of our neighbourhood alert facility and online priority surveys will increase		There are no policing plan targets for this indicator and performance is measured through the use of both the Neighbourhood Alert facility and the online Neighbourhood Priority Survey									
Average time to locally resolve allegations about the conduct of employees arising from public complaints will reduce to 35 days by 2015	Average of 53 days to locally resolve allegations by 2012-13	◀▶	●	below	below	Risk	△	●			Good

Indicators highlighted in blue in the above table are the 2012-2015 Policing Plan targets as agreed by the Police Authority

Appendix

Summary Performance Reporting in line with the Police Priorities set for 2012-13

Nottinghamshire Police Performance has been assessed according to the criteria shown in the key below.

KEY to Performance Comparators		
Trend Assessment	Performance Against Target	Compared to MSG/National
▲ Improving	● Significantly above Target >5% difference	Above Significantly Better
△ Possibly Improving	● Above Target	Average Similar to MSG
◀▶ Stable	● Below Target	Below Significantly Worse
▽ Possibly Deteriorating	● Significantly below Target >5% difference	
▼ Deteriorating		

The Health Check Measure

The assessment for each of the Performance Comparators is combined to create an overall judgment of performance (the Health Check Measure) for each indicator. This will be calculated for both long and short term performance, giving a long term health check and a short term health check. There are 4 bands to the Health Check Measure, these are as follows:

- Band 1 (Excellent)** Performance is extremely good, with trend improving, performance both significantly above target and significantly better than peers.
- Band 2 (Good)** Performance is good, with trend improving or stable, performance above target and similar to peers.
- Band 3 (Concern)** Performance is of concern, with trend stable or deteriorating, performance below target and similar or worse than peers.
- Band 4 (Risk)** Performance is exceptionally poor, with trend stable or deteriorating, performance significantly below target and significantly below peers.

The long term health check measure will be used to determine the force’s performance against the Policing Plan targets. All indicators are subject to further scrutiny an analysis in the main body of the Performance and Insight reports which accompany the respective Police Authority Committee papers. This document provides a summary of performance in relation to each strategic priority, actions and strategic risks.

The rationale for a Performance Scorecard Report:

This document sets out a summary of the performance of Nottinghamshire Police in relation to key measures to deliver against the priorities in the Policing Plan 2012-15. The force has agreed a new Integrated Business Planning process which will support performance reporting based on the development of balanced scorecards, which will be built into each of the service delivery area business plans, with key measures being identified for monitoring through this Performance Scorecard Report. This Report will be presented to the Police Authority for approval, and will form part of the Police Authority Committees scrutiny as set out in the principles below.

Principles:

- To provide bi-monthly Performance Scorecard reports for the Police Authority
- To ensure performance reporting aligns to force and Police Authority governance
- To ensure robust quality and timeliness of performance reporting to the force and the Police Authority
- To build in best practice for performance reporting for information, decision making and informing the Integrated Business Planning Framework
- To build the Performance Report to demonstrate performance monitoring to deliver the Policing Plan priorities:
 - To cut crime and keeping you safe
 - To spend your money wisely
 - To earn your trust and confidence
- To implement a Home Office (HO) Assessment method to the system to assess performance against target
- Trends to be assessed using statistical methods used by the HO police performance system i-Quanta
- To demonstrate how the force is performing against its Most Similar Group (MSG)
- To design in the what is happening (patterns and trends) and why from the information
- To highlight performance risks in relation to each of the three strategic priorities
- To outline control measures that will be introduced to improve performance

Key features

The Performance and Insight Packs contains tables showing how the Force is performing in relation to the following Performance Comparators:

- Performance compared to self (trend)
- Performance compared to target
- Performance compared to MSG and national forces (where available).

Both long and short term performance is assessed using the above comparators. Long term performance is based on a 12 month picture, with the exception of target performance which is year to date. Short term performance is based on a 3 month picture, with the target being based on the current month's performance. This allows the reader to assess the force's progress against the Policing Plan targets using the long-term performance picture, while also allowing them to view any emerging trends in the short term picture.

Indicators are given a Health Check Measure Rating, which is based on the combined score of the Performance Comparators.

Commonly used acronyms

ASB – Anti Social Behaviour
ACPO – Association of Chief Police Officers
BCU – Basic Command Unit
BME – Black or Minority Ethnic
FTE – Full Time Equivalent
MSG – Most Similar Group of Forces; or Most Similar Group of BCU's
RDIL – Rest Day In Lieu
RTC – Road Traffic Collision
TOIL – Time Of In Lieu

Data Sources:

Crime and Detections data has been taken from the internal CRMS system Please note that detailed analysis of crime and detections data is based on data from CRMS for the period 1st April 2011 – 31st January 2012. As CRMS is a live system this data may be subject to change. MSG and National comparisons are based on data taken from the external iQuanta and CJMIS systems – the most similar group for the force consists of Nottinghamshire, Lancashire, Leicestershire, Northumbria, Northamptonshire, Staffordshire, South Wales and South Yorkshire. Business and Finance data has been taken from the internal e-financials and HRMS systems Satisfaction data has been taken from the Force's internal user satisfaction surveys Confidence data has been taken from the Crime Survey for England and Wales (formerly the British Crime Survey) Contact Management data has been taken from the internal Vision, SICCS and Symposium systems PSD data has been extracted from the internal Centurion system MSG and National comparisons for complaints are based on data provided by the IPCC Police Complaints Information bulletins.

Data Time Period:

Unless otherwise stated, data for Crime and Detections Trend and Target position is up to March 2013 Satisfaction data, excluding MSG and National comparisons, covers incidents reported up to January 2013 (interviews up to March 2013). Data for MSG and National forces is for 12 months of interviews up to December 2012 for Satisfaction data (incidents reported up to October 2012). Data for MSG and National forces is for 12 months of interviews up to September 2012 for Confidence data. Data for Public Complaints indicators covers public complaints and allegations up to February 2013. Data for MSG and National forces is for 6 months to September 2012 for Public Complaints data. Data for Contact Management indicators covers incidents up to March 2013.

A number of indicators in priority 3 use different date periods due to the availability of data. For more detailed information on these date periods please contact the report author (details shown below).

Statistical Methodology

Analysis of trend is based on the most recent 12 months performance (long-term trend) or 3 months performance (short-term trend), with tests of statistical significance employed to assess for statistically significant variations in the exponentially weighted moving average at the 80% and 95% confidence levels.

Performance against target (long term) is assessed using 12 month rolling average performance compared to target.

Performance against target (short term) is assessed using current month performance compared to target.

A 5% level has been used to assess for performance significantly different to target.

For more information on the statistical techniques employed in the report please contact the performance and insight team:

mi@nottinghamshire.pnn.police.uk

Report to:	Strategic Resources & Performance
Date of Meeting:	21st May 2013
Report Author:	David Machin
E-mail:	david.machin@nottinghamshire.pnn.police.uk
Other Contacts:	Simon Tovey
Agenda Item:	6

Revenue Budget Management Report 2012-13: Year to March 2013

1. Purpose of the Report

- 1.1 The purpose of the report is to provide an update on the financial position against the 2012-13 revenue Quarter Three restated budget for the year ending March 2013.

2. Recommendations

- 2.1 That the report is noted.

3. Reasons for Recommendations

- 3.1 This complies with good financial management and governance.

4. Summary of Key Points

- 4.1 The full year net revenue budget for 2012-13 is £191.838m. During December the Quarter Three forecast was undertaken which resulted in an agreed restated full year budget of £188.381m.

Actual net expenditure for the year ending March 2013 was £188.410m against a budget of £191.838m and a restated budget of £188.381m. The resulting position against budget was an under spend of £3.427m (-1.79% of budget) and against restated budget an over spend of £0.030m (+0.02% of restated budget).

This report gives consideration to the significant variances against the restated budget and **Appendix 1** sets out the position in detail.

- 4.2 Police pay and allowances expenditure was £106.100m for the year. This represented a £0.405m under spend against the restated budget. This was due to the revision of the SPP accrual by £0.102m and a recharge to Derbyshire for seconded officers to special branch £0.180m. There was additional savings due to a higher number of officer leavers/transferees in the final quarter than anticipated and pension of £0.090m, which in part is due to officers opting out of the scheme.

- 4.3 Police officer overtime expenditure was £3.779m for the year. This represented a £0.022m under spend against the restated budget. This is due to an under spend in City of £0.112m, which was largely due to Accelerate Plus where the forecast assumed the expenditure would all be within overtime but actual costs were incurred across other areas such as pre crime (see note 4.10). This was partly offset by overspends in County and OSD £0.098m due to Operations Encollar, Embolite and Accelerate Plus.
- 4.4 Police staff pay and allowances expenditure was £45.753m for the year. This represented a £0.506m under spend against the restated budget. This was largely due to savings in Local Policing of £0.161m, Contact Management £0.096 where the forecast was based on full FTE establishment which has yet to be achieved and County £0.078m. Specialist Services was £0.271m in part due to savings on agency costs for Accelerate Plus within Crime and Justice.
- 4.5 Police staff overtime expenditure was £0.600m for the year. This represented a £0.047m overspend against the restated budget. The over spend is largely in County £0.023m due to PCSO overtime and Corporate Services £0.011m, mainly in Estates.
- 4.6 Other employee expenses expenditure was £2.152m for the year. This represented a £0.569m overspend against the restated budget. This is largely due to anticipated employment tribunal awards of £0.364m, an accrual for first aid payments £0.120m resulting from the challenge from Unison and restructuring costs £0.179m. This was partly offset by savings on training of £0.102m.
- 4.7 Premises running costs were £6.170m for the year. This represented a £0.416m over spend against the restated budget. This is mainly due to an accrual for dilapidations of £0.197m following a review of all leased properties, repairs £0.091m, energy costs £0.060m reflecting the colder weather experienced in the final quarter, rents £0.043m which was due to an accrual for vacant leased properties and waste charges £0.012m.
- 4.8 Transport allowances were £0.715m for the year. This represents a £0.020m under spend against the restated budget. The main reason for the variance is due to savings on essential mileage, casual user and members/lay visitor travel expenses.
- 4.9 Transport costs were £5.327m for the year. This represented a £0.231m under spend against the restated budget. The main reason for this variance is due to the release of an insurance provision for third party claims £0.280m following the quarterly review, fuel costs £0.033m with usage and price being lower than forecast assumptions, vehicle availability charge £0.015m and pence per mile £0.016m. This has been partly offset by an accrual for repairs

to Vensons vehicles £0.050m, hire of vehicles £0.030m and purchases/maintenance of cycles £0.020m.

- 4.10 Equipment, furniture and materials costs were £0.591m for the year. This represented a £0.103m over spend against the restated budget. This is resulting from consumable equipment purchases of £0.090m, of which £0.059m was in pre-crime in relation to Op Accelerate Plus; this is a crossover with the saving within overtime where the forecast was held (see note 4.3), and public order equipment £0.007m.
- 4.11 Expenses costs were £0.209m for the year. This represented a £0.029m over spend against the restated budget. This is resulting from overspends on hotels £0.015m, subsistence £0.009m and conferences £0.005m.
- 4.12 Printing and stationery costs were £0.599m for the year. This represented a £0.036m under spend against the restated budget, following a review of photocopier charges.
- 4.13 Communications and computing costs were £6.042m for the year. This represented a £0.219m over spend against the restated budget. This is resulting from a company called E2E which has gone into administration, in year two of our three year contract. All three years were paid upfront so a provision for the writing down of the remaining contract has been made of £0.126m. Other Systems Licences were £0.040m worse than forecast mainly due to Map Information Professional Licences which were not known at the time of the forecast, Contact Management system £0.031m and Crime & Justice systems £0.017m.
- 4.14 Miscellaneous expenses were £1.912m for the year. This represented a £0.126m under spend against the restated budget. The main reason for this variance is due to the release of an insurance provision for third party claims £0.165m following the quarterly review and a release of an accrual £0.046m. This has been offset by publicity £0.050 mainly in the Office of the PCC, increase in the bad debt provisions £0.020m and CCTV evidence copying £0.036m.
- 4.15 Supplies and services was £3.659m for the year. This represented a £0.068m over spend against the restated budget. This is due to a legal fees accrual of £0.199m for Tom Ball Hall and Operations Alestake and Coumaric; medical fees £0.030m for autopsies within Crime & Justice; consultancy fees of £0.034m within Human Resources £0.011m and Police and Crime Commissioners Office £0.020m; subscriptions £0.025m which is due to a £0.045m accrual for performing rights (PPL) licences; and SPOC (mobile phone interrogation) charges £0.049m from the Home Office. This has been offset by savings in forensic/DNA samples of £0.292m following a review of the accrual.

- 4.16 Collaboration contributions were £6.936m for the year. This represented a £0.117m under spend against the restated budget. This is the cash contribution made to other forces who are leading the collaboration activity. This variance is largely due to a £0.291m saving that will be passed back from the region, which has been partly offset by officer in kind payments and a charge for the regional head of ICT £0.047m which was not in the forecast. There has been a counter charge to the region for the deputy head of ICT in other income (see note 4.23).
- 4.17 Partnership contributions were £0.538m for the year. This represented a £0.244m over spend against the restated budget. This is where the force contributes funds to support activities with other partners. The variance is due to Crime and Justice £0.183m for a contribution to the Safeguarding Adults Board, Sexual Assault Referral Centre (SARC) and National Domestic Extremism Unit (NDEU), and the Office of the PCC £0.143m. There has been a contribution of £0.143m from the Home Office within Other Income to fund this contribution (see note 4.23).
- 4.18 Agency and contract services were £0.721m for the year. This represented a £0.128m under spend against the restated budget. The variance is following a review with Estates which determined that costs for estate agents fees had been overstated by £0.218m. This has been offset by financial services provided by County Council £0.085m.
- 4.19 Pension costs (injury awards and medical retirement) were £3.671m for the year. This represented a £0.216m over spend against the restated budget. The variance is largely due to two payment made in March, medical injury reviews and injury gratuities.
- 4.20 Capital Financing costs were £3.190m for the year. This represented a £0.093m over spend against the restated budget. The variance is due to increased interest payments for loans that were taken out during the year but not known at the time of the Quarter three restated budget.
- 4.21 Special services income was £1.184m for the year. This represented £0.062m less income to the restated budget. This is mainly due to lower football revenue where there is a reduced presence within the football stadiums and changes to categories of matches, combined with the use of Specials rather than police officers.
- 4.22 Other operating expenditure was an income of £0.186m for the year. This represented a £0.024m additional income to the restated budget. This is interest received on bank deposits.
- 4.23 Other income was £9.575m for the year. This represents £0.414m additional income to the restated budget. This was largely due to a contribution of

£0.143m from the Home Office to fund a partnership contribution (see note 4.17), a contribution from reserves for costs incurred by the Office of the PCC £0.076m, contribution from other forces £0.056m, transfer of deputy head of ICT to the region £0.047m (see note 4.17), income from HM Courts & Tribunals Service for breach warrants and other services £0.043m, release of grant income from a prior year following a review £0.035m and council grant reform income £0.027m.

- 4.24 Externally Funded projects have a budgeted income of £6.021m for the full year. During December the Quarter Three forecast was undertaken which produced a restated full year budget of £6.188m, this is an increase of £0.167m. **Appendix 2** shows the detail of the combined income and expenditure for these projects. There are currently c120 projects behind this summary.

Expenditure for the year was £6.306m compared to the restated budget of £6.188m. This represented a £0.118m overspend against the restated budget. This arose in the following areas: equipment, comms and computing, miscellaneous expenses and supplies and services, partly offset by police officer overtime and police staff payroll.

Income year to date was £6.453m compared to the restated budget of £6.188m. This represented a £0.265m additional income compared against the restated budget.

The net position in the year was £0.146m additional income compared to expenditure which relates to the POCA incentivisation scheme which will be transferred to reserves.

- 4.25 A summary of the total budget variances for the 2012-13 financial year is shown in **Appendix 3**.

5. Financial Implications and Budget Provision

- 5.1 As explained in the body of the report.

6. Human Resources Implications

- 6.1 Not applicable.

7. Equality Implications

- 7.1 Not applicable.

8. Risk Management

8.1 As explained in the body of the report.

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

9.1 The report demonstrates good financial management and governance.

10. Details of outcome of consultation

10.1 This report has been prepared with information provided within the Business Partnering Team.

11. Appendices

11.1 Appendix 1 – Period 12 Year to Date Expenditure Against Restated Budget
Appendix 2 – Period 12 Year to Date Expenditure Against Budget
Appendix 3 – Total Budget Variances for 2012-13 – TO BE TABLED AT THE MEETING

Appendix 1: Period 12 Year to Date Expenditure Against Restated Budget

March 2013		 NOTTINGHAMSHIRE POLICE PROUD TO SERVE				
Total Force						
	Full year	Full year	Year to Date			
	Agreed Budget £m	Restated Budget £m	Restated Budget £m	Actual £m	Variance £m	Note
Police pay & allowances	108.785	106.505	106.505	106.100	(0.405)	4.2
Police overtime	3.368	3.801	3.801	3.779	(0.022)	4.3
Police staff pay & allowances	42.469	46.259	46.259	45.753	(0.506)	4.4
Police staff overtime	0.390	0.553	0.553	0.600	0.047	4.5
Other employee expenses	1.371	1.584	1.584	2.152	0.569	4.6
Total pay & allowances	156.383	158.702	158.702	158.384	(0.317)	
Other operating expenses						
Premises running costs	5.465	5.754	5.754	6.170	0.416	4.7
Transport allowances	0.761	0.735	0.735	0.715	(0.020)	4.8
Transport costs	4.629	5.558	5.558	5.327	(0.231)	4.9
Equipment, furniture & materials	0.605	0.488	0.488	0.591	0.103	4.10
Expenses	0.161	0.180	0.180	0.209	0.029	4.11
Clothing, uniform & laundry	0.755	0.423	0.423	0.411	(0.012)	
Printing & stationery	0.797	0.635	0.635	0.599	(0.036)	4.12
Comms & computing	5.070	5.823	5.823	6.042	0.219	4.13
Miscellaneous expenses	2.899	2.038	2.038	1.912	(0.126)	4.14
Supplies & services	3.867	3.591	3.591	3.659	0.068	4.15
Collaboration Contributions	8.570	7.053	7.053	6.936	(0.117)	4.16
Partnership Contributions	0.376	0.295	0.295	0.538	0.244	4.17
Agency/contract services	(4.591)	0.849	0.849	0.721	(0.128)	4.18
Pensions	3.355	3.455	3.455	3.671	0.216	4.19
Capital financing	3.856	3.097	3.097	3.190	0.093	4.20
Joint authorities	0.828	0.632	0.632	0.631	(0.001)	
	37.402	40.606	40.606	41.323	0.717	
Total expenditure	193.785	199.308	199.308	199.707	0.399	
Other						
Special services	(0.431)	(1.247)	(1.247)	(1.184)	0.062	4.21
Fees, report & charges	(0.378)	(0.357)	(0.357)	(0.351)	0.006	
Other operating expenditure	(0.037)	(0.162)	(0.162)	(0.186)	(0.024)	4.22
Income	(1.101)	(9.161)	(9.161)	(9.575)	(0.414)	4.23
	(1.947)	(10.927)	(10.927)	(11.297)	(0.370)	
	191.838	188.381	188.381	188.410	0.030	

Appendix 2: Period 12 Year to Date Expenditure Against Budget



March 2013

External Funded

	Full year	Full year	Year to Date		
	Agreed Budget £m	Restated Budget £m	Restated Budget £m	Actual £m	Variance £m
Police pay & allowances	1.979	2.123	2.123	2.127	0.004
Police overtime	0.348	0.494	0.494	0.434	(0.060)
Police staff pay & allowances	2.439	2.227	2.227	2.200	(0.027)
Police staff overtime	0.027	0.044	0.044	0.037	(0.006)
Other employee expenses	0.039	0.042	0.042	0.054	0.012
Total pay & allowances	4.832	4.929	4.929	4.852	(0.077)
Other operating expenses					
Premises running costs	0.253	0.252	0.252	0.251	(0.001)
Transport allowances	0.010	0.013	0.013	0.014	0.001
Transport costs	0.123	0.123	0.123	0.130	0.007
Equipment, furniture & materials	0.113	0.214	0.214	0.303	0.089
Expenses	0.011	0.022	0.022	0.021	(0.001)
Clothing, uniform & laundry	0.005	0.005	0.005	0.005	0.000
Printing & stationery	0.046	0.030	0.030	0.028	(0.002)
Comms & computing	0.325	0.256	0.256	0.281	0.026
Miscellaneous expenses	0.083	0.054	0.054	0.105	0.051
Supplies & services	0.040	0.120	0.120	0.137	0.017
Collaboration Contributions	-	-	-	-	-
Partnership Contributions	-	-	-	-	-
Agency/contract services	0.178	0.167	0.167	0.173	0.007
Pensions	-	-	-	-	-
Capital financing	-	-	-	-	-
Joint authorities	0.001	0.004	0.004	0.004	0.000
	1.189	1.259	1.259	1.454	0.195
Total expenditure	6.021	6.188	6.188	6.306	0.118
Other					
Special services	-	(0.214)	(0.214)	(0.178)	0.036
Fees, report & charges	-	-	-	-	-
Other operating expenditure	-	-	-	-	-
Income	(6.021)	(5.974)	(5.974)	(6.275)	(0.301)
	(6.021)	(6.188)	(6.188)	(6.453)	(0.265)
	0.000	-	-	(0.146)	(0.146)

Note

Report to:	Strategic Resources & Performance
Date of Meeting:	21st May 2013
Report Author:	Pam Taylor
E-mail:	pamela.taylor@nottinghamshire.pnn.police
Other Contacts:	Simon Tovey
Agenda Item:	7

Capital expenditure outturn and slippage 2012-2013

1. Purpose of the Report

- 1.1 To provide information regarding the actual expenditure on the 2012-2013 Capital Programme, and the required slippage into 2013-2014.

2. Recommendations

- 2.1 That the Commissioner approves the key outturn figures in 2012-2013 as follows;

- Expenditure of £5.190m against the budget of £9.232m.
- Net savings made of £0.272m in the year

- 2.2 That the Commissioner approves the slippage detailed in the appendices of £3.770m.

3. Reasons for Recommendations

- 3.1 To provide year end figures on this major area of expenditure.
- 3.2 To ensure that sufficient resources are available in the 2013-2014 Capital Programme to meet current plans.

4. Summary of Key Points

- 4.1 There are three main areas to the Capital Programme;
- Estates Projects controlled by Tim Wendels, Head of Estates and Facilities Management.
 - Information Services Projects controlled by Christi Carson, Head of Information Services (Nottinghamshire).
 - Other Projects, which have managers from across the Force.
- 4.2 The summary programme information for 2012-2013 is as follows;

Area	Original Approved Budget £m	Actual Exp. £m	Saving / over - spend £m	Slippage from 2013-14 £m	Slippage into 2013-14 £m	Net Slippage into / from 2013-14 £m
Estates	3.605	2.423	-0.024	0.357	-1.415	-1.058
I.S.	5.491	2.508	-0.384	0.278	-2.877	-2.599
Other	0.136	0.259	0.136	0.075	-0.088	-0.013
Total	9.232	5.190	-0.272	0.710	-4.480	-3.770

4.3 The detailed information is included in Appendix 1 to this Report. The slippage into 2013-2014 has been due to various project delays. The slippage from the 2013-2014 column indicates where projects programmed for 2013-2014 have been accelerated and commenced in 2012-2013 through a managed process to mitigate the effects of project delays. More detail of the reasons for slippage is included in Appendix 2 to this report. The net slippage into 2013-14 is requested as a formal addition to the 2013-2014 Capital Programme.

4.4 Net savings and over spends resulted in a net saving of £0.272m. Savings have been actively sought through the year both from procurement savings and not proceeding with unnecessary or non viable projects. The sundry minor & emergency works is a contingency budget allocated to appropriate schemes during the year. New projects have been identified, approved by business case, authorised and added during the year to the original 2012/13 Capital Programme. Other scheme variances through the year have been met by virements between schemes and have been reported on during the year. The total of virements made was £0.886m.

5 Financial Implications and Budget Provision

5.1 Reductions in current year capital expenditure will have a direct effect on the following year's MRP charges, and the level of borrowing required.

6 Human Resources Implications

6.1 There are no HR implications.

7 Equality Implications

7.1 There are no equality implications.

8 Risk Management

8.1 Delays in scheme expenditure impacts on operational performance.

9 Policy Implications and links to the Police and Crime Plan Priorities

9.1 Individual schemes are linked to various Police and Crime Plan Priorities at the business case stage.

10 Details of outcome of consultation

10.1 The figures presented are as a result of consultation with budget holders

11 Appendices

11.1 Appendix 1 2012-2013 Capital Outturn.

Appendix 2 Analysis of Net Slippage 2012-2013.

Appendix 1 Capital Out-turn and slippage 2012-2013

	2012-2013					
	Original Approved		Saving/	Slippage	Slippage	
	Budget	Virements	Overspend	from	into 2013-	Outturn
	£000	£000	£000	2013-14	14	£000
Estates Projects						
Arrow Centre	59	-51	-1			7
Bridewell Car Park	25				-25	0
Broxtowe Refurbishment	225				-224	1
CCTV (Non Custody)	150				-138	12
Custody Improvements	607	189			-21	775
Eastwood Police Station Refurbishment	243		1		-236	8
Energy Initiatives	395	-60			-132	203
Estates Review	460	-61	-2		-175	222
FHQ Kennels		22	-4			18
FHQ Generator & Sub-Station	35	-28	1			8
Firing Range Upgrade	50				-41	9
Flat Roofs Replacement	125	-5			-120	0
Hucknall PS roof replacement	25	5	3			33
HQ Fire Precautions Upgrade		40	-4		-4	32
Meadows - extension	4		-1			3
Northern Property Store	153		64		-24	193
Ollerton Police Station Refurbishment	331	60			-68	323
PCC Accomodation	150	0			-150	0
PV Panels				236		236
Radford Road PS Lift		11				11
R22 Gas Replacement				121		121
Sherwood Lodge Refurbishment	92	-49			-4	39
Shared Services	200				-147	53
Southern Control Room Upgrade	90				-6	84
Sundry minor & emergency works	154	-73	-81			0
West B'ford - former cells refurbishment	32					32
	3,605	0	-24	357	-1,515	2,423

Appendix 2 Analysis of net slippage 2012-2013

	£000	Brief reason for slippage
Estates Projects		
Bridewell Car Park	-25	Legal complications with land agreements
Broxtowe Refurbishment	-224	Investigating options with Nottm City
CCTV (Non Custody)	-138	Difficulty obtaining security approvals
Custody Improvements	-21	Retention monies
Eastwood Police Station Refurbishment	-236	Looking at shared services with PCT
Energy Initiatives	-132	Feasibility reports and scheme consideration
Estates Review	-175	Force needs are dictating project spend
Firing Range Upgrade	-41	Original plan unacceptable to landlord
Flat Roofs Replacement	-120	Surveys delaying project
HQ Fire Precautions Upgrade	-4	Retention monies
Northern Property Store	-24	Vetting issues
Ollerton Police Station Refurbishment	-68	Project due to complete soon - delay on windows
PCC Accomodation	-150	Awaiting decision by PCC
PV Panels	236	Project brought forward - leaving £94k in 13/14
R22 Gas Replacement	121	Project brought forward - leaving £29k in 13/14
Sherwood Lodge Refurbishment	-4	Retention monies
Shared Services	-147	Legal, landlord and vetting delays
Southern Control Room Upgrade	-6	Retention monies
	-1,158	
ICT Projects		
Crime Recording (CRMS)	-92	A&E wizard being scoped
Criminal Justice	-248	National hardware refresh and delays in PND extract
Efinancials Upgrade	-40	To be started early in new year
Essential Equipment Renewal	150	Project brought forward - leaving £250k in 13/14
ICT Regional Applications	-78	To be started early in new year
Local Printing Reduction	18	Project brought forward - leaving £182k in 13/14
Memex Upgrade	-234	Delay in project timescales - Memex being difficult
Mobile Data Forms Development	-93	Awaiting specification of software
Mobile Data further rollout	-33	Will complete early in new year
Mobile Data HO Grant	-211	Being spent in accordance with Home Office conditions
Remote Working	-289	Delivery and fitting occurring in batches
Server Virtualisation	110	Completely eliminates next years budget
Storage Area Network Upgrade	-28	Retention monies
Telephony Project (Joint Derbyshire)	-1,450	Joint project due to commence in new year
Video Conference Refresh	-81	Due to contract price negotiations
	-2,599	
Other Projects		
Artemis Fleet Management	65	Project brought forward - leaving £435k in 13/14
Contract Management System	-46	Project commenced in February as a new business case
Non-driver slot vehicles	10	Project brought forward - leaving £105k in 13/14
Safes & Ballistic Boxes	-42	Delays in procurement process
	-13	
Total Programme	-3,770	

Report to:	Strategic Resources and Performance
Date of Meeting:	21st May 2013
Report Author:	Pam Taylor
E-mail:	
Other Contacts:	Charlotte Radford
Agenda Item:	8

Annual Treasury Management Performance Report 2012-13

1. Purpose of the Report

To inform the Police & Crime Commissioner on the Treasury Management and Prudential Indicator performance against the limits approved in the strategy for 2012-13.

2. Recommendations

To approve the outturn results within the report provided in **Appendix 1**.

3. Reasons for Recommendations

This complies with financial regulations for treasury management and the principles of good financial management.

4. Summary of Key Points

- 4.1 The report attached at Appendix 1 summarises the economic environment in which day to day treasury management activity is undertaken. The main principle of this activity is to ensure the assets of the PCC are protected against the any potential loss from changes in the markets and economy.
- 4.2 To this end the daily cash balances are kept as low as practicable and some capital funding is made through the use of balances; resulting in an under borrowed position, which is prudent in the current economy.
- 4.3 The decision to use internal balances for some of the financing together with the low market rates has resulted in a reduction in the income earned from investments compared with pre 2008 income. However, the performance of our short term investments consistently out performs the market average. For 2012-13 the average rate earned was 0.68% compared with the market average of 0.39%.
- 4.4 Similarly, the borrowing strategy that is in place has also consistently out-performed the market average. In 2012-13 we only had one short-term (overnight) occasion when we needed to borrow, due to a receipt being later than planned.

4.5 The average amount of interest paid on long term debt has been reducing as older loans on higher fixed rates are repaid and new PWLB loans are being taken out at the low rates currently being charged by PWLB. In addition to this we are taking advantage of the Certainty Rate of 0.2bpts below the PWLB published rate for having notified the Treasury in advance of our estimated borrowing requirements.

4.6 Looking forward interest rates are not anticipated to change much. It is anticipated that the Bank of England rate will possibly rise slowly from quarter 1 in 2015.

4.7 In relation to the Treasury Management and Prudential Limits set within the strategy for 2012-13 we have performed within the limits. This is in the main due to the slippage in the capital programme.

5. Financial Implications and Budget Provision

None as a direct result of this report.

6. Human Resources Implications

None as a direct result of this report.

7. Equality Implications

None as a direct result of this report.

8. Risk Management

The economic and market risks have been identified within the report.

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

This complies with the treasury management policy.

10. Details of outcome of consultation

None

11. Appendices

Appendix 1 – The Nottinghamshire Office of the Police & Crime Commissioner Annual Treasury Management Review 2012-13

Appendix 1

The Nottinghamshire Office of the Police and Crime Commissioner Annual Treasury Management Review 2012-13

1. Introduction

The Nottinghamshire Office of the Police and Crime Commissioner (PCC) is required by regulations issued under the Local Government Act 2003 to produce an annual treasury management review of activities and the actual prudential and treasury indicators for the year. This report meets the requirements of both the CIPFA Code of Practice on Treasury Management (the Code) and the CIPFA Prudential Code for Capital Finance in Local Authorities (the Prudential Code).

During 2012-2013 the minimum reporting requirements were that the PCC (or the former full Authority) should receive the following reports:

- an annual treasury strategy in advance of the year (Police Authority 22 February 2012)
- a mid year treasury update report (Finance & Business 7 November 2012)
- an annual review following the end of the year describing the activity compared to the strategy (this report)

There is a continued requirement for scrutiny within the regulatory framework and this report is an important aspect including adherence to policies and performance against previously set indicators

This Authority also confirms that it has complied with the requirement under the Code to give prior scrutiny to all of the above treasury management reports prior to the above reports being presented. The Prudential Indicators for the year are attached as addendum to this report.

2. The Economy and Interest Rates

Concerns about the health of the UK economy have not eased with the final Q4 GDP figure confirmed as a contraction of 0.3%. With continued, evident weakness in the economy there is potential that a “triple dip” recession could occur. The Budget statement was broadly neutral but introduced incentives to the housing sector. (The Funding for Lending Scheme) It also included minor adjustments to support those at the lower end of the income scale, but with inflation far exceeding wage growth the benefits are likely to be minimal.

Of more significance was the further downward revision of the Office for Budget Responsibility’s growth forecast. This forecast has constantly been over optimistic and this has impacted on the Treasury’s ability to meet its deficit reduction plans, which were based on higher levels of tax receipts. These poor growth prospects will continue to impact on the Government’s ability to cut the deficit. Inflation has risen, with, CPI

inflation peaking in September at 5.2% but then falling to 3.4% in February and the forecast is for that rate to only reduce slowly. The differential between pay rises and inflation has hit household spending power and caused weakness in the retail sector. Levels of unemployment however have been resilient despite these negative factors.

The AAA sovereign rating for the UK has been put on “negative watch”, ie under review for a possible downgrade during the forthcoming year.

The Bank of England kept base rate at 0.5% during the year with continuing quantitative easing of £75bn in October and another £50bn in February. The year continued the challenging investment environment of previous years, namely low investment returns and continuing heightened levels of counterparty risk. The original expectation for 2012-2013 was that Bank Rate would gently rise. However, GDP growth in the UK was disappointing during the year under the weight of the UK austerity programme, and weak exports. Gilt yields remained low and PWLB rates remained at historically low levels. However PWLB certainty rates were introduced during the year. This introduced reduced rates (-0.2%) for public bodies who provided forecasting information to the Government.

The EU sovereign debt crisis grew in intensity during the year until February when a second bailout package was eventually agreed for Greece.

3. Overall Treasury Position as at 31 March 2013

At the beginning and the end of 2012-2013 the Authority's treasury position was as follows:

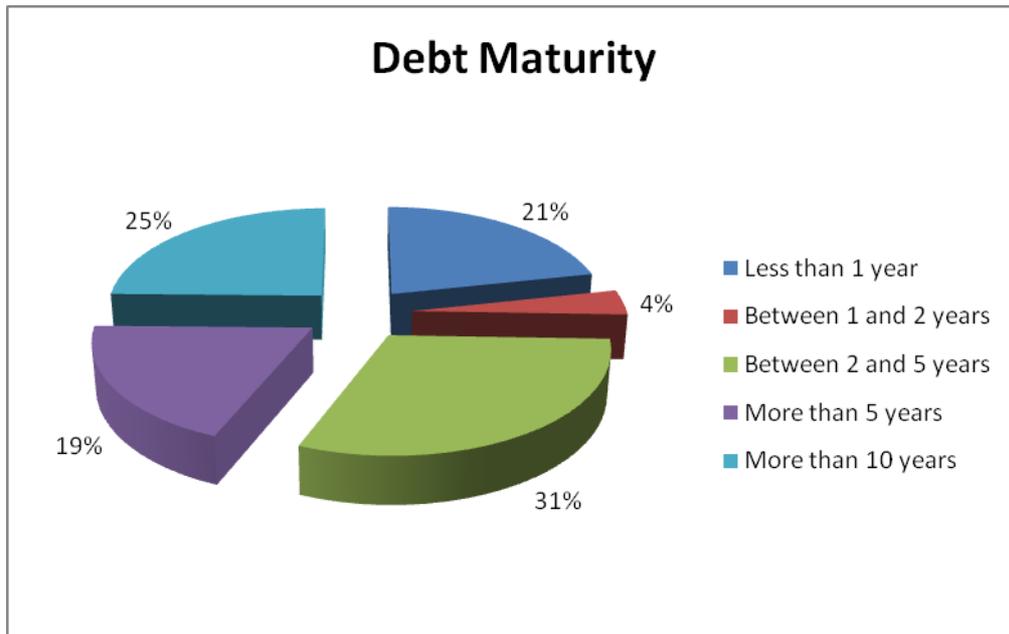
	31 March 2012	£m	31 March 2013	£m
Total Debt		31.9		35.7
Capital Financing Requirement		47.0		48.0
Over / - Under borrowing		-15.1		-12.3
Total Investments		11.6		16.3
Net debt		20.3		19.4

4. The Strategy for 2012-2013

The PCC has maintained an under borrowed position. This means that the capital borrowing need (the Capital Financing Requirement) has not been fully funded with reserves balances being utilised. This is a pragmatic and cautious approach at a time of high risk in investments. The CFO to the PCC carefully monitored this situation, whereby investments would continue to be dominated by low counterparty risk considerations, resulting in relatively low returns compared to borrowing rates. The strategy permitted flexibility in borrowing depending on interest rates.

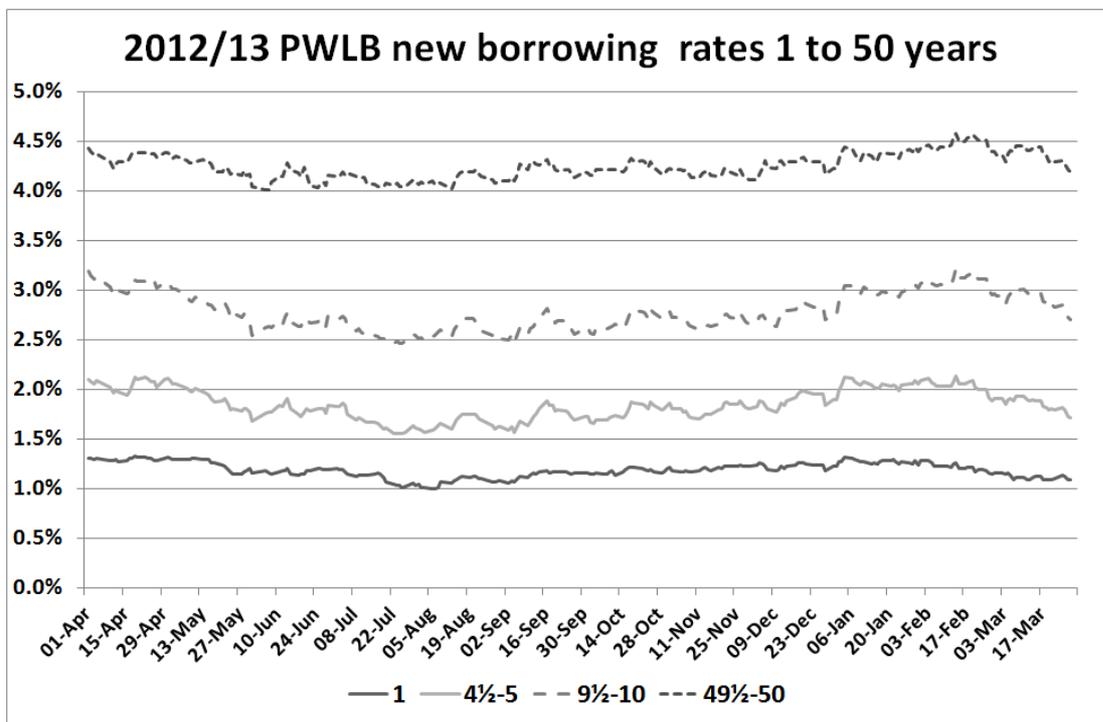
The actual gilt yields meant PWLB rates remained at historically very low levels. The borrowing undertaken took advantage of this and the maturity dates aimed to even the cashflow burden of repayment in future years.

The borrowing maturity at the end of the year is illustrated in the following pie chart.



5. Borrowing Rates in 2012-2013

The graph below shows how PWLB rates remained at historically very low levels during the year.



6. Borrowing Outturn for 2012-2013

The new long term borrowing of £5 million during the year can be analysed as follows.

Lender	Principal £m	Type	Interest Rate %	Maturity	Years
PWLB	2.5	Fixed	3.31	30/09/2026	14.0
PWLB	2.5	EIP	2.72	30/09/2036	19.5
			Average 3.02		Average 17.0

This compares with a budget assumption of borrowing at an interest rate of 5%, and has contributed to the overall underspending during 2012-2013. 5% was considered prudent and the situation previously described regarding the volatility of PWLB rates.

No rescheduling was done during the year as the average 1% differential between PWLB new borrowing rates and premature repayment rates made rescheduling unviable. There was only a small requirement for temporary borrowing during the year.

The summary of borrowing activity is as follows:

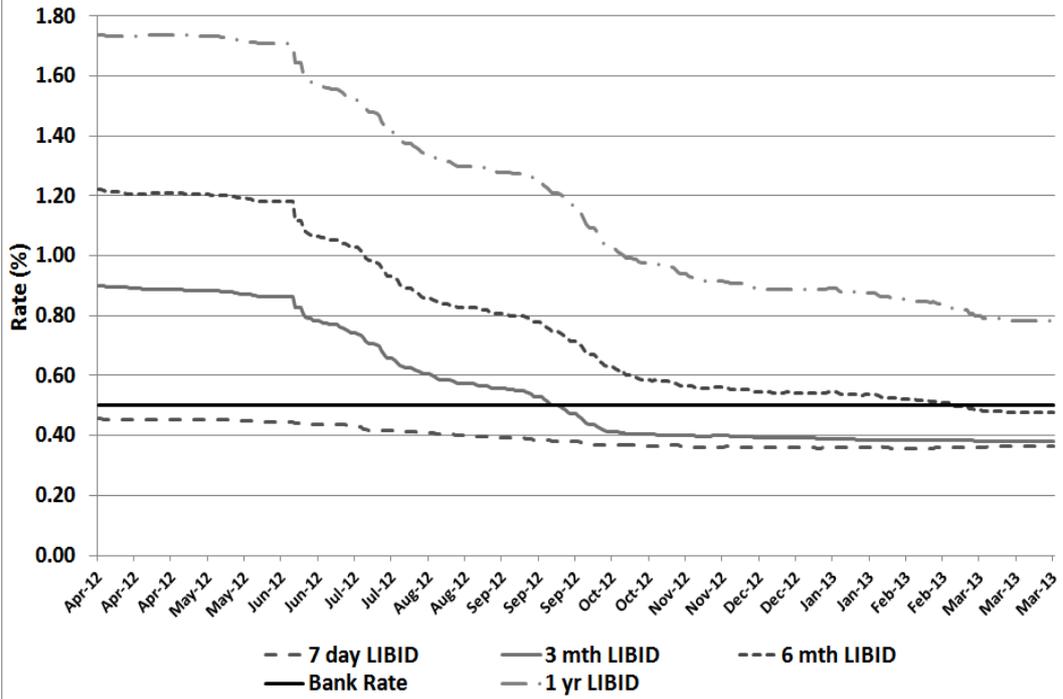
	<u>Position @</u> <u>01/04/12</u> £	<u>Loans taken</u> £	<u>Loans repaid</u> £	<u>Position @</u> <u>31/03/13</u> £
<u>Long Term Borrowing</u>				
PWLB	28,186,317	5,000,000	(1,271,062)	31,915,255
LOBO	3,500,000	0	0	3,500,000
Total Long Term Borrowing	31,686,317	5,000,000	(1,271,062)	35,415,255
<u>Temporary Borrowing</u>				
Local Authorities	0	3,000,000	(3,000,000)	0
Banks & Other Institutions	0	0	0	0
Total Temporary Borrowing	0	3,000,000	(3,000,000)	0
Total Borrowing	31,686,317	8,000,000	(4,271,062)	35,415,255

7. Investment Rates in 2012-2013

The tight monetary conditions following the 2008 financial crisis continued through 2012-2013 with little material movement in the shorter term deposit rates. However, one month and longer rates rose significantly in the second half of the year as the Eurozone crisis grew. Bank Rate remained at its historic low of 0.5% throughout the year while market expectations of the imminence of monetary tightening were gradually pushed further and further back during the year to the second half of 2013 at the earliest.

Overlaying the relatively poor investment returns were the continued counterparty concerns generated by the Eurozone sovereign debt crisis.

Investment Rates 2012-13



8. Investment Outturn for 2012-2013

The Authority's investment policy is governed the annual investment strategy incorporated within the Treasury Management Strategy. This policy sets out the approach for choosing investment counterparties, and is based on credit ratings provided by the three main credit rating agencies supplemented by additional market data (such as rating outlooks, credit default swaps, bank share prices etc.).

The investment activity during the year conformed to the approved strategy, and the Authority had no liquidity difficulties. The strategy has two levels of maximum investment allowable. The general ceiling and an increased ceiling, which requires the authority of the Treasurer, in order to be utilised. During 2012-2013 there were 60 days which fell into the latter category.

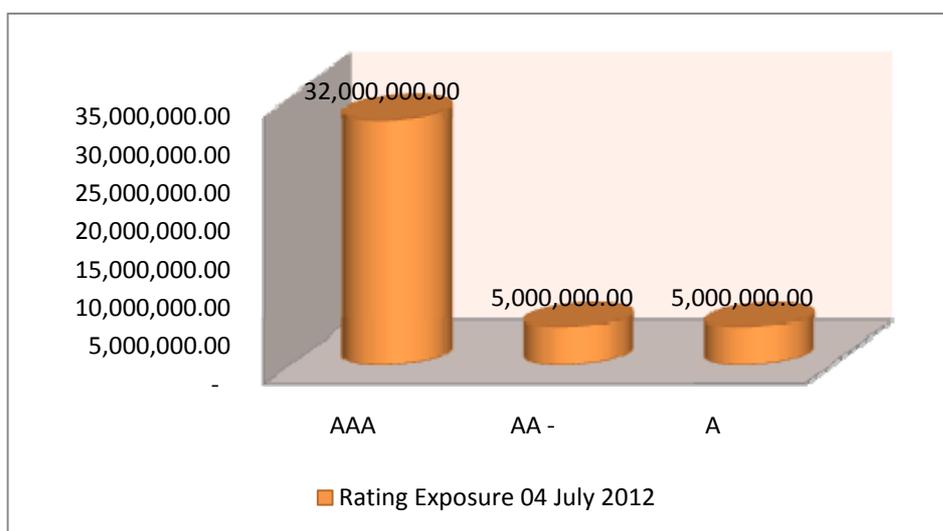
	<u>Position @</u> <u>01/04/12</u> £	<u>Investments</u> <u>made</u> £	<u>Investments</u> <u>withdrawn</u> £	<u>Position @</u> <u>31/03/13</u> £
Fixed Term Investment	(5,000,000)	(14,000,000)	17,000,000	(2,000,000)
Variable Term Investment	(6,600,000)	(237,195,000)	229,495,000	(14,300,000)
	(11,600,000)	(251,195,000)	246,495,000	(16,300,000)

	<u>Position @</u> <u>01/04/12</u> £	<u>Investments</u> <u>made</u> £	<u>Investments</u> <u>withdrawn</u> £	<u>Position @</u> <u>31/03/13</u> £
<u>Temporary Investment</u>				
Banks	(4,000,000)	(22,000,000)	19,000,000	(7,000,000)
Building Societies	0	0	0	0
Local Authorities	(5,000,000)	(2,000,000)	5,000,000	(2,000,000)
MMF	(2,600,000)	(227,195,000)	222,495,000	(7,300,000)
Total Investment	(11,600,000)	(251,195,000)	246,495,000	(16,300,000)

The average invested balance was £27.3m and earned 0.68 % (£0.186m). This compares favourably to the average 7 day LIBID un compounded rate of 0.39%.

9. Security of Investment

The quality of counterparties for investment is governed by the approved Treasury Management Strategy. This is monitored on a daily basis and an important part of this is the credit agency ratings. The maximum investment held during the year was £42m million held on 4 July 2012, when pension top up grant and main police grant had just been received. The following graph shows the rating exposure on that day.



The majority of investments are made in money market funds which all carry a AAA rating, being the most secure available. The four being used by The Nottinghamshire Office of the Police and Crime Commissioner are as follows and shows how they are ranked for performance (judged by net 1 day yield) at the time of writing the report (6/5/2013). Money market funds operate by spreading risk across a wide variety of counterparties many of which are not available to smaller investors. The impact of any counterparty failure is therefore minimised. It is also important that The Nottinghamshire Office of the Police and Crime Commissioner forms a minor part of the fund.

Money Market Fund	Investment at 31/3/13 £m	NOPCC % of Total Fund	Fund Ranking	Interest at 31/3/13 %
Prime Rate	2.280	0.007	1	0.44
Ignis	5.000	0.005	2	0.43
Black Rock	0.010	>0.000	7	0.39
Royal Bank of Scotland	0.010	>0.000	17	0.32

Appendix 1: Prudential and treasury indicators

Net borrowing and the CFR - in order to ensure that borrowing levels are prudent over the medium term the Authority's external borrowing, net of investments, must only be for a capital purpose. This essentially means that the Authority is not borrowing to support revenue expenditure. Net borrowing should not therefore, except in the short term, have exceeded the CFR for 2012-2013 plus the expected changes to the CFR over 2012-2013 and 2012-13 from financing the capital programme. This indicator allows the Authority some flexibility to borrow in advance of its immediate capital needs in 2012-2013.

The authorised limit - the authorised limit is the "affordable borrowing limit" required by s3 of the Local Government Act 2003. The Authority does not have the power to borrow above this level. The table below demonstrates that during 2012-2013 the Authority has maintained gross borrowing within its authorised limit.

The operational boundary – the operational boundary is the expected borrowing position of the Authority during the year. Periods where the actual position is either below or over the boundary is acceptable subject to the authorised limit not being breached.

Actual financing costs as a proportion of net revenue stream - this indicator identifies the trend in the cost of capital (borrowing and other long term obligation costs net of investment income) against the net revenue stream.

Prudential Indicator Monitoring 2012-2013

	2011-12 Authority Approved Indicator	2011-12 Outturn @ 31 Mar 12	2012-13 Authority Approved Indicator	2012-13 Outturn @ 31 Mar 13
<u>Section 1 - Indicators Based on Expected Outcomes</u>				
<u>Affordability:</u>				
1) Ratio of Financing Costs to Net Revenue Stream	1.6%	1.4%	1.7%	1.5%
2) Incremental Impact of Capital Investment Decisions	£2.65	-	£3.46	-
3) Capital Expenditure	-	£5.164m	-	£5.190m
4) Capital Financing Requirement	£49.600m	£47.046m	£51.097m	£48.016m
<u>Section 2 - Indicators Based on Limits</u>				
<u>Affordability:</u>				
1) Actual External Debt	-	£31.686m	-	£35.415m
2) Authorised Limit for External Debt	£60.000m	-	£65.000m	-
3) Operational Boundary for External Debt	£50.000m	-	£55.000m	-
<u>Prudence:</u>				
1) Net Borrowing Requirement & CFR	£51.600m	£49.081m	£48.553m	£50.151m

Report to:	Strategic Resources and Performance
For:	Information
Date of Meeting:	21st May 2013
Report Author:	Chief Inspector Kim Molloy
E-mail:	kim.molloy@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	9

CONTRIBUTION OF OFFENDER MANAGEMENT TO CRIME REDUCTION AND PUBLIC PROTECTION

1. Purpose of the Report

- 1.1 To inform the PCC of how Integrated Offender Management contributes to crime reduction and public protection.

2. Recommendations

- 2.1 That the PCC note how IOM contributes to crime reduction and public protection in Nottinghamshire

3. Reasons for Recommendations

- 3.1 IOM is nationally and locally proven to reduce re-offending, increase numbers into effective drugs treatment and has a positive impact on the public by reducing crime and victims of crime.

4. Summary of Key Points

The History of IOM:

- 4.1 In 2003 Nottinghamshire Police and Probation Services launched the Sherwood Project, which dealt with the management of the most Prolific and Priority Offenders (PPOs) for Serious Acquisitive Crime. This team was able to identify, track and monitor predominantly drug-using PPOs throughout the criminal justice system. This enabled high risk offenders to be effectively managed and encouraged to obtain access to drugs treatment and to end a life of crime. The model was nationally recognised by the Police Standards Unit, Home Office and Ministry of Justice as best practice.
- 4.2 From 2004 - 2006 Drugs testing on Charge, then on Arrest was incrementally introduced following Nottingham being identified by the Home Office as an 'intensive' area for the introduction of the Drugs Intervention Programme (DIP).

- 4.3 In 2007 work progressed to align the DIP and Sherwood Project's processes so that clear pathways were built from one scheme to the other for offenders to assist them to rehabilitate and reduce their offending behaviour.
- 4.4 From 2007 a close working relationship was built between partners with G4S, the local tagging contractor. Now weekly updates on new starters and daily violation reports are monitored.
- 4.5 In 2008 - 2009 steps began to amalgamate the Sherwood Project with the DIP to maximise the management possibilities of drug-fuelled offenders. In addition, it was decided to expand the project to include General Offender Management (GOM). The offenders on this scheme were also thought to be active criminals and harming our communities through their criminal lifestyles, but did not meet the threshold test to become part of the Sherwood Project, and many were not under statutory supervision. The overall scheme then became known as Integrated Offender Management, and whilst many of the offenders on the scheme were drug users, not all were. This new scheme continued to be held in high regard nationally and Nottinghamshire held the first IOM national conference and held the ACPO portfolio.
- 4.6 In 2012 it was agreed to widen the scope of IOM to include all acquisitive crime, and a small project was set up in Nottingham City called Operation Dormice to tackle drug-fuelled offenders who were habitually committing theft from shops in the City centre.
- 4.7 In 2013 Partners agreed, through the Reducing Re-offending Board, to extend the principals of IOM into new areas of business. There are now three areas of activity that will report to the Board:
1. Acquisitive Crime
 2. High risk of harm offenders
 3. Transition from youth to adult offenders (18-21yrs)
- 4.8 In 2013 the Home Office stopped funding the DIP, and Forces were asked to decide whether they wished to continue with the scheme at its own cost. In Nottinghamshire it was decided to continue due to the excellent results being achieved. In a bid to make the scheme more streamlined and cost effective we have changed from testing offenders based on their offence type, to testing based on their needs and likelihood to provide a positive test.

How IOM works:

- 4.9 The following explains how IOM works in the Acquisitive Crime field, and it is anticipated that the new areas of business mentioned above will follow this model as closely as possible.
- 4.10 As previously stated IOM is a multi-agency working arrangement that aims to reduce crime through the intensive supervision and monitoring of the most prolific acquisitive crime offenders. The original PPO strategy was announced by the Prime Minister in 2004 to provide end-to-end management of this

group of offenders. There were three complimentary strands which are still relevant today:

- Prevent and Deter
- Catch and Convict
- Rehabilitate and Resettle

4.11 It is further recognised that offenders need varying degrees of both enforcement tactics and pathways intervention to stop them offending. This is done by the use of multi agency Pathways teams and Police Enforcement teams

4.12 The Pathways teams are formed from police, probation services and drugs workers working together with other agencies to address the offenders' needs that cause them to commit crime. The teams provide support, access to drugs and alcohol treatment aswell as guidance to offenders to encourage changes in their offending behaviour. The 7 nationally recognised pathways are:

- Accommodation
- Education, training and employment
- Health (including mental health)
- Alcohol and drugs
- Attitudes, thinking and behaviour
- Children and families of offenders
- Finance, benefits and debt

4.13 IOM offenders will have needs in some or all of these areas which influence their propensity to commit crime.

4.14 The Pathways Teams are based at:

- **CITY**

Adult Offender Team Building, Castle Gate, Nottingham

- **COUNTY**

County North - Arrival Square, Station Road, Mansfield

County South - Probation Offices, Derby Road, Nottingham

County East - Crown House, Newcastle Avenue, Worksop

4.15 The work of the Enforcement teams is to react to offenders who do not fully engage with the Pathways teams. Their intervention needs to be strong and swift to have the maximum impact. Enforcement Teams are tasked daily through local Police Daily Management Meetings (DMM), aswell as through the multi agency structure. The team leaders ensure that there is strict policing of IOM nominals, ensuring they engage with services that are helping them to stop offending. They police Court conditions, make arrests and influence the application of suitable licence conditions for prison releases.

4.16 The Enforcement Teams are based at:

- City – Bulwell, Radford road and Meadows Police Stations.
- County- Mansfield and Carlton Police Stations and Crown House at Worksop.

4.17 There is now a small unit based inside Nottingham Prison that is responsible for relevant offenders in prison who are to be released to Nottinghamshire addresses.

4.18 IOM offenders fall into three categories:

- Level 1 are those on licence
- Level 2 are on a community order with a supervision condition or young offenders on licence
- Level 3 are mostly non-statutory offenders

4.19 They fall into 4 risk levels:

- RED – wanted
- TARGET AMBER – believed to be currently active in crime
- AMBER – causing concern, providing positive drugs tests or missing appointments
- GREEN – engaging and no current intelligence of concern

4.20 The Multi Agency Intelligence Team (MAIT) is based at Carlton Police Station; it collects, processes and disseminates information on all IOM nominals. Staff within the team are from police, probation and G4S security, with access to each partners' databases. The MAIT work closely with the Pathways and Enforcement teams to ensure that offenders address their offending behaviour. They provide daily intelligence to divisions regarding their nominals so that tasking is timely and accurate.

4.21 The MAIT manages the monthly IOM meetings which dictate who the cohorts are on divisions. There are generally between 350-400 offenders on the acquisitive crime scheme at any one time, numbers being dependent on the intensity of interventions required. At the present time there are only 319 on the cohort due to a very recent refresh. This number will increase over the next couple of months. Currently 32% of the cohort is known to be drug-fuelled offenders (this figure does not include other drug users where their habits are not necessarily a causation factor for criminality).

4.22 In addition, the IOM team has an officer based within Nottingham Prison, who is responsible for offenders who are currently in custody, and begins the IOM journey with acquisitive criminals before they finish their sentences. We are in the process of increasing this team to expand its workload beyond working with acquisitive criminals. The IOM teams also work closely with the Restorative Justice project REBUILD, and although this is victim led, there have been a number of IOM offenders (particularly from the Mansfield area) who have asked to take part in the project with good successes.

- 4.23 The MAIT has been extended over the years to include responsibility for the Joint National Protocol for the supervision, revocation and recall of prisoners on licence. In addition, the MAIT tracks offenders throughout the prison system, giving accurate and timely information about the release of potentially dangerous or prolific offenders in order that licence conditions can be applied for, and the offender can be closely monitored on release from prison. With the expansion of the prison IOM team we are intending to track **ALL** offenders throughout the prison service who will be released to a Nottinghamshire address. This will have a huge positive impact on public protection.
- 4.24 Further work is being undertaken, at the instruction of the Reducing Re-offending Board, to design a comprehensive local performance management framework which is agreed by all key partners. Unfortunately the reducing re-offending framework currently in place nationally (through NOMS) does not give an accurate current picture for IOM, as the data is up to 18 months-2 years out of date and is reflective of the whole probation caseload, not specific to the IOM cohort, and many IOM offenders are not actually under statutory supervision.
- 4.25 The proposal to the Board in May 2013 is to measure IOM re-offending by the number of convictions and reduction in offending type (ie where an offender may have been a burglar, but is now commits theft from shop). It is anticipated that this will be split down to CDP level, showing statutory and non-statutory offenders, and will be produced quarterly for the Board. Exit Interviews are now also being conducted with offenders leaving the IOM cohort, and performance measure will be put in place to capture data from their perspective of what worked or didn't.
- 4.26 The Drugs Intervention Programme (DIP) is a key strategy for tackling drugs and reducing crime. The purpose is to get adult-misusing offenders out of crime and into treatment and other support.
- 4.27 Offenders prior to April 2013 would have been tested on arrest for any 'trigger offence' (generally these were theft related offences, drugs offences, begging and prostitution), or on the authority of a police Inspector who believed that Class A drugs were a factor in the offending. These tests cost £9 each and the positive test rate was 21% in March 2013. Following the changes in April offenders are now asked a handful of questions on arrest which will determine whether or not they will be tested based on their likeliness to produce a positive test. Early results are positive; the positive test rate has increased to 28%.

	No of tests	No positive	Positive test rate
March 2012	644	135	21%
April 2013	395	109	28%

- 4.28 That equates to 323 less negative tests in one month, at a saving of £2,907, as well as a non-cashable saving in detention Officer time..
- 4.29 Offenders who test positive for opiates or cocaine are required to undergo an Required Assessment (RA) with a drugs worker from the Criminal Justice Intervention Team (CJIT) generally whilst in custody. This assessment is

followed up with a Follow-up Assessments (FA) and treatment plans where required. Offenders on DIP have to attend their assessments. If they fail they commit a further offence and they will be arrested. DIP offenders are often put on 'restrictions on bail' (ROB) and if they fail to comply with treatment they can also be arrested. Arrests for either are made by officers within the IOM teams known as DIP officers, and are generally carried out within hours of the breach being reported. Breaches are kept low by proactive policing of the offenders.

- In April 2013 there were 109 positive tests, which resulted in 90 Required Assessments; there were two breaches of these assessments and two arrests.
- Subsequently, there were 46 Follow up assessments, 5 breaches and 5 arrests.
- There were 37 offenders placed on restrictions on bail at their first court hearing, 5 offenders breached their conditions and 4 arrests have so far been made.

4.30 The Governance structure for the DIP is through City and County through DIP boards, and any exceptions are reported to the Countywide Substance Misuse Board and the Reducing Re-offending Board. Performance around the DIP is generally excellent. The DIP also influences partnership targets around numbers in effective treatment.

The future of IOM in Nottinghamshire:

4.31 As mentioned above the two new key areas for IOM expansion are around High Risk of Harm and Youth Transition, both areas of business are early in development and are being led by the Probation Service, with Governance through the Reducing Re-offending Board.

4.32 In addition to that, the MAIT is currently mentoring staff within Vanguard Plus assisting them to apply the IOM principals to better manage their cohort of offenders.

4.33 Following the success of Operation Dormice in the City division there are now plans in progress to roll it out across the whole county, and is anticipated that it will be subsumed into the current Acquisitive Crime structure. Results from the city pilot were encouraging:

- There were 58 offenders in the cohort
- They reduced their re-offending by 51% over the previous 6 months, and by 58% compared to the same period in the previous year.
- 30 repeat offenders received custodial sentences averaging 240 days each, there were also 6 CRASBO/ASBOs given.
- 55% of the cohort are drug-fuelled offenders

4.34 A new initiative to assist in the management of offenders which will be rolled out during 2013 is the use of GPS tracking tagging equipment for offenders. At present there is no statutory requirement for offenders to agree to these tags, but in trial IOM offenders found it to be beneficial to wear one to stop the

enforcement teams from rigorously policing them. The tags enable officers to track where an offender is 24/7, and overlay their movements daily with the crime pattern in that area. Anecdotal evidence from the trial in 2012 showed that offenders significantly reduced their offending because of the tag. Many offenders found that it was a helpful 'conscience'! Nottinghamshire Police have provided funding to meet this need for the current financial year. It is anticipated that the tags will be used predominantly for IOM and MAPPA cases, but could be extended to meet the Night-time Economy agenda. A full evaluation report on progress will be provided.

4.35 As part of the changes in NHS commissioning, the commissioning of services within custody suites will be moving from the police to the NHS. There are several workstreams being managed between relevant partners, but the key one from an IOM perspective is titled Total Offender Health (TOH). The plan is for a Health assessment to be produced at the point of custody for EVERY offender, with regard to the offenders' treatment needs for all drugs (not just cocaine and opiates), alcohol, and their mental health needs. The point of this initiative is early intervention for NHS England and the Local Authority Commissioning Groups to address the health needs of offenders that may impact on their propensity towards future crimes.

4.36 Nottinghamshire Police are currently paying for a University student to undertake an independent evaluation of IOM in Nottinghamshire. Preliminary findings are expected to be produced by the end of 2013.

5. Financial Implications and Budget Provision

5.1 IOM is core business for the partners involved.

5.2 Until 2012 the Home Office funded the Drugs Intervention Programme. Funding provided by the Commissioner to the Force has enabled the Force to continue the work previously funded by the Home Office.

6. Human Resources Implications

6.1 IOM is core business for the partners involved. However the outcome of the Governments 'Transforming Rehabilitation' Agenda may impact hugely on how far the Probation Service will be able to contribute in future.

7. Equality Implications

7.1 Not applicable

8. Risk Management

8.1 Until the government has decided on the outcome of the Transforming Rehabilitation Agenda it is difficult to predict the impact on IOM. The subject is due for discussion at the next Reducing Re-offending Board and ACPO IOM Board following the publication of the results.

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

9.1 IOM will contribute to the Police and Crime Plan Priorities in two key themes:

- Reduce the impact of drugs and alcohol on levels of crime and antisocial behaviour
- Prevention, early Intervention and reduction in re-offending

9.2 In addition to the above, IOM has a key role to play in the target to reduce overall crime by 10%.

10. Details of outcome of consultation

10.1 None

11. Appendices

11.1 None