

**POLICE AND CRIME COMMISSIONER FOR  
WEST MERCIA**



**RECORD OF DECISION**

**TITLE: CHILDREN'S PENSION PAYMENTS**

Ref: PCC/D/2016/01

**EXECUTIVE SUMMARY**

The recent transfer of responsibilities to Kier has highlighted an issue around the payment of children's pensions.

The regulations state that children's pensions can be paid up to their 23rd birthday as long as they are in continuous full time education. The West Mercia pension team has continued to pay beyond the 23rd birthday of some dependants.

In addition, two dependants were given advice by the pension team in 2014. The advice was that they could continue to claim the pension as long as they were in continuous full time education even though it would take them over their 23<sup>rd</sup> birthday. A decision was then taken to return to full time education.

This report proposes that any such overpayments arising from the error and incorrect misinterpretation of the rules resulting in incorrect advice to dependants are written off.

**RECOMMENDATION**

This proposal is to agree to write off the pension overpayments for 5 children totalling £42,650.

In addition, it is proposed that the dependants who are still in full time education, having made the decision to do a full time course based on advice from the pension team, are supported through an ex-gratia payment to the value of the pension until the end of the course. These total £6,293 and £14,829 respectively.

**APPROVAL OF  
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed

## PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

### SUPPORTING REPORT

- 1.1 The recent transfer of responsibilities to Kier has highlighted an issue around the payment of children's pensions. The source of the error was poor internal technical advice identified following the transfer to Kier. It has been corrected and should not recur in the future.
- 1.2 The regulations state that children's pensions can be paid up to their 23rd birthday as long as they are in continuous full time education. The West Mercia pension team has continued to pay beyond the 23rd birthday of some dependants. In addition, two dependants were given advice by the pension team in 2014. The advice was that they could continue to claim the pension as long as they were in continuous full time education even though it would take them over their 23<sup>rd</sup> birthday. A decision was then taken to return to full time education.
- 1.3 This report proposes that any such overpayments arising from the error and incorrect misinterpretation of the rules resulting in incorrect advice to dependants are written off.

### FINANCIAL COMMENTS

- 2.1 The proposal will result in a one-off cost of £63,772 to be funded from underspends.

### LEGAL CONSIDERATIONS

- 3.1 By virtue of schedule 11, paragraph 14 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of commissioner. That includes: entering into contracts and other agreements (whether legally binding or not) and acquiring and disposing of property (including land).

### PUBLIC ACCESS TO INFORMATION

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### OFFICER APPROVAL

Chief Executive Officer

Signature .....  ..... Date ...11<sup>th</sup> January 2016...

**POLICE AND CRIME COMMISSIONER FOR  
WEST MERCIA**



**RECORD OF DECISION**

**TITLE: PROPOSED PRECEPT FOR 1 APRIL 2016 TO 31 MARCH 2017**

Ref: PCC/D/2016/02

**EXECUTIVE SUMMARY**

To consider the setting of a proposed precept for the financial year 1 April 2016 to 31 March 2017.

The Commissioner is required to present a proposed precept to the Police & Crime Panel by no later than 1 February 2016. The Commissioner is required to act in conformity with the Police & Crime Panels (Precept and Chief Constable Appointments) Regulations 2012.

When setting a budget requirement, the Commissioner must have regard to representations received and any reports of the Police and Crime Panel.

The final precept must be determined by 1 March 2016.

This decision report is accompanied by a Part 1 report. There is no Part 2 report.

**PROPOSAL**

1. The Commissioner is recommended to set a proposed precept increase of 1.99% for 2016/17.

**APPROVAL OF**

**West Mercia Commissioner**

I hereby approve the above proposal.

Signed

## **PART 1 – NON-CONFIDENTIAL REPORT**

### **SUPPORTING PART 1 REPORT**

#### **1. INTRODUCTION**

- 1.1 The Commissioner is required to issue a proposed precept to the Police & Crime Panel by no later than 1 February 2016. The Commissioner is required to act in conformity with the Police & Crime Panels (Precept and Chief Constable Appointments) Regulations 2012.
- 1.2 In setting a budget requirement, the Commissioner must have regard to views expressed by relevant ratepayers representatives and any reports of the Police and Crime Panel.
- 1.3 The final precept must be determined by 1 March 2016.

#### **2. BACKGROUND**

- 2.1 To assist the Commissioner determine a proposed precept level, the Commissioner's Chief Financial Officer has prepared the accompanying Budget report (Appendix 1).
- 2.2 In setting the proposed precept the Commissioner has had regard to public responses and those of ratepayer representatives. These have been summarised (Appendix 2).

#### **3. FINANCIAL COMMENTS**

The issue of a proposed precept is a necessary stage in finalising the precept for 2016/17 required to support the Commissioner's budget for the period 1 April 2016 - 31 March 2017.

#### **4. LEGAL CONSIDERATIONS**

The process and timetable is governed by statutory requirements and the proposed action is in compliance with those requirements.

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## **OFFICER APPROVAL**

### **Chief Executive Officer**

I have been consulted about the proposal and confirm that financial and legal advice have been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the West Mercia Commissioner.

Signature  Date 21<sup>st</sup> January 2016

**POLICE AND CRIME COMMISSIONER FOR  
WEST MERCIA**



**RECORD OF DECISION**

**TITLE: SETTING THE 2016/17 PRECEPT**

**Ref: PCC/D/2016/03**

**EXECUTIVE SUMMARY**

To consider setting a precept for the financial year 1 April 2016 to 31 March 2017.

The Commissioner must set an annual precept in compliance with the Police Reform and Social Responsibility Act 2011 and the Police and Crime Panel (Precept and Chief Constable Appointments) Regulations 2013 made thereunder.

The Commissioner has proposed a 1.99% increase in the precept to be set for 2016/17 (previous Decision Record PCC/D/2016/02) which has been considered by the West Mercia Police and Crime Panel and supported by them (response to proposal attached marked 'A').

The Commissioner has had regard to the Budget Report of the Chief Finance Officer (attached marked 'B').

The Commissioner has responded to the Panel by letter dated 8 February 2016 (attached marked 'C').

This decision record is accompanied by a Part 1 report. There is no Part 2 report.

**RECOMMENDATION**

The Commissioner is recommended to approve:

- a) A Net Revenue Budget after savings of £207.576m
- b) £4.690m of budget reserve is used within year to manage reductions
- c) A net budget requirement of £202.886m
- e) A Council Tax for a Band D property at £189.60, an increase of 1.99%.
- f) A Council Tax for a Band D property calculated as follows:

	£'m
Budget Requirement	202.886
Less Police Grant	66.347
Less Revenue Support Grant	43.388
Less Council Tax Support Grant	9.200
Less council tax freeze grant:	
2013/14	0.800
2011/12	1.976
Sub Total	81.175

Less: Collection Fund Surplus	1.689
Amount to be raised by Council Tax	79.486
Divided by Aggregate Council Tax Base- subject to verification and change	419,220.93
Basic Amount of Council Tax at Band D - max allowable	£189.60

- g) The consequential Council Tax for each property band will be as follows:

Band A (6/9th)	£126.402581
Band B (7/9th)	£147.469677
Band C (8/9th)	£168.536774
Band D	£189.603871
Band E (11/9th)	£231.738065
Band F (13/9th)	£273.872258
Band G (15/9th)	£316.006452
Band H (18/9 <sup>th</sup> )	£379.207742

- h) That the Chief Executive to the Office of the Police and Crime Commissioner for West Mercia be authorised to issue Precepts Notices on the West Mercia billing authorities as follows:

Bromsgrove District Council	£6,712,900
Herefordshire Council	£12,679,380
Malvern Hills District Council	£5,569,282
Redditch Borough Council	£4,767,493
Shropshire Council	£19,891,721
Telford and Wrekin Council	£8,908,595
Worcester City Council	£5,810,031
Wychavon District Council	£8,941,343
Wye Forest Council	£6,205,166
TOTAL	£79,485,911

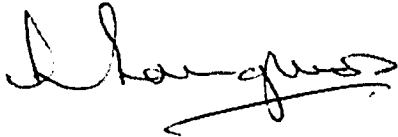
- i) The reserve strategy set out in section 6

- j) The outline capital budget in section 7
- k) All Officers be instructed to exercise tight budgetary control. No over-spending of the aggregate 2016/17 budget will be authorised and caution will be exercised in entering into expenditure which creates additional commitments in future years. The PCC will be kept fully informed of the financial position throughout the year.
- l) The prudential indicators at appendix E
- m) In approving the budget, the PCC notes the Treasurer's comments in section 8 in respect of the robustness of the budget and the adequacy of reserves.

#### **APPROVAL OF**

**West Mercia Commissioner**

I hereby approve the above proposal.



Signed

Date 9<sup>th</sup> Feb 2016.



## **PART 1 – NON-CONFIDENTIAL OR EXEMPT FACTS AND ADVICE**

### **SUPPORTING PART 1 REPORT**

#### **1. INTRODUCTION**

- 1.1 The Commissioner is required to set a precept for the West Mercia Police and Crime Commissioner to be levied in 2016/17.

#### **2. BACKGROUND**

- 2.1 By virtue of the Police Reform and Social Responsibility Act 2011 and the Police and Crime Panel (Precept and Chief Constable Appointments) regulations 2013 the Commissioner is obliged to issue a Police and Crime Precept for the year commencing 1 April 2016.
- 2.2 The Commissioner recommended a 1.99% increase in precept to the Police and Crime Panel (Decision Record ref. PCC/D/2016/02).
- 2.3 On the 2 February 2016 the Police and Crime Panel met to consider the Commissioner's proposed precept.
- 2.4 On 8 February 2016 the Police and Crime Panel formally published their response to the Commissioner's proposed precept confirming their support for the proposal (attached marked 'A').
- 2.5 The Chief Finance Officer's Budget Report (attached marked 'B') has been considered by the Commissioner
- 2.6 On 11 February 2016 the Commissioner issued a response to the PCP as required by Schedule 5 to the 2011 Act (attached marked 'C' )

#### **3. FINANCIAL COMMENTS**

- 3.1 Included within the Chief Finance Officer's budget report to the Commissioner (copy attached marked 'B' )

#### **4. LEGAL CONSIDERATIONS**

The recommendation and the supporting information comply with the statutory requirements attaching to the Police and Crime Commissioner in respect of his precept setting responsibilities.


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## OFFICER APPROVAL

### Chief Executive Officer

I have been consulted about the proposal and confirm that financial and legal advice have been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the West Mercia Commissioner.

Signature  Date 9<sup>th</sup> February 2016

**POLICE AND CRIME COMMISSIONER FOR  
WEST MERCIA**



**RECORD OF DECISION**

**TITLE: Offender Plant Operating Training Pilot**  
Ref: PCC/D/2016/04

**EXECUTIVE SUMMARY**

In-order to work towards solutions for both issues this pilot will improve an offenders' employability by providing a bespoke vocational offender learning programme that meets the employer qualification requirement. All offenders completing the programme are guaranteed an interview. The pilot will work with organisations/agencies across the criminal justice system, a training provider (Hawk Group) and employers.

There are up-front registration and insurance costs, so contributing Police and Crime Commissioners are asked to provide monies for each prisoner from their jurisdiction. Repayments to Police and Crime Commissioners will be overseen and administered by the Prison. They are used to doing that and already have process in place for victim services charges through the Prisoner Earnings Act.

Police and Crime Commissioners are invited to commit to funding the costs of the pilot for offenders who live within their constituency. The more Police and Crime Commissioners who are prepared to contribute the more viable the pilot becomes.

**PROPOSAL**

This proposal is to fund individual prisoners from the West Mercia area at £2000 per individual to undertake Plant Operating Training to optimise employment opportunities upon release

**APPROVAL OF  
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

A handwritten signature in black ink, appearing to read "J. Hargreaves".

Signed

## PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

### SUPPORTING REPORT

#### Background

1. Three quarters of criminal offences are committed by re-offenders and this has a substantial impact on communities and police resources costing society £11billion (National Audit Office)<sup>1</sup>. Although substantial evidence shows that offenders entering employment within 12 months of their release are less likely to reoffend 70% of prisoners report not having employment or education in place<sup>2</sup>.
2. The UK is facing the worst skills shortage in 30 years<sup>3</sup>. A recent Construction Industry Training Board (CITB) survey of 1053 employers identified that 80% of applicants lacked skills and 60% lacked suitable qualifications to fill their vacancies<sup>4</sup>. The number of jobs in construction to be filled by 2018 is estimated at 182,000<sup>5</sup>. Over the last twelve months the pilots lead employer Hawk Group has recruited 40 plant operators from outside the UK due to a dearth of skilled/qualified operators locally.
3. Hawk Group is a major employer and provider of construction plant. Their training base is close to HMP and YOI Stoke Heath in the West Mercia area. Together they have proposed this pilot, but are looking for financial support as the prison service has no access to funds to support this. The specification of the proposed pilot is annexed to this covering paper.

#### Proposal

4. In-order to work towards solutions for both issues this pilot will improve an offenders' employability by providing a bespoke vocational offender learning programme that meets the employer qualification requirement. All offenders completing the programme are guaranteed an interview. The pilot will work with organisations/agencies across the criminal justice system, a training provider (Hawk Group) and employers. The specification is set out at Appendix A.
5. This pilot can commence from October 2015, if backing via Police and Crime Commissioners can be found.
6. As at Monday 8th June 2015, HMP and YOI Stoke Heath had 279 total eligible offenders. The breakdown of offenders by home area was:
  - East of England = 1
  - London = 1
  - North West = 34
  - South East = 2
  - South West = 4

<sup>1</sup> Criminal Justice Alliance – briefing for Police and Crime Commissioners

<sup>2</sup> The What Works Debate – 22/11/12 House of Commons

<sup>3</sup> Daily Mail 11/2/15

<sup>4</sup> CITB Skills and Training in the Construction Industry 1/6/14

<sup>5</sup> No More Lost Generations, Cross-party Parliamentarians' Inquiry 1/2/14

Wales = 151  
West Midlands = 82  
Yorkshire = 4

7. There are 4 category D prisoners who have visited Hawk on release on temporary licence and are very keen to participate in the training and job opportunities: one from each of Liverpool, Manchester, Stoke and Telford. Other prisoners would be identified if this can be progressed.
8. If Police and Crime Commissioners agree to fund individual prisoners from their area (£2000 per individual) the pilot would be able to work within the legal limitations set out here.
9. There are up-front registration and insurance costs, so contributing Police and Crime Commissioners are asked to provide monies for each prisoner from their jurisdiction. Repayments to Police and Crime Commissioners will be overseen and administered by the Prison. They are used to doing that and already have process in place for victim services charges through the Prisoner Earnings Act.
10. On the basis of the prison population distribution set out above, this proposal has been made to Police and Crime Commissioners in the West Midlands, North West and Wales. Individual Police and Crime Commissioners can agree to be part of this pilot or not as they see fit. The more Police and Crime Commissioners who are prepared to contribute the more viable the pilot becomes.
11. Police and Crime Commissioners are invited to commit to funding the costs of the pilot for offenders who live within their constituency

#### **FINANCIAL COMMENTS**

12. If funded in full by Police and Crime Commissioners, the total amount required will be £64,000 between those Commissioners who contribute. If for example all 8 courses can be filled with prisoners half from West Mercia and half from West Midlands, then those two Police and Crime Commissioners would each contribute £32,000 over the course of the pilot. Because of the distribution of Stoke Heath's prisoner population, in reality the contribution from each Commissioner will be less than that.
13. The proposal is that any grant made a Police and Crime Commissioner is repaid by the supported offender over a 20 week period at £100 per week once they have gained employment, meaning that overall the programme should be virtually cost neutral to the public purse.

#### **LEGAL CONSIDERATIONS**

14. This initiative is legally permissible: police and crime commissioners may provide or arrange for the provision of services that in the opinion of the local policing body will secure, or contribute to securing, crime and disorder reduction in the

body's area<sup>6</sup>. Police and crime commissioners may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of their functions<sup>7</sup>. However, this also means that each Police and Crime Commissioner may only fund initiatives that benefit their area.

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## **OFFICER APPROVAL**

**Chief Executive Officer**

Signature ..... *Adele Langford* ..... Date ..... *5.2.16* .....

<sup>6</sup> s143 Anti-social behaviour, Crime and Policing Act 2014

<sup>7</sup> Paragraph 14, Schedule 1 Police Reform and Social Responsibility Act 2011

## **Appendix A**

### **Pilot Specification - Plant operations route to employment.**

**Lead organisation:** HM Prison Stoke Heath

**Pilot Funding:** Police and Crime Commissioners, repaid by successful offenders (Future Funding OLASS)

**Programme Delivery:** Safety and Training Ltd

**Employers:** Building and Civil Engineering contractors, local authorities, quarrying companies and plant hire companies

**Lead employer:** Hawk Group

**Programme qualifications:** Level 2 Certificate in Plant Operations (Ground Works), Competence Plant Scheme (CPCS) Red Card.

**Programme duration:** 5 weeks

**Programme Location:** Safety and Training Ltd, Sandford Industrial Park, Whitchurch, SY13 2AN

**Entry Level:** Learners will have an interest in operating construction plant and good hand-eye coordination. Category C & D offenders will be screened for suitability by Stoke Heath Prison. Learners will have a minimum of level 1 functional skills in English and Mathematics and complete an entry programme provided by the prison.

**Health and Safety:** Safety and Training Ltd and sector employers adhere to the Health and Safety at Work Act 1974 and plant operation specific acts including the Transport and Works Act 1992 that makes it an offence to knowingly allow workers to work on plant when unfit through drugs or drink. Learners will be made aware of both legislation and company policy before entering the programme.

**Capacity:** the prison and HAWK can accommodate up to 8 courses with 4 candidates per course, back to back between July 2015 and March 2016.

**Programme cost:** £2000 per candidate

**Job detail:** Operation of machinery on civil engineering projects, construction and house building sites, roadworks, demolition sites, quarries and railways. Machines may include excavators, bulldozers, trucks and loading shovels. Likely income: qualified operators £15,000 - £23,000 a year; experienced operators £23,000 - £30,000 per year.

## Process Map

### Entry Programme Content

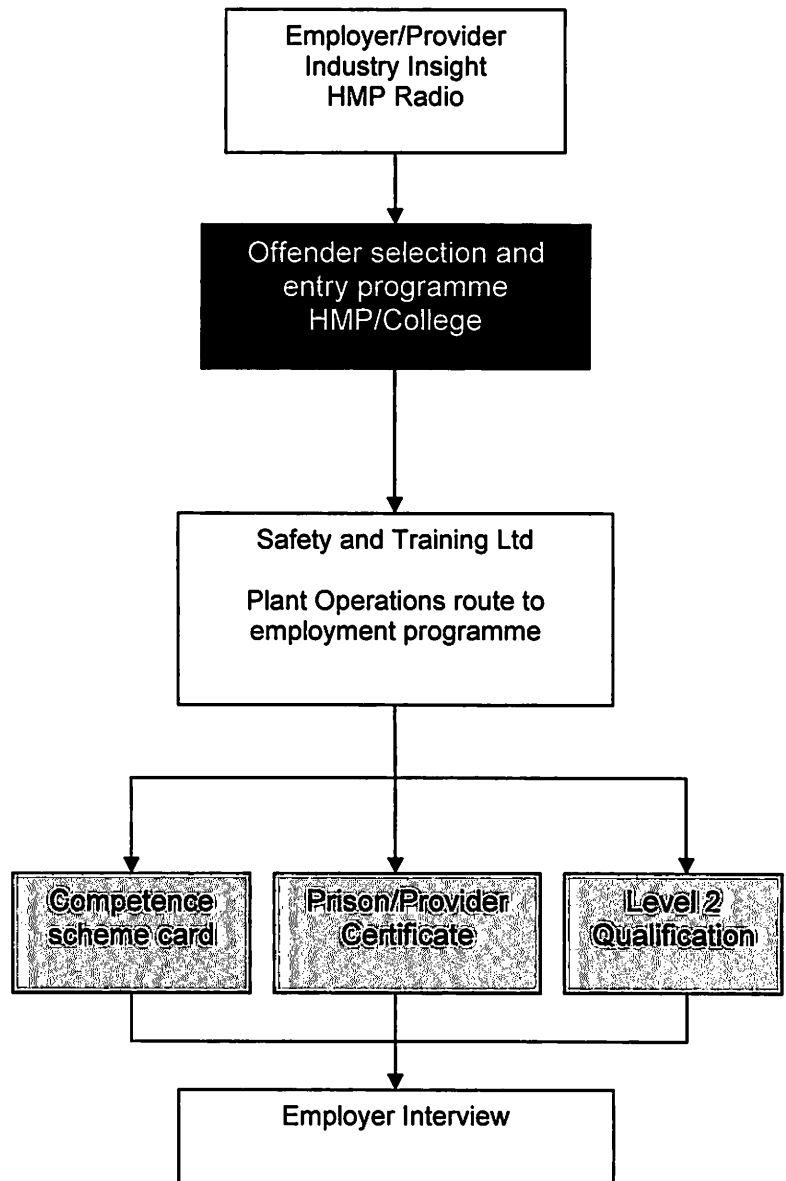
- Level 1 functional skills Maths and English
- Self-Assessment
- Employee rights and responsibilities
- Understanding H&S at work
- Manual handling safety at work
- Emergency First Aid in the workplace

### Plant Operations Programme Content

- 5 week programme
- Site safety and roles and responsibilities for plant operators.
- Underpinning knowledge for successful and safe Plant operation, Preparation and Use
- Forward Tipping Dumper
- Telescopic Materials Handler
- Ride on Roller
- Excavator 360° <10 tonnes

### Recognition.

- CSKILLS Level 2 Certificate in Plant Operations (Groundworks)
- Construction Plant Competence Scheme CPCS Red Card (minimum industry requirement)
- Plant Operations Route to Employment Certificate – Prison, provider and Funder mark.





**RECORD OF DECISION**

**TITLE: Prevention Innovation Funding**  
Ref: PCC/D/2016/05

**EXECUTIVE SUMMARY**

The Police and Crime Commissioners are seeking to promote innovation in reducing crime and preventing harm.

The Chief Superintendents for Local Policing are authorised to determine applications for up to £30k per Local Policing area to be used within 2016-17. Quarterly reports are required on awards and progress to the Police and Crime Commissioner and Chief Constable for each Local Policing area.

This is to be funded from the Commissioner's Grant fund.

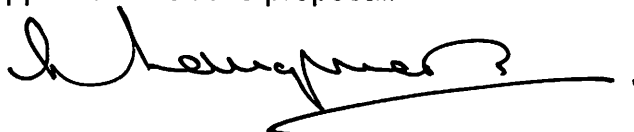
**RECOMMENDATION**

To adopt the policy and procedure set out in this paper.

**APPROVAL OF  
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed



## PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

### SUPPORTING REPORT

#### 1. Background

The Police and Crime Commissioners are seeking to promote innovation in reducing crime and preventing harm.

#### 2. Proposal

The Chief Superintendents for Local Policing could be authorised to determine applications for up to £30k per Local Policing area to be used within 2016-17. Quarterly reports would be required on awards and progress to the Police and Crime Commissioner and Chief Constable for each Local Policing area.

The outcomes sought must reduce crime or prevent harm, and they must support the objectives of the relevant Police and Crime Plan. There is particular emphasis on working in partnership to realise these objectives. The monies may not be used for overtime or for increasing the number of established posts.

The format below is to be used and should not be longer than 1 side of A4 when completed.

Local Policing Area:
Current position:
Outcome(s) sought:
Activity proposed:
Key milestones:
Contribution sought:

#### 3. Recommendation

That Police and Crime Commissioners adopt the policy and procedure set out above.

### FINANCIAL COMMENTS

This is to be funded from revenue arising from the Commissioner's Grant Fund.

## LEGAL CONSIDERATIONS

The recommendation and supporting information comply with the statutory requirements attaching to the Police and Crime Commissioner.

## PUBLIC ACCESS TO INFORMATION

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## OFFICER APPROVAL

**Chief Executive Officer**

Signature ..... *Andy Champ* ..... Date ..18<sup>th</sup> February 2016.....

**POLICE AND CRIME COMMISSIONER FOR  
WEST MERCIA**



**RECORD OF DECISION**

**TITLE: Domestic Homicide Review Funding**  
Ref: PCC/D/2016/06

**EXECUTIVE SUMMARY**

Section 9 of the Domestic Violence and Victims Act of 2004 places a legal duty on partners to conduct a review of the circumstances in which the death of a person aged 16 or over has, or appears to have, resulted from violence, abuse or neglect by a person to whom they were related or with whom they were or had been in an intimate personal relationship, or a member of the same household as themselves, held with a view to identifying the lessons to be learnt from the death.

Each review places a financial burden on partners and as most reviews centre on Police involvement, the Police and Crime Commissioner has been approached to make a financial contribution to offset the financial pressures placed on partners.

This would be funded from the Commissioner's Grant fund.

**RECOMMENDATION**

1. To award the following contribution to partners to offset the costs associated with conducting domestic homicide reviews:

Herefordshire	£15,000.00
South Worcestershire	£2,207.20
North Worcestershire	£4,443.78

2. That partners bear their own costs of domestic homicide reviews in future.

**APPROVAL OF  
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed

A handwritten signature in black ink, appearing to read "Chang", written over a horizontal line.



## PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

### SUPPORTING REPORT

#### 1. Background:

1.1 Section 9 of the Domestic Violence and Victims Act of 2004 places a legal duty on partners to conduct a review of the circumstances in which the death of a person aged 16 or over has, or appears to have, resulted from violence, abuse or neglect by a person to whom they were related or with whom they were or had been in an intimate personal relationship, or a member of the same household as themselves, held with a view to identifying the lessons to be learnt from the death.

1.2 The legal duty to conduct and carry out a domestic homicide review falls upon:

- The Police
- The National Probation Service
- Community Rehabilitation Companies
- Clinical Commissioning Groups
- Local Health Authorities
- NHS Trusts
- Local Authorities

#### 2. Proposal:

2.1 To make a financial contribution to Community Safety Partnerships who coordinate and fund domestic homicide reviews.

2.2 The number of domestic homicide reviews carried out across West Mercia varies from year to year. Given the financial pressures placed on partners to conduct domestic homicide reviews partners have approached the Police and Crime Commissioner for West Mercia for assistance in meeting those costs.

2.3 After consulting with partners it was agreed in principle to that contributions would be capped at £15,000 per CSP area for this financial year only. This is an exceptional circumstance given the austerity conditions that CSPs in particular are adapting to. As the CSP Commissioning Framework comes into effect during 2016-17, in the future each area will have to bear their own costs of what is a core statutory responsibility. It was proposed that funds would be paid in arrears to CSPs.

2.4 Partners submitted the number of reviews conducted, the total costs of the reviews and the amount of funding being sought by the PCC. Each CSP was required to submit receipts / invoices outlining the costs of each domestic homicide reviews.

2.5 During 2015/16 there were a number of domestic homicide reviews carried out. As a result the following CSPs have submitted their returns and copies of invoices to the OPCC with the aim of seeking reimbursement for costs attributed to conducting a domestic homicide review.

Community Safety Partnership	Number of domestic homicide reviews conducted during 2015/16	Total costs (excluding in-kind contributions)	Contribution sought (capped at £15,000 per area)
Herefordshire	3	£21,487.78	£15,000
South Worcestershire	2	£6,408.70	£2,207.20
North Worcestershire	1	£4,443.78	£4,443.78
Shropshire	1	N/K	Nil
Telford and Wrekin	0	Nil	Nil
Totals	7	£32,340.26	£21,650.98

2.6 Partner organisations, as part of their statutory responsibility, also contribute to the domestic homicide reviews by releasing staff to attend domestic homicide review Panel Meetings, completing independent management reviews, completing case chronologies and disseminating learning from the reviews. All agencies have contributed fully in this capacity.

## RECOMMENDATION

3.1 To award the following contribution to partners to offset the costs associated with conducting domestic homicide reviews:

Herefordshire:	£15,000.00
South Worcestershire:	£ 2,207.20
North Worcestershire:	£ 4,43.78

3.2 That partners bear their own costs of domestic homicide reviews in future.

## FINANCIAL COMMENTS

<sup>6</sup>  
4. This is to be funded from the Commissioner's Grant Fund.

## LEGAL CONSIDERATIONS

5.1 By virtue of section 143 of the Antisocial Behaviour, Policing and Crime Act 2014 the Police and Crime Commissioner may provide or arrange for the provision of services to secure crime and disorder reduction, services to help victims or witnesses of, or other persons affected by, offences and anti-social behaviour, and other services specified by the Secretary of State.

5.2 By virtue of schedule 11, paragraph 14 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner may do anything

which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of commissioner. That includes: entering into contracts and other agreements (whether legally binding or not) and acquiring and disposing of property (including land).

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#### **OFFICER APPROVAL**

**Chief Executive Officer**

Signature ... *Andy Champness* ..... Date *2nd March 2016*

**POLICE AND CRIME COMMISSIONER FOR  
WEST MERCIA**



**RECORD OF DECISION**

**TITLE: Treasury Management Strategy 2016/17**

Ref: PCC/D/2016/07

**EXECUTIVE SUMMARY**

1.1 To agree a Treasury Management Strategy for 2016/17.

1.2 In accordance with the requirements of the Local Government Act 2003, the Commissioner is required to agree a Treasury Management Strategy each year, which accords with the CIPFA Treasury Management Code of Practice. The strategy governs all borrowing and lending by the PCC over the course of the coming financial year.

**PROPOSAL**

This proposal is to

- a) To approve the Treasury Management strategy and Investment strategy for 2016/17.
- b) To note the Prudential Indicators agreed as part of the budget setting
- c) That the Police and Crime Commissioner requires the Treasurer to ensure that net borrowing does not exceed the Prudential level as specified in Appendix A, taking into account current commitments, existing plans and the proposals agreed in the budget.
- d) That the Police and Crime Commissioner delegates authority to the Treasurer to undertake all of the activities outlines in Appendix E to the report.
- e) That the Treasurer implements the Minimum Revenue Provision Policy as specified in Appendix F.

**APPROVAL OF**

**West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed



## PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

### SUPPORTING REPORT

#### 1. INTRODUCTION

- 1.1 By virtue of the Local Government Act 2003, the Police and Crime Commissioner is required to publish a Treasury Management Strategy, which accords with the requirements of the CIPFA Treasury Management Code of Practice, governing all borrowing and lending activity for this office each year.
- 1.2 The strategy is detailed in the attached report from the Treasurer. This is a joint strategy with the Police and Crime Commissioner for Warwickshire as both funds are being managed by the Force Finance Team.
- 1.3 In line with Financial Regulations this report has been presented to and agreed by the Joint Audit Committee.

### FINANCIAL COMMENTS

- 2.1 The report is a financial report by its nature, and there are no financial comments beyond the report itself.

### LEGAL CONSIDERATIONS

- 3.1 The production and publication of a Treasury Management Strategy is a requirement of the CIPFA Treasury Management Code of Practice, compliance with which is a requirement of the Local Government Act 2003.

### PUBLIC ACCESS TO INFORMATION

- 4.1 Information in this form is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the West Mercia Commissioner's website. Any facts and advice that should not be made automatically available on request should not be included in Part 1 but instead on the separate Part 2 form. There is no part 2 form in this case.

### OFFICER APPROVAL

Chief Executive Officer

Signature Adey Cooper

Date 23<sup>rd</sup> March 2016

Cllr Brian Wilcox  
Chairman, West Mercia Police and Crime Panel  
c/o Legal and Democratic Services  
Worcestershire County Council  
County Hall  
Spetchley Road  
Worcester  
WR5 2NP

8 February 2016

Dear Brian

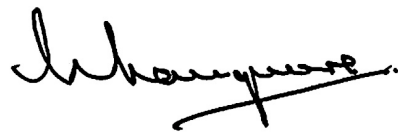
**PROPOSED PRECEPT**

Thank you for your letter dated 8 February confirming that the Panel was supportive of my proposal to issue a precept incorporating a 1.99% increase. I am grateful for this support.

I have consulted with my Treasurer and it is now my intention to formally set the precept in accordance with the recommendations in my budget and precept report as discussed at your meeting on 2 February.

I would like to thank the Panel for their support regarding the precept increase and the professional scrutiny and advice provided throughout the whole process.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Bill Longmore', with a long horizontal stroke extending from the end of the name.

**Bill Longmore**  
**Police and Crime Commissioner**  
**West Mercia**

cc Jodie Townsend

# West Mercia Police and Crime Panel

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Mr Bill Longmore  
West Mercia Police and Crime Commissioner  
PO Box 487  
Shrewsbury  
SY2 6WB

8 February 2016

Dear Mr Longmore

## PROPOSED PRECEPT

In accordance with Schedule 5 to the Police Reform and Social Responsibility Act 2011, I write to inform you that the West Mercia Police and Crime Panel reviewed your proposed precept on 2 February 2016 in a public meeting.

As is required by the Act the Panel must formally make a report to you as Commissioner on your proposed precept; please accept this correspondence as the formal report of the Panel.

The proposal you recommended to the Panel was to; '*set a proposed precept of 1.99% for 2016/2017*'. Following consideration and fulsome discussion by the Panel, and having taken account of the responses provided by you and your officers to questions from the Panel, the Panel was supportive of your proposal to set a precept for 2016/2017 which was 1.99% higher than the current 2015/16 year. The Panel noted that it is your intention to use the additional resources raised by the increased precept to protect the front line and to provide additional resource which will be used to support and maintain existing policing arrangements in West Mercia and allow the Force to meet the challenges of the growing demand in areas such as Cybercrime, CSE, Fraud and Terrorism. You also stated that the increased precept would give maximum flexibility to the incoming Commissioner with which to deal with future uncertainties in the budget.

It must be noted that this was not a unanimous decision of the Panel as two members of the Panel voted against your proposal and one abstained. I note that you will be required to have regard to the Panel's report and provide a response which will be published; I look forward to receiving this response in due course.

Yours sincerely



**Cllr Brian Wilcox**  
**Chairman of the West Mercia Police and Crime Panel**

**Cllr Brian Wilcox**  
Chairman, West  
Mercia Police and  
Crime Panel

c/o Legal and  
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## WEST MERCIA BUDGET 2016/17

### MEDIUM TERM FINANCIAL PLAN 2016/17 TO 2019/20

#### Report of the Treasurer, Director of Finance, Chief Executive and

#### Chief Constable

### **Recommendations**

*The Commissioner is recommended to approve:*

- a) *A Net Revenue Budget after savings of £207.576m*
- b) *£4.690m of budget reserve is used within year to manage reductions*
- c) *A net budget requirement of £202.886m*
- e) *A Council Tax for a Band D property at £189.60, an increase of 1.99%.*
- f) *A Council Tax for a Band D property calculated as follows:*

	£'m
<i>Budget Requirement</i>	202.886
<i>Less Police Grant</i>	66.347
<i>Less Revenue Support Grant</i>	43.388
<i>Less Council Tax Support Grant</i>	9.200
<i>Less council tax freeze grant:</i>	
<i>2013/14</i>	0.800
<i>2011/12</i>	1.976
<b><i>Sub Total</i></b>	<b>81.175</b>
<i>Less: Collection Fund Surplus</i>	1.689
<b><i>Amount to be raised by Council Tax</i></b>	<b>79.486</b>
<i>Divided by Aggregate Council Tax Base- subject to verification and change</i>	419,220.93
<i>Basic Amount of Council Tax at Band D - max allowable</i>	£189.60

- g) *The consequential Council Tax for each property band will be as follows:*

<i>Band A (6/9th)</i>	<i>£126.402581</i>
<i>Band B (7/9th)</i>	<i>£147.469677</i>
<i>Band C (8/9th)</i>	<i>£168.536774</i>
<i>Band D</i>	<i>£189.603871</i>
<i>Band E (11/9th)</i>	<i>£231.738065</i>
<i>Band F (13/9th)</i>	<i>£273.872258</i>
<i>Band G (15/9th)</i>	<i>£316.006452</i>
<i>Band H (18/9<sup>th</sup>)</i>	<i>£379.207742</i>

- h) *That the Chief Executive to the Office of the Police and Crime Commissioner for West Mercia be authorised to issue Precepts Notices on the West Mercia billing authorities as follows:*

<i>Bromsgrove District Council</i>	<i>£6,712,900</i>
<i>Herefordshire Council</i>	<i>£12,679,380</i>
<i>Malvern Hills District Council</i>	<i>£5,569,282</i>
<i>Redditch Borough Council</i>	<i>£4,767,493</i>
<i>Shropshire Council</i>	<i>£19,891,721</i>
<i>Telford and Wrekin Council</i>	<i>£8,908,595</i>
<i>Worcester City Council</i>	<i>£5,810,031</i>
<i>Wychavon District Council</i>	<i>£8,941,343</i>
<i>Wyre Forest Council</i>	<i>£6,205,166</i>
<b><i>TOTAL</i></b>	<b><i>£79,485,911</i></b>

- i) *The reserve strategy set out in section 6*
- j) *The outline capital budget in section 7*
- k) *All Officers be instructed to exercise tight budgetary control. No over-spending of the aggregate 2016/17 budget will be authorised and caution will*

*be exercised in entering into expenditure which creates additional commitments in future years. The PCC will be kept fully informed of the financial position throughout the year.*

- l) The prudential indicators at appendix E*
- m) In approving the budget, the PCC notes the Treasurer's comments in section 8 in respect of the robustness of the budget and the adequacy of reserves.*

## **1. Introduction and background**

The purpose of this report is to set out the proposed budget and precept proposals for decision by the Police and Crime Commissioner. It is the fourth budget report for the Police and Crime Commissioner (PCC) for West Mercia and will deliver one of the key responsibilities of the PCC under the Police Reform and Social Responsibility Act 2011.

The report sets out the:

- Net budget requirement for 2016/17
- Proposed precept for 2016/17
- Proposed medium term financial plan 2016/17 to 2019/20
- Outline capital budget 2016/17 to 2019/20.

Setting the budget for the next financial year is one of the most important decisions that the Commissioner has to make. It is important therefore to set out the issues that influence and contribute to the build of the budget for 2016/17 and the medium term financial plan, having taken into consideration the plans of the Commissioner.

In determining his budget proposals the Commissioner has to have regard to:

- National targets and objectives including the Strategic Policing Requirement
- The priorities within the police and crime plan and any likely changes to these for 2016/17
- The outcome of public consultation
- The plans and policies of other partner agencies relating to community safety and crime reduction
- The policy of the Government on public spending as set out by the chancellor in the 2015 Comprehensive Spending Review and the funding framework that arises from this
- The medium term financial obligations

- Prudent use of the financial reserves
- The constant drive for continuous improvement and value for money
- The commitment to support the strategic alliance with Warwickshire PCC and the delivery of existing savings plans

As last year the policing element of this budget, which is the considerable majority of the budget, has been prepared for the Strategic Alliance with Warwickshire as a whole, and the budget requirement apportioned to each Force in accordance with the agreed cost sharing approach.

## **2. Service Proposals**

For the coming year existing policing capabilities, including those developments included within the Commissioner's first three budgets, are to be funded entirely from within existing resources.

Prior year developments include:

### **Policing**

- Strengthening and deepening of the strategic alliance between Warwickshire and West Mercia Police Forces
- The provision of an additional 49 Police Community Support Officers over and above the number planned by the former Police Authority.
- A significant increase in the number of Special Constables within the Force.
- The acceleration of recruitment to avoid prolonged vacancies in Neighbourhood Policing Teams
- Deployment of additional police officers and staff to investigate Child Sexual Exploitation (CSE).

### **Crime**

- An increase in the amount available for making Community Safety Grants to organisations actively working within local communities to reduce crime.
- A five year investment in the priority areas of cyber, rural and business crime.
- The creation of the Crime Reduction Fund (now incorporated in the Commissioners' Grant Scheme) to support initiatives to reduce and prevent crime. These may be early interventions to stop people committing crime or anti-social behaviour, rehabilitation to help those who already commit crime to desist, or education and support for the wider public to help reduce their likelihood of becoming a victim.
- Development of Integrated Offender Management.

## **Commissioning**

- Effective commissioning for support facilities for victims of crime, ensuring compliance with the Victims Code and European Directive for Victims.
- Investment in Independent Domestic Violence Advisors and Sexual Violence Advisors
- Improved working arrangements with Local Authorities, the NHS and Public Sector Partners, for example on Women's Aid and Health and Wellbeing
- Development of a Commissioning Framework for Community Safety Partnerships

## **Public Engagement**

- The appointment of a number of Community Ambassadors, to improve liaison with communities and community groups.
- The development of arrangements for public engagement including the Forward Together Showcase and Rural and Business Crime Conferences
- Greater involvement of young people through the Police Cadets Programme and the Schools "Stay Safe : Be Aware" Competition

## **OPCC Office**

- Development of the role of the Police and Crime Commissioner
- Creation of the Office of the Police and Crime Commissioner
- Establishment of Place Partnership Limited (PPL) with public sector partners

Since 2010 Police Forces have faced significant reductions in resources because of the Government's austerity programme whilst at the same time the nature of crime and its consequent demands have changed significantly particularly regarding cyber crime, child sex exploitation and terrorism. During the period of the previous and current Comprehensive Spending Review West Mercia has implemented spending reductions of £36.9m. In addition an Invest to Save fund has been established to deliver savings. Despite the significant budget reduction, the proportion of police officers on operational front line duty during March 2010 was 92% and during March 2015 had risen to 95%. The PCC has therefore honoured his commitment to protect the front line services during his term of office.

On 25<sup>th</sup> November 2015 the Chancellor announced that "there will be no cuts in the police budget at all. There will be real terms protection for police funding. The police are going to protect us and we are going to protect the Police". That same day the Home Secretary wrote to Chief Constables and Police and Crime Commissioners. In her letter the Home Secretary said that "the total central government resource funding to policing, including funding for counter-terrorism, would be reduced by 1.3% in real terms over four years. Taking into account the scope that you have to



raise local Council Tax, this means a flat real settlement for policing as a whole". The Home Office grant for West Mercia in 2016/17 is £600,000 less than in 2015/16.

More details have been given in the 2016/17 Police Grant Report and a covering written Ministerial Statement (published on 17<sup>th</sup> December 2015). The statement re-emphasises the Government's commitment to protect the public and protect the overall spending envelope for the police, while finishing the job of police reform. It is clear that the Government believes that there are further efficiencies to be made from improved and better use of IT, from greater collaboration between forces and with other public services and from improving workforce productivity. The Government states that it trusts that Police and Crime Commissioners and Chief Constables will do everything in their power to drive those efficiencies, safeguard the quality of policing and continue to reduce crime. The alliance is well placed to meet these challenges.

The Minister states that "for 2016/17, direct resource funding for each PCC, including precept, will be protected at flat cash levels, assuming that precept income is increased to the maximum amount available. This means that no PCC will face a reduction in cash funding next year compared to this year and the majority will see marginal increases in funding". He states that PCCs in England will face a 2.0% referendum threshold each year.

The 2016/17 budget, the Medium Term Capital Programme and the Medium Term Financial Plan address these challenges. West Mercia faces a savings target of £6.0m, whilst at the same time the Commissioners needs to ensure that policing arrangements continue to be fit for purpose. Policing therefore must be both efficient and effective, address changes in demand and meet public expectations. He therefore intends to:

- Improve the way in which the police listen to and respond to the public
- Invest significantly in the estate including ANPR cameras and a new OCC at Hindlip
- Improve the ICT infrastructure including a new telephony system and the implementation of the Athena system leading to further efficiency savings
- Procure a strategic partner to support the Chief Constable in transforming policing in West Mercia to adapt to changing demands and the changing nature of crime
- Work with the four upper tier local authorities to create a single integrated Youth Offending Service across West Mercia
- Commission "One Place" reviews with PPL
- Work with partners to develop specialist capabilities where they are needed to better protect the public

This new investment together with existing initiatives will enable the following savings targets to be achieved:

	2016/17 £m	2017/18 £m	2018/19 £m	2019/20 £m
<b>Total Budget Gap</b>	<b>4.690</b>	<b>6.139</b>	<b>2.177</b>	<b>(0.424)</b>
<b>Funded by:</b>				
Use of / Transfer to Budget Reserve	(4.690)	(2.627)	(0.012)	0.769
<b>Savings Plan:</b>				
Procurement savings		(0.345)	(0.345)	(0.345)
OCC		(1.185)		
Athena		(0.326)	(0.440)	
PPL		(0.276)		
Transitional and transactional programme		(1.380)	(1.380)	
	<b>0.000</b>	<b>0.000</b>	<b>(0.000)</b>	<b>0.000</b>

These plans will be developed further over the coming months.

As stated, policing and community safety partners are also facing the prospect of having to deliver considerable budget savings over the coming years, and services can only be improved or maintained if demand for their services reduces. The precept is therefore being raised this year to protect the front line and to provide additional resource which will be used to support and maintain existing policing arrangements in West Mercia and allow the Force to meet the challenges of the growing demand in areas such as Cybercrime, CSE, Fraud and Terrorism.

### 3. How the PCC plans to fund this

Self-evidently, any proposal from the Commissioner has to be funded. It is intended that the proposals contained in this document will be funded from a variety of sources.

1. Through the use of available Government Grants. The Commissioner receives a number of grants from the Government. The principal grants are:
  - Police and Revenue Support Grant
  - Council Tax Support Grant
  - Council Tax Freeze Grants from 2011/12 and 2013/14
  - Victims Support Grants from the Ministry of Justice

A fuller breakdown of the financial settlement from the Government is contained in appendix A.

2. By increasing the Council Tax by 1.99%. This increase, coupled with changes in the tax base to reflect new house building, and including the collection fund surplus, is expected to increase income from Council Tax by £3.290m.

3. Savings of £6.503m in the West Mercia budget in 2016/17 are already implemented. It is now expected there will be a further savings requirement over the period to the end of 2019/20 of £6.0m for West Mercia.
4. By using the accumulated reserves of the PCC. The Commissioner's reserves are expected to be £57.503m at the start of 2016/17. He plans to use £29.940m of these reserves over a four year period, and on a prudent basis, to support each year's budget. It is possible that under-spends may occur in some years, as the Force has a track record in delivering its savings targets early. Where this happens, the Commissioner's strategy for the use of these under-spends, which would otherwise increase reserves, will be to seek to further minimise the need to use borrowing to fund capital expenditure. The PCC will continue to drive efficiency and value for money across all areas of policing.

## 4. The Revenue Budget

The following table analyses the changes to the base budget for the West Mercia PCC between 2015/16 and 2016/17 and incorporates the apportionment of costs between the two areas. Appendix B outlines a summary of the gross expenditure.

### Analysis of movement from 2015/16 to 2016/17

	£m	£m
<b>2015/16 Base Budget</b>		<b>204.079</b>
<b>Pay &amp; Price Inflation:</b>		
Officer Pay Inflation	1.892	
Officer Increase in NI rate	2.361	
Staff Pay Inflation	1.194	
Staff Increase in NI rate	1.000	
Non Pay Inflation	0.170	
<b>Total Pay &amp; Price</b>		<b>6.617</b>
<b>Growth Bids:</b>		
<u>Officer Pay:</u>		
Temporary Posts over and Above Blueprint	0.255	
Funding for Temporary and Acting Cover	0.219	
Increase to Overtime Budgets	0.203	
Bear Scotland Increase	0.314	
Growth to CJ Blueprint	0.039	
Prevent	0.004	
	<u>1.034</u>	
<u>Staff Pay:</u>		
Agency Cover in Finance	0.062	

Bear Scotland Increase	0.311	
Removal of one off growth for temporary posts	-0.334	
Removal of one off growth for Estates extra staff	-0.425	
PVP Uplift	0.207	
Crime Bureau Manager	0.028	
	<hr/> -0.151	
<u><i>NON-Pay &amp; Income</i></u>		
Mileage Increase	0.160	
Pension Growth	0.385	
ICT Growth	0.046	
Legal Claims Growth	0.086	
Forensic Growth - drug testing kits	0.069	
Integrated Offender Management	0.122	
Other Growth	0.293	
Income Growth	0.158	
	<hr/> 1.319	
<u><i>Business Case Growth</i></u>		
PSD Growth Bid	0.249	
Specials Training Bid / Recruitment Bid	0.292	
Pension Service Business Case	0.104	
Senior Learning & Development Manager	0.048	
ANPR	0.193	
Other	0.295	
	<hr/> 1.181	
<b>Total Growth</b>		<b>3.383</b>
<b>Savings:</b>		
Budget Review Savings:		
Reduction in crime reduction grants	-0.500	
Reduction in forensic services expenditure	-0.276	
Reduction in officer allowances	-0.417	
Deletion of CI post	-0.089	
Loan investment income	-0.105	
IT software and hardware	-0.250	
Prosecution witness income	-0.095	
Sale on vehicles	-0.300	
Vehicle fuel, repairs and maintenance	-0.287	
Speed awareness income	-0.128	
Income from firearms certificates	-0.075	
Other budget review savings	-0.603	
Total budget review savings	<hr/> -3.125	
Business Case Savings:		
Dog section restructure	-0.182	
Review of Collision Investigation Unit	-0.270	
Data network	-0.386	

Other business case savings	-0.151	
Total Business Case Savings	-0.989	
Contract Savings	-0.193	
Criminal Justice Savings	-1.160	
Staff Turnover	-1.036	
<b>Total Savings</b>		<b>-6.503</b>
<b>2016/17 Base Budget</b>		<b>207.576</b>

## 5. The Medium Term Financial Plan (MTFP)

The MTFP was agreed in February 2015 and has been updated and refreshed during the year.

The key assumptions at February 2016 are as follows:

### Funding

- The precept will increase by around 2% per annum, broadly in line with inflation expectations from 2016/17.
- Council Tax base will grow by 2%.
- General revenue grants will be maintained at current levels based on information presented by the Chancellor of the Exchequer in November in the 2015 autumn statement.
- The expected review of the grant system during 2016/17 maintains the levels of support shown in the plan.
- The Council Tax support grant position remains stable, although cash frozen.
- There will be no tightening of the limits on precept increases before a referendum is required.
- Funds top sliced and reallocated from the Police Grant by the Home Office and retained centrally will remain at 2016/17 levels in real terms.

### Costs

- Pay increases are included at 1.0% per annum.
- Overall pay and price increases are included at 1.5% of the revenue budget.

- The impact of the changes in Employers NI resulting from the Pensions Act will be passed on to PCCs in full from 1<sup>st</sup> April 2016, without a compensating uplift in grant.
- The implementation of an Apprentice Levy (equivalent to 0.5% of payroll cost) from 1<sup>st</sup> April 2017

The MTFP is as follows:

	<b>2016/17 £m</b>	<b>2017/18 £m</b>	<b>2018/19 £m</b>	<b>2019/20 £m</b>
<b>Expenditure - Summary</b>				
Base budget before savings	204.079	207.576	206.996	207.679
Pay and price increases	3.256	2.074	2.848	2.994
National insurance	3.361			
Apprentice Levy		0.858		
Growth bids	3.383			
Savings	(6.503)	(3.512)	(2.165)	(0.345)
<b>Projected net expenditure after savings</b>	<b>207.576</b>	<b>206.996</b>	<b>207.679</b>	<b>210.328</b>
<b>Funded by:</b>				
Formula Grant and RSG	109.736	109.736	109.736	109.736
Council Tax Support Grant	9.200	9.200	9.200	9.200
Council Tax	79.486	82.658	85.956	89.386
Council Tax Collection Fund Surplus	1.689			
Council Tax Freeze Grant (2013/14)	0.799	0.799	0.799	0.799
Council Tax Freeze Grant ( 2011/12)	1.976	1.976	1.976	1.976
<b>Total funding</b>	<b>202.886</b>	<b>204.369</b>	<b>207.667</b>	<b>211.097</b>

<b>Total Budget Gap</b>	<b>4.690</b>	<b>2.627</b>	<b>0.012</b>	<b>(0.769)</b>
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<b>Developments funded from reserves</b>				
Use of Rural Business & Cyber	1.000	1.000	1.000	
Use of Invest to save and Innovation fund	3.380	2.000		
Investment in infrastructure		5.000	5.000	5.000
	<b>4.380</b>	<b>8.000</b>	<b>6.000</b>	<b>5.000</b>

<b>Total projected use of reserves</b>	<b>9.070</b>	<b>10.627</b>	<b>6.012</b>	<b>4.231</b>
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Note: Rows and columns may not sum due to rounding

## 6. Reserves Strategy

The use of a significant proportion of the Commissioner's reserves over the life of the Medium Term Financial Plan is an important element of the financial strategy.

The following table shows the full expected deployment of reserves over the life of the plan. Appendix C shows this information analysed across individual reserves.

### **Proposed Use of Reserves**

	<b>£m</b>
<b>Projected reserves at the 1<sup>st</sup> April 2016.</b>	<b>57.503</b>
Amount required to support the budget over the life of the medium term financial plan	6.560
The PCCs wish to continue to invest in 3 priority areas, namely, rural, business and cyber crime. The original provision, made in 2014, allowed for annual spending of £1.5m by the Alliance in these areas, over the full life of the MTFP. The balance of funding to continue this work over the next three years is:-	3.000
In order to deliver future savings, capital and revenue investment is likely to be required. Funding this from reserves avoids debt charges on capital expenditure. A provision of £10m was established across the Alliance. The remaining balance relating to West Mercia's share of the provision is £4.9m. This will be increased to £6.28m to reflect the need for investment in the infrastructure including the replacement Emergency Services Network.	5.380
Investment in infrastructure	15.000
<b>Reserves remaining at the end of the MTFP period.</b>	<b><u>27.563</u></b>

Each year the Treasurer carries out an assessment of the risks facing the Commissioner to determine the minimum level of reserves which the Commissioner needs to continue to hold. This year the assessment is that £12.5m needs to be held to provide adequately for these risks. This is a small decrease from previous years, to reflect the Government's decision to protect police funding in the Comprehensive Spending Review and the consequent reduction in the savings target. Further details of the risk assessment are included in section 8.

The amount required for general budget support is significant because it provides for higher levels of support in the early years of the plan than would be typical. This reflects the level of uncertainty which appertains to the future resource projections at this stage, and a wish to have greater clarity about the level of resources which will be available before fully implementing any plans to deliver the savings required over the life of the plan. Currently, only the resource

projections for 2016/17 are certain as the Home Office is intending to undertake a further review of the Police Funding Formula during 2016/17. The Home Office intends to implement a new mechanism for allocating general policing grant from central government in 2017/18.

There remain considerable opportunities to drive out further efficiencies through our joint working with Warwickshire. To achieve them, while minimising the impact on the service to the public, will require us to focus on areas like the integration of our ICT systems, with more self-service facilities for the public, and the rationalisation of our estate through the co-location of what have hitherto been separate teams within West Mercia and Warwickshire. This creates the need for a significant provision for invest to save initiatives.

## 7. The Capital Budget

The Commissioners for Warwickshire and West Mercia have undertaken a comprehensive review of the capital programme and the capital planning and monitoring process. The revised programme now fully reflects the priorities of the two Commissioners to achieve full integration of services and systems of operation across the alliance as quickly as possible. It also recognises the need to modernise ICT systems and further develop the estate to ensure that policing responds to changes in demand and the nature of crime as efficiently and effectively as possible. Consequently the Commissioners are planning significant capital investment of £87.6m over the next four years. As mentioned earlier, this investment is key to unlocking the full savings potential of the alliance.

The Commissioners are proposing the following capital budget over the next five years, the consequences of which are incorporated into their respective Medium Term Financial Plans.

<b>Expenditure (Alliance)</b>	<b>2016/17 (Including slippage from 2015/16 £m)</b>	<b>2017/18 £m</b>	<b>2018/19 £m</b>	<b>2019/20 £m</b>	<b>Total £m</b>
Operational policing*	2.523	4.604	2.100	1.100	<b>10.327</b>
Bringing offenders to justice*	1.354	0.500	0.200	0.100	<b>2.154</b>
Specialist policing projects*	2.998				<b>2.998</b>
Business Support*	6.888	3.905	2.505	1.290	<b>14.588</b>
<b>Total ICT</b>	<b>13.763</b>	<b>9.009</b>	<b>4.805</b>	<b>2.490</b>	<b>30.067</b>
West Mercia Estate Strategy	3.669	2.609	7.732	7.038	<b>21.048</b>
Warwickshire Estate	0.004	2.337	5.160	3.249	<b>10.750</b>



Strategy					
West Mercia OCC	9.179	4.070			13.249
Warwickshire OCC	2.030				2.030
<b>Total Estates</b>	<b>14.882</b>	<b>9.016</b>	<b>12.892</b>	<b>10.287</b>	<b>47.077</b>
West Mercia Fleet	1.431	1.450	2.020	1.500	6.401
Warwickshire Fleet	1.514	0.650	0.880	0.700	3.744
<b>Total Fleet</b>	<b>2.945</b>	<b>2.100</b>	<b>2.900</b>	<b>2.200</b>	<b>10.145</b>
<i>West Mercia Plant &amp; Equipment</i>	0.143	0.021	0.021	0.021	0.206
<i>Warwickshire Plant and Equipment</i>	0.060	0.010	0.010	0.010	0.090
<b>Total Plant &amp; Equipment</b>	<b>0.203</b>	<b>0.031</b>	<b>0.031</b>	<b>0.031</b>	<b>0.296</b>
<b>Totals</b>	<b>31.793</b>	<b>20.156</b>	<b>20.628</b>	<b>15.008</b>	<b>87.585</b>

\*Those items marked with an asterisk (\*) are charged to the respective Commissioners in the proportion 31% to Warwickshire and 69% to West Mercia, reflecting the respective size of the two Police Forces.

Note: May not sum due to rounding

A full list of proposed capital projects is included at appendix D. With the introduction of a revised capital programme and a new capital planning and monitoring process, this will be kept under regular and more challenging review by the Commissioners, and may vary during the course of 2016/17

The expected funding of the programme is outlined below. In order to minimise future borrowing the Commissioners are proposing to fund a significant part of this capital investment from reserves. In addition, where under-spends occur in revenue budgets, through early delivery of savings, consideration will be given to using these to fund capital expenditure in lieu of borrowing, where it is prudent to do so.

<b>Funding (Alliance)</b>	<b>2016/17 £m</b>	<b>2017/18 £m</b>	<b>2018/19 £m</b>	<b>2019/20 £m</b>	<b>Total £m</b>
<i>Capital Receipts</i>	3.390	2.976	0.993	0	7.359
<i>Capital Grants</i>	7.320	1.650	1.650	1.650	12.270
<i>From infrastructure reserve</i>	0	6.500	6.500	6.500	19.500
<i>Borrowing</i>	21.083	9.030	11.485	6.858	48.456
<b>Totals</b>	<b>31.793</b>	<b>20.156</b>	<b>20.628</b>	<b>15.008</b>	<b>87.585</b>

## 8. Treasurer's Statement on the Soundness of the Budget and the Adequacy of Reserves

In considering the MTFP, the Commissioner needs to consider the level of reserves for which it provides. This will, in part, be governed by known or likely commitments, and, in part, by his appetite for risk.

In setting the level of reserves I would suggest that the following issues should be taken into account:

- a. The possibility of savings targets not being met. I would suggest no provision in reserves for this, but, if this approach is taken, the Commissioner is recognising that any failure to deliver savings through the Strategic Alliance will have to be compensated for, potentially, by service reductions.
- b. Possible delays in the delivery of savings. In previous years the Force has missed its in-year savings target, but has covered the shortfall from in-year under-spends. While no presumption of in year under-spending should be made, because, having agreed the budget, the Commissioner authorises its spending, the record of the Force is of consistent delivery of under-spending. This is typical of organisations with strong budget management arrangements. Delays in the delivery of savings are very likely to occur, particularly in relation to the Strategic Alliance. In addition in the current year there have been delays in progressing Invest to Save schemes in the capital programme. However, as the savings target is less than previously expected, I am recommending a reduction in the level of reserves held to cover potential delays in the delivery of savings from £7.5m held in 2015/16 to £4.5m which equates to £1.5m per year.
- c. The need to provide cover for “extraordinary” events or investigations, recognising that these would be likely to attract Special Police Grant (for costs in excess of 1% of the budget). A prudent provision would be for two such events over a five year period, which would require a provision of £4m.
- d. The level of self-insurance we provide to minimise our insurance premiums. Potential insurance liabilities can vary significantly across years, and it is suggested that any costs falling here should be met from a general contingency provision.
- e. Any additional delivery costs of the Strategic Alliance. These may be capital (e.g. IT costs), but capital costs have a revenue impact. Until the capital costs are determined, the revenue consequences cannot be. An alternative, and one with no marginal cost, would be to absorb any revenue impact by cash-limiting the capital programme and deferring schemes to accommodate any Strategic Alliance spending requirements. There is a specific provision in reserves to cover invest to save schemes, so no additional provision is recommended here.
- f. The risk on inflation, especially on pay. With the economy looking to continue to grow there may be some upward pressure on pay inflation.

This is starting to look increasingly possible within the life of the plan. No specific provision is recommended at this stage, but this will be kept under review. Despite recent falls in the price of oil, utility costs remain a risk, but no specific provision is likely to be required.

- g. The budget includes assumptions made around part time police officer working. These changes reduce the Police Officer budget in line with the levels of part time working. If all these officers then decided to return to full-time work this would lead to a budget pressure. History suggests that this is unlikely so no specific provision is likely to be required, however the risk remains.
- h. The income budget has been reviewed and revised for the third year running, to reflect a reassessment of the base budget. Most income received is demand led and therefore hard to forecast, and it can fluctuate. There is a risk should income levels fall below expectations. No specific cover in reserves is recommended, but this should be reviewed in future years.
- i. On the 1<sup>st</sup> April 2017 all employees who are not members of a pension scheme have to be invited to join. If all these employees joined it would increase our annual costs by £0.5m with a further one-off cost of £0.5m in backdated contributions. While it is not expected that all employees will take the opportunity to enrol in a pension scheme any increase in membership increases the cost to the organisation. At this stage a prudent provision of £1m (based on the worst case estimate in the first year) is recommended.
- j. As already stated, the Home Office is intending to undertake a further review of the Police Funding Formula during 2016/17 and to implement a new funding mechanism from 1<sup>st</sup> April 2017. Under the current arrangements, West Mercia benefits from the damping mechanism, gaining £10m a year. The Home Office did consult on a new formula during 2015 but abandoned the consultation. During this process estimates of the impact on West Mercia ranged from an increase of £9.3m to a reduction of £0.8m. In addition the future of the legacy Council Tax grant is uncertain in the medium to long term. It is widely expected that the funding for these grants will be protected during this Spending Review. In the light of this a prudent approach needs to be adopted and a provision of £1.0m made.
- k. The Government is currently developing plans for the replacement of the Airwaves network (referred to as ESN/ESCMP). The estimated initial capital investment is £1bn, although revenue savings of £350m are expected in the long term. In 2016/17 £204m is top sliced nationally by

the Home Office for airwaves and £80m for ESN. The Home Office has indicated that this top slice is likely to increase significantly in 2017/18 but has not given any further information. There is a lack of clarity, however, a provision of £3m has been made in the Medium Term Financial Plan. Any capital costs that may fall to West Mercia could be met by increased borrowing or from the use of reserves. Any increased revenue costs or grant reductions in the short term would need to be funded either from further efficiencies or from the use of reserves.

- l. Given the significant capital investment of £87.6m in the infrastructure which supports policing, an infrastructure reserve of £20m is being created. From 2017/18 £5m of this reserve will be deployed each year to fund the capital programme. This will minimise borrowing and by reducing the capital financing costs, will ensure that revenue funds continue to be targeted at front line policing.
- m. There should be a general contingency provision for unknowns. Assessing a prudent level for this is impossible, but would be unlikely to be less than 1% of net revenue expenditure, around £2m.

The aggregate cost of those elements which it is feasible to estimate is £12.5m. The additional impact of some of those which cannot be estimated, such as higher pay increases, could prove to be significant. The Commissioner does not necessarily have to provide money in reserves for each of these elements individually, unless they are certain to occur, as one contingency can provide for several possible events, provided that all of the events are unlikely to occur together. However, it does need to give realistic consideration to the likelihood of their occurring during the period covered by the plan, and it does need to provide explicitly for those which are certain to occur.

Given the relatively low aggregate sum involved, it is recommended that a minimum level of £12.5m is provided in reserves.

Provided that this sum is available at all times within reserves, I am satisfied that this budget is soundly based and adequately provides for the risks facing the Commissioner.

### Summary of West Mercia Grant Settlement

The provisional Police Funding Settlement was announced by the Government on 17<sup>th</sup> December 2015. The details were as follows:

<b>2015/16</b>	<b>Funding Stream</b>	<b>2016/17</b>	<b>Change</b>
<b>£ m</b>		<b>£ m</b>	<b>%</b>
66.729	<i>Police Grant (including Community Support Grant</i>	66.348	-0.57
43.637	<i>Revenue Support Grant</i>	43.388	-0.57
11.975	<i>Legacy Council Tax Grants (freeze grants and plus council tax support grant)</i>	11.975	0
<b>122.341</b>	<b>Total</b>	<b>121.711</b>	<b>-0.52</b>

In addition, the Police and Crime Commissioner has received notification of the following indicative grant allocations for Victims Service Commissioning and Restorative Justice from the Ministry of Justice.

<b>Grant Allocation</b>	<b>£ million</b>
<i>Victims Services</i>	1.366
<i>Child Sexual Abuse</i>	0.102
<b>Total</b>	<b>1.468</b>

**West Mercia Police and Crime Commissioner**  
**Subjective analysis of income & expenditure**

	<b>Original Estimate 2015/16 £m</b>	<b>Original Estimate 2016/17 £m</b>
<b>Expenditure - Detail</b>		
Police pay and overtime	75.034	78.586
Staff pay	51.108	41.333
Police National Insurance	6.693	9.198
Staff National Insurance	3.419	4.354
Police Pension	17.977	17.632
Staff Pension	7.458	7.392
Police pension scheme	3.029	2.409
Allowances	4.092	7.209
Other employee costs	2.061	3.544
<b>Total Employees</b>	<b>170.871</b>	<b>171.657</b>
Premises	8.494	8.474
Transport	5.090	4.928
Supplies & Services	19.318	18.197
Third Party Payments	6.962	11.414
Loan interest	0.444	0.444
Minimum revenue provision	1.450	1.504
<b>GROSS EXPENDITURE</b>	<b>212.628</b>	<b>216.618</b>
<b>Income</b>		
Government & Overseas Funding	-1.706	-2.045
Local Government Specific / Partnership Funding	-0.242	-0.356
Sales, Fees, Charges & Rents	-3.369	-3.785
Special Police Services	-0.080	0.000
Reimbursed Services - Inter Force	-0.247	-0.080
Reimbursed Services - Other Public Bodies	-0.892	-0.814
Reimbursed Services - Other	-0.897	-0.735
Interest / Investment Income	-0.115	-0.227
Reimbursed Services - Sources of income from other forces	-1.000	-1.000
<b>TOTAL INCOME</b>	<b>-8.550</b>	<b>-9.042</b>
<b>NET EXPENDITURE</b>	<b>204.079</b>	<b>207.576</b>

**West Mercia Police and Crime Commissioner**  
**Objective analysis of income & expenditure**

	2015-16	2016-17	Variance	Variance
	Total	Total		
	£'m	£'m	£'m	%
<b>Enabling Services</b>				
Buildings	7.659	7.659	0.000	0.0%
Corporate Communications	0.652	0.737	0.085	13.0%
Business Support Services	1.896	2.810	0.914	48.2%
Estates Services	2.223	1.924	-0.299	-13.4%
People Services	7.203	7.392	0.189	2.6%
ICT Services	12.396	11.763	-0.633	-5.1%
Legal Services	1.005	0.981	-0.024	-2.4%
Transport Services	4.603	3.554	-1.049	-22.8%
Civil Disclosure	0.052	0.000	-0.052	-100.0%
<b>Total Enabling Services</b>	<b>37.689</b>	<b>36.819</b>	<b>-0.870</b>	<b>-2.3%</b>
<b>Finance</b>				
ACPO	0.824	2.672	1.848	224.3%
Corporate Finance	8.565	8.504	-0.061	-0.7%
Accounting	1.297	1.466	0.169	13.0%
Contracts and procurement	2.180	1.759	-0.421	-19.3%
Resource Management	0.692	0.023	-0.669	-96.7%
Performance and business change	1.794	0.496	-1.298	-72.4%
<b>Total Finance</b>	<b>15.352</b>	<b>14.920</b>	<b>-0.432</b>	<b>-2.8%</b>
<b>Local Policing</b>				
Operational Support	24.959	27.516	2.557	10.2%
Territorial Policing	73.970	74.774	0.804	1.1%
Devonport	0.000	0.000	0.000	0.0%
<b>Total Local Policing</b>	<b>98.929</b>	<b>102.290</b>	<b>3.361</b>	<b>3.4%</b>
<b>Protective Services</b>				
Head of Protective Services	1.005	1.148	0.143	14.3%
Crime Management	0.366	0.426	0.060	16.4%
Forensics	4.905	4.726	-0.179	-3.6%
Major investigations Unit	4.811	3.301	-1.510	-31.4%
Operations	15.012	20.453	5.441	36.2%
Protecting vulnerable people	7.780	8.431	0.651	8.4%
Specialist Operations	13.314	11.152	-2.162	-16.2%
<b>Total Protective Services</b>	<b>47.193</b>	<b>49.637</b>	<b>2.444</b>	<b>5.2%</b>
<b>Secondments</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.0%</b>
<b>Total Force</b>	<b>199.163</b>	<b>203.666</b>	<b>4.503</b>	<b>2.3%</b>
OPCC	1.416	1.415	-0.001	0.0%
Commissioners grant scheme	2.000	2.495	0.495	24.8%
Crime prevention and reduction	1.500		-1.500	-100.0%
<b>PCC</b>	<b>4.916</b>	<b>3.910</b>	<b>-1.006</b>	<b>-20.5%</b>
<b>Grand Total</b>	<b>204.079</b>	<b>207.576</b>	<b>3.497</b>	<b>1.7%</b>

**West Mercia Police and Crime Commissioner**  
**West Mercia reserves**

	<b>2015/16</b> <b>£m</b>	<b>2016/17</b> <b>£m</b>	<b>2017/18</b> <b>£m</b>	<b>2018/19</b> <b>£m</b>	<b>2019/20</b> <b>£m</b>
Budget reserve	35.103	9.033	6.405	0.00	0.000
Rural, business and cyber crime	4.000	3.000	2.000	0.00	0.000
Invest to save and Innovation fund	4.900	2.900	0.900	0.00	0.000
Investment in infrastructure reserve	0.000	20.000	15.000	10.000	5.000
General Reserves	13.500	13.500	13.500	21.794	22.563
<b>Total Reserves</b>	<b>57.503</b>	<b>48.433</b>	<b>37.805</b>	<b>31.794</b>	<b>27.563</b>

Does not include funding for capital from reserves.



## APPENDIX D

### Medium Term Financial Plan - Capital Expenditure 2015-16 to 2019-20

Capital Project Description	Formal Business Approval (Y)	Total Proposed Budget 2015-16 to 2019-20	Forecast Spend (Revised Budget) 2015-16	Proposed Budget for 2016-17 (including any slippage)	Proposed Budget for 2017-18	Proposed Budget for 2018-19	Proposed Budget for 2019-20
		£000	£000	£000	£000	£000	£000
<b>ESTATES</b>							
Hindlip - Firearms Training School Alterations (increased from £1.375m)	Y	2,230.0	125.3	2,054.7	50.0	-	-
SOCO Labs - Worcester, Kidderminster & Shrewsbury	Y	448.4	430.4	18.0	-	-	-
Bedworth - SOCO Lab	Y	62.0	58.0	4.0	-	-	-
Central Forensics Services Buildings	Y	1,542.0	96.2	1,411.4	34.4	-	-
Stratford - migration Corp Comms, PSD, & Driver Training	Y	112.0	112.0	-	-	-	-
Hindlip OCC - Implement Alliance Strategy	Y	14,210.5	960.8	9,179.0	4,070.7	-	-
Warwickshire OCC Project - Neville House	Y	3,888.0	1,858.0	2,030.0	-	-	-
Malvern - Criminal Justice Hub	Y	800.0	600.0	185.0	15.0	-	-
Hindlip - High Tec Crime		781.8	-	-	619.3	162.5	-
Rugby - Courts Refurbishment		2,793.5	-	-	1,035.0	1,696.0	62.5
Telford - post PMP alterations		393.5	-	-	385.1	8.4	-
Greys Mallory (Patrol Base) - Medium Term Strategy Alterations		1,136.0	-	-	809.6	302.3	24.1
Safer Neighbourhood Offices - New Premises Fit Out		1,080.0	-	-	557.1	522.9	-
Vehicle Fuel Bunkerage - Storage Tanks in new locations Warks		120.0	-	-	120.0	-	-
Vehicle Fuel Bunkerage - Storage Tanks in new locations Mercia		120.0	-	-	120.0	-	-
Carbon Plan & Energy Efficiency Commitments		600.0	-	-	200.0	200.0	200.0
Funding envelope for potential capital spend resulting from the estates reviews to be carried out in 2016/17 and 2017/18, including "One Town" Reviews		21,000.0		-	1,000.0	10,000.0	10,000.0
Residual amounts b/f from 2014/15 for projects completed 2015/16		384.1	384.1				
<b>TOTAL - ESTATES</b>		<b>51,701.8</b>	<b>4,624.8</b>	<b>14,882.1</b>	<b>9,016.2</b>	<b>12,892.1</b>	<b>10,286.6</b>
<b>ICT REPLACEMENT &amp; STRATEGY PROGRAMMES:</b>							
<b>PEOPLE MOVEMENT PLAN PROJECTS:</b>							
Mobile Working (initial approval)	Y	69.4	10.0	59.4	-	-	-
<b>TOTAL - PEOPLE MOVEMENT PLAN PROJECTS</b>		<b>69.4</b>	<b>10.0</b>	<b>59.4</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>MANAGE THE ORGANISATION PROJECTS:</b>							
Business Intelligence		500.0	-	100.0	400.0	-	-
Audit Software		200.0	-	200.0	-	-	-
<b>TOTAL - MANAGE THE ORGANISATION PROJECTS</b>		<b>700.0</b>	<b>-</b>	<b>300.0</b>	<b>400.0</b>	<b>-</b>	<b>-</b>
<b>OPERATIONAL POLICING PROJECTS:</b>							
OCC Operations Enabling Technologies		5,368.0	-	1,664.0	3,704.0	-	-
Mobile Working		1,200.0	-	500.0	500.0	100.0	100.0
ESMCP (Airwave Replacement)		3,000.0	-	-	-	2,000.0	1,000.0
<b>TOTAL - OPERATIONAL POLICING PROJECTS</b>		<b>9,568.0</b>	<b>-</b>	<b>2,164.0</b>	<b>4,204.0</b>	<b>2,100.0</b>	<b>1,100.0</b>
<b>BRINGING OFFENDERS TO JUSTICE PROJECTS:</b>							
Single Crime Management	Y	2.5	2.5	-	-	-	-
Crash Implementation	Y	50.0	50.0	-	-	-	-
Casewise Upgrade	Y	74.4	74.4	-	-	-	-
Athena (all projects combined)	Y	2,478.8	1,625.0	853.8	-	-	-
Corporate Digital Repository		1,000.0	-	500.0	200.0	200.0	100.0
Body Worn Video		300.0	-	-	300.0	-	-
<b>TOTAL - BRINGING OFFENDERS TO JUSTICE PROJECTS</b>		<b>3,905.7</b>	<b>1,751.9</b>	<b>1,353.8</b>	<b>500.0</b>	<b>200.0</b>	<b>100.0</b>
<b>SPECIALIST POLICING PROJECTS:</b>							
Compact	Y	8.6	8.6	-	-	-	-
Pegasus	Y	50.0	12.5	37.5	-	-	-
Source Management	Y	50.0	12.5	37.5	-	-	-
COPS	Y	30.0	7.5	22.5	-	-	-
HOLMES 3 (v.2.16)	Y	135.0	135.0	-	-	-	-
Firearms School Taser Cabinets & PCs (following on from Chronicle)	Y	149.5	149.5	-	-	-	-
SOCRATES - Forensics system	Y	163.5	163.5	-	-	-	-
Hi Tech Crime Unit	Y	259.2	259.2	-	-	-	-
ANPR - Phase 3 - expansion of fixed camera presence	Y	2,400.0	200.0	2,200.0	-	-	-
Warwickshire OCC Project - Neville House ICT fit-out	Y	600.0	-	600.0	-	-	-
ROCU		100.0	-	100.0	-	-	-
<b>TOTAL - SPECIALIST POLICING PROJECTS</b>		<b>3,945.8</b>	<b>948.3</b>	<b>2,997.5</b>	<b>-</b>	<b>-</b>	<b>-</b>

BUSINESS SUPPORT PROJECTS							
Centralised Seized & Found Property	Y	69.0	69.0	-	-	-	-
Media Management	Y	11.0	11.0	-	-	-	-
Service Management - see Improving Management of Assets	Y	74.0	28.0	46.0	-	-	-
Origin (originally Project Grapevine)	Y	60.0	40.0	20.0	-	-	-
Desktop Equipment PCs/Laptops/Winterms	Y	1,860.0	200.0	520.0	470.0	470.0	200.0
Mobile Devices	Y	220.0	75.0	95.0	10.0	10.0	30.0
Printers/Scanners	Y	840.0	110.0	250.0	160.0	160.0	160.0
HTCU replacement (desktops & servers)	Y	200.0	-	-	-	-	200.0
Airwave Radios	Y	40.0	40.0	-	-	-	-
Servers (include PSN)	Y	1,410.0	200.0	410.0	300.0	300.0	200.0
SAN/Backup Infrastructure (Storage Area Network)	Y	1,480.0	230.0	450.0	400.0	200.0	200.0
Network	Y	230.0	30.0	50.0	50.0	50.0	50.0
Software Upgrades	Y	1,509.0	259.0	300.0	300.0	450.0	200.0
PSN - Data Network (Virgin Business) - "Red Flag"	Y	3,005.0	1,866.0	1,139.0	-	-	-
Workspace Modernisation Program & PSN	Y	2,023.0	1,737.0	286.0	-	-	-
Multimedia Project (Higher-spec PCs and servers)	Y	650.0	100.0	500.0	50.0	-	-
Visual Files - Legal Case Files	Y	81.1	81.1	-	-	-	-
Desktop Telephony / Full Uni Comms (ICT Telephony)	Y	3,073.3	2,051.3	1,022.0	-	-	-
Consolidation of small systems	Y	250.0	50.0	50.0	50.0	50.0	50.0
EcfP (E.Commerce for Police)		50.0	-	50.0	-	-	-
ECMS (inc Intranet)		700.0	-	300.0	400.0	-	-
Conferencing - Audio & Video		350.0	-	-	350.0	-	-
Identity Access Management		300.0	-	50.0	250.0	-	-
In-Vehicle Technology (in-car media)		800.0	-	800.0	-	-	-
Telematics - vehicle deployment and monitoring software		200.0	-	200.0	-	-	-
Finance system - development of current system		130.0	-	50.0	40.0	40.0	-
ERP - Enterprise Resource Planning - HR		600.0	-	-	300.0	300.0	-
ERP - Enterprise Resource Planning - Finance		500.0	-	-	250.0	250.0	-
ERP - Enterprise Resource Planning - Payroll		350.0	-	-	175.0	175.0	-
ERP - Enterprise Resource Planning - E.Procurement		100.0	-	-	50.0	50.0	-
Confidential Network Environment Resilience (multi-site)		300.0	-	-	300.0	-	-
Productionise SOA Infrastructure (Service Orientated Architecture)		200.0	-	200.0	-	-	-
Corporate Gazetteer		100.0	-	100.0	-	-	-
<b>TOTAL - BUSINESS SUPPORT PROJECTS</b>		<b>21,765.4</b>	<b>7,177.4</b>	<b>6,888.0</b>	<b>3,905.0</b>	<b>2,505.0</b>	<b>1,290.0</b>
Residual amounts b/f from 2014/15 for projects completed 2015/16		33.0	33.0				
<b>TOTAL - ICT REPLACEMENT &amp; STRATEGY PROGRAMMES</b>		<b>39,987.3</b>	<b>9,920.6</b>	<b>13,762.7</b>	<b>9,009.0</b>	<b>4,805.0</b>	<b>2,490.0</b>
<b>VEHICLE REPLACEMENT:</b>							
<b>WARWICKSHIRE - Vehicle Replacement Programme</b>	Y	<b>4,986.8</b>	<b>1,243.0</b>	<b>1,513.8</b>	<b>650.0</b>	<b>880.0</b>	<b>700.0</b>
<b>WEST MERCIA - Vehicle Replacement Programme</b>	Y	<b>9,590.4</b>	<b>3,189.0</b>	<b>1,431.4</b>	<b>1,450.0</b>	<b>2,020.0</b>	<b>1,500.0</b>
<b>TOTAL ALLIANCE VEHICLE REPLACEMENT</b>		<b>14,577.2</b>	<b>4,432.0</b>	<b>2,945.2</b>	<b>2,100.0</b>	<b>2,900.0</b>	<b>2,200.0</b>
<b>PLANT &amp; EQUIPMENT PROGRAMME:</b>							
<b>WEST MERCIA PLANT &amp; EQUIPMENT PROJECTS:</b>							
Safer Roads Replacement Cameras	Y	325.0	325.0	-	-	-	-
Safety Camera Equipment		8.1	-	8.1	-	-	-
RF Survey Equipment		2.0	-	2.0	-	-	-
<b>TOTAL - WEST MERCIA PLANT &amp; EQUIPMENT PROJECTS</b>		<b>335.1</b>	<b>325.0</b>	<b>10.1</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>BOTH FORCES PLANT &amp; EQUIPMENT PROJECTS:</b>							
Force Technical Surveillance Equipment		140.0	-	95.0	15.0	15.0	15.0
Crime Tech Capital Equipment		146.0	-	98.0	16.0	16.0	16.0
<b>TOTAL BOTH FORCES PLANT &amp; EQUIPMENT PROJECTS</b>		<b>286.0</b>	<b>-</b>	<b>193.0</b>	<b>31.0</b>	<b>31.0</b>	<b>31.0</b>
<b>TOTAL ALLIANCE PLANT &amp; EQUIPMENT PROGRAMME</b>		<b>621.1</b>	<b>325.0</b>	<b>203.1</b>	<b>31.0</b>	<b>31.0</b>	<b>31.0</b>
<b>Total Capital Budget</b>		<b>106,887.4</b>	<b>19,302.4</b>	<b>31,793.1</b>	<b>20,156.2</b>	<b>20,628.1</b>	<b>15,007.6</b>

## PRUDENTIAL INDICATORS

1. AFFORDABILITY PRUDENTIAL INDICATORS	2015/16 Estimate	2015/16 Forecast Outturn	2016/17 Estimate	2017/18 Estimate	2018/19 Estimate
	£'000	£'000	£'000	£'000	£'000
Capital Expenditure	17,550	12,956	23,919	14,367	13,089
	%	%	%	%	%
Ratio of financing costs to net revenue stream	1.12	0.96	0.88	1.16	1.37
	£'000	£'000	£'000	£'000	£'000
In Year borrowing requirement					
- in year borrowing requirement	13,587	0	14,959	7,107	6,459
	£'000	£'000	£'000	£'000	£'000
In year Capital Financing Requirement	12,646	(1,613)	13,455	5,005	4,096
	£'000	£'000	£'000	£'000	£'000
Capital Financing Requirement 31 March	46,537	32,210	45,665	50,670	54,766
	£	£	£	£	£
Affordable Borrowing Limit					
Increase per council tax payer	£1.20	(£0.15)	(£0.10)	£0.56	£0.46
2. TREASURY MANAGEMENT PRUDENTIAL INDICATORS	2015/16 Estimate		2015/16 Estimate	2016/17 Estimate	2017/18 Estimate
	£'000		£'000	£'000	£'000
Authorised limit for external debt					
- Borrowing	40,000		40,000	50,000	60,000
	£'000		£'000	£'000	£'000
Operational boundary for external debt					
- Borrowing	30,000		35,000	50,000	55,000
Upper limit for fixed rate interest exposure					
- net principal re fixed rate borrowing / investments	£40m		£40m	£50m	£60m
Upper limit for variable rate exposure					
- net principal re variable rate borrowing / investments	£5m		£5m	£5m	£5m

Maturity structure of new fixed rate borrowing during 2013/14	Upper Limit	Lower Limit
Under 12 months	100%	0%
12 months and within 24 months	100%	0%
24 months and within 5 years	100%	0%
5 years and within 10 years	100%	0%
10 years and above	100%	0%