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SURREY POLICE COG FORCE FINANCIAL REPORT MONTH 10 – 2016/17

1. Purpose

1.1. This report presents the Force's financial position for January 2017, month 10 of 2016/17.

2. Summary

- 2.1. The gross revenue budget for the year is £212.6m an increase of £6.9m compared to last year's budget of £205.7m. This report provides the revenue and capital position for the Force with the PCC budget separated out and reported elsewhere. The Force revenue budget is £210.6m with a forecast underspend of £1.1m.
- **2.2.** A risk regarding the financial volatility of the budget monitoring process has been raised in previous months. Whilst month 9 was consistent with month 8, there has been a £1.6m increase in the forecast between months 9 and 10. Prior month forecasting errors within Police Officer Costs and People Services have been identified as the majority of this increase.
- **2.3**. The forecasting methodology was changed in December 2016 from using actual data up-to the current month with a forecast position for the remaining months, to forecasting the current and remaining months. This change has been incorporated to enable the Joint Finance Team more quality assurance time within the monthly monitoring timetable.
- **2.4.** The main reason for the forecast underspend variance arises from police officer pay. The number of officers was below target at the beginning of the year and is forecast to continue throughout the remainder of the year. This underspend is being offset by overspends in pay budgets including officer overtime which is being incurred as a consequence of officer vacancies. Agency costs are also overspent reflecting additional costs for PiYN mentors being placed in divisions across the Force.
- 2.5. The PCC approved a revised capital programme in July 2016 totalling £16.7m over 2 years, with £12m in 2016/17. The PCC also approved greater flexibility for the Force to bring forward schemes or transfer identified schemes in a later year. This revision followed a review by the Force to ensure the capital programme is manageable over the year to avoid sizeable future carry forwards.
- 2.6. During 2016/17 capital schemes have been deferred reducing the budget to £9.5m, the total
 2 year capital programme remains at £16.7m as approved by the PCC. Total expenditure at month 10 is £4.8m with future committed orders totalling £2.3m.

3. Revenue Budget Position

- **3.1**. The Force's revenue budget forecast for the year is an underspend of £1.1m. Detailed at appendix A is a table that provides the Force budget by function and also by cost type.
- 3.2. Summary position.

An	nual Mon	th 9	Annual Month 10				
Forecast	Budget	Variance	Forecast	Forecast Budget			
£m	£m	£m	£m	£m	£m		
207.9	210.6	2.7	209.5	210.6	1.1		

- 3.3. Pay Budgets
 - 3.3.1.Total pay is underspent in the amount of £3.7m;
 - 3.3.2. The police officer pay is forecast to be underspent by £6.7m due to the number of officers being below the budgeted FTE of 1,944. It is taking longer than expected to achieve the 2016/17 budgeted figure, even with an increased intake, as turnover is also increasing.
 - 3.3.3.The latest forecast shows an average of 1,871 officers during the year which results in a £4.3m underspend when compared to the budget of 1,944. The additional £2.4m underspend is the variance between the actual and budgeted officer rates, showing the differential between a probationers salary and slightly higher graded officers leaving the force. These variances can be analysed further between pay and allowances as shown below:

		Month 9				
Variance	Volume £'000	Rate £'000	Total £'000	Volume £'000	Rate £'000	Total £'000
Police pay, NI & Pension	(3,782)	(3,475)	(7,257)	(3,692)	(2,443)	(6,135)
Rent and regional allowance	(180)	(152)	(332)	(175)	(128)	(303)
Other allowances	(175)	158	(17)	(172)	131	(41)
Collaboration	133	-	133	(194)	-	(194)
Total	(4,004)	(3,469)	(7,473)	(4,233)	(2,440)	(6,673)

- 3.3.4.Whilst the above calculations are based on averages they show that the shortfall of 73 officers results in a £3.7m underspend for pay, NI and pension (£51k per FTE), and a £0.2m underspend for rent and regional allowance (£2.4k per FTE). The rate variance shows the budgeted rates of £51k per officer for pay, NI and pension, and £2.4k for rent and regional allowance are slightly higher than the actual per FTE which are £49.3k and £2.3k respectively.
- 3.3.5.The rate overspend for other allowances relates to holiday pay, which was unbudgeted in 2016/17, this is being offset by underspends in detective allowances and fuel cards. Detective allowances were budgeted for the full year but only commenced in November 2016.

- 3.3.6.Police staff pay is forecast to underspend by £2.7m. The staff underspend reflects the vacancy rate being above the 5% target, there are also a limited number of posts currently being held pending the implementation of change projects.
- 3.3.7.Police officer overtime is forecast to be overspent by £1.8m as a consequence of officer vacancies. Specialist Crime, Operations, Public Protection and all three Divisions are forecasting overspends in overtime. The East Division overspend has increased due to Operation Bacton (protests relating to oil and gas exploration, see risk 7.1.3 below).
- 3.3.8.Police staff overtime is underspent by £0.1m with minimal variances being forecast by individual functions and a slightly higher underspend forecast by Contact Management.
- 3.3.9. Agency costs are forecast to overspend by £1.9m mainly due to PiYN mentors being placed in division and ICT contractor costs. The agency overspend in Specialist Crime is due to Digital Forensics and Op Ravine along with additional costs to cover vacancies. The overspend in Public Protection is also to cover vacancies.
- 3.3.10. Training & restructuring costs are overspent by £0.6m which includes a forecast provision for PiYN implementation costs. People Services are forecasting an overspend in training, a training reserve is available for this spend but has not been utilised due to underspends in other areas.
- 3.3.11. Other payroll overspend of £1.5m arises from additional ICT collaboration costs relating to contractors.

3.4.Non Pay Budgets

- 3.4.1.Non pay is forecast to overspend by £2.0m.
- 3.4.2. Supplies & services are forecast to overspend by £1.1m, this is predominantly within Specialist Crime and relates to additional costs for the outsourcing of Digital Forensics. Op Command are also forecasting an over spend in supplies and services relating to the Camera Safety Partnership, these costs are being met from an over achievement in income (see 3.4.6 below).
- 3.4.3.The premises overspend (£1.0m) relates to additional estates configuration costs, which were originally budgeted as capital.
- 3.4.4.Transport is forecast to underspend by £0.4m with minimal variances being forecast by individual functions.
- 3.4.5.Financing has a forecast overspend of £0.2m relating to revenue contributions to capital expenditure.
- 3.4.6.Income is forecast to be over budget by £0.7m for the year, the main components being the use of reserves to meet the cost of Operation Heather, and an over achievement of income received from the Camera Safety Partnership.

4 Savings

- 4.1 The latest Strategic Change Savings schedule (22/02/17) shows an under achievement of savings of £1.7m, as can be seen in the table below.
- 4.2 In summary the 2016/17 budget includes a savings target of £10.0m that is currently forecast to under achieve by £1.7m.
- 4.3 The level of confidence in the savings is graded either purple, red, amber or green. The current profile has £0.5m as purple, red are £0.4m, amber are £0.7m and the

remainder £7.1m are green. This indicates that there is a reasonable level of confidence that 77% of the savings target will be or have already been achieved in this financial year. There is a level of uncertainty regarding 6%, and the remaining 17% will not be achieved in this financial year, and have been re-phased into 2017/18. As part of its monitoring cycle the Force continues to review this position to reduce the level of uncertainty.

Financial Confidence RAG Totals	Surrey
Green = on plan & saving will be achieved	7,043
Amber = Some movement to deadline or saving possible	652
Red = Saving figure or timing likely to be subject to change	419
Purple = Estimates based upon 45-55% split of benefits	475
Surplus / Deficit brought forward	(318)
Total Savings Plan	8,271
Savings Target MTFP	10,000
Variance between Savings Target & Savings Plan	(1,729)

5. Reserves

- 5.1. General reserves at the beginning of the year (1/4/16) were £11.5m, with specific reserves being an additional £7.1m and consisting of; the Chief Constable's Operational Reserve £0.6m, Operation Heather reserve £0.5m, Training reserve £0.8m and Estate maintenance reserve of £0.5m, Insurance reserve £2.4m and III Health reserve £2.3m.
- 5.2. The Insurance reserve and III Health reserve are used on an ongoing basis throughout the year to cover insurance liabilities and ill health commutations as they occur.
- 5.3. It is anticipated that the balance on the Operation Heather reserve will be fully utilised during the year.

5 Capital Budget Position

- 5.4. The PCC approved a revised capital programme in July 2016 totalling £16.7m over 2 years, with £12m in 2016/17. The PCC also approved greater flexibility for the Force to bring forward schemes or transfer identified schemes in a later year. This revision followed a review by the Force to ensure the capital programme is manageable over the year to avoid sizeable future carry forwards. Details of the capital programme is provided in appendix E.
- 5.5. During 2016/17 capital schemes have been deferred decreasing the budget to £9.5m, the total 2 year capital programme remains at £16.7m as approved by the PCC (shown below).

Month 10 Summary	2016/17	2017/18	Total
	£'000	£'000	£'000
Revised Capital Budget - month 10	9,530	7,214	16,744

5.6. The significant capital projects are ICT and Fleet replacement schemes, Digital Enablement, Enterprise Resource Planning (ERP), Air-conditioning, Estates Strategy and Integrated Communication & Control System (ICCS).

- 5.7. Expenditure for the year to date is £4.8m with orders committed of a further £2.3m.
- 5.8. Capital expenditure is financed from grants received from the Home Office (2016/17 £0.7m), capital receipts from the sale of assets, revenue transfer funding and if necessary borrowing. At present borrowing is not required due to the high level of receipts received and forecast from police buildings and house sales.

6. Provisions

- 6.1. Provisions at the beginning of the year (1/4/16) were £1.3m, relating to restructuring £0.3m, Insurance Provision £0.9m and Bad Debt £0.1m.
- 6.2. Historically the Insurance fund was accounted for as a reserve, this changed in 2015/16 and has now been split between a reserve and provision in accordance with the insurance fund actuarial report.
- 6.3. The restructuring provision relates to 2016/17 change programmes carried forward from 2015/16. The provision for PiYN implementation costs (see 3.3.10) will be an additional provision once the investment appraisal has been updated.

7. Risks

- 7.1. The inability to control financial expenditure and achieve value for money would impact on achieving performance objectives and attract negative attention that affects the Force's reputation. The following are highlighted requiring attention;
 - 7.1.1.ICT are experiencing difficulties with resourcing levels which is leading to more expensive short term arrangements being put in place and is a distraction to the SMT. This has led to slippage in delivering planned projects for the Force. ICT have put forward a strategic delivery model that has been funded to normalise the operating of ICT. Work is progressing to manage the exit from the Datacentre contract which will ensure budgets are spent as planned thus reducing the need to use underspends in certain areas to cover overspends for unbudgeted contract change notices in others. There is continued focus on spend control linked to the "Making IT Better" project to identify and minimise cost leakage.
 - 7.1.2. The Force has a significant historic case (Op Ravine/Livingstone) that is creating a cost pressure which will be monitored closely during the year.
 - 7.1.3.There are currently oil and gas exploration protests in the county which is drawing on resources, and likely to continue into 2017/18.
 - 7.1.4.Emergency Services Network (ESN) Work has started on the implementation of ESN but there is still significant uncertainty on the timing, resources and funding for this implementation.
 - 7.1.5.The financial forecasts are presenting an unusual level of volatility which maybe due to the new ways of working with budget holders on the learning curve to fully understand their finances. This introduces the potential for the total position to move in subsequent months and reduces the previous level of confidence in financial forecasts.

8. Decision[s] Required

8.1. This report is for information.

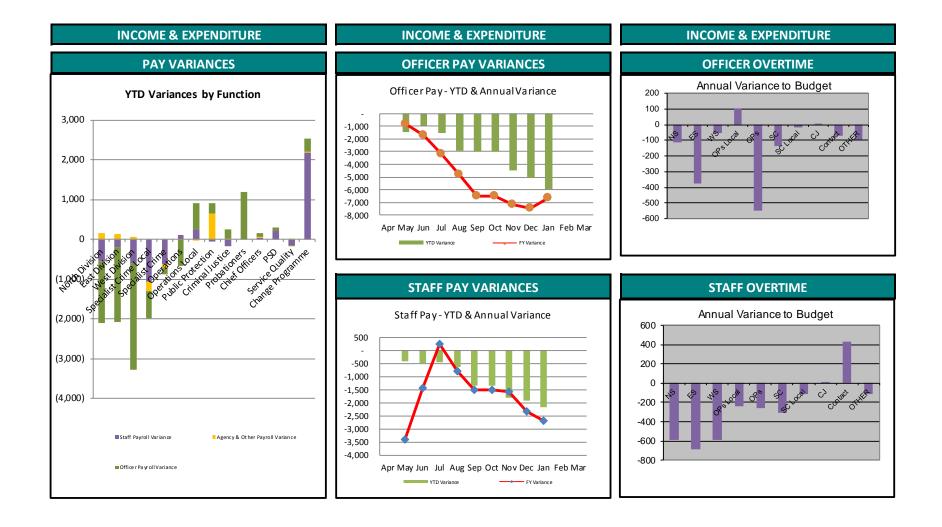


FINANCIAL OVERVIEW AS AT JANUARY 2017

														Polici	ng Together
	INCO	ME AND EX	PENDITUR	E				INCOME AND EXPENDITURE			CAPITAL	EXPENDITU	RE		
	РСС	C REVENUE	BUDGET					REVENUE BUDGET VARIANCES			PORTFOLI	O VARIANO	CES		
	T	Year to Date	•	1	Annual					1	Year to Date	`	1	Annual	
	Actual	Budget	Variance	Actual	Budget	Variance			Summary Position	Actual	Budget	Variance	Actual	Budget	Variance
	£'000	£'000	£'000	£'000	£'000	£'000		Revenue Budget Variance (excl PCC)						20030	
PCC TOTAL	727	1,429	(702)	1,522	2,054	(532)			IT Strategy	1,517	2,151	(634)	3,177	3,326	(149)
							5.00%		Fleet Strategy	1,979	2,432	(453)	2,859	2,436	423
F	ORCE REVE			CTION					Estates Strategy	236	1,078	(842)	409	1,078	(669)
	A	Year to Date Budget		Actual	Annual Budget	Masteria			Other Specific	1,025	2,763	(1,738)	3,149	2,886	263
	Actual £'000	£'000	Variance £'000	£'000	£'000	Variance £'000	0.00%		Total	4.757	8.424	(3.667)	9.594	9.726	(132)
North Division	16,799	18,597	(1,798)	20,173	22,408	(2,234)			Total	4,151	0,424	(3,007)	3,334	3,720	(132)
East Division	20,391	22,170	(1,778)	24,689	26,700	(2,011)									
West Division	20,965	24,190	(3,225)	25,342	29,120	(3,778)	(5.00)0/				Capital Expe	nditure Stat	us		
Specialist Crime Local	10,739	12,921	(2,182)	13,774	15,204	(1,429)	(5.00)%					0%			
Specialist Crime	7,645	8,690	(1,045)	9,799	10,478	(680)						0%			
Operations Local	357	648	(291)	925	693	231									
Operations	11,371	12,333	(962)	14,183	14,739	(556)	(10.00)%			28%					
Public Protection Criminal Justice	7,034 8,435	6,293 9,085	741 (650)	8,714 11,153	7,651 10,902	1,063 251								OSpend to date OS	Drdered
Probationers	8,435 3,094	9,085	(650)	3,988	10,902	251 2,104									
Contact Management	3,094	1,005	(104)	3,966	1,000	2,104	(15.00)*/								
Sub Total	121,977	132,061	(10,084)	150,892	157,922	(7,029)	(15.00)%						49%		
Chief Officers	1,451	1,191	260	1,898	1,429	469	1			\				Un committed	vevenue funded
DCC	1,002	914	88	1,006	1,097	(91)	(20.00)%								
PSD	2,556	2,166	390	2,876	2,599	276		Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar							
Corporate Comms Service Quality	1,062 2,126	1,160 2,355	(98) (229)	1,318 2.572	1,387 2,826	(69) (254)				2	3%				
Change Programme	856	(2,019)	2,875	1,132	(2,326)	3,457		VTD Variance %							
Sub Total	9,053	5,768	3,286	10,802	7,013	3,788									
							-								
Π -	10,951	10,188	762	13,359	12,236	1,122					Capital	Financing			
Finance Estates & Facilities	734 9.164	838 8.327	(104) 837	902 10.857	1,006 9,993	(104) 865		Annual Forecast Variances by Cost Type			2				
People Services	9,164	8,354	1,761	10,657	9,993	385					2	% 7%			
Insurance Services	1,882	1,307	575	1,532	1,568	(36)	3000.00 -								
Procurement Services	275	196	78	212	236	(24)	3000.00								
Transport Service	(138)	485	(624)	394	582	(188)	2000.00 -							Gont	
							2000.00							Receipts	
Sub Total Central	32,982 7,834	29,696 8,374	3,285 (540)	37,667 10,142	35,647 9,984	2,019 158	1000.00					V			
Officer Pay Variance	7,034	0,374	(340)	10,142	5,504	130	1000.00								
FORCETOTAL	171,846	175,899	(4,053)	209,502	210,566	(1,064)	0.00								
			BY COST TY	/DE				al and the state of the state o		``					
	REVENU	Year to Date		PE	Annual		-1000.00	wert + Par wert per Train of Concerning of Service and Concerning							
	Actual	Budget	Variance	Actual	Budget	Variance	-2000.000	stal pay things time			91%				
	£'000	£'000	£'000	£'000	£'000	£'000	-2000.080	St. Other Sublin hico.			91%				
Police Payroll	84,734	90,666	(5,932)	102,190	108,862	(6,672)	-3000.00 -	<u> </u>							
Police Overtime	4,891	3,312	1,579	5,625	3,839	1,785			600	Capital S	cheme YTD	Variances £	50k or abov	ve	
Staff Payroll	49,929	52,093	(2,165)	59,965	62,648	(2,683)	-4000.00 -								
Staff Overtime	1,193	1,106	87	1,209	1,339	(131)			500						
Agency	1,646	262	1,384	2,256	318	1,938	-5000.00 -		400						
Training	2,140	1,422	717	2,269	1,707	562	5000.00								
Other Payroll Costs	3,697	2,592	1,105	4,572	3,110	1,462	-6000.00 -		300						
Sub Total	148,229	151,453	(3,224)	178,084	181,824	(3,739)	0000.00		200						
							-7000.00								
Premises	7,483	6,669	814	8,992	8,006	986			100		_				
Transport	3,954	3,897	57	4,336	4,702	(366)	-8000.00		0						
Supplies & Services Financing	18,314 1,110	20,849 821	(2,535) 290	25,823 1,215	24,679 985	1,144 230	0000.00			×	N A	NO A	S. A	e	.s.
Sub Total	1,110 30.861	821 32.236	(1,375)	1,215 40.365	985 38.372	230 1.993			-100 tes new	inte enet	tho octor.	24 onel	me met	ont ree)br
		02,200	(1,010)		00,012	.,000	1		-200 ⁸¹ 0180 5	P' place n	are pitting the	olace could	r tele ondit	Sto and	
Income & Grants	(7,244)	(7,790)	545	(8,947)	(9,630)	682	1		arding of the set weight	Re Re ruice	ACTIVE DIRECTORY	e Replacement Vehicle Equit	Ne n co sa	e" nem	
Sub Total	(7,244)	(7,790)	545	(8,947)	(9,630)	682			0 -100, rest rest -2008 rest rest rest -2008 rest rest rest -2008 rest rest rest rest -2008 rest rest rest rest -2008 rest rest rest rest rest rest rest rest	Printers energy public services	Petro Diecon	adul Perfection	· 45"	place -	
FORCE TOTAL	171,846	175,899	(4,054)	209.502	210.566	(1,064)			Nobi	¥*			r aser A		
FONGETUTAL	171,040	112,033	(4,054)	209,502	210,500	(1,004)							<u>~</u> .		

Surrey & Sussex Policing Together

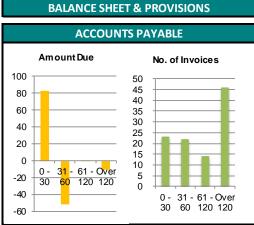
FINANCIAL OVERVIEW AS AT JANUARY 2017

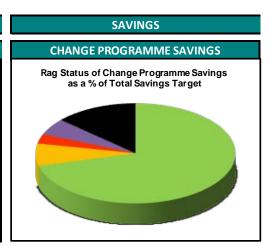


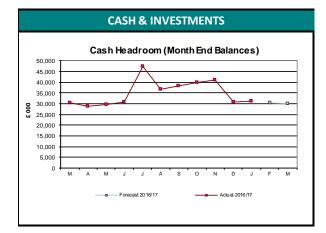


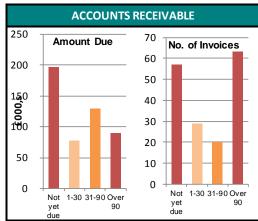
FINANCIAL OVERVIEW AS AT JANUARY 2017

BALANCE SHEET &	PROVISI	ONS						
RESERVES								
	£ 000	£ 000	£ 000					
General Balances	11,475	13,071	1,596	100 $_{ op}$				
Chief Constable Operational Reserve	571	571	0	80 -				
III Health Reserve	2,260	2,741	481					
Operation Heather	516	516	(0)	60 +				
Training Reserve	819	819	0	40 +				
Estate Maintenance Reserve	500	500	0	20 -				
Restructuring Provision	356	272	(84)					
Insurance Fund	3,305	4,091	786	0 +				
Bad Debt	82	82	0	-20 +				
				-40 -				
TOTAL	19,885	22,663	2,778	-60 ⊥				











C3 - Capital Report 2016/17 Month 10 January

Appendix	Е
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Surrey & Sussex Policing Together

	<u> </u>						
Scheme	Chief Officer	Total 16-17 Budget (Including	Actual Spend YTD Apr-16-Jan-17	Full Year Budget YTD Variance	O/S Orders	Total Budget for	Total 2 Year Budget
ICT Infrastructure Renewal / Business Continuity	_	Special Grants)				2017/18	
Hardware Refresh	CIO	387,821	201,537	(186,284)	2,736	25,000	225,000
Laptop Replacement Programme	CIO	0	79,795	79,795	11,210	0	0
Networks / Cabling	CIO	0	0	0		900,000	900,000
IT Peripherals - Printers	CIO	0	69,890	69,890	836	0	0
HOMA Planned Server Replacement	CIO	664,000 150,000	645,769 152,826	(18,231) 2,826		36,000 0	700,000 150,000
Web Proxy Renewal	CIO	0	0			57,000	57,000
Wi Fi Upgrades	CIO	0	0	0		50,000	50,000
NetApp Storage Refresh	CIO	0	0			113,000	113,000
Mobile Phone Replacement	CIO	150,000	0	(,		50,000	200,000
Sub-Total		1,351,821	1,149,817	(202,004)	14,781	1,231,000	2,395,000
Specific ICT Capital Schemes							
Apex application Migration	CIO	0	0	0		74,000	74,000
Firewall and Security Devices Windows 2003 Refresh (Collaboration)	CIO	90,000	23,031	(66,969)	2,963	135,000 0	135,000 90,000
IL4 Remediation (Collaboration)	CIO	0	0		2,000	68,000	68,000
Protective Monitoring of Applications (Joint Scheme)	CIO	93,000	0	(93,000)		0	93,000
New Desktop Project (Joint Scheme)	CIO	248,000	(0)	(248,000)		0	248,000
Technical IA Controls	CIO	0	0	0		68,000	68,000
Lync Federation and Edge Services	CIO	0	0	0		34,000 68,000	34,000
Archive (Sharepoint/E-Mail data) Active Directory	CIO	56,000	0	(56,000)		68,000 0	68,000 56,000
FISH Replacement	CIO	0	0	0		0	00,000
Mobile Data Terminals - Refresh	CIO	1,287,000	343,878	(943,123)	523,663	0	1,287,000
Niche to PND Photo Upload	CIO	0	0	0		20,000	20,000
Data Centre Back Up	CIO	200,000	0	(200,000)	42,656	0	200,000
Hybrid Body Worn Video Infrastructure	CIO	0	0	0		70,000	70,000
Sharepoint - Corporate Knowledge Digital Enablement 2	CIO	0	0	0		99,000 542,000	99,000 542,000
Sub-Total		1,974,000	366,909	(1,607,091)	569,281	1,178,000	3,152,000
		1,974,000	300,909	(1,007,091)	509,201	1,178,000	3,132,000
Fleet Annual Replacement Schemes Vehicle Replacement	CFO	2,160,893	1,979,349	(181,544)	651,327	0	2,157,000
Vehicle Equipment	CFO	275,000	0	(275,000)		50,000	325,000
Vehicle Telemetry	CFO	0	0	0		150,000	150,000
Sub-Total		2,435,893	1,979,349	(456,544)	651,327	200,000	2,632,000
Specific Capital Schemes							
Divisional Estates' Strategy	CFO	173,000	129,091	(43,909)		721,000	894,000
	CFO	400,000	3,254	(396,746)	119,240	50,000	450,000
POLIT and DFT Relocation Former Section House Scheme	CFO CFO	105,000	104,042	(958)		0 172,000	105,000 172,000
Estates' Strategy - Environmental	CFO	350,000	0	(350,000)	3,207	0	350,000
Estates' Strategy - Custody Compliance	CFO	20,000	0	(20,000)		240,000	260,000
Estates' Strategy - Guildford and Staines Custody	CFO	30,000	0	(30,000)		294,000	324,000
Sub-Total		1,078,000	236,386	(841,614)	122,447	1,477,000	2,555,000
Specific Capital Schemes - Operations							
ICCS	ACC Op	1,467,000	597,231	(869,769)	229,159	0	1,467,000
Elmbridge ANPR Grant	ACC Op		5,000			0	0
ANPR	ACC Op		100,528	(280,472)	65,244	0	381,000
Roads Policing GIS Survey Equipment Taser Replacement and Uplift	ACC Op ACC Op	132,000 91,000	130,450	(1,550) (91,000)		318,000	132,000 409,000
		•	000 000		204 404		
Sub-Total		2,075,142	833,209	(1,241,933)	294,404	318,000	2,389,000
Specific Capital Schemes - Local Policing Mobile Data Terminals	ACC LP	0	(2,542)	(2,542)	457,204	0	
Digital Interview Recording Phase 1&2	ACC LP		(2,542) 33,263	(2,542) (117,737)	457,204	53,000	204,000
Contact and Deployment Telephony (CC6)	ACC LP	135,000	161,138	26,138	140,001	67,000	202,000
Sub-Total		286,000	191,860	(94,140)	597,775	120,000	406,000
Specific Capital Schemes - Specialist Crime							
Apollo Infrastructure	ACC SC	0	0	0		0	0
Intelligence and Tasking Review	ACC SC		0	-		0	0
HTCU & POLIT Infrastructure Remediation	ACC SC		0			300,000	300,000
Digital Forensics	ACC SC		0			522,000	522,000
Public Protection Vehicles	ACC SC		0			0	0
Sub-Total		0	0	0	0	822,000	822,000
Specific Capital Schemes			0	(525,000)		1,475,000	2,000,000
Specific Capital Schemes ERP Enterprise Resource Planning (Collaboration)	ACO	525,000	0	(0=0)000)	1		
	ACO	525,000 525,000	0	(525,000)	0	1,475,000	2,000,000
ERP Enterprise Resource Planning (Collaboration)	ACO				0 2,250,015		2,000,000 16,351,000
ERP Enterprise Resource Planning (Collaboration) Sub-Total	ACO	525,000	0	(525,000)		1,475,000	

Appendix F

Abbreviations

- PCC Police and Crime Commisioner
- DCC Deputy Chief Constable
- ICT Information Communication Technology
- PSD Professional Standard Department
- ACPO Chief Officers
- ERP Enterprise Resource Planning
- PiYN Policing in Your Neighbourhood
- FTE Full-time equivalent
- DFT Digital Forensic Team
- POLIT Paedophile Online Investigation Team
- ICCS Integrated Communications and Control System
- ANPR Automatic Number Plate Recognition