

MANAGING OVERTIME 2003/04 – NINE MONTHS TO 31 DECEMBER 2003

Joint Report of the Chief Constable and Treasurer

1 PURPOSE OF THE REPORT

To inform members of the latest position with regard to the 2003/04 overtime target for the nine months ended 31 December 2003.

2 BACKGROUND

- 2.1 At the Police Authority meeting of 26 February 2003 (minute 239 - 2002/03 refers) a paper was submitted advising members of the new agreement reached by the Police Negotiating Board (PNB) on the management of working time to reduce the overtime bill and provide a work/life balance for police officers. The PNB has subsequently issued a guidance document for the management of working time. This document stresses that the scheme is not about reducing costs; it is about reducing the reliance on overtime thereby providing a better work/life balance.
- 2.2 The guidance required all Police Authorities to achieve a 15% reduction target in overall overtime expenditure but Northumbria Police successfully negotiated a 10% reduction target as reductions had been made in 2000/01, 2001/02 and 2002/03 and included in the respective Efficiency Plans.
- 2.3 The original guidance excluded rostered bank holiday and secondment overtime and was subsequently revised to further exclude overtime funded from ring fenced national or local funds and mutual aid (assistance to other forces).
- 2.4 As a result the overtime expenditure target for Northumbria Police is £4.528m for 2003/04. Progress against this target must be reported to Her Majesty's Inspectorate of Constabulary on a quarterly basis.
- 2.5 At the Finance Committee meeting of 12 November 2003 (minute 61 - 2003/04 refers) members were advised that planned expenditure on overtime counting against the target to 30 September 2003 was £2.023m. Actual expenditure at £1.559m was well within the target.

3 POSITION AS AT 31 DECEMBER 2003

- 3.1 Planned relevant expenditure (i.e. overtime which counts against the target) for the period to 31 December 2003 was £3.081m. Actual expenditure to 31 December 2003 was well within this target at £2.556m. It is projected that the overall target for 2003/04 will be met.

4 FINANCIAL IMPLICATIONS

4.1 The Treasurer confirms there are no financial implications arising directly from this report.

5 EQUAL OPPORTUNITIES IMPLICATIONS

5.1 Nil

6 HUMAN RIGHTS IMPLICATIONS

6.1 Nil

7 RECOMMENDATIONS

7.1 Members are asked to:

Note the progress to date towards the achievement of the 2003/2004 overtime target.

