

BID FOR HOME OFFICE CSO FUNDING FROM JANUARY 2005

Finance Committee 23 September – agenda item 10 paragraph 11 refers

Force: Metropolitan		Date: 1 September 2004
1. Total number of CSOs in bid		480
2. Recruitment Schedule [Start date(s), Training date(s) and On Patrol date(s)]	<ol style="list-style-type: none"> 1. The recruitment process will commence upon notification. 2. Four training courses will be run, starting on 1 November 2004, 3 January 2005, 1 February 2005 and 4 March 2005. Each course will have 120 places. 3. The course last four weeks. The PCSOs will start patrol four weeks from the date of their course starting, so those on the November course will be on patrol on 6 December, those on the January course by 1 February, those on the February course by 28 February and those on the March course by 31 March. 	
3. Total Funding requested from the Home Office for 04/05 <i>(include £2500 per CSO+ salary & direct on costs for period of employment up to 31 March 2005)</i>	£4.14m. (Salary costs of £2.94m and other costs of £1.2m (£2,500 per PCSO) based on the funding limits set out in the HO letter	
4. (Only for those taking the flexibility option of the Neighbourhood Policing fund)		
(a) How many additional CSOs do you intend to have in post by 31 March 2005?		
(b) Amount of bid. <i>Maximum = Number of CSOs [from (a)] * ((Annual CSO salary & direct on costs /4_) + £2500)</i>		
(c) What will be delivered in addition to the extra CSOs? <i>(this might include. – nature and value of cashable efficiency gains arising in 2004/05 and/or later years, nature and value of non-cashable efficiency gains, such as additional front-line policing, arising in 2004/05 and/or later years).</i>		
5. Breakdown of funding requested per CSO for salary and direct on costs:	basic salary	18,495 (starting salary)
	allowance- shift (15%)	2,774

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	allowance- weekend	
	allowance- location (average)	1,922
	NI	2,122
	Superannuation	3,131
6. Cost projections- Total salary and direct on costs for CSOs recruited from this bid:	Apr 05- Mar 06	Cost £13,653m* Funding available £11,760m *This sum reflects the costs to the MPS of CSOs recruited from this bid (£28,443 each) using the costs shown above. The funding limits within the HO letter of £24,500 per CSO create a shortfall of £1.90m in 2005/06. A bid is being made to the Mayor to fund this shortfall.
	Apr 06- Mar 07	Cost £14,062m* Funding available £11,760m (05/06 level) *This sum reflects the costs to the MPS of CSOs recruited from this bid (2004/05 cost plus 3% = £29296 each). The funding limits within the HO letter of £24,500 per CSO create a projected shortfall of £2.3m in 2006/07. A bid will be made to the Mayor to fund this shortfall. Full funding arrangements for this year are awaited. However, if funding reduces to 75% of £24,500, there will be an additional shortfall of £2.9m.
	Apr 07- Mar 08	Cost £14,484m* Funding available £11,760m (05/06 level). *This sum reflects the costs to the MPS of CSOs recruited from this bid (2004/05 cost plus 3% for 05/06 and 3% for 06/07 = £30175 each). The funding limits within the HO letter of £24,500 per CSO create a projected shortfall of £2.72m in 2007/08. A bid will be made to the Mayor to fund this shortfall. Full funding arrangements are awaited. However, if funding reduces to 75% of £24,500, there will be an additional shortfall of £2.9m.

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7. Nature of the role to be performed and where the CSOs are likely to be deployed (please indicate whether the area is urban or rural).

- ❑ PCSO growth will be used by the MPS to introduce a further 5 Safer Neighbourhood (SN) Policing Teams which are made up of 1PS 2PCs and 3 PCSOs on each of the 32 Boroughs.
- ❑ The MPS have completed the roll out of 96 SN teams (3 per BOCU) across the Service (with two boroughs having extra teams as part of the national scheme). The work of these teams is already showing considerable impact and benefits to local people.
- ❑ SN Teams work with partners and members of the local community to drive down the incidence of crime, disorder and anti-social behaviour in the neighbourhood. They provide a service to local people that is citizen focused. Local issues are identified and priorities set by local people in an action plan format. These include 'signal crimes' and events that cause greatest impact locally. Issues identified are tackled in a partnership between local people, police, other partners and stakeholders (e.g. the local authority, Housing, Education, Social Services and Health Authority).
- ❑ These issues will be those that most affect the quality of life. Services will focus on delivering reassurance to local people, providing public confidence in both police and partners' services. Issues will be tackled by applying a problem solving approach that will deliver long term and sustainable solutions.

8. Please list any impact that you estimate the CSOs will make on:

- **Crime, disorder, anti-social behaviour, public reassurance and efficiency**

The main areas of performance benefits arising out of the work of SN teams are:

Primary benefits

- ❑ Reduction in the fear of crime
- ❑ Reduction in crime
- ❑ Increased public satisfaction
- ❑ Reduction in the perception of risk (age / gender / ethnicity)
- ❑ Environmental Visual Audits (Before and after snapshot of an area) (Local PIs)
- ❑ Reduction of criminal damage
- ❑ Reduction in disorder
- ❑ Reduction in demand – repeat calls / problems
- ❑ Reduction in local quality of life issues (graffiti, abandoned cars, broken windows [Signal issues])
- ❑ Increased public engagement (public meetings / approaches) – Local PIs
- ❑ Increased local community information / intelligence – Local PIs

Secondary benefits

The MPS are developing systems to capture information on the secondary benefits arising out of a SN team working within a neighbourhood, with a focus particularly on wider benefits to non-police organisations in both private and public sectors.

The framework for assessing the emerging secondary benefits classifies these

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benefits into three categories, each of which cuts across a range of organisations and sectors. It proposed that one or more indicators for tracking each benefit is developed. The three categories of benefit are:

1. **Environmental** – benefits which manifest themselves within the physical environment of an area, affecting its 'look and feel';
2. **Economic** – benefits where the outcome boosts the economic capital of an area, through either stimulating the local economy or improving value for money for local service providers;
3. **Social** – benefits felt in the social fabric of an area, encompassing improvements in education, health and the community as a whole.

9. Please list any mechanisms you already have in place/will put in place to monitor the effectiveness of the CSOs. These could include the development of local evaluations, or performance monitoring systems.

- A comprehensive MPS SN performance plan has been developed – includes roll-out progress, team strengths & ethnic mix, data on visibility & abstractions from core duty (Operational Policing Measure).
- There is a SN residents' surveying regime in place which includes satisfaction with local policing, frequency PCSOs seen in the neighbourhood and identification of local issues and priorities.
- Regular analysis of crime data in place – e.g. between areas with PCSOs (Safer Neighborhoods) and those without PCSOs.
- Research has been undertaken on 'secondary gains' from local reassurance policing model.

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Following agreement from your police authority, bids should be returned to:

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Electronic copies are preferred where possible, and do not need to be supplemented by a hard copy. Receipt of each bid will be acknowledged by email, pending a fuller reply after assessment by Ministers.