HMIC Value for Money Profile 2013

Norfolk Constabulary

compared with all forces in England & Wales

The forces in the most similar group can be identified
in the charts in this section by using the key below

a	Norfolk
b	North Wales
c	Suffolk
d	North Yorkshire
e	West Mercia
f	Devon & Cornwall
g	Lincolnshire
h	Wiltshire

Contents

Introduction

Data from your police force can never reveal all there is to know. The insight comes from putting your force's data side by side with other similar data, so that the differences can be revealed. The purpose of HMIC's Value for Money (VfM) profiles is to allow you to compare a force's performance, and the costs of achieving it, with other forces.

Each profile has two parts: a summary (published separately), and this more detailed profile. Both are available on our website. They are designed to be investigative tools to draw attention to large, and possibly unexplained differences in costs or performance. These should be followed up to confirm whether resources are being used efficiently and effectively.

A tool should be easy to use and well designed for the task. The task of the profiles is to clearly identify unusual or unexpected differences in order to carry out further investigation. To do this well, we must provide the reader with the details. The profiles include around 85 pages of detailed information, limited to the main crime types and expenditure headings. Clearly, too many details can confuse people, so we only provide them where they add value.

How do I use the profiles?
The profiles are designed to prompt questions, rather than to provide judgements on forces. They are not league tables. They are produced each autumn to help inform budget decisions for the following year. A recent survey of users of the profiles by HMIC showed that around 90 percent of respondents (20 forces responded) were using them for this purpose.

Most of the data is presented as bar charts, so you can see the range of forces and where your force sits. Your force is highlighted in black with similar forces in dark blue. Similar forces are considered to be forces most comparable to yours, sharing similar demographics. Your 'most similar group' of forces (MSG) makes for a more meaningful comparison than with others. (More details about the MSGs can be found below.) Finally, a horizontal line runs across each bar chart, and represents the average across forces.

The profiles are presented as 'logic trees' with the data broken down progressively from left to right. By following the branches of the logic tree, you can identify the reason(s) for differences between your force and others. For example, is a force spending more on police officers because there are more of them (officers per population), because they are more expensive (cost per officer), or because they are spending more on overtime?

The tables you will find on most pages include the most important data presented in the charts, as well as some additional comparisons. Reading from left to right they show:
 - a short description of the function (or crime type);
 - the volumes (e.g. staff numbers/costs or numbers of crimes);
 - the ratio for comparison (such as your force's cost per head of population); and
 - the average costs per head of population.

To the right of the main table, we show how much more, or less, it is costing your force as a result of the difference from the average. The appearance of chevrons ('<<') against these highlight if the indicator puts the force in the highest or lowest ten per cent and the effect of the difference is greater than £1 per head of population. For crimes or outcomes, the different values give the number of additional or fewer crimes/outcomes your force has compared to the average rate.

An example is shown on the following page.

Guidance page - How to read the profiles

How much do officers in the force cost compared with others? How much overtime do they receive?

2013/14, £ per head of population
Police officer costs are split into ~~s~~
percentage of the overall salary ~~c~~

Budgeted FTE numbers for the y~~~~
Office published FTE figures (A~~~~
The two figures are not directly c~~~~

1. The profiles use 'logic trees' to take each area and break it down (from left to right) into component parts. For each breakdown, you can see how the force compares to other forces in its most similar group, as well as all forces in England and Wales.

4. This chart shows a breakdown of the previous chart, revealing overtime has little bearing on officer costs.

Number of police officers (FTEs) per 1,000 pop
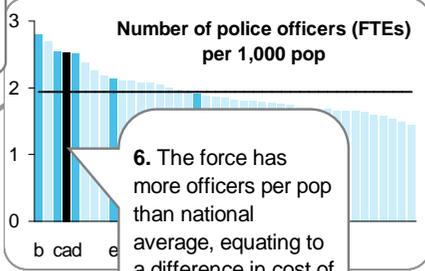
6. The force has more officers per pop than national average, equating to a difference in cost of £17.2m (see table).

Police officer cost (exc OT) per pop

Officer cost per head of population

2. The force has some of the highest officer costs per head of population nationally...

Police officer cost (exc OT) per FTE
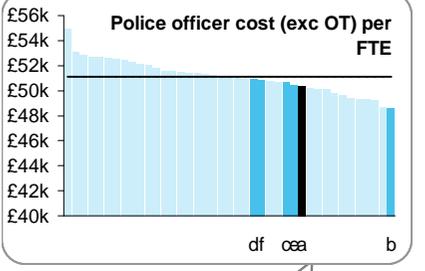
7. The cost of individual officers in the force is relatively low.

Officer overtime as % of salary

5. The force spends little (as a proportion) on overtime.

Officer costs	£/head	Averages		Diff* £m	
		All	MSG	All	MSG
All pay exc. overtime	127.7	99.0	121.0	16.0	3.7
Overtime	2.2	3.0	3.4	-0.4	-0.7
Total	129.8	102.0	124.4	15.5	3.0
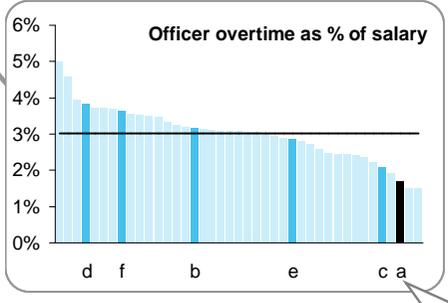
3. ...equating to a difference of £15.5m to national (all) average.

Officer overtime as a % salary	% sal	Averages		Diff* £m	
		All	MSG	All	MSG
Total	1.7%	3.0%	2.9%	-0.9	-0.8 <<

N.B Outliers are highlighted with blue chevrons, and represent the values that are in the highest and lowest 10% of values across all force and, where appropriate, have a value of more than £1 per head.

Number of officers and cost per officer		Averages		Diff* £m	
		All	MSG	All	MSG
FTE per 1,000 population	2.54	1.93	2.40	17.2	3.8 <<
Cost per FTE (£000s)	50.3	51.3	50.4	-1.4	-0.1

* Net cost of the difference in spend to the average per head of all/MSG forces.

What checks have been applied to the data?

The data presented in the profiles are subject to a systematic checking process:
- The Chartered Institute of Public Finance and Accountancy (CIPFA) apply arithmetic and reconciliation checks to the financial data provided to them from forces.
- Each force is asked to check their statistical outliers (where their costs are significantly different from the national average and/or from their return for the previous year).
- Each force receives a draft profile to check the figures before publication. This year HMIC and CIPFA ran two workshops, attended by about 50 staff, to discuss the findings in the draft profiles, identify anomalies and suggest improvements.

Each year forces identify some anomalies or inconsistencies, which HMIC attempts to resolve. Some require forces to make changes to their data, but not all are able to do so in time. A handful of inconsistencies are harder to resolve prior to publication, because they require broader changes and agreement. These were discussed at the workshops, where a number of issues were identified to resolve for next year. They include, for example, variation in the treatment of transport costs. These costs represent around three percent of expenditure, although it is likely to be higher in some, more rural forces. Forces with large scale, transport intensive collaborations are also affected. We also comment on the broader accounting issues involved in collaborations below.

What has changed since last year?

We aim to keep the profiles up to date and make improvements - many suggested by our users. The main changes this year are:

Greater consistency by comparing the costs of policing and excluding national policing costs from the early summary pages. We have also aligned the profiles with HMIC's Policing in Austerity: Rising to the Challenge report (July 2013) which defined police functions as front line (visible and non-visible), operational support or business support. Lastly, we have tightened the definitions for income this year.

Updated information - The use of the Home Office's new MSGs and the Office of National Statistics' new crime classifications. More details of the latter are given on page 58.

Better signposting – To aid navigation around the profiles, the titles of each page are expressed in the format: 'Main heading – Sub-heading 1 – Sub-heading 2'. We also include some questions which the page may help to answer.

Removal of some data sets – We have removed an analysis of workforce numbers by function compared with MSG averages. This decision followed a request by forces within collaborations who felt this could be misleading. Where workforce numbers are considered by function, they are compared with the force's values from last year. We have also removed last year's 'ribbon charts' which were intended as a one-off.

Expansion of some data sets – We have included an analysis of cautions by crime type, as this subject has attracted some concerns publicly about the possible inappropriate use of cautions for more serious crimes. We have also compared the changes between this year's budget with last year's across the main objective cost headings and set these changes against the MSG average. Analysis of roads policing has been expanded.

Addition of Police and Crime Commissioner / Local Policing Bodies page which provides a brief analysis of expenditure.

As the use of community resolutions / restorative justice has not been adopted by all forces, we have not included this data. Our intention is to follow the Home Office and make this information available next year.

Frequently asked questions

What is the purpose of the most similar group comparison?
The MSG was designed to offer a fairer comparison of levels of crime between forces, rather than unit costs such as local labour market costs. MSG comparisons do not entirely take account of the fact that some areas have higher costs than others. However, they are still useful as a cost comparison because forces in a high crime MSG (such as large urban forces) are likely to have more resources such as more officers, staff and PCSOs.

While most forces share very similar demographics with the rest of their group, there are a few that are less closely aligned. In particular, these are: the Metropolitan Police Service, Dyfed-Powys Police, Surrey Police and the City of London Police. Apart from the City of London (which has its own group), the remaining forces are still included with a most similar group, but their appearance as an outlier means they need to be treated with more caution.

The MSG groups have been updated this year following the 2011 Census. The new groupings have resulted in some forces' MSG changing considerably. This will impact on how the costs and performance relative to the MSG average compare to last year.

Which population figures are used?
The profiles use mid-2011 population estimates (the latest available) to align with Home Office publications, especially crime rates.

Which workforce figures are used?
The profiles include staff numbers drawn from two data sets: the Home Office annual data return (ADR 502), which is a snapshot from 31 March 2013 of full time equivalent staff in post, and the Police Objective Analysis (POA) which counts the average, budgeted, full time equivalent staff. Given the differences between the two, you would not expect the two figures to align completely.

In general the profiles use POA budgeted staff numbers to make detailed financial comparisons between forces. However, POA is a relatively recent invention and, prior to 2011/12, it was not checked by HMIC. Consequently, it cannot provide a series long enough to show changing trends over time. In contrast, ADR has been checked over several years, so is used to present overall staff trends to police officers, PCSOs and police staff as well as more detailed data on workforce which is not available from POA.

Which crime figures are used?
The VfM profiles include national crime statistics which were published by the Office for National Statistics on 18 July 2013, and contain data for the 12 months to March 2013. Sanction detection and no crime data used in the profiles come from the Home Office and also cover the period of the 12 months to March 2013. The alignment of crime and detection outcomes occurs annually, so using more up to date crime data would break that relationship and would not show much difference between force rankings in any case.

What types of average are used?
Unless stated otherwise, the simple average of all and MSG forces are used. Except for their own profiles, the City of London Police and the Metropolitan Police Service are omitted from the averages and the charts because they are outliers in most categories.

How has collaboration been taken into account?

For the majority of forces that are not involved in significant or large scale collaborations, the use of net expenditure should provide an adequate comparison. However, as the use of collaboration increases in scale, the current accounting arrangements will increasingly become detached from the realities. In particular, the lack of more detailed guidance for premises costs and the variation in how some forces have dealt with transport costs reduces comparability. A national CIPFA policy on the reporting of collaboration costs will hopefully be available for next year's profiles.

Final remarks

Many forces have been very engaged throughout the production of the VfM profiles, and we are grateful to those that provided us with detailed feedback and comments.

HMIC is always keen to hear from users how the profiles can be improved. If you have any suggestions, or any analysis which you think might be useful to include, please contact me: Lawrenceroy.morris33@hmic.gsi.gov.uk or 0203 513 0517.

Section One – Costs, workforce and demand/performance

This section looks at how a force deploys its workforce and the associated costs for each of the 12 headline categories within the Police Objective Analysis (POA). POA subcategory information on costs is also presented.

POA 2013/14 estimates are used for all cost and workforce data unless stated otherwise. These data are taken as a snapshot as at 22 October. Any updates to the data made after this time will not be reflected in the profile. Home Office Annual Data Requirement (ADR) data is used where relevant POA data is not available. Examples include officers by rank, sickness rates, restricted/recuperative duty rates, officers' length of service and leavers/joiners.

With the exception of special constables, workforce data comprises full-time equivalent (FTE) figures. In POA estimates these are calculated as the number of staff budgeted for each staff type. Police workforce figures published by the Home Office are based on those in-post as of 31 March and 30 September of each year. The two sets of figures are not, therefore, directly comparable.

Key to the data and calculations

Net revenue expenditure: The profiles use a different calculation for net revenue expenditure to the Chartered Institute of Public Finance and Accountancy (CIPFA); it is calculated as total expenditure minus earned income to show the total cost of policing to the taxpayer.

Earned income: Where earned income is referred to, this covers partnership income, sales fees charges and rents, special police services, reimbursed income and interest.

Averages: All averages in this section (unless otherwise stated) are simple, unweighted England and Wales averages, including the force in question. As the Metropolitan Police and City of London Police data distorts the chart scales, they have been excluded from all charts and averages except for those in their own profiles.

Difference to most similar group (MSG) / All force: Differences are calculated on standardised data, as opposed to absolute values.
Calculation is as follows: (Force cost per head - MSG cost per head) multiplied by population = absolute cost of difference

Police officer as spend % of gross expenditure: We have chosen to show the proportion of spend on officers (including overtime) by function.
Calculation is as follows: (Police officer spend + Police officer overtime) / Gross Revenue Expenditure (GRE) = police officer spend as % of GRE.

National policing: To more accurately compare forces, national policing is not included in totals of spend and workforce (unless stated otherwise).

Operational front line, frontline support and business support: In HMIC's *Policing in Austerity: Rising to the Challenge* (July 2013), ADR data was used to split the police workforce into these three groups. Here, we map these categories using POA data for consistency with the rest of the profile. Since counter-terrorism/special branch is a national policing function, we do not include this as a front line role (for the reason given above). Due to this, and the previously described differences between the ADR and POA workforce data, the totals and proportions may not match those published elsewhere. The list of POA categories and their classifications are given in Annex 3.

Please note that, throughout the profiles, rounding may cause apparent discrepancies between totals and the sums of the parts.

How to use this section

Users may wish to focus on those charts where the force is an outlier, i.e. where they are significantly different from the average. Outliers are highlighted with blue chevrons and indicate that the force falls within the highest or lowest 10% and, where applicable, the financial value is greater than £1 per head. They should consider exploring the reasons for any differences by looking at the force as a whole, using relevant local knowledge. Staffing levels should also be considered in the context of workforce modernisation, collaboration efforts and the outsourcing of services.

Please note that, in some cases, not all plots are given; room is given to those areas with the highest costs. Further, throughout the profiles the chart scales vary and as a result the differences shown may not be as significant as they first appear.

Income and expenditure - Overview

How much does the force spend in each area of business compared with others? How much does it earn in income?

> **2013/14, cost per head of population**
> The profiles calculate net revenue expenditure (NRE) as total expenditure minus earned income to show the total cost of policing to the taxpayer. Note that this is different from NRE as reported in the raw POA data.
>
> To compare forces, national policing functions (such as counter-terrorism/special branch) are excluded from the data analysis and charts.

Police officer costs per pop

Police staff costs per pop

PCSO costs per pop

Workforce costs per pop

Non-staff costs per pop

Total costs per pop excluding national functions

Earned income per pop
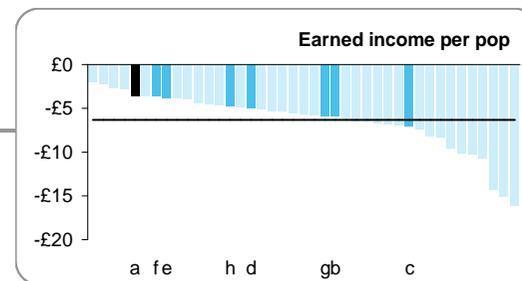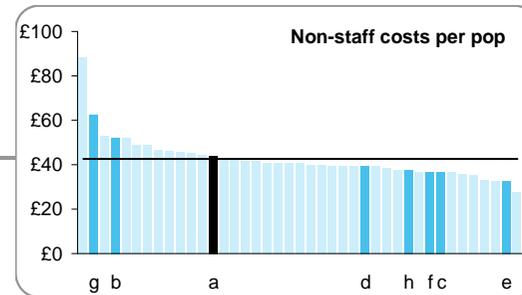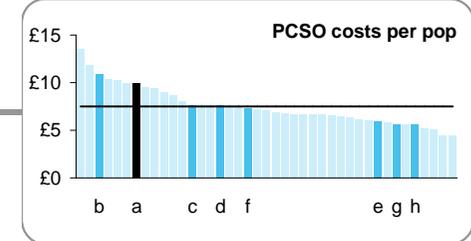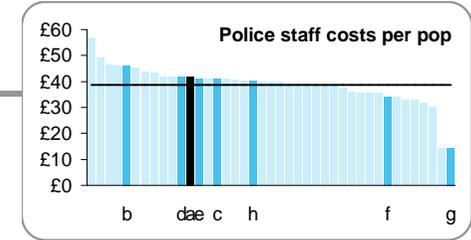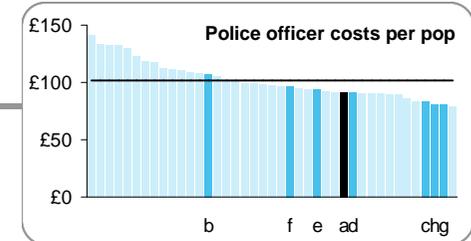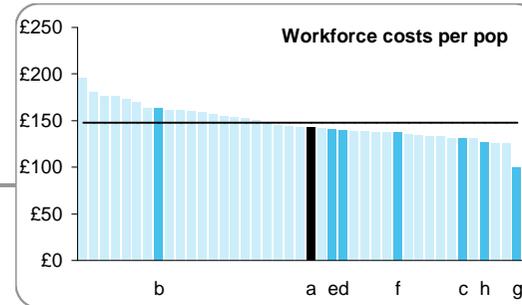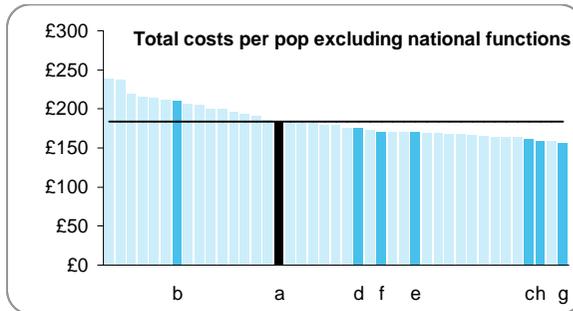
Population	859k					
			Averages		*Diff* £m*	
	£m	**£/head**	**All**	**MSG**	**All**	**MSG**
Police officers	78.3	91.1	101.7	90.3	-9.0	0.8
Police staff	35.7	41.6	38.6	37.4	2.5	3.6
PCSOs	8.5	9.9	7.5	7.5	2.1	2.0
Workforce	122.6	142.6	147.8	135.3	-4.4	6.3
Non-staff costs	37.8	44.0	42.5	42.6	1.3	1.1
Earned income	-3.0	-3.5	-6.3	-4.9	2.4	1.2 <<
Net revenue exp.	157.3	183.1	184.0	173.0	-0.8	8.7
National policing**	2.3	2.6	3.8	2.5	-1.0	0.2
Total inc nat. pol.	159.6	185.7	187.8	175.5	-1.7	8.8

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Note that national policing has been included in the table for reference so that the totals reconcile to the financing totals on page 14.

Source: POA estimates 2013/14

Norfolk

## Income and expenditure - Spend by function

What proportion of spend is on the front line or in business support compared with others? What proportion is spent in visible functions?

2013/14, cost per head of population

Police workforce roles are split into three categories: operational front line, frontline support and business support. The front line is further broken down into visible and non-visible roles (see Annex 3 for a breakdown by POA category). These plots show the NRE in each category. To compare forces, national policing functions are excluded.

Collaboration and outsourcing affect workforce numbers so costs, rather than FTE figures, are presented.

Note that in *Policing in Austerity: Rising to the Challenge* (July 2013), HMIC define frontline support as *operational support*. Since this is the name of a POA category, *frontline support* is used here to avoid confusion.

% Visible operational front line

% Operational front line

% Non-visible operational front line

% Frontline support

% Business support
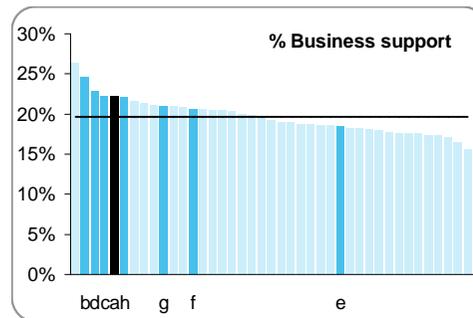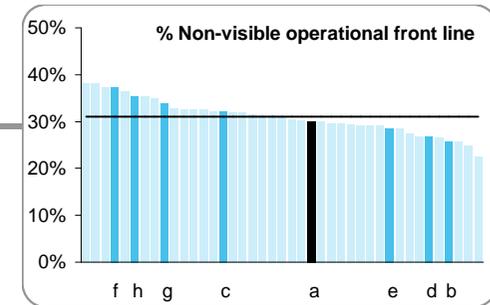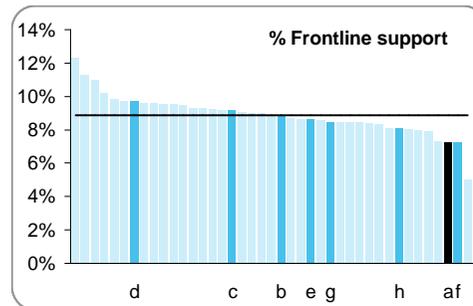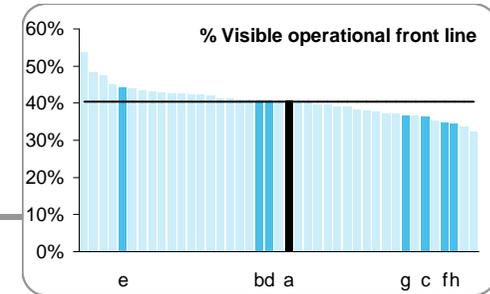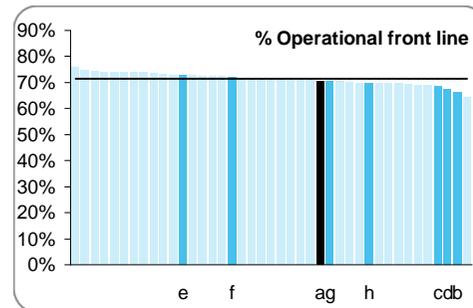
	NRE £m	Force	Averages		MSG Diff** £m
			All	MSG	
Visible	59.3	40.5%	40.4%	38.6%	2.8
Non-visible	43.9	30.0%	31.0%	31.2%	-1.8
Operational front line	103.2	70.5%	71.4%	69.8%	1.0
Frontline support	10.6	7.3%	8.9%	8.4%	-1.7
Business support	32.5	22.2%	19.7%	21.8%	0.7
Other*	11.1				
Total (NRE)	157.3	100.0%	100.0%	100.0%	

* Functions classified as *Other* do not fit into any of the three categories. They are not included in the percentage figures. See Annex 3 for details.

** Net cost of the difference in proportion spent in each category compared to the average of MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - Workforce costs - Officers

How much do officers in the force cost compared with others? How much overtime do they receive?

2013/14, cost per head of population
Police officer costs are split into salary and overtime (OT). OT costs are also shown as a percentage of the overall salary costs. To compare forces, national policing functions are excluded.

Number of police officers (FTEs) per 1,000 pop

Police officer cost (exc OT) per pop

Officer cost per head of population

Police officer cost (exc OT) per FTE

Officer overtime as % of salary
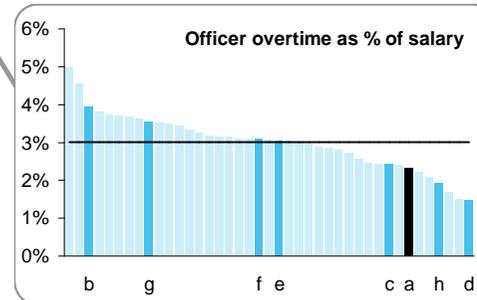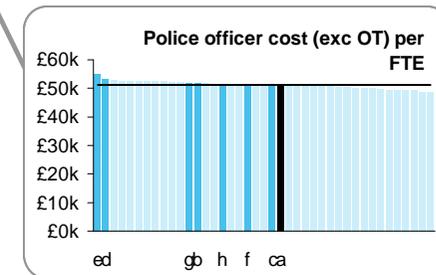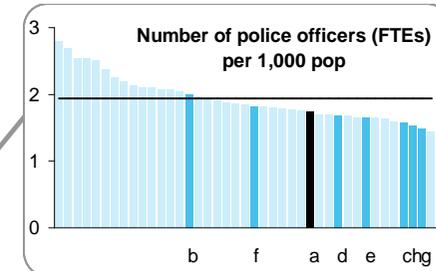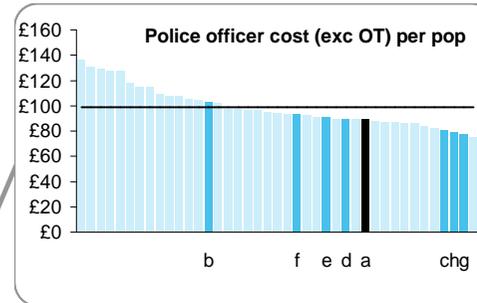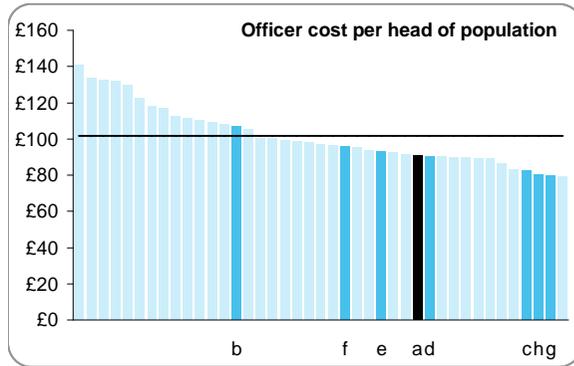
FTE police officers	1,503 (exc national policing functions)

Officer costs	£m	£/head	Averages		Diff* £m	
			All	MSG	All	MSG
All pay exc. overtime	76.5	89.1	98.7	87.9	-8.3	1.0
Overtime	1.8	2.1	3.0	2.4	-0.8	-0.3
Total	78.3	91.1	101.7	90.3	-9.0	0.8

Officer overtime as a % salary	% sal	Averages		Diff* £m	
		All	MSG	All	MSG
Total	2.3%	3.0%	2.7%	-0.5	-0.3

Number of officers and cost per officer		Averages		Diff* £m	
	Force	All	MSG	All	MSG
FTE per 1,000 population	1.75	1.94	1.69	-8.2	2.6
Cost** per FTE (£000s)	50.9	51.1	52.0	-0.3	-1.6

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Cost excludes overtime

Source: POA 2013/14 estimates

Norfolk

Income and expenditure - Workforce costs - Police staff and police community support officers (PCSOs)

How much do police staff and PCSOs cost in the force compared with others?

2013/14, cost per head of population
Note that collaboration/outsourcing will affect staff costs for certain forces and that national policing functions are excluded.

Police staff

Police staff FTE	1,077 (exc national policing functions)

		Averages		Diff* £m	
£m	**£/head**	**All**	**MSG**	**All**	**MSG**
35.7	41.6	38.6	37.4	2.5	3.6

Including overtime costs

	Averages		Diff* £m	
	All	**MSG**	**All**	**MSG**
FTEs per 1,000 pop	1.25	1.19	1.13	1.9	3.5
Cost** per FTE (£000s)	33.2	32.9	33.7	0.3	-0.5

PCSOs

PCSOs FTE	266 (exc national policing functions)

		Averages		Diff* £m	
£m	**£/head**	**All**	**MSG**	**All**	**MSG**
8.5	9.9	7.5	7.5	2.1	2.0

Including overtime costs

	Averages		Diff* £m	
	Force	**All**	**MSG**	**All**	**MSG**
FTEs per 1,000 pop	0.31	0.25	0.25	1.6	1.5
Cost** per FTE (£000s)	31.9	29.9	29.5	0.5	0.6

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Cost includes overtime
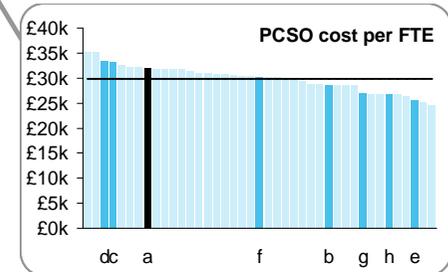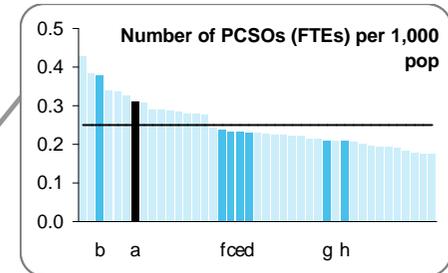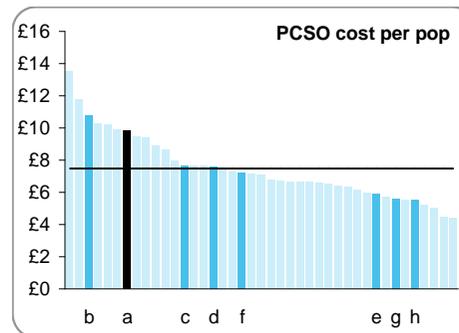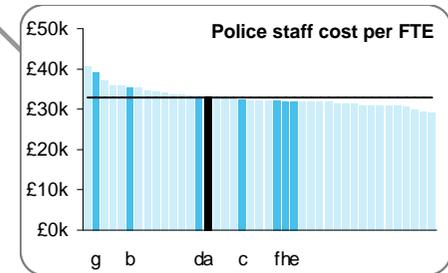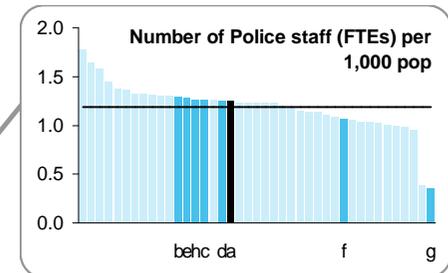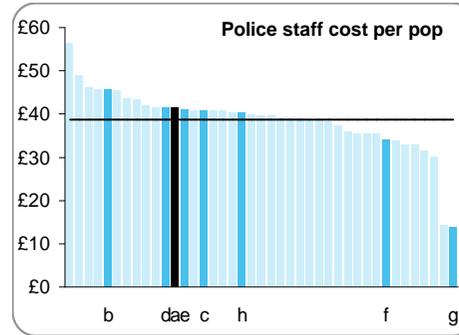

*Source: POA 2013/14 estimates*

Norfolk

Income and expenditure - Non-staff costs

Apart from on the workforce, where else is the force spending money compared with others?

2013/14, non-staff costs as a percentage of workforce costs

Workforce costs include officer, staff and PCSO salary and overtime costs only. Temporary and agency costs are classified as non-staff. To compare forces, national policing functions are excluded.

Non-staff costs are broken down into specific types of running costs. They are shown as a percentage of workforce costs as they are largely dependent on the size of the workforce. Note that collaboration and outsourcing will affect the figures for some forces.

Premises related expenses

Transport related expenses

Non-staff cost as a % of workforce costs

Supplies and services

Force collaboration payments

Restructure, training & conference

Other employee expenses
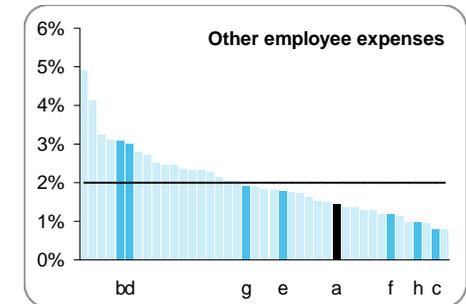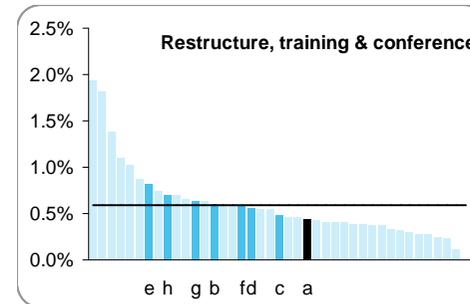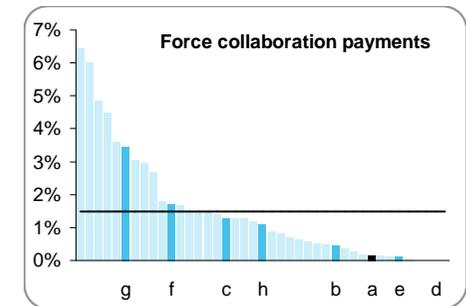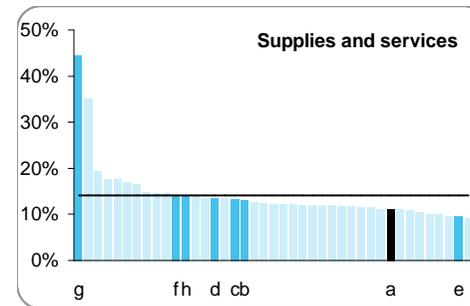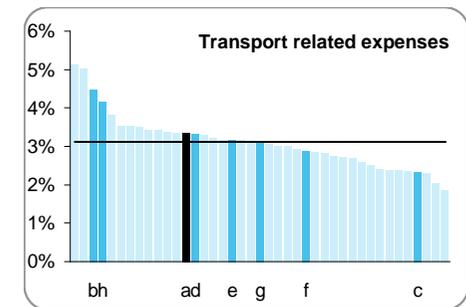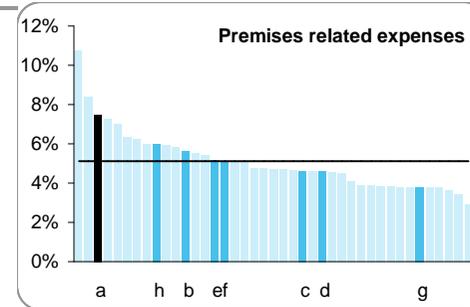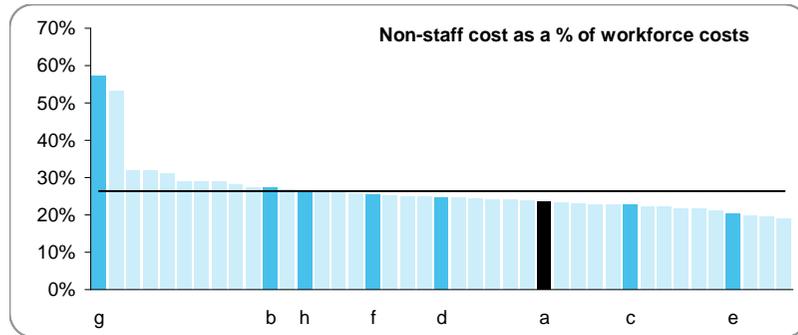
Force workforce costs	£123m					
		% w'force	*Averages*		*Diff*** £m*	
	£m	costs	All	MSG	All	MSG
Supplies and services*	13.4	11.0%	14.1%	16.6%	-3.9	-6.9
Premises related expenses	9.2	7.5%	5.1%	5.3%	2.9	2.7 <<
Transport related expenses	4.1	3.3%	3.1%	3.3%	0.3	0.0
Force collaboration payments	0.2	0.1%	1.5%	1.0%	-1.7	-1.1
Restructure, training and conference	0.5	0.4%	0.6%	0.6%	-0.2	-0.2
Other employee expenses**	1.8	1.4%	2.0%	1.8%	-0.7	-0.4
Non-staff costs	29.2	23.8%	26.4%	28.6%	-3.2	-5.9
Capital financing	8.6	7.0%	2.8%	4.0%	5.2	3.7 <<
Total inc capital financing	37.8	30.8%	29.2%	32.6%	2.0	-2.1

* Includes 3rd party payments excluding collaboration

** Including temporary and agency staff, injury and ill health costs

*** Net cost of the difference in spend to the average percentage of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

**Income and expenditure - Financing**

How much money does the local policing body receive in funding compared with others and from where? What is the level of council tax in the force and how does that compare with others?

2013/14, funding per head of population

Central funding is broken down into formula-based funding*, and government grants, which are not formula based. Local funding is comprised of council tax, use of reserves and council tax support grants.

Note: forces in Wales did not receive an increase in government grant for agreeing to freeze or reduce council tax but did receive a four year grant from the Welsh Assembly Government for an additional 500 PCSOs across Wales.

To show a typical council tax payment in the force, Band D tax rates (from CIPFA estimates) have been included . The yield shows the amount, from every £1 of council tax collected, that goes to the local policing body.

Central funding

Formula funding

Specific grants

Net expenditure per head of population

Local funding

Band D council tax per household

Yield per head of £1 council tax
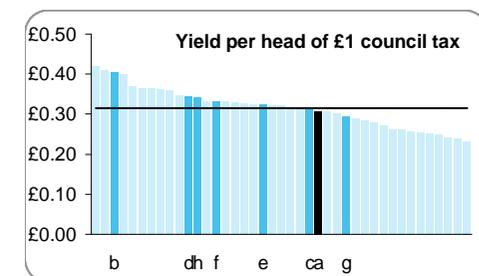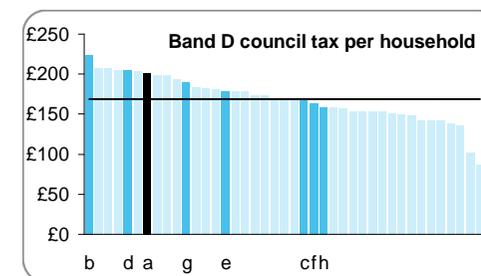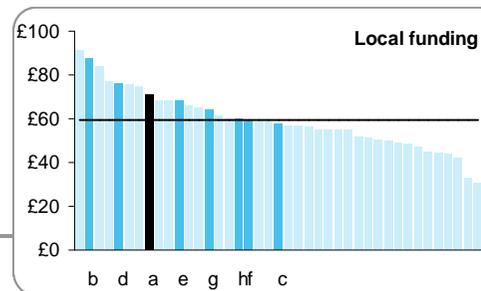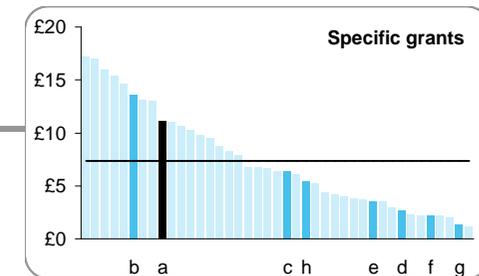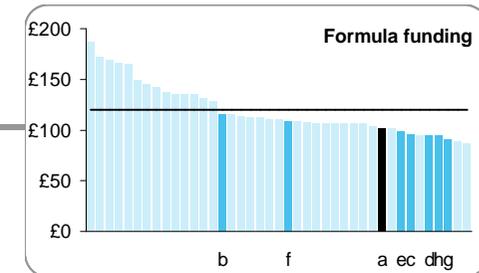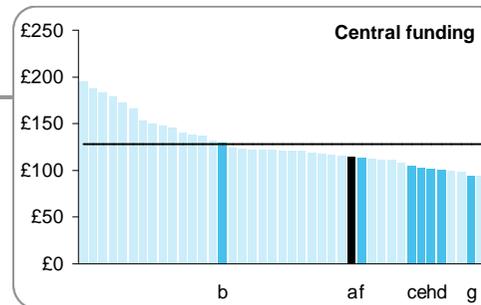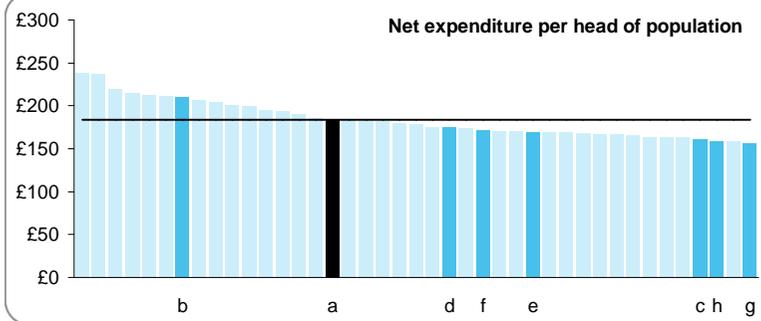
Population	859k

| | £m | £/head | Averages | | Diff** |
			All	MSG	£m
Formula funding*	87.5	101.8	119.9	100.3	1.3
Specific grants	9.5	11.1	7.4	5.8	4.6
Council tax freeze grant	1.4	1.7	1.2	1.4	0.2
Central funding	98.4	114.5	128.4	107.4	6.1
Council tax support grant	7.9	9.1	5.3	6.5	2.3
Council tax	53.1	61.7	54.0	62.0	-0.2
Reserves	0.3	0.4	0.1	-0.5	0.7
Local funding	61.2	71.2	59.3	68.0	2.8
Net revenue expenditure	159.6	185.7	187.8	175.5	8.8

* Sum of police grant, non-domestic rates and revenue support grant

** Net cost of the difference in spend to the average per head of MSG forces

Source: POA estimates 2013/14

| | | Averages | |
Band D tax rate		All	MSG
£201		£169	£186

| Council tax | Yield of | Averages | |
£/head	£1 c. tax	All	MSG
£62	£0.31	£0.32	£0.33

Norfolk

Income and expenditure - Earned income

How much money does the force earn compared with others and from where does it receive it?

2013/14, income per head of population
Earned income is removed from GRE in order to calculate NRE and does not include government grants.

To compare forces, national policing functions have been excluded.

Sales, fees, charges and rents

Partnership income

Earned income per head of population

Reimbursed income - excluding collaboration

Reimbursed income - collaboration with other police forces

Special police services
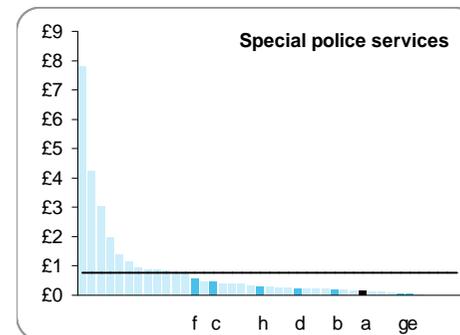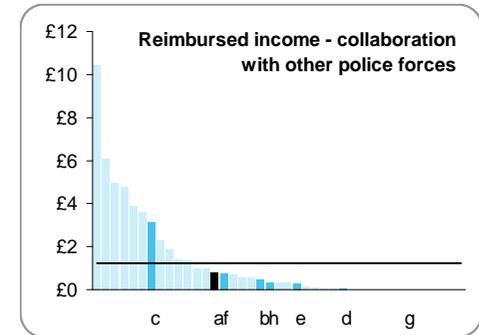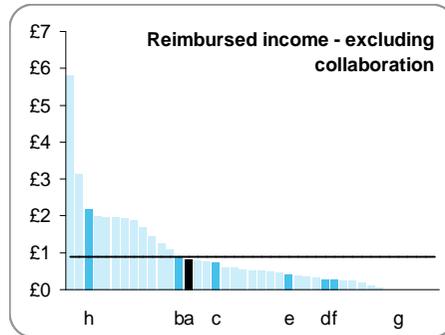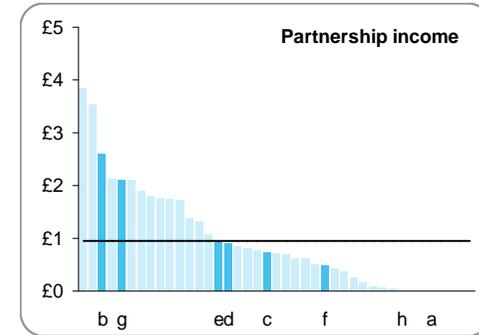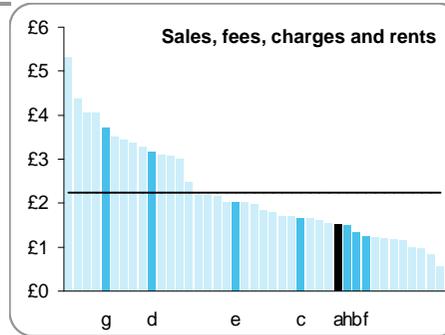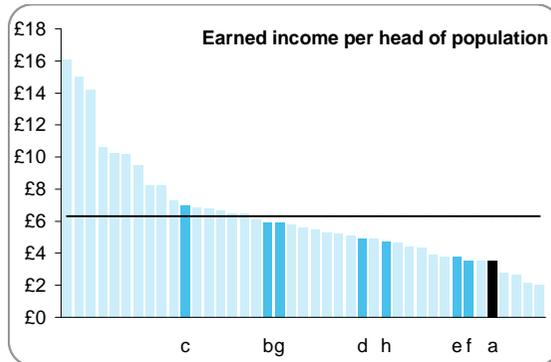
	£m	£/head	Averages		Diff* £m	
			All	MSG	All	MSG
Population		859k				
Sales, fees, charges and rents	1.3	1.5	2.2	2.0	-0.6	-0.4
Reimbursed income						
- From collaboration	0.7	0.8	1.2	0.7	-0.4	0.0
- Excluding collaboration	0.7	0.8	0.9	0.7	-0.1	0.1
Partnership income	0.0	0.0	1.0	1.0	-0.8	-0.8
Special police services	0.2	0.2	0.8	0.3	-0.5	-0.1
Interest	0.2	0.2	0.2	0.2	0.0	0.0
Total earned income	3.0	3.5	6.3	4.9	-2.4	-1.2 <<

* Net cost of the difference in earnings to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - Funding trends

How has the local policing body's income changed over time compared with others?

2009/10 - 2011/12 actuals and estimates for 2012/13 - 2013/14

Please note that estimates of reserves are unreliable and that these figures are not adjusted for inflation. The change over time is, therefore, a nominal and not a real change.

The Band D council tax rates are from CIPFA estimates.

Note: change for 09/10 to 13/14 for reserves has not been given due to values crossing zero, with the potential for false negatives.

Total funding per head
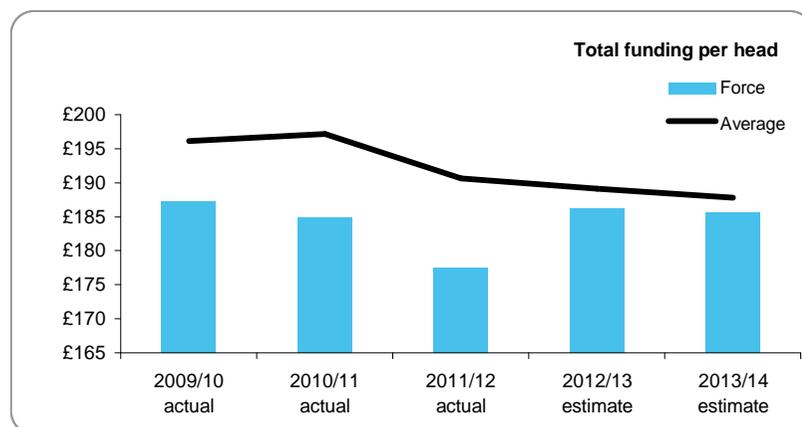
£ per 1000 pop	2009/10 actual	2010/11 actual	2011/12 actual	2012/13 estimate	2013/14 estimate	Change 09/10-13/14
Central funding*	122.4	124.2	119.8	116.5	112.8	-8%
Council tax freeze grant					1.7	
Council tax support grant					9.1	
Council tax	64.1	66.2	67.3	69.5	61.7	-4%
Reserves	0.8	-5.6	-9.6	0.1	0.4	
Total funding	**187.3**	**184.8**	**177.4**	**186.1**	**185.7**	**-1%**

All Average	2009/10 actual	2010/11 actual	2011/12 actual	2012/13 estimate	2013/14 estimate	Change 09/10-13/14
Central funding*	140.8	144.2	139.8	128.9	127.2	-10%
Council tax freeze grant					1.2	
Council tax support grant					5.3	
Council tax	55.0	56.5	55.2	58.9	54.0	-2%
Reserves	0.4	-3.6	-4.4	1.3	0.1	
Total funding	**196.2**	**197.1**	**190.6**	**189.1**	**187.8**	**-4%**

	2009/10	2010/11	2011/12	2012/13	2013/14	
Band D tax rate	£186	£191	£191	£197	£201	
Average	£157	£162	£162	£166	£169	

* Here, central funding does not include council tax freeze grant since that features in 2013/14 only.

Source: POA data

Norfolk

Income and expenditure - Total costs by function

How does the force apportion its spend across the different functions compared with others? How has this changed since last year?

| Population | | | | | | | | | 859k |

	Budgeted spend £m	Spend per head, £		Diff from		% of total**		% Officers***	
		Force	MSG Av	MSG £m*	Last year	Force	MSG Av	Force	MSG Av
Neighbourhood policing	20.7	24.0	18.2	5.0	-2.2	14%	11%	60%	58%
Incident (response) management	24.9	29.0	31.5	-2.1	1.5	17%	19%	100%	99%
Local investigation/prisoner processing	10.7	12.4	13.8	-1.2	-0.4	7%	8%	87%	92%
Other local policing	6.0	7.0	5.0	1.7	0.2	4%	3%	52%	53%
Local policing	62.2	72.4	68.4	3.4	-0.9	42%	41%	80%	83%
Dealing with the public	8.4	9.7	10.3	-0.5	-0.2	6%	6%	26%	18%
Road policing	7.1	8.3	5.1	2.7	0.7	5%	3%	74%	79%
Operational support	3.1	3.6	6.8	-2.7	-0.4	2%	4%	61%	77%
Intelligence	4.5	5.3	6.3	-0.9	-0.2	3%	4%	62%	58%
Investigations	11.7	13.7	12.5	1.0	1.0	8%	8%	75%	74%
Investigative support	3.3	3.8	4.3	-0.4	-0.3	2%	3%	0%	3%
Custody	4.8	5.6	5.1	0.4	-3.2	3%	3%	56%	60%
Other criminal justice arrangements	6.4	7.4	7.7	-0.2	2.4	4%	5%	5%	3%
Criminal justice arrangements	11.2	13.0	12.8	0.2	-0.8	8%	8%	27%	25%
ICT	7.1	8.2	8.8	-0.5	-0.5	5%	5%	0%	0%
Human resources	2.6	3.0	2.3	0.6	0.1	2%	1%	11%	4%
Training	2.4	2.8	3.6	-0.7	-0.2	2%	2%	43%	42%
Other support functions	22.7	26.4	23.0	3.0	3.0	15%	14%	13%	13%
Support functions	34.7	40.4	37.8	2.3	2.5	24%	23%	10%	9%
Police and Crime Commissioner	1.2	1.4	1.3	0.1	0.0	1%	1%	0%	0%
Total exc national policing and central costs	147.5	171.6	165.5	5.3	1.5	100%	100%	49%	51%
National policing	2.3	2.6	2.5	0.2	-0.2				
Central costs	9.8	11.4	7.5	3.4	-1.7				
Total	159.6	185.7	175.5	8.8	-0.4				

Note that workforce under the heading of 'local investigation' are included within 'local policing' not 'investigation' as in POA

* Net cost of the difference in spend to the average per head of MSG forces.

** Percentage of budgeted spend (excluding on national policing and central costs) by function

*** Cost of police officers as % of total gross cost by function

Source: POA estimates 2012/13 and 2013/14

Norfolk

Income and expenditure - NRE by function - Summary

What does the force spend across the different functions compared with others?

Total cost per population, excluding national policing

Local policing**

Dealing with the public

Criminal justice arrangements

Operational support***

Intelligence

Investigations

Investigative support

Support functions
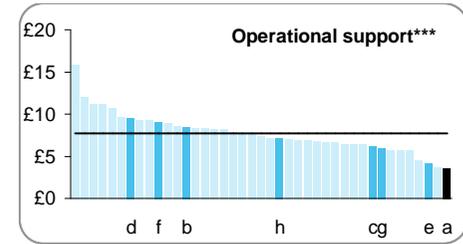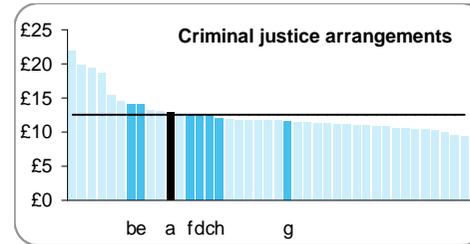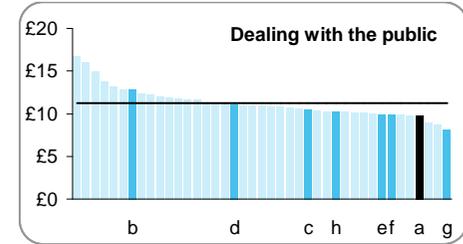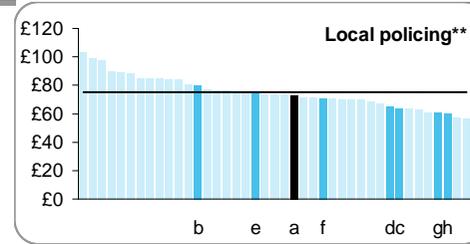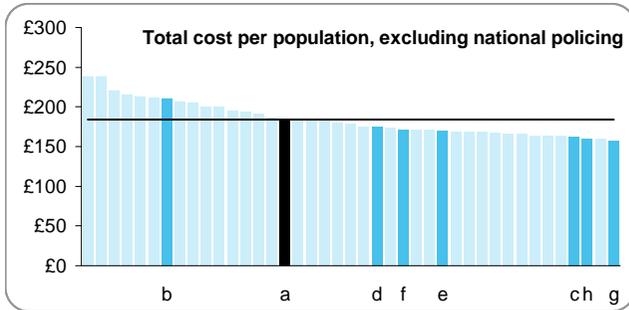
Population	859k					
			Averages		**Diff* £m**	
	£m	**£/head**	**All**	**MSG**	**All**	**MSG**
Local policing**	62.2	72.4	75.1	68.4	-2.3	3.4
Dealing with the public	8.4	9.7	11.3	10.3	-1.3	-0.5 <<
Criminal justice arrangements	11.2	13.0	12.6	12.8	0.4	0.2
Road policing	7.1	8.3	5.4	5.1	2.5	2.7 <<
Operational support***	3.1	3.6	7.7	6.8	-3.5	-2.7 <<
Intelligence	4.5	5.3	7.4	6.3	-1.8	-0.9 <<
Investigations	11.7	13.7	15.0	12.5	-1.2	1.0
Investigative support	3.3	3.8	4.9	4.3	-0.9	-0.4
Support functions	34.7	40.4	36.9	37.8	3.0	2.3
Police and Crime Commissioner	1.2	1.4	1.3	1.3	0.1	0.1
Central costs	9.8	11.4	6.4	7.5	4.4	3.4 <<
Total exc national policing	157.3	183.1	184.0	173.0	-0.8	8.7
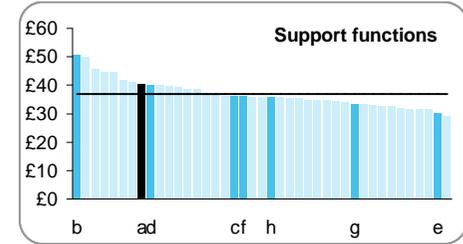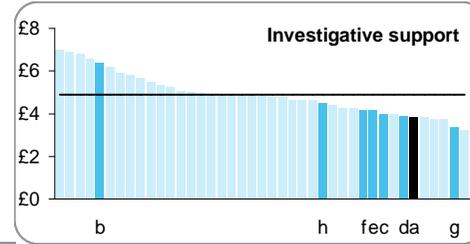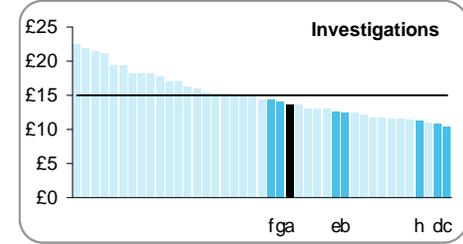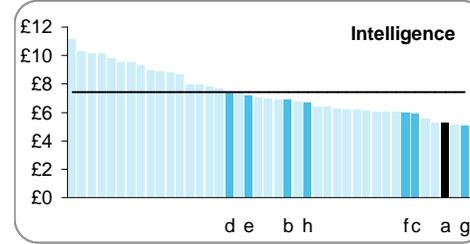
* Net cost of the difference in spend to the average per head of all/MSG forces.

** Note that workforce under the heading of 'local investigation' are included within 'local policing' and not 'investigation' as in POA.

*** Note that this is the POA category, not the workforce descriptor used in *Policing in Austerity: Rising to the Challenge* (July 2013).

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Local policing (including local investigation/prisoner processing)

What does the force spend on the different areas within local policing compared with others?


Neighbourhood policing

Incident (response) management

Local policing cost per population

Local investigation

Specialist community liaison

Command team and support overheads
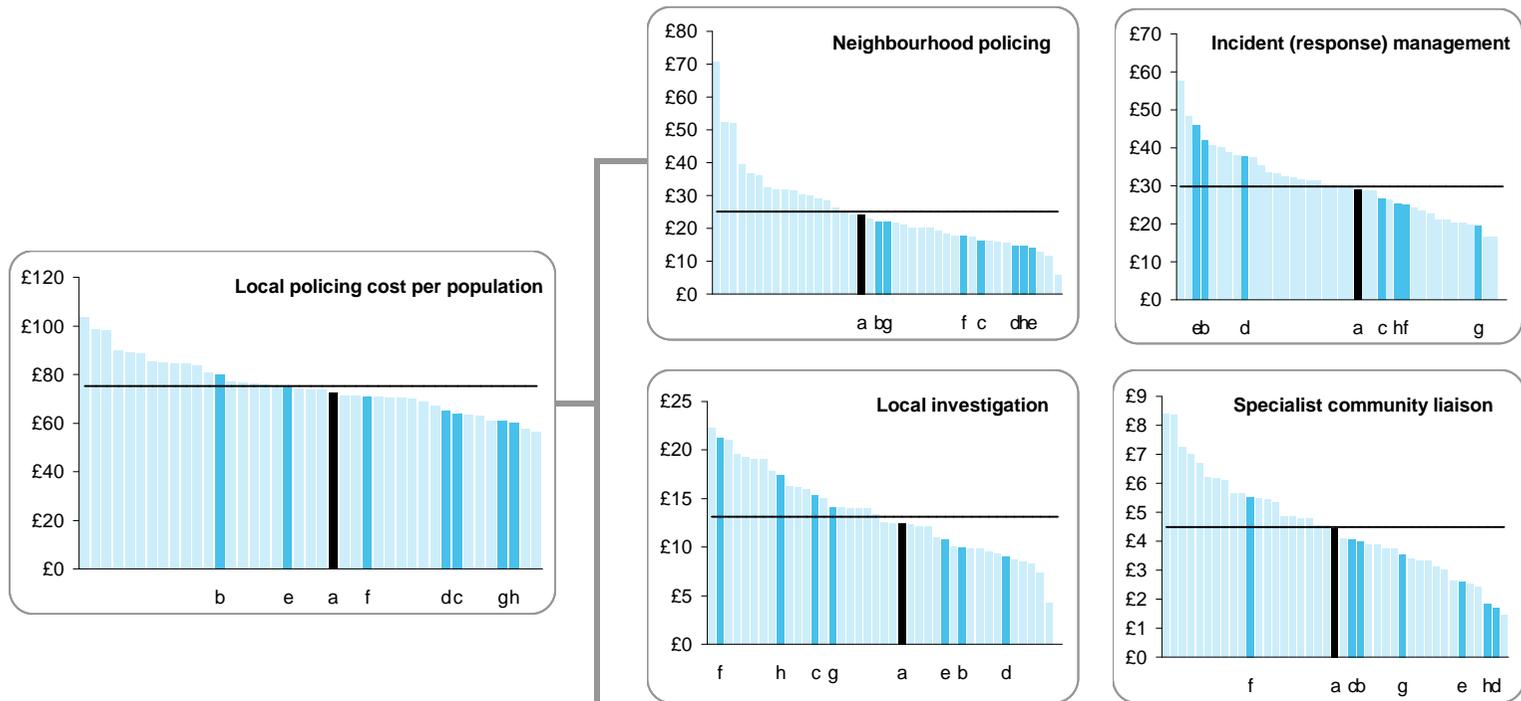
Population	859k							
			Averages		*Diff* £m*		%	MSG
	£m	£/head	All	MSG	All	MSG	Off**	Average
Neighbourhood policing	20.7	24.0	25.2	18.2	-1.0	5.0	60%	58%
Incident (response) management	24.9	29.0	29.9	31.5	-0.8	-2.1	100%	99%
Local investigation/prisoner processing	10.7	12.4	13.1	13.8	-0.6	-1.2	87%	92%
Specialist community liaison	3.8	4.4	4.5	3.5	0.0	0.8	57%	45%
Command team and support overheads	2.2	2.5	2.4	1.5	0.1	0.8	43%	74%
Local policing	62.2	72.4	75.1	68.4	-2.3	3.4	80%	83%
Total exc local investigation	51.5	60.0	62.0	54.6	-1.7	4.6	78%	81%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk
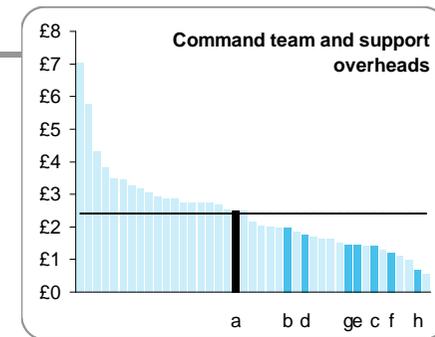
Income and expenditure - NRE by function - Local policing (including local investigation/prisoner processing) - Use of resources

How does the force spend its money within local policing compared with others?
Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Local policing cost per population

Police officers

PCSOs

Police staff

Non-staff costs

Earned income
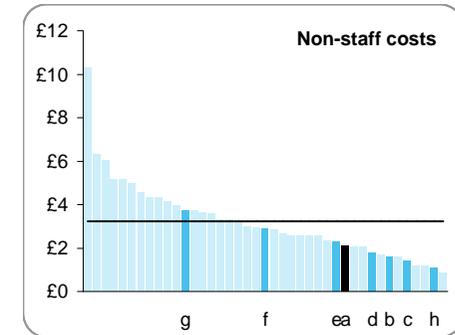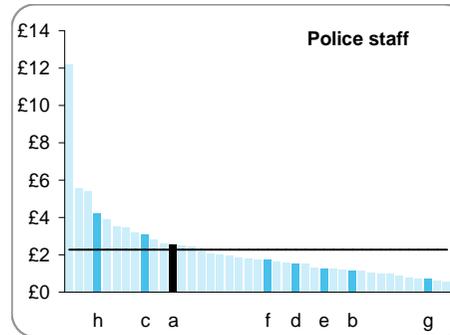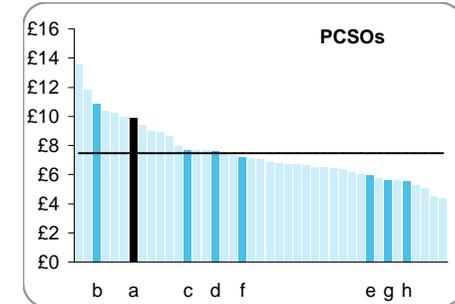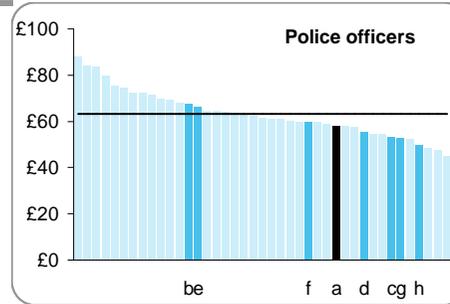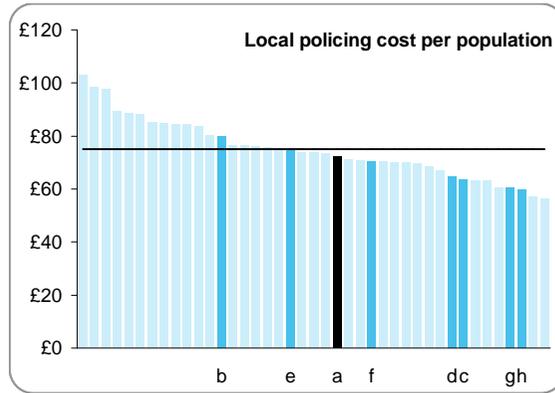
Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	1,019	1.19	1.25	1.12	-54	54
PCSOs	266	0.31	0.25	0.25	52	48
Police staff	68	0.08	0.07	0.06	4	13

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	49.9	58.0	63.2	57.8	-4.4	0.2
PCSOs	8.5	9.9	7.5	7.5	2.1	2.0
Police staff	2.2	2.6	2.3	2.0	0.3	0.5
Non-staff costs	1.8	2.1	3.2	2.1	-0.9	0.0
Earned income	-0.2	-0.2	-1.0	-1.0	0.7	0.7
Total cost	62.2	72.4	75.1	68.4	-2.3	3.4

| Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£49k	£51k	£51k	-1.7	-2.6
PCSOs	£32k	£30k	£30k	0.5	0.6
Staff	£32k	£30k	£31k	0.1	0.1
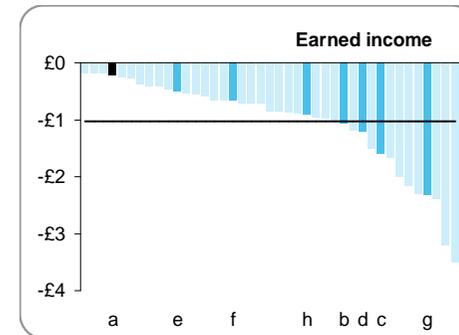
* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Dealing with the public

How does the force spend its money within dealing with the public compared with others?

Dealing with the public cost per population

Central communications unit

Local call centres / front desk

Contact management units

Population	859k
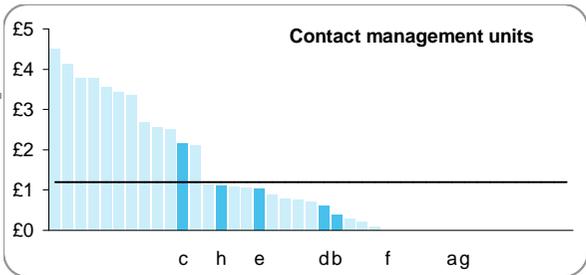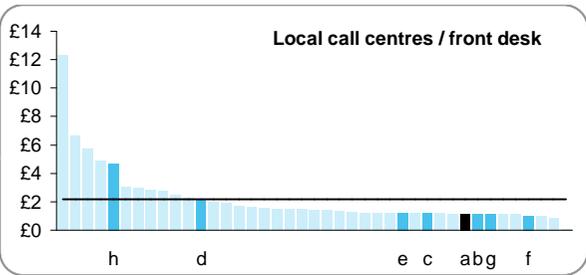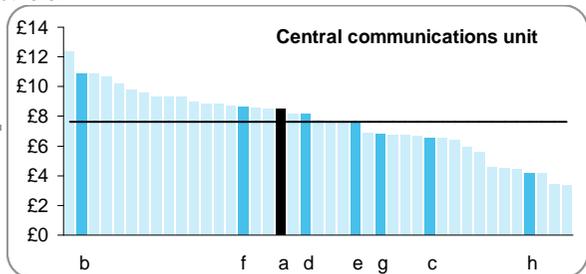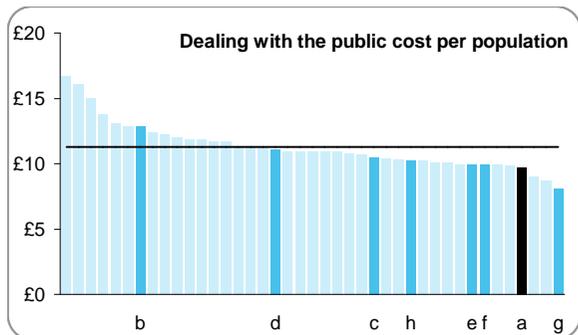
	£m	£/head	Averages		Diff* £m		%	MSG
			All	MSG	All	MSG	Officer**	Average
Central communications unit	7.3	8.5	7.6	7.7	0.7	0.7	28%	16%
Local call centres/front desk	1.0	1.1	2.2	1.7	-0.9	-0.5	0%	2%
Contact management units	0.0	0.0	1.2	0.7	-1.0	-0.6	n/a	34%
Command team and support	0.1	0.1	0.3	0.2	-0.1	-0.1	100%	68%
Dealing with the public	8.4	9.7	11.3	10.3	-1.3	-0.5 <<	26%	18%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Dealing with the public - Use of resources

How does the force spend its money within dealing with the public compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Dealing with the public cost per population

Police officers

Police staff and PCSOs
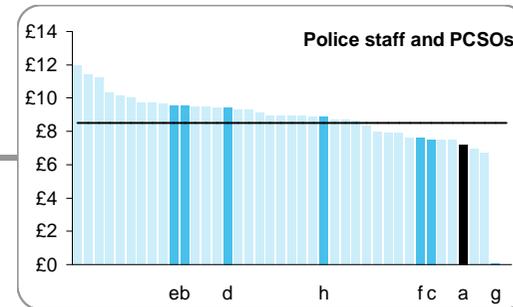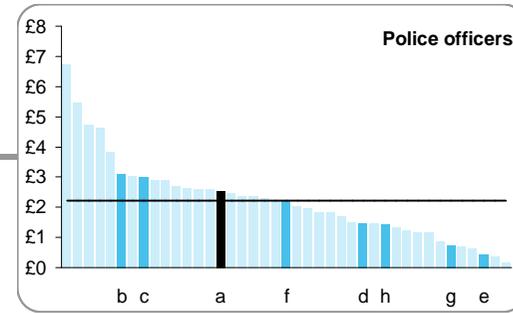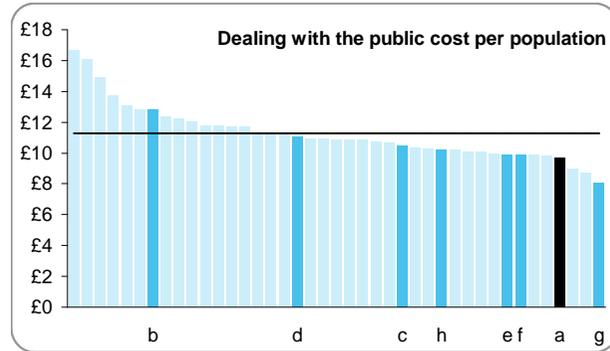
Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	39	0.05	0.04	0.03	5	12
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	191	0.22	0.26	0.23	-36	-9

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	2.2	2.5	2.2	1.9	0.3	0.6
Police staff and PCSOs	6.2	7.2	8.5	7.5	-1.1	-0.2
Non-staff costs	0.0	0.0	0.6	1.0	-0.5	-0.8
Earned income	0.0	0.0	0.0	0.0	0.0	0.0
Total cost	8.4	9.7	11.3	10.3	-1.3	-0.5

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£56k	£56k	£59k	0.0	-0.1
Police staff and PCSOs	£32k	£32k	£32k	0.0	0.1

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Criminal justice arrangements

What does the force spend on the different areas within criminal justice arrangements compared with others?

Note that not all charts are included.

Criminal justice arrangements cost per population

Custody subtotal

Police doctors / nurses and surgeons

Custody, interpreters & translators and other custody costs

Criminal justice

			Averages		Diff* £m		%	MSG
Population		859k						
	£m	£/head	All	MSG	All	MSG	Off**	Average
Custody	4.8	5.6	5.1	5.1	0.4	0.4	56%	60%
Police doctors / nurses and surgeons	0.9	1.1	1.1	1.3	0.0	-0.2	0%	0%
Interpreters and translators	0.4	0.5	0.3	0.3	0.2	0.2	0%	0%
Other custody costs	0.0	0.0	0.3	0.3	-0.2	-0.2	0%	0%
Custody subtotal	6.2	7.2	6.8	7.0	0.3	0.2	44%	44%
Criminal justice	2.6	3.1	3.4	3.3	-0.3	-0.2	6%	7%
Police national computer	1.3	1.5	1.1	1.1	0.3	0.3	0%	0%
Criminal records bureau	0.1	0.2	0.3	0.3	-0.1	-0.1	0%	0%
Property officer / stores	0.3	0.3	0.3	0.3	0.0	0.0	0%	0%
Coroner assistance	0.2	0.3	0.2	0.2	0.1	0.0	0%	0%
Fixed penalty scheme	0.2	0.2	0.2	0.3	0.0	0.0	0%	5%
Command team and support	0.3	0.3	0.3	0.3	0.0	0.0	23%	37%
Criminal justice arrangements	11.2	13.0	12.6	12.8	0.4	0.2	27%	25%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Criminal justice arrangements - Use of resources

How does the force spend its money within criminal justice arrangements compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Criminal justice arrangements cost per population

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
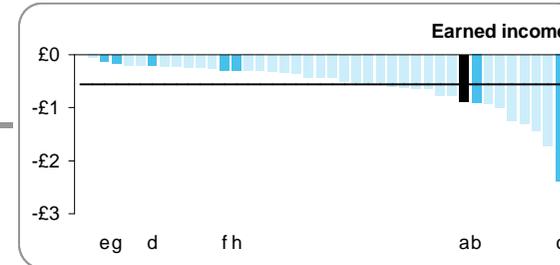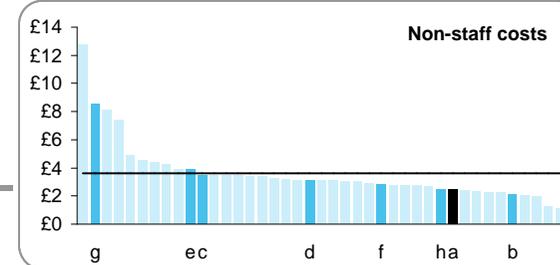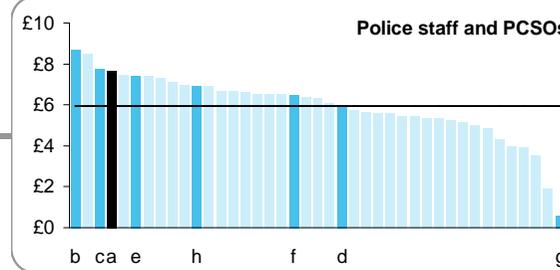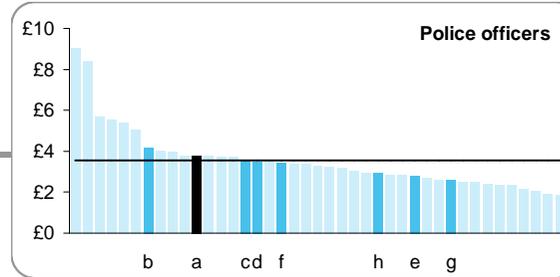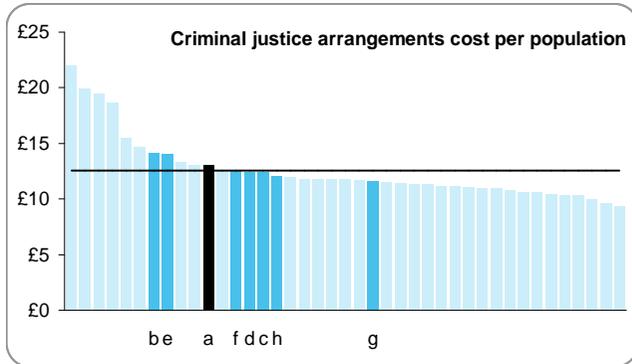
Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	55	0.06	0.06	0.06	2	6
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	229	0.27	0.21	0.22	50	44

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	3.2	3.8	3.6	3.3	0.2	0.4
Police staff and PCSOs	6.6	7.7	5.9	6.4	1.5	1.1
Non-staff costs	2.1	2.5	3.6	3.6	-1.0	-1.0
Earned income	-0.8	-0.9	-0.6	-0.6	-0.3	-0.2
Total cost	11.2	13.0	12.6	12.8	0.4	0.2

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£59k	£59k	£60k	0.0	0.0
Police staff and PCSOs	£29k	£28k	£30k	0.1	-0.3

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Road policing

What does the force spend on the different areas within road policing compared with others?

Note that not all charts are included.

Road policing cost per population

Traffic Units

All other road policing
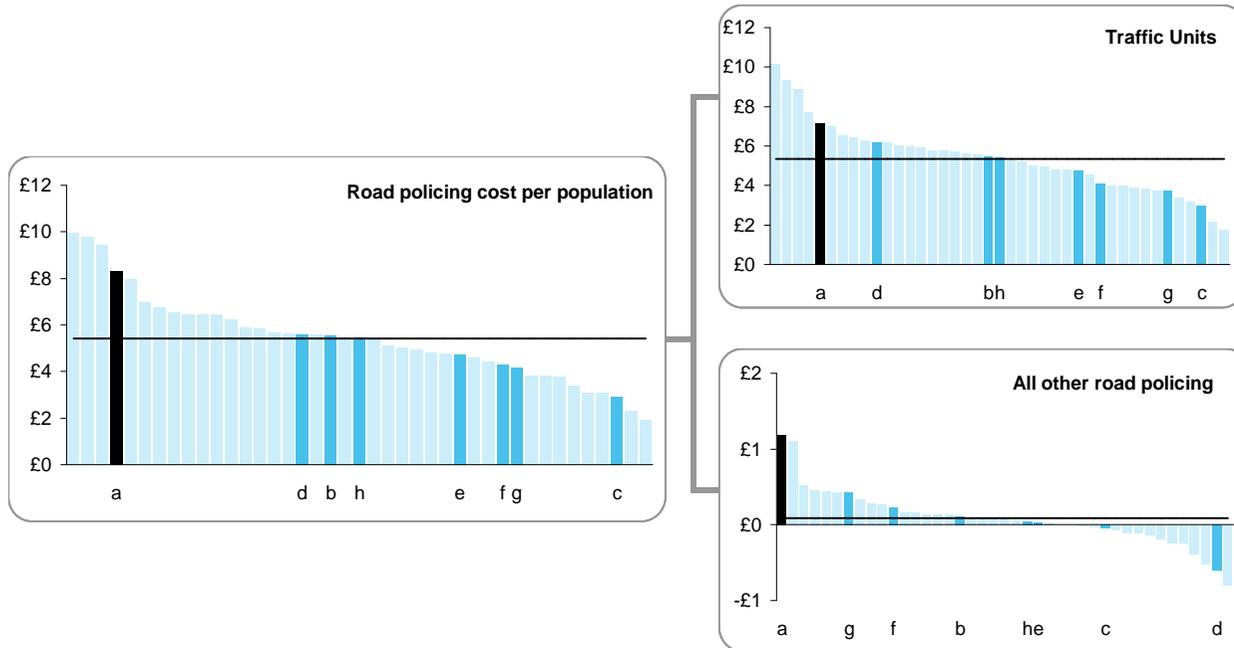
			Averages		Diff* £m		%	MSG
Population	859k							
	£m	£/head	All	MSG	All	MSG	Off**	Average
Traffic Units	6.1	7.1	5.3	5.0	1.5	1.9	92%	92%
Traffic wardens / PCSOs - Traffic	0.0	0.0	0.0	0.0	0.0	0.0	n/a	0%
Vehicle Recovery	0.0	0.0	0.0	0.0	0.0	0.0	0%	0%
Casualty Reduction Partnership	0.8	1.0	0.0	0.0	0.8	0.8	0%	9%
Command Team and Support	0.2	0.2	0.1	0.1	0.1	0.1	100%	46%
Road policing	7.1	8.3	5.4	5.1	2.5	2.7 <<	74%	79%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Road policing - Use of resources

How does the force spend its money within road policing compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Road policing cost per population

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
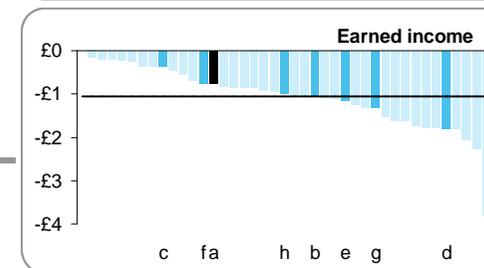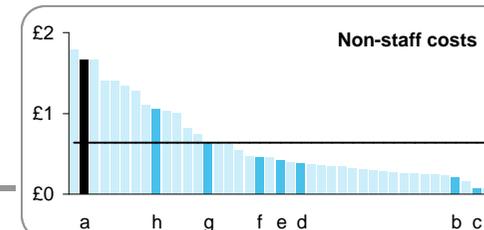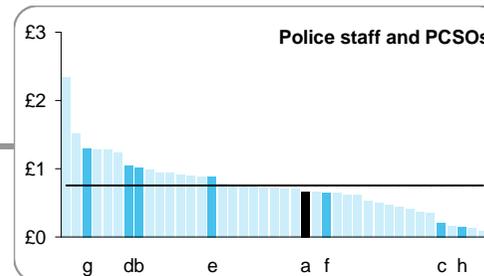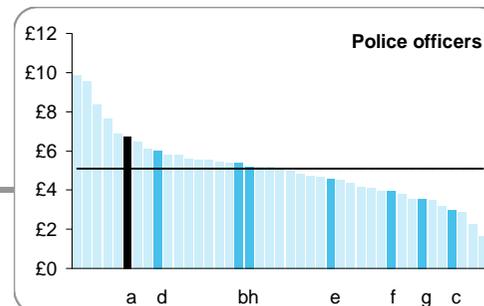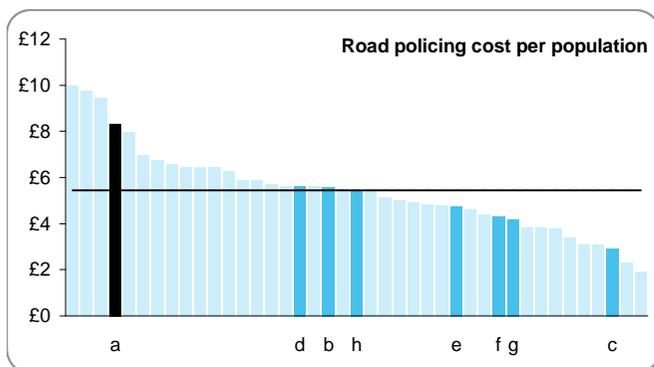
Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	108	0.13	0.10	0.09	25	32
PCSOs	0	0.00	0.00	0.00	0	0
Police Staff	24	0.03	0.02	0.02	4	3

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	5.8	6.7	5.1	4.8	1.4	1.7
Police staff and PCSOs	0.6	0.7	0.8	0.7	-0.1	-0.1
Non-staff costs	1.4	1.7	0.6	0.6	0.9	0.9
Earned income	-0.6	-0.8	-1.1	-1.0	0.3	0.2
Total cost	7.1	8.3	5.4	5.1	2.5	2.7

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£54k	£52k	£54k	0.1	0.0
Police staff and PCSOs	£24k	£31k	£30k	-0.2	-0.2

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Operational support

What does the force spend on the different areas within operational support compared with others?

Note that not all charts are included and that operational support used here is the POA cateogry, not the workforce descriptor used in HMIC's *Policing in Austerity: Rising to the Challenge* (July 2013).

Operational support cost per population

Firearms unit

Dogs section

Level 1 advanced public order

Air operations

Central operations command team and support overheads
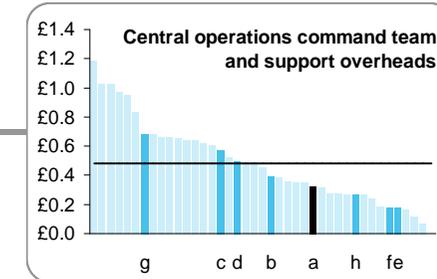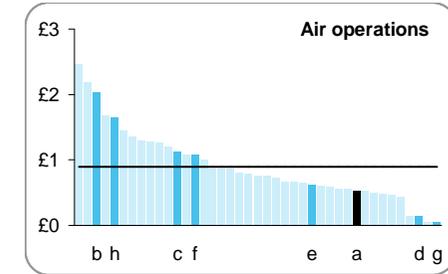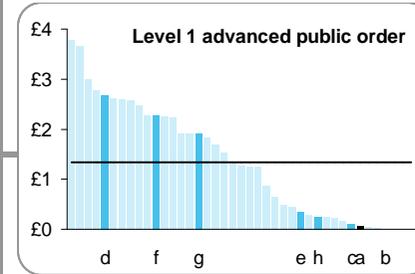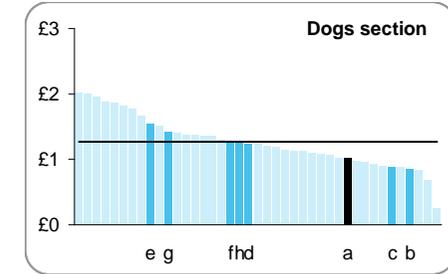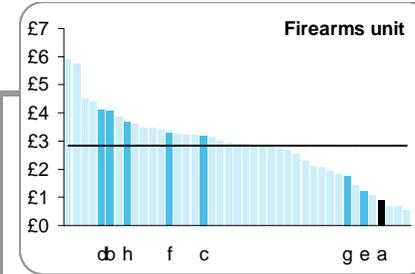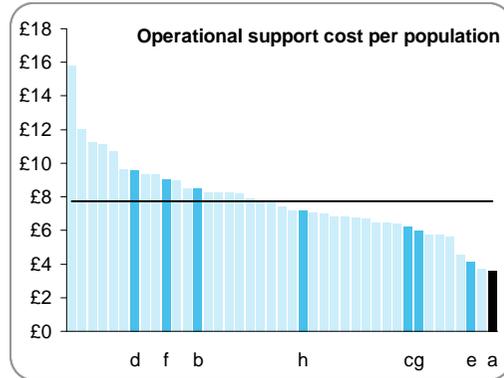
Population				859k					
			Averages			Diff* £m		%	MSG
	£m	£/head	All	MSG		All	MSG	Off**	Average
Firearms unit	0.8	0.9	2.8	2.8		-1.7	-1.6 <<	66%	93%
Dogs section	0.9	1.0	1.3	1.2		-0.2	-0.1	88%	91%
Lev 1 adv public order	0.1	0.1	1.3	0.9		-1.1	-0.8	100%	80%
Air operations	0.5	0.5	0.9	0.9		-0.3	-0.3	16%	9%
Civil contingencies	0.7	0.8	0.6	0.5		0.2	0.2	63%	59%
Specialist terrain	0.0	0.0	0.1	0.1		-0.1	0.0	n/a	21%
Mounted police	0.0	0.0	0.1	0.0		-0.1	0.0	n/a	0%
Airports and ports policing unit	0.0	0.0	0.1	0.0		-0.1	0.0	n/a	0%
Command team and support	0.3	0.3	0.5	0.4		-0.1	-0.1	26%	71%
Operational support	3.1	3.6	7.7	6.8		-3.5	-2.7 <<	61%	77%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Operational support - Use of resources

How does the force spend its money within operational support compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.
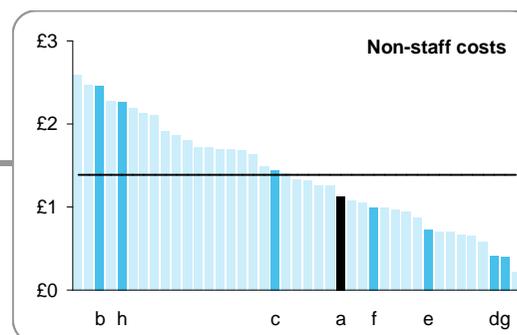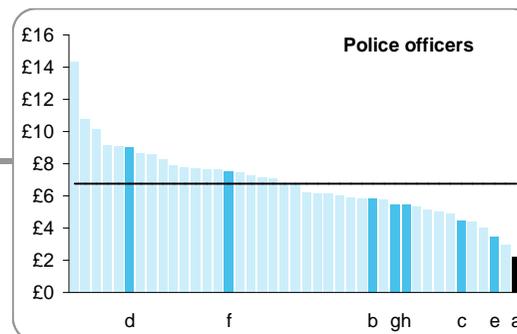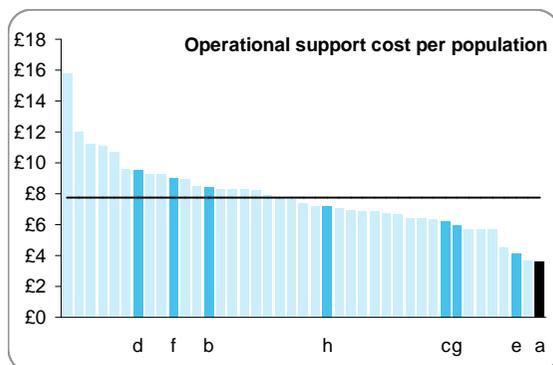
Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	33	0.04	0.13	0.10	-75	-53
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	6	0.01	0.01	0.01	-3	-1

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	1.9	2.2	6.8	5.4	-3.9	-2.8
Police staff and PCSOs	0.2	0.3	0.4	0.3	-0.1	0.0
Non-staff costs	1.0	1.1	1.4	1.2	-0.2	-0.1
Earned income	0.0	0.0	-0.8	-0.2	0.7	0.2
Total cost	3.1	3.6	7.7	6.8	-3.5	-2.7

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£57k	£54k	£54k	0.1	0.1
Police staff and PCSOs	£38k	£35k	£37k	0.0	0.0

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Intelligence
What does the force spend on the different areas within intelligence compared with others?

Intelligence cost per population

Intelligence gathering

Intelligence analysis / threat assessments
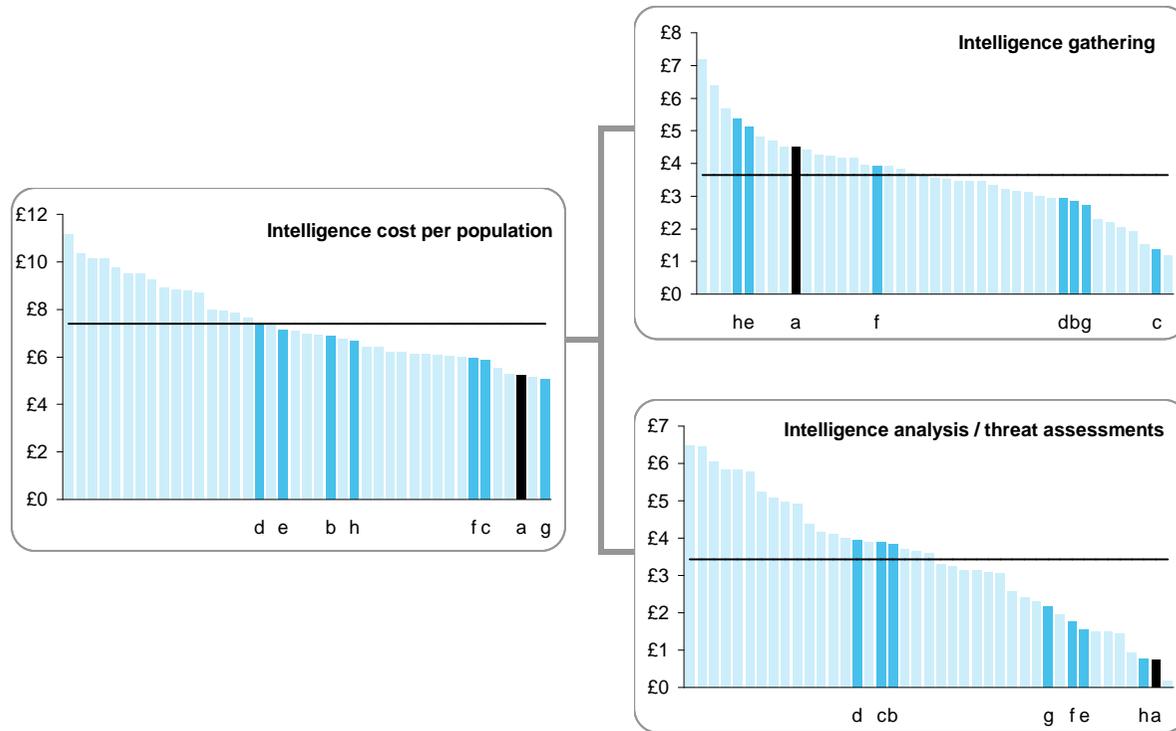
Population	859k							
			Averages		**Diff* £m**		**%**	**MSG**
	£m	**£/head**	**All**	**MSG**	**All**	**MSG**	**Off****	**Average**
Intelligence gathering	3.9	4.5	3.7	3.6	0.7	0.8	59%	69%
Intelligence analysis / threat assessments	0.6	0.7	3.4	2.3	-2.3	-1.4 <<	79%	43%
Command team and support	0.0	0.0	0.3	0.3	-0.3	-0.3	n/a	61%
Intelligence	4.5	5.3	7.4	6.3	-1.8	-0.9 <<	62%	58%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Intelligence - Use of resources

How does the force spend its money within intelligence compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Intelligence cost per population

Police officers

Police staff and PCSOs
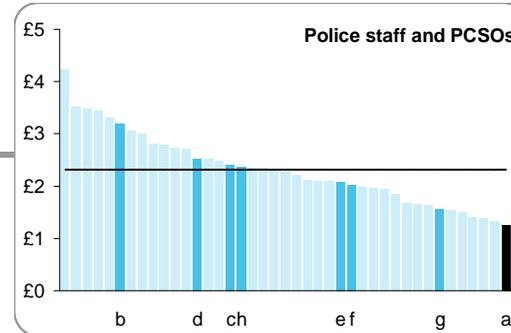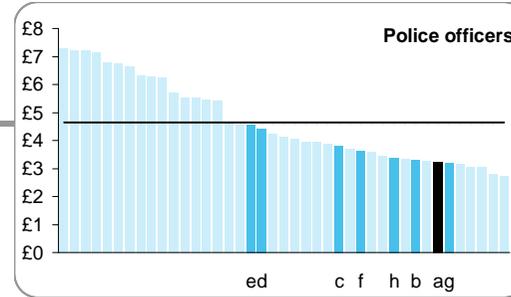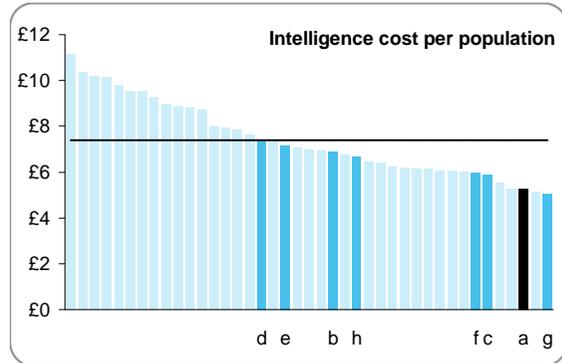
Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	49	0.06	0.09	0.07	-26	-8
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	38	0.04	0.07	0.07	-26	-20

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	2.8	3.2	4.6	3.7	-1.2	-0.4
Police staff and PCSOs	1.1	1.2	2.3	2.2	-0.9	-0.8
Non-staff costs	0.7	0.8	0.7	0.5	0.0	0.2
Earned income	0.0	0.0	-0.3	-0.1	0.2	0.1
Total cost	4.5	5.3	7.4	6.3	-1.8	-0.9

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£57k	£53k	£56k	0.2	0.1
Police staff and PCSOs	£28k	£31k	£32k	-0.1	-0.2

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Investigations (excluding local investigation/prisoner processing)

What does the force spend on the different areas within investigations compared with others?

Note that local investigation/prisoner processing is under local policing.

Public protection

Major investigations unit

Investigations cost per population

Serious and organised crime unit

Economic crime

Specialist investigation units

Command team and support overheads

Population	859k
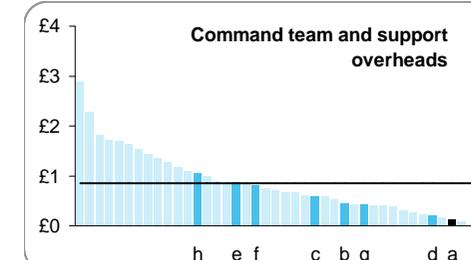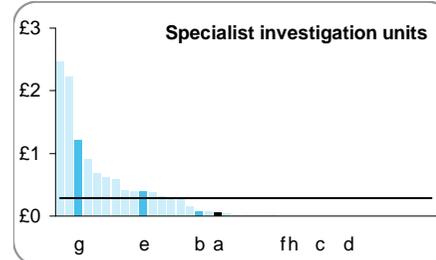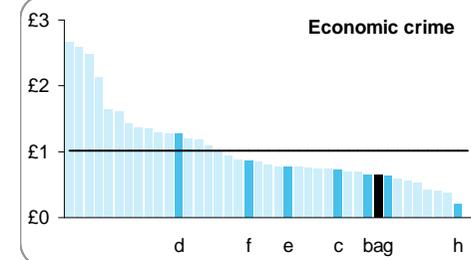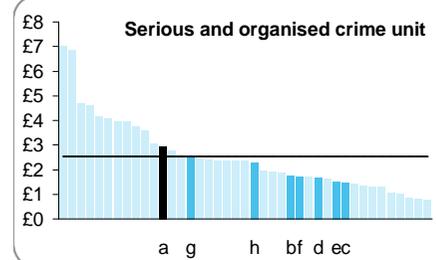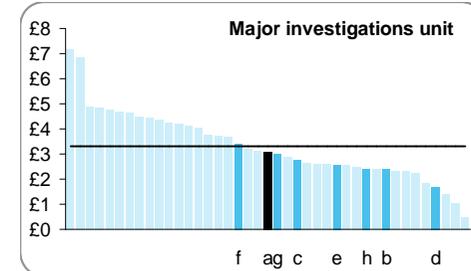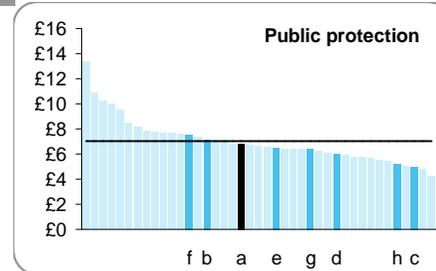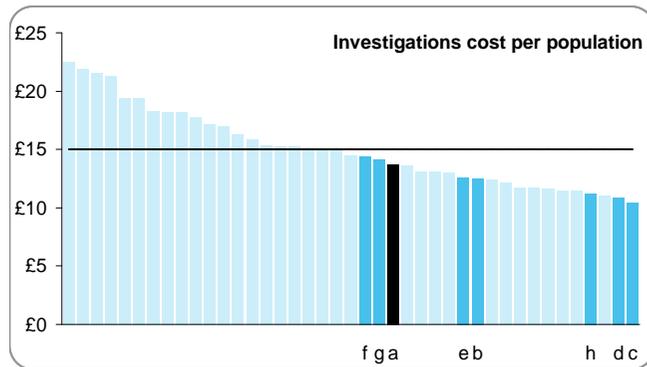
	£m	£/head	Averages All	Averages MSG	Diff* £m All	Diff* £m MSG	% Off**	Average MSG
Public protection	5.9	6.8	7.0	6.3	-0.2	0.4	78%	79%
Major investigations unit	2.6	3.1	3.3	2.7	-0.2	0.4	69%	74%
Serious and organised crime unit	2.5	2.9	2.5	2.0	0.3	0.8	81%	77%
Economic crime	0.6	0.7	1.0	0.7	-0.3	-0.1	57%	51%
Specialist investigation units	0.1	0.1	0.3	0.2	-0.2	-0.1	96%	27%
Command team and support overheads	0.1	0.1	0.9	0.6	-0.6	-0.4	100%	74%
Investigations	11.7	13.7	15.0	12.5	-1.2	1.0	75%	74%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Investigations (excluding local investigation/prisoner processing) - Use of resources

How does the force spend its money within investigations compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Police officers

£25
£20
£15
£10
£5
£0

f b   a   e   g   d ch

Investigations cost per population

£25
£20
£15
£10
£5
£0

f ga   eb   h dc

Police staff and PCSOs

£6
£5
£4
£3
£2
£1
£0

h   c   eag   f   d   b

Non-staff costs

£6
£5
£4
£3
£2
£1
£0

g   d   f   a   hb   e   c

Staffing	FTE	FTE per 1000 pop	Averages All	MSG	Diff* FTE All	MSG
Police officers	151	0.18	0.21	0.17	-29	7
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	71	0.08	0.08	0.07	5	11

Expenditure	£m	£/head	Averages All	MSG	Diff** £m All	MSG
Police officers	9.1	10.6	11.8	9.5	-1.0	0.9
Police staff and PCSOs	2.2	2.6	2.3	2.2	0.2	0.3
Non-staff costs	0.8	0.9	1.4	1.1	-0.4	-0.2
Earned income	-0.4	-0.5	-0.5	-0.4	0.0	-0.1
Total cost	11.7	13.7	15.0	12.5	-1.2	1.0

Cost/FTE	Force	Averages All	MSG	Diff** £m All	MSG
Police officers	£61k	£57k	£57k	0.6	0.5
Police staff and PCSOs	£31k	£30k	£31k	0.1	0.0

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Investigative support

What does the force spend on the different areas within investigative support compared with others?

Note that not all charts are included.

Investigative support costs per population

External forensic costs

Scenes of crime officers

Fingerprint / internal forensic costs
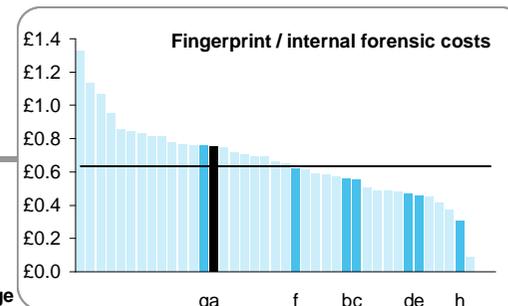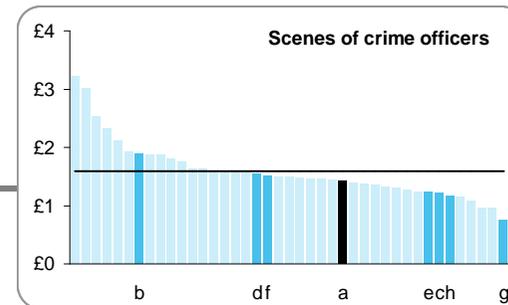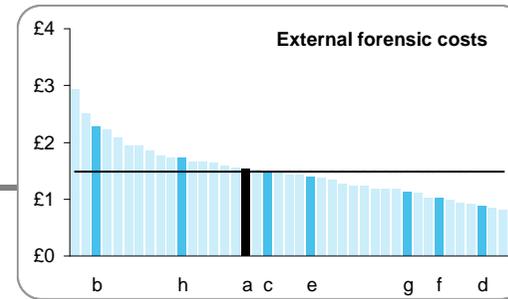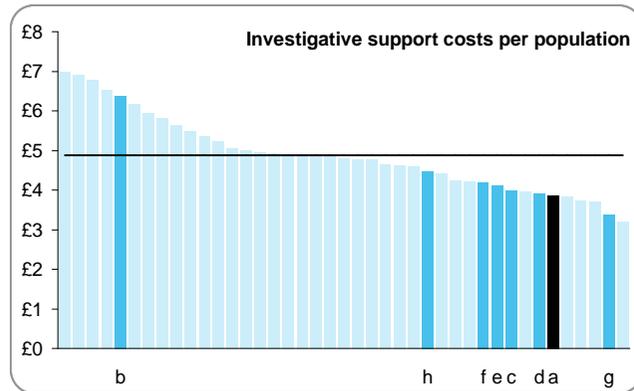
Population	859k							
				Averages		*Diff* £m*		%	MSG
		£m	£/head	All	MSG	All	MSG	Off**	Average
External forensic costs		1.3	1.5	1.5	1.4	0.0	0.1	0%	0%
Scenes of crime officers		1.2	1.4	1.6	1.3	-0.1	0.1	0%	2%
Fingerprint/internal forensic		0.6	0.8	0.6	0.6	0.1	0.2	0%	0%
Photographic image recovery		0.1	0.1	0.3	0.2	-0.2	-0.1	0%	0%
Other forensic services		0.0	0.0	0.8	0.6	-0.7	-0.5	n/a	17%
Command team and support		0.0	0.1	0.1	0.1	-0.1	-0.1	0%	1%
Investigative support		3.3	3.8	4.9	4.3	-0.9	-0.4	0%	3%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Investigative support - Use of resources
How does the force spend its money within investigative support compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Investigative support costs per population

Police staff and PCSOs

Non-staff costs
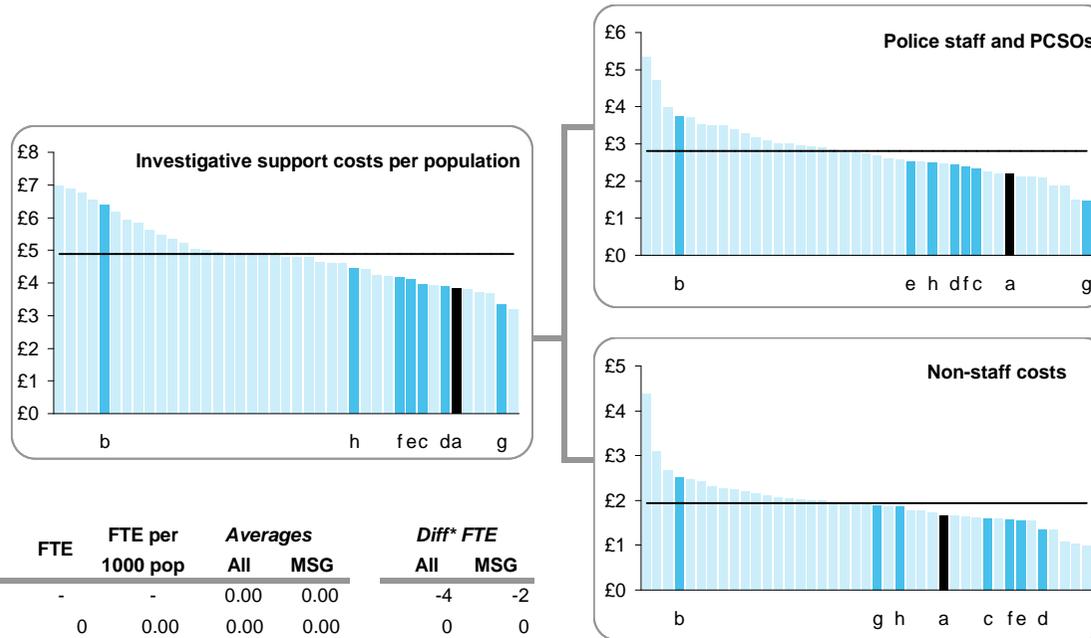
Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	-	-	0.00	0.00	-4	-2
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	55	0.06	0.08	0.07	-11	-3

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	0.0	0.0	0.2	0.1	-0.2	-0.1
Police staff and PCSOs	1.9	2.2	2.8	2.4	-0.5	-0.2
Non-staff costs	1.4	1.7	1.9	1.7	-0.2	-0.1
Earned income	0.0	0.0	-0.1	-0.1	0.1	0.0
Total cost	3.3	3.8	4.9	4.3	-0.9	-0.4

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	n/a	£54k	£57k	0.0	0.0
Police staff and PCSOs	£34k	£37k	£36k	-0.2	-0.1

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Support functions

What does the force spend on the different areas within support functions compared with others?

See page 37 for more details.

Support functions cost per population
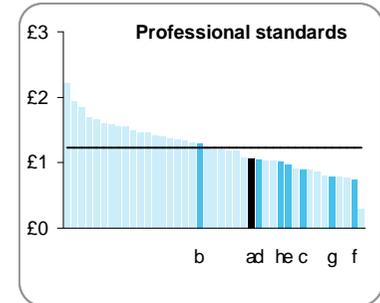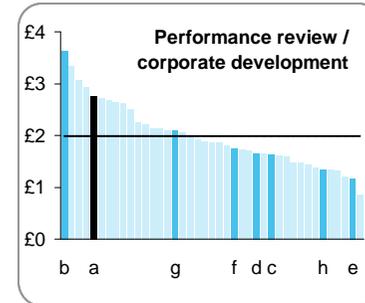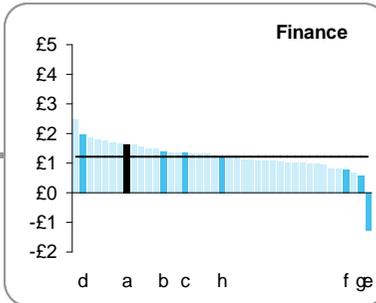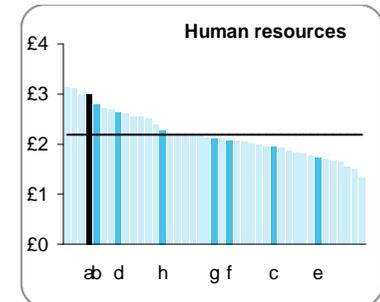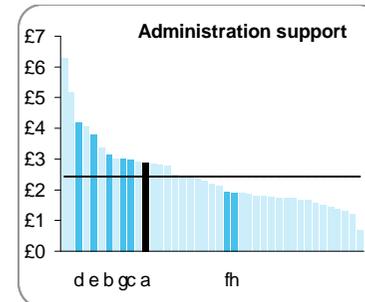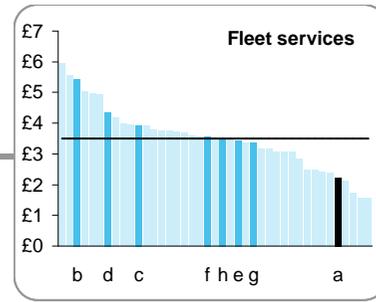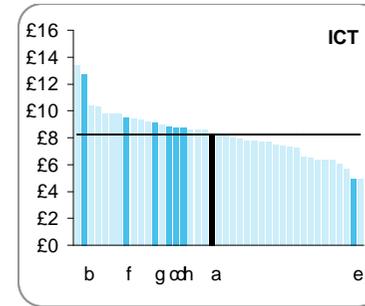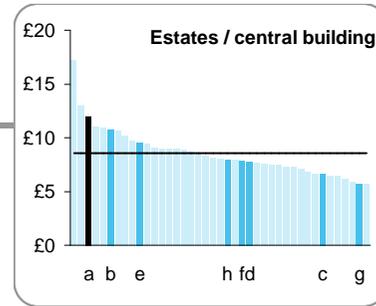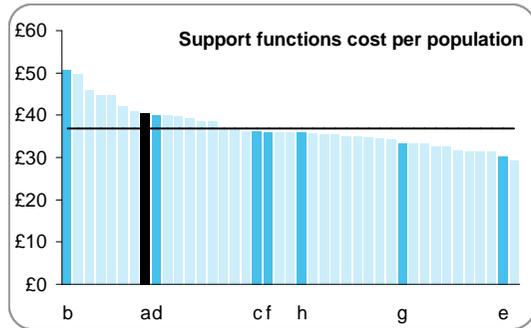
Population	859k

	£m	£/head	Averages		Diff* £m	
			All	MSG	All	MSG
Estates / central building	10.3	12.0	8.5	8.5	3.0	3.0 <<
ICT	7.1	8.2	8.3	8.8	0.0	-0.5
Training	2.4	2.8	3.6	3.6	-0.7	-0.7
Fleet services	1.9	2.2	3.5	3.7	-1.1	-1.3 <<
Administration support	2.5	2.9	2.4	3.0	0.4	-0.1
Human resources	2.6	3.0	2.2	2.3	0.7	0.6
Finance	1.4	1.6	1.2	1.0	0.4	0.6
Performance review	2.4	2.7	2.0	2.0	0.7	0.6
Professional standards	0.9	1.1	1.2	1.0	-0.1	0.1
All other support functions	3.3	3.9	4.0	3.8	-0.1	0.0
Support functions	34.7	40.4	36.9	37.8	3.0	2.3

* Net cost of the difference in spend to the average per head of all/MSG forces.

*Source: POA estimates 2013/14*

Norfolk

Income and expenditure - NRE by function - Support functions - Use of resources
How does the force spend its money within support functions compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

See page 37 for more details.

Support functions cost per population

Police officers

Police staff and PCSOs

Non-staff costs
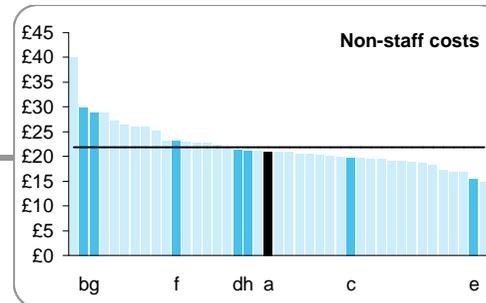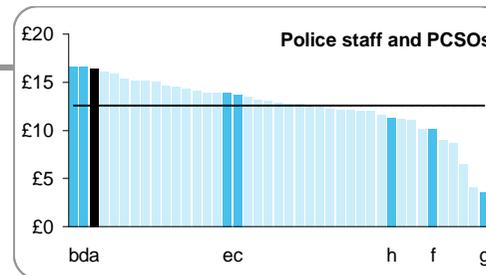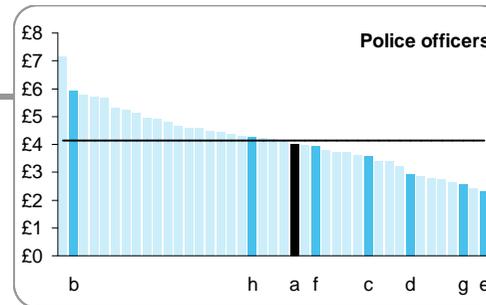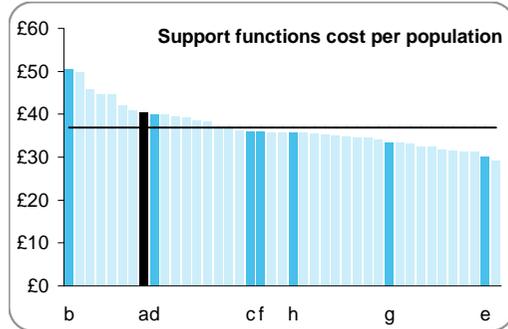
Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	50	0.06	0.06	0.06	-5	2
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	384	0.45	0.37	0.37	70	69

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	3.4	4.0	4.1	3.7	-0.1	0.3
Police staff and PCSOs	14.1	16.4	12.6	12.8	3.3	3.1
Non-staff costs	18.0	20.9	21.9	22.6	-0.8	-1.4
Earned income	-0.8	-0.9	-1.7	-1.2	0.7	0.3
Total cost	34.7	40.4	36.9	37.8	3.0	2.3

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£69k	£64k	£66k	0.2	0.1
Police staff and PCSOs	£37k	£34k	£35k	0.9	0.7

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - Support functions - Use of resources (2)

2013/14 estimates
These charts provide a detailed breakdown of support service functions as a cost per FTE and a percentage of total NRE.

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

POA 2013/14 estimates

**(including national policing functions)**

Total FTE	2,882 (Officers, staff and PCSOs)
Officer FTE	1,531
Total NRE (£m)	159.6

	Cost £m	per FTE	All Avg	Diff* £m
Human resources	2.6	£890	£642	0.7
Finance	1.4	£486	£356	0.4
ICT	7.1	£2,451	£2,435	0.0
Training	2.4	£829	£1,052	-0.6
Estates	10.3	£3,579	£2,497	3.1

	% NRE	All Avg	Diff* £m
Human resources	1.6%	1.2%	0.7
Finance	0.9%	0.6%	0.4
ICT	4.4%	4.4%	0.0
Training	1.5%	1.9%	-0.7
Estates	6.5%	4.5%	3.1

* Net cost of the difference in spend to the average per head of all forces.
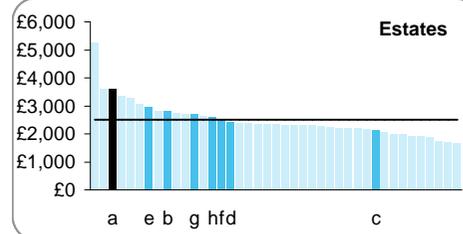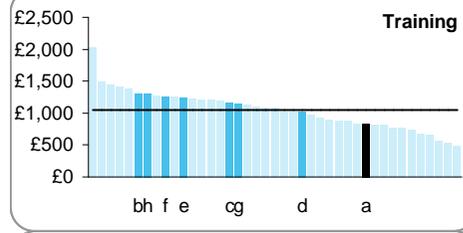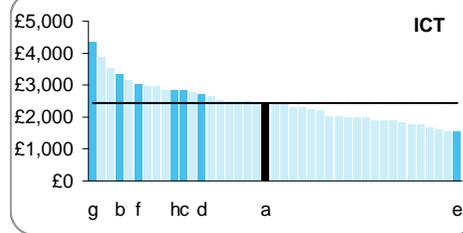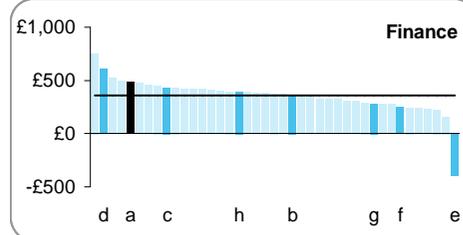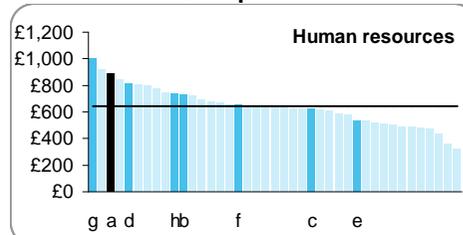
Source: POA estimates 2013/14

Cost per FTE

% NRE
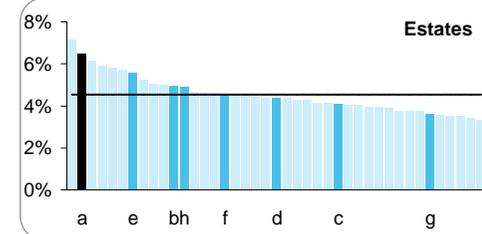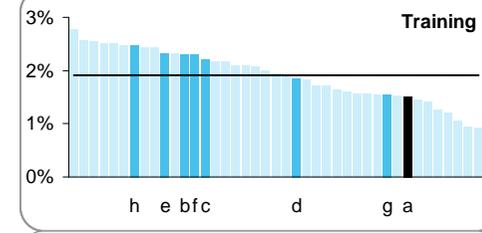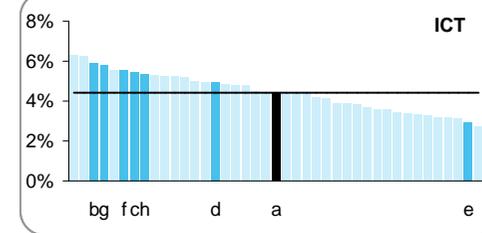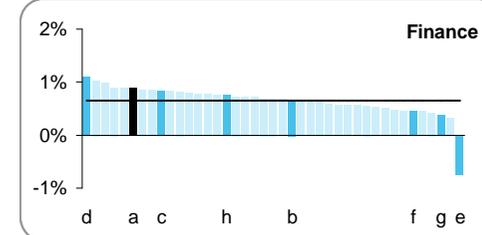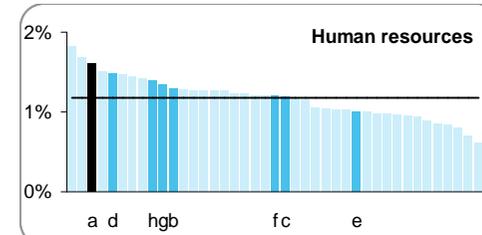
Income and expenditure - NRE by function - National policing

What does the force spend on the different areas within national policing compared with others?

National policing cost per population

Counter terrorism / special branch

Other national policing requirements
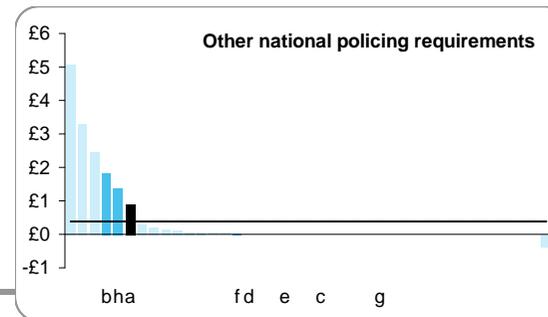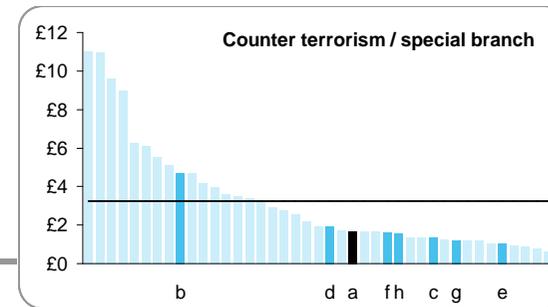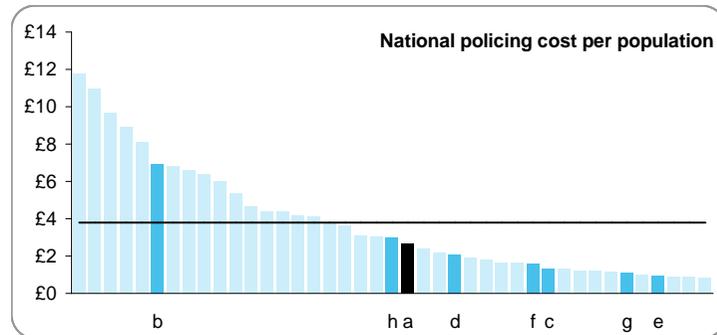
| Population	859k							
			Averages		*Diff* £m*		%	MSG
	£m	£/head	All	MSG	All	MSG	Off**	Average
Counter terrorism/special branch	1.4	1.7	3.2	1.9	-1.4	-0.2	83%	83%
Other national policing requirements	0.8	0.9	0.4	0.5	0.4	0.3	69%	43%
Hosting national services	0.0	0.0	0.0	0.0	0.0	0.0	n/a	0%
Secondments (out of force)	0.0	0.0	0.1	-0.0	-0.1	0.0	n/a	60%
ACPO projects / initiatives	0.1	0.1	0.1	0.1	0.0	0.0	0%	0%
National policing	2.3	2.6	3.8	2.5	-1.0	0.2	76%	82%
Specific grants	-2.4	-2.8	-3.0	-1.7	0.2	-0.9		
Cost net of grants	-0.1	-0.1	0.8	0.8	-0.8	-0.8		

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2013/14

Norfolk

Income and expenditure - NRE by function - National policing - Use of resources

How does the force spend its money within national policing compared with others?

National policing cost per population

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
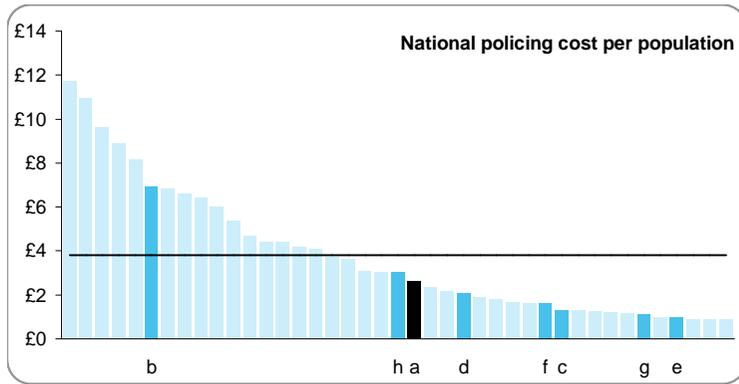
Staffing	FTE	FTE per 1000 pop	Averages All	Averages MSG	Diff* FTE All	Diff* FTE MSG
Police officers	28	0.03	0.06	0.05	-22	-11
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	8	0.01	0.02	0.01	-12	-1

Expenditure	£m	£/head	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	1.7	2.0	3.4	2.5	-1.2	-0.5
Police staff and PCSOs	0.2	0.3	0.8	0.3	-0.4	-0.1
Non-staff costs	0.3	0.4	1.0	0.2	-0.5	0.2
Income exc grants	0.0	0.0	-1.4	-0.6	1.2	0.5
Total cost	2.3	2.6	3.8	2.5	-1.0	0.2
Specific grants	-2.4	-2.8	-3.0	-1.7	0.2	-0.9
Cost net of grants	-0.1	-0.1	0.8	0.8	-0.8	-0.8

Cost/FTE	Force	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	£62k	£59k	£56k	0.1	0.2
Police staff and PCSOs	£30k	£34k	£35k	0.0	0.0

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk
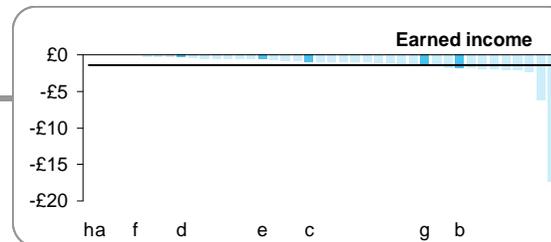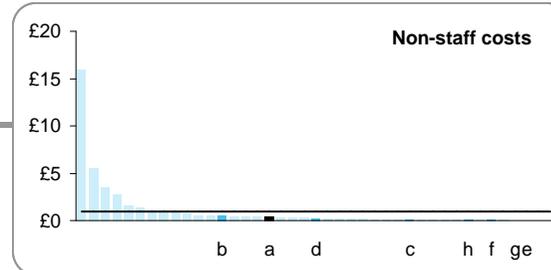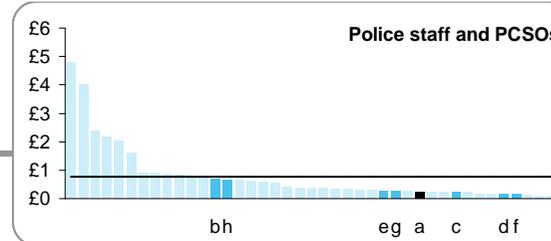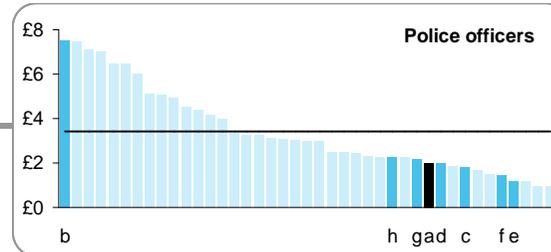
Income and expenditure - NRE by function - Police and Crime Commissioner/Local policing bodies

What is the expenditure of the local policing body on its own office?

Broadly, cost of Police and Crime Commissioner (PCC) includes salary and associated costs (including expenses and training) of the PCC, deputy PCC and any appointed deputies and special advisors. For the Metropolitan Police Service, this relates to the Deputy Mayor for Policing and Crime and similar staff and associated costs.

Office of the PCC (or the Mayor's Office of Policing and Crime (MOPAC) for the Metropolitan Police Service) includes salary and associated costs of the Chief Executive, Chief Finance Officer and any other staff employed to directly support the PCC/Deputy Mayor as well as office-running costs.

Other costs include local policing body costs not incorporated above e.g. external audit and council tax leaflets.

Note that HMIC do not inspect expenditure incurred by local policing bodies/PCCs.

Cost of PCC/Deputy Mayor (including deputies and special advisors)

Office of PCC/MOPAC (including CE, CFO and other staff)

Other costs

PCC/Local policing body's cost per population
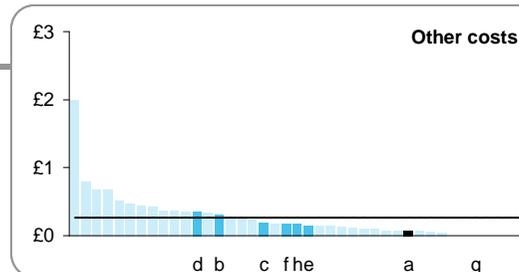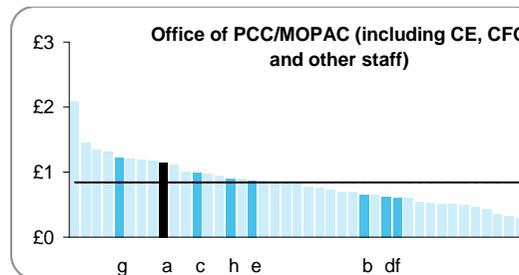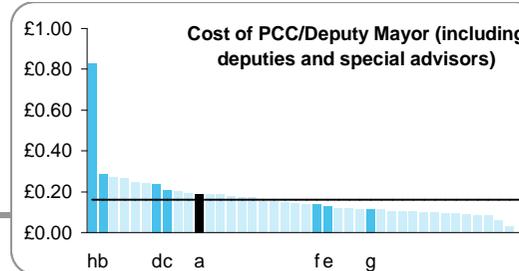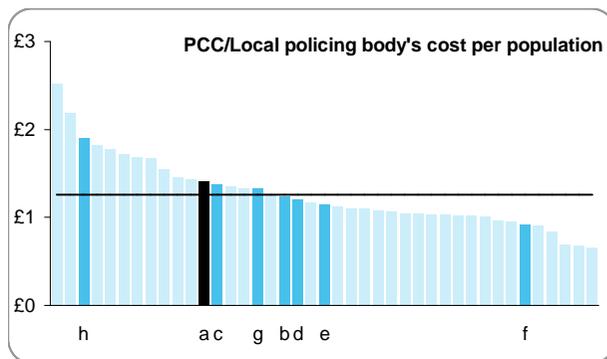
Population	859k						
			Averages			*Diff* £m*	
	£m	£/head	All	MSG		All	MSG
Cost of PCC/Deputy Mayor for Policing and Crime	0.16	0.19	0.16	0.26		0.02	-0.07
Office of PCC/MOPAC	0.99	1.15	0.84	0.87		0.27	0.24
Other costs	0.06	0.07	0.26	0.18		-0.16	-0.09
PCC/Local policing body	**1.21**	**1.41**	**1.26**	**1.31**		**0.13**	**0.08**

* Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14

Norfolk

Income and expenditure - Criminal justice costs

How much does the force spend per charge compared with others? What is the size of its workforce that deals with criminal justice?

These charts show the NRE cost of criminal justice (as opposed to criminal justice arrangements) per 100 charges.
FTE within the criminal justice function is then shown per 100 charges.

Note that charges data is from 2012/13 whereas FTE and cost figures are from 2013/14 estimates.

Criminal justice cost per 100 charges
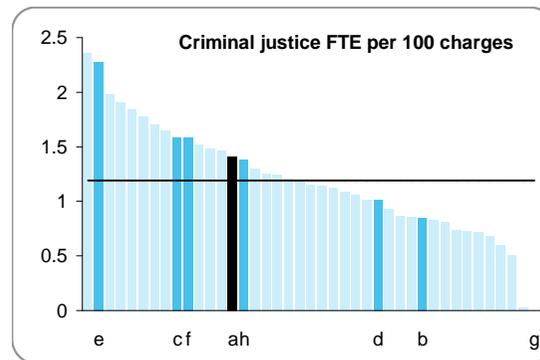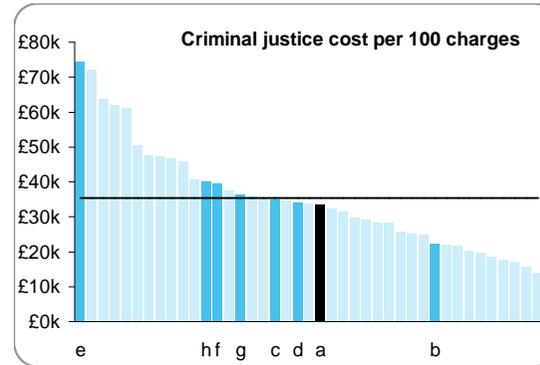
Criminal justice FTE per 100 charges

Charges	7,937					
	Force	**Per 100 charges**	**Averages**		**MSG Diff**	
			All	**MSG**		
Criminal justice FTE	112	1.4	1.2	1.3	12	*
Criminal justice cost	£2.6m	£33k	£35k	£39k	-£0.5m	**

* Net difference in the number of FTEs compared to if the force had the average number of FTEs per head of MSG forces

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2013/14 (costs/FTE) and Home Office Crime Statistics 2012/13 (charges)

Norfolk

Workforce - Summary

How big is the force's workforce compared with others? What is the number of officers, staff, PCSOs and special constables per 1,000 population?

2013/14 Estimates
Figures in the charts give the total number (including those within national policing) of FTEs (or head count for special constables) per 1,000 population.

All data, except for special constables and contractors, is from POA. Special constables data comes from ADR and is a head count (since not all forces provided this in their POA return), and contractors data comes from ADR and is FTE. Both special constables and contractors is 2012/13 data.

Police officers

Officers and PCSOs

PCSOs

Total workforce (excluding special constables and contractors) per 1,000 pop

Police staff

Specials headcount
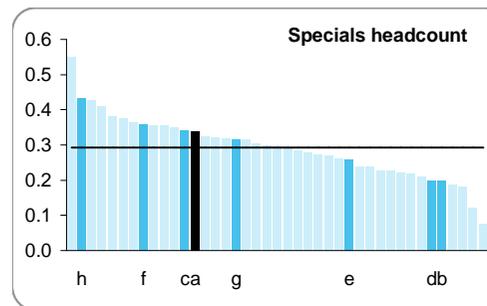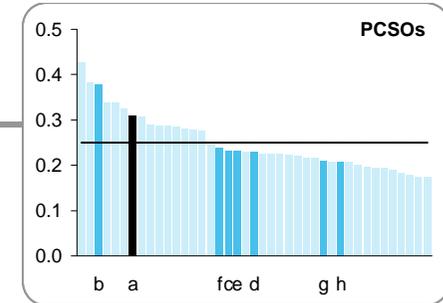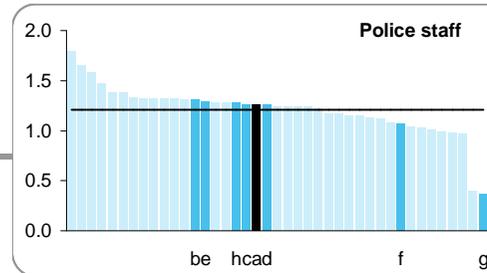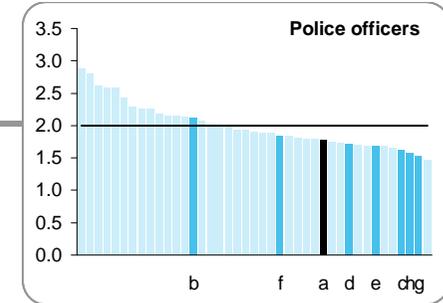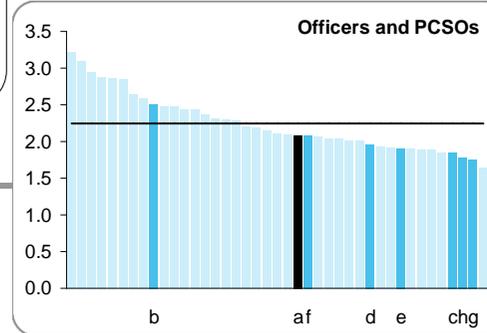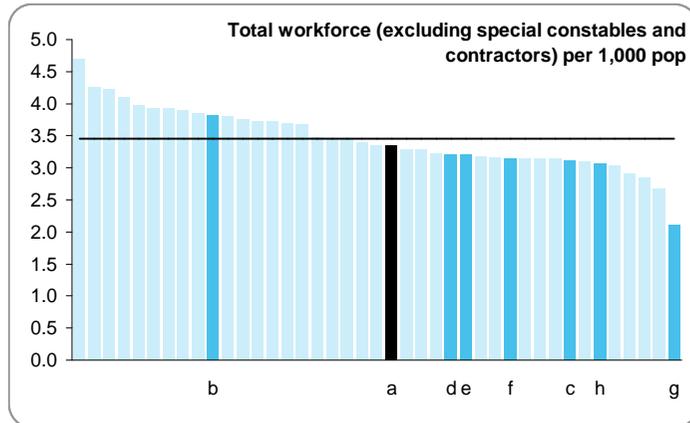
Population	859k

	FTE	FTE per 1,000	All Avg	Diff* FTE	% of total workforce Force	% of total workforce Avg
Police officers	1,531	1.78	1.99	-183	53%	58%
PCSOs	266	0.31	0.25	51	9%	7%
Sub-total	1,797	2.09	2.24	-132	62%	65%
Police staff	1,085	1.26	1.21	45	38%	35%
Total	2,882	3.35	3.45	-87	100%	100%
Special constables (HC)	291	0.34	0.29	39		
Contractors	0	0.00	0.05	-41		

* Net difference in the number of officers compared to if the force had the average number of FTEs per head of all forces

Source: POA estimates 2013/14, ADR 502 for special constables headcount and contractors FTE 2012/13.

Norfolk

Workforce - Officers

How are officers in the force apportioned across operational front line, frontline support and operational support?

2013/14 estimates

HMIC split police workforce roles into three categories using the ADR601 functions: operational front line (including visible and non-visible), frontline support* and business support.

We have mapped the ADR601 categories to the POA data for use here. For consistency to elsewhere in the profile, we have removed counter terrorism/special branch (a national policing function) from the front line. Due to this, and the fact that ADR601 data deals with officers in post as of 31 March whereas POA data is of budgeted posts for the whole financial year, proportions will not necessarily match to other published figures. Annex 3 shows a list of POA functions and their classification.

* In *Policing in Austerity: Rising to the Challenge* (July 2013), HMIC define this role as operational support. Since this is the name of a POA category, frontline support is used here to avoid confusion.

% Operational front line

% Visible operational front line

% Non-visible operational front line

% Frontline support

% Business support

Police officers	FTE	Force	Averages	
			All	MSG
Visible	968	64.4%	61.1%	61.2%
Non-visible	468	31.2%	32.5%	33.5%
Operational front line	1,437	95.6%	93.6%	94.7%
Frontline support	32	2.1%	4.0%	2.9%
Business support	35	2.3%	2.4%	2.4%
Other**	28			
Total	1,531	100%	100%	100%
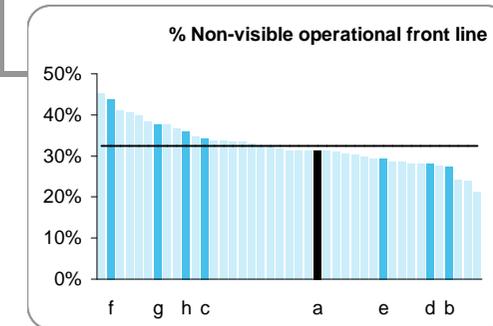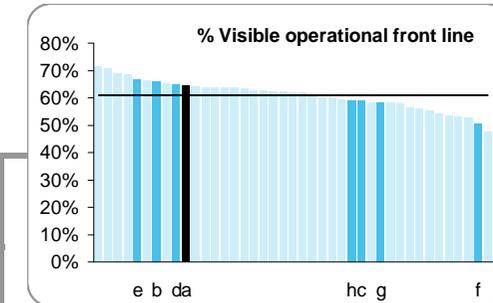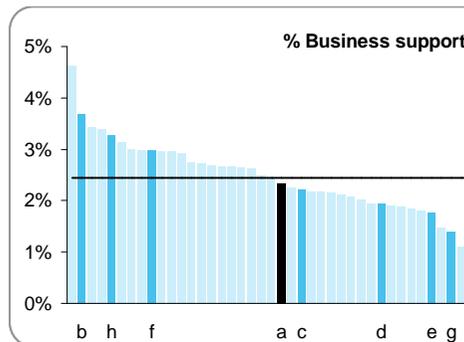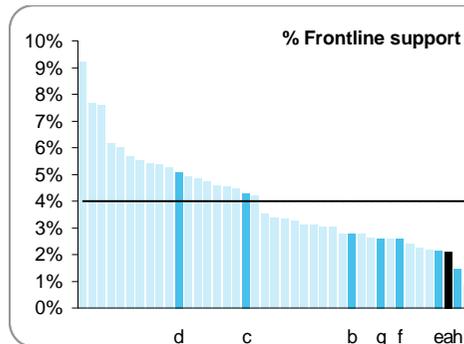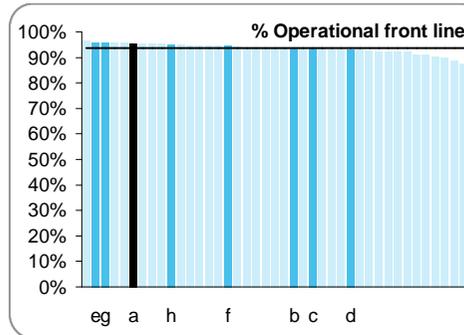
** Officers are classified as *Other* if their role does not fit into any of the three categories. They are not included in the percentage figures. See Annex for details.

Source: POA estimates 2013/14

Norfolk

Workforce - Police staff

How are police staff in the force apportioned across front line, frontline support and operational support?

2013/14 estimates

HMIC split police workforce roles into three categories using the ADR601 functions: operational front line (including visible and non-visible), frontline support* and business support.

We have mapped the ADR601 categories to the POA data for use here. For consistency to elsewhere in the profile, we have removed counter terrorism/special branch (a national policing function) from the front line. Due to this, and the fact that ADR601 data deals with officers in post as of 31 March whereas POA data is of budgeted posts for the whole financial year, proportions will not necessarily match to other published figures. Annex 3 shows a list of POA functions and their classification.

Note that PCSOs are not included here as they, almost exclusively, work in visible frontline roles.

* In Policing in Austerity: Rising to the Challenge (July 2013), HMIC define this role as operational support. Since this is the name of a POA category, frontline support is used here to avoid confusion

% Operational front line

% Frontline support

% Business support

Police staff	FTE	Force	Averages	
			All	MSG
Visible	43	4%	5%	5%
Non-visible	439	41%	42%	41%
Operational front line	482	45%	47%	46%
Frontline support	209	20%	23%	23%
Business support	376	35%	30%	31%
Other**	18			
Total	1,085	100%	100%	100%
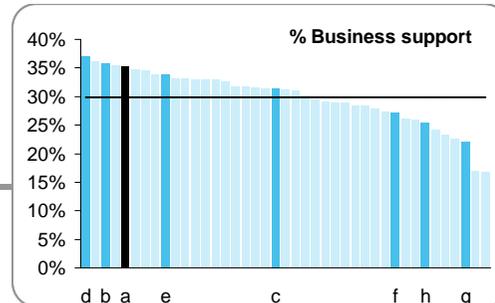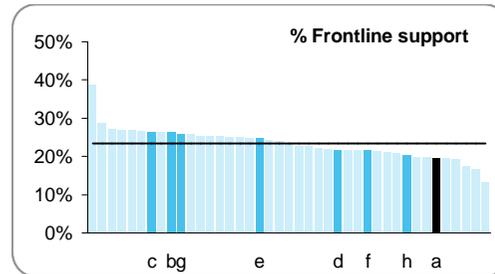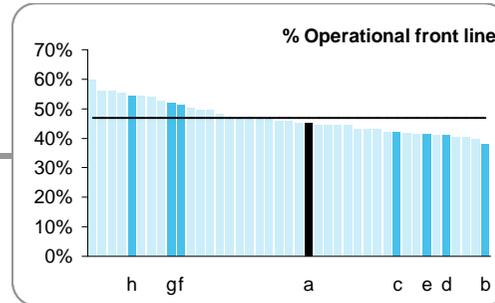
** Staff are classified as *Other* if their role does not fit into any of the three categories. They are not included in the percentage figures. See Annex 3 for details.

Source: POA estimates 2013/14

Norfolk

Workforce - Officers/PCSOs by rank

How are officers in the force split amongst the ranks compared with other forces?
What is the supervisory ratio of sergeants to constables (and PCSOs) compared with others?

March 2013

Charts show the proportion of the total officer/PCSO workforce at each rank. The chart for superintendents includes chief superintendents, and the chart for inspectors includes chief inspectors. Association of Chief Police Officers (ACPO) are officers above the rank of chief superintendents.

Two further charts show numbers of constables (and PCSOs) per sergeant giving an indication of the average supervision requirement for each sergeant.

Note that this is ADR data for all officers and so totals will not match the POA data given elsewhere.

Superintendents (inc. chief superintendents)

Inspectors (inc. chief inspectors)

Sergeants

Constables

PCSOs

Supervision ratio

Constables per sergeant
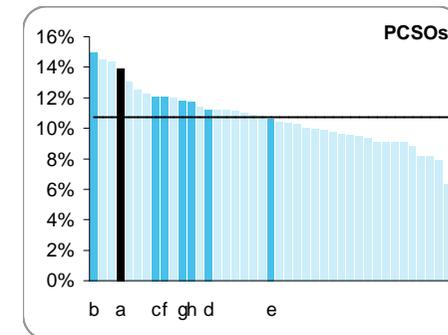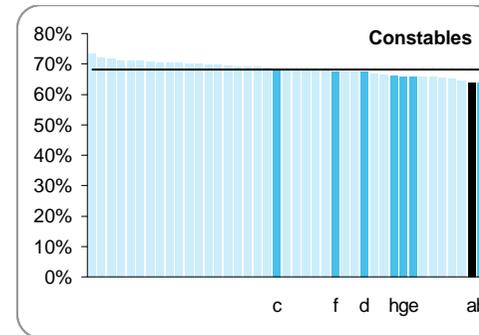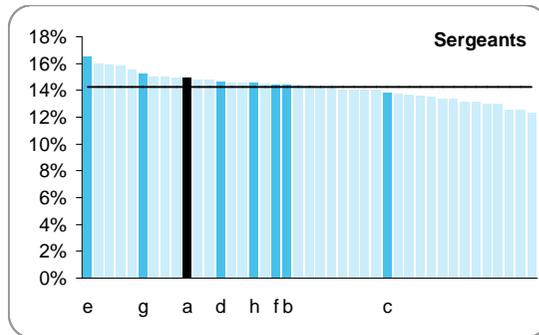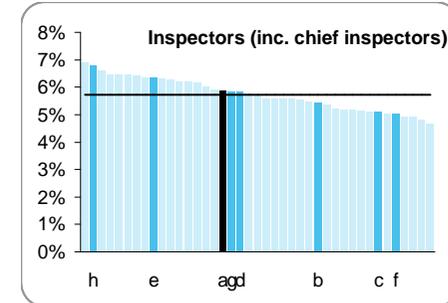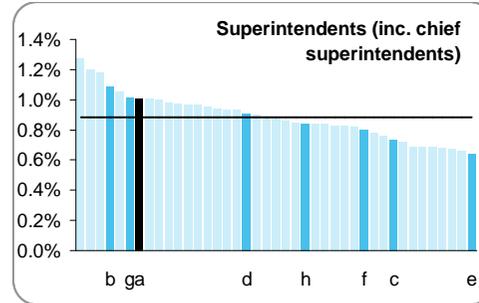
Constables and PCSOs per sergeant
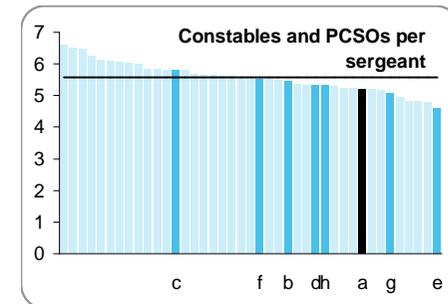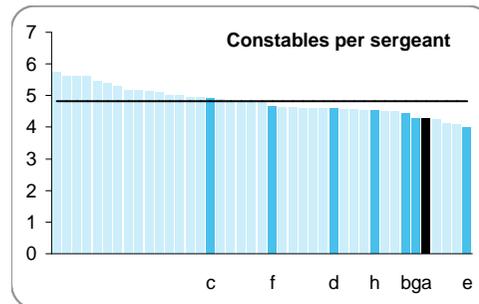
Officers and PCSOs	FTE	%	All Avg
ACPO ranks	5	0.3%	0.2%
Chief superintendents	3	0.2%	0.3%
Superintendents	15	0.8%	0.6%
Chief inspectors	14	0.8%	1.2%
Inspectors	91	5.1%	4.5%
Sergeants	268	14.9%	14.2%
Constables	1,148	64.0%	68.2%
PCSOs	250	13.9%	10.7%
Force total	1,794	100.0%	100.0%

Supervision ratio	Force	All Avg
Constables per sergeant	4.3	4.8
Constables and PCSOs per sergeant	5.2	5.6

Source: ADR 502 March 2013

Norfolk

Workforce - Mix of officers/staff

In functions where officers and staff can fulfil similar roles, what proportion of these functions are made up of police staff compared with other forces? How has that changed over the past year?

2013/14 and 2012/13 estimates

Data shows the proportion of workforce who are staff across the functions outlined below. To show the comparison between two years, data for 2012/13 and 2013/14 is given.

The categories below have been chosen since they highlight areas where civilianisation is occurring.

Care should be taken when examining functions with a small workforce. Exclamation marks are used to indicate categories which have fewer than 20 FTE officers and staff in total.

Note that collaboration/outsourcing will affect staff numbers for certain functions in some forces.

Percentage of workforce which are staff - percentage point change (12/13 to 13/14)
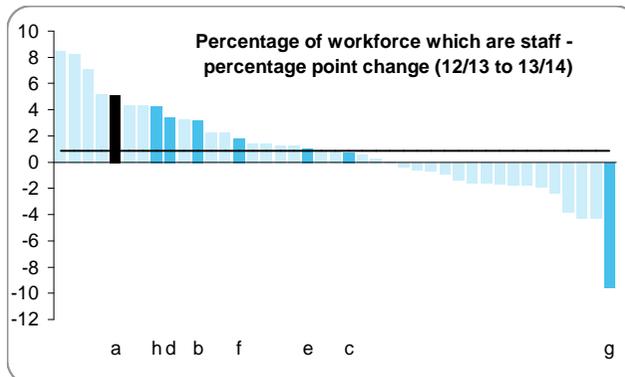
	2012/13 Estimates					2013/14 Estimates					Percentage point change (2012/13 to 2013/14)	
	Police officers	Police Staff	% Staff	All Avg	Diff* FTE Off	Police officers	Police Staff	% Staff	All Avg	Diff* FTE Off	Force	All avg
Criminal justice	4	121	97%	89%	-10	3	109	97%	91%	-7	0.4	2.1
Central communications unit	37	152	80%	83%	4	38	155	80%	83%	6	-0.1	0.9
Intelligence analysis	22	0	2%	62%	14	5	1	11%	63%	3 !	9.6	1.3
Administration support	0	57	100%	97%	-2	0	44	100%	98%	-1	0.0	0.6
Local call centres / front desk	0	37	100%	92%	-3	0	36	100%	93%	-3	0.0	0.8
Training	19	27	58%	46%	-6	19	25	57%	46%	-5	-1.4	0.3
Intelligence gathering	38	44	54%	26%	-23	43	37	46%	30%	-13	-7.9	3.6
Custody	108	75	41%	44%	5	51	56	53%	43%	-11	11.6	-0.9
Human resources	4	48	92%	98%	3	8	65	89%	96%	5	-2.8	-1.7
Scenes of crime officers	0	33	100%	95%	-2	0	33	100%	97%	-1	0.0	1.3
Total (of above functions)	232	593	72%	72%	-19	167	560	77%	73%	-26	5.1	0.9

* Net difference in the number of officers if the force had the average proportion of staff of all forces

Source: POA estimates 2013/14 & 2012/13

Norfolk

Workforce - Workforce numbers by function
What are the numbers of police officers, staff and PCSOs across various functions? How has this changed since last year?

Population	859k		

	Workforce FTE 2013/14	Workforce FTE 2012/13	Diff from last year, FTE
Neighbourhood policing	480	485	-5
Incident (response) management	560	555	5
Local investigation / prisoner support*	216	137	79
Other local policing	97	103	-5
Local policing	1,354	1,280	74
Dealing with the public	230	227	3
Road policing	132	130	3
Operational support	40	46	-6
Intelligence	87	112	-25
Investigations	221	230	-9
Investigative support	55	58	-3
Custody	106	182	-76
Other criminal justice arrangements	177	197	-20
Criminal justice arrangements	284	379	-95
Information communication technology	63	75	-12
Human Resources	73	52	21
Finance	34	36	-1
Other support functions	264	302	-37
Support functions	434	464	-30
Police and Crime Commissioner**	11	10	1
Total exc national policing and central costs	2,847	2,935	-88
Central costs	0	0	0
National policing	35	44	-8
Total	2,882	2,979	-97

* Note that workforce under the heading of 'local investigation' are included within 'local policing' not 'investigation'

** Previously called Police Authority/Crime Commissioner in 2012/13 POA

*Source: POA estimates 2013/14*

Norfolk

Workforce - Leavers

What proportion of the workforce left the force last year and how does that compare with other forces?

March 2013
These charts show the number and percentage of the workforce (FTEs) that left the force between 31 March 2012 and 2013 using 31 March 2012 as the baseline.
Officers are broken down into those who transferred or left the service. We have costed the salary impact of the workforce leaving the service to give some context. However, PCSOs leaving forces may return as police officers.
Note that this is ADR data and so workforce totals will not match the POA data given elsewhere.

Officers (inc transfers)

Officers (exc transfers)

Officer (transfers)

Leavers as % of total workforce
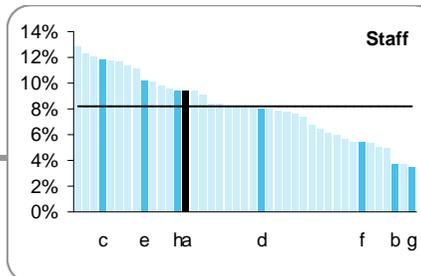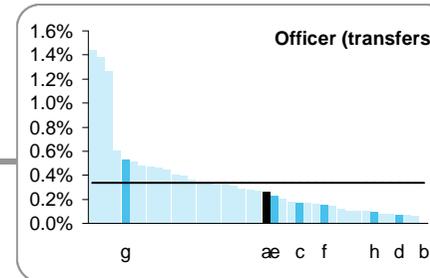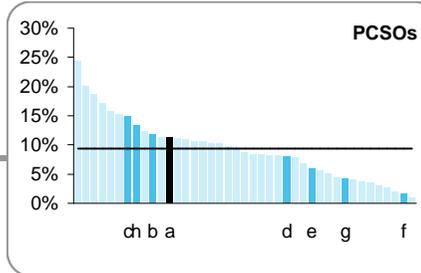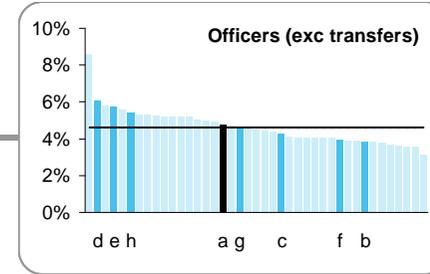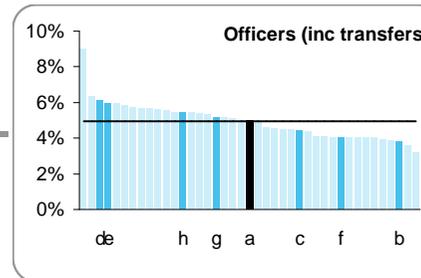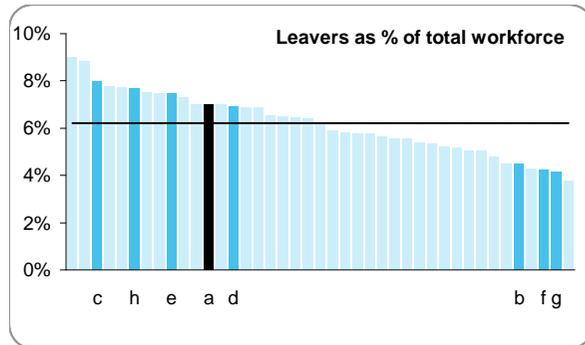
PCSOs

Staff

		Strength*	Leavers	% w'force	All Avg	Salary** £m
Police officers		1,547				
	Leaving force		78	5.0%	5.0%	
	Transfers		4	0.3%	0.3%	
	Exc transfers		74	4.8%	4.6%	3.8
PCSOs		254	29	11.3%	9.3%	0.9
Police staff		977	92	9.5%	8.2%	3.1
Force total		2,778	195	7.0%	6.2%	7.7

* as at 31 March 2012

** Salary calculated using leaver FTE multiplied by average officer/staff/PCSO cost excluding overtime (POA data)

Source (leavers): ADR531 (as at 31 March 2013). Source (strength): ADR502 (as at 31 March 2012). Source (salary): POA estimates 2013/14.

Norfolk

Workforce - Joiners

What proportion of the workforce joined the force last year and how does that compare with others?

March 2013
These charts show the number and percentage of the workforce (FTEs) that joined the force between 31 March 2012 and 2013 using 31 March 2012 as the baseline.

Note that this is ADR data and so totals will not match the POA data given elsewhere.

Police officers

Joiners as % of total workforce
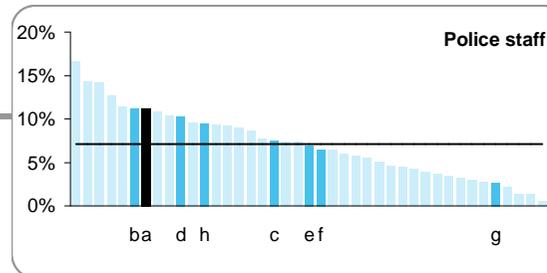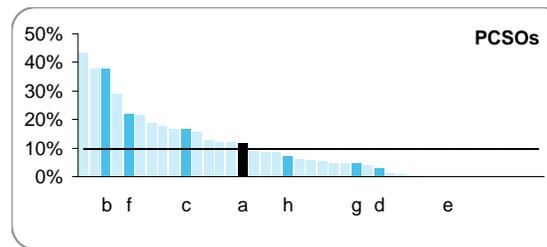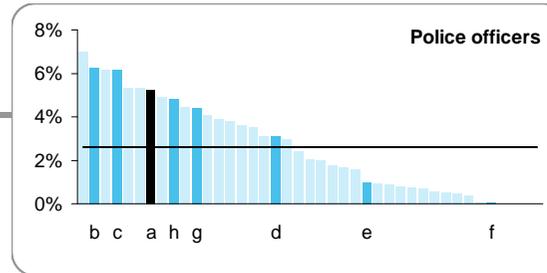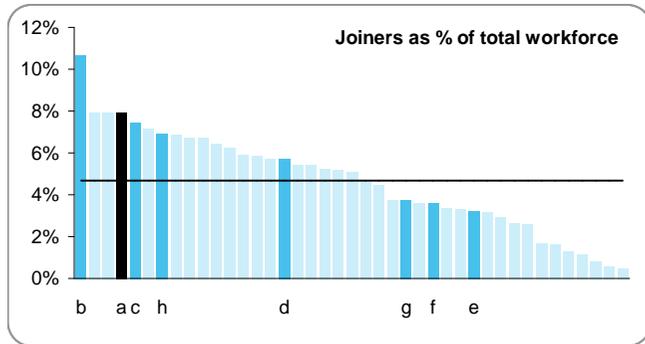
PCSOs

Police staff

	Strength*	Joiners	% w'force	All Avg
Police officers	1,547	81	5.2%	2.6%
PCSOs	254	30	11.8%	9.7%
Police staff	977	109	11.2%	7.1%
Overall	2,778	220	7.9%	4.7%

* as at 31 March 2012

Source (joiners): ADR521 (as at 31 March 2013). Source (strength): ADR502 (as at 31 March 2012).

Norfolk

Workforce - Sickness and recuperative/restricted duty

What proportion of the force's workforce are absent and what proportion of officers are on restricted/recuperative duty? How do these rates compare with other forces?

March 2013

These charts show sickness broken down into short and medium term (28 days and less) and long term (more than 28 days).

Officers on restricted duties (i.e. officers who, because of a disability or other factors, are unable to undertake the full range of operational duties) and recuperative duties (officers returning to work in a phased way after injury or illness) are included separately.

Note that the gaps towards the left of some charts indicate that data is not available or has not been included; absence above 12% of the workforce and zero absence have been excluded as it is likely to be due to data inaccuracies.

Note also that this is ADR data and so workforce totals will not match the POA data given elsewhere.

Long-term sickness

Police officers

PCSOs

Staff

Short and medium term sickness

Police officers

PCSOs

Staff

	Strength*	FTE	% of total	All Avg
Officers	1,544			
Long-term sickness		14	0.9%	1.5%
Short/medium sickness		17	1.1%	1.6%
PCSOs	250			
Long-term sickness		1	0.4%	1.5%
Short/medium sickness		4	1.6%	2.2%
Staff	990			
Long-term sickness		10	1.0%	1.3%
Short/medium sickness		19	1.9%	1.6%

Long-term sickness during 2012/13 Q4

	Strength*	Head count	% of total	All Avg
Officers	1,544			
Recuperative duty		41	2.7%	2.6%
Restricted duty		82	5.3%	4.1%

Police officers on restricted duty

Police officers on recuperative duty

* as at 31 March 2013

Note that ADR 554 figures (restricted and recuperative duty) are headcount not FTE
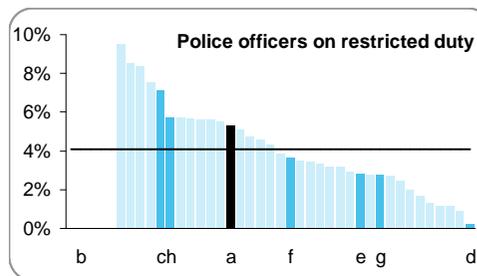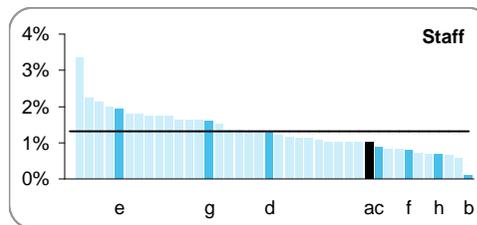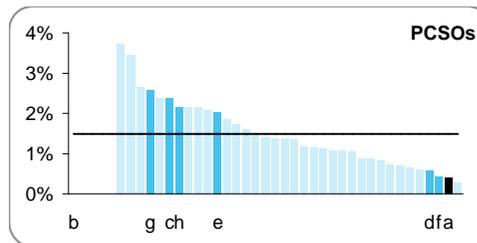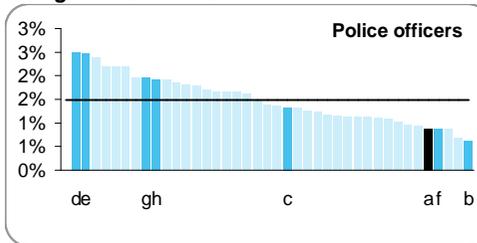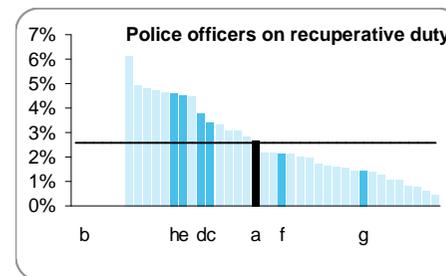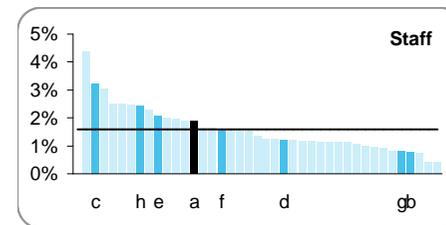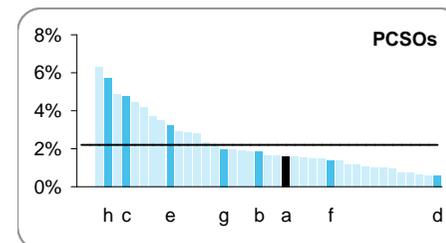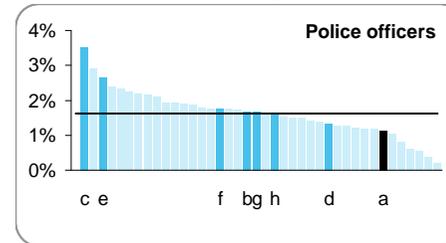
Source: ADR 502 (strength and short/medium term sickness); 551 (long term); and 554 (recuperative/restricted duty) - as at 31 March 2013.

Norfolk

Workforce - Officers' length of service

What is the age profile of officers in the force compared with others? How many officers are projected to retire over the next few years and what are the estimated savings from them doing so?

> **March 2013**
> The projected number of retirees is shown for officers with 25-30 years' service.* The estimated saving of them retiring is also provided, calculated from the average cost of a police officer. This does not take into account replacements. Data is given as headcount.

All officers
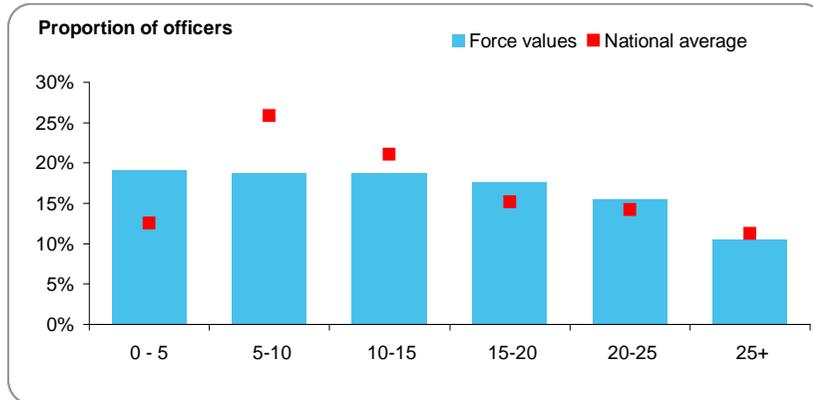
| Headcount | 305 | 298 | 297 | 280 | 246 | 167 | Total 1,593 |

Officers with 25 years' service or more - Projected retirement
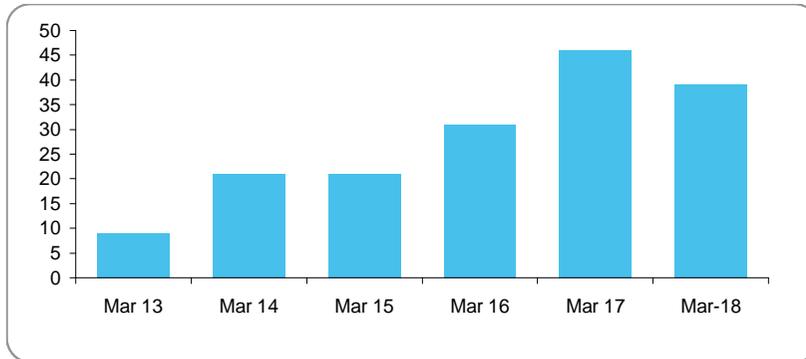
	Mar 13	Mar 14	Mar 15	Mar 16	Mar 17	Mar-18	Total
Headcount	9	21	21	31	46	39	167
Salary cost**	£0.5m	£1.1m	£1.1m	£1.6m	£2.3m	£2.0m	£8.5m

* Please note that typically officers cannot retire until they have completed 30 years service.

** Headcount multiplied by average salary cost per FTE excluding overtime

Source (officer head count): ADR582 (31 March 2013); Source (salary): POA estimates 2013/14.

Norfolk

Demand - Crime trends

How is the number of crimes and charges per officer changing over time in the force and how does this compare with others?

> **2006/07 to 2012/13**
> Total crimes (excluding fraud) is included but not broken down into the different crime-types to ensure there is sufficient data to show.
> Note that PCSOs are not included and officer/staff numbers are given in FTEs. This data is from ADR and so will not match the POA data given elsewhere.
>
> To enable the trends data series to be plotted together, each series has been indexed to 100%, i.e values are expressed as a percentage of the 2006/07 value.
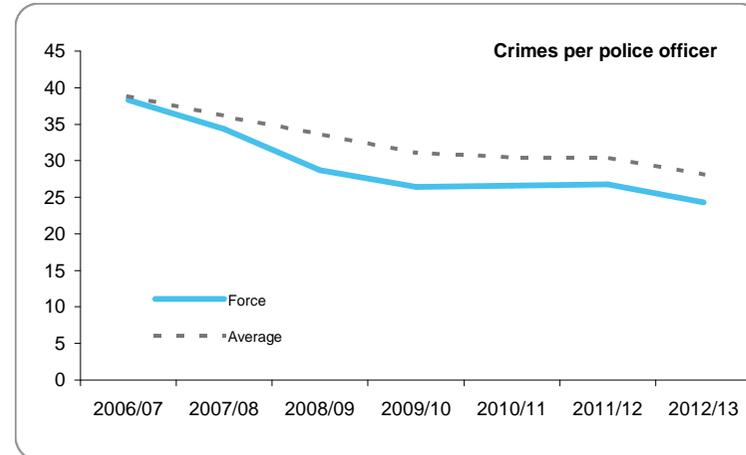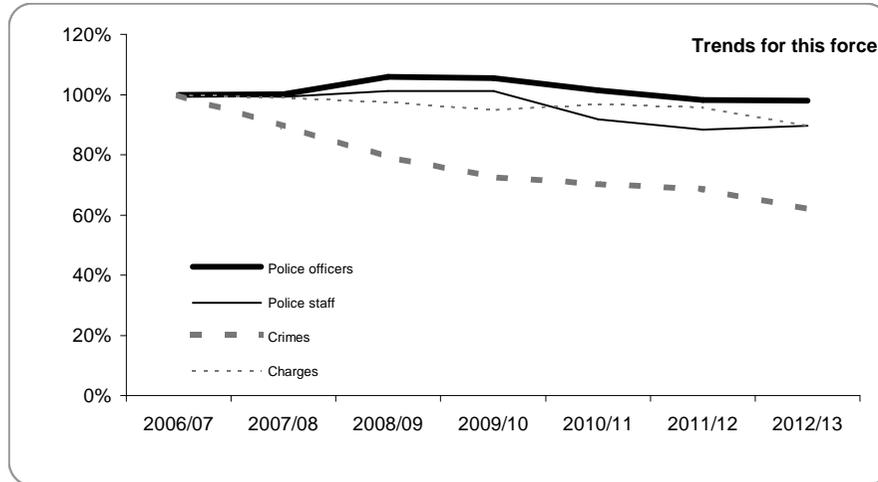
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Police officers	1,577	1,578	1,668	1,662	1,598	1,547	1,544
Police staff	1,105	1,097	1,117	1,119	1,013	977	990
All crime excl fraud	60,420	54,142	47,948	43,883	42,480	41,429	37,491
Charges	8,832	8,740	8,618	8,389	8,558	8,461	7,937
Crimes/officer	38.3	34.3	28.7	26.4	26.6	26.8	24.3
All average	38.8	36.1	33.7	31.1	30.4	30.5	28.1
Charges/officer	5.6	5.5	5.2	5.0	5.4	5.5	5.1
All average	5.2	5.1	5.2	5.0	5.2	5.2	5.0
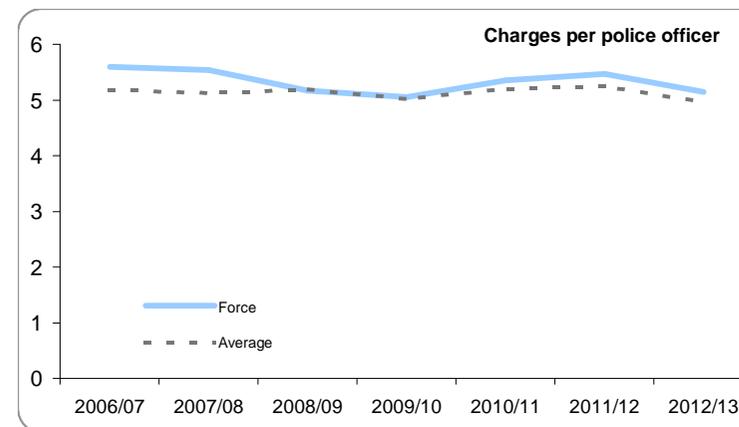
Source: ADR 502 March 2013; Home Office (charges) / ONS (crime) statistics 2012/13.

Norfolk

Demand - Recorded crimes per visible officers

How does the number of crimes per visible police officer in the force compare with others?

> **March 2013 workforce, 2012/13 crime**
> While police officers are not just dealing with crime, the numbers of crimes per visible police officer gives some indication of how the crime workload for this force's visible officers compares with other forces.
>
> Note that PCSOs are not included. Visible roles are defined in Annex 3.

Total crimes (excluding fraud) per visible police officer

Victim-based crimes per visible officer

Other crimes against society per visible officer
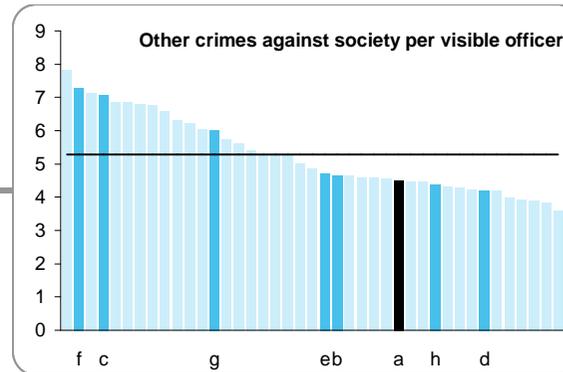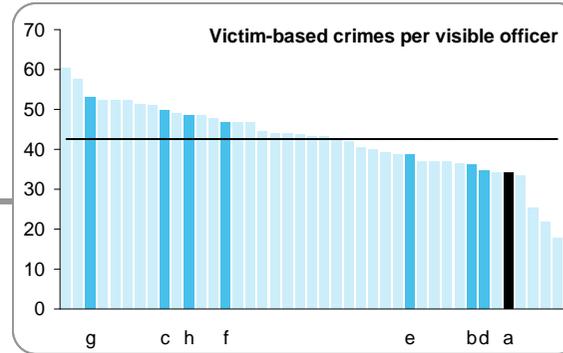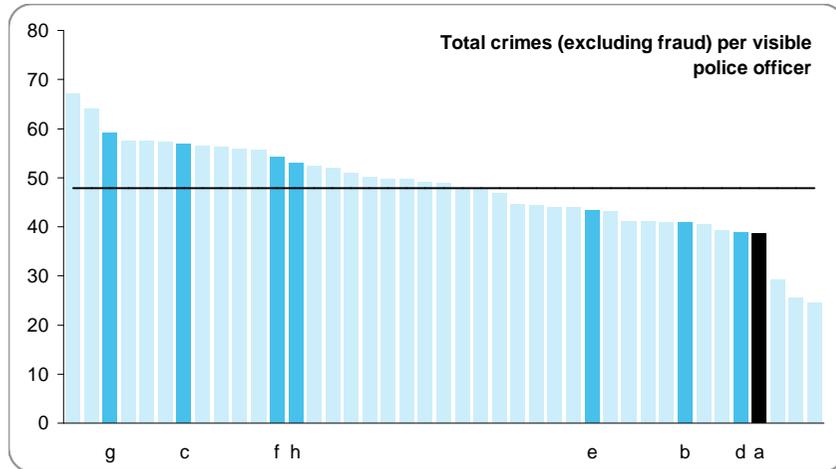
Visible police officers	968

Recorded crime	Force	per vis. officer	*Averages* All	MSG	MSG Diff*
Victim-based	33,125	34.2	42.6	42.8	-8.6
Other crimes against society	4,366	4.5	5.3	5.4	-0.8
Crimes (exc fraud)	37,491	38.7	47.9	48.2	-9.5

* Net difference in the number of crimes per visible officer compared to if force had the MSG average.
Source: ONS Crime Statistics 2012/13; POA estimates 2013/14

Norfolk

Demand - Sanction detections and charges

How does the force respond to crimes compared with others? What are the number of charges per visible police officer?

> **2013/14 workforce estimates; 12/13 detections and charges**
> The latest (2012/13) detection data has been used.
>
> See page 59 for definitions of sanction detections.

Sanction detections per visible officer

Charges per visible officer
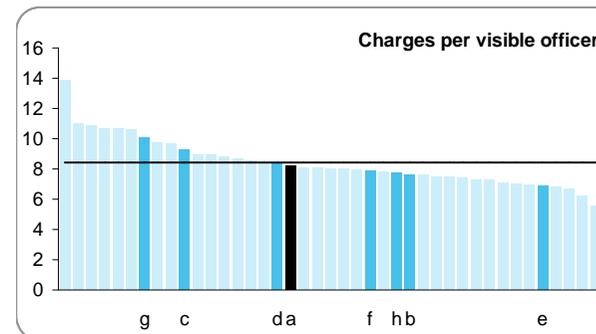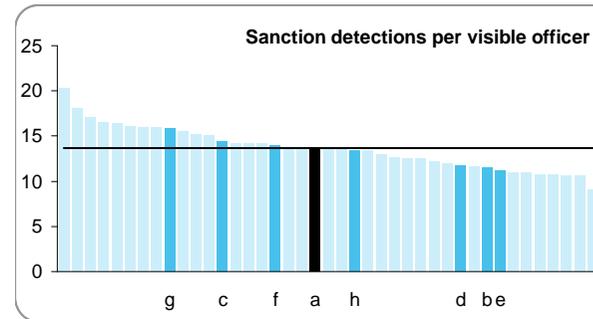
	Force	
Visible police officers	968	
All crime	37,491	

	Force	Per vis officer	*Averages* All	*Averages* MSG	MSG Diff*
Sanction detections	13,229	13.7	13.7	13.2	0.4
Charges	7,937	8.2	8.4	8.3	-0.1

* Net difference in the number of sanction detections/charges per visible officer compared to if force had the MSG average.

Sources: Detection data: Home Office Detections Statistics 2012/13, Visible officers: POA 13/14 estimates, Crime data: ONS Crime Statistics 2012/13

Norfolk

Demand - 999 calls

What is the level of demands on the force from 999 calls compared with others? How much does dealing with these calls cost compared with others and what is the level of workforce required to deal with them?

2012/13

Costs and workforce levels are calculated across central communications units (CCU) and also within CCU and front desk combined to account for differences in force structure.

Note that, for consistency with elsewhere in this section, the horizontal lines in the bar charts represent the average of all forces, not the MSG average.

Central communications unit only

Cost per 999 call

d b a e   f   g c   h

FTE per 1000 pop

b   f e da   c   h   g

999 calls per FTE

g   h   c   f   ba e d

Central communications unit and front desk

Cost per 999 call

d   bae   f h g c

FTE per 1000 pop

db   fea h   c   g

999 calls per FTE

g   c   h f ba e d

999 Calls per 1,000 pop

fb h   c g   a ed
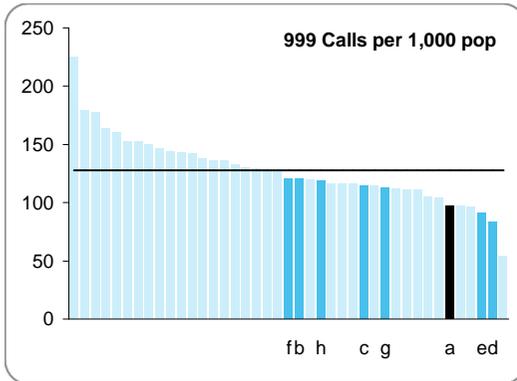
Population	859k
Calls received	84k
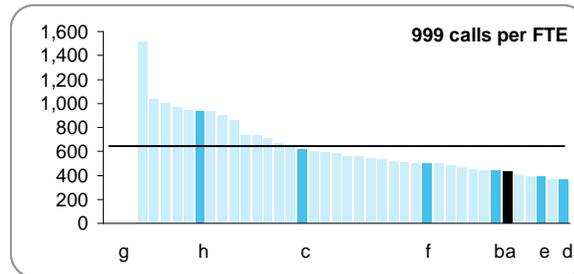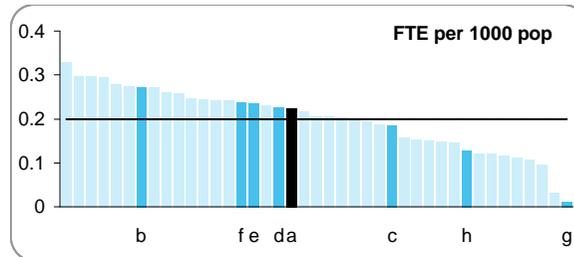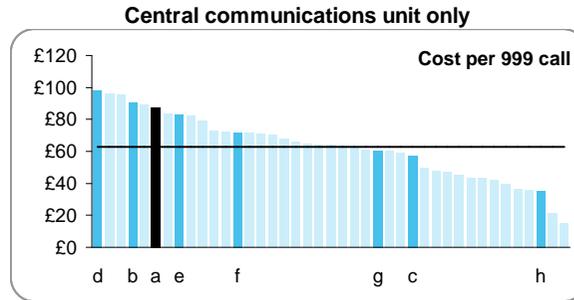
FTE workforce	193
Gross cost	£7.3m

	Force	MSG Avg
FTE/1000 pop	0.22	0.19
Calls per FTE	436	463
Calls per 1000 pop	98	108
Cost per call	**£87**	**£73**
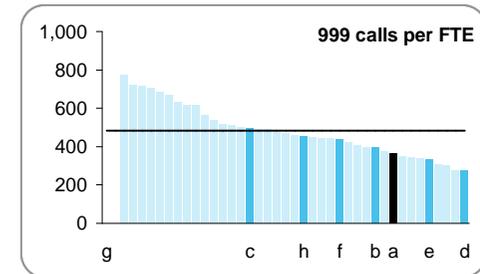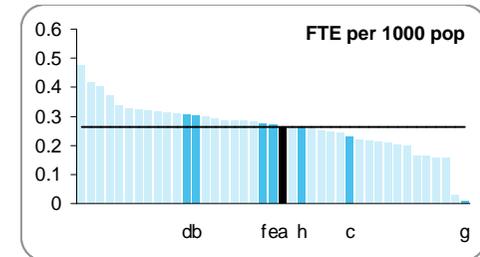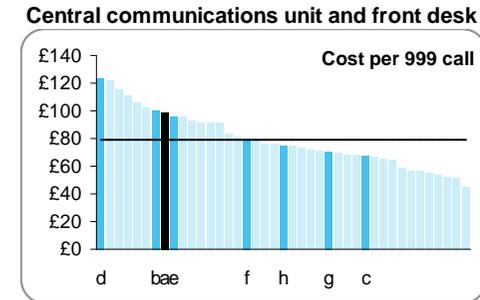
FTE workforce	229
Gross cost	£8.3m

	Force	MSG Avg	Diff*
FTE/1000 pop	0.27	0.24	
Calls per FTE	367	346	-14
Calls per 1000 pop	98	108	-8,734
Cost per call	**£99**	**£89**	

* Net difference in number of FTEs/999 calls compared to if force had the average of MSG forces

Sources: Calls: ADR 441, Cost and workforce: POA estimates 2013/14

Norfolk

Demand - Emergency and priority incidents

What is the level of emergency and priority calls in the force compared with others?

2012/13

Call grading and target arrival times vary by force. Most forces have a target of within 15/20 minutes in urban/rural areas for emergency calls and within 60 minutes for priority ones. However, force differences may make comparisons between some forces misleading.

The calls are separated into anti-social behaviour (ASB) incidents, crimes and other incidents. Exact definitions are *ASB incidents*, *notifiable, classified command and control crimes* and *other command and control incidents.*

ASB incidents

Emergency and priority incidents per 1000 pop

Crimes

Other incidents
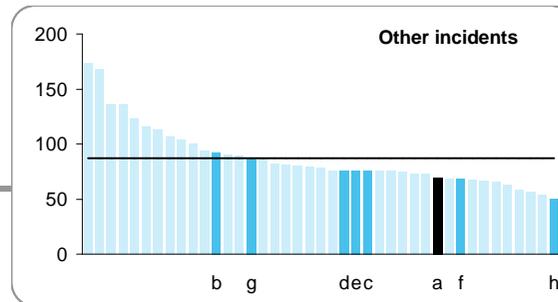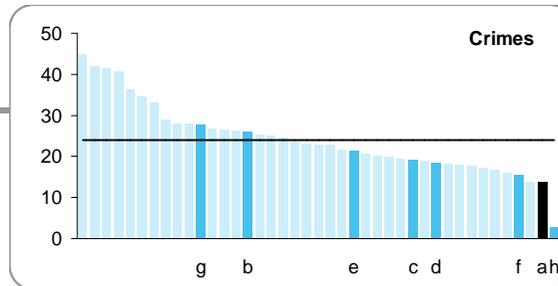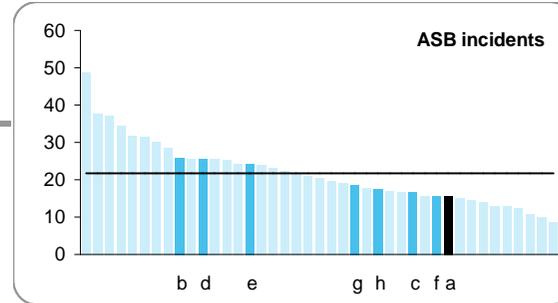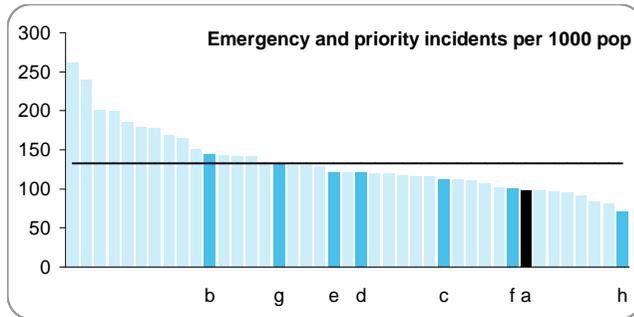
Population	859k

	Force	Incidents per 1000 pop	Averages All	Averages MSG	Differences* All	Differences* MSG
ASB incidents	13,274	15.4	21.7	19.9	-5,335	-3,821
Crimes	11,828	13.8	24.0	18.1	-8,828	-3,685
Other incidents	59,357	69.1	87.3	74.2	-15,678	-4,435
Total emergency and priority incidents	84,459	98.3	133.0	112.2	-29,841	-11,942

* Net difference in the number of incidents compared to if the force had the average number per head of all/MSG forces

Source: ADR 342

Norfolk

Performance - Victim satisfaction

How satisfied are victims of crime with the service they receive from the police?

2012/13

Data shows the views of surveyed victims who have had contact with the police in connection with burglary, vehicle crime and violent crime. The figures represent the percentage of these victims who are satisfied (fairly, very or completely) with the overall service provided by the police (whole experience) .

The confidence intervals about the survey results are also given. Note that forces' results cannot definitely be said to be different from each other if the confidence intervals overlap.

% Victims satisfied
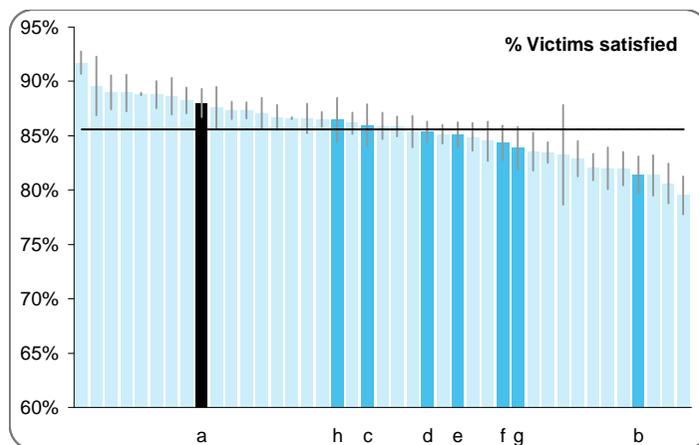
	Force	All Avg
Satisfaction	88.0%	85.6%
Confidence interval	1.3%	1.5%

Source: Victims of Crime Survey 2012/13

Norfolk

Section two - Offences and outcomes
Introduction

This section focuses on criminal offences recorded by each force and resulting outcomes. The Office for National Statistics (ONS) has developed a new approach to presenting crime statistics to help ensure a clearer, more consistent picture on recorded crime for the public. The new crime "tree" (the crime types organised into a logic tree format, see below) has been devised and used here to present recorded crime, sanction detections and the change in recorded crime over time.
The intention is to differentiate between crimes that are victim-based, and those that are driven by police activity.

The ONS crime tree

Crimes
- Victim-based crime
  - Violence against the person
    - Homicide
    - Violence with injury
    - Violence without injury
  - Sexual offences
    - Rape
    - Other sexual offences
  - Robbery
    - Robbery of business property
    - Robbery of personal property
  - Theft offences
    - Burglary
      - Burglary in a dwelling
      - Burglary in a building other than a dwelling
    - Vehicle offences
    - Theft from the person
    - Bicycle theft
    - Shoplifting
    - All other theft offences
  - Criminal damage and arson offences
    - Criminal damage
    - Arson
- Other crimes against society
  - Drug offences
    - Trafficking of drugs
    - Possession of drugs
  - Possession of weapons offences
  - Public order offences
  - Miscellaneous crimes against society
- Fraud

To note:

- Data is shown as offences per 1,000 population (using mid-2011 estimate).
- Definitions of offences in each category can be found in Annex 1.
- Fraud is excluded from all crime to make comparisons between forces more meaningful. It is a deceptive crime, often targeted at organisations rather than individuals, is inherently difficult to measure and, in particular, to assess where it has originated.
- Changes over time for crimes and sanction detections are measured against a baseline of 2009/10.
- MSG (simple, unweighted) averages are generally used in this section. The exception is noted in the following bullet.
- Expected sanction detections, charges and cautions are calculated by modelling how many the force would have if they aligned to the national average. Here, weighted average is used so that the national average is closer to 100%

Outliers are not included for the crime data. A force may, broadly, be considered an outlier if it is in the highest or lowest 10% of values and there is considerable variation between forces.

Sanction detections

A sanction detection means that a recorded crime has been resolved by means of a sanction detection. The types of sanction detections are:
- **Caution** - police have identified a suspect and issued them with a caution which is officially recorded against their name.
- **Fixed penalty notice** for disorder - a fine issued by the police for anti-social behaviour, as well as shoplifting, criminal damage and possession of cannabis which are recorded on the police national database.
- **Charge summons** - the suspect has been charged and/or brought to court.
- **Taken into consideration (TIC)** - offences which are considered in conjunction with other offending, often more serious offences. TICs can include crimes that have not previously been recorded, providing the victim confirms that the offence occurred.
- **Cannabis warning** - specific warning recorded for cannabis use.

The Home Office is introducing a new way of classifying the results of police investigations. In due course new classifications called 'outcomes' will be associated with all recorded crimes, and from that information a much more detailed picture of how the police are dealing with investigations will emerge. It will, for example, include the full range of possible disposals including community resolutions. Note that this year, forces implementing community resolutions / restorative justice will have reduced sanction detection rates since the data are not currently published. Data for these will be available in next year's profile.

Please note that the sanction detection rate can be above 100% where sanction detections and crimes are recorded in different time periods. This can be particularly noticable where crimes are proactively found or have very small numbers. For display purposes all sanction detection graphs have been capped at 100%.

Note that, in this section, horizontal lines in the plots show the MSG average and not the average of all forces.

Offences and outcomes - Crimes (excluding fraud) - Recorded crime

What is the recorded crime rate for crimes (excluding fraud) in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Victim-based crime

Crimes (excl. fraud)

Other crimes against society

Population	859k

	Recorded offences	per 1000	MSG Avg	Difference*	
Victim-based crime	33,125	38.5	43.5	-4,240	-13%
Other crimes against society	4,366	5.1	5.5	-321	-7%
Crimes (excl fraud)	37,491	43.6	48.9	-4,560	-12%

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2012/13

Norfolk
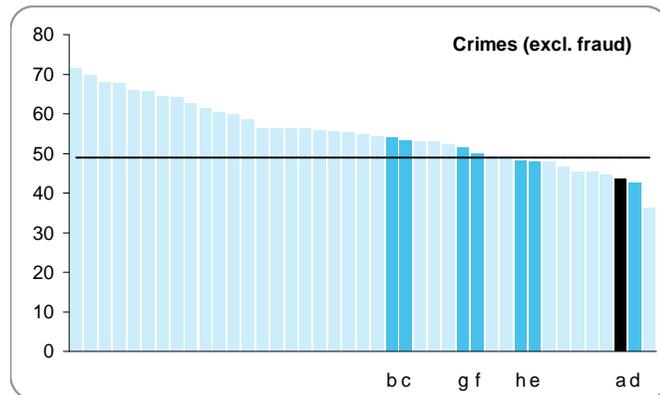
Offences and outcomes - Crimes (excluding fraud) - Sanction detection rates

What is the sanction detection rate for all crime (excluding fraud) in the force and how does this compare with others?

Sanction detection rate (%) refers to the number of sanction detections (SDs) in 2012/13 divided by the number of recorded offences for 2012/13. For important information on understanding sanction detections see page 59.

SDs do not cover all types of outcomes used by some forces, most notably restorative justice, taken into considerations (TICs) from crimes not previously recorded and community resolutions. Differences in forces' policies will impact on SD rates.

Victim-based crime

Crimes (excl. fraud)

Other crimes against society

Actual % expected

The actual % expected figures shows the actual sanction detections divided by the number of sanction detections the force would achieve if it was performing in line with the average of all forces for each crime type. Hence if above/below 100%, you are achieving more/fewer detections than the average.
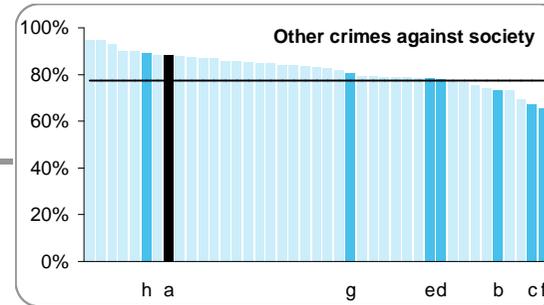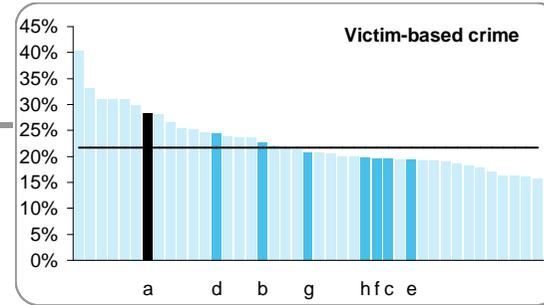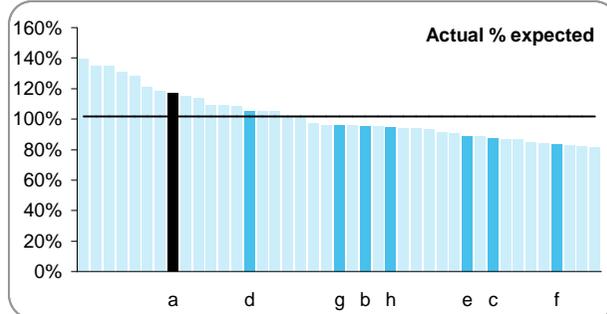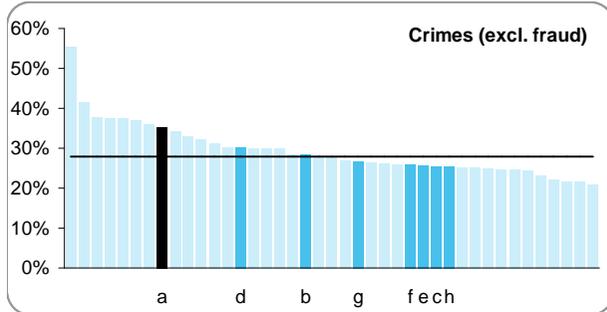
	Offences	SDs	%	MSG Avg	Diff*
Victim-based crime	33,125	9,381	28%	22%	1,926
Other crimes against society	4,366	3,848	88%	77%	332
Crimes (excl fraud)	37,491	13,229	35%	28%	2,258

Actual % expected	117%

* Net difference in the number of outcomes (sanction detections) compared to if the force had the MSG rate. A positive difference indicates a higher number of sanction detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - Crimes (excluding fraud) - 2009/10 to 2012/13

How does the recorded crime rate compare with four years ago and how does the change compare with others?
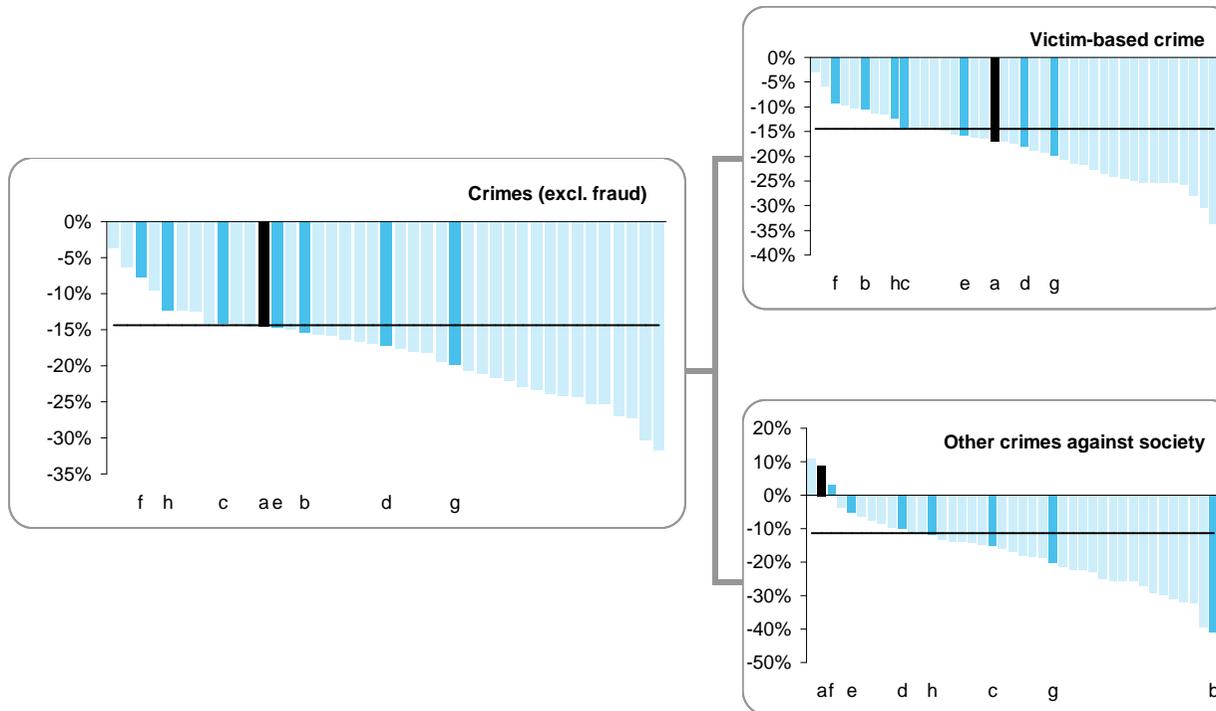
	2009/10	2012/13	% change	
			Force	**MSG Avg**
Victim-based crime	39,874	33,125	-17%	-14%
Other crimes against society	4,009	4,366	9%	-11%
Crimes (excl fraud)	43,883	37,491	-15%	-14%

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Victim-based crime - Recorded crime

What is the recorded crime rate for victim-based crime in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Violence against the person

Sexual offences

Victim-based crime

Robbery

Theft offences

Criminal damage and arson
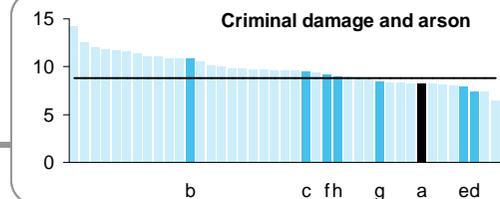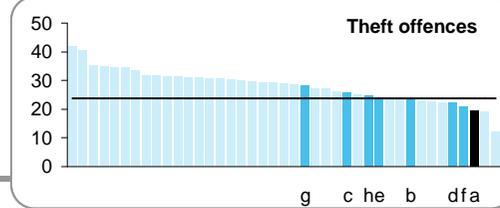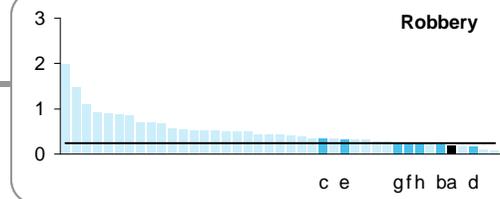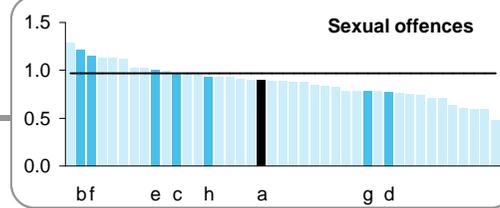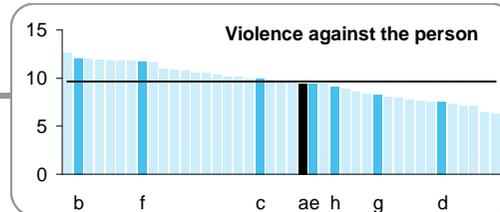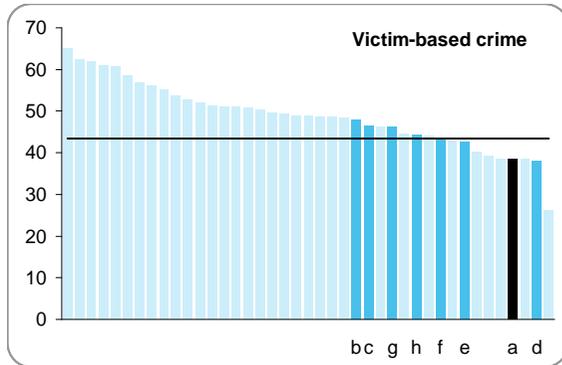
Population	859k				
	Offences	**per 1000**	**MSG Avg**	**Difference***	
Violence against the person	8,102	9.4	9.7	-204	-3%
Sexual offences	774	0.9	1.0	-59	-8%
Robbery	175	0.2	0.2	-38	-21%
Theft offences	17,029	19.8	23.8	-3,397	-20%
Criminal damage and arson	7,045	8.2	8.8	-542	-8%
Victim-based crime	**33,125**	**38.5**	**43.5**	**-4,240**	**-13%**

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Victim-based crime - Sanction detection rates

What is the sanction detection rate for victim-based crime in the force and how does this compare with others?

Sanction detection rate (%) refers to the number of sanction detections (SDs) in 2012/13 divided by the number of recorded offences for 2012/13. For important information on understanding sanction detections see page 59.

SDs do not cover all types of outcomes used by some forces, most notably restorative justice, taken into considerations (TICs) from crimes not previously recorded and community resolutions. Differences in forces' policies will impact on SD rates.

Victim-based crime

Violence against the person

Sexual offences

Robbery

Theft offences

Criminal damage and arson
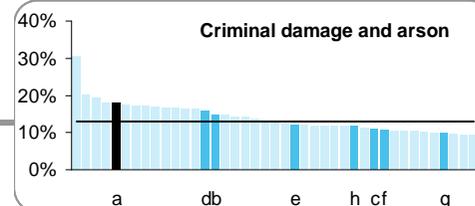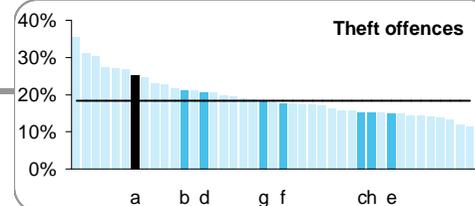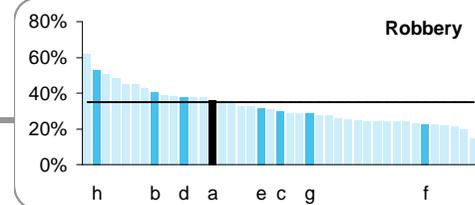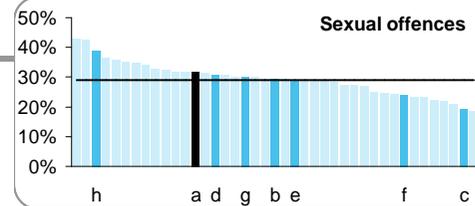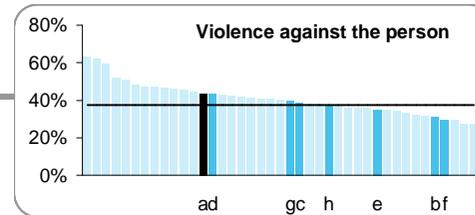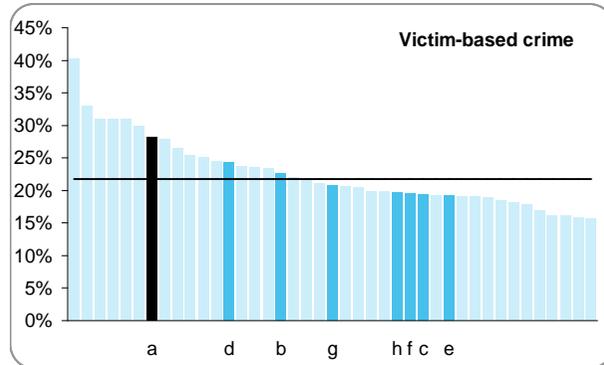
	Offences	SDs	%	MSG Avg	Diff*
Violence against the person	8,102	3,535	44%	37%	534
Sexual offences	774	244	32%	29%	17
Robbery	175	63	36%	35%	0
Theft offences	17,029	4,274	25%	18%	1,030
Criminal damage and arson	7,045	1,265	18%	13%	344
Victim-based crime	33,125	9,381	28%	22%	1,926

* Net difference in the number of outcomes (sanction detections) compared to if the force had the MSG rate. A positive difference indicates a higher number of sanction detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - Victim-based crime - 2009/10 to 2012/13

How does the recorded crime rate for victim-based crime compare with four years ago and how does this compare with others?


	2009/10	2012/13	% change	
			Force	**MSG Avg**
Violence against the person	7,725	8,102	5%	-2%
Sexual offences	624	774	24%	13%
Robbery	305	175	-43%	-16%
Theft offences	20,825	17,029	-18%	-11%
Criminal damage and arson	10,395	7,045	-32%	-32%
Victim-based crime	39,874	33,125	-17%	-14%

Source: ONS Crime Statistics 2012/13

Norfolk
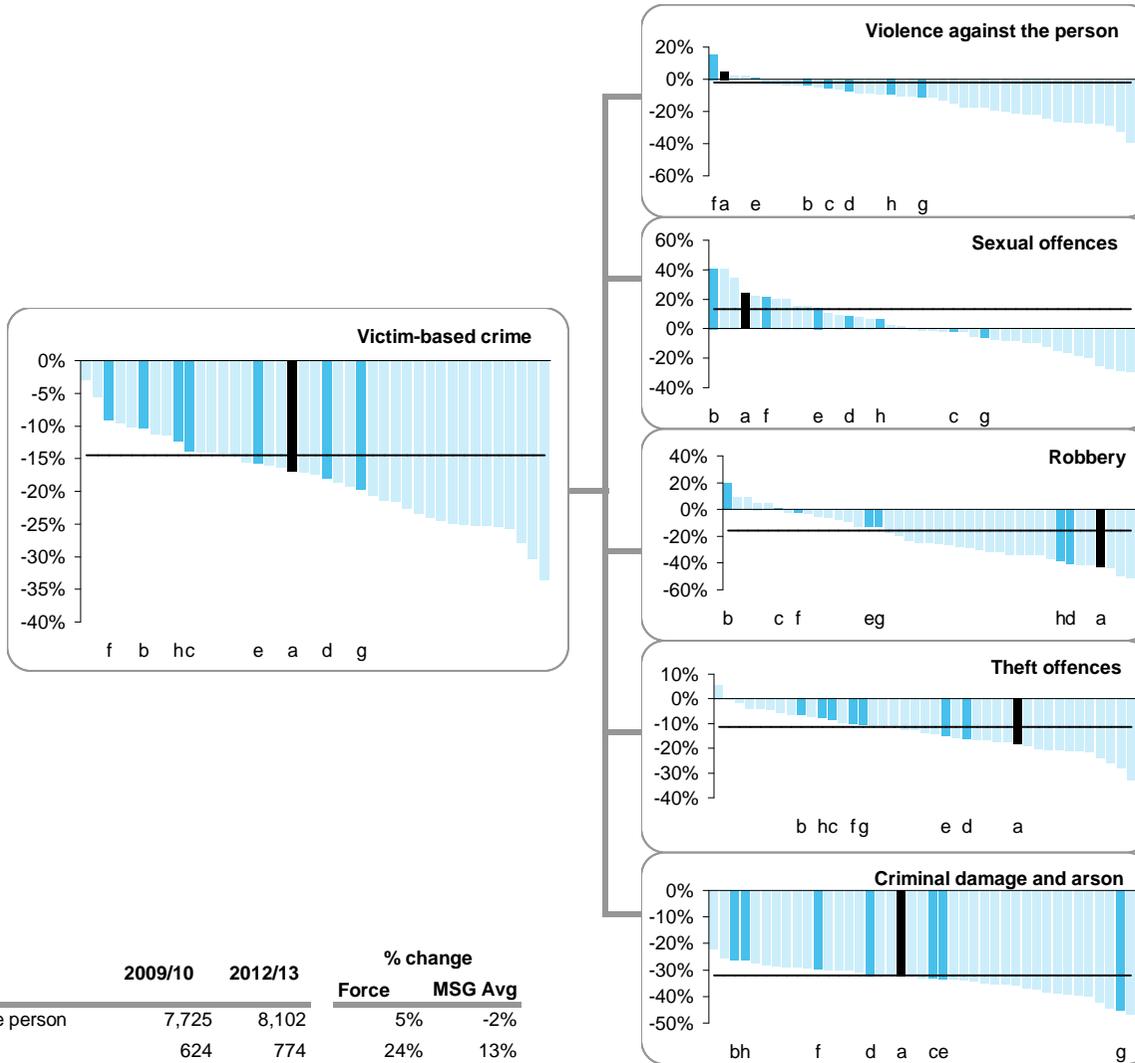
Offences and outcomes - Violence against the person - Recorded crime

What is the recorded crime rate for violence against the person in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Note that, since homicide numbers are so small, care should be taken when making comparisons between forces. For this reason, a plot has not been included for homicide.

Violence with injury

Violence against the person

Violence without injury
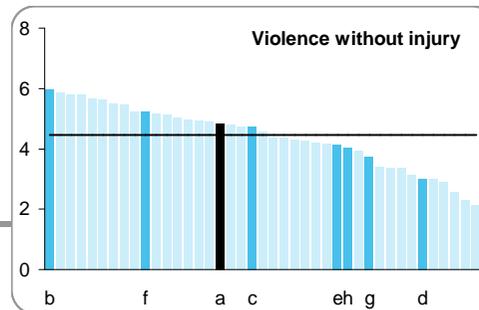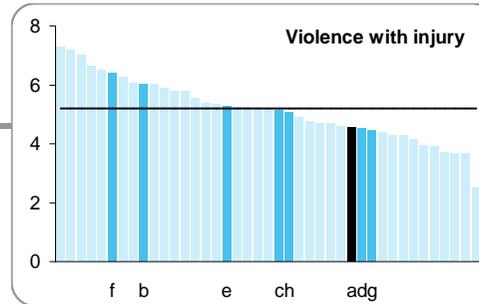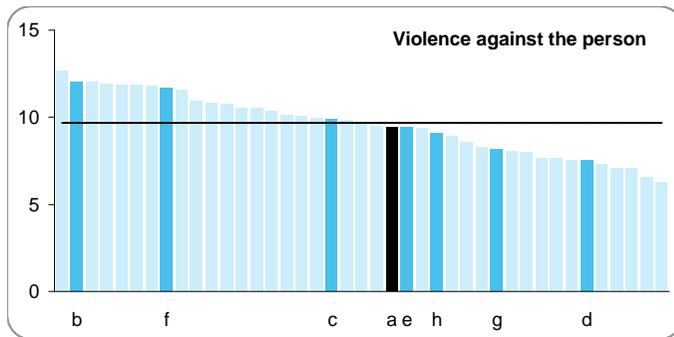
Population	859k				
	Offences	**per 1000**	**MSG Avg**	**Difference***	
Homicide	7	0.01	0.01	-1	-18%
Violence with injury	3,926	4.6	5.2	-541	-14%
Violence without injury	4,169	4.9	4.5	338	8%
Violence against the person	**8,102**	**9.4**	**9.7**	**-204**	**-3%**

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Violence against the person - Sanction detection rates

What is the sanction detection rate for violence against the person in the force and how does this compare with others?

Sanction detection rate (%) refers to the number of sanction detections (SDs) in 2012/13 divided by the number of recorded offences for 2012/13. For important information on understanding sanction detections see page 59.

SDs do not cover all types of outcomes used by some forces, most notably restorative justice, taken into considerations (TICs) from crimes not previously recorded and community resolutions. Differences in forces' policies will impact on SD rates.

Note that, since homicide numbers are so small, care should be taken when making comparisons between forces. For this reason, a plot has not been shown for homicide.

Violence with injury

Violence against the person

Violence without injury
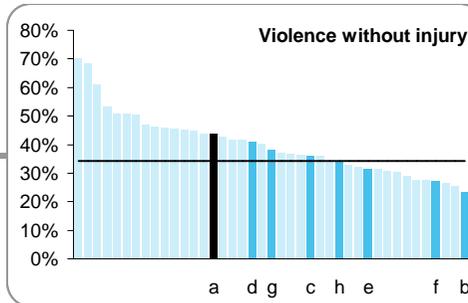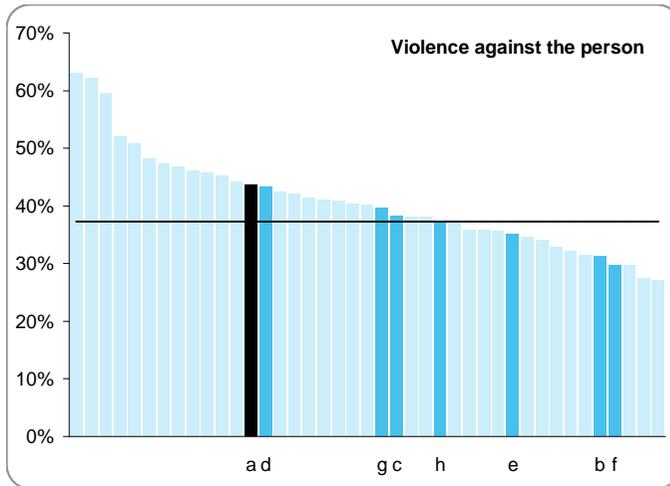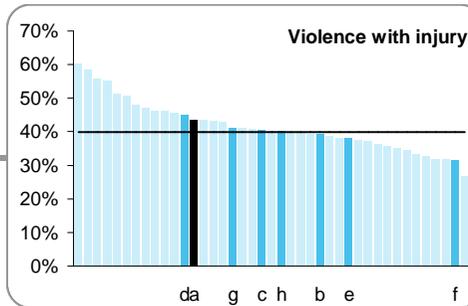
	Offences	SDs	%	MSG Avg	Diff*
Homicide	7	6	86%	92%	0
Violence with injury	3,926	1,710	44%	40%	146
Violence without injury	4,169	1,819	44%	34%	389
Violence against the person	8,102	3,535	44%	37%	534

* Net difference in the number of outcomes (sanction detections) compared to if the force had the MSG rate. A positive difference indicates a higher number of sanction detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - Violence against the person - 2009/10 to 2012/13

How does the recorded crime rate for violence against the person compare with four years ago and how does this compare with others?

These graphs show the recorded crime rates for violence against the person offences compared to four years ago.

Note that since homicide numbers are small, care should be taken when making comparisons between forces or over time. For this reason a comparison of homicide rates between two time periods has not been shown in graph form as the small numbers involved would result in large variations in rates and could be visually misleading.

Violence against the person

Violence with injury

Violence without injury
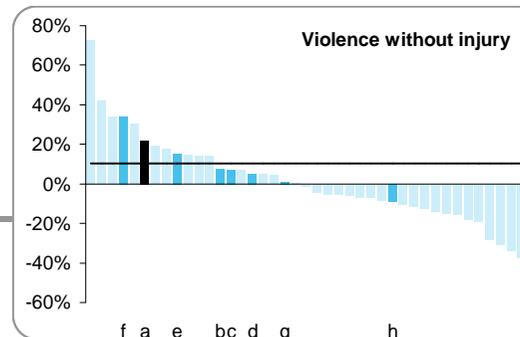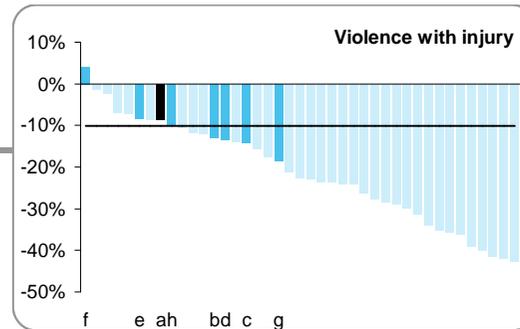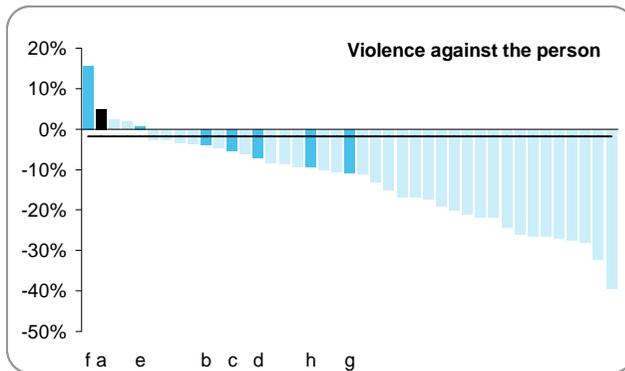
	2009/10	2012/13	% change	
			Force	**MSG Avg**
Homicide	7	7	0%	9%
Violence with injury	4,297	3,926	-9%	-10%
Violence without injury	3,421	4,169	22%	10%
Violence against the person	7,725	8,102	5%	-2%

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Sexual offences - Recorded crime

What is the recorded crime rate for sexual offences in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Please note: due to the complex nature of these crimes, particularly rape, care should be taken when comparing crime rates across forces as there are many factors which can affect the level of recorded crime. For example, victims being encouraged to report crimes or cultural differences.

Rape

Sexual offences

Other sexual offences
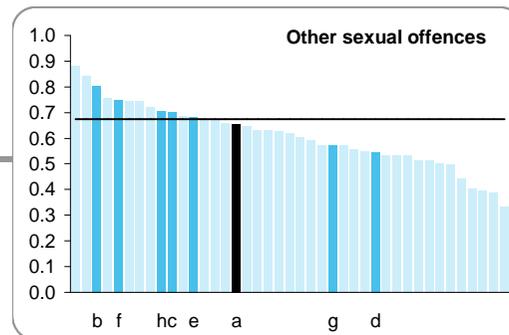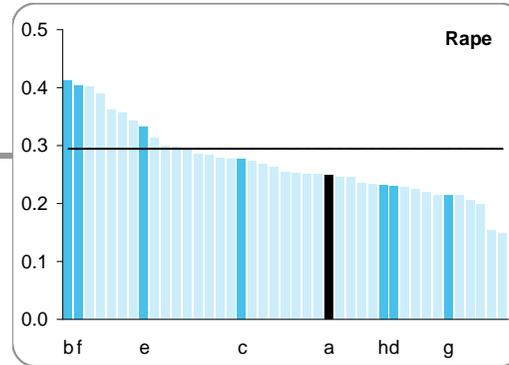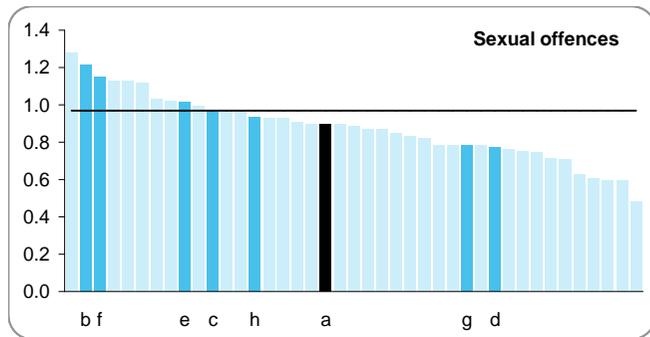
Population	859k					
	Offences	**per 1000**	**MSG Avg**		**Difference***	
Rape	214	0.25	0.29		-39	-18%
Other sexual offences	560	0.65	0.68		-20	-4%
Sexual offences	**774**	**0.90**	**0.97**		**-59**	**-8%**

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Sexual offences - Sanction detection rates

What is the sanction detection rate for sexual offences in the force and how does this compare with others?

Sanction detection rate (%) refers to the number of sanction detections (SDs) in 2012/13 divided by the number of recorded offences for 2012/13. For important information on understanding sanction detections see page 59.

SDs do not cover all types of outcomes used by some forces, most notably restorative justice, taken into considerations (TICs) from crimes not previously recorded and community resolutions. Differences in forces' policies will impact on SD rates.

Rape

Sexual offences

Other sexual offences
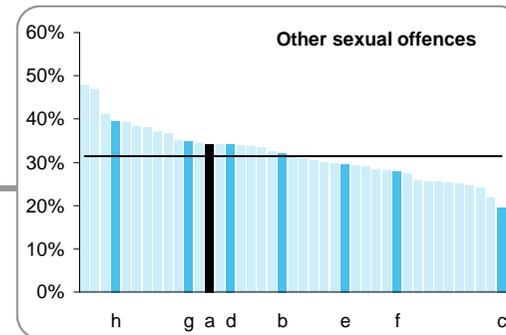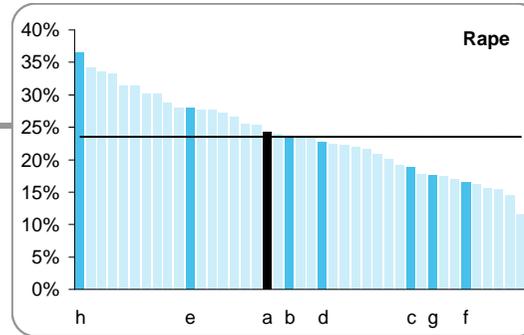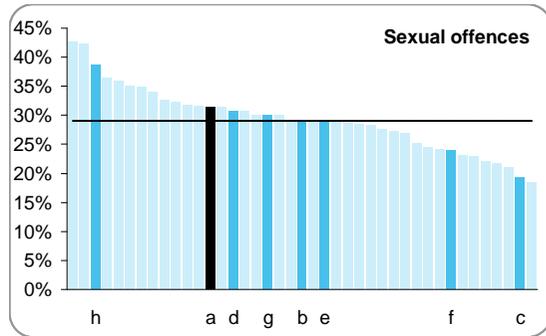
	Offences	SDs	%	MSG Avg	Diff*
Rape	214	52	24%	24%	2
Other sexual offences	560	192	34%	31%	16
Sexual offences	774	244	32%	29%	17

* Net difference in the number of outcomes (sanction detections) compared to if the force had the MSG rate. A positive difference indicates a higher number of sanction detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - Sexual offences - 2009/10 to 2012/13

How does the recorded crime rate for sexual offences compare with four years ago and how does this compare with others?
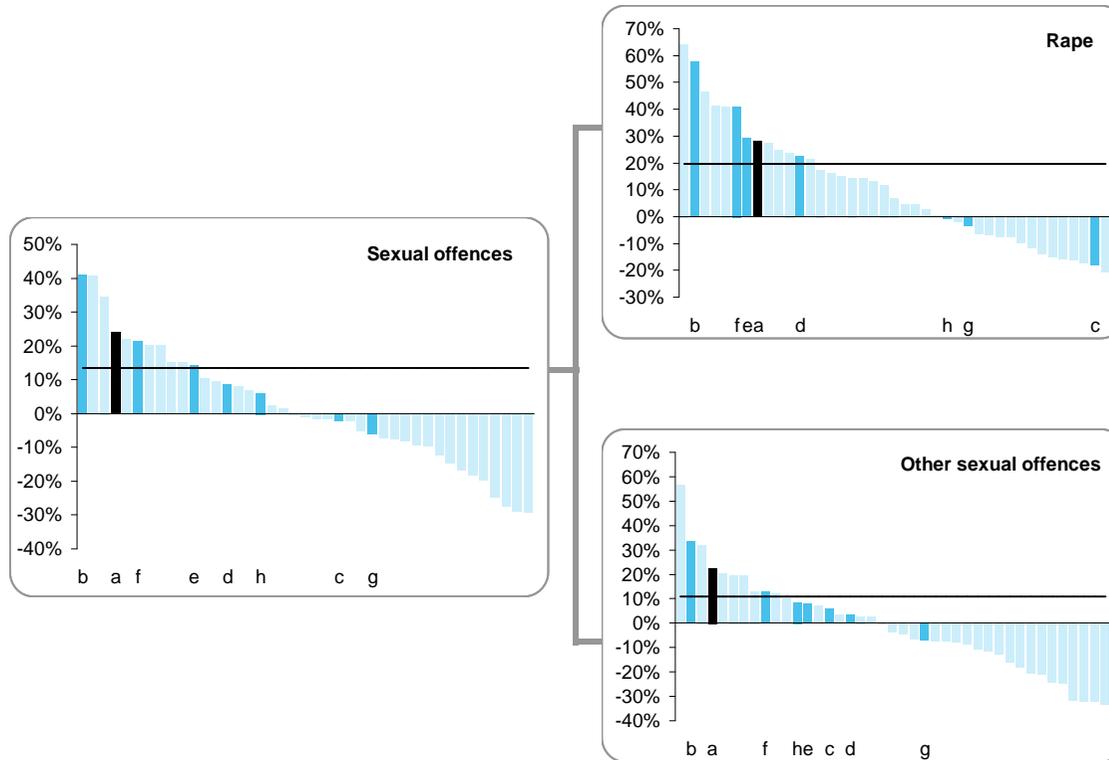
	2009/10	2012/13	% change	
			Force	**MSG Avg**
Rape	167	214	28%	20%
Other sexual offences	457	560	23%	11%
Sexual offences	624	774	24%	13%

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Robbery - Recorded crime

What is the recorded crime rate for robbery in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Robbery of business property

Robbery

Robbery of personal property
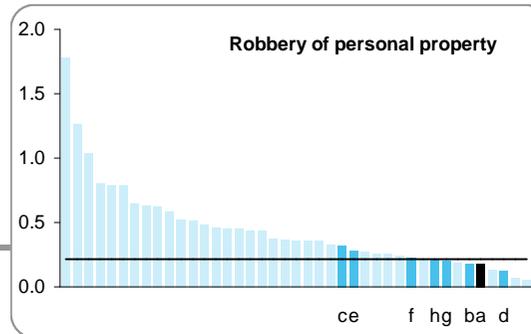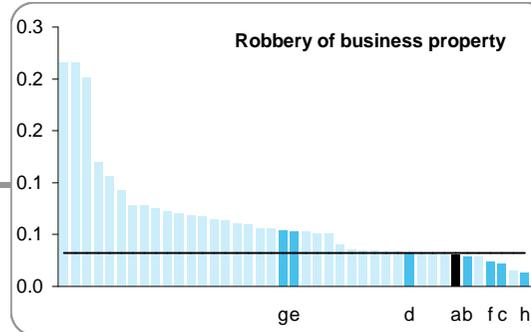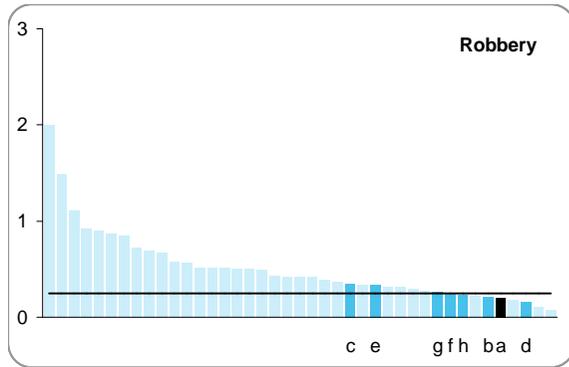
Population	859k				
	Offences	**per 1000**	**MSG Avg**	**Difference***	
Robbery of					
- business property	26	0.0	0.0	-2	-7%
- personal property	149	0.2	0.2	-36	-24%
Robbery	175	0.2	0.2	-38	-21%

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Robbery - Sanction detection rates

What is the sanction detection rate for robbery in the force and how does this compare with others?

Sanction detection rate (%) refers to the number of sanction detections (SDs) in 2012/13 divided by the number of recorded offences for 2012/13. For important information on understanding sanction detections see page 59.

SDs do not cover all types of outcomes used by some forces, most notably restorative justice, taken into considerations (TICs) from crimes not previously recorded and community resolutions. Differences in forces' policies will impact on SD rates.


Robbery of business property

Robbery

Robbery of personal property
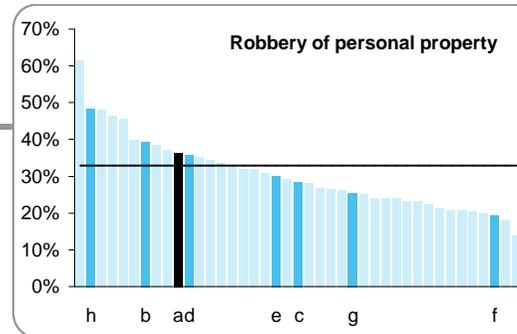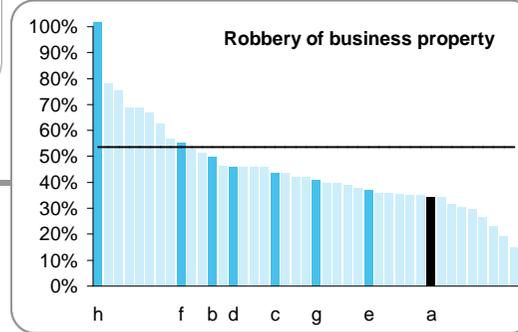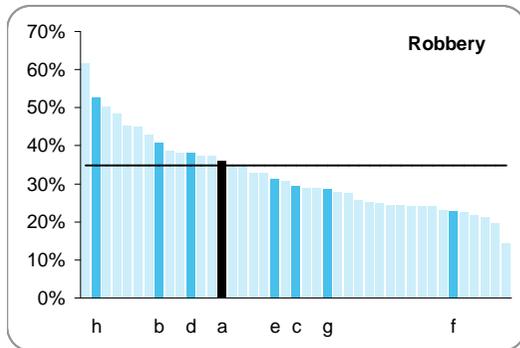
	Offences	SDs	%	MSG Avg	Diff*
Robbery of					
- business property	26	9	35%	54%	-5
- personal property	149	54	36%	33%	5
Robbery	175	63	36%	35%	0

* Net difference in the number of outcomes (sanction detections) compared to if the force had the MSG rate. A positive difference indicates a higher number of sanction detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - Robbery - 2009/10 to 2012/13

How does the recorded crime rate for robbery compare with four years ago and how does this compare with others?
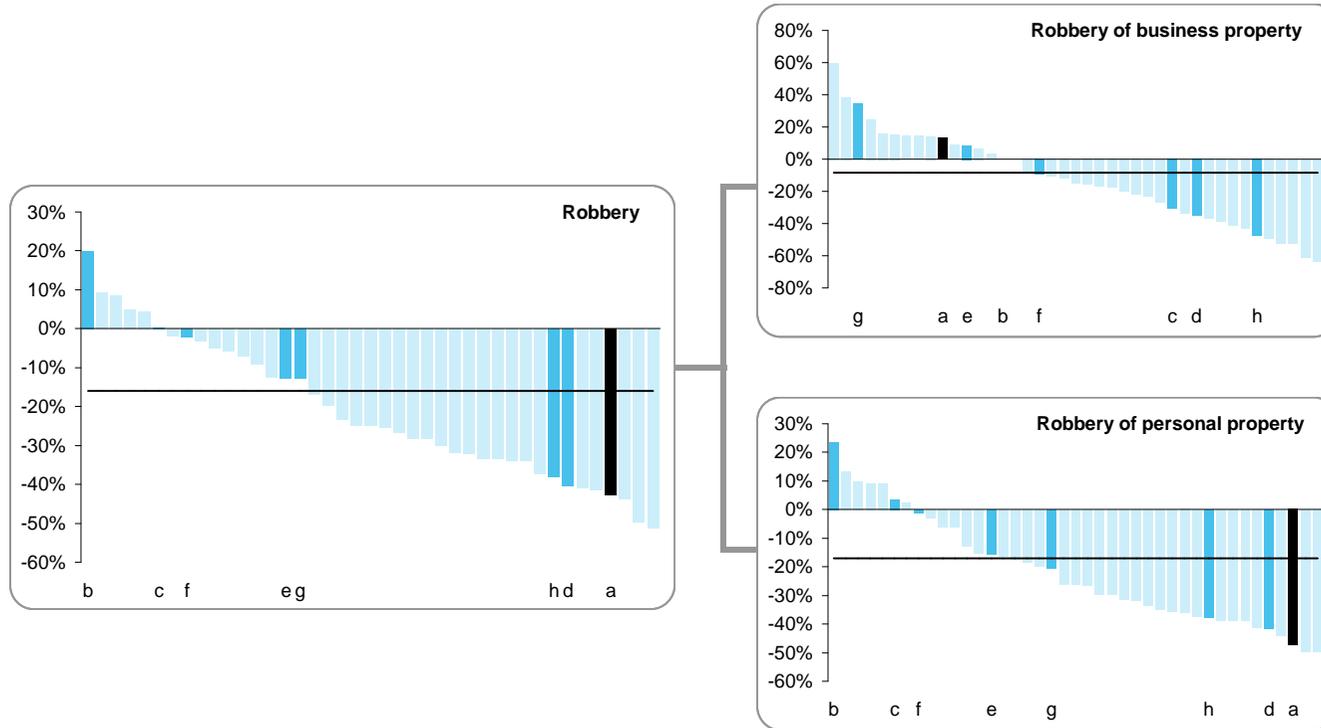
	2009/10	2012/13	% change Force	% change MSG Avg
Robbery of				
- business property	23	26	13%	-8%
- personal property	282	149	-47%	-17%
Robbery	**305**	**175**	**-43%**	**-16%**

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Theft offences - Recorded crime

What is the recorded crime rate for theft offences in the force and how does this compare with others?

> Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Theft offences

g   c   h e   b   d f a

Burglary

g   cb   he   d fa

Burglary in a dwelling

g   c   e b d   fha

Other *

g   h   b   c   e   d   fa

* Burglary in a building other than a dwelling

Vehicle offences

c h e   g   bfda

Bicycle theft

g   c d a   h   e   b f

Theft from the person

fd hc g ae   b

Shoplifting

g   b   c   e hda f

All other theft offences

gh   c eb fd   a
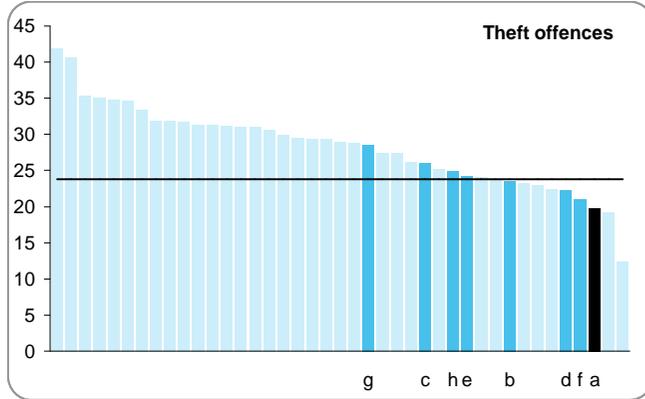
Population	859k				
	Offences	**per 1000**	**MSG Avg**	**Difference***	
Burglary					
- in a dwelling	1,373	1.6	2.2	-532	-39%
- other than a dwelling	2,377	2.8	3.9	-958	-40%
	3,750	4.4	6.1	-1,490	-40%
Vehicle offences	2,861	3.3	4.3	-818	-29%
Bicycle theft	1,213	1.4	1.3	105	9%
Theft from the person	398	0.5	0.5	-53	-13%
Shoplifting	3,807	4.4	4.9	-389	-10%
All other theft offences	5,000	5.8	6.7	-752	-15%
Theft offences	17,029	19.8	23.8	-3,397	-20%

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2012/13

Norfolk
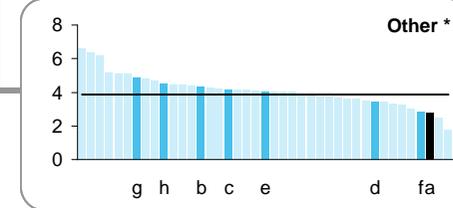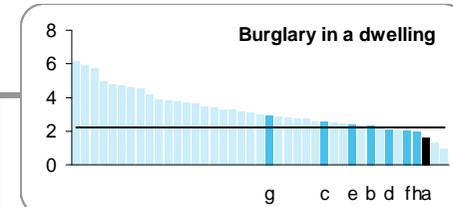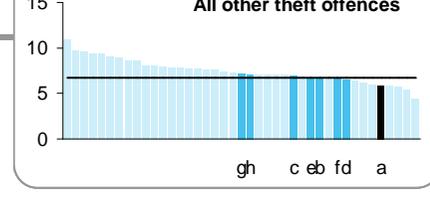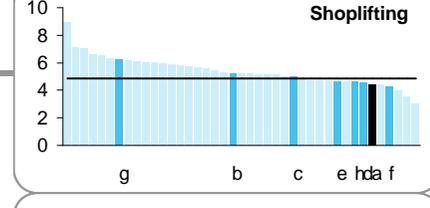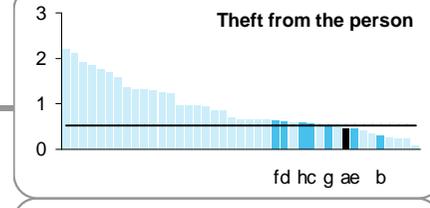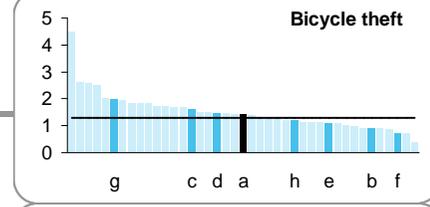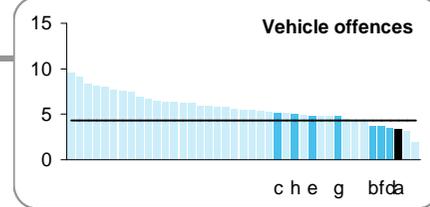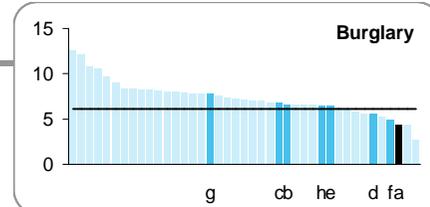
Offences and outcomes - Theft offences - Sanction detection rates

What is the sanction detection rate for theft offences in the force
and how does this compare with others?

Sanction detection rate (%) refers to the number of sanction detections (SDs) in
2012/13 divided by the number of recorded offences for 2012/13. For important
information on understanding sanction detections see page 59.

SDs do not cover all types of outcomes used by some forces, most notably
restorative justice, taken into considerations (TICs) from crimes not previously
recorded and community resolutions. Differences in forces' policies will impact
on SD rates.

Theft offences

Burglary

Burglary in a dwelling

Vehicle offences

Other *

Burglary in a building other than a dwelling

Bicycle theft

Theft from the person

Shoplifting

All other theft offences
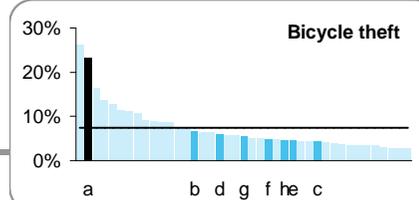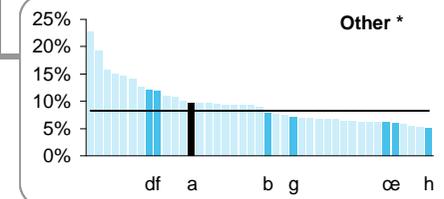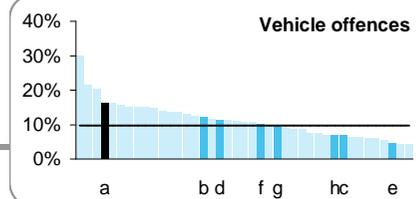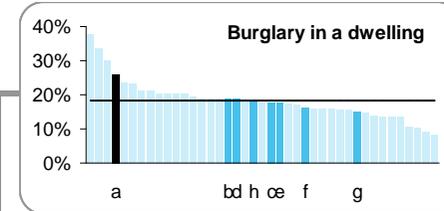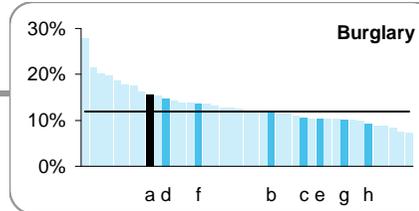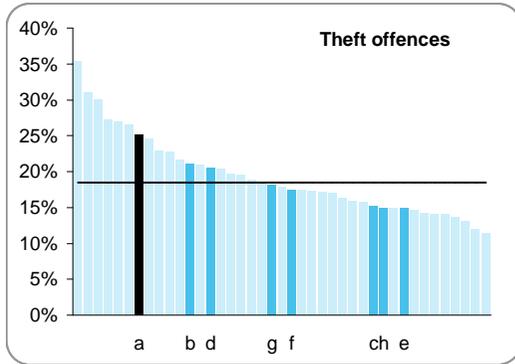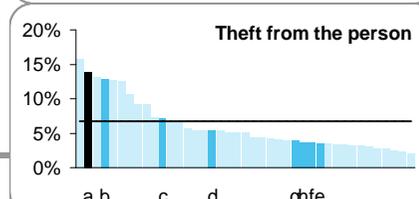
Population	859k				
	Offences	SDs	%	MSG Avg	Diff*
Burglary					
- in a dwelling	1,373	354	26%	18%	102
- other than a dwelling	2,377	232	10%	8%	36
	3,750	586	16%	12%	137
Vehicle offences	2,861	469	16%	10%	189
Bicycle theft	1,213	280	23%	7%	190
Theft from the person	398	55	14%	7%	28
Shoplifting	3,807	2,307	61%	52%	332
All other theft offences	5,000	577	12%	8%	154
Theft offences	17,029	4,274	25%	18%	1,030

* Net difference in the number of outcomes (sanction detections) compared to if the
force had the MSG rate. A positive difference indicates a higher number of sanction
detections for this force than expected based on the detections reported by MSG
forces.

Source: Home Office Detections Statistics 2012/13 (SDs),
ONS Crime Statistics 2012/13 (Crime)

Norfolk
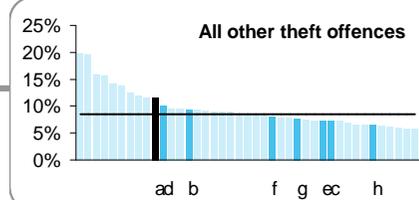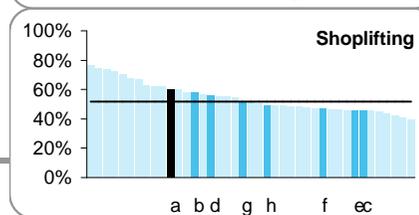
Offences and outcomes - Theft offences - 2009/10 to 2012/13

How does the recorded crime rate for theft offences compare
with four years ago and how does this compare with others?

Burglary

b ghc f e   d a

Burglary in a dwelling

b   cg f e   d a h

Theft offences

b hc f g   e d   a

Vehicle offences

ch   g b   f d e   a

Other *

hbg   c   fe   d   a

Burglary in a building other than a dwelling

Bicycle theft

b   e g   f   ahdc

Theft from the person

g b   f   a e dc h

Shoplifting

g   f hc ad   e   b

All other theft offences
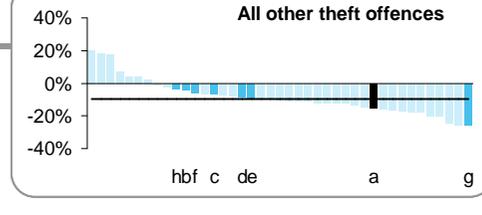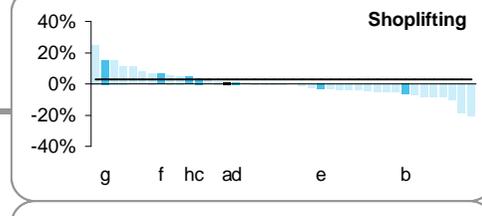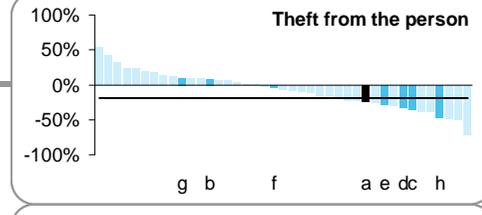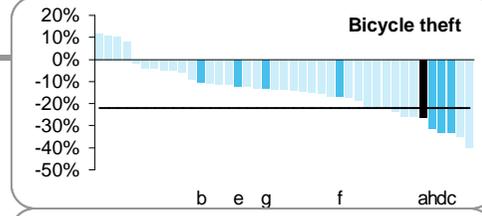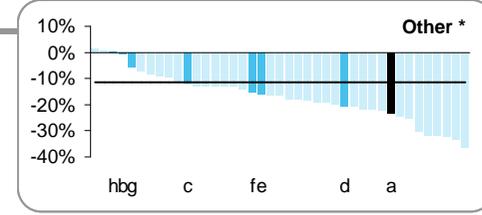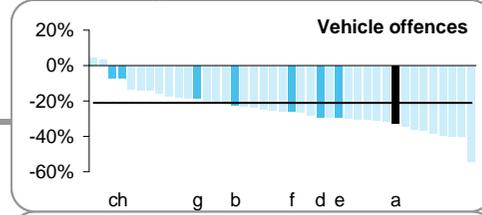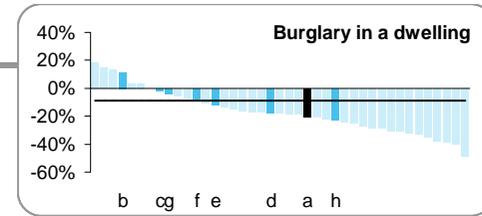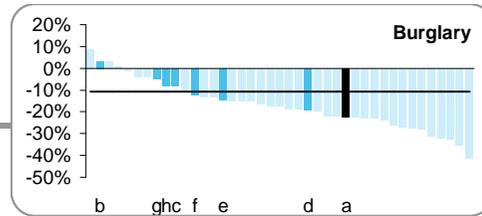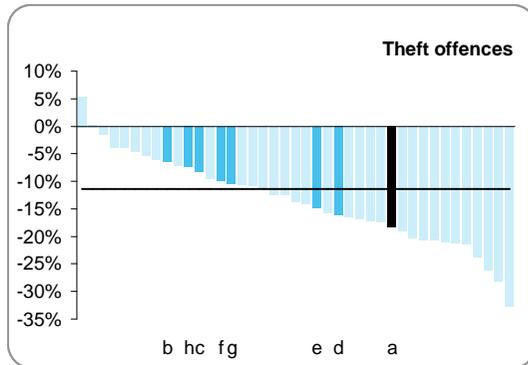
hbf c de   a   g

	2009/10	2012/13	% change	
			Force	MSG Avg
Burglary				
- in a dwelling	1,710	1,373	-20%	-9%
- other than a dwelling	3,099	2,377	-23%	-11%
	4,809	3,750	-22%	-11%
Vehicle offences	4,234	2,861	-32%	-21%
Bicycle theft	1,642	1,213	-26%	-22%
Theft from the person	521	398	-24%	-19%
Shoplifting	3,753	3,807	1%	3%
All other theft offences	5,866	5,000	-15%	-9%
Theft offences	20,825	17,029	-18%	-11%

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Criminal damage and arson - Recorded crime

What is the recorded crime rate for criminal damage and arson in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Criminal damage and arson

Criminal damage
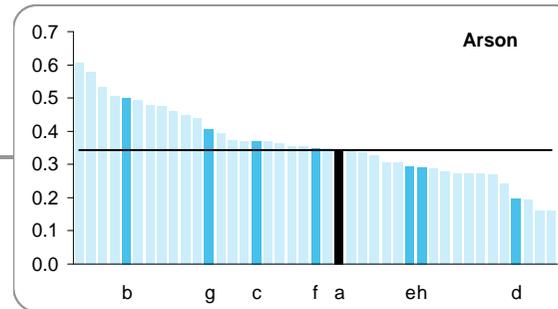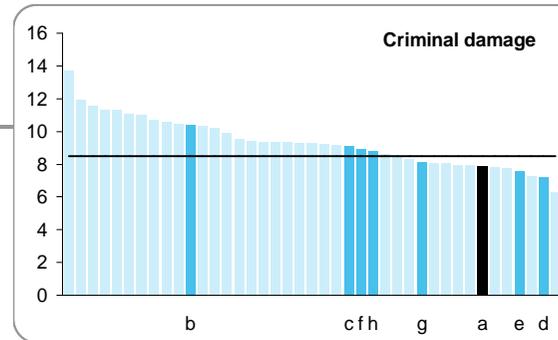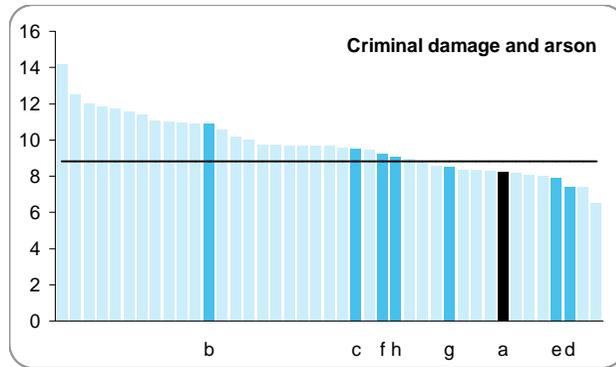
Arson

Population	859k				
	Offences	**per 1000**	**MSG Avg**	**Difference***	
Criminal damage	6,748	7.9	8.5	-544	-8%
Arson	297	0.3	0.3	2	1%
Criminal damage and arson	**7,045**	**8.2**	**8.8**	**-542**	**-8%**

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Criminal damage and arson - Sanction detection rates

What is the sanction detection rate for criminal damage and arson in the force and how does this compare with others?

Sanction detection rate (%) refers to the number of sanction detections (SDs) in 2012/13 divided by the number of recorded offences for 2012/13. For important information on understanding sanction detections see page 59.

SDs do not cover all types of outcomes used by some forces, most notably restorative justice, taken into considerations (TICs) from crimes not previously recorded and community resolutions. Differences in forces' policies will impact on SD rates.

Criminal damage

Criminal damage and arson
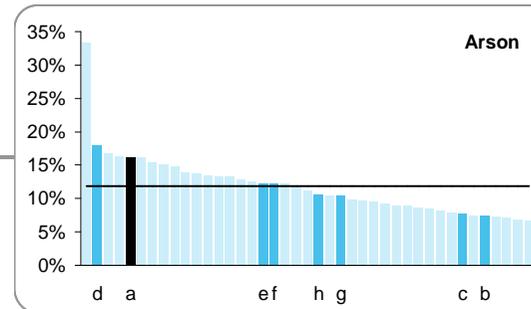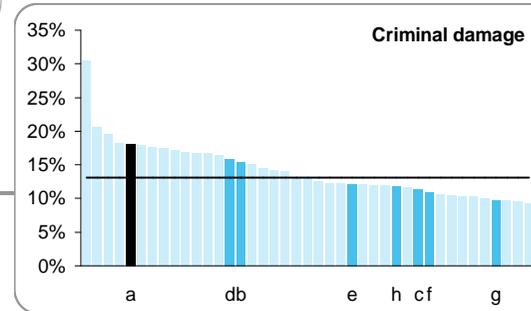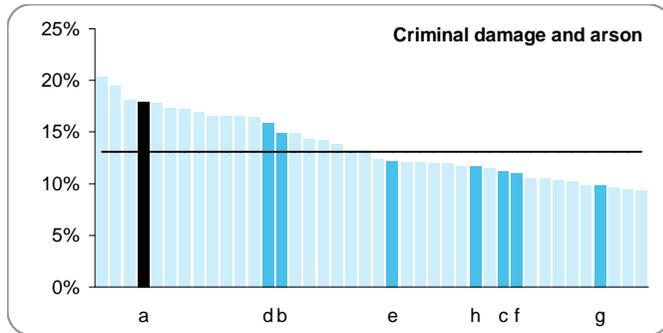
Arson

Population	859k				
	Offences	**SDs**	**%**	**MSG Avg**	**Diff***
Criminal damage	6,748	1,217	18%	13%	331
Arson	297	48	16%	12%	13
Criminal damage and arson	7,045	1,265	18%	13%	344

* Net difference in the number of outcomes (sanction detections) compared to if the force had the MSG rate. A positive difference indicates a higher number of sanction detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - Criminal damage and arson - 2009/10 to 2012/13

How does the recorded crime rate for criminal damage and arson compare with four years ago and how does this compare with others?

Criminal damage and arson

Criminal damage
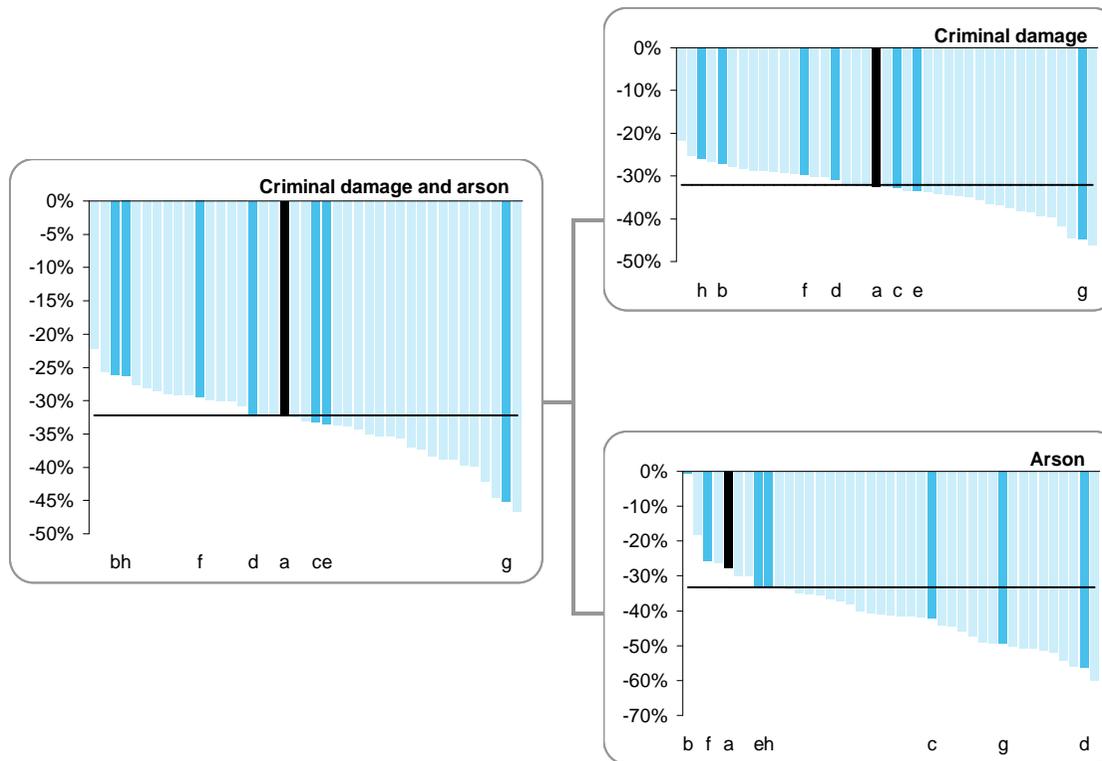
Arson

	2009/10	2012/13	% change	
			Force	MSG Avg
Criminal damage	9,985	6,748	-32%	-32%
Arson	410	297	-28%	-33%
Criminal damage and arson	10,395	7,045	-32%	-32%

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Other crimes against society - Recorded crime

What is the recorded crime rate for other crimes against society in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Public order offences

Other crimes against society

Drug offences

Trafficking of drugs

Possession of drugs

Possession of weapons offences

Miscellaneous crimes against society
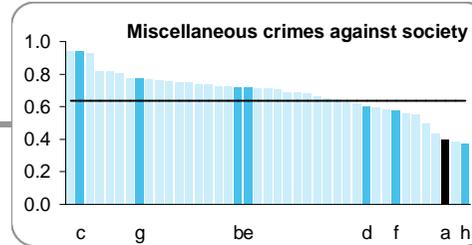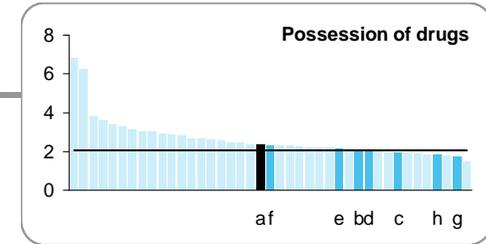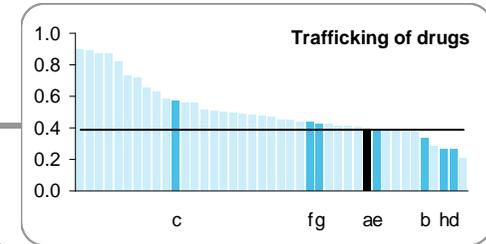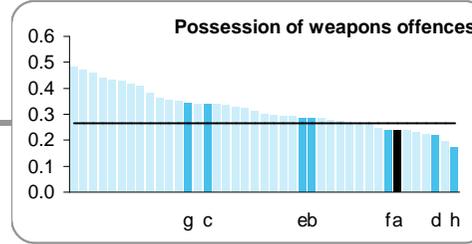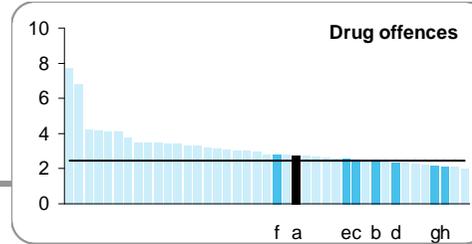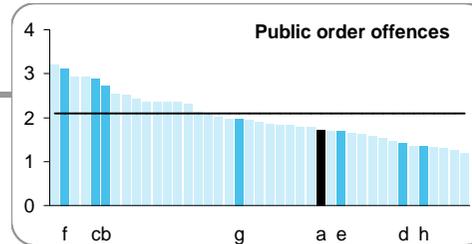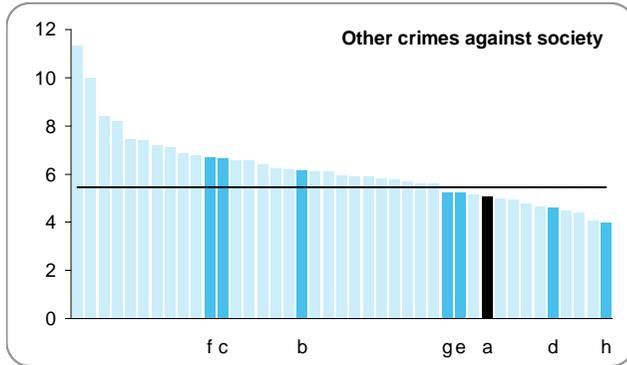
Population	859k				
	Offences	**per 1000**	**MSG Avg**	**Difference***	
Trafficking of drugs	336	0.4	0.4	3	1%
Possession of drugs	2,015	2.3	2.1	241	12%
Drug offences	2,351	2.7	2.5	244	10%
Public order offences	1,470	1.7	2.1	-335	-23%
Possession of weapons	205	0.2	0.3	-24	-12%
Misc crimes against society	340	0.4	0.6	-206	-61%
Other crimes against society	**4,366**	**5.1**	**5.5**	**-321**	**-7%**

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2012/13

Norfolk

HMIC

page 81

Offences and outcomes - Other crimes against society - Sanction detection rates

What is the sanction detection rate for other crimes against society in the force and how does this compare with others?

> Sanction detection rate (%) refers to the number of sanction detections (SDs) in 2012/13 divided by the number of recorded offences for 2012/13. For important information on understanding sanction detections see page 59.
>
> SDs do not cover all types of outcomes used by some forces, most notably restorative justice, taken into considerations (TICs) from crimes not previously recorded and community resolutions. Differences in forces' policies will impact on SD rates.
>
> Please note that the SD rate can be above 100% where sanction detections and crimes are recorded in different time periods. This can be particularly noticable where crimes are proactively found or have very small numbers. For display purposes all sanction detection graphs have been capped at 100%

Public order offences

Trafficking of drugs

Other crimes against society

Drug offences

Possession of drugs

Possession of weapons offences

Miscellaneous crimes against society
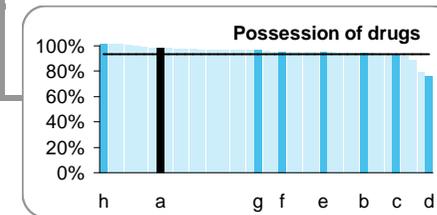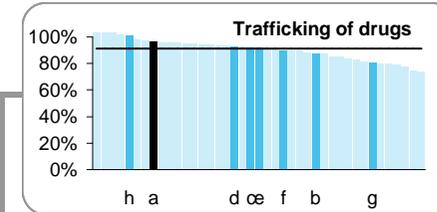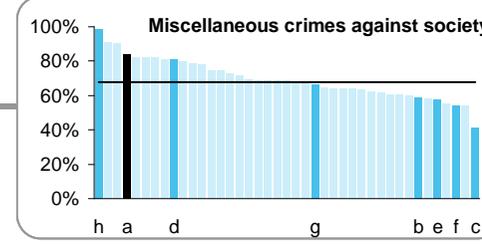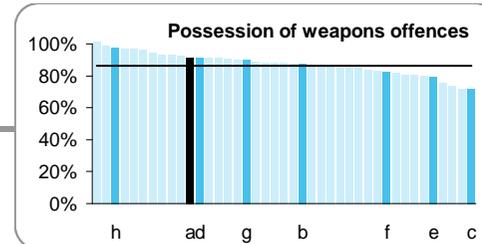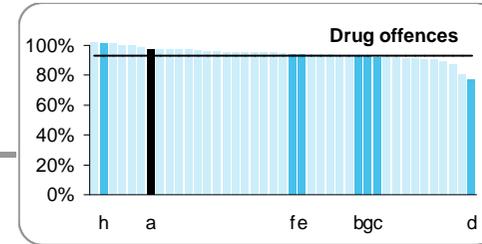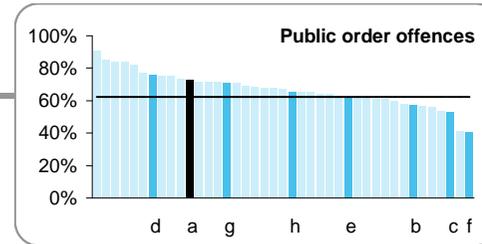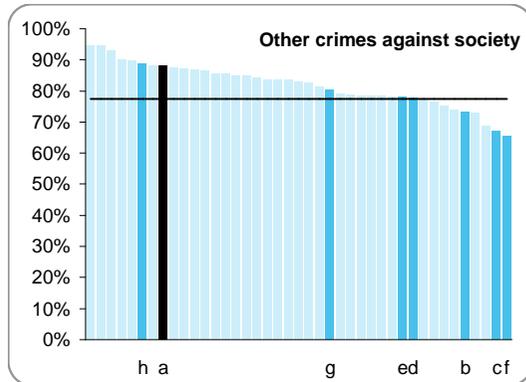
	Offences	SDs	%	MSG Avg	Diff*
Trafficking of drugs	336	324	96%	91%	17
Possession of drugs	2,015	1,980	98%	94%	95
Drug Offences	2,351	2,304	98%	93%	112
Public order offences	1,470	1,071	73%	62%	155
Possession of weapons	205	188	92%	86%	11
Misc crimes against society	340	285	84%	68%	55
Other crimes against society	4,366	3,848	88%	77%	332

* Net difference in the number of outcomes (sanction detections) compared to if the force had the MSG rate. A positive difference indicates a higher number of sanction detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - Other crimes against society - 2009/10 to 2012/13

How does the recorded crime rate for other crimes against society compare with four years ago and how does this compare with others?

Public order offences

Other crimes against society

Drug offences

Trafficking of drugs

Possession of drugs

Possession of weapons offences

Miscellaneous crimes against society
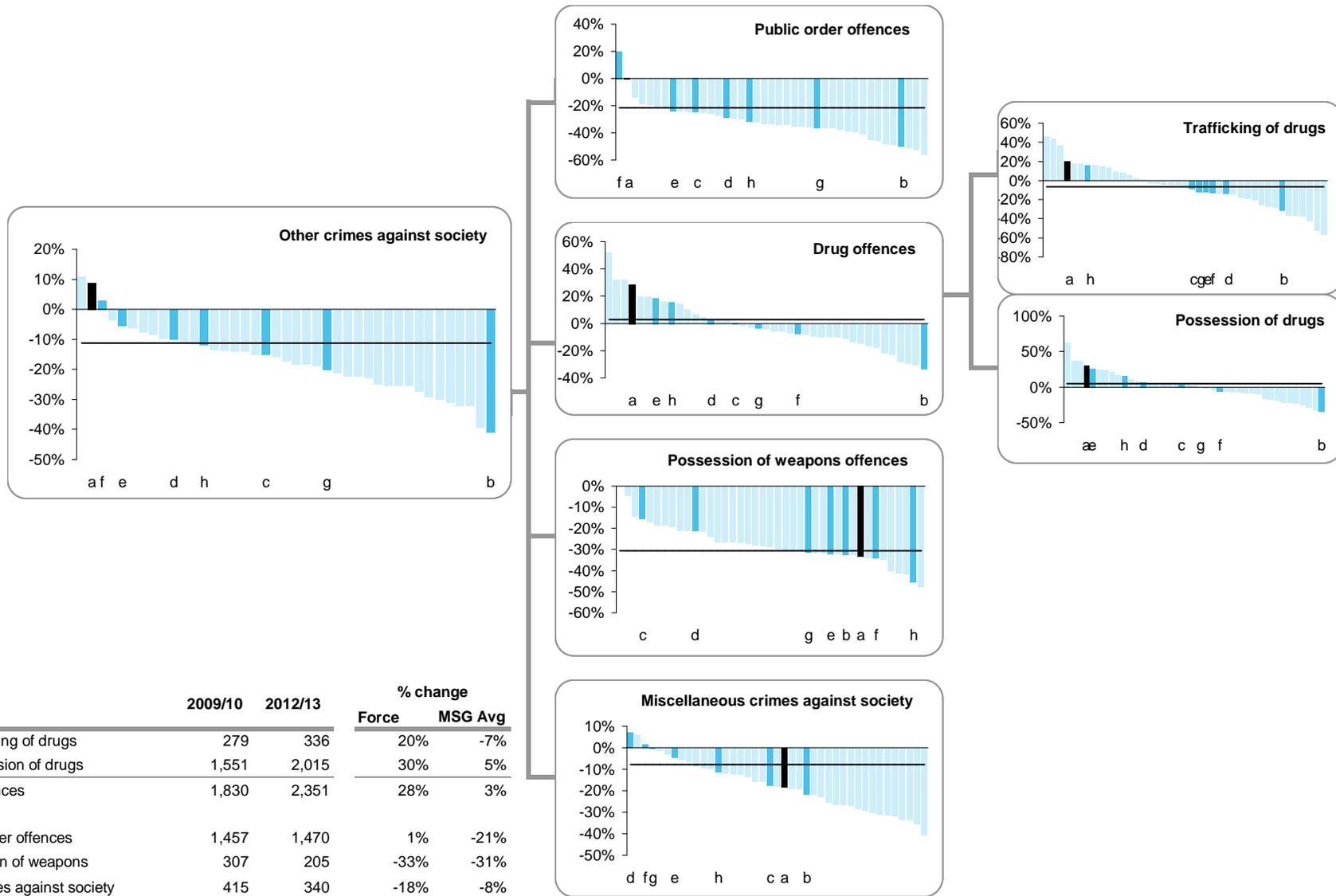
	2009/10	2012/13	% change	
			Force	**MSG Avg**
Trafficking of drugs	279	336	20%	-7%
Possession of drugs	1,551	2,015	30%	5%
Drug offences	1,830	2,351	28%	3%
Public order offences	1,457	1,470	1%	-21%
Possession of weapons	307	205	-33%	-31%
Misc crimes against society	415	340	-18%	-8%
Other crimes against society	4,009	4,366	9%	-11%

Source: ONS Crime Statistics 2012/13

Norfolk

Offences and outcomes - Change in sanction detection rates

How does the sanction detection rate compare with four years ago for all crime types and how does this compare with others?

	2009/10	2012/13	% point change	MSG Avg
Victim-based crime	28%	28%	0.6	-2.0
Other crimes against society	89%	88%	-1.3	-9.0
Crimes (exc fraud)	**33%**	**35%**	**1.9**	**-2.8**

	2009/10	2012/13	% point change	MSG Avg
Violence against the person				
Homicide*	100%	86%	-14.3	18.5
Violence with injury	48%	44%	-4.1	-5.5
Violence without injury	50%	44%	-6.8	-8.8
Violence against the person	49%	44%	-5.3	-7.2
Sexual offences				
Rape	24%	24%	0.3	0.9
Other sexual offences	33%	34%	1.2	0.6
Sexual offences	31%	32%	0.9	0.6
Robbery				
Robbery of business property	43%	35%	-8.9	9.3
Robbery of personal property	28%	36%	8.2	3.9
Robbery	29%	36%	6.8	4.2
Theft				
Burglary in a dwelling	30%	26%	-4.1	-1.1
Burglary in a building other than a dwelling	14%	10%	-4.1	-1.8
Burglary	20%	16%	-3.9	-1.5
Vehicle offences	18%	16%	-1.7	-1.9
Bicycle theft	14%	23%	9.0	0.2
Theft from the person	9%	14%	4.6	1.0
Shoplifting	70%	61%	-9.0	-12.4
All other theft offences	12%	12%	-0.8	-1.1
Theft offences	26%	25%	-0.5	-2.0
Criminal damage and arson				
Criminal damage	16%	18%	2.0	-1.7
Arson	16%	16%	-0.2	0.5
Criminal damage and arson	16%	18%	1.9	-1.6
Victim-based crime	**28%**	**28%**	**0.6**	**-2.0**

	2009/10	2012/13	% point change	MSG Avg
Trafficking of drugs	99%	96%	-2.1	0.6
Possession of drugs	98%	98%	0.6	-3.3
Drug Offences	98%	98%	0.2	-2.6
Possession of weapons offences	95%	92%	-3.7	-4.9
Public order offences	79%	73%	-6.3	-17.7
Misc crimes against society	84%	84%	0.0	-7.7
Other crimes against society	**89%**	**88%**	**-1.3**	**-9.0**

Note: Please be aware that community resolutions / restorative justice may impact on changes in sanction detection rates.

* Since homicide numbers are small, care should be taken when making comparisons between forces. Further, the SD rate can be greater than 100% where a detection is recorded for a crime which occurred in a previous year.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - Sanction detections by type

How are different sanction detection types used by the force and how does this compare with others?

These charts show the proportion of usage for different types of sanction detections in 2012/13 alongside the average proportions for the MSG.

Charge summons refer to when an offender is charged with a crime and can be summoned to court.

Cautions refer to when an offender receives a caution which is officially recorded against their name.

Fixed penalties refer to financial penalties which are recorded on the police national database.

Taken into Considerations (TICs) refer to offences which are considered in conjunction with other offending, often more serious offences. TICs can include crimes that have not previously been recorded, providing the victim confirms that the offence occurred.

Cannabis warnings refer to specific warnings recorded for drugs (cannabis use).

Note that 'Sanction detections' do not cover all detections such as restorative justice, TICs for crimes not previously recorded and community resolutions.

Charge summons

Cautions

Penalty notices

TICs
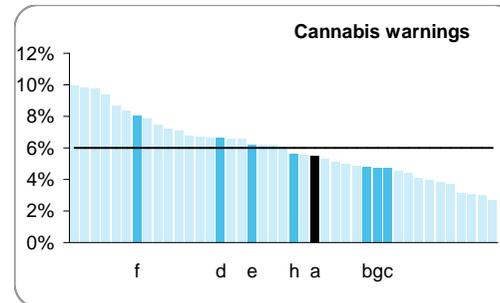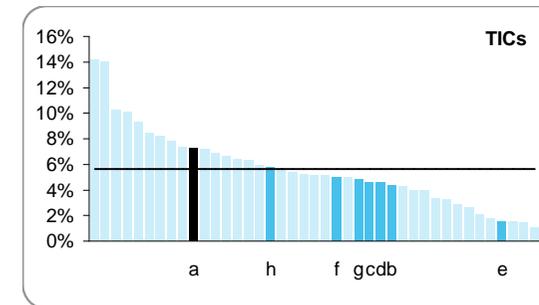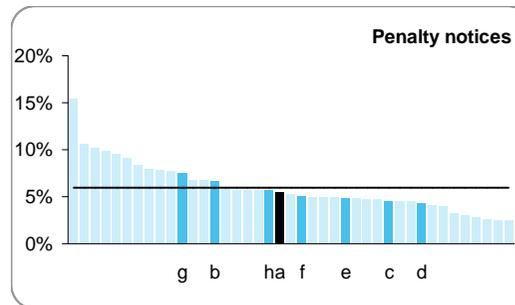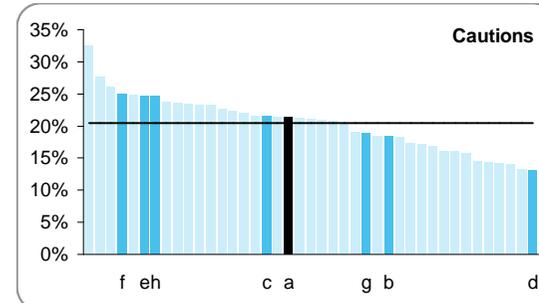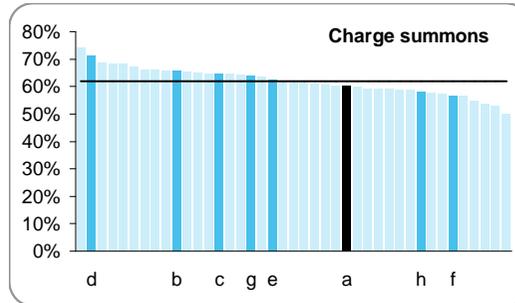
Cannabis warnings

	%	MSG Avg
Charge summons	60%	63%
Cautions	21%	21%
Penalty notices	5%	5%
Cannabis warnings	5%	6%
Taken into consideration (TIC)	7%	5%
Total	100%	100%

Source: Home Office Detections Statistics 2012/13

Norfolk

Offences and outcomes - Charges

What proportion of offences result in charges for all crime types and how does this compare with the other forces?

> The term charges relates to recorded offences processed by means of charge or summons.
>
> These charts and tables show the charge rates for all crime types for 2012/13 compared with the MSG.
>
> The charges % expected plot shows your actual charges divided by the number of charges you would achieve if you were performing in line with all forces for each crime type. Hence if above/below 100%, you are achieving more/fewer charges than the average. Here a weighted average of forces is used.

	Offences	Charges	%	MSG	Diff*
Victim-based					
Homicide	7	6	86%	92%	0
Violence with injury	3,926	1,182	30%	28%	98
Violence without injury	4,169	1,219	29%	23%	263
Rape	214	48	22%	23%	-1
Other sexual offences	560	156	28%	25%	16
Robbery of business property	26	9	35%	52%	-5
Robbery of personal property	149	52	35%	32%	5
Burglary in a dwelling	1,373	220	16%	12%	55
Burglary in a building other than a dwelling	2,377	133	6%	5%	2
Vehicle offences	2,861	191	7%	6%	8
Bicycle theft	1,213	71	6%	4%	28
Theft from the person	398	49	12%	5%	29
Shoplifting	3,807	1,505	40%	35%	177
All other theft offences	5,000	364	7%	6%	85
Criminal damage	6,748	763	11%	9%	165
Arson	297	33	11%	9%	6
Other crimes against society					
Trafficking of drugs	336	218	65%	71%	-20
Possession of drugs	2,015	584	29%	25%	73
Possession of weapons offences	205	147	72%	66%	13
Public order offences	1,470	741	50%	40%	146
Miscellaneous crimes against society	340	246	72%	57%	52
Crimes (excluding fraud)	37,491	7,937	21%	17%	1,194

* Net difference in the number of charges compared to if the force had the MSG rate.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)
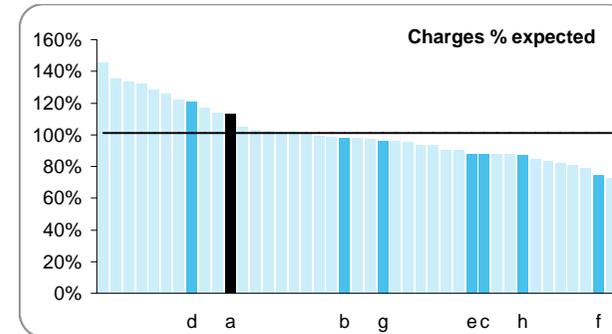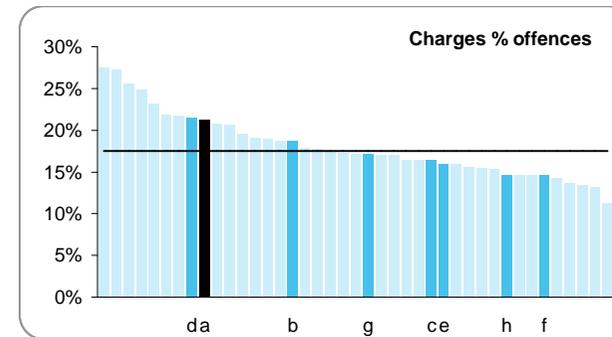
The level of expected charges is based on national average charges rates for each crime-type.

Norfolk

Offences and outcomes - Cautions

How are different sanction detection types used by the force and how does this compare with others?

> The term cautions refers to a recorded offence where the offender receives a caution officially recorded against their name.
>
> These charts and tables show the caution rates for all crime types for 2012/13 compared with the MSG average. The difference values show what the force would have achieved if it had matched their MSG average for each crime type.
>
> The cautions % expected plot shows your actual cautions divided by the number of cautions you would achieve if you were performing in line with all forces for each crime type. Hence if above/below 100%, you are achieving more/fewer cautions than the average. Here a weighted average of forces is used.

	Offences	Cautions	%	MSG	Diff*
Victim-based					
Homicide	7	0	0%	0%	0
Violence with injury	3,926	527	13%	12%	50
Violence without injury	4,169	594	14%	11%	125
Rape	214	4	2%	1%	2
Other sexual offences	560	32	6%	5%	4
Robbery of business property	26	0	0%	1%	0
Robbery of personal property	149	2	1%	1%	1
Burglary in a dwelling	1,373	4	0%	1%	-6
Burglary in a building other than a dwelling	2,377	20	1%	1%	4
Vehicle offences	2,861	17	1%	1%	-5
Bicycle theft	1,213	13	1%	1%	0
Theft from the person	398	1	0%	1%	-4
Shoplifting	3,807	302	8%	6%	71
All other theft offences	5,000	137	3%	2%	31
Criminal damage	6,748	348	5%	3%	117
Arson	297	15	5%	2%	8
Other crimes against society					
Trafficking of drugs	336	106	32%	20%	37
Possession of drugs	2,015	467	23%	22%	22
Public order offences	1,470	185	13%	11%	20
Possession of weapons offences	205	41	20%	21%	-1
Miscellaneous crimes against society	340	34	10%	9%	2
Crimes (excluding fraud)	37,491	2,849	8%	6%	478

Cautions % offences
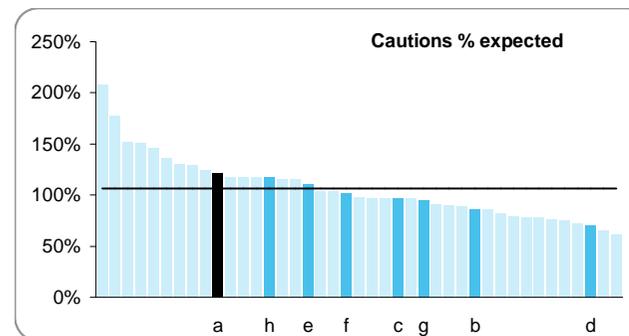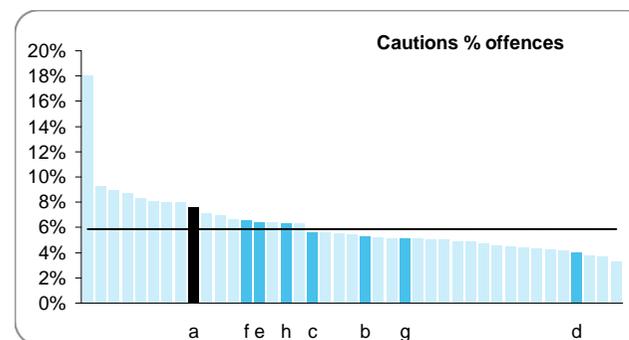
Cautions % expected

The level of expected cautions is based on national average caution rates for each crime-type.

* Net difference in the number of cautions compared to if the force had the MSG rate.

Source: Home Office Detections Statistics 2012/13 (SDs), ONS Crime Statistics 2012/13 (Crime)

Norfolk

Offences and outcomes - No crime

What proportion of crimes initially recorded are subsequently 'no crimed' where it is judged by the police that no crime actually took place or was recorded in error and how does this compare for different crime types and to other forces?

These charts show the 'no crime rate ' (number of 'no crimes ' divided by the number of recorded crimes and the number of 'no crimes' added together) for the last four years. The average no crime rate refers to the 2012/13 average of all forces.

This information gives a more rounded picture of a force's crime recording practises.

A crime could be no crimed where it is considered to have been recorded in error or where, having been recorded, additional verifiable information becomes available that determines that no crime was committed.

Violence against the person

Burglary

Theft from the person

Rape

Other sexual offences
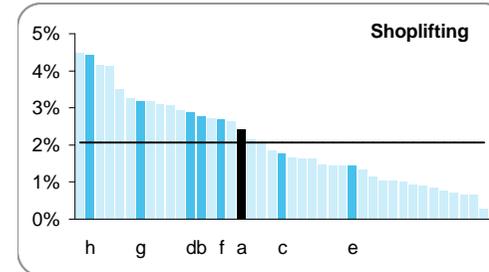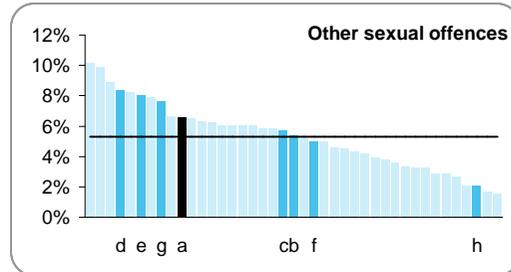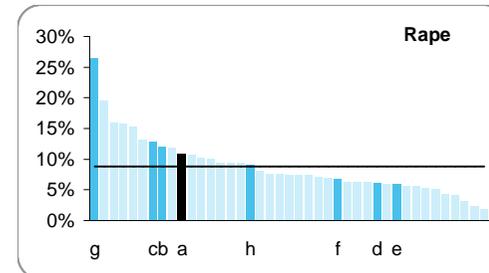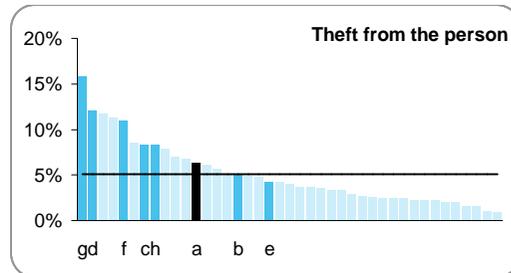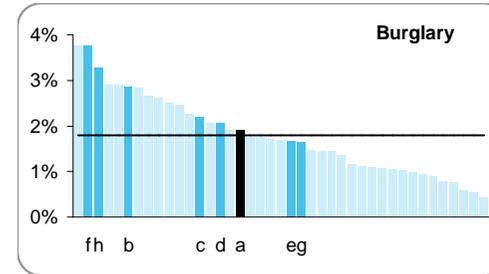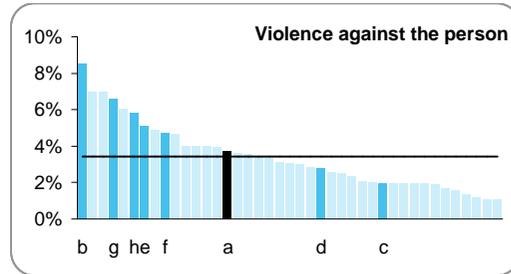
Shoplifting

	2009/10	2010/11	2011/12	2012/13 Force	2012/13 All Avg
Violence against the person	5%	5%	5%	4%	3%
Burglary	3%	3%	3%	2%	2%
Theft from the person	8%	11%	10%	6%	5%
Rape	12%	15%	9%	11%	9%
Other sexual offences	6%	6%	7%	5%	5%
Shoplifting	3%	3%	3%	2%	2%

Source: Home Office 'No crimes' data 2012/13

Please note:

The proportion of 'no crimes' does not in itself infer high or low compliance with the overall requirements of the Home Office Counting Rules. Levels of 'no criming' are particularly susceptible to local recording practice and the IT systems in use. A police force having a high level of 'no crimes' may be indicative of that force having a local recording process that captures all reports as crimes at the first point of contact and before any further investigation has taken place to consider the full facts. Note that forces have a 72-hour window in which to record a crime once the balance of probability says a crime has been committed.

Norfolk

Annex 1 - Crime Codes

Offences included in each category

1. Victim-based crime
    1.1. Violence against the person
        1.1.1. Homicide

1	Murder	4.10	Corporate manslaughter
4.1	Manslaughter	4.2	Infanticide

        1.1.2. Violence with injury

2	Attempted murder		
37.1	Causing death by aggravated vehicle taking	5D	Assault with intent to cause serious harm
4.3	Intentional destruction of a viable unborn child	5E	Endangering life
4.4	Causing death by dangerous driving	6	Endangering railway passengers (outcomes only)
4.4/6	Causing death by dangerous or careless driving (inc under influence)	7	Endangering life at sea (outcomes only)
4.4/6/	Causing death by dangerous or careless driving (inc. under influence of drink/drugs)	8A	Less serious wounding
4.6	Causing death by careless driving under influence of drink or drugs	8D	Racially or religiously aggravated less serious wounding
4.7	Causing or allowing death of child or vulnerable person	8F	Inflicting grievous bodily harm without intent (outcomes only)
4.8	Causing death by careless or inconsiderate driving	8G	Actually bodily harm and other injury outcomes only)
4.9	Causing death by driving: unlicensed drivers etc.	8H	Racially or religiously aggravated inflicting grievous bodily harm without intent (outcomes only)
5	Wounding or other act endangering life	8J	Racially or religiously aggravated actual bodily harm and other injury (outcomes only)
5A	Wounding or carrying out an act endangering life (outcomes only)	8K	Poisoning or female genital mutilation (outcomes only)
5B	Use of substance or object to endanger life (outcomes only)	8N	Assault with injury
5C	Possession of items to endanger life (outcomes only)	8P	Racially or religiously aggravated assault with injury

        1.1.3. Violence without injury

104	Assault without injury on a constable	3	Threat or conspiracy to murder
105A	Assault without injury	36	Kidnapping
105B	Racially or religiously aggravated assault without injury	3A	Conspiracy to murder
11	Cruelty to and neglect of children (outcomes only)	3B	Threats to kill
11A	Cruelty to children/young persons	8C	Harassment
12	Abandoning child under two years (outcomes only)	8E	Racially or religiously aggravated harassment
13	Child abduction	8L	Harassment
14	Procuring illegal abortion	8M	Racially or religiously aggravated harassment

1.2. Sexual offences

1.2.1. Rape

19A	Rape of a female	19E	Rape of a female child under 13
19B	Rape of a male	19F	Rape of a male aged 16 and over
19C	Rape of a female aged 16 and over	19G	Rape of a male child under 16
19D	Rape of a female child under 16	19H	Rape of a male child under 13

1.2.2. Other sexual offences

139	Indecent exposure	23	Incest or familial sexual offences
16	Buggery	25	Abduction of female
17	Indecent assault on a male	70	Sexual activity etc with a person with a mental disorder
17A	Sexual assault on a male aged 13 and over	71	Abuse of children through prostitution and pornography
17B	Sexual assault on a male child under 13	72	Trafficking for sexual exploitation
18	Gross indecency between males	73	Abuse of position of trust of a sexual nature
20	Indecent assault on a female	74	Gross indecency with a child
20A	Sexual assault on a female aged 13 and over	88A	Sexual grooming
20B	Sexual assault on a female child under 13	88B	Other miscellaneous sexual offences
21	Sexual activity involving a child under 13	88C	Other miscellaneous sexual offences
22	Unlawful sexual intercourse with a girl under 16	88D	Unnatural sexual offences
22A	Causing sexual activity without consent	88E	Exposure and voyeurism
22B	Sexual activity involving child under 16		

1.3. Robbery

1.3.1 Robbery of business property

34A	Robbery of business property

1.3.2 Robbery of personal property

34B	Robbery of personal property

1.4. Theft offences

1.4.1. Burglary

1.4.1.1. Burglary in a dwelling

28	Burglary in a dwelling	28C	Distraction burglary in a dwelling
28A	Burglary in a dwelling	28D	Attempted distraction burglary in a dwelling
28B	Attempted burglary in a dwelling	29	Aggravated burglary in a dwelling

1.4.1.2 Burglary in a building other than a dwelling

30	Burglary in a building other than a dwelling	30B	Attempted burglary in a building other than a dwelling
30A	Burglary in a building other than a dwelling	31	Aggravated burglary in a building other than a dwelling

1.4.2. Vehicle offences

126	Interfering with a motor vehicle	45	Theft from vehicle
37.2	Aggravated vehicle taking	48	Theft or unauthorised taking of motor vehicle

1.4.3. Theft from the person

39	Theft from the person

1.4.4. Bicycle theft

44	Theft or unauthorised taking of a pedal cycle

1.4.5. Shoplifting

46	Shoplifting

1.4.6. All other theft offences

35	Blackmail	43	Dishonest use of electricity
40	Theft in a dwelling other than from an automatic machine or meter	47	Theft from automatic machine or meter
41	Theft by an employee	49	Other theft
42	Theft of mail	49A	Making off without payment

1.5. Criminal damage and arson

1.5.1. Criminal damage

58A	Criminal damage to a dwelling	58F	Racially or religiously aggravated criminal damage to a building other than a dwelling (outcomes only)
58B	Criminal damage to a building other than a dwelling	58G	Racially or religiously aggravated criminal damage to a vehicle (outcomes only)
58C	Criminal damage to a vehicle	58H	Racially or religiously aggravated other criminal damage (outcomes only)
58D	Other criminal damage	58J	Racially or religiously aggravated criminal damage
58E	Racially or religiously aggravated criminal damage to a dwelling (outcomes only)		

1.5.2. Arson

56	Arson	56B	Arson not endangering life
56A	Arson endangering life		

2. Other crimes against society

2.1. Drug offences

2.1.1. Trafficking of drugs

92A	Trafficking in controlled drugs

2.1.2. Possession of drugs

92B	Possession of controlled drugs	92D	Possession of controlled drugs (excl. Cannabis)
92C	Other drug offences	92E	Possession of controlled drugs (Cannabis)

2.2. Possession of weapons offences

10A	Possession of firearms with intent	81	Other firearms offences
10B	Possession of firearms offences	8B	Possession of weapons
10C	Possession of other weapons	90	Other knives offences
10D	Possession of article with blade or point		

2.3. Public order offences

62	Treason (outcomes only)	65	Violent disorder (outcomes only)
62A	Violent disorder	66	Other offences against the State or public order
63	Treason felony (outcomes only)	9A	Public fear, alarm or distress
64	Riot (outcomes only)	9B	Racially or religiously aggravated public fear, alarm or distress

2.4. Miscellaneous crimes against society

15	Concealing an infant death close to birth	76	Aiding suicide
24	Exploitation of prostitution	78	Immigration Acts (outcomes only)
26	Bigamy	79	Perverting the course of justice
27	Soliciting for the purposes of prostitution	80	Absconding from lawful custody
33	Going equipped for stealing, etc	802	Dangerous driving
33A	Making, supplying or possessing articles for use in fraud	814	Fraud, forgery etc associated with vehicle or driver records
38	Profiting from or concealing knowledge of the proceeds of crime	82	Customs and Revenue offences (outcomes only)
53H	Making or supplying articles for use in fraud (outcomes only)	83	Bail offences
53J	Possession of articles for use in fraud (outcomes only)	84	Trade descriptions etc (outcomes only)
54	Handling stolen goods	85	Health and Safety offences (outcomes only)
59	Threat or possession with intent to commit criminal damage	86	Obscene publications etc
60	Forgery or use of false drug prescription	87	Protection from eviction (outcomes only)
61	Other forgery	89	Adulteration of food (outcomes only)
61A	Possession of false documents	91	Public health offences (outcomes only)
67	Perjury	94	Planning laws (outcomes only)
68	Libel (outcomes only)	95	Disclosure, obstruction, false or misleading statements etc
69	Offender Management Act offences	99	Other notifiable offences
75	Betting, gaming and lotteries (outcomes only)		

3. Fraud offences

51	Fraud by company director (outcomes only)	53D	Fraud by false representation: other frauds (outcomes only)
52	False accounting (outcomes only)	53E	Fraud by failing to disclose information (outcomes only)
53A	Cheque and credit card fraud (pre Fraud Act 2006)	53F	Fraud by abuse of position (outcomes only)
53B	Preserved other fraud and repealed fraud offences (pre Fraud Act 2006) (outcomes only)*	53G	Obtaining services dishonestly
53C	Fraud by false representation: cheque, plastic card and online bank accounts (not PSP) (outcomes only)	55	Bankruptcy and insolvency (outcomes only)

At March 2013 ONS publication crime code 53B was categorised under fraud offences.

Annex 2 – POA Categories

POA data are split into 12 categories, which sub-divide into headings as follows:

1) Local policing
      a. Neighbourhood policing
      b. Incident (response) management
      c. Local investigation *
      d. Specialist community liaison
      e. Local command team and support overheads

2) Dealing with the public
      a. Local call centres / front desk
      b. Central communications unit
      c. Contact management units
      d. Dealing with the public command team and support overheads

3) Criminal justice arrangements
      a. Custody
      b. Police doctors/nurses and surgeons
      c. Interpreters and translators
      d. Other custody costs
      e. Criminal justice
      f. Police national computer
      g. Criminal record bureau
      h. Coroner assistance
      i. Fixed penalty schemes (central ticket office)
      j. Property officer / stores
      k. Criminal justice arrangements command team and support overheads

4) Road policing
      a. Traffic units
      b. Traffic wardens / police community support officers - traffic
      c. Vehicle recovery
      d. Casualty reduction partnership
      e. Road policing command team and support overheads

9) National policing
      a. Secondments (out of force)
      b. Counter terrorism / special branch
      c. ACPO projects / initiatives
      d. Hosting national services
      e. Other national policing requirements

10) Support functions
      a. Human resources
      b. Finance
      c. Legal
      d. Fleet services
      e. Estates / central building costs
      f. Information communication technology
      g. Professional standards
      h. Press and media
      i. Performance review / corporate development
      j. Procurement
      k. Training
      l. Administration support
      m. Force command
      n. Support to associations and trade unions
      o. Social club support and force band
      p. Insurance / risk management
      q. Catering

5) Operational support
      a. Central operations command team and support overheads
      b. Air operations
      c. Mounted police
      d. Specialist terrain
      e. Dogs section
      f. Level 1 advanced public order
      g. Airport and ports policing unit
      h. Firearms unit
      i. Civil contingencies and planning

6) Intelligence
      a. Intelligence command team and support overheads
      b. Intelligence analysis / threat assessments
      c. Intelligence gathering

7) Specialist investigations
      a. Investigations command team and support overheads
      b. Major investigation unit
      c. Economic crime (including regional asset recovery team)
      d. Specialist investigation units
      e. Serious and organised crime unit
      f. Public protection

8) Investigative support
      a. Scenes of crime officers
      b. External forensic costs
      c. Fingerprint / internal forensic costs
      d. Photographic image recovery
      e. Other forensic services
      f. Investigative support command team and support overheads

11) Crime Commissioner
      a. Cost of Police Crime Commissioner
      b. Office of Police Crime Commissioner
      c. Other costs

12) Central costs
      a. Revenue contribution to capital
      b. Capital financing
      c. Pensions and exit costs

Local investigation is included here under local policing rather than investigation

Annex 3 - Coding of POA categories

Local policing
V	Neighbourhood policing
V	Incident (response) management
V	Specialist community liaison
V	Local command team and support overheads

Dealing with the public
F	Local call centres / front desk
F	Central communications unit
F	Contact management units
F	Command team and support overheads

Criminal justice arrangements
F	Custody
F	Police doctors / nurses and surgeons
F	Interpreters and translators
F	Other custody costs
S	Criminal justice
S	Police national computer
S	Criminal records bureau
S	Coroner assistance
S	Fixed penalty schemes (central ticket office)
B	Property officer / stores
S	Command team and support overheads

Road policing
V	Traffic units
V	Traffic wardens / PCSOs - traffic
F	Vehicle recovery
F	Casualty reduction partnership
F	Command team and support overheads

> V = Visible operational front line
> F = Non-visible front line
> S = Frontline support
> B = Business support
> X = Excluded (not coded)

Operational support
F	Command team and support overheads
F	Air operations
V	Mounted police
F	Specialist terrain
V	Dogs section
F	Level 1 advanced public order
F	Airports and ports policing unit
V	Firearms unit
S	Civil contingencies

Intelligence
S	Command team and support overheads
S	Intelligence analysis / threat assessments
F	Intelligence gathering

Investigations
F	Command team and support overheads
F	Major investigations unit
F	Economic crime (including regional asset recovery team)
F	Specialist investigation units
F	Serious and organised crime unit
F	Public protection
F	Local investigation/ prisoner processing

Investigative support
F	Scenes of crime officers
S	External forensic costs
S	Fingerprint / internal forensic costs
S	Photographic image recovery
S	Other forensic services
S	Command team and support overheads

National policing
X	Secondments (out of force)
X	Counter terrorism / special branch
X	ACPO projects / initiatives
X	Hosting national services
X	Other national policing requirements

Support functions
B	Human resources
B	Finance
B	Legal services
B	Fleet services
B	Estates / central building costs
B	Information communication technology
S	Professional standards
B	Press and media
B	Performance review / corporate development
B	Procurement
B	Training
B	Administration support
S	Force command
B	Support to associations and trade unions
B	Social club support and force band
B	Insurance / risk management
B	Catering

Police and Crime Commissioner
X	Cost of police crime commissioner
X	Office of police crime commissioner
X	Other costs

Central costs
X	Revenue contribution to capital
X	Capital financing
X	Pensions and exit costs