

## Finance and staffing

This section sets out how the Department is financed and staffed to deliver its objectives.

The tables are intended to be clear and understandable and to focus on the delivery of objectives and functions rather than control frameworks. Finance figures reflect those in the HM Treasury database, as at February 2005. More technical budgetary material is presented in Supplementary Budgetary Information which accompanies the Home Office Main Estimate.

Unless otherwise specified figures in the finance tables are denominated in £'000.

**Table 6.1** provides a summary of all general government spending in the areas of Home Office responsibility. It shows the resource and capital budget spending by Home Office Strategic Objective.

It additionally shows the local authority spending on functions relevant to the Home Office in England and Wales and expenditure by the Home Office and police authorities on policing activities.

**Tables 6.2** and **6.3** provide a fuller breakdown of the resource and capital spending plans shown in Table 6.1. They show what activities the Department spends money on, i.e. a functional breakdown of spending, grouped by Strategic Objective.

**Table 6.4** sets out the capital employed across the Home Office Departmental Group. It includes that by agencies and NDPBs but excludes that by bodies such as police authorities, whose accounts are not consolidated within those of the Department.

**Table 6.5** shows the administration costs of the Home Office. This excludes front-line activities such as prison establishments and immigration work at ports and associated casework to provide a clearer picture of headquarters and back-office activities.

**Tables 6.6, 6.7** and **6.8** attribute spend across geographical regions. Most expenditure is not planned or allocated on a regional basis, and these tables therefore show the regional outcome of spend, based on that published in *Public Expenditure Statistical Analysis*. It is a subset of total Home Office spend: identifiable expenditure on services which is capable of being analysed as being for the benefit of individual regions. The functional categories used in Table 6.8 are the standard United Nations Classifications of the Functions of Government categories, rather than the Home Office Strategic Objectives and functions reported in the previous tables.

**Tables 6.9** and **6.10** provide an analysis of Home Office total staffing, including the operations of the Prison Service and the Immigration and Nationality Directorate.

**Table 6.11** provides an analysis of Senior Civil Service numbers by payband.

**Table 6.12** details public appointments.

Table 6.1: Total public spending for the Home Office

Resource	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Outturn	2004–05 Estimated outturn	2005–06 Plans	2006–07 Plans	2007–08 Plans
<b>Strategic Objective</b>									
People are and feel more secure in their homes and daily lives	3,958,060	4,179,476	4,924,613	6,953,548	5,702,597	5,885,529	6,160,445	6,512,607	6,896,451
More offenders are caught, punished and stop offending, and victims are better supported	2,754,440	3,046,681	3,876,424	3,906,823	3,754,008	3,997,582	4,341,382	4,562,430	4,805,445
Fewer people's lives are ruined by drugs and alcohol	0	0	1,825	80,619	96,351	222,006	196,011	203,303	209,363
Migration is managed to the benefit of the UK while preventing abuse of the immigration laws and of the asylum system	794,735	1,336,399	1,625,430	1,851,163	1,875,132	1,671,193	1,517,994	1,484,513	1,458,816
Citizens, communities and the voluntary sector are more fully engaged in tackling social problems and there is more equality of opportunity and respect for people of all races and religions	96,885	75,947	57,248	93,791	86,650	200,779	222,089	205,814	236,703
Central services	133,163	173,140	215,510	238,573	208,873	269,851	306,569	339,288	382,288
<b>Total</b>	<b>7,737,283</b>	<b>8,811,643</b>	<b>10,701,050</b>	<b>13,124,517</b>	<b>11,723,611</b>	<b>12,246,940</b>	<b>12,744,490</b>	<b>13,307,955</b>	<b>13,989,066</b>
of which:									
Resource DEL	7,425,579	8,811,027	10,528,084	11,111,052	11,683,359	12,246,109	12,742,784	13,307,080	13,988,191
<b>Capital</b>									
People are and feel more secure in their homes and daily lives	182,155	202,985	230,341	425,614	544,800	458,637	621,186	688,101	611,601
More offenders are caught, punished and stop offending, and victims are better supported	182,097	111,435	187,072	274,250	257,217	473,385	362,430	328,430	359,430
Fewer people's lives are ruined by drugs and alcohol	0	0	0	0	0	4,168	3,300	3,300	3,300
Migration is managed to the benefit of the UK while preventing abuse of the immigration laws and of the asylum system	23,351	83,703	149,136	28,939	122,585	126,252	171,900	138,100	116,000
Citizens, communities and the voluntary sector are more fully engaged in tackling social problems and there is more equality of opportunity and respect for people of all races and religions	288	317	6,931	106	266	284	284	284	284
Central services	6,500	3,703	1,680	12,506	1,849	3,053	2,400	66,285	203,885
<b>Total</b>	<b>394,391</b>	<b>402,143</b>	<b>575,160</b>	<b>741,415</b>	<b>926,717</b>	<b>1,065,779</b>	<b>1,161,500</b>	<b>1,224,500</b>	<b>1,294,500</b>

**Local authority spending on police and other functions relevant to the Home Office**

	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Outturn	2004–05 Estimated outturn
<b>Current spending</b>	<b>8,064,543</b>	<b>8,332,062</b>	<b>8,539,553</b>	<b>8,995,641</b>	<b>9,915,661</b>	<b>10,555,530</b>
of which:						
Financed by grants from the Home Office	4,118,854	4,325,732	4,123,154	4,154,664	4,481,412	4,723,933
<b>Capital spending</b>	<b>183,112</b>	<b>199,051</b>	<b>287,026</b>	<b>355,983</b>	<b>471,728</b>	<b>617,080</b>
of which:						
Financed by grants from the Home Office	161,337	160,405	133,030	326,531	387,817	234,992

Table 6.2: Resource budget for the Home Office

	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Outturn	2004–05 Estimated outturn	2005–06 Plans	2006–07 Plans	2007–08 Plans
<b>People are and feel more secure in their homes and daily lives</b>	<b>3,958,060</b>	<b>4,179,476</b>	<b>4,924,613</b>	<b>6,953,548</b>	<b>5,702,597</b>	<b>5,885,529</b>	<b>6,160,445</b>	<b>6,512,607</b>	<b>6,896,451</b>
Police (inc grants)	3,881,183	4,107,007	4,632,508	6,324,526	5,062,203	5,155,594	5,206,045	5,527,503	5,873,347
Crime reduction	0	0	172,282	195,732	99,264	117,711	196,601	212,388	217,388
Criminal Records Bureau	0	0	31,100	31,768	7,359	2,700	0	0	0
Firearms Compensation	6,063	100	277	63	0	0	0	0	0
Police Information Technology Organisation	41,470	38,534	27,636	60,480	121,295	182,730	224,664	223,664	223,664
Police Complaints Authority	6,874	3,989	4,808	7,915	5,395	0	0	0	0
Independent Police Complaints Commission	0	0	0	0	10,390	23,040	28,521	23,121	23,121
Central Police Training and Development Agency	0	0	0	90,304	93,246	74,830	82,777	81,777	81,777
Organised crime and counter-terrorism	22,470	29,846	56,002	29,807	58,472	78,492	193,624	188,841	221,841
National Criminal Intelligence Service	0	0	0	72,589	82,432	86,554	80,013	0	0
National Crime Squad	0	0	0	140,364	162,541	163,878	148,200	0	0
Serious Organised Crime Agency	0	0	0	0	0	0	0	245,313	245,313
<b>More offenders are caught, punished and stop offending, and victims are better supported</b>	<b>2,754,440</b>	<b>3,046,681</b>	<b>3,876,424</b>	<b>3,906,823</b>	<b>3,754,008</b>	<b>3,997,582</b>	<b>4,341,382</b>	<b>4,562,430</b>	<b>4,805,445</b>
Correctional Services	0	0	0	0	12,359	86,035	251,858	283,219	404,683
Youth Justice Board	36,566	218,250	290,264	350,146	358,946	361,763	391,597	394,520	404,043
Probation	349,140	412,255	788,863	936,821	815,100	842,862	984,015	1,073,737	1,110,090
Prison Service	2,015,207	2,019,189	2,123,725	2,279,746	2,300,609	2,408,783	2,414,601	2,507,487	2,591,162
Criminal Cases Review Commission	5,752	5,637	5,820	12,049	7,729	7,662	7,743	7,543	7,443
Criminal Injuries Compensation Authority	227,332	231,061	567,362	238,297	195,247	184,259	184,464	188,564	181,114
Criminal Justice	120,443	160,289	100,390	89,764	64,018	106,218	107,104	107,360	106,910
<b>Fewer people's lives are ruined by drugs and alcohol</b>	<b>0</b>	<b>0</b>	<b>1,825</b>	<b>80,619</b>	<b>96,351</b>	<b>222,006</b>	<b>196,011</b>	<b>203,303</b>	<b>209,363</b>
Drugs	0	0	1,825	80,619	96,351	222,006	196,011	203,303	209,363
<b>Migration is managed to the benefit of the UK while preventing abuse of the immigration laws and of the asylum system</b>	<b>794,735</b>	<b>1,336,399</b>	<b>1,625,430</b>	<b>1,851,163</b>	<b>1,875,132</b>	<b>1,671,193</b>	<b>1,517,994</b>	<b>1,484,513</b>	<b>1,458,816</b>
Office of the Immigration Service Commissioner	0	806	3,109	3,610	3,275	3,862	3,974	4,107	4,205
Immigration and Nationality Directorate	781,977	1,332,030	1,626,207	1,858,883	1,895,079	1,673,225	1,514,015	1,480,406	1,454,611
UK Passport Service	-1,639	-9,845	-3,886	-11,350	-23,222	-5,894	5	0	0
Kosovan evacuees	14,397	13,408	0	20	0	0	0	0	0
<b>Citizens, communities and the voluntary sector are more fully engaged in tackling social problems and there is more equality of opportunity and respect for people of all races and religions</b>	<b>96,885</b>	<b>75,947</b>	<b>57,248</b>	<b>93,791</b>	<b>86,650</b>	<b>200,779</b>	<b>222,089</b>	<b>205,814</b>	<b>236,703</b>
Community Development Foundation	903	938	920	965	1,190	1,393	1,437	1,437	1,437
Commission for Racial Equality	16,604	16,754	19,356	25,184	18,761	29,851	18,851	18,751	18,751
Community Policy Directorate	79,378	58,255	36,972	67,642	66,560	102,674	143,801	155,626	186,515
Futurebuilders	0	0	0	0	139	66,861	58,000	30,000	30,000
<b>Central services</b>	<b>133,163</b>	<b>173,140</b>	<b>215,510</b>	<b>238,573</b>	<b>208,873</b>	<b>269,851</b>	<b>306,569</b>	<b>339,288</b>	<b>382,288</b>
Central services	116,646	147,712	185,587	206,586	179,219	215,725	205,435	209,035	209,035
Research and Statistics Directorate	16,517	25,428	29,923	31,987	29,654	54,126	35,673	35,673	35,673
Departmental unallocated provision	0	0	0	0	0	0	65,461	94,580	137,580
<b>Total</b>	<b>7,737,283</b>	<b>8,811,643</b>	<b>10,701,050</b>	<b>13,124,517</b>	<b>11,723,611</b>	<b>12,246,940</b>	<b>12,744,490</b>	<b>13,307,955</b>	<b>13,989,066</b>
of which:									
Resource DEL	7,425,579	8,811,027	10,528,084	11,111,052	11,683,359	12,246,109	12,742,784	13,307,080	13,988,191

Table 6.3: Capital budget for the Home Office

	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Outturn	2004–05 Estimated outturn	2005–06 Plans	2006–07 Plans	2007–08 Plans
<b>People are and feel more secure in their homes and daily lives</b>	<b>182,155</b>	<b>202,985</b>	<b>230,341</b>	<b>425,614</b>	<b>544,800</b>	<b>458,637</b>	<b>621,186</b>	<b>688,101</b>	<b>611,601</b>
Police (inc grants)	167,266	149,780	170,048	368,210	392,707	273,049	395,086	440,001	373,501
Crime reduction	0	250	9,618	0	6,000	0	34,000	39,000	44,000
Criminal Records Bureau	0	0	78	0	0	0	0	0	0
Police Information Technology Organisation	14,725	52,613	46,367	14,833	90,549	103,823	94,200	107,700	107,700
Police Complaints Authority	130	0	102	182	62	0	0	0	0
Independent Police Complaints Commission	0	0	0	0	10,449	2,000	1,000	0	0
Central Police Training and Development Agency	0	0	0	2,968	14,271	18,721	18,900	18,900	18,900
Organised crime and counter-terrorism	34	342	4,128	10,157	2,458	40,044	65,000	42,000	42,000
National Criminal Intelligence Service	0	0	0	20,823	13,162	13,000	5,000	0	0
National Crime Squad	0	0	0	8,441	15,142	8,000	8,000	0	0
Serious Organised Crime Agency	0	0	0	0	0	0	0	40,500	25,500
<b>More offenders are caught, punished and stop offending, and victims are better supported</b>	<b>182,097</b>	<b>111,435</b>	<b>187,072</b>	<b>274,250</b>	<b>257,217</b>	<b>473,385</b>	<b>362,430</b>	<b>328,430</b>	<b>359,430</b>
Correctional Services	0	0	0	0	0	103,648	81,464	0	57,000
Youth Justice Board	3,675	0	6,689	22,785	8,458	53,438	25,000	30,000	20,000
Probation	16,907	15,975	22,719	15,393	19,035	24,969	32,000	32,000	32,000
Prison Service	161,115	95,040	156,395	230,629	202,073	275,418	182,430	224,894	208,894
Criminal Cases Review Commission	0	0	203	546	811	0	0	0	0
Criminal Injuries Compensation Authority	400	410	143	938	1,769	205	0	0	0
Criminal Justice	0	10	923	3,959	25,071	15,878	41,536	41,536	41,536
<b>Fewer people's lives are ruined by drugs and alcohol</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,168</b>	<b>3,300</b>	<b>3,300</b>	<b>3,300</b>
Drugs	0	0	0	0	0	4,168	3,300	3,300	3,300
<b>Migration is managed to the benefit of the UK while preventing abuse of the immigration laws and of the asylum system</b>	<b>23,351</b>	<b>83,703</b>	<b>149,136</b>	<b>28,939</b>	<b>122,585</b>	<b>126,252</b>	<b>171,900</b>	<b>138,100</b>	<b>116,000</b>
Office of the Immigration Service Commissioner	0	714	63	31	369	30	0	0	0
Immigration and Nationality Directorate	21,380	72,595	142,495	28,908	111,202	120,222	113,000	109,000	95,000
UK Passport Service	1,971	10,394	6,578	0	11,014	6,000	58,900	29,100	21,000
<b>Citizens, communities and the voluntary sector are more fully engaged in tackling social problems and there is more equality of opportunity and respect for people of all races and religions</b>	<b>288</b>	<b>317</b>	<b>6,931</b>	<b>106</b>	<b>266</b>	<b>284</b>	<b>284</b>	<b>284</b>	<b>284</b>
Community Development Foundation	15	15	17	15	21	21	21	21	21
Commission for Racial Equality	250	236	277	91	245	249	249	249	249
Community Policy Directorate	23	66	6,637	0	0	14	14	14	14
<b>Central services</b>	<b>6,500</b>	<b>3,703</b>	<b>1,680</b>	<b>12,506</b>	<b>1,849</b>	<b>3,053</b>	<b>2,400</b>	<b>36,285</b>	<b>169,885</b>
Central services	6,385	3,522	1,598	12,462	1,849	1,000	1,000	2,000	2,000
Research and Statistics Directorate	115	181	82	44	0	2,053	1,400	1,400	1,400
Departmental unallocated provision	0	0	0	0	0	0	0	62,885	200,485
<b>Total</b>	<b>394,391</b>	<b>402,143</b>	<b>575,160</b>	<b>741,415</b>	<b>926,717</b>	<b>1,065,779</b>	<b>1,161,500</b>	<b>1,224,500</b>	<b>1,294,500</b>

Table 6.4: Home Office capital employed

	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Outturn	2004–05 Estimated outturn	2005–06 Plans	2006–07 Plans	2007–08 Plans
<b>Assets on balance sheet at start of year:</b>									
<b>Fixed assets</b>									
<b>Intangible</b>	<b>0</b>	<b>0</b>	<b>40,359</b>	<b>64,863</b>	<b>37,077</b>	<b>37,077</b>	<b>37,077</b>	<b>37,077</b>	<b>37,077</b>
<b>Tangible</b>	<b>4,738,342</b>	<b>5,332,886</b>	<b>5,695,148</b>	<b>5,665,534</b>	<b>6,347,903</b>	<b>7,013,935</b>	<b>7,647,183</b>	<b>8,124,172</b>	<b>8,679,666</b>
of which:									
Land and buildings	4,602,481	5,193,231	5,541,835	5,468,574	6,139,907	6,646,164	7,229,664	7,661,931	8,175,724
Plant and machinery	31,507	117,527	126,344	154,920	130,950	231,541	262,862	291,018	317,272
Vehicles	19,873	14,352	16,081	5,909	7,466	13,201	14,987	16,592	18,089
Computers	84,481	7,776	10,888	36,131	69,580	123,029	139,671	154,632	168,582
<b>Investments</b>	<b>27,605</b>	<b>61,827</b>	<b>40,035</b>	<b>40,306</b>	<b>37,241</b>	<b>37,241</b>	<b>37,241</b>	<b>37,241</b>	<b>37,241</b>
Current assets	773,699	469,552	280,793	506,495	520,803	518,625	531,591	544,881	558,503
Creditors (< 1 year)	-868,484	-777,442	-723,144	-1,105,166	-912,786	-1,183,362	-1,228,889	-1,282,488	-1,346,668
Creditors (> 1 year)	0	-238,054	-297,354	-287,981	-284,531	-308,357	-320,220	-334,187	-350,911
<b>Provisions</b>	<b>-248,675</b>	<b>-74,364</b>	<b>-78,979</b>	<b>-94,556</b>	<b>-484,249</b>	<b>-99,343</b>	<b>-101,826</b>	<b>-104,372</b>	<b>-106,981</b>
<b>Capital employed within main Department</b>	<b>4,422,487</b>	<b>4,774,405</b>	<b>4,956,858</b>	<b>4,789,495</b>	<b>5,261,458</b>	<b>6,015,816</b>	<b>6,602,156</b>	<b>7,022,324</b>	<b>7,507,926</b>
NDPB net assets	94,789	99,788	-180,317	-72,463	-4,889	167,666	282,158	417,282	509,204
Public corporation net assets	-5,881	-3,703	0	0	0	0	0	0	0
<b>Total capital employed in Departmental Group</b>	<b>4,511,395</b>	<b>4,870,490</b>	<b>4,776,541</b>	<b>4,717,032</b>	<b>5,256,569</b>	<b>6,183,482</b>	<b>6,884,314</b>	<b>7,439,606</b>	<b>8,017,131</b>

Table 6.5: Home Office administration costs

	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Outturn	2004–05 Estimated outturn	2005–06 Plans	2006–07 Plans	2007–08 Plans
<b>Summary</b>									
Gross administration costs:									
Paybill	216,088	237,945	325,773	324,902	420,117	404,957	372,475	359,581	359,581
Other	322,023	388,738	580,995	502,683	467,494	543,544	541,332	480,633	475,327
<b>Total gross administration costs</b>	<b>538,111</b>	<b>626,683</b>	<b>906,768</b>	<b>827,585</b>	<b>887,611</b>	<b>948,501</b>	<b>913,807</b>	<b>840,214</b>	<b>834,908</b>
Related administration cost receipts	-99,179	-131,577	-157,254	-193,464	-263,422	-289,784	-215,136	-202,775	-197,469
<b>Total administration cost</b>	<b>438,932</b>	<b>495,106</b>	<b>749,514</b>	<b>634,121</b>	<b>624,189</b>	<b>658,717</b>	<b>698,671</b>	<b>637,439</b>	<b>637,439</b>
<b>Analysis by activity:</b>									
People are and feel more secure in their homes and daily lives	92,743	114,444	296,706	99,828	106,443	115,883	103,468	65,084	65,084
More offenders are caught, punished and stop offending, and victims are better supported	154,460	169,956	176,369	193,673	195,021	187,248	185,747	178,551	178,551
Fewer people's lives are ruined by drugs and alcohol	0	0	0	14,851	15,664	14,413	13,700	13,084	13,084
Migration is managed to the benefit of the UK while preventing abuse of the immigration laws and of the asylum system	73,561	80,273	97,737	104,056	108,095	117,913	121,290	115,590	115,590
Citizens, communities and the voluntary sector are more fully engaged in tackling social problems and there is more equality of opportunity and respect for people of all races and religions	9,290	11,306	8,551	10,325	12,190	17,691	20,355	20,066	20,066
Central services	108,878	119,127	170,151	211,388	186,776	205,569	254,111	245,064	245,064
<b>Total administration cost</b>	<b>438,932</b>	<b>495,106</b>	<b>749,514</b>	<b>634,121</b>	<b>624,189</b>	<b>658,717</b>	<b>698,671</b>	<b>637,439</b>	<b>637,439</b>

Table 6.6: Home Office identifiable expenditure on services, by country and region

	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Outturn	2004–05 Estimated outturn	2005–06 Plans	2006–07 Plans	2007–08 Plans
North East	48.2	66.2	137.9	249.4	178.7	202.2	191.7	186.2	185.9
North West	116.1	142.1	347.3	622.7	459.2	516.6	492.0	478.6	477.7
Yorkshire and Humberside	67.3	90.9	229.9	418.8	305.5	342.6	325.5	315.9	315.2
East Midlands	47.3	57.9	159.4	315.2	225.7	240.8	230.3	222.4	221.8
West Midlands	59.7	81.1	208.5	390.5	283.7	342.9	326.6	316.3	315.5
South West	44.3	55.5	152.6	318.2	225.2	264.7	251.3	242.7	242.3
Eastern	37.4	49.1	149.5	328.6	227.8	269.7	256.4	247.0	246.4
London	165.9	237.6	484.3	1,025.1	680.9	789.8	753.2	732.9	729.4
South East	58.4	77.0	223.5	495.4	338.8	396.6	379.7	365.9	365.1
<b>Total England</b>	<b>644.6</b>	<b>857.3</b>	<b>2,092.9</b>	<b>4,163.9</b>	<b>2,925.5</b>	<b>3,366.0</b>	<b>3,206.7</b>	<b>3,107.8</b>	<b>3,099.4</b>
Scotland	34.0	37.2	44.2	31.8	33.8	29.6	33.6	33.5	33.5
Wales	32.7	37.0	121.0	232.4	167.2	194.0	186.3	181.0	180.7
Northern Ireland	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total UK identifiable expenditure</b>	<b>711.3</b>	<b>931.6</b>	<b>2,258.1</b>	<b>4,428.1</b>	<b>3,126.5</b>	<b>3,589.6</b>	<b>3,426.6</b>	<b>3,322.3</b>	<b>3,313.6</b>
Outside UK	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total identifiable expenditure</b>	<b>711.3</b>	<b>931.6</b>	<b>2,258.1</b>	<b>4,428.1</b>	<b>3,126.5</b>	<b>3,589.6</b>	<b>3,426.6</b>	<b>3,322.3</b>	<b>3,313.6</b>
Non-identifiable expenditure	2,830.0	3,464.0	3,940.0	4,123.0	4,640.0	4,629.2	5,070.0	5,710.0	6,386.5
<b>Total expenditure on services</b>	<b>3,541.3</b>	<b>4,395.6</b>	<b>6,198.1</b>	<b>8,551.1</b>	<b>7,766.5</b>	<b>8,218.8</b>	<b>8,496.6</b>	<b>9,032.3</b>	<b>9,700.1</b>

Table 6.7: Home Office identifiable expenditure on services, by country and region, £ per head

	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Outturn	2004–05 Estimated outturn	2005–06 Plans	2006–07 Plans	2007–08 Plans
North East	18.9	26.0	54.3	98.3	70.4	79.7	75.7	73.6	73.6
North West	17.1	21.0	51.3	91.8	67.5	75.8	72.1	70.1	69.8
Yorkshire and Humberside	13.6	18.3	46.2	83.9	61.0	68.2	64.6	62.6	62.2
East Midlands	11.4	13.9	38.0	74.6	53.1	56.3	53.6	51.5	51.1
West Midlands	11.3	15.4	39.5	73.6	53.3	64.3	61.1	59.1	58.8
South West	9.1	11.3	30.9	64.1	45.1	52.6	49.6	47.6	47.2
Eastern	7.0	9.1	27.7	60.6	41.7	49.0	46.3	44.3	43.9
London	23.2	32.8	66.1	139.1	92.2	106.3	100.8	97.4	96.4
South East	7.3	9.6	27.9	61.6	41.9	48.8	46.5	44.6	44.2
<b>Total England</b>	<b>13.1</b>	<b>17.4</b>	<b>42.3</b>	<b>83.9</b>	<b>58.7</b>	<b>67.2</b>	<b>63.8</b>	<b>61.6</b>	<b>61.1</b>
Scotland	6.7	7.4	8.7	6.3	6.7	5.8	6.6	6.6	6.6
Wales	11.3	12.7	41.6	79.5	56.9	65.7	62.7	60.7	60.5
Northern Ireland	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total UK identifiable expenditure</b>	<b>12.1</b>	<b>15.8</b>	<b>38.2</b>	<b>74.6</b>	<b>52.5</b>	<b>60.0</b>	<b>57.1</b>	<b>55.1</b>	<b>54.8</b>

Table 6.8: Home Office identifiable expenditure on services by function, country and region, for 2003–04

	North East	North West	Yorkshire and Humberside	East Midlands	West Midlands	South West	Eastern	London	South East	England	Scotland	Wales	Northern Ireland	UK identifiable expenditure	Outside UK	Total identifiable expenditure	Not identifiable	£ millions totals
<b>Home Office</b>																		
<b>General public services</b>																		
Public and common services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total general public services</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>Defence</b>																		
Civil defence	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total defence</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>Public order and safety</b>																		
Administration of justice	75.0	197.3	124.5	83.3	105.9	77.3	72.9	209.9	103.8	1,049.8	33.5	71.7	0.0	1,154.9	0.0	1,154.9	0.0	1,154.9
Fire	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Immigration and citizenship	3.8	6.5	6.4	3.5	6.7	1.2	1.5	17.4	2.4	49.4	0.0	1.4	0.0	50.8	0.0	50.8	1,865.0	1,915.8
Other public order and safety	4.1	11.1	7.6	6.1	8.7	7.4	7.0	13.3	10.6	16.0	0.3	3.7	0.0	80.0	0.0	80.0	254.0	334.0
Police	84.8	221.4	150.0	120.1	147.1	125.6	132.5	412.8	200.5	1,594.7	0.0	83.5	0.0	1,678.2	0.0	1,678.2	0.0	1,678.2
Prisons and offender programmes	9.0	17.7	13.3	9.9	11.9	10.8	10.8	17.0	16.8	117.2	0.0	5.0	0.0	122.2	0.0	122.2	2,521.0	2,643.2
<b>Total public order and safety</b>	<b>176.7</b>	<b>453.9</b>	<b>301.9</b>	<b>222.8</b>	<b>280.3</b>	<b>222.3</b>	<b>224.7</b>	<b>670.4</b>	<b>334.1</b>	<b>2,887.1</b>	<b>33.8</b>	<b>165.2</b>	<b>0.0</b>	<b>3,086.1</b>	<b>0.0</b>	<b>3,086.1</b>	<b>4,640.0</b>	<b>7,726.1</b>
<b>Recreation, culture and religion</b>																		
Sport and recreation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total recreation, culture and religion</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>Social protection</b>																		
Public sector occupational pensions	2.0	5.3	3.6	2.8	3.4	2.9	3.1	10.5	4.7	38.3	0.0	2.0	0.0	40.3	0.0	40.3	0.0	40.3
<b>Total social protection</b>	<b>2.0</b>	<b>5.3</b>	<b>3.6</b>	<b>2.8</b>	<b>3.4</b>	<b>2.9</b>	<b>3.1</b>	<b>10.5</b>	<b>4.7</b>	<b>38.3</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>40.3</b>	<b>0.0</b>	<b>40.3</b>	<b>0.0</b>	<b>40.3</b>
<b>Total for Home Office</b>	<b>178.7</b>	<b>459.2</b>	<b>305.5</b>	<b>225.7</b>	<b>283.7</b>	<b>225.2</b>	<b>227.8</b>	<b>680.9</b>	<b>338.8</b>	<b>2,925.5</b>	<b>33.8</b>	<b>167.2</b>	<b>0.0</b>	<b>3,126.5</b>	<b>0.0</b>	<b>3,126.5</b>	<b>4,640.0</b>	<b>7,766.5</b>

## Reconciliation to DEL:

Finance to local authorities	4,582.0
Non-cash items included in DEL	357.0
Other items not in total expenditure on services	-45.0
Public corporation capital expenditure	-9.0
<b>Total DEL and AME</b>	<b>12,651.5</b>

## Made up of:

Resource DEL	11,683.0
Resource AME	40.0
Capital DEL	927.0

Table 6.9: Staff numbers 2004–05<sup>8</sup>

	Staff	Overtime	Casuals	Total
Crime Reduction and Community Safety Group (CRCSG) <sup>9</sup>	1,250	61	8	1,319
Communities Group (CG) <sup>10</sup>	306	0	12	318
Immigration and Nationality Directorate (IND) <sup>11</sup>	14,658	143	201	15,002
Office for Criminal Justice Reform (OCJR) <sup>12</sup>	381	0	6	387
National Offender Management Service (NOMS) <sup>13</sup>	684	14	16	714
Human Resources (HR) (including pay and pensions)	591	0	66	657
Resources and Performance Group (RPG) <sup>14</sup>	524	0	132	656
Permanent Secretary's Group (PSG) <sup>15</sup>	922	1	30	953
<b>Total</b>	<b>19,316</b>	<b>219</b>	<b>471</b>	<b>20,006</b>
Prison Service <sup>16</sup>	46,015	760	1,275	48,050
UK Passport Service	2,772	1	50	2,822
Forensic Science Service	2,399	21	7	2,427
<b>Total Home Office</b>	<b>70,502</b>	<b>1,001</b>	<b>1,803</b>	<b>73,306</b>

<sup>8</sup> Rolling five quarter average figures 1 April 2004 to 1 April 2005

<sup>9</sup> Includes Police Scientific Development Branch (PSDB)

<sup>10</sup> Includes former Strategic Support Group (SSG) and other Returns (RDAT, Network, REA)

<sup>11</sup> Overtime figure excludes Immigration Service overtime because this cannot be separated from other premium payments, e.g. for weekend working

<sup>12</sup> Formerly Criminal Justice Group

<sup>13</sup> Includes staff transferred from Correctional Services Group (CSG) and National Probation Directorate (NPD)

<sup>14</sup> Previously Corporate Development and Services Directorate (CDS) and Performance and Finance Directorate (PFD)

<sup>15</sup> Includes Legal Advisor's Group (LAB), Communications Directorate (CD), Private Office/Ministerial Secretariat and Research Development and Statistics (RDS)

<sup>16</sup> Overtime figures include the contract supplementary hours scheme for the first time

The figures included in Table 6.9 and 6.10 include headquarters staff savings of 876 FTE (see page 86) and the impact of achieving our target of 2,700 FTE. These are reflected in the central Home Office and HM Prison Service lines, as is increased staffing in frontline services, such as prison and immigration officers. The tables are, however, compiled on a different technical basis to our HQ staffing target, for instance focusing on civil servant numbers rather than total number of posts, and on the basis of a 15 month rolling average. ONS manpower statistics, used to measure permanent civil service numbers, are based on staff numbers on the final day of each quarter.

Table 6.10: Staff numbers 1999–2000 to 2007–08

	1999–2000 Outturn	2000–01 Outturn	2001–02 Outturn	2002–03 Outturn	2003–04 Estimated outturn*	2004–05 Estimated outturn	2005–06 Plans	2006–07 Plans	2007–08 Plans
<b>(Staff years)</b>									
<b>Home Office Central<sup>17</sup></b>									
(Gross control area)									
Civil Service FTEs <sup>18</sup>	8,182	13,204	13,204	14,909	17,976	19,316	19,878	18,873	18,795
Overtime	429	425	102	145	167	219	161	158	156
Casuals	301	280	296	308	354	471	383	315	310
<b>Total</b>	<b>8,912</b>	<b>11,611</b>	<b>13,602</b>	<b>15,363</b>	<b>18,497</b>	<b>20,006</b>	<b>20,422</b>	<b>19,346</b>	<b>19,261</b>
<b>Prison Service</b>									
(Gross control area) <sup>19</sup>									
Civil Service FTEs	39,149	41,609	42,057	42,570	44,431	46,015	46,296	47,302	47,302
Overtime	829	808	–	532	632	760	760	760	760
Casuals	1,317	1,067	1,116	1,367	1,403	1,275	1,352	1,381	1,381
<b>Total</b>	<b>41,295</b>	<b>43,484</b>	<b>43,173</b>	<b>44,470</b>	<b>46,466</b>	<b>48,050</b>	<b>48,408</b>	<b>49,443</b>	<b>49,443</b>
<b>United Kingdom Passport Service</b>									
(Gross control area) <sup>20</sup>									
Civil Service FTEs	900	1,690	2,132	2,845	2,736	2,772	3,442	3,442	3,442
Overtime	147	109	–	3	5	1	1	1	1
Casuals	300	532	166	19	21	50	50	50	50
<b>Total</b>	<b>1,347</b>	<b>2,331</b>	<b>2,298</b>	<b>2,867</b>	<b>2,762</b>	<b>2,823</b>	<b>3,493</b>	<b>3,473</b>	<b>3,473</b>
<b>Forensic Science Service</b>									
Civil Service FTEs	1,615	1,469	2,376	2,506	2,570	2,399	2,400	2,300	2,250
Overtime	42	10	89	81	18	21	0	85	0
Casuals	55	60	17	12	6	7	0	0	0
<b>Total</b>	<b>1,712</b>	<b>1,539</b>	<b>2,482</b>	<b>2,600</b>	<b>2,594</b>	<b>2,427</b>	<b>2,400</b>	<b>2,385</b>	<b>2,250</b>
<b>Fire Service College</b>									
(Trading Fund) <sup>21</sup>									
Civil Service FTEs									
Overtime	195	160	113	–	–	–	–	–	–
Casuals		8	6	–	–	–	–	–	–
<b>Total</b>		<b>168</b>	<b>119</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
Civil Service FTEs	50,041	59,930	59,927	62,833	67,713	70,502	72,016	71,897	71,769
Overtime	1,447	191	191	760	822	1,001	922	1,004	917
Casuals	1,973	1,595	1,608	1,706	1,783	1,803	1,785	1,746	1,741
<b>Total Home Office</b>	<b>53,461</b>	<b>61,715</b>	<b>61,726</b>	<b>65,299</b>	<b>70,319</b>	<b>73,306</b>	<b>74,723</b>	<b>74,647</b>	<b>74,427</b>

<sup>17</sup> Reduction in 1998–99 due in part to PITO becoming an NDPB and NCIS becoming a Service Authority on 1 April 1998. Apparent reduction in overtime figures 2001–02 due to a more detailed overtime return from Immigration and Nationality Directorate

<sup>18</sup> Full-time equivalents

<sup>19</sup> HM Prison Service overtime figures include the contract supplementary hours scheme for the first time

<sup>20</sup> UKPS will open 70 new offices throughout the mainland to meet the requirements for its application by interview (ABI) commitments and the forward projections include phase 1 of this project. No allowance has been made for future requirements arising from the Identity Card Scheme beyond 2005

<sup>21</sup> Fire Service College ceased to be part of the Home Office following the machinery of government changes of 8 June 2001. The figures given for 2001–02 are end-period FTE actuals and not five quarter Treasury averages

**Table 6.11: Senior Civil Service – paybands and numbers**

Payband 1 = 179    Payband 2 = 49    Payband 3 = 9    Permanent Secretary = 3

SCS pay ranges from 1 April 2004

Payband	Minimum £	Progression target rate (PTR) £	Recruitment and performance ceiling (RPC) £
1	53,451	74,298	112,248
2	73,762	99,419	155,008
3	90,867	129,352	192,424
Permanent Secretary		Minimum 121,100	Maximum 256,550

**Table 6.12: Public appointments**

Details of appointments made in 2004 to NDPBs and other public bodies for which the Home Office has responsibility are set out below.

Re-appointments are denoted by the symbol \*. Special extensions are denoted by the symbol#.

The details are given as: name of appointee, length of term, full time/part time and remuneration.

#### Executive NDPBs

##### CENTREX (Central Police Training and Development Authority)

Dr Zsuzsanna Adler	Member	01/04/2004 to 29/10/2004 resignation	Part time	£5,000 per annum
Mr Graham Baskerville	Association of Police Authorities representative	01/04/2004 to 28/03/2004	Part time	£5,000 per annum
Dr Mary Benwell	Member	01/04/2004 to 28/03/2004	Part time	£5,000 per annum
Dr Bob Chiltern	Member	01/04/2004 to 28/03/2004	Part time	£5,000 per annum

##### Community Development Foundation (Trustees)

Tom Levitt (MP)	Chair	11/06/2004 to 31/12/2006	Part time	Expenses only
Suhail Aziz*	Member	01/01/2004 to 31/12/2006	Part time	Expenses only
Paul Burstow (MP)	Member	01/01/2004 to 31/12/2006	Part time	Expenses only
Andrew Robinson*	Member	01/01/2004 to 31/12/2006	Part time	Expenses only

##### Commission for Racial Equality

Mohammed Aziz	Commissioner	01/02/2004 to 31/01/2008	Part time	£3,200
Julia Chain	Commissioner	01/02/2004 to 31/01/2008	Part time	£3,200
Dexter Hutt	Commissioner	01/04/2004 to 31/03/2008	Part time	£3,200
Kamaljeet Jandu*	Commissioner	02/05/2004 to 31/03/2008	Part time	£3,200
Digby Jones	Commissioner	01/02/2004 to 31/01/2008	Part time	£3,200
Charles Smith	Commissioner	01/04/2004 to 31/03/2008	Part time	£3,200

##### Criminal Cases Review Commission

Penny Barrett	Member	07/06/2004 to 06/06/2009	Full time	£78,431
Alastair McGregor	Member	24/05/2004 to 23/05/2009	Full time	£78,431

##### Independent Police Complaints Commission and Office of the Immigration Services Commissioner

No appointments or re-appointments made in 2004

Table 6.12: Public appointments (continued)

## Service Authority for the National Criminal Intelligence Service, Service Authority for the National Crime Squad

The membership for both Service Authorities is:

Paul Lever*	Chair	01/04/2004 to 31/03/2006	Part time	Expenses only
Caroline Burton*	Member	01/04/2004 to 31/03/2006	Part time	Expenses only
Jennifer Harvey*	Member	01/04/2004 to 31/03/2006	Part time	Expenses only

## Parole Board

Prof. Sir Duncan Nichol CBE	Chair	16/03/2004 to 15/03/2007	Full time	£75,000
Mr Kofi Appiah*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Dr Ann Barker*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Dr Claire Barkley*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Judge Bassingthwaite	Member	01/07/2004 to 30/09/2007	Part time	Fee based
Judge George Bathurst Norman	Member	01/07/2004 to 30/09/2007	Part time	Fee based
Dr Linda Blut	Member	01/07/2004 to 30/09/2007	Part time	Fee based
Dr Paul Chesterman*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Judge Gerald Clifton	Member	01/07/2004 to 30/09/2007	Part time	Expenses only
Judge Nicholas Coleman	Member	01/07/2004 to 30/09/2007	Part time	Fee based
Judge Colin Colston	Member	01/07/2004 to 30/09/2007	Part time	Fee based
Ms Jo Dobry*	Member	01/10/2004 to 30/09/2005	Full time	£54,877
Mrs Diana Fullbrook*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mrs Jane Geraghty*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Dr Elizabeth Gilchrist	Member	01/07/2004 to 30/09/2007	Part time	Fee based
Judge Carol Hagan	Member	01/07/2004 to 30/09/2007	Part time	Expenses only
Dr Robert Halsey	Member	01/07/2004 to 30/09/2007	Part time	Fee based
Judge Hawksworth*	Member	01/09/2004 to 31/08/2007	Part time	Expenses only
Mr Mike Hennessey*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mrs Lesley Hilton*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Judge Merfyn Hughes	Member	01/07/2004 to 30/09/2007	Part time	Expenses only
Dr Chris Hunter*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Dr Ardash Kaul*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Ms Assia King*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mr Roy King*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mr Robert Mathers*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Dr David Mawson*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Judge Patrick McCahill	Member	01/07/2004 to 30/09/2007	Part time	Expenses only
Judge Kerry Macgill*	Member	01/10/2004 to 30/09/2005	Part time	Expenses only
Judge John Milmo	Member	01/07/2004 to 30/09/2007	Part time	Fee based
Mr Stephen Murphy*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mr David Mylan*	Member	01/10/2004 to 30/09/2005	Part time	Expenses only
Mr Peter Palmer*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mrs Sylvia Peach*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mr Tony Pembroke*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Lady Pitchers*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Judge Stephen Robbins*	Member	01/10/2004 to 30/09/2005	Part time	Expenses only
Judge William Rose	Member	01/07/2004 to 30/09/2007	Part time	Expenses only
Mr Andrew Rutherford*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mr John Staples*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Mrs Jo Turnball*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Ms Mollie Weatheritt*	Member	17/11/2004 to 18/11/2005	Full time	£54,877
Dr Anne Worrall*	Member	01/10/2004 to 30/09/2005	Part time	Fee based
Dr Simon Wood*	Member	01/10/2004 to 30/09/2005	Part time	Fee based

## Police Complaints Authority

This body ceased to exist on 31 March 2004

**Table 6.12: Public appointments (continued)**

**Police Information Technology Organisation**

Mr Chris Earnshaw	Chair	08/03/2004 to 31/03/2007	Part time	£62,500 pro rata
Mr Philip Jacobs	Member	24/05/2004 to 23/05/2007	Part time	No remuneration
Ms Claire Monaghan	Member	07/2004 to 07/2007	Part time	No remuneration
Mr Barrie Patman	Member	01/09/2004 to 31/08/2007	Part time	No remuneration
Mr Alan Peirce	Member	01/09/2004 to 14/03/2007	Part time	No remuneration
Mr Stephen Rimmer	Member	24/05/2004 to 23/05/2007	Part time	No remuneration
Mr John Suffolk	Member	01/03/2004 to 28/02/2007	Part time	No remuneration
Mr Philip Webb	Member	24/05/2004 to 23/05/2007	Part time	No remuneration
Mr Peter Wilson*	Member	01/10/2004 to 30/09/2007	Part time	No remuneration

**Security Industry Authority**

Mr Peter Hermitage	Chair	01/04/2004 to 30/06/2008	Part time	£55,000 per annum
Mr Peter Dyke	Member	20/09/2004 to 19/09/2007	Part time	£255 per day
Ms Wendy Towers	Member	20/09/2004 to 19/09/2007	Part time	£255 per day

**Youth Justice Board**

Prof. Rodney Morgan	Chair	05/04/2004 to 04/04/2007	Part time	£85,000 pro rata
Rev. Alan Billings	Member	01/10/2004 to 30/09/2007	Part time	£200 per day and expenses
Ms Rosemary Harthill	Member	01/10/2004 to 30/09/2007	Part time	£200 per day and expenses
Mr Graham Robb	Member	01/10/2004 to 30/09/2007	Part time	£200 per day and expenses
Mr David Simpson	Member	01/10/2004 to 30/09/2007	Part time	£200 per day and expenses
Dr Howard Williamson*	Member	08/11/2004 to 30/09/2008	Part time	£200 per day and expenses

**Advisory NDPBs**

**Advisory Board on Naturalisation and Integration**

Sir Bernard Crick	Chair	15/11/2004 to 14/11/2006	Part time	£500 per day and expenses
Ms Mary Coussey	Vice-Chair	15/11/2004 to 14/11/2006	Part time	£500 per day and expenses
Ms Celine Castelino	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Mrs Mary Curnock-Cook	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Ms Sally Daghlian	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Sir Robert Dowling	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Mrs Samina Khan	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Mrs Janet Luff	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Ms Adeeba Malik	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Prof. Elizabeth Meehan	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Dr Robert Muir	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Sir Gulam Noon	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Mr Ashok Ohri	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Mrs Maeve Sherlock	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Mrs Jean Wilson	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Mr Patrick Wintour	Member	15/11/2004 to 14/11/2006	Part time	Expenses only
Mrs Annette Zera	Member	15/11/2004 to 14/11/2006	Part time	Expenses only

**Advisory Council on the Misuse of Drugs, Animal Procedures Committee and Correctional Services Accreditation Panel**

No appointments or re-appointments made in 2004

**Advisory Panel on Country Information**

Dr Khalid Koser	Member	09/02/2004 to 08/02/2006	Part time	Expenses only
Prof. Lord Bhikhu Parekh	Member	18/02/2004 to 17/02/2006	Part time	Expenses only

**Poisons Board**

This board is in abeyance

**Police Advisory Board for England and Wales**

Mr John Randall	Chair	13/02/2004 to 12/02/2007	Part time	£378 per day
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**Police Negotiating Board**

Mr John Randall	Chair	13/02/2004 to 12/02/2007	Part time	£378 per day
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**Regulation of Investigatory Powers Act – Technical Advisory Board**

Mr Peter Walker	Chair	22/12/2004 to 21/12/2007	Part time	£400 per day and expenses
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Table 6.12: Public appointments (*continued*)**Sentencing Advisory Panel**

Judge Howard Riddle	Member	02/08/2004 to 30/06/2005	Part time	Expenses only
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**Sentencing Guidelines Council**

All the members are part time

Lord Harry Woolf	In capacity as Lord Chief Justice became the Chair	05/03/2004		Expenses only
Sir Christopher Rose	In capacity as the Vice-President of the Criminal Justice Division of the Court of Appeal became a member	05/03/2004		Expenses only
Sir Peter Crane	In capacity as the Chairman of the Criminal Committee of the Judicial Studies Board became a member	05/03/2004		Expenses only
Mr Ken Macdonald QC	In capacity as Director of Public Prosecutions became a member	05/03/2004		Expenses only
Judge Tim Workman	In capacity as Senior District Judge became a member	05/03/2004		Expenses only
Judge Peter Beaumont	Member	05/03/2004 to 04/03/2008		Expenses only
Mr Anthony Edwards	Member	05/03/2004 to 04/03/2009		£200 per day and expenses
Sir Paul Kennedy	Member	17/08/2004 to 04/03/2008		Expenses only
Judge Michael Mettyear	Member	05/05/2004 to 05/03/2007		Expenses only
Mr Peter Neyroud	Member	05/03/2004 to 04/03/2008		Expenses only
Ms Teresa Reynolds	Member	05/03/2004 to 04/03/2007		£200 per day and expenses
Mrs Malathy Sitaram JP	Member	05/03/2004 to 04/03/2009		£200 per day and expenses

**Victims Advisory Panel**

There were no appointments or re-appointments during 2004

**Tribunal NDPBs**

**Asylum Support Adjudicators, Criminal Injuries Compensation Appeals Panel, Investigatory Powers Tribunal, Office of the Surveillance Commissioners and the Police Arbitration Tribunal**

No appointments or re-appointments made in 2004

**Police Discipline Appeals Tribunal**

Mr Paul Acres	Member	01/09/2004 to 31/08/2009	Part time	£201 per day and expenses
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**Other public bodies and miscellaneous****Independent Monitoring Boards of Penal Establishments and Immigration Centres (legally known as Boards of Visitors and Visiting Committees)**

During the year, 830 appointments were made of whom 336 were new appointments and 494 were existing members re-appointed under the Triennial Review of their Boards. Also 144 Chairs and 144 Vice-Chairs were appointed from among the Board members. Chairs and Vice-Chairs are appointed for one year and are allowed to serve for no more than three consecutive terms in either post. Because of personal security considerations, the names of members of Independent Monitoring Boards are not published. Board members are appointed for up to three years, and may apply for a further term although re-appointment is not automatic. There is no limit to the number of years a member may serve. Triennial reviews occur at the end of each year, with approximately one-third of the Boards having their membership reviewed in any one year. Vacancies on Boards are filled by recruitment as and when they occur. All Board members are paid travel and subsistence and can claim for any financial loss they suffer as a result of carrying out their duties.

**Charity Commission**

Miss Geraldine Peacock	Chief Charity Commissioner	08/07/2004 to 07/07/2008	Part time	£66,631
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**IND Complaints Audit Committee, Intelligence Services Commissioner and Interception of Communications Commissioner**

No appointments or re-appointments made in 2004

**Independent Race Monitor**

Ms Mary Coussey	Monitor	04/2004 to 04/2006	Part time	Fee based and expenses
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**Table 6.12: Public appointments (*continued*)**

**National Probation Service**

**Local Probation Boards**

The people on the following pages were appointed from 1 April 2004 until 31 March 2007 for these appointments and they are part time. The members are remunerated at £15.40 per hour plus expenses. The Chairs are remunerated per annum, as stated below, plus expenses.

*For Avon and Somerset*

Mr John Christensen*	Chair (£17,600)
Ms Christina Baron	Member
Mr Nicholas Bernard*	Member
Mrs Shaheen Chaudhry*	Member
Mr Malcolm Cotton*	Member
Mr Kerry Curtis	Member
Ms Patsy Hudson*	Member
Mr Alan Lovell*	Member
Mrs Kirsten Stephen	Member
Mr John Teller*	Member
Mr Peter Warren*	Member
Miss Nelisha Wickremasinghe	Member

*For Bedfordshire*

Mr Robin Fletcher*	Chair (£15,400)
Mr Michael Airs*	Member
Mrs Celia Bennett	Member
Mr Randolph Charles*	Member
Ms Alice Crampin*	Member
Mr Godfrey Sackey-Clarke*	Member
Dr Helen Sismey-Durrant*	Member
Ms Susan Squire*	Member
Mr Paul Wheeler	Member
Mr Neville White	Member
Mr Raymond Whyte*	Member
Mr Mohammad Yasin*	Member

*For Cambridgeshire*

Mr Stanley Webster	Chair (£15,400)
Mr Walter Billing	Member
Mr Andrew Fawcett*	Member
Mr Brian Keegan	Member
Mrs Janet Jones	Member
Mr Harmesh Lahkenpaul*	Member
Mrs Susan Morris*	Member

*For Cheshire*

Dr Ziya Haq*	Member
Mrs Clare Hoy*	Member
Mr Robert Jordan*	Member
Mr Kenneth McKinlay*	Member
Mr Brendan O'Friel*	Member
Mrs Hilary Tucker*	Member

*For County Durham*

Prof. Robert Williams*	Chair (£15,400)
Mrs Clare Hepworth	Member
Mrs Kathryn Larkin-Bramley	Member
Mr Anthony Lindsay	Member
Mr Edmund Marchant*	Member
Mrs Tina Naples*	Member
Mr William Raine*	Member
Mrs Hilary Shaw*	Member
Mr William Worth	Member

*For Cumbria*

Rev. David Peacock	Chair (£15,400)
Mr Robin Brown*	Member
Mr Austin Coote*	Member
Mrs Eleanor Hancock*	Member
Mr John Hanley*	Member
Mr Alec Harris*	Member
Dr Joseph Hendry	Member
Mrs Elizabeth Mallinson*	Member
Mrs Michelle Pierce*	Member
Mr Richard Rhodes	Member
Mrs Lynda Shaw*	Member
Mr Kenneth Thompson*	Member

*For Derbyshire*

Mr John Raine*	Chair (£15,400)
Mr Michael Bishop	Member
Mr Balwant Bubber	Member
Mrs Margaret Cohen	Member
Mr Martin Jolly*	Member
Mr Bill Kirkland*	Member
Cllr Michael Lauro*	Member
Mr George Mighty*	Member
Mrs Irene Shiels*	Member
Mr Rupert Turner*	Member
Professor David Ward*	Member

*For Devon and Cornwall*

Mr Anthony Smith*	Chair (£17,600)
Mr Richard Ellis*	Member
Mr Peter Groves*	Member
Mrs Mary Palmer*	Member
Mrs Linda Price*	Member
Mr William Richards	Member
Mrs Sandra Shaw*	Member
Mr Peter Smith*	Member
Mrs Aurora Talbot*	Member
Mrs Vivien Van Den Burg	Member
Mr Chris Whitaker*	Member

*For Dorset*

Mrs Maggie Topliss*	Chair (£15,400)
Mr Paul Bompas	Member
Mrs Dorothy Cooper*	Member
Miss Patricia Fielding	Member
Ms Alexina Gannon*	Member
Mr Roger Ketley*	Member
Mrs Kate Osborne	Member
Mrs Jennifer Simm*	Member
Mr Peter Turner*	Member

Table 6.12: Public appointments (continued)

<i>For Dyfed Powys</i>		<i>For Hampshire</i>	
Mr Peter Morgan*	Chair (£15,400)	Mr Dermot Boyle*	Chair (£17,600)
Mr Anthony Dawson*	Member	<i>(Part-time member November 2004 to 29 February 2008)</i>	
Mr Robert East*	Member	Mrs Prudence Chadderton*	Member
Mrs Jean Evans*	Member	Mrs Melanie Da Cunha*	Member
Mr John French*	Member	Mrs Gabrielle Edwards*	Member
Mrs Marilyn Mason*	Member	Mr Sri Kandiah*	Member
Mr Martin Morris*	Member	Ms Venika Kingsland*	Member
Mr Keith Turner	Member	Mr Simon Mantle*	Member
Mrs Lesley Turner*	Member	Mrs Jennifer Miller*	Member
Mrs Fiona Walder	Member	Mr Stephen Robinson-Grindey*	Member
Ms Ann Williams	Member	Mr John Stocks*	Member
Mr Ina Williams*	Member	Mrs Diane Thomas*	Member
Mr Michael Williams	Member	Mrs Sylvia Williams*	Member
<i>For Essex</i>		Mr Max Winslow*	Member
Mr Alan Tobias*	Chair (£17,600)	Mr Tony Worth*	Member
Mr Martin Bates	Member	<i>For London</i>	
Mr Rob Eschle*	Member	Mr Suhail Aziz*	Chair (£27,500)
Mr John Lowery*	Member	Mr Viv Ahmun*	Member
Mr Roger Lucking	Member	Mr Abdul Amin	Member
Mr Phillip Lyons*	Member	Ms Nasim Amir	Member
Mr Michael Mitchinson*	Member	Mr Kenneth Ashken*	Member
Mrs Nicola Moulds*	Member	Cllr Lincoln Beswick*	Member
Mr Don Quinn*	Member	Mr Mark Blake*	Member
Ms Diane Welsh	Member	Mrs Angela Camber*	Member
Mr Timothy Young	Member	Mr Kevin Heal*	Member
<i>For Gloucestershire</i>		Ms Emma Mandley	Member
Sir William Wratten	Chair (£15,400)	Mrs Carole Markham*	Member
Mrs Elizabeth Abderrahim*	Member	Miss Mureen Salmon*	Member
Mr David Cook*	Member	Cllr Derek Sawyer*	Member
Rev. Alan Davies*	Member	Mr Max Telling*	Member
Mrs Mary Gardner*	Member	<i>For Merseyside</i>	
Mr Daniel Gooch*	Member	Mr Nigel Mellor*	Chair (£22,000)
Mr Michael Howe	Member	Mr Ronald Barker*	Member
Mrs Cathering Jago	Member	Mrs Elizabeth Barnett*	Member
Mr Chris Marshall*	Member	Mrs Linda Bloomfield	Member
Ms Hazel Middleton	Member	Mr Muktesh Kakar	Member
Mr Peter Rowe*	Member	Prof. George Mair*	Member
<i>For Greater Manchester</i>		Mrs Sheila Malone*	Member
Mrs Gita Conn	Member	Mr Stanley Mayne*	Member
Mr Jon Hardy*	Member	Mr Alfred Salami*	Member
Mr Michael Harkin*	Member	Mr Peter Toyne	Member
Mr Nasrullah Khan Moghal	Member	<i>For Norfolk</i>	
Miss Abida Niaz*	Member	Dr Charles Winstanley*	Chair (£15,400)
Mr Alan Rayner	Member	Mrs Jane Bevan*	Member
Mrs Carole Truman*	Member	Prof. Gwyneth Boswell*	Member
<i>For Gwent</i>		Mr Nigel Dixon*	Member
Mr Brian Barr*	Member	Mr Michael Eveling	Member
Mr Ronald Doxey*	Member	Ms Bridgid Everitt*	Member
Mrs Gillian Parker*	Member	Mr Christopher Gowman	Member
Mrs Joyce Morgan*	Member	Mrs Felicity Hartley*	Member
Mrs Rhiannon Passmore*	Member	Mrs Sheila Long*	Member
Mr Hugh Phillips*	Member	Mr David Reeve*	Member
Mr Stuart Smith	Member	Mr John Vinookumar*	Member
Mr Peter Walters*	Member	Mr Simon Woodbridge*	Member
Mr Howard Williams*	Member		

Table 6.12: Public appointments (*continued*)

<i>For North Wales</i>		<i>For South Yorkshire</i>	
Mr Clifton Robinson	Chair (£15,400)	Mrs Beryl Seaman*	Chair (£17,600)
Mr Brian Barr*	Member	Mr Almas Abbasi*	Member
Mr Ronald Doxey*	Member	Mrs Diana Clark*	Member
Mr Geraint Jones	Member	Mr Owen Gleadall*	Member
Mrs Joyce Morgan*	Member	Mr James Hanson	Member
Mrs Gilian Parker*	Member	Mrs Shirley Harrison*	Member
Mrs Rhiannon Passmore*	Member	Mr John Hinchcliffe*	Member
Mr Hugh Phillips*	Member	Mr Mohammad Ismail*	Member
Mrs Susan Roberts	Member	Ms Brenda Maslen	Member
Mr Peter Walters*	Member	Mr Les Taylor*	Member
Mr Christopher Warner	Member	Mr Kenneth Wyatt	Member
Mr Howard Williams*	Member		
<i>For North Yorkshire</i>		<i>For Staffordshire</i>	
Mr David Bramhall	Member	Mr Gery Hindley*	Chair (£15,400)
Mr Michael Doyle*	Member	Mr James Cooper	Member
Mr Neil Hobbs*	Member	Mr Maurice Downes*	Member
Mr Christopher Hudson*	Member	Mr William Finney*	Member
Mr Roger Mattingly*	Member	Mr Alan James	Member
Mrs Gillian Middleton	Member	Mr Tony Johnson	Member
Mr George Robson*	Member	Mr Amir Kabal*	Member
Mrs Jennifer Taylor	Member	Mr Eric Kelsall*	Member
Mr Roger Thompson*	Member	Ms Linda Kemp*	Member
Mr Gregory White*	Member	Mrs Kathleen Reader*	Member
<i>For Northamptonshire</i>		<i>For Suffolk</i>	
Mrs Julilia Faulkner	Chair (£15,400)	Mr A V M Gordon Ferguson*	Chair (£15,400)
Mr Michael Hill*	Member	Mr Leslie Bryant	Member
Mr David Moir	Member	Mr Samuel Budu*	Member
Mrs Gina Ogden*	Member	Mrs Mary Crane*	Member
Mr Michael Sawford*	Member	Mr John Cullum*	Member
Mr John Tate*	Member	Mrs Lesley Kenealy*	Member
<i>For Northumbria</i>		Mr Jim Keohane*	Member
Mrs Elizabeth Derrington*	Chair (£17,600)	Mrs Bernadine King	Member
Mr Charles Bate*	Member	Mr Harold Mangar*	Member
Mr John Creaby*	Member	Mr Jeffrey Manton	Member
Mr Brian Dodds*	Member	Mr Subhash Modasia*	Member
Dr Rosemary Hartill*	Member	Mr David Rowe*	Member
Mr Brian Latham*	Member	Mr Barry Walker*	Member
Mrs Amanda Main*	Member	<i>For Surrey</i>	
Mr Paul Robson*	Member	Mr Owusu Abebrese*	Chair (£15,400)
Mr Christopher Rushton*	Member	Miss Pauline Abrams	Member
Mrs Christine Tweedie*	Member	Mr John Azah*	Member
<i>For Nottinghamshire</i>		Mrs Lynn Hawkins*	Member
Mrs Christine Goldstraw	Chair (£17,600)	Mr Michael Head*	Member
Mrs Kathy Alick*	Member	Miss Karen Heenan*	Member
Mr Tim Bell*	Member	Mrs Lesley Myles*	Member
Mr Keith Burd*	Member	Ms Helen Page*	Member
Mr Jeff Cohen*	Member	<i>For Sussex</i>	
Mr William Dargue*	Member	Mr Chris Crook*	Chair (£17,600)
Mr Errol Hemans*	Member	Mr Michael Cann*	Member
Mrs Johanna Kirkby*	Member	Mr Godfrey Daniel*	Member
Sir Dennis Pettitt*	Member	Mr James Doyle	Member
Mr Peter Pratt*	Member	Mrs Joan W Fraser*	Member
Mrs Bettina Wallace*	Member	Ms Christine Knott*	Member
<i>For South Wales</i>		Mr W Alan McGilvery*	Member
Mr Richard Penn*	Chair (£17,600)	Mrs Susan Millership*	Member
Mrs Anne Abel	Member	Ms Sandie Moore	Member
Mrs Megan Brown*	Member	Mr John Shippam*	Member
Mr Mark Farrall*	Member	Mr Chris Whitwell*	Member
Mr Derek Gregory	Member	<i>For Teeside</i>	
Mr Allan Lloyd*	Member	Mr Ken Bellemy*	Chair (£15,400)
Prof. Michael Maguire*	Member	Mr Chris Beety*	Member
Mr Gareth Morgan-Jones*	Member		
Mr Paul Nanji*	Member		
Mr Charles Willie*	Member		

Table 6.12: Public appointments (continued)

Mrs Linda Broadhead*	Member	<i>For West Midlands</i>	
Mr Michael McGroary*	Member	Mr Robert Sleigh	Chair (£22,000)
Mrs Saadia Raja	Member	Mr Michael Ager*	Member
Mr Geoffrey Spencer*	Member	Mrs Paulene Collins*	Member
Mrs Patricia Tarbitt*	Member	Prof. Colin Fishwick*	Member
Mr Balbir Thethi	Member	Mr Alan Harrison	Member
Mr David Wood*	Member	Miss Kate Hunter*	Member
<i>For Thames Valley</i>		Mrs Kamalijeet Nijjar-Deu*	Member
Miss Lorna Beckford*	Chair (£17,600)	Mrs Enid Showell*	Member
Mr Peter Bel*	Member	Mrs Rashpal Singh	Member
Dr Gillian Cohen*	Member	Mr Markley Taitt*	Member
Mr Michael Day	Member	Ms Jane Whitehead	Member
Mr John Enos*	Member	<i>For West Yorkshire</i>	
Mr Brian Harper*	Member	Dr Miranda Hughes*	Chair (£22,000)
Mr Khan Juna*	Member	Mr Geoffery Alvy	Member
Mrs Honor Juniper	Member	Mrs Anne Beckett	Member
Miss Deirdre Moroney*	Member	Mr Ernest Clark*	Member
Mrs Mary Phillips*	Member	Mrs Francis Colvill*	Member
<i>For Warwickshire</i>		Mr Jeremy Paul Crompton*	Member
Mr Ian Cronin*	Member	Mr Travis Johnson*	Member
Mrs Celia Furnival*	Member	Mrs Judith Poole*	Member
Mrs Anne Henderson*	Member	Mrs Gillian Pratt*	Member
Mrs Maxine Mayer*	Member	Mr Qudrat Shah*	Member
Mr Robin Verso	Member	<i>For Wiltshire</i>	
Dr Richard Woolf*	Member	Mrs Christine Crisp*	Member
<i>For West Mercia</i>		Mr William Fishlock*	Member
Mrs Patricia Bradbury*	Chair (£15,400)	Mrs Susanne Mason*	Member
Mr Durga Ahir*	Member	Mrs Malathy Sitaram*	Member
Mr John Eastwood*	Member	Mr Barrie Thompson*	Member
Ms Camella Flemming*	Member		
Mr Martin Foley	Member		
Mr John Hillier*	Member		
Dr Haseena Lockhat*	Member		
Mr David Price*	Member		
Mrs Valerie Reynolds	Member		
Mr David Williams*	Member		
Mr Michael Woolley*	Member		

**Vehicle Crime Reduction Action Team**

Mr Justin Jacobs	Member	01/10/2004 to 01/08/2005	Part time	No remuneration or expenses
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**Annual Reviewer of the Terrorism Act 2000 and the Prevention of Terrorism Act 2005**

Lord Alex Carlisle QC*	Reviewer	08/2004 to 08/2007	Part time	£515 per day
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**Annual Reviewer of the Criminal Justice (Conspiracy and Terrorism) Act 1998 and Assessor of Compensation for Miscarriage of Justice**

No appointments or re-appointments made in 2004

**Selection panels for independent members of police authorities**

The 41 provincial authorities have five and the Metropolitan Police Authority (MPA) has seven people who are not public appointees, but are independent members. They are appointed through a selection process that involves the Home Secretary and a selection panel of three people including one appointed by the Home Secretary. The MPA has one independent member who is appointed by the Home Secretary to oversee on his behalf the discharge by the Metropolitan Police of their international/national and capital city functions. This appointment is unique to the MPA.

## Departmental Report 2004–05

The following are members of the panels; the periods of their appointments are 8 August 2004 to 7 August 2006. They are part time and their expenses and allowances are determined by the police authority and they are as follows:

<i>Avon and Somerset</i>	Mrs Peaches Golding	<i>Leicestershire</i>	Mr Jafferhusein Kapasi
<i>Bedfordshire</i>	Ms Denise Yates	<i>Lincolnshire</i>	Mr Alan Middleton
<i>Cheshire</i>	Mrs Gwendoline Lavender	<i>Merseyside</i>	Mrs Susan Carmichael
<i>Cleveland</i>	Mr Joseph Rayner	<i>Norfolk</i>	Mr Peter North
<i>Cumbria</i>	Ms Patricia Calway	<i>North Wales</i>	Mr John Bellis
<i>Derbyshire</i>	Mr Martin Taylor	<i>North Yorkshire</i>	Mrs Lesley Bers
<i>Devon and Cornwall</i>	Mr Graham Clarke OBE	<i>Northumbria</i>	Mrs Louisa Deas
<i>Dorset</i>	Mr Christopher Legrand	<i>Nottinghamshire</i>	Mrs Elaine Robinson
<i>Durham</i>	Mr Sebert Cox OBE	<i>South Wales</i>	Mr Sabz Ali
<i>Dyfed Powys</i>	Ms Joanna Mussen	<i>Staffordshire</i>	Mr Michael Romano
<i>Essex</i>	Mr Stephen Hales	<i>Suffolk</i>	Dr Maureen Wood
<i>Greater Manchester</i>	Mr Prabodh Merchant	<i>Surrey</i>	Mrs Sandra Meadows
<i>Gwent</i>	Mrs Patricia David	<i>Sussex</i>	Mr Christopher Crook
<i>Hampshire</i>	Mr Khalid Aziz	<i>Thames Valley</i>	Ms Lorna Beckford
<i>Hertfordshire</i>	Ms Tina Fahm	<i>Warwickshire</i>	Mrs Pauline Allwood
<i>Humberside</i>	Mrs Maureen Foers	<i>West Mercia</i>	Mrs Anne Morris
<i>Kent</i>	Mr Richard Sturt	<i>West Midlands</i>	Mr Alaba Okuyiga
<i>Lancashire</i>	Ms Yasmin Ali	<i>West Yorkshire</i>	Mrs Paula Grizzard

The MPA independent member is:

Lord Harris	Independent member	05/07/2004 to 04/08/2008	Part time	Expenses and allowances are determined by the police authority
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### Prison Service Pay Review Body for England, Wales and Northern Ireland

Sir Toby Frere KCB*	Chair	02/2004 to 03/005	Part time	£350 per day
Mr Jerry Cope	Member	11/2004 to 03/2005	Part time	
	(Started taking the Chair role during March 2005)			
Mrs Beryl Brewer*	Member	06/2004 to 03/2007	Part time	
Mr Derek Bourn*	Member	06/2004 to 03/2006	Part time	
Mr Peter Heard*	Member	06/2004 to 03/2006	Part time	
Mr Frank Horisk*	Member	06/2004 to 03/2006	Part time	
Mrs Sarah Murray	Member	11/2004 to 02/2008	Part time	
Dr Peter Riach	Member	11/2004 to 02/2008	Part time	
Mrs Ann Robinson	Member	11/2004 to 02/2008	Part time	

The members' daily fee is £300, except one member who has elected not to receive payment

## Agencies

### United Kingdom Passport Service and Criminal Records Bureau

No appointments or re-appointments made in 2004

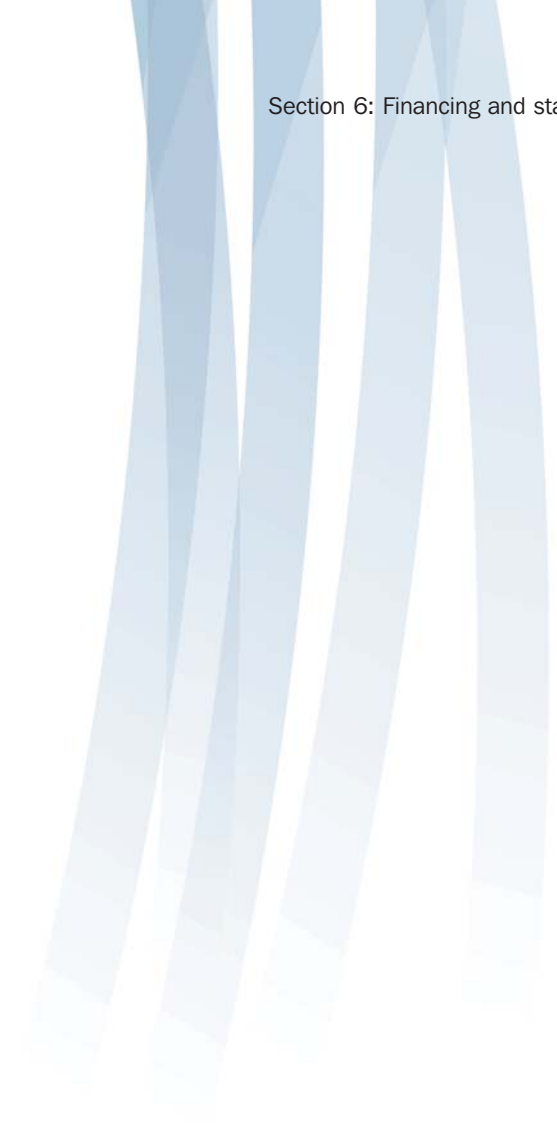
### Forensic Science Service

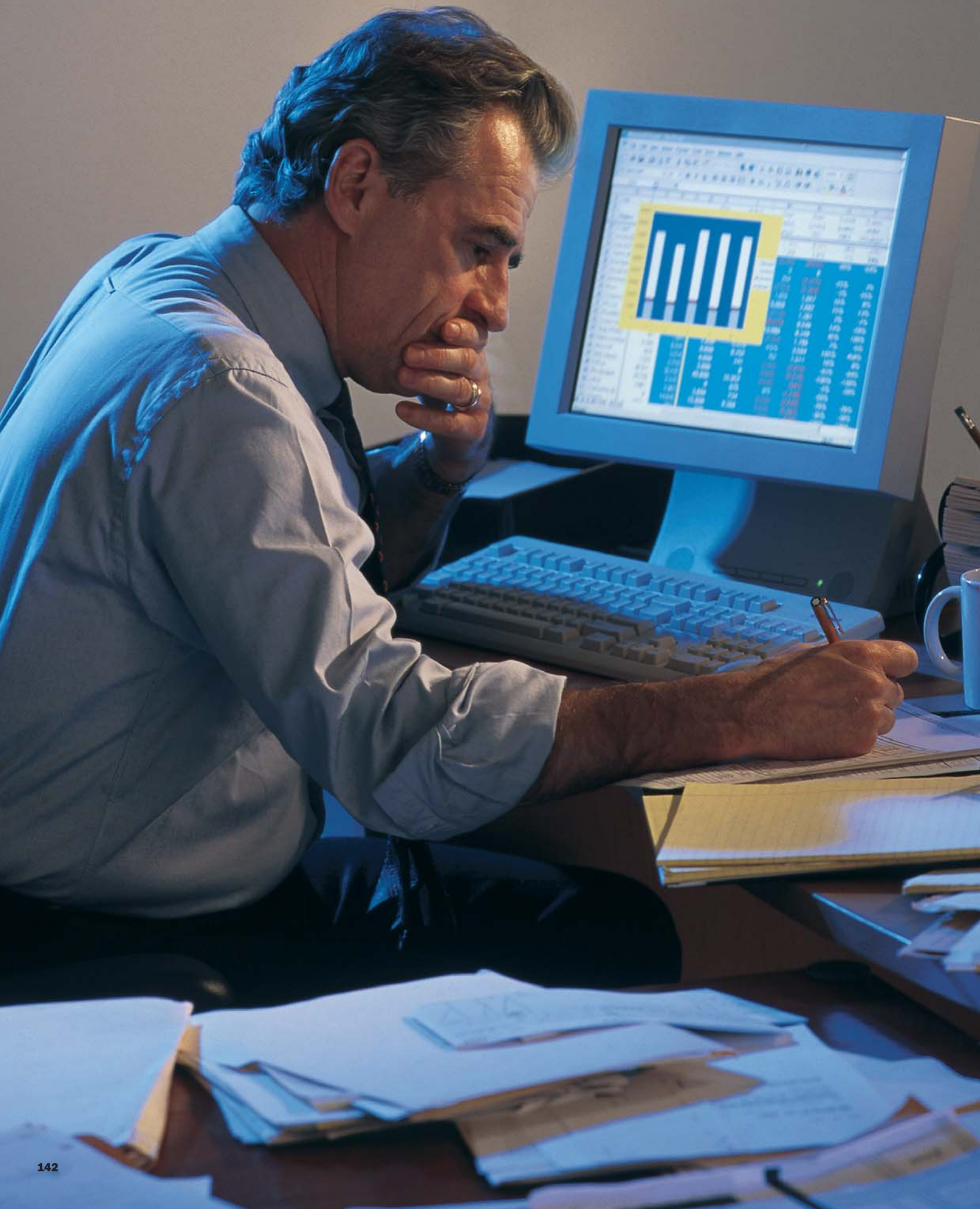
Mr Nick Baldwin	Member	01/07/2004 to 30/06/2007	Part time	£22,000 and expenses
Mr David Clarke	Member	01/07/2004 to 30/06/2007	Part time	£22,000 and expenses

## Task forces, ad hoc advisory groups and reviews

Civil Renewal Practitioners Group, Criminal Records Bureau – Consultative Panel, Insurance Cover Working Group, Race Equality Advisory Panel, Steering Group on the Lawrence Inquiry Action Plan, Task Force on Child Protection on the Internet

No appointments or re-appointments made in 2004





## **Section 7**

Public Accounts Committee reports

## Reports of the Committee of Public Accounts

Each year the National Audit Office (NAO) undertakes value for money studies into a range of issues across the Department. The more significant studies are published and can become the subject of examination by the Committee of Public Accounts (PAC). The Committee's findings and recommendations are considered seriously by the Department, which responds to Parliament by means of a Treasury Minute.

Four NAO reports, which were the subject of PAC hearings in 2003–04, were reported on and responded to during 2004–05. Those reports were: *Improving service delivery: the Forensic Science Service*; *PFI: the new headquarters for the Home Office*; *Criminal Records Bureau: delivering safer recruitment?* and *Youth Offending: the delivery of community and custodial sentences*. The PAC main conclusions and recommendations, the Government's response in the Treasury Minute and any more recent progress are presented in the table below. The full version of each PAC report and the corresponding Treasury Minute are available at: [www.parliament.uk/parliamentary\\_committees/committee\\_of\\_public\\_accounts.cfm](http://www.parliament.uk/parliamentary_committees/committee_of_public_accounts.cfm)

NAO reports that were the subject of hearings in 2004–05 will be reported on in next year's Annual Report. These include *The management of sickness absence in the Prison Service*; *Improving the speed and quality of asylum decisions*; and *Drug Testing and Treatment Orders*.

*Improving service delivery: the Forensic Science Service (4th report 2003–04)*

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<b>Performance</b>		
<p>In the four years since we last reported on the agency, its timeliness performance has been disappointing, with the turn-around targets being missed in each successive year. The agency should optimise the use and efficiency of its seven laboratories, exploiting its new operational management system and the removal of the Metropolitan Police Service's requirement that all its evidence should be dealt with at the London laboratory.</p> <p>The agency's timeliness targets changed significantly between 2001–02 and 2002–03 and again between 2002–03 and 2003–04. These changes make it difficult to assess the ongoing performance of the agency with any degree of certainty. It should agree with the Home Office (HO) targets that are measurable and consistent over time.</p> <p>DNA samples found at crime scenes wait 14 days for analysis, yet the analysis itself takes just 36 hours or less. The agency intends to fully automate this process in the next three years and should be able to demonstrate improvements in turn-around time.</p>	<p>As other work has been prioritised, remaining cases classified as 'standard' have taken longer to deliver. Average turnaround times mask significant performance enhancements. This has been substantially improved through the Customer (Demand) Management Programme; reformulated training programmes speeding up the delivery of qualified staff; and overall increases in capacity.</p> <p>New, more customer-focused measures and targets have been agreed for the periods 2003–04 and 2005–06. Performance against these is reported to ministers monthly.</p> <p>Apart from London, where the contract for the Metropolitan Police Service is based on different criteria, by February 2004, 95 per cent of casework was being delivered in 48 days, compared with 84 a year earlier.</p> <p>As the first provider in the world to fully automate the DNA crime stain process, the agency's performance is measured in hours and days rather than weeks and months as in other countries.</p>	<ul style="list-style-type: none"> <li>• A work structuring project, designed to maximise efficient usage of resources and minimise queue time which had been piloted in London and Chepstow in 2003–04 and rolled out to all sites in 2004–05.</li> <li>• The introduction of a new IT-based management system.</li> <li>• The redistribution of London work to the provincial laboratories.</li> <li>• The distribution of 'excess' work from one laboratory to another in response to the variation in customer demand across the country.</li> <li>• Agreement of new measures and targets.</li> </ul> <p>Enhanced consistency, performance and business continuity was delivered with the opening of the second crime stain facility at the Huntingdon site in February 2004.</p>

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<b>Interaction with customers</b>		
<p>The agency must inform the police and the courts if an agreed delivery date is going to be missed, so that the rescheduling of court cases can be avoided, for example.</p> <p>The agency should work with its CJS partners to learn the outcome of specific investigations and prosecutions in order to focus its resources on any areas of weakness.</p>	<p>The new tripartite protocols for the CPS, police and the FSS will drive improvements in communication throughout the forensic process at a national and local level.</p> <p>Assessing FSS impact on the outcomes is complex, due to the number of agencies and factors that contribute to the criminal justice process. Customer feedback is being actively sought.</p>	<ul style="list-style-type: none"> <li>● A question/answer-based approach to casework is being rolled out across the FSS.</li> <li>● Advances in technology enable real-time communication between the FSS and its customers.</li> <li>● All staff are now linked to the Police National Network-based e-mail.</li> </ul>
<b>Future plans</b>		
<p>In considering plans for the future status of the agency, the HO should obtain a clear and robust analysis of the merits of different options, including the financial costs and benefits. In the event of public-private partnership (PPP) status, the HO should specify how it will manage risks emanating from the separation of the FSS from the rest of the CJS.</p> <p>There will need to be adequate safeguards to protect the security and integrity of the National DNA Database (NDNAD), whatever form the agency's future status takes. Access to and use of this sensitive information on over two million individuals needs to be carefully controlled.</p>	<p>The McFarland Review considered a range of options for the future structure of the FSS. The conclusion reached was that the PPP model of a Company Limited by Shares would offer the best structure through which the FSS can secure its long-term success. This is fully endorsed by the HO.</p> <p>Currently, the Chief Scientist of the FSS is the Custodian of the NDNAD. Access is strictly controlled. The Government has decided that the database should be separated from the FSS and be retained under public sector control. It is considering how to achieve this. It fully accepts that database access needs to be strictly controlled and does not intend to widen access to it for commercial purposes.</p>	<p>The joint HO/FSS Delivery Team produced an outline business case that looks in detail at how to optimise performance and the economic prospects of the PPP, including:</p> <ul style="list-style-type: none"> <li>● Financial analysis of the impact of the proposed change in status.</li> <li>● Capital structure.</li> <li>● Potential partners and investors.</li> <li>● Risk management, including safeguarding the delivery and integrity of services.</li> </ul> <p>The Home Office announced in January 2005 its intention to transform the FSS from a Trading Fund to a wholly owned Government Company in summer/ autumn 2005 as a pre-cursor to the FSS becoming a Public Private Partnership.</p>

*PFI: the new headquarters for the Home Office (18th report 2003–04)*

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<b>Building capacity</b>		
<p>Under-forecasting of staff numbers led to bad decisions on accommodation. The HO assumed that staff numbers would reduce due to outsourcing, efficiency gains and changes in working practices. Instead, numbers increased dramatically between 1998 and 2003 as the HO took on new responsibilities, although the total increase is not fully explained by these new functions.</p> <p>If HO HQ numbers fall, the HO should identify other government departments whose staff can fill up the new building. Departments' roles and responsibilities, and therefore staff levels, are inevitably subject to change, yet PFI accommodation deals tie departments into paying for servicing buildings, no matter how many staff are accommodated.</p>	<p>Good forecasting of staff numbers is important to good estate planning, but uncertainties are inevitable over long timescales, especially when significant changes in functions occur.</p> <p>2 Marsham Street (2MS) is a flexible building which can house a range of office functions and occupiers. Subject to funds being available and value for money, it is planned to move the headquarters of the NOMS away from London and the South East. The number of staff expected to remain in London in the medium term will fit into 2MS.</p> <p>We do not think that the contract for 2MS will give rise to difficulties in practice. Overall, the arrangements are almost as flexible as those that would be achieved by taking a traditional 25-year lease of an equivalent-size commercial office building where maintenance is provided by the landlord. As 2MS comprises three linked blocks, it would be possible to share occupation with other government departments or bodies readily should that be needed.</p>	<p>The HO is actively managing its staff numbers through its Departmental Reform Programme.</p>

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<b>Benefits realisation</b>		
<p>To get the softer, but important, benefits that the move to the new building is intended to bring, the HO will have to set up a systematic management framework. This is a deal that potentially offers real benefits to the Department and the taxpayer. Staff to be located in 2MS deliver services to the public by developing effective policies and programmes. This means that those intended benefits of the new accommodation arising through better team working and flexibility may not be readily apparent. They will, therefore, be difficult to quantify.</p>	<p>Arrangements are in hand to manage benefits realisation. A Programme Board was established in late 2002. Its objectives include promoting and measuring the softer benefits of better team working and flexibility that the new building will enable. It also includes projects that are delivering information and communications technology refresh; introducing an electronic corporate file system, reducing the amount of paper held through an electronic data records project; and improving HR, finance and procurement systems.</p>	<p>Workshops were held for all staff moving to the new building which included site visits and a session explaining the building's facilities and how to take best advantage of the flexible office space it provides.</p>
<b>Re-financing the PFI deal</b>		
<p>We doubt whether the potential return from the HO's right to share refinancing gains is worth the £2.75 million paid for it. The analysis done by the HO does not appear to relate the cost of the concession to the probability of re-financing. Given that the Treasury was subsequently able to negotiate far wider-reaching concessions on sharing re-financing gains without making such a payment, it seems questionable that the HO should have agreed to any payment in this case.</p>	<p>The HO recognises it will not get a direct return for the additional payments unless the funding is re-financed. At the time that the 2MS deal was negotiated, the Office of Government Commerce was advising that a 50:50 share should be the norm for re-financing gains and was discussing this with the private sector. After careful consideration, the HO concluded that it would be prudent to secure a 50:50 share.</p>	

*Criminal Records Bureau: delivering safer recruitment? (45th report 2003–04)*

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<b>Setting up a new service</b>		
<p>Timetables for the development and implementation of new services should provide for sufficient in-depth consultation directly with potential users of the service and for the outcome of consultation to be reflected in service design. They should also allow adequate time for piloting new services.</p> <p>In developing services to promote e-Government, departments should first establish that potential users will wish to use, or be equipped to use, the planned service in this way.</p>	<p>HO best-practice guidance and policy require that timetables for all new services allow sufficient time for consultation with end users, development of specifications that will meet the end-user and business requirements, and for the procurement process.</p> <p>The HO accepts that the specific case of CRB consultation, including on e-applications, could have been handled better and more time for testing should have been allowed.</p>	
<b>Contracting process</b>		
<p>Rejected bids should be scrutinised carefully for signs of possible weakness in the tender specification and in the successful contractor's bid.</p> <p>If business assumptions change fundamentally during service development, departments should consider whether to continue with their current contractor or test the market again, balancing the potential delay to service introduction with the risks to value for money of a single tender in such circumstances.</p>	<p>HO guidance requires that bids are scrutinised by a team with the necessary evaluation skills. Rigorous due-diligence checks and analysis were undertaken, including a specifically commissioned examination of the lowest bid.</p> <p>HO best-practice guidance accords with this recommendation. Having identified the need for major changes to the service requirements, the agency worked with Capita to implement changes to business processes, staffing and support systems. This was post-contract let and after implementation of the programme had begun. Given that CRB and Capita could make the necessary adjustments, there were no grounds for re-tendering.</p>	

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<b>Service delivery</b>		
<p>The agency and Capita were slow to establish an effective working partnership to address the emerging difficulties.</p> <p>The CRB has achieved significant improvement in the turn-around times for handling disclosure, with the majority now dealt with in target times.</p> <p>The HO and the CRB should commission research to determine whether the CRB's more comprehensive and consistent means to access to criminal records are contributing to a reduction in the number of crimes and abuses against the vulnerable.</p>	<p>Relationships began constructively but came under stress as problems mounted. But, by early 2003, a joint plan was in place leading, within a few months, to improved service and management relations.</p> <p>The CRB has issued over five million disclosures in the last two and a half years, double the previous number of checks on people working with children and vulnerable adults.</p> <p>A 2003 survey of CRB customers found that 18 per cent have not employed someone due to disclosure information; and 71 per cent found disclosures useful in making recruitment decisions. This research will be expanded to identify the impact on crime and the fear of crime.</p>	<p>The CRB regularly updates its publication of turn-around time performance against targets on its website (<a href="http://www.crb.gov.uk">www.crb.gov.uk</a>).</p>
<b>Disclosures</b>		
<p>The HO and the CRB should better facilitate the checking of identity, which has now been made the responsibility of employers and voluntary organisations.</p>	<p>The CRB continues to provide clear guidance to registered bodies on how an applicant's identity can be verified. The Government is proposing to amend existing legislation, through the Serious Organised Crime and Police Bill, to allow the CRB to undertake checks of documents such as driving licences or passports against relevant databases.</p>	<p>The CRB is undertaking an ID authentication pilot study involving registered bodies making online ID checks for disclosure applicants. The provision of electronic identity authentication tools to registered bodies should add value to the process of identity authentication.</p>

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<p>In furnishing disclosures to employers, the CRB should emphasise that while every effort is made to secure their accuracy, they can only be as good as the basic data provided both by the applicant and the Police National Computer.</p> <p>Disclosures should be extended to staff already employed, as well as to new recruits, to enhance protection of vulnerable adults in particular.</p> <p>The range of vulnerable groups includes both old and young, and it is important that the CRB sets its priorities to ensure that proper protection is extended to all.</p>	<p>The CRB continues to make it clear to registered bodies that it provides and is reliant on the data owner as to the content of the information they provide.</p> <p>In 2004, the disclosure service was extended to all existing workers in the care sector. In 2005, checks will be done on all GPs and new recruits in the NHS. The CRB has also worked closely with the DCMS and the Football Association to improve child protection in football through a rolling programme to extend checks to sports coaches.</p>	

### *Youth Offending: the delivery of community and custodial sentences*

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<p><b>Reducing reoffending</b></p> <p>(i) If reoffending rates are to be reduced, custodial and non-custodial elements of sentences, and rehabilitation during and on completion of sentence, need to be better integrated by the YJB.</p> <p>YJB to review ability of custodial establishments to tailor education programmes to meet needs of offenders serving short sentences.</p>	<p>The YJB is piloting an electronic sentence management system in two Young Offender Institutions (YOIs) and with feeder YOTs. This will help YOIs and YOTs to share information and provide a better basis for sentence planning. The YJB has also developed a strategy setting out what is most effective in tackling offending.</p> <p>YJB, the DfES and the Learning and Skills Council have jointly designed a new standard for juvenile learning and skills. They are also developing a new means of service delivery which is due to be piloted in three regions by late 2005, with roll-out across England a year later.</p>	<p>The pilots have now been completed.</p> <p><i>The Key Elements of Effective Practice</i> strategy is now in use in all areas.</p> <p>A specification on substance misuse is now in place in custodial establishments. The new model of delivery remains on target to start in three of the ten English regions as scheduled.</p>

*Youth Offending: the delivery of community and custodial sentences*

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<b>Reducing reoffending</b>		
(ii) The YJB should identify why some offenders fail to complete the Intensive Supervision and Surveillance Programme (ISSP) and review differences in the way YOTs manage offenders on the programme.	The YJB has prepared an ISSP improvement plan and will set a target to improve the ISSP completion rate beginning in 2005–06.	The ISSP improvement plan is in operation.
(iii) A more joined-up approach is needed between the HO, DH, DfES, ODPM and local authorities to ensure effective rehabilitation for young offenders.	<p>The YJB, in conjunction with government departments, is developing a national juvenile resettlement action plan to guide policy and better coordinate resettlement activity. This is due to be published in April 2005.</p> <p>The YJB, in consultation with ODPM and DfES, is developing an accommodation strategy for young offenders.</p>	<p>The resettlement plan is being developed and is now likely to be published in summer 2005.</p> <p>The draft strategy is being prepared and is likely to be published by summer 2005.</p>
(iv) The YJB should: commission research into each type of custodial establishments' cost-effectiveness in terms of reoffending rates and the welfare of the young person; establish a strategy for the nature of custodial place provisions and its geographical spread; and carry out an opportunity cost analysis of steadily moving part of the custodial places into effective community surveillance and supervision.	<p>The YJB will commission a two-phase study into the effectiveness of different types of custodial provision in November 2004.</p> <p>The YJB published for consultation its strategy for the secure estate, which sets out the assumptions and principles on which the YJB will develop the juvenile secure estate and the steps it intends to take in the next three years to deliver these within the available resources.</p>	<p>The feasibility study will start in autumn 2005 and is due to be completed in summer 2006.</p> <p>The consultation is now complete, and the YJB will shortly be putting its proposals to Ministers.</p> <p>Five units, currently being built and to be completed by the end of 2006, will complete the separation of 17-year-old-girls from 18 to 21-year-olds.</p> <p>We are, with the Welsh Assembly, considering options for the development of secure accommodation in Wales.</p>

PAC REPORT: MAIN ISSUES	GOVERNMENT RESPONSE	ACTION TAKEN
<p>(v) The YJB should aim to deliver core programmes across all custodial establishments, with some addressing specialist needs.</p>	<p>The YJB has developed an end-to-end performance monitoring framework for the secure estate. This focuses establishments and YOTs on the delivery of YJB priorities, including an effective regime.</p> <p>Key requirements are set out in the <i>Specification for Learning and Skills</i> and the <i>National Specification for Substance Misuse for Juveniles in Custody</i>.</p>	<p>The new monitoring framework and the national specification are operating in all establishments.</p>
<p>(vi) The YJB should work more closely with courts to plan the number of custodial places likely to be needed, and to enhance the courts' confidence in community sentences.</p>	<p>The YJB is undertaking a study with the courts to explore the factors that influence sentencers. The study is due to be completed in June 2005.</p> <p>The YJB is improving its custodial capacity modelling capability by recruiting specialist staff, and by liaising more closely with HO statisticians, the courts and the Sentencing Guidelines Council.</p>	<p>This remains on target.</p> <p>This is under way.</p>
<p>(vii) The YJB needs to have a better grasp of the activities of YOTs, so that national policies on youth justice are applied more consistently at the local level.</p>	<p>In spring 2005, the YJB will review compliance with national standards across all YOTs.</p> <p>The YJB has introduced a regional performance monitoring framework.</p>	<p>The review has now started.</p> <p>The performance monitoring framework is in operation.</p>
<p>(viii) HO and the YJB need to take action to help YOTs fill front-line vacancies.</p>	<p>The YJB will update its review of vacancy levels among front-line staff in January 2005, and is facilitating efforts to recruit staff as part of wider workforce planning.</p>	<p>The review has now been completed.</p>



**Home Office**



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Tel: 0870 000 1585  
Fax: 0207 035 4745

## National Offender Management Service

**Can be contacted at:**

Home Office  
2 Marsham Street  
London SW1P 4DF

Tel: 0870 000 1585

## The Immigration and Nationality Directorate (IND)

**Can be contacted at:**

Immigration and Nationality Directorate  
Lunar House  
40 Wellesley Road  
Croydon  
CR9 2BY

Employers helpline	Tel: 0845 010 6677
For immigration enquiries	Tel: 0870 606 7766
For application forms	Tel: 0870 241 0645
For leaflets	Tel: 020 8649 7878

## United Kingdom Passport Service (UKPS)

**Can be contacted at:**

United Kingdom Passport Service  
Globe House  
89 Eccleston Square  
London  
SW1V 1PN

Tel: 0870 521 0410

## Criminal Records Bureau (CRB)

**Can be contacted at:**

Customer Services  
CRB  
PO Box 110  
Liverpool  
L3 6ZZ

CRB information line	Tel: 0870 90 90 811
Registration and disclosure applications	Tel: 0870 90 90 844
Minicom line	Tel: 0870 90 90 344

The CRB is open for business from 8am to 10pm during the week and 10am to 6pm at weekends (except public and bank holidays).

## Forensic Science Service

**Can be contacted at:**

Hinchingbrooke Park  
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PE28 6NU

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## Glossary

ACPO	Association of Chief Police Officers of England, Wales and Northern Ireland
APA	Association of Police Authorities
ASB	Anti-social behaviour
ASBO	Anti-Social Behaviour Order
BCS	British Crime Survey
BCU	Basic Command Unit (a local police management unit)
BME	Black and minority ethnic
CD	Communication Directorate (a Home Office directorate)
CDRP	Crime and Disorder Reduction Partnership (local partnerships involving the police, local authority and health services)
CG	Communities Group (a Home Office directorate general)
CICA	Criminal Injuries Compensation Authority (a Home Office NDPB)
CICAP	Criminal Injuries Compensation Appeals Panel
CIDA	Concerted Inter-agency Drugs Action (coordinates anti-supply work)
CJS	Criminal justice system (the Home Office, DCA and CPS along with agencies such as the police, courts, correctional services)
CPS	Crown Prosecution Service
CRB	Criminal Records Bureau (a Home Office executive agency)
CRCSG	Crime Reduction and Community Safety Group (a Home Office directorate general)
CSOs	Community Support Officers
DAT	Drug Action Team (local anti-drugs partnerships)
DCA	Department for Constitutional Affairs
DCMS	Department of Culture, Media and Sport
DEL	Departmental expenditure limit (cross-government spending aggregate)
DfES	Department for Education and Skills
DH	Department of Health
DTTO	Drug Treatment and Testing Order
DWP	Department for Work and Pensions
EU	European Union
FSS	Forensic Science Service
GEB	The Home Office's Group Executive Board
HMRC	Her Majesty's Revenue and Customs
HMIC	Her Majesty's Inspectorate of Constabulary
HMT	Her Majesty's Treasury
HOCS	Home Office Citizenship Survey
HOSDB	Home Office Scientific Development Branch
HOCLAS	Home Office Central London Accommodation Strategy
HR	Human resources (also a Home Office directorate)

IND	Immigration and Nationality Directorate (a Home Office directorate)
LAA	Local area agreement
LCJB	Local Criminal Justice Board (consists of local bodies such as the police, the courts, probation, etc.)
NASS	National Asylum Support Service
NCIS	National Criminal Intelligence Service
NCS	National Crime Squad
NDPB	Non-departmental public body (public bodies funded by the Government but which are at operational arm's length)
NOMS	National Offender Management Service (covers the prison and probation services)
NTA	National Treatment Agency
OCJR	Office for Criminal Justice Reform
ODPM	Office of the Deputy Prime Minister
PAC	Public Accounts Committee (of Parliament)
PITO	Police Information Technology Organisation
PPAF	Police Performance and Assessment Framework
PSA	Public Service Agreement
RDS	Research Development and Statistics
RIA	Regulatory Impact Assessment
ROM	Regional Offender Manager
SCI	Street Crime Initiative
SCS	Senior Civil Service
SD	Sustainable Development
SLA	Service Level Agreement
SOCA	Serious Organised Crime Agency
UKPS	United Kingdom Passport Service (a Home Office executive agency)
VCS	Voluntary and community sector
VFM	Value for money. 'Cashable' VFM gains are those that result in resources being directly redeployable within a service area or between different service areas. 'Non-cashable' VFM gains include most quality improvements
YJB	Youth Justice Board
YOT	Youth Offending Team (local partnerships bringing together bodies such as the police, probation and local authority services)









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