

Office of the Police & Crime Commissioner

REQUEST FOR POLICE & CRIME COMMISSIONER DECISION - (N° 021 / 2018)

TITLE: Constabulary Workforce Planning

Executive Summary: (Précis not more than 100 words)

In light of the Commissioner's Policing Pledge, which supported the precept proposal for 2018-19, the Constabulary has provided a workforce planning update for officer and PCSOs.

The main highlight is that the Constabulary anticipates having recruited the additional 25 officers pledged and reaching the new establishment of 1,145 officers by the end of July. However, this earlier recruitment and other changes to the workforce plan are projected to cost an additional £600k compared with the budget, which has been reported through the budget monitoring process.

The accelerated recruitment in the early part of 2018/19 gives a workforce planning option to recruit up to 20 officers above the approved establishment during the remainder of the year. Given the uncertainty over the impact of the new Police Educational Qualification Framework to be introduced by the College of Policing in January 2017, recruitment of additional officers in advance of this date may be a prudent measure. However, this must be balanced against the financial implications which are forecast at a further £350k in 2018/19 and £540k in 2019/20.

In relation to PCSOs, numbers are expected to fall below establishment over the year, principally due to PCSOs joining officer ranks.

Recommendation:

The Commissioner is asked to:

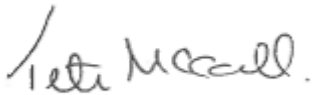
- Delay the decision on whether to recruit over the current establishment until the financial and PEQF positions are clearer at the September strategy meeting.
- Approve the September intake of officers as an interim measure, which will maintain the option to recruit to a higher establishment later in the year. Estimated cost £100k.
- Request that the Chief Constable provides a plan to return PCSO numbers to establishment by the end of the 2018/19 financial year for the strategy day.

Police & Crime Commissioner

I confirm that I have considered whether or not I have any personal or prejudicial in this matter and take the proposed decision in compliance with the Code of Conduct for Cumbria Police & Crime Commissioner. Any such interests are recorded below.

I hereby approve/~~do not approve~~ the recommendation(s) above

Police & Crime Commissioner / ~~Chief Executive~~ (delete as appropriate)



Signature:

Date: 25th July 2018

PART 1 – NON CONFIDENTIAL FACTS AND ADVICE TO THE PCC

1. Introduction & Background

2. Issues for Consideration

3. Implications

(List and include views of all those consulted, whether they agree or disagree and why)

3.1. Financial see report.

3.2. Legal

3.3. Risk

3.4. HR / Equality

3.5. I.T.

3.6. Procurement

3.7. Victims;

4. Backgrounds / supporting papers

(List any relevant business case, EIA, PID, Media Strategy and append to this form; list persons consulted during the preparation of the report)

Public Access to Information

Information in this form is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. Part 1 of this form will be made available on the PCC website within 3 working days of approval. Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate Part 2 form. Deferment is only applicable where release before that date would not compromise the implementation of the decision being approved.

Is the publication of this form to be deferred? No

If yes, for what reason:

Until what date (if known):

Is there a **Part 2** form - NO

(If Yes, please ensure Part 2 form is completed prior to submission)

ORIGINATING OFFICER DECLARATION:

I confirm that this report has been considered by the Chief Officer Group and that relevant financial, legal and equalities advice has been taken into account in the preparation of this report.

Signed: Roger Marshall

Date: 25th July 2018

OFFICER APPROVAL

Chief Executive / ~~Deputy Chief Executive~~ (delete as appropriate)

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner / Chief Executive (delete as appropriate).

Signature: Gill Shearer

Date: 25th July 2018

Media Strategy

The decision taken by the Police & Crime Commissioner may require a press announcement or media strategy.

Will a press release be required following the decision being considered? YES / NO

If yes, has a media strategy been formulated? YES / NO

Is the media strategy attached? YES / NO

What is the proposed date of the press release: