

SURREY POLICE AND CRIME PANEL**RECRUITMENT AND WORKFORCE PLANNING****27 November 2019****INTRODUCTION**

The increase in the police precept for 2019/2020 meant that the police establishment will be increased by 104 police officers and operational staff. In June 2019 the PCC presented a paper to the panel providing information on where the extra resources would be directed. Since then, the Government have announced extra funding for police officers nationally. This paper provides an update on numbers, recruitment plans and timescales.

PRECEPT UPLIFT

The increase in the precept for 2019/20 allowed for funding for an additional 64 police officers and 15 front-line staff. In addition, 25 police posts were protected that would have been cut had there not been an increase in the precept.

In June 2019, the panel was updated that Surrey Police had plans in place for recruitment to meet the new posts of 64 new police officers and 15 front-line police staff. To meet these new posts and predicted wastage, 163 police constables will be recruited over 5 cohorts. The first of these joined as trainees in summer 2019.

As updated to the panel in June 2019, although the eventual growth will be as detailed above, in the short term to get resources in more quickly and to allow for police officer recruitment timescales, there will be a growth in PCSOs to provide a visible presence. Surrey Police also updated the PCC in November that investigative officers have been brought in for the short term to bolster resources. The Investigative officers are temporary and along with the PCSOs these will be managed down as the police officer numbers increase. The forecasted total increase is slightly above the original 104 forecast, due to budget movements.

NATIONAL OFFICER UPLIFT

In autumn 2019, the Government announced funding would be available to increase police officers nationally by 20,000. This would bring officers numbers back to 2010 levels. In October 2019 the allocation of officers for each police force was published for the first wave of 6000 officers. Details for each force can be viewed here:

<https://www.gov.uk/government/news/home-office-announces-first-wave-of-20000-police-officer-uplift>

The allocation of officers for Surrey in 2020/21 is 78. The allocation was based on levels of Government Grant for police forces. This number has been set as an additional officer target for Surrey to achieve by March 2021 and is in addition to the precept increase in 2019/20. Numbers for 2021/22 and 2022/23 are yet to be announced.

Funding is also due to be provided for increased support staff nationally to assist with recruitment, HR, finance, ICT etc. However, funding for officers and staff has yet to be provided to police forces and is awaited as part of the Government grant settlement due to be announced in December 2019.

RECRUITMENT

Surrey Police has provided the PCC with a recruitment timetable which takes into account leaver rates, the precept uplift and the additional national uplift in 78 officers. This is as follows:

Month of Recruitment	Current Recruitment Profile	Estimated Uplift	Total
Oct-19			
Nov-19	38		38
Dec-19			
Jan-20	24		24
Feb-20			
Mar-20	38		38
Apr-20			
May-20	42		42
Jun-20			
Jul-20	60	18	78
Aug-20			
Sep-20			
Oct-20	60	32	92
Nov-20			
Dec-20			
Jan-21	14	28	42
Feb-21			
Mar-21	24		24
	300	78	378

In line with Government ambition these extra resources will be directed towards front-line activity and posted to divisions or in direct support of divisional activity.

FUTURE WORKFORCE PLANNING

As reported to the panel in June, the PCC asked the Chief Constable to consider the ideal workforce to be fit for the future. A paper was presented to the PCC in Part 2 at his November Performance Meeting.

This paper developed priority areas for investment taking in to account:

- The PCC's Police and Crime Plan 2018-2020 setting out the PCC's priorities informed by public engagement
- The Surrey Police Plan on a page setting out the force's vision
- The Surrey Police Force Management Statement 2019 which sets out current demand, future demand and the gaps
- The inspection reports for Surrey Police during 2019
- The financial plans in place
- Senior leader discussions

- Demand analysis

From all of these inputs, there are considered to be four priority areas for future investment of staff and funding:

- Prevention and proactivity – this includes preventative activity and neighbourhood policing
- Vulnerability – focussing on people and communities that need more support and assistance
- Understanding and meeting demand – investment to better understand demand and forecast to meet that demand
- Operational efficiencies and enablers – investing in areas of the business that continue to support the front-line, enable investment and deliver greater efficiencies

To meet all of the areas of investment set out in the paper Surrey Police estimate that an uplift of 500 officers and staff would be required as follows:

FTE Growth by Strategy	Officers	Staff	Total
Prevention & Proactivity	215.0	93.5	308.5
Vulnerability	72.0	6.0	78.0
Meeting Demand	31.0	35.0	66.0
Organisational Efficiencies & Enablers	19.0	35.0	54.0
Total	337.0	169.5	506.5

Detailed numbers for each area have been developed and have been shared with the panel as a Part 2 appendix, due to it showing operational information.

With the operation uplift officers expected to be around 259 over the 3 years and government funding announced for some support staff, the force may not be able to achieve all of this growth. But it provides a direction of travel for the force. In addition, the force still needs to make substantial saving in order to achieve its Medium Term Financial Plan and meet the plans for Operation Uplift.

As more detail is known on actual Operation Uplift resources (both officers over the 3 years and support staff funding), precept levels and savings, the force will work towards delivering extra staffing based on the long-term areas for investment set out above.

RECOMMENDATION

That the Police and Crime Panel note the Surrey Police plans for recruitment and workforce planning.

LEAD/ CONTACT OFFICER:	Johanna Burne
TELEPHONE NUMBER:	01483 630200
E-MAIL:	SurreyPCC@surrey.pnn.police.uk

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