

SURREY POLICE AND CRIME PANEL

SURREY POLICE RECRUITMENT AND WORKFORCE UPDATE

22 MARCH 2021

INTRODUCTION

The Panel has asked for an update report detailing the allocation of newly recruited officers as a result of the 20,000 uplift, how many officers were in training and how many were 'on patrol'.

UPDATE TO TABLES

When taking into account the planned intake of officers and the expected levels of leavers, Surrey Police is predicted to meet the budgeted target of 2,020, as shown in the table below. As at end of February 2021, actual Police Officer **strength** in Surrey Police was at 2,066 officers. This number will vary on a daily basis with probationer intakes and officers retiring and leaving, and includes probationers and learner detectives.

	2018/19	2019/20	2020/21
Budgeted Officers	1,874	1,917	2,022
Actual numbers as at 31st March	1,882	1,928	To be published later in 2021

The latest recruitment table for this financial year is shown overleaf:

Date Recruited (Started Training Phase at HQ)	Total Number in Cohort	Stage of Process as of 15/06/2020	Commencement of Next Stage
March 2020	48	This Cohort were assigned to rota/borough and received Independent Patrol Status as of w/c 04/10/2020. Officers are now working as a deployable resource within NPT.	N/A
May 2020	41	This Cohort were assigned to rota/borough and received Independent Patrol Status as of w/c 13/12/2020. Officers are now working as a deployable resource within NPT.	N/A
July 2020	42	This Cohort were due to receive Independent Patrol Status (IPS) and start working within their assigned rota/borough as of 21/02/2021. However due to Covid-19 and various absences, the Dedicated Coaching Unit advised that the release of Officers to rota/borough and assignment of IPS would be staggered to ensure those who are behind on their training due to such absences are fully deployable.	There are currently 10 Officers from this cohort who are now working as fully deployable Officers as of 21/02/2021. The remaining Officers will be staggered across March and April 2021.
Oct 2020	48	This Cohort are currently at week 12 of their 20 week divisional coaching.	This Cohort will receive Independent Patrol status as of 03/05/2021 following completion of their 20 week divisional coaching. They will become fully deployable Officers within NPT, working within their assigned rota/borough.
Oct Detective Intake	28	This Cohort are currently at week 12 of their 20 week divisional coaching.	This Cohort will receive Independent Patrol status as of 03/05/2021 following completion of their 20 week divisional coaching. These Officers will then carry out a further 4 week attachment to a borough within NPT and a 2 week attachment to Neighbourhoods. Once complete, they will start attachments into Volume Crime and other Investigation teams, gradually starting their Detective Learner Pathway.

January 2021	42	This cohort is currently at week 8 of their 9 week initial training at HQ.	This Cohort will start their 20 week divisional coaching as of 15/03/2021, following the completion of initial training and 1 week of annual leave.
March 2021 Detective Intake	12	This cohort will start their initial training at HQ on 29/03/2021 for 9 weeks.	This Cohort will start their 20 week divisional coaching on 07/06/2021, following the completion of initial training and 1 week of annual leave.

In terms of postings, all new officers get posted to local neighbourhood teams. However, actual posts have increased in four areas, with existing staff in neighbourhood teams potentially moving to more specialist posts:

- Prevention and proactivity – this includes 11 additional Youth Intervention Officers in 2020/21
- Vulnerability – focussing on people and communities that need more support and assistance - including additional officers working on tackling and investigation Domestic Abuse and Sexual Abuse
- Understanding and meeting demand – investment to better understand demand and forecast to meet that demand - including officers working in first level contact with victims to resolve cases
- Operational efficiencies and enablers – investing in areas of the business that continue to support the front-line, enable investment and deliver greater efficiencies - including officers working in the Criminal Justice department to build court case files

PLANS FOR 2021/22

As discussed with the panel at the February 2021 meeting, over the next financial year the establishment for police officers will increase by 83 police officers, 73 paid for from the Government Uplift funding and 10 from increased precept. This will bring the establishment by the end of March 2022 to 2,015.

As with 2020/21, all new recruits are trained at HQ, move to street training on divisions then onto borough and districts on patrol. However, others will then leave local borough and districts into more specialist roles. The increase in establishment will occur in the following roles:

- Learner detectives
- Fatal 5 team (reducing road deaths)
- Neighbourhood Policing Investigation Team
- Divisional proactive teams
- Divisional investigation and intelligence
- Intelligence Development Officers
- Domestic abuse high harm perpetrators unit
- Rural crime team

- County lines team
- RIPA (Police Investigatory Powers) managers
- Historic enquiries team
- Control room incident managers
- Other specialist roles

These are the posts that the Chief Constable has recommended for increased investment in order to keep Surrey safe, meet the Police and Crime Plan and meet operational demand.

In terms of recruitment in 2021/22, Surrey Police will carry on with the continuous recruitment campaign for new police officers, with two entry routes:

- Police Constable Degree Apprenticeship (PCDA) for those who don't have a degree and wish to study for one whilst undertaking police officer training
- Degree Holder Entry Programme (DHEP) for those who hold a degree

Direct entry routes for existing detectives also continues.

In addition to Police Officer roles, the establishment for Operational Police Staff will increase in 2021/22 by 67. Operational Staff have been recommended by the Chief Constable in a number of policing areas, rather than using police officers. This is for a number of reasons; most often because operational staff bring specialist skills and their roles do not require warrant card. Examples include investigation officers, intelligence and research analysts. Other areas using operational staff include:

- Investigators - to interview suspects and carry out local investigations allowing local Neighbourhood Policing Teams to remain visible and 'on the beat'
- Intelligence gathering and research analysts particularly targeted towards identifying criminal gangs
- Contact centre staff - particular for the growing contact from residents by digital means
- Police Community Support Officers to supplement the rural crime team

Recruitment will take place throughout the year for these roles.

RECOMMENDATION

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

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