

SURREY POLICE AND CRIME PANEL

21 April 2022

Recruitment and Workforce Planning

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INTRODUCTION

The panel has asked for an update report detailing the Force's recruitment and retention strategy including the allocation of officers by district, borough, county-wide and other teams; the allocation of newly recruited officers as a result of the national uplift programme to recruit 20,000 officers; details of how many officers are in training and how many are on patrol.

OVERALL WORKFORCE DATA

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 2,107 officers, as shown in the table below. As at end of February 2022, actual Police Officer **strength** in Surrey Police was at 2085.13 officers. This number will vary on a daily basis with probationer intakes and officers retiring and leaving and includes probationers and learner detectives who won't be fully operational. The current number has reduced on the end of year data due to officers leaving and intakes yet to take place.

	2018/19	2019/20	2020/21	2021/22
Budgeted Officers	1,874	1,917	2,022	2,107
Actual numbers as at 31st March	1,882	1,928	2,086	Available Late April 2022

The current force intake plans and projected wastage mean that the force will meet the end of financial year officer target. The table below shows a total intake of 49 officers in March which, when combined with some wastage, will allow the force to meet their target.

The latest recruitment table for the last year, as requested by the panel, is shown overleaf:

Key:

IPS – Independent Patrol Status

PCDA – Police Constable Degree Apprenticeship

DHEP – Degree Holder Entry Programme

PIP 1/PIP 2 – “Professionalising Investigation Programme”, accredited qualifications for detectives

DDHEP- Detective Degree Holder Entry Programme

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Entry Route	Date Recruited (Started Training Phase at HQ)	Total Number in Cohort	Stage of Process as of April 2022.	Commencement of Next Stage
DHEP	29/03/2021	13	IPS status received for this cohort as of w/c 24/10/2021. All officers are now working on an NPT borough and rota within their division.	This cohort will be starting their 2-4 week operational attachments as of 04/04/2022. This consists of short, staggered attachments to teams such as CID, SNT, NPIT and DA.
PCDA	31/05/2021	9	IPS status received for this cohort as of w/c 27/12/2021. All officers are now working on an NPT borough and rota within their division.	This cohort will be starting their 2-4 week operational attachments as of 06/06/2022. This consists of short, staggered attachments to teams such as CID, SNT, NPIT and DA.
DHEP	02/08/2021	12	IPS status received for this cohort as of w/c 28/02/2022. All officers are now working on an NPT borough and rota within their division.	This cohort will be starting their 2-4 week operational attachments as of 01/08/2022. This consists of short, staggered attachments to teams such as CID, SNT, NPIT and DA.
PCDA	02/08/2021	12	IPS status received for this cohort as of w/c 28/02/2022. All officers are now working on an NPT borough and rota within their division.	This cohort will be starting their 2-4 week operational attachments as of 01/08/2022. This consists of short, staggered attachments to teams such as CID, SNT, NPIT and DA.
DHEP	11/10/2021	23	This cohort are currently at the divisional coaching stage on division.	IPS status received for this cohort as of w/c 09/05/2022. As of this date, all officers will be working on an NPT borough and rota within their division.

PCDA	11/10/2021	32	This cohort are currently at the divisional coaching stage on division.	IPS status received for this cohort as of w/c 09/05/2022. As of this date, all officers will be working on an NPT borough and rota within their division
DDHEP	11/10/2021	11	This cohort are currently at the divisional coaching stage on division.	IPS status received for this cohort as of w/c 09/05/2022. As of this date, all officers will be working on an NPT and SNT borough within their division for 6 weeks. This cohort will then start their PIP 1 Investigative attachment following this.
DHEP	10/01/2022	10	This cohort are currently at HQ carrying out their initial training phase. The duration of this training is 15 weeks.	This cohort will move into the divisional coaching stage on division as of 25/04/2022. They are then expected to gain IPS as of 08/08/2022.
PCDA	10/01/2022	33	This cohort are currently at HQ carrying out their initial training phase. The duration of this training is 15 weeks.	This cohort will move into the divisional coaching stage on division as of 25/04/2022. They are then expected to gain IPS as of 08/08/2022.
DHEP	28/03/2022	12	This cohort will be starting their HQ training phase as of 28/03/2022 The duration of this training is 15 weeks.	The divisional coaching stage will start on 11/07/2022 for this cohort. They are then expected to gain IPS as of 08/08/2022.
PCDA	28/03/2022	25	This cohort will be starting their HQ training phase as of 28/03/2022 The duration of this training is 15 weeks.	The divisional coaching stage will start on 11/07/2022 for this cohort. They are then expected to gain IPS as of 08/08/2022.
DDHEP	28/03/2022	12	This cohort will be starting their HQ training phase as of 28/03/2022 The duration of this training is 15 weeks.	The divisional coaching stage will start on 11/07/2022 for this cohort. They are then expected to gain IPS as of 08/08/2022.

In terms of postings, all new officers get posted to local neighbourhood teams. However, there will only be small increases in neighbourhood team numbers over time as existing, more experienced officers then get moved on to other areas where investment has been decided as being operationally required by the Chief Constable. An update on staffing distribution was provided to the last Panel meeting, which covers allocations for 2021/22. An update for 2022/23 can be provided at a future panel meeting.

RECRUITMENT

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 are preferable in a number of policing areas, rather than using police officers. This is for a number of reasons; most often because staff bring specialist skills and their roles do not require a warrant card. Examples include investigation officers, intelligence and research analysts. Areas of business with growth in 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.

PLANS FOR 2022/23

Plans for 2022/23 workforce were provided to the panel as part of the precept proposal paper. Officer budgeted establishment will increase from 2,107 by the end of 2021/22 to 2,205 by the end of 2022/23. This is due to national uplift funding. Intakes of recruits will take place over the year to bring these extra officers in and to replace officers who retire or leave the force.

All officers will initially join local neighbourhood teams. Once probationers are trained and working independently, the force will consider where extra resources are required to meet the Police and Crime Plan and policing demands. More information can be provided to the panel on where posts will be invested once the Chief Constable has made this decision.

Staff establishment numbers will reduce slightly from 1,978 in 2021/21 to 1,961 in 2022/23. Precept investment has meant that operational staff posts remain protected.

RECOMMENDATION

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

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