

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

The increase in the police precept for 2019/2020 meant that the police establishment will be increased by 100 police officers and operational staff. The panel have asked for details of recruitment and workforce planning. A paper on workforce planning was presented to the May Performance Meeting at which the PCC scrutinises the Chief Constable.

**RECRUITMENT**

Surrey Police have 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 64 of these will join in summer 2019. Further cohorts will come on board later in the year. A further 15 officers will be joining via the Police Now (the national graduate leadership programme) entry route. The force is also actively encouraging transferees with 12 detective constables having already joined in April 2019.

It will take the force some time to fully recruit to meet the new posts due to capacity and practicability of recruitment and training. To support the neighbourhood teams whilst police constable recruitment and training takes place, options regarding the recruitment of additional PCSOs are being considered.

**WORKFORCE PLANNING**

The 'Policing Your Community' engagement events have now taken place and Surrey Police have also carried out a more detailed analysis of demand. Once all officers and staff have been recruited, the additional planned capacity will be as follows:

<b>Role</b>	<b>Remit</b>	<b>Number</b>
<b><i>Problem solving (total 27)</i></b>		
Increase Neighbourhood Support Officers by 2 per borough	To drive local problem solving and reduce harm and repeat demand	22
Introduce problem solving advisors	To support neighbourhood support teams in problem solving analysis and techniques	6
<b><i>Protecting Vulnerable People (total 14)</i></b>		
Introduce Youth Intervention Officers - 1 per borough	To tackle the increasing threat of knife crime, county lines, being drawn into criminal exploitation in partnership with existing plans and Community Safety/Public Health partnership to tackle knife crime.	11
High intensity officers	Working with those individuals who take up the most time for police and partners	3
<b><i>High Harm Investigation (total 38)</i></b>		
Increase the divisional safeguarding detective constables and Sergeants	To focus on tackling exploitation, missing people and reactive investigation.	17
Increase Serious Organised Crime/ Economic Crime Unit by 7 DCs and 2 police staff specialist intelligence officers	To focus on county lines and Organised Crime Group activity	9
Introduce Sexual Offence Liaison Officers within the Rape and Serious Sexual Offences investigation team investigators	To support victims and the investigation process for the domestic abuse and the Rape and Serious Sexual Offences (RASSO) area	10
Embedded CPS detective inspector	To act as CPS (Crown Prosecution Service) liaison officer – to date this has been a temporary role that has been bringing benefits.	1
<b>Total</b>		<b>79</b>

Over the course of the 2019/20 financial period, without the precept increase Surrey Police wouldn't have filled 25 officer posts from the Neighbourhood Policing teams across Surrey due to financial constraints. The PCC's precept

increase will allow the force to recruit to those posts in addition to the investment above to meet the demands of making Surrey the safest county it can be.

Now that the additional investment has been planned, the PCC has asked Surrey Police to focus on the next 5 to 10 years and look at what the optimal size is for Surrey Police budget and workforce, as well as the mix of skills required to meet current and future demands. The Chief Constable has taken this away to develop with the Chief Officer group.

## **RECOMMENDATION**

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

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