



SURREY POLICE AND CRIME PANEL

15 SEPTEMBER 2021

SURREY POLICE RECRUITMENT AND WORKFORCE PLANNING UPDATE

8

INTRODUCTION

The Panel has asked for an update report (twice-yearly) 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 officers, as shown in the table below. As at end of June 2021, actual Police Officer **strength** in Surrey Police was at 2,037 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	2105
Actual numbers as at 31st March	1,882	1,928	2086	Available April 2022

The current force intake plans and projected wastage mean that the force will meet the end of financial year officer target.

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

Date Recruited (Started Training Phase at HQ)	Total Number in Cohort	Stage of Process as of 27/07/2021	Commencement of Next Stage
July 2020 PC intake	38	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.	Three Officers have resigned from this cohort and one had deferred to a later course. All remaining 38 Officers received Independent Patrol Status from 21/02/2021 onwards and are now all fully deployable. Officers working on Neighbourhood Policing Teams (NPT) working within their assigned rota/borough
Oct 2020 PC intake	48	Both PCDA* and DHEP** cohorts have completed their initial training to gain Independent Patrol Status.	This cohort received Independent Patrol status as of 03/05/2021 following completion of their 20 week divisional coaching. They are now fully deployable Officers within NPT, working within their assigned rota/borough.
Oct 2020 Detective Intake	28	This cohort have completed their initial training to gain Independent Patrol Status. The Officers have now moved onto the investigative training period of the programme.	This cohort will receive Independent Patrol status as of 03/05/2021 following completion of their 20 week divisional coaching. Furthermore this cohort have also completed a further 4 week attachment to a borough within NPT and a 2 week attachment to Neighbourhoods. The Officers have now started their PIP 1*** posting to the divisional Domestic Abuse Teams until 05/09/2021. Once complete, they will start their PIP 2 Detective Learner Pathway for a year.
January 2021 PC Intake	42	This cohort is currently at week 29 of their 31 week training programme.	This cohort are currently at their divisional coaching stage of which they will complete as of 08/08/2021. Following this will they receive Independent Patrol Status and will be posted to their assigned borough and rota,

			becoming fully deployable NPT Officers. Due to the rise of isolation rates across the Force, the IPS for this cohort will be staggered, with 19 of the Officers on track for 08/08/2021. The remaining Officers will receive IPS over the upcoming weeks.
March 2021 PC Intake	12	This cohort are at week 18 of their training.	This cohort have started their divisional coaching stage. The Officers are due to receive IPS as of 24/10/2021 and will be posted to their assigned borough and rota, becoming fully deployable NPT Officers.
Jun 2021 PC Intake	12	This cohort are at week 9 of their training.	This cohort have started their final week of the initial training at HQ. The Officers will then have 1 week of annual leave and will then commence their divisional coaching period as of 09/08/2021. This cohort are due to receive IPS as of 27/12/2021.
Aug 2021 PC Intake	24	Both cohorts will start their initial training at HQ as of 02/08/2021.	Both cohorts will then start their divisional coaching period as of 11/10/2021 and are due to receive IPS as of 28/02/2021.

*PCDA – Police Constable Degree Apprenticeship

**DHEP – Degree Holder Entry Programme

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

In terms of postings, all new officers get posted to local neighbourhood teams. However, there are only small increases in neighbourhood team numbers overall as existing officers then get moved on to other areas where investment has been decided as being operationally required by the Chief Constable.

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 2,105.

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 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.

RECOMMENDATION

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

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