

**OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE
DECISION RECORD**

Decision Record Number: 39/2019

Title: Police Officer Uplift

Executive Summary:

At the Accountability Board held on 19 November 2019, the Chief Constable presented a report providing details of proposals in connection with the police officer uplift, Operation Uplift, the implementation of the Government's commitment to increase police officer numbers nationally by 20,000 by 2023 and Humberside's allocation of 97 in 2019/20.

The report detailed the need to accelerate the student officer numbers in this financial year by increasing the proposed recruitment intake planned for March 2020 from 30 to 60. The additional costs of this proposal in 2019/20 is estimated to be £40k and the Chief Constable requested that increased recruitment be approved with the additional cost funded from reserves.

It was noted that the additional cost in a full year would be £520k which will be offset by an additional grant, details of which are still to be announced. The meeting also received information in respect of the mid-year financial review which set out that the full estimated costs of the uplift in 2019/20 was £485k against a grant of £464k. That report also commented on an additional payroll pressure of £440k as a result of agreed pay increases of 2.5% for both police officers and police staff compared with the budget provision of 2%. The total shortfall of £461k this financial year and full year effects will therefore have to be reflected in the preparation of the MTRS 2020/21 to 2024/25 to support budget and precept setting in 2020/21.

Decision:

- (a) That the proposal to recruit 60 officers in March 2020 be approved;
- (b) That £40k be allocated from the Performance Improvement Reserve to meet the additional costs in 2019/20 and
- (c) That the additional estimated costs of £520k for 2020/21 be taken into account in formulating the MTRS for 2020/21 to 2024/25.

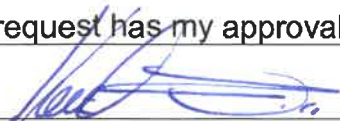
Background Report: OPEN

Police and Crime Commissioner for Humberside

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct. Any such interests are recorded below.

The above request has my approval.

Signature



23/12/2019
Date dd.mm/yy

DISCUSSION PAPER

AGENDA ITEM:	Item 6(b)
MEETING DATE:	19 November 2019
AUTHOR:	Sarah Wilson/Martin Fox
CHIEF OFFICER LEAD:	ACO Resources Nancie Shackleton
DISCUSSION PAPER TITLE:	Police Officer Uplift

AREA(S) FOR DISCUSSION

This paper has been prepared to provide the PCC with an update on Operation Uplift and the mobilisation plans in place to enable the delivery of the Force allocation for Year 1.

EXCEPTIONS / ISSUES OF NOTE

1. The Government has recently made a commitment to recruit an additional 20,000 officers, named Operation Uplift. All officers recruited as part of the 20,000 uplift will be additional to those hired to fill existing vacancies. The project aims to recruit all 20,000 officers by the end of March 2023, and has set a national yearly target for Forces, set out in Table 1:

Table 1: National uplift targets and Force allocation (actual and predicted)

Modelling Assumption	Yr 0 by Mar 2020	Yr 1 by Mar 2021	Yr 2 by (Mar 2022)	Yr 3 by (Mar 2023)	Rationale
Apportionment of 20k officers (National)	2000	6000 (inclusive of interim 2000)	8000	6000	

Apportionment of 20k officers (Force)	30	97 (inclusive of interim 30)	120	90	National Allocation Formula. Year 0/ 1 confirmed.
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2. The Home Office has confirmed the Force allocation for Year 0 and 1 as 97 additional officers. To enable the Force to meet the national target for Year 0 and 1, we are expected to recruit an additional 30 officers by the end of the 2019/20 financial year, followed by a further 67 additional officers by the end of Year 1 (2020/21). This is on top of 'normal' recruitment.
3. A national recruitment campaign has launched to recruit the 20,000 officers alongside the creation of a NPCC Operation Uplift team to help monitor and support Forces to achieve this ambitious target. The national recruitment campaign has now launched under the banner of 'be a Force for all'. The Force is working with the national campaign to help advise and coordinate our Humberside specific campaign, details to be finalised but expected to launch in early 2020.
4. The Government announced in its Spending Review (September 2019) additional funding of £750m nationally for 2020/21 and it also announced funding of £45m in 2019/ 20 to start the immediate recruitment of 2,000 officers by March 2020. Humberside has been allocated £464,227 in 2019/20. The funding is based on a model developed in partnership between the Home Office and Durham Constabulary, which reflects all the costs associated with the recruitment of additional officers including additional police staff (for recruitment and training primarily), and ancillary costs such as kit, equipment and vehicles. There has been no formal announcement of any funding allocation beyond that for 2020/21. This will be subject to the result of the general election and the next Spending Review.
5. The Force has in place a recruitment plan to meet anticipated vacancies due to average turnover and leavers. This equates to approximately 110 officers per annum (based on the current TOM of 1900). The Force had to reconsider this plan to enable the delivery of the Operation Uplift officer allocation. The Force has proactively decided to accelerate its student officer intake within the 2019/20 financial year. The November 2019 student officer intake was increased from 20.0 fte to 50.0 fte, with 36.0 fte assigned to a fast track detective course to bolster detective capacity within Force and the remaining 14.0 fte students to follow the standard IPLDP route.
6. In addition to the accelerated recruitment outlined above, the mid-year financial review for 2019/20 now assumes an intake of 30 fte officers in March 2020 due to the Force receiving the additional £464k grant from the Home Office in 2019/ 20 to support Operation Uplift. The increase of the November 2019 intake alongside the March 2020 intake results in the Force comfortably meeting its uplift requirement

in Year 0 of 30 fte additional officers and increasing Total Workforce Strength to 1940.85 fte.

7. COG have a considered options for the recruitment profile for the additional 97 officers by March 2021 (paper attached at Appendix A). The COG proposal is outlined in the below sections.
8. The Force currently has an applicant pool of 192 student officers awaiting an intake and it is proposed that the planned March 2020 intake be increased from 30 to 60. The early recruitment will cost an additional £40k in the current financial year and £520k in 2020/21. The costs in 2019/20 would be an additional call on PCC reserves. The costs in 2020/21 will be contained within the overall funding envelope allocated by the Government. This will not be announced until after the election. In the event that additional funding is not forthcoming the recruitment profile will be adjusted next year to return to a TOM of 1900 at March 2021.
9. The recruitment of 60 officers in March 2020 would leave an additional 37 to be recruited in 2020/21 in addition to those replacing the normal turnover, anticipated to be 121 officers next year. Therefore an additional 158 officers will need to be recruited.
10. 2020 sees the introduction of the Police Education Qualifications Framework (PEQF) whereby we will deliver in partnership the new Police Constable Degree Apprenticeships (PCDA) and the Degree Holder Entry Programme (DHEP) with York St John University. The new entry routes are substantially different to the current IPLDP route, and there currently isn't a staffing structure in place to lead the design and implementation of the PEQF, therefore creating a distinct capacity issue to transition immediately to the new routes.
11. IPLDP ceases to exist as an entry route in July 2020, replaced with IPLDP+ for a 12 month period until June 2021. The Force is required to apply for approval to deliver IPLDP+ by the College of Policing, and initial contact with our PEQF Implementation Advisor has suggested that any request would be successful as long as a viable transition plan to the new entry routes was included within our application. COG has approved this option for recruitment in 2020/21 which would mean a recruitment profile for the 158 Officers as set out in table 2 overleaf.
12. This plan allows for delivery within current L&D resources, a further fast track detective programme to be run alongside IPLDP and takes into account the delicately balanced availability of experienced tutors, assessors and QSA.

Table 2: 2020/21 Recruitment Profile Options.

MONTH	New recruits	Transferee	Police Now
	IPLDP+ & PEQF		
01 April 2020			
01 May 2020			
01 June 2020	50 (IPLDP)	5	
01 July 2020			10
01 August 2020			
01 September 2020	50 (IPLDP +)	5	
01 October 2020			
01 November 2020			
01 December 2020		4	
01 January 2021			
01 February 2021			
01 March 2021	30 (PEQF or IPLDP +)	4	
Totals:	130	18	10

NEXT STEPS

The PCC is asked to approve the proposal to recruit 60 officers in March 2020 including the allocation of £40k from reserves to meet the additional costs in 2019/20. There would be additional full year costs of £520k in 2020/21 which would be funded through the additional grant allocation anticipated as part of the 2020/21 funding settlement.

