

DECISION NO: PCCG-2013-025	
<u>OFFICE OF POLICE & CRIME COMMISSIONER</u>	
TITLE:	Funding Envelope for Police Officer Recruitment
DATE:	4 February 2013
TIMING:	Strategy & Performance Board
PURPOSE:	For Decision
1.	<u>RECOMMENDATION</u>
1.1	The recommendation is to approve the establishment of a reserve of £1.6m to fund the cost of police officer recruitment in 2013.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	The forecast out-turn for the financial year 2012/13 is an underspend of £1.6m. This has been generated from delivering savings ahead of plan from the Staying Ahead programme and also from a number of non recurrent items.
2.2	The Police and Crime Commissioner and the Chief Constable have agreed that these monies present an opportunity to fund the recruitment of up to 24 police officers in the new financial year for a period of four years.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	The last recruitment of police officers in Gwent was concluded in March 2011 and this has been followed by the recruitment of 101 full time equivalent Welsh community support officers (CSOs) in 2012, funded by the Welsh Government. In addition, the training of special constables is being completed which will provide Gwent with the highest level of operational support than at any time in the past.
3.2	The Force decided in 2012 to adopt an approach to recruit from within and has issued a message internally that 24 police officer posts will be recruited in the new financial year.
3.3	This provides the police staff a career pathway whilst it also provides the force a resource for which training may have already commenced, thus reducing the time required before officers will be available for operational service.
3.4	The funding of 24 new police officers posts will partly be met by the funding from Home Office CSOs. Some posts are already vacant and more are expected to become so as many are expected to apply for the police officer posts.
3.5	Funding is required to manage the transition from CSO budgets to Police Officer budgets over the coming year and up to a period of four years.
3.6	These issues are detailed at Annex 1.
4.	<u>NEXT STEPS</u>
4.1	Once the funding envelope has been agreed the recruitment process will commence with the appointment of 24 police officers expected in August 2013.

5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	A financial model is provided within annex 1 that considers the funds and the costs of the additional 24 police officers. It should be noted that the lifetime cost of a police officer is one and a half times that of a CSO, however, police officers provide additional capacity, capability and efficiency due to them being warranted officers.
5.2	A total sum of £1.6m is being requested to fund these costs for the next four years, which will be established as a specific reserve, called upon each year based on expected expenditure. Once the number of CSOs that have been successful in applying for the police officer posts is known the financial model will be finalised which will inform the future CSO recruitment, the timing of the consumption of the £1.6m reserve and also the recurrent pressure to the medium term financial plan.
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	This proposal will provide CSOs, specials and police staff an opportunity to apply for police officer posts.
6.2	The recruitment process has been drafted and is provided in the report at annex 1.
7.	<u>LEGAL IMPLICATIONS</u>
7.1	There are no legal implications to consider in the context of this report.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This proposal provides opportunity to all police staff within the organisation to apply for police officer posts.
8.2	This project/proposal has been considered against the general duty to promote equality, as stipulated under the Single Equality Scheme and has been assessed not to discriminate against any particular group.
8.3	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	There are no risks identified in this proposal.
10.	<u>PUBLIC INTEREST</u>
10.1	This report will be made available to the public following approval.
11.	<u>CONTACT OFFICER</u>
11.1	Nigel Stephens, Assistant Chief Officer – Resources
12.	<u>ANNEXES</u>
12.1	Police Officer Recruitment

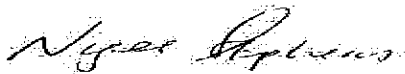
For OPCC use only

Office of the Chief Constable

I confirm that this report has been discussed and approved at a formal Chief Officers' meeting.

It is now forwarded to the OPCC for **approval**.

Signature:



Date: 12 February 2013

	Tick to confirm (if applicable)
Financial The Treasurer has been consulted on this proposal.	√
OPCC (insert name) The Chief Executive has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
Legal The legal team have been consulted on this proposal.	N/A
Equalities The Equalities Officer has been consulted on this proposal.	N/A

Chief Executive/Deputy Chief Executive:

I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report.

I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.

Signature:



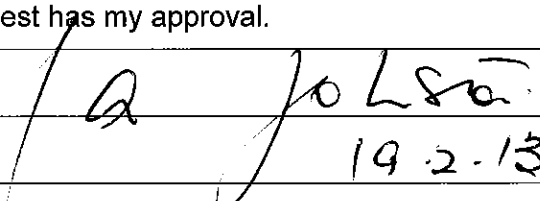
Date: 13/02/13

Police and Crime Commissioner for Gwent

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

Signature:



Date:

19.2.13

