

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

POLICE AND CRIME PANEL

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| Report of | POLICE AND CRIME COMMISSIONER |
| Subject | POLICE RECRUITMENT, RETENTION AND DISMISSALS |
| Date | THURSDAY 25 MARCH 2021 - 13:00 HRS |
| Author | PAUL HINDSON CHIEF EXECUTIVE |

Purpose of Report

1. This report provides assurance around the following issues:
 - that processes are in place to ensure that the recruitment targets agreed at the Police and Crime Panel budget meeting on 27 January are achieved;
 - that recruitment targets for 2020/21 will be achieved;
 - that monitoring of recruitment targets takes into account retention and dismissal levels within the police; and
 - that an arrangement is in place to provide ongoing reports on recruitment to the Police and Crime Panel

Recommendation

2. That the Panel notes the report and approves the proposed future monitoring arrangements.

Assurance

3. ***That processes are in place to ensure that the recruitment targets agreed at the Police and Crime Panel budget meeting on 27 January are achieved.***
4. There are two main drivers of police officer recruitment. The PCC has agreed budgets with the Police and Crime Panel to achieve a specified number of additional police officer posts. The number agreed for the 2020/21 budget is 100. The other driver of police officer recruitment is Operation Uplift, which has committed to an additional 20,000 police officers across England and Wales. This national figure is broken down into specific recruitment targets for each individual police service. Leicestershire's target for 2020/21 is 89.
5. Both targets are interlinked as the government has made receipt of funds for Operation Uplift the dependent on achievement of locally agreed recruitment targets. Clearly, the government wanted to avoid individual services disinvesting in local recruitment and thereby undermining the aims of the national uplift.
6. The police monitor the achievement of these recruitment targets and report to the PCC via a number of forums, but mainly through the Strategic Assurance Board. This is a high profile target for the PCC and is therefore the subject of regular internal assurance.
7. ***That recruitment targets for 2020/21 will be achieved***

8. At the time of writing, there are around three weeks of the financial year remaining. However, the recruitment targets for 2020/21 are well on course to be achieved. The target is measured as follows:
9. The establishment figure at the start of the year plus the in-year recruitment targets for PCC and Operation Uplift recruitment combined, defines the end of year target. For 2020/21 the relevant figures are 1915 + 189 = 2104. This calculation automatically accounts for retention and dismissal rates because it only focusses on the end of year total police officers in post. This target has been achieved.
10. Annex A provides an example of the latest monitoring report through Operation Uplift.
11. ***That monitoring of recruitment targets takes into account retention and dismissal levels within the police***
12. The section above describes how retention and dismissal levels are accounted for in the overall recruitment calculation. Nevertheless, retention and dismissal levels are still of considerable significance in ensuring the overall health of the organisation. High levels of retention and low levels of dismissal are indicators of the positive health of the organisation. Equally, the demographic make-up of recruitment, retention and dismissal rates are important indicators of the representative nature of the organisation, with the PCC driving increases in net BAME recruitment to ensure that the police achieves a more appropriate demographic balance amongst its workforce.
13. The police provide assurance to the PCC through a variety of internal meetings, including Attraction Gold; Race, Religion & Belief; and the Strategic Equality and Fairness Board.
14. ***That an arrangement is in place to provide ongoing reports on recruitment to the Police and Crime Panel***
15. The Panel has asked for regular updates on progress towards recruitment targets. The PCC's proposal to address this request is that recruitment targets are added to the quarterly performance report prepared by the OPCC, starting with Quarter 1 2021/22 (bearing in mind that this report covers the recruitment targets for 2020/21). This performance reporting will be in the format described above, namely the net police officers required to be in post at the end of the year, broken down into quarterly numbers on a pro rata basis. This takes into account recruitment levels required after departures are taken into account.

Implications

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| Financial: | None |
| Legal: | None |
| Equality - Impact Assessment: | The report describes the aim to increase the BAME proportion of police officers within Leicestershire Police |
| Risks and –Impact: | None |
| Link to Police and Crime Plan: | Increased recruitment is a key aim of the Police and Crime Plan. |

List of Appendices

Annex A provides an example of the latest monitoring report through Operation Uplift.

Background Papers

None

Person to Contact

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