

# POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

## POLICE AND CRIME PANEL

Report of	CHIEF CONSTABLE
Subject	RECRUITMENT PROGRESS REPORT
Date	THURSDAY 29 JULY 2021 – 2:00 p.m.
Author	TORIA BROWN / ALASTAIR KELLY

### **Purpose of Report**

1. To provide the panel with an update on recruitment of precept funded officers and officers funded through the National Programme.

### **Recommendation**

2. The Panel is asked to note the contents of the report.

### **Activity**

3. The force was due to recruit an additional 89 Officers in year 1 of Operation Uplift, National Uplift (which ended 31.3.21) and this has successfully been completed.
4. The force also recruited additional officers funded via the precept increase for 20-21 meeting this target too; this was an increase of 107 Precept Funded posts.
5. The Police Officer FTE during Operation Uplift and Precept Uplift Period:
  - 31.3.19 FTE – 1793 and Authorised Establishment of 1807.
  - 31.3.20 FTE - 1915 and Authorised Establishment of 1912.
  - 31.3.21 FTE – 2146 and Authorised Establishment of 2104
6. In the past 2 Financial Years, the force has increased its in strength FTE for Officers from 1793 to 2146 which was a growth of 353. During the same period, the Police Officer authorised establishment has increased from 1807 to 2104 which is a growth of 297 officers; 89 of these have been as a result of Operation Uplift, and the remainder a result of precept increase.
7. In 2021/22 the Operation Uplift target is an additional 84 Officers for 'in force' and 4 for EMSOU ROCU. The force is on track to achieve this by 31.3.22, and will have an authorised establishment of 2242, and an FTE of the same amount by 31.3.22.
8. Please note that the mechanisms for monitoring Police Officers numbers in force, is based upon In Strength FTE (and excludes those Officers seconded to regional units, or on career break).
9. Operation Uplift monitoring is based upon headcount and includes all Officers employed by Leicestershire Police, regardless of whether on a regional secondment, or career break.

Therefore, numbers provided by Operation Uplift and not by the force will be based on this different analysis of numbers.

10. The local growth in police officers from 2019/20 to 2021/22 (107, 100, 50) have in the main be funded through the precept increases of £24, £10, £15.
11. The Force achieved the uplift target of 89 officers for year 1 and therefore received the full uplift grant of £2.5m in 2020/21.
12. The Home Officer target for 2021/22 is 88 officers and the associated specific grant funding is £1.5m. The Force is currently on plan to achieve the uplift in officers.

**Person to Contact**

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