



Making Suffolk a safer place to live, work, travel and invest

ORIGINATOR: DCC PAUL MARSHALL

DECISION NO. 40-2013

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE & CRIME COMMISSIONER

SUBJECT: ADDITIONAL POLICE OFFICER POSTS

SUMMARY:

The current funded police officer establishment of the Suffolk Constabulary is 1200 FTE. This paper proposes a temporary increase in the establishment of 20 FTE officer posts over the next two years to support delivery of the Police & Crime Plan and the Constabulary's Mission. It is intended that the establishment will return to 1200 FTE posts by March 2016.

RECOMMENDATIONS:

It is recommended that the PCC approves the increase in establishment of an additional 20 FTE Officer posts to be funded from the revenue budget providing sufficient funds are available. In the event that insufficient funds are available an investment of up to £1.6m can be utilised from the general reserve.

Police officer numbers will be reduced by 20 posts in March 2016.

APPROVAL BY: PCC

The recommendation above is approved.

Signature

Tim Parnove

Date 13/08/2013

DETAIL OF THE SUBMISSION

1. KEY ISSUES FOR CONSIDERATION:

Background

- 1.1 On 31st March 2010 the funded police officer establishment of the Suffolk Constabulary was 1244 posts. Following the announcement of the Comprehensive Spending Review in November 2010 and the reduction of 20% in government grant funding to policing, it was necessary to review the delivery of policing services within Suffolk to achieve a balanced budget. A range of initiatives were put in place to achieve budget reductions, and through collaboration both with the Norfolk Constabulary and the wider Eastern Region, it was possible to enhance operational resilience and capability at the same time as reducing police officer headcount and costs. At 1st April 2013, the funded police officer establishment was set at 1200 FTE.
- 1.2 In April 2013 the Police & Crime Commissioner published his first Police & Crime Plan with the aim of making Suffolk a safer place in which to live, work, travel and invest. This aim is underpinned by 4 police and crime objectives:-
1. Responding to emergencies;
 2. Solving crime;
 3. Preventing and reducing crime and anti-social behaviour; and
 4. Caring for victims and vulnerable people.
- 1.3 In support of the Police & Crime Plan, the Chief Constable has agreed a Constabulary Mission:-
1. Improve the satisfaction of our customers;
 2. Reduce anti-social behaviour;
 3. Reduce the crimes that cause most harms to our communities; and
 4. Build the confidence of our communities.

Proposal

- 1.4 It is proposed that, during the financial years 2013/14 and 2014/15, the police officer establishment of the Constabulary is increased by 20 officers to 1220 FTE. This will be achieved through additional transferees or initial recruitment of 10 officers in 2013/14 and a further 10 in 2014/15.
- 1.5 Analysis undertaken indicates that it will be possible to reduce the establishment of the Constabulary during the 2015/16 financial year by 20 posts but still retain the ability to recruit around 40 new officers into the Constabulary to maintain an establishment of 1200 FTE.
- 1.6 The Chief Constable intends to deploy the additional 20 officers in support of achieving both the objectives within the Police and Crime Plan, and the Constabulary Mission, and will focus these resources on reducing demand and achieving service improvements. Examples of potential deployments include:-
1. Enhancing the ability of the Constabulary to provide community reassurance through the creation of a dedicated uniform proactive team;
 2. Enhancing SNT and Response officer capacity and capability; and
 3. Enhancing investigative capacity and capability.
- 1.7 By investing in additional resources at this time, it is expected that the demand placed on the Constabulary in the future can be minimised, thereby softening the impact of

predicted budget cuts which has the potential to result in a reduction of police officer posts in the future.

2. FINANCIAL IMPLICATIONS:

- 2.1 Over the past two years through prudent financial management the Constabulary has contributed £3.9m into the general reserve as well as achieving significant savings to balance the budget. It is therefore proposed to re-invest a small proportion of these reserves into achieving the desired outcomes as detailed above through a modest temporary increase in police officer resources.
- 2.2 The additional costs associated within this proposal are as follows:-

Additional Officer Costs:

2013/14	£ 277,409
2014/15	£ 751,305
2015/16	<u>£ 421,297</u>

Total **£1,450,011**

Associated Recruitment/Training Costs:

There are associated recruitment, vetting, medicals, and training costs which will be incurred through increasing the establishment as proposed. These have been estimated at £150k.

It is recommended that the PCC approves the increase in establishment of an additional 20 FTE Officer posts to be funded from the revenue budget providing sufficient funds are available. In the event that insufficient funds are available an investment of up to £1.6m can be utilised from the general reserve.

3. OTHER IMPLICATIONS AND RISKS:

- 3.1. There are no significant risks. The analysis conducted indicates that through natural retirements and leavers over the next few years, the officer establishment will be appropriately managed within budget.

4. RECOMMENDATIONS

- 4.1 It is recommended that the PCC approves the increase in establishment of an additional 20 FTE Officer posts to be funded from the revenue budget if sufficient funds are available, or in the event that sufficient funds are unavailable that an investment of up to £1.6m can be utilised from the general reserve.

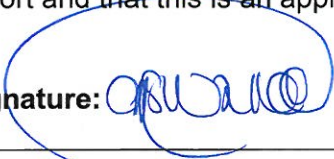
Police officer numbers will be reduced by 20 posts in March 2016.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	Yes & advice given
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes – Police Federation consulted
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	Yes

APPROVAL TO SUBMIT TO THE DECISION-MAKER

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.

Signature: 

Date 12/08/13.