

Meeting	Police and Crime Panel
Date	19 March 2020
Report Title	Operation Uplift
Report presented by	Angus Macpherson, Police and Crime Commissioner
Author	Kieran Kilgallen, Chief Executive

PURPOSE OF REPORT

1. This report provides an update on Operation Uplift, and how these resources will be added to the organisation and distributed through the policing model.
2. To provide information on police turnover/vacancies, as requested at the previous meeting.

INTRODUCTION AND BACKGROUND INFORMATION

3. The national Uplift programme is an opportunity to increase resourcing and re-invest in policing further to a ten year period of austerity and a fall in police officer numbers.
4. The announcement of a further 20,000 police officers to be achieved by March 2023 was first made back in the summer of 2019. Further announcements have provided some clarification since then, culminating in the recent funding settlement announcements.
5. The service has been asked to introduce 2,000 extra officers by March 2020, rising to 6,000 extra officers by March 2021

LOCAL IMPLICATIONS

6. Wiltshire's approach to the national Uplift programme is governed by the Police Uplift Gold Group. The gold group, chaired by DCC Paul Mills is monitoring many elements, with specific attention to:
 - Accurately planning police officer recruitment
 - Overseeing the delivery of increased police officers
 - Ensuring enabling services are in place in order to efficiently and effectively recruit the additional police officers
 - Maximising equality, diversity and inclusion at all times, creating a more representative workforce
 - Ensuring sustainability and effectiveness of Wiltshire Police during a period of mass recruitment
 - Understanding where the additional police officers should be put in line with delivery of the police and crime plan

- Ensuring full alignment and understanding of the national approach of operation uplift
7. The national uplift figures provided have been distributed to individual forces in relation to the distribution of grant funding – which in Wiltshire’s case is 0.81% of the total. The result is that Wiltshire has to recruit 16 extra officers by March 2020, rising cumulatively to 49 extra officers by March 2021. This, along with the precept increase will bring the Force to the budgeted figure of 1,050 as reported in the previous Panel report.
 8. High level assumptions have been made on financial and workforce plans for beyond March 2021. They suggest a total number of 147 extra officers by March 2023.
 9. In order to achieve these numbers, in addition to maintaining the numbers required due to officers leaving the organisation, Wiltshire will be required to recruit over 400 officers up to March 2023. It is estimated at this stage that one in eight applicants get through the process, resulting in needing approximately 3,200 applicants for police officer jobs in Wiltshire – this is a huge requirement.
 10. The Force analyses ‘leaver’ information throughout the year and uses this to project required recruitment intakes. In 2019/20, the Force will lose approximately 74 officers: 40 officers due to retirement, 16 resignations, 4 ill-health retirements and 14 officers transferred to other Forces. These officers will be from a variety of roles across the Force. Although projections can be made, the total number of leavers is always variable and subject to large change.
 11. In previous years, the total number of leavers is usually between 60-65 officers, and recruitment maintains the establishment.
 12. Although there are a lot of officers currently being recruited and trained, it does take roughly a year from recruitment to an officer being out of training and tutorship. The impact on the training team and the process to support officers through is outlined in more detail in a separate paper for the Police and Crime Panel.
 13. The current intakes and ‘landing’ dates are as follows:

Start Training	Officers	Landing in teams	Finish Tutorship
Oct-19	37	Apr-20	Jun-20
Feb-20	20	Aug-20	Oct-20
Jun-20 (first PEQF)	40	Nov-20	Jan-21
Oct-20	20	Apr-21	Jun-21
Jan-21	40	Jul-21	Sep-21
Mar-21	20	Aug-21	Oct-21

Figure one: Officer intake timeline

14. With the time it takes to bring in additional police officers, it is expected that there will be a number of vacancies in the establishment (posts are considered vacant whilst officers are in training although the budget is being spent) and this will continue to be monitored.

RECOMMENDATION

12. The Police and Crime Panel is invited to note the contents of the report.