

Panel member	Question	Date received	Date passed to OPCC
Cllr Brian Mathew	That Wiltshire has had the second highest percentage rate of staff reduction in the country (3.6%) seems to be at odds with your Priority Four objective of maintaining an effective police force. To ensure the attainment of this objective what remedial actions are you taking to stem this alarming rate of staff departure.	16/8/17	17/8/17
Cllr Brian Mathew	We were made aware of a staff satisfaction survey at the last PCP meeting and were told that this showed a high level of morale in the Force. I would be pleased if this report could be shared with the PCP as it appears to be at odds with the facts on the ground.	16/8/17	17/8/17
Cllr Richard Britton	<p>“The Commissioner has allocated £1m to the recruitment of sufficient new Special Constables to make up a total complement of Specials to 500. Bearing in mind Wiltshire’s past difficulties in assimilating and retaining Specials can the Panel safely assume that this exercise has been the subject of a detailed cost/benefit analysis? In particular, there is a fear that in view of Wiltshire’s previous poor performance in retaining Specials the £1m is unlikely to be a ‘one off’ cost. If a further, say, £500,000 p.a. is required to maintain the complement of 500 might not this ongoing cost be better spent on full time, paid Officers?”</p> <p>In particular:</p> <ul style="list-style-type: none"> • What assumption has been made for ‘churn’? How long is a Special likely to stay on the strength as a Special? • How many hours per week (or month) is a Special contracted to work? And what is the actual figure being worked? • What savings arise from the use of Specials to reduce the number of paid Officer’s time?” 	17/8/17	17/8/17

