

9	19/12/17	C Henwood	<p>At the recent meeting you reiterated your desire to see the regular police force supplemented by up to 500 Special Constables. You pointed out the burden of training falls largely on the regular officers to develop the Special Constables to the point the Special can act independently. I understood that the training can only be provided by regular officers. Your vision of 500 Specials means the whole force ratio of regular to Special officers would be approximately 2:1. There must be a realistic maximum training burden that can be placed on regular officers that governs the rate at which Special officers can be trained. Knowing this and the rate at which Special officers leave the force should allow a realistic estimate as to when the figure of 500 might be reached. Are you able to provide this figure and the estimated cost viz-a-viz the £1m budget you have set aside, please?</p>	<p>I want to reiterate the 500 figure was to set indicate my intention to significant increase specials recruitment and participation in policing. Both the Chief Constable and I are focused on maximising the specials that are recruited and retained. As you have highlighted the increase of specials is significant and the issues of impact on the organisation in terms of training, support and management have been significant. The Force are working through these requirements and are progressing investment in increasing this infrastructure. As you will know Specials may give up their time but there are still costs and impacts that are being factored in.</p> <p>Due to the commitment of so many people in Wiltshire and Swindon we have recruited over 260 Specials across our organisation at various points of independence and training. A pause on recruiting was implemented in the Autumn 2017, to allow increases in capacity to build across the organisation and enable a smooth transition from training to deployment to hubs. Over the coming months specials will be deployed across our hubs and will be tutored and mentored by both regulars and qualified specials.</p> <p>As this first tranche of newly qualified specials are in post we will have a better understanding of retention levels and how many specials the organisation can manage and fully utilise. I have made it clear to the force that I would rather have less than 500 specials who are fully utilised and a high retention rate. Other Force areas have achieved high recruitment numbers for a time but battle with 40% turnover as specials don't feel supported and integrated into policing.</p> <p>Currently our projected numbers will sit at around 350 by May 18 and this is a sensible time to assess the overall impact of independent specials. The existing specials budget has allowed the additional recruitment of trainers to ensure we can recruit up to 60-80 Specials a year to cover attrition, however I would expect attrition to be far lower and the capacity would allow continued increases in specials in the Force can support them.</p>
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10	02/01/18	Cllr Seed	<p>What is the total number of warranted officers and (separately) PCSOs in Wiltshire and Swindon Police Area for the past five years ? Please list Special Constables separately and give figures for in post and not establishments.</p> <p>What is the current Wiltshire capitation cost for a. A four year qualified police Constable. b. A similarly qualified PCSO.</p> <p>What is the percentage of police warranted officers in staff and administrative posts and front line policing roles in Wiltshire and Swindon. Please list Special Constables separately and give figures for in post and not establishments.</p> <p>What is the number of warranted police roles in staff and administration that have been replaced by civilian alternatives in the past five years?</p>	24/01/18	<p><b>What is the total number of warranted officers and (separately) PCSOs in Wiltshire and Swindon Police Area for the past five years ? Please list Special Constables separately and give figures for in post and not establishments.</b></p> <p>Details for actual total numbers of officers employed by Wiltshire Police (in Full Time Equivalent) from 31 March Payroll data is as follows, the data source analysis goes back 4 years.</p> <table border="1" data-bbox="1285 635 1785 863"> <thead> <tr> <th>Year</th> <th>Officers</th> <th>PCSO</th> <th>Specials</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>949</td> <td>109</td> <td>163</td> </tr> <tr> <td>2016</td> <td>1009</td> <td>116</td> <td>164</td> </tr> <tr> <td>2015</td> <td>1010</td> <td>130</td> <td>176</td> </tr> <tr> <td>2014</td> <td>1042</td> <td>119</td> <td>318</td> </tr> </tbody> </table> <p><b>What is the current Wiltshire capitation cost for a. A four year qualified police Constable. b. A similarly qualified PCSO.</b></p> <p>A Constable on spine point 4 costs the force £35,136 for Basic pay, NI and Pension. A PCSO on spine point 4 costs the force £26,384</p> <p><b>What is the percentage of police warranted officers in staff and administrative posts and front line policing roles in Wiltshire and Swindon. Please list Special Constables separately and give figures for in post and not establishments.</b></p>	Year	Officers	PCSO	Specials	2017	949	109	163	2016	1009	116	164	2015	1010	130	176	2014	1042	119	318
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				<p>Taking staff and administration posts to mean the business support functions as defined in HMIC's Value for Money:</p> <p>The following data sourced from the HMIC Value for Money report shows the percentage of officers in frontline and business support functions. This is on an officer establishment basis as 'in post' data in this format is not currently available.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Frontline</th> <th>Frontline Support</th> <th>Business Support</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>94%</td> <td>3%</td> <td>3%</td> </tr> <tr> <td>2016</td> <td>94%</td> <td>3%</td> <td>3%</td> </tr> <tr> <td>2015</td> <td>94%</td> <td>3%</td> <td>3%</td> </tr> <tr> <td>2014</td> <td>94%</td> <td>3%</td> <td>3%</td> </tr> </tbody> </table> <p><b>What is the number of warranted police roles in staff and administration that have been replaced by civilian alternatives in the past five years?</b></p> <p>Warranted officer posts and staff posts in Business Support functions have been reduced over the past 5 years but not specifically replaced through modernisation.</p>	Year	Frontline	Frontline Support	Business Support	2017	94%	3%	3%	2016	94%	3%	3%	2015	94%	3%	3%	2014	94%	3%	3%
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11	03/01/18	Cllr Britton	You have made a significant investment in new technology with the aim of making it possible for officers to perform their admin functions whilst 'out and about' with the aim of increasing the visibility of officers -	24/01/18	It has been anticipated that this investment will provide a benefit to visibility but also in working alongside partners in shared estate, as well as being able to complete tasks remotely. However this is not the primary benefit. The main benefits are related to improving productivity of officers and staff. This not only makes processes more efficient but																			

		<p>especially those in the Community Policing Teams.</p> <p>Yet residents continue to express their concerns about police visibility - or lack of it.</p> <p>What statistics are available to you to enable you to judge the effectiveness of this policy of using technology to keep officers out of the office and visible to the public? Can you, for example, tell us, on average, what percentage of police officer time is spent at their desk as distinct from being 'out and about'?</p>	<p>provides the additional benefit that officers and staff are more flexible in where and how they work</p> <p>Technology is a fundamental infrastructure requirement for policing in the same way as other resources such as fleet and policing is at the beginning of maximising the benefits and opportunities. The collaboration with Wiltshire Council has provided mobile technology that is significantly more advanced than other police forces.</p> <p>The roll out of laptops began in April 2016 and iPhones in November 2016 for all staff and officers. In June 2017, a survey of staff and the public was undertaken using a benefits realisation map to track and understand what benefits were being obtained from the investment in New Ways of Working.</p> <p>Whilst direct benefits are difficult to measure, a benefits report has been completed and indicates technology investment has led to a decline in sickness levels, greater productivity and efficiency – staff and officers felt they were 46% more productive; 60% said the need to travel to meetings was significantly less, so there were both time and financial savings identified; communication between officers had improved; less office space was needed as officers could work remotely from other locations such as coffee shops, where they would also be more accessible to the public, which could lead to a reduction in the estate needed. Part of the survey involved seeking the views of both the public and staff on visibility/public perception. 37% of staff felt that NWOW had improved officer visibility (they could work out in the community), whilst about 50% neither agreed or disagreed. 80% of respondents said they would approach an officer in a public place.</p>
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12	29/01/18	Cllr Britton	<p>With the influx of a large number of military families and personnel over the coming year or two do you anticipate any increased threat to community safety in the community areas involved in Army re-basing?</p> <p>Do you plan to ask the Chief Constable to increase the resources available to the Community Police Teams for the areas affected by Army re-basing?</p> <p>What statistics are being maintained by the force which will allow it to report to you significant increases in offences by military personnel?</p>		<p>I am proud that Wiltshire will continue to be the home for the British Army and have with other organisations signed the Armed Forces covenant.</p> <p>Wiltshire Police are part of the Army Rebasing partnership working alongside the MOD, Wiltshire Council and others assessing the impact of the rebasing programme and ensuring that service provision is planned. This planning is similar to significant housing developments and changes in demographics.</p> <p>Unfortunately there is no information collected on the existing demand for personnel in Germany. However demographic information enables some indication of the demand. Incidents involving military personnel are flagged on police systems and contribute to the overall understanding of demand and risk.</p> <p>The demographic changes consist of both single men and families with a residence in Wiltshire the anticipated demand is very different than a temporary basing with just army personnel serving short postings.</p> <p>Work is ongoing to increase the integration of military personnel and their families as a core part of local communities.</p>

				<p>Tactical Operational threat, risk and harm is reviewed daily by the force and strategically through the annual Strategic Assessment process. This process reviews criminal threats, risks and harm to Wiltshire and addresses intelligence gaps.</p> <p>In addition to community policing, assessments of the additional demands to children's and public protection services that may increase as the overall population increases.</p> <p>Wiltshire Police have incorporated the changing in demand and increases in population into its future plans and one of the operational reasons why the CPT will move from Amesbury to Tidworth. This will provide a more even geographical coverage to the east of the county.</p>
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