

FIVE YEAR STAFFING PROFILE

INTRODUCTION

1. This Report updates the Committee on:-
 - the profile of police recruitment 2006/2007 – 2009/2010 and provides comments on trends and performance;
 - the profile of Special Constabulary Recruitment 2006/2007 – 2007/2008;
 - progress towards the release of police officers to the front line through the Workforce Modernisation Programme;
 - 30 Plus Scheme;
 - succession planning in respect of promotion through the ranks;
 - retention of young in service officers;
 - the recruitment of Police Community Support Officers;
 - the position, as at 30 June, 2006, of progress relating to National and Local targets for the recruitment of minority staff.

INFORMATION

Police Officer Recruitment

2. The staffing profile for regular officers is based upon known current information and utilises a rolling 5 year average to predict trends.

Date	Funded Staffing Level	Recruitment (Probationers, Transferees, Secondees Re-joiners & Career Break)	Notes
31.03.06	2277	2005/2006 - 136	
31.03.07	2248	2006/2007 - 114	
31.03.08	2244	2007/2008 - 131	
31.03.09	2244	2008/2009 – 147	
31.03.10	2244	2009/2010 – 159	

3. Based on the current 5 year average, the predicted Force attrition rate (comprising resignations, dismissals, officers transferring to other Forces/ Constabularies, officers seconded out of Force, officers leaving on career breaks, retirements, ill health retirements, and death in service), for the

financial year 2006/07 was that 148 officers would leave the Force and need to be replaced. The figure of 114 above is a prediction based on the number of transferees, re-joiners, (excluding the 30 + Scheme), and career break and secondment returnees. It also takes into account additional recruitment generated by "new growth" monies and those officers so displaced by the Workforce Modernisation Programme.

Recruitment – September, 2006

4. 16 student officers joined in September, 11 females and 5 males. A total of 45 student officers, (22 males and 23) females have joined the Force so far in this financial year. The next intake of student officers is scheduled for January 2007.

Police Officer Recruitment – 2006/2007

5. The recruitment target for the financial year is 114 of which 77 will be student officers. The remainder of the recruitment will be that of transferees and accommodating those officers returning to Force from career breaks, secondments and re-joiners.

Special Constabulary

6. There are 323 Special Constables, 172, (53%) are male and 151, (47%) are female. Of the 323 Special Constables there are 2 females and 1 male from a minority ethnic background.
7. 41 Special Constables have joined in this financial year, however 46 have left. 4 have joined as Police Community Support Officers, (PCSOs) and 11 have joined as police officers. Continuing work is being undertaken to ascertain the reasons for this attrition rate.

Workforce Modernisation Programme

8. A number of police posts have been identified as being suitable to be undertaken by police staff. 38.5 posts will be converted to police staff status in the current financial year. The police officers so displaced will be returned to front line policing as indicated in paragraph 3. This has the effect of reducing the number of student officers to be recruited.
9. In summary, the 38.5 posts comprise the following
 - Inspector Press Office
 - DS Economic Crime
 - 3 posts Chief Inspector (Personnel and Support)
 - 33.5 police constable posts, Customer Service Crime Centre and the Command Centres

30 Plus Scheme

10. At the present time there are 31 officers on the Scheme.
 - Constable -15
 - Sergeant - 4
 - Inspector - 8
 - Chief inspector – 4
11. This trend is being monitored closely because of the effect it will have upon the potential promotions identified in the following paragraphs and the number of recruits to be brought into the Force.

Retirement

12. Between March and August 2006 there were 33 retirements of police officers with only one being female.

Promotion Availability

13. During the 15 month period until January 2008 there is the potential for the following promotion vacancies to occur:-
 - Sergeant – between 44 and 60
 - Inspector – between 20 and 36
 - Chief Inspector – between 7 and 16, (The lower figure takes account of the loss of posts through the Workforce Modernisation Programme and the potential promotion of High Potential Development Scheme,(HPDS), candidates).
 - Superintendent – between 1 and 7, (This does not take account of 2 Superintendents on secondment and 1 on an attachment)
 - Chief Superintendent - between 1 and 5
14. At the present time, the following numbers of officers have been identified for promotion to the following ranks:-
 - Constable-Sergeant – 3 (all 3 are awaiting OSPRE Part 2 qualification)
 - Sergeant – Inspector – 17 (of whom 7 are awaiting OSPRE Part 2 qualification)
 - Inspector -Chief Inspector – 4 (1 Officer in a Temp Chief Inspector capacity)
 - C/Insp. -Superintendent – 3 (1 Officer in Temp Superintendent capacity)

- Superintendent -Chief Superintendent – 2

15. The date of the Sergeant Promotion Assessment Centre was w/c 11 September 2006. The results were promulgated to candidates on 29 September. A verbal update will be provided at the Meeting on the results.

Secondments/ Attachments

16. There are currently 15 officers on Secondment. The officers are deployed as follows:-

- 1 DS – Serious Organised Crime Agency,(SOCA)
- 1 Supt – National Centre for Policing Excellence,(NCPE)
- 1 DS, 1 DC – North East Regional Intelligence Cell,(NERiC)
- 2 DC - North East Surveillance Team, (NERST)
- 1 Inspector – Centrex
- 1 DC – Police Information Technology Organisation,(PITO)
- 1 C/Insp – ACPO - TAM, - National Counter Terrorism Project
- 3 PC - Immigration Service
- 1 C/Insp, Foreign and Commonwealth Office,(FCO) - Jordan
- 1 C/Supt, 1PS, ACPO–TAM - Chemical, Biological, Radioactive and Nuclear,(CBRN) Project

17. Two further officers are on attachment to Her Majesty's Inspectorate of Constabulary, (HMIC)

Police Community Support Officers (PCSOs)

18. Recruitment commenced in January, 2006 to select the 285 PCSOs that the Home Office has agreed to fund. The target figure for this recruitment is 185 in 2006/7 and 100 in 2007/8, respectively. The total number of PCSOs will then be 207, including the 22 originally recruited in 2005.

19. To date a total of 113 PCSOs, have been recruited this takes account of those originally recruited, (22) in 2005 prior to the inception of the Home Office Scheme and those funded, (3), by Community Bodies. Of these three, two are being funded by the Community in Preston Road, Hull and one by Hessle Town Council. A further 94 are in the process of being recruited prior to the end of the financial year, 31 March,2007.

20. There are 64 male PCSOs, including 1 from a VME background and 49 female PCSOs, including 1 from a VME background.

Retention of Police Officers

21. In the past three year period the percentage of Student Officers who resigned during the probationary period was 2.21%. Overall retention of police officers over the three year period is good with voluntary resignations averaging 0.9%.

Recruitment, Retention and Progression of Minority Staff

22. The major change in the eighteen months to 1 September, 2006 has been an overall increase of 50 female police officers, total 540, (23.66%)
23. The retention of substantive police officers shows no minority ethnic officers resigning in the last year. Voluntary resignations of all officers average out at 0.9% over the last 3 years.
24. The number of female officers in the ranks sergeant and above continues to rise, totalling 56 compared to 27 in 2000. There are now 3 female officers in the rank of Superintendent, 6 in the rank of Chief Inspector, 7 in the rank of Inspector and 40 in the Sergeant rank.
25. In terms of applications from under represented groups, a change was effected last year which was directly attributable to the local Positive Action advertising and recruiting campaign undertaken by the Resourcing Unit as opposed to the National, (Home Office), campaign in the previous year. This resulted in greater number of applications from both female and minority ethnic applicants.
26. Of the 17 Visible Minority Ethnic, (VME), applications, only 5 have so far have reached the Assessment Centre stage. Out of the 5 only one has been successful. To address this, further access workshops are being organised to advise on completing the Competency Based Questionnaire, the psychometric test and to practice role play and interview techniques.

RECOMMENDATION

27. It is recommended that this report is noted.

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PERS/RES/DLM
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