

## Performance and Resources Scrutiny Programme 2020

Report to: The Office of the Police, Fire and Crime Commissioner for Essex

<b>Title of Report:</b>	<b>Update to Force Growth Programme 2019/20</b>
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<b>Chief Officer:</b>	<b>DCC Pippa Mills</b>
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### 1.0 **Purpose of Report**

To provide an update on the 2019/20 Force Growth Programme in line with the agreed investment.

### 2.0 **Recommendations**

That the progress is noted by the Police, Fire and Crime Commissioner (PFCC).

### 3.0 **Executive Summary**

The Force Growth Programme continues to coordinate the additional investment for 2019/20 by recruiting 215 more frontline officers, 32 operational police staff and 16 support staff roles. These officer and staff posts are being invested in line with the investment plans previously outlined to the PFCC.

The final phase of implementation for police officers was scheduled for the end of March, which would have seen the final 53 officers posted to growth roles. Due to the development of the Coronavirus pandemic, and the associated contingency planning by the Force, a decision was taken at the Force Growth Board on 30 March 2020 chaired by the DCC, to defer the posting of the identified officers to maximise frontline capability.

Whilst all growth officer posts have individuals ready to move into them, the 2019/20 Growth Programme has not been concluded within the financial year.

The deferral decision was kept under review on a monthly basis through the Force Growth Board, as circumstances changed both nationally and within Essex as the impact of the pandemic was better understood. The intention was to complete these final postings at the earliest opportunity within this financial year, without compromising the delivery of frontline resources during this exceptional time.

At the Force Growth Board on 1 May the decision was made to prioritise the completion of the Children and Young Person officer posts; at the Board on the 4 June, the implementation plan for the remaining posts was reviewed and agreed for completion.

This will see all the remaining posts filled in a phased approach across June and July, with the final posts being completed in early August, bringing the 2019/20 growth programme to a close.

#### 4.0 **Introduction/Background**

The 2019/20 investment recommendations put forward by Essex Police were carefully calculated to ensure that the Force remains local, visible and accessible to communities, responding to the growth in high harm and emerging crimes as well as investing in long term infrastructure, technology and skills. **Figure 1** below shows the planned investment.

**Figure 1: 2019/20 uplift: Agreed allocation of new posts**

<b>Investment for Additional Police Officers and Staff</b>		
<b>Investment Area</b>	<b>Officers</b>	<b>Staff</b>
	<b>FTE</b>	<b>FTE</b>
Town Centre Teams	68	0
Information Management	0	12
Gangs (Operation Raptor)	19	11
Children/Young People	20	0
Business Crime	3	1
Roads Policing Unit	22	0
Crime & Public Protection	20	2
Local Policing Teams	50	0

SCD – Modern Slavery	5	0
SCD – Volume Fraud	1	0
SCD – Op Signature (Fraud Prevention Coordinators)	0	3
SCD – OCG Co-ordinators	0	3
Rural Engagement Team (RET)	7	0
<b>Total – Operational Policing</b>	<b>215</b>	<b>32</b>
Support Functions (recruitment, standard training)		16

The Strategic Change project team has continued to co-ordinate individual plans for the deployment of these additional officers and staff. The recruitment has been sequenced to ensure the effect of new officer recruitment is realised within Local Policing Teams before experienced officers are released to other specialist roles.

## 5.0 Current Work and Performance

The Force Growth Programme continues to carefully track each officer and staff post. The Resource Deployment Meeting seeks to balance business as usual resourcing priorities against those of the Force Growth Programme; all of which are then scrutinised through the Force Growth Board chaired by the Deputy Chief Constable.

The final implementation plan developed at the 19 May Resourcing Meeting for the remaining growth posts to be fulfilled, as agreed, is set out below:

- 8 x Children/Young People posts to be completed by 15<sup>th</sup> June
- 2 x Gangs (Operation Raptor) posts to be completed on 13<sup>th</sup> July
- 8 x Child Sexual Exploitation - CSE posts (Crime and Public Protection) to be completed by 13<sup>th</sup> July,
- 1 x CSE post to be completed by 17<sup>th</sup> August
- 12 x Roads Policing Unit posts to be completed on 29<sup>th</sup> June
- 1 RPU post to be completed on 17<sup>th</sup> August
- 2 x Adult Sexual Abuse Investigation Team - ASAIT case progression posts (Crime and Public Protection) to be completed by 17<sup>th</sup> August
- 1 x Rural Engagement Team to be completed on 13<sup>th</sup> July

Of the 31 operational staff posts, 9 remain outstanding but are nearing completion, 8 are currently undergoing final employment / vetting checks prior to taking up post, 1 (operational lawyer) is to be recruited to post through use of an agency as a result of challenges faced through standard recruitment, which is underway.

Of the 22 support posts, 1 remains to be completed, with a start date to be agreed with the relevant business area.

## **6.0 Implications (Issues)**

The current Global crises arising from the Coronavirus pandemic and the Essex Police response to it has meant that recruitment and posting processes have had to be delayed to maximise the available frontline resource in core teams. Whilst this has meant that all the growth posts have not been fulfilled within the financial year, the implementation plan as outlined above will now see this growth progressed with a view to finalisation in August 2020.

As the 2019/20 financial year has now passed and is closed, there have been no further variances beyond those already accommodated and included within the 2020/21 budget setting.

## **6.1 Risks/Mitigation**

The ongoing impact of the Coronavirus pandemic on the delivery of policing services, and business as usual is identified as a potential risk, despite the easing of restrictions released by the Government in late May, early June. Having taken the decision to defer the remaining posts fulfilment under the 2019/20 Force Growth Programme, to ensure frontline services are maintained, this action has ensured that no significant negative impact has been experienced by the public of Essex.

This has been carefully managed by the Force Growth Board and kept under review, now allowing a timely and measured approach to be taken in completing the final postings without adversely affecting the frontline resourcing picture. The release of probationer intake "O" to Local Policing Areas from the support they have provided to other business areas (FCR and Custody Command) will support and facilitate these posts being filled as planned.

## **6.2 Equality and/or Human Rights Implications**

There are no Equality or Human Rights implications identified at this time.

## **6.3 Health and Safety Implications**

There are no Health and Safety implications identified at this time.

## **7.0 Consultation/Engagement**

Internal consultation with staff associations continues through JNCC, the Force Growth Board and regularly between the project team and each relevant body as appropriate.

## **8.0 Actions for Improvement**

No additional areas for improvement have been identified in these latter stages of final completion of the 2019/20 growth programme. Previously identified learning has already been incorporated into the 2020/21 programme.

## **9.0 Future Work/Development and Expected Outcome**

It is anticipated that this report will be the penultimate update prior to a final closing report on completion of the 2019/20 growth posts at the August Board.