

Police Fire and Crime Commissioner for Essex

Essex Police Strategic Board

Title of Report / Agenda Item	Force Growth Programme Opening Report 2023/24
Document Classification	Official
Date of PFCC's Strategic Board meeting	1 st March 2023
Agenda Number	4ii)
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Date paper was written	Amended 26 th January 2023
Version Number	1.1
Date of approval at COG (or other named meeting or person authorising)	25 th January 2023
Date Approved by Essex Police Finance Department	

1. Recommendations

The Strategic Board is asked to note the opening position provided within this report.

2. Executive Summary

The Police Uplift Programme (PUP) ended in 2022/23, meaning this year we return to more limited growth based on force budgeting and any potential precept uplift.

An increase of 31.6 staff posts of force funded new growth are planned for 2023/24. These posts are being allocated according to the investment plans submitted to the PFCC and set out in the budget setting letter submitted in January 2023

3. Background (to include context, need, current Work and Performance, etc)

The 2023/24 investment recommendations put forward by Essex Police were devised to ensure that the Force is fully supported by specialised staff teams, working with and supporting areas that have seen an increased workload, particularly in relation to the previous years' growth. The table below sets out the proposed growth allocation.

Table 1 – staff investment

Command	Heading	FTE
Corporate Finance	Corporate Finance Restructure	3.0
OPC	RMU Post – Public Holiday Accruals	1.0
Estates / Media / Other	Estates Transformation	14.0
Business Services	Finance Services Team	1.0
HR	Internal Recruitment Medical Assessments	2.0
C&PP	Mental Health Team	3.0
Business Services	Secretarial Team	2.0
Continuous Improvement & Analytics	Central Report Writing Team	1.0
OPC	Roads Policing	4.6
	TOTAL	31.6

The Force Growth project team is currently co-ordinating individual plans for the deployment of these additional staff against the timeline set by Chief Officers.

Work continues to identify and confirm the details of role profiles and job descriptions to be utilised in post creation for the growth roles. Engagement will be completed with specific HR staff informing them of the growth for their respective areas and the proposed timelines for implementation of all growth. Post creation will take place in March 2023, to allow for recruitment to go live when the programme begins on 1st April 2023. All posts will be built as non-established, automatically converting to established on the 1st of each planned implementation month.

As well as introducing the new 2023/24 growth posts, the project team will continue to monitor any outstanding 2022/23 growth posts that were not completed in-year.

4. Options and analysis (to include proposals, benefits, alternatives)

No options are being presented to the Board for consideration at this time.

5. Risks and Mitigations

The primary risk to the Force Growth Programme is an inability to complete the growth to the identified roles within the financial year (ending 31 March 2024).

To mitigate against this risk, oversight of progression of growth is undertaken on a bi-monthly basis through the Efficiency and Savings and Force Growth Board, chaired by the Deputy Chief Constable, supported by the Resource Deployment Meeting, chaired by the Assistant Chief Officer of Human Resources, which seeks to balance business as usual resourcing priorities against those of the Force Growth Programme.

The timeline will be kept under review to ensure the accurate tracking and implementation of posts both logistically and financially.

6. Links to the Police and Crime Plan

Once we have finalised where the officer growth is being allocated, we will match those against priorities.

Priority 11, supporting our officers and staff, is underpinned through the majority of our investment in support staff posts, with the focus of the growth this year being to put in place additional support for key areas across the Force after three years of substantial establishment increases.

7. Financial Implications

Reporting of the financial costs of the Force Growth Programme are completed bi-monthly to the Efficiency, Savings and Force Growth Board.

8. Legal Implications

There are no currently identified legal issues relating to the Force Growth Programme. No legal advice was sought in the production of this report.

9. Staffing Implications

There are no currently identified staffing issues relating to the Force Growth Programme, to raise. Any issues which may arise are escalated to and reported upon at the Efficiency and Savings and Force Growth Board as a business-as-usual process, supported by the Resource Deployment Meeting and decisions on the prioritisation, allocation and movement of resources across the organisation.

10. Equality and Diversity Implications

Each strand of recruitment is co-ordinated and supported through Human Resources (HR) to ensure fair and impartial selection processes are adopted.

The Diversity, Equality and Inclusion Strategy forms an underpinning consideration throughout the management and progression of the growth programme, and activity undertaken in support of it.

11. Police Operational Implications

There are not currently any force wide issues affecting recruitment and deployment into growth posts.

12. Governance Boards

As previously mentioned within this report the Force Growth Programme is governed and overseen by the Efficiency and Savings and Force Growth Board on a bi-monthly basis, chaired by the DCC. This is supported by the Resource Deployment Meeting, which is held monthly and is chaired by the Assistant Chief Officer of Human Resources.

Further oversight is also provided through consideration of Force Growth matters at Chief Officer Group (COG) as required.

13. Future Plans (long-term strategic direction)

As we exit the period of large growth numbers funded by the Home Office, any additional growth, if sought in future years, will need to be considered from efficiency savings or from sustained precept investment, subject to wider budgetary pressures, the need to minimise any funding gap that may arise/exist, and the desire to maintain a balanced budget in future years.

14. List of background papers and appendices

No additional papers or appendices are provided with this report.