

PCC Decision Form

Subject matter	Name of Proposer (eg Chief Executive, Chief Constable, Director of Finance)	Date of Request	Previous related decisions
Police Officer Recruitment	Director of Resources	22nd June 2020	

Private / Exemption - Yes / No If Yes Reason Why (eg Schedule 12A Local Government Act 1972, Freedom of Information Act 2000)	Urgent (if Yes, Why and by When?)
No	Yes to make the necessary changes to the Workforce Plan

Decision Requested


The Police and Crime Commissioner is asked to:

- Approve the additional revenue and capital cost of bringing forward the recruitment of 70 officers (55 FTE) in 2020/21 and modification of the workforce plan, bringing forward 40 student officers from Q4 to Sept/Oct.
- Underwrite the additional costs from reserves in the absence of clarity around the Uplift Programme funding.
- Approve a change to the current approved MTRS to reflect the additional cost of the brought forward recruitment.

Executive Summary of Request	Supporting Report attached?	Yes / No
------------------------------	-----------------------------	----------

As discussed at PEG on 20th May, a report was submitted to seek approval from the PCC to fund the recruitment of 70 additional police officers ahead of the current recruitment plan, to ensure that the force can deliver the numbers needed in 2020-21 to meet and preferably exceed the target set by Operation Uplift. The proposed course of action will reduce the risk of not hitting the Uplift target and will maximise the available grant funding.

Approval by proposer (SLG lead / OPCC SMT lead) and confirmation request is ready for PCC consideration

Signed:	Date:
	22.6.20

Approved by Director of Finance

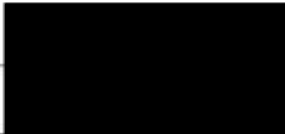
Approved for submission to the PCC. Any risks associated with this proposal will be kept under review as new information becomes available around Uplift funding.

Signed:	Date:
	

Considerations	Evidence of information or advice gathered or discussion / consultation	How has all this evidence impacted on overall proposal?
----------------	---	---

PCC Decision Form

	conducted	
Public and / or Partners	N/A	
Impact on Service	N/A	
Financial	Data provided by Corporate Finance	
Legal	N/A	
HR	Data provided by POD	
T/Unions / Staff Assoc.	N/A	
Equality & Diversity (Public Sector Equality Duty)	N/A	
Risks / Opportunitiles	N/A	
Sustainability	N/A	
Data Protection Impact Assessment (DPIA)	N/A	
Other (specify)	N/A	

Views of PCC's Chief Finance & Commissioning Officer			
<p>I have been consulted about this proposal and</p> <p>I support the decision.</p>			
Signature:		Interim Chief Finance Officer	Date: 2 July 2020

Views of PCC's Chief Executive & Solicitor	
<p>I have been consulted about this proposal and</p> <p>I am content to recommend PCC approval on the basis that we formally review at the PCC's Planning and Efficiency Group the MTRS position vis-a-vis Op Uplift planning (at the most appropriate point in time guided by the PCC's interim Chief Finance Officer), to consider and mitigate the risks associated with receiving less Government funding than that built into our assumptions.</p>	

PCC Decision Form

Signature:		Date:	7 July 2020
-------------------	--	--------------	-------------

PCC's Decision and Rationale			
<p>Happy to approve in the light of the comments of the Chief Executive and interim Chief Finance Officer.</p>			
Signature:		Date:	7 July 2020

OPCC GATEKEEPER (Information Officer)

Decision Ref. No	PAB Minute No: (where applicable)	Date Proposer notified of Decision	Date Published