

PCC Decision Form

Subject matter	Name of Proposer (eg Chief Executive, Chief Constable, Director of Finance)	Date of Request	Previous related decisions
Detective Establishment	ACC Sarah Poolman	28/09/2021	22/09/2021

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	

Decision Requested
<p>The Police and Crime Commissioner is asked to:</p> <p>Approve the funding for: -</p> <ul style="list-style-type: none"> Costs associated with back fill for 2 x PIP 2 qualified police staff members in the investigation training team

Executive Summary of Request	Supporting Report attached?	Yes
<p>1.1 The purpose of this report follows on from the recent paper (Appendix E) to seek approval in to develop the capability and capacity of the detective establishment within South Yorkshire Police.</p> <p>1.2 This report intends to provide relevant information to support a decision to resource the training establishment by 2 x PIP 2 accredited investigation officers (2 year secondment opportunity). However, with the current available pipeline of detective resources compared with the demand to support expansion priorities, the request for these additional training resources is being recommended to be considered as priority.</p> <p>See attached decision paper for more information</p>		

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

Signed:		Date:	4 th October 2021
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Approved by Director of Finance

This is a temporary increase in cost for two years and so will not increase the funding gap.

Signed:	Debbie Carrington	Date:	4 th October 2021
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Considerations	Evidence of information or advice gathered or discussion / consultation conducted	How has all this evidence impacted on overall proposal?
Public and / or Partners	There has been no consultation with the public and partners.	<p>The intention of this proposal is to increase the resources within the investigation training team to provide the opportunity to double the existing service levels. The training team have the capacity to train up to 48 officers within a year period but with the additional resources, they will have the capacity to train up to 96 officers a year.</p> <p>With the numerous pipelines in to the organisations for investigation, this additional resource provides the ability to cater for additional recruiting. If this approach is not taken, the training team will be able to maintain current numbers but will not be able to close the ever growing investigator vacancy gap. The length of time it will take for an investigator to be trained from application will also increase adding to problems with capability. This will also impact on the opportunity to provide specialist training due to the lack of base level investigator training.</p>
Impact on Service	Increase in capacity to develop the capability of the current workforce within investigation along with providing the ability to double the amount of officers trained to PIP level 2 investigation.	
Financial	Approved by finance as per SLT decision paper	
Legal	N/A	
HR	Tanya Wright has approved the SLT paper recognising the need to reduce the vacancy gap in the detective establishment along with developing capability of the workforce.	
T/Unions / Staff Assoc.	No consultation at this time, however, at the time nobody is being forced into the role. This is a voluntary opportunity.	
Equality & Diversity (Public Sector Equality Duty)	This role will be made available to all qualified staff and therefore displays inclusivity. The fact that the post is being offered to police staff adds further evidence of diversity.	
Risks / Opportunities	The risk of not providing the additional funding will mean a reduced service by the investigation training team maintaining the current numbers of those moving through investigator training. In order to reduce the vacancy and capability gap, there is an opportunity to increase the amount of training investigators by training in alternative means that require additional resources. It is likely if this is not achieved take approximately 6 years to achieve a clear reduction within the investigator vacancy gap.	
Sustainability	N/A	
Data Protection Impact Assessment (DPIA)	N/A	
Other (specify)		

Appendix B (Nov 2018)

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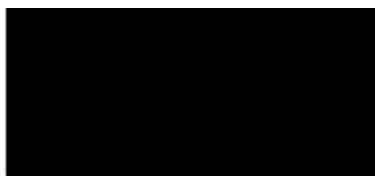
Views of PCC's Chief Finance & Commissioning Officer

I have been consulted about this proposal.

This relates to operational policing and have been approved by the Force SCT prior to submission to the PCC.

There is an additional cost of £166,200 p.a. being built into the MTRS by the end of the 23/24 financial year, through growth. This will have to be offset by an equal amount of savings. This is something that SCT is aware of as a general principle. On this basis, and in the absence of a clear, costed workforce strategy/ plan, I support the decision, but with the associated caveat about the equal offset through savings.

Signature:



Date:

22 October 2021

Views of PCC's Chief Executive & Solicitor

I have been consulted about this proposal and I recommend approval with the caveat set out by the CFO above.

Signature:



Date:

22 October 2021

PCC's Decision and Rationale

I am willing to support this proposal but, given the future revenue consequences, I expect to see how equivalent savings are to be found in the budget discussions for 2022-2023.

Signature:



Date:

22 October 2021

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OPCC GATEKEEPER (Information Officer)

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