



**Lancashire
Constabulary**
police and communities together

JOINT MANAGEMENT BOARD

ITEM DECISION REF: 2019/	DATE: 21/11/2019
TITLE – Immediate Resourcing Agreed for Delivery of Uplift Programme	
APPENDIX A REFERS	
REPORT BY: T/Chief Superintendent Ian Dawson	

Executive Summary

The Government announced on the 9th October an increase of 6,000 Police Officers by March 2021, Lancashire's allocation of this uplift was confirmed at 153 Police Officers. Whilst the Constabulary is still awaiting its allocation of funding for 2020/2021, it has been awarded £0.733m in year 2019/2020 to pay for the infrastructure and recruitment to be commenced. This paper requests agreement to fund posts permanently.

Recommendation

The Commissioner is recommended to approve the permanent establishment of the posts identified in Annex 1 at a full year cost of £1.156m to facilitate the recruitment of additional uplift officers in Lancashire.

The Commissioner is asked to note that the permanent recruitment of these posts represents a budget pressure that is expected to be met through additional funding from the government in 2020/21 and that if funding is not provided provision within the revenue budget for 2020/21 will need to be made.

Signature	Signature
Police and Crime Commissioner	Chief Constable
Date	Date

1. Background

- 1.1. The government has announced the recruitment of 20,000 additional police officers across forces in England and Wales to be delivered by 31 March 2023. Funding will be provided for the additional officers plus the support staff needed to service them.
- 1.2. Lancashire will recruit 153 additional officers by 31 March 2021 as part of this process.
- 1.3. To support this process the Constabulary has identified a number of support staff posts that need to be established and filled with immediate effect.
- 1.4. Government has allocated Lancashire £0.733m towards the cost of these support staff roles. This funding is one-off in nature for financial year 2019/20 and no firm commitment on the level of funding to be provided in 2020/21 has been made.
- 1.5. This report sets out the staffing requirements of the Constabulary and the budgetary implications of those requirements.

2. Link to Police and Crime Plan

- 2.1. The recruitment of additional officers delivers the Commissioner's priority for the protection of frontline policing in Lancashire

3. Consultation

4. Implications:

- 4.1. Risk of not recruiting these to these roles could detriment the Constabulary's ability to deliver its uplift officer requirements.

5. Legal considerations

6. Financial considerations

- 6.1. Contained within the report.

7. Equality considerations

8. Background Papers

Officer declaration	Date
LEGAL IMPLICATIONS – As above	
FINANCIAL IMPLICATIONS – As above	
EQUALITIES IMPLICATIONS – As above	

CONSULTATION – As above	
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Director to the Office of the Police and Crime Commissioner (Monitoring Officer)

I have been informed about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lancashire.

Signature.....Date.....

1. Background and Advice

- 1.1. The Government has announced funding to deliver the recruitment of an additional 20,000 police officers by police forces in England and Wales by 31 March 2023.
- 1.2. The Minister for Policing and Fire services wrote to Police and Crime Commissioners on 9th October 2019 to confirm allocations for individual Forces.
- 1.3. This identified that 6,000 officers will be recruited across England and Wales by 31 March 2021 and Lancashire would recruit 153 additional Police Officers by that date.
- 1.4. The government has committed to providing permanent funding for the additional officers and for the support staff needed to service them.
- 1.5. The government has confirmed an initial one-off tranche of funding for each force in 2019/20 to assist in the delivery of the recruitment of additional officers. This funding is for the immediate recruitment to posts that will facilitate the recruitment of the additional officers rather than for the costs of additional officers themselves.
- 1.6. Lancashire has been allocated £0.733m in financial year 2019/20 for the costs of recruiting support staff.

2. Budget implications

- 2.1. Funding for the additional 'uplift officers' and the on-going costs of support staff for 2020/21 has not been confirmed. It is expected this funding will be confirmed as part of the 2020/21 funding settlement for policing which is expected in early January 2020.
- 2.2. It is anticipated that this will include funding for support staff at a level greater than the £0.733m allocated in 2019/20 to reflect full year costs of the posts required to support the additional uplift officers.
- 2.3. It is imperative that the support roles identified are filled as soon as possible and that they are recognised as a permanent requirement. It should be noted however that the only funding announced to date is the one-off £0.733m provided in 2019/20 and there is no certainty at this point of the level of funding for these roles in future years.
- 2.4. The Constabulary has identified the roles required to support the recruitment of additional uplift officers in Lancashire (Shown in Annex 1) which have a total full year cost of £1.156m.
- 2.5. The £0.733m provided by government in 2019/20 is sufficient to meet the part year cost of these posts. The permanent budget requirement of £1.156m for 2020/21 and future years will represent a pressure on the budget until the funding allocations for 'uplift offices' and related support staff costs is confirmed.
- 2.6. The Commissioner is **recommended to approve the permanent establishment of the posts identified in Annex 1 at a full year cost of £1.156m** to facilitate the recruitment of additional uplift officers in Lancashire.
- 2.7. The Commissioner is **asked to note that the permanent recruitment of these posts represents a budget pressure that is expected to be met through additional funding from the government in 2020/21 and that if funding is not provided provision within the revenue budget for 2020/21 will need to be made.**

Area of Business	Department	Resource Request	Headcount increase	Ch. Insp	Inspector	Sergeant	Constable	Staff	Agreed	Total Cost
L&D	Training	6x PC/LC7 - PEQF Trainers	6				6		SRB - October	£306,018
L&D	Training	x2 PC/ LC7 - PST/Taser Trainers	2				2		SRB - October	£102,006
L&D	Training	1 X Insp 1 x Sgt Police Now	2		1	1			SRB - October	£139,613
Corporate Development	Futures	1X LC8 Project Manager 1 x LC8 Business Analyst	2					2	SRB - October	£77,330
Crime	CJ	2 x Case builders LC6	2					2		£59,270
Media	Media	1xLC9, 1XLC4/5	2					2	SRB - October	£68,884
Human Resources	HR Services	2xLC7, 5.5 LC4/5	7.5					7.5	SRB - October	£206,053
Human Resources	HR Services	1xLC6, Additional FMA, 0.5 LC8, 0.5 LC4/5	2					2	SRB - October	£61,573
Vetting	Vetting	1XLC7, 3XLC5, 1XLC3	5					5	SRB - October	£135,417
			30.5	0	1	1	8	20.5	Total	£1,156,164