

POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE
REQUEST FOR DECISION


REF: 001/2013

DATE: 14TH January 2013

| | | |
|---|--|--|
| SUBJECT | | APPOINTMENT OF STUDENT OFFICERS |
| REPORT BY | Deputy Chief Constable | |
| CONTACT OFFICER | Julie Hogan, Head of Strategic Development Telephone 01522 558243 | |
| EXECUTIVE SUMMARY AND PURPOSE OF REPORT | | |
| To bring forward a 2013/14 cohort of recruitment to March 2013 in order to ensure maintenance of 1100 warranted officers for 2013/14 to support the commitment in the Commissioner's Police and Crime Plan. | | |
| RECOMMENDATION | <i>To approve the appointment of a cohort of student officers in March 2013.</i> | |

POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE

I hereby approve the recommendation above, having considered the content of this report.

Signature:  Date: 14/01/13

A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

A1. INTRODUCTION AND BACKGROUND

- 1.1 The Police and Crime Commissioner ("the PCC") has made clear his plan for crime and policing in Lincolnshire through the Police and Crime Plan. To support this plan the Chief Constable has developed the Operational Policing Delivery Plan, setting out what the Force will do to achieve the Commissioners stated objectives.
- 1.2 In order to deliver the plan, the Force requires an appropriate level of police officers. Analysis carried out by the Force based on demand for policing services in Lincolnshire indicates that a level of 1100 warranted police officers is critical to delivering the required level of service in the county. The PCC supports this level of establishment.
- 1.3 To ensure the establishment is maintained at the level required by the Commissioner there is a need to bring forward recruitment from 2013/14 into the current financial year. The Force is therefore seeking to recruit 23 student officers in March 2013, 14 of which have already been identified from the pool of previously approved applicants.

A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES

- 2.1 This early recruitment will maintain the agreed establishment of 1100 officers in 2013/14, thus ensuring that the Force has sufficient resources to deliver on the priorities and objectives contained within the Police and Crime Plan.

B. FINANCIAL CONSIDERATIONS

The proposed budget for 2013/14 and 2014/15 include provision for 1100 officers.

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

[This should include the legal powers the PCC has for making the decision]

The PCC is responsible for setting the budget for policing, including budget for police officers.

D. PERSONNEL AND EQUALITIES ISSUES

Personnel and equalities issues are considered during the recruitment of officers. This decision has no impact on such issues.

E. REVIEW ARRANGEMENTS

Police officer establishment will be reviewed as part of the annual budget setting process.

F. RISK MANAGEMENT

Management of risk in relation to the police officer establishment is carried out through the force Strategic Workforce Planning Board and significant risks will be brought to the attention of the PCC via the Resources Governance meetings.

H. PUBLIC ACCESS TO INFORMATION

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC's website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? **No**

If Yes, for what reason:

Until what date:

Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? **No**

If Yes, for what reason:

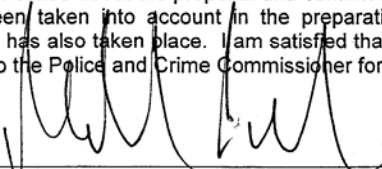
ORIGINATING OFFICER DECLARATION

| | Tick to confirm |
|---|-----------------|
| Originating Officer: The Deputy Chief Constable recommends this proposal for the reasons outlined above. | √ |
| Financial advice: The PCC's Chief Finance Officer has been consulted on this proposal. | √ |
| The CC's Chief Finance Officer has been consulted on this proposal. | √ |
| Monitoring Officer: The PCC's Monitoring Officer has been consulted on this proposal | √ |
| Chief Constable: The Chief Constable has been consulted on this proposal | √ |

OFFICER APPROVAL

Chief Executive

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

Signature:  Date: