

## HR Dashboard

CITY OF LONDON  
**POLICE**

Month: March 2020

Establishment vs Strength		
	Officers	Staff
Establishment	843	518.22
Strength	767.72	444.49

Joiners		
Directorate	Officers	Staff
BSD	0	3
Crime	2	2
ECD	0	2
I&I	0	1
UPD	27	0
<b>Total</b>	<b>29</b>	<b>8</b>

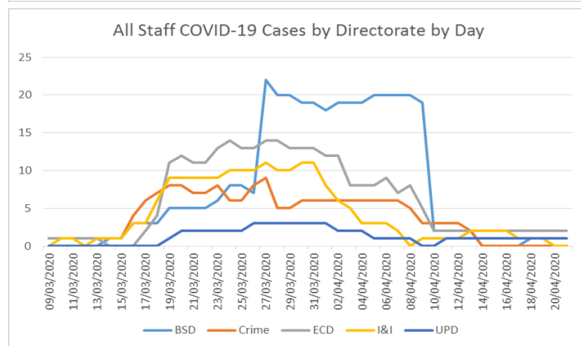
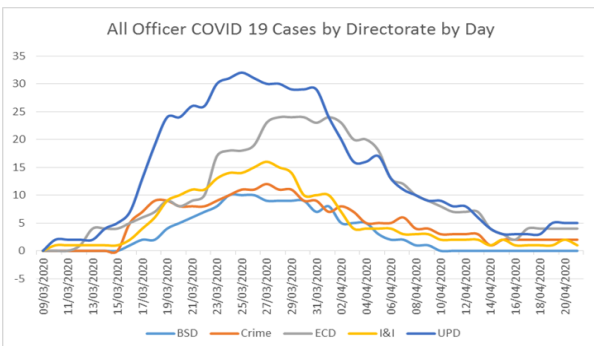
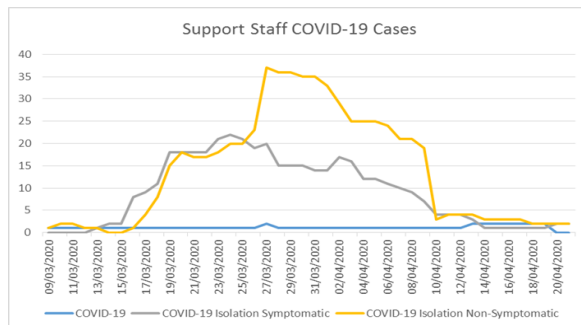
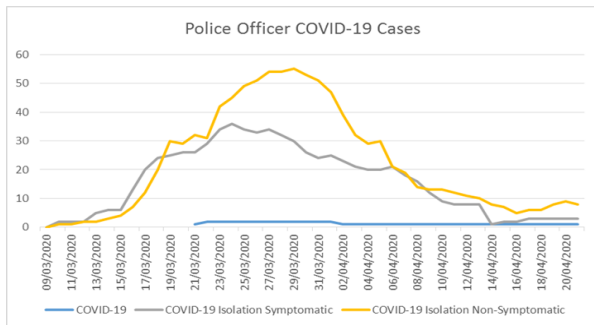
Leavers		
Directorate	Officers	Staff
BSD	1	0
Crime	2	1
ECD	2	1
I&I	1	1
UPD	5	0
<b>Total</b>	<b>11</b>	<b>3</b>

Please note the below table entitled Sickness Working Days Lost does not include sickness data relating to COVID-19.

Sickness Working Days Lost		
Directorate	Officers	Staff
BSD	4	38
Crime	32	75
ECD	49	102
I&I	174	161
UPD	183	40
<b>Total</b>	<b>442</b>	<b>416</b>

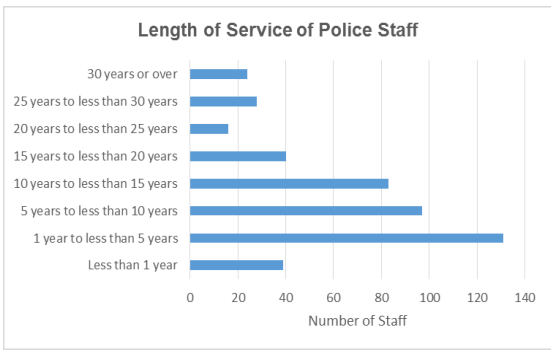
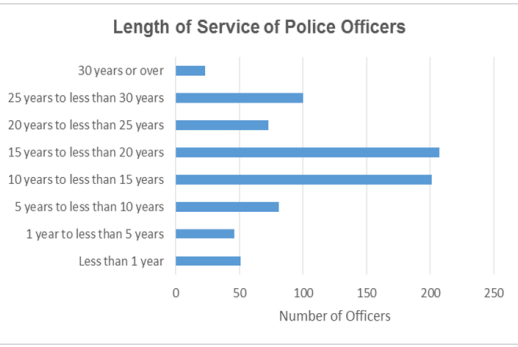
Officers Recuperative/Adjusted Duties		
Directorate	Recuperative	Adjusted
BSD	0	4
Crime	6	5
ECD	12	6
I&I	5	6
UPD	3	6
<b>Total</b>	<b>26</b>	<b>27</b>

Please note the graphs below indicate COVID-19 related cases.



**Recruitment Overview:**

- Planned probationer intakes: 30th March 2020 - 24 probationers joined the Force, July 2020, November 2020, and March 2020
- Specialist transferees
- Transferees following recruitment processes
- Use of the CoLP return scheme to retain our experienced officers
- Direct Entrant Detectives through Police Now: The contract has now been signed with Police Now. A cohort of Direct Entrant Detectives for City of London Police will commence their police Now training in December 2020 which is the next planned intake for this scheme.
- Use of paid advertising to attract candidates during the late summer for the probationer pool. Metro and Evening Standard
- Close monitoring of attrition rates
- The 44 from the uplift and the 67 has led to the following action having been taken (with most of the funding from the £212 g grant):
  - Additional resourcing for vetting
  - Additional resources in HR (revised processes)
  - Additional resources for L&D to cope with probationer training
- Weekly Gold and Silver meetings held with HR and PSD (vetting) to closely monitor recruitment progress



**Diversity Forcwide**

