

<b>Committee(s):</b> Police Authority Board	<b>Dated:</b> 30 June 2022
<b>Subject:</b> Workforce and Police Uplift Programme Update	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1- People are safe and feel safe
<b>Does this proposal require extra revenue and/or capital spending?</b>	<b>N/A</b>
<b>If so, how much?</b>	<b>N/A</b>
<b>What is the source of Funding?</b>	<b>N/A</b>
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	<b>N/A</b>
<b>Report of:</b> Commissioner of Police Pol 38-22	<b>For Information</b>
<b>Report author:</b> Paul Betts Assistant Commissioner, Operations and Security	

### Summary

This update was presented to the Resource Risk and Estates Committee (RREC) on the 27 May 2022 and was discussed in depth and scrutinised at that meeting. The attached documents are for information only of Police Authority Board Members.

### Recommendation(s)

Members are asked to note the report.

### Main Report

#### Background

1. Since January 2022, the Force has undertaken a review of the Workforce position. This has been chiefly to align the workforce with the budget to ensure workforce affordability. The new Chief Officer Team now has a much clearer understanding of this balance and what needs to be done moving forward.

#### Current Position

2. The current position is that the budget and establishment for Police Officers is aligned under the agreed model for the operational directorates (Local Policing, Specialist Operations and National Lead Force), however there is work required on aligning Police Staff posts with the budget. The COT has firm governance around the recruitment into staff posts and a freeze on all but essential ones has meant that (in terms of numbers of people) the Force operate within budget. Assistant Commissioner Betts has established a dedicated review of Police Staff Posts under the management of Supt Helen Isaac. Finance is also conducting a rank and grade review of all areas of business.

3. Another significant piece of work to be completed is the review and design of the Force's Corporate Services. The Force has recently recruited a new Chief Operating Officer (COO) and the process for their employment is being progressed. The Force is also exploring external support in the interim to proceed with the project.
4. Additionally, the update also gives detail of work being progressed under the Police Uplift Programme (PUP). Since this report was presented at the RREC, the Force has become aware of an increased risk around failing to deliver the PUP. The MPS are offering £5k to all new transferees joining them before December 2022. A verbal update will be given at the Board on this.

## **Conclusion**

5. The Chief Officer Team now has a clear view of it's budgeted establishment, it's model establishment and it's current strength. Data is now available at the People Board at a granular level and subject to scrutiny. Reporting will continue through RREC into PAB moving forward.

## **Appendices**

- Appendix 1 – Workforce Update
- Appendix 2- PUP Update

## **Paul Betts**

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