

## Devon and Cornwall Police Authority HR Committee

27 January 2009

Open for the purposes of FOI

Report of Director of Human Resources

## Workforce Modernisation Update

**Recommendation(s):**

- (i) For members to note the updated position and consider any further action required at this time.

**Introduction**

1. This report is provided to update members on the current progress to dis-establish 196 police staff posts, move 200 police officer posts to the frontline and place 200 police officers into those roles by 31 March 2009.

**Summary**
**Civilianisation / Movement of 200 Police Officer Posts:**

2. The required number of police officers have been identified (200.04 full time equivalent). The actual number of officers involved is 213, a number being part-time.
3. A total of 104.93 (full time equivalent) officers have completed moves freeing capacity for these posts to be reallocated for frontline positions.
4. A further 46.6 (full time equivalent) officers have specific movement dates set to return to frontline duties or elsewhere thereby freeing capacity for the return of these posts to the frontline (i.e. the officers concerned may not directly take frontline roles but will release others for such duties).
5. The remaining officers are awaiting the completion of selection processes and/or training of police staff members to undertake their duties prior to their movement to frontline posts. A small number remain in post pending their retirement from the Force before next April.
6. The required 200 full time equivalent posts will be returned to the frontline by 31 March 2009.

**Progress in filling the 200 new Frontline Posts**

7. As of 1 December 2008, there are 101.55 (full time equivalent) officers actually occupying the agreed new 200 frontline posts.
8. These posts are distributed as follows:

Local Policing Area	Posts Occupied	Total New Posts
West Cornwall	7	18
Mid Cornwall	7.7	20
East Cornwall	9.85	17

Plymouth West and Devonport	2	12
Plymouth North and East	8	20
Plymouth South and Central	2	11
South Hams and West Devon	11	18
Torbay	13	15
Teignbridge	11	12
Exeter	7	16
East and Mid Devon	7	16
North Devon	8	15
Traffic Units	8	10

9. Another 79 full time equivalent named officers have been identified and notified of set dates to move into one of the 200 new posts. These will include probationers completing their initial 24 week training and 32 transferees from other Forces.
10. The final 19.45 full time equivalent officers are currently being identified. All 200 new posts will be occupied by the 31 March 2009.

#### **Dis-establishment of Police Staff Posts:**

11. The current total of police staff posts identified for dis-establishment is 153.
12. Of these a total of 89.85 full time equivalent posts have been disestablished because the posts were either vacant or the member of staff has successfully moved to another post in the Force.
13. A further 45.4 staff (full time equivalent) are either completing trial periods in alternative posts or as in the case of those successful in securing positions as crime investigators, training is being provided.
14. To date a total of 19 members of staff have been served formal notices of redundancy (Stage 3) in accordance with Force policy. Every effort continues to be made to find alternative roles within the Force in order to retain the skills of these people. Individual support is available through line managers and Penna.
15. Work continues to identify the remaining 43 (full time equivalent) posts required to meet the target of 196 by 30 June 2009. A total of 41.5 posts will be released by this date through the first stage of the Corporate Services Transformation Project (including Finance and Resources, HR and ICT Departments). Implementation plans are being prepared for consultation with the staff and Unions. Plans are currently being drawn to identify additional posts from the CST project and for further posts to be released after June.

Contact: for further information

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