



Nottinghamshire Police and Crime Commissioner – Notice of Decision

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DECISION OR INFORMATION:	Decision
DATE RECEIVED:*	15.08.23
REF:* (to be inserted by the OPCC)	2023.080

TITLE:	Temporary Uplift in Police Officer Numbers
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EXECUTIVE SUMMARY:
<p>This record outlines an extension of the agreed temporary continuation of 30 uplift officer numbers until 31 March 2024, and expression of interest in a further increase in temporary uplift numbers by an additional 20, subject to HO funding and agreement.</p> <p>This proposal builds upon previous approvals for the additional 31 Police Officer numbers (DR2022.87) plus an additional 19 Officers (DR2023.008) recruited in the financial year 2022-23, of which 30 were planned to be maintained until September 2023 and then reduced to revert to our agreed uplift baseline establishment of 2378 (headcount) by March 2024.</p> <p>Given additional funding incentives, our current financial performance, as well as higher retention rates of PC officers, approval is now sought to extend the retention of the 30 temporary uplift officers until the 31 March 2024. This will maximise the performance grant available to the Force and is already agreed with Home Office. (2,408 headcount).</p> <p>In addition, approval is sought to express an interest in recruiting a further 20 temporary uplift in Police Officer numbers, subject to a Home Office funding agreement being in place. (2,428 headcount).</p>

INFORMATION IN SUPPORT OF DECISION: (e.g., report or business case)
<p>A letter has been received from the Home Office (attached) asking if the force:</p> <ul style="list-style-type: none"> • remain committed to delivering your additional recruitment allocation but would not want to extend your current commitment; • remain committed to delivering your additional recruitment allocation and have capacity to recruit more if a further allocation became available; or • no longer wish to deliver your full allocation of additional recruitment officers and wish to release some or all of this allocation for redistribution <p>Response to this letter is required by 23 August 2023, and the second bullet point is the</p>

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preferred response.

The Force remains committed to delivering our recruitment allocation for an extended period until 31 March 2024. This is additional to our initial proposal that would have seen numbers reduce in the last 6 month of the financial year. This change is prompted by the funding incentive offered in respect of these officers and our own financial and PC retention position.

In addition, the Force has assessed the viability of increasing numbers on a temporary basis, it is considered that 20 additional PC could be recruited by 31 March 2024. This would however be dependent on confirmation of Home Office conditions and funding to support this, and subsequent PCC approval to carry forward income received in this respect in 2023-24 into the following financial year. This would be a temporary local increase to support the continued achievement of the national uplift programme.

The carry forward of income is required to support the additional employee costs until recruitment plans can be adjusted in 2024-25 such that PC numbers return to baseline.

FINANCIAL INFORMATION

There was a funding allocating in 2022-23 of £1,000,000 (£20,000 per officer), which is being used to fund the 30 temporary uplifts fully until September 2023. Additional performance incentives from the home office in 2023-24 to keep numbers higher during the whole of the year, as well as higher PC retention rates in Force, results in a net benefit to keep the temporary uplift numbers until the year end. The establishment budget would then be reduced to the agreed baseline establishment of 2378 (headcount) during 2024-25.

Following the request from the Home Office to further extend these uplift numbers then, subject to agreeing funding, the Force is in a good position to achieve this.

Signature:
Chief Finance
Officer

REDACTED

Date:

16.08.23

Is any of the supporting information classified as non-public or confidential information?*

Yes



No



If yes, please state under which category from the guidance**

DECISION:

The continuation of the temporary uplift of 30 to be maintained for the duration of the 2023-24 financial year.

** See guidance on non-public information

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That the Force expresses an interest in recruiting a further 20 temporary uplift in Police Officer numbers, subject to a Home Office funding agreement being in place.

OFFICER APPROVAL:

I have been consulted about the proposal and confirm that the appropriate 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.

Signature:
Deputy Monitoring
Officer



Date:

17.08.23

DECLARATION:

I confirm that I do not have any disclosable pecuniary interests in this decision, and I take the decision in compliance with the Code of Conduct for the Nottinghamshire Office of the Police and Crime Commissioner. Any interests are indicated below:

The above request has my approval

Signature:
Nottinghamshire Police
& Crime Commissioner



Date:

22.08.23



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