



To: Business Co-ordination Board

From: Chief Constable

Date: 8 January 2014

WORKFORCE PLANNING UPDATE

1. Purpose

- 1.1 The purpose of this paper is to provide an update to the Board on current and estimated projected staffing figures based on the requirements of the Medium Term Financial Plan (MTFP).

2. Current Position

- 2.1 Despite having to make savings of £3.7m to balance the budget in 2013/14 and a further £4.9m in 2014/2015 the Constabulary has managed to increase the number of police officer posts within local policing from 988.5 at the start of the year to 998 by the start of this coming year.
- 2.2 The 343 “other” police officers in the table below are mostly engaged in either areas of policing where there is collaboration with other forces, such as firearms, roads policing and major crime or in areas best described as “operational support” such as custody. They are still delivering, or helping to deliver, “frontline” policing to Cambridgeshire.
- 2.3 The effectiveness of the use of resources by Cambridgeshire compared to other forces is shown in the 2013 “Value for Money” report by Her Majesty’s Inspectorate of Constabulary (HMIC). The report shows that, of all forces, Cambridgeshire has the highest percentage of officers deployed operationally on the “frontline”. This is in spite of the fact that the cost of policing per head of population in Cambridgeshire is less than in most other areas - £164.50 compared to an average of £187.80. The full document can be found at :
<http://www.hmic.gov.uk/media/cambridgeshire-value-for-money-profile-2013.pdf>

2.4 The figures in the table below indicate the effectiveness of workforce planning in Cambridgeshire.

Police Officers	2013/14	2014/15
Local Policing	988.5	998
Other policing	350.7	343
	+10 mid year	
Total Officers	1349.2	1341
Police Staff		
Police Staff	833	819
PCSOs	180	150
Total	1013	969

4. Recommendation

4.1 The Board is invited to note the content of the report.