

Police and Crime Commissioner for Surrey – Decision Making Record

Report Title: Surrey Police Retention Package Review
Decision number: 148/2016
Author and Job Role: Alison Bolton, Chief Executive
Protective Marking: OFFICIAL

Executive Summary:

The Chief Constable, in discussion with the Police & Crime Commissioner, has put in place a retention package which seeks to mitigate the impact of unplanned officer wastage. Surrey Police has historically lost officers to other forces – particularly the Metropolitan Police - meaning that the Force had to bear increased recruiting and training costs for replacement probationary officers. It has also seen a shift in its workforce capability profile due to losing experienced and specialist officers.

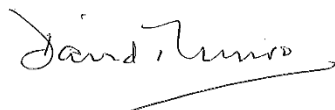
The current retention package has a number of targeted actions to mitigate turnover and improve attraction thereby increasing headcount to agreed establishment levels. These actions are reviewed and updated annually according to the latest information and the Chief Constable has asked for the PCC's endorsement of the revised package.

Recommendation

The PCC is asked to support the detailed proposals set out in a separate paper following the recent review of the retention package.

Police and Crime Commissioner Approval

I approve the recommendation:



Signature:

Date: 20/09/2016

All decisions must be added to the decision register.