

To: Office of Police and Crime Commissioner – Management Meeting

Date: 15th March 2016

By: Katie Dodd

Title: Human Resources Update

Purpose of Report/Issue:

To provide a summary on the Surrey Police recruitment/ progression and training and how this works in collaboration with Sussex (benefits/ constraints).

Introduction/Background:

This paper provides an update on the Surrey Police's recruitment/ progression and training and how this works in collaboration with Sussex (benefits/ constraints).

Report Detail:

A new joint governance process has been implemented for 2016/2017, which will monitor and review the workforce plans. Each force will have its own independent workforce plan which it will monitor and develop and deliver through regular meetings. Once every quarter a joint workforce planning board chaired by the Assistant Chief Officer (ACO) will be held with representatives from the business.

The joint workforce planning board is responsible for holding us to account for delivering, updating and approving both forces workforce plans prior to presentation to Extended Chief Officer Group (Surrey)/ Extended Chief Officer Meeting (Sussex). This approach allows us to identify and manage any conflicts in resourcing across both forces at an early stage and minimise impact to the workforce.

We have already seen benefits to this collaborative working approach in People Services. In autumn 2015 we allowed applicants in the Sussex probationer pool to transfer their applications over to Surrey as we were open for recruitment and Sussex were not planning to open until late 2016.

Promotion processes are developed jointly and will be aligned to run collaboratively where the workforce plans allow. This approach allows us the flexibility to run promotions separately if there is a greater need in one force.

The new People Services model which will go live in April 2016 will see a fully collaborated team across Mount Browne (Surrey) and Lewes (Sussex). The benefits to the new model will see an increased pool of experience and resilience with the ability to commission work

across forces. This will be a key enabler progressing with the development of joint policies, and improved working for our collaborated teams.

Recommendation(s):

The Police and Crime Commissioner is asked to note the report.

Risks: None identified.

Attachments/ Background Papers: N/A

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