



Philip Seccombe
Police and Crime
Commissioner
for Warwickshire

Police & Crime Commissioner and Chief Constable Weekly Meeting

Meeting Record

Date	10 th December 2019
Chair	Philip Seccombe PCC Warwickshire
Minute Taker	Emma Alaball

Name:	Capacity:
Philip Seccombe	PCC Warwickshire
Martin Jelley	CC Warwickshire
Neil Hewison	CEO OPCC Warwickshire
Alison Hall- workforce and establishment update only	Head of HR

Open Session

No	Summary	Action
1/10/12/2019	Record of previous meeting held on 3rd December 2019 was agreed as a true and accurate record.	
2/10/12/2019	Outstanding matters from previous meetings: <ul style="list-style-type: none"> • There were no outstanding matters from 3rd December 2019 	Discharged
3/10/12/2019	NEW ITEM- The Commissioner's attendance at meetings and events to speak about the Termination of the Alliance: <ul style="list-style-type: none"> • Philip will be attending the passing out ceremony of the latest intake of students this Thursday • He will also attend Warwick District Council, Rugby Borough Council, and Arden Parish Council meetings next week to give councillors an update on the Termination of the Alliance Warwickshire is now 75% stand alone, and will look to be 90% by the end of March • The Force currently have the highest level of Local Policing Officers in 10 years • Philip will also be attending a carol service at HMP Onley, plus the Warwickshire police family event at Force HQ 	Discharged
4/10/12/2019	NEW ITEM-Alison Hall HR/recruitment update: The following was discussed <ul style="list-style-type: none"> • The current establishment for Police Officers as of 1st December is 977, including officers from Central Government's 20,000 Warwickshire's national tracking statistics furthermore includes 	Discharged

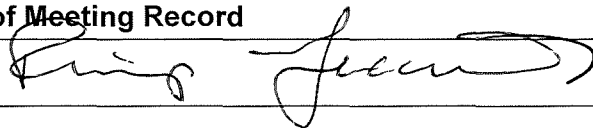
officers on a career break and secondment The figures then rise further to 1004

- The Force are recruiting a further 20 officers this month, with 4 transferees, reaching a total of 1000 officers for January and February 2020
- Leavers this year are predicted at 70, and 79 in 2021 forecasted This includes retirees, PCSOs leaving for officer courses, and ill health retirees
- The Policing Degree (Police Constable Degree Apprenticeship- (PCDA)) will commence next year in Staffordshire University with a 24 student intake beginning next March
- Out of the overall applicants for the Policing Degree (PCDA), the Force are receiving around 1-2 BAME applicants per intake
- The current establishment for PCSOs are 87, with an overall headcount of 90, and a predicted rise to 94 The Force are planning an intake of 10 in January, and have estimated a loss of 24 next year, but will continue with an intake of 3 lots of 10 next year It was noted that many PCSOs and staff progressed to become officers
- There has been no change in recruitment requirements
- The current establishment for staff is 732, which includes investigators, control room officers, HR, and the Evolve team There is approximately a 45/55% split between staff and officers
- There is currently a recruitment campaign for Specials, with 56 applicants, 31 booked onto assessment centres, and the first intake in March The Force have 50 volunteers are present
- The Warwickshire HR figures are published annually by the HMIC

Next Meeting –Tuesday 14th January 2020 at Force HQ, Leek Wootton

Formal Approval of Meeting Record

Signature

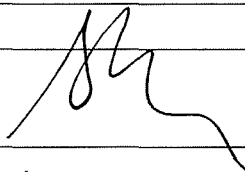


Print Name

Philip Seccombe PCC Warwickshire

Formal Approval of Meeting Record

Signature



Print Name

Martin Jelley CC for Warwickshire