



**CORPORATE PERFORMANCE  
MEETING 28 MARCH 2017**

KEY PEOPLE UPDATES

## KEY POINTS FOR DISCUSSION

- Update on and progress against the recruitment plan as set out in the 16/17 MTFP
- Impact of recruiting from existing pools (specials, PCSOs, FCR) has this helped or hindered?
- How is the decision made regarding deployment of newly trained officers?
- What activity can be undertaken to improve resilience in areas such as the FCR?
- Workforce modernisation - how that impacts Officer numbers
- Update on inclusion and diversity
- Key highlights on succession planning
- Given the additional 'ask' of the HR and training, should consideration be given to investing further into these business areas to support the delivery of the agreed officer numbers?
- What would HR do differently?



## OUR RECRUITMENT PLANS FOR 16/17 AND OUR DELIVERY AGAINST THESE

**OFFICERS**

**134**

**PCSO's**

**36**

**SPECIALS**

**41**

**VOLUNTEERS**

**32**

**POLICE CADETS**

**23**

**AGENCY**

**75**

**POLICE STAFF**

**PERM**

**193**

**POLICE STAFF**

**TEMP**

**76**

**OFFICER**

**PROMOTIONS**

**56**

**666**

**APPOINTMENTS**

## OUR RECRUITMENT PLANS FOR 16/17 AND OUR DELIVERY AGAINST THESE CONT/D..

### OFFICER NUMBERS - ACTUALS VS PROJECTIONS

- Target of 1400 Police Officers
- Recruitment intake target for 16/17 set at 100
- As at 01.02.17 – 1336.64
- 20 officers commenced in February and 20 are scheduled to commence end of March
- Total Officers recruited 16/17 - 134
- Projected outturn as at 31.03.17 = **1376.64**

## KEY CONSIDERATIONS FOR THE DEPLOYMENT OF STUDENT OFFICERS



**Operational  
Demand**

**Business  
Engagement**

**Tutorship  
Capacity**

# WORKFORCE MODERNISATION



In version 8 of the workforce plan, posts were identified for work force modernisation examples include :

- ❖ DCs in Serious Crime Team (SCT) to become Police Staff Investigators (PSI),
- ❖ Domestic Abuse Officers to Staff DAOs
- ❖ PC Gatekeeper convert to staff role
- ❖ PC FIO to be trialled as Staff role (work still in progress)
- ❖ DC Dedicated Source Unit (DSU) become police staff Force Intelligence Management Unit (FIMU) post as well as workforce modernising a Sgt post in Training to become a police staff Training Manager
- ❖ Further WFM currently being proposed
- ❖ Collaboration with Cleveland on the Major Investigation Team (MIT)



**FURTHER WORKFORCE MODERNISATION IDENTIFIED**

**DETECTIVE  
CAREER  
PATHWAYS**

**WORKING  
TOWARDS  
2025 VISION**

# INCLUSION & DIVERSITY

Baseline

- Our baseline: 17 BME Police Officers currently in force

Commitment to Date

- Engagement and learning, listening to our communities, doing what we say we will do

Ongoing Commitment

- Strengthening positive action within NYP and truly valuing difference. Building on knowledge, intention and commitment under 4 key strands (attraction, education, recruitment and community)

Staying true

- Staying true to our message means that inclusion and diversity is a golden thread which runs throughout the organisation and our revised strategy and promises will reflect this



# TALENT MANAGEMENT – SUCCESSION PLANNING



- Traditional methods of succession planning are already well established within NYP, but until recently these have tended to be reactive, rather than innovative and embedded within our approach to talent management and acquisition.
- The focus generally has been prioritised based on business continuity of key roles but recently more bespoke work has been undertaken in relation potential talent banks, workforce modernisation and more tailored succession planning directly linked to career aspirations and being mindful of what our future workforce may look like.

# HR - OUR LEARNING

## WHAT WOULD HR DO DIFFERENTLY?

- Undertake police staff recruitment first rather than officers
- Stage the intakes of officers over a longer period to ensure avoiding undue pressure on support departments
- Further exploration of alternative recruitment routes and options
- Be more cognisant of the knock on effects on BAU in other areas of HR family
- Recognition by business of skill to competence for new starters in delivery of programme

## WHAT WILL HELP?

- The support of a revised service delivery model which maximises the internal recruiter model and places customers at the heart of our delivery
- Developing our talent management programme
- Having a defined business plan which sets out our agreed priorities of delivery
- Promote and inform the business of the good work in progress

# OUR PLANS FOR THE FUTURE AND POTENTIAL ROI

- SMS UPDATES IN TESTING PHASE
  - AUTOMATED TO INDEED.CO.UK
- FUTURE IMPROVEMENTS PLANNED

WCN

BME

PROGRESSION

- PA TEAM TO BE ESTABLISHED (APRIL)
- PROPOSALS IN PLACE (SHORT/LONG TERM)

- SURVEY MONKEY SUBSCRIPTION
  - HM SURVEY IN TESTING PHASE
- 30/90 DAY EMPLOYEE ONBOARDING SURVEYS

SURVEYS

PYSCHOMETRICS

- PROFESSIONALISE THE SERVICE

- SOCIAL MEDIA ATTRACTION INCREASED SIGNIFICANTLY IN 2016
- PRESENTATION CREATED TO EXPLORE THE BENEFITS AND SHARED WITH TEAM
  - LINKED IN RECRUITER LICENSES\*

SOCIAL  
MEDIA

TEAM  
STRUCTURE

- PROFESSIONALISE THE SERVICE
- REDUCE AGENCY COSTS

## OTHER FUTURE DEVELOPMENTS

ONLINE  
VETTING

ATS

CAREERS  
PAGES

FACEBOOK  
GROUPS

BRANDING

INTRANET/PEOPLE  
PORTAL

TALENT  
MANAGEMENT

GOOD  
RECRUITMENT  
CHARTER

# OTHER FUTURE DEVELOPMENTS

