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Originator:
Peter Skelton, Chief Finance Officer

Decision number: D26-2018

Submitted to: Martin Surl, Police & Crime Commissioner for Gloucestershire

Subject: Stabilisation of Force Vetting Resources

Executive summary:

The attached report was approved at Constabulary Governance Board on Monday 16th July and is presented to this meeting for noting. The Board supported the request for growth in the vetting team due to the increased recruitment plans, particularly for officers, over the next three years.

Recommendation:

That the attached report, and the request for annual revenue growth for £93,572, is noted. This growth will increase the savings requirement for the 2019/20 budget.

Outcome/approval by:

Signature:

Date: 24/07/2018

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| <p>Public access to information</p> <p><i>Information in this form and associated reports is subject to the Freedom of Information Act 2000 and the Elected Local Policing Bodies (Specified Information) Order 2011. Where it has been indicated that this is a decision of significant public interest, all of this form except Part Two will be made available on the website of the OPCC.</i></p> <p><i>Any information that should not be automatically available on request should not be included in Part One but instead on a separate Part Two form.</i></p> | |
| <p>Is this a decision of significant public interest?</p> <p><i>This includes a decision with any impact on the community, expenditure in excess of £50,000, or any decision that would be of obvious interest to the media or the general public</i></p> | <p>Yes. Annual revenue growth for £93k.</p> |
| <p>Is there a Part Two form?</p> <p><i>This section should only include information that, if published:</i></p> <ul style="list-style-type: none"> <i>a) would, in the view of the chief officer of the police, be against the interests of national security;</i> <i>b) might, in the view of the chief officer of police, jeopardise the safety of any person;</i> <i>c) might, in the view of the chief officer of police, prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, or the administration of justice; or</i> <i>d) is prohibited by any enactment.</i> <i>e) breaches commercial sensitivity</i> | <p>No.</p> |

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| Originator checklist (must be completed) | Comments including who has approved the report if applicable |
| Has legal advice been sought on this submission if required? | Yes. Legal consulted on Constabulary paper. |
| Has the Chief Finance Officer been consulted, if required? | Yes, for the Constabulary paper |
| Have equality, diversity and human rights implications been considered, as appropriate? | N/A |
| How is the recommendation consistent with the | The increased vetting resources |

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| objectives of the Police and Crime Plan? | will enable the recruitment plans for the next three years which will provide the resources to achieve the objectives within the Police and Crime Plan. |
| Has consultation been undertaken with people or agencies likely to be affected by the recommendation? | Consultation undertaken for Constabulary paper. |
| Has communications advice been sought on areas of likely media, community, staff or partner interest and how they might be managed? | N/A |
| Have all relevant implications and risks been considered? | Yes. |

Part One – For publication

1. Purpose of the report

To present the paper asking for the stabilisation of force vetting resources, for noting.

2. Background

2.1 The attached report was presented to Constabulary Governance Board on Monday, 16th July. The meeting supported the paper and the request to stabilise the number of posts, due to the increased recruitment, particularly for officers, over the next three years.

2.2 The meeting considered three options and approved Option 3, to increase the number of analysts to six and for a new administrator post. The annual revenue costs for this option are £9,572 (see section 4). There are currently six analysts, but three of these are on temporary contracts. The administrator is a new post.

2.3 The growth in the revenue budget will be covered by an increased savings requirement for 2019/20. The Constabulary is looking for savings between £1m and £1.5m to balance the budget. This paper is therefore for noting.

3. Recommendations

That the attached report, and the request for annual revenue growth for £93,572, is noted. This growth will increase the savings requirement for the 2019/20 budget.

4. Financial and resource implications

The paper results in additional annual revenue costs for £93,572, which is made up as follows:

- Grade increase from SO2 to PO1 for manager £3,365
- 2 x Vetting Analysts – currently on temporary contract £62,300
- 1 x Administrator – new post £27,907

This growth will increase the overall savings requirement to balance the budget for 2019/20. Although the MTFP assumes savings for £700k to balance the budget for 2019/20 the Constabulary is planning to identify savings between £1m and £1.5m to allow for growth, including vetting.

The growth of £93k will be covered by the increased savings requirement.

5. Risk assessment

The risks to the organisation are articulated in the Constabulary paper.

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6. **Equality & Diversity impact assessment**
N/A
7. **Environmental impact assessment**
N/A
8. **Consultation**
Consultation took place for the Constabulary paper – attached.
9. **Discussed with Communications & Engagement**
N/A
10. **Conclusion**
That the attached paper is noted.

Originator approval

Name: Peter Skelton

Job title: Chief Finance Officer

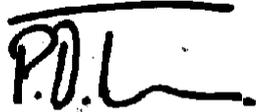
Signature: Peter Skelton

Date: 18/07/18

Chief Executive approval

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.

Signature:



Date: 19 July 2018