

GM Police Fire and Crime Panel

Date: 29th September 2020

Subject: 2020 Officer Uplift

PURPOSE OF REPORT:

The purpose of this report is to update the GM Police Fire and Crime Panel of the final distribution decisions that have been made around the 347 additional officers allocated to GMP for the year 2020/2021.

1. Background

In January 2020 we reported on the principles by which we would allocate the 347 extra officers to be recruited in 2020/21 that will start to be available for deployment from late 2020.

In considering where to allocate the staff, we have primarily considered our established Target Operating Model and the Police and Crime Plan.

Neighbourhood Policing (NHP) is at the heart of what we do in GMP. We recognise the importance of visible resources, working in local communities to keep people safe, providing reassurance, problem solving and targeting offenders. We constantly seek to improve our neighbourhood policing offer.

However, Neighbourhood Policing cannot be delivered in isolation. It requires the support of the whole of GMP and of our partners, in order to be effective. In particular, to deliver place based working, through Public Service Reform.

Within GMP, NHP is usually regarded as being made up of Neighbourhood Beat Officers (NBOs) and Police Community Support Officers (PCSO's). Whilst it is true to say that these are the core roles, they are part of a wider Local Policing structure, made up of several other parts:

- Neighbourhood Patrol Officers (NPOs) responding to calls and investigating volume crime.
- Safeguarding officers – working with partners to protect the most vulnerable.
- Investigators (the CID) – investigating serious and complex crime and crimes against vulnerable victims, where a specific skill set is required.
- Other supporting functions – e.g. intelligence officers and planning officers.

None of these parts can work without the other and each impact on one another. For example, if there aren't sufficient NPOs to respond to calls, NBOs are abstracted to support them. If the intelligence and planning functions are not effective, officers are not deployed effectively and if we don't have enough detectives, NPOs and NBOs are taken away from their core role to investigate crime.

This is a critical point when considering resource allocation. There is an understandable desire from the public for additional NBOs, but if other parts of the Local Policing offer are not properly resourced, the NBOs will simply be continually abstracted from their role.

In addition to Local Policing, we have other Specialist and Corporate departments. These are an important part of service delivery, operating at force level (e.g. the control room (OCB) or the major incident team (MIT), investigating serious crime and homicide). Although these teams tend to be less visible than local resources, they fulfil a critical role in supporting Local Policing.

In summary, the uplift officers for 2020/21 will be allocated using the following principles:

- We will increase the number of NBOs we have, across all districts. Their precise allocation will be in line with the problem solving index and an element of professional judgement. The overall number of uniform neighbourhood resources (NBO and PCSO combined) will increase in 2020/21.
- We will remain committed to place based working, but require the ongoing support of partners to effectively deliver this.
- Every ward will have a named PCSO and NBO.
- The number of available NPOs will increase. Their distribution will be in line with the demand resource model.
- We will improve our response to vulnerable victims.
- We will permanently establish the required number of posts in the Multi-Agency Safeguarding Hubs and work alongside partners to deliver effective safeguarding.
- Depending on the outcome of ongoing work, we may increase the number of local investigative resources in line with demand.
- We will permanently establish all essential back office functions, allocating restricted duty officers where possible and allowing NPOs to return to their core roles.
- We will allocate additional staff to force level critical roles, in support of local policing.
- We will allocate additional staff to essential training roles.
- The vast majority of the additional officers will be allocated to local policing roles.

2. 2020 Allocations of 365 new posts

The table below details the high level allocations of the 347 extra officer posts available for allocation in 2020/2021 and an additional 18 extra growth posts carried over from 2019/2020. A total of 365 posts.

2020 Allocations	Total
Local Policing	246
Specialist Operations	24
Public Protection & Serious Crime Division	22
Neighbourhoods, Confidence, Equality	3
Organisational Learning and Workforce Development	43
Operational Communication Branch	1
Change Branch	26
Totals	365

The Specialist Operations new posts include officers for the Tactical Firearms Unit, Tactical Vehicle Intercept Unit, Collision Investigations and other specialist posts.

The Public Protection and Serious Crime Division (PPSCD) posts have been used to create a new Force Child Sexual Exploitation Team. The new CSE Team is being created in order to deal with the number of CSE investigations that involve multiple victims and or offenders. In addition to the investigations held at a District level, a number of large scale CSE investigations are being managed within the PPSCD managed by Force resources. The new CSE Team will be responsible for the management of a number of large scale investigations; in addition they will support the Governance across the Branch and Districts in relation to CSE investigation.

The team's leadership will also manage and address the significant political and media interest and scrutiny on this typology of offending. This will be with a view to improving, and building upon, the confidence Greater Manchester's communities and CSE victims have in GMP's ability to respond to CSE.

The Neighbourhoods, Confidence and Equality posts are to drive forward our work on 'Citizens in Policing'

The Organisational Learning and Workforce Development posts are required to support the growth in new officer's numbers coming into GMP and an investment in training in areas such as Crime Training, Covert Skills, Specialist Operations Training, Call handling training etc.

The one post in the Operational Communication Branch is an additional Superintendent to lead on Crime Recording and the establishment of the Crime Recording and Resolution Unit. The new Superintendent oversees the Crime Recording and Resolution Unit as well as Force-wide responsibilities for crime standards, victim care and compliance.

The Change Branch posts are to establish posts that have been previously filled with seconded officers, from primarily Local Policing. They are working on GMPs Transformational projects.

3. Local Policing Breakdown of 246 new posts

A total of 246 posts have been allocated to Local Policing. These new posts have been allocated to several different areas of Local Policing in line with the principles we have summarised above.

Local Policing Distribution	
City of Manchester North	19
City of Manchester South	19
City of Manchester City	19
Total	57
Salford	21
Trafford	16
Stockport	17
Total	54
Rochdale	24
Oldham	17
Tameside	16
Total	57
Bolton	31
Bury	16
Wigan	31
Total	78
Total	246

Neighbourhood Beat Officers – A total of 50 new NBO posts have been created. Each District will receive at least 3 extra NBOs, which have been allocated in line with the Problem Solving Index (previously described).

Neighbourhood Police Tutor Officers – A total of 30 new Tutor posts have been created. Each District receiving 2 or 3. These are required to support the large number of Student Officers we recruiting into Local Policing.

Neighbourhood Police Officers (Demand Adjustment) – A total of 30 new NPO posts have been created and added to the establishment of three Districts – Rochdale, Wigan and Bolton. These has been specifically allocated to these Districts to rebalance a demand anomaly in our ability to deal effectively with incoming incident demand. More work will be undertaken around understanding our demand and the resources we need to deal with that demand, to influence the Local Policing growth in 2021/22.

Incident and Crime Progression – A total of 48 new posts will be allocated to enhance our capability to deal with some scheduled incidents and crime progression (these teams support the assessment and investigation of crimes). Each Territorial Command Area (TCA) will receive 12 (a TCA is 3 x Districts). This will release NPOs back to front line roles in each District.

Safeguarding – A total of 87 new posts into out Safeguarding Hubs. A review is still taking place on the revised requirements for our Safeguarding Hubs. As with other elements of Local Policing, these functions need to exist alongside partnership activity. We fully appreciate that these roles are not as visible as NBOs and NPOs but without an effective multi agency safeguarding structure, we cannot deliver our commitment to protect the most vulnerable. This 87 is our initial assessment that is subject to change,

Events – One post has been added to the City of Manchester TCA to support the planning of events and operations in the City Centre.

4. To Summarise

We have used the principles, reported in January, to allocate the 347 extra officers to be recruited in 2020/21.

Recruitment of the new student officers is progressing well, and many new officers are now in their training programme, with some arriving on Districts to commence their practical development, in front-line roles.