Ethics & Integrity Panel

Uplift Update – May 2022

Agenda Item No 6a

Op Uplift targets and forecast

- Cumbria Constabulary allocated 169 of 20,000
- Headcount prior to Uplift – 1199 (may change to 1197)

- Year 2020/21 – Target Headcount 1250 - Achieved 1272
- Year 2021/22 – Target Headcount 1300 - Achieved 1316
- Year 2022/23 – Target Headcount 1368 - Forecast 1398

- These figures are calculated based on attrition (forecast retirement and leavers).
- Retirements forecast = (31)
- Attrition rate of leavers (excluding retirements) is 3.38% = 50 – with additional numbers as requested by PUP

Attrition and Intakes

	May 2022
Headcount	1298
Due to start Intake	167
Possible transferee / Sec	14
Due to retire	-31
Second out	0
Attrition Factor (resign)	-50
Total	1398

Intakes	
June	10
July	25
September	14
October	18
November	16
December	18
January	24
March (1x 24, 1 x 18)	42

Due to the level of resilience – to mitigate any risk in achieving the target – solutions proposed are:

- Introduction of 30+ scheme
- Additional Uplift Resource
- Transferee Recruitment

Pipeline Data

Stage	DHEP DC	DHEP	PCDA	PPD
Web applicant/screening	0	1	21	0
Successful after shortlisting	5	8	10	0
National Sift	1	4	2	0
To attend online Assessment - 26th May	23	10	26	2
Successful after assessment centre (to invite to interview)	4	14	1	0
Invited to interview (set up)	0	0	1	3
Conditional offer	0	0	1	3
On hold/deferred	0	18	5	0
Awaiting check results	0	15	17	1
Awaiting intake - provisional offer	0	15	20	0
Totals	33	85	104	9

Op Uplift – Positive Action

- Embedded within the recruitment team – to support positive action candidates
- Provide proactive recruitment of under represented groups
- Attain a target of 5% Black, Brown and Ethnic Minority Officers – to be representative of community
- Figures to date;
  - Current work force representation of Black, and brown Police Officers is at 1% , overall Black, Asian and Ethnic Minorities is 3.15% (as of May 2022)

Op Uplift – Positive Action Pipeline

Stage	Total
Awaiting National Sift / Online Assessment	6
Awaiting Interview	5
Checks Underway	3
Checks complete awaiting intake	1
	15

Possible Risks of attaining Uplift

- Attrition of student officers due to PEQF:
  - Solution – Task and Finish group
  - Solution – Improved Exit process
  - Solution – Review of DHEP delivery

- Pension Challenge – high number of leavers in 2023
  - Solution – Fed and CSD engaging with effected individuals
  - Solution – advice being provided to remain in 2015 scheme
  - Solution – numbers less than originally anticipated

Possible Risks of attaining Uplift

- Alternative forces opening recruitment (inc Transferees)
  - Solution – Continuous recruitment window
  - Solution – Regular OAC booked up to 2023
  - Solution – Good application of Regulation 10
  - Solution – consideration of IPLDP return

- Candidate driven recruitment market
  - Solution – varying intakes – i.e. PPDG and DHEP DC
  - Solution – proactive engagement – Sgt coordination role
  - Solution – improved candidate experience i.e. new system