



Cambridgeshire Police & Crime Commissioner

Councillor Ben Shelton
Cambridgeshire Police and Crime Panel
c/o Ian Phillips
Peterborough City Council
Bayard Place
Peterborough
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By email: ian.phillips@peterborough.gov.uk

14th March 2016

I refer to the meeting of Cambridgeshire Police and Crime Panel on the 3rd February 2016 and the actions arising from the meeting on which the Panel sought my response.

The Panel asked for further details on the Precept report 2016/17 that I presented to the Panel, particularly regarding Cambridgeshire Constabulary's workforce. Information is given in the tables at Annex 1 to this letter. In response to the number of officers per 1,000 population, the Constabulary has 2.8 officers with expenditure per head by population at 43p per person per day. Her Majesty's Inspectorate of Constabulary provides this information and other key facts regarding Cambridgeshire Constabulary's profile, which can be found on their website on the link below:

<http://www.justiceinspectors.gov.uk/hmic/cambridgeshire/>

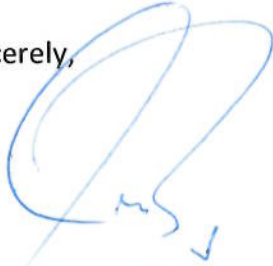
The explanation as to why the establishment workforce figures are higher than the actual workforce figures is that during the year officers retire or leave the Constabulary and recruitment rounds are held to bring in new Constables. 15 new officers joined in November 2015 and a further 15 are due to join in March 2016, which will take the actual number of officers to or slightly above establishment. Further information is given in section 11 of my Budget report to Panel for their March 2016 meeting.

The Panel requested further information regarding the Civil Nuclear Constabulary. The Civil Nuclear Constabulary is a police service created by the Energy Act 2004 responsible for the protection of civil nuclear material at sites across England, Scotland and Wales. It is also responsible for the protection of certain categories of nuclear material in transit within the UK and internationally. However, the Civil Nuclear Constabulary recognise that as part of the broader police family it is their duty to support Home Office police forces in times of national and local need should it be requested. The collaboration agreement between the Civil Nuclear Constabulary and the Home Office police forces, including Cambridgeshire Constabulary, enables Civil Nuclear Constabulary officers to provide support to any force across the country if circumstances require it.

I have made my Director of Estates aware of the Panel's request regarding the removal of signage from police station buildings no longer being used.

Finally, I would like to confirm that the Constabulary's Director of Finance and Resources has spoken with a Police Federation representative and there appears to be no reason why young officers are not taking up the police pension offer.

Yours sincerely,



Sir Graham Bright
Cambridgeshire Police and Crime Commissioner

1. Numbers involved in territorial policing

The table below shows that 93 staff are to be collaborated and these relate to the functions of Learning and Development, Public Contact, Custody and Criminal Justice. It is anticipated the total number of resources that Cambridgeshire Constabulary will have access to will increase as collaboration continues to develop.

Workforce projections (establishment)	2015/16	2016/17
Police Officers:		
Local Policing	1,147	1,047
Other Policing (collaborated)	196	212
To be collaborated		93
Total Officers	1,343	1,352
Police Staff:		
Police Staff	825	803
PCSOs	150	150
Total Staff	975	953

2. Breakdown of the establishment workforce numbers and the minimum number that the workforce reaches at any point in the year

Year	Budgeted Establishment	Actual headcount as at 1st April	Actual FTE as at 1st April
2012/13	1352	1363	1342.44
2013/14	1349	1379	1355.01
2014/15	1341	1369	1344.27
2015/16	1342	1347	1341
2016/17	1352	Not available yet	

3. Number of Cambridgeshire Constabulary police officers shared between other forces and by which police forces

Headcount	FTE	Force
171	169.24	Protective Services collaborated unit across Bedfordshire Police, Cambridgeshire Constabulary, and Hertfordshire Constabulary
1	1	Operational Support collaborated unit across Bedfordshire Police, Cambridgeshire Constabulary, and Hertfordshire Constabulary
32	31.75	Organisational Support collaborated unit across Bedfordshire Police, Cambridgeshire Constabulary, and Hertfordshire Constabulary
22	22	Eastern Region Special Operations Unit ERSOU operating across Bedfordshire Police, Cambridgeshire Constabulary, Hertfordshire Police, Essex Police, Norfolk Constabulary, and Suffolk Constabulary
7	7	Police Investigation Centre serving Cambridgeshire Constabulary, Norfolk Constabulary, and Suffolk Constabulary

