

APPENDIX A – POLICE OFFICER RECRUITMENT PROFILE

Police Officers (Global) Uplift Forecast											
	Strength Including Uplift										
	Uplift Budget	Officer Uplift Strength	Uplift Variance	Recruitment (Current)	Recruitment (Uplift)	Total Intake Volume	PEQF Designation	Transfers in (Officer)	30 Yrs	Uplift Leavers	
April '20	5295	5319	25						7	13	Actual
May '20	5294	5303	9					3	6	19	Actual
June '20	5295	5292	-3					1	4	12	Actual
July '20	5303	5351	48	60	18	78	PCDA		17	19	Actual
August '20	5309	5397	89	58	18	76	PCDA	1	11	31	Actual
September '20	5309	5380	71					9	16	27	Actual
October '20	5330	5415	85	60	12	72	DHEP		15	36	Predicted
November '20	5347	5465	118	60	12	72	PCDA	7	6	29	Predicted
December '20	5349	5430	81						8	35	Predicted
January '21	5370	5474	104	52	14	66	PCDA	9	6	31	Predicted
February '21	5372	5516	144		66	66	DHEP		5	24	Predicted
March '21	5377	5486	109						2	30	Predicted
2020-2021	5377.32	5486.11	108.79	290	140	430		30	101	306	
April '21	5453	5458	5						2	28	Predicted
May '21	5453	5505	52	52	22	74	DHEP	8	2	35	Predicted
June '21	5453	5470	17						6	35	Predicted
July '21	5517	5520	3	50	24	74	PCDA	8	2	32	Predicted
August '21	5517	5562	44	52	24	76	PCDA		5	34	Predicted
September '21	5571	5613	42		74	74	DHEP	8	9	30	Predicted
October '21	5571	5581	9						8	32	Predicted
November '21	5617	5630	13	48	26	74	PCDA	8	8	33	Predicted
December '21	5658	5672	14	54	22	76	PCDA		8	34	Predicted
January '22	5658	5717	58	53	21	74	PCDA	8	13	38	Predicted
February '22	5658	5693	35						4	23	Predicted
March '22	5658	5663	5						3	30	Predicted
2021-2022	5658.32	5663.44	5.12	309	213	522		40	70	385	
April '22	5713	5707	-6		74	74	DHEP		6	30	Predicted
May '22	5713	5682	-31					10	5	35	Predicted
June '22	5713	5718	4	57	17	74	PCDA		14	38	Predicted
July '22	5804	5770	-35	57	19	76	PCDA	10	8	34	Predicted
August '22	5804	5809	5	57	17	74	PCDA		8	34	Predicted
September '22	5804	5789	-15					10	9	30	Predicted
October '22	5858	5830	-28		74	74	DHEP		10	33	Predicted
November '22	5898	5885	-13	57	17	74	PCDA	10	4	29	Predicted
December '22	5898	5849	-49						11	36	Predicted
January '23	5914	5904	-11	57	17	74	PCDA	11	5	30	Predicted
February '23	5914	5952	38	53	21	74	PCDA		9	25	Predicted
March '23	5914	5920	6						6	32	Predicted
2022-2023	5914.32	5920.04	5.72	338	256	594		51	95	388	
April '20 - March '23 Totals				937	852	1546		121	266	1079	

APPENDIX B – PCSO RECRUITMENT PROFILE

PCSO						
Month	Strength			PCSO Intake	All Leavers	
	Budget (MTFF)	PCSO Strength	Variance			
April '20	603	602	-1	14	4	Actual
May '20	603	603	-1		1	Actual
June '20	603	599	-4		4	Actual
July '20	603	588	-15		11	Actual
August '20	603	581	-22		9	Actual
September '20	603	576	-27		5	Actual
October '20	603	564	-39		12	Predicted
November '20	603	553	-50		11	Predicted
December '20	603	547	-56		6	Predicted
January '21	603	534	-69		13	Predicted
February '21	603	529	-74		5	Predicted
March '21	603	522	-82		7	Predicted
2020 - 2021	603	522	-81.5	14	87	
April '21	603	537	-66	20	5	Predicted
May '21	603	526	-77		11	Predicted
June '21	603	540	-63	20	6	Predicted
July '21	603	546	-58	20	14	Predicted
August '21	603	553	-50	20	13	Predicted
September '21	603	539	-64		14	Predicted
October '21	603	555	-49	20	5	Predicted
November '21	603	546	-58		9	Predicted
December '21	603	553	-50	20	13	Predicted
January '22	603	540	-63		12	Predicted
February '22	603	555	-48	20	5	Predicted
March '22	603	550	-53		5	Predicted
2021 - 2022	603	550	-53.0	140	111	
April '22	603	560	-43	20	10	Predicted
May '22	603	554	-49		6	Predicted
June '22	603	564	-39	20	10	Predicted
July '22	603	572	-31	20	12	Predicted
August '22	603	581	-22	20	11	Predicted
September '22	603	575	-29		6	Predicted
October '22	603	586	-17	20	9	Predicted
November '22	603	576	-28		10	Predicted
December '22	603	589	-15	20	7	Predicted
January '23	603	579	-25		10	Predicted
February '23	603	589	-14	20	9	Predicted
March '23	603	581	-22		8	Predicted
2022 - 2023	603	581	-21.9	140	109	
April '23	603	591	-12	20	10	Predicted
May '23	603	582	-22		10	Predicted
June '23	603	596	-7	20	5	Predicted
July '23	603	604	0	20	13	Predicted
August '23	603	613	10	20	10	Predicted
September '23	603	601	-2		12	Predicted
October '23	603	614	11	19	6	Predicted
November '23	603	603	-0		11	Predicted
December '23	603	609	6	18	11	Predicted
January '24	603	599	-4		10	Predicted
February '24	603	612	9	18	5	Predicted
March '24	603	606	3		6	Predicted
2023 - 2024	603	606	3.2	135	110	