

## **Report On Police Numbers** **Scrutiny Meeting March 2014**

The following report outlines changes to Police Numbers based on Merton Borough over the past two years. This has been produced to the best of our abilities and is as accurate as possible. However, it should be noted that this has been a period of significant change to both police numbers and the role, remit of Borough based resources and is therefore a much more complex picture than outlined below.

In particular, a number of units or roles have been moved away from falling under the remit of Merton Borough Police and placed into centrally or area based units. The figures are based on Budgeted Workforce Targets (BWT) ie how many officers we should have, rather than a reflection of how many officers were actually in post at a specific point in time. Two dates have been used 1.2.12 and 1.2.14 ie two years ago and our most recent figures.

In 2012 we had a BWT of 373 officers (of all ranks). Since that time there have been a number of units whose role no longer remain on Borough. These units are outlined below and amount to 41 police officer posts. All but 19 of these identified posts have now moved off the Borough with the remaining 19 due to go on the 24th Feb 2014. There have also been some slight changes to the rank structure removing some supervisors, but these have been made up for in gains in Police Constable numbers.

In effect 2012 numbers were 373 police officer posts (with 41 posts removed - now covered elsewhere) therefore the equivalent number would have been 332 within today's Borough Officer remit. By the end of Feb 2014 our BWT numbers will be 334. This shows an equivalent growth in 2 officer posts over the two year period.

### **BOCU BWT at 1.2.2012 = 373**

We have had 41 posts have been removed since to other functions as below;

- STT - 11 (Safer Transport Team - now a separate Operation Command Unit)
- IBO - 5 (Integrated Borough Operations {Control room) - now Centrally Based)
- BIU - 10 (Borough Intelligence Unit - Now Area mostly Based)
- Ops/Duties - 6 (Duties planning - Now Area Based)
- TIB - 7 (Telephone Investigation Bureau - Now Centrally Based)
- CMU/CJU -2 (Crime Management Unit (mostly Centrally based small numbers remain and Criminal Justice Unit - now Area based at Sutton)

Therefore equivalent for BWT with removed posts now run centrally is BWT 332

**BWT For 31.1.2014 is 351 (with a further 19 posts left to go of the 41 outlined above)**

These 19 are;

- Duties/Ops - 4
- BIU - 11

IBO (now GPC) - 4  
Total 19 officers

**Therefore our new BWT as of 1.3.14 will be 351 - 19 = 334**

This is a growth in posts on Merton Borough where the function has not been taken centrally of 2 Posts.

In fact the picture is more complex than this as in some areas we have had posts taken away (eg IBO - 9 posts but 4 given back for Hot Supervisor in the Grip and Pace Room, the replacement of part of the role of the IBO). Further, it should be noted that we no longer have custody sergeants at Merton, now based at Sutton Custody which would have accounted for a further 6 posts - so it could be argued we have gained 8 posts.

Again it is difficult to be too specific about remits that officers were working in previously when compared with today's figures. Comparatively speaking these are outlined below, showing those working in Criminal Investigation department (CID), Response Teams, Neighbourhood Policing Teams (previously Safer Neighbourhoods and the Task Force) and others not accounted for elsewhere.

The remits of the various units shown below have also changed during this time i.e. the CID now have a remit for dealing with all prisoners, but do not have to deal with some crime investigations they previously had to. Therefore the figures below are approximations based on current remits not on the remits of 2012. (So please note, that this means we would not have quoted SNT (now NPT) numbers in 2012 as 93 but this figure includes all the other posts which now fall under NPT that previously may have been shown within it, eg 'Partnership' and/or 'Task Force' which no longer have a separate line but fall within the new definition of NPT).

**Totals**

	<b>CID</b>	<b>Response</b>	<b>NPT</b>	<b>Other Roles (STT, BIU etc)</b>	
<b>2012</b>	75	145	93	60	= 373
<b>2014</b>	73	125	117	19	= 334
	<b>-2</b>	<b>-20</b>	<b>+24</b>	<b>-41</b>	overall change = - 41

**Other remaining in 2014 are;**

- SMT 7 (Senior Management Team)
- SMT support 3
- GPC 4 (Supervisors in our control room)
- PPD/CMU 4 (Public Protection Desk now MASH and Crime Desk, 2 in each)
- Federation 1 (Due to go over the next few months)

**Current Vacancies as of 10.2.2014**

- Sergeants 5
- PC's 6

There are currently an additional 3 funded Police Constables working on Merton BOCU not shown in the figure above.

### **Other Police Numbers BWT**

	<b>2012</b>	<b>2014</b>	<b>Difference</b>	<b>Vacancy 2014</b>
Police Staff	46	26	- 20	4
PCSO and PAO	92	48	- 44	7
MSC (Specials) no BWT	94	52	- 42	N/A

### **Police Staff**

Note Police Staff do not have a BWT but an affordable work force target that is similar to a BWT. Reductions shown above for Police Staff also reflect some of the movements of staff to central and area based units. The following accounts for 19.5 Posts

CJU 12 (Criminal Justice Unit) much of this has now moved to Sutton with a small team remaining of 20, 8 now remain on Merton

IBO 3 of our control room staff have been lost to Central control rooms

Duties and Ops 3 staff have moved to central posts

Property Staff 1.5 posts reduction as bulk relates to prisoner property now dealt with a Sutton.

### **PCSOs**

Merton PCSO (unfunded numbers) are a BWT of 40. We also have a BWT of 8 Public Access Officer (who staff Station front offices) therefore a total of 48. We have 6 PCSO vacancies and 1 PAO vacancy currently. 18 of the reduction relate to Safer Transport PCSO's which are now in a central team. 3 from a victim focus desk now area based. We also have 2 additional funded PCSO's working in schools not shown above.

### **MSC**

There has been a significant reduction in MSC (Specials) over this period for two main reasons. Firstly, previously there were a number of persons remaining on Merton records as MSC officers who were not meeting the minimum patrolling hours requirement. Those who have continued to fail to meet these have been removed. Secondly, as the MPS has recruited a significant number of Police Constables, one of the main areas for recruitment has been existing MSC (and previously PCSO) officers.

### **Conclusion**

The overall impact of the LPM on resources Merton Borough over the two year period has been for Police officer numbers to increase by 2 (albeit that the role of 6 additional Sergeants is covered elsewhere). PCSOs have effectively reduced by 23 officers. Police staff numbers have shown little effective change when structural changes are taken into account.

David Palmer - Borough Commander Merton

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