

**LINCOLNSHIRE POLICE AUTHORITY
HUMAN RESOURCES COMMITTEE
15TH JUNE 2010**

SUBJECT	WORKFORCE PLAN FOR 2010/11
REPORT BY	DIRECTOR OF HUMAN RESOURCES
CONTACT OFFICER	MR S MCGOWAN, HEAD OF HR STRATEGY TELEPHONE: (01522) 558045
SUMMARY AND PURPOSE OF REPORT	
To update the Committee on the Workforce Plan 2010/11	
RECOMMENDATION	<i>That the HR committee notes the workforce plan for 2010/2011.</i>

A. SUPPORTING INFORMATION

A copy of the workforce plan for the year 2010 – 11 is attached.

The plan outlines Police Officer recruitment plans for the year, based on matching the Force strength against the budgeted Force establishment.

The Force Police Officer Establishment is authorised at 1197 and will increase to 1209 with the creation of the Major Incident Support Team (MIST) later in the year.

The workforce plan has been devised taking into consideration forecasted leavers over the period. The planned intakes for transferee and student officers ensure that that Force has sufficient resources to police effectively for the financial year.

The Force strength increases throughout the financial year to meet the increase in budgeted establishment. Force strength can be maintained at establishment level in the following year.

The workforce plan has been approved by the Establishment Management Board (EMB).

B. FINANCIAL CONSIDERATIONS

The Police officer pay budget has been set based on average costs for the establishment as detailed in this report. Whilst it is currently anticipated that these plans can be funded from the revenue budget, recent announcements by the Coalition Government on public sector expenditure may mean that these plans will need to be revised as further information becomes available and the impact on spending plans in future years is assessed.

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

There are no specific considerations.

D. PERSONNEL, EQUAL OPPORTUNITIES AND DIVERSITY ISSUES

(including any impact or issues relating to Children and Young People under the Every Child Matters (ECM) framework.)

Workforce planning is undertaken in line with current employment law.

E. RISK MANAGEMENT

Workforce planning is designed to reduce the risk of not having the right resources at the right time within the Force.

F. REVIEW ARRANGEMENTS

A report is provided on an annual basis to the HR Committee to update on the workforce plan for the year.

Within HR the plan is reviewed quarterly against actual strength figures and recruitment intakes are adjusted accordingly.

G. LIST OF BACKGROUND PAPERS

Date	Description	File
	None	