

Cumbria Police Authority
Personnel Committee
27 April 2005

Agenda Item No 5

**ANNUAL REVIEW ON PERSONNEL ISSUES UNDER THE CUMBRIA POLICE
AUTHORITY SCHEME OF DELEGATION 2004/2005**

A Report by the Chief Constable

SUMMARY

This report provides information in addition to the annual personnel data reported to the Committee, with particular reference to those issues delegated under the Cumbria Police Authority Scheme of Delegation.

RECOMMENDATION

That the report be noted.

DETAIL

Annual Review information attached.

**Michael Baxter
Chief Constable**

Staff Appointments and Transfers

Police Officers Appointed	
On Probation	51
On Transfer - ACC	1
On Transfer - Detective Superintendent	1
On Transfer - Sergeants	5
On Transfer - Constables	3
TOTAL	61

Police Staff Appointed	118*
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*18 of whom were Police Community Support Officers (PCSO)

Special Constables Appointed	53
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External funding was applied for and received in support of the following posts:

PCSO	£111,377
Crime Fighting Fund	£2,100,418
Rural Funding	£1,348,383
Special Constabulary (appointment of Co-ordinator, Admin Assistant and Trainer)	£44,545

Termination of Employment

Police Officer Leavers	
Retired on Pension - Superintendents	2
Retired on Pension - Inspectors	2
Retired on Pension - Sergeants	3
Retired on Pension - Constables	14
Retired on ill-health grounds - Constables	3
Transferred to other Police Forces - ACC	1
Transferred to other Police Forces - Sergeant	1
Transferred to other Police Forces – Constables	3
Died in Service	1
Resigned - Sergeant	1
Resigned - Constables	14 *
TOTAL	45

*x1 whilst on Career Break and x8 whilst in probationary period

Commencement of Career Breaks	
Inspector	1
Sergeants	2
Constables	5
TOTAL	8

Police Staff Leavers	
Retirements	5
Ill-Health Retirements	4
Resignations	48
Dismissals	4*
End of Temporary Contract	5
Deceased	2
TOTAL	68

*x3 disciplinary and x1 capability dismissals

No Police Staff early retirement applications were approved.

Special Constable Leavers	
Retirements	1
Resignations	3

Turnover/Wastage

	% Wastage
Police Officers	3.55%
Police Staff	8.1%
Special Constables	3.17%

Injury Awards

One officer who retired on ill health received an injury award

One officer was unsuccessful with their appeal against an injury award

Review of Degree of Disability

Reviews have commenced on 2 officers who retired with a % disability, however no outcomes have been confirmed. The reviews are being prioritised according to the bracket the awards currently fall into.

Secondments of Staff

During the year 4 officers were seconded out of the Constabulary – 1 overseas, 1 NW Regional Intelligence, 1 G8 summit, 1 Sgt to National Crime Squad

Retention of Police Officers

1 Constable has been retained under the 30+ Scheme.

1 Constable is currently retained beyond age 55 years, with annual review built into the process.

2 Special Constables have been retained under the extension of service policy. These policies have contributed to the low turnover of Police Officers.

Officers Engaged on Service Overseas

1 Constable has been seconded overseas to Sierra Leone.

2 officers on short (weeks) secondments to Thailand and SriLanka (Operation "Bracknell - Tsunami appeal)

Regrading of Police Staff

17 posts were regraded during the period.

There were 2 appeals against regrading, both of which were successful.

Police Pensions

At 31.3.05 there were 1125 ex officers or widows in receipt of police pensions.

Business Interests

Applications for Business Interests	
Inspectors	3
Sergeants	3
Constables	8
Police Staff	20
TOTAL	34

1 Police Officer application was unsuccessful. All the remaining were approved.