

Police and Crime Commissioner for Dyfed-Powys response to:

Efficiency Spotlight Report: The impact of recruitment and retention on the criminal justice system

I welcome the report and findings of this efficiency spotlight report on an exceptionally important area for policing. The spotlight report was raised as a topic for discussion at a meeting of the Policing Board on 14th of March 2024. This is the forum at which I hold the Chief Constable to account for the delivery of policing services across the Dyfed-Powys area.

The overall conclusion in the report is that each agency needs the right people doing the right job for the Criminal Justice System (CJS) to be effective.

Dyfed-Powys Police has invested in this area and are working on understanding why staff leave. A wellbeing and retention officer has been in post since September 2023 to assist with this process.

Dedicated staff were engaging in conversations with officers in their probation periods and early years, including officers who were openly considering leaving as well as those who were not. This work will be further supported by the talent acquisition post currently being advertised.

Entry routes into the Force have been identified as a contributing factor. As such the Chief Constable is reviewing ways of improving the current offer. My office will seek to ensure the results of this review are presented at a future Policing Board meeting for oversight.

Dyfed-Powys Police supervisors are undertaking leadership courses to make sure they have the necessary training and skills to carry out their role. The Force is also considering its personal development review process to make sure it is as effective as possible and valued by officers and staff.

Dyfed-Powys Police recognises the importance of recruiting and retaining the right people to undertake every role. I am assured the Force is committed to supporting individuals in their career progression.

I acknowledge that whilst there were no specific recommendations outlined within the report, it does highlight an important issue for the whole of the criminal justice system. My office will ensure that the topic continues to be monitored through Policing Board and Local Criminal Justice Board meetings.