

REPORT / SUMMARY DECISION SHEET

PURPOSE: COMMISSIONER DECISION

Timing: Urgent

Title: Recruitment Freeze

Category of Decision / Business Area Impact: Finance and Human Resources

Executive Summary:

Dyfed-Powys police requires a work-force that is both responsive and flexible. Achieving this whilst meeting the significant financial constraints will require careful analysis of how policing and support functions are delivered.

The Chancellor's statement on 5th December confirmed the continued constraint on government funding. This will have implications for the Force. Protection of frontline policing and the public is a key priority. Therefore, cost reductions must be realised through other aspects of the organisation.

A freeze on recruitment of all police staff will be effective immediately. Police constables and police community support officers will not be affected.

Decision:

1. To impose a freeze on recruitment of all police staff (not including police constables or police community support officers) with immediate effect.
2. That all vacancies be reviewed by the Strategic Establishment Review Group. Those that are considered to pose a risk to the organisation if held will be presented to the Commissioner for decision in consultation with the Chief Constable.

Police and Crime Commissioner for Dyfed-Powys

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the NOLAN Principles for Conduct in Public Life.

The above has my approval.

Signature:



Date: 7th December 2012