

Decision ID:

PCCDJ

000790

2025

Decision title: Recruitment & Retention

Executive summary

The continued growth of police officers is a significant component in the Police & Crime Plan 2024 – 2028 and is a Force priority. The 2025/26 budget includes funding for a further 90 officers which will take the net increase in additional officers since 2020 to 815 officers. This request is for additional resources over the next two years to recruit the additional officers on top of replacing officers that leave through natural turnover.

Key Outcomes:

- Additional operational resources available for deployment improving performance
- Strengthened neighbourhood policing
- Improved visibility and increased public confidence
- Improved wellbeing of existing officers through increased availability of officer resources
- Retention of policing skills and expertise

The request is for funding for two years to enable the continued growth of officers through effective attraction, recruitment, training and retention activities to meet the PCC's commitment.

Recommendation(s)

We recommend implementing additional resources for a two year period at a cost of £1,580,658.

Statement on publication

This Decision Record is suitable for publication.

Police and Crime Commissioner approval

I hereby **approve** the recommendation above.

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Signature:

Donna Jones.

Name:

Donna Jones

Police and Crime Commissioner for Hampshire

Date:

10-04-2025

