

Decision ID:

PCCDJ

000793

2025

Decision title

Detective Resourcing – Trainee Detective and Detective Retention Payments

Executive summary

It is nationally recognised with various working groups across all forces; COP and highlighted by HMIC that the recruitment and retention of PIP2 accredited officers and staff in policing has been in a critical position for some time. A report from the Criminal Justice Joint Inspection stated that ‘forces need to prioritise workforce retention; and ‘the lack of detectives is a persistent and long-standing issue’. A sustainable PIP2 pipeline remains a concern internally within Hampshire and the Isle of Wight Constabulary and is currently recorded as an amber risk on the force risk register. Within the last year, this has reduced from a red risk and as of 04/02/2025 the likelihood changed from likely to possible and the impact changed from major to moderate. Bearing in mind this time last year, the risk started as imminent and severe, it is clear that some excellent progress has been made.

The priorities for the force are to deliver exceptional local policing, relentlessly pursue criminals and support victims of crime. In order to deliver these, it is imperative that the organisation attracts, retains and equips the correct level of investigator for each crime type. The PIP2 Investigator utilises a range of appropriate investigative approaches to gather material, placing the victim at the centre of all actions and decisions, to safely and effectively investigate serious and complex crimes with a view to achieving an appropriate outcome for that investigation. The requirement to have adequate resourcing of PIP2s is critical to the success of investigating serious and complex crime and achieving the best outcomes for the victim/s of crime. The level of responsibility, risk and workload managed by PIP2’s is continually increasing requiring incentives to encourage the recruitment of new candidates and retain the talent we have already invested in. As a force, we need to prioritise attracting and developing a strong pipeline of PIP2 officers whilst retaining the current PIP2 experience we hold. We suffer attrition to our neighbouring forces, NCA and the private sector who are able to offer candidates higher financial incentives, reduced workloads and less stressful environments.

As of 27/02/2025, the current establishment of PIP2 officers and staff within Hampshire and Isle of Wight Constabulary is 421 versus a current strength of 425, however, this is inclusive of those currently on a PIP2 pipeline. Of this 425, 337 are accredited PIP2, 39 are independent trainee PIP2 and 49 are non-independent trainee PIP2. This is a current deficit of 88 of accredited PIP2. This is an improved increase of 49.1 since 30/04/2024. The predicted PIP2 forecast for the remainder of 2025 shows this gap continuing to close.

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Despite the improvements seen in the past year, immediate decisions and actions are required to continue to counter attrition factors and to build upon retention strategies to maintain a sustainable pipeline. This paper brings forward those immediate recommendations.

Recommendation(s)

Request for funds to mitigate these risks in the 25/26 financial year:

1. Payment of a £1000 PIP2 pathway retention payment to trainee PIP2s split into two £500 increments; the first on completion of the DDP course and second at the point of PIP2 accreditation.

Cost of £500 to 103 candidates due to complete DDP courses within the next year. Cost of second payment of £500 to 103 candidates above plus an additional 70 with a current live portfolio.

Total cost of £138,000

2. Payment of a £875 PIP2 accredited retention payment

Cost of £875 per year to current strength (337) - £294,875

A previous Decision Request was submitted and approved for a total of £2.6 million pounds. Currently, we are forecasted to have a £390,235.50 underspend on this amount. Due to this, the total cost requested below has this deducted.

Total cost of £42,639.50 (£432,875 total - £390,235.50 underspend)

Statement on publication

This Decision Record and supporting Decision Request documentation 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:

31-05-2025

