**Quarterly HP Update (June 2022)**

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| **TITLE 2. Quarterly HR Update (PUP, establishment flux, issues of significance)** |
| Nottinghamshire Police completed their recruitment of Operation Uplift Officers finishing with an additional 6 officers and a new establishment figure of 363 as of the 31st March 22.  Recruitment continues at PACE with the opening of new PEQF pathways such as the Degree Holder Entry Programme and Degree in Policing pathway this financial year that will supplement the IPLDP Police Officer recruitment until this pathway closes in March 2023.  We are developing a new pathway for the Military to fast-track them onto the PCDA pathway and are collaborating with the University of Derby and College of Policing to begin a pilot in Jan 2023. This innovation highlights the need to widen attraction to skilled members of the community who may not have the required educational eligibility but have transferrable skills that align with policing.  The National PUP programme continues until the end of the financial year and we are continuing to build on our success and assisting the programme with continued recruitment, as we transfer to the National sifting application process that seeks to minimise attrition and improve equality for all candidates applying to become an Officer, including those from the BAME community.  New Apprenticeship roles are offered for Police staff across the organisation including roles in Fleet, CiPD and Forensics. We are also seeking graduate employees to begin new roles in HR and IT further supplementing our growth in opportunities for Police staff.  The new HR IT system ‘iTrent’ went live on the 1st April that incorporated HR and Finance as well as support training and duties management and saw the move away from the Multi-force system to in house functionality. This transition has improved the services we offer to our employees and we look forward to embedding the recruitment function later in the summer. |