

What estimate the force have made of the total per capita cost of employing a police officer, including recruitment, training, equipment, payroll and any additional resources required.

West Midlands Police are using the National Chief Police Officers Council (NPCC) model for our estimated cost.

Using the NPCC model, and adjusting it to include a full year's salary in order to answer the question as worded, the cost equates to an average of £74,886 per 1.0fte (Full time equivalent) additional Police Officer, including Police Officer Pay, additional Police Staff, recruitment, training and equipment and additional resources required.

The above figure excludes capital expenditure (expenditure on assets such as vehicles and premises, the costs of which would be spread over more than 1 year).

PCC responds to Home Office announcement on officer numbers:

<https://www.westmidlands-pcc.gov.uk/pcc-responds-to-home-office-announcement-on-officer-numbers/>

What estimate the force has made of the total cost of the first year police officer recruitment target set by the Home Office, and whether the funding provided through the spending review to the force meets that cost.

The first Police Officer Recruitment target for West Midlands Police is 366 fte. This target covers 15 months from January 2020 to 31st March 2021, crossing 2 financial years.

For 2019/20, the target is 120 fte. The estimated cost is £1,753,000, which includes the part year effect of the increase in Police Officers, as the additional Police Officers to meet the target, will start in Q4 2019/20.

The funding announced for 2019/20 will cover costs incurred in 2019/20.

For 2020/21 (onwards) funding has not yet been announced by the Home Office, so we do not have the information to respond to this part of the question.

For this response, we have used the National UPLIFT model assumptions using West Midlands Police fte, and divided it by 1,200 Officers. The national model was used to allocate funding by the Home Office. This includes 1200 officers pay and support, IT and D and all other related costs such as Forensic Scientists, Custody Support Assistants, Payroll Advisors, Uniform, Fleet and other related costs.

Please note: This response is as at 20/01/2020.