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**REPORT / SUMMARY DECISION SHEET**

**PURPOSE:** COMMISSIONER DECISION

**Timing:** Pressing

**Title:** Recruitment Freeze

**Category of Decision / Business Area Impact:** Human Resources

**Executive Summary:**

A decision was taken on 7<sup>th</sup> December 2012 to implement a recruitment freeze for all police staff, in order to allow for careful analysis of how policing and support functions would be delivered. This would inform requirements to recruit to satisfy vacancies held. Such a decision would also enable adequate cost savings.

However, as the Strategic Establishment Review Group has clearly identified organisational requirement for a number of vacancies to be recruited to, subject to final approval being given by the Police and Crime Commissioner, it is considered that it would be appropriate to lift the recruitment freeze with immediate effect.

All vacancies will continue to be reviewed by the Strategic Establishment Review Group and any expansion in establishment must be reported to the Police and Crime Commissioner for final approval.

**Decision:**

1. To lift the recruitment freeze 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.

**~~Chief Executive~~ / Assistant Chief Executive / ~~Chief Financial Officer~~ (Delete as appropriate)**

I have been consulted about the proposal and confirm that financial and legal advice have been taken into account in the preparation of this report. I am satisfied that this an appropriate request to be submitted to the Commissioner.

**Signature:** 

**Date:** 20.02.2013

**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:** 20.02.2013

**Public Access to Information. Suitable for publication under the FOI Act 2000?**

Yes