



-  **Police Staff Investigators**
60 additional police staff investigators
-  **Police officers**
Final tranche of 100 newly recruited officers due to join and begin their training at Tally Ho!

EARLY SPRING 2018



April 2018


-  **PCSOs**
80 new PCSOs due to join and begin their training
-  **Specials recruitment**
Recruitment drive set to launch in the new year to bring in fresh cohort of volunteer officers

WINTER 2017

-  **Police officers**
Second launch of 100 newly recruited officers start training
-  **PCSOs**
The next tranche of 20 new PCSOs start training
-  **Force Contact**
Ongoing recruitment of 40 Force Contact staff continues


AUTUMN 2017


-  **Cadets**
The force's new cadet scheme is due to launch. Specific numbers are currently unknown and will be subject to ongoing training commitments for officers and PCSOs
-  **Force Contact**
Next phase of 40 Contact staff due to be recruited


-  **Police Staff Investigators**
Working as part of the Investigations teams these 100 staff will help colleagues gather and secure evidence to support criminal investigations.
-  **PCSOs**
40 new PCSOs to start training

SUMMER 2017


-  **Transferees**
Work starts to attract and recruit 100 transferees by early 2018


-  **PCSOs**
Training begins for the first tranche of PCSOs


-  **Force Contact**
The recruitment of approximately 40 new Contact staff per month continues


-  **Blue Line project**
Recruitment process begins for students applying to join the force in 2018 as special constables during their placement year from university

SPRING 2017

-  **Police officers**
The first cohort from 280 new police officers from the 2016 recruitment drive start training at Tally Ho!

-  **PCSOs**
Recruitment and selection of 160 new PCSOs starts

-  **Force Contact**
Intensive external recruitment campaign underway with the aim of recruiting 40 new Contact staff every month from now to December

-  **Summer demand and Christmas duties**
Early advance internal communications to staff around plans for summer demand and christmas working to allow them plenty of planning time

Resourcing journey map

This chart sets out the force's workforce plan over the next 12-18 months, which shows the timescales for recruiting a range of staff including: 280 new officers (including new, transferees, Police Now recruits and direct entry candidates), 160 PCSOs, 240 Contact Centre staff and 100 new Police Staff Investigators.

