

***'EFFICIENCY SPOTLIGHT REPORT: THE IMPACT OF RECRUITMENT AND RETENTION ON THE  
CRIMINAL JUSTICE SYSTEM'***

**A CRIMINAL JUSTICE JOINT INSPECTION PUBLISHED ON 15TH FEBRUARY 2024  
AVON & SOMERSET PCC RESPONSE DATED 11TH APRIL 2024**

Recruitment and retention is important to all organisations. This is especially true in policing and the criminal justice system given the seriousness and complexity that the workforce deal with; helping to protect the public and deliver justice.

My Police and Crime Plan has areas of focus on recruiting officers and the capability of the police. Although Avon and Somerset Police surpassed their target for the number of police officers recruited, it is essential people feel supported and valued in their work and are equipped to deliver the best service for the public. You can read more about the progress against the plan in my annual reports on my website <https://www.avonandsomerset-pcc.gov.uk/reports-publications/annual-reports/>

This report contains no recommendations for myself or the Chief Constable.

However, I note the findings of this report and will consider it in relation to my future scrutiny of Avon and Somerset Police and as Chair of the local Criminal Justice Board.

This response is published on the OPCC website <https://www.avonandsomerset-pcc.gov.uk/reports-publications/hmicfrs-reports/>