

# Thames Valley Police work in partnership with Reed to deliver an essential component of their workforce

YPO Framework | Ref: 942 | Managing Temporary and Permanent Recruitment



## Background

Reed are the strategic managed service recruitment partner to Thames Valley Police Force (TVP) who are the largest non-metropolitan police force in England and Wales. Responsible for policing the counties of Berkshire, Buckinghamshire and Oxfordshire, which is divided into 12 local policing areas. Thames Valley Police serve a diverse population of more than two million people.

## The response

Reed has provided a recruitment service to Thames Valley Police Force for over 17 years and since 2010 there has been formal contracts in place which have allowed a genuine partnership to flourish. Thames Valley Police appointed Reed as their recruitment partner on the YPO framework in 2019, and the partnership continues to develop and evolve to deliver an essential component of the Thames Valley Police workforce.

## The outcomes

- Working in partnership - engaging and building relationships across all levels of stakeholders, Reed have evolved the partnership with Thames Valley Police and have created bespoke solutions which deliver on our commitments
- Being fully transparent - the XMS system is personalised to the needs of Thames Valley Police and generates detailed Management Information that can be viewed at any point by their HR, Procurement and Finance teams. This includes spend, department, supplier, location and total, headcount breakdown by supplier, details on live roles, fill rates

- Reed deliver a flexible Hybrid model offering two routes to market: Neutral and Master Vendor. Reed channel all roles through a Resourcing Business partner who maximises fill rates by determining the most efficient route for high volume and or niche roles
- Reed have maintained a 97% average fill rate across all staffing categories, delivering quality hires evidenced by the healthy rate of free temp-to-perm conversions
- Fulfilling immediate and short notice, high volume requests, such as the need for 100 Civilian Investigators in 2019 delivered by the dedicated Reed Secure specialist division
- Proactive management of the supplier panel, ensuring all agencies are engaged to provide on the agreed terms and offer a fully compliant service to Thames Valley Police
- Delivering cost efficiencies such as facilitating the conversion of off-contract spend via the contract, and overtime management
- Helping the force to manage excessive tenure through extension end date management
- Adding value initiatives, including market intelligence, roundtable meetings and webinars, consisting of a panel of experts who discuss with client stakeholders relevant areas such as workforce modelling, brand development, consultancy, IR35, and BAME initiatives