



Personnel Data Report – 3rd Quarter 2005/06

Produced for Cumbria Police Authority - Personnel Committee

Summary

Statistics compiled from HMIC and Personnel Department data reporting on various measurable aspects of the Personnel function.

Detail

To outline areas of particular importance, the following points are listed:

- The third intake of 14 new recruits for 2005/06 was appointed during this reporting period. A BCU Area Commander was also appointed on transfer.
- Female Officers in Cumbria remains well above national average and 60% of the Officers appointed in this reporting period were female.
- Promotion processes to Sergeant, Inspector and Superintendent have been held during this period and overall 22 males and 5 females were successful.
- Since implementation of the Police Officer Extension of Service Schemes, interest has continued to increase with an additional 6 Officers successful in their applications during 2005/06. The total now stands at 8 Officers whose valuable skills have been retained.
- The total number of duty hours recorded for Specials in 2005 is 31,928 compared to 18,212 in 2004. This represents the highest number of duty hours recorded since 1998, when there was an average of 200 officers compared with the present average of 132.
- The Constabulary is on target to attract maximum Crime Fighting Fund grant payments through achieving optimum police officer numbers as at 31.03.06.
- 97% of Police Officer PDRs and 84% of Police Staff PDRs were completed within 60 days of the due date. This gives an overall total of 94% of PDRs being completed within the 60-day requirement as set by HMIC.
- The Constabulary continues to support the secondment of officers to central service functions.

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1.0 General Constabulary Profile

1.1

Overall Constabulary Strength			
	2003/04 Headcount	2004/05 Headcount	31.12.05 Headcount
POLICE			
Part Time	64	72	71
Full Time	1188	1193	1195
TOTAL	1252	1265	1266
	2003/04 Headcount	2004/05 Headcount	31.12.05 Headcount
POLICE STAFF			
Part Time	206	220	233
Full Time	592	623	637
TOTAL	798	843	870
	2003/04 Headcount	2004/05 Headcount	31.12.05 Headcount
SPECIAL CONSTABULARY			
TOTAL	77	126	136
Please note: Due to HMIC reporting requirements, Headcounts do not include those on Career Breaks.			

- The Constabulary is on target to attract maximum Crime Fighting Fund funding through achieving optimum police officer numbers as at 31.03.06.

1.2

Gender and Ethnicity (Headcount)						
	2003/04	% of Total Strength	2004/05	% of Total Strength	31.12.05	% of Total Strength
POLICE						
Male Police	946	76%	938	74%	922	73%
Female Police	306	24%	327	26%	344	27%
Total Black & Minority Ethnic Police	11	0.8%	12	0.9%	11*	0.9%
	2003/04	% of Total Strength	2004/05	% of Total Strength	31.12.05	% of Total Strength
POLICE STAFF						
Male Police Staff	269	34%	284	34%	293	34%
Female Police Staff	529	66%	559	66%	577	66%
Total Black & Minority Ethnic Police Staff	4	0.5%	5	0.6%	4	0.5%
*One Black & Minority Ethnic Officer is currently on Career Break.						

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1.3

Black & Minority Ethnic Targets for Police Officers

Year to meet Home Office target	2002	2004	2008	2009
No. of Black & Minority Ethnic Police Officers	4	7	12	15

- As at the end of this reporting period, we have continued to meet the 2008 Home Office target with 11 serving Black and Minority Ethnic Police Officers and 1 on career break.

2.0 Recruitment Statistics

2.1 Police Recruitment

- Intakes

The third intake of officers for 2005/06 were appointed on 10th October 2005. These appointments included 14 regulars, of which there were 5 male and 9 female. A BCU commander was also appointed to West on transfer.

- Applications Sent

259 Police Application Packs for 2005/06 were sent out during this quarter to ensure sufficient candidates to attend the next Assessment Centre, which is to be held 3rd – 7th April 2006.

- Applications Received

Applications Received	2004/05	2004/05 Black & Minority Ethnic	31.12.05	31.12.05 Black & Minority Ethnic
Police Officers Male	64	0	109	0
Police Officers Female	40	0	73	2

2.2 Police Staff Recruitment

- PCSO Intake

No Police Community Support Officers were appointed during this quarter. As at the end of December, the total number of PCSOs was 18.

- Applications Received

Applications Received	2003/04	2003/04 Black & Minority Ethnic	2004/05	2004/05 Black & Minority Ethnic	31.12.05	31.12.05 Black & Minority Ethnic
Police Staff Male	525	8	638	2	419	2
Police Staff Female	728	3	1054	12	674	5

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2.3 Special Constabulary

Special Constabulary Data		
	2004/05	31.12.05
Application packs sent out	546	332
Applications received	150 (27%)	97 (29%)
Applicant breakdown		
Unsuccessful Total	69 (46%)	50 (52%)
Successful/Pending Total	81 (54%)	47 (48%)
Specials appointed		
Males	27	17
Females	26	13
Black & Minority Ethnic	0	1
Total	53	31

Special Constabulary Recruitment/Awareness Raising Events	
County Shows/Events	9
Open Evenings	3
Local Companies	2
Freshers Fayres	2
Community Housing Forum	1
Neighbourhood Forum	4
Total	21

- The total number of duty hours recorded for Specials is 31,928 compared to 18,212 in 2004. This represents the highest number of duty hours recorded since 1998, when there was an average of 200 officers compared with the present average of 132.
- Induction Training for new recruits has continued to improve.
- Pro-active marketing initiatives continue to publicise the recruitment and the effectiveness of the Special Constabulary e.g. Parish Newsletters, Community Police Officers, Employers' intranet/email internal systems, via Employers corporate Responsibility Policies with regard to employee volunteering and many recruitment events around the County.

3.0 End Employment

3.1 Leavers

Leavers (does not include those commencing career breaks)			
	2003/04	2004/05	31.12.05
Police	51	45	39
Police Staff	64	68	54
Special Constabulary	25	5	20
Total	140	118	113

- There has been an increase in the number of leavers from the Special Constabulary for 2005/06 in comparison to 2004/05. This can be attributed to the fact that 7 were appointed to the Regular Police and 1 was appointed as a PCSO.

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3.2 Retention

Officers in Extension of Service Schemes			
	2003/04	2004/05	31.12.05
Over 30 Years Service	0	1	6
Over 55 Years of Age	0	1	2

- Since implementation of the Extension of Service Schemes, interest has continued to increase with an additional 6 Officers successful in their applications during 2005/06. The total now stands at 8 Officers whose valuable skills have been retained.

4.0 Police Promotions

4.1 Promotion Examinations

Constables qualified to rank of Sergeant (OSPRE Part I and Part II)			
	2003/04	2004/05	31.12.05
Male	37	45	50
Female	4	15	13
Black & Minority Ethnic	0	0	0
Total	41	60	63
Sergeants qualified to rank of Inspector			
	2003/04	2004/05	31.12.05
Male	14	33	41
Female	1	6	5
Black & Minority Ethnic	0	0	0
Total	15	39	46

- The latest Sergeants and Inspectors examination results are included in the above table. A further 15 males and 3 female officers passed their Sergeants Ospre Part II exam and 3 males passed their Inspectors Ospre Part I exam, in November 2005.

4.2 Promotion Processes

- In addition, "final" promotion processes were held at Wakefield for Constable to Sergeant and Sergeant to Inspector.
- There are now 10 males and 2 females on the list for promotion to Sergeant, and 10 males and 2 females on the list for promotion to Inspector.
- In December 2005, Promotion processes were also held for Chief Inspector to Superintendent. Following this 2 males and 1 female were promoted to Superintendent.

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4.3 Promotions

Police Promotions				
2004/05				
	Male	Female	Black & Minority Ethnic	Total
Promotion to Sergeant	15	4	0	19
Promotion to Inspector	0	3	0	3
TOTAL	15	7	0	22
31.12.05				
	Male	Female	Black & Minority Ethnic	Total
Promotion to Sergeant	12	5	0	17
Promotion to Inspector	6*	0	0	6
Promotion to Chief Inspector	4	0	1**	4
Promotion to Chief Superintendent	2	0	0	2
TOTAL	24	5	1	29

*Includes 1 promotion to Inspector for a Seconded Officer.
 ** 1 Black & Minority Ethnic is included in the male figure.

5.0 Performance Development Review

- As at 31st December 2005, the percentages of Performance Development Reviews completed were as follows: -

Performance Development Reviews Completed	
	31.12.05
Police Officer	99.90%
Police Staff	98%
Organisational Total	99% completed

- Of the figures shown above, 97% of Police Officer PDRs and 84% of Police Staff PDRs were completed within 60 days. This gives an overall total of 94% of PDRs being completed within the 60-day requirement as set by HMIC.

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6.0 Seconded Officers

Seconded Officers As at 10.02.06			
Secondment Location	Rank	Police Officers	Police Staff
NCS	Det.Con	3*	
NCIS	Det. Con	1	
Centrex	Det.Con	2	
Overseas	2 Sgts/2 Chief Supt.	4**	
Security Services	1 Sgt/1 Con	2***	
HMIC	Inspector	1	
CPS	Inspector	1	
Staff Associations	Sgts	2	1

* Remaining Officers will either return to force or will transfer to Serious and Organised Crime Association (SOCA) by 1st April 2006.

** 1 Sergeant and 1 Chief Superintendent overseas secondments are short-term only. Secondments are to Jordan and Sierra Leone.

*** We are providing a Police Constable to British Transport Police on a 3-monthly ongoing basis.

- All secondments are 12 month reviewable and contracts can be terminated for organisational or personal reasons.
- The final Bruche trainer at Centrex returns on 13th February 2006.
- In addition we have 8 officers on partnership working which includes Youth Offending Team (3), Underwater Search Unit (2), NSPCC project (1), NW Regional Asset Recovery Team/NW Regional Intelligence Cell (2).