



Personnel Data Report – 2nd 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 first two intakes of new recruits for 2005/06 were appointed during this reporting period. A total of 27 new Officers were appointed.
- Female Officers in Cumbria remains well above national average and 48.15% of the Officers appointed in this reporting period were female.
- Five Police Community Support Officers were appointed during this quarter to replace PCSOs appointed to Police Officers. As at the end of September, the total number of PCSOs was 19.
- Since implementation of the Police Officer Extension of Service Schemes, interest has continued to increase with an additional 4 Officers successful in their applications during 2005/06. The total now stands at 6 Officers whose valuable skills have been retained.
- Through effective and innovative recruitment activities, the Constabulary is well positioned to meet the Home Office target of 144 Special Constables by 31.03.06.

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Personnel Data (2nd Quarter 2005/06)

1.0 General Constabulary Profile

1.1

Overall Constabulary Strength			
	2003/04 Headcount	2004/05 Headcount	30.09.05 Headcount
POLICE			
Part Time	64	72	68
Full Time	1188	1193	1197
TOTAL	1252	1265	1265
	2003/04 Headcount	2004/05 Headcount	30.09.05 Headcount
POLICE STAFF			
Part Time	206	220	233
Full Time	592	623	629
TOTAL	798	843	862
	2003/04 Headcount	2004/05 Headcount	30.09.05 Headcount
SPECIAL CONSTABULARY			
TOTAL	77	126	138
Please note: Due to HMIC reporting requirements, Headcounts do not include those on Career Breaks.			

1.2

Gender and Ethnicity (Headcount)						
	2003/04	% of Total Strength	2004/05	% of Total Strength	30.09.05	% of Total Strength
POLICE						
Male Police	946	76%	938	74%	928	73%
Female Police	306	24%	327	26%	337	27%
Total Minority Ethnic Police	11	0.8%	12	0.9%	11*	0.9%
	2003/04	% of Total Strength	2004/05	% of Total Strength	30.09.05	% of Total Strength
POLICE STAFF						
Male Police Staff	269	34%	284	34%	287	33%
Female Police Staff	529	66%	559	66%	575	67%
Total Minority Ethnic Police Staff	4	0.5%	5	0.6%	5	0.6%
*One Minority Ethnic Officer is currently on Career Break.						

- Across England and Wales, female Officers represent only 21% of the total (March 2005 Home Office Stats), this rose from 20% in March 2004. The proportion of women in senior ranks remains low, but has risen in the last year, from 8% to 10% in March 2005.

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- Cumbria Constabulary establishment figures show that 27% of its Police Officers are women. However, this is not reflected across all ranks. The highest percentage is reflected in the probationer group. Due a female appointment to Chief Superintendent during this quarter, women are now represented at this rank.

1.3

Minority Ethnic Targets for Police Officers				
Year to meet Home Office target	2002	2004	2008	2009
No. of 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 Minority Ethnic Police Officers and 1 on career break.

2.0 Recruitment Statistics

2.1 Police Recruitment

• Intakes

The first two intakes of new recruits for 2005/06 were appointed during this reporting period. There were 12 appointed on 18th July and a further 15 on 30th August. The gender split of these intakes was 14 males and 13 females. Nationally, 32% of joiners were females in 2004/05 and Cumbria remains above this with 48.15% of new recruits female between April and September 2005.

The third intake for 2005/06 is planned for 10th October for 15 appointments.

• Applications

The first batch of 76 Police Application Packs for 2005/06 were sent out during this quarter to ensure sufficient candidates to attend the next Assessment Centre.

2.2 Police Staff Recruitment

• PCSO Intake

Five Police Community Support Officers were appointed during this quarter to replace PCSOs appointed to Police Officers. As at the end of September, the total number of PCSOs was 19.

• Applications Received

Applications Received	2003/04	2003/04 Minority Ethnic	2004/05	2004/05 Minority Ethnic	30.09.05*	30.09.05* Minority Ethnic
Police Staff Male	525	8	638	2	236	0
Police Staff Female	728	3	1054	12	313	1

*These figures are accurate approximations due to requirement of report completion prior to end of quarter.

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2.3 Special Constabulary

Special Constabulary Data		
	2004/05	30.09.05*
Application packs sent out	546	224
Applications received	150 (27%)	62 (28%)
Applicant breakdown		
Unsuccessful Total	69 (46%)	14 (23%)
Successful/Pending Total	81 (54%)	48 (77%)
Specials appointed		
Males	27	14
Females	26	8
Minority Ethnic	0	0
Total	53	22

*These figures are accurate approximations due to requirement of report completion prior to end of quarter.

Special Constabulary Recruitment/Awareness Raising Events	
County Shows/Events	9
Open Evenings	2
Local Companies	2
Freshers Fayres	2
Community Housing Forum	1
Neighbourhood Forum	1
Total	17

- The results from the Spring ViewPoint (Bi-annual questionnaire) seeking opinions and views of Special Constables on all aspects of their role, showed an overall 83% satisfaction rate. A minor increase on the previous Autumn results but indicates maintenance of good practice.
- To improve training at Induction level and in Area, the number of hours allocated for each have both been increased. Induction Training has increased from 48 to 104 hours to enable new recruits to be more competent and confident when first out on duty. Area Training has increased from approximately 4 hours to 18 hours.
- The Home Office Target for the total number of Special Constables for March 2006 is 144. As at 30.09.05, there are 138. The final intakes for this year are planned for 9th November and 30th January 2006 with an approximate of 12 appointments on each.

3.0 End Employment

3.1 Leavers

Leavers (does not include those commencing career breaks)			
	2003/04	2004/05	30.09.05
Police	51	45	25
Police Staff	64	68	35
Special Constabulary	25	5	11
Total	140	118	71

- 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 3 were appointed to the Regular Police with a further 2 awaiting appointment on future intakes. In addition, 1 Officer retired during this quarter.

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3.2 Retention

Officers in Extension of Service Schemes			
	2003/04	2004/05	30.09.05
Over 30 Years Service	0	1	4
Over 55 Years of Age	0	1	2

- Since implementation of the Extension of Service Schemes, interest has continued to increase with an additional 4 Officers successful in their applications during 2005/06. The total now stands at 6 Officers whose valuable skills have been retained.

4.0 Police Promotions

4.1 Promotion Examinations

Constables qualified to rank of Sergeant			
	2003/04	2004/05	30.09.05
Male	37	45	45
Female	4	15	15
Minority Ethnic	0	0	0
Total	41	60	60
Sergeants qualified to rank of Inspector			
	2003/04	2004/05	30.09.05
Male	14	33	44
Female	1	6	6
Minority Ethnic	0	0	0
Total	15	39	50

- Since the last reporting quarter, there have been no promotion examinations to qualify Officers to the next rank. The next Sergeants examination for Constables is scheduled for the next quarter of 2005/06, the results of which will be included in the report following results publication.

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4.2 Promotions

Police Promotions				
2004/05				
	Male	Female	Minority Ethnic	Total
Promotion to Sergeant	15	4	0	19
Promotion to Inspector	0	3	0	3
TOTAL	15	7	0	22
30.09.05				
	Male	Female	Minority Ethnic	Total
Promotion to Sergeant	9	4	0	13
Promotion to Inspector	3*	0	0	3
Promotion to Chief Inspector	2	0	0	2
Promotion to Chief Superintendent	1	0	0	1
TOTAL	15	4	0	19
*Includes 1 promotion to Inspector for a Seconded Officer.				