#### OFFICIAL

# AUTHORITY

Meeting	Scottish Police Authority Resources Committee
Date	6 February 2020
Location	Pacific Quay, Glasgow
Title of Paper	People Management Information
	Dashboard Report Q3
Presented By	Jude Helliker, Director of People
	and Development
<b>Recommendation to Members</b>	For Discussion
Appendix Attached	Appendix A - People Management
	Information Dashboard December
	2019

### PURPOSE

The purpose of this paper is to introduce to the People Management Information Dashboard for December 2019.

Members are invited to discuss the content of this paper.

### 1. BACKGROUND

- 1.1 This paper has been prepared in response to action RES-P-20191107-005 (9.5) and provides members with detailed Police Officer and Police Staff management information for December 2019. This report will be provided quarterly.
- 1.2 A more detailed report providing members with analysis of reporting statistics will be provided bi-annually.

## 2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 Please refer to attached appendix A – 'People Management Information Dashboard December 2019'.

## 3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications as a result of this paper.

#### 4. PERSONNEL IMPLICATIONS

4.1 Personnel implications are detailed within the attached appendix - 'People Management Information Dashboard December 2019'.

#### 5. LEGAL IMPLICATIONS

5.1 There are no legal implications as a result of this paper.

#### 6. **REPUTATIONAL IMPLICATIONS**

6.1 There are no reputational implications as a result of this paper.

#### 7. SOCIAL IMPLICATIONS

7.1 There are no social implications as a result of this paper.

#### 8. COMMUNITY IMPACT

8.1 There are no community implications associated with this paper.

#### 9. EQUALITIES IMPLICATIONS

9.1 There are no equalities implications associated with this paper.

## **10. ENVIRONMENT IMPLICATIONS**

10.1 There are no environmental implications associated with this paper.

### RECOMMENDATIONS

Members are invited to discuss the content of the report and appendix.

An in a constrained and a constrained a											Pec	ple Ma	nagemei	nt Inforr	nation Da	shboard	- Decen	nber 2019	v1.00											
Note         Note        Note        Note        No	Topic	Total Strength (FTE)	Dec-19	Dec-18		% Ch	ange	Police	Officers				Numeric							Dec-18		% Change	A	GENCY	STAFF	BREA	KDOWN	1	Insights	
Norm		Officers Actual (FTE)	17,258.815	17.258.815 17.174.610		0.5%		Establishme	ent / Funded Po	sts (FTE)	17,234	17,234	Change		Establishment/F	unded Posts (FT	E)				Ghange		PS & SPA	Dec-19	Dec-1	8 Nu	umeric	% Change	Special Constable Numbers are	
		Staff Actual FTE	5,612.555	5,399.430	213	3.9%	⁄₀ ▲	Actual (FTE	)		17,258.815	17,174.610	84	0.5% 🔺	Actual (FTE) incl	udes agency wo	rkers		5,612.555	5,399.430	213	3.9% 🔺	Actual	41	80			-48.8% 🔻	Special Constable numbers have	
No.         No. <td></td> <td>Total Strength (FTE)</td> <td>22,871.37</td> <td>22,574.04</td> <td>297</td> <td>1.3%</td> <td>∕₀▲ ,</td> <td>Actual (Hea</td> <td>adcount)</td> <td></td> <td>17,489</td> <td>17,402</td> <td>87</td> <td>0.5% 🔺</td> <td>Actual (Headcou</td> <td>nt) includes age</td> <td>ncy workers</td> <td></td> <td>5,986</td> <td>5,775</td> <td>211</td> <td>3.7% 🔺</td> <td>Male</td> <td>26</td> <td>39</td> <td>-</td> <td>-13 -</td> <td>-33.3% 🔻</td> <td>decreased by 9.3% in comparison to the same period the previous year. The Force</td>		Total Strength (FTE)	22,871.37	22,574.04	297	1.3%	∕₀▲ ,	Actual (Hea	adcount)		17,489	17,402	87	0.5% 🔺	Actual (Headcou	nt) includes age	ncy workers		5,986	5,775	211	3.7% 🔺	Male	26	39	-	-13 -	-33.3% 🔻	decreased by 9.3% in comparison to the same period the previous year. The Force	
100010		Officer Headcount	17,489	17,402	87	0.5%	%▲ Ι	Headcount	Male		11,906 (68%)	12,011 (69%)	-105	-0.9% 🔻	Headcount Male				2,220 (37%)	2,114 (37%)	106	5.0% 🔺	Female	15	41	-	-26 -	-63.4%▼	are embarking on a marketing campaign to increase numbers.	
Note:Note:Not:		Staff Headcount	5,986	5,775	211	3.7%	∕δ▲ Ι	Headcount	Female		5,583 (32%)	5,391 (31%)	192	3.6% 🔺	Headcount Fema	ale			3,766 (63%)	3,661 (63%)	105	2.8% 🔺		TRANS	FORMA	TION S	STAFF		Use of Agency Staff is Decreasing	
<ul> <li>         Algo:         <ul> <li>             Algo:             Algo:         Algo:             Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:         Algo:</li></ul></li></ul>	()	Total Headcount	23,475	23,177	298	1.3%	%▲ :	Special Cor	nstables		499	550	-51	-9.3% 🔻	SPA Only Actual	(FTE) includes	agency workers	;	573.487	535.585	38	7.1% 🔺	PS & SPA	Dec-19	Dec-1	8 Nu Ch	umeric hange	% Change	Agency staff have decreased by 48.8% in	
<th co<="" td=""><td></td><td>Headcount Male</td><td>14,126 (60%)</td><td>14,125 (61%)</td><td>1</td><td></td><td></td><td>Headcount</td><td>Male (SC)</td><td></td><td>340 (68%)</td><td>378 (69%)</td><td>-38</td><td>-10.0%<b>▼</b></td><td>SPA Only Actual</td><td>(Headcount) ind</td><td>ludes agency v</td><td>vorkers</td><td>597</td><td>560</td><td>37</td><td>6.6% 🔺</td><td>Actual</td><td>168</td><td>224</td><td></td><td>-</td><td>-25.0% 🔻</td><td></td></th>	<td></td> <td>Headcount Male</td> <td>14,126 (60%)</td> <td>14,125 (61%)</td> <td>1</td> <td></td> <td></td> <td>Headcount</td> <td>Male (SC)</td> <td></td> <td>340 (68%)</td> <td>378 (69%)</td> <td>-38</td> <td>-10.0%<b>▼</b></td> <td>SPA Only Actual</td> <td>(Headcount) ind</td> <td>ludes agency v</td> <td>vorkers</td> <td>597</td> <td>560</td> <td>37</td> <td>6.6% 🔺</td> <td>Actual</td> <td>168</td> <td>224</td> <td></td> <td>-</td> <td>-25.0% 🔻</td> <td></td>		Headcount Male	14,126 (60%)	14,125 (61%)	1			Headcount	Male (SC)		340 (68%)	378 (69%)	-38	-10.0% <b>▼</b>	SPA Only Actual	(Headcount) ind	ludes agency v	vorkers	597	560	37	6.6% 🔺	Actual	168	224		-	-25.0% 🔻	
<ul> <li> <ul> <li></li></ul></li></ul>		Headcount Female	9,349 (40%)	9,052 (39%)	297	3.3%	% <b>▲</b> I	Headcount	Female (SC)		159 (32%)	172 (31%)	-13	-7.5% 🔻	Headcount Male				190 (32%)	184 (33%)	6	3.3% 🔺	Male	92	102		-10	-9.8%▼	Transformation Staff Decreasing	
															Headcount Fema	ale			407 (68%)	376 (67%)	31	8.2% 🔺	Female	76	122		-46 -	-37.7%▼	Decrease of 25% compared to previous vear.	
					Rank/Grad	de White S	Scottish	% of rank		% of rank	White Minority	% of rank	BME	% of rank		% of rank	Not Recorded	% of rank	Total	]	Ethr	nic Origin (PSC	OS Staff)	% No.	Ethnic Or	rigin (SPA s	Staff) 9	% No.		
<ul> <li> <ul> <li></li></ul></li></ul>					Constab	le 106	682	77%		9%	286	2%	209	2%	1027	7%	377	3%			White	Scottish		84% 4529	White Sco	ottish	75	5% 452	Police Officers - largest proportion of ra	
<ul> <li> <ul> <li></li></ul></li></ul>					Sergea	nt 20 <sup>-</sup>	17	82%	177	7%	29	1%	31	1%	203	8%	<5	<1%	]		All Oth	er White British	ı	7% 374	All Other	White Britisl	sh 15	5% 87	(78%) are "white-Scottish".	
<ul> <li> <ul> <li></li></ul></li></ul>	Equality &	E&D - Police Officers			Inspect	or 70	06	83%	54	6%	15	2%	<5	<1%	74	9%	0	0%	17.534		White	Minority		1% 77	White Min	nority	2	% 11	Police Staff - largest proportion of PSO staff (84%) are 'White-Scottish'.	
Image: Property in the serie of the se	Diversity				Chief Inspect			83%	18	8%	<5	<1%	6	3%	14	6%	0	0%						2% 87						
<ul> <li> <ul> <li></li></ul></li></ul>				Superin							-				-	-							se						(75%) are 'White-Scottish'. Special	
		On a sist O su stabilar									333				+	-				-		corded				rded			Constables - largest proportion of SPCs (70%) are 'White-Scottish')	
Image         Image <t< td=""><td></td><td>•</td><td></td><td></td><td>100</td><td>ai 30</td><td>50</td><td>70%</td><td></td><td></td><td>8</td><td>2%</td><td>11</td><td></td><td>1</td><td>1%</td><td>81</td><td></td><td>499</td><td></td><td>Iotai</td><td></td><td></td><td></td><td></td><td>10</td><td></td><td>JU% 599</td><td>Police Officers - the gender profile year</td></t<>		•			100	ai 30	50	70%			8	2%	11		1	1%	81		499		Iotai					10		JU% 599	Police Officers - the gender profile year	
<ul> <li> <ul> <li></li></ul></li></ul>									110041														Аррон						date of recruits is 39% female, 61% mal	
<ul> <li> <ul> <li></li></ul></li></ul>																		December 194					N						Police Staff - the gender profile year to	
<table-container><th colsa<="" td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>Female (%)</td><td></td><td></td><td></td><td>263 (39%)</td><td>1</td><td></td><td></td><td>to Date (Apr 19 -</td><td></td><td></td><td></td><td></td><td>Fem</td><td>nale (%)</td><td></td><td colspan="2"></td><td></td><td>date of recruits is 57% female, 43% mai</td></th></table-container>	<td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>Female (%)</td> <td></td> <td></td> <td></td> <td>263 (39%)</td> <td>1</td> <td></td> <td></td> <td>to Date (Apr 19 -</td> <td></td> <td></td> <td></td> <td></td> <td>Fem</td> <td>nale (%)</td> <td></td> <td colspan="2"></td> <td></td> <td>date of recruits is 57% female, 43% mai</td>										Female (%)				263 (39%)	1			to Date (Apr 19 -					Fem	nale (%)					date of recruits is 57% female, 43% mai
		(Apr 10 mar 20)							Financial Year	to Date Total				678				Mar 20)				Financial	Year to Dat	te Total	431				1	
Parter         Image: Imag	Recruitment			_					North			Ea	ist			_	We	st	_											
Interest				Re	gion			А	D	N	с	E	J	Р	G	к	L	Q	U	v	Iotal								Probationer numbers are up by 4% whe comparing the same period last year.	
<ul> <li> <li></li></li></ul>		Probationers	PC/DC Number	r				896	764	497	497	940 749	749	632	2,110	526	432	1,167	688	283	10,181	In comparis						ere 1,575,		
Actional basesActional basesAction			Probationer Number					176	109	44	60	184	115	73	426	83	69	202	51	48	1,640								A, E and G Divisions have the highest	
			% of Probatione	ers				20%	14%	9%	12%	20%	15%	12%	20%	16%	16%	17%	7%	17%										
<ul> <li> <ul> <li></li></ul></li></ul>								MONTHLY	AND YEAR TO	DATE (YTD)	MONT	HLY	q	%	Y	D	%			MONTHLY AN	ND YEAR TO	TO DATE (YTD) MONTHLY			%	YTD		%	Police Officers - Year to date 23% of	
									De		<5		6.0%			. 1.070		-			Dea								percentage split for the month of	
													04.00/					-				<5	3	3.2%				female. Police Staff - Year to date 57% of		
<ul> <li> <ul> <li></li></ul></li></ul>									Transfer to r	Ũ					l			-					6	1	9.4%				leavers are female, 43% male.	
<ul> <li> <ul> <li></li></ul></li></ul>																				1 01100 014			0		0.470				Police Officers - Year to date the largest proportion of officers (54%) leave the	
And the definition of									Retire	ment Pension	40		60	.6%	361 53.8%			Leavers in Dec				Resignation	9	2	9.0%	142	50	).7%	Force as a result of 'Retirement Pension'	
Image: mark	Leavers	Leavers in Dec 2019							Retire	ement Medical	<5		6.	0%							Retirem	ent - Pension	15	4	8.4%	86	30	).7%	proportion of staff (51%) leave the Force	
Image: state         Image: state<										Total	66		10	0%				-			Retirem	nent - Medical				12	4	.3%	due to Resignation.	
Length         -        -         -         - <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td> ,</td> <td></td> <td>55 (8</td> <td>33%)</td> <td></td> <td colspan="3">. ,</td> <td></td> <td></td> <td></td> <td>Transfer to a</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1</td>										,		55 (8	33%)		. ,						Transfer to a								1	
Image: biole         Image: biole<										,			,			. ,		-					31		00%			00%	Turnover Comparison 2018/19	
Image: bolic										Iotai		0											. ,	, ,				Police Officers - Police Scotland's year		
Lange         Service																						· · /								
Rai         Distance		Turnover Rates							Mont	hly and (YTD)		0.4% (I	Dec-19)		3.9%	(Apr-19 to Dec-	19)	Turnover			Month	nthly and (YTD) 0.6% (Dec 1				5.0% (Apr-19 to Dec-19)		ec-19)	Police Staff - Police Scotland's year end	
Rank         j				Se	rvice Bands (I	based on c	data held	d on SCOP	E)				Age Group	)	•	Ge	nder		Serv	vice Bands (ba	ased on data	held on SCOF	PE)		Age Grou	qu		Gender	below the MET's turnover of 7.6%.	
Length         3         5       5         5         5									,				3					1					,							
Langth         I        I         I         I <td></td> <td>Rank</td> <td>otal</td> <td></td> <td>i yrs 0 yrs</td> <td>15 yrs</td> <td>20 yr:</td> <td>25 yrs</td> <td>30 yrs</td> <td>or ove</td> <td>ŝ</td> <td>2</td> <td>2</td> <td>g</td> <td>s</td> <td></td> <td></td> <td>Grade</td> <td></td> <td>yrs</td> <td>0 yrs 15 yrs</td> <td>20 yrs 25 yrs</td> <td>30 yrs</td> <td>s s</td> <td>s</td> <td>rs Is</td> <td></td> <td>_</td> <td></td>		Rank	otal		i yrs 0 yrs	15 yrs	20 yr:	25 yrs	30 yrs	or ove	ŝ	2	2	g	s			Grade		yrs	0 yrs 15 yrs	20 yrs 25 yrs	30 yrs	s s	s	rs Is		_		
Savie         Other Office         I        I			ank T	1 yea	to < 5 to < 1	0 to <	5 to <	0 to <	5 to A	0 yrs	6-24 y	5-34 y	5-44 y	5-54 y	5- 64	emale	ae		1 yea	to < 5	to < 1 0 to <	5 to < 0 to <	5 to < 0 yrs	6-24 y	5-44 y	5-54 y	5	ale fale		
GM1/2       Superinsedent       126       V		Chief Officers	15	Ň			<5	<5	7	<5			~~~~	15		<5	12	1	16	16	22 51	32 17	7 7	10 9	17	39 73	3 20 14			
Substrate         Substrate <t< td=""><td></td><td>Chief Superintendent</td><td>35</td><td></td><td></td><td></td><td>&lt;5</td><td>10</td><td>22</td><td>&lt;5</td><td></td><td></td><td>5</td><td>26</td><td>&lt;5</td><td>7</td><td>28</td><td>2</td><td>95</td><td>127</td><td>86 173</td><td>108 60</td><td>41 39</td><td>37 81</td><td>144</td><td>218 222</td><td></td><td></td><td></td></t<>		Chief Superintendent	35				<5	10	22	<5			5	26	<5	7	28	2	95	127	86 173	108 60	41 39	37 81	144	218 222				
Inspector         852         C <thc< th="">         C        C         C         C</thc<>	Substantive	•													-			3										332 573	range.	
Sergeant         2,454	Rank/Grade				-							4.4			-	_		4											Police Staff - the bighest service hand	
Image: Constate       13.77       922       287       287       287       280       920      920       920       920 <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td>~5</td> <td></td> <td></td> <td>+</td> <td>-</td> <td></td> <td></td> <td>5</td> <td></td> <td>bracket (25%) for police staff is also within</td>						-					~5			+	-			5											bracket (25%) for police staff is also within	
Image: Form of the series of the se				922											+			7											the TO to To year range.	
Image: black				-											-			8									_	24 85		
Image: brance brance brance         Image: brance brance brance         Image: brance brance brance         Image: brance brance         Image: brance brance         Image: brance brance         Image: brance <th< td=""><td></td><td>Percentage (%)</td><td></td><td>5%</td><td>17% 17%</td><td>5 23%</td><td>18%</td><td>11%</td><td>9%</td><td>0.3%</td><td>5%</td><td>32%</td><td>34%</td><td>28%</td><td>2%</td><td>32%</td><td>68%</td><td>9</td><td>7</td><td>18</td><td>8 29</td><td>28 16</td><td>5 5</td><td>6</td><td>37</td><td>57 16</td><td>6 &lt;5 <u>6</u></td><td>50 56</td><td>Police Officers - the age range with the</td></th<>		Percentage (%)		5%	17% 17%	5 23%	18%	11%	9%	0.3%	5%	32%	34%	28%	2%	32%	68%	9	7	18	8 29	28 16	5 5	6	37	57 16	6 <5 <u>6</u>	50 56	Police Officers - the age range with the	
Image: Depindence of the system         Sector of the system <t< td=""><td></td><td></td><td></td><td>1yr</td><td>2yrs 3yrs</td><td>s 4yrs</td><td>5yrs</td><td>&gt;5yrs</td><td>Rank Total</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>				1yr	2yrs 3yrs	s 4yrs	5yrs	>5yrs	Rank Total																					
Temporary Ranks by Duration         Superintedent         11         -<5         1         -         1         -<5         1         -<5         1         -<5         1         -																				-									Dellas Staff (harman	
Ranks by Duration       Chief Inspector       38       cit	Temporary	•		Æ			$\vdash$																<5	<5					highest percentage (31%) is within the ag	
Total       603       1168       654       168       52       53       54       56	Ranks by	•		-	<5 <5		$\vdash$													-					<5 5				group of 45-54 yrs.	
Sergeant       306       35       5       5       5       5       5       5       35       360       10%       20%       11%       25%       15%       9%       6%       5%       3%       16%       24%       31%       23%       2%       63%       37%       86% of temps are in post less than year.	Duration					-	<5																353 292	194 974	1436 1				Police Officer - Temporary Panko	
Total in each year 475 52 8 10 <5 <5 <5 551								<5										%											86% of temps are in post less than one	
			475	52	8 10	<5	<5	<5	551																				year.	

		People Management Information Dasl														shboard - December 2019 v1.00																
			Police Officer Absence - Categories as detailed on SCOPE (based on actual days lost)														Insights															
	Sickness Absence Actual Days Lost (Dec 2019)	ardiac	igestive	ar/Eye	ynaecological	eadache/ ligraine	rectious iseases	usculo- keletal	ervous ystem isorders	sychological	espiratory	ķi	liscellaneous	otal by uration	Sickness Absence Actual Days Lost (Dec 2019)	ardiac	igestive	ar/Eye	ynaecological	ligraine	ifectious iseases	lusculo- keletal lervous	Disorders	sychological	tespiratory	skin	Aiscellaneous	Total by Duration	Police Officers - psychological illness rank highest for police officers and have increased by (+891) (+3%) when comparing the 'actual' number of days lost			
	0 - 28 days	109	2066	16	5 169	9 269	136	≥ ø 2073	14	805	3740	70	2584	12,200	0 - 28 days	69	804	138	107	235	34	547 Z	2	774	2004	21	1218	5,963	to psychological illnesses for the same period last year (31,043) days.			
	29 - 183 days	864	562	35				8795	254	14494	457	240	11119	37,768	29-183 days	497	854	294	149	65			)4	7281	205		5170	17,227	Police Staff - psychological illness also rank highest for police staff and has risen			
	184 - 365 days	1310	533	_	491	1 285		3303	802	7942			5866	20,532	184 - 365 days	307			237			1064		3560	260		1745	7,173	by (+2,140) (+21%) when comparing the 'actual' number of days lost to			
	Over 365 days Total by Reason	2283	3161	52	0 864	394 4 1372	136	399 14570	701	8693 <b>31934</b>	4197	310	6853 26422	17,040 87,540	Over 365 days					300			00 16	813	2469	21	1976 10109	3,986 34,349	psychological illnesses for the same period last year (10,288) days.			
Absence	-	2283	3.6%	0.6				14570	2.0%	36.5%	4197	0.4%	30.2%	100%	Total by Reason	873 2.5%	1658 4.8%	<b>432</b> 1.3%	<b>493</b> 1.4%	0.9%	+			36.2%	7.2%	0.1%	29.4%	100%				
	Percentage (%)	2.0%				-		1	2.0% //20 'v' 2018/19		4.0% ar end projection 2				Percentage (%)	2.3%	4.0%	L	/ork Days Lost		<u> </u>			30.278	AWDL year	end projection	2019/20 - 13.33	100 %				
			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	age m	on Days	2001 100		-		0.92	Dec-18	0.74	0.18	24.5%				/weitage w	Fork Days Lost		-			1.30	Actual Dec-18	year end 2018/ 1.10	<b>19 - 12.92</b> 0.20 ▲	18.3% 🔺	Police Officers - year end absence			
		Average Work Days Lost (Dec 19) Average Work Days Lost (YTD Apr- Dec 19)									Apr-Dec 18	6.58	0.18	7.2%	Sickness Absence	Average Work Days Lost (Dec 2019)								10.08	Apr-Dec 18	9.58	0.51	5.3%	projection is 9.53 days, which is above the 2018/19 year end position of 8.79			
	Sickness Absence (Work					Average				7.05 15,893	Dec-18	12,707	3186	25.1%	(Work Days Lost) Estimate of PS		Average Work Days Lost (YTD Apr- Dec 201							7,309	Dec-18	5,946	1363.0	22.9%	days. Police Staff - year end absence projection			
	Days Lost) Estimate of PO absence cost based on WDL for	Work Days Lost (Dec 2019)									Dec-18	5,765	1027.0	17.8%	absence cost based on WDL for Dec-19 =					Work Days Lost (Dec 2019)			3,285	Dec-18	2,729	556.0	20.4%	is 13.33 days, which is marginally above the 2018/19 year end position of 12.92 days.				
	Dec-19 = £3,426,530.80	Short Term Absence (STA) (Dec 19 Long Term Absence (LTA) (Dec 19									Dec-18	6,942	2159.0	31.1%	£2,848,979.10	Short Term Absence (STA) (Dec 201 Long Term Absence (LTA) (Dec 201								4,024	Dec-18	3,217	807.0	25.1%				
									lorthern Ireland	9,101	8.32 (Apr - Nov 2				-	Benchmark Police Service of Northern Ireland							-		6.33 (Apr - Nov				-			
	Police Officers on Mod	Police Officers on Modified Duties = 1,286, increase of +115 (+10%) in comparison to the same period last year (percentage change in brackets against previous year											Police Staff	blice Staff on Modified Duties = 16, increase of +4 (+33%) in comparison to the same period last year												<u> </u>						
	figure)								st year (perce	nage change in b	rackets agains	si previous year		T Once Starry	(percentage change in brackets against previous year figure)													Police Officers - to date the number of				
		Type B 2,5								< 12 nonths	< 2 /ears	< 5 /ears	< 10 rears	> 10 /ears	Тур	e Total	< 12 veeks	<ul> <li>12</li> <li>nonths</li> </ul>	< 5 rears	10	ears	/ears						officers on modified duties represents 7.4% of all officers (based on headcount).				
Modified Duties		Rehabilitative 474 186 (+2%)									58 (+32%)	30 (+3%)	<5 (0%)	<5 (0%)	Rehabilitativ	e 15	8 (+167%)	4 (+33%)	2 (-60%)	<5 (0%)												
241.00					Exter	nded Reha		-	5 (0%)	152 (-17%)	166 (+24%)	138 (+9%)	21 (+11%)	<5 (0%)	Ext. Rehabilitativ	е							_						Police Staff - to date the number of staff on modified duties represents 0.3% of all			
	Restricted         287         14 (+17%)           III Health Retained         41         <5 (0%)									50 (+25%) 5 (-17%)	42 (-16%) 10 (+11%)	136 (+30%) 18 (+50%)	43 (+72%) 6 (+50%)	<5 (-50%) <5 (0%)	Restricte	d .							-						staff (based on headcount).			
						Total		206	406	276	322	71	5	Tota	 II 15	8	4	2	<5													
								1		0						1	1			10					1				Capability Cases Increasing Police Officer - capability cases have			
	Police Officer Capabilit	y Cases YTD (A	pr-Dec 201	9) = 5 a	an increa				on to the same were 4 cases	New Cases	Change from previous month	Ongoing Cases	Change from previous month	ΥTD			Capability Cases YTD (Apr-Dec 2019) = 33, a increase of 8 mparison to the same period last year when there were 25 cases								đTY				increased by (+25%) in comparison to the same period last year. <b>Police staff</b> cases have also increased by (+32%) when			
Capability Cases										0	0	6	0	5					Cases	0	(-3	3)	5	(-2)	33				comparing the same period.			
						Cate	gories o		Cases Raised		Y	TD (Apr-Dec 1	19)			Categories of Capability Cases Raised YTD (Apr-Dec 19)																
								Abser	Performance			<5 <5				Absence/Attendance 31 Performance <5													Misconduct cases are Decreasing			
Misconduct/	Police Officer Miscone to the same period							52%) in com	, parison to the	Miscondu	ct Assessment	Mi	isconduct Outc	omes		staff Discipline Cases YTD (Apr-Dec 2019) = 20, a decrease of -12 (-									Police Officer misconduct assessments and outcomes have reduced by (-19%) and (-52%) in comparison to the same							
Discipline Cases								· ·	riod last year. Apr- Dec 2019	232 (Apr-I	Dec 2018 - 286)	1	13 (Apr-Dec 2018	- 27)	37.5%) in co	comparison to the same period last year when there were 32 cases 1 (-1) 19								5 <u>5588</u> (+1)	20				period last year. Police Staff Discipline cases are Decreasing			
Employment	Police Officer Employ	cer Employment Tribunal Cases YTD (Apr-Dec 2019) = 9, a decrease of -7 (-44%) in comparison to the same period last year when there were 16 cases									ange vious nth					Police Staff Employment Tribunal Cases YTD (Apr-Dec 2019) = 7 an										Police staff discipline cases have reduced by (-37.5%) in comparison to the						
Tribunals	i once oncer employn										U Chan previo mont (+1)				increase of 6 (+	-600%) in com	parison to the	Cas Cas	5+) Ltor Ltor Ltor Ltor	<u>ē</u> č	Cas 7	TTT 7					same period last year. Police Officer Employment Tribunal cases are Decreasing					
		Police Officer Training Delivere														Police Staff Training Delivered									Police Officer employment tribunal cases have reduced by (-44%) in comparison to the same period last year. Police Staff							
Training										13,115	% C 2011		Avg. per emp										Avç Per emj				employment tribunal cases have increased by 600% from 1 to 7 in					
		Dec-									(+3,730) (+40%)	4	10				Dec-19 1,183 (+103%) (+103%) 2								comparison to the same period the							
	YTD (Apr - Dec)										(+18,795) (+22%)						YTD (Apr-Dec19)					194 (+3,660) (+35%)						Prepared by Per	ormance Reporting w/e 10-01-20 - key contact Carol King			
																												Prepared by Perl	ormance Reporting w/e 10-01-20 - key contact Carol Kin			