

| Best Value Performance Indicators - Human Resources |   |  |                                     |   |   |
|---|---|--|-------------------------------------|---|---|
| BV code   | Indicator   | Performance Target for 2000/2001                                     | Actual Performance (September 2000) | Twelve month average or total to September 2000 |   |
| BVPI124   | Percentage of police officer strength which is female.  | 17% in current year ( <i>target at present is only provisional</i> ) | 15.6%                               | 15.5%   |   |
| BVPI125 a   | Percentage of minority ethnic community police officers in the force.   | 5% in current year (10.3% in five years and 25% in ten years) (GOV)  | 4.00%                               | 3.87%   |   |
| BVPI125 b   | Percentage of minority ethnic police officers in the force compared to the percentage of minority ethnic population of working age. |  |                                     |   | Further work with the Home Office is needed to clarify this indicator and develop a suitable way of expressing it |
| BVPI126 (Police)                                    | Number of working days lost through sickness per police officer.  | 9 days per year  | 10.2 days                           | 9.7 days  | September data not yet available, most recent data relates to July. Quarterly data relates to July only           |
| BVPI126 (Civil)                                     | Number of working days lost through sickness per civil staff.   | 10 days per year   | 11.3 days                           | 11.5 days                                       | September data not yet available, most recent data relates to July. Quarterly data relates to July only           |
| BVPI127 (Police)                                    | Percentage staff turnover of police officers.   | 5% ( <i>target at present is only provisional</i> )                  | 6.4%                                | 5.9%  | July to September data annualised to allow comparison with 12 month figure  |
| BVPI127 (Civil)                                     | Percentage staff turnover of civilian employees.  | 15% ( <i>target at present is only provisional</i> )                 | 20.4%                               | 16.3%   | July to September data annualised to allow comparison with 12 month figure  |
| BVPI128 a (Police)                                  | Percentage of police officers in operational posts;   | No target set (benchmarking information)                             | 87.2%                               |   | Annual survey carried out in March 2000   |
| BVPI128 b (Police)                                  | Percentage of police officers in operational support posts;   | No target set (benchmarking information)                             | 9.4%                                |   | Annual survey carried out in March 2000   |
| BVPI128 c (Police)                                  | Percentage of police officers in organisational support posts   | No target set (benchmarking information)                             | 3.4%                                |   | Annual survey carried out in March 2000   |
| BVPI29 (Police)                                     | Number of medical retirements of police officers as a percentage of all officer retirements;  | 33%  | 35.1%                               | 31.6%   |   |
| BVPI29 (Civil)                                      | Number of medical retirements of civil staff employees as a percentage of all civil staff retirements.                              | 33%  | 34.3%                               | 31.6%   |   |