

Best Value Performance Indicators - Human Resources

BV code	Indicator	Performance Target for 2000/2001	Actual Performance (October 2000)	Twelve month average or total to October 2000	
BVPI 24	Percentage of police officer strength which is female.	17% in current year (<i>target at present is only provisional</i>)	15.6%	15.6%	
BVPI 25 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)	4.03%	3.92%	
BVPI 25 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
BVPI 26 (Police)	Number of working days lost through sickness per police officer.	9 days per year	10.3 days	9.8 days	October data not yet available, most recent data relates to August.
BVPI 26 (Civil)	Number of working days lost through sickness per civil staff.	10 days per year	11.9 days	11.6 days	October data not yet available, most recent data relates to August.
BVPI 27 (Police)	Percentage staff turnover of police officers.	5% (<i>target at present is only provisional</i>)	5.5%	5.9%	October data annualised to allow comparison with 12 month figure
BVPI 27 (Civil)	Percentage staff turnover of civilian employees.	15% (<i>target at present is only provisional</i>)	12.1%	15.3%	October data annualised to allow comparison with 12 month figure
BVPI 28 a (Police)	Percentage of police officers in operational posts;	No target set (benchmarking information)	87.2%		Annual survey carried out in March 2000
BVPI 28 b (Police)	Percentage of police officers in operational support posts;	No target set (benchmarking information)	9.4%		Annual survey carried out in March 2000
BVPI 28 c (Police)	Percentage of police officers in organisational support posts	No target set (benchmarking information)	3.4%		Annual survey carried out in March 2000
BVPI 29 (Police)	Number of medical retirements of police officers as a percentage of all officer retirements;	33%	19.6%	30.6%	
BVPI 29 (Civil)	Number of medical retirements of civil staff employees as a percentage of all civil staff retirements.	33%	24.8%	30.9%	

Command and Operational Resilience

Police	B.W.T.	OWL	Strength	B.W.T. - Strength	
				Variation	As a %
Cmdr and above	41		34	-7	-17.07%
Ch Supt.	57		68	11	19.30%
Det Ch Supt.	17		14	-3	-17.65%
Supt.	98.8		86	-12.8	-12.96%
Det. Supt.	51.2		43	-8.2	-16.02%
Ch. Insp.	234		242	8	3.42%
D.C.I.	168		171	3	1.79%
Insp.	887		897.29	10.29	1.16%
Det. Insp.	378.6		318.6	-60	-15.85%
Sergeant	3176.75		3,117.88	-58.87	-1.85%
Det. Sgt.	1021		968.7	-52.3	-5.12%
Constable	16872.44		16,771.39	-101.05	-0.60%
Det. Constable	2750.5		2,529.09	-221.41	-8.05%
TOTAL	25753.29		25260.95	-492.34	-1.91%

Civil Staff	B.W.T.	OWL	Strength	Variation	As a %
Grade 7 and above	194		182.29	-11.71	-6.04%
Grade 8	279.63		254.24	-25.39	-9.08%
Grade 9	744.45		702.56	-41.89	-5.63%
Grade 10	1,997.34		1,872.31	-125.03	-6.26%
Grade 11	9		135	126	1400.00%
Grade 12	5,879.34		5,516.29	-363.05	-6.18%
Grade 13	922.94		867.79	-55.15	-5.98%
Industrial	706		729.29	23.29	3.30%
Other	377.7		22	-355.7	-94.18%
TOTAL	11,110.40		10,281.77	-828.63	-7.46%

Police Command Ratio to Lower Ranks

	MPS Strength	MPS Ratio	Other Met Forces Ratio	All Other Forces Ratio
ACPO	34	1: 742	1:918	1:612
Ch Supt & Supt	211	1: 119	1:98	1:98
Ch Insp & Insp	1628.89	1: 14	1:17	1:16
Management Total	1873.89	1: 12	1:14	1:13
Sergeants and Constables	23387.06			

MPS Overall Management Ratio to Sergeants, Constables and G10s and below

	Strength	Ratio
Insp and above / Grade 9 and above	3012.98	1:11
Sergeants, Constables and G10s and below	32529.74	

Police Recruitment. The target for 2000 - 2001 is to recruit 1355 officers

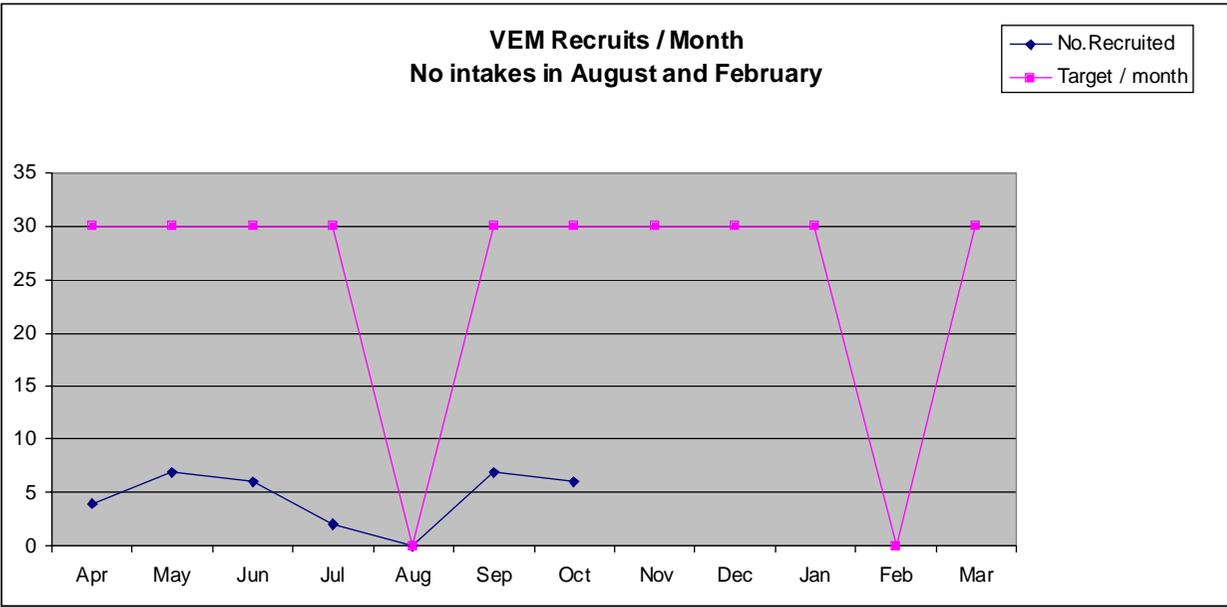
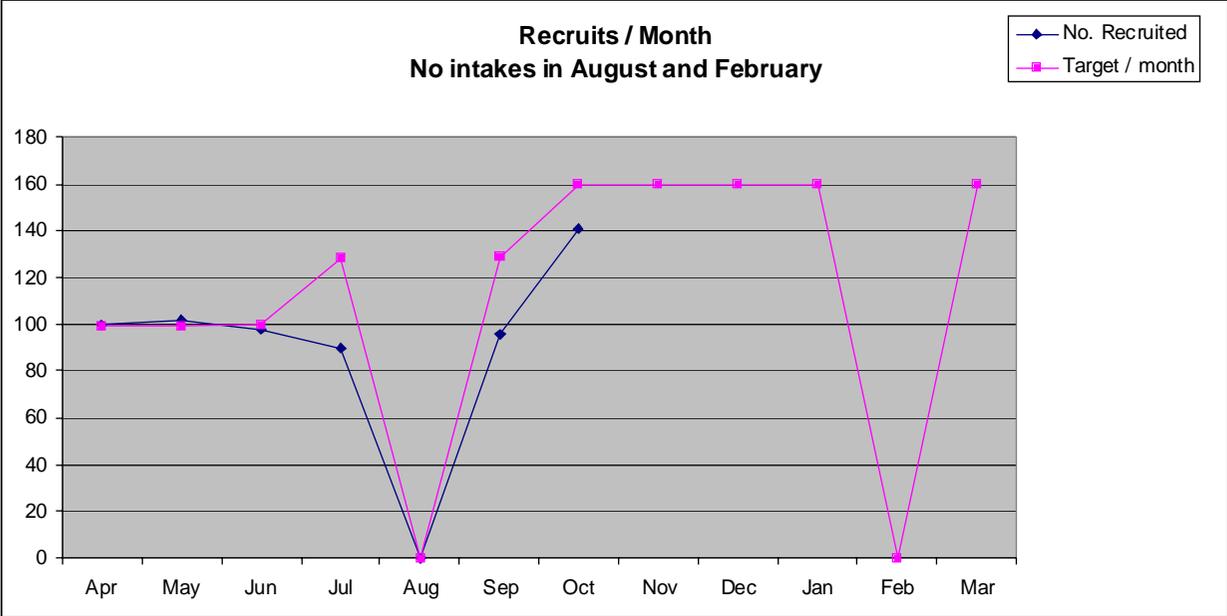
2000 - 2001	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total	Average
Applications sent out	2092	2257	3968	4629	2571	3948	3049						22510	3216.3
Applications received	297	307	322	403	431	414	458						2632	376
Of those :-														
No. / % VEM	42(14.1%)	43(14%)	44(13.6%)	57(14.14%)	76 (14.89%)	87(21%)	80 (17%)						429	16.3%
No. / % Female	52(17.5%)	63(20%)	65(20.1%)	67(16.6%)	69 (17.95%)	115(27.8%)	95 (21%)						526	20.0%
Attended Selection Centre	88	184	105	256	274	225	249						1381	197.3
Of those :-														
No. / % VEM Candidates	2(2.2%)	9(4.8%)	13(12.3%)	14(5.46)	33 (12%)	27(12%)	43 (17%)						141	10.2%
No. / % Female	24(27.2)	41(22.2%)	46(44%)	1(39%)	93 (33.94%)	44(19.56%)	52 (21%)						301	21.8%
Total Recruited	100	102	98	90	0	96	141						627	104.5
Of those :-														
No. / % V.E.M.	4(4%)	7(6.9%)	6(6.1%)	2(2.2%)	0	7(7.29%)	6 (4.26%)						32	5.1%
No. / % Females	21(21%)	23(22.5%)	21(21.4%)	16(17.7%)	0	23(23.96%)	24 (17%)						128	20.4%
No. / % Transfers	1(1%)	3(2.9%)	2(2%)	4(4.4%)	0	2 (2.08%)	18 (12.77%)						30	4.8%
No. / % Re - joins	5(5%)	0	0	0	0	0	6 (4.26%)						11	1.8%

No Intake

New Intakes

Start Date	07/02/2000	13/03/2000	17/04/2000	25/05/2000	26/06/2000	31/07/2000	04/09/2000	09/10/2000	13/11/2000		Average %
End Date	09/06/2000	14/07/2000	18/08/2000	22/09/2000	27/10/2000	01/12/2000	22/01/2001	26/02/2001	02/04/2001		
Intake Designation	02/00	03/00	04/00	05/00	06/00	07/00	08/00	09/00	10/00	Total	
New Intakes	58	64	97	99	96	87	96	122	132	729	
No. from previous intakes	4	3	5	4	4	3	1	0	0	17	
Intake Total*	62	67	102	103	100	90	97	122	132	746	
Target for V.E.M. recruitment	10	10	30	30	30	30	30	30	30	210	
No. / % VEM in Intake	3 (4.8%)	3(4.5%)	3(2.9%)	5(4.85%)	6 (6%)	2 (2.2%)	5 (5.15%)	4 (3.3%)	5 (3.8%)	30	4.02%
No. / % Female in Intake	18 (29%)	16(23.9%)	19(18.6%)	23(22%)	21 (21%)	19 (21.1%)	22 (22.7%)	16 (13.1%)	26 (19.7%)	146	19.57%
No. Graduated this intake	49	55	88	89	82					259	
No. / % VEM Graduated	3(6.%)	2(4%)	3(3.%)	3(3.4%)	5 (6.1%)					11	4.25%
No. / % Female Graduated	14(28.6%)	15(27.3%)	17(19.3%)	22(24.7%)	18 (22%)					57	22.00%
No. failed to graduate this intake	9	4	9	9	7					25	
No. / % V.E.M.	0	1(25%)	0	1(1.12%)	0					1	4.00%
No. / % Females	3(33.3%)	1(25%)	1(11.1%)	1(1.12%)	0					2	8.00%
Number recoured from this Intake	4	8	5	5	8					18	

*There may be a slight variation between the total number recruited to the MPS and the new intakes, due to non-attendees at the Training school.



Police Wastage - Comparator = monthly average of 115

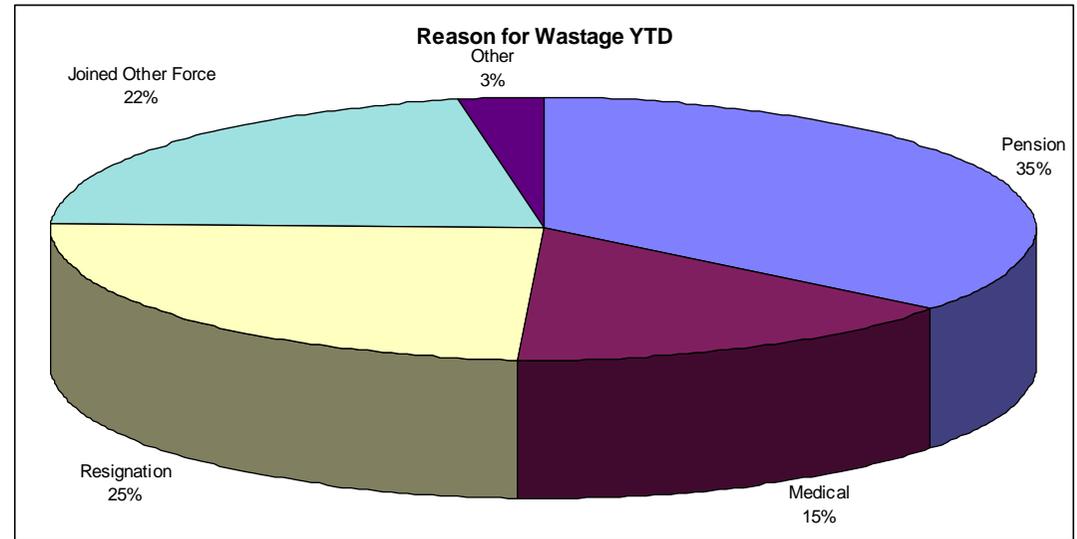
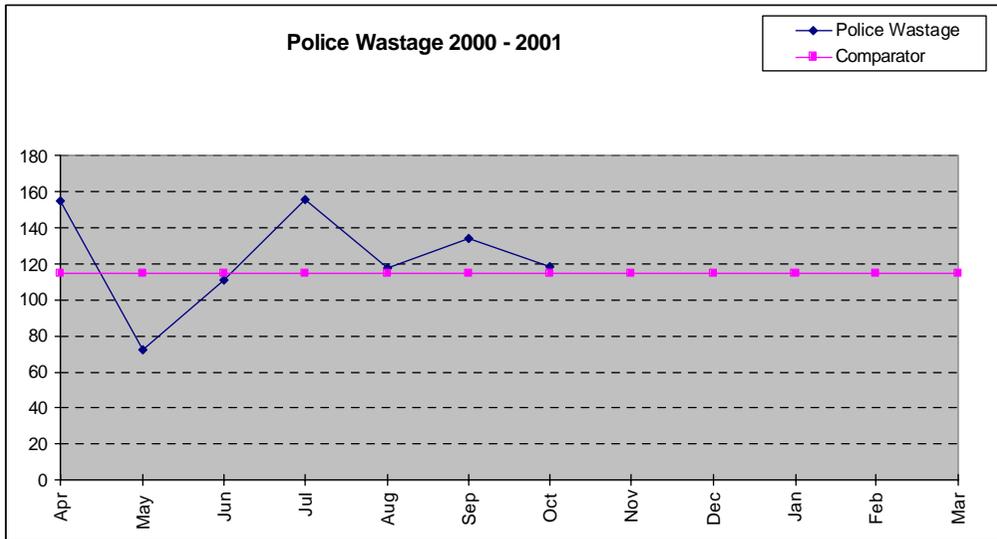
Wastage	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	Average
Police Wastage	154.35	72	111	155.45	118	134.16	118.3						863.26	123.33
Comparator	115	115	115	115	115	115	115	115	115	115	115	115	805	

Reason	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	% of Total
Pension	74	20	46.4	54	31	41	41						307.4	35.60%
Medical	24.35	14	14	24.45	17	26.56	10						130.36	15.10%
Resignation	30	22	28.6	35	36	28.6	33.3						213.5	24.70%
Joined Other Force	22	15	20	36	32	32	32						189	21.90%
Other	4	1	2	6	2	6	2						23	2.70%
Total	154.35	72	111	155.45	118	134.16	118.3						863.26	100.00%
Of which :-														
V.E.M.	4	2	2	7	3	4	5						27	3.13%
Females	21	12.75	14	15.45	20.2	16.16	16.6*						116.16	13.46%

YTD 29.79% of all pensions

* October female wastage has been reduced by 1 to adjust previous roundings.

Exit Surveys Received	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total	
Police / Month	5	17	19	18	22	17	17						115	
% of returns	9.62%	45.95%	39.09%	25.35%	32.35%	28.05%	26.03%						28.57%	

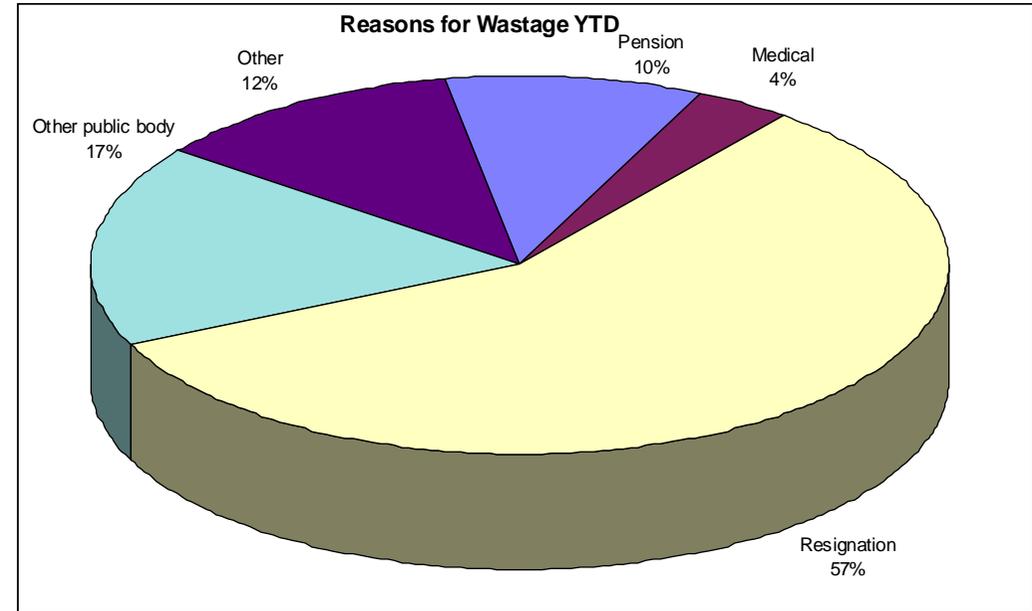
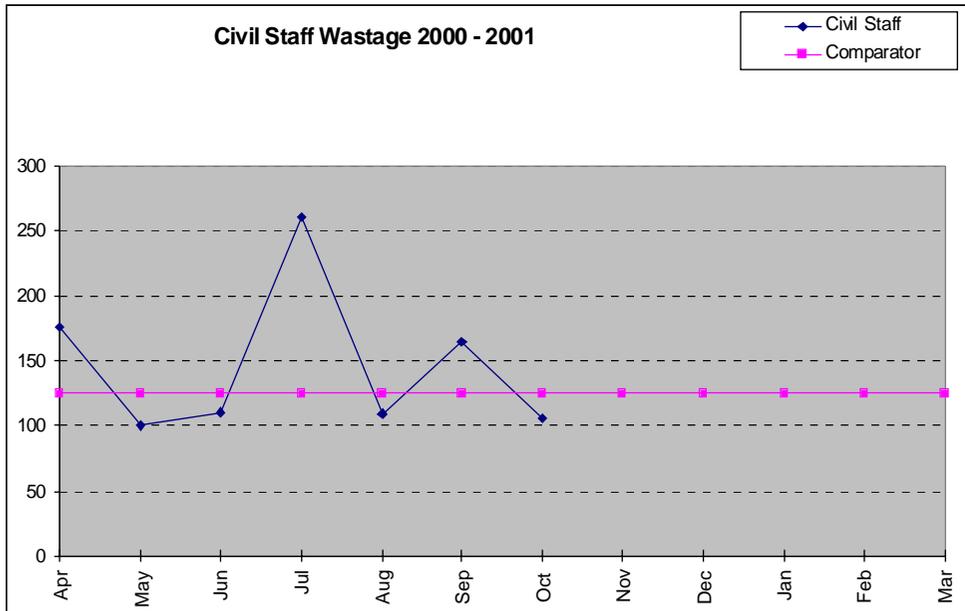


Civil Staff Wastage - Comparator = < 125 / month

Wastage	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	Average
Civil Staff	176	100	111	261	109	165	105.5						1027.48	146.78
Comparator	125	125	125	125	125	125	125	125	125	125	125	125	875	

Reason	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	% of Total
Pension	17	14	12	19	10	12	14.89						98.89	9.60%
Medical	6	3	4	4	9	7	4.56						37.56	3.70%
Resignation	81	65	83	101	70	115	75.8						590.8	57.50%
Other public body	60	2	0	112	0	2	1						177	17.20%
Other	12	16	12	25	20	29	9.23						123.23	12.00%
Total	176	100	111	261	109	165	105.5						1027.48	100.00%
Of these :-														
No. VEM	10	13	13	32	18	20	20.33						126.33	12.00%
No. Female	114	64	67	126	62	99	64.98						596.98	58.00%

Exit Surveys Received	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Civil Staff / Month	42	29	45	49	58	39	48						223
% of returns	29.79%	43.28%	54.22%	23.00%	82.86%	33.33%	62.50%						32.27%



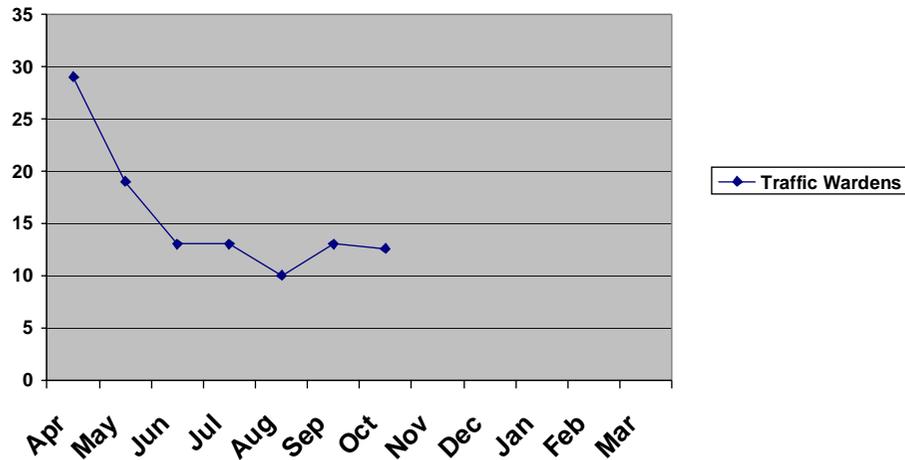
Traffic Warden Wastage - Comparator to be confirmed

Wastage	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	Average
Traffic Wardens	29	19	13	13	10	13	12.56						109.56	15.65
Comparator														

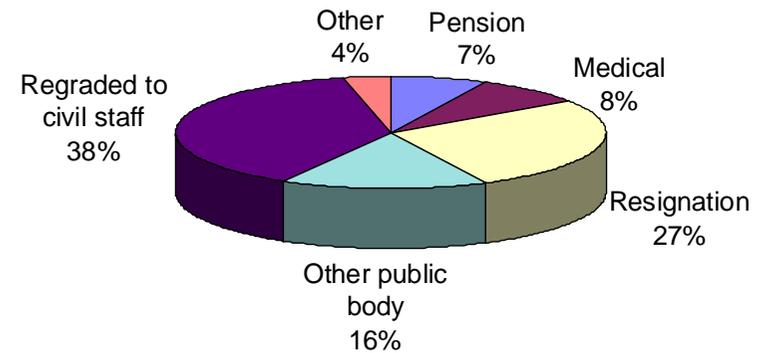
Reason	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	% of Total
Pension	3	0	0	2	1	0	2						8	7.30%
Medical	1	0	4	0	1	2	1						9	8.20%
Resignation	2	7	2	4	5	8	2						30	27.40%
Other public body	17	0	0	0	0	0	0						17	15.50%
Regraded to civil staff	6	10	7	7	3	3	5.56						41.56	37.95%
Other	0	2	0	0	0	0	2						4	3.65%
Total	29	19	13	13	10	13	12.56						109.56	100.00%
Of these :-														
No. VEM	3	7	1	2	1	3	1						18	16.42
No. Female	23	12	7	7	6	7	7.56						69.56	63.49

Exit Surveys Received	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Traffic / Month	1	2	2	3	1	0	1						10
% of returns	5.26%	28.57%	100%	75.00%	20.00%	0%	50.00%						21.28%

Traffic Warden Wastage 2000 - 2001



Reasons for Wastage YTD



Ethnic Minority and Female Progression within the M.P.S.by rank and location as at October 2000

Ethnic Minority	Total Female	Total Male	EM % of total rank	Gender Data	Total Female	Total Male	Female % of rank
Cmdr and above	0	2	5.88%	Cmdr and above	3	31	8.82%
Ch Supt	0	2	2.94%	Ch Supt	1	67	1.47%
Det Ch Supt	0	1	7.14%	Det Ch Supt	0	14	0.00%
Supt.	0	2	2.33%	Supt.	6	80	6.98%
Det. Supt.	0	0	0.00%	Det. Supt.	2	41	4.65%
Ch. Insp.	0	5	2.07%	Ch. Insp.	14	228	5.79%
DCI	1	3	2.34%	DCI	12	159	7.02%
Insp.	2	16	2.01%	Insp.	47.49	849.8	5.29%
Det, Insp	0	9	2.82%	Det, Insp	14.6	304	4.58%
Sergeant	5.69	74	2.56%	Sergeant	310.26	2807.62	9.95%
Det. Sgt	1	16	1.75%	Det. Sgt	88.7	880	9.16%
Constable	176.63	604.8	4.66%	Constable	3,047.55	13,723.84	18.17%
Det. Constable	15	81	3.80%	Det. Constable	389.49	2139.6	15.40%
TOTAL	201.32	815.8	4.03%	TOTAL	3936.09	21324.86	15.58%
TARGET VEM			5.00%	TARGET FEMALE			17.00%

Location	Total VEM Female	Total VEM Male	% Total VEM	Total Female	% Total Female
Borough Total	156.43	586.2	4.52%	2851.14	17.37%
Non Borough Units (TP)	10	47	2.53%	217.28	9.65%
Support & Other (TP)	0	2	6.54%	3.6	11.76%
S.O	18	120.6	3.07%	538.88	11.83%
Personnel	2.89	8	3.02%	71.16	19.7%
DCC	4	18	2.95%	98.53	13.2%
Resources	0	0	0.00%	1	20%
Holding	6	17	4.22%	72.5	13.29%
Recruits	4	17	5.33%	82	20.81%
TOTAL	201.32	815.8	4.03%	3936.09	15.58%
TARGET VEM			5.00%	TARGET FEMALE	17%

Civil Staff - progression of V.E.M. and Females by grade and location as at end of October 2000

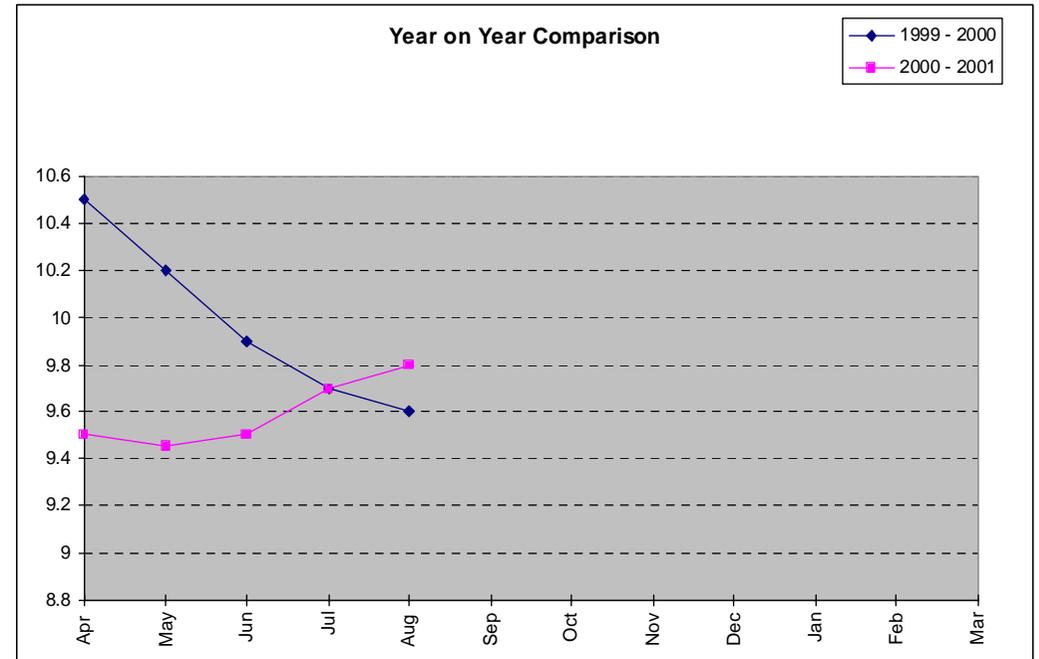
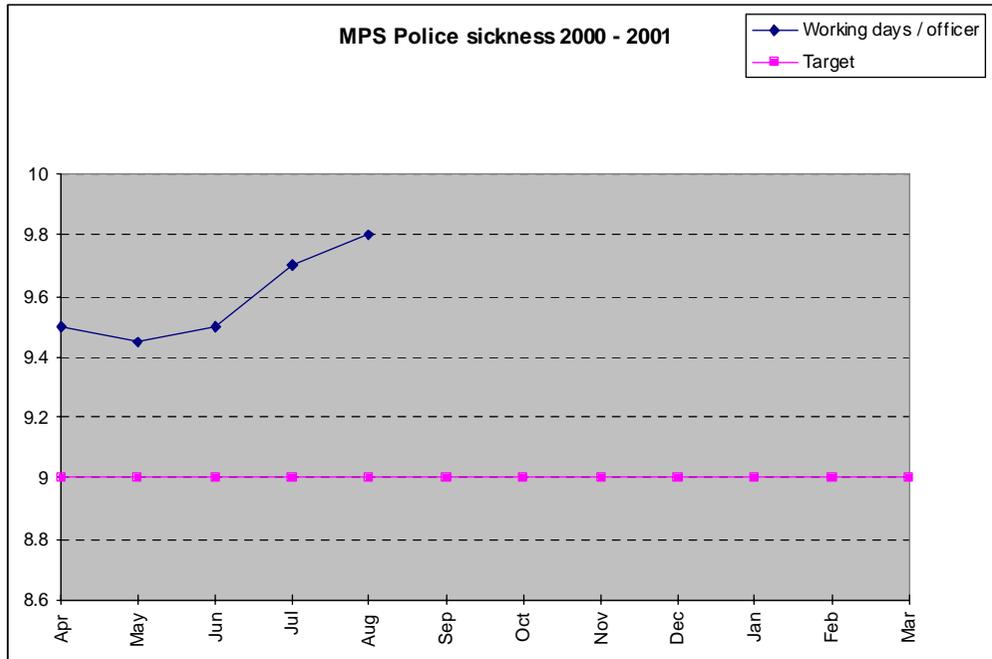
Ethnic Minority	Total Female	Total Male	EM % total of grade	Gender Data	Total Female	Total Male	Female % of grade
Grade 7 and above	4	4	4.39%	Grade 7 and above	48.7	133.59	26.72%
Grade 8	4	4	3.15%	Grade 8	50.86	203.38	20.00%
Grade 9	20.26	26	6.58%	Grade 9	258.91	443.65	36.85%
Grade 10	95.11	62	8.39%	Grade 10	918.02	954.29	49.03%
Grade 11	18	14	23.70%	Grade 11	51	84	37.78%
Grade 12	579.50	253.95	15.11%	Grade 12	3,548.63	1,967.66	64.33%
Grade 13	181.72	35.06	24.98%	Grade 13	730.05	137.74	84.13%
Industrial	226.01	47	37.44%	Industrial	411.4	317.89	56.41%
Other	2	0	0.00%	Other	14	8	63.64%
TOTAL	1,130.60	446.01	15.33%	TOTAL	6031.57	4250.2	58.66%

Location	Total VEM Female	Total VEM Male	VEM Total	% Total VEM	Total Female	% Total Female
Borough Total	449.6	153.1	602.7	14.79%	2872.99	70.49%
Non Borough Units (TP)	34.56	18	52.56	6.09%	449.34	52.04%
Support & other (TP)	6.67	2	8.67	11.20%	42.42	54.79%
S.O	146.45	100	246.45	12.23%	1018.24	50.54%
Personnel	53.99	17	70.99	13.32%	326.86	61.33%
DCC	122.71	69.16	191.87	14.11%	628.16	46.21%
Resources	314.62	82.75	397.37	30.74%	671.06	51.91%
Audit	1	2	3	10.71%	7	25.00%
Holding	1	2	3	8.00%	15.5	41.33%
TOTAL	1130.6	446.01	1576.61	15.33%	6031.57	58.66%

M.P.S. Police Sickness. The target for 2000 - 2001 is 9 working days sickness / officer

M.P.S. Police	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days / officer	9.5	9.45	9.5	9.7	9.8								9.59
Target	9	9	9	9	9	9	9	9	9	9	9	9	9
+ / - Target	0.5	0.45	0.5	0.7	0.8								0.59
+ / - Target as a %	6%	5%	6%	7.80%	9%								6.56%

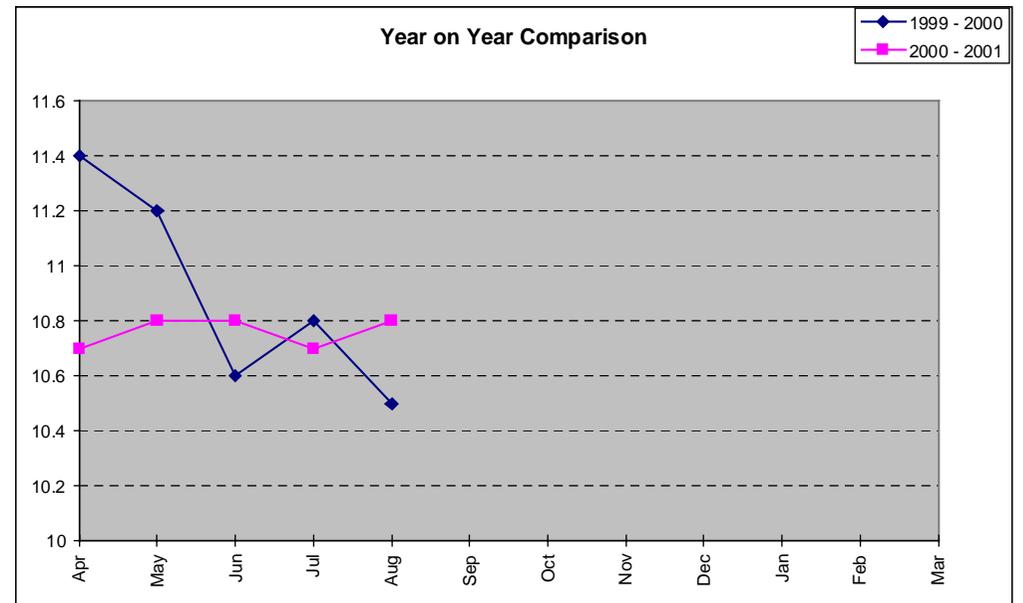
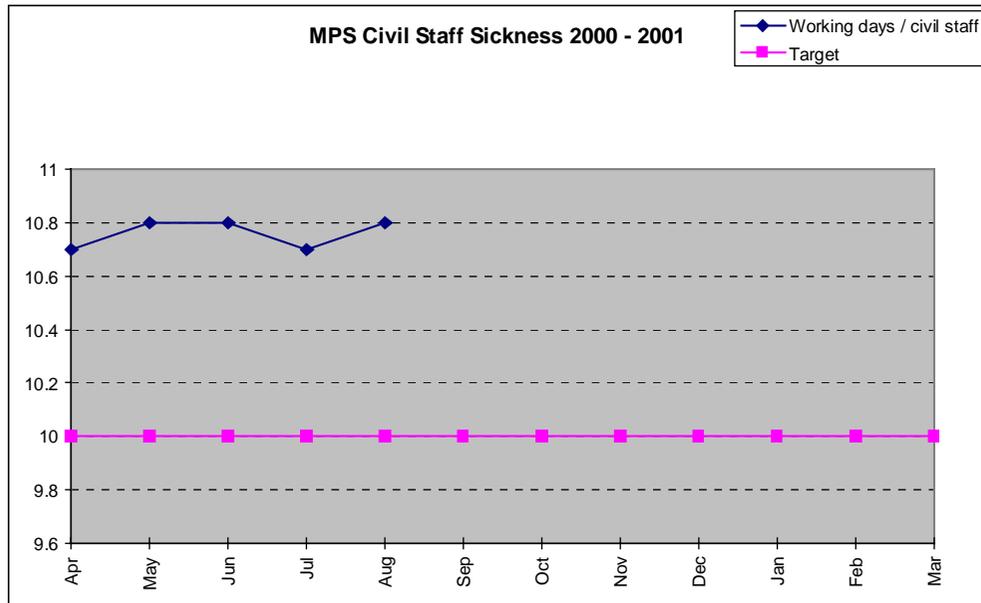
Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
1999 - 2000	10.5	10.2	9.9	9.7	9.6								10.0
2000 - 2001	9.5	9.45	9.5	9.7	9.8								9.59
Yr. on Yr. + / -	-1	-0.8	-0.4	0	0.2								-0.41



M.P.S. Civil Staff Sickness excluding traffic wardens 2000 - 2001. The target is 10 working days sickness / civil staff member

M.P.S. Civil Staff	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days / civil staff	10.7	10.8	10.8	10.7	10.8								10.76
Target	10	10	10	10	10	10	10	10	10	10	10	10	10
+ / - Target	0.7	0.8	0.8	0.7	0.8								0.76
+ / - Target as a %	7%	8%	8%	7%	8%								7.60%

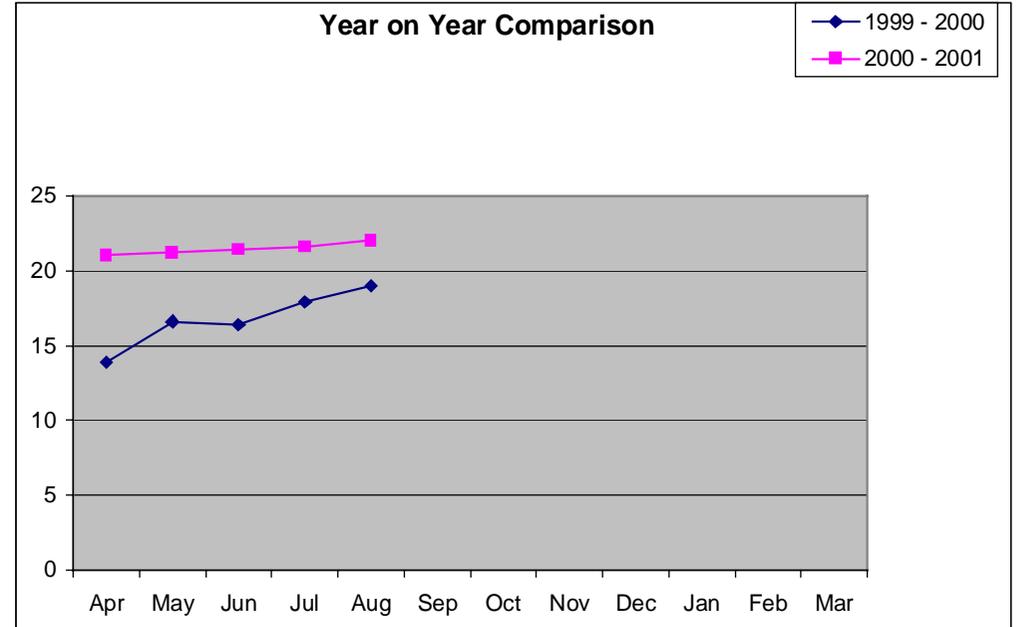
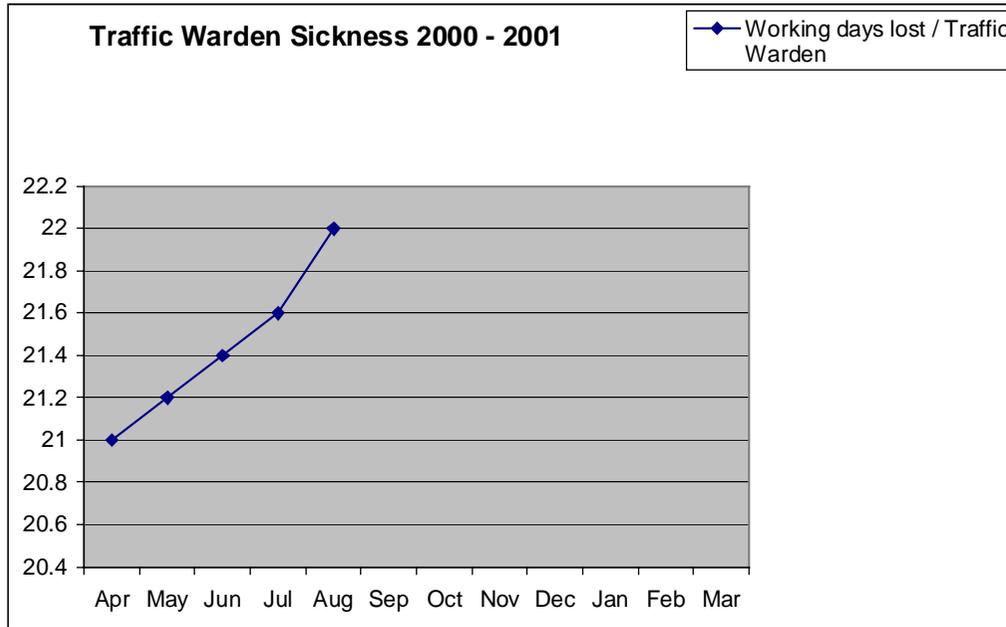
Year on Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
1999 - 2000	11.4	11.2	10.6	10.8	10.5								10.90
2000 - 2001	10.7	10.8	10.8	10.7	10.8								10.76
Yr. on Yr. + / -	-0.7	-0.4	0.2	-0.1	0.3								-0.140



Traffic Warden sickness 2000 - 2001. Target to be established

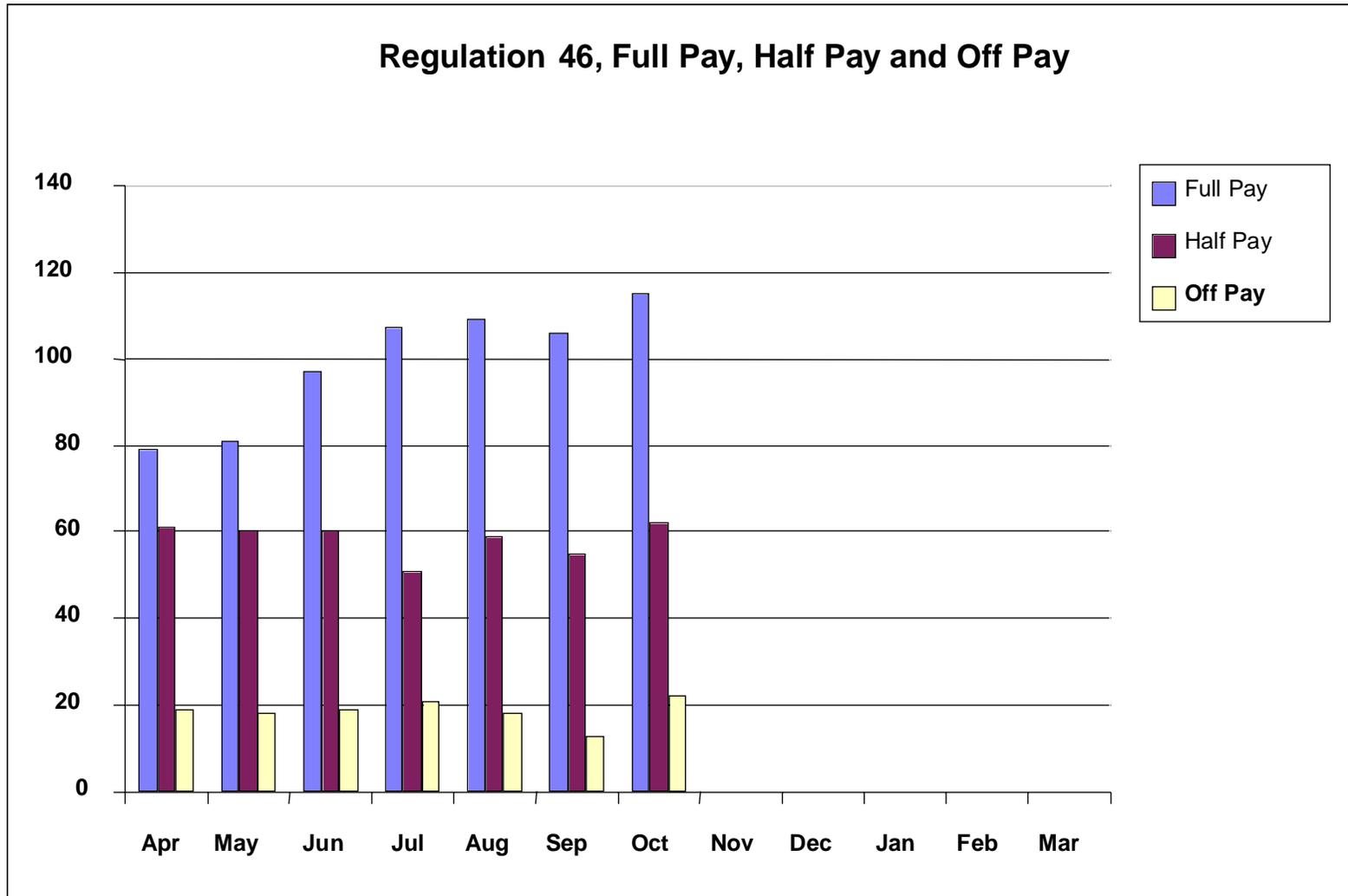
Traffic Warden sickness	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days lost / Traffic Warden	21	21.2	21.4	21.6	22								21.44
Target													
+ / - Target													
+ / - Target as a %													

Year on Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
1999 - 2000	13.9	16.6	16.4	17.9	19								16.76
2000 - 2001	21	21.2	21.4	21.6	22								21.44
Yr. on Yr. +/-	7.1	4.6	5	3.7	3								4.68



Regulation 46

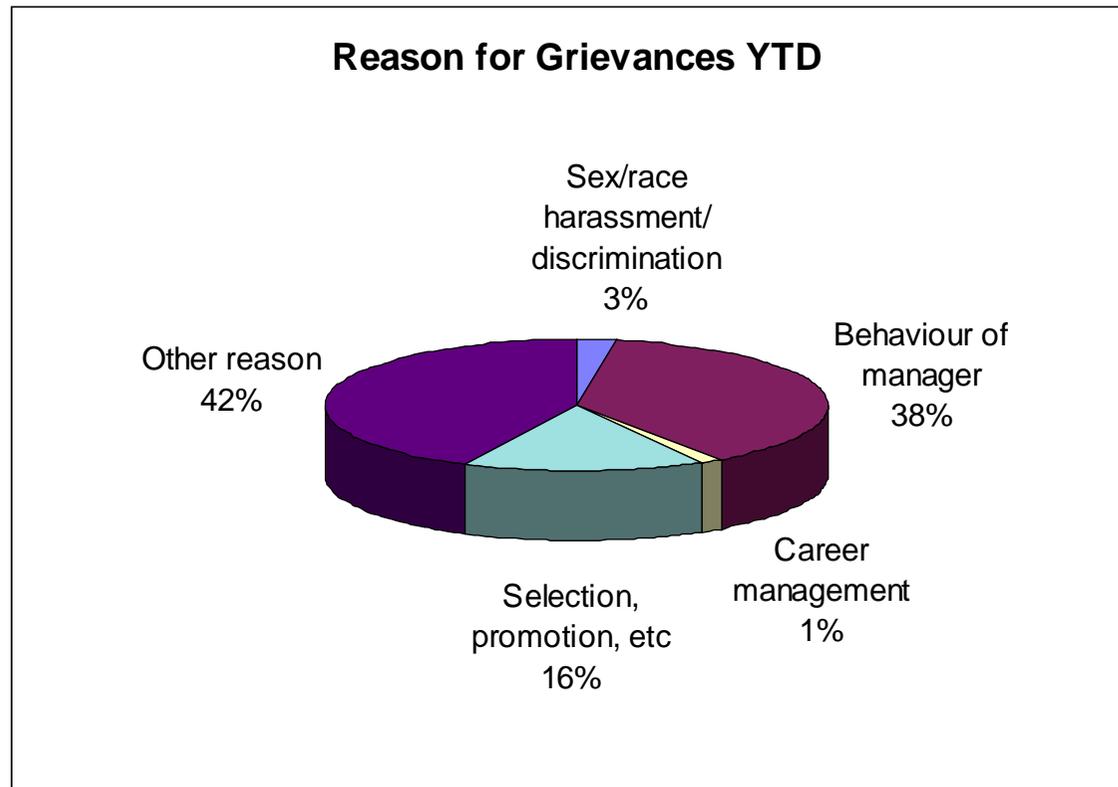
2000 - 2001	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
Full Pay	79	81	97	107	109	106	115						99
Half Pay	61	60	60	51	59	55	62						58
Off Pay	19	18	19	21	18	13	22						19
TOTAL	159	159	176	179	186	174	199						176



M.P.S. Grievances

Grievances	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
New grievances	11	17	8	13	5	11	12						77
of which :-													
Sex/race harassment/discrimination	0	2	0	0	0	0	0						2
Behaviour of manager	6	4	3	5	2	2	7						29
Career management	0	0	0	1	0	0	0						1
Selection, promotion, etc	1	3	2	1	1	3	1						12
Other reason	4	8	3	6	2	6	4						33

Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
1999 - 2000 total / month	15	14	13	18	8	19	8						95
2000 - 2001 total / month	11	17	8	13	5	11	12						77
+ / - year on year	-4	3	-5	-5	-3	-8	4						-18

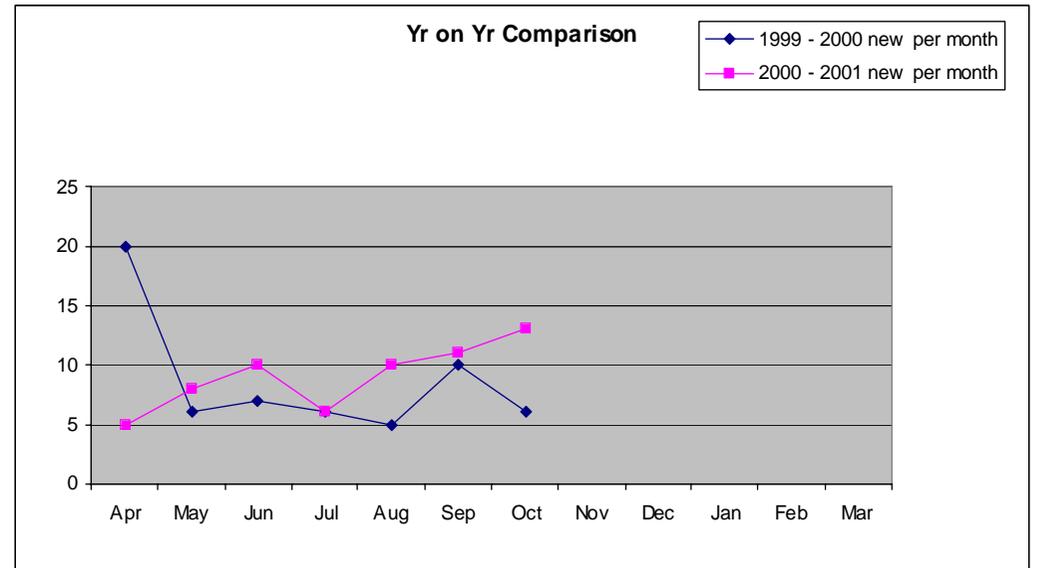
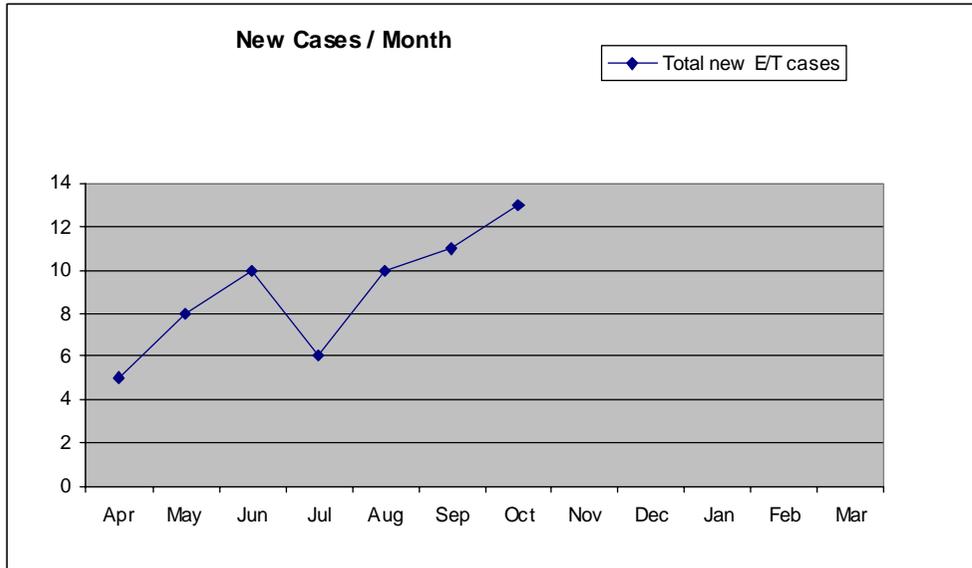


Employment Tribunals M.P.S.

Employment Tribunals	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
Total new E/T cases	5	8	10	6	10	11	13						63
Total current E/T cases	87	88	89	86	93	101	112						

4 of these cases are not new ET cases but are appeals lodged by one individual in relation to previous ET actions

Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
1999 - 2000 new per month	20	6	7	6	5	10	6						60
2000 - 2001 new per month	5	8	10	6	10	11	13						63
plus / minus yr. on yr.	-15	2	3	0	5	1	7						3



Occupational Health

Occupational Health	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
No. of New Occupational Health Referrals	294	278	392	281	319	385	448						358.25
No. of Ongoing Health Cases				1359	1513	1459	1244						1394
Types of Disposal													
Return to Full Duties				147	150	151	159						151.75
Return to Restricted Duties				31	40	30	12						28.25
Ill Health Retirements				9	27	12	13						15.25
Resignations/Retirements				6	14	4	7						7.75
Other				0	6	1	1						2
Total				193	231	198	192						203.5
% Achieved (Disposed to On-Going)				14%	15%	13.57%	15.43%						15%
No of New recuperative Duties	113	103	185	130	167	199	183						154.29
No. of On-Going Recuperative Duties	612	518	698	730	753	756	630						671

Occupational Health	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
Referrals to Welfare Service	58	96	79	70	84	104	97						84

* Figures for April, May and June are not available, therefore the Average/Month is calculated from July onwards.