

**Best Value Performance Indicators - Human Resources**

<b>BV code</b>	<b>Indicator</b>	<b>Performance Target for 2000/2001</b>	<b>Actual Performance (January 2001)</b>	<b>Twelve month average or total to January 2000</b>	
BVPI 24	Percentage of police officer strength which is female.	17% in current year ( <i>target at present is only provisional</i> )	15.70%	15.57%	Using figures to January 2001
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)	4.11%	3.99%	Using figures to January 2001
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	11.3 days	10.01 days	November data not yet available, most recent data relates to October 2000
BVPI 26 (Civil)	Number of working days lost through sickness per civilian employee.	10 days per year	13.1 days	11.8 days	November data not yet available, most recent data relates to October 2000
BVPI 27 (Police)	Percentage staff turnover of police officers.	5% ( <i>target at present is only provisional</i> )	8.2%	5.8%	Most recent data relates to 12 months to January 2001
BVPI 27 (Civil)	Percentage staff turnover of civilian employees.	15% ( <i>target at present is only provisional</i> )	11.7%	14.7%	Most recent data relates to 12 months to January 2001
BVPI 28 a (Police)	Percentage of police officers in operational posts;	No target set (benchmarking information)	87.2%		To be calculated once a year. Position as on March 2000
BVPI 28 b (Police)	Percentage of police officers in operational support posts;	No target set (benchmarking information)	9.4%		To be calculated once a year. Position as on March 2000
BVPI 28 c (Police)	Percentage of police officers in organisational support posts	No target set (benchmarking information)	3.4%		To be calculated once a year. Position as on March 2000
BVPI 29 (Police)	Number of medical retirements of police officers as a percentage of all officer retirements;	33%	35.7%	31.4%	Most recent data relates to 12 months to January 2001
BVPI 29 (Civil)	Number of medical retirements of civil staff employees as a percentage of all civil staff retirements.	33%	47.6%	33.3%	Most recent data relates to 12 months to December 2000

## M.P.S. Strength as at the end of January 2001

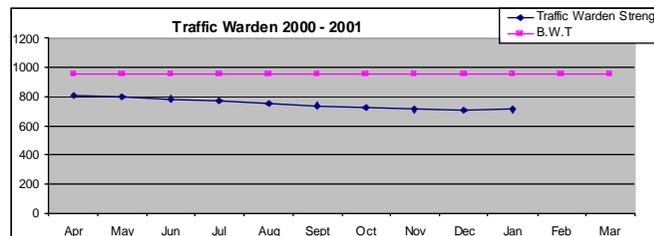
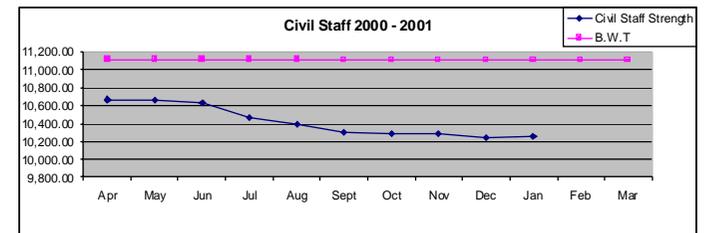
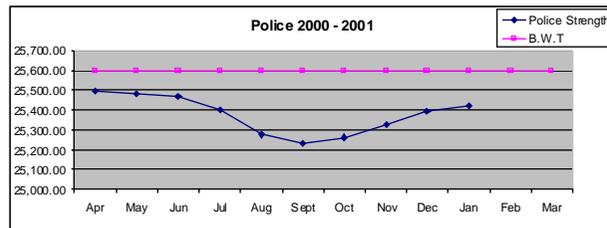
## Appendix 2

M.P.S.	B.W.T.	Strength	Variation	V.E.M. Strength	As % of Strength	Female Strength	As % of Strength
Police	25,600.00	25,389.87	-210.13	1,031.52	4.06%	3,975.31	15.66%
Civil Staff	11,110.40	10,241.09	-869.31	1,595.74	15.58%	6,002.44	58.61%
Traffic Wardens	959	707.69	-251.31	86.5	12.22%	432.85	61.16%

Details are awaited of Business Group 2000/2001 comparative OWL data.

### M.P.S. Strength – year to date

	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average
<b>Police Strength</b>	25,497.24	25,483.64	25,467.82	25,402.94	25,274.96	25,228.87	25,260.95	25,325.71	25,389.87	25,421.79			25,375.38
<b>B.W.T</b>	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00	25,600.00
<b>% of variation</b>	-0.4%	-0.5%	-0.5%	-0.8%	-1.3%	-1.5%	-1.3%	-1.1%	-0.8%	-0.7%			-0.9%
<b>VEM Strength and as %</b>	1006.74 (3.95%)	1011.74 (3.97%)	1014.5 (3.98%)	1011.54 (3.98%)	1010.15 (4%)	1013.03 (4.02%)	1017.12 (4.03%)	1022.4 (4.04%)	1031.52 (4.06%)	1044.25 (4.11%)			1018.3 (3.97%)
<b>Female Strength and as %</b>	3953.81(15.51%)	3954.15 (15.52%)	3957.17 (15.54%)	3956.08 (15.57%)	3934.3 (15.57%)	3934.11 (15.59%)	3936.09 (15.58%)	3952.65 (15.61%)	3975.31 (15.66%)	3990.75 (15.7%)			3954.44 (15.44%)
	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average
<b>Civil Staff Strength</b>	10,666.10	10,655.82	10,639.59	10,465.99	10,398.79	10,305.38	10,281.77	10,291.54	10,241.09	10,263.64			10,421
<b>B.W.T</b>	11,119.40	11,119.40	11,119.40	11,119.40	11,119.40	11,110.40	11,110.40	11,110.40	11,110.40	11,110.40	11,110.40	11,110.40	11,110.40
<b>% of variation</b>	-4.1%	-4.2%	-4.3%	-5.9%	-6.5%	-7.3%	-7.5%	-7.4%	-7.8%	-7.6%			-6.2%
<b>VEM Strength and as %</b>	1617.04 (15.16%)	1621.39 (15.22%)	1619.9 (15.23%)	1605.91 (15.34%)	1595.44 (15.34%)	1584.94 (15.38%)	1576.61 (15.33%)	1592.32 (15.47%)	1595.74 (15.58%)	1593.12 (15.52%)			1600.20 (14.4%)
<b>Female Strength and as %</b>	6258.35 (58.68%)	6248.07 (58.64%)	6232.42 (58.58%)	6166.03 (58.91%)	6115.56 (58.81%)	6048.86 (58.7%)	6031.57 (58.66%)	6031.99 (58.61%)	6002.44 (58.61%)	6032.41 (58.77%)			6116.77(55.05%)
	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average
<b>Traffic Warden Strength</b>	809.31	800.01	786.67	772.43	752.22	736.07	725.20	710.12	707.69	708.81			750.85
<b>B.W.T</b>	959	959	959	959	959	959	959	959	959	959	959	959	959
<b>% of variation</b>	-15.6%	-16.6%	-18.0%	-19.5%	-21.6%	-23.3%	-24.4%	-25.95%	-26.21%	-26.09%			-21.7%
<b>VEM Strength and as %</b>	98.44 (12.16%)	96.23 (12.03%)	96.23 (12.23%)	94.23 (12.2%)	93.23 (12.39%)	90 (12.23%)	89 (12.27%)	87 (12.25%)	86.5 (12.22%)	84.5 (11.92%)			91.53 (9.54%)
<b>Female Strength and as %</b>	498.22 (61.56%)	490.55 (61.32%)	483.38 (61.45%)	475.03 (61.5%)	458.82 (61%)	448.67 (60.95%)	443.11 (61.10%)	435.03 (61.26%)	432.85 (61.16%)	431.01 (60.81%)			459.67 (47.93%)



## Command and Operational Resilience

Police	B.W.T.	OWL	Strength	B.W.T. - Strength	
				Variation	As a %
Cmdr and above	41		38	-3	-7.32%
Ch Supt.	57		59	2	3.51%
Det Ch Supt.	17		17	0	0.00%
Supt.	98.8		81	-17.8	-18.02%
Det. Supt.	51.2		42	-9.2	-17.97%
Ch. Insp.	235		245	10	4.26%
D.C.I.	168		165	-3	-1.79%
Insp.	887		904.09	17.09	1.93%
Det. Insp.	378.6		370.6	-8	-2.11%
Sergeant	3175.75		3,200.53	24.78	0.78%
Det. Sgt.	1019		975.7	-43.3	-4.25%
Constable	16849.44		16,869.94	20.5	0.12%
Det. Constable	2774.5		2,453.93	-320.57	-11.55%
<b>TOTAL</b>	<b>25752.29</b>		<b>25421.79</b>	<b>-330.5</b>	<b>-1.28%</b>

Civil Staff	B.W.T.	OWL	Strength	Variation	As a %
Grade 7 and above	194		179.29	-14.71	-7.58%
Grade 8	279.63		255.63	-24	-8.58%
Grade 9	744.45		703.22	-41.23	-5.54%
Grade 10	1,997.54		1,877.18	-120.36	-6.03%
Grade 11	9		143	134	1488.89%
Grade 12	5,876.14		5,544.97	-331.17	-5.64%
Grade 13	925.94		808.27	-117.67	-12.71%
Industrial	706		730.08	24.08	3.41%
Other	377.7		22	-355.7	-94.18%
<b>TOTAL</b>	<b>11,110.40</b>		<b>10,263.64</b>	<b>-846.76</b>	<b>-7.62%</b>

### Police Command Ratio to Lower Ranks

	MPS Strength	MPS Ratio	Other Met Forces Ratio	All Other Forces Ratio
ACPO	38	1: 668	1:918	1:612
Ch Supt & Supt	199	1: 126.5	1:98	1:98
Ch Insp & Insp	1684.69	1: 14	1:17	1:16
Management Total	1921.69	1: 12	1:14	1:13
Sergeants and Constables	23500.1			

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

	Strength	Ratio
Insp and above / Grade 9 and above	3059.83	1:11
Sergeants, Constables and G10s and below	32625.6	

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

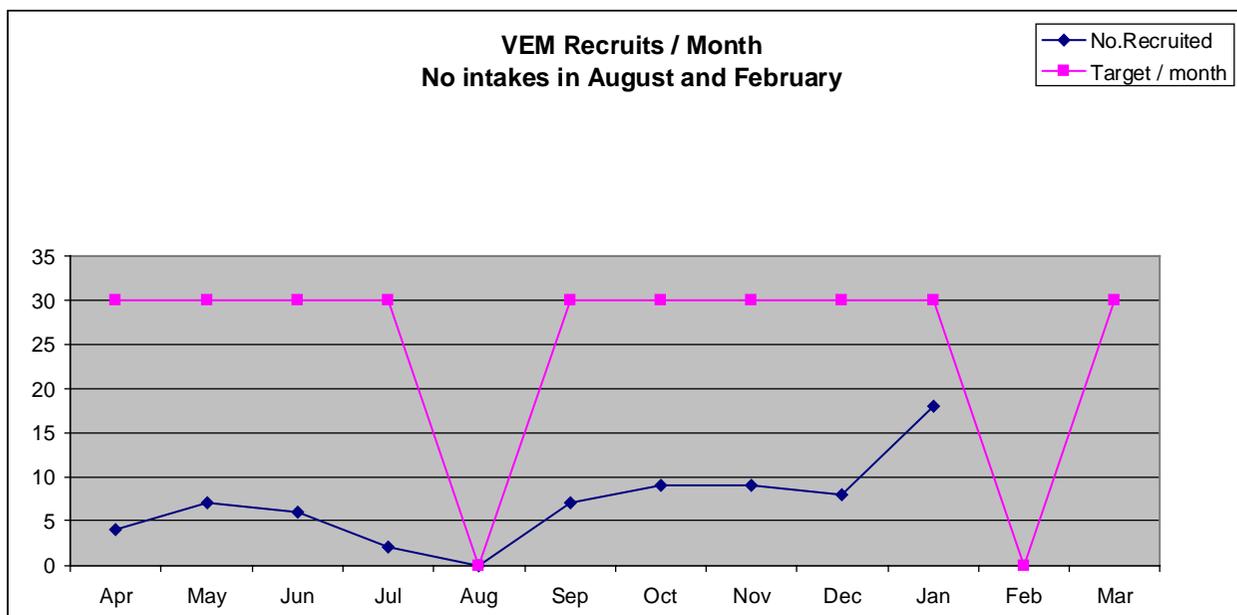
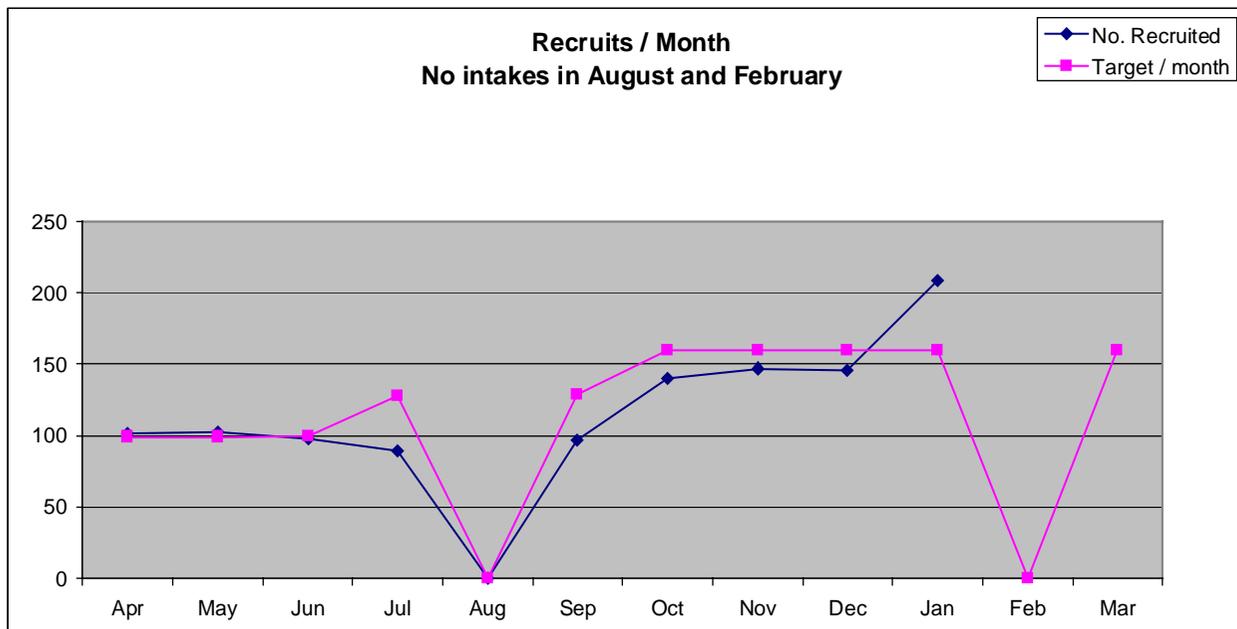
2000 - 2001	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total	Average
<b>Applications sent out</b>	2092	2257	3968	4629	2571	3958	3049	6636	3514	9345			42019	4201.9
<b>Applications received</b>	309	314	329	411	444	419	475	741	738	1386			5566	556.6
<b>Of those :-</b>														
No. / % VEM	44 (14.24%)	43 (13.69%)	46 (13.98%)	59 (14.36%)	77 (17.34%)	85 (20.29%)	85 (17.89%)	129 (17.41%)	148 (20.05%)	220 (15.87%)			936	16.8%
No. / % Female	56 (18.12%)	65 (20.7%)	67 (20.36%)	70 (17.03%)	71 (15.99%)	119 (28.40%)	99 (20.84%)	155 (20.92%)	135 (18.22%)	265 (19.12%)			1102	19.8%
<b>Attended Selection Centre</b>	162	228	196	217	256	224	248	269	204	376			2380	238
<b>Of those :-</b>														
No. / % VEM Candidates	26 (16.05%)	17 (5.41%)	13 (6.63%)	12 (5.53%)	35 (13.67%)	28 (12.5%)	41 (16.53%)	30 (11.15%)	29 (14.22%)	52 (13.83%)			283	11.9%
No. / % Female	47(29.01%)	55 (24.12%)	45 (13.68%)	52 (23.96%)	47 (18.36%)	41 (18.30%)	51 (20.56%)	69 (25.65%)	39 (19.12%)	76 (20.21%)			522	21.9%
<b>Total Recruited</b>	101	102	98	89	0	97	140	147	146	209			1129	112.9
<b>Of those :-</b>														
No. / % V.E.M.	4(3.96%)	7(6.86%)	6(6.12%)	2(2.24%)	0	7(7.22%)	9 (6.42%)	9 (6.12%)	8 (5.48%)	18 (8.61%)			70	6.2%
No. / % Females	21(20.79%)	23(22.54%)	21(21.43%)	16(17.97%)	0	23(23.71%)	24 (17.14%)	29 (19.73%)	35 (23.97%)	44 (21.05%)			236	20.9%
No. / % Transfers	1(1%)	2 (1.98%)	0	1 (1.12%)	0	2 (2.06%)	12 (8.57%)	17 (11.56%)	6 (4.1%)	18 (8.61%)			59	5.2%
No. / % Re - joins	5(4.95%)	0	1 (1.02%)	1 (1.12%)	0	0	8 (5.71%)	2 (.1.36%)	5 (3.42%)	7 (3.35%)			29	2.6%

### No Intake

### New Intakes

Start Date	17/04/2000	25/05/2000	26/06/2000	31/07/2000	04/09/2000	09/10/2000	13/11/2000	18/12/2000	29/01/2001	05/03/2001		Average %
End Date	18/08/2000	22/09/2000	27/10/2000	01/12/2000	12/01/2001	16/02/2001	23/03/2001	27/05/2001	01/06/2001	06/07/2001		
Intake Designation	04/00	05/00	06/00	07/00	08/00	09/00	10/00	11/00	01/01	02/01	Total	
New Intakes	97	99	96	85	96	122	131	139	187		1052	
No. from previous intakes	5	4	4	11	9	0	0	0			33	
<b>Intake Total*</b>	<b>102</b>	<b>103</b>	<b>100</b>	<b>96</b>	<b>105</b>	<b>122</b>	<b>131</b>	<b>139</b>	<b>187</b>		<b>1085</b>	
Target for V.E.M. recruitment	30	30	30	30	30	30	30	30	30	30	300	
No. / % VEM in Intake	3(2.9%)	5(4.85%)	6 (6%)	2 (2.2%)	7 (6.67%)	5 (4.1%)	10 (7.63%)	7 (5%)	15 (8%)		60	5.53%
No. / % Female in Intake	19(18.6%)	23(22%)	21 (21%)	19 (21.1%)	24 (22.86%)	24 (19.67%)	26 (19.45%)	34 (24.46%)	34 (18%)		224	20.65%
<b>No. Graduated this intake</b>	<b>88</b>	<b>89</b>	<b>82</b>	<b>81</b>	<b>94</b>						<b>434</b>	
No. / % VEM Graduated	3(3.%)	3(3.4%)	5 (6.1%)	2 (2.47%)	4 (4.26%)						17	3.92%
No. / % Female Graduated	17(19.3%)	22(24.7%)	18 (22%)	16 (19.75%)	22 (23.4%)						95	21.89%
<b>No. failed to graduate this intake</b>	<b>9</b>	<b>9</b>	<b>7</b>	<b>6</b>	<b>4</b>						<b>35</b>	
No. / % V.E.M.	0	1(11.1%)	0	1 (16.67%)	0						2	5.71%
No. / % Females	1(11.1%)	1(11.1%)	0	1 (16.67%)	1 (25%)						4	11.43%
Number recoured from this Intake	5	5	8	7	7						32	

\*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

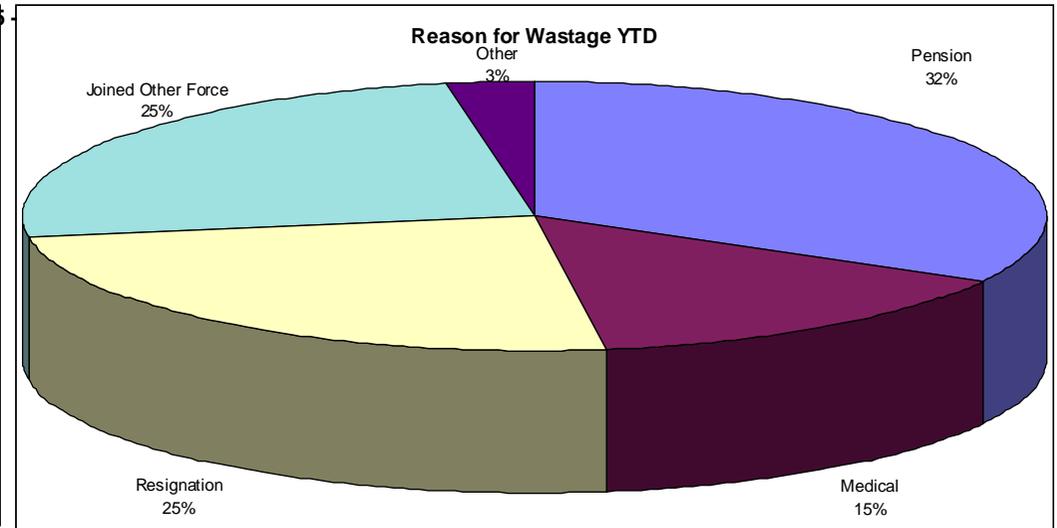
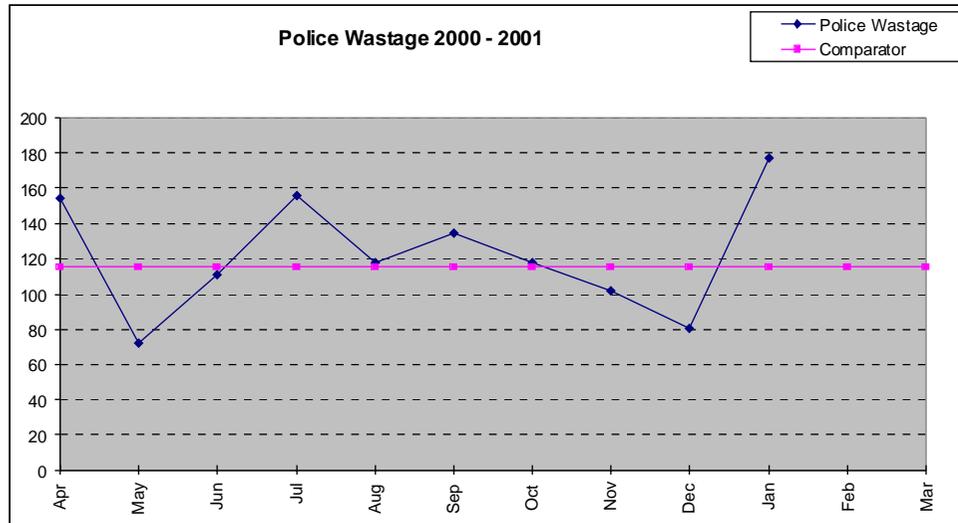
Wastage	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	Average
Police Wastage	154.35	72	111	155.45	118	134.16	118.3	101.7	80.55	177.1			1222.61	122.26
Comparator	115	115	115	115	115	115	115	115	115	115	115	115	805	

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	28	22	47			404.4	33.10%
Medical	24.35	14	14	24.45	17	26.56	10	14.4	9	26.1			179.86	14.70%
Resignation	30	22	28.6	35	36	28.6	33.3	19.7	20.55	47.6			301.35	24.60%
Joined Other Force	22	15	20	36	32	32	32	37.6	24	51.4			302	24.70%
Other	4	1	2	6	2	6	2	2	5	5			35	2.90%
<b>Total</b>	<b>154.35</b>	<b>72</b>	<b>111</b>	<b>155.45</b>	<b>118</b>	<b>134.16</b>	<b>118.3</b>	<b>101.7</b>	<b>80.55</b>	<b>177.1</b>			<b>1222.61</b>	<b>100.00%</b>
Of which :-														
V.E.M.	4	2	2	7	3	4	5	2	1	7			37	3.02%
Females	21	12.75	14	15.45	20.2	16.16	16.6*	14.7	7.55	23.1			161.51	13.21%

YTD 30.78% 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	19	13	20			167
% of returns	9.62%	45.95%	39.09%	25.35%	32.35%	28.05%	26.03%	33.16%	29%	20.20%			27.68%

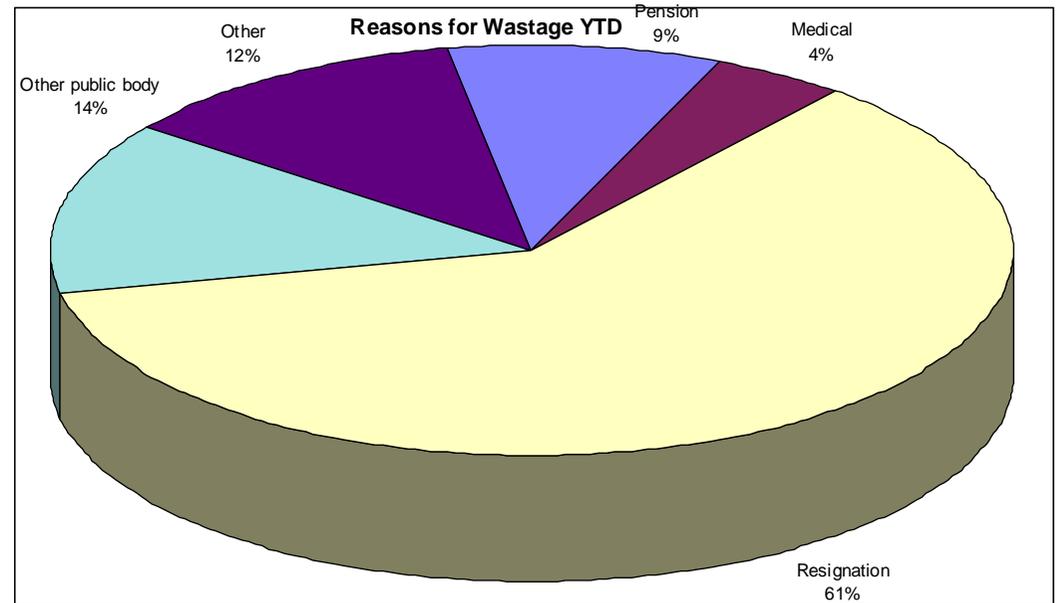
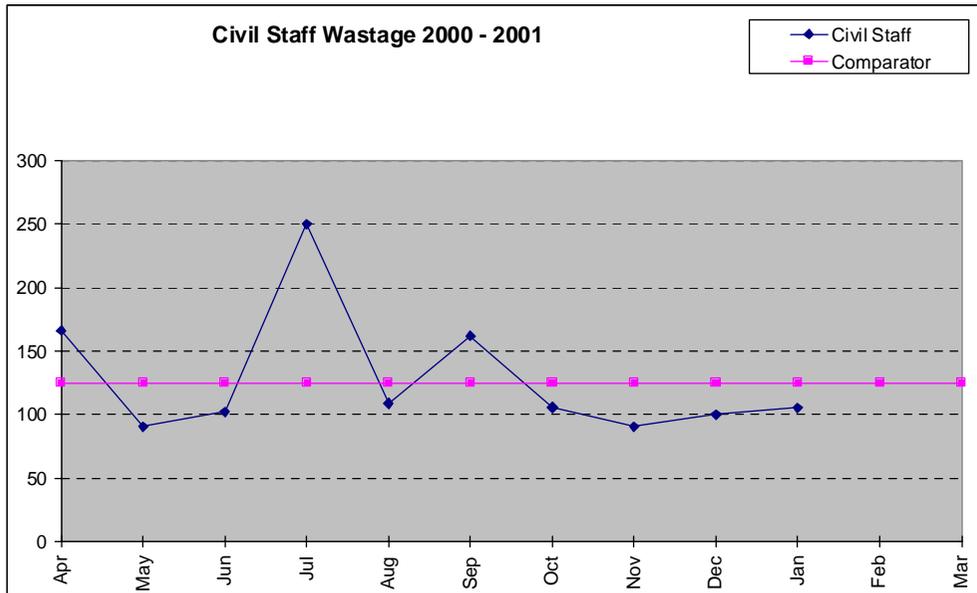


### Civil Staff Wastage - Comparator = < 125 / month

Wastage	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	Average
Civil Staff	166.36	90.36	102.1	250.2	108.74	161.74	105.48	90.52	99.83	105.4			1280.73	128.07
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	16.77	11	11.1	16.58	10	11.77	14.89	5.78	9.69	8.56			116.14	9.10%
Medical	5.67	3	4	3.67	9.81	6.77	4.56	9.11	4	6.79			57.38	4.50%
Resignation	78.31	60.94	76.42	95.75	69.42	113.2	75.8	62.07	71.14	77.04			780.09	60.90%
Other public body	53.61	1.42	0	110.18	0	2	1	1	2	4			175.21	13.70%
Other	12	14	10.58	24.02	19.51	28	9.23	12.56	13	9.01			151.91	11.90%
<b>Total</b>	<b>166.36</b>	<b>90.36</b>	<b>102.1</b>	<b>250.2</b>	<b>108.74</b>	<b>161.74</b>	<b>105.48</b>	<b>90.52</b>	<b>99.83</b>	<b>105.4</b>			<b>1280.73</b>	<b>100.00%</b>
Of these :-														
No. VEM	9.61	11.43	10.77	31.59	18	20	20.33	5.19	11	12.56			150.48	11.70%
No. Female	105.79	55.75	59.88	118.91	61.23	95.74	64.98	55.74	56.7	49.82			724.54	56.57%

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	45	16	29			400
% of returns	29.79%	43.28%	54.22%	23.00%	82.86%	33.33%	62.50%	71.30%	21.88%	35.78%			41.87%

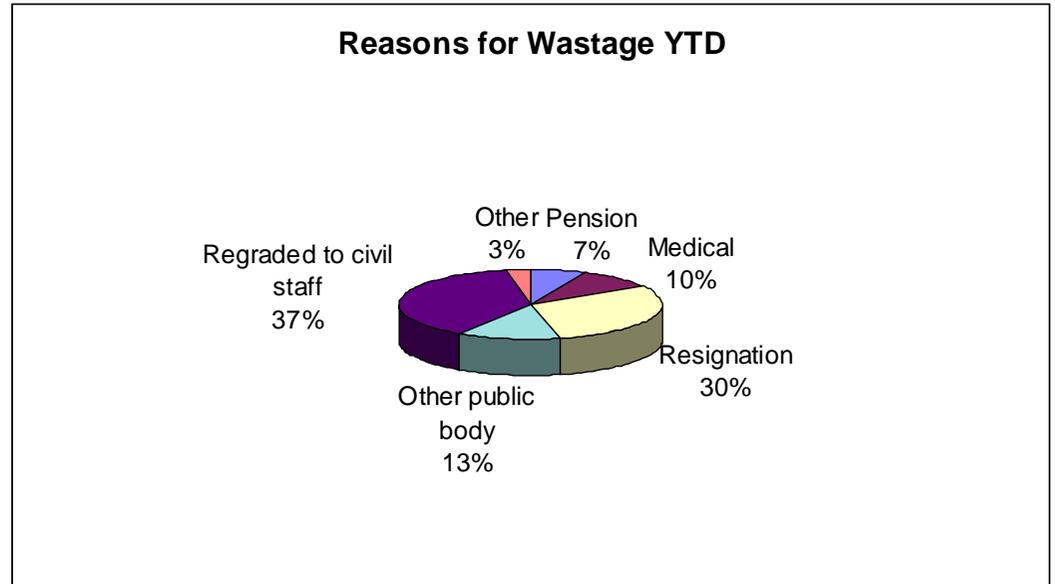
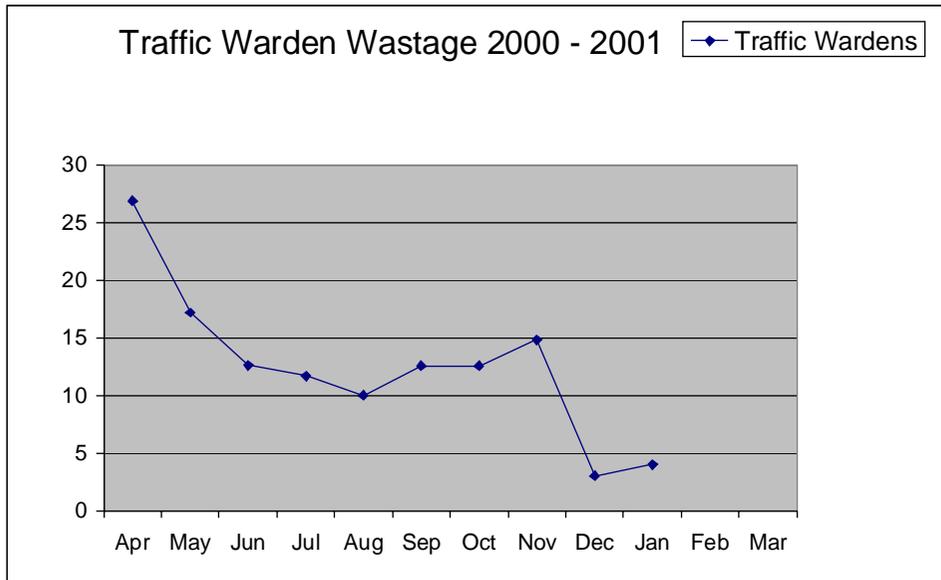


## Traffic Warden Wastage - Comparator to be confirmed

Wastage	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	Average
Traffic Wardens	26.83	17.16	12.61	11.67	10	12.56	12.56	14.82	3	4			125.21	13.14
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	1	0	0			9	6.90%
Medical	1	0	4	0	1	1.56	1	1.71	1	1			12.27	9.70%
Resignation	2	5.44	2	3	5	8	2	5	1	3			36.44	29.70%
Other public body	14.83	0	0	0	0	0	0	0	0	0			14.83	12.90%
Regraded to civil staff	6	9.72	6.61	6.67	3	3	5.56	7.11	1	0			48.67	37.80%
Other	0	2	0	0	0	0	2	0	0	0			4	3.00%
<b>Total</b>	<b>26.83</b>	<b>17.16</b>	<b>12.61</b>	<b>11.67</b>	<b>10</b>	<b>12.56</b>	<b>12.56</b>	<b>14.82</b>	<b>3</b>	<b>4</b>			<b>125.21</b>	<b>100.00%</b>
Of these :-														
No. VEM	3	6.72	2	2	1	2.56	1	2	1	2			23.28	
No. Female	20.83	10.16	6.61	6	6	6.56	7.56	8.82	3	2			77.54	

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	2	0	2			14
% of returns	5.26%	28.57%	100%	75.00%	20.00%	0%	50.00%	40.00%	0	66.67%			25.00%



**Ethnic Minority and Female Progression within the M.P.S.by rank and location as at January 2001**

<b>Ethnic Minority</b>	<b>Total Female</b>	<b>Total Male</b>	<b>EM % of total rank</b>	<b>Gender Data</b>	<b>Total Female</b>	<b>Total Male</b>	<b>Female % of rank</b>
Cmdr and above	0	2	5.26%	Cmdr and above	3	35	7.89%
Ch Supt	0	2	3.39%	Ch Supt	1	58	1.69%
Det Ch Supt	0	1	5.88%	Det Ch Supt	0	17	0.00%
Supt.	0	2	2.47%	Supt.	5	76	6.17%
Det. Supt.	0	0	0.00%	Det. Supt.	2	40	4.76%
Ch. Insp.	0	5	2.04%	Ch. Insp.	13	232	5.31%
DCI	1	3	2.42%	DCI	13	152	7.88%
Insp.	2	17	2.10%	Insp.	50.29	853.8	5.56%
Det, Insp	0	10	2.70%	Det, Insp	16.6	354	4.48%
Sergeant	5.69	85	2.83%	Sergeant	323.44	2877.09	10.11%
Det. Sgt	1	18	1.95%	Det. Sgt	96.7	879	9.91%
Constable	181.05	616.51	4.73%	Constable	3,082.79	13,787.15	18.27%
Det. Constable	15	77	3.75%	Det. Constable	383.93	2070	15.65%
<b>TOTAL</b>	<b>205.74</b>	<b>838.51</b>	<b>4.11%</b>	<b>TOTAL</b>	<b>3990.75</b>	<b>21431.04</b>	<b>15.70%</b>
<b>TARGET VEM</b>			<b>5.00%</b>	<b>TARGET FEMALE</b>			<b>17.00%</b>

<b>Location</b>	<b>Total VEM Female</b>	<b>Total VEM Male</b>	<b>% Total VEM</b>	<b>Total Female</b>	<b>% Total Female</b>
<b>Borough Total</b>	157.05	593.91	4.57%	2873.1	17.5%
<b>Non Borough Units (TP)</b>	11	43	2.45%	212.18	9.64%
<b>Support &amp; Other (TP)</b>	0	2	8.13%	1.6	6.5%
<b>S.O</b>	18.8	124.6	3.17%	540.68	11.95%
<b>Personnel</b>	2.89	7	2.61%	73.16	19.30%
<b>DCC</b>	4	19	3.14%	97.93	13.38%
<b>Resources</b>	0	0	0.00%	1	16.67%
<b>Holding</b>	4	18	3.92%	70.1	12.49%
<b>Recruits</b>	8	31	6.77%	121	21.01%
<b>TOTAL</b>	<b>205.74</b>	<b>838.51</b>	<b>4.11%</b>	<b>3990.75</b>	<b>15.70%</b>
<b>TARGET VEM</b>			<b>5.00%</b>	<b>TARGET FEMALE</b>	<b>17%</b>

**Civil Staff - progression of V.E.M. and Females by grade and location as at end of January 2001**

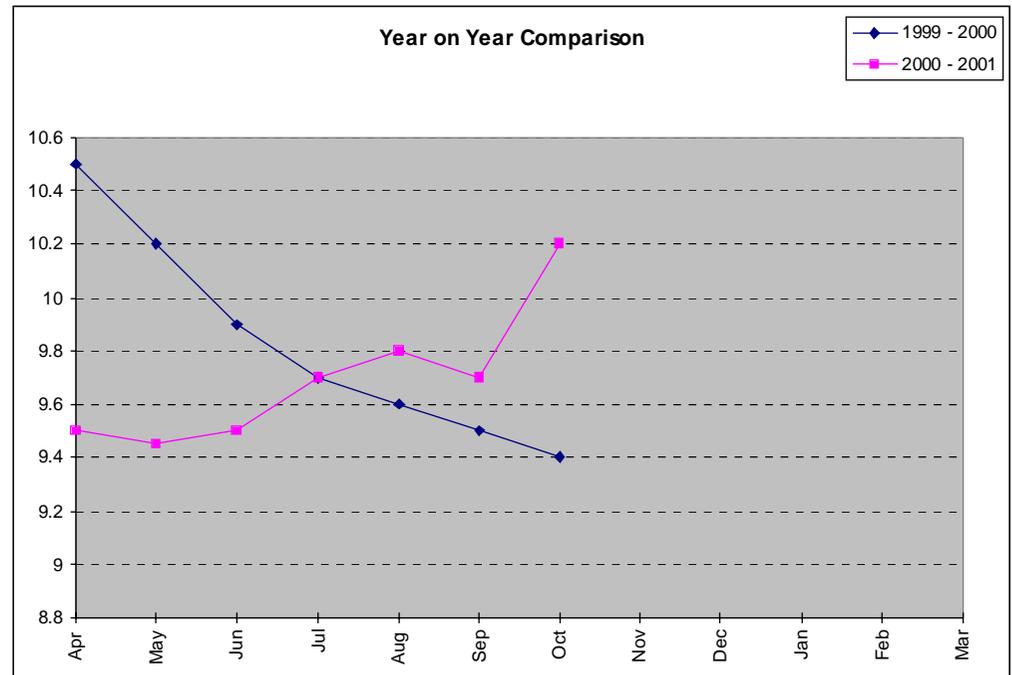
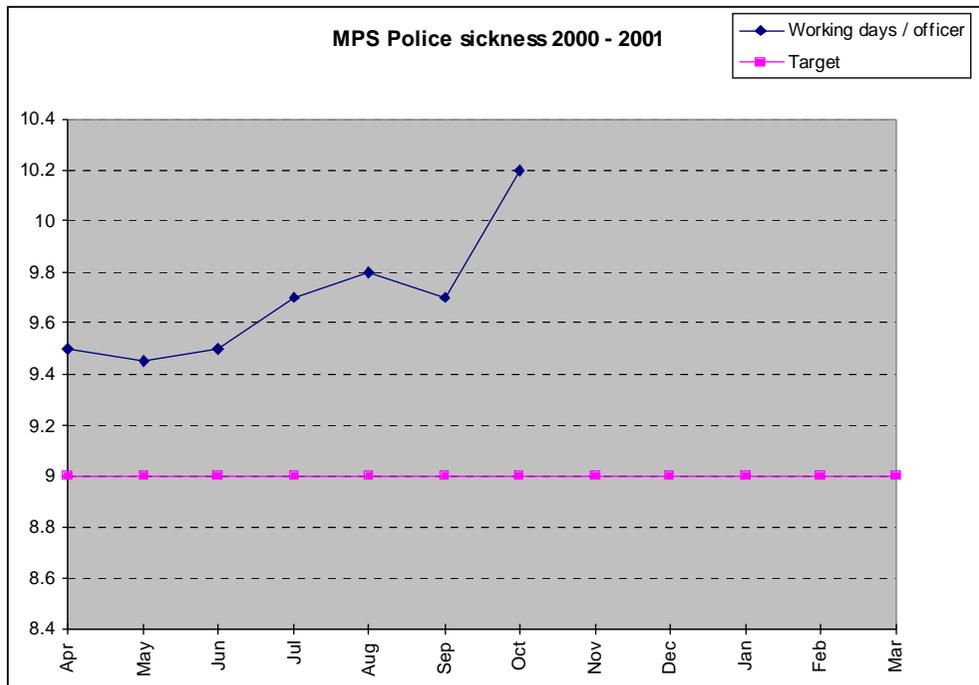
<b>Ethnic Minority</b>	<b>Total VEM Female</b>	<b>Total VEM Male</b>	<b>VEM Total</b>	<b>EM % total of grade</b>	<b>Gender Data</b>	<b>Total Female</b>	<b>Total Male</b>	<b>Total</b>	<b>Female % of grade</b>
<b>Grade 7 and above</b>	4	4	8	4.46%	<b>Grade 7 and above</b>	49.92	129.37	179.29	27.84%
<b>Grade 8</b>	4	4	8	3.13%	<b>Grade 8</b>	54.03	201.6	255.63	21.14%
<b>Grade 9</b>	23.35	23	46.35	6.59%	<b>Grade 9</b>	270.57	432.65	703.22	38.48%
<b>Grade 10</b>	97.56	62	159.56	8.50%	<b>Grade 10</b>	922.34	954.84	1877.18	49.13%
<b>Grade 11</b>	18	16	34	23.78%	<b>Grade 11</b>	54	89	143	37.76%
<b>Grade 12</b>	588.54	258.83	847.37	15.28%	<b>Grade 12</b>	3,579.92	1,965.05	5544.97	64.56%
<b>Grade 13</b>	176.2	36.06	212.26	26.26%	<b>Grade 13</b>	672.71	135.56	808.27	83.23%
<b>Industrial</b>	228.58	47	275.58	37.75%	<b>Industrial</b>	414.92	315.16	730.08	56.83%
<b>Other</b>	2	0	2	0.00%	<b>Other</b>	14	8	22	63.64%
<b>TOTAL</b>	<b>1,142.23</b>	<b>450.89</b>	<b>1593.12</b>	<b>15.52%</b>	<b>TOTAL</b>	<b>6032.41</b>	<b>4231.23</b>	<b>10263.64</b>	<b>58.77%</b>

<b>Location</b>	<b>Total VEM Female</b>	<b>Total VEM Male</b>	<b>VEM Total</b>	<b>% Total VEM</b>	<b>Total Female</b>	<b>% Total Female</b>
<b>Borough Total</b>	449.82	154.96	604.78	14.89%	2873.68	70.75%
<b>Non Borough Units (TP)</b>	39.44	20	59.44	6.75%	469.15	53.29%
<b>Support &amp; other (TP)</b>	3.67	1	4.67	9.84%	22.44	47.30%
<b>S.O</b>	146.95	100	246.95	12.44%	999.04	50.31%
<b>Personnel</b>	53.08	16	69.08	12.63%	330.5	60.44%
<b>DCC</b>	124.83	71.16	195.99	14.42%	627.11	46.13%
<b>Resources</b>	322.44	84.77	407.21	30.90%	686.99	52.13%
<b>Audit</b>	1	2	3	11.54%	6	23.08%
<b>Holding</b>	1	1	2	5.19%	17.5	45.45%
<b>TOTAL</b>	<b>1142.23</b>	<b>450.89</b>	<b>1593.12</b>	<b>15.52%</b>	<b>6032.41</b>	<b>58.77%</b>

**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	9.7	10.2						9.69
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	0.7	1.2						0.69
+ / - Target as a %	6%	5%	6%	7.80%	9%	7.8%	13.3%						7.67%

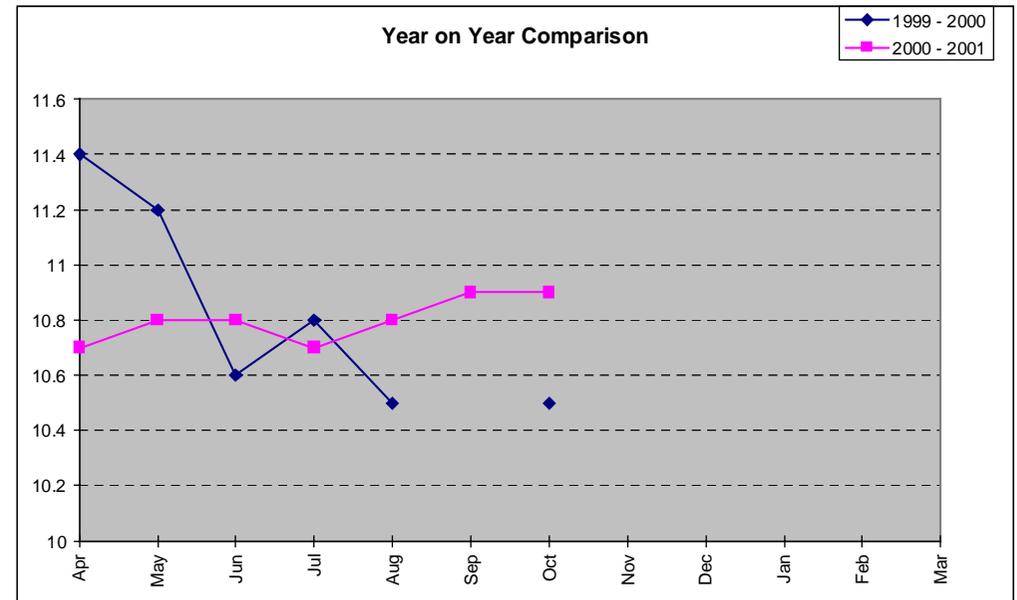
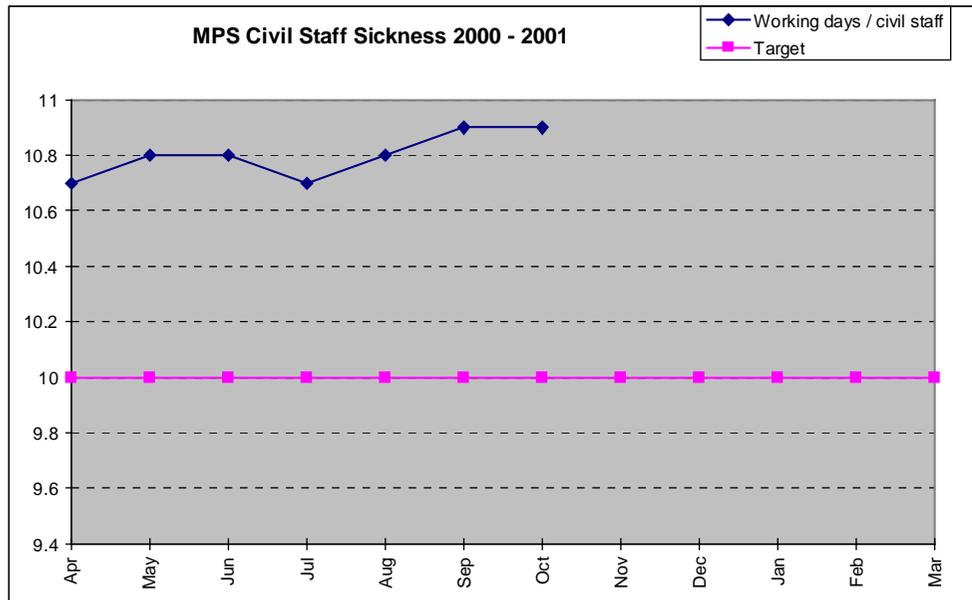
Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
1999 - 2000	10.5	10.2	9.9	9.7	9.6	9.5	9.4						9.8
2000 - 2001	9.5	9.45	9.5	9.7	9.8	9.7	10.2						9.69
Yr. on Yr. +/-	-1	-0.75	-0.4	0	0.2	0.2	0.8						-0.11



**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	10.9	10.9						10.8
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	0.9	0.9						0.8
+ / - Target as a %	7%	8%	8%	7%	8%	9%	9.00%						8.00%

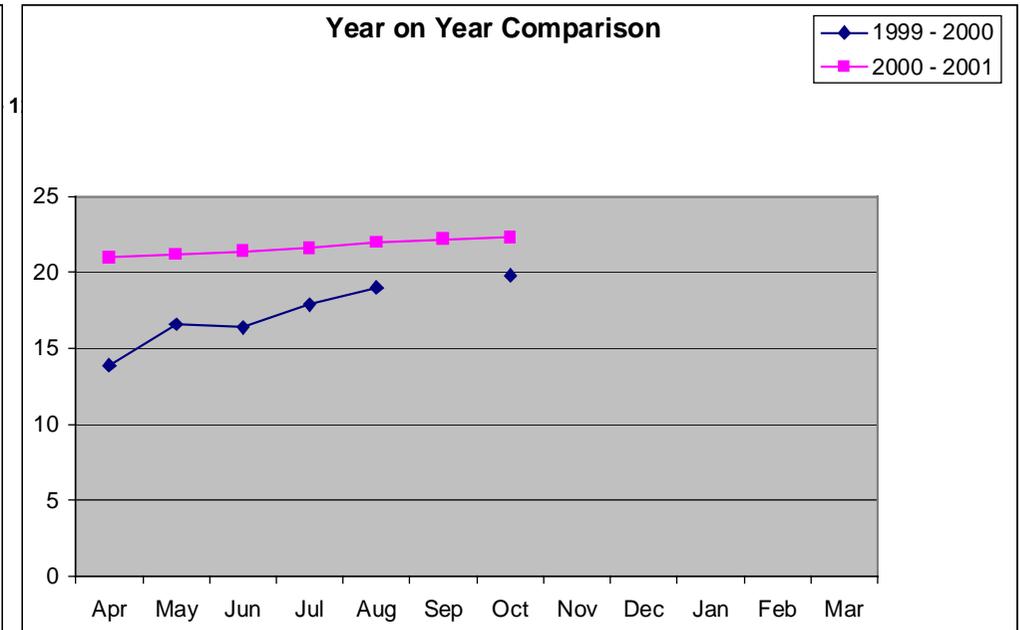
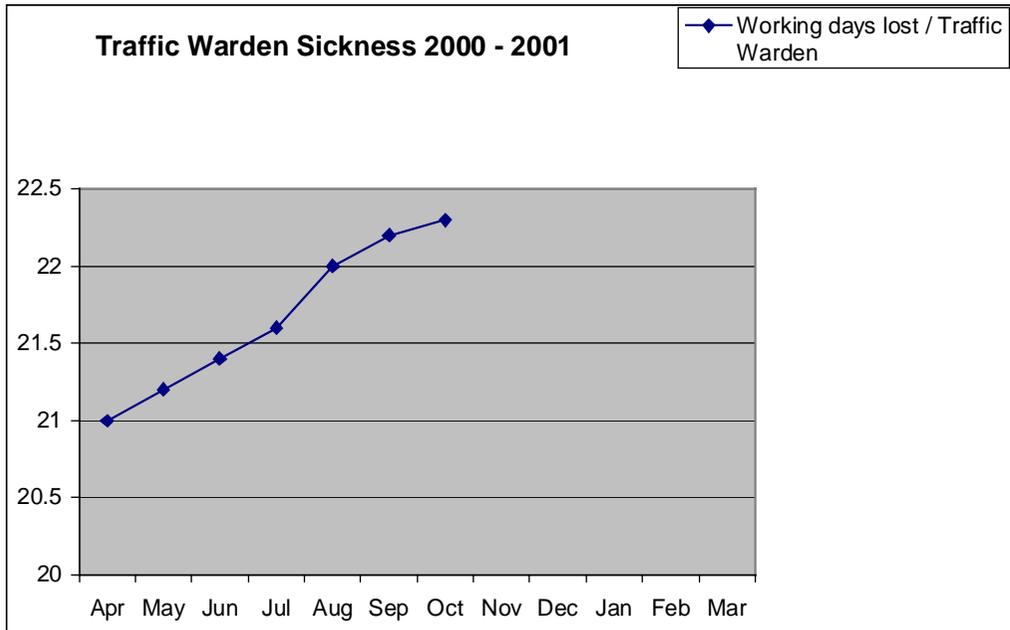
Year on Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
1999 - 2000	11.4	11.2	10.6	10.8	10.5		10.5						
2000 - 2001	10.7	10.8	10.8	10.7	10.8	10.9	10.9						10.78
Yr. on Yr. + / -	-0.7	-0.4	0.2	-0.1	0.3		0.4						



## Traffic Warden sickness 2000 - 2001. Target to be established

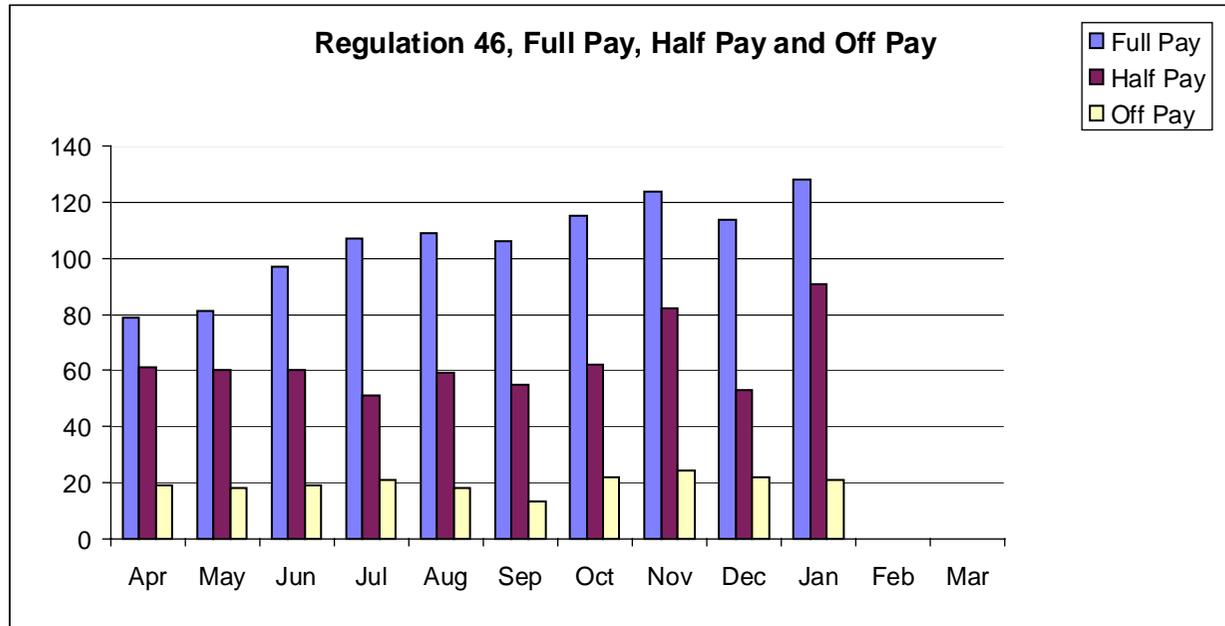
Traffic Warden sickness	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days lost / Traffic Warden	21	21.2	21.4	21.6	22	22.2	22.3						21.67
Target													
+ / - Target													
+ / - Target as a %													

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		19.8						
2000 - 2001	21	21.2	21.4	21.6	22	22.2	22.3						21.67
Yr. on Yr. +/-	7.1	4.6	5	3.7	3								



## Extended Sick Pay for Police Officers

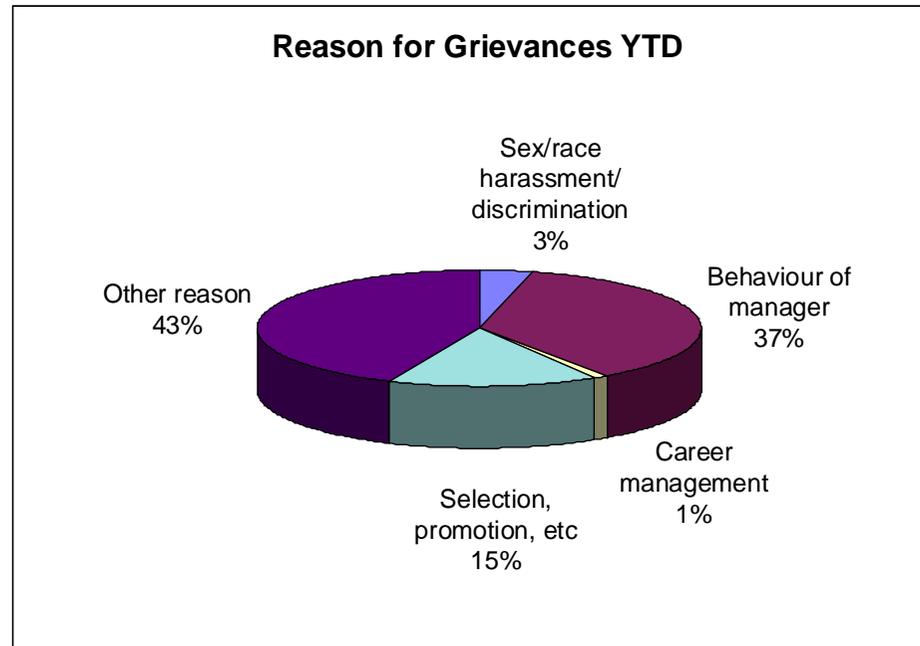
2000 - 2001	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
<b>Full Pay</b>	79	81	97	107	109	106	115	124	114	128			106
<b>Half Pay</b>	61	60	60	51	59	55	62	82	53	91			63
<b>Off Pay</b>	19	18	19	21	18	13	22	24	22	21			20
<b>TOTAL</b>	<b>159</b>	<b>159</b>	<b>176</b>	<b>179</b>	<b>186</b>	<b>174</b>	<b>199</b>	<b>230</b>	<b>189</b>	<b>240</b>			<b>189.8</b>



## 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	9	9	9			104
of which :-													
Sex/race harassment/discrimination	0	2	0	0	0	0	0	0	1	1			4
Behaviour of manager	6	4	3	5	2	2	7	2	3	4			38
Career management	0	0	0	1	0	0	0	0	0	0			1
Selection, promotion, etc	1	3	2	1	1	3	1	2	0	2			16
Other reason	4	8	3	6	2	6	4	5	5	2			45

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	15	6	13			129
2000 - 2001 total / month	11	17	8	13	5	11	12	9	9	9			104
+ / - year on year	-4	3	-5	-5	-3	-8	4	-6	3	-4			-25

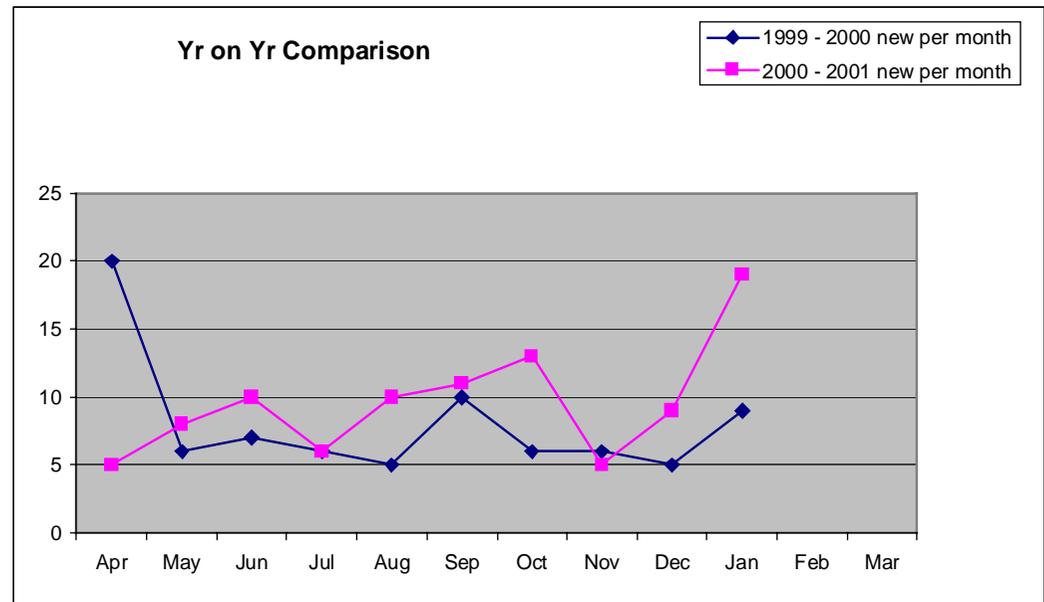
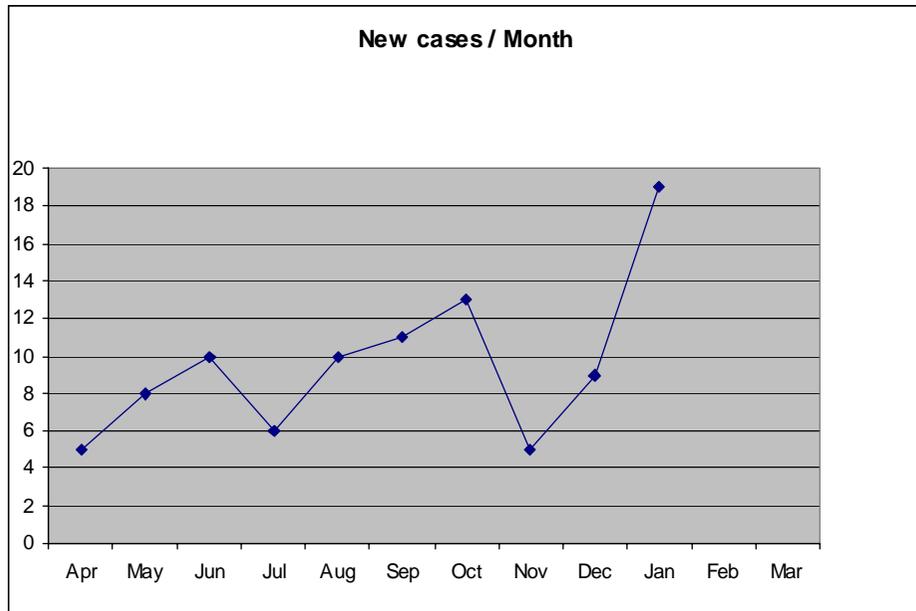


## Employment Tribunals

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	5	9	19			96
Total current E/T cases	87	88	89	86	93	101	112	114	117	125			

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	6	5	9			80
2000 - 2001 new per month	5	8	10	6	10	11	13	5	9	19			96
plus / minus yr. on yr.	-15	2	3	0	5	1	7	-1	4	10			16



## 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	319	327	396			343.9
No. of Ongoing Health Cases				1359	1513	1459	1244	1391	1628	2057			1522
Types of Disposal													
Return to Full Duties				147	150	151	159	183	131	156			153.5
Return to Restricted Duties				31	40	30	12	67	25	32			33.9
Ill Health Retirements				9	27	12	13	12	11	8			13
Resignations/Retirements				6	14	4	7	3	6	8			6.9
Other				0	6	1	1	0	0	60			9.7
<b>Total</b>				<b>193</b>	<b>231</b>	<b>198</b>	<b>192</b>	<b>265</b>	<b>173</b>	264			<b>216.6</b>
% Achieved (Disposed to On-Going)				14%	15%	13.57%	15.43%	19.05%	10.63%	12.83%			14%
No of New recuperative Duties	113	103	185	130	167	199	183	145	113	166			150.4
No. of On-Going Recuperative Duties	612	518	698	730	753	756	630	731	805	960			719.3

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	93	70	139	890		89

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