

Appendix 1

Best Value Performance Indicators - Human Resources

BV code	Indicator	Performance Target for 2000/2001	Actual Performance (February 2001)	Twelve month average or total to February 2001	
BVPI 24	Percentage of police officer strength which is female.	17% in current year <i>(target at present is only provisional)</i>	15.72%	15.59%	Using figures to February 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%	4.01%	Using figures to February 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	10.1 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>	5.5%	5.9%	Most recent data relates to 12 months to February 2001
BVPI 27 (Civil)	Percentage staff turnover of civilian employees.	15% <i>(target at present is only provisional)</i>	10.2%	14.6%	Most recent data relates to 12 months to February 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%	27.3%	30.5%	Most recent data relates to 12 months to February 2001
BVPI 29 (Civil)	Number of medical retirements of civil staff employees as a percentage of all civil staff retirements.	33%	24.9%	32.2%	Most recent data relates to 12 months to February 2001