

CORPORATE DEVELOPMENT PRIORITIES - MAKING THE MET GREAT TO WORK FOR

Flag	Indicators	Performance Target for 2001/2002	2000/2001 performance	Performance YTD April-01 to Sept-01)	Comments
Focus: People Strategy					
To reduce number of working days lost through sickness					
	Average number of days sick for police officers	9 days	9.8 days	9.6 days	September data not yet available
	Average number of days sick for civil staff (excluding traffic wardens)	10 days	10.9 days	11.1 days	September data not yet available
	Average number of days sick for traffic wardens	20 days	21.8 days	19.1 days	September data not yet available
Focus: Recruitment and retention					
To achieve the planned establishment (budgeted workforce target) of the MPS					
	Number of police officers recruited compared to the target	2,551 recruits	1350	1410	Not including 162 Boundary secondees returned
	Number of civil staff recruited compared to the target	2,640 recruits	1099	809	
	Percentage of voluntary police leavers in the first 5 years of service	6.5%	6.3%	6.29%	
	Percentage of voluntary police leavers with 5-30 years of service	2.8%	-	2.06%	New indicator
	Percentage of civil staff turnover (including traffic wardens)	13%	15.7%	11.8%	
	Total number of police officers	26,650	25,430	25,920	
	Total number of civilian staff (excluding traffic wardens)	11,535	10,196	10,381	
	Total number of traffic wardens	959	698	676	
Focus: Diversity					
To increase the strength of visible ethnic minorities (VEM) and females in the police					
	Percentage of new appointments to the police strength who are female	No target set	20.6%	19.86%	
	Number of VEM officers as a percentage of police strength	5%	4.15%	4.34%	
	Difference in length of service of VEM officers compared to length of service of other officers	10% reduction =3.73 years	4.14 years	4.25 years	Improved from 4.29 years at end of July.
	Difference in length of service of female officers compared to length of service of male officers	6.6% reduction =3.74 years	4 years	3.81 years	Rate of progress will achieve target
	Difference between percentage of VEM civil staff in grades 10 upwards and percentage of VEM staff throughout all civil staff grades	10% reduction =7.56%	8.4%	8.67%	This has seen an improvement from the end of July figure of 8.72% and if sustained, the rate of progress will achieve the target
	Difference between percentage of VEM officers with 5-10 years service at sergeant and above and other officers with 5 to 10 years service at sergeant and above	No difference	0.9%	1.85%	There has been an increase from 1.47% at the end of July to 1.85%.
To deliver community and race relations training to police and front line civil staff					
	Percentage of police and front line civil staff trained	75%	31%	55%	The increased rate of CRR training suggest this target will be met

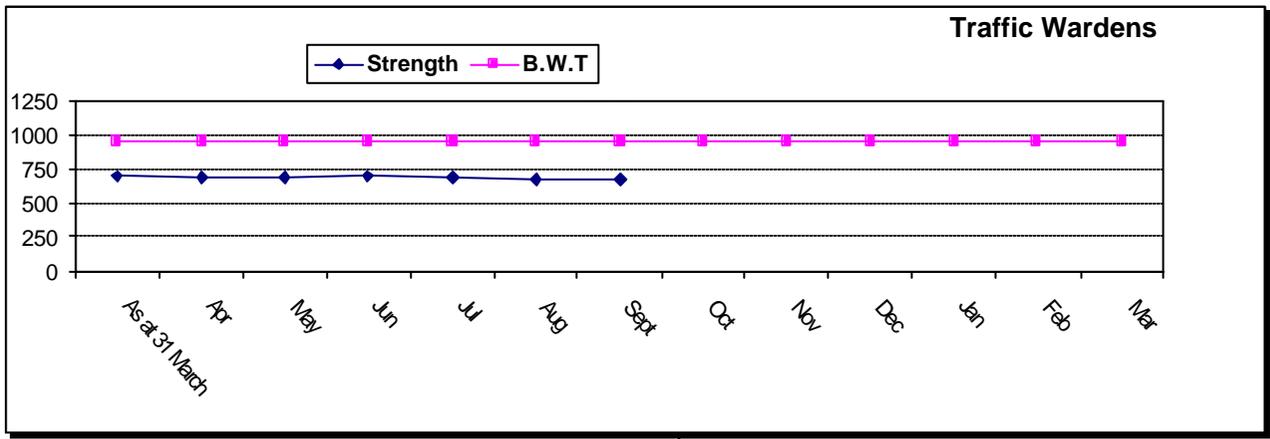
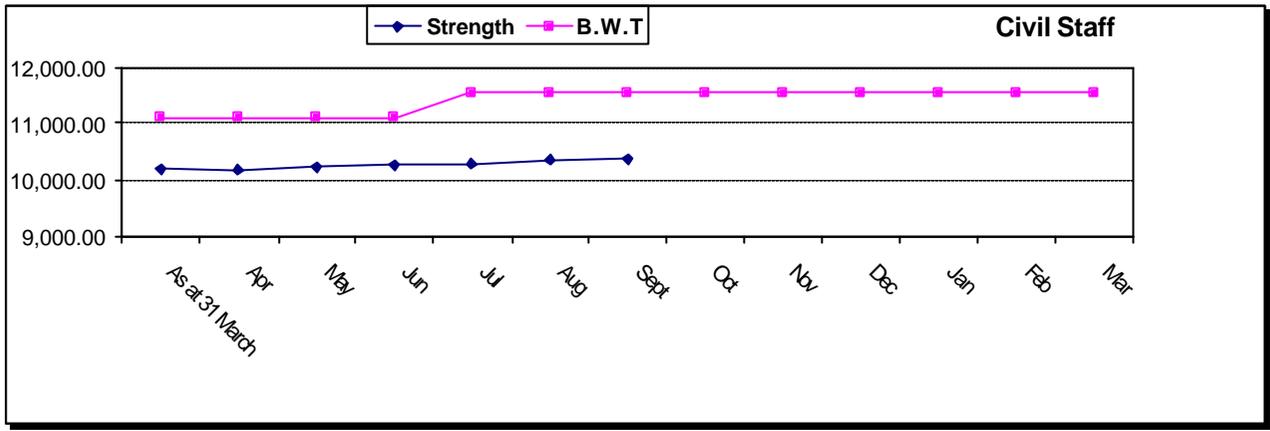
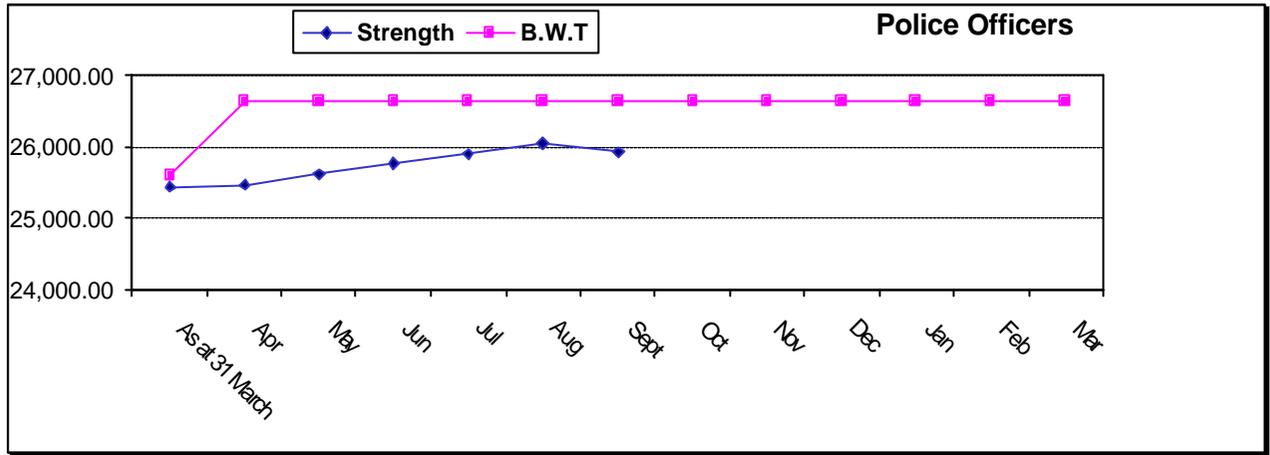
	Performance/progress year to date above target for year to date
	Performance/progress year to date below target for year to date

M.P.S. Strength as at the end of September 2001

	B.W.T.	Strength	Variation	V.E.M. Strength	As % of Strength	Female Strength	As % of Strength
Police	26,650.00	25,920.49	-729.51	1,124.09	4.34%	4,087.54	15.77%
Civil Staff	11,535.77	10,381.94	-1,153.83	1,760.44	16.96%	6,125.24	59.00%
Traffic Wardens	959	676	-283.00	96.07	14.21%	398.6	58.96%

M.P.S. Strength – year to date

Police	As at 31 March	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average
Strength	25,430.48	25,473.18	25,615.61	25,771.51	25,902.62	26,048.99	25,920.49							25,788.73
B.W.T	25,600.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00	26,650.00
% of variation	-0.7%	-4.4%	-3.88%	-3.3%	-2.8%	-2.2%	-2.7%							-3.2%
VEM Strength and as %	1,055.25(4.15%)	1,062.25 (4.17%)	1,082.13 (4.22%)	1,106.28 (4.29%)	1,115.03 (4.30%)	1,126.04 (4.32%)	1,124.09 (4.34%)							1,026.64 (4.27%)
Female Strength and as %	4,004.51(15.75%)	4,005.31(15.72%)	4,036.63 (15.76%)	4,049.72 (15.71%)	4,061.30 (15.68%)	4,111.37 (15.78%)	4,087.54 (15.77%)							4,058.26 (15.74%)
Civil Staff	As at 31 March	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average
Strength	10,196.59	10,178.10	10,218.22	10,260.77	10,288.52	10,338.33	10,381.94							10,278
B.W.T	11,110.40	11,110.40	11,110.40	11,110.40	11,535.77	11,535.77	11,535.77	11,535.77	11,535.77	11,535.77	11,535.77	11,535.77	11,535.77	11,535.77
% of variation	-8.2%	-8.39%	-8.03%	-7.65%	-10.8%	-10.4%	-10.0%							-9.2%
VEM Strength and as %	1,585.75(15.55%)	1,586.80 (15.59%)	1,624.43 (15.90%)	1,681.1 (16.38%)	1,711.29 (16.63%)	1,743.21 (16.86%)	1,760.44 (16.96%)							1,684.55 (16.39%)
Female Strength and as %	5,995.81(58.80%)	5,996.24 (58.91%)	6,017.20 (58.89%)	6,031.04 (58.78%)	6,044.17 (58.75%)	6,084.11 (58.85%)	6,125.24 (59%)							6,049.70 (58.86%)
Traffic Warden	As at 31 March	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average
Strength	698.39	692.39	694.35	703.73	685.08	675.82	676							687.90
B.W.T	959	959	959	959	959	959	959	959	959	959	959	959	959	959
% of variation	-27.18%	-27.80%	-27.60%	-26.62%	-28.56%	-29.5%	-29.5%							-28.3%
VEM Strength and as %	90.86(12.53%)	88.49 (12.78%)	91.49 (13.18%)	95.49 (13.57%)	95.49 (13.94%)	97.49 (14.43%)	96.07 (14.21%)							94.09 (13.69%)
Female Strength and as %	424.47(60.78%)	418.47 (60.44%)	414.56 (59.70%)	417.52 (59.33%)	405.68 (59.22%)	399.42 (59.10%)	398.60 (58.96%)							409.04 (59.46%)



Command and Operational Resilience

Police	B.W.T.	Strength	B.W.T. - Strength	
			Variation	As a %
Cmdr and above	38.00	36.00	-2	-5.26%
Ch Supt.	63.00	66.00	3	4.76%
Det Ch Supt.	25.00	20.00	-5	-20.00%
Supt.	91.00	96.00	5	5.49%
Det. Supt.	56.00	54.00	-2	-3.57%
Ch. Insp.	222.00	239.80	17.8	8.02%
D.C.I.	190.00	166.00	-24	-12.63%
Insp.	847.00	933.59	86.59	10.22%
Det. Insp.	460.00	377.40	-83.2	-18.06%
Sergeant	3,006.00	3,181.58	175.58	5.84%
Det. Sgt.	1,206.00	998.60	-207.4	-17.20%
Constable	16,943.90	17,120.00	176.21	1.04%
Det. Constable	3,501.50	2,631.52	-869.98	-24.85%
TOTAL	26,650.00	25920.49	-729.51	-2.26%

Civil Staff	B.W.T.	Strength	Variation	As a %
Grade 7 and above	229.00	179.04	-49.96	-21.82%
Grade 8	296.27	262.46	-33.81	-11.41%
Grade 9	785.45	724.08	-61.37	-7.81%
Grade 10	2,093.87	1,911.19	-182.68	-8.72%
Grade 11	59.00	59.00	0	0.00%
Grade 12	6,271.12	5,659.39	-611.73	-9.75%
Grade 13	809.35	731.70	-77.65	-9.59%
Industrial	842.71	721.31	-121.4	-14.41%
Other	149.00	133.77	-15.23	-10.22%
TOTAL	11,535.77	10,381.94	-1,153.83	-10.00%

Police Command Ratio to Lower Ranks

	MPS Strength	MPS Ratio	Other Met Forces Ratio	All Other Forces Ratio
ACPO	36	1:720	1:918	1:612
Ch Supt & Supt	236	1:110	1:98	1:98
Ch Insp & Insp	1,716.79	1:15	1:17	1:16
Management Total	1,988.79	1:13	1:14	1:13
Sergeants and	23,931.70			

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

	Strength	Ratio
Insp and above / Grade 9 and above	3,154.37	1:11
Sergeants, Constables and G10s and below	33,148.06	

Constables				
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Police Recruitment

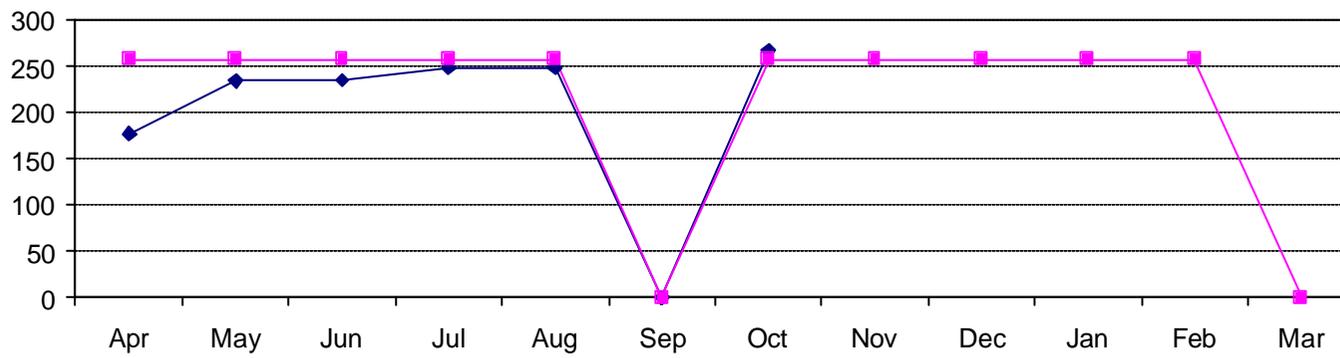
2001 - 2002	Monthly Intake Average 2000/01	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total	Average/month	
Application Enquires		3468	4368	5466	5280	3885	5932							28399	4733	
Applications sent out	4637	3444	4340	5431	5280	3845	5914							28254	4709	
Applications received	745	1223	973	1279	1012	1042	1006							6535	1089	23.1%
Of those :-																
No / % VEM	122 (16.4%)	317 (25.92%)	159 (16.34%)	221 (17.28%)	228 (22.53%)	175 (16.79%)	181 (17.99%)							1281	214	19.6%
No / % Female	146 (19.70%)	242 (19.79%)	243 (24.97%)	262 (20.48%)	195 (19.27%)	236 (22.65%)	231 (22.96%)							1409	235	21.56%
Attended Selection Centre	282	661	824	1087	738	751								4061	812	62.14%
Of those :-																
No. / % VEM Candidates	37 (13.28%)	70 (10.6%)	71 (8.6%)	76 (7.00%)	110 (14.9%)	53 (7.06%)								380	76	9.36%
No. / % Female	59 (21.00%)	123 (18.97%)	174 (22.15%)	217 (20.00%)	155 (21.00%)	136 (23.65%)								805	161	19.82%
Total no. joining MPS	113	177	235	234	248	249		267						1410	235	34.72%
Of those :-																
No. / % V.E.M.	9 (6.67%)	10 (5.65%)	28 (11.54%)	28 (11.97%)	8 (3.23%)	14 (5.62%)		24 (8.99%)						112	19	7.94%
No. / % Females	28 (21.00%)	31 (17.51%)	42 (17.95%)	33 (14.10%)	41 (16.63%)	64 (25.70%)		53 (19.85%)						264	44	18.72%
No. / % Transfers	6 (4.15%)	9 (5.65%)	8 (3.40%)	10 (4.27%)	17 (6.85%)	20 (8.03%)		18 (6.74%)						82	14	5.82%
No. / % Re - joins	4 (2.74%)	10 (5.65%)	7 (2.98%)	7 (2.99%)	15 (6.05%)	3 (1.20%)		3 (1.12%)						45	8	3.19%
No. / % Transfers/Re-joins	2 (1.33%)	2 (1.13%)	2 (0.85%)	7 (2.99%)	8 (3.23%)	5 (2.01%)		7 (2.62%)						31	5.2	2.20%
Previous Police Service	1 (0.04%)	1 (0.56%)	2 (0.85%)	1 (0.43%)	4 (1.61%)	1 (0.40%)		0						9	1.5	0.64%
Other	0.10 (0.07%)	0	1 (0.43%)	2 (0.85%)	0 (0.00%)	0 (0.00%)		0						3	0.5	0.21%

New Intakes

Start Date	09/04/2001	14/05/2001	18/06/2001	23/07/2001	28/08/2001	01/10/2001	05/11/2001	10/12/2001	21/01/2002	25/02/2002		Average/intake
End Date	10/08/2001	14/09/2001	19/10/2001	23/11/2001								
Intake Designation	03/01	04/01	05/01	06/01	07/01	08/01	09/01	10/01	11/02	12/02	Total	
New Intakes	165	223	213	216	223	242					1282	
No. from previous intakes	5										5	
Intake Total*	170	223	213	216	223	242					1287	
No. / % VEM in Intake	10 (5.88%)	25 (11.21%)	26 (12.21%)	8 (3.70%)	14 (6.28%)	24 (9.92%)					107	8.31%
No. / % Female in Intake	28 (16.47%)	42 (18.83%)	29 (13.62%)	38 (17.59%)	60 (26.91%)	49 (20.25%)					242	18.80%
No. Graduated this intake	137										137	
No. / % VEM Graduated	5 (3.65%)										5	
No. / % Female Graduated	22 (16.06%)										22	
No. failed to graduate this intake	17										17	
No. / % V.E.M.	3 (17.65%)										3	
No. / % Females	3 (17.65%)										3	
Number recoured from this Intake	16										16	

Recruits / Month
No intakes in September and March

◆ No. Recruited ■ Target / month



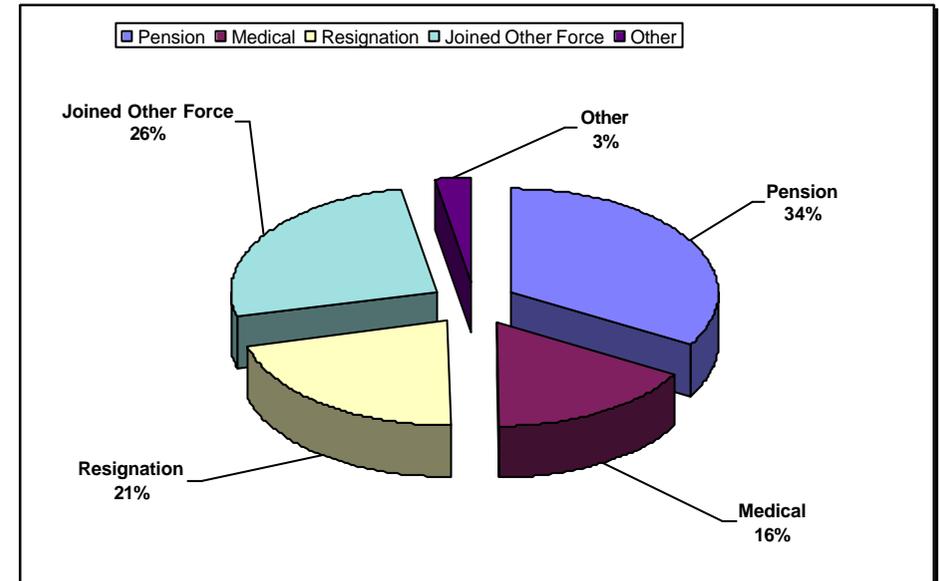
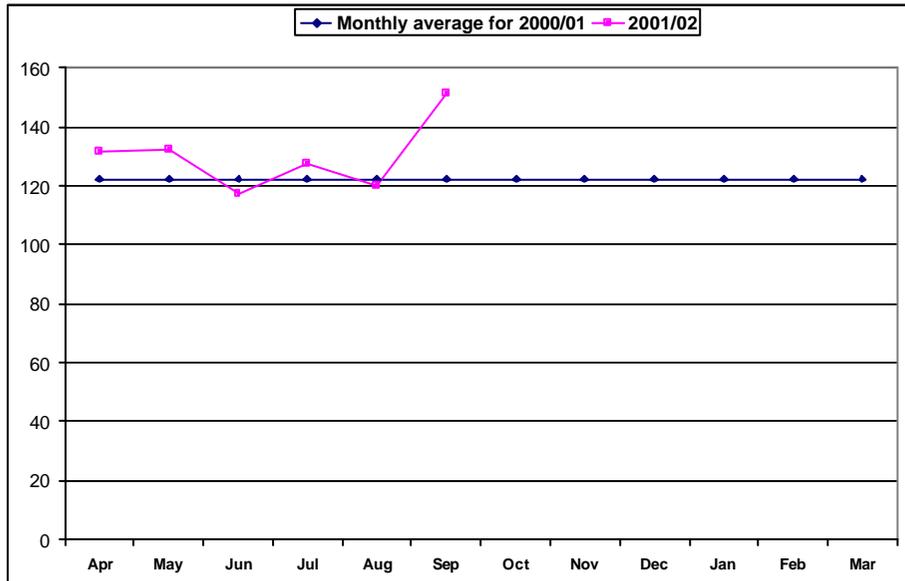
Police Wastage

Police Wastage		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
	Monthly average for 2000/01	122.4	122.4	122.4	122.4	122.4	122.4	122.4	122.4	122	122.4	122.4	122.4	122.4
	2001/02	131.7	132.4	117.49	127.25	120.2	151.6							130.1
	Monthly variation + / -	+9.3	+10	-4.91	+4.85	-2.2	-29.2							+7.7

Reason	Average for 2000/01	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	% of Total
Pension	38.80	41.0	48	27	42.1	52	51							261.1	33.45%
Medical	18.30	27.8	16.4	21.94	11	13.6	36.4							127.14	16.29%
Resignation	29.90	20.4	24	39.15	27.15	27.6	29.21							167.51	21.46%
Joined Other Force	31.90	41.5	40	21.4	41	26	34							203.92	26.12%
Other	3.50	1.0	4	8	6	1	1							21	2.69%
Total	122.40	131.7	132.4	117.49	127.25	120.2	151.6							780.67	100.00%
Of which :-															
V.E.M.	4	4	7	4	2	4	5							26	3.33%
Females	16.51	24.92	15.4	19.55	16.25	13.6	22.96							112.68	14.43%

YTD 32.75% of all pensions

Exit Surveys Received	Monthly Average	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Police / Month	17	30	14	20	17	27								108
% of returns	28%	48.45%	21.88%	33.03%	24.94%	50.37%								29.08%



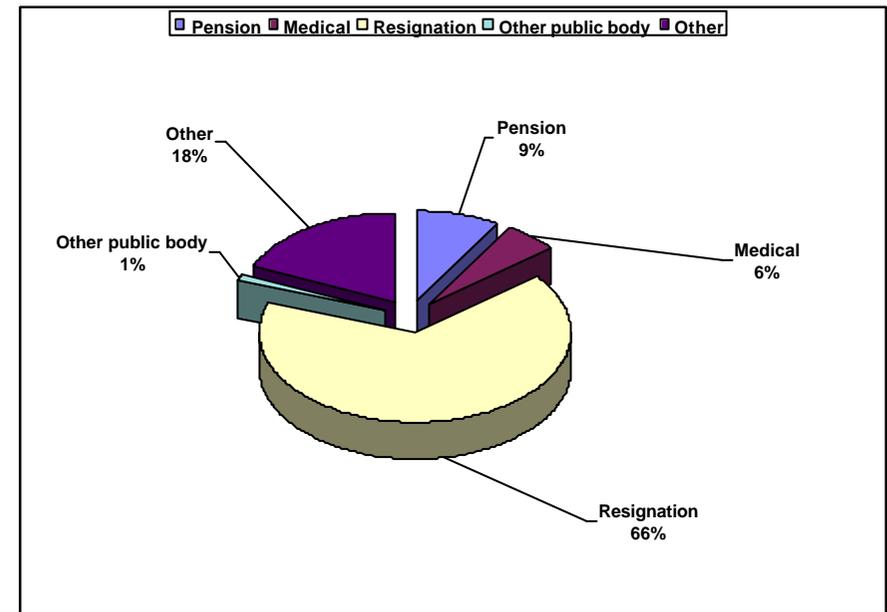
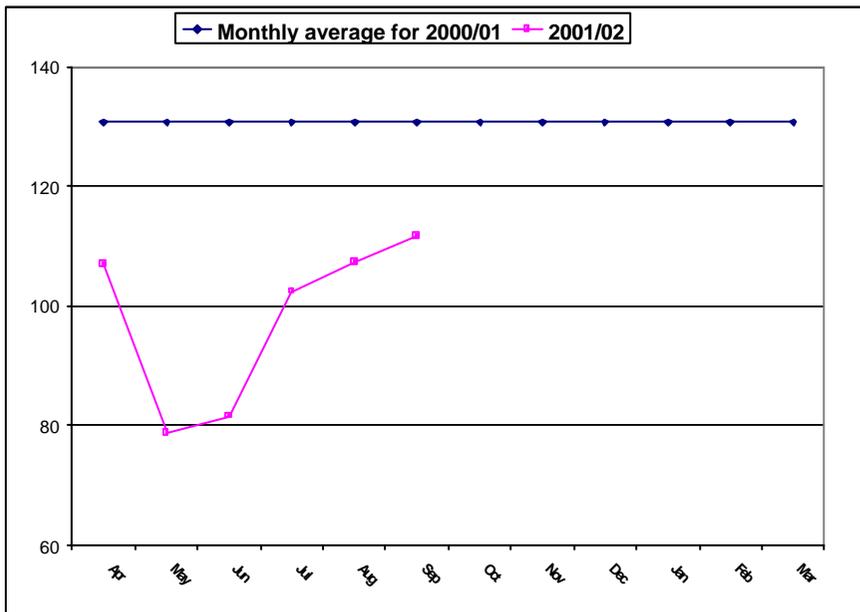
Civil Staff Wastage

Civil Staff Wastage		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
	Monthly average for 2000/01	130.65	130.65	130.65	130.65	130.65	130.65	130.65	130.65	130.65	130.65	130.65	130.65	130.65
	2001/02	106.95	78.6	81.55	102.35	107.40	111.58							98
	Monthly variation + / -	-23.7	-52.05	-49.1	-28.3	-23.3	-19.07							-12.96

Reason	Monthly average for 2000/01	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	% of Total
Pension	11.8	9.44	3	9	6	10.41	13							50.85	8.65%
Medical	6.4	8.09	4	4	9.89	3.56	2.83							32.37	5.51%
Resignation	75.3	69.73	62.6	52.48	62.96	71.43	69.03							388.23	66.08%
Other public body	22.4	2	1	2	1	2	0							8	1.36%
Other	14.7	16.79	8	14.07	22.5	20	26.72							108.08	18.40%
Total	130.65	106.05	78.6	81.55	102.35	107.40	111.58							587.53	100.00%
Of these :-															
No. VEM	17	21.71	42.6	19.06	10.83	8.22	21.58							124	21.11%
No. Female	71.7	46.96	9.9	43.62	62.52	61.68	62.58							287.26	48.89%

YTD 38.90% of all pensions

Exit Surveys Received	Monthly Average	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Civil Staff / Month	38	35	18	23	18	33								127
% of returns	39%	48.79%	28.30%	42.22%	28.14%	44.94%								32.05%



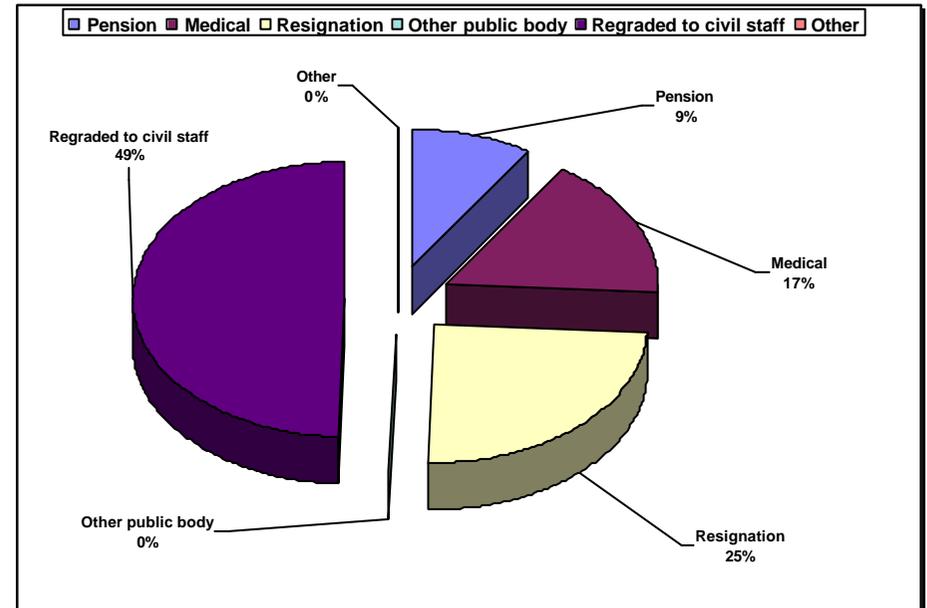
Traffic Warden Wastage

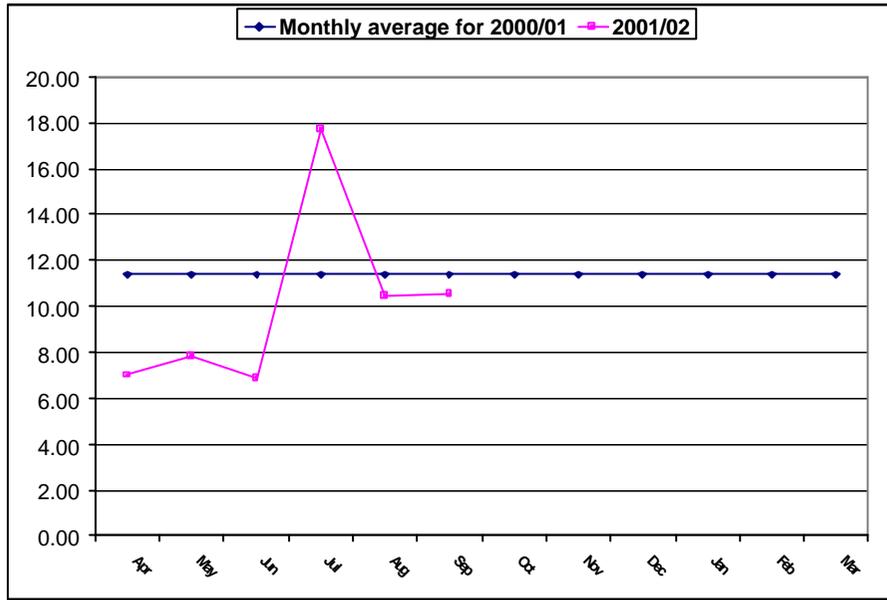
Traffic Warden Wastage		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
	Monthly average for 2000/01	11.37	11.37	11.37	11.37	11.37	11.37	11.37	11.37	11.37	11.37	11.37	11.37	11.37
	2001/02	7	7.81	7	17.69	10.44	10.50							10.05
	Monthly variation + / -	-4.37	-3.56	-4.54	+6.32	-0.93	-0.87							-1.32

Reason	Monthly average for 2000/01	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	% of Total
Pension	0.83	1	0	0.58	2	2	0							5.58	9.26%
Medical	1.36	0	1	0	4	2	3							10	16.59%
Resignation	3.48	2	2.81	2.61	3	2	2.5							14.92	24.76%
Other public body	1.24	0	0	0	0	0	0							0	0.00%
Regraded to civil staff	4.06	4	4	3.64	8.69	4.44	5							29.77	49.39%
Other	0.42	0	0	0	0	0	0							0	0.00%
Total	11.37	7	7.81	6.83	17.69	10.44	10.5							60.27	100.00%
Of these :-															
No. VEM	1.94	0	3	1	0	3	1							8	13.27%
No. Female	7.32	7	6.81	5.25	10.69	7.44	7.5							44.69	74.15%

YTD 64.18% of all pensions

Exit Surveys Received	Monthly Average	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Traffic / Month	1.33	1	4	2	2	0								9
% of returns	18%	16.67%	58.74%	32.00%	17.11%	0.00%								20.14%





Ethnic Minority and Female Progression within the M.P.S. by rank and location

Ethnic Minority	Total Female	Total Male	EM % of total rank	Gender Data	Total Female	Total Male	Female % of rank
Cmdr and above	0	2	5.56%	Cmdr and above	4	32	11.11%
Ch Supt	0	2	3.03%	Ch Supt	5	61	7.58%
Det Ch Supt	0	0	0.00%	Det Ch Supt	0	20	0.00%
Supt.	0	3	3.13%	Supt.	4	92	4.17%
Det. Supt.	1	0	1.85%	Det. Supt.	5	49	9.26%
Ch. Insp.	0	5	2.09%	Ch. Insp.	12.8	227	5.34%
DCI	0	4	2.41%	DCI	14	152	8.43%
Insp.	2	16	1.93%	Insp.	56.79	876.8	6.08%
Det, Insp	0	10	2.65%	Det, Insp	18.4	359	4.88%
Sergeant	5.69	89	2.98%	Sergeant	324.22	2857.36	10.19%
Det. Sgt	1	21	2.20%	Det. Sgt	99.8	898.8	9.99%
Constable	179.23	675.31	4.99%	Constable	3,097.54	14,022.46	18.09%
Det. Constable	24.86	83	4.10%	Det. Constable	445.99	2185.53	16.95%
TOTAL	213.78	910.31	4.34%	TOTAL	4087.54	21,832.95	15.77%
TARGET VEM			5.00%				

Location	Total VEM Female	Total VEM Male	% Total VEM	Total Female	% Total Female
Borough Total	165.69	634.31	4.84%	2913.19	17.62%
Non Borough Units (TP)	9	44	2.39%	206.4	9.29%
Heathrow	1	6	2.46%	35.2	12.39%
Support & Other (TP)	0	0	0.00%	0	0.00%
S.O	18.2	133	3.36%	549.93	12.22%
Personnel	3.89	7	2.60%	78.49	18.71%
DCC & PRS	5	22	3.71%	101.33	13.93%
Resources	0	0	0.00%	0	0.00%
Holding	3	15	3.30%	72	13.19%
Recruits	8	49	8.32%	131	19.12%
TOTAL	213.78	910.31	4.34%	4087.54	15.77%

Civil Staff - progression of V.E.M. and Females by grade and location

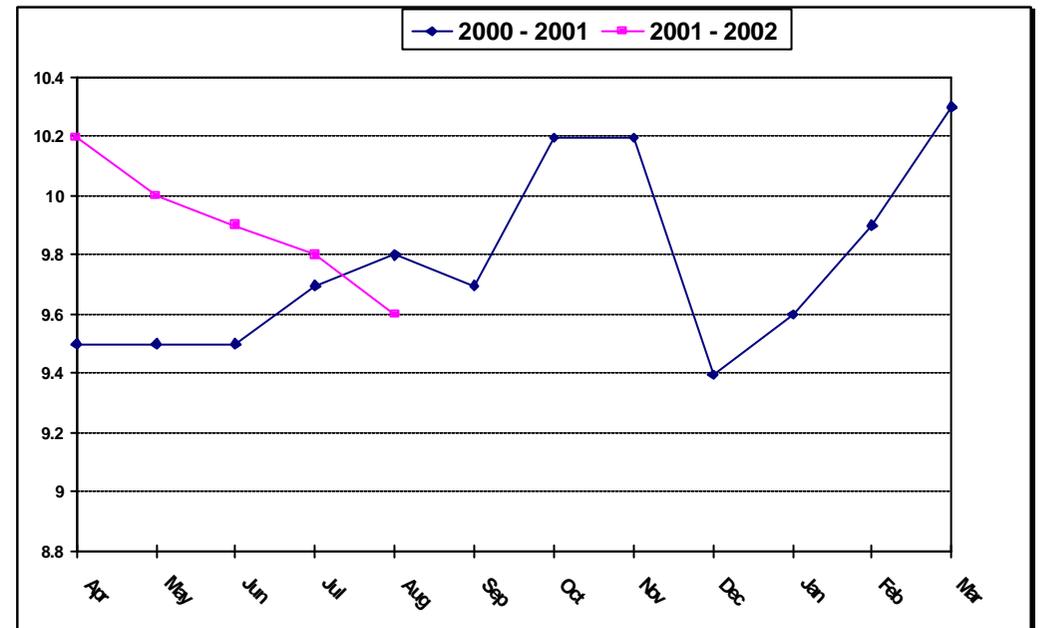
Ethnic Minority	Total VEM Female	Total VEM Male	VEM Total	EM % total of grade	Gender Data	Total Female	Total Male	Total	Female % of grade
Grade 7 and above	5	6	11	6.14%	Grade 7 and above	48.75	130.29	179.04	27.23%
Grade 8	3.21	6	9.21	3.51%	Grade 8	52.63	209.83	262.46	20.05%
Grade 9	24.75	27	51.75	7.15%	Grade 9	285.95	438.13	724.08	39.49%
Grade 10	112.2	71	183.2	9.59%	Grade 10	952.95	958.31	1911.26	49.86%
Grade 11	0	14	14	23.73%	Grade 11	1	58	59	1.69%
Grade 12	653.23	308.98	962.21	17.00%	Grade 12	3,676.47	1,982.92	5659.39	64.96%
Grade 13	166.7	37.62	204.32	27.92%	Grade 13	606.41	125.29	731.7	82.88%
Industrial	234.8	52	286.8	39.76%	Industrial	411.2	310.11	721.31	57.01%
Other	31.95	6	37.95	0.00%	Other	89.95	43.82	133.77	67.24%
TOTAL	1,231.84	528.6	16.86	16.96%	TOTAL	6125.31	4256.7	10382.01	59.00%

Location	Total VEM Female	Total VEM Male	VEM Total	% Total VEM	Total Female	% Total Female
Borough Total	478.17	194.75	672.92	16.69%	2836.79	70.36%
Non Borough Units (TP)	54.11	32	86.11	8.36%	578.22	56.17%
Heathrow	7.69	4	11.69	17.51%	37.87	56.73%
Support & other (TP)	0	0	0	0.00%	0	0.00%
S.O	164.74	112.52	277.26	13.04%	1056.59	49.69%
Personnel	62.83	20	82.83	14.83%	337.63	60.45%
DCC & PRS	135.25	65	200.25	16.66%	578.14	48.09%
Resources	327.05	94.33	421.38	32.49%	675.44	52.07%
Audit	1	5	6	19.35%	6	19.35%
Holding	1	1	2	5.19%	18.56	48.13%
TOTAL	1231.84	528.6	1760.44	16.96%	6125.24	59.00%

Police Sickness

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days lost per Officer	10.2	10	9.9	9.8	9.6								10
Target	9	9	9	9	9	9	9	9	9	9	9	9	9
+ / - Target	+1.2	+1	+0.9	+0.8	+0.6								+1
+ / - Target as a %	+13%	+11%	+10%	+9%	+7%								+11%

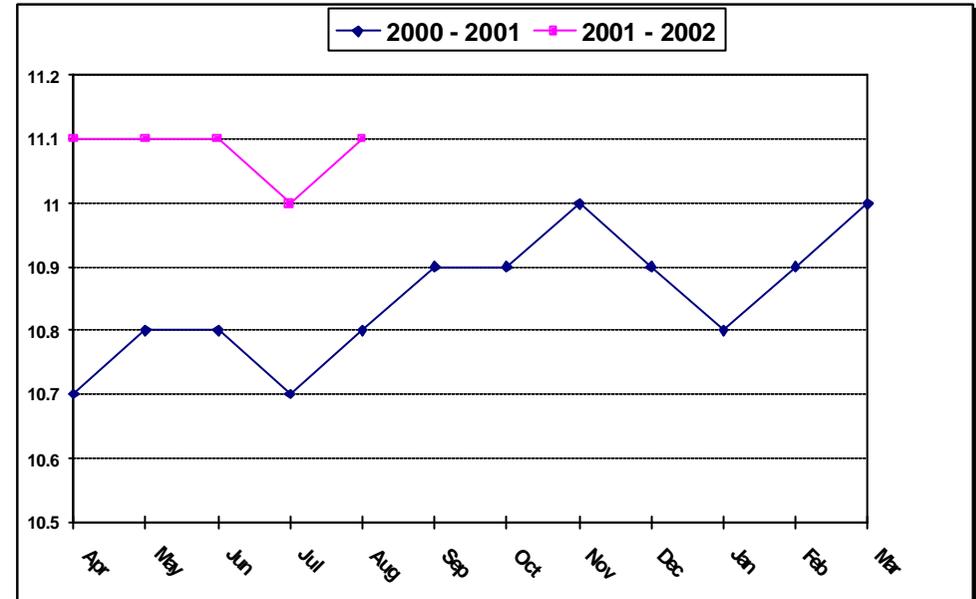
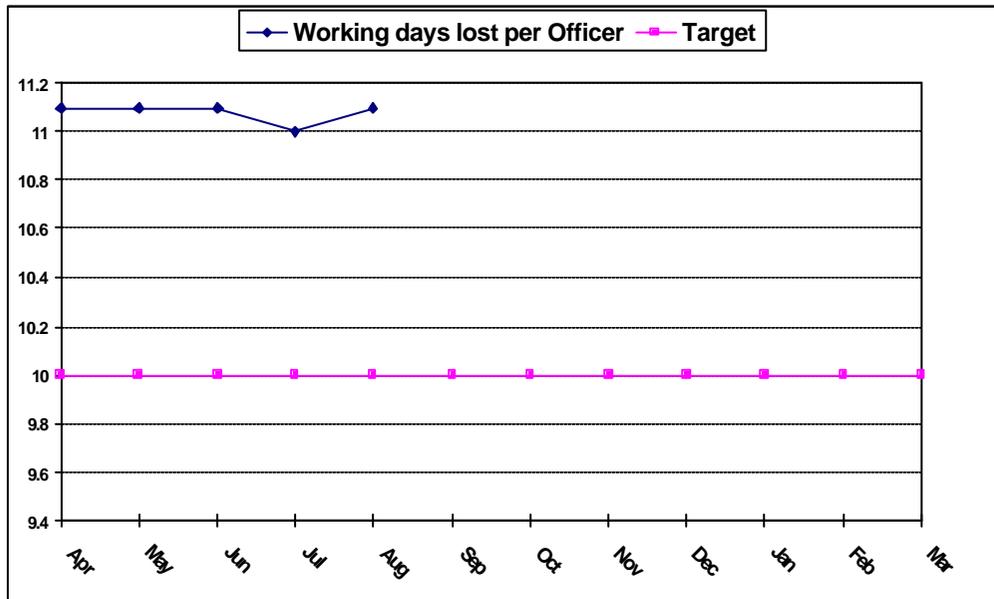
Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
2000 - 2001	9.5	9.5	9.5	9.7	9.8	9.7	10.2	10.2	9.4	9.6	9.9	10.3	9.8
2001 - 2002	10.2	10	9.9	9.8	9.6								10
Yr. on Yr. + / -	+0.7	+0.5	+0.4	+0.1	-0.2								+0.2



Civil Staff Sickness excluding traffic wardens

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days lost per Officer	11.1	11.1	11.1	11	11.1								11.1
Target	10	10	10	10	10	10	10	10	10	10	10	10	10
+ / - Target	+1.1	+1.1	+1.1	+1	+1.1								+1.1
+ / - Target as a %	+11%	+11%	+11%	+10%	+11%								+11%

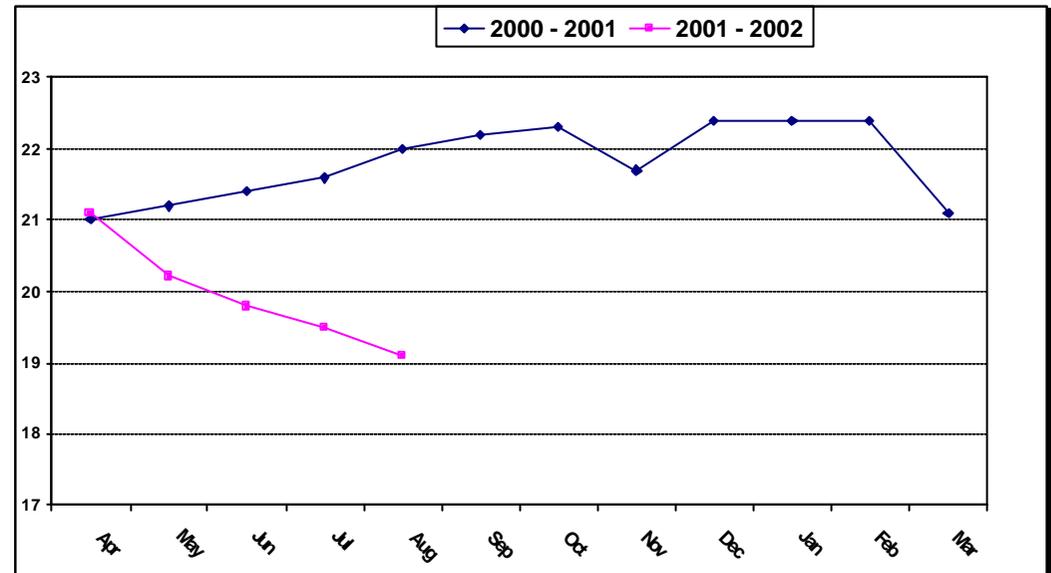
Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
2000 - 2001	10.7	10.8	10.8	10.7	10.8	10.9	10.9	11	10.9	10.8	10.9	11	10.9
2001 - 2002	11.1	11.1	11.1	11	11.1								11.1
Yr. on Yr. + / -	+0.4	+0.3	+0.3	+0.4	+0.3								+0.2



Traffic Warden Sickness

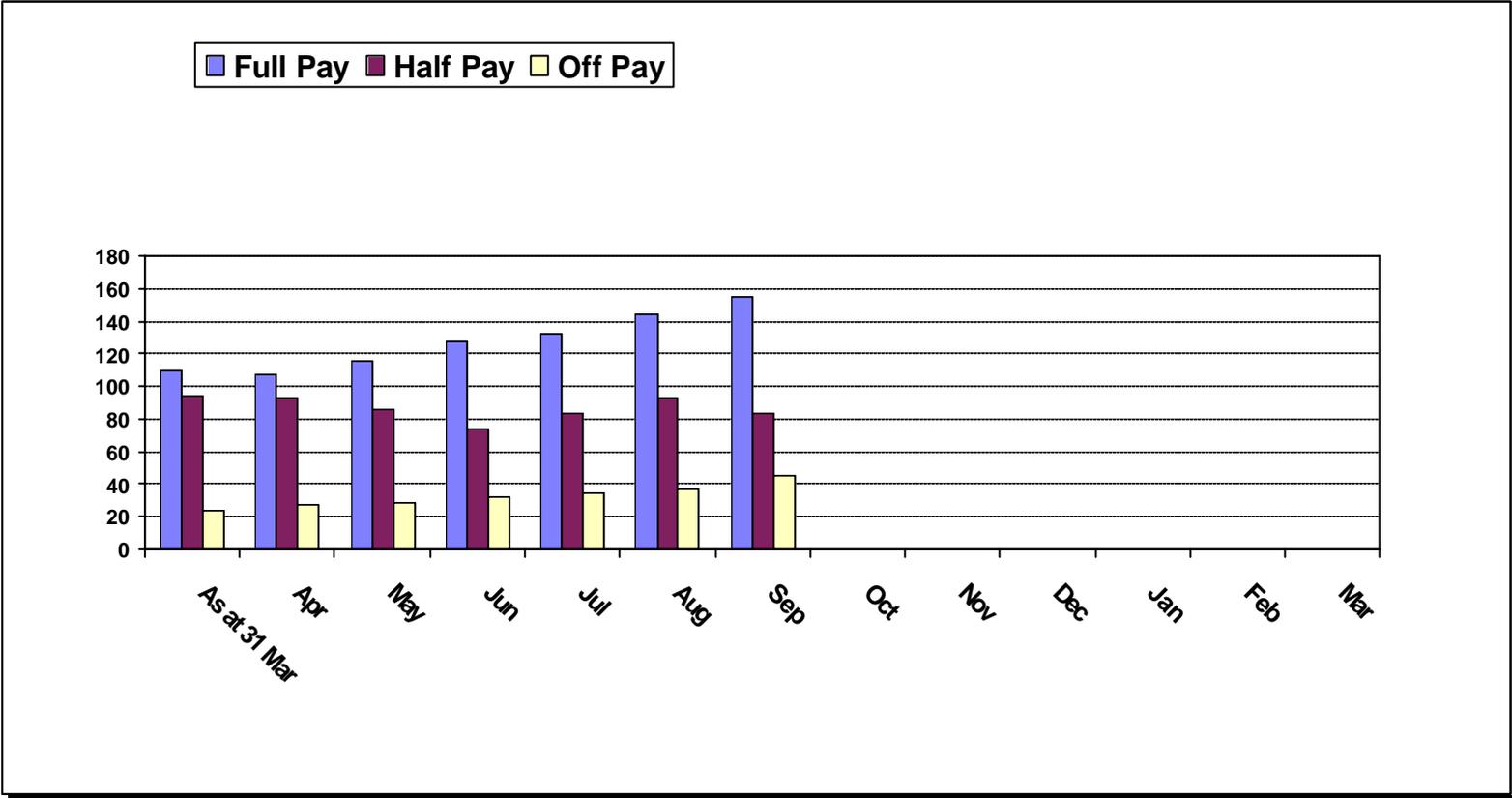
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days lost per traffic warden	21.1	20.2	19.8	19.5	19.1								19.9
Target	20	20	20	20	20	20	20	20	20	20	20	20	20
+ / - Target	+1.1	+0.2	-0.2	-0.5	-0.9								-0.1
+ / - Target as a %	+5%	0%	-3%	-4%	-4%								-1%

Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
2000 - 2001	21	21.2	21.4	21.6	22	22.2	22.3	21.7	22.4	22.4	22.4	21.1	21.8
2001 - 2002	21.1	20.2	19.8	19.5	19.1								19.9
+ / - Yr. on Yr	+0.1	-0.1	-1.6	-2.1	-2.9								-1.9



Extended Sick Pay for Police Officers

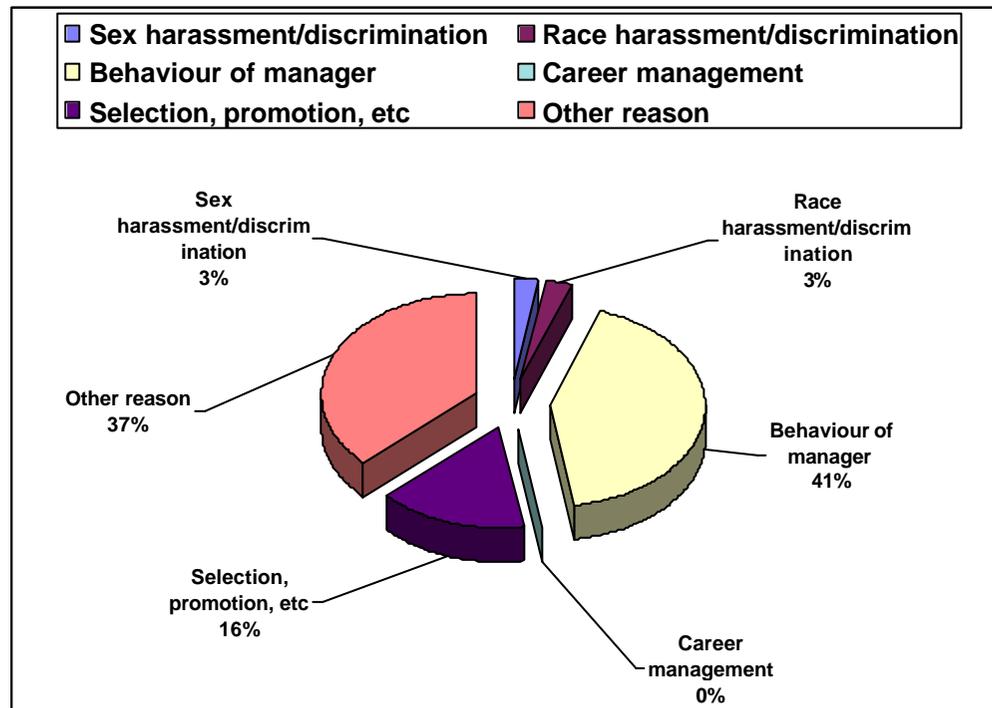
2001 - 2002	As at 31 Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
Full Pay	109	107	116	127	132	144	155							130
Half Pay	94	93	86	74	83	93	83							85
Off Pay	24	27	28	32	35	37	45							34
TOTAL	227	227	230	233	250	274	283							250



M.P.S. Grievances

	Monthly average 2000/01	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
New grievances	11	8	14	10	22	15	7							76
of which :-														
Sex harassment/discrimination	0	0	0	0	2	0	0							2
Race harassment/discrimination	0	0	0	0	1	0	1							2
Behaviour of manager	4	2	7	5	11	4	3							32
Career management	0	0	0	0	0	0	0							0
Selection, promotion, etc	2	3	4	1	1	3	0							12
Other reason	5	3	3	4	7	8	3							28

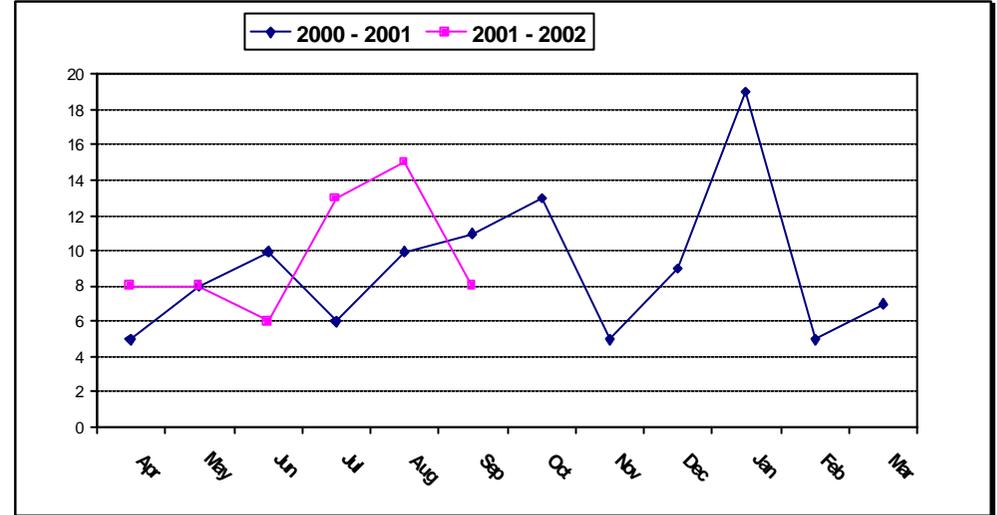
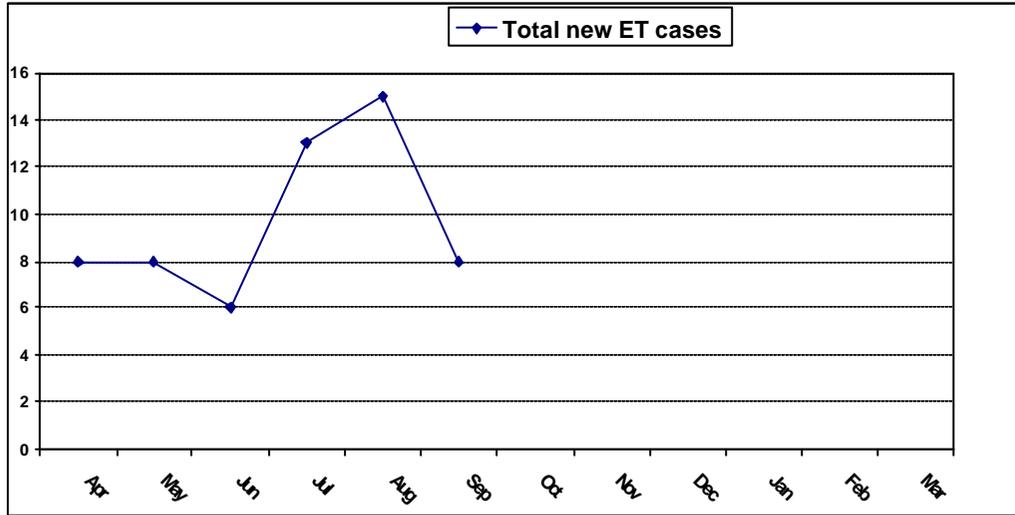
Yr. on Yr. Comparison		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL TO DATE
2000 - 2001 total / month		11	17	8	13	5	11	12	9	9	9	10	15	54
2001 - 2002 total / month		8	14	10	22	15	7							76
+ / - year on year		-4	-3	+2	+9	+10	-4							+22



Employment Tribunals

	2000/01	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
Total new ET cases	9 (monthly average)	8	8	6	13	15	8							58
Total current ET cases	120 (as at 31 March)	120	122	115	122	128	124							

Yr. on Yr. Comparison		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL TO DATE
2000 - 2001		5	8	10	6	10	11	13	5	9	19	5	7	39
2001 - 2002		8	8	6	13	15	8							58
+ / - Yr. on yr.		+3	0	-4	+7	+5	-5							+19



Occupational Health

		Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
No. of New Occupational Health Referrals	346	324	331	351	369	378	346							350
No. of Ongoing Health Cases	1494 (as at 31 March)	1763	1457	1410	1559	1784	2104							1680
Types of Disposal														
Return to Full Duties	156	166	206	171	235	194	194							194
Return to Restricted Duties	31	40	57	23	53	85	32							48
Ill Health Retirements	13	16	6	17	18	27	11							16
Resignations/Retirements	7	5	5	2	10	9	4							6
Other	13	21	42	31	26	25	21							28
Total	219	248	316	244	342	340	262							292
% Achieved (Disposed to On-Going)	14%	14.07%	21.69%	17.30%	21.94%	19.06%	12.45%							17.39%
No of New recuperative Duties	145	136	109	132	211	193	151							155
No. of On-Going Recuperative Duties	595 (as at 31 March)	787	798	653	736	801	633							735
Occupational Health		Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
Referrals to Welfare Service	96	99	115	112	121	122	92							110