

PLANNED USE OF MPS RESOURCES

Association of Police Authorities framework for HR plans – summary of key data¹

1. Staffing							
		2002/03 actual		2003/04 forecast		2004/05 planned	
		No.	£k	No.	£k	No.	£k
Police officers	Constables	22,002	755,928	23,387	857,949		
	Sergeants	4,304	175,897	4,755	196,942		
	Inspectors	1,404	68,963	1,476	77,637		
	Chief Inspectors	490	25,009	489	27,838		
	Superintendents and Chief Superintendents	239	17,451	255	19,458		
	Chief officers	38	4,313	38	4,883		
	All officers (total)	28,477	978,667	30,400	1,184,707		
Police staff²	All pay bands	12,211	266,286	13,617	364,433		
Special constables	All ranks	692	n/a	720	n/a		n/a

¹ Staff numbers have been supplied by Workforce Data, and are based on Full Time Equivalents rounded to the nearest whole number.

² Police staff includes Police Community Support Officers (PCSOs) and traffic wardens, unless otherwise stated.

2. Additional staff costs

		2002/03 actual £k	2003/04 forecast £k	2004/05 planned £k
Temporary staff	Employed and agency	9,005	9,569	
Consultants	Consultants	6,846	11,973	

3. Diversity

	In post 2002/03						In post 2003/4 ³						2004/05 targets as % of total strength
	Minority ethnic		White		Total		Minority ethnic		White		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	
Constables	1089	292	16783	3839	17872	4131	1346	360	17418	4339	18764	4698	
Total police officers	1270	305	22451	4451	23721	4756	1528	373	23193	4993	24721	5366	
Police staff	628	1476	3844	5011	4472	6487	694	1637	4146	5370	4840	7007	
PCSOs							365	111	582	287	947	398	
Traffic wardens	61	46	235	308	296	354	48	37	180	237	228	274	

³ Data included as at 31 January 2004. End of March data will be included in report to HRC on 6 May 2004.

4. Overtime

	2002/03	2003/04 forecast		2004/05	
	£k	£k	% reduction	£k	% reduction
Police officers	112,190	123,565	-10.14%		
Police staff	18,870	25,750	-36%		

5. Training

	2002/03 £k	2003/04 £k	2004/05 £k
Directorate of Training and Development total budget⁴	27,046	32,274	
Actual spend	27,313	27,989 ⁵	n/a

⁴ Excludes locally delivered training.

⁵ Forecast to year end as at period 9.

6. Sickness absence: average number of equivalent days lost and average cost

		2002/03		2003/04 ⁶		2004/05 reduction targets
		No.	Cost (£k)	No.	Cost (£k)	
Police officers	Constables	206,771	32,145			Police: average 9 days per officer PCSOs and traffic wardens: average 11 days per officer Other police staff: average 10 days per staff member
	Sergeants	46,828	8,660			
	Inspectors	8,602	1,912			
	Chief Inspectors	1,536	355			
	Superintendents and Chief Superintendents	2,173	718			
	Chief Officers	92	47			
	Totals	266,004	43,837			
Police staff	All pay bands	128,915	12,550			
Total		394,919	56,480			

⁶ Data included for financial year to 31 December 2004. Full year sickness data will not be available until mid-May 2004, so unfortunately it will not be possible to include a full year figure in the report to HRC on 6 May 2004.

7. Ill health retirements

	2002/03	2003/04 ⁷	2004/05 (target)
Police officers	150	60	
Police staff (including traffic wardens)	29	22	

8. Central Human Resources Directorate Budgeted and Workforce Strengths⁸

	2003/04			2004/05		
	Overall budget (£k) (staff and running costs)	Actual staff strength		Overall budget (£k) (staff and running costs)	Actual staff strength	
		Police officers	Police staff		Police officers	Police staff
HR Strategy	4,711	4	83			
HR Recruitment	13,636	5	103			
Training and Development	32,274	497	192			
HR Services⁹	3,078	3	48			
People Development¹⁰	8,435	11	131			
Total	62,134	550	557			

⁷ Data forecast to end of March 2004 based on data as at 31 January 2004. End of March data will be included in report to HRC on 8 May 2004.

⁸ Excludes the devolved HR function at borough/OCU level. Figures provided by HR Business Support.

⁹ Includes Occupational Health and Health and Safety £6,265k, 2002/03 only.

¹⁰ Includes Occupational Health and Health and Safety from 2 February 2003.