

1. Establishment v Strength as at 31st March 2024

Employee Group	Est	Str	Var	Str fte net variance Dec 23 to Mar 24
Officers	3755.00	3757.63	2.63	8.82
Staff	2324.35	2082.19	-242.16	-24.10
PCSOs	99.07	93.45	-5.62	-2.53

Commands with Highest Vacancies

Trend versus last data (as at 31st Dec 2023):

Vacancy % reduced Vacancy % Static Vacancy % Increased

Officers	Staff (excluding PCSOs)
Serious Crime: -12.11%	Learning & Development: -22.90%
Learning & Development: -10.81%	Human Resources: -16.90%
Contact Management: -11.31%	Serious Crime: -14.81%

2. Specials Data: Headline Figures

- Headcount as at 31st December 2023:** 251
- Net reduction of 15 since 31st December 2023 (266)
- 2023/24 average monthly leavers:** 7
- This is lower than the monthly av. leavers for 22/23 (13)
- Specials duty statistics (April 23 to Mar 24)**

- Total duty hours worked reduced from 119,125 last year to:	80,026
- Average hours per officer reduced from 26.12 last year to:	23.80

Total duty hours worked in March 2024 was 6,714, which is the equivalent of 420 specials working a 16 hour month.

3. Recruitment Plan 24/25

Employee Group	Apr 24 - Mar 25 Projected Joiners	Projected Establishment	Projected Strength 31st March 2025	Variance
Officers	270.00	3755.00	3750.63	-4.37

* This is made up of 252 new recruits and 18 transfers in / returners / re-joiners. The intakes are scheduled for June 24 (52), September 24 (71), December 24 (64) and March 25 (65). Whilst the force is projected to end slightly under the establishment, the uplift headcount requirement of 3820 will be achieved.

2023/24 Final Recruitment Numbers

Officers: April 2023 to March 2024	265 (fte)	This includes all entry routes
Specials: April 2023 to March 2024	32 (H'Count)	

4. Turnover: 2023/24 & 2022/23

Employee Group	2023/24 Leavers (H'Count)	Turnover %	2022/23 Turnover %	Variance
Officers	254	6.66	6.89	-0.23
Staff	250	10.82	12.33	-1.51
PCSOs	6	5.83	11.59	-5.76
Specials	107	37.02	42.93	-5.91

5. Ethnic Minority & Gender Representation as at 31st March 2024

Employee Group	Ethnic Minority H'Count	% of Total Employee Group	Female H'Count	%
Officers	158	4.14	1436	37.59
Staff	93	4.06	1549	67.61
PCSOs	0	0.00	65	63.73
Specials	12	4.78	72	28.69

2021 Economically Active Ethnic Minority Population: 11.15%

Rank	Ethnic Minority %	Female %
Chief Officer	0.00%	20.00%
Chief Superintendent	15.38%	23.08%
Superintendent	8.00%	20.00%
Chief Inspector	5.77%	23.08%
Inspector	2.92%	31.58%
Sergeant	2.30%	29.23%
Constable	4.42%	38.95%
Student Constable	4.03%	48.39%
Total	4.14%	37.59%

Ethnic Minority Recruitment Update

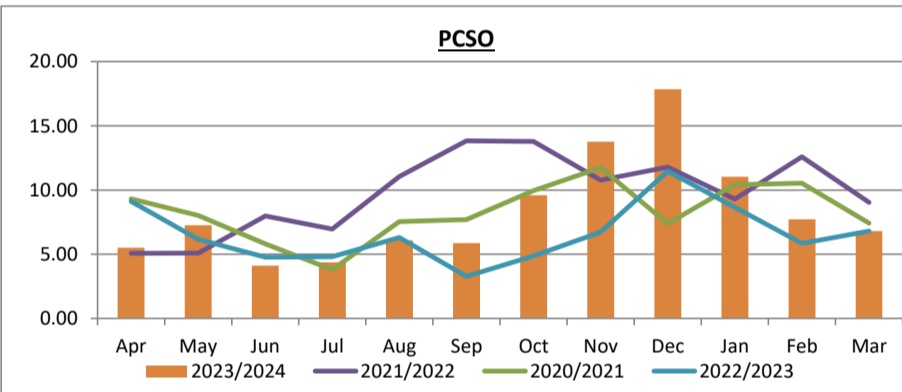
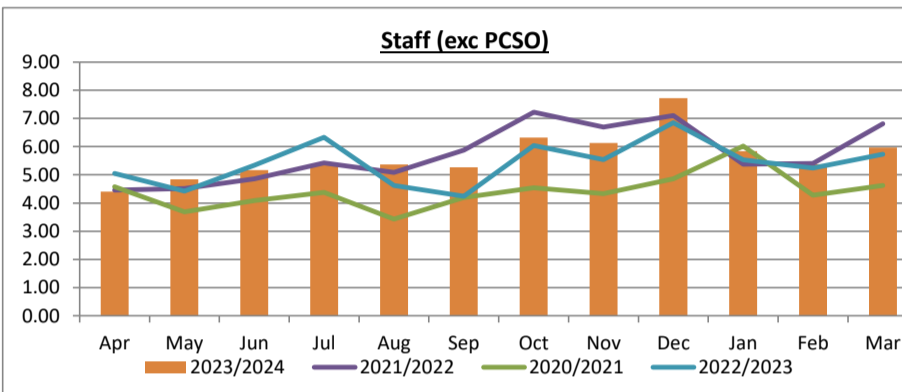
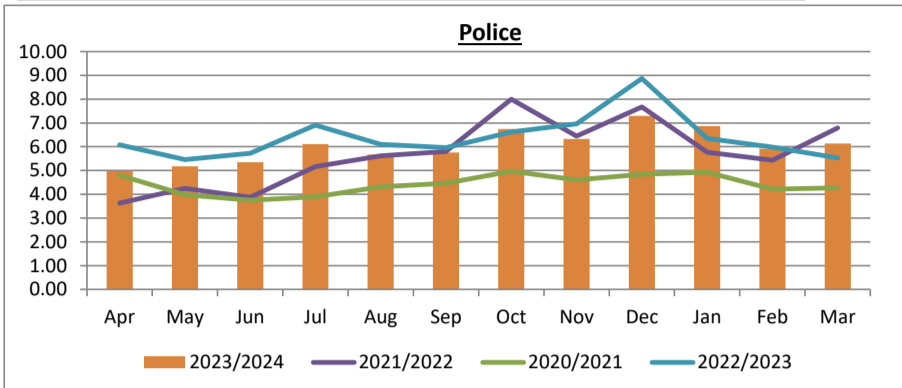
48 ethnic minority candidates in the recruitment process (13.30% of all applications)

Apr 23 to Mar 24 : 265 Total Recruits
16 ethnic minorities = 6.04%

6. Absence and Adjusted / Recuperative

Employee Group	2021/2022 Av. Days Lost PP	2022/2023 Av. Days Lost PP	2023/24 Av. Days Lost PP
Officers	8.55	9.49	8.98
Staff	9.33	8.66	9.19
PCSOs	15.75	10.89	13.83

Av. Hours Lost by Month 2020/21, 2021/22, 2022/23 & 2023/24



Commands with Highest Absence (Av. Days Lost Per Person)

Trend versus same period last year April 22 to March 23

Officers	Staff (excluding PCSOs)
Contact Management: 18.15	Contact Management: 13.92
Local Policing Support Unit: 13.09	Crime & Public Protection: 9.94
Cont Improv & Analytics: 11.58	Criminal Justice: 9.28

Absence Term

Term	Officers			Staff			PCSOs		
	2021/22	2022/23	2023/24	2021/22	2022/23	2023/24	2021/22	2022/23	2023/24
Short Term	2.34	2.80	2.68	2.36	2.82	2.63	2.45	3.35	3.44
Medium Term	1.74	1.58	1.35	1.76	1.87	1.66	2.07	2.37	2.51
Long Term	4.47	5.11	4.94	5.21	3.98	4.90	11.23	5.17	7.89
Total	8.55	9.49	8.98	9.33	8.66	9.19	15.75	10.89	13.83

Absence Reasons (% of Payroll Hours Lost)

Top Two Absences	Officers			Staff			PCSOs		
	2021/22	2022/23	2023/24	2021/22	2022/23	2023/24	2021/22	2022/23	2023/24
Psychological	35.98%	40.19%	39.07%	27.69%	27.63%	27.17%	37.91%	13.97%	34.67%
Musculo/Skeletal							19.23%	12.87%	17.59%
Respiratory	22.87%	20.45%	15.95%	23.36%	26.19%	16.72%			

Adjusted / Recuperative

