

For further details on the data contained within this report please see the supplementary notes sheet

STAFF IN POST¹

Staff in Post by Job Group

Table 1 – Staff in Post by Job Group

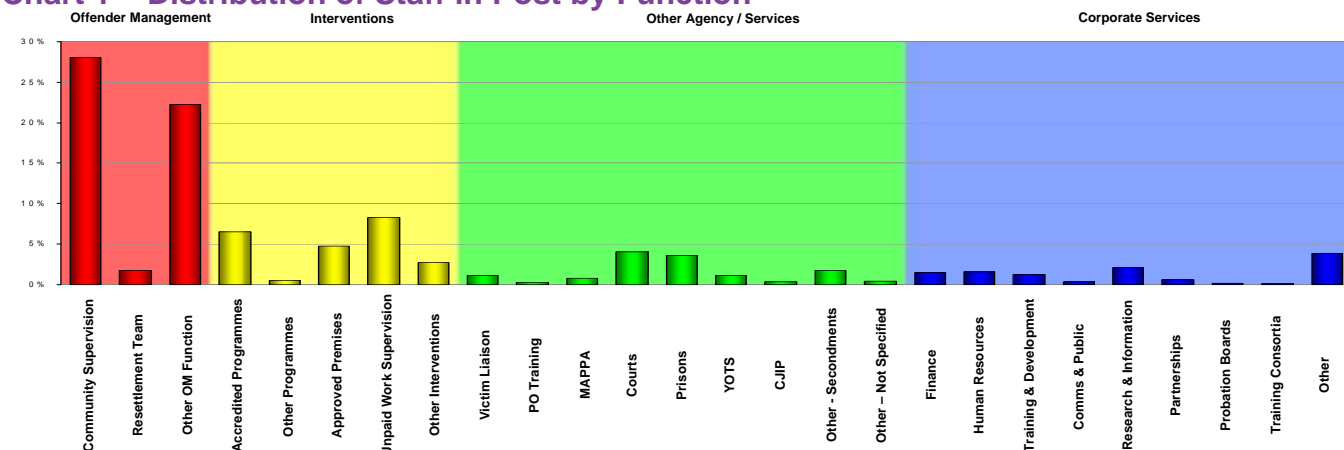
- On 30th June 2011 there was a total of 18,466.09 FTE staff in the Probation Service (including Chief Executives): a decrease of 189.23 FTE on the figure at the end of Quarter 4 10/11 (down 1.01%).
- When compared to the same quarter in 2010/11, total staff in the Probation Service decreased by 868.66 FTE (down 4.49%).
- Compared to Quarter 4 2010/11, 2 of the 16 job groups have shown an increase in staff in post, whilst 14 groups have decreased.
- The increases were in the Probation Services Officer job group; increasing by 25.27 FTE (up 0.53%), and the Support Staff – Administration group, which increased by 7.20 FTE (up 0.20%).
- The largest decrease was in the Probation Officer job group; decreasing by 87.58 FTE (down 1.68%). The next largest decrease came in the Middle Manager job group which fell by 47.1 FTE (down 2.64%).
- In comparison to the previous year, 2 of the job groups increased in staff in post and 14 decreased.
- The percentage of staff working in an offender related function at the end of Q1 was 88.47% (16,336.48 FTE), with 11.50% of staff working in Corporate Services (2,123.61 FTE). Those with a not recorded function accounted for 0.03% (6.00 FTE).
- The ratio of staff in offender services to corporate services was 7.69:1, up from 7.68:1 in Q4 10/11 and up from 7.49:1 twelve months ago.
- There was a marginal decrease in the ratio of Probation Officers to Probation Services Officers at the end of the quarter (1.06:1) compared to the previous quarter (1.09:1).
- The ratio of non-management to management staff was 7.46:1, up from 7.33:1 in the last quarter.
- Staff working in management roles accounted for 11.82% of the total workforce (2,182.38 FTE); a decrease from 12% in Q4; 88.17% of staff were in a non-management role (16,281.20 FTE) – an increase from 88% in Q4. Those with a not recorded management status accounted for 0.01% (2.51 FTE).

Probation Service	Staff in Post by Job Group - Quarter 1 2011/12						Change on Quarter	Change on Year
	Offender Management	Interventions	Other Agencies/ Services	Corporate Services	Not Recorded Function	Total		
Chief Executive	0.00	0.00	0.00	34.85	0.00	34.85	0.15	0.15
Deputy Chief Officer	8.92	1.00	2.00	24.11	0.00	36.03	2.90	7.77
Assistant Chief Officer	89.91	23.97	23.00	120.72	0.00	257.60	3.50	4.11
Area/District Manager	31.76	27.58	18.20	41.41	0.00	118.95	2.86	25.42
Middle Manager	753.59	450.16	222.33	307.37	1.50	1,734.95	47.10	139.90
Senior Practitioner	24.88	20.42	5.40	5.12	0.00	55.82	1.66	53.79
Probation Officer	3,950.49	305.94	827.19	50.38	2.00	5,136.00	87.58	126.00
Practice Development Assessor	4.60	0.00	14.80	18.20	0.00	37.60	1.34	4.11
Trainee Probation Officer	0.00	0.00	17.60	0.00	0.00	17.60	2.80	274.30
Treatment Manager	0.40	124.78	4.00	0.00	0.00	129.18	7.65	4.33
Probation Services Officer	2,350.78	1,590.07	849.92	34.01	1.50	4,826.28	25.27	44.98
Psychologist	1.00	1.00	1.62	4.00	0.00	7.62	1.92	3.40
Other Operational Staff	95.03	642.23	39.43	20.02	1.00	797.71	20.70	70.87
Support Staff - Administration	2,121.09	529.72	349.79	681.66	0.00	3,682.26	7.20	676.19
Support Staff - Other	139.67	457.95	63.48	696.04	0.00	1,357.14	18.34	609.38
Other Staff	47.34	40.86	61.07	84.72	0.00	233.99	18.25	266.34
Not Recorded Job Group	1.00	0.00	0.51	1.00	0.00	2.51	2.51	10.99
Total	9,620.46	4,215.68	2,500.34	2,123.61	6.00	18,466.09	189.23	868.66

-Italicised figures in the 'Total' column represent headcount figures.
-Percentage figures in red in the 'Change on Quarter' and 'Change on Year' columns indicate the proportionate change represented by the FTE figures above them.
-Red and green arrows indicate the direction of change (green – increase, red – decrease).
-Percentage figures in blue represent the proportion of total staff in each job group allocated to the relevant function.

Staff in Post by Function

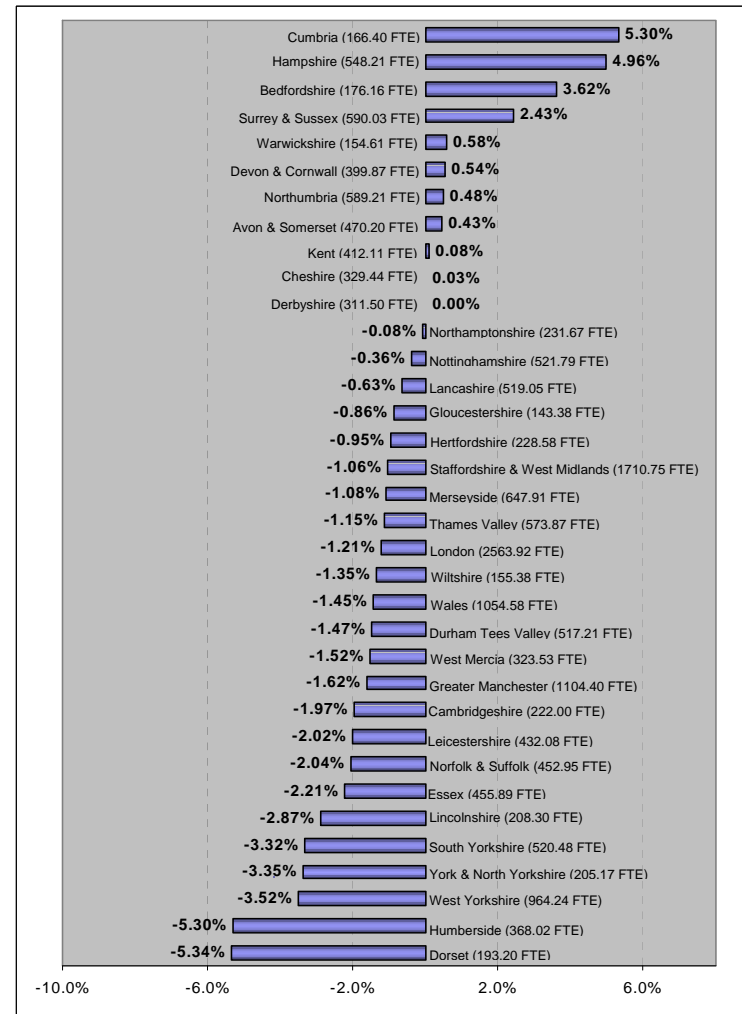
Chart 1 – Distribution of Staff in Post by Function



- The job group with the largest number of staff working in an 'Offender Management' function in Quarter 1 11/12 was the Probation Officer group with 3,950.49 FTE (76.92% of the group).
- The Probation Services Officer job group had the largest number of staff working in an 'Interventions' function with 1,590.07 FTE (32.95% of the group).
- The Probation Services Officer job group also had the largest number working in an 'Other Agency/Services' function with 849.92 FTE (17.61% of the group).
- The Support Staff - Other job group had the largest number of staff working in a 'Corporate Services' function with 696.04 FTE (51.29% of the group).
- The North West region had the largest number of staff working in an 'Offender Management' function (1545.46 FTE); London had the largest number in an 'Interventions' function (661.03 FTE); East Midlands region had the largest number in an 'Other Agency/Services' function (387.71 FTE) and East of England region had the largest number in a 'Corporate Services' function (330.76 FTE).

Staff in Post by Trust

Chart 2 – Change in Staff in Post by Trust

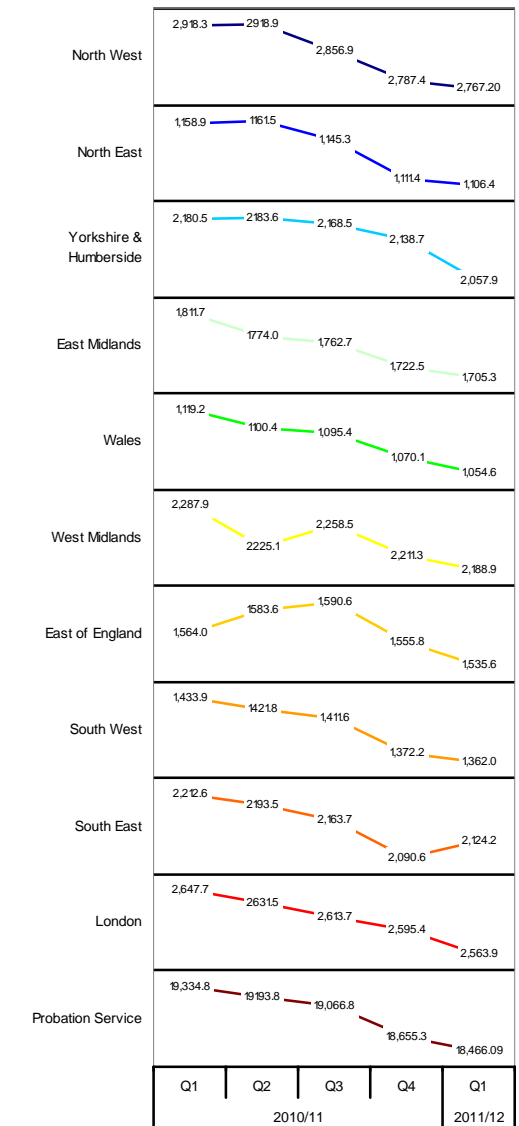


-Percentage figures represent the proportionate change in staff in post FTE compared to Quarter 4 10/11.
-Figures provided in brackets alongside each trust represent the FTE as it stands at the end of Quarter 1 11/12.

- At the end of Quarter 1 11/12, 24 of the 35 probation trusts reported a decrease in staff from the previous quarter (68.57%); whilst 10 reported an increase (28.57%). Derbyshire remained the same (see supplementary notes sheet for details).
- Dorset and Humberside reported the largest decreases in percentage terms when compared to the previous quarter, with falls of 5.34% (10.90 FTE) and 5.30% (20.60 FTE) respectively; followed by West Yorkshire who saw a fall of 3.52% (35.16 FTE).
- The largest quarterly FTE fall came in West Yorkshire, with a drop of 35.16 FTE (3.52%); followed by London and Humberside, with falls of 31.48 FTE (1.21%) and 20.60 FTE (5.30%) respectively.
- Cumbria and Hampshire reported the largest quarterly increases in percentage terms with increases of 5.30% (8.38 FTE) and 4.96% (25.91 FTE) respectively; followed by Bedfordshire who saw an increase of 3.62% (6.15 FTE).
- The largest quarterly FTE increase came in Hampshire, with a rise of 25.91 FTE (4.96%); followed by Surrey & Sussex, with an increase of 14.01 FTE (2.43%).
- Comparison of Staff in Post figures in Q1 2011/12 with the same quarter in 2010/11 shows decreases for 32 trusts, with 3 increasing.

Staff in Post by Region

Chart 3 – Staff in Post by Region (Quarterly Time Series)



- At the end of Quarter 1 11/12, 9 of the 10 probation regions reported a decrease in staff in post, when compared to the previous quarter.
- The largest quarterly FTE decreases in staff in post amongst the regions came in the Yorkshire & Humberside Region; down 80.8 FTE (3.78%) and London; down 31.5 FTE (1.21%).
- The South East Region reported the only increase in this period; up 33.6 FTE (1.61%).
- All probation regions recorded FTE decreases in staff in post in comparison to Q1 10/11.
- The largest annual FTE decrease came in the North West of 151.1 FTE (5.18%); followed by Yorkshire & Humberside, which fell by 122.6 FTE (5.62%).

¹Staff in Post figures were collected from the probation trusts via the HR Data Warehouse, which is subject to the expected level of inaccuracy inherent in any large-scale administrative system. The trusts have the ability to resubmit historical data which may result in occasional variations in subsequent reports.