

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

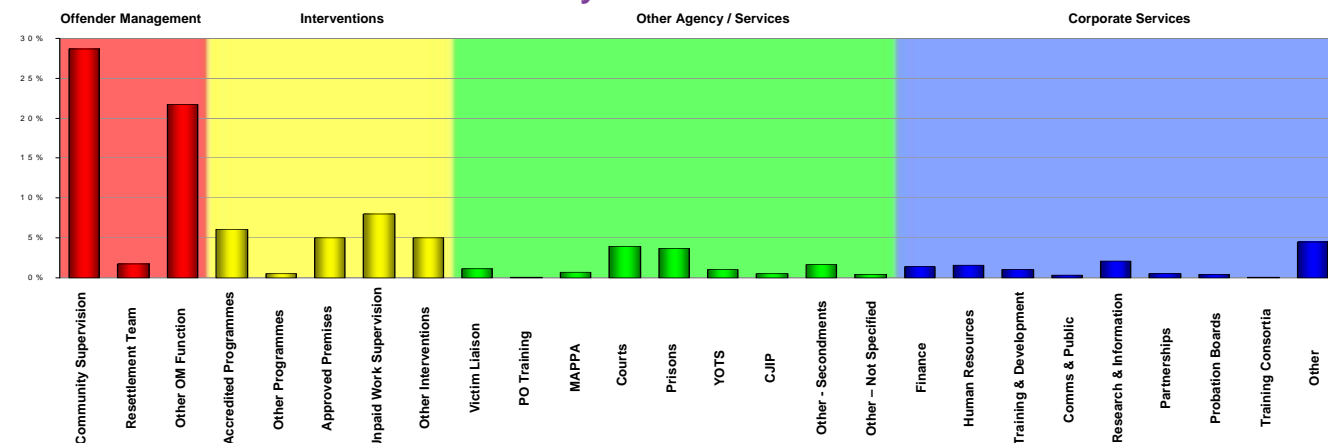
- On 30th June 2012 there was a total of 17,880.58 FTE staff in the Probation Service (including Chief Executives); a decrease of 119.70 FTE on the figure at the end of Quarter 4 11/12 (down 0.66%).
- When compared to the same quarter in 2011/12, total staff in post decreased by 585.51 FTE (down 3.17%).
- Compared to Quarter 4 2011/12, 6 of the 16 job groups have shown an increase in staff in post, whilst 8 groups have decreased. Trainee Probation Officers remained the same.
- The largest increases were in the Probation Services Officer job group; increasing by 31.87 FTE (up 0.68%), and the Other Operational Staff job group, which increased by 16.53 FTE (up 2.21%).
- The largest decrease was in the Probation Officer job group; decreasing by 83.79 FTE (down 1.68%). The next largest decrease came in the Support Staff – Other job group which fell by 52.52 FTE (down 3.87%).
- In comparison to the previous year, the Other Staff job group was the only to increase in terms of staff in post, up 15.60 FTE (6.67%).
- The percentage of staff working in an offender related function at the end of Q1 12/13 was 87.73% (15,687.12 FTE), with 12.18% of staff working in Corporate Services (2,178.20 FTE). Those with a Not Recorded function accounted for 0.09% (15.26 FTE).
- The ratio of staff in offender services to corporate services was 7.20:1 down from 7.34:1 in Q4 11/12 and down from 7.69:1 twelve months ago.
- The ratio of Probation Officers to Probation Services Officers in Q1 was 1.04:1, down from 1.06:1 compared to the previous quarter.
- The ratio of non-management to management staff was 7.42:1, up from 7.39:1 in the last quarter.
- Staff working in management roles accounted for 11.87% of the total workforce (2,122.71 FTE); a minimal decrease from 11.92% in Q4 11/12; 88.11% of staff were in a non-management role (15,754.87 FTE) – a minor increase from 88.07% in Q4 11/12. Those with a not recorded management status accounted for 0.02% (3.00 FTE).

Probation Service	Staff in Post by Job Group Quarter 1 2012/13						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	33.96	0.00	33.96	0.99	0.99
Deputy Chief Officer	9.00	0.00	2.00	22.40	0.61	34.01	2.84%	2.84%
Assistant Chief Officer	26.40%	0.00%	5.88%	65.86%	1.79%	34.01	2.10%	5.61%
Area/District Manager	88.00	21.76	18.80	124.91	1.00	254.47	9.54	3.13
Middle Manager	34.59%	8.55%	7.39%	49.09%	0.39%	261	3.61%	1.22%
Senior Practitioner	30.32	17.00	9.12	30.40	0.00	86.84	4.67	32.11
Probation Officer	34.91%	19.58%	10.50%	35.01%	0.00%	89	5.69%	26.99%
Practice Development Assessor	761.89	418.23	219.18	312.23	2.00	1,713.53	16.62	21.42
Trainee Probation Officer	44.46%	24.41%	12.79%	18.22%	0.12%	1817	0.96%	1.23%
Treatment Manager	18.40	17.22	7.00	5.63	0.00	48.25	5.90	7.57
Probation Services Officer	38.13%	35.69%	14.51%	11.67%	0.00%	50	10.90%	13.56%
Psychologist	3,745.88	291.25	790.29	64.05	2.60	4,894.07	83.79	241.93
Other Operational Staff	76.54%	5.95%	16.15%	1.31%	0.05%	5303	1.68%	4.71%
Support Staff - Administration	4.92	0.00	3.61	24.72	0.00	33.25	2.72	4.35
Support Staff - Other	14.80%	0.00%	10.86%	74.35%	0.00%	33	8.91%	11.57%
Other Staff	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.60
Not Recorded Job Group	0.00%	0.00%	0.00%	0.00%	0.00%	0	0.00%	100.00%
Probation Services Officer	6.50	87.09	3.00	0.00	1.00	97.59	12.73	31.59
Psychologist	6.66%	89.24%	3.07%	0.00%	1.02%	105	11.54%	24.45%
Probation Services Officer	2,298.43	1,499.51	840.44	64.43	4.33	4,707.14	31.87	119.14
Psychologist	48.83%	31.86%	17.85%	1.37%	0.09%	5162	0.68%	2.47%
Other Operational Staff	1.00	1.00	1.62	3.00	0.00	6.62	0.00	1.00
Support Staff - Administration	15.11%	15.11%	24.47%	45.32%	0.00%	7	0.00%	13.12%
Support Staff - Other	102.95	608.74	31.07	21.75	0.00	764.51	16.53	33.20
Other Staff	13.47%	79.62%	4.05%	2.84%	0.00%	891	2.21%	4.16%
Not Recorded Job Group	2,086.96	525.27	351.29	681.40	3.72	3,648.64	3.32	33.62
Probation Services Officer	57.20%	14.40%	9.63%	18.68%	0.10%	4171	0.09%	0.91%
Psychologist	143.00	413.08	62.46	686.67	0.00	1,305.21	52.52	51.93
Other Operational Staff	10.96%	31.65%	4.79%	52.61%	0.00%	1,492	3.87%	3.83%
Support Staff - Administration	36.11	53.82	57.91	101.75	0.00	249.59	2.01	15.60
Support Staff - Other	14.47%	21.56%	23.20%	40.77%	0.00%	285	2.81%	6.67%
Other Staff	0.00	1.00	1.00	1.00	0.00	3.00	2.00	0.49
Not Recorded Job Group	0.00%	33.33%	33.33%	33.33%	0.00%	3	200.00%	19.52%
Probation Service Total	9,333.36	3,954.97	2,398.79	2,178.20	15.26	17,880.58	119.70	585.51
	52.20%	22.12%	13.42%	12.18%	0.09%	19739	0.66%	3.17%

-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

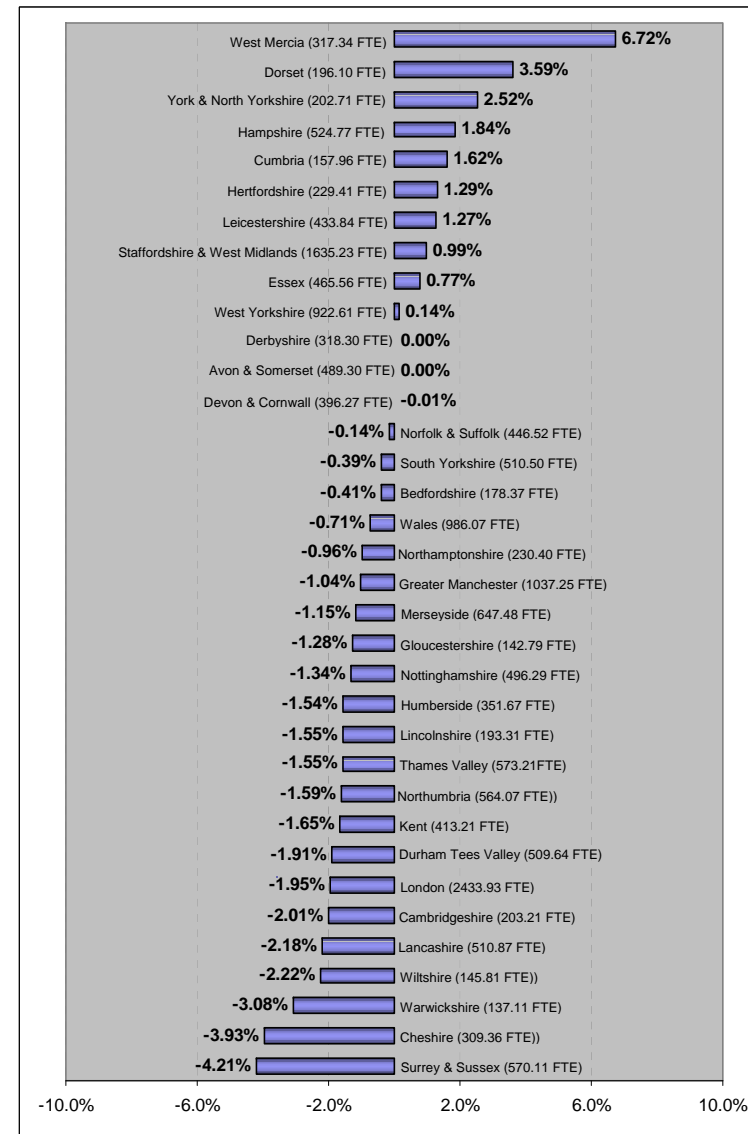
Chart 1 – Distribution of Staff in Post by Function



- The job group with the largest number of staff working in an 'Offender Management' function in Quarter 1 12/13 was the Probation Officer group with 3,745.88 FTE (76.54% of the group).
- The Probation Services Officer job group had the largest number of staff working in an 'Interventions' function with 1,499.51 FTE (31.86% of the group).
- The Probation Services Officer job group also had the largest number working in an 'Other Agency/Services' function with 840.44 FTE (17.85% of the group).
- The Support Staff - Other job group had the largest number of staff working in a 'Corporate Services' function with 686.67 FTE (52.61% of the group).
- The North West region had the largest number of staff working in an 'Offender Management' function (1,561.03 FTE); London had the largest number in an 'Interventions' function (610.59 FTE); East Midlands region had the largest number in an 'Other Agency/Services' function (394.29 FTE) and East of England region had the largest number in a 'Corporate Services' function (312.86 FTE).

Staff in Post by Trust

Chart 2 – Change in Staff in Post by Trust

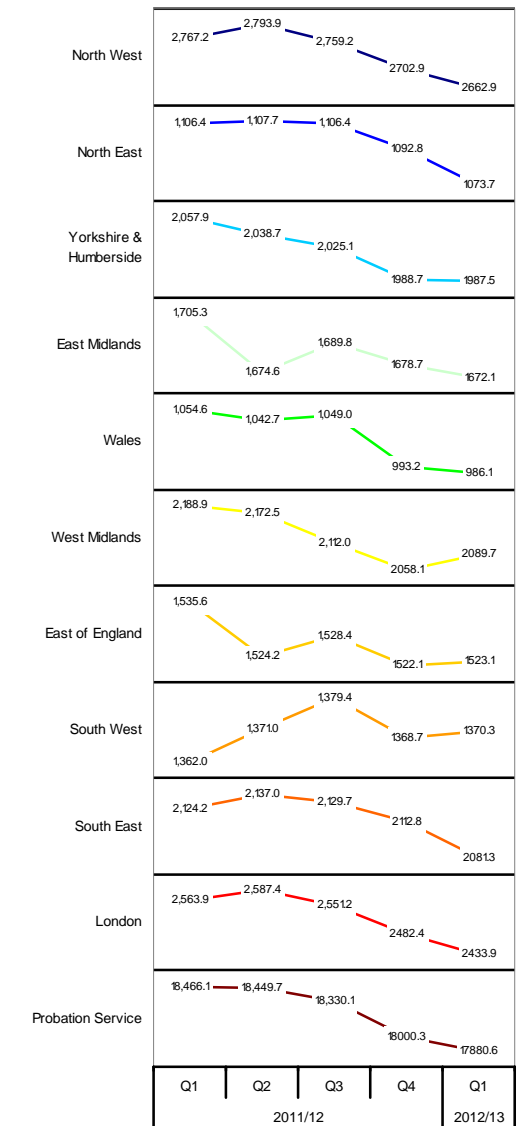


-Percentage figures represent the proportionate change in staff in post FTE compared to Quarter 4 11/12.
-Figures provided in brackets alongside each trust represent the FTE as it stands at the end of Quarter 1 12/13.

- At the end of Quarter 1 12/13, 23 of the 35 probation trusts reported a decrease in staff from the previous quarter (66%); whilst 10 reported an increase (29%). 2 remained the same (see supplementary notes sheet for details).
- Surrey & Sussex and Cheshire reported the largest decreases in percentage terms when compared to the previous quarter, with falls of 4.21% (25.04 FTE) and 3.93% (12.66 FTE) respectively; followed by Warwickshire who saw a fall of 3.08% (4.36 FTE).
- The largest quarterly FTE fall came in London, with a drop of 48.48 FTE (1.95%); followed by Surrey & Sussex and Cheshire, with falls of 25.04 FTE (4.21%) and 12.66 FTE (3.93%) respectively.
- West Mercia and Dorset reported the largest quarterly increases in percentage terms with increases of 6.72% (19.97 FTE) and 3.59% (6.80 FTE) respectively; followed by York & North Yorkshire who saw an increase of 2.52% (4.99 FTE).
- The largest quarterly FTE increase came in West Mercia, with a rise of 19.97 FTE (6.72%); followed by Staffordshire & West Midlands, with an increase of 15.99 FTE (0.99%).
- Comparison of Staff in Post figures in Q1 2012/13 with the same quarter in 2011/12 shows decreases for 27 trusts, with 8 increasing.

Staff in Post by Region

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



- At the end of Quarter 1 12/13, 7 probation regions reported a decrease in staff in post, when compared to the previous quarter, whereas 3 probation regions reported increases.
- The largest quarterly FTE decrease in staff in post amongst the regions came in the London Region; down 48.48 FTE (1.95%) and the North West Region; down 40.02 FTE (1.48%).
- The largest quarterly FTE increase in staff in post amongst the regions came in the West Midlands Region; up 31.60 FTE (1.54%) and the South West Region; up 1.61 FTE (0.12%).
- The end of this quarter saw 9 probation regions recording FTE decreases in staff in post in comparison to Q1 11/12.
- The largest annual FTE decrease came in the London Region of 129.99 FTE (5.07%); followed by the North West, which fell by 104.28 FTE (3.77%).
- The South West was the only region to have had an annual FTE increase and this was 8.24 FTE (0.60%).

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.