

Table 1 - Probation Service Staff in Post by Job Group (to be read in conjunction with Table 1 in the summary report)

Quarter 4 2010/11 (FTE)							Change on Quarter and Year (FTE)						Quarter 4 2010/11 (Headcount)
Job Group	Function					Total (FTE)	Q3 2010/11 (FTE)	Q4 2009/10 (FTE)	Change on Quarter (FTE)	Change on Year (FTE)	Change on Quarter (%)	Change on Year (%)	Total
	Offender Management	Interventions	Other Agencies / Services	Corporate Services	Not Recorded Function								
Chief Executive	0.00	0.00	0.00	35.00	0.00	35.00	35.00	41.00	0.00	-6.00	0.00	-14.63	35
% of Job Group	0.00%	0.00%	0.00%	100.00%	0.00%								
Deputy Chief Officer	9.00	1.00	2.00	26.93	0.00	38.93	39.53	40.79	-0.60	-1.86	-1.52	-4.56	42
% of Job Group	23.12%	2.57%	5.14%	69.18%	0.00%								
Assistant Chief Officer	91.00	25.17	26.99	117.94	0.00	261.10	269.06	266.59	-7.96	-5.49	-2.96	-2.06	266
% of Job Group	34.85%	9.64%	10.34%	45.17%	0.00%								
Area/District Manager	33.02	25.61	19.20	43.98	0.00	121.81	135.67	147.59	-13.86	-25.78	-10.22	-17.47	120
% of Job Group	27.11%	21.02%	15.76%	36.11%	0.00%								
Middle Manager	762.80	469.72	232.72	315.01	1.80	1,782.05	1,813.80	1,743.60	-31.75	38.45	-1.75	2.21	1,866
% of Job Group	42.80%	26.36%	13.06%	17.68%	0.10%								
Senior Practitioner	27.56	19.60	6.40	3.92	0.00	57.48	68.18	121.55	-10.70	-64.07	-15.69	-52.71	61
% of Job Group	47.95%	34.10%	11.13%	6.82%	0.00%								
Probation Officer	3,967.38	345.99	862.11	47.10	1.00	5,223.58	5,358.72	5,257.20	-135.14	-33.62	-2.52	-0.64	5,613
% of Job Group	75.95%	6.62%	16.50%	0.90%	0.02%								
Practice Development Assessor	4.80	0.00	15.80	25.80	0.00	46.40	49.80	72.70	-3.40	-26.30	-6.83	-36.18	45
% of Job Group	10.34%	0.00%	34.05%	55.80%	0.00%								
Trainee Probation Officer	0.00	0.00	20.40	0.00	0.00	20.40	20.80	322.90	-0.40	-302.50	-1.92	-93.68	20
% of Job Group	0.00%	0.00%	100.00%	0.00%	0.00%								
Treatment Manager	0.60	134.23	2.00	0.00	0.00	136.83	136.21	138.03	0.62	-1.20	0.46	-0.87	149
% of Job Group	0.44%	98.10%	1.46%	0.00%	0.00%								
Probation Services Officer	2,312.56	1,558.31	896.37	31.27	2.50	4,801.01	4,873.27	4,891.49	-72.26	-90.48	-1.48	-1.85	5,250
% of Job Group	48.17%	32.46%	18.67%	0.65%	0.05%								
Psychologist	1.00	2.00	1.62	4.92	0.00	9.54	12.48	14.02	-2.94	-4.48	-23.56	-31.95	10
% of Job Group	10.48%	20.96%	16.98%	51.57%	0.00%								
Other Operational Staff	92.28	665.38	36.63	24.12	0.00	818.41	804.60	795.08	13.81	23.33	1.72	2.93	974
% of Job Group	11.28%	81.30%	4.48%	2.95%	0.00%								
Support Staff - Administration	2,107.76	531.58	346.36	689.36	0.00	3,675.06	3,776.13	3,851.77	-101.07	-176.71	-2.68	-4.59	4,180
% of Job Group	57.35%	14.46%	9.42%	18.76%	0.00%								
Support Staff - Other	134.36	469.68	70.55	700.89	0.00	1,375.48	1,418.43	1,391.83	-42.95	-16.35	-3.03	-1.17	1,566
% of Job Group	9.77%	34.15%	5.13%	50.96%	0.00%								
Other Staff	37.39	65.65	66.10	83.10	0.00	252.24	255.07	267.54	-2.83	-15.30	-1.11	-5.72	294
% of Job Group	14.82%	26.03%	26.21%	32.94%	0.00%								
Not Recorded Job Group	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.98	0.00	-4.98	0.00	-100.00	0
% of Job Group	0.00%	0.00%	0.00%	0.00%	0.00%								
Total	9,581.51	4,313.92	2,605.25	2,149.34	5.30	18,655.32	19,066.75	19,368.66	-411.43	-713.34	-2.16	-3.68	20,491
% of Job Group	51.36%	23.12%	13.97%	11.52%	0.03%								

(1) The figures provided are a snap-shot of all permanent staff in post (FTE and headcount) in the Probation Service broken down by job group and function at the end of Q4 2010/11 and have not previously been published. Figures have been provided which relate to the end of the previous quarter (Q3 2010/11) and have also been provided for the previous year (Q4 2009/10) for comparison purposes.

(2) The figures were collected from the probation trusts via the HR Data Warehouse, where they have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

(3) North Yorkshire, Surrey, Sussex and West Mercia (prior to gaining trust status on 1st April 2010) were unable to submit data relating to Q4 2009/10 due to local technical issues. Therefore, the latest figures available for them at that point in time have been included within the Q4 2009/10 figures.

Table 2 - Ratio of Probation Service Staff in Post in Offender Services Roles to Corporate Services Roles (to be read in conjunction with Table 1 in the summary report)

Role	Q4 2010/11 (FTE)	Q3 2010/11 (FTE)	Q4 2009/10 (FTE)
Offender Services	16,500.68	16,879.57	17,041.98
Corporate Services	2,149.34	2,180.88	2,308.77
Ratio of staff in Offender Services to Corporate Services Roles	7.68:1	7.74:1	7.38:1

(1) The figures provided are staffing numbers/ratios of permanent Probation Service staff working in Offender Services to Corporate Services roles at the end of each respective quarter. Offender Services roles are those that come under the Offender Management, Interventions and Other Agency/Services functions; whilst Corporate Services roles come under their own Corporate Services function.

(2) The figures were collected from the probation trusts via the HR Data Warehouse, where they have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

(3) North Yorkshire, Surrey, Sussex and West Mercia (prior to gaining trust status on 1st April 2010) were unable to submit data relating to Q4 2009/10 due to local technical issues. Therefore, the latest figures available for them at that point in time have been included within the Q4 2009/10 ratio calculation.

Table 3 - Ratio of Probation Service Staff in Post in Probation Officer Roles to Probation Services Officer Roles (to be read in conjunction with Table 1 in the summary report)

Role	Q4 2010/11 (FTE)	Q3 2010/11 (FTE)
Probation Officer	5,223.58	5,358.72
Probation Services Officer	4,801.01	4,873.27
Ratio of staff in Probation Officer to Probation Services Officer Roles	1.09:1	1.10:1

(1) The figures provided are staffing numbers/ratios of permanent Probation Service staff working in Probation Officer to Probation Services Officer roles at the end of each respective quarter.

(2) The figures were collected from the probation trusts via the HR Data Warehouse, where they have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

Table 4 - Ratio/Percentage of Probation Service Staff in Post in Non-Management to Management Roles (to be read in conjunction with Table 1 in the summary report)

Role	Q4 2010/11 (FTE)	Q4 2010/11 (%)	Q3 2010/11 (FTE)	Q3 2010/11 (%)
Non-Management	16,416.43	88.00	16,773.69	87.97
Management	2,238.89	12.00	2,293.06	12.03
Non-Management & Management Total	18,655.32	100.00	19,066.75	100.00
Ratio of staff in Non-Management to Management Roles	7.33:1	-	7.31:1	-

(1) The figures provided are staffing numbers/ratios of permanent Probation Service staff working in Non-Management to Management roles at the end of each respective quarter. The following job groups are classed as management roles - Chief Executive, Deputy Chief Officer, Assistant Chief Officer, Area/District Manager and Middle Manager.

(2) The figures were collected from the probation trusts via the HR Data Warehouse, where they have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

Table 5 - Probation Staff in Post by Function and Work Area
(to be read in conjunction with Chart 1 in the summary report)

Quarter 4 2010/11 (FTE)		
Function/Work Area	FTE	%
Offender Management		
Community Supervision	4,876.07	26.14
Resettlement Team	338.69	1.82
Other Offender Management Function	4,366.75	23.41
Interventions		
Accredited Programmes	1,254.34	6.72
Other Programmes	89.63	0.48
Approved Premises	906.89	4.86
Unpaid Work Supervision	1,566.41	8.40
Other Interventions	496.65	2.66
Other Agency/Services		
Victim Liaison	233.75	1.25
PO Training	45.40	0.24
MAPPA	151.09	0.81
Courts	775.65	4.16
Prisons	686.70	3.68
YOTS	211.87	1.14
CJIP	74.33	0.40
Other - Secondments	342.31	1.83
Other - Not Specified	84.15	0.45
Corporate Services		
Finance	284.87	1.53
Human Resources	297.42	1.59
Training & Development	228.29	1.22
Comms & Public Relations	58.25	0.31
Research, Information & IT	387.32	2.08
Partnerships	106.54	0.57
Probation Boards	27.22	0.15
Training Consortia	18.20	0.10
Other	741.23	3.97
Not Recorded		
Not Recorded	5.30	0.03
Total	18655.32	100.00

(1) The figures provided are a snap-shot of all permanent staff in post (FTE) in the Probation Service broken down by function/work area at the end of Q4 2010/11 and have not previously been published.

(2) The figures were collected from the probation trusts via the HR Data Warehouse, where they have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

Table 6 - Probation Staff in Post by Function and Region
(to be read in conjunction with Chart 1 in the summary report)

Quarter 4 2010/11 (FTE)						
Probation Region	Function					Total (FTE)
	Offender Management	Interventions	Other Agencies / Services	Corporate Services	Not Recorded	
North West	1,538.63	612.43	341.98	294.32	0.00	2,787.36
North East	619.34	203.94	184.96	103.12	0.00	1,111.36
Yorkshire & Humberside	1,048.96	495.78	384.58	209.36	0.00	2,138.68
East Midlands	741.65	381.54	414.39	184.93	0.00	1,722.51
Wales	607.05	249.07	90.22	123.71	0.00	1,070.05
West Midlands	1,105.54	548.07	339.76	212.67	5.30	2,211.34
East of England	657.37	354.75	216.35	327.37	0.00	1,555.84
South West	584.80	365.00	221.78	200.57	0.00	1,372.15
South East	1,184.80	436.95	241.43	227.45	0.00	2,090.63
London	1,493.37	666.39	169.80	265.84	0.00	2,595.40
Total	9,581.51	4,313.92	2,605.25	2,149.34	5.30	18,655.32

(1) The figures provided are a snap-shot of all permanent staff in post (FTE) in the Probation Service broken down by Region and function at the end of Q4 2010/11 and have not previously been published.

(2) The figures were collected from the probation trusts via the HR Data Warehouse, where they have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

Table 7 - Change in Probation Staff in Post by Trust
(to be read in conjunction with Chart 2 in the summary report)

Probation Trust	Quarter 4 2010/11 (FTE)		Change on Quarter (FTE)	Change on Quarter (%)
	Q4 2010/11 (FTE)	Q3 2010/11 (FTE)		
Avon & Somerset	475.00	468.20	-6.8	-1.43
Bedfordshire	172.13	170.01	-2.12	-1.23
Cambridgeshire	229.68	226.45	-3.23	-1.41
Cheshire	338.95	329.34	-9.61	-2.84
Cumbria	165.37	158.02	-7.35	-4.44
Derbyshire	320.10	311.50	-8.6	-2.69
Devon & Cornwall	413.90	397.72	-16.18	-3.91
Dorset	208.30	204.10	-4.2	-2.02
Durham Tees Valley	548.14	524.95	-23.19	-4.23
Essex	469.39	466.21	-3.18	-0.68
Gloucestershire	152.52	144.63	-7.89	-5.17
Greater Manchester	1,157.64	1,122.64	-35	-3.02
Hampshire	549.46	522.30	-27.16	-4.94
Hertfordshire	242.56	230.78	-11.78	-4.86
Humberside	392.85	388.62	-4.23	-1.08
Kent	418.80	411.78	-7.02	-1.68
Lancashire	528.38	522.36	-6.02	-1.14
Leicestershire	461.91	441.00	-20.91	-4.53
Lincolnshire	214.46	214.46	0	0.00
London	2,613.68	2,595.40	-18.28	-0.70
Merseyside	666.52	655.00	-11.52	-1.73
Norfolk & Suffolk	476.82	462.39	-14.43	-3.03
Northamptonshire	234.37	231.85	-2.52	-1.08
Northumbria	597.15	586.41	-10.74	-1.80
Nottinghamshire	531.82	523.70	-8.12	-1.53
South Yorkshire	547.33	538.38	-8.95	-1.64
Staffordshire & West Midlands	1,762.53	1,729.08	-33.45	-1.90
Surrey & Sussex	585.53	576.02	-9.51	-1.62
Thames Valley	609.89	580.53	-29.36	-4.81
Wales	1,095.43	1,070.05	-25.38	-2.32
Warwickshire	158.61	153.72	-4.89	-3.08
West Mercia	337.38	328.54	-8.84	-2.62
West Yorkshire	1,014.24	999.40	-14.84	-1.46
Wiltshire	161.86	157.50	-4.36	-2.69
York & North Yorkshire	214.05	212.28	-1.77	-0.83
Total	19,066.75	18,655.32	-411.43	-2.16

(1) The figures provided are a snap-shot of all permanent staff in post (FTE) broken down by trust at the end of Q4 2010/11 and have not previously been published. Figures have also been provided relating to the end of the previous quarter (Q3 2010/11) for comparison purposes.

(2) The figures were collected from the probation trusts via the HR Data Warehouse, where they have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

Table 8 - Probation Staff in Post by Region (to be read in conjunction with Chart 3 in the summary report)

Probation Region	Quarterly Time Series (FTE)					Change on Quarter (FTE)	Change on Year (FTE)	Change on Quarter (%)	Change on Year (%)
	Q4 2009/10	Q1 2010/11	Q2 2010/11	Q3 2010/11	Q4 2010/11				
North West	2,979.51	2,918.31	2,918.91	2,856.86	2,787.36	-69.5	-192.15	-2.43	-6.45
North East	1,158.03	1,158.93	1,161.52	1,145.29	1,111.36	-33.93	-46.67	-2.96	-4.03
Yorkshire & Humberside	2,123.41	2,180.49	2,183.57	2,168.47	2,138.68	-29.79	15.27	-1.37	0.72
East Midlands	1,814.79	1,811.69	1,774.04	1,762.66	1,722.51	-40.15	-92.28	-2.28	-5.08
Wales	1,143.81	1,119.24	1,100.35	1,095.43	1,070.05	-25.38	-73.76	-2.32	-6.45
West Midlands	2,235.78	2,287.91	2,225.10	2,258.52	2,211.34	-47.18	-24.44	-2.09	-1.09
East of England	1,568.89	1,564.04	1,583.57	1,590.58	1,555.84	-34.74	-13.05	-2.18	-0.83
South West	1,450.22	1,433.88	1,421.76	1,411.58	1,372.15	-39.43	-78.07	-2.79	-5.38
South East	2,236.16	2,212.58	2,193.48	2,163.68	2,090.63	-73.05	-145.53	-3.38	-6.51
London	2,658.05	2,647.68	2,631.51	2,613.68	2,595.40	-18.28	-62.65	-0.70	-2.36
Total	19,368.65	19,334.75	19,193.81	19,066.75	18,655.32	-411.43	-713.33	-2.16	-3.68

(1) The figures provided are a snap-shot of all permanent staff in post (FTE) in the Probation Service broken down by region at the end of Q4 2010/11 and have not previously been published. Figures have also been provided relating to the end of Quarters 1-3 2010/11 and Q4 2009/10 for comparison purposes.

(2) The figures were collected from the probation trusts via the HR Data Warehouse, where they have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

(3) North Yorkshire, Surrey and Sussex (prior to gaining trust status on 1st April 2010) were unable to submit data relating to Q4 2009/10 due to local technical issues. Therefore, the latest figures available for them at that point in time have been included within the Q4 2009/10 figures for their regions (Yorkshire & Humberside and South East regions respectively).

(4) West Mercia were unable to submit data relating to Q4 2009/10 and Q1 & Q2 2010/11 due to local technical issues. Therefore, the latest figures available at that point in time have been included within the relevant quarters figures for their region (West Midlands region).