

# Probation Service Workforce Information Summary Report Quarter 2 2012/13 SUPPLEMENTARY NOTES

## Change in the Reporting of Probation Workforce Information

- A new system for collecting probation workforce information was implemented in July 2012, which enables improved reporting, due to clarification on the funding arrangements of probation trust staff. The Probation Service Workforce Information Staff in Post reports will therefore now provide detailed information on the number of staff employed and funded by the probation trusts; with a separate section that summarises the number of staff employed by the probation trusts but are funded by external organisations (e.g. HMPS, NOMS etc.).
- The figures provided in the tables within this report are therefore not directly comparable with figures included within the tables in previous reports. For this reason, the usual comparisons with the previous quarter and year are not provided in this release but the quarter on quarter comparison tables will be reinstated in the next quarterly report due to be published in February.
- The change in collection system identified an issue where the figures provided in previous reports on staff seconded out of the probation trusts may have been understated so should be treated with caution.

## General Notes

- This report covers Quarter 2 of the 2012/13 Financial Year and has not previously been published.
- The information within the report was provided by the probation trusts and is subject to the expected level of inaccuracy inherent in any large-scale administrative system.

## Data

- The data within the report represents a snap-shot of staff in post at 30th September 2012.
- Any changes in an employee's contracted hours between quarters will affect their FTE. This would explain any additional increase or decrease in staff in post once starters and leavers have been taken account of.
- Under the Probation Qualifications Framework (PQF), current probation employees have the ability to train to become Probation Officers, should they meet the set criteria. For the purposes of this report, those staff who are undertaking PQF training have been reported as being in their substantive role.
- The probation trusts have the ability to resubmit historical data which may result in occasional variations in subsequent reports.

## Terminology

The main terminology used within this report is defined as follows: -

- **FTE** – Full Time Equivalent. An expression of the amount of time worked by an individual proportionate to a full time standard contract. Values less than 1 indicate a part time employee and due to the nature of some probation work, it is possible for employees to have an FTE higher than 1.
- **Headcount** – The number of people employed irrespective of the number of hours worked.
- **Function** – The Area of work the member of staff is employed in (i.e. Offender Management, Interventions, Other Agency/Services & Corporate Services).

## Further Information

If you require further information on the data contained within the report, please contact:

**Simon Edwards**    **Data Warden Support Officer**    **Tel: 0300 047 5015**    **E-mail: [Simon.Edwards@noms.gsi.gov.uk](mailto:Simon.Edwards@noms.gsi.gov.uk)**  
**Mark Gray**        **HR & Finance Data Warden**        **Tel: 0300 047 5040**    **E-mail: [Mark.Gray2@noms.gsi.gov.uk](mailto:Mark.Gray2@noms.gsi.gov.uk)**