

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

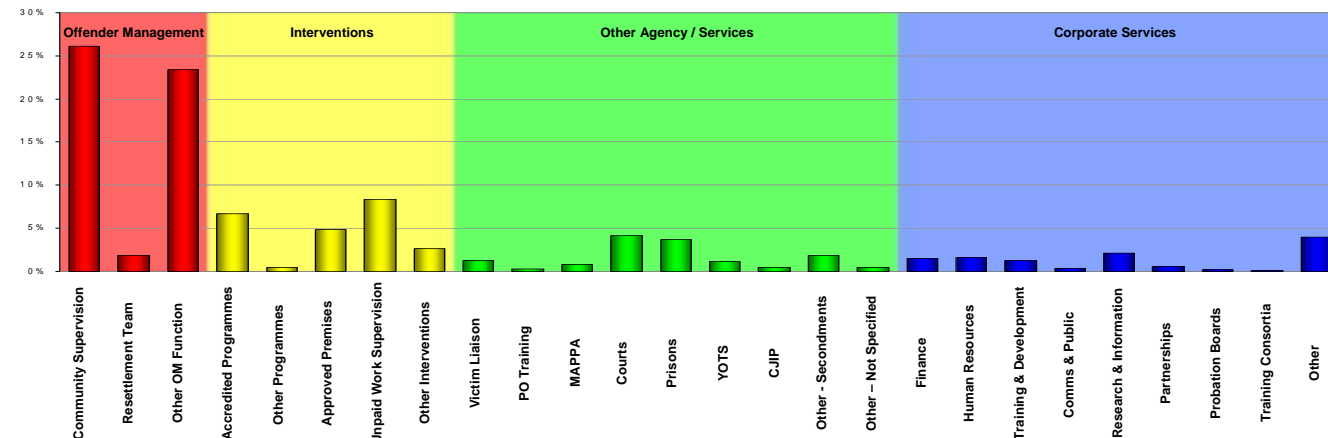
- On 31st March 2011 there was a total of 18,655.32 FTE staff in the Probation Service (including Chief Executives); a decrease of 411.43 FTE on the figure at the end of Quarter 3 10/11 (down 2.16%).
- When compared to the same quarter in 09/10, total staff in the Probation Service decreased by 713.34 FTE (down 3.68%).
- Compared to Quarter 3, 2 of the 16 job groups have shown an increase in staff in post, whilst 13 groups have decreased. The Chief Executive group remained the same.
- The largest increase was in the Other Operational Staff job group; increasing by 13.81 FTE (up 1.72%).
- The largest decrease was in the Probation Officer group; decreasing by 135.14 FTE (down 2.52%). The next largest decrease came in the Support Staff – Administration group which fell by 101.07 FTE (down 2.68%).
- 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 Q4 was 88.45% (16,500.68 FTE), with 11.52% of staff working in Corporate Services (2,149.34 FTE).
- The ratio of staff in offender services to corporate services was 7.68:1, down from 7.74:1 in Q3 10/11 but up from 7.38:1 twelve months ago.
- There was a minimal decrease in the ratio of Probation Officers to Probation Services Officers at the end of the quarter (1.09:1) compared to the previous quarter (1.10:1).
- The ratio of non-management to management staff was 7.33:1, up from 7.31:1 in the last quarter.
- Staff working in management roles accounted for 12% of the total workforce (2,238.89 FTE) - a decrease from 12.03% in Q3; 88% of staff were in a non-management role (16,416.43 FTE) – an increase from 87.97% in Q3.

Probation Service	Staff in Post by Job Group - Quarter 4 2010/11						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	35.00	0.00	35.00	0.00	6.00
Deputy Chief Officer	9.00	1.00	2.00	28.93	0.00	38.93	0.60	1.86
Assistant Chief Officer	81.00	25.17	26.99	117.94	0.00	261.10	7.96	5.48
Area/District Manager	33.02	25.81	19.20	43.98	0.00	121.81	13.88	25.78
Middle Manager	762.80	469.72	232.72	315.01	1.80	1,782.05	31.75	39.45
Senior Practitioner	27.56	19.60	6.40	3.92	0.00	57.48	10.70	64.07
Probation Officer	3,967.38	345.99	862.11	47.10	1.00	5,223.58	135.14	33.62
Practice Development Assessor	4.80	0.00	15.80	25.80	0.00	46.40	3.40	26.30
Trainee Probation Officer	0.00	0.00	20.40	0.00	0.00	20.40	0.40	302.50
Treatment Manager	0.60	134.23	2.00	0.00	0.00	136.83	0.62	1.20
Probation Services Officer	2,312.56	1,558.31	896.37	31.27	2.50	4,801.01	72.26	90.48
Psychologist	1.00	2.00	1.82	4.92	0.00	9.54	2.94	4.48
Other Operational Staff	92.28	865.38	36.63	24.12	0.00	818.41	13.81	23.33
Support Staff - Administration	2,107.76	531.58	348.36	689.36	0.00	3,675.06	101.07	178.71
Support Staff - Other	134.36	489.88	70.55	700.89	0.00	1,375.48	42.95	16.35
Other Staff	37.39	65.65	66.10	83.10	0.00	252.24	2.93	15.30
Not Recorded Job Group	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.98
Total	9,581.51	4,313.92	2,605.25	2,149.34	5.30	18,655.32	411.43	713.34

-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

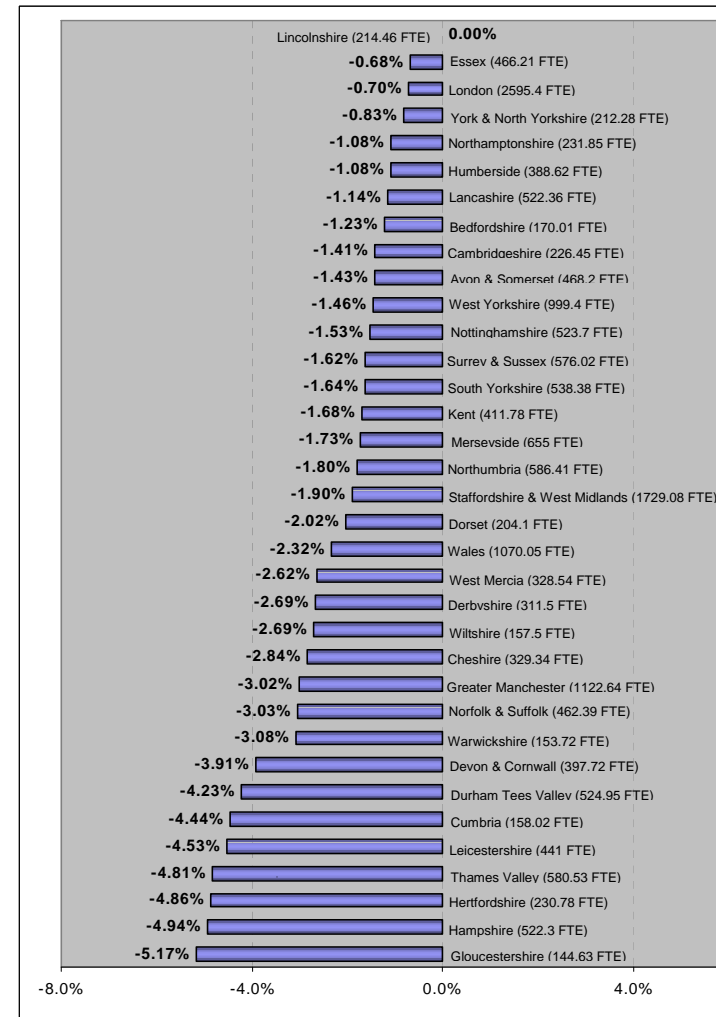
Chart 1 – Distribution of Staff in Post by Function



- The job group with the largest number of staff working in an 'Offender Management' function in Quarter 4 10/11 was the Probation Officer group with 3,967.38 FTE (75.95% of the group).
- The Probation Services Officer job group had the largest number of staff working in an 'Interventions' function with 1,558.31 FTE (32.46% of the group).
- The Probation Services Officer job group also had the largest number working in an 'Other Agency/Services' function with 896.37 FTE (18.67% of the group).
- The Support Staff - Other job group had the largest amount of staff working in a 'Corporate Services' function with 700.89 FTE (50.96% of the group).
- The North West region had the largest number of staff working in an 'Offender Management' function (1538.63 FTE); London had the largest number in an 'Interventions' function (666.39 FTE); East Midlands region had the largest number in an 'Other Agency/Services' function (414.39 FTE) and East of England region had the largest number in a 'Corporate Services' function (327.37 FTE).

Staff in Post by Trust

Chart 2 – Change in Staff in Post by Trust

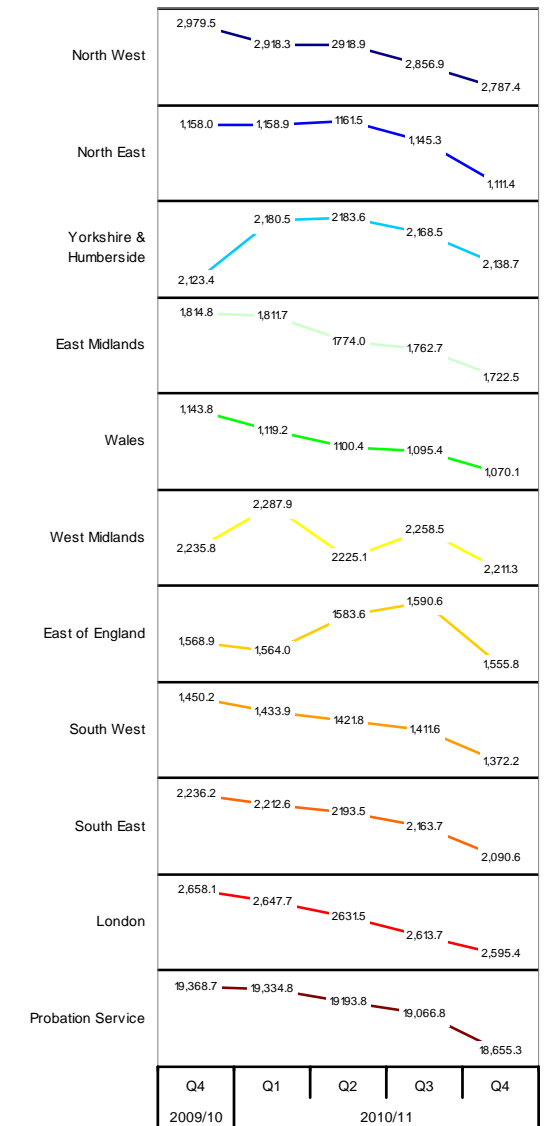


-Percentage figures represent the proportionate change in staff in post FTE compared to Quarter 3 10/11
-Figures provided in brackets alongside each trust represent the FTE as it stands at the end of Quarter 4 10/11

- At the end of Quarter 4 10/11, 34 of the 35 probation trusts reported a decrease in staff (97.14%). The trust remaining the same was Lincolnshire.
- The largest quarterly fall came in Staffordshire & West Midlands with a drop of 33.45 FTE (1.90%), followed by Thames Valley and Hampshire with falls of 29.36 FTE (4.81%) and 27.16 FTE (4.94%) respectively.
- Gloucestershire and Hampshire reported the largest decreases in percentage terms with falls of 5.17% (7.89 FTE) and 4.94% (27.16 FTE) respectively, followed by Hertfordshire who saw a fall of 4.86% (11.78 FTE).
- Comparison of staff in post figures is not possible from the corresponding quarter of the previous financial year due to the mergers of some probation trusts on 1st April 2010.

Staff in Post by Region

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



- At the end of Quarter 4 10/11, all probation regions reported a decrease in staff in post, when compared to the previous quarter.
- The largest quarterly decreases in staff in post amongst the regions came in the South East Region; down 73.1 FTE (3.38%) and the North West; down 69.5 FTE (2.43%).
- In comparison to Q4 09/10, only Yorkshire & Humberside reported an increase in staff in post, up 15.3 FTE (0.72%).
- Of the 9 regions reporting an annual decrease in staff, the North West had the largest decrease of 192.1 FTE (6.45%), followed by the South East, which fell by 145.6 FTE (6.51%).

¹ Staff in Post figures were collected from the probation trusts via the HR Data Warehouse and are correct at publication. The trusts have the ability to resubmit historical data which may result in occasional variations in subsequent reports.