

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

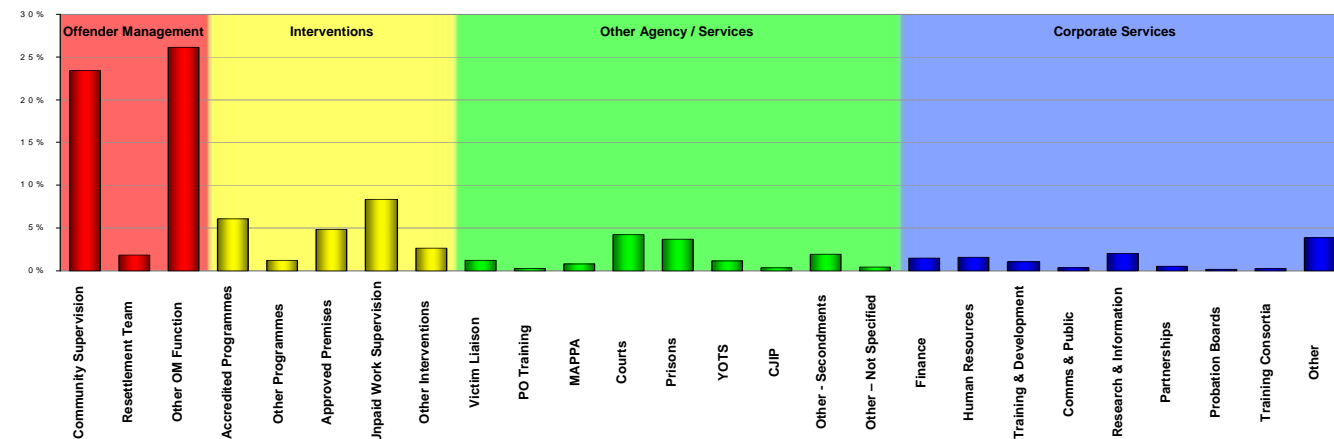
- On 31st December 2010 there was a total of 19,066.75 FTE staff in the Probation Service (including Chief Executives); a decrease of 127.06 FTE on the figure at the end of Quarter 2 10/11 (down 0.66%).
- When compared to the same quarter in 09/10, total staff in the Probation Service decreased by 835.55 FTE (down 4.2%).
- Compared to Quarter 2, 4 of the 16 job groups have shown an increase in staff in post, whilst 11 groups have decreased. The Chief Executive group remained the same.
- The largest increase was in the Probation Officer job group; increasing by 167.28 FTE (up 3.22%), followed by the Middle Manager group, which increased by 95.03 FTE (up 5.53%).
- The largest decrease was in the Trainee Probation Officer group; decreasing by 218.2 FTE (down 91.3%) but this will mainly be attributable to staff completing their training and taking on Probation Officer roles. The next largest decrease came in the Support Staff – Administration group which fell by 91.04 FTE (down 2.35%).
- In comparison to the previous year, 5 of the job groups increased in staff in post and 11 decreased.
- The percentage of staff working in an offender related function at the end of Q3 was 88.53% (16,879.57 FTE), with 11.44% of staff working in Corporate Services (2,180.88 FTE).
- The ratio of staff in offender services to corporate services was 7.74:1, down from 7.77:1 in Q2 10/11 and up from 7.10:1 twelve months ago.
- The ratio of PO's to PSO's at the end of the quarter was 1.10:1, up from 1.06:1 from the previous quarter.
- The percentage of staff in a management role was 12.03% (2,293.06 FTE) of the total workforce (an increase from 11.47% in Q2). The overall ratio of non-management to management staff was 7.31:1, down from 7.72:1 in the last quarter.

Probation Service	Staff in Post by Job Group - Quarter 3 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	7.00
Deputy Chief Officer	9.60	1.00	2.00	26.93	0.00	39.53	1.28	1.28
Assistant Chief Officer	90.00	25.17	34.98	118.91	0.00	269.06	4.07	9.60
Area/District Manager	44.80	20.70	23.20	46.97	0.00	135.67	6.20	23.11
Middle Manager	779.19	469.92	248.70	314.19	1.80	1,813.80	95.03	115.79
Senior Practitioner	36.26	20.60	7.40	3.92	0.00	68.18	34.33	113.70
Probation Officer	4,061.88	365.77	884.97	45.10	1.00	5,358.72	167.28	60.59
Practice Development Assessor	4.90	0.00	19.70	25.30	0.00	49.90	9.21	54.36
Trainee Probation Officer	0.00	0.00	20.80	0.00	0.00	20.80	218.20	373.10
Treatment Manager	0.60	133.61	2.00	0.00	0.00	136.21	1.70	44.88
Probation Services Officer	2,325.85	1,605.32	906.49	33.61	2.00	4,873.27	5.06	681.23
Psychologist	1.40	3.00	2.16	5.92	0.00	12.48	1.00	2.54
Other Operational Staff	78.00	669.98	33.83	22.99	0.00	804.60	19.53	113.47
Support Staff - Administration	2,170.27	541.43	359.82	704.31	0.50	3,776.13	91.04	528.19
Support Staff - Other	141.93	482.63	73.06	720.81	0.00	1,418.43	16.47	694.90
Other Staff	38.09	66.99	72.07	76.92	1.00	255.07	14.39	24.51
Not Recorded Job Group	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	9,782.67	4,406.12	2,690.78	2,180.88	6.30	19,066.75	127.06	835.55

- Italicised figures in the 'Total' column represent headcount figures
- Percentage figures in red 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

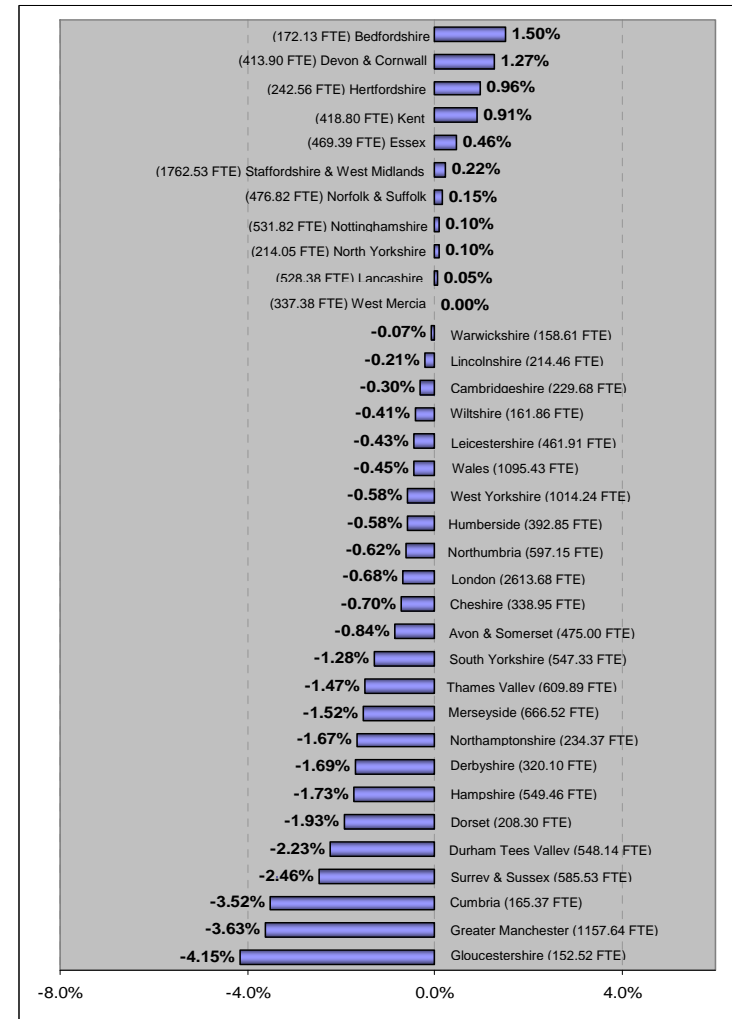
Chart 3 – Distribution of Staff in Post by Function



- The job group with the largest number of staff working in an 'Offender Management' function in Quarter 3 10/11 was the Probation Officer group with 4,061.88 FTE (74.75% of the group).
- The Probation Services Officer job group had the largest number of staff working in an 'Interventions' function with 1,605.32 FTE (39.94% of the group).
- The Probation Services Officer job group also had the largest number working in an 'Other Agency/Services' function with 906.49 FTE (18.6% of the group).
- The Support Staff Other job group had the largest amount of staff working in a 'Corporate Services' function with 720.81 FTE (50.82% of the group).
- The North West Region had the largest number of staff working in an 'Offender Management' function (1581.05 FTE); London had the largest number in an 'Interventions' function (683.9 FTE); East Midlands Region had the largest number in an 'Other Agency/Services' function (433.54 FTE) and East of England Region had the largest number in a 'Corporate Services' function (333.17 FTE).

Staff in Post by Trust

Chart 1 – Change in Staff in Post by Trust

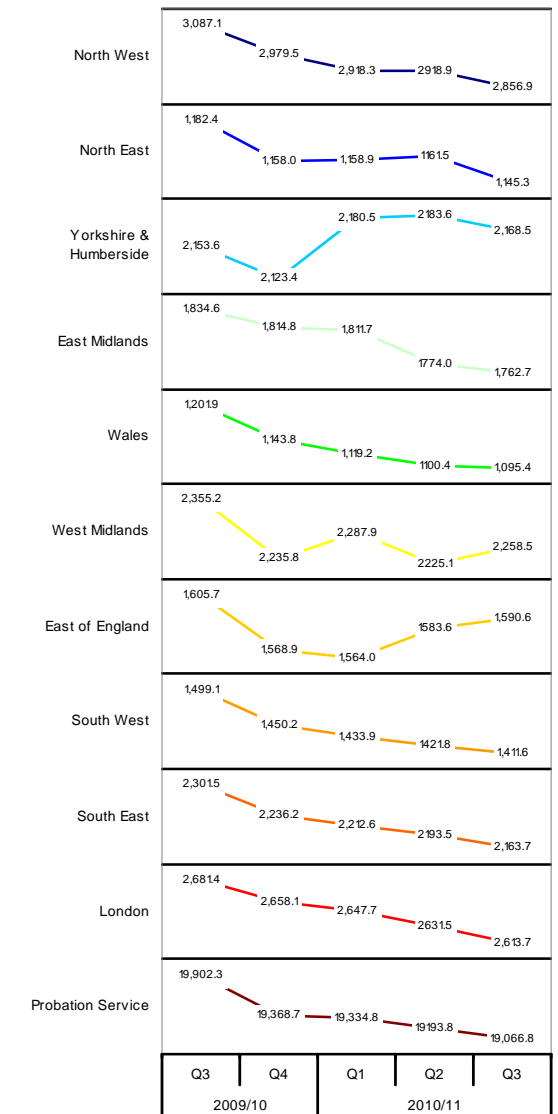


- Percentage figures represent the proportionate change in staff in post FTE compared to Quarter 2 10/11
- Italicised figures represent the FTE as it stands at the end of Quarter 3 10/11

- At the end of Quarter 3 10/11, 10 of the 35 Probation Trusts reported an increase in staff, when compared to the previous quarter (28.57%) and 24 reported a decrease (68.57%). The Trust remaining the same was West Mercia (see supplementary notes sheet for details).
- The largest quarterly increase in staff in post came in Devon & Cornwall, who reported a rise of 5.18 FTE (1.27%) followed by Staffordshire & West Midlands; up 3.93 FTE (0.22%) and Kent; up 3.79 FTE (0.91%).
- Bedfordshire reported the largest percentage increase in staff in post with an increase of 1.50% (2.55 FTE) followed by Devon & Cornwall, up 1.27% (5.18 FTE).
- The largest quarterly fall came in Greater Manchester with a drop of 43.55 FTE (3.63%), followed by London and Surrey & Sussex with falls of 17.83 FTE (0.68%) and 14.77 FTE (2.46%) respectively.
- Gloucestershire and Greater Manchester reported the largest decreases in percentage terms with falls of 4.15% (6.60 FTE) and 3.63% (43.55 FTE) respectively, followed by Cumbria who saw a fall of 3.52% (6.04 FTE).
- In previous reports, comparisons had been made with the staff in post figures from the corresponding quarter of the previous financial year. However, following the mergers of some Probation Areas on 1st April 2010, such a comparison is not possible in this particular report.

Staff in Post by Region

Chart 2 – Staff in Post by Region (Quarterly Time Series)



- At the end of Quarter 3 10/11, 2 of the 10 Probation Regions reported an increase in staff in post and 8 reported a decrease, when compared to the previous quarter.
- The largest quarterly increase in staff in post was in the West Midlands Region; increasing by 14.9 FTE (1.5%), followed by the East of England with a rise of 7.0 FTE (0.44%).
- The largest quarterly decreases in staff in post amongst the Regions came in the North West; down 62.0 FTE (2.12%) and the South East; down 29.8 FTE (1.36%).
- In comparison to Q3 09/10, 1 Region has shown an increase in staff in post and 9 have decreased.
- The Region reporting the annual increase was Yorkshire & Humberside, with an increase of 14.9 FTE (up 0.69%).
- Of the 9 Regions reporting an annual decrease in staff, the North West had the largest decrease of 230.2 FTE (7.46%), followed by the South East, which fell by 137.8 FTE (5.99%).

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.