

Probation Service Workforce Information Summary Report: Quarter 2 2012/13

For further details on the data contained within this report please see the supplementary notes sheet

STAFF IN POST¹

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 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 2013.

Staff in Post by Job Group

Table 1 – Staff in Post by Job Group

- On 30th September 2012 there was a total of 16,710.39 FTE staff employed and funded by the Probation Service (including Chief Executives).
- The job group with the largest number of staff in post was the Probation Officer job group with 4,463.71 FTE.
- The job groups with the next largest number of staff in post were the Probation Services Officer and Support Staff – Administration job groups, with 4,271.29 FTE and 3,436.78 FTE staff respectively.
- The percentage of staff working in an offender related function at the end of Q2 12/13 was 89.3% (14,921.76 FTE), with 10.69% of staff working in Corporate Services (1785.63 FTE). Those with a Not Recorded function accounted for 0.02% (3.00 FTE).
- The ratio of staff in offender services to corporate services was 8.36:1.
- The ratio of Probation Officers to Probation Services Officers in Q1 was 1.05:1.
- The ratio of non-management to management staff was 8.04:1.
- Staff working in management roles accounted for 11.06% of the total workforce (1,848.05); 88.92% of staff were in a non-management role (14,858.34 FTE). Those with a not recorded management status accounted for 0.02% (4.00 FTE).

Probation Service	Staff in Post by Job Group Quarter 2 2012/13						Total
	Offender Management	Interventions	Other Agencies / Services	Corporate Services	Not Recorded Function		
Chief Executive	0.00 0.00%	0.00 0.00%	0.00 0.00%	32.86 100.00%	0.00 0.00%	32.86 33	
Deputy Chief Officer	9.00 22.40%	3.00 7.47%	0.00 0.00%	28.17 70.13%	0.00 0.00%	40.17 42	
Assistant Chief Officer	112.00 45.45%	27.51 11.16%	5.15 2.09%	101.79 41.30%	0.00 0.00%	246.45 258	
Area/District Manager	39.42 30.64%	23.98 18.15%	9.13 7.10%	56.76 44.11%	0.00 0.00%	129.27 135	
Middle Manager	718.38 51.32%	337.98 24.14%	76.03 5.43%	267.51 19.11%	0.00 0.00%	1,399.90 1,478	
Senior Practitioner	140.13 75.00%	29.51 15.79%	9.50 5.08%	7.71 4.13%	0.00 0.00%	186.85 196	
Probation Officer	3,883.08 86.99%	252.00 5.65%	293.28 6.57%	35.35 0.79%	0.00 0.00%	4,463.71 4,885	
Practice Development Assessor	7.00 11.44%	1.00 1.63%	3.80 6.21%	49.38 80.71%	0.00 0.00%	61.18 71	
Treatment Manager	1.50 0.64%	229.86 98.50%	1.00 0.43%	1.00 0.43%	0.00 0.00%	233.36 255	
Probation Services Officer	2,440.21 57.13%	1,481.62 34.69%	314.93 7.37%	34.53 0.81%	0.00 0.00%	4,271.29 4,694	
Psychologist	1.00 17.79%	2.00 35.59%	2.62 46.62%	0.00 0.00%	0.00 0.00%	5.62 6	
Other Operational Staff	15.05 1.62%	869.22 93.42%	38.15 4.10%	8.00 0.86%	0.00 0.00%	930.42 1,128	
Support Staff - Administration	2,334.35 67.92%	519.04 15.10%	162.07 4.72%	421.32 12.26%	0.00 0.00%	3,436.78 3,966	
Support Staff - Other	211.07 19.60%	184.85 17.16%	14.82 1.38%	666.30 61.86%	0.00 0.00%	1,077.04 1,190	
Other Staff	30.45 15.85%	75.92 39.52%	11.77 6.13%	73.95 38.50%	0.00 0.00%	192.09 225	
Not Recorded Job Group	0.00 0.00%	0.00 0.00%	0.00 0.00%	1.00 25.00%	3.00 75.00%	4.00 4	
Probation Service Total	9942.64 59.50%	4036.87 24.16%	942.25 5.64%	1785.63 10.69%	3.00 0.02%	16,710.39 18,564	

*- Italicised figures in the 'Total' column represent headcount figures.
- Percentage figures in blue represent the proportion of total staff in each job group allocated to the relevant function.*

Staff in Post by Trust

Table 2 – Staff in Post by Trust

Trust	FTE	Headcount
Avon & Somerset	458.9	516
Bedfordshire	174.74	193
Cambridgeshire	187.47	212
Cheshire	285.54	326
Cumbria	155.91	176
Derbyshire	301.8	344
Devon & Cornwall	371.78	417
Dorset	169.75	198
Durham Tees Valley	450.1	493
Essex	433.7	488
Gloucestershire	138.07	167
Greater Manchester	975.15	1071
Hampshire	498.5	568
Hertfordshire	225.17	247
Humberside	323.27	364
Kent	385.75	438
Lancashire	477.87	510
Leicestershire	347.17	375
Lincolnshire	183.72	208
London	2334.07	2521
Merseyside	595.58	637
Norfolk and Suffolk	386.25	445
Northamptonshire	181	208
Northumbria	545.85	591
Nottinghamshire	384.55	449
South Yorkshire	488.89	561
Staffordshire and West Midlands	1566.8	1731
Surrey and Sussex	523.27	607
Thames Valley	524.82	588
Wales	987.08	1088
Warwickshire	129.5	145
West Mercia	292.16	335
West Yorkshire	898	982
Wiltshire	134.6	147
York and North Yorkshire	193.81	222
Probation Service	16,710.39	18,564

Staff in Post by Region

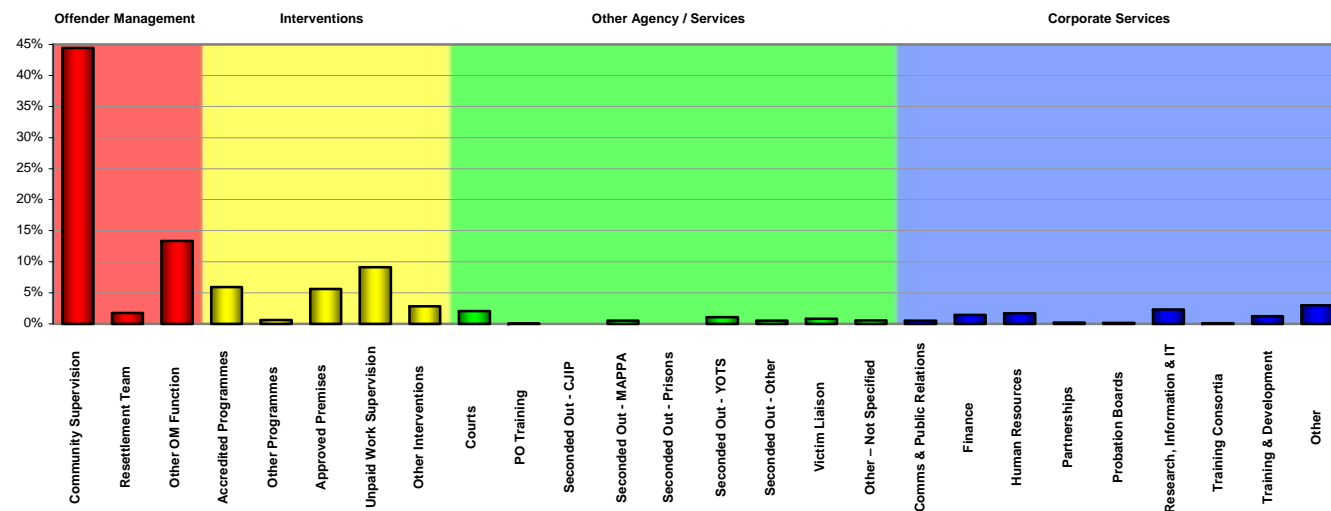
Table 3 – Staff in Post by Region

Region	FTE	Headcount
North West	2490.05	2720
North East	995.95	1084
Yorkshire and Humberside	1903.77	2128
East Midlands	1398.24	1582
Wales	987.08	1088
West Midlands	1988.46	2211
East of England	1407.33	1585
South West	1273.1	1445
South East	1932.34	2199
London	2334.07	2521
Probation Service	16,710.39	18,564

- The Region with the largest number of staff in post in Q2 2012/13 was North West Region, with 2490.05 FTE.
- The Regions with the next largest number of staff in post were London Region, with 2334.07 FTE, and West Midlands Region with 1988.46 FTE.
- The Region with the smallest number of staff in post was Wales, with 987.08 FTE.
- The Regions with the next smallest number of staff in post were North East Region, with 995.95 FTE, and South West Region, with 1272.6 FTE.

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 2 12/13 was the Probation Officer job group with 3,883.08 FTE (86.99% of the group).
- The job group with the largest number of staff working in an 'Interventions' function was the Probation Services Officer job group with 1,481.62 FTE (34.69% of the group).
- The job group with the largest number of staff working in an 'Other Agency/Services' function was also the Probation Services Officer job group with 314.93 FTE (7.37% of the group).
- The job group with the largest number of staff working in a 'Corporate Services' function was the Support Staff - Other job group with 666.3 FTE (61.86% of the group).
- London Region had the largest number of staff working in an 'Offender Management' function (1475.18 FTE).
- London Region also had the largest number of staff working in an 'Interventions' function (634.02 FTE).
- North West Region had the largest number of staff working in an 'Other Agency/Services' function (215.5 FTE).
- South East Region had the largest number of staff working in a 'Corporate Services' function (256.17 FTE).

Externally Funded Staff

Table 4 – Externally Funded Staff

The table below outlines the number of staff employed by the probation trusts but are funded by external organisations.

Funded By	FTE	Headcount
CJIP	107.1	118
MAPPA	18.11	18
NOMS	76.5	76
HMPS	704.09	745
YOTS	33.82	36
Other	278.24	304
Total	1,217.86	1,297

- At the end of Q2 2012/13, 6.79% of staff employed by the Probation Service were funded by external organisations (1,217.86 FTE).
- The largest group of staff employed by the probation trusts but funded by external organisations were those funded by HMPS; accounting for 704.09 FTE.

¹The information within this report was provided by the probation trusts and 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.