Probation Service Workforce Information Summary Report: Quarter 3 2012/13

PROBATION SERVICE

For further details on the data contained within this report please see the supplementary notes sheet	**STAFF IN POST**[1]

Change in the Reporting of Probation Workforce Information

The Q2 2012/13 Probation Service Workforce Information Summary Staff in Post Report was the first report published based on a revised methodology of reporting probation staffing figures. The summary reports 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 within the tables since Q2 2012/13 are not comparable with figures included in previous reports. Following last quarter's publication there has been further work within probation trusts to ensure staff are identified within the correct categories. Whilst overall staff in post figures for probation trusts are representative, changes within the detailed breakdowns should be treated with caution. For this reason, comparisons with the previous quarter have not been provided in this report but will be re-instated in the Q4 2012/13 report due to be published in May 2013.

Staff in Post by Job Group

Table 1 – Staff in Post by Job Group

- On 31st December 2012 there was a total of 16,524.88 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 Services Officer job group with 4,408.31 FTE.

- The job groups with the next largest number of staff in post were the Probation Officer and Support Staff – Administration job groups, with 4,376.51 FTE and 3,499.87 FTE staff respectively.

- The percentage of staff working in an offender related function at the end of Q3 12/13 was 88.73% (14,662.47 FTE), with 11.26% of staff working in Corporate Services (1860.41 FTE). Those with a Not Recorded function accounted for 0.01% (2.00 FTE).

- The ratio of staff in offender services to corporate services was 7.88:1.

- The ratio of Probation Officers to Probation Services Officers in Q3 was 0.99:1.

- The ratio of non-management to management staff was 8.54:1.

- Staff working in management roles accounted for 10.48% of the total workforce (1,731.07 FTE); 89.51% of staff were in a non-management role (14,791.81 FTE). Those with a not recorded management status accounted for 0.01% (2.00 FTE).

Probation Service	Offender Management	Interventions	Other Agencies / Services	Corporate Services	Not Recorded Function	Total
Staff in Post by Job Group Quarter 3 2012/13						
Chief Executive	0.00	0.00	0.00	32.86	0.00	32.86
	0.00%	0.00%	0.00%	100.00%	0.00%	33
Deputy Chief Officer	4.00	1.00	0.00	23.59	0.00	28.59
	13.99%	3.50%	0.00%	82.51%	0.00%	30
Assistant Chief Officer	110.00	22.77	7.10	103.86	0.00	243.73
	45.13%	9.34%	2.91%	42.61%	0.00%	253
Area/District Manager	51.27	26.76	9.11	62.57	0.00	149.71
	34.25%	17.87%	6.09%	41.79%	0.00%	155
Middle Manager	642.30	277.94	94.02	261.92	0.00	1,276.18
	50.33%	21.78%	7.37%	20.52%	0.00%	1341
Senior Practitioner	155.52	47.56	5.40	5.60	0.00	214.08
	72.65%	22.22%	2.52%	2.62%	0.00%	225
Probation Officer	3,826.97	220.32	297.38	31.84	0.00	4,376.51
	87.44%	5.03%	6.79%	0.73%	0.00%	4795
Practice Development Assessor	8.00	1.00	9.00	51.32	0.00	69.32
	11.54%	1.44%	12.98%	74.03%	0.00%	74
Treatment Manager	1.50	120.78	0.00	0.00	0.00	122.28
	1.23%	98.77%	0.00%	0.00%	0.00%	136
Probation Services Officer	2,412.42	1,596.21	382.54	17.14	0.00	4,408.31
	54.72%	36.21%	8.68%	0.39%	0.00%	4883
Psychologist	1.00	3.00	2.02	2.00	0.00	8.02
	12.47%	37.41%	25.19%	24.94%	0.00%	9
Other Operational Staff	218.87	678.18	36.05	28.86	0.00	961.76
	22.74%	70.51%	3.75%	3.00%	0.00%	1105
Support Staff - Administration	2,305.52	475.78	216.67	501.90	0.00	3,499.87
	65.87%	13.59%	6.19%	14.34%	0.00%	4037
Support Staff - Other	92.03	153.36	20.61	531.18	0.00	797.18
	11.54%	19.24%	2.59%	66.63%	0.00%	885
Other Staff	84.47	35.47	8.77	205.77	0.00	334.48
	25.25%	10.60%	2.62%	61.52%	0.00%	369
Not Recorded Job Group	0.00	0.00	0.00	0.00	2.00	2.00
	0.00%	0.00%	0.00%	0.00%	100.00%	2
Probation Service Total	**9913.67**	**3660.13**	**1088.67**	**1860.41**	**2.00**	**16,524.88**
	59.99%	22.15%	6.59%	11.26%	0.01%	18332

- 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	456.6	522
Bedfordshire	181.41	200
Cambridgeshire	191.05	213
Cheshire	288.71	325
Cumbria	156.13	177
Derbyshire	306.4	346
Devon & Cornwall	380.88	425
Dorset	166.86	190
Durham Tees Valley	451.2	496
Essex	439.2	491
Gloucestershire	138.88	168
Greater Manchester	966.63	1062
Hampshire	483.74	551
Hertfordshire	223.97	247
Humberside	328.99	369
Kent	389.7	441
Lancashire	497.73	535
Leicestershire	340.91	383
Lincolnshire	186.44	208
London	2143.23	2266
Merseyside	584.93	626
Norfolk and Suffolk	387.99	449
Northamptonshire	175.88	204
Northumbria	548.54	599
Nottinghamshire	372.5	434
South Yorkshire	489.82	563
Staffordshire and West Midlands	1556.12	1732
Surrey and Sussex	520.54	607
Thames Valley	521.82	583
Wales	986.21	1083
Warwickshire	128.26	143
West Mercia	297.81	335
West Yorkshire	908.46	986
Wiltshire	136.62	152
York and North Yorkshire	192.72	221
Probation Service	**16,524.88**	**18,332**

Staff in Post by Region

Table 3 – Staff in Post by Region

Region	FTE	Headcount
North West	2494.13	2725
North East	999.74	1095
Yorkshire and Humberside	1917.99	2139
East Midlands	1382.13	1575
Wales	986.21	1083
West Midlands	1982.19	2210
East of England	1423.62	1600
South West	1279.84	1457
South East	1915.8	2182
London	2143.23	2266
Probation Service	**16,524.88**	**18,332**

- The Region with the largest number of staff in post in Q3 2012/13 was North West Region, with 2494.13 FTE.

- The Regions with the next largest number of staff in post were London Region, with 2143.23 FTE, and West Midlands Region with 1982.19 FTE.

- The Region with the smallest number of staff in post was Wales, with 986.21 FTE.

- The Regions with the next smallest number of staff in post were North East Region, with 999.74 FTE, and South West Region, with 1279.84 FTE.

Staff in Post by Function

Chart 1 – Distribution of Staff in Post by Function
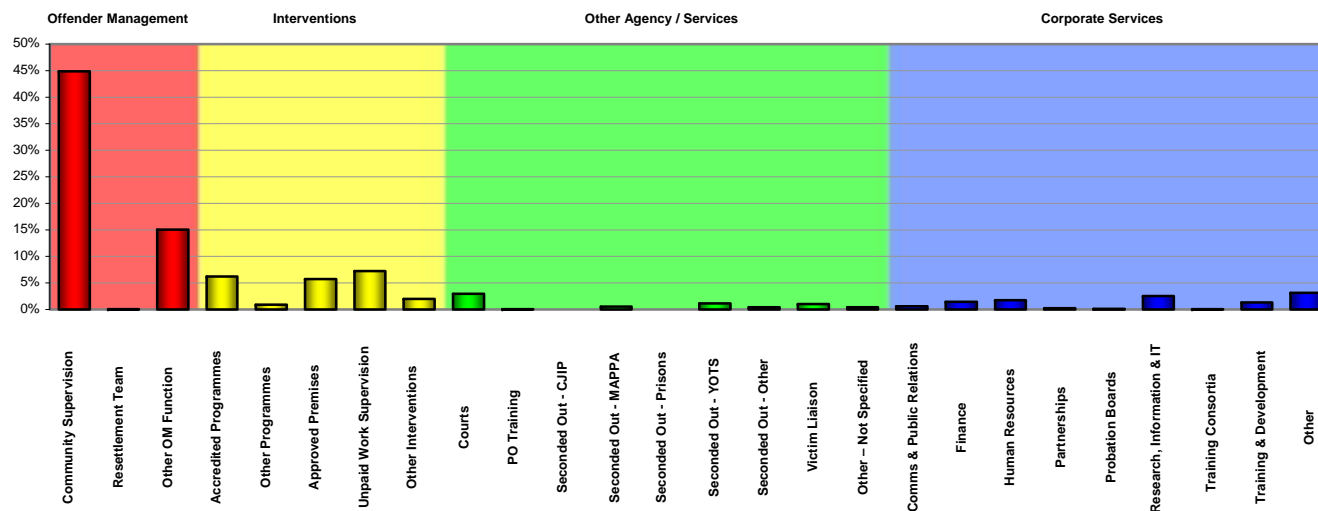
- The job group with the largest number of staff working in an 'Offender Management' function in Q3 12/13 was the Probation Officer job group with 3,826.97 FTE (87.44% of the group).

- The job group with the largest number of staff working in an 'Interventions' function was the Probation Services Officer job group with 1,596.21 FTE (36.21% 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 382.54 FTE (8.68% 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 531.18 FTE (66.63% of the group).

- London Region had the largest number of staff working in an 'Offender Management' function (1638.00 FTE).

- North West Region had the largest number of staff working in an 'Interventions' function (574.43 FTE).

- North West Region also had the largest number of staff working in an 'Other Agency/Services' function (225.74 FTE).

- South East Region had the largest number of staff working in a 'Corporate Services' function (250.56 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	107.71	118
MAPPA	18.34	19
HMPS	682.85	720
NOMS	78.1	78
YOTS	31.82	29
Other	268.32	291
Total	**1,187.14**	**1,255**

- At the end of Q3 2012/13, 6.7% of staff employed by the Probation Service were funded by external organisations (1,187.14 FTE).

- The largest group of staff employed by the probation trusts but funded by external organisations were those funded by HMPS; accounting for 682.85 FTE.

[1] The 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.