

Human Resources Workforce Information Summary Report Quarter 4 2010/11 SUPPLEMENTARY NOTES

General Notes

- This report covers Quarter 4 of the 2010/11 Financial Year.
- The information within the report was collected from the probation trusts via the HR Data Warehouse and has not previously been published.
- All of the probation areas became probation trusts by 1st April 2010, however, references to old probation area titles may appear when referring to previous periods.

Data

- The data within the report represents a snap-shot at 31st March 2011.
- Some comparisons have been made with figures from previous quarters of the 2010/11 Financial Year and the corresponding quarter in 2009/10.
- Data is however unavailable in certain quarters for the following areas/trusts, due to local technical/staffing issues:
 - Q4 2009/10 - North Yorkshire, Surrey, Sussex and West Mercia
 - Q1 2010/11 - West Mercia
 - Q2 2010/11 - West Mercia

Where there is missing data, the latest available figures submitted at that point in time for the area/trust have been included within the figures for the relevant Quarter.

- 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.
- 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.
- **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 a member of the NOMS Probation Workforce Planning Team.

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