

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

STAFF IN POST<sup>1</sup>

Staff in Post by Job Group

Table 1 – Staff in Post by Job Group

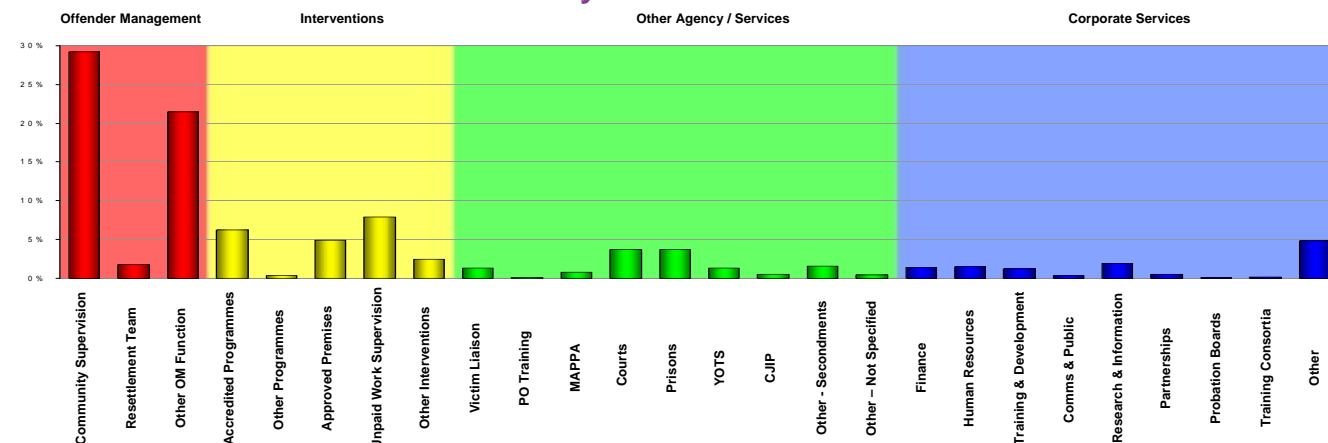
- On 31<sup>st</sup> December 2011 there was a total of 18,330.14 FTE staff in the Probation Service (including Chief Executives); a decrease of 119.59 FTE on the figure at the end of Quarter 2 11/12 (down 0.65%).
- When compared to the same quarter in 2010/11, total staff in post decreased by 736.61 FTE (down 3.86%).
- Compared to Quarter 2 2011/12, 5 of the 16 job groups have shown an increase in staff in post, whilst 9 groups have decreased. Chief Executives and Psychologists remained the same.
- The largest increases were in the Probation Services Officer job group; increasing by 38.08 FTE (up 0.79%), and the Middle Manager job group, which increased by 7.60 FTE (up 0.44%).
- The largest decrease was in the Probation Officer job group; decreasing by 72.65 FTE (down 1.42%). The next largest decrease came in the Other Operational Staff job group which fell by 20.28 FTE (down 2.54%).
- In comparison to the previous year, all job groups decreased in terms of staff in post.
- The percentage of staff working in an offender related function at the end of Q3 was 87.84% (16,102.00 FTE), with 12.10% of staff working in Corporate Services (2,218.39 FTE). Those with a not recorded function accounted for 0.05% (9.75 FTE).
- The ratio of staff in offender services to corporate services was 7.26:1, up from 7.14:1 in Q2 11/12 and down from 7.74:1 twelve months ago.
- The ratio of Probation Officers to Probation Services Officers in Q3 was 1.04:1, down from 1.06:1 compared to the previous quarter.
- The ratio of non-management to management staff was 7.41:1, down from 7.45:1 in the last quarter.
- Staff working in management roles accounted for 11.89% of the total workforce (2,179.29 FTE); a minimal increase from 11.83% in Q2; 88.11% of staff were in a non-management role (16,150.34 FTE) – a minor decrease from 88.16% in Q2. Those with a not recorded management status accounted for less than 0.01% (0.51 FTE).

Probation Service	Staff in Post by Job Group Quarter 3 2011/12						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	34.85	0.00	34.85	0.00	0.15
Deputy Chief Officer	9.92	1.00	2.00	22.50	0.00	35.42	1.61	4.11
Assistant Chief Officer	91.92	23.65	25.00	124.13	1.00	265.70	1.74	3.36
Area/District Manager	25.76	25.78	15.20	38.40	0.00	105.14	11.19	30.53
Middle Manager	751.08	434.21	226.73	323.86	2.30	1,738.18	7.60	75.62
Senior Practitioner	24.88	18.92	7.00	5.62	0.00	56.42	1.10	11.76
Probation Officer	3,847.15	300.09	809.21	81.92	0.00	5,038.37	72.65	320.35
Practice Development Assessor	1.80	0.00	7.60	21.90	0.00	31.30	1.40	18.50
Trainee Probation Officer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.80
Treatment Manager	5.20	106.47	4.50	1.00	1.00	118.17	10.77	18.04
Probation Services Officer	2,401.51	1,492.92	885.57	58.18	2.23	4,840.41	38.08	32.86
Psychologist	1.00	1.00	1.62	4.00	0.00	7.62	0.00	4.86
Other Operational Staff	111.54	621.53	32.57	13.70	0.00	779.34	20.28	25.26
Support Staff - Administration	2,151.06	534.24	328.75	696.93	3.22	3,714.20	14.15	61.93
Support Staff - Other	139.61	430.13	54.75	698.69	0.00	1,323.18	18.52	95.25
Other Staff	46.79	39.04	62.79	92.71	0.00	241.33	2.26	13.74
Not Recorded Job Group	0.00	0.00	0.51	0.00	0.00	0.51	1.60	0.51
<b>Probation Service Total</b>	<b>9,609.22</b>	<b>4,028.98</b>	<b>2,463.80</b>	<b>2,218.39</b>	<b>9.75</b>	<b>18,330.14</b>	<b>119.59</b>	<b>736.61</b>

*-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

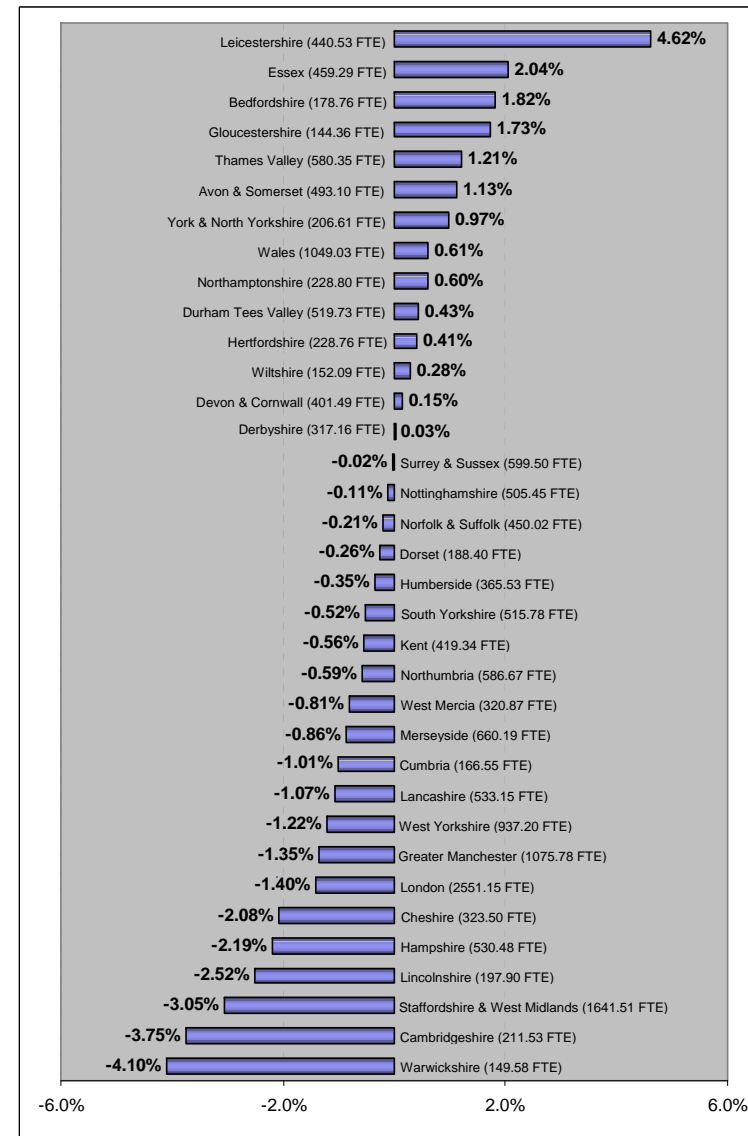
Chart 1 – Distribution of Staff in Post by Function



- The job group with the largest number of staff working in an 'Offender Management' function in Quarter 3 11/12 was the Probation Officer group with 3,847.15 FTE (76.36% of the group).
- The Probation Services Officer job group had the largest number of staff working in an 'Interventions' function with 1,492.92 FTE (30.84% of the group).
- The Probation Services Officer job group also had the largest number working in an 'Other Agency/Services' function with 885.57 FTE (18.30% of the group).
- The Support Staff - Other job group had the largest number of staff working in a 'Corporate Services' function with 698.69 FTE (52.80% of the group).
- The North West region had the largest number of staff working in an 'Offender Management' function (1,616.69 FTE); London had the largest number in an 'Interventions' function (649.87 FTE); East Midlands region had the largest number in an 'Other Agency/Services' function (396.06 FTE) and East of England region had the largest number in a 'Corporate Services' function (355.40 FTE).

Staff in Post by Trust

Chart 2 – Change in Staff in Post by Trust

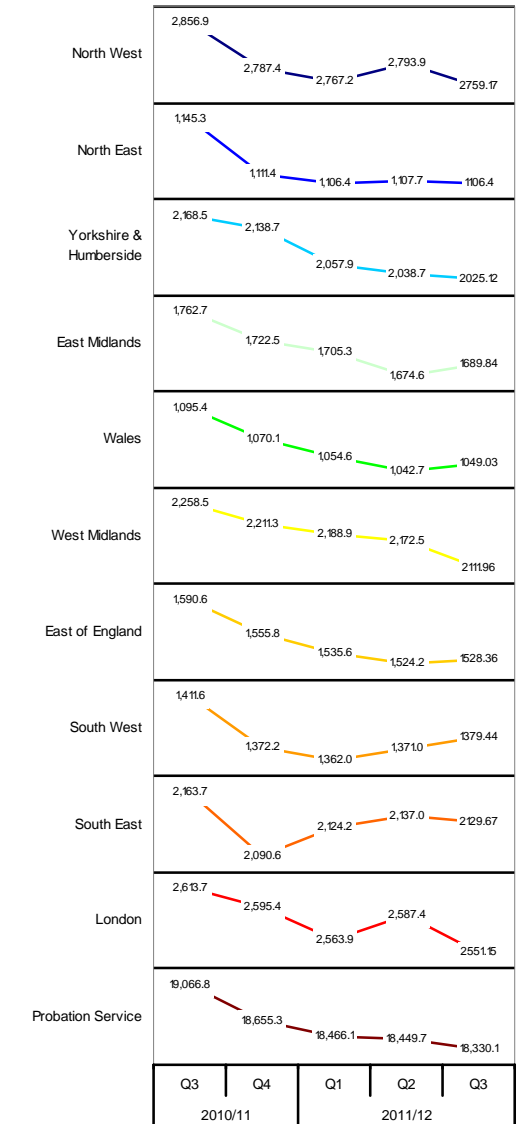


*-Percentage figures represent the proportionate change in staff in post FTE compared to Quarter 2 11/12.*  
*-Figures provided in brackets alongside each trust represent the FTE as it stands at the end of Quarter 3 11/12.*

- At the end of Quarter 3 11/12, 21 of the 35 probation trusts reported a decrease in staff from the previous quarter (60%); whilst 14 reported an increase (40%).
- Warwickshire and Cambridgeshire reported the largest decreases in percentage terms when compared to the previous quarter, with falls of 4.10% (6.39 FTE) and 3.75% (8.25 FTE) respectively; followed by Staffordshire & West Midlands who saw a fall of 3.05% (51.56 FTE).
- The largest quarterly FTE fall came in Staffordshire & West Midlands, with a drop of 51.56 FTE (3.05%); followed by London and Greater Manchester, with falls of 36.20 FTE (1.40%) and 14.67 FTE (1.35%) respectively.
- Leicestershire and Essex reported the largest quarterly increases in percentage terms with increases of 4.62% (19.45 FTE) and 2.04% (9.20 FTE) respectively; followed by Bedfordshire who saw an increase of 1.82% (3.20 FTE).
- The largest quarterly FTE increase came in Leicestershire, with a rise of 19.45 FTE (4.62%); followed by Essex, with an increase of 9.20 FTE (2.04%).
- Comparison of Staff in Post figures in Q3 2011/12 with the same quarter in 2010/11 shows decreases for 29 trusts, with 6 increasing.

Staff in Post by Region

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



- At the end of Quarter 3 11/12, 6 of the 10 probation regions reported a decrease in staff in post, when compared to the previous quarter; with 4 reporting an increase in this period.
- The largest quarterly FTE decreases in staff in post amongst the regions came in the West Midlands Region; down 60.57 FTE (2.79%) and the London Region; down 36.20 FTE (1.40%).
- The largest quarterly increases in staff in post amongst the regions came in the East Midlands; up 15.22 FTE (0.91%) and the South West Region; up 8.48 FTE (0.62%).
- All probation regions recorded FTE decreases in staff in post in comparison to Q3 10/11.
- The largest annual FTE decrease came in the West Midlands Region of 146.56 FTE (6.49%); followed by Yorkshire & Humberside, which fell by 143.35 FTE (6.61%).

<sup>1</sup>Staff in Post figures were collected from the probation trusts via the HR Data Warehouse, which 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.