

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

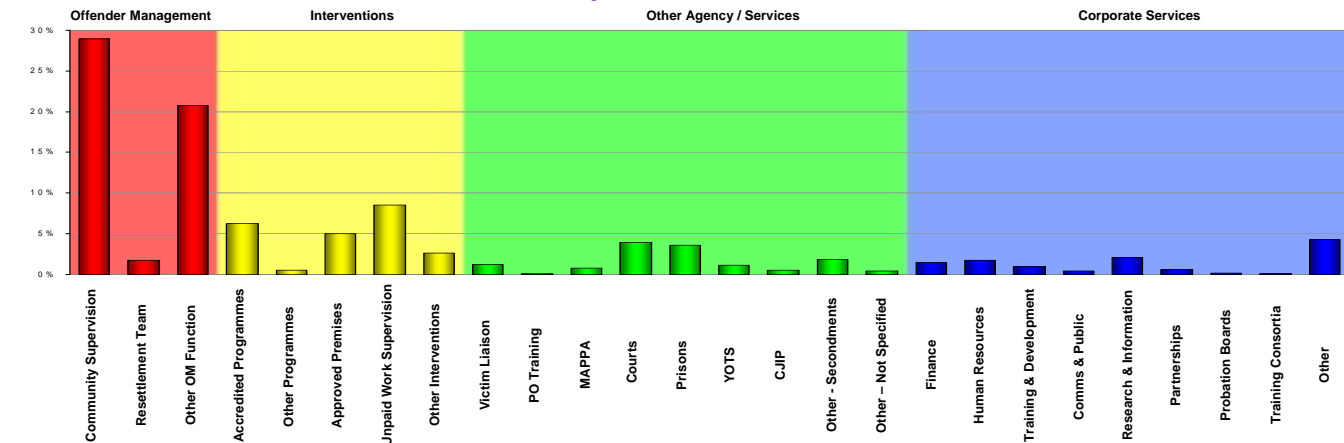
- On 31st March 2012 there was a total of 18,000.28 FTE staff in the Probation Service (including Chief Executives); a decrease of 329.86 FTE on the figure at the end of Quarter 3 11/12 (down 1.80%).
- When compared to the same quarter in 2010/11, total staff in post decreased by 655.04 FTE (down 3.51%).
- Compared to Quarter 3 2011/12, 2 of the 16 job groups have shown an increase in staff in post, whilst 12 groups have decreased. Chief Executives and Trainee Probation Officers remained the same.
- The increases were in the Support Staff - Other job group; increasing by 34.55 FTE (up 2.61%), and the Other Staff job group, which increased by 6.25 FTE (up 2.59%).
- The largest decrease was in the Probation Services Officer job group; decreasing by 165.14 FTE (down 3.41%). The next largest decrease came in the Support Staff – Administration job group which fell by 68.88 FTE (down 1.85%).
- In comparison to the previous year, the Assistant Chief Officer job group was the only to increase in terms of staff in post, up 2.91 FTE (1.11%).
- The percentage of staff working in an offender related function at the end of Q4 was 88.02% (15,842.76 FTE), with 11.99% of staff working in Corporate Services (2,157.52 FTE).
- The ratio of staff in offender services to corporate services was 7.34:1 up from 7.26:1 in Q3 11/12 and down from 7.68:1 twelve months ago.
- The ratio of Probation Officers to Probation Services Officers in Q4 was 1.06:1, up from 1.04:1 compared to the previous quarter.
- The ratio of non-management to management staff was 7.39:1, down from 7.41:1 in the last quarter.
- Staff working in management roles accounted for 11.92% of the total workforce (2,145.92 FTE); a minimal increase from 11.89% in Q3; 88.07% of staff were in a non-management role (15,853.36 FTE) – a minor decrease from 88.11% in Q3. Those with a not recorded management status accounted for less than 0.01% (1.00 FTE).

Probation Service	Staff in Post by Job Group Quarter 4 2011/12					Total	Change on Quarter	Change on Year
	Offender Management	Interventions	Other Agency / Services	Corporate Services	Not Recorded Function			
Chief Executive	0.00	0.00	0.00	34.95	0.00	34.95	0.00	0.15
Deputy Chief Officer	9.92	0.00	2.00	22.82	0.00	34.74	0.68	4.19
Assistant Chief Officer	90.94	25.36	22.00	125.71	0.00	264.01	1.89	2.91
Area/District Manager	24.16	19.09	9.62	29.30	0.00	82.17	22.97	39.64
Middle Manager	744.58	449.39	213.55	322.83	0.00	1,730.15	8.03	51.90
Senior Practitioner	24.88	18.14	6.50	4.63	0.00	54.15	2.27	3.33
Probation Officer	3,772.01	322.32	808.57	78.96	0.00	4,977.86	60.51	245.72
Practice Development Assessor	1.82	0.00	5.61	23.10	0.00	30.53	0.77	15.87
Trainee Probation Officer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.40
Treatment Manager	0.50	104.82	4.50	0.50	0.00	110.32	7.85	26.51
Probation Services Officer	2,247.45	1,509.22	864.68	53.92	0.00	4,675.27	165.14	125.74
Psychologist	1.00	1.00	1.62	3.00	0.00	6.62	1.00	2.92
Other Operational Staff	63.71	643.48	24.60	16.19	0.00	747.98	31.36	70.43
Support Staff - Administration	2,084.66	550.52	366.57	683.57	0.00	3,645.32	68.88	29.74
Support Staff - Other	181.92	425.84	63.96	686.01	0.00	1,357.73	34.55	17.75
Other Staff	38.75	61.08	53.42	94.33	0.00	247.58	6.25	4.66
Not Recorded Job Group	0.00	0.00	1.00	0.00	0.00	1.00	0.49	1.00
Probation Service Total	9,266.30	4,130.26	2,446.20	2,157.52	0.00	18,000.28	329.86	655.04

*- 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

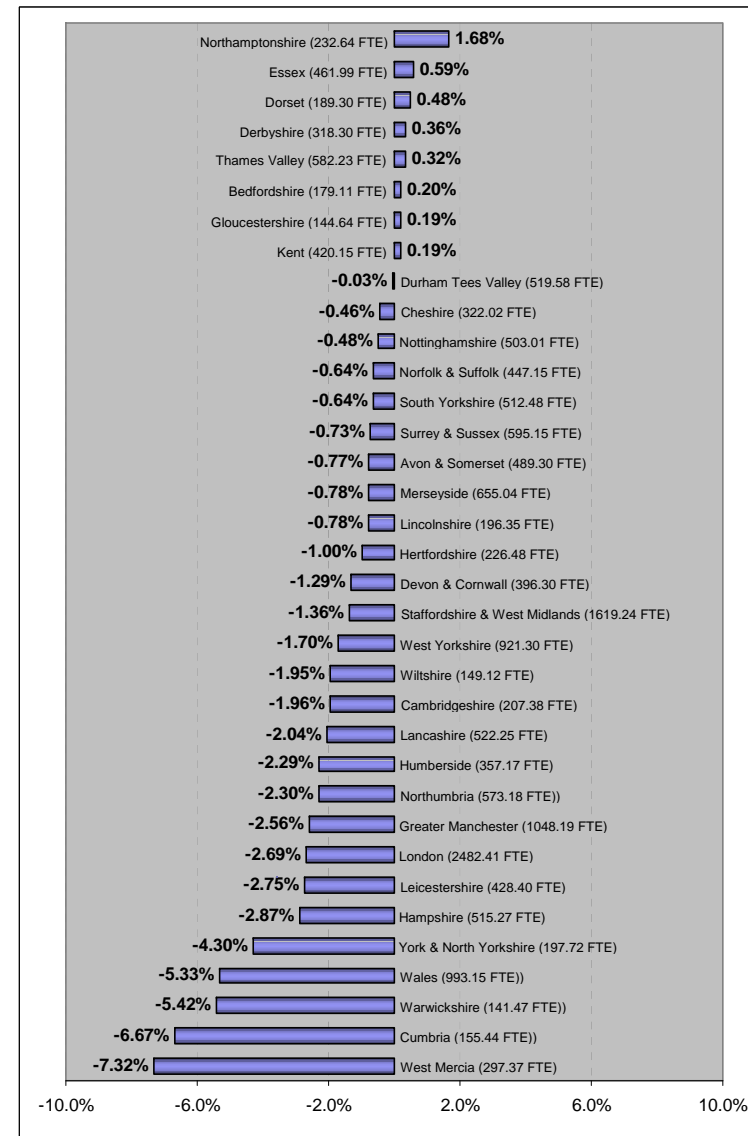
Chart 1 – Distribution of Staff in Post by Function



- The job group with the largest number of staff working in an 'Offender Management' function in Quarter 4 11/12 was the Probation Officer group with 3,772.01 FTE (75.78% of the group).
- The Probation Services Officer job group had the largest number of staff working in an 'Interventions' function with 1,509.22 FTE (32.28% of the group).
- The Probation Services Officer job group also had the largest number working in an 'Other Agency/Services' function with 864.68 FTE (18.49% of the group).
- The Support Staff - Other job group had the largest number of staff working in a 'Corporate Services' function with 686.01 FTE (50.53% of the group).
- London region had the largest number of staff working in an 'Offender Management' function (1,467.49 FTE); London again had the largest number in an 'Interventions' function (634.15 FTE); East Midlands region had the largest number in an 'Other Agency/Services' function (393.84 FTE) and East of England region had the largest number in a 'Corporate Services' function (353.22 FTE).

Staff in Post by Trust

Chart 2 – Change in Staff in Post by Trust

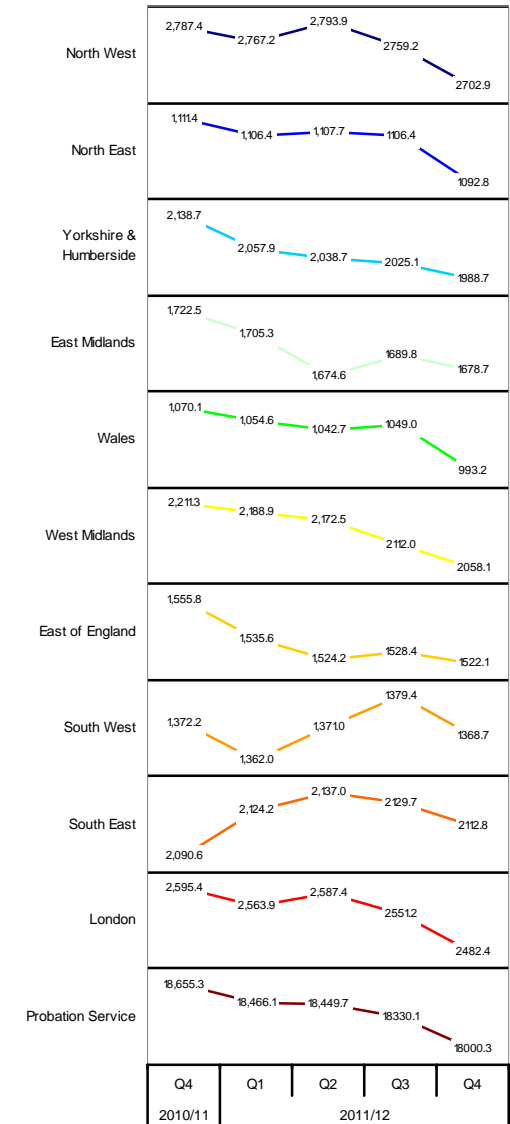


*- Percentage figures represent the proportionate change in staff in post FTE compared to Quarter 3 11/12.
- Figures provided in brackets alongside each trust represent the FTE as it stands at the end of Quarter 4 11/12.*

- At the end of Quarter 4 11/12, 27 of the 35 probation trusts reported a decrease in staff from the previous quarter (77%); whilst 8 reported an increase (23%).
- West Mercia and Cumbria reported the largest decreases in percentage terms when compared to the previous quarter, with falls of 7.32% (23.5 FTE) and 6.67% (11.11 FTE) respectively; followed by Warwickshire who saw a fall of 5.42% (8.11 FTE).
- The largest quarterly FTE fall came in London, with a drop of 68.74 FTE (2.69%); followed by Wales (please refer to the caveat detailed in the supplementary notes sheet relating to this decrease) and Greater Manchester, with falls of 55.88 FTE (5.33%) and 27.59 FTE (2.56%) respectively.
- Northamptonshire and Essex reported the largest quarterly increases in percentage terms with increases of 1.68% (3.84 FTE) and 0.59% (2.70 FTE) respectively; followed by Dorset who saw an increase of 0.48% (0.90 FTE).
- The largest quarterly FTE increase came in Northamptonshire, with a rise of 3.84 FTE (1.68%); followed by Essex, with an increase of 2.70 FTE (0.59%).
- Comparison of Staff in Post figures in Q4 2011/12 with the same quarter in 2010/11 shows decreases for 26 trusts, with 9 increasing.

Staff in Post by Region

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



- At the end of Quarter 4 11/12, all of the 10 probation regions reported a decrease in staff in post, when compared to the previous quarter.
- The largest quarterly FTE decreases in staff in post amongst the regions came in the London Region; down 68.74 FTE (2.69%) and the North West Region; down 56.23 FTE (2.04%).
- The end of this quarter saw 9 probation regions recording FTE decreases in staff in post in comparison to Q4 10/11.
- The largest annual FTE decrease came in the West Midlands Region of 153.26 FTE (6.93%); followed by Yorkshire & Humberside, which fell by 150.01 FTE (7.01%).
- The South East was the only region to have had an annual FTE increase and this was 22.17 FTE (1.06%).

¹Staff 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.