



Errata: Comparison of Staff in Post within the Management information for probation release: 1 June to 30 September 2014

This note is to advise users that the commentary and figures on staff in post within the above release have been amended. The other parts of the release are unaffected.

An amended section 3.2 is provided below which makes the following changes:

- Highlighting a discontinuity in the recording of staffing in post which does not allow direct comparisons to be made of the levels pre and post-transition. The figures are now presented in two tables.
- Inclusion of a breakdown of the details on all probation staff, including those seconded into and funded by other organisations, to highlight the discontinuity.
- Inclusion of staff on NPS grades within NOMS HQ undertaking an NPS HQ function, recruited during June 2014, and coming into post before September 2014.

3.2 Staff in Post

This section presents staff in post figures from 1 June 2013 to 30 September 2014. Over this period the recording of staff changed so there is a discontinuity in the series from the point of transition on 1 June 2014 and no direct comparisons of staff FTE can be made around this point.

Table 6.1 shows the staff levels prior to transition on 1 June 2014. This includes all probation trust staff including those funded by other organisations.

Table 6.1 All staff in post FTE in probation trusts to March 2014¹

	Jun-13	Sep-13	Dec-13	Mar-14
Probation Trust Funded Staff	16,300	16,300	16,240	16,110
Probation Trust Staff Funded by Other Organisations (inc NOMS) ²	1,130	1,100	1,080	1,040
All Staff	17,420	17,400	17,310	17,150

1. All figures are rounded to the nearest 10, with numbers ending in 5 rounded to the nearest multiple of 20 to prevent systematic bias. HR data are unlikely to be precisely accurate, and to present unrounded figures would be to overstate the accuracy of the figures. Rounding to 10 accurately depicts the level of certainty that is held with these figures. Totals are formed from unrounded parts prior to rounding. For this reason, rounded totals may not equal the sum of their rounded parts.
2. Staff numbers included staff funded by other organisations. These included some staff funded by NOMS and working in Prison Service establishments, some working in Youth Offender Teams (YOTS), Multi Agency Public Protection Arrangements (MAPPA) and other organisations.

Table 6.2 shows the staff levels post transition on 1 June 2014. In interpreting these figures the following changes to the recording of staff should be noted:

- After 1 June 2014, probation staff allocated to NPS that had been previously funded by NOMS, undertaking probation work within prisons, remain undertaking the same work but are now core funded NOMS staff in NPS and shown in the 'NPS' and 'Direct Funded Staff'.
- Direct Funded NPS staff within NOMS HQ undertaking an NPS function are shown separately to other Direct Funded NPS staff.
- Staff in CRCs seconded to and funded by NPS, and CRC staff seconded to other organisations are shown separately to the Direct Funded Total.
- There remain staff seconded from NPS to other organisations, including Youth Offender Teams (YOTS) and Multi-Agency Public Protection Arrangements (MAPPA), which are currently not identifiable on NOMS administrative systems, and consequently cannot be included within All Staff total.

Work is underway to quantify the number of staff seconded from NPS to other organisations with the intention to include in future staff publications. However this discontinuity at the point of transition on 1 June 2014 means no valid comparisons can be made of probation staff FTE prior to and post transition at this time and the figure for All Staff is an undercount.

Table 6.2 All staff in post FTE in NPS and CRC from June 2014¹

	Jun-14	Sep-14
NPS	8,300	8,200
NPS Band Staff in NOMS HQ ²	~	60
CRC	8,330	8,450
Directly Funded Staff in NPS and CRC²	16,630	16,710
CRC Staff Funded by Other Organisations (excluding secondments to NPS)	310	290
CRC Staff seconded to and funded by NPS	10	10
Staff Seconded From NPS outside NOMS ⁴	**	**
All Staff⁵	16,940	17,000

1. All figures are rounded to the nearest 10, with numbers ending in 5 rounded to the nearest multiple of 20 to prevent systematic bias. HR data are unlikely to be precisely accurate, and to present unrounded figures would be to overstate the accuracy of the figures. Rounding to 10 accurately depicts the level of certainty that is held with these figures. Totals are formed from unrounded parts prior to rounding. For this reason, rounded totals may not equal the sum of their rounded parts.
2. NPS Staff are funded by NOMS and CRC Staff are funded through Community Rehabilitation Companies.

3. These are mainly working in NPS Development and Business Change
4. Staff seconded from NPS to other organisations including YOTS and MAPPA. These staff are currently not captured on the NOMS workforce database and so cannot be quantified.
5. This figure does not include the unknown number of staff seconded from NPS to other organisations and so is an undercount.

3.2.1 Staff in Post by Band

Tables 7a, 7b and 7c below show a breakdown of the funded staff in post within CRCs and NPS by bands. The CRC data are presented separately for directly funded staff and those funded from elsewhere.

A small number of CRC staff (10 FTE) seconded into NPS and funded by NOMS cannot be isolated when split by grade in tables 7b and 7c below, and therefore appear in both tables 7b and 7c.

These 10 FTE however are identifiable at total level, and are therefore shown separately in table 6.2 above to avoid double counting.

Table 7a: Directly Funded Staff in Post (FTE) in CRCs from June to September 2014 CRC Staff

	Jun-14	Sep-14
CEO	20	20
Manager Bands A to D	210	200
Band 4 - PQF Qualified	1,350	1,400
Band 4 – Non-PQF Qualified	680	630
Other Bands 5 to 6	900	900
Bands 1 to 3, including Probation Services Officers	5,150	5,280
Other	10	~
Total	8,330	8,450

Table 7b: Staff in Post (FTE) Funded by Other Organisations in CRCs from June to September 2014 CRC Staff (including those seconded to NPS)

	Jun-14	Sep-14
CEO	~	~
Manager Bands A to D	10	20
Band 4 - PQF Qualified	30	20
Band 4 – Non-PQF Qualified	20	20
Other Bands 5 to 6	50	50
Bands 1 to 3, including Probation Services Officers	200	200
Other	10	~
Total 1	320	300

1. Figures presented in this table cannot separate out by grade those CRC staff funded by other organisations from those funded by NOMS in NPS. These were presented separately in table 6 above Table 7b presents for June 2014 the total of 320, which is formed from 10 in NPS and 310 in other organisations; in September 2014 the total of 300 is formed of 10 in NPS and 290 in other organisations, as presented in table 6.2. In both periods, the 10 staff seconded into NPS are also included within table 7c below. These staff cannot be isolated by grade. They are not double counted within table 6.2.

Table 7c: NPS¹ Staff in Post (FTE) June to September 2014

	Jun 14	Sept 14
NPS Manager Bands A to D	110	130
Probation Officer Band 4	3,060	3,040
Other NPS Bands 4 to 6	1,250	1,290
NPS Bands 1 to 3, including Probation Services Officers	3,880	3,790
Staff in Non NPS Grades	-	10
Total	8,300	8,260

1. Includes staff on NPS terms and conditions working in NOMS HQ, and also includes the 10 staff in June 2014 and September 2014 seconded from CRCs into NPS. These 10 staff cannot be isolated from records by grade. They are not double counted within table 6.2.