

For further details on the data contained within this report please see the supplementary notes sheet **STAFF IN POST¹**

Change in the Reporting of Probation Workforce Information

The 35 probation trusts ceased to provide probation services as of midnight on 31st May 2014. As a result of the change to the structure of the Probation Service, the Community Rehabilitation Companies (CRCs) and the National Probation Service (NPS) commenced operations on 1st June 2014. Probation workforce information was previously published within the quarterly Probation Service Workforce Information Staff in Post Summary Reports but this publication has now ceased. Information on the workforce of the CRCs will now be reported within this new quarterly 'Community Rehabilitation Company Workforce Information Staff in Post Summary Report'. NPS staff now form part of the NOMS workforce and information on NPS staff will therefore be included within the existing quarterly 'National Offender Management Service Workforce Statistics Bulletin' publication; both publications will be published on the Gov.uk website (www.gov.uk). As this is the first CRC report there are no quarterly comparisons available but these comparisons will be introduced within the Q2 2014/15 report.

Staff in Post by Pay Band

Table 1 – Staff in Post by Pay Band

- On 30th June 2014 there was a total of 8,331.50 FTE staff employed and funded by the CRCs (including Chief Executives).
- The pay band with the largest number of staff in post was Pay Band 3 – Probation Services Officer with 2,225.28 FTE.
- The pay bands with the next largest number of staff in post were Pay Band 2 and Pay Band 4 – PQF Qualified, with 1,436.68 FTE and 1,353.74 FTE staff, respectively.
- The percentage of staff working in an offender related function at the end of Q1 14/15 was 82.55% (6,877.93 FTE), with 17.45% of staff working in Corporate Services (1,453.57 FTE).
- The ratio of staff in offender services to corporate services was 4.73:1.
- The ratio of Pay Band 4 – PQF Qualified to Pay Band 3 – Probation Services Officers in Q1 14/15 was 0.64:1.
- The ratio of non-management to management staff was 6.30:1.
- Staff working in management roles accounted for 13.68% of the total workforce (1,139.85); 86.19% of staff were in a non-management role (7,191.65 FTE). Those with a not recorded management status accounted for 0.13% (10.60 FTE).

Pay Band	Staff in Post by Pay Band and Function - Quarter 1 2014/15					
	Offender Management	Interventions	Other Agencies / Services	Corporate Services	Not Recorded Function	Total
Chief Executive	0.00	0.00	0.00	23.26	0.00	23.26
	0.00%	0.00%	0.00%	100.00%	0.00%	23
Pay Band D	0.00	0.00	0.00	13.41	0.00	13.41
	0.00%	0.00%	0.00%	100.00%	0.00%	13
Pay Band C	1.00	0.00	0.00	22.41	0.00	23.41
	4.27%	0.00%	0.00%	95.73%	0.00%	24
Pay Band B	65.23	10.90	2.00	80.27	0.00	158.40
	41.18%	6.88%	1.26%	50.68%	0.00%	164
Pay Band A	4.89	0.00	0.00	13.67	0.00	18.56
	26.35%	0.00%	0.00%	73.65%	0.00%	23
Pay Band 6	26.77	16.56	2.81	73.65	0.00	119.79
	22.35%	13.82%	2.35%	61.49%	0.00%	128
Pay Band 5	389.31	149.00	10.50	234.21	0.00	783.02
	49.72%	19.03%	1.34%	29.91%	0.00%	838
Pay Band 4 - PQF Qualified	1,288.95	51.02	0.50	13.27	0.00	1,353.74
	95.21%	3.77%	0.04%	0.98%	0.00%	1409
Pay Band 4 - Non-PQF Qualified	82.79	238.83	19.89	339.36	0.00	680.87
	12.16%	35.08%	2.92%	49.84%	0.00%	739
Pay Band 3 - Probation Services Officer	1,447.12	763.31	11.45	3.40	0.00	2,225.28
	65.03%	34.30%	0.51%	0.16%	0.00%	2472
Pay Band 3 - Non-Probation Services Officer	223.62	625.20	28.21	398.53	0.00	1,275.56
	17.53%	49.01%	2.21%	31.24%	0.00%	1508
Pay Band 2	934.02	282.40	20.35	199.91	0.00	1,436.68
	65.01%	19.66%	1.42%	13.91%	0.00%	1703
Pay Band 1	143.02	22.58	8.10	35.22	0.00	208.92
	68.46%	10.81%	3.88%	16.86%	0.00%	261
Other/Not Recorded	5.00	2.60	0.00	3.00	0.00	10.60
	47.17%	24.53%	0.00%	28.30%	0.00%	11
CRC Total	4611.72	2162.40	103.81	1453.57	0.00	8,331.50
	55.35%	25.95%	1.25%	17.45%	0.00%	9396

*- Italicised figures in the 'Total' column represent headcount figures.
- Percentage figures in blue represent the proportion of total staff in each pay band allocated to the relevant function.*

Staff in Post by CRC

Table 2 – Staff in Post by CRC

CRC	FTE	Headcount
Bedfordshire, Cambridgeshire, Hertfordshire & Northamptonshire	404.1	456
Bristol, Gloucestershire, Somerset & Wiltshire	385.55	445
Cheshire & Greater Manchester	570.58	642
Cumbria & Lancashire	339.52	371
Derbyshire, Nottinghamshire, Leicestershire & Rutland	609.73	705
Dorset, Devon & Cornwall	257.43	290
Durham Tees Valley	222.82	245
Essex	273.4	311
Hampshire & Isle of Wight	274.04	316
Humberside, Lincolnshire & North Yorkshire	347.79	397
Kent, Surrey & Sussex	475.49	569
London	895.6	954
Merseyside	246.18	262
Norfolk & Suffolk	199.49	242
Northumbria	318.03	345
South Yorkshire	228.44	271
Staffordshire & West Midlands	733.12	818
Thames Valley	288.46	334
Wales	574.27	649
Warwickshire and West Mercia	213.43	254
West Yorkshire	474.03	520
CRC Total	8,331.50	9,396

Staff in Post by Region

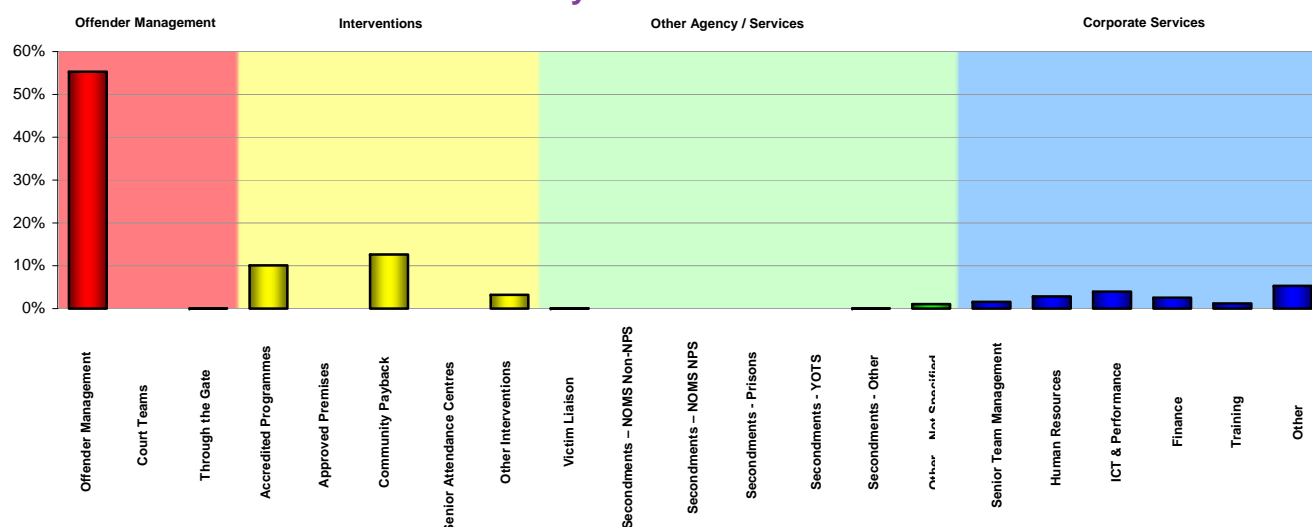
Table 3 – Staff in Post by Region

Region	FTE	Headcount
London	895.6	954
Midlands	1,556.29	1,777
North East	1,591.11	1,778
North West	1,156.28	1,275
South East and Eastern	1,352.47	1,578
South West and South Central	1,205.48	1,385
Wales	574.27	649
CRC Total	8,331.50	9,396

- The Region with the largest number of staff in post in Q1 2014/15 was North East Region, with 1,591.11 FTE.
- The Regions with the next largest number of staff in post were Midlands Region, with 1,556.29 FTE, and South East and Eastern Region with 1,352.47 FTE.
- The Region with the smallest number of staff in post was Wales, with 574.27 FTE.
- The Regions with the next smallest number of staff in post were London Region, with 895.60 FTE, and North West Region, with 1,156.28 FTE.

Staff in Post by Function

Chart 1 – Distribution of Staff in Post by Function



- The pay band with the largest number of staff working in an 'Offender Management' function in Quarter 1 14/15 was Pay Band 3 – Probation Services Officer with 1,447.12 FTE (65.03% of the group).
- The pay band with the largest number of staff working in an 'Interventions' function was again Pay Band 3 – Probation Services Officer with 763.31 FTE (34.30% of the group).
- The pay band with the largest number of staff working in an 'Other Agency/Services' function was Pay Band 3 – Non-Probation Services Officer with 28.21 FTE (2.21% of the group).
- The pay band with the largest number of staff working in a 'Corporate Services' function was again Pay Band 3 – Non-Probation Services Officer with 398.53 FTE (31.24% of the group).
- North East Region had the largest number of staff working in an 'Offender Management' function (920.83 FTE).
- South East and Eastern Region had the largest number of staff working in an 'Interventions' function (415.23 FTE).
- Midlands Region had the largest number of staff working in an 'Other Agency/Services' function (68.07 FTE).
- South East and Eastern Region also had the largest number of staff working in a 'Corporate Services' function (277.15 FTE).

Externally Funded Staff

Table 4 – Externally Funded Staff

The table below outlines the number of staff employed by the CRCs but are funded by external organisations.

Funded By	FTE
NOMS - National Probation Service (NPS)	12.64
NOMS - HQ and Area Services	18
Prisons	2
YOTS	4
Other Organisations	284.16
Total	318.80

- At the end of Q1 2014/15, 3.69% of staff employed by the CRCs were funded by external organisations (318.80 FTE).
- The largest group of staff employed by the CRCs but funded by external organisations were those funded by Other; accounting for 284.16 FTE.

¹The information within this report was provided by the CRCs and is subject to the expected level of inaccuracy inherent in any large-scale administrative system. The CRCs have the ability to resubmit historical data which may result in occasional variations in subsequent reports.