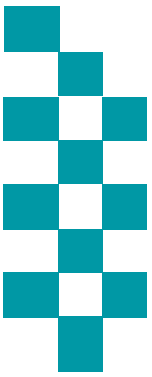




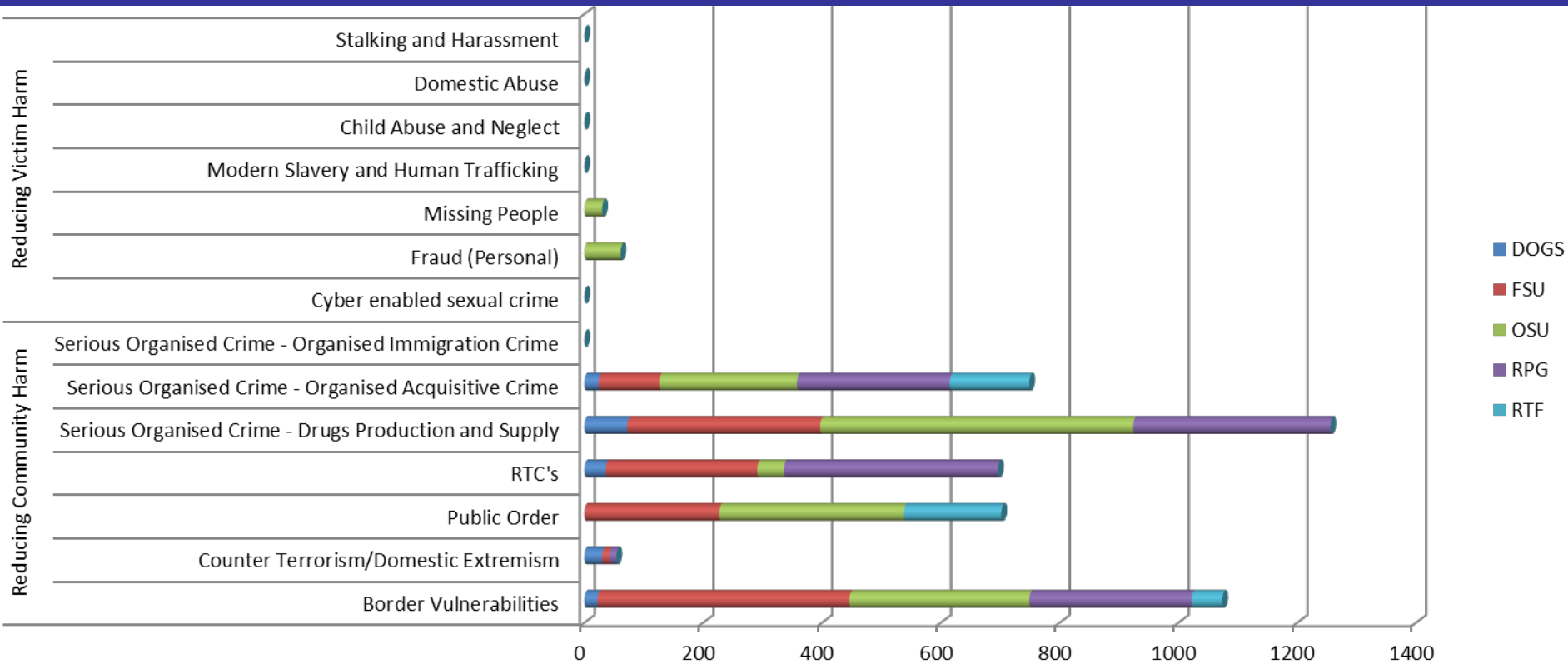
# Public Accountability Board



Reporting Period: August 2018



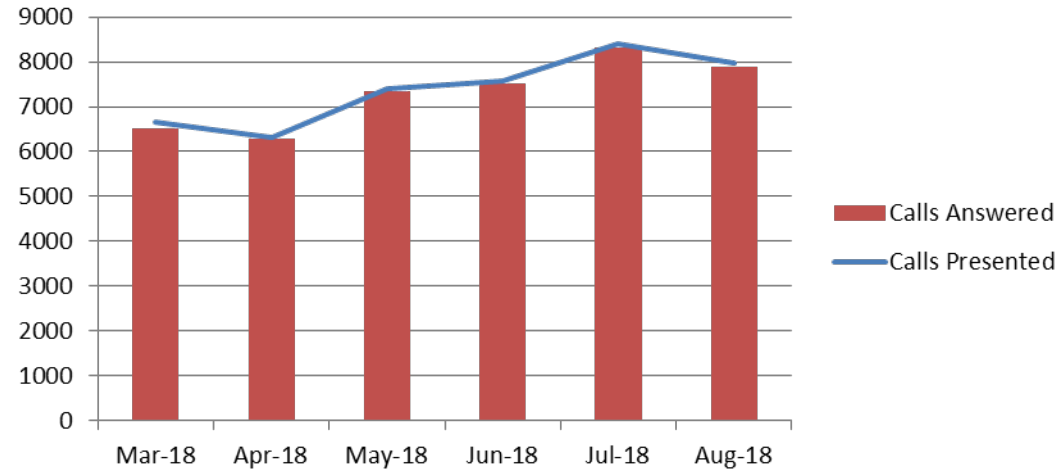
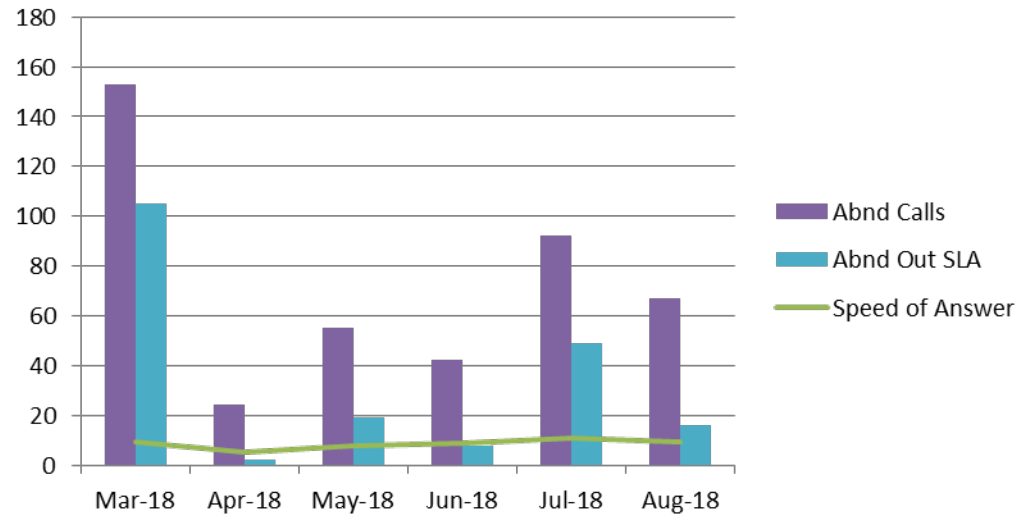
# Proactivity – Proactive Policing



| Control Strategy        | Control Strategy Sub Heading                          | DOGS       | FSU         | OSU         | RPG           | RTF        |
|-------------------------|---|------------|-------------|-------------|---------------|------------|
| Reducing Community Harm | Border Vulnerabilities                                | 22         | 424         | 303         | 273           | 52         |
|                         | Counter Terrorism/Domestic Extremism                  | 30         | 12          | 0           | 12            | 0          |
|                         | Public Order  | 0          | 227         | 311         | 0             | 164        |
|                         | RTC's   | 36         | 255         | 45          | 360.5         | 0          |
|                         | Serious Organised Crime - Drugs Production and Supply | 72         | 325         | 527         | 332           | 0          |
|                         | Serious Organised Crime - Organised Acquisitive Crime | 24         | 102         | 232         | 257           | 134        |
|                         | Serious Organised Crime - Organised Immigration Crime | 0          | 0           | 0           | 0             | 0          |
| Reducing Victim Harm    | Cyber enabled sexual crime                            | 0          | 0           | 0           | 0             | 0          |
|                         | Fraud (Personal)                                      | 0          | 0           | 61          | 0             | 0          |
|                         | Missing People  | 0          | 0           | 30          | 0             | 0          |
|                         | Modern Slavery and Human Trafficking                  | 0          | 0           | 0           | 0             | 0          |
|                         | Child Abuse and Neglect                               | 0          | 0           | 0           | 0             | 0          |
|                         | Domestic Abuse  | 0          | 0           | 0           | 0             | 0          |
|                         | Stalking and Harassment                               | 0          | 0           | 0           | 0             | 0          |
| <b>Grand Total</b>      |   | <b>184</b> | <b>1345</b> | <b>1509</b> | <b>1234.5</b> | <b>350</b> |

# Initial Contact – 999

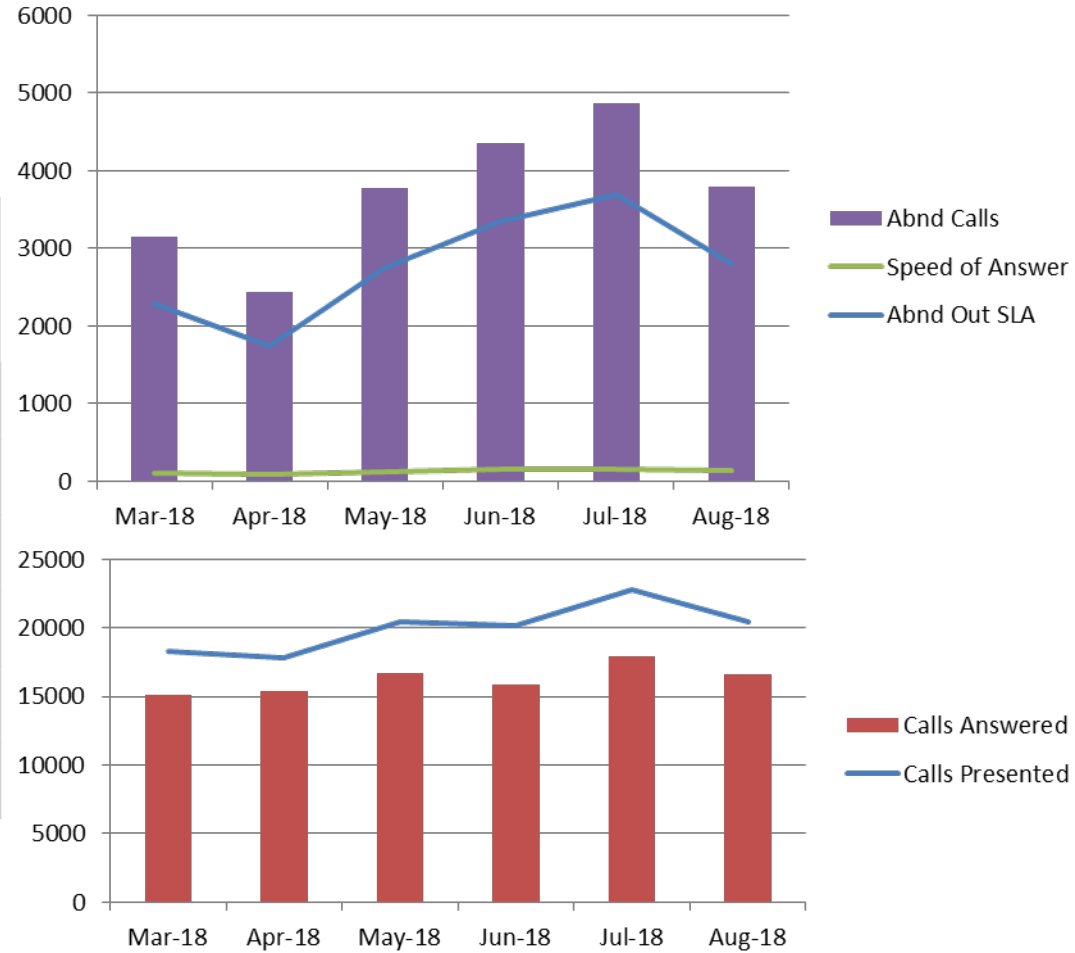
| Month  | Calls Presented | Calls Answered | Speed of Answer | Abnd Calls | Abnd Out SLA | % Abn (SLA) |
|--------|-----------------|----------------|-----------------|------------|--------------|-------------|
| Mar-18 | 6667            | 6514           | 9.3             | 153        | 105          | 1.60%       |
| Apr-18 | 6304            | 6280           | 5.4             | 24         | 2            | 0.00%       |
| May-18 | 7409            | 7354           | 7.9             | 55         | 19           | 0.30%       |
| Jun-18 | 7563            | 7521           | 8.8             | 42         | 8            | 0.10%       |
| Jul-18 | 8400            | 8308           | 10.8            | 92         | 49           | 0.60%       |
| Aug-18 | 7961            | 7894           | 9.1             | 67         | 16           | 0.20%       |



- 5.56% decrease in volume of 999 calls since July 2018
- Transfer to secondary and alternate lines continues to be under national 2% guideline

# Initial Contact - 101

| Month  | Calls Presented | Calls Answered | Speed of Answer | Abnd Calls | Abnd Out SLA | % Abn (SLA) |
|--------|-----------------|----------------|-----------------|------------|--------------|-------------|
| Mar-18 | 18256           | 15107          | 107.4           | 3149       | 2281         | 12.50%      |
| Apr-18 | 17782           | 15347          | 86.9            | 2435       | 1731         | 9.70%       |
| May-18 | 20469           | 16697          | 115.5           | 3772       | 2753         | 13.40%      |
| Jun-18 | 20153           | 15807          | 153.2           | 4346       | 3344         | 16.60%      |
| Jul-18 | 22796           | 17927          | 145.2           | 4869       | 3697         | 16.20%      |
| Aug-18 | 20420           | 16627          | 130.6           | 3793       | 2802         | 13.70%      |



- Abandonment rate has reduced from 29.29% in August 2017 to 15.89% in August 2018.
- Answer time has improved by 1 minute and 15 seconds compared to August 2017 and by 15 seconds compared to July 2018.

# City Command (Incidents and Crimes August 2018 – York and Selby)

## Count of all Incidents and type

|                    |             |
|--------------------|-------------|
| Count of incidents |             |
| <b>2,775</b>       |             |
| PSW                | 1319        |
| CRIME              | 651         |
| ASB                | 528         |
| TRANSPORT          | 277         |
| <b>Total</b>       | <b>2775</b> |

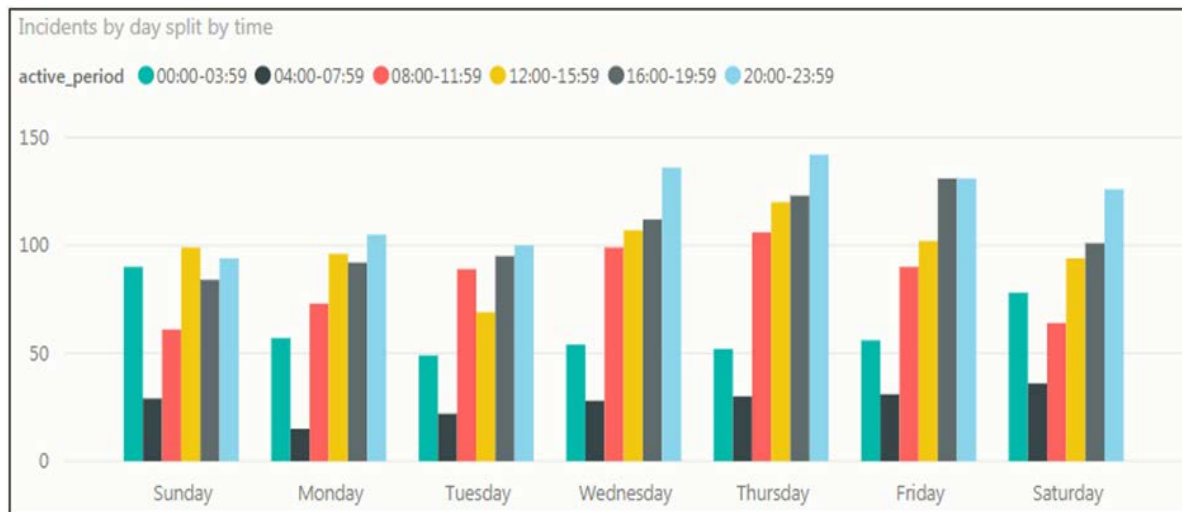
## Incident Volumes by Date



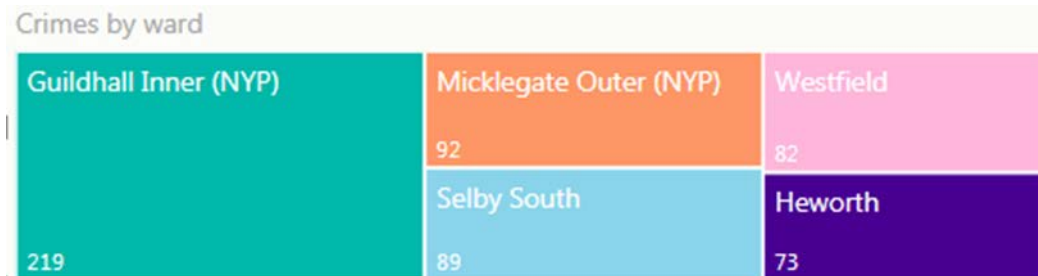
## Average Officers and Time Spent



## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume



# Coastal Command (Incidents and Crimes August 2018 – S'boro and Ryedale)

## Count of all Incidents and type

|                    |             |
|--------------------|-------------|
| Count of incidents |             |
| <b>2,133</b>       |             |
| ADMIN              | 130         |
| ASB                | 354         |
| CRIME              | 421         |
| PSW                | 972         |
| TRANSPORT          | 256         |
| <b>Total</b>       | <b>2133</b> |

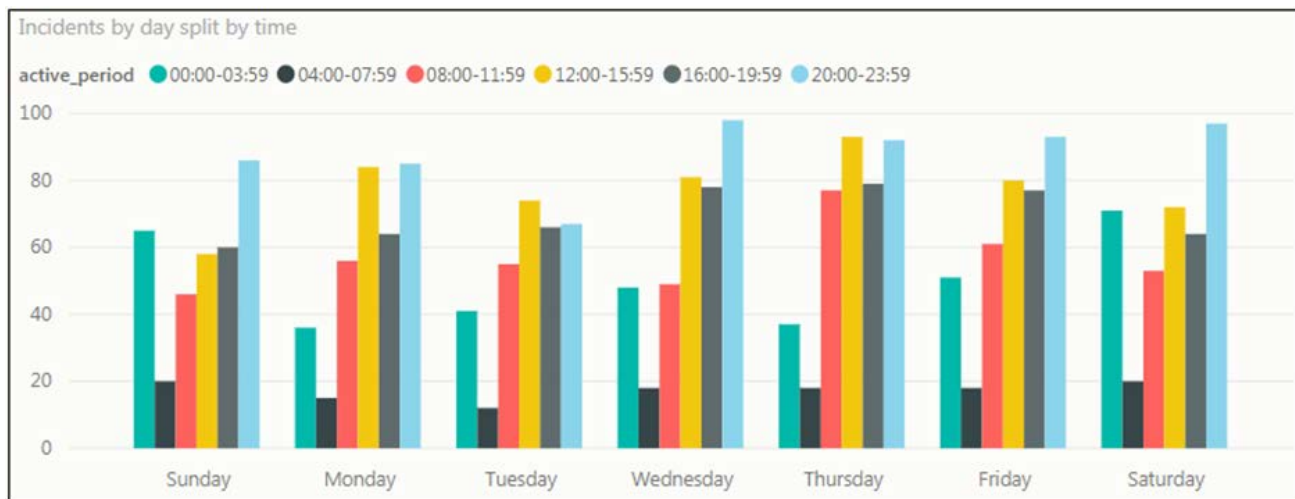
## Incident Volumes by Date



## Average Officers and Time Spent



## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

| Crimes by ward |         |           |           |
|----------------|---------|-----------|-----------|
| Castle         | Central | North Bay | Eastfield |
| 225            | 76      | 65        | 44        |
|                |         | Ramshill  | Filey     |
|                |         | 59        | 44        |

# County Command (Incidents and Crimes August 2018 – Hamb, Rich, H'gate and Craven)

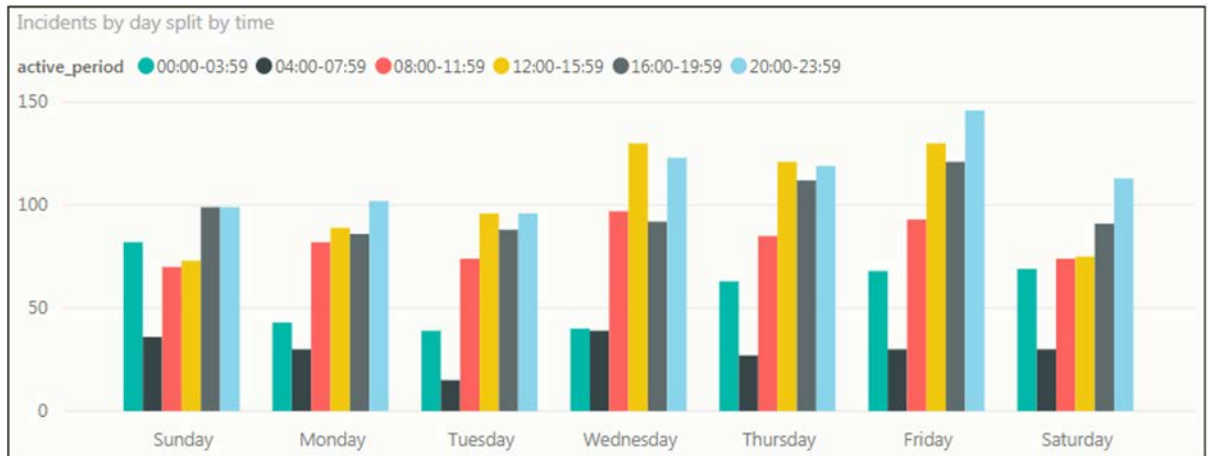
## Count of all Incidents and type

| Count of incidents |             |
|--------------------|-------------|
| <b>2,993</b>       |             |
| ADMIN              | 253         |
| ASB                | 386         |
| CRIME              | 576         |
| PSW                | 1267        |
| TRANSPORT          | 509         |
| UNASSIGNED         | 2           |
| <b>Total</b>       | <b>2993</b> |

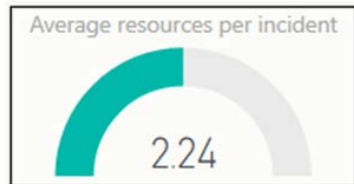
## Incident Volumes by Date



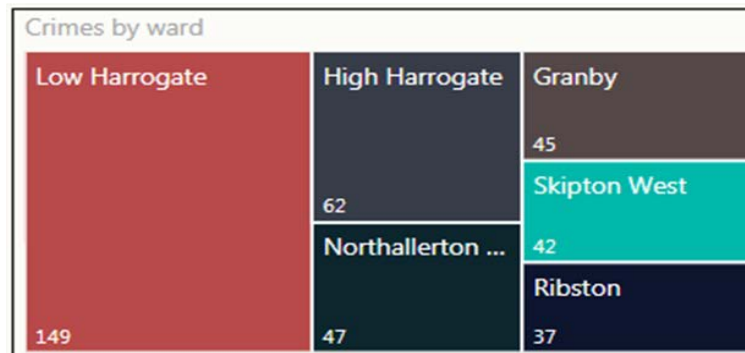
## Incident Volumes by Day and Time Group



## Average Officers and Time Spent



## Highest Wards by Crime Volume



# Mental Health

## Occurrences involving a person(s) with a mental health qualifier

| Occurrences with 'Mental Health' qualifier | Mar-2018    |            | Apr-2018    |           | May-2018    |           | Jun-2018    |            | Jul-2018    |           | Aug-2018    |           |
|--|-------------|------------|-------------|-----------|-------------|-----------|-------------|------------|-------------|-----------|-------------|-----------|
|  | MH          | % MH       | MH          | % MH      | MH          | % MH      | MH          | % MH       | MH          | % MH      | MH          | % MH      |
| <b>Occurrences</b>                         | <b>1621</b> | <b>10%</b> | <b>1473</b> | <b>9%</b> | <b>1703</b> | <b>9%</b> | <b>1837</b> | <b>10%</b> | <b>1564</b> | <b>8%</b> | <b>1440</b> | <b>8%</b> |

## Incidents with highest number of Mental Health Tag (Aug 18)

| Description                 | Volume with mental health tag |
|-----------------------------|-------------------------------|
| CONC SAFETY/TRAPPED/INJ/ILL | 437                           |
| DOMESTIC INCIDENT           | 32                            |
| VIOLENCE                    | 39                            |
| MISSING PERSON              | 49                            |
| NUISANCE                    | 48                            |

Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

## Use of police custody as a place of safety

Police custody must only be used for s.136 MHA detainees in highly exceptional circumstances, e.g. genuinely unmanageable risks of resistance, aggression, violence or escape, or if also detained for an offence. We scrutinise every use of custody in these circumstances.

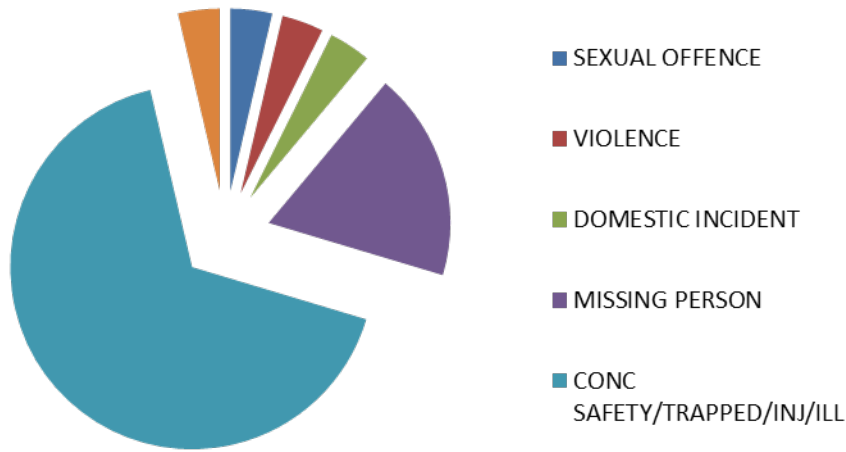
| 136 Detentions (Police Custody) | Apr-18   | May-18   | Jun-18   | Jul-18   | Aug-18   |
|---------------------------------|----------|----------|----------|----------|----------|
| Under 18                        | 0        | 0        | 1        | 0        | 0        |
| Aged 18 or Over                 | 1        | 1        | 4        | 3        | 1        |
| <b>Total</b>                    | <b>1</b> | <b>1</b> | <b>5</b> | <b>3</b> | <b>1</b> |

## Use of mental health street triage teams

| Street Triage (STORM Tag) | Mar-18    | Apr-18    | May-18    | Jun-18     | Jul-18     | Aug-18    |
|---------------------------|-----------|-----------|-----------|------------|------------|-----------|
| Hambleton                 | 0         | 2         | 0         | 1          | 0          | 1         |
| Scarborough               | 36        | 60        | 80        | 100        | 95         | 82        |
| York & Selby              | 22        | 7         | 13        | 7          | 12         | 6         |
| <b>Total</b>              | <b>58</b> | <b>69</b> | <b>93</b> | <b>108</b> | <b>107</b> | <b>90</b> |



Occurrence Type



| HBPOs         | Aug-18    |        |             |        | Total |
|---------------|-----------|--------|-------------|--------|-------|
|               | < 18      |        | 18 and Over |        |       |
|               | Male      | Female | Male        | Female |       |
| Scarborough   | 0         | 0      | 4           | 3      | 7     |
| Northallerton | 0         | 0      | 4           | 1      | 5     |
| Harrogate     | 0         | 0      | 4           | 8      | 12    |
| York          | 0         | 0      | 3           | 5      | 8     |
| <b>Total</b>  | <b>32</b> |        |             |        |       |

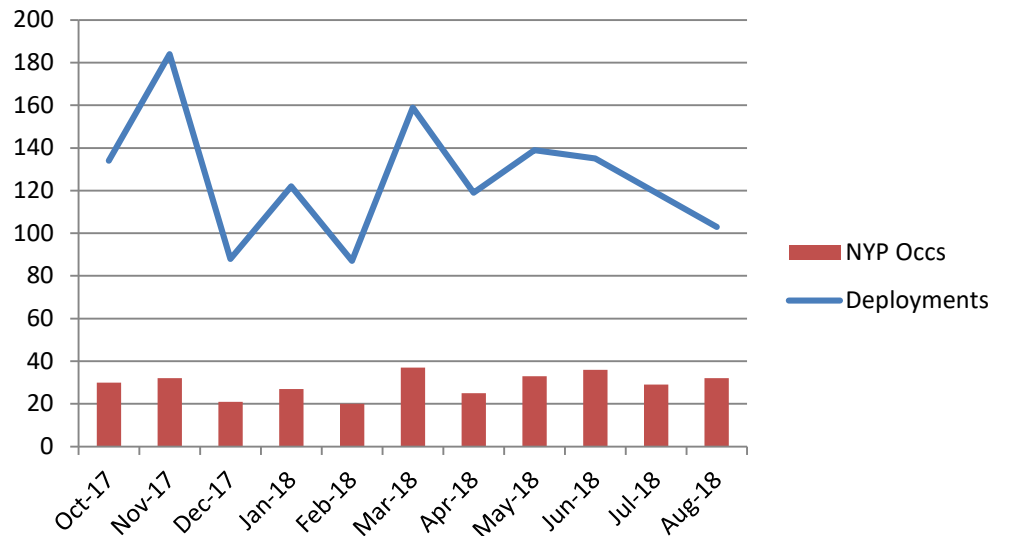
Time Spent Aug '18

|                         |        |
|-------------------------|--------|
| Av Officers per job     | 4.1    |
| Av time per job (hh:mm) | 7:52   |
| Total time (hh:mm)      | 252:13 |
| Total Officers          | 103    |
| Total NYP Occurrences   | 32     |

Mode of Transport Aug '18

| Mode of Transport      | Total     |
|------------------------|-----------|
| Ambulance              | 17        |
| Caged police vehicle   | 10        |
| Uncaged police vehicle | 3         |
| Not Recorded/Other     | 2         |
| <b>Grand Total</b>     | <b>32</b> |

s136 Occurrences and Officer Deployments



# CRIME – August 2018 (Crimes committed)

|                             | Aug-17      | Aug-18      | % Diff       |
|-----------------------------|-------------|-------------|--------------|
| Arson & Criminal Damage     | 554         | 549         | -0.90%       |
| Burglary                    | 284         | 342         | 20.42%       |
| Drug Offences               | 129         | 120         | -6.98%       |
| Fraud                       | 41          | 34          | -17.07%      |
| Misc Crimes Against Society | 47          | 36          | -23.40%      |
| Possession Of Weapons       | 18          | 23          | 27.78%       |
| Public Order Offences       | 139         | 196         | 41.01%       |
| Robbery                     | 22          | 21          | -4.55%       |
| Sexual Offences             | 92          | 59          | -35.87%      |
| Theft: All Other Theft      | 391         | 404         | 3.32%        |
| Theft: Bicycle Theft        | 100         | 142         | 42.00%       |
| Theft: Shoplifting          | 428         | 383         | -10.51%      |
| Theft: Theft From Person    | 22          | 40          | 81.82%       |
| Vehicle Offences            | 190         | 226         | 18.95%       |
| Violence Against The Person | 962         | 1033        | 7.38%        |
| <b>Grand Total</b>          | <b>3419</b> | <b>3608</b> | <b>5.53%</b> |

## 3 years Trend of Monthly Crimes committed



# ANTI SOCIAL BEHAVIOUR, PUBLIC SAFETY & WELFARE AND CASUALTIES FROM ROAD TRAFFIC COLLISIONS THAT ARE KILLED & SERIOUSLY INJURED

## HAM & RICH SNC

|                | Aug-18      | Vs Aug-17  |
|----------------|-------------|------------|
| <b>ASB</b>     | <b>290</b>  | <b>-59</b> |
| <b>PSW</b>     | <b>1013</b> | <b>+14</b> |
| Miss Person    | 21          | -7         |
| Concern Safety | 228         | -20        |
| Domestic Inc   | 44          | -17        |
| Sus Circs      | 363         | +68        |
| PSW Other      | 357         | -10        |
| <b>KSI</b>     | <b>21</b>   | <b>-14</b> |

## SCAR & RYE SNC

|                | Aug-18      | Vs Aug-17  |
|----------------|-------------|------------|
| <b>ASB</b>     | <b>720</b>  | <b>+4</b>  |
| <b>PSW</b>     | <b>1936</b> | <b>-14</b> |
| Miss Person    | 66          | -64        |
| Concern Safety | 501         | -3         |
| Domestic Inc   | 141         | +8         |
| Sus Circs      | 576         | +136       |
| PSW Other      | 652         | -91        |
| <b>KSI</b>     | <b>26</b>   | <b>-10</b> |

## CRAVEN SNC

|                | Aug-18     | Vs Aug-17  |
|----------------|------------|------------|
| <b>ASB</b>     | <b>90</b>  | <b>-2</b>  |
| <b>PSW</b>     | <b>394</b> | <b>+60</b> |
| Miss Person    | 6          | 0          |
| Concern Safety | 113        | +22        |
| Domestic Inc   | 17         | +4         |
| Sus Circs      | 100        | +12        |
| PSW Other      | 138        | +22        |
| <b>KSI</b>     | <b>19</b>  | <b>+7</b>  |

## HARROGATE

|                | Aug-18      | Vs Aug-17   |
|----------------|-------------|-------------|
| <b>ASB</b>     | <b>456</b>  | <b>-43</b>  |
| <b>PSW</b>     | <b>1240</b> | <b>-100</b> |
| Miss Person    | 56          | +84         |
| Concern Safety | 269         | -60         |
| Domestic Inc   | 81          | +8          |
| Sus Circs      | 467         | +66         |
| PSW Other      | 430         | -118        |
| <b>KSI</b>     | <b>25</b>   | <b>-4</b>   |

## YORK SNC

|                | Aug-18      | Vs Aug-17   |
|----------------|-------------|-------------|
| <b>ASB</b>     | <b>796</b>  | <b>-3</b>   |
| <b>PSW</b>     | <b>2002</b> | <b>+213</b> |
| Miss Person    | 60          | +9          |
| Concern Safety | 519         | +91         |
| Domestic Inc   | 121         | -27         |
| Sus Circs      | 574         | +97         |
| PSW Other      | 1247        | +134        |
| <b>KSI</b>     | <b>23</b>   | <b>-15</b>  |

## SELBY SNC

|                | Aug-18     | Vs Aug-17   |
|----------------|------------|-------------|
| <b>ASB</b>     | <b>271</b> | <b>+29</b>  |
| <b>PSW</b>     | <b>737</b> | <b>+155</b> |
| Miss Person    | 22         | -2          |
| Concern Safety | 143        | +27         |
| Domestic Inc   | 53         | -1          |
| Sus Circs      | 264        | +72         |
| PSW Other      | 255        | +59         |
| <b>KSI</b>     | <b>18</b>  | <b>0</b>    |

# Local Policing – Police and Crime Plan 2017-2021 – August 2018

| Hambleton     | Aug-17 | Aug-18 | Diff |
|---------------|--------|--------|------|
| Burglary      | 27     | 279    | +35  |
| Road          | 467    | 367    | -100 |
| Mental Health | 56     | 89     | +33  |

| Scarborough   | Aug-17 | Aug-18 | Diff |
|---------------|--------|--------|------|
| Burglary      | 37     | 54     | +17  |
| Drug Offences | 25     | 35     | +10  |
| ASB           | 611    | 628    | +17  |

| Richmondshire | Aug-17 | Aug-18 | Diff |
|---------------|--------|--------|------|
| Drug Offences | 2      | 3      | +1   |
| Burglary      | 19     | 8      | -11  |
| ASB           | 144    | 86     | -58  |

| Ryedale       | Aug-17 | Aug-18 | Diff |
|---------------|--------|--------|------|
| Burglary      | 5      | 18     | +13  |
| Drug Offences | 13     | 3      | -10  |
| ASB           | 105    | 92     | -13  |
| Road          | 365    | 230    | -135 |

| Harrogate | Aug-17 | Aug-18 | Diff |
|-----------|--------|--------|------|
| Burglary  | 45     | 88     | +43  |
| ASB       | 499    | 456    | -43  |
| Road      | 709    | 538    | -171 |
| Cyber     | 4      | 10     | +6   |

| York     | Jul-17 | Jul-18 | Diff |
|----------|--------|--------|------|
| Violence | 298    | 305    | +7   |
| Burglary | 76     | 64     | -12  |
| ASB      | 733    | 796    | +63  |
| Cyber    | 11     | 8      | -3   |

| Craven   | Aug-17 | Aug-18 | Diff |
|----------|--------|--------|------|
| Burglary | 28     | 33     | +5   |
| Road     | 229    | 170    | -59  |
| Crime    | 147    | 179    | +32  |

| Selby    | Aug-17 | Aug-18 | Diff |
|----------|--------|--------|------|
| Drugs    | 7      | 10     | +3   |
| Burglary | 47     | 40     | -7   |
| ASB      | 242    | 271    | +29  |
| Cyber    | 3      | 4      | +1   |

# Rural Task Force – August 2018

|               |         |     |                |                  |                      |                           |                  |                    |                    |     |                       |                   |                        |                 |                    |                           |                            |
|---------------|---------|-----|----------------|------------------|----------------------|---------------------------|------------------|--------------------|--------------------|-----|-----------------------|-------------------|------------------------|-----------------|--------------------|---------------------------|----------------------------|
| Aug-18        | Arrests | RFS | Investigations | Vehicle Seizures | PACE 1 / stop search | Section 18 / 32 / Warrant | Dispersal Notice | Intel feed/product | Section 59 Notices | TOR | Briefing pack created | Op Woollen Visits | Number of items marked | Farm follow-ups | NYCM messages sent | Hours spent on engagement | NYCM subscribers recruited |
| <b>Totals</b> | 0       | 0   | 0              | 1                | 0                    | 0                         | 0                | 0                  | 0                  | 0   | 0                     | 2                 | 84                     | 32              | 21                 | 120                       | 32                         |

| Category     | Description                 | Incidents RTF Attended | RTF Officers Attended | Total Time Spent (Mins) | Avg Time per incident |
|--------------|-----------------------------|------------------------|-----------------------|-------------------------|-----------------------|
| <b>Admin</b> | POLICE GENERATED ACTIVITY   | 4                      | 4                     | 447                     | 111                   |
| <b>ASB</b>   | PERSONAL                    | 1                      | 1                     | 33                      | 33                    |
|              | NUISANCE                    | 3                      | 3                     | 219                     | 73                    |
|              | ENVIRONMENTAL               | 1                      | 1                     | 32                      | 32                    |
| <b>Crime</b> | CRIMINAL DAMAGE             | 1                      | 1                     | 28                      | 28                    |
|              | AUTOCRIME                   | 1                      | 1                     | 75                      | 75                    |
|              | SMV                         | 2                      | 3                     | 392                     | 130                   |
|              | VIOLENCE                    | 1                      | 1                     | 00                      | 00                    |
| <b>PSW</b>   | ALARM                       | 2                      | 2                     | 04                      | 02                    |
|              | ANIMALS/WILDLIFE            | 2                      | 2                     | 76                      | 38                    |
|              | DOMESTIC INCIDENT           | 1                      | 1                     | 48                      | 48                    |
|              | MISSING PERSON              | 1                      | 1                     | 87                      | 87                    |
|              | CONC SAFETY/TRAPPED/INJ/ILL | 3                      | 3                     | 35                      | 11                    |
|              | SUS CIRCS/INSECURE PREM/VEH | 2                      | 2                     | 141                     | 70                    |
| <b>Tansp</b> | RTC DAMAGE ONLY             | 1                      | 1                     | 27                      | 27                    |
|              | HIGHWAY DISRUPTION          | 3                      | 5                     | 71                      | 14                    |
|              | ROAD RELATED OFFENCE        | 5                      | 5                     | 241                     | 48                    |
|              | RTC DEATH/INJURY            | 2                      | 2                     | 208                     | 104                   |

# Public Accountability Board

Part b) People



Reporting Period: As at end of August 2018

NB: Statistics remain provisional and subject to change

**BE SAFE**  
**FEEL SAFE**



# HR OVERVIEW

## Police Officers

|   | Apr 18  | May 18   | Jun 18  | Jul 18  | Aug 18   | Sep 18   | Oct 18   | Nov 18   | Dec 18   | Jan 19   | Feb 19   | Mar 19   | Mar 20  |
|---|---------|----------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|---------|
| <b>Officer Long Term FTE Target</b>                             | 1,400.0 | 1,400.0  | 1,400.0 | 1,400.0 | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0 |
| <b>Officer FTE Budget for the month after vacancy factor</b>    | 1,359.5 | 1,355.5  | 1,370.5 | 1,389.5 | 1,380.5  | 1,373.5  | 1,367.5  | 1,391.5  | 1,386.5  | 1,401.5  | 1,395.5  | 1,394.5  | 1,372.0 |
| <b>Actual/ Projected Officer Numbers (includes recruitment)</b> | 1342.22 | 1,338.10 | 1340.70 | 1359.45 | 1,350.16 | 1,356.16 | 1,359.16 | 1,352.16 | 1,345.16 | 1,385.16 | 1,376.16 | 1,398.16 | 1403.16 |

The above figures have been amended to include the Officer FTE Budget for the month after vacancy factor and also what the projected numbers are for the rest of the financial year (figures in shaded boxes).

The actual number of Officers has decreased by 9.29FTE from the previous month. The 9 leavers are broken down as 6 retirements, 2 resignations and 1 transfer to another force. The number of leavers was in line with leaver projections.

The next intake of 14 Student Officers is planned for September 2018, with further intakes being planned in order to meet the target figure of 1400.

## PCSO

|  | Apr 18 | May 18 | Jun 18 | Jul 18 | Aug 18 | Sep 18 | Oct 18 | Nov 18 | Dec 18 | Jan 19 | Feb 19 | Mar 19 | Mar 20 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>PCSO Long Term FTE Target</b>                             | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.00 |
| <b>PCSO FTE Budget for the month after vacancy factor</b>    | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |
| <b>Actual/ Projected PCSO Numbers (includes recruitment)</b> | 208.51 | 206.52 | 206.43 | 202.07 | 201.05 | 200.05 | 198.05 | 197.05 | 197.05 | 195.05 | 195.05 | 194.05 | 200.05 |

The actual number of PCSOs has decreased by 1.02 FTE from the previous month.

The next intake of PCSO's is scheduled for April 2019.

# HR OVERVIEW

## Staff

| BUDGET:   | Apr 18  | May 18  | Jun 18   | Jul 18  | Aug 18   | Sep 18   | Oct 18   | Nov 18   | Dec 18   | Jan 19   | Feb 19   | Mar 19   | Mar 20   |
|---|---------|---------|----------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| OPCC  | 13.0    | 13.0    | 13.0     | 13.0    | 13.0     | 13.0     | 13.0     | 13.0     | 13.0     | 13.0     | 13.0     | 13.0     | 11.0     |
| Project Staff (incl Agency)                                 | 20.0    | 20.0    | 20.0     | 20.0    | 20.0     | 20.0     | 20.0     | 20.0     | 20.0     | 20.0     | 20.0     | 20.0     | 3.0      |
| Commissioned Services                                       | 13.8    | 13.8    | 13.8     | 13.8    | 13.8     | 13.8     | 13.8     | 13.8     | 13.8     | 13.8     | 13.8     | 13.8     | 11.8     |
| Corporate Services  | 192.1   | 192.1   | 192.1    | 192.1   | 192.1    | 192.1    | 192.1    | 192.1    | 192.1    | 192.1    | 192.1    | 192.1    | 202.8    |
| Chief Constable   | 889.4   | 889.4   | 889.4    | 889.4   | 889.4    | 889.4    | 889.4    | 889.4    | 889.4    | 889.4    | 889.4    | 889.4    | 920.8    |
| Total Staff FTE Budget for the month (after vacancy factor) | 1128.0  | 1128.0  | 1128.0   | 1128.0  | 1128.0   | 1128.0   | 1128.0   | 1128.0   | 1128.0   | 1128.0   | 1128.0   | 1128.0   | 1149.5   |
| ACTUAL:   |         |         |          |         |          |          |          |          |          |          |          |          |          |
| OPCC  | 10.74   | 10.74   | 10.74    | 9.24    | 8.24     | 10.74    | 10.74    | 10.74    | 10.74    | 10.74    | 10.74    | 10.74    | 10.74    |
| Project Staff (incl Agency)                                 | 37.19   | 31.41   | 32.41    | 9.00    | 7.00     | 2.99     | 1.99     | 1.99     | 1.99     | 1.99     | 1.99     | 1.99     | 1.99     |
| Commissioned Services                                       | 11.24   | 12.24   | 12.24    | 11.74   | 12.24    | 11.43    | 11.43    | 11.43    | 11.43    | 11.43    | 11.43    | 11.43    | 11.43    |
| Corporate Services  | 201.8   | 197.51  | 195.58   | 194.58  | 195.58   | 213.04   | 213.04   | 213.04   | 213.04   | 213.04   | 213.04   | 213.04   | 213.04   |
| Chief Constable   | 911.14  | 909.43  | 902.94   | 892.18  | 890.25   | 911.14   | 911.14   | 911.14   | 911.14   | 911.14   | 911.14   | 911.14   | 911.14   |
| Total Staff against budget FTE                              | 1172.11 | 1161.35 | 1,153.91 | 1116.74 | 1113.31  | 1,115.60 | 1,114.10 | 1,111.10 | 1,110.60 | 1,113.10 | 1,112.10 | 1,114.10 | 1114.10  |
|   |         |         |          |         |          |          |          |          |          |          |          |          |          |
| Permanent Staff FTE   | 1066.91 | 1062.60 | 1056.59  | 1048.01 | 1045.50  | 1063.85  | 1063.35  | 1060.35  | 1060.85  | 1063.35  | 1062.35  | 1065.35  | 1065.35  |
| Temporary Staff FTE (not including agency)                  | 74.21   | 69.76   | 69.76    | 52.16   | 51.24    | 47.76    | 46.76    | 46.76    | 45.76    | 45.76    | 45.76    | 44.76    | 44.76    |
| Agency Staff FTE  | 30.99   | 28.99   | 27.58    | 16.58   | 16.58    | 3.99     | 3.99     | 3.99     | 3.99     | 3.99     | 3.99     | 3.99     | 3.99     |
| Total Staff against budget FTE                              | 1172.11 | 1161.35 | 1153.93  | 1116.75 | 1,113.32 | 1,115.60 | 1,114.10 | 1,111.10 | 1,110.60 | 1,113.10 | 1,112.10 | 1,114.10 | 1,114.10 |

The Staff Budget has been adjusted for 2017/ 2018. The budget is managed on a monthly basis depending upon business requirements and therefore is likely to change during the financial year.

The projections remain static as the majority of current recruitment is internal, therefore we are unlikely to see a significant increase in staff numbers over all.

OPCC figures do not include the PCC, DPCC or Fraser Sampson

The total number of actual Staff has decreased by 3.43FTE from the previous month

7.00 x agency staffs are in supernumerary posts.

9.58 x agency staff are backfill or interim postings against established posts (includes part time agency staff).



# HR OVERVIEW

|  | Apr 18  | May 18  | Jun 18  | Jul 18  | Aug 18  | Sep 18  | Oct 18  | Nov 18  | Dec 18  | Jan 19  | Feb 19  | Mar 19  | Mar 20  |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| <b>Total Budget of all Officers, PCSO and Staff</b>        | 2687.5  | 2683.5  | 2698.5  | 2717.5  | 2708.5  | 2701.5  | 2695.5  | 2719.5  | 2714.5  | 2729.5  | 2723.5  | 2722.5  | 2700.00 |
| <b>Total Actual Number of all Officers, PCSO and Staff</b> | 2721.82 | 2705.98 | 2701.06 | 2678.27 | 2664.53 | 2671.81 | 2671.31 | 2660.31 | 2652.81 | 2693.31 | 2683.31 | 2706.31 | 2717.31 |

## Citizens in Policing

|  | Apr 18 | May 18 | Jun 18 | Jul 18 | Aug 18 | Sep 18 | Oct 18 | Nov 18 | Dec 18 | Jan 19 | Feb 19 | Mar 19 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Actual Specials FTE</b>                         | 142.00 | 137.00 | 131.00 | 131.00 | 130.00 | 130.00 | 130.00 | 130.00 | 130.00 | 130.00 | 130.00 | 130.00 |
| <b>Actual Volunteers (including Police Cadets)</b> | 266.00 | 268.00 | 246.00 | 240.00 | 265.00 | 265.00 | 265.00 | 265.00 | 265.00 | 265.00 | 265.00 | 265.00 |

The actual number of Special Constables has remained the same as the previous month.

We currently have 265 volunteers in the following roles;

- Volunteer Advisors
- Front Counter Support
- Safer Neighbourhood Support
- Rural Watch Patrol
- Tape and information facilitator
- Police Cadets
- Police Cadet Leaders
- PSV Driver
- Neighbourhood Support Volunteer
- Vehicle Checker