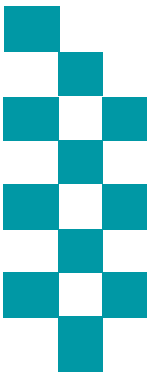# Public Accountability Meeting

Meeting Date: 25 February 2020

BE SAFE
FEEL SAFE

Agenda

Caring About the Vulnerable

| Mental Health | s136 Detentions |

Ambitious Collaboration

Reinforcing Local Policing

Force Overview	City Command	Coastal Command
County Command	Crime Trends	Crime Focus
ASB/PSW Incidents	Proactive Policing	Rural Task Force

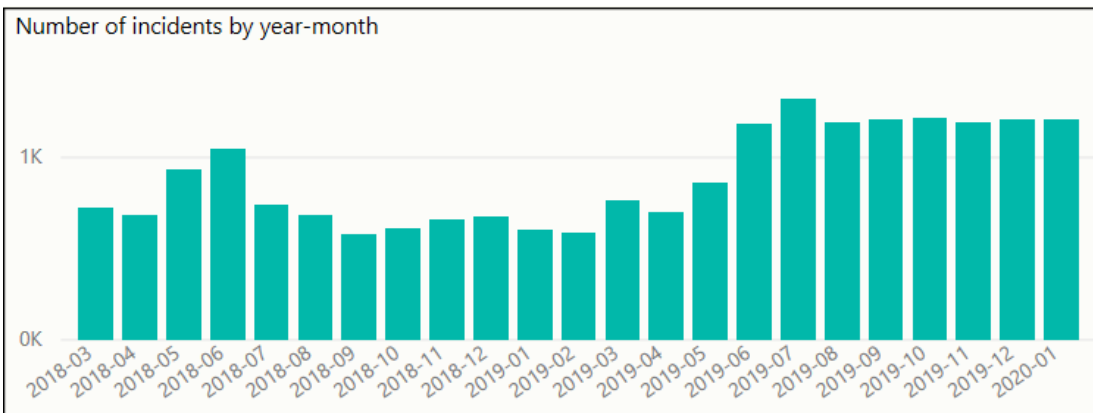**E**nhancing the Customer Experience

| 999 | 101 | Local Priorities |

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

Number of incidents by year-month

- The increases in Mental Health related incidents previously reported have now become static as we start to see the a more prevalent volume of demand.
- Incidents with a Mental Health tag have accounted for 12% of all incidents in the last 22 months

Incidents with highest number of Mental Health Tag (Mar '18 – Jan '20)

Description	Volume with mental health tag	% of All Type of Incidents
CONC SAFETY/TRAPPED/INJ/ILL	10280	43.7%
MISSING PERSON	1285	39.0%
DOMESTIC INCIDENT	1853	18.53%
VIOLENCE	2154	13.27%
ASB NUISANCE	1280	6.96%

Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident
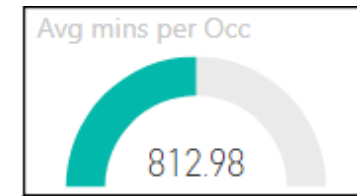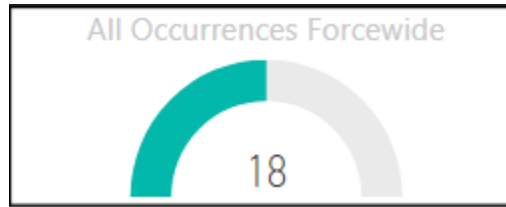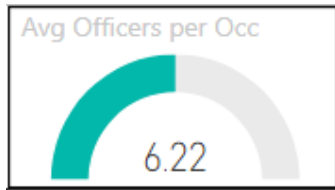
Use of police custody as a place of safety

Police custody must only be used for s136 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.

The below volumes have been reviewed and changed. Previously any s136 detention that occurred in custody has been counted, however, all but the below incidents, custody was not actually used as a place of safety, the incident occurred whilst in custody before the individual was transferred to a recognised Health Based Place of Safety and as such custody was never used as a Place of Safety. In these cases, the mental ill-health of the detainee was identified after their arrival at a custody suite.

s136 Detentions (Police Custody)	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20
Under 18	0	0	0	0	0	0	0	0	0	0
Aged 18 or Over	0	0	0	0	0	0	1	1	1	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**
Presented whilst in Custody and taken to HBPoS	*0*	*2*	*1*	*1*	*2*	*3*	*0*	*4*	*7*	*5*

s136 – January 2020

Avg Officers per Occ
6.22

All Occurrences Forcewide
18

Avg mins per Occ
812.98

By Occurrence Type

Closing Code Desc	Occs
CONC SAFETY/TRAPPED/INJ/ILL	15
MISSING PERSON	3
Total	**18**

- January 2020 was significantly lower in volume than the average incident volume levels previously seen
- 0 detainees required to be taken out of the county this month
- 12 incidents required Police transportation:
  - 10 following Risk assessment
  - 2 No Ambulance available within 30mins
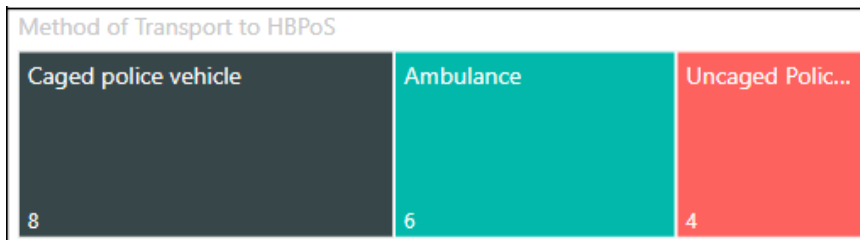- 39% of detentions resulted in Admission

Gender/Age Breakdown and Repeat Nominals

Breakdown by Age Groupings and Gender

● Individuals ● All Occs

	Individuals	All Occs
18 or Over Female	6	7
18 or Over Male	9	10
Under 18 Female	1	1
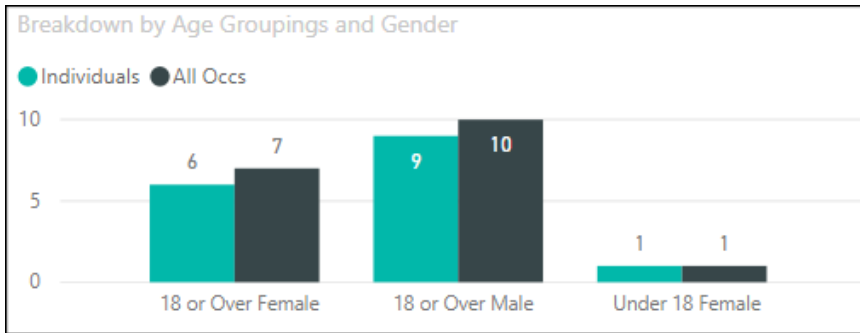
Outcomes

Outcome	Total
Formal Admission	3
Informal admission	4
Not open to services. Returned to the community without follow up	3
Open to services. Returned to the community with follow up by current service	8
Total	**18**

Mode of Transport

Method of Transport to HBPoS

Caged police vehicle	Ambulance	Uncaged Polic...
8	6	4

HBPoS Usage

s136 suite used

Harrogate	1
Scarborough	8
York	9
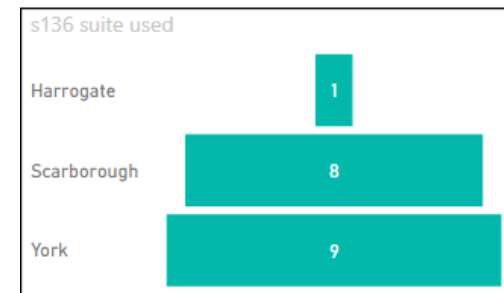
Force Levels (Incidents and Crimes Committed January 2020)

Count of all Incidents and type

Count of incidents

6,628

Total Crimes Committed

3532

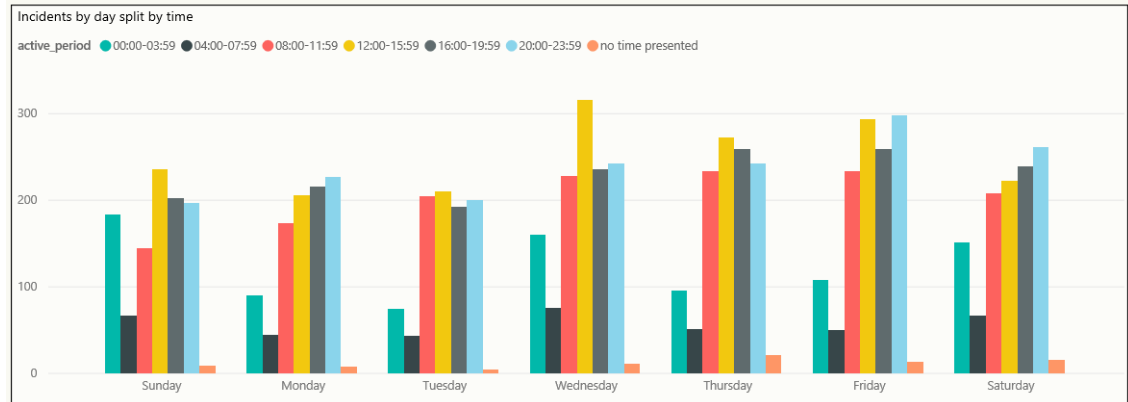## Incident Volumes by Date

STORM incidents

Average Officers and Time Spent

Average resources per incident

2.49

Average minutes per incident

150.90

Incident Volumes by Day and Time Group

Incidents by day split by time

active_period ● 00:00-03:59 ● 04:00-07:59 ● 08:00-11:59 ● 12:00-15:59 ● 16:00-19:59 ● 20:00-23:59 ● no time presented

Highest Wards by volume of Crime

Guildhall Inner (...	Low Harr...	Huntingt...
177	105	
Castle	Westfield	Selby Sou...
	95	Clifton
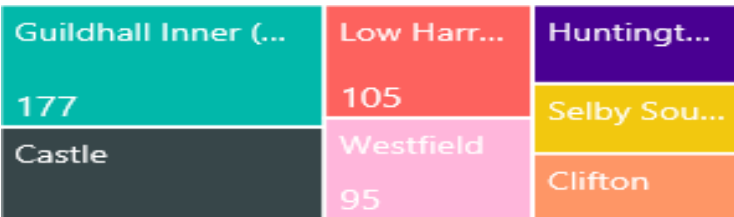
Volume by Crime type

Crime	2020-01
Arson & Criminal Damage	397
Burglary	267
Drug Offences	127
Fraud	272
Misc Crimes Against Society	58
Possession Of Weapons	27
Public Order Offences	187
Robbery	16
Sexual Offences	82
Theft	704
Vehicle Offences	210
Violence Against The Person	1185
Total	**3532**

City Command (Incidents and Crimes Committed January 2020 – York and Selby)

Count of all Incidents and type

Count of incidents
2,335

Total Crimes Committed
1373

Incident Volumes by Date

STORM incidents

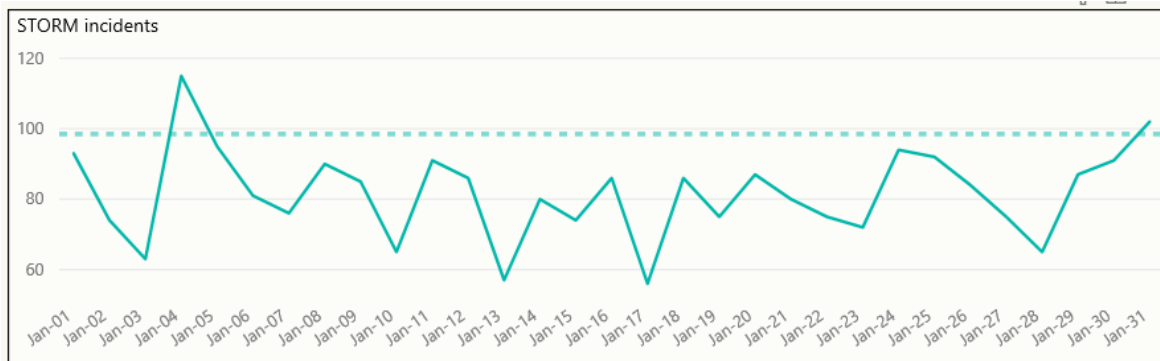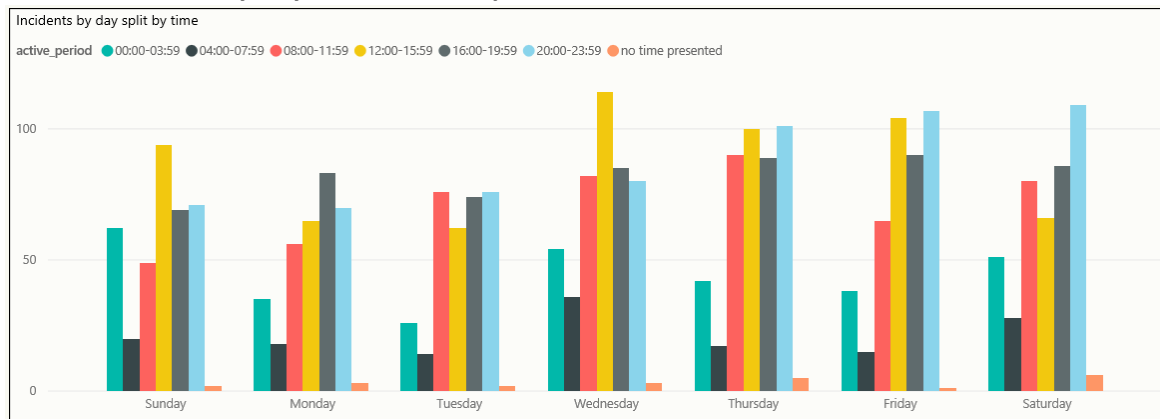## Average Officers and Time Spent

Average resources per incident
2.67

Average minutes per incident
161.58

Incident Volumes by Day and Time Group

Incidents by day split by time

active_period ● 00:00-03:59 ● 04:00-07:59 ● 08:00-11:59 ● 12:00-15:59 ● 16:00-19:59 ● 20:00-23:59 ● no time presented

Highest Wards by Crime Volume

Guildhall Inner (NYP)	Westfield	Huntington and Ne...	Clifton
177	95	74	63
		Selby South 66	Selby North 61
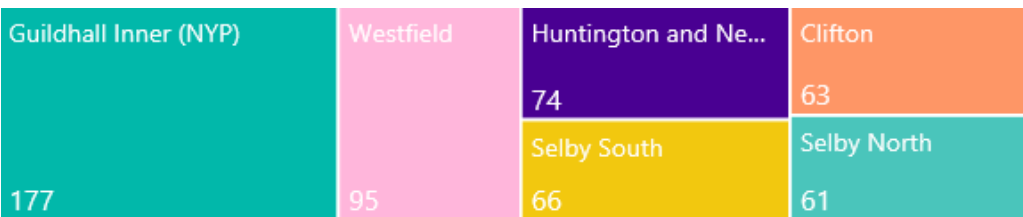
Volume by Crime type

Crime	2020-01	Total
Arson & Criminal Damage	144	144
Burglary	86	86
Drug Offences	52	52
Fraud	85	85
Misc Crimes Against Society	21	21
Possession Of Weapons	10	10
Public Order Offences	87	87
Robbery	9	9
Sexual Offences	28	28
Theft	329	329
Vehicle Offences	64	64
Violence Against The Person	458	458
Total	**1373**	**1373**

Coastal Command (Incidents and Crimes Committed January 2020 – Scarborough and Ryedale)

Count of all Incidents and type

Count of incidents
1,553

Total Crimes Committed
776

Incident Volumes by Date

STORM incidents

Average Officers and Time Spent

Average resources per incident
2.51

Average minutes per incident
158.83

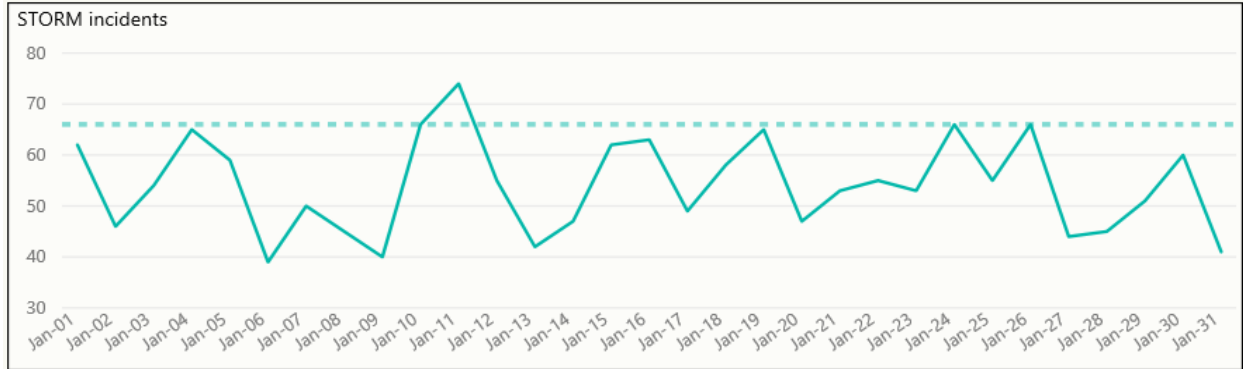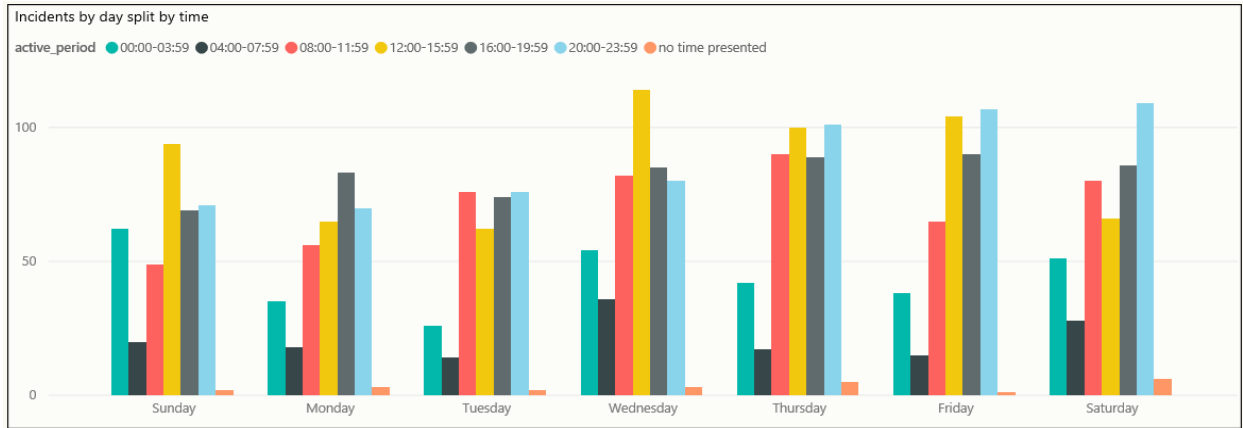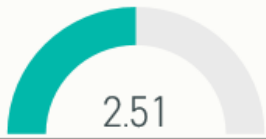## Incident Volumes by Day and Time Group

Incidents by day split by time

active_period ● 00:00-03:59 ● 04:00-07:59 ● 08:00-11:59 ● 12:00-15:59 ● 16:00-19:59 ● 20:00-23:59 ● no time presented

Highest Wards by Crime Volume

Castle	Central	Ramshill	North Bay
135	47	38	36
	Eastfield	Woodlands	Falsgrave Park
	43	37	34
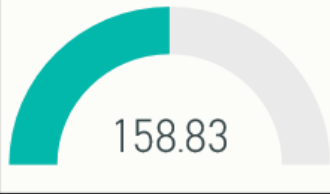
Volume by Crime type

Crime	2020-01	Total
Arson & Criminal Damage	103	103
Burglary	50	50
Drug Offences	27	27
Fraud	47	47
Misc Crimes Against Society	8	8
Possession Of Weapons	7	7
Public Order Offences	54	54
Robbery	3	3
Sexual Offences	24	24
Theft	107	107
Vehicle Offences	36	36
Violence Against The Person	310	310
Total	**776**	**776**

County Command (Incidents and Crimes Committed January 2020 – Hamb, Rich, H'gate and Craven)

Count of all Incidents and type

Count of incidents

2,716

Total Crimes Committed
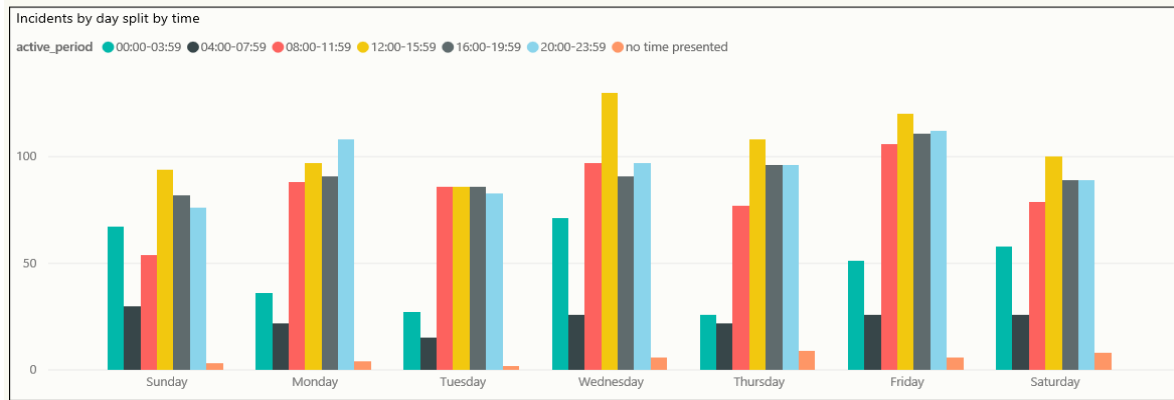**1374**

Incident Volumes by Date

STORM incidents

Average Officers and Time Spent

Average resources per incident

2.31

Average minutes per incident

153.25

Incident Volumes by Day and Time Group

Incidents by day split by time

active_period ● 00:00-03:59 ● 04:00-07:59 ● 08:00-11:59 ● 12:00-15:59 ● 16:00-19:59 ● 20:00-23:59 ● no time presented

Highest Wards by Crime Volume

Low Harrogate	Ribston	Northalle...	Skipto...
105	46	40	33
	High Harro...	Northalle...	Thirsk
	43	35	30

Volume by Crime type

Crime	2020-01	Total
Arson & Criminal Damage	150	150
Burglary	130	130
Drug Offences	47	47
Fraud	139	139
Misc Crimes Against Society	28	28
Possession Of Weapons	10	10
Public Order Offences	46	46
Robbery	4	4
Sexual Offences	29	29
Theft	267	267
Vehicle Offences	110	110
Violence Against The Person	414	414
Total	**1374**	**1374**

CRIME – Financial Year to Date Comparison (Crimes Committed)

|	2017/2018	2018/2019	2019/2020	% Diff (18/19 compared 19/20)
Arson & Criminal Damage	4958	5168	4658	-9.9%
Burglary	3083	3365	3167	-5.9%
Drug Offences	1237	1320	1347	2.0%
Misc Crimes Against Society	642	634	698	10.1%
Possession Of Weapons	198	250	273	9.2%
Public Order Offences	1299	1976	2476	25.3%
Robbery	131	188	194	3.2%
Sexual Offences	1006	1127	1087	-3.5%
Theft: All Other Theft	3642	4018	3724	-7.3%
Theft: Bicycle Theft	1007	1079	922	-14.6%
Theft: Shoplifting	3928	3730	3717	-0.3%
Theft: Theft From Person	343	422	410	-2.8%
Vehicle Offences	2077	2021	1964	-2.8%
Violence Against The Person	9281	12029	13258	10.2%
Grand Total	**32832**	**37327**	**37895**	**1.5%**

% Split of Crime Types
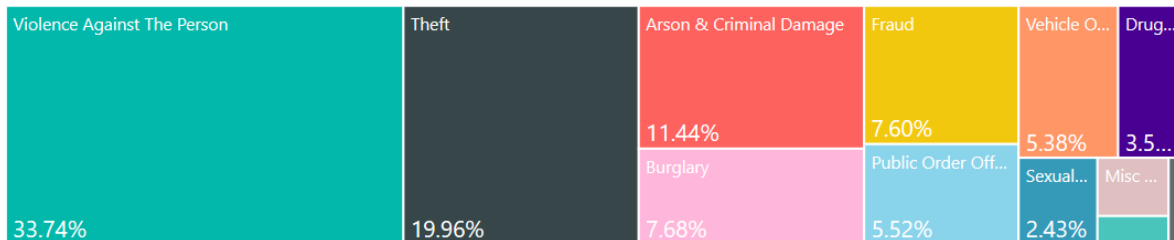
% split of all crimes by Command
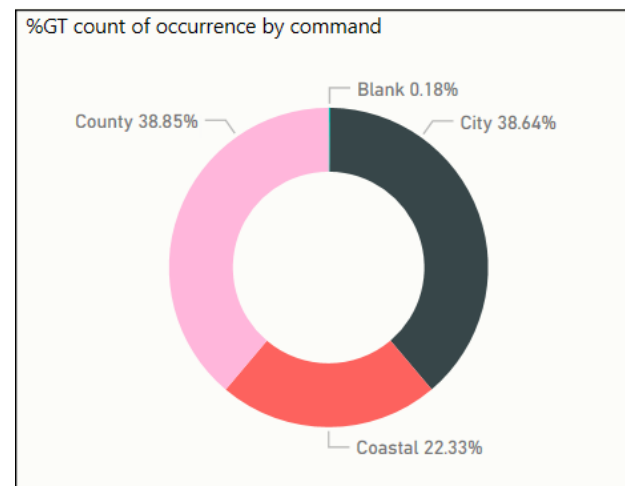
CRIME FOCUS – Financial Year To Date

HAM & RICH SNC	2019/2020	% diff Same Period '18
CRIME	**5267**	**16.6%**
Burglary	374	-13.0%
Theft: Other	549	8.7%
Theft: Shoplifting	360	6.5%
Criminal Damage	651	-3.8%
Drug Offences	146	44.6%
Violence Offences	1722	11.8%

SCAR & RYE SNC	2019/2020	% diff Same Period '18
CRIME	**10124**	**9.8%**
Burglary	583	-8.9%
Theft: Other	834	-13.0%
Theft: Shoplifting	805	-3.2%
Criminal Damage	1243	-4.3%
Drug Offences	350	-5.4%
Violence Offences	3747	9.3%

CRAVEN SNC	2019/2020	% diff Same Period '18
CRIME	**2118**	**12.7%**
Burglary	285	-0.7%
Theft: Other	204	-14.6%
Theft: Shoplifting	172	22.9%
Criminal Damage	192	-14.7%
Drug Offences	60	0.0%
Violence Offences	620	25.8%

YORK SNC	2019/2020	% diff Same Period '18
CRIME	**11805**	**4.0%**
Burglary	732	-14.9%
Theft: Other	1055	-7.0%
Theft: Shoplifting	1458	10.3%
Criminal Damage	1185	-13.4%
Drug Offences	409	1.5%
Violence Offences	3605	4.0%

HARROGATE	2019/2020	% diff Same Period '18
CRIME	**7606**	**6.8%**
Burglary	739	-3.9%
Theft: Other	748	1.9%
Theft: Shoplifting	652	-12.5%
Criminal Damage	954	-9.7%
Drug Offences	264	2.7%
Violence Offences	2206	15.1%

SELBY SNC	2019/2020	% diff Same Period '18
CRIME	**3952**	**6.5%**
Burglary	446	19.3%
Theft: Other	331	-24.6%
Theft: Shoplifting	263	-23.8%
Criminal Damage	430	-19.6%
Drug Offences	115	-5.0%
Violence Offences	1329	14.7%

CRIME FOCUS – Domestic Abuse (Last 3 years)

Count of crimes by year-month

Count of crimes by district

District		
York 4836	Scarborough 4247	
Harrogate 2846	Hambleton 1472	Ryedale 993
Selby 1951	Richmo... 891	Craven 841
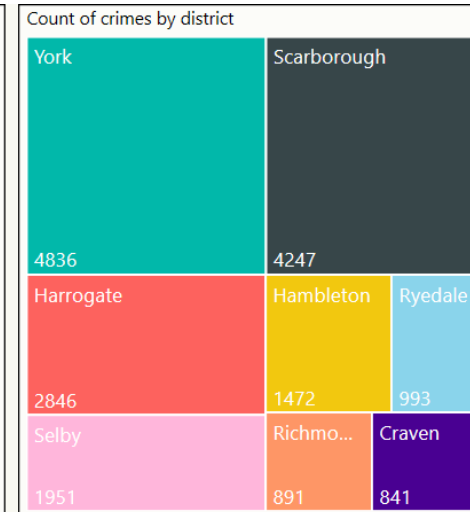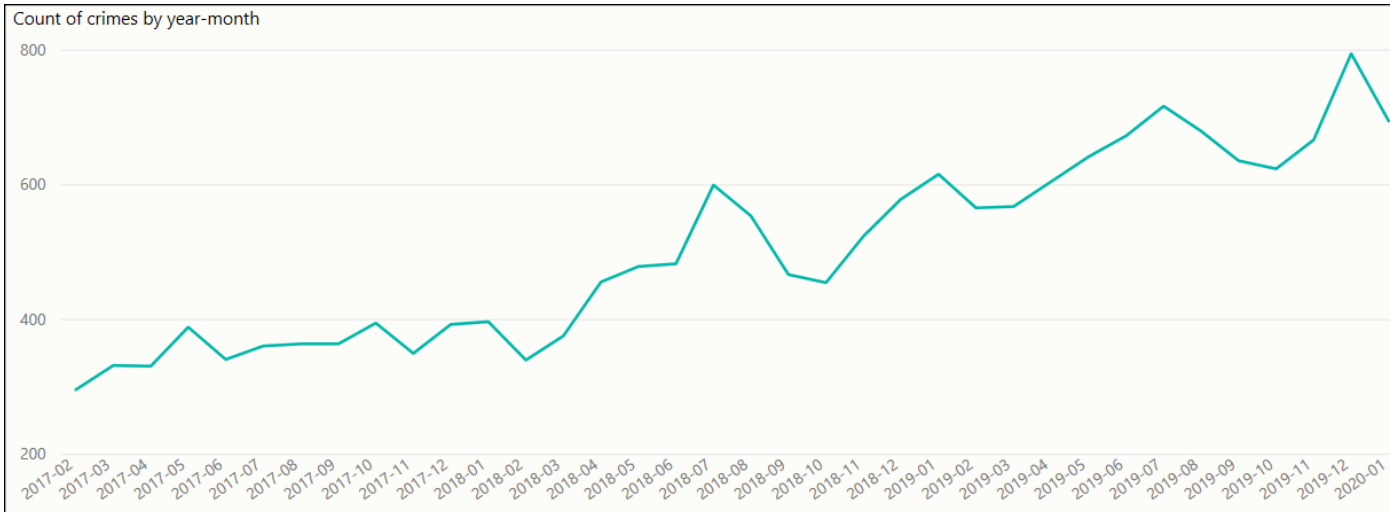
District	Total
Blank	33
Craven	841
Hambleton	1472
Harrogate	2846
Richmondshire	891
Ryedale	993
Scarborough	4247
Selby	1951
York	4836
Total	**18110**

- There has been a year on year increase in the volume of Domestic Abuse related recorded crimes since 2016/17. There was a 43.4% increase in the volume of Domestic Abuse recorded crimes between 2017/18 and 2018/19, from 4,402 to 6,311. The volume of Domestic Abuse related non-crime occurrences has decreased by 2.3% between 2017/18 and 2018/19, from 4,395 to 4,295.

- Cases spike at weekends and in the summer months. The majority of reports consist of violence, either with or without injury. Increases are being seen across most age groups but most noticeably in the 16-18 range and also child on parent offending. The changes to the definition and scope of domestic abuse have in part contributed to the increase. For example, the reduction of the lower age limit from 18 to 16, and the introduction of offences of controlling or coercive behaviour have affected recording levels.

- Domestic abuse related stalking and harassment is also prevalent with continued frequent contact by telephone or online continuing the controlling elements of the former relationship after it has ended. Increases are also being noted in the reporting of non-recent offending in a domestic setting but this remains less than 10%. There is no longer a time limit on abuse evidence, which previously stood at five years. Additionally, the range of documents accepted as evidence of abuse has been widened to include statements from domestic violence support organisations and housing support officers. It has been noted that investigations are tending to deal with multiple crime reports as non-recent crimes are increasingly reported as part of current investigations.

Trend line of crime numbers by year-month

crime ● Drug Offences
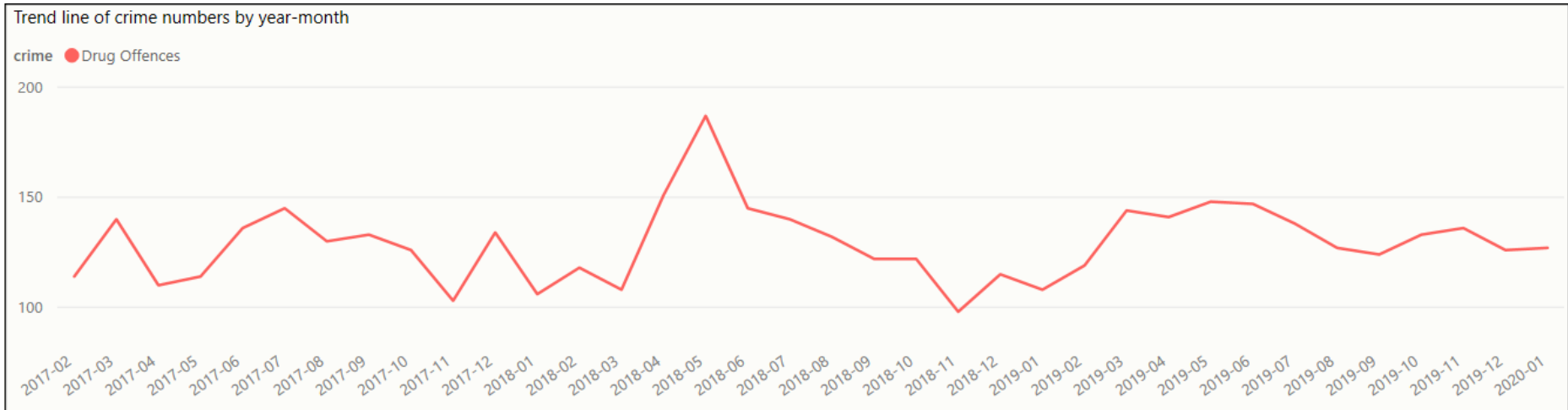
10 Highest Wards by Volume of Drug Offence Crimes

Ward	Value
Castle	328
Guildhall Inner (NYP)	303
Low Harrogate	182
Micklegate Outer (NYP)	140
Fishergate	124
Central	110
Clifton	102
Westfield	93
The Groves (NYP)	84
Tadcast...	77
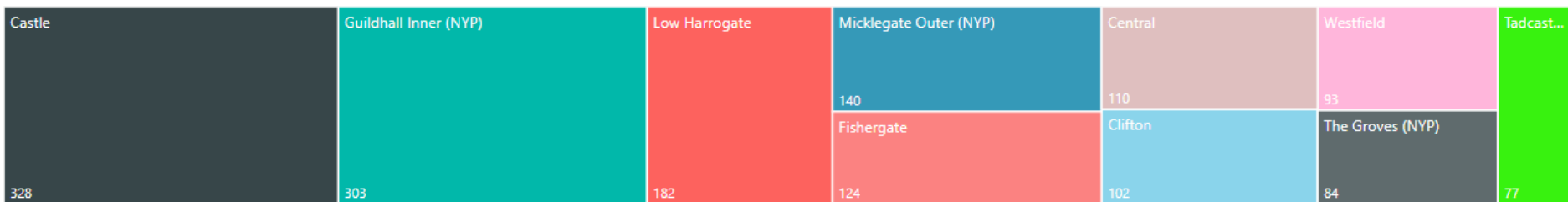
County Lines

County lines is the name given to a form of organised crime in which drug dealers from urban areas exploit vulnerable people – including children – and force them to deal drugs in smaller towns and cities. It takes its name from the mobile phone lines used by dealers to communicate between towns and advertise their drugs for sale.

- Drug seizures by North Yorkshire Police have risen by 42% in a year with an increase of more than 700 drug seizures in the last year.
- North Yorkshire Police arrested six people, carried out 53 welfare visits to cuckooing victims and safeguarded 16 adults during a national week of coordinated action to tackle "county lines" drug dealing.
- 70 police officers from North Yorkshire Police and West Yorkshire Police, supported by officers from the Regional Organised Crime Unit and the National Crime Agency, targeted six addresses in Bradford in connection with three 'county lines' dealing drugs between Harrogate in North Yorkshire and Bradford in West Yorkshire. During searches of the properties, officers recovered suspected class A drugs including heroin and cocaine in the form of numerous wraps and a package, a total of £3,000 in cash from across the properties, a machete, 20 mobiles phones and suspected drugs paraphernalia including scales and deal bags.
- Key Harrogate drug supply cut off as police shut down three "county lines" - The move follows a joint operation in Bradford on 11 February that saw six arrested including the suspected 'managers' of the three "county lines" plying drugs between Bradford and Harrogate.

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

HAM & RICH SNC	2019-2020	% diff Same Period '18
ASB	2066	-18.2%
PSW	10525	6.0%
Missing Person	242	9.5%
Concern Safety	2191	0.9%
Domestic Inc	517	-3.9%
KSI	276	4.2%

SCAR & RYE SNC	2019-2020	% diff Same Period '18
ASB	4870	-14.4%
PSW	16882	-1.7%
Missing Person	630	4.7%
Concern Safety	4145	-5.5%
Domestic Inc	1099	-17.6%
KSI	285	-10.1%

CRAVEN SNC	2019-2020	% diff Same Period '18
ASB	731	-25.3%
PSW	3793	0.9%
Missing Person	85	1.2%
Concern Safety	875	-6.9%
Domestic Inc	165	-10.3%
KSI	123	-17.4%

HARROGATE	2019-2020	% diff Same Period '18
ASB	3378	-8.3%
PSW	13264	3.2%
Missing Person	477	-14.4%
Concern Safety	2799	-6.2%
Domestic Inc	687	-10.1%
KSI	310	1.3%

YORK SNC	2019-2020	% diff Same Period '18
ASB	5468	-15.3%
PSW	19024	1.9%
Missing Person	531	-9.5%
Concern Safety	4331	-9.2%
Domestic Inc	957	-19.7%
KSI	403	-2.2%

| SELBY SNC	2019-2020	% diff Same Period '18
ASB	1737	-14.5%
PSW	6706	-3.5%
Missing Person	163	-4.1%
Concern Safety	1454	-8.4%
Domestic Inc	455	-12.2%
KSI	147	4.3%

> ➤ ASB incidents continue to decrease in all SNCs
> ➤ PSW type incidents continue to be the long term increases experienced across all SNCs. However, Domestic Incident type occurrences are showing long term decreases in volume

Proactivity: How has proactive policing contributed to control strategies? (January 2020)
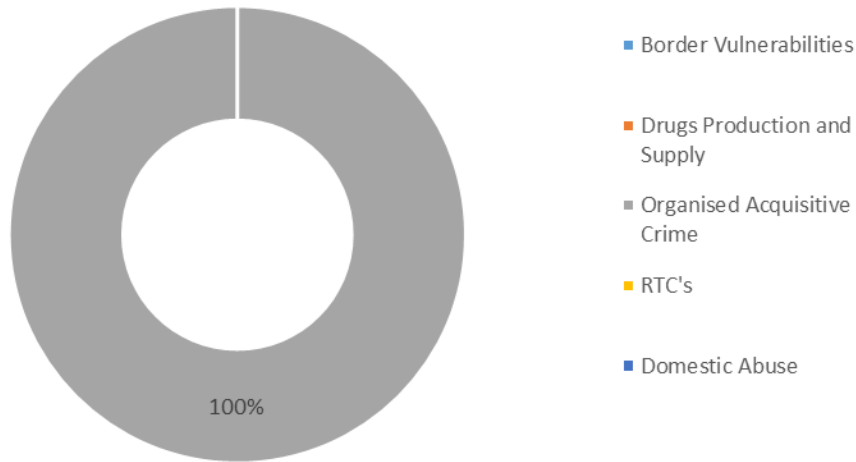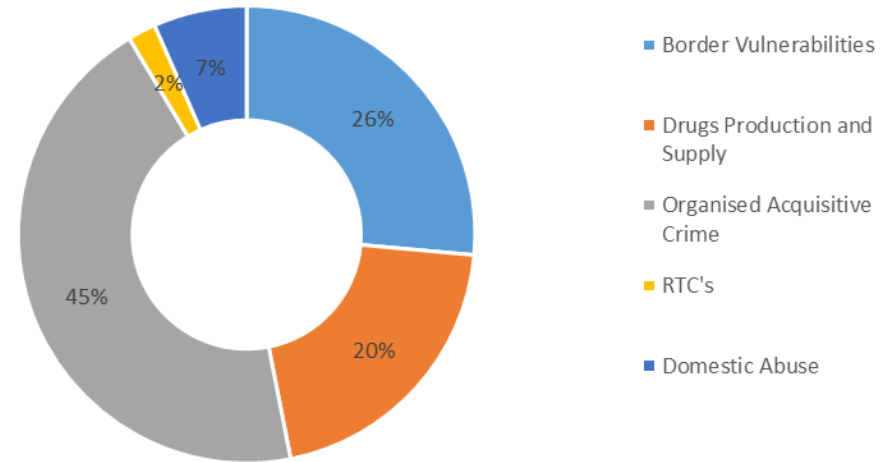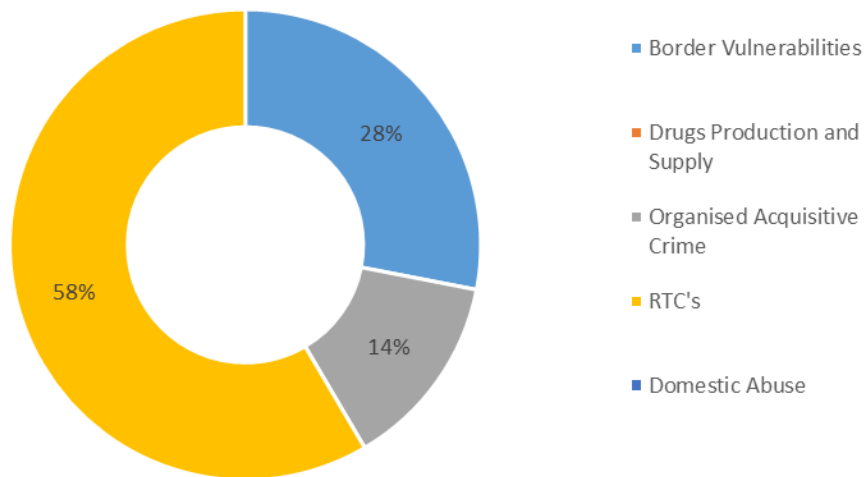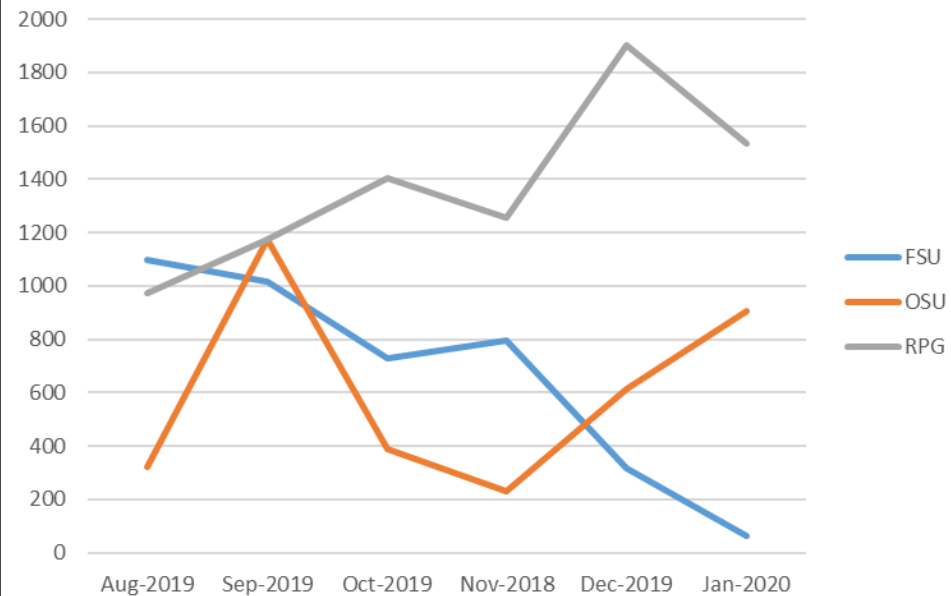
Caring for the Vulnerable

- "Down on the Farm" developed in collaboration with NHS Tees, Esk, Wear Valley Trust, Yorkshire Agricultural Society, NFU, NYCC, to increase self-referrals and awareness of mental health support and intervention available to those suffering with mental health issues in rural communities .

- Rural Vulnerability forum being developed to address concerns about various aspects of vulnerability in the rural community, and how support can be given to rural victims who fall short of the threshold for support by Victim Support.

- Training around domestic abuse was delivered to RSPCA partners and was well received. This may lead to a roll out of similar training; nationally to the RSPCA, to other relevant partners, and on other areas of vulnerability.

- Op Woollen, Op Woodchip and Op Crucible aim to provide proactive prevention advice to farms, businesses and historic assets at risk.

- Property Marking Events are regularly held to provide reassurance and a deterrent against theft.

Ambitious Collaboration

- National days of action on rural crime have been agreed for 2020. NE Region activity coordinated by NYP, including activity from all seven NE forces, and agencies including the RSPCA, Environment Agency, Angling Trust and Natural England.

- Operation Checkpoint will take place with seven other forces, and supported by Proactive Policing, NPT and Volunteers in NYP.

- Local meetings with neighbouring forces occur monthly between PCs / PCSOs on area, and neighbouring force NPTs, to share intelligence and operational activity.

- Op Owl conducted on the weekend of 21st / 22nd September with gamekeepers, NYMMO, NYMNPA, YDNPA, RSPB, RSPCA, raising awareness on bird crime. NYP coordinated this nationally which involved 26 forces, resulting in over 7.5million social media interactions in the weekend. Dates for Op Owl have been agreed for 2020.

- Op Galileo is a national operation to tackle poaching, which involves collaboration with 12 other forces affected by poaching. This has developed a national plan to looking at prevention, intelligence and enforcement opportunities.

- Work ongoing with partners to disrupt criminal activity of OCGs especially Existence, involving National Food Crime Unit and Trading Standards.

Reinforcing Local Policing

- Identify and support local priorities including proactive patrol, in particular in response to recent issues in all areas of NYP.

- Op Extractor is an ongoing OCG management into group committing rural burglaries in the north of county. Recent arrests have been made, and prison visits are due to be conducted.

- Op Existence investigation into livestock theft and subsequent sale, OCG management and working with partners such as NFCU to tackle OCG. Recent arrests have been made in regards to this group.

- Further arrests have been made in Cleveland, South Yorkshire and West Yorkshire recently, with officers proactively following up enquiries rather than waiting for neighbouring forces to act on information. This has also resulted in stolen property including quad bikes, motor bikes and agricultural equipment being returned to owners.

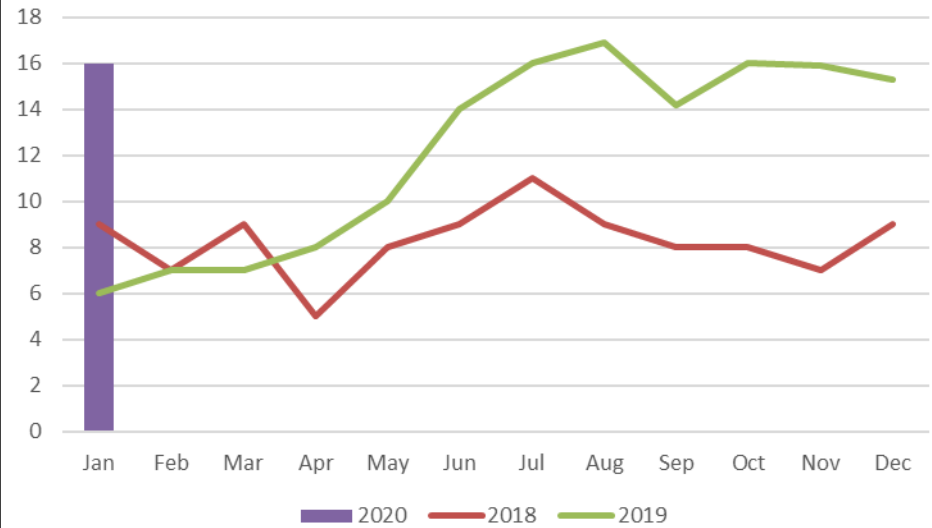### Enhancing Customer Experience

- Mobile Rural Watches are now established in all districts of North Yorkshire, their activity being collated under Op Harvester. An event was held on 16th October in Thirsk to train and update some of the 200+ mobile rural watch PSV's. WhatsApp is being used to support these groups and has been successful in both gathering intelligence and providing reassurance to communities. This will soon be across all Watch schemes.

- Numerous local events are still being attended on area, ranging from shows, to local marts, to farm open days, enabling contact, engagement with, and information flow between the tam and rural public. Recent events attended include Farm Open days, York Agri Mart and local shows.

- Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.

Initial Contact – 999

999 Call volumes

Legend: Call Volume 2020, Call Volume 2018, Call Volume 2019

Average Speed of Answer

Legend: 2020, 2018, 2019

% answered within 10 seconds

Legend: % answered within 10 seconds 2020, % answered within 10 seconds 2018, % answered within 10 seconds 2019
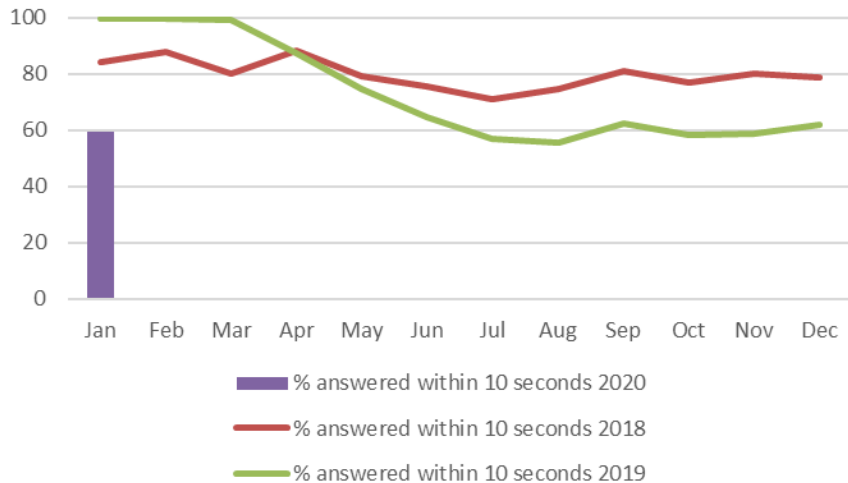
- 9% decrease in call volume compared to December 2019
- 17.26% increase in calls compared to January 2018
- Increase in volume follows national trend
- 9.4% increase in calls compared to January 2019
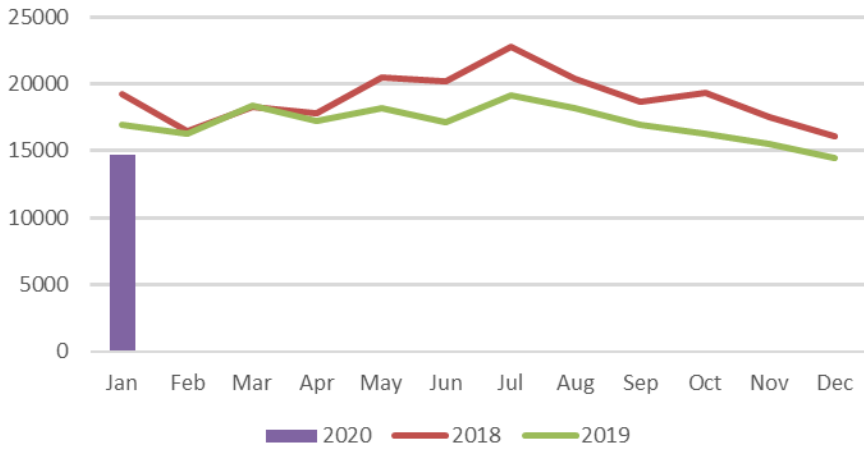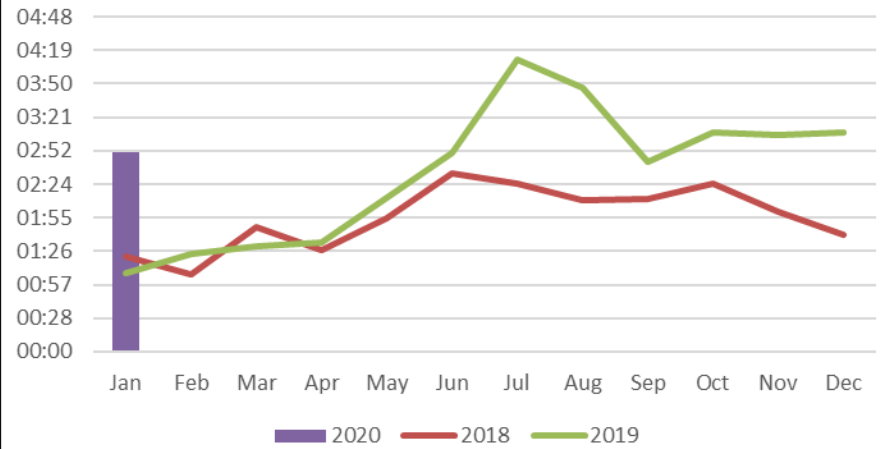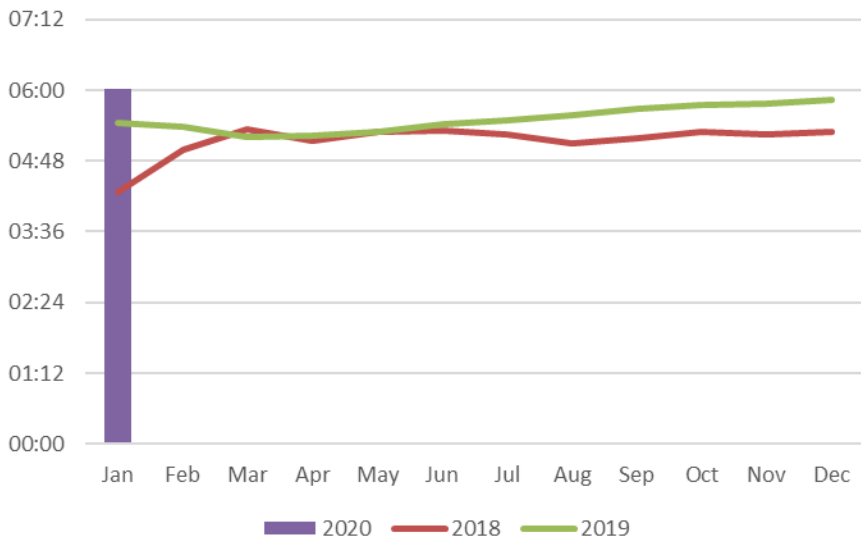
Call Volume

Average Speed of Answer

Average Call Duration

- Slight increase in volume of 2.01% compared to December 2019
- National increase of 7.60% compared to December 2019

Local Policing – Police and Crime Plan 2017-2021

Hambleton	2018/2019	2019/2020	Diff
Burglary	325	246	-24.3%
Road	1741	1399	-19.6%
Mental Health	101	135	33.7%

Scarborough	2018/2019	2019/2020	Diff
Burglary	496	463	-6.7%
Drug Offences	308	313	1.6%
ASB	4844	4103	-15.3%

Richmondshire	2018/2019	2019/2020	Diff
Drug Offences	22	47	113.6%
Burglary	105	128	21.9%
ASB	784	667	-14.9%

Ryedale	2018/2019	2019/2020	Diff
Burglary	144	120	-16.7%
Drug Offences	62	37	-40.3%
ASB	843	767	-9.0%
Road	2802	2392	-14.6%

Harrogate	2018/2019	2019/2020	Diff
Burglary	769	739	-3.9%
ASB	3685	3378	-8.3%
Road	7576	5743	-24.2%
Cyber	**128**	**304**	137.5%

York	2018/2019	2019/2020	Diff
Violence	3465	3605	**4.0%**
Burglary	860	732	-14.9%
ASB	6453	5468	-15.3%
Cyber	168	449	167.3%

Craven	2018/2019	2019/2020	Diff
Burglary	287	285	-0.7%
Road	2144	1894	-11.7%
Crime	1994	2336	17.2%

Selby	2018/2019	2019/2020	Diff
Drug Offences	121	115	-5.0%
Burglary	374	446	19.3%
ASB	2032	1737	-14.5%
Cyber	75	168	124.0%

Glossary

- ASB = Anti-Social Behaviour
- CMS = Community Messaging System
- Concern Safety = Concern for Safety – includes all occurrences where there is a concern for an individuals safety or welfare
- Fraud Offences = These are not included in the crime statistics as they are not reported by forces to the Home Office. Instead these crimes are passed to Action Fraud and statistics are collated by that agency
- FSU = Firearms Support Unit
- I Grade = priority assigned by control room for an incident requiring Immediate police response
- KSI = A casualty Killed or Seriously Injured as a result of a Road Traffic Collision on a public road
- MCU = Major Crime Unit
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New Psychoactive Substances is the official term for Legal Highs
- NTE = Night Time Economy
- OCG = Organised Crime Group
- OSU = Operational Support Unit – a specialist unit which is deployed around the force through tactical bidding process
- OPL = Over Prescribed Limit typically the term used to describe failing a breath test
- PCSO = Police Community Support Officer
- PSW = Personal Safety and Welfare
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- RPG = Roads Policing Team
- RTF = Rural Task Force
- SNC = Safer Neighbourhood Command – Area of Policing attributed to
- Sus Circs = Suspicious Circumstances – includes Insecure premises and Vehicles
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.
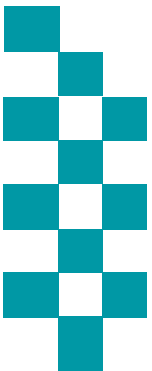
Public Accountability Board

Part b) People

Reporting Period: As at end of January 2020

NB: Statistics remain provisional and subject to change

BE SAFE
FEEL SAFE

Police Officers

Police Officer													
	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
Officer Long-term FTE Target	1450	1450	1450	1450	1450	1450	1450	1450	1450	1450	1450	1450	1450
Actual/ Projected Officer Numbers (includes recruitment)	1,380.88	1,378.60	1,394.28	1,414.90	1,408.81	1416.93	1434.38	1432.15	1455.66	1449.58	1460.70	1485.15	1502.15

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 increased by 11.12 FTE from the previous month. The 5.73 FTE leavers are broken down to 5 retirements and 1 resignations (transfer to another Force). The number of starters is lower than projected (16 Transferee rather than 28 projected). The number of leavers is slightly less than that projected.

The next intake of Student Officers is planned for February 2020. Student Officer intakes have been amended as part of Operation Uplift, with an additional intake in March 2020. There are further intakes of transferees throughout the year.

PCSO

PCSO													
	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
PCSO Long-term FTE Target	200	220	220	220	220	220	220	220	220	220	220	220	220
Actual/Projected PCSO Numbers (includes recruitment)	183.37	183.39	178.33	188.31	186.00	184.04	176.26	203.28	197.81	194.28	214.45	221.86	219.86

The actual number of PCSOs has increased by 20.17 FTE. The intake of new PCSOs had 17 rather than the projected 28. 2 PSCOs resigned.

The next intake of PCSOs is scheduled for March 2020.

HR OVERVIEW

Staff

BUDGET:	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
OPFCC	11.00												
Project Staff (incl Agency)	3.00												
Commissioned Services	11.8												
Corporate Services	202.8												
Chief Constable	920.8												
Total Staff FTE Budget for the month (after vacancy factor)	**1149.5**												
ACTUAL:													
OPFCC	12.10	12.10	11.10	11.10	9.61	7.60	7.61	9.60	9.60	9.61	13.60		
Project Staff (incl Agency)	6.00	6.00	6.00	6.00	6.00	7.00	9.00	5.00	5.00	5.00	4.00		
Commissioned Services	13.63	13.41	13.41	13.03	12.45	13.44	15.45	14.94	14.05	14.05	13.86		
Corporate Services	187.97	185.39	176.53	178.48	176.47	182.80	183.15						
Chief Constable	879.92	875.01	870.03	864.18	858.99	819.91	815.47	1018.16	1015.82	1013.02	1008.65		
Total Staff against budget FTE	**1099.62**	**1091.91**	**1077.07**	**1072.79**	**1063.51**	**1030.75**	**1030.68**	**1047.70**	**1044.47**	**1041.69**	**1040.11**		
Permanent Staff FTE	1039.46	1029.98	1016.05	1008.01	1006.71	979.74	978.06	990.44	986.59	981.18	981.20		
Temporary Staff FTE (not including agency)	53.67	54.45	53.53	58.28	49.31	44.51	44.12	44.51	43.72	46.36	44.37		
Agency Staff FTE	6.49	7.49	7.49	6.49	7.49	6.49	8.49	12.74	14.15	14.15	14.53		
Total Staff against budget FTE	1099.62	1091.92	1077.07	1072.78	1063.51	1030.74	1030.67	1047.69	1044.47	1041.69	1040.10		

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.
Corporate Services has now been added into Chief Constable. All rows include Agency staff unless stated.
OPCC figures do not include the PCC / DPCC. The total number of actual Staff has decreased by 1.59 FTE from the previous month.
No agency staffs are in supernumerary posts.
14.53 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

HR OVERVIEW

	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
Total Budget of all Officers, PCSO and Staff	2722.5												
Total Actual Number of all Officers, PCSO and Staff	**2657.38**	**2646.39**	**2642.17**	**2669.50**	**2650.84**	**2625.22**	**2632.82**	**2670.38**	**2683.78**	**2671.40**	**2700.72**		

Citizens in Policing

Citizens in Policing													
	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
Specials long-term FTE Target	286.00												
Actual Specials FTE	114.00	125.00	122.00	117.00	110.00	109.00	104.00	110.00	105.00	105.00	104.00		
Actual Volunteers (including Police Cadets)	**331.00**	**331.00**	**308.00**	**308.00**	**308.00**	**296.00**	**295.00**	**302.00**	**303.00**	**303.00**	**300.00**		

The actual number of Special Constables has reduced by 1 from the previous month.

We currently have 300 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

Sickness Data

Sickness Occurrences by Start Date per month

Split of Physical/Psychological

Psychological 7.99%

Physical 92.01%

Year v Year Comparison of Sickness Occurrences

FY ● 2017-2018 ● 2018-2019 ● 2019-2020
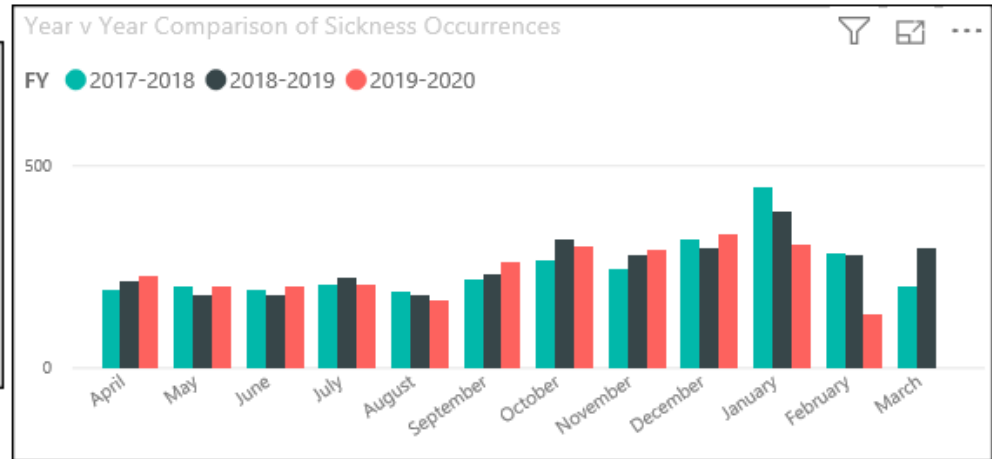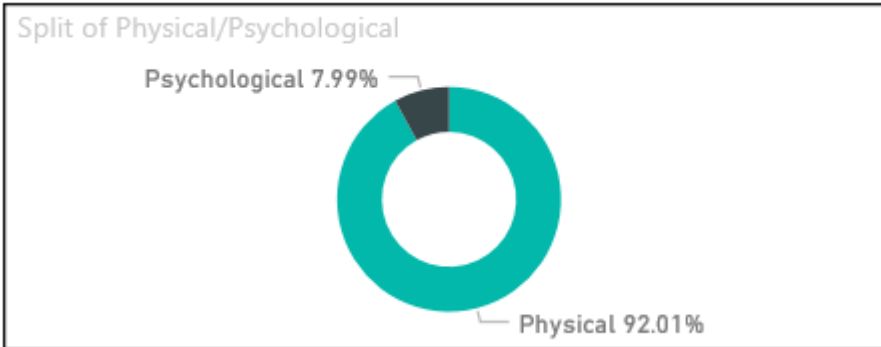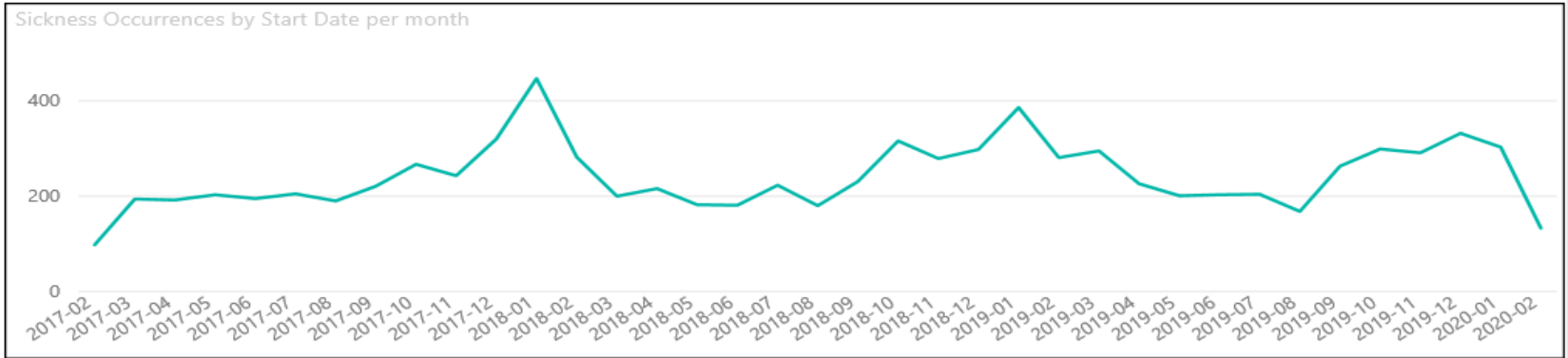
Current initiatives

- Launch of e series platforms and on line toolkits to support 24/7 access and enhanced self-service options for individuals, managers and leaders.
- Enhancements to policies, procedures and guidance to reduce bureaucracy and ensure they are efficient and effective as possible.
- Targeted action and review of our long term sickness cases.
- Continued support and delivery of our Well-being approach and Well-being passports

Absence – National vs NYP

(days lost on average per employee as at 31st March 2019)