

**Appendix 2**  
**Recruitment and Retention Targets for MSC**

**Overall Recruitment Targets for Special Constables (2001-4)**

Year	Staffing at 1 Jan	Leavers	Target Recruitment	Staffing at 31 Dec
<b>2001</b>	759	158	218	<b>850</b>
<b>2002</b>	850	170	245	<b>925</b>
<b>2003</b>	925	185	310	<b>1050</b>
<b>2004</b>	1050	210	360	<b>1200</b>

\* - leavers are those volunteers transferring to other special constabularies, joining the regular service, retiring on reaching the age limit or resignation.

**Diversity of special constables by grade (As at 1.4.01)**

	Total	Special constables	Sub-Divisional Officers	Borough / Divisional Officers	Cmdt*
<b>Female Minority Ethnic</b>	25	23	2	0	0
<b>Male Minority Ethnic</b>	90	74	10	6	0
<b>Female White</b>	188	158	18	11	1
<b>Male White</b>	471	361	74	34	2
<b>Total</b>	774	616	104	51	3

\* - Includes Chief and Deputy Chief and Commandants