

Police Officers: turnover rates by length of service

Appendix 15

LOS	2000/01								2003/04 YTD (annualised rate)							
	Female		Male		VEM		Non-VEM		Female		Male		VEM		Non-VEM	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0	14	6.24%	89	11.47%	11	16.92%	92	9.83%	58	8.12%	310	12.94%	84	24.45%	284	10.27%
1	7	2.84%	30	3.51%	3	4.80%	34	3.28%	19.3	3.61%	54	2.88%	4	1.55%	69.3	3.22%
2	10	4.19%	58	6.58%	2	3.45%	66	6.22%	10	3.52%	76	7.23%	2	2.20%	84	6.75%
3	9.2	5.99%	55	9.02%	2	5.00%	62.2	8.60%	6	3.39%	38	6.74%	4	9.13%	40	5.74%
4	16	9.82%	43.6	7.10%	1	1.75%	58.6	8.13%	16	6.77%	52.8	6.20%	2	2.73%	66.8	6.58%
5	8	3.91%	38	5.28%	2	2.64%	44	5.18%	6	3.14%	42	5.93%	0		48	5.60%
6	11	4.99%	35.7	5.04%	2	2.76%	44.7	5.22%	4	3.19%	29.52	5.80%	0		33.52	5.68%
7	14	7.16%	29	5.03%	3	5.26%	40	5.60%	2.8	1.89%	12	1.89%	0		14.8	2.04%
8	5.85	2.91%	27.4	5.16%	3	5.89%	30.25	4.44%	8	4.07%	20	2.90%	2	2.62%	26	3.21%
9	6.6	3.40%	31	5.47%	2	3.96%	35.6	5.01%	10.4	5.84%	23.9	3.71%	4	6.53%	30.3	3.98%
10	11	5.44%	33	4.73%	0		44	5.13%	5.6	3.61%	6	1.13%	0		11.6	1.82%
11	10.45	4.45%	32.4	3.89%	0		42.85	4.17%	8.28	5.32%	24	5.18%	2	4.78%	30.28	5.25%
12	14.15	5.56%	41	4.44%	3	5.58%	52.15	4.64%	5.68	3.43%	20	3.38%	2	3.80%	23.68	3.36%
13	12.9	6.31%	31	3.42%	2	3.97%	41.9	3.95%	8.6	4.96%	18	2.57%	0		26.6	3.18%
14	5.8	4.97%	21	2.70%	1	3.28%	25.8	2.98%	8.82	4.32%	32	3.97%	2	5.60%	38.82	3.98%
15	3	3.70%	19	2.89%	1	3.46%	21	2.96%	3.6	1.51%	30	3.27%	2.8	4.65%	30.8	2.81%
16	2.8	4.78%	16.8	2.55%	1	3.34%	18.6	2.71%	4	2.54%	12	1.42%	0		16	1.67%
17	4.4	6.16%	25.2	3.00%	2	6.35%	27.6	3.13%	0		20	2.97%	0		20	2.71%
18	6.1	5.87%	22	2.08%	0		28.1	2.47%	0		18	3.01%	0		18	2.85%
19	4	3.47%	29	2.90%	0		33	3.01%	0		6	1.01%	2	7.22%	4	0.65%
20	8	6.63%	17	1.95%	1	5.42%	24	2.46%	1.6	2.23%	16	1.80%	0		17.6	1.90%
21	0		13	1.79%	0		13	1.61%	0		22	2.19%	2	8.89%	20	1.86%
22	2.06	3.38%	13	2.29%	0		15.06	2.43%	0		22	2.30%	0		22	2.13%
23	2.8	3.66%	12	1.65%	1	7.14%	13.8	1.74%	0		4	0.52%	0		4	0.46%
24	2	2.79%	15	1.84%	0		17	1.95%	0		12	1.84%	0		12	1.67%
25	2	5.00%	21	3.52%	0		23	3.67%	2	3.97%	8	1.62%	0		10	1.86%
26	4	17.02%	13	2.85%	0		17	3.62%	0		22	3.05%	0		22	2.83%
27	2	12.90%	24	5.46%	0		26	5.81%	4	6.92%	20	2.86%	2	30.77%	22	2.93%
28	1	18.18%	30	7.52%	0		31	7.75%	0		14	2.99%	0		14	2.86%
29	1	18.83%	22	6.13%	0		23	6.35%	8	61.54%	128	35.30%	2	28.57%	134	36.35%
30	2	52.49%	216	122.73%	2	133.33%	216	121.14%	4	72.73%	164	104.46%	2	100.00%	166	103.43%
31	0		56	54.37%	0		56	53.59%	0		56	68.29%	2	200.00%	54	65.85%
32	0		35	40.94%	2	100.00%	33	38.37%	0		22	44.90%	0		22	43.14%
33	0		30	50.85%	0		30	49.59%	0		12	40.00%	0		12	38.71%
34	0		23	49.46%	0		23	47.42%	0		4	16.67%	0		4	15.69%
35+	0		26	39.39%	0		26	39.10%	2	200.00%	28	47.46%	0		30	51.28%
Total	203.11	5.06%	1273.1	5.87%	47	4.51%	1429.21	5.80%	206.68	4.19%	1398.22	5.81%	122.8	7.43%	1482.1	5.42%

All percentages shown are percentages of the relevant strength, e.g. in 2000/01, the 14 female leavers in their first year of service accounted for 6.24% of the total number of female police officers in their first year of service.

Total wastage rate for the year (including all length of service and all gender/ethnic groups):	
2000/01	5.74%
2003/04	5.54% (annualised rate)

Police Staff: turnover rates by length of service

LOS	2000/01								2003/04 YTD (annualised rate)							
	Female		Male		VEM		Non-VEM		Female		Male		VEM		Non-VEM	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0	120.84	43.32%	105.69	53.57%	44.6	66.69%	181.93	44.44%	98	18.86%	65.34	17.83%	28	17.12%	135.34	18.73%
1	72.44	20.86%	48	20.45%	13.79	13.79%	106.65	22.12%	50.56	9.86%	26.04	8.76%	16.24	8.62%	60.36	9.71%
2	46.51	21.69%	31	23.02%	11.06	21.48%	66.45	22.33%	44.72	16.40%	35.4	17.67%	8	8.09%	72.12	19.28%
3	15.59	11.20%	20	18.56%	3	7.92%	32.59	15.59%	13.64	8.73%	6	4.85%	3.06	5.37%	16.58	7.43%
4	45.55	26.61%	47	32.20%	9.07	17.29%	83.48	31.54%	16.18	6.44%	6	3.57%	0		22.18	6.32%
5	51.69	17.26%	66.58	25.14%	21.01	20.85%	97.26	20.98%	8	3.44%	2	0.96%	0		10	2.80%
6	42.81	13.75%	47.42	18.94%	6	6.38%	84.23	18.01%	2	1.13%	12	8.03%	0		14	5.07%
7	47.78	15.70%	25.27	11.11%	7.43	11.34%	65.62	14.07%	6	1.92%	4.98	2.25%	0		10.98	2.43%
8	37.18	11.25%	52	26.06%	12.14	19.70%	77.04	16.45%	20.5	6.16%	8	3.50%	0		28.5	5.98%
9	54.53	13.17%	38	16.04%	11	11.56%	81.53	14.67%	13.26	4.14%	6.88	3.44%	4	4.75%	16.14	3.70%
10	35.29	8.80%	26	12.07%	9.39	8.54%	51.9	10.25%	22.84	6.13%	12	6.04%	8	8.81%	26.84	5.59%
11	27.37	6.77%	21.44	9.07%	7.56	6.30%	41.25	7.92%	20.54	5.96%	10	4.92%	2	2.11%	28.54	6.30%
12	22.38	6.91%	35	17.73%	2	2.36%	55.38	12.69%	31.46	9.16%	14	6.75%	6	6.13%	39.46	8.71%
13	26.15	8.15%	29	17.32%	9	12.11%	46.15	11.15%	17.22	5.13%	6	3.45%	2	2.13%	21.22	5.11%
14	25.95	9.12%	8	5.68%	3.68	5.16%	30.27	8.55%	14.66	5.54%	10	6.82%	4	6.08%	20.66	5.98%
15	10.97	4.57%	12	9.18%	2.63	4.37%	20.34	6.55%	10	4.37%	14	10.61%	0		24	8.09%
16	9.06	5.19%	4	3.49%	1.56	3.74%	11.5	4.65%	13.36	6.64%	6	5.26%	6.88	13.65%	12.48	4.71%
17	7.56	6.36%	5	6.76%	0	0.00%	12.56	7.83%	7.06	5.18%	4	5.92%	0		11.06	6.65%
18	9.13	10.05%	6	11.32%	1	3.95%	14.13	11.92%	10	9.11%	4	5.44%	0		14	9.45%
19	9.11	11.95%	0		2	8.23%	7.11	7.01%	3	3.33%	2	3.28%	1	3.50%	4	3.26%
20	11.31	10.92%	6	7.56%	1.67	6.49%	15.64	9.95%	2	1.88%	0		0		2	1.26%
21	8.5	6.00%	4	3.91%	4	10.42%	8.5	4.13%	0		2	2.90%	0		2	1.57%
22	4.67	5.00%	5	5.80%	3	10.00%	6.67	4.46%	3.44	3.52%	2	2.46%	2	7.60%	3.44	2.25%
23	4	6.23%	3	5.04%	1	3.70%	6	6.20%	4	4.97%	2	3.17%	0		6	5.23%
24	0		3	8.11%	0		3	4.87%	7.26	13.07%	0		2	10.96%	5.26	5.33%
25	4	8.65%	3	6.23%	1	8.33%	6	7.28%	4	8.35%	0		2	10.92%	2	2.89%
26	3	7.14%	4.56	8.00%	0		7.56	8.40%	1.22	3.28%	0		0		1.22	1.42%
27	4.63	8.74%	3	4.84%	1	6.90%	6.63	6.60%	4	9.74%	0		2	18.18%	2	2.61%
28	5	12.82%	5	10.42%	2	25.00%	8	10.13%	2	4.42%	0		2	16.67%	0	0.00%
29	4	10.34%	5	9.54%	3	24.16%	6	7.63%	0		2	3.68%	0		2	2.55%
30	12	44.44%	4	9.10%	4	38.10%	12	19.84%	0		0		0		0	0.00%
31	0		3	7.23%	0		3	5.11%	2	8.77%	2	4.55%	0		4	6.69%
32	0		3	9.09%	0		3	6.52%	2	10.56%	6	20.14%	0		8	19.17%
33	4	26.22%	6	30.00%	0		10	31.00%	0		0		0		0	0.00%
34	1	8.16%	2	8.16%	0		3	8.27%	0		4	19.71%	2	133.33%	2	6.83%
35+	2	8.97%	9	16.36%	0		11	14.42%	8	40.11%	12	21.62%	2	80.00%	0	0.00%
Total	786	13.05%	695.96	16.46%	198.59	12.53%	1283.37	14.81%	462.92	7.39%	286.64	6.57%	103.18	5.59%	646.38	7.36%

All percentages shown are percentages of the relevant strength, e.g. in 2000/01, the 120.84 female leavers in their first year of service accounted for 43.32% of the total number of female police staff in their first year of service.

Total wastage rate for the year (including all length of	
2000/01	14.46%
2003/04	7.05% (annualised rate)