Appendix 1

Workforce demographics

General notes

The MPS workforce falls into three categories of staff: Police, Civil Staff and Traffic Wardens.

Unless otherwise stated, all data relate to the position at 31 July 2001.

Unless otherwise stated the data are in Full Time Equivalents (FTEs). In all cases, figures have been rounded to a whole number.

Data have been extracted from the Service's central corporate database (CLEF), which keeps information about all MPS staff. However, it should be noted that CLEF is an interim system introduced in September 1999 as a "stop-gap" pending the introduction of a full replacement HR system, which will be provided through PRISM. Because CLEF was implemented as a "stop-gap," it has limited capabilities, one of which is that it is not able to recreate historic workforce scenarios. Because of this, a number of items of workforce information can only be presented in current format, with no comparative earlier data.

For location breakdowns, the MPS is split into its major groupings of:

- Borough – All borough operational units
- Territorial Policing (TP) Non borough – Those units which provide pan-London policing (e.g.: Traffic, Public Order, Central Communications) and Heathrow (ID) division
- Specialist Operations (SO) – Major crime and specialist policing units
- Other HQ Departments – Personnel, Deputy Commissioner's Command, Policy Review & Standards Directorate, Directorate of Resources and officers seconded to other agencies
- Recruits (police only) – Recruits currently undergoing initial training at the Training School

Index of charts (Cn) and tables (Tn)

POLICE

CIVIL STAFF

.....

TRAFFIC WARDENS

POLICE – Current strength and deployment

At the end of July 2001 the police strength was 25,902. This was 748 below the end of financial year budgeted workforce target (BWT) of 26,650. However, the forecast for the remainder of the year is that the target will be reached, subject to recruitment and wastage levels meeting predictions.

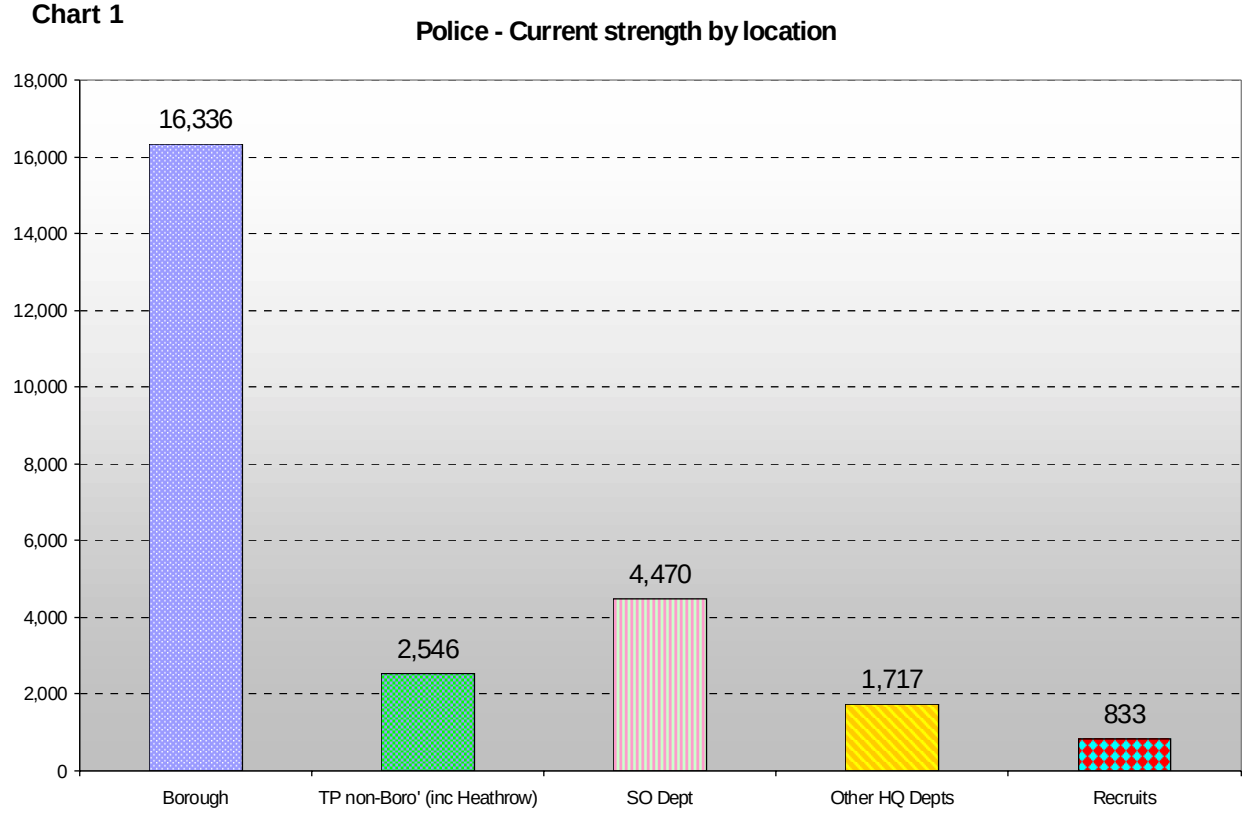
Over the remainder of the 2001/02 financial year the MPS aims to recruit another 1,700 police officers. Wastage is estimated to be 1,155 (an average of 33 each week). Additionally 219 officers seconded to local forces following the Greater London boundary changes are to return to the MPS. If these figures are all met, strength will match BWT by the end of 2001/02.

Table 1 -Strength compared to BWT for each Business Group

Business Group	BWT	Strength	+ / -
Boroughs	17,585	16,336	-1,249
TP Non-boroughs	2,537	2,546	+9
SO	4,545	4,470	-75
Other HQ	1,617	1,717	+100
Recruits	366	833	+467
Total	26,650	25,902	-748

Current strength distribution by major unit groupings - Chart 1.
This shows that 63% of strength is located at Borough units. 833 recruits are currently passing through Training School and these will be posted to boroughs after completing initial training.

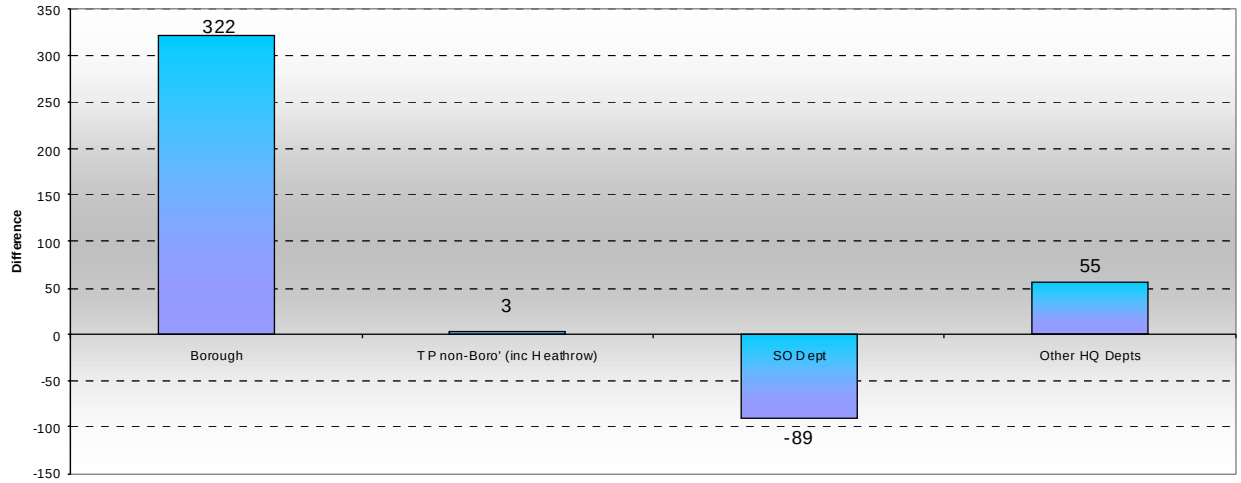
Chart 1



Net changes in strength since 1 April 2001 – Chart 2

This shows the net changes in strength since the beginning of this financial year. It shows that Borough strength has increased (net) by over 300 officers. Additionally (but not shown), there are currently 180 more recruits undergoing training than there were in April. In April there were 653, at the end of July there were 833.

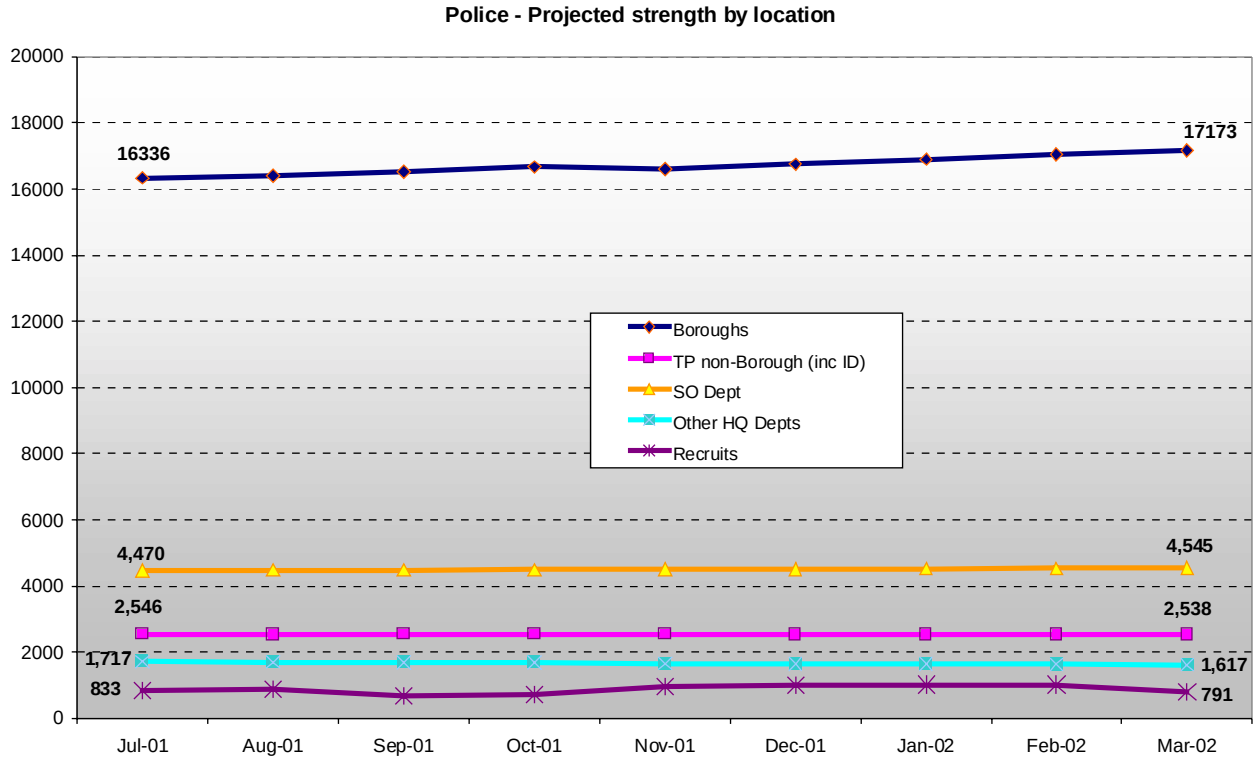
Chart 2 Police - Changes (net) in strength since 01 April 2001 by Business Group



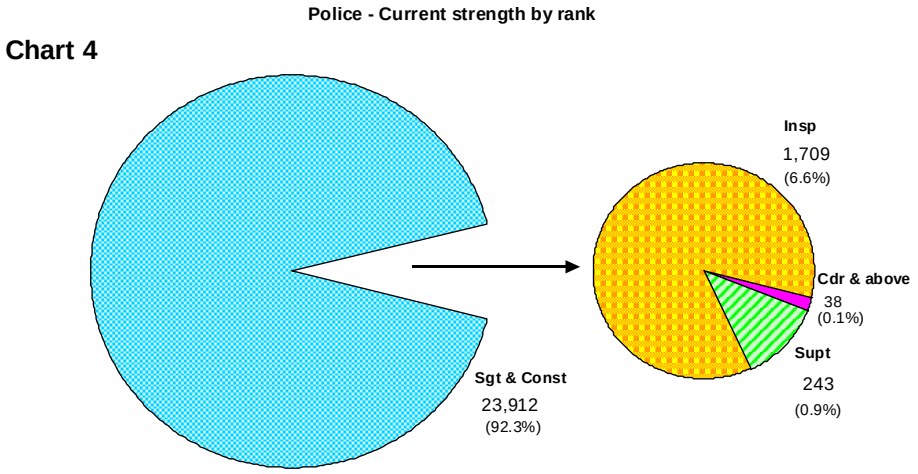
Projected strength by location – Chart 3

This chart 3 predicts that by the end of the financial year (31 March 2002) strength on Boroughs will have increased to over 17,000 – a 5% increase on current strength.

Chart 3

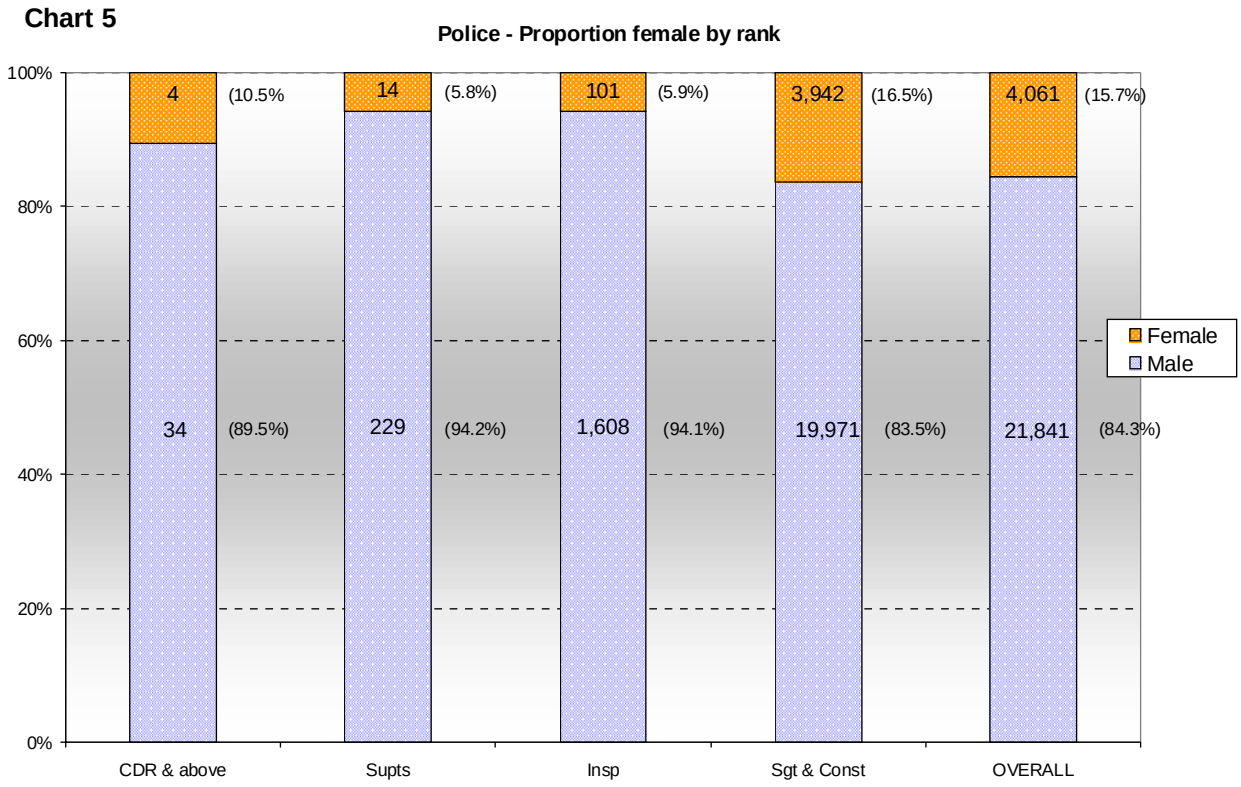


Strength by major rank groupings - Chart 4



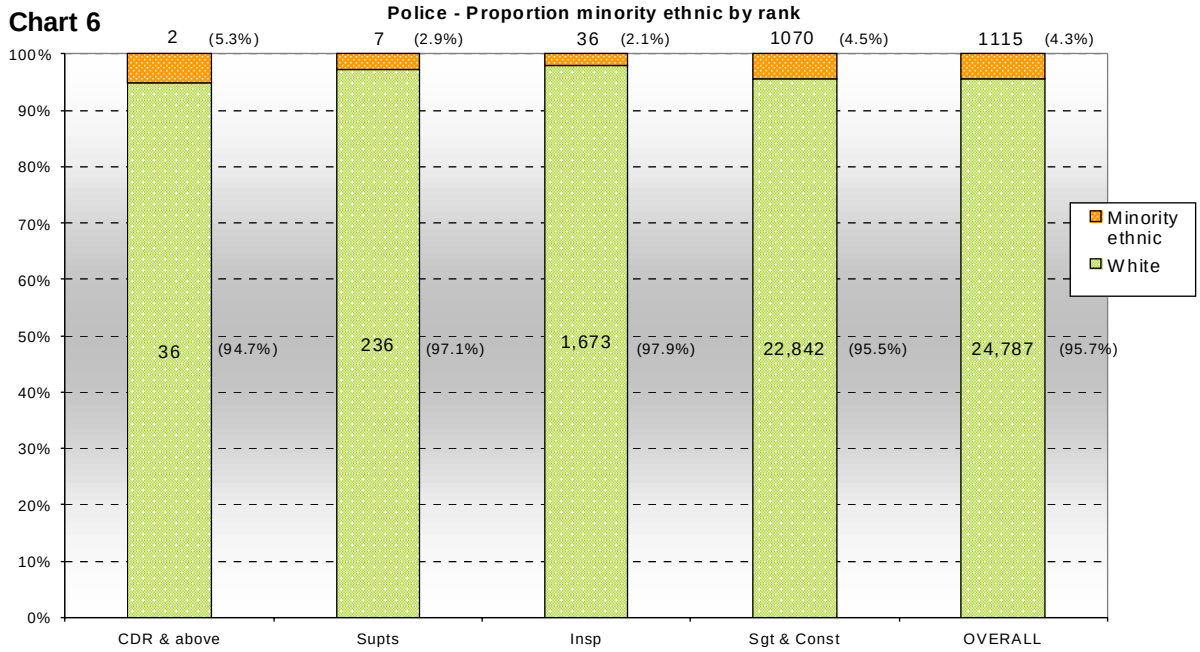
Proportion of female officers by rank group and overall - Chart 5

Overall, female strength has increased by 105 over the last year, at the beginning of that period it represented 15.57% of total strength. Female strength has improved marginally during this financial year increasing by 56 in 4 months. If the rate of increase so far this year continues, by March 2002 female strength can be expected to reach 4,176, which, if overall strength reaches 26,650, will represent 15.7% of total MPS strength.

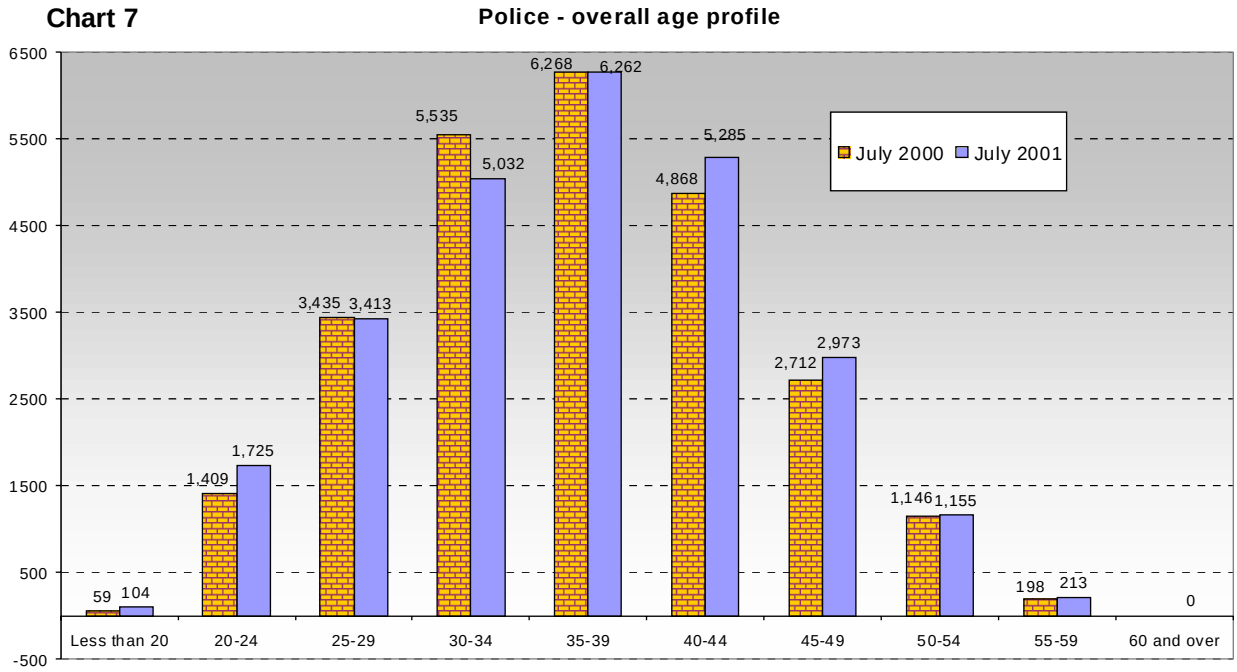


Proportion of minority ethnic officers by rank group and overall - Chart 6

Overall, minority ethnic police officer strength has increased by 103 over the last year, at the beginning of this period it represented 3.98% of total strength. Minority ethnic strength has improved during this financial year increasing by 60 in 4 months, compared to 43 in the preceding 8 months (August 2000 – March 2001). If the rate of increase so far this year continues, by March 2002 minority ethnic strength can be expected to reach 1,246, which, if overall strength reaches 26,650, will represent 4.7% of strength.

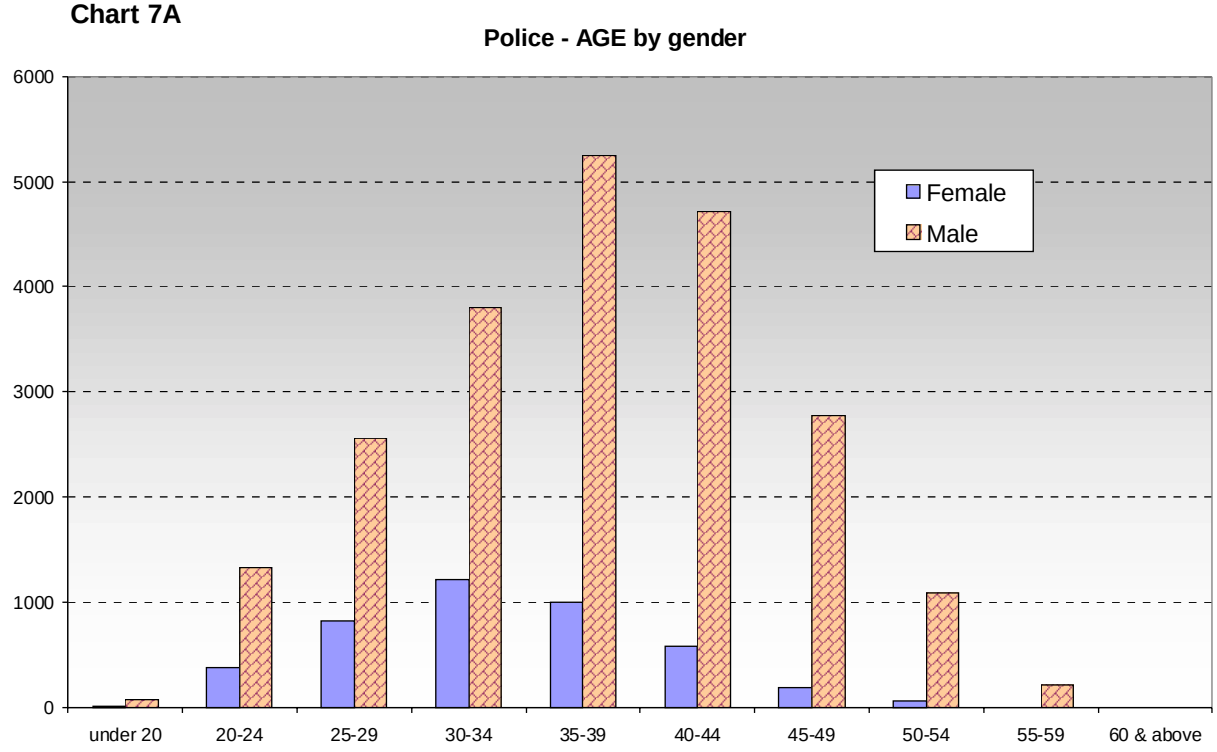


Age profile now and this time last year - Chart 7 (headcount, not FTE)



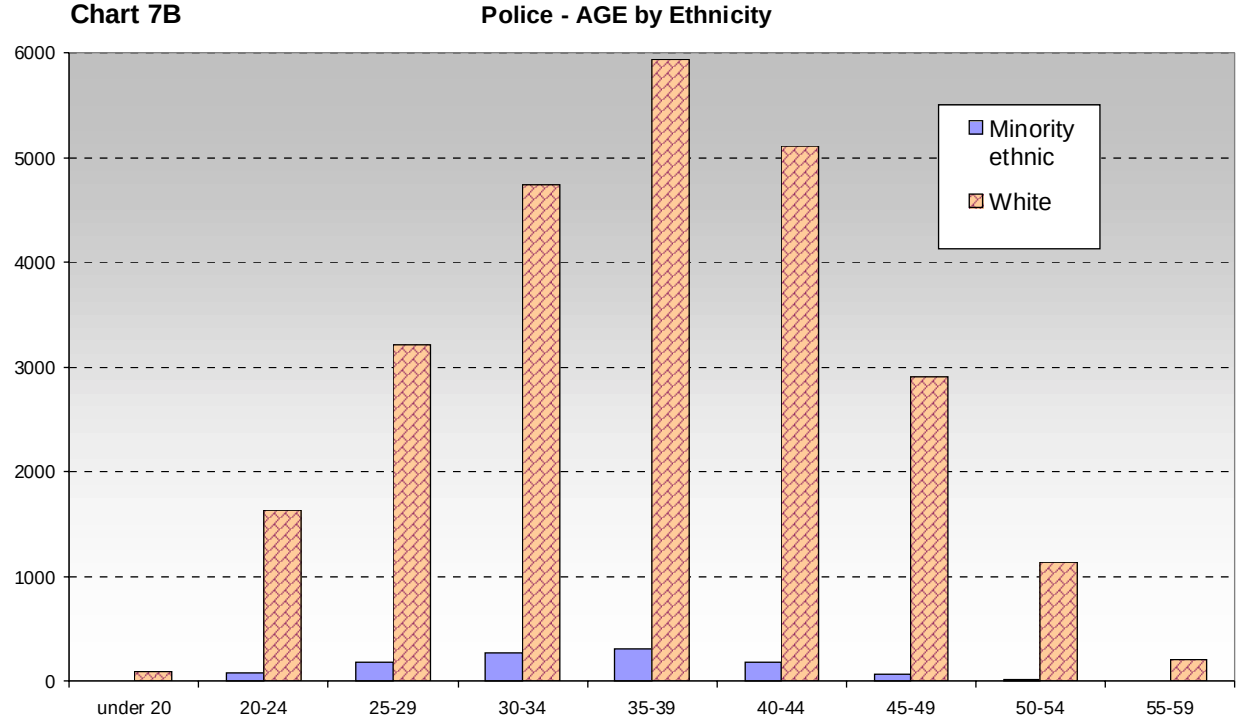
Age profile for male and female officers - Chart 7A (headcount, not FTE)
(We are not able to produce historic comparative figures.)

Chart 7A



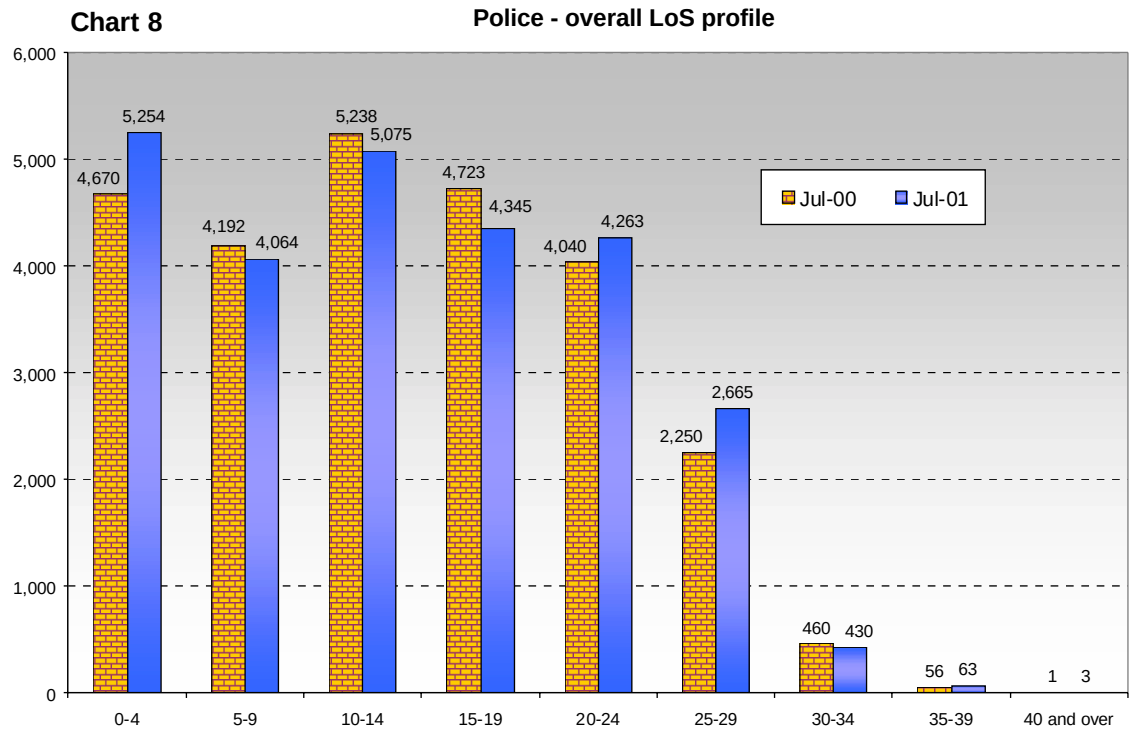
Age profile for minority ethnic and non-minority ethnic officers - Chart 7B (headcount, not FTE)
(We are not able to produce historic comparative figures.)

Chart 7B



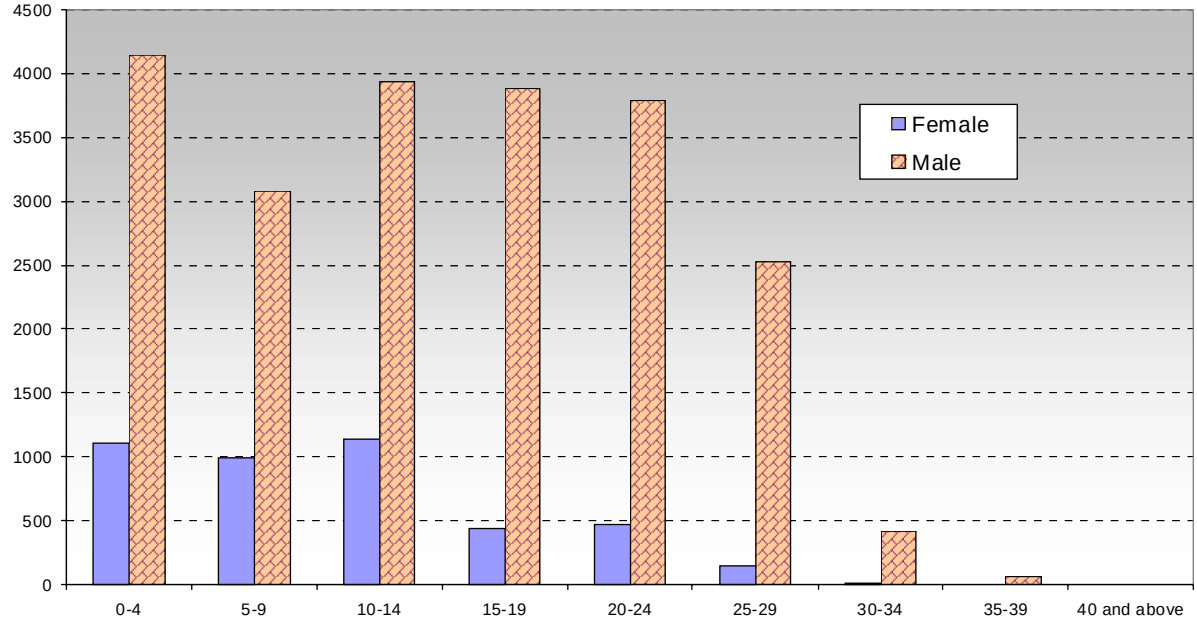
Length of service (LoS) profile now and this time last year - Chart 8 (headcount, not FTE)
This shows how increased recruiting levels are adding to the number of officers with 0-4 years service.

Chart 8



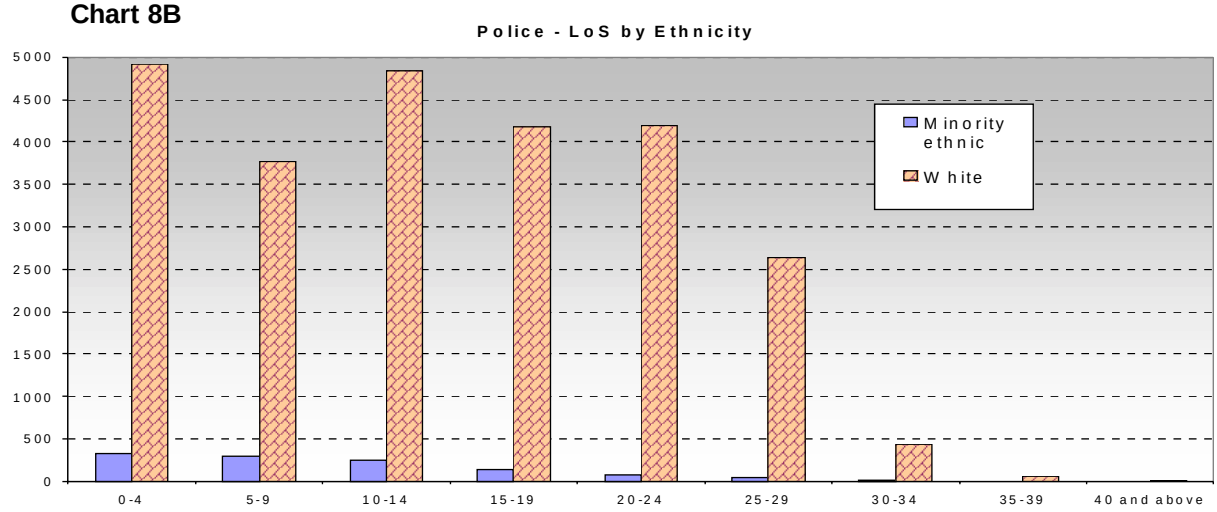
Length of service profile for male and female officers - Chart 8A (headcount, not FTE)
(We are not able to produce historic comparative figures.)

Chart 8A



Length of service profile for minority ethnic and white officers - Chart 8B (headcount, not FTE)
Chart 9B shows the length of service profile for minority ethnic and white officers (we are not able to produce historic comparative figures).

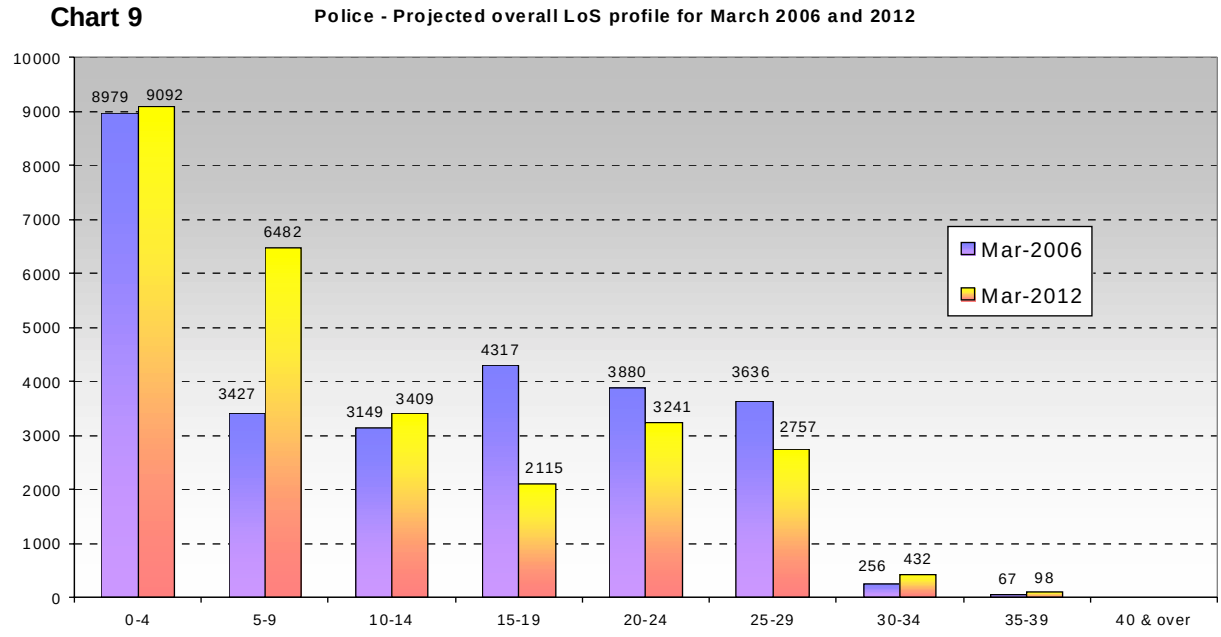
Chart 8B



From charts 8A and 8B, it will be seen that few female or minority ethnic officers remain in the Service for 30 years. This has been a recurring fact for female officers, with only a handful reaching 30 years service each year. This may change from 2005 as the numbers that joined from 1975 were greater than previous years and a greater number have remained in Service; even so compared to male figures they are a small proportion. Ethnic minority officers only started to join the MPS from 1967 and then only in small numbers (1974 was the first year that their numbers broke into double figures). Last year's figures show that five had served for 30 or more years, with single figure numbers approaching 30 years service.

Projected overall length of service profiles for 2006 and 2012 – Chart 9
These estimates are based on a forecast of wastage using last year's profile and the recruitment levels necessary to keep strength at the level of BWT. There are significantly more officers in the 0-4 years band than presently (currently 20%, the projection shows 32%) but that will be due to sustained high recruiting levels. Even so, 2/3rds of the strength are projected to have at least 5 years service.

Chart 9



Average ages and length of service - Table 2
(We are not able to produce historic comparative tables.)

Table 2

Police - Average Age & Length of service	
Average Age of **Male** officers	37.26
Average Age of **Female** officers	33.59
Average Age of **White** officers	36.74
Average Age of **Minority ethnic** officers	34.77
Average LoS of **Male** officers	14.11
Average LoS of **Female** officers	10.31
Average LoS of **White** officers	13.67
Average LoS of **Minority ethnic** officers	9.38

Age profiles by location (Charts 10A & B) and ranks (Charts 10C & D) (headcount, not FTE)
(We are not able to produce historic comparative figures.)

Up to the 30-34 group, there is a notable difference with Boroughs having a greater proportion of the "younger" officers, but from 35 onwards the profiles for each group follow the same broad pattern.

As one would expect, age in ranks show that, as one would expect, the more senior ranks are not normally achieved until after the age of 30. The 40-44 age group has the largest number of inspecting ranks, superintendents and senior officers. For officers of Inspector and above, the recent policy decision to allow them to apply to remain in service up to 60 years of age may reduce the "drop off" rate at 55, but that will not be felt for some time.

Chart 10A

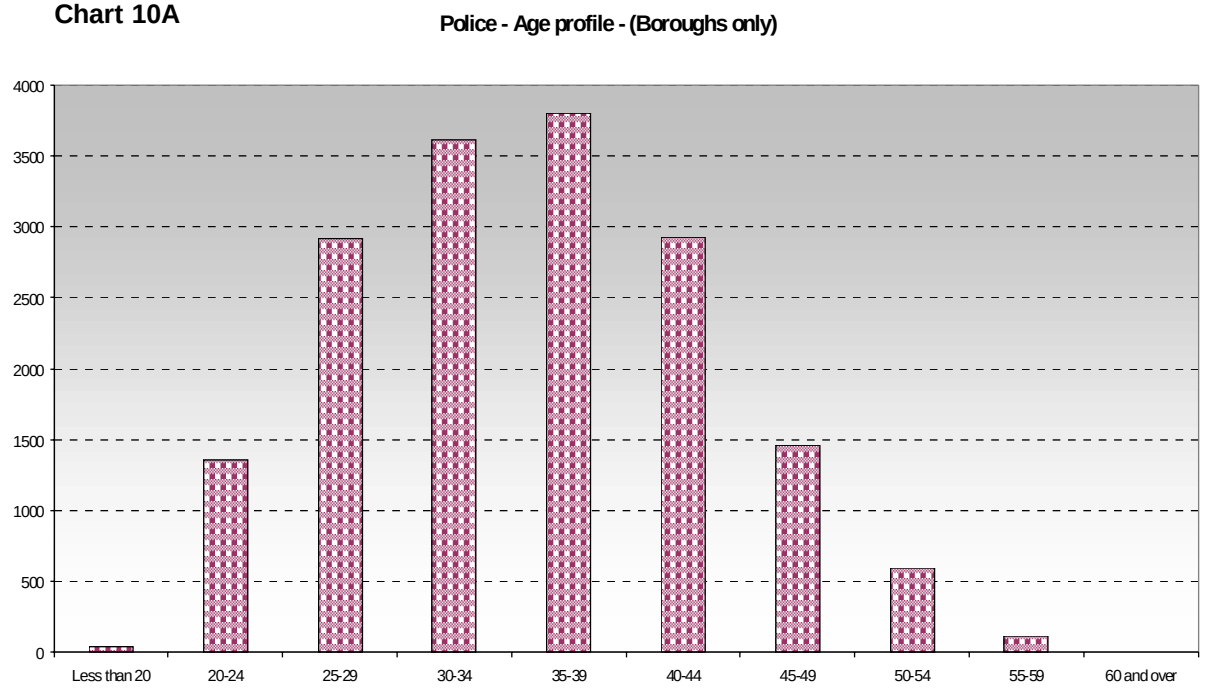


Chart 10B

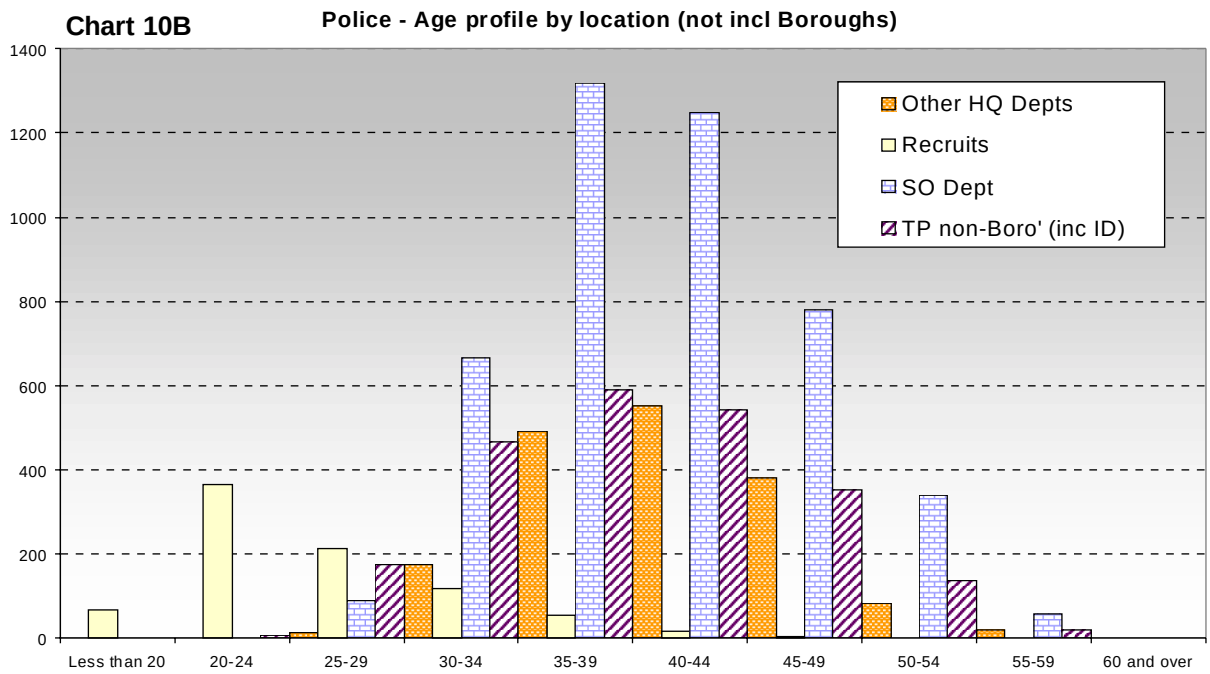


Chart 10C **Police - Age profile - SGT & Const**

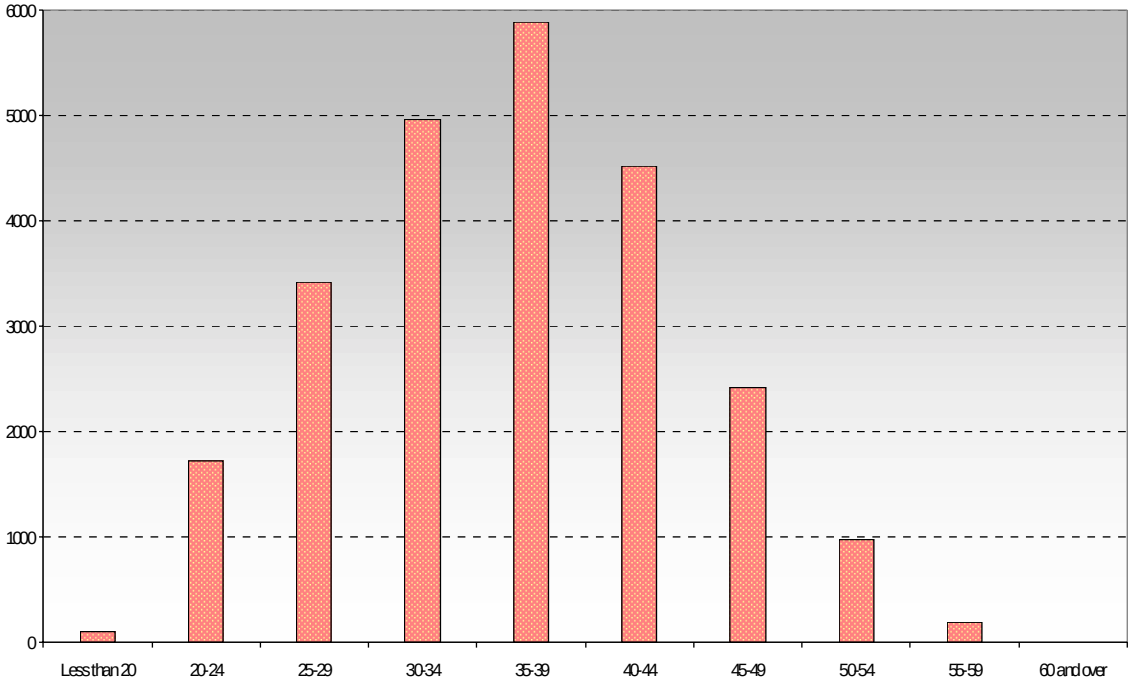
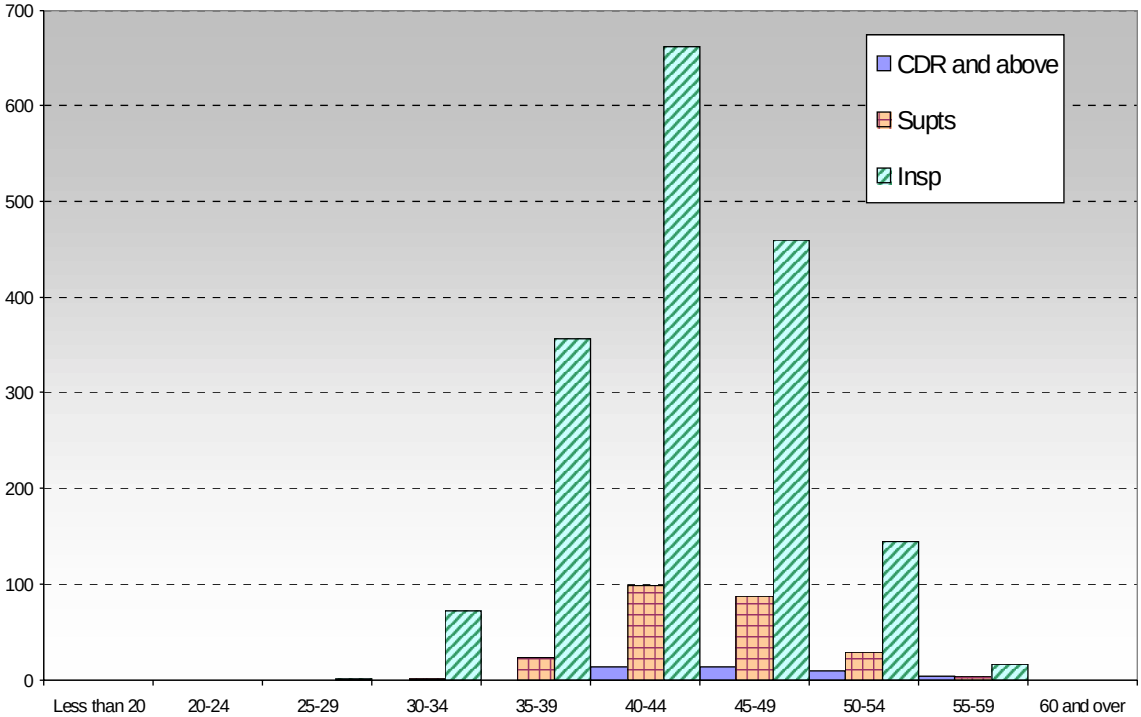


Chart 10D **Police - Age profile - Insp & above**



Length of service profiles by location (Charts 11A & B) and ranks (Charts 11C & D) (headcount, not FTE)
(We are not able to produce historic comparative figures.)

All these charts show the significant "drop off" at 30 years of service, when a majority of officers reaching 30 years service leave the MPS on pension.

Chart 11A

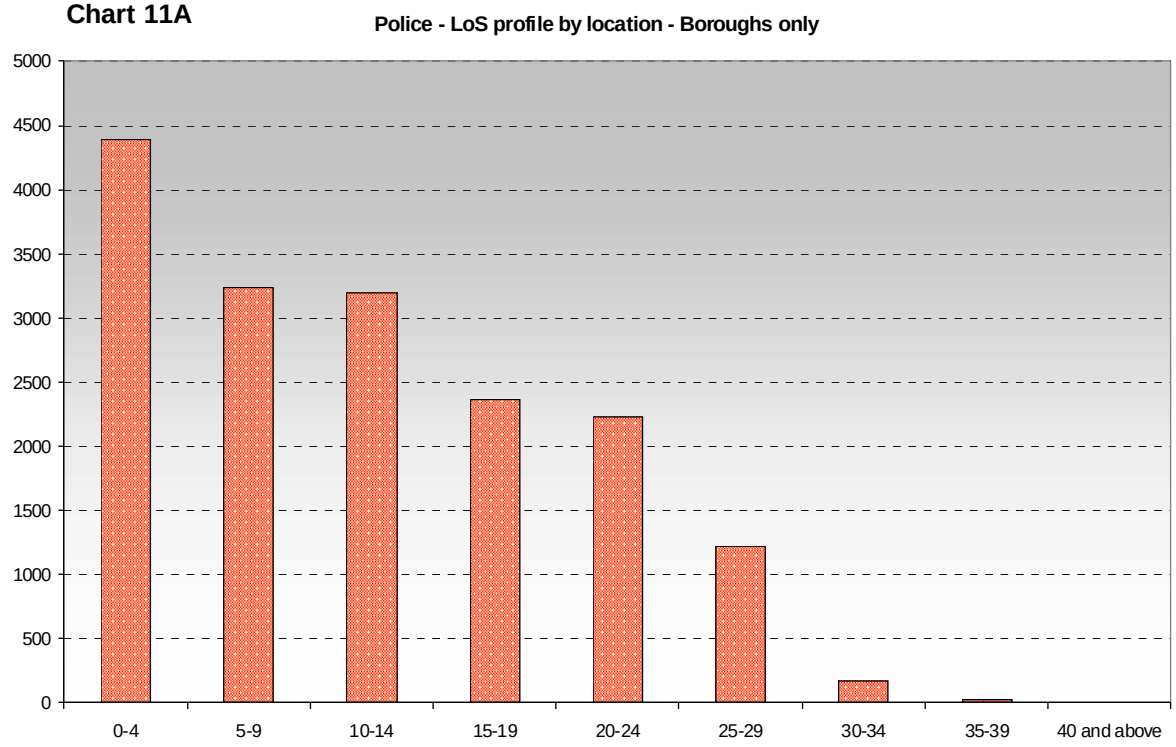


Chart 11B

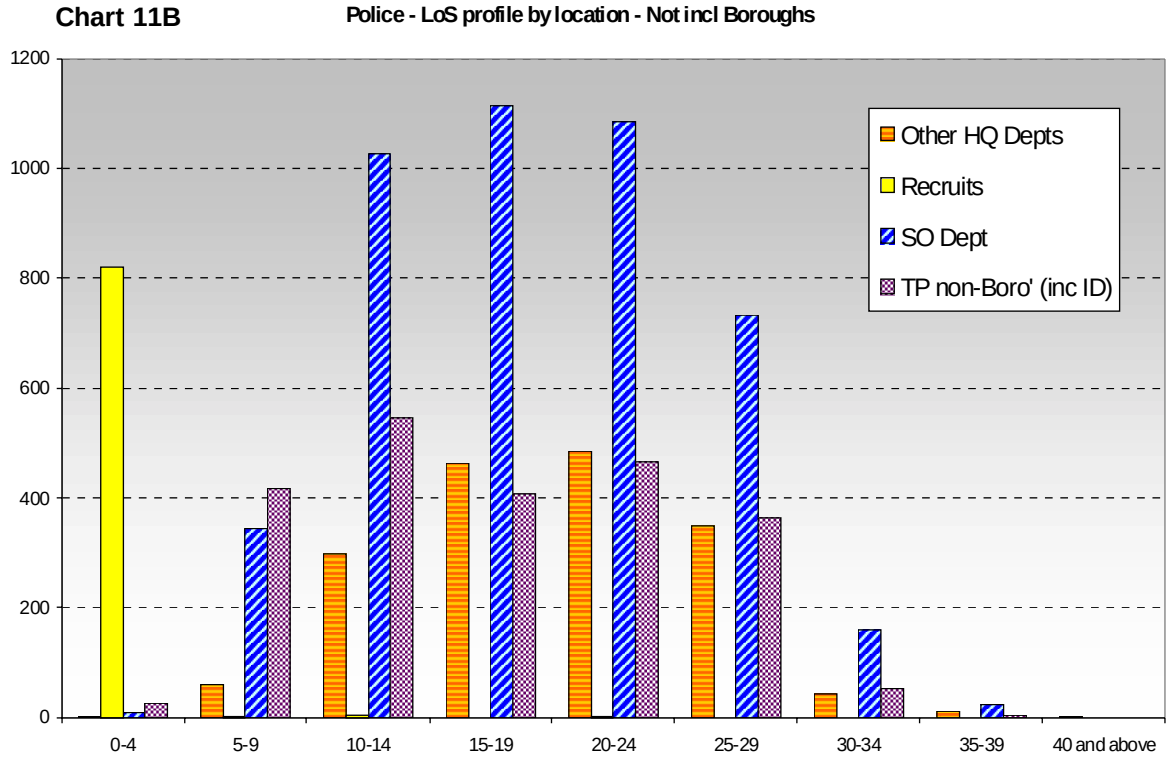


Chart 11C

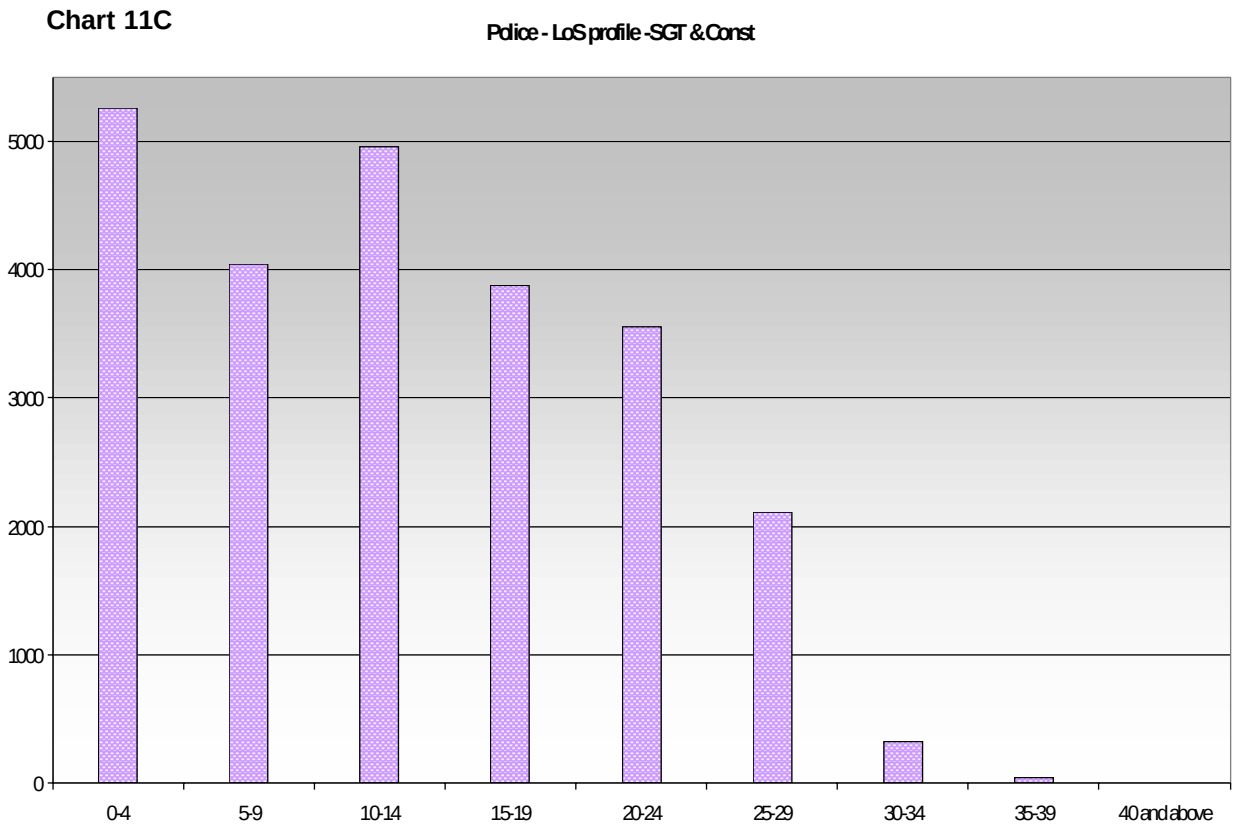
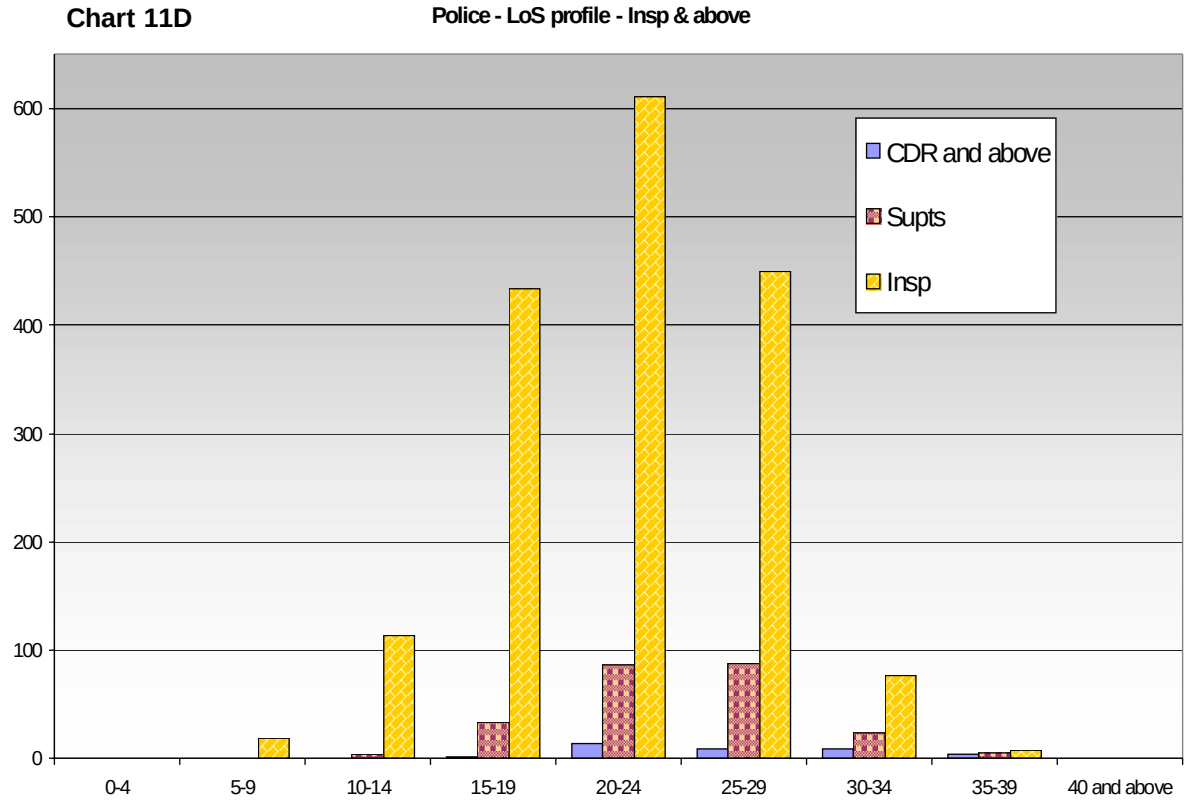


Chart 11D

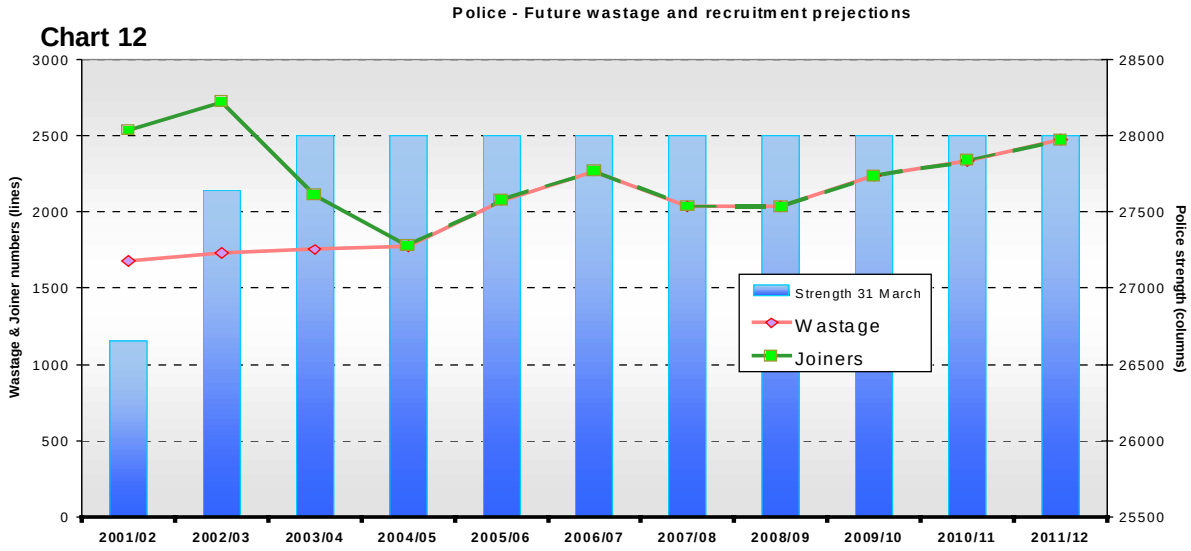


Projection of strength, wastage and recruitment over the coming 10 years – Chart 12
The chart assumes that the MPS BWT will rise to 28,000 over the next two years and that recruitment will be able to meet the targets to reach that level each year.

Wastage is based on last year's profile of wastage, where we have looked at numbers leaving in each length of service year and applied that to the numbers moving through length of service years as the timeline progresses.

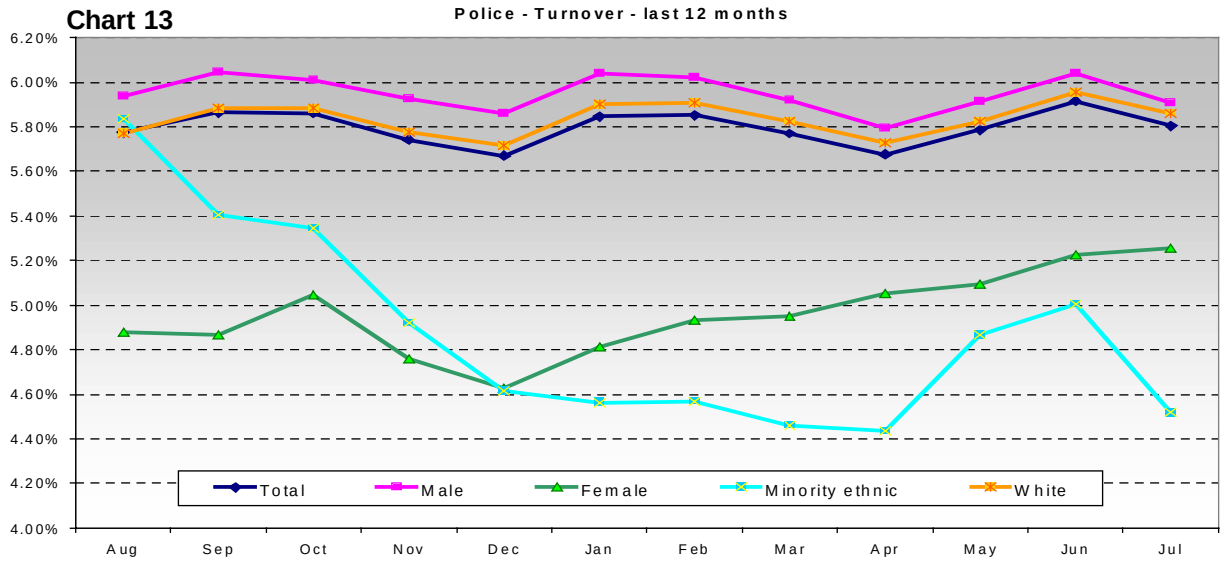
Whilst the Service is "growing" towards 28,000, recruitment has to replace wastage and provide the additional growth. After 2003/04 recruitment has only to replace wastage and the recruitment line in the chart follows the wastage line. We expect wastage to increase from 2005/06 onwards to reflect the number of officers recruited from the mid '70s when recruitment figures were high, reaching 30 years of service in those years.

Please note that this chart has two axes – wastage and joiners reads against the left hand axis, whilst end of year strength reads against the right hand axis.



Turnover figures over the last 12 months - Chart 13
These figures, for each group, compare leavers to strength in that group only. The figures represent "rolling" years for each month (i.e. data for the 12 months ending in the specified month). Wastage in the period is compared to average strength for the period to provide the turnover figure.

The chart shows that it is white males who "turnover" most, with minority ethnic and females at a lower rate, although females appear to be increasing in this year.



CIVIL STAFF – Current strength and deployment

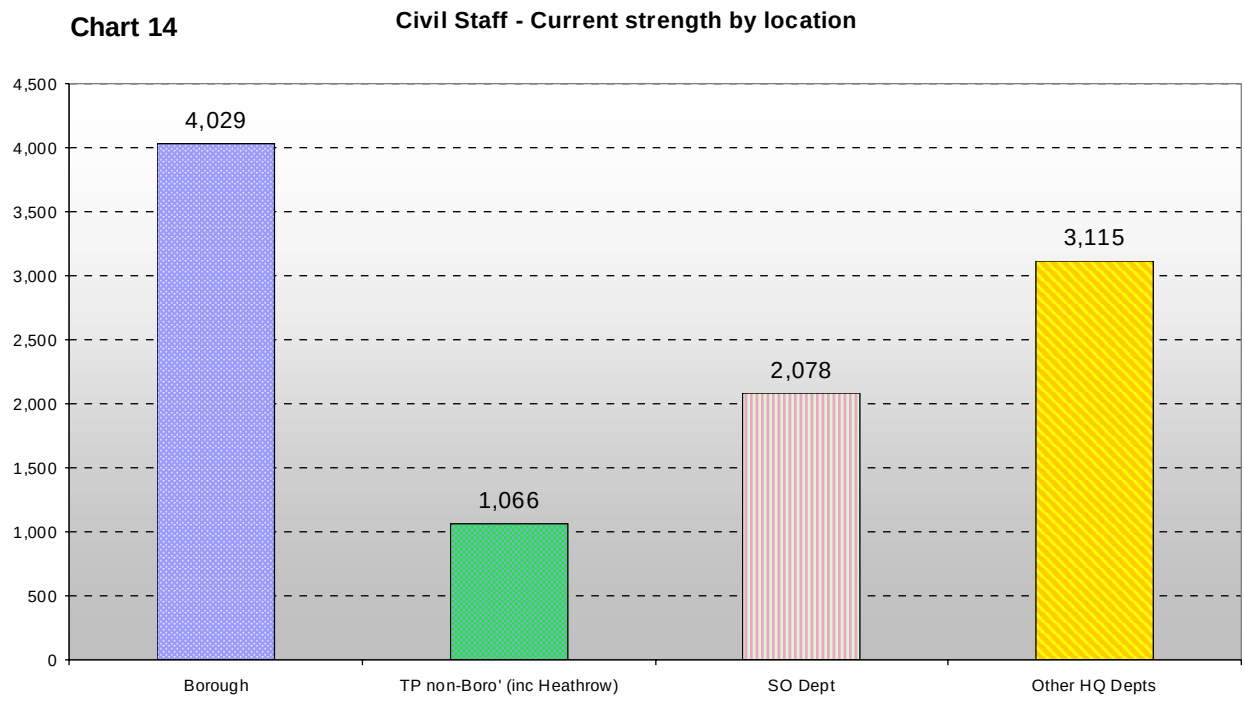
At the end of July, the civil staff strength was 10,288. This is 1,248 below the end of financial year target BWT (Budgeted Workforce Target) of 11,536. The forecast for the remainder of the year is that this shortfall will be reduced. The expected additional pay incentives, together with more focussed recruitment, are expected to make significant in-roads into this shortfall.

Table 3 - Strength compared to BWT for each Business Group

Business Group	BWT	Strength	+ / -
Boroughs	4,205	4,029	-176
TP Non-boroughs	1,223	1,066	-158
SO	2,404	2,078	-326
Other HQ	3,704	3,115	-588
Total	11,536	10,288	-1,248

Current strength distribution by the major unit groupings – Chart 14
This shows that 39% of strength is located at Borough units

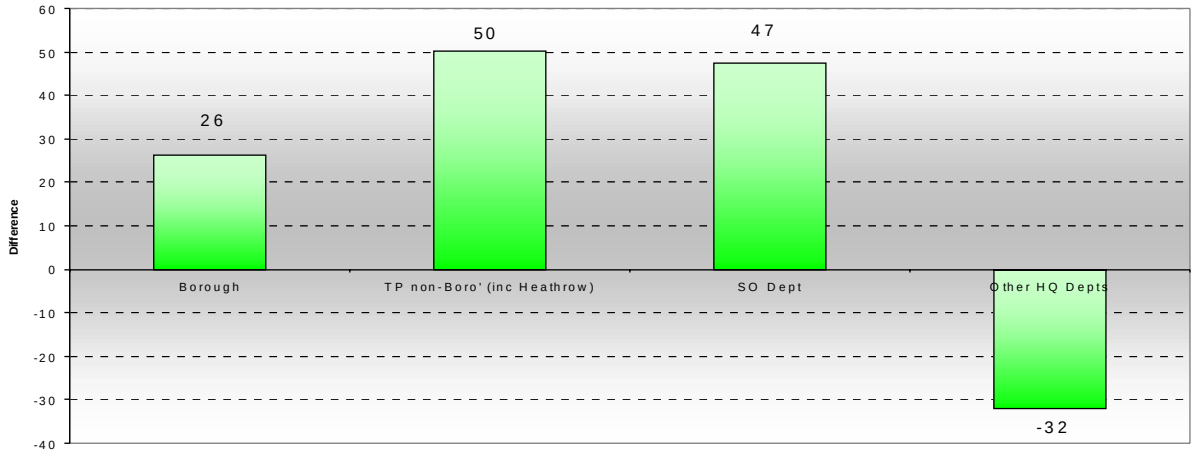
Chart 14



Net changes in strength since 1 April 2001 – Chart 15

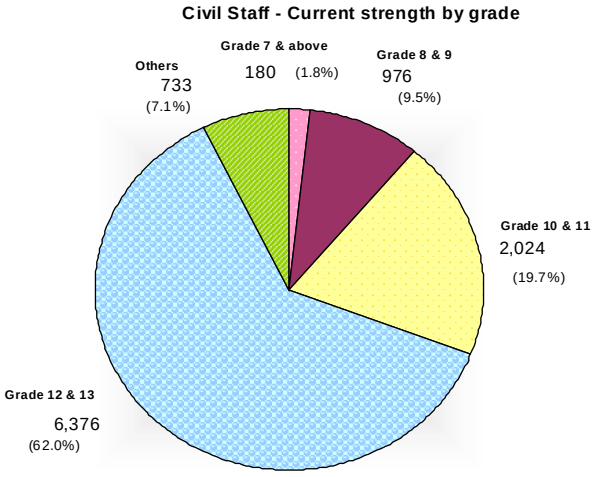
Many of those joining TP non-borough and SO units are specialist staff (e.g. Scenes of Crime Officers, Identification Officers, Communications Officers) who work in direct support of the front-line policing effort.

Chart 15 Civil Staff - Changes (net) in strength since 01 April 2001 by Business Group



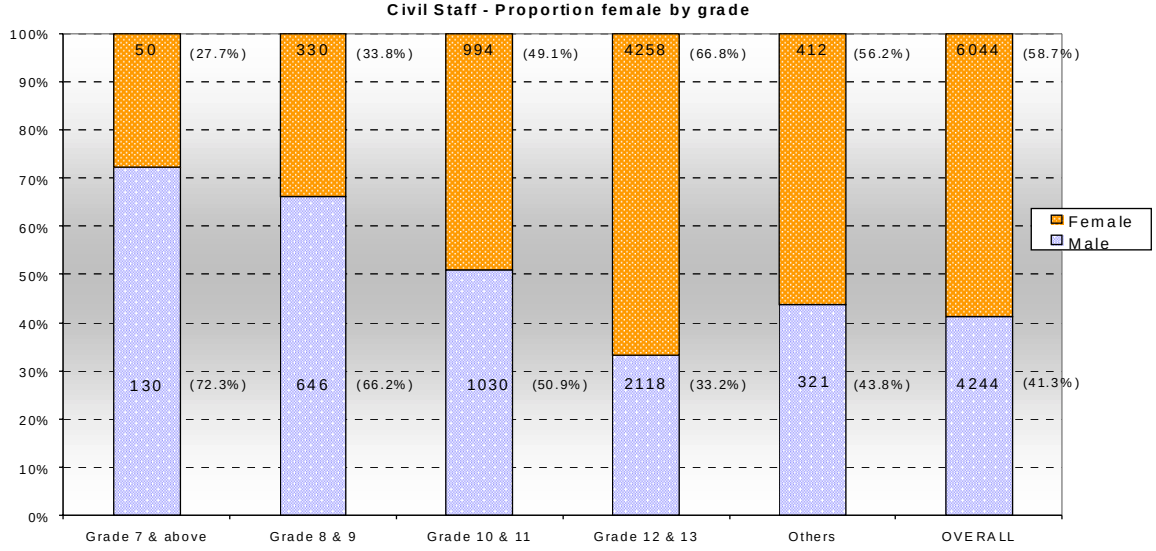
Strength by major grade groupings – Chart 16

Chart 16



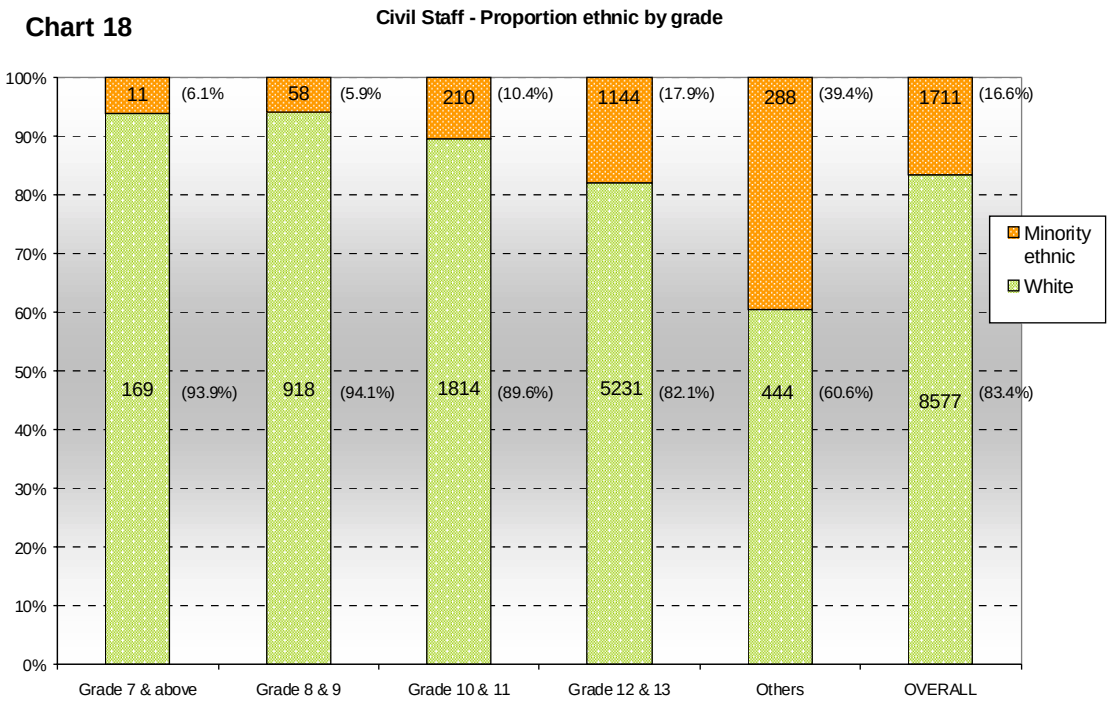
Proportion of female staff by grade group, and overall – Chart 17

Chart 17



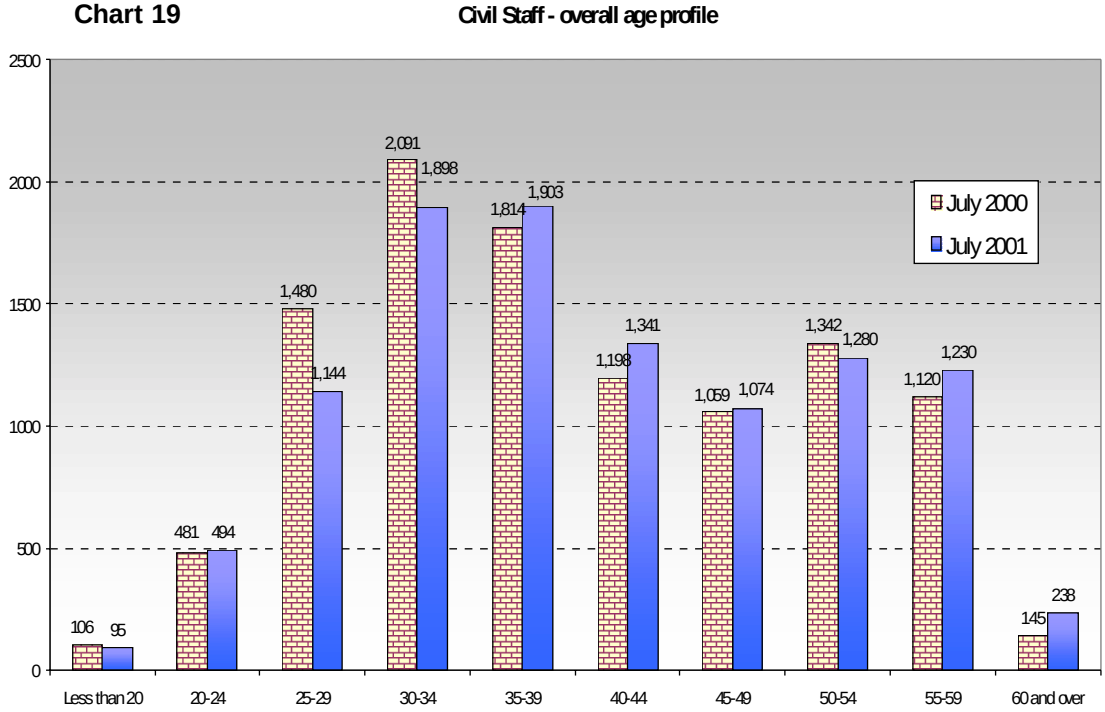
Proportion of minority ethnic staff by grade group, and overall – Chart 18

Chart 18



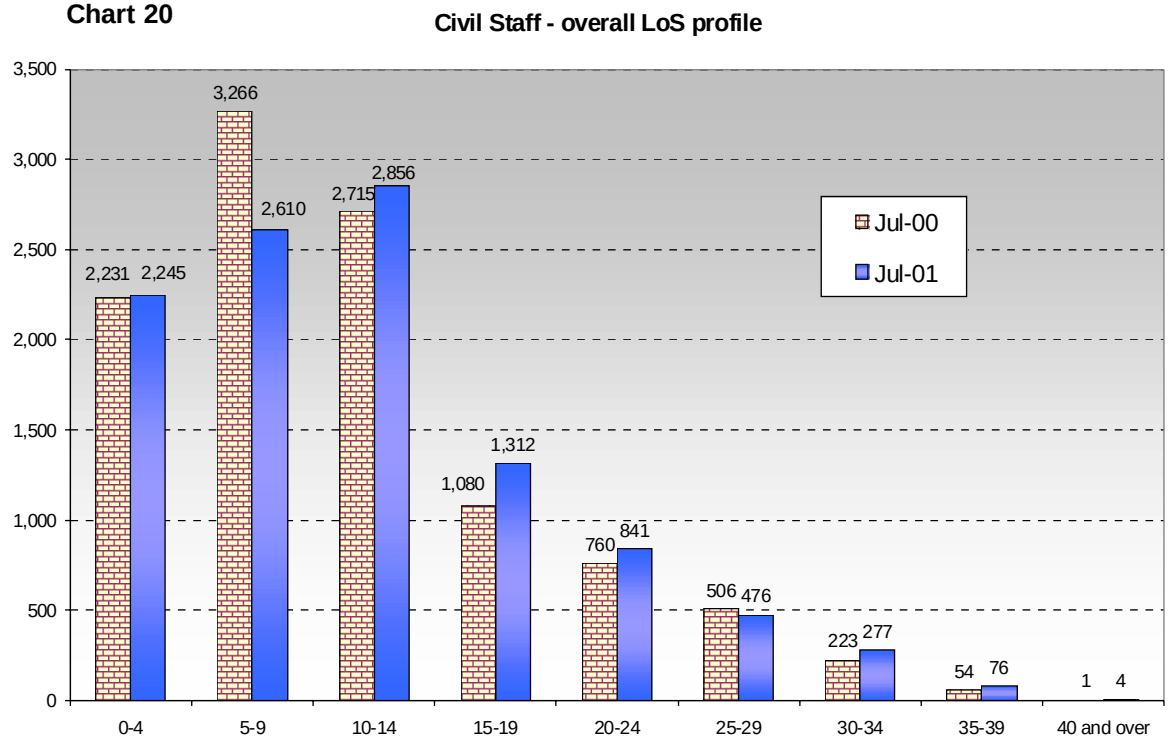
Age profile now and this time last year - Chart 19 (headcount, not FTE)

Chart 19



Length of service (LoS) profile now and this time last year – Chart 20 (headcount, not FTE)

Chart 20



Average ages and length of service – Table 4
(We are not able to produce historic comparative data.)

Table 4

Civil Staff - Average Age & Length of service	
Average Age of **Male** civil staff	42.17
Average Age of **Female** civil staff	38.77
Average Age of **White** civil staff	40.3
Average Age of **Minority ethnic** civil staff	39.39
Average LoS of **Male** civil staff	11.33
Average LoS of **Female** civil staff	10.48
Average LoS of **White** civil staff	11.28
Average LoS of **Minority ethnic** civil staff	8.88

Age profiles by location (Chart 21A) and grades (Chart 21B) (headcount, not FTE)
(We are not able to produce historic comparative data.)

Generally, the age profiles by location follow the same broad pattern.

Chart 21A

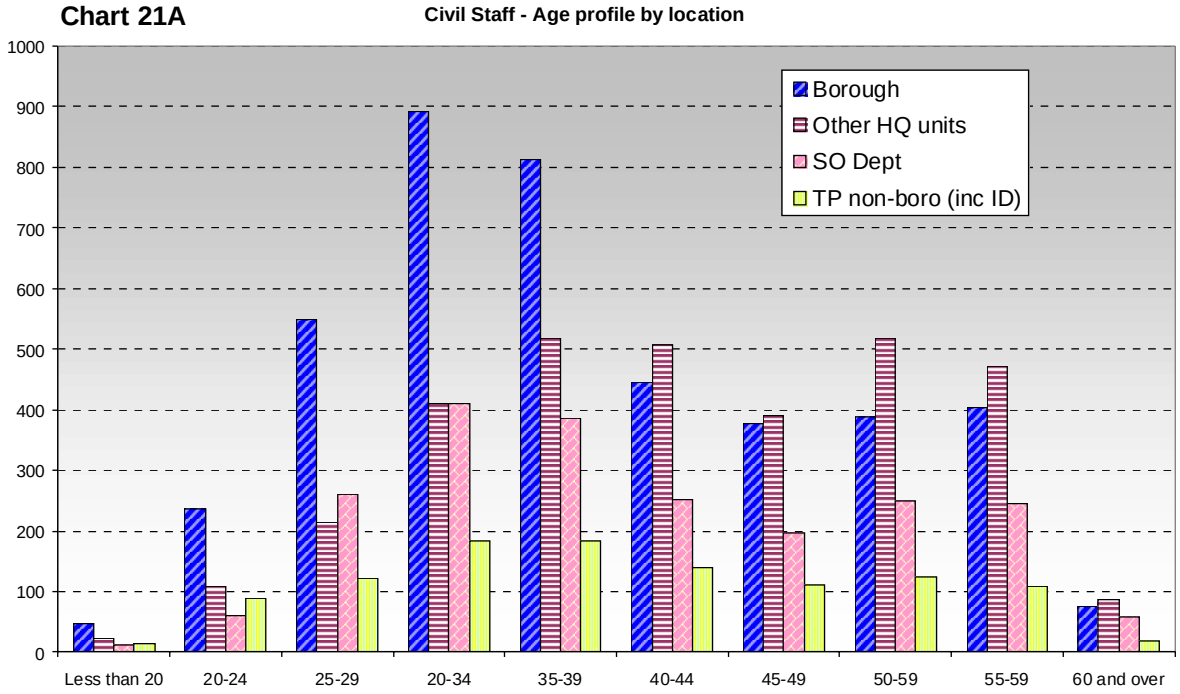
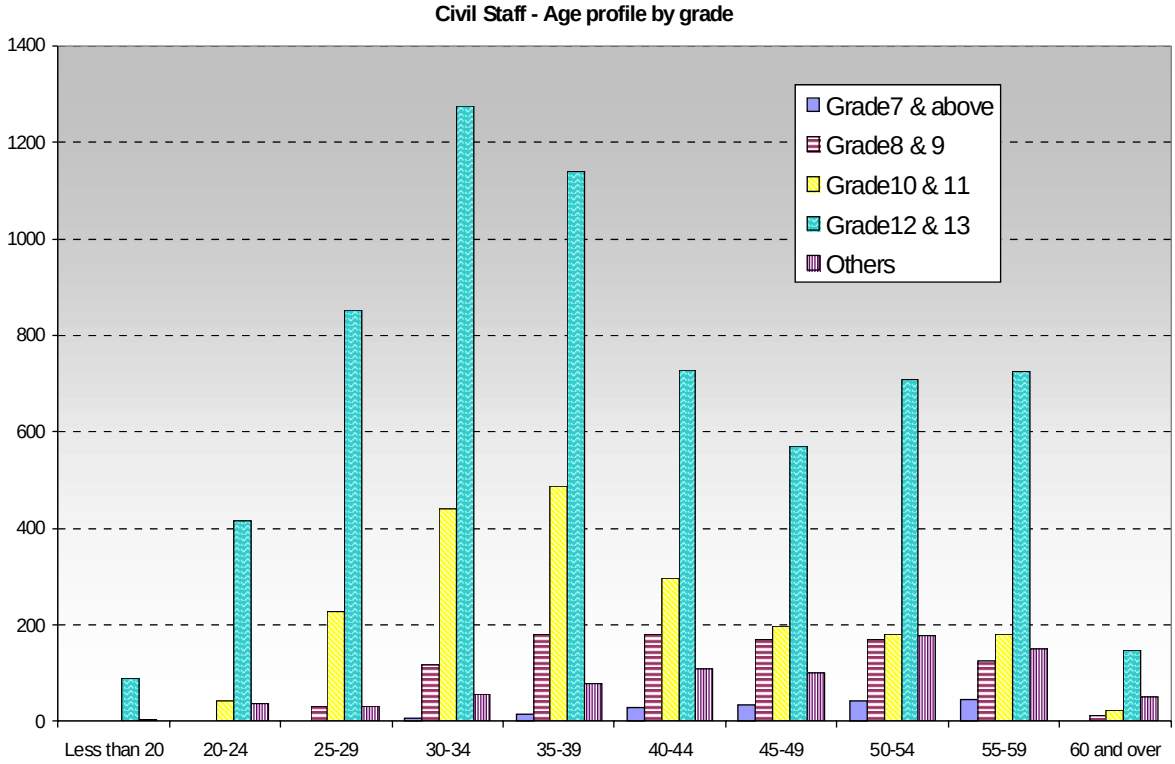


Chart 21B



Length of service profiles by location (Chart 22A) and grades (Chart 22B) (headcount, not FTE)
Whereas the charts for police officers show the "drop off" at 30 years of service, civil staff numbers suffer a significant "drop" after about 14 years of service. This is one of the areas being examined by the Retention Task Force.

Chart 22A

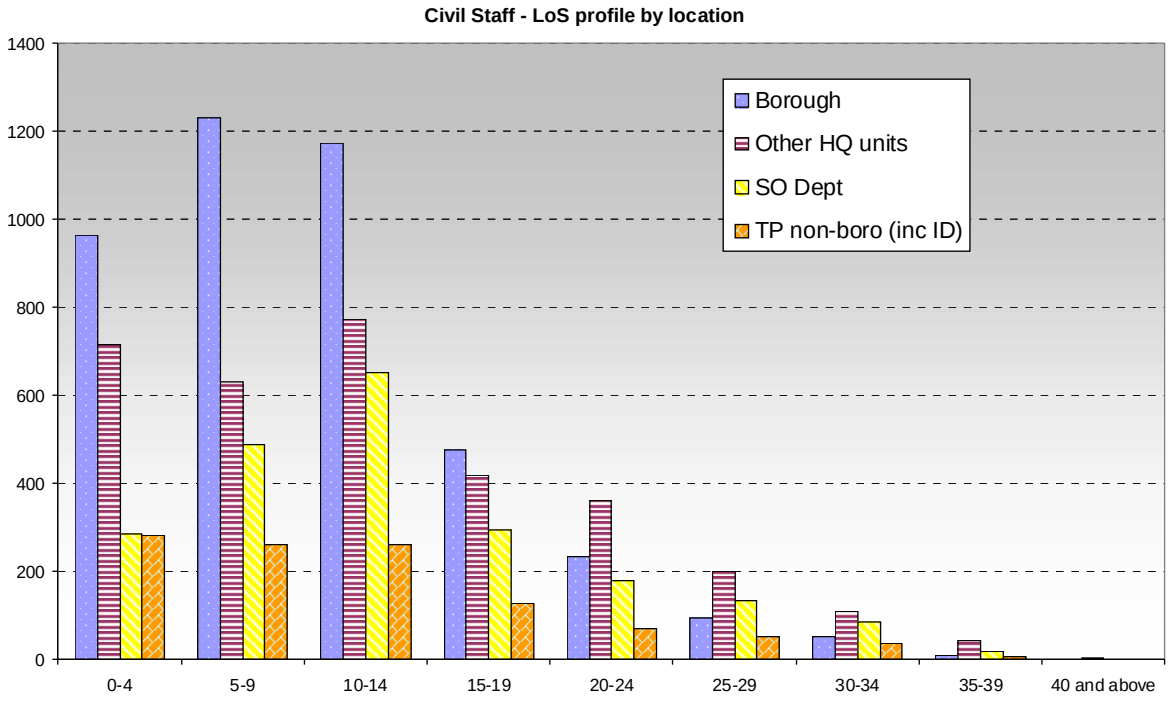
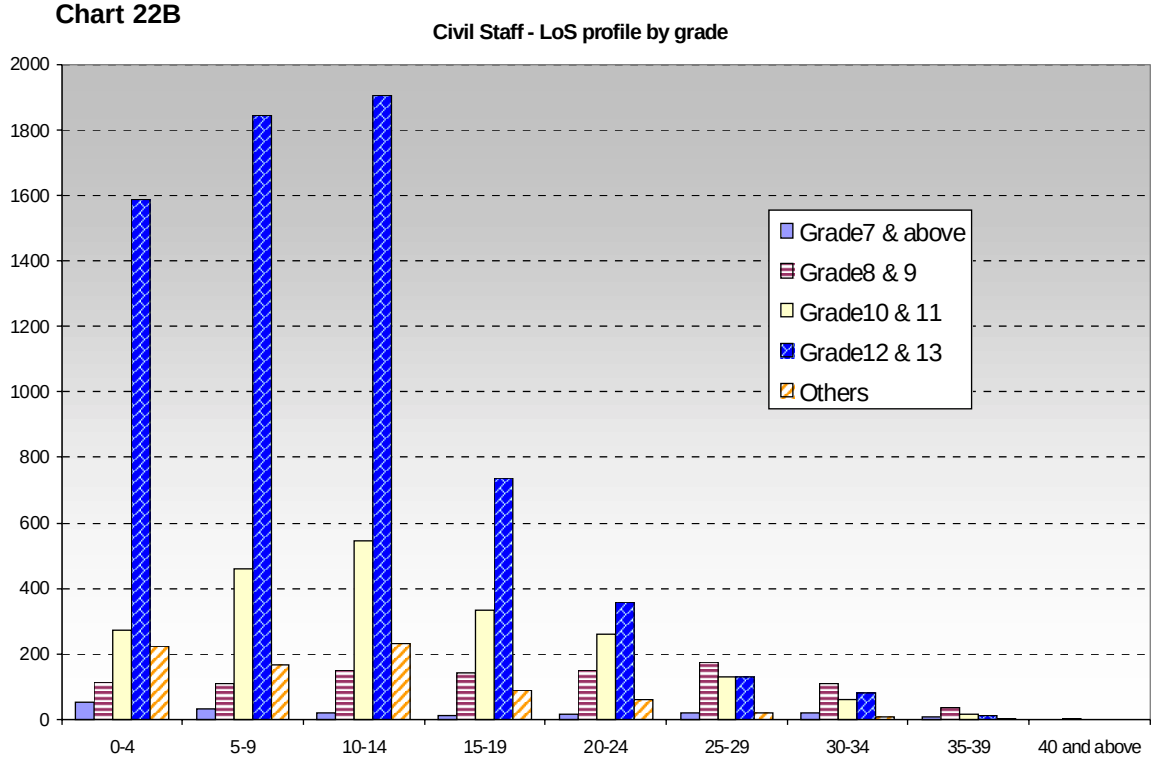


Chart 22B



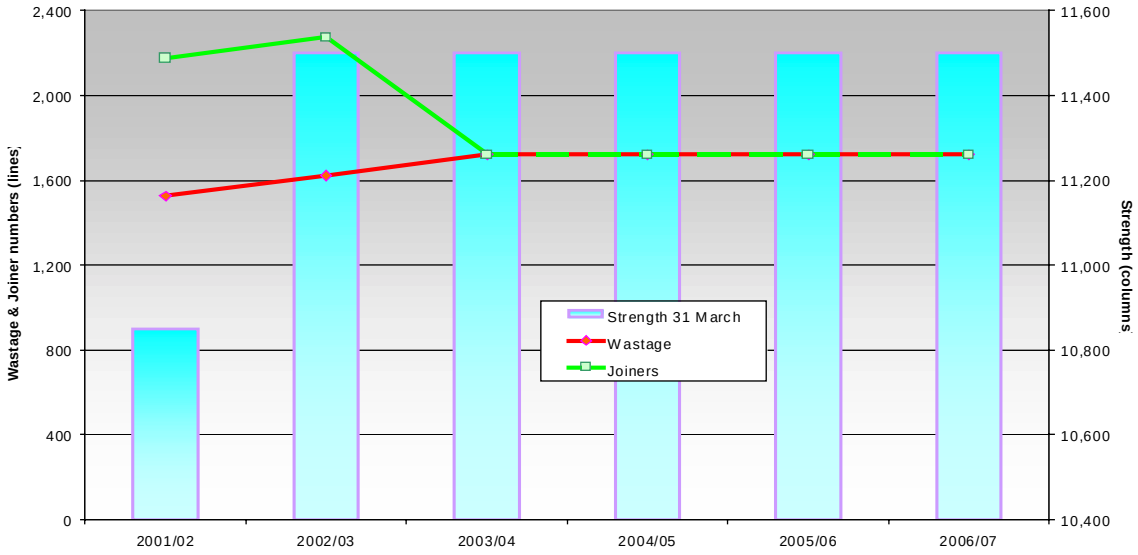
Projection of strength, wastage and recruitment over the coming 5 years – Chart 23
This assumes that the civil staff BWT will remain at 11,536 over the period and that recruitment will be able to meet that target over the next two years and then maintain it.

Wastage is based on last year's wastage figures, taken as a percentage of strength and that percentage has bee applied to future years.

Whilst the Service is "growing" to 11,536, recruitment has to replace wastage and provide the additional growth. From 2003/04 recruitment has only to replace wastage and the recruitment line in the chart follows the wastage line.

Please note that this chart has two axes – wastage and joiners reads against the left hand axis, whilst end of year strength reads against the right hand axis.

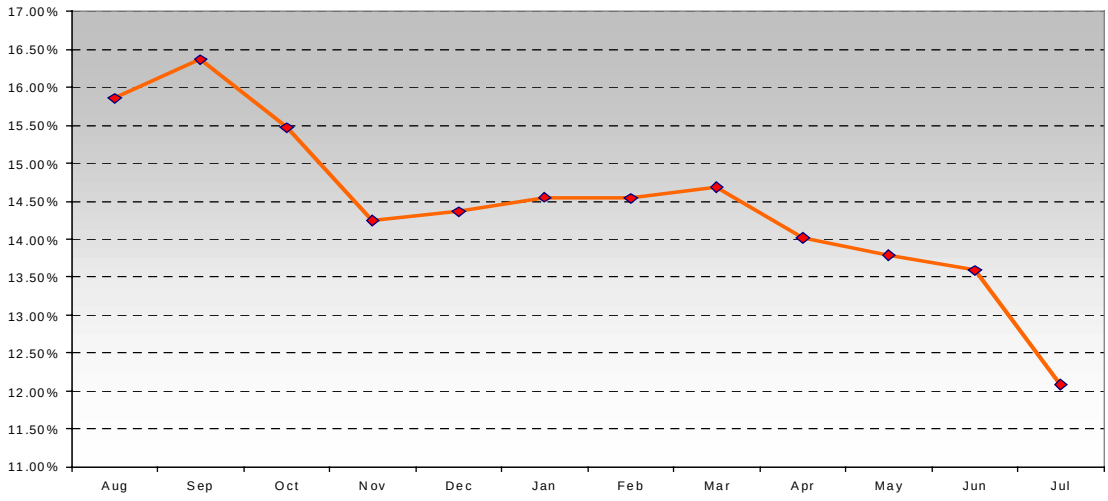
Chart 23 Civil Staff - Future wastage and recruitment projections



Turnover figures over the last 12 months - Chart 24
These figures compare leavers to strength. The figures represent "rolling" years for each month (i.e. data for the 12 months ending in the specified month). Wastage in the period is compared to average strength for the period to provide the turnover figure.

We do not currently have figures that allow us to break this turnover down into groupings as with the police data.

Chart 24 Civil Staff - Turnover - last 12 months



TRAFFIC WARDENS – Current strength and deployment

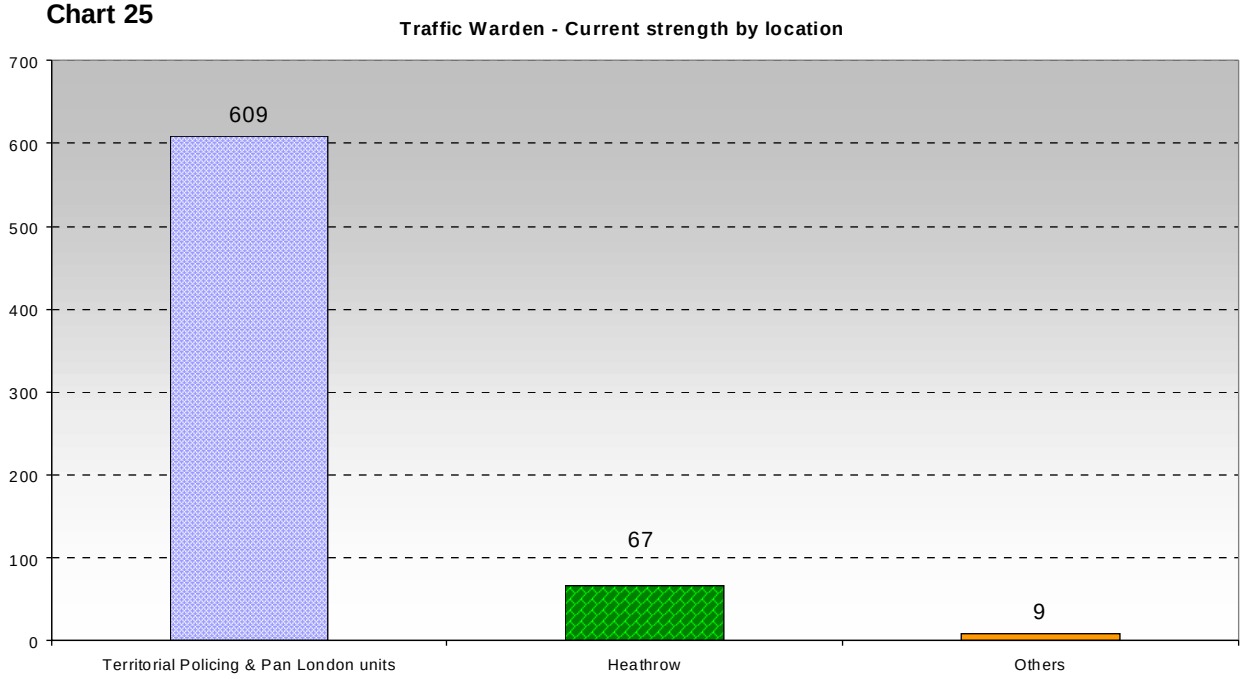
At the end of July, the traffic warden strength was 685. This is 274 below the end of financial year BWT (Budgeted Workforce Target) of 959.

Current strength distribution – Chart 25
For traffic wardens we are using their three major location groupings of:

- Territorial policing – boroughs and the pan-London Traffic Unit
- ID – Heathrow Airport Unit
- Others – Wardens in Training and Policy units.

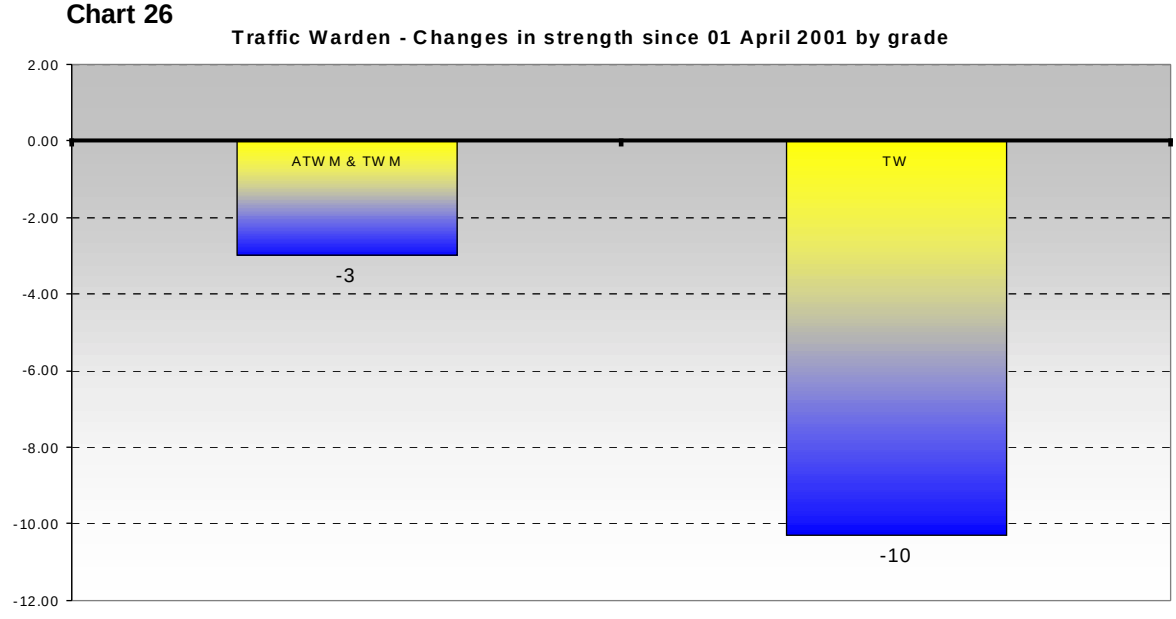
This chart shows that 89% of strength is located at Borough and pan-London units.

Chart 25



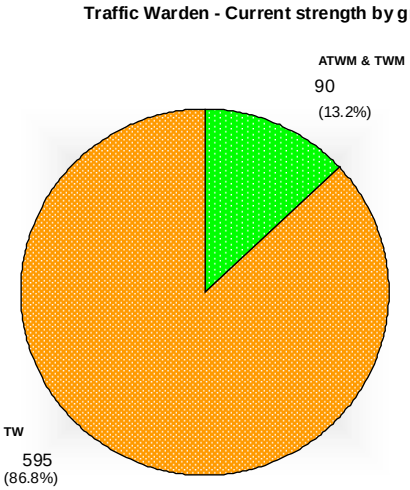
Net changes in strength since 1 April 2001 – Chart 26
Traffic warden strength continues to decrease.

Chart 26



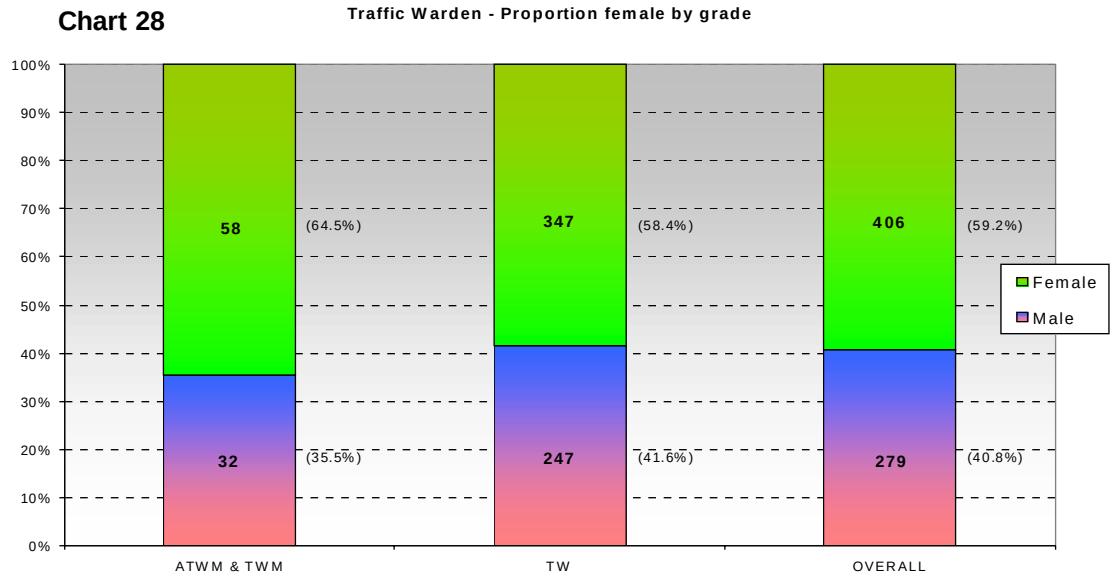
Strength by major grade groupings – Chart 27

Chart 27



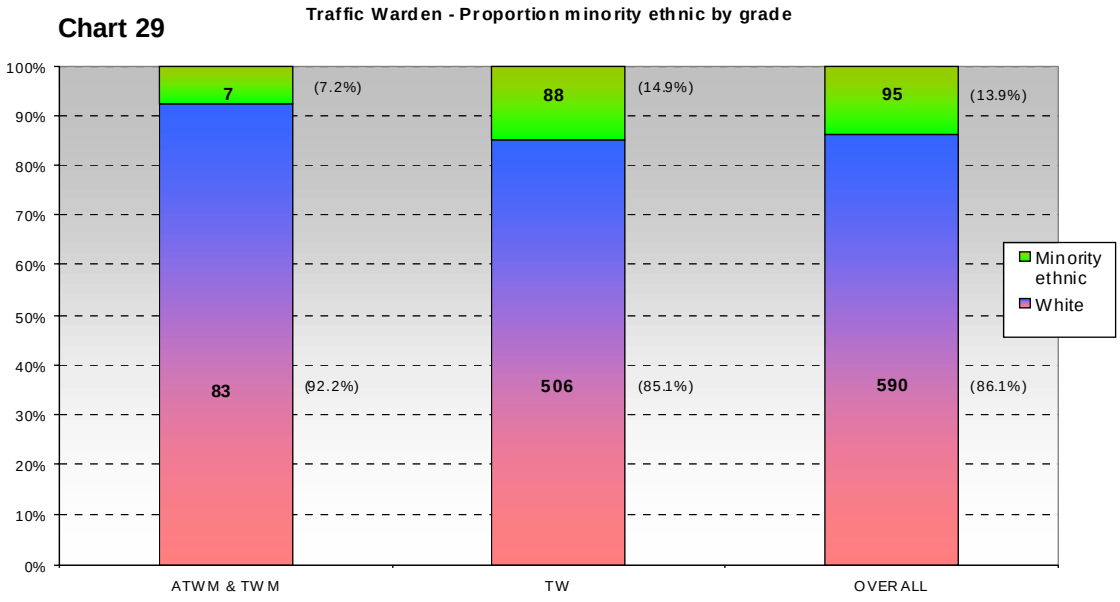
Proportion of female wardens by grade group, and overall Chart 28

Chart 28



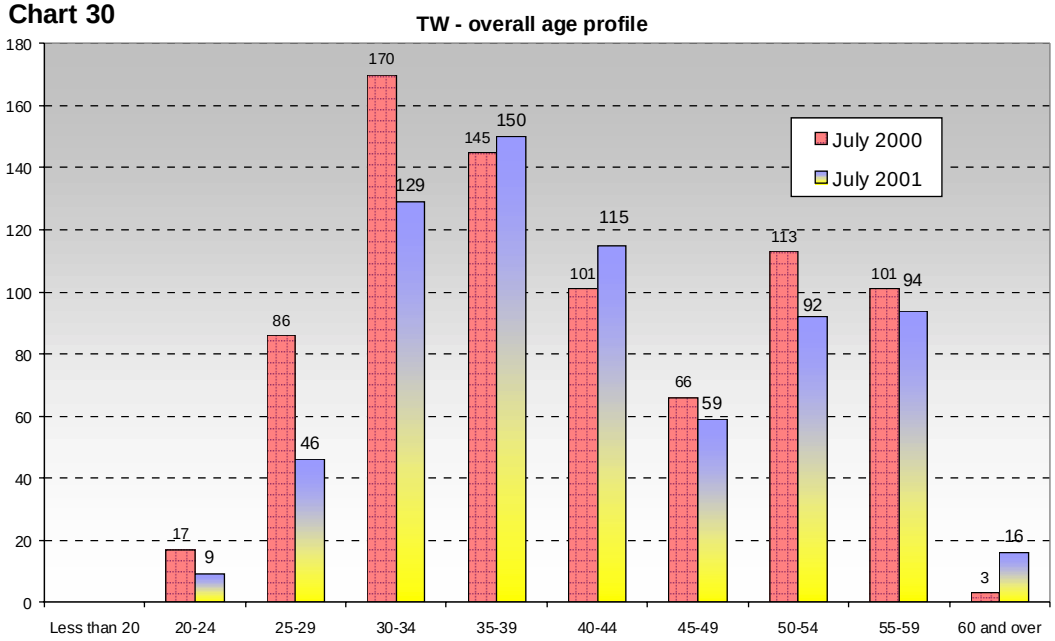
Proportion of minority ethnic wardens by grade group, and overall – Chart 29

Chart 29



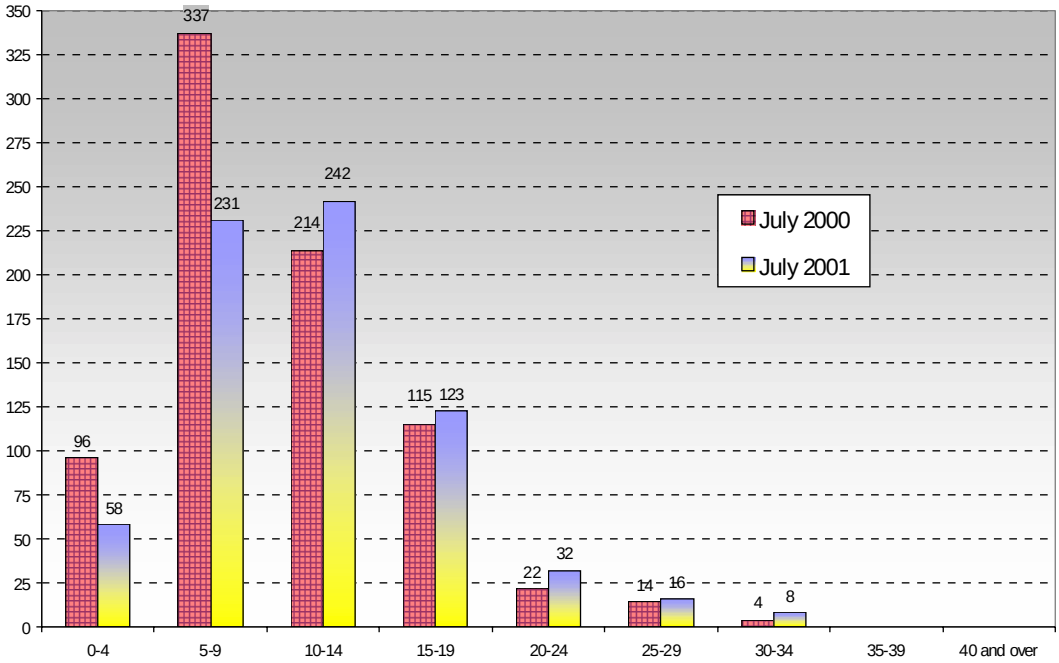
Age profile now and this time last year – Chart 30 (headcount, not FTE)
Those who are less than 35 years of age appear more likely to leave the Service.

Chart 30



Length of service profile now and this time last year – Chart 31 (headcount, not FTE)
Those with shorter length of service appear more likely to be the ones to leave.

Chart 31



Turnover figures over the last 12 months -Chart 32

These figures compare leavers to strength. The figures represent "rolling" years for each month (i.e. data for the 12 months ending in the specified month). Wastage in the period is compared to average strength for the period to provide the turnover figure.

We do not currently have figures that allow us to break this turnover down into groupings as with the police data.

Chart 32 **Traffic Warden - Turnover - last 12 months**