

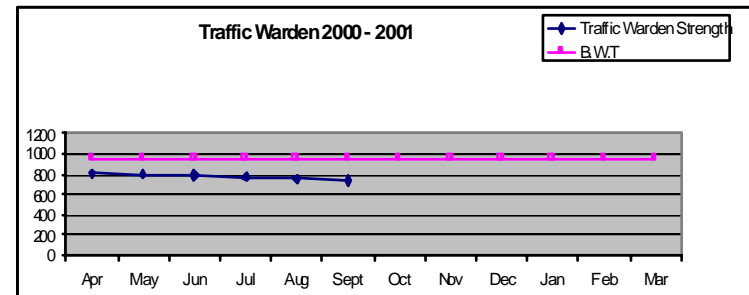
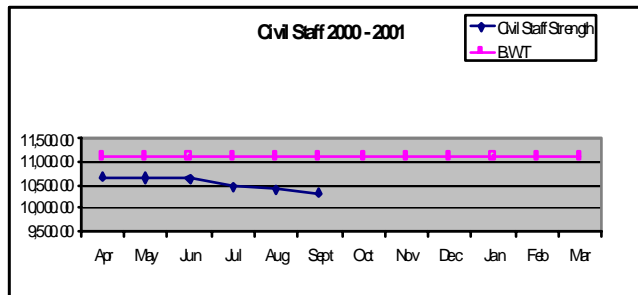
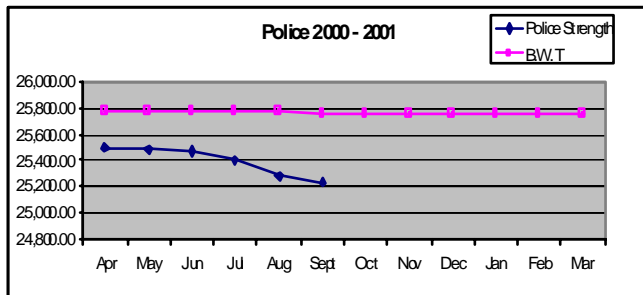
M.P.S. Strength as at the end of September 2000

M.P.S.	B.W.T.	Strength	Variation	V.E.M. Strength	As % of Strength	Female Strength	As % of Strength
Police	25,753.29	25,228.87	-524.42	1,013.03	4.02%	3,934.11	15.59%
Civil Staff	11,110.40	10,305.38	-805.02	1,584.94	15.38%	6,048.86	58.70%
Traffic Wardens	959	736.07	-222.93	90	12.23%	448.67	60.95%

Details are awaited of Business Group 2000/2001 comparative OWL data.

M.P.S. Strength

	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average
Police Strength	25,497.24	25,483.64	25,467.82	25,402.94	25,274.96	25,228.87							25,392.58
B.W.T	25,772.29	25,772.29	25,772.29	25,772.29	25,772.29	25,753.29	25,753.29	25,753.29	25,753.29	25,753.29	25,753.29	25,753.29	25,753.29
% Variations	-1.1%	-1.1%	-1.2%	-1.4%	-1.9%	-2.0%							-1.4%
Civil Staff Strength	10,666.10	10,655.82	10,639.59	10,465.99	10,398.79	10,305.38							10,521.95
B.W.T	11,119.40	11,119.40	11,119.40	11,119.40	11,119.40	11,110.40	11,110.40	11,110.40	11,110.40	11,110.40	11,110.40	11,110.40	11,110.40
% Variations	-4.1%	-4.2%	-4.3%	-5.9%	-6.5%	-7.3%							-5.3%
Traffic Warden Strength	809.31	800.01	786.67	772.43	752.22	736.07							776.11
B.W.T	959	959	959	959	959	959	959	959	959	959	959	959	959
% Variations	-15.6%	-16.6%	-18.0%	-19.5%	-21.6%	-23.3%							-19.0%



Command and Operational Resilience

Police	B.W.T.	OWL	Strength	B.W.T. - Strength	
				Variation	As a %
Cmdr and above	41		34	-7	-17.07%
Ch Supt.	57		66	9	15.79%
Det Ch Supt.	17		15	-2	-11.76%
Supt.	98.8		88	-10.8	-10.93%
Det. Supt.	51.2		43	-8.2	-16.02%
Ch. Insp.	234		241	7	2.99%
D.C.I.	168		169	1	0.60%
Insp.	888		902.85	14.85	1.67%
Det. Insp.	377.6		314.6	-63	-16.68%
Sergeant	3176.75		3,088.69	-88.06	-2.77%
Det. Sgt.	1021		963.7	-57.3	-5.61%
Constable	16872.44		16,753.14	-119.3	-0.71%
Det. Constable	2750.5		2,549.89	-200.61	-7.29%
TOTAL	25753.29		25228.87	-524.42	-2.04%

Civil Staff	B.W.T.	OWL	Strength	Variation	As a %
Grade 7 and above	194		182.37	-11.63	-5.99%
Grade 8	279.63		258.24	-21.39	-7.65%
Grade 9	744.45		701.84	-42.61	-5.72%
Grade 10	1,997.34		1,870.31	-127.3	-6.36%
Grade 11	9		130	121	1344.44%
Grade 12	5,879.34		5,531.73	-347.61	-5.91%
Grade 13	922.94		880.23	-42.71	-4.63%
Industrial	706		733.66	27.66	3.92%
Other	377.7		17	-360.7	-95.50%
TOTAL	11,110.40		10,305.38	-805.02	-7.25%

Police Command Ratio to Sergeants and Constables

	Strength	Ratio
ACPO	34	1: 686
Ch Supt & Supt	212	1: 110
Ch Insp & Insp	1627.45	1: 14
Management Total	1873.45	1: 12
Sergeants and Constables	23355.42	

Overall Management Ratio to Sergeants, Constables and G10s and below

	Strength	Ratio
Insp and above / Grade 9 and above	3004.41	1:11
Sergeants, Constables and G10s and below	32679.34	

Police Recruitment. The target for 2000 - 2001 is to recruit 1355

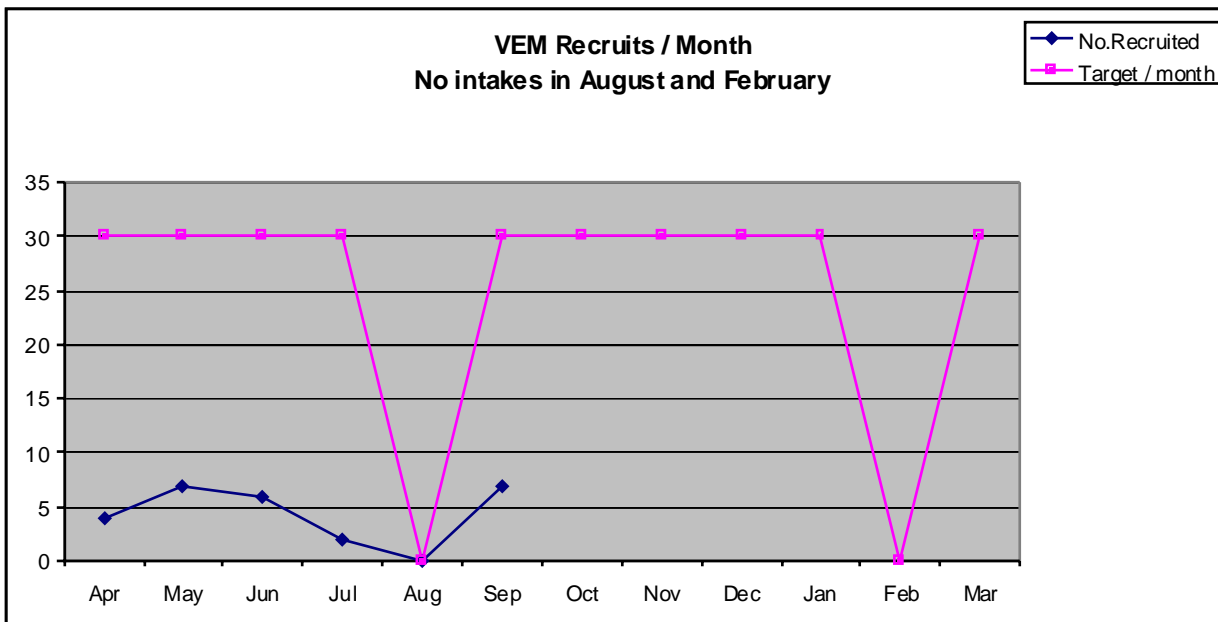
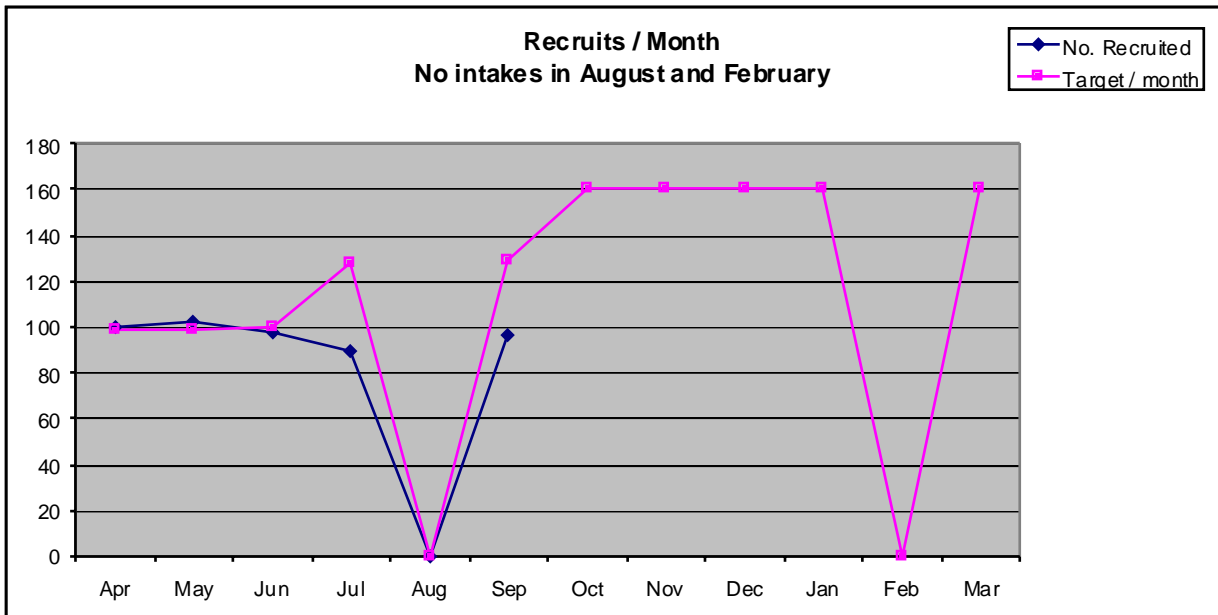
2000 - 2001	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total	Average
Applications sent out	2092	2257	3968	4629	2567	3948							19461	3243.5
Applications received	297	307	322	403	431	414							2174	362
Of those :-														
No. / % VEM	42(14.1%)	43(14%)	44(13.6%)	57(14.14%)	76 (14.89%)	87(21%)							349	16.0%
No./ % Female	52(17.5%)	63(20%)	65(20.1%)	67(16.6%)	69 (17.95%)	115(27.8%)							431	19.8%
Attended Selection Centre	88	184	105	256	274	225							1132	188.66
Of those :-														
No. / % VEM Candidates	2(2.2%)	9(4.8%)	13(12.3%)	14(5.46)	33 (12%)	27(12%)							98	8.7%
No./ % Female	24(27.2)	41(22.2%)	46(44%)	1(39%)	93 (33.94%)	44(19.56%)							249	22.0%
Total Recruited	100	102	98	90	0	96							486	97.2
Of those :-														
No. / % V.E.M.	4(4%)	7(6.9%)	6(6.1%)	2(2.2%)	0	7(7.29%)							26	5.4%
No. / % Females	21(21%)	23(22.5%)	21(21.4%)	16(17.7%)	0	23(23.96%)							104	21.4%
No. / % Transfers	1(1%)	3(2.9%)	2(2%)	4(4.4%)	0	0							10	2.1%
No. / % Re - joins	5(5%)	0	0	0	0	2(2%)							7	1.4%

No Intake

New Intakes

Start Date	07/02/2000	13/03/2000	17/04/2000	25/05/2000	26/06/2000	31/07/2000	04/09/2000	09/10/2000		Average %	
End Date	09/06/2000	14/07/2000	18/08/2000								
Intake Designation	02/00	03/00	04/00	05/00	06/00					Total	
New Intakes	58	64	97	99						196	
No. from previous intakes	4	3	5	4						9	
Intake Total*	62	67	102	103						205	
Target for V.E.M. recruitment	10	10	30	30						60	
No. / % VEM in Intake	3 (4.8%)	3(4.5%)	3(2.9%)	5(4.85%)						8	3.90%
No. / % Female in Intake	18 (29%)	16(23.9%)	19(18.6%)	23(22%)						42	20.49%
No. Graduated this intake	49	55	88	89						177	
No. / % VEM Graduated	3(6.%)	2(4%)	3(3.%)	3(3.4%)						6	3.39%
No. / % Female Graduated	14(28.6%)	15(27.3%)	17(19.3%)	22(24.7%)						39	22.00%
No. failed to graduate this intake	9	4	9	9						18	
No. / % V.E.M.	0	1(25%)	0	1(1.12%)						1	5.55%
No. / % Females	3(33.3%)	1(25%)	1(11.1%)	1(1.12%)						2	11.11%
Number recoured from this Intake	4	8	5	5						10	

* There may be a slight variation between the total number recruited to the MPS and the new intakes, due to non-attendees at the Training school.



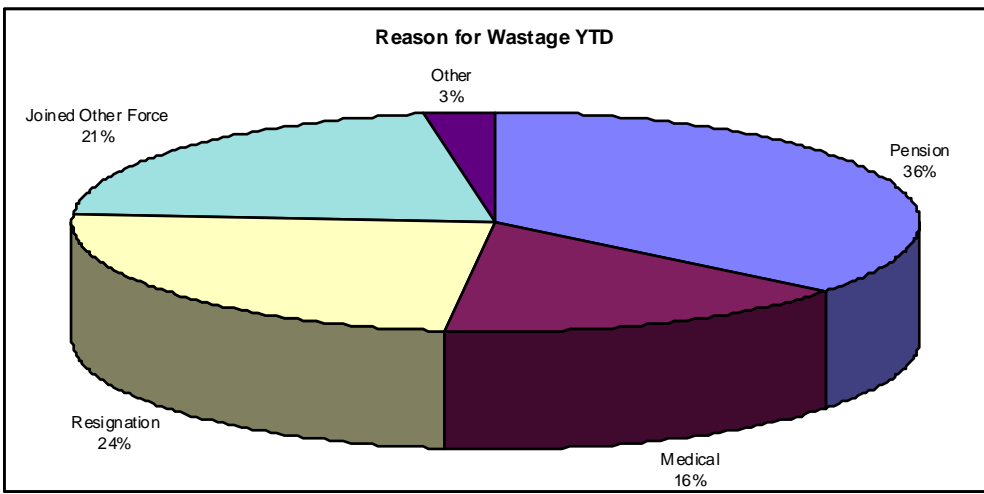
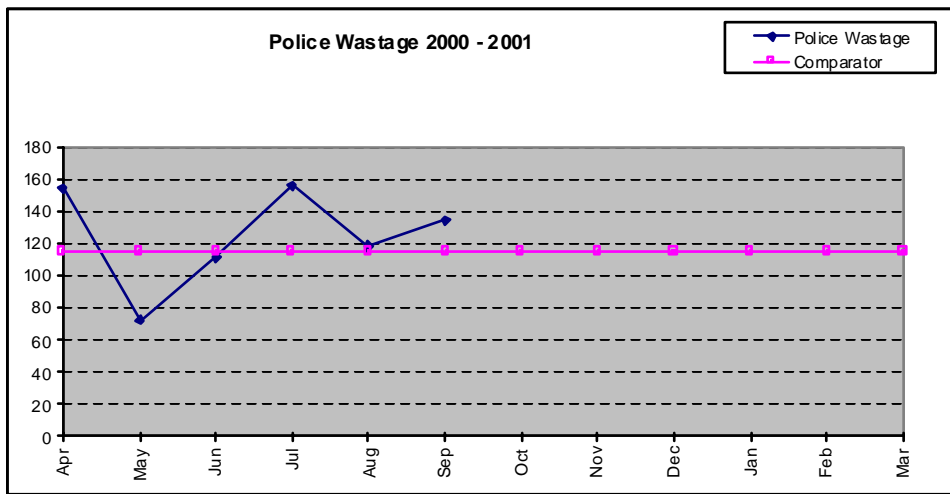
Police Wastage - Comparator = monthly average of 115.

W astage	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	Average
Police W astage	154.35	72	111	155.45	118	134.16							744.96	124.16
Comparator	115	115	115	115	115	115	115	115	115	115	115	115	690	

Reason	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	% of Total
Pension	74	20	46.4	54	31	41							266.4	35.76%
Medical	24.35	14	14	24.45	17	26.56							120.36	16.16%
Resignation	30	22	28.6	35	36	28.6							180.2	24.19%
Joined Other Force	22	15	20	36	32	32							157	21.00%
Other	4	1	2	6	2	6							21	2.82%
Total	154.35	72	111	155.45	118	134.16							744.96	100.00%
Of which :-														
V.E.M.	4	2	2	7	3	4							22	2.95%
Females	21	12.75	14	15.45	20.2	16.16							99.56	13.36%

YTD 31.12% of all pensions

Exit Surveys Received	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Police / Month	5	17	19	18	22	17							98
% of returns	9.62%	45.95%	39.09%	25.35%	32.35%	28.05%							29.06%

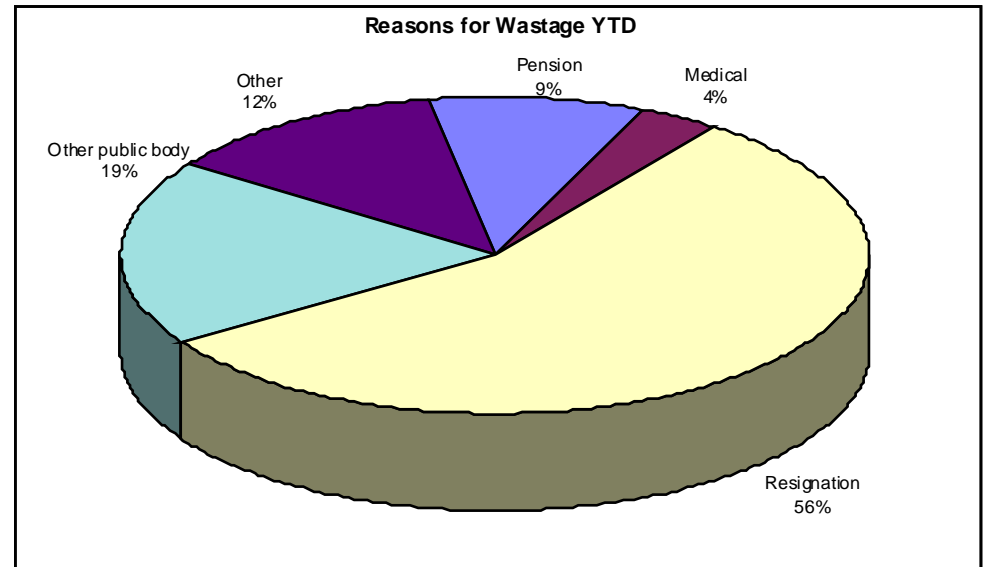
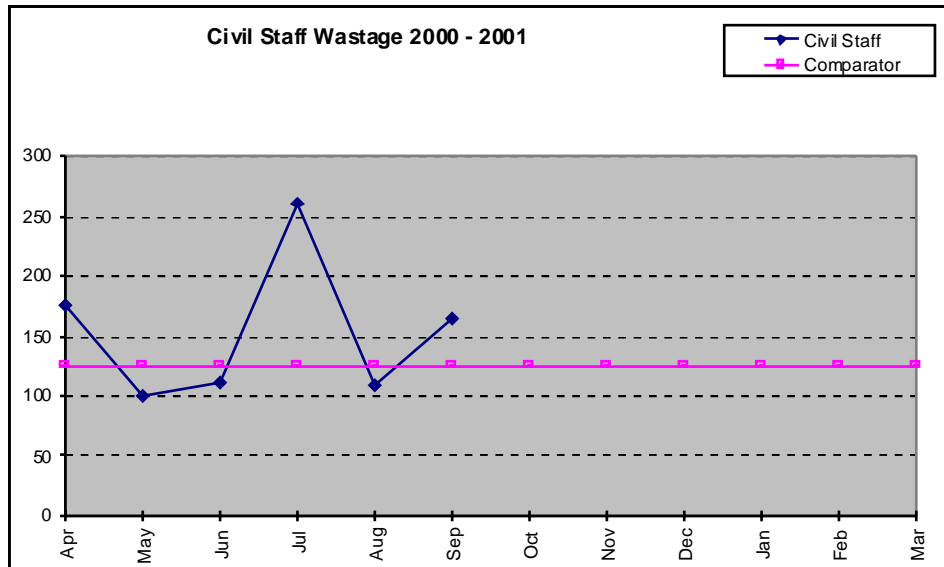


Civil Staff Wastage including Traffic Wardens - Compactor = < 125 / month

W astage	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	Average
Civil Staff	176	100	111	261	109	165							922	153.67
Comparator	125	125	125	125	125	125	125	125	125	125	125	125	750	

Reason	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total to date	% of Total
Pension	17	14	12	19	10	12							84	9.11%
Medical	6	3	4	4	9	7							33	3.58%
Resignation	81	65	83	101	70	115							515	55.86%
Other public body	60	2	0	112	0	2							176	19.08%
Other	12	16	12	25	20	29							114	12.36%
Total	176	100	111	261	109	165							922	100.00%
Of these :-														
No. VEM	10	13	13	32	18	20							106	11.50%
No. Female	114	64	67	126	62	99							532	57.70%

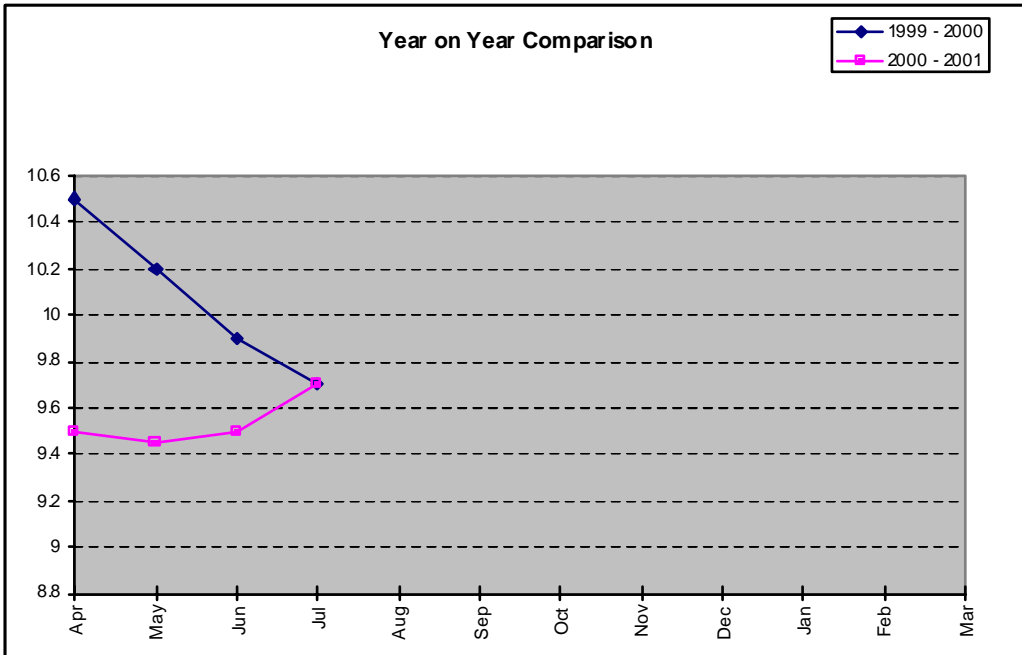
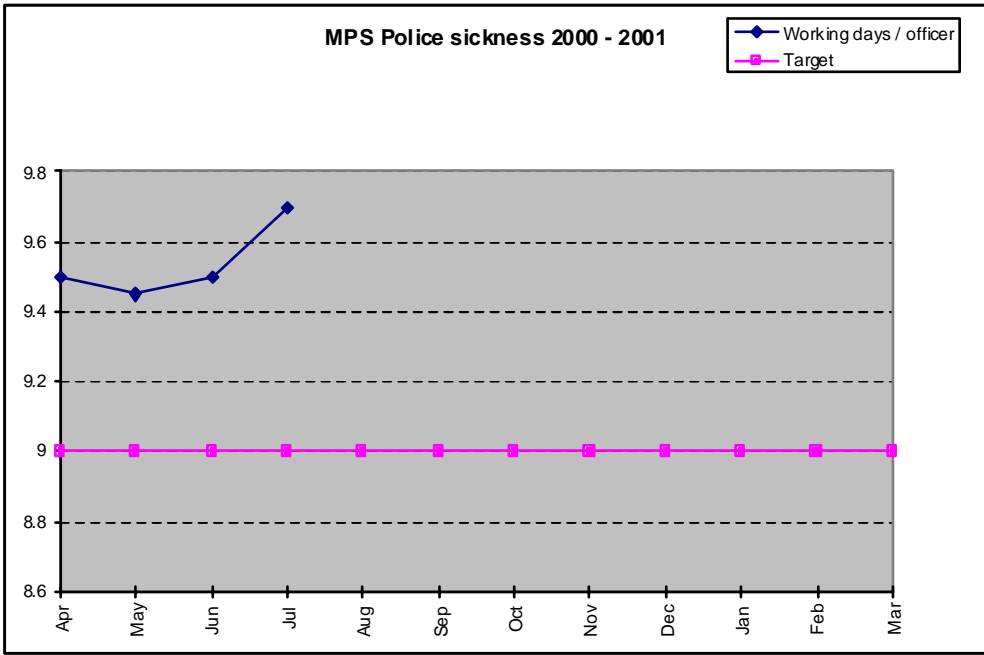
Exit Surveys Received	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Civil Staff / Month	42	29	45	49	58	39							223
% of returns	29.79%	43.28%	54.22%	23.00%	82.86%	33.33%							32.27%



M.P.S. Police Sickness. The target for 2000 - 2001 is 9 working days sickness / officer.

M.P.S. Police	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days / officer	9.5	9.45	9.5	9.7									9.54
Target	9	9	9	9	9	9	9	9	9	9	9	9	9
+ / - Target	0.5	0.45	0.5	0.7									0.54
+ / - Target as a %	6%	5%	6%	7.80%									6.00%

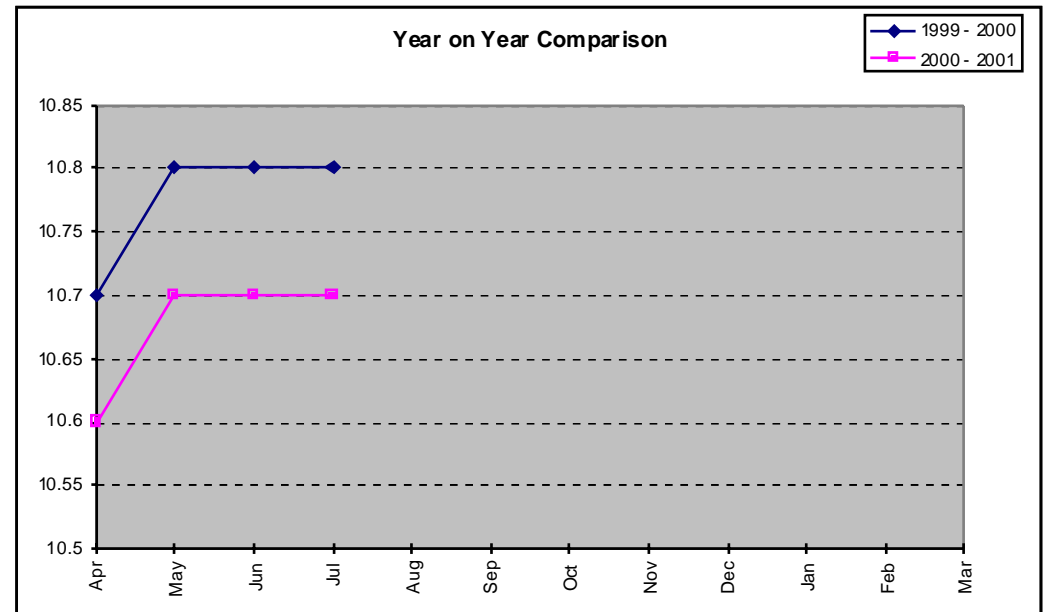
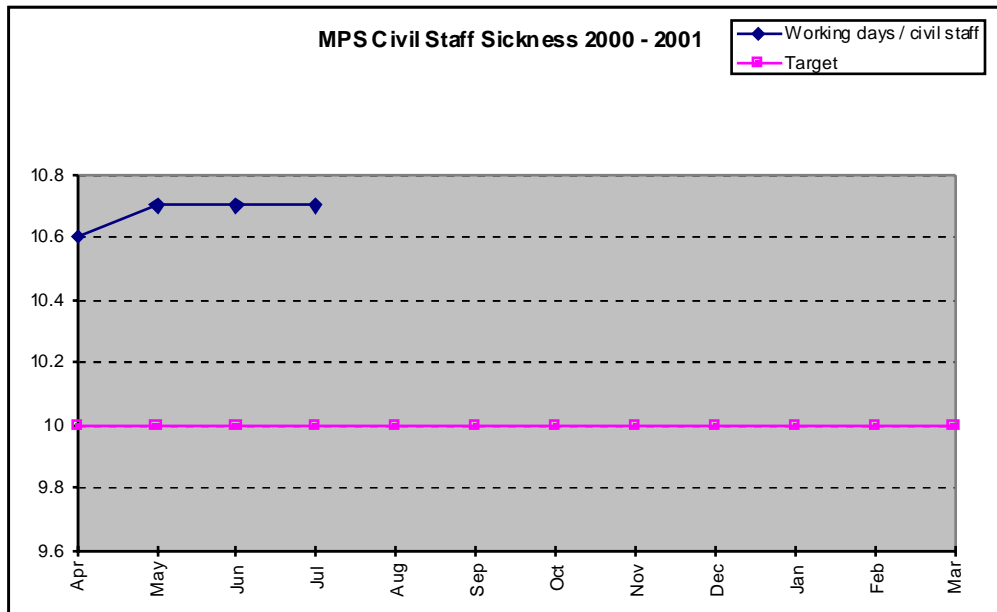
Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
1999 - 2000	10.5	10.2	9.9	9.7									10.1
2000 - 2001	9.5	9.45	9.5	9.7									9.54
Yr. on Yr. + / -	-1	-0.8	-0.4	0									-0.56



M.P.S. Civil Staff Sickness excluding traffic wardens 2000 - 2001. The target is 10 working days

M.P.S. Civil Staff	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days / civil staff	10.6	10.7	10.7	10.7									10.68
Target	10	10	10	10	10	10	10	10	10	10	10	10	10
+ / - Target	0.6	0.7	0.7	0.7									0.68
+ / - Target as a %	6%	7%	7%	7%									6.80%

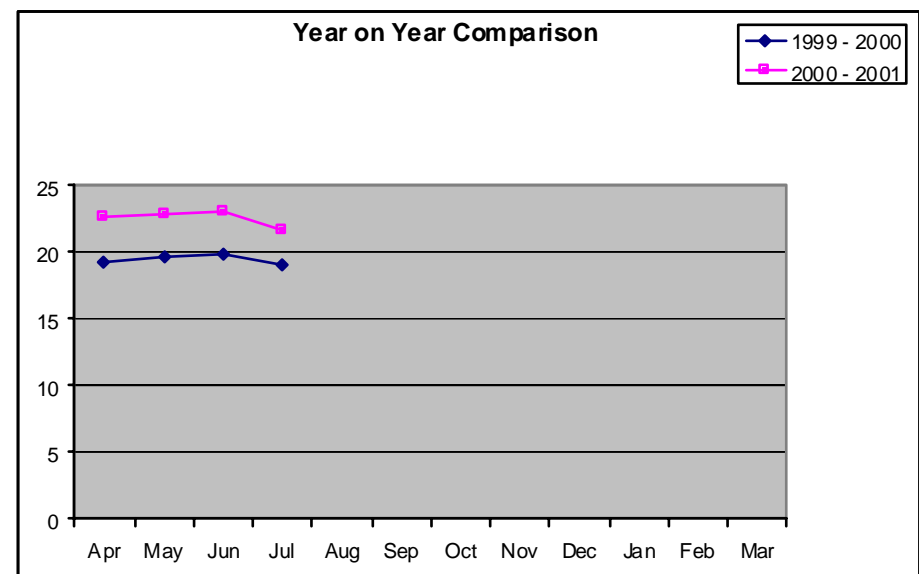
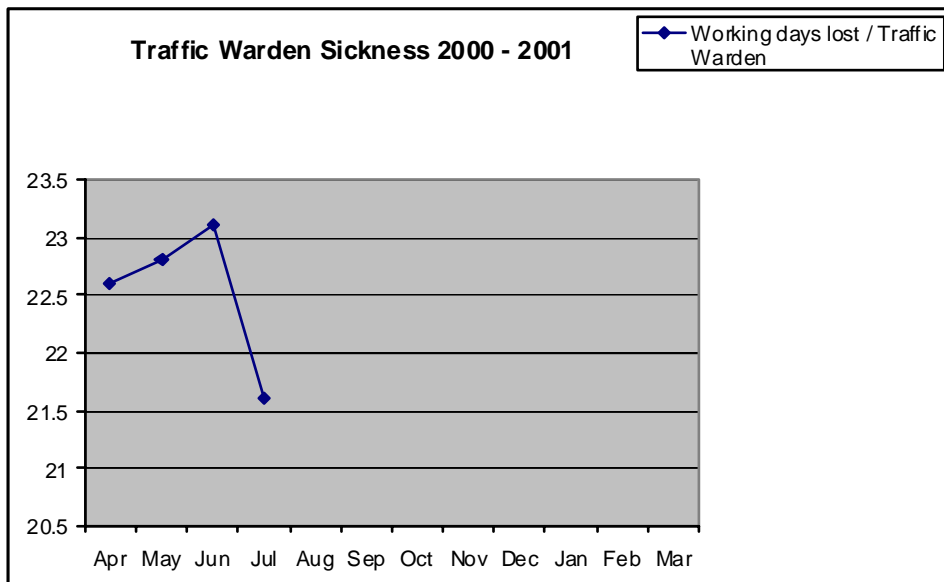
Year on Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
1999 - 2000	10.7	10.8	10.8	10.8									10.78
2000 - 2001	10.6	10.7	10.7	10.7									10.68
Yr. on Yr. + / -	-0.1	-0.1	-0.1	-0.1									-0.100



Traffic Warden sickness 2000 - 2001. Target to be established.

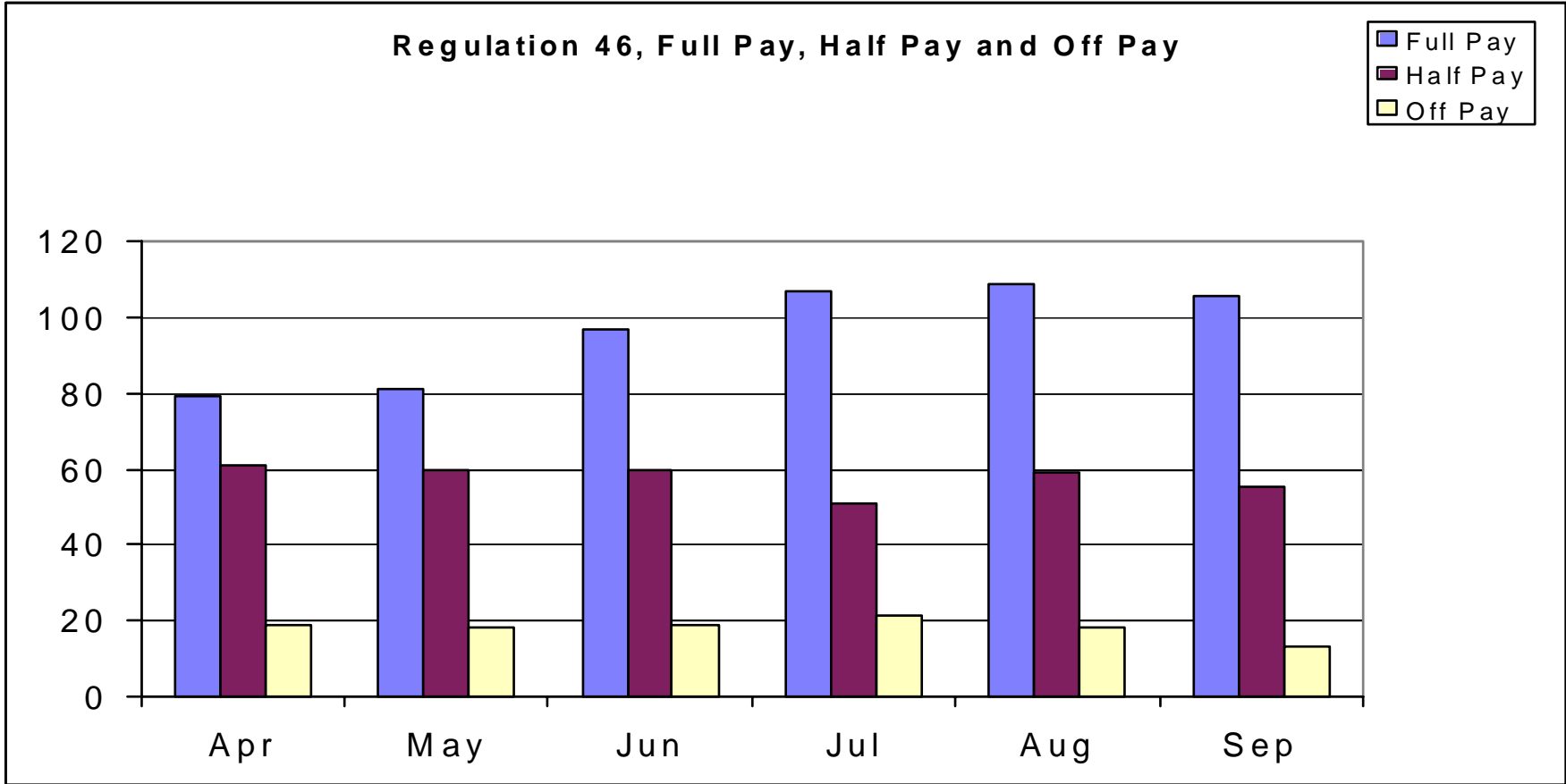
Traffic Warden sickness	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
Working days lost / Traffic Warden	22.6	22.8	23.1	21.6									22.53
Target													
+ / - Target													
+ / - Target as a %													

Year on Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average
1999 - 2000	19.3	19.6	19.8	19.1									19.45
2000 - 2001	22.6	22.8	23.1	21.6									22.53
Yr. on Yr. + / -	3.3	3.2	3.3	2.5									3.080



Regulation 46

2000 - 2001	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
Full Pay	79	81	97	107	109	106							97
Half Pay	61	60	60	51	59	55							58
Off Pay	19	18	19	21	18	13							18
TOTAL	159	159	176	179	186	174							172.16

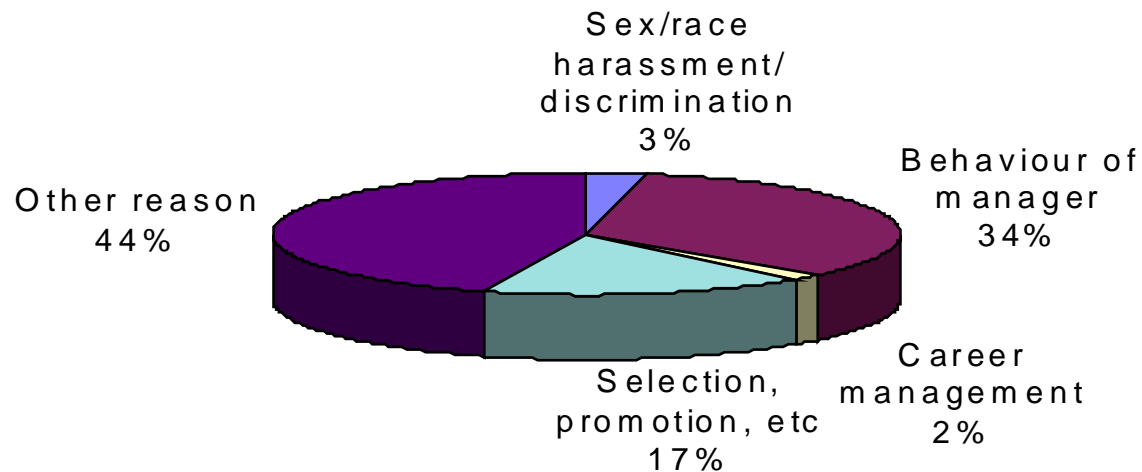


M.P.S. Grievances

Grievances	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
New grievances	11	17	8	13	5	11							65
of which : -													
Sex/race harassment/discrimination	0	2	0	0	0	0							2
Behaviour of manager	6	4	3	5	2	2							22
Career management	0	0	0	1	0	0							1
Selection, promotion, etc	1	3	2	1	1	3							11
Other reason	4	8	3	6	2	6							29

Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
1999 - 2000 total / month	15	14	13	18	8	15							83
2000 - 2001 total / month	11	17	8	13	5	11							65
+ / - year on year	-4	3	-5	-5	-3	-4							-18

Reason for Grievances YTD

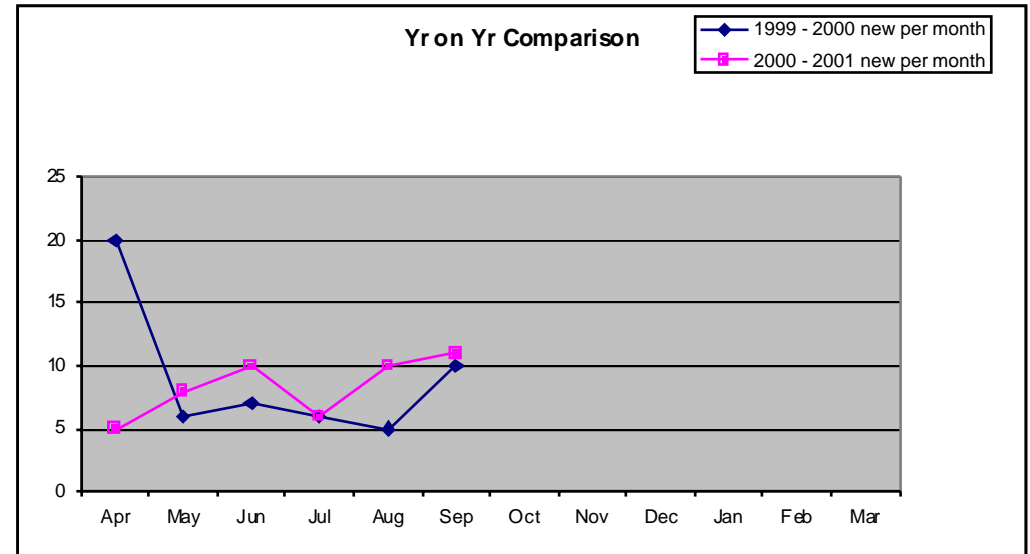
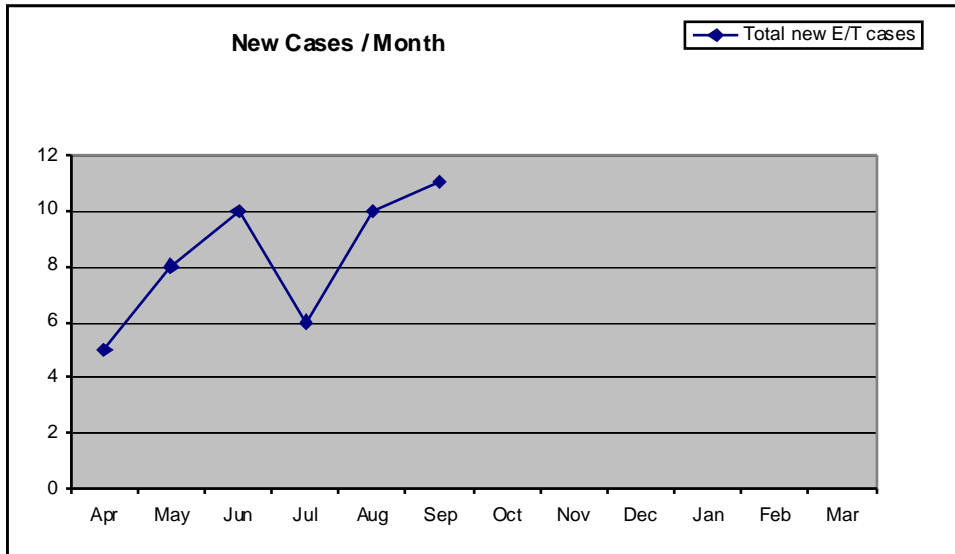


Employment Tribunals M.P.S.

Employment Tribunals	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
Total new E/T cases	5	8	10	6	10	11							50
Total current E/T cases	87	88	89	86	93	101							

* 4 of these cases are not new ET cases but are appeals lodged by one individual in relation to previous ET actions

Yr. on Yr. Comparison	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
1999 - 2000 new per month	20	6	7	6	5	10							54
2000 - 2001 new per month	5	8	10	6	10	11							50
plus / minus yr. on yr.	-15	2	3	0	5	5							-4



Ethnic Minority and Female Progression within the M.P.S. by rank and location as at September 2000.

Ethnic Minority	Total Female	Total Male	EM % of total rank	Gender Data	Total Female	Total Male	Female % of rank
Cmdr and above	0	2	5.88%	Cmdr and above	3	31	8.82%
Ch Supt	0	2	3.03%	Ch Supt	1	65	1.52%
Det Ch Supt	0	1	6.67%	Det Ch Supt	0	15	0.00%
Supt.	0	2	2.27%	Supt.	6	82	6.82%
Det. Supt.	0	0	0.00%	Det. Supt.	2	41	4.65%
Ch. Insp.	0	5	2.07%	Ch. Insp.	14	227	5.81%
DCI	1	3	2.37%	DCI	12	157	7.10%
Insp.	2	16	1.99%	Insp.	46.05	856.8	5.10%
Det, Insp	0	9	2.86%	Det, Insp	13.6	301	4.32%
Sergeant	5.69	71	2.48%	Sergeant	308.07	2780.62	9.97%
Det. Sgt	1	16	1.76%	Det. Sgt	87.7	876	9.10%
Constable	177.94	602.4	4.66%	Constable	3,049.40	13,703.74	18.20%
Det. Constable	15	81	3.76%	Det. Constable	391.29	2158.6	15.35%
TOTAL	202.63	810.4	4.02%	TOTAL	3934.11	21294.76	15.59%
TARGET VEM			5.00%	TARGET FEMALE			17.00%

Location	Total VEM Female	Total VEM Male	% Total VEM	Total Female	% Total VEM
Borough Total	157.74	591.8	4.55%	2885.2	17.5%
Non Borough Units (TP)	11	47	2.49%	47230.28	9.88%
Support & Other (TP)	0	4	3.56%	413.3	11.84%
S.O	18	116.6	3.00%	116.6527.51	11.75%
Personnel	2.89	8	3.01%	873.16	20.20%
DCC	3	15	2.83%	1575.16	11.8%
Holding	6	17	4.32%	1770.5	13.24%
Recruits	4	11	5.45%	1159	21.45%
TOTAL	202.63	810.4%	4.02%	3934.11	15.59%
TARGET VEM			5.00%	TARGET FEMALE	17.00%

Civil Staff - progression of V.E.M. and Females by grade and location as at end of September 2000.

Ethnic Minority	Total Female	Total Male	EM % total of grade	Gender Data	Total Female	Total Male	Female % of grade
Grade 7 and above	4	4	4.39%	Grade 7 and above	49.78	132.59	27.30%
Grade 8	4	4	3.10%	Grade 8	52.86	205.38	20.47%
Grade 9	20.26	25	6.45%	Grade 9	256.19	445.65	36.50%
Grade 10	95.94	64	8.55%	Grade 10	917.77	952.54	49.07%
Grade 11	17	14	23.85%	Grade 11	48	82	36.92%
Grade 12	582.71	253.88	15.12%	Grade 12	3,560.95	1,970.78	64.37%
Grade 13	186.97	34.06	25.11%	Grade 13	741.05	139.18	84.19%
Industrial	228.12	47	37.50%	Industrial	412.26	321.4	56.19%
Other	0	0	0.00%	Other	10	7	58.52%
TOTAL	1,139.00	445.94	15.38%	TOTAL	6048.86	4256.52	58.70%

Location	Total Female	% Total Female	Total VEM Female	Total VEM Male	% Total VEM
Borough Total	2878.72	70.55%	453.41	151.03	14.81%
Non Borough Units (TP)	464.76	52.00%	33.56	18	5.77%
Support & other (TP)	58.74	55.03%	8.48	4	11.69%
S.O	997.32	50.39%	144	100	12.33%
Personnel	327.03	62.04%	53.99	17	13.47%
DCC	614.54	46.53%	118.71	62.83	13.75%
Resources	685.25	51.51%	324.85	88.08	31.04%
Audit	7	24.14%	1	3	13.79%
Holding	15.5	40.26%	1	2	7.79%
TOTAL	6048.86	58.70%	1139	445.94	15.38%

Occupational Health

Occupational Health	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
No. of New Occupational Health Referrals	294	278	392	281	319	385							324.8
No. of Ongoing Health Cases				1359	1513	1459							
Types of Disposal													
Return to Full Duties				147	150	151							
Return to Restricted Duties				31	40	30							
Ill Health Retirements				9	27	12							
Resignations/Retirements				6	14	4							
Other				0	6	1							
Total				193	231	198							
% Achieved (Disposed to On-Going)				14%	15%	13.57%							14%
No of New recuperative Duties	113	103	185	130	167	199							149.5
No. of On-Going Recuperative Duties	612	518	698	730	753	756							677.8

Occupational Health	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Average / Month
Referrals to Welfare Service	58	96	79	70	84	104							81.8