

| Performance Indicator ID   | Indicator  | 2008/09 TARGET | Rolling 12 months | Performance Assessment |
|----------------------------|--|----------------|-------------------|------------------------|
| <b>Additional measures</b> |  |                |                   |                        |
| SPI 3.1                    | % of police recruits from minority ethnic groups compared to % of minority ethnic groups in the economically active population<br><i>Rate of recruits is compared to rate of minority ethnic group representation in the economically active population (26.1%). Data for year to end December 2008. MPS ranks 31 out of 43 nationally (year to Sep 08).</i> | No target      | 17.8% / 26.1%     |                        |
| SPI 3.2                    | % of female police officers compared to the overall force strength<br><i>Data as at the end of December 2008. MPS ranks 39 out of 43 nationally (as at Sep08).</i>   | No target      | 22.0%             |                        |
| SPI 12.1                   | Delivery of net cashable, efficiency and productivity gains<br><i>Savings for 1st &amp; 2nd quarters 2008/09. Quarter 3 will be reported to the Finance and Resource Committee on 19th March.<br/>* Three year target is 9.3% of 2007/08 Gross Revenue Expenditure by end 2010/11 (£311.4m)</i>  | N/A*           | £103.3m           |                        |
| SPI 13.1                   | % of working hours lost due to sickness for police officers<br><i>Data to the end of September 2008. MPS ranks 6 out of 43 nationally.</i>   | No target      | 3.2%              |                        |
| SPI 13.2                   | % of working hours lost due to sickness for police staff<br><i>Data to the end of September 2008. MPS ranks 14 out of 43 nationally.</i>   | No target      | 4.3%              |                        |