

Meeting	SPA Resources Committee
Date	12 November 2020
Location	Video Conference
Title of Paper	Q2 People Management Information Dashboard
Presented By	Jude Helliker, Director of People and Development
Recommendation to Members	For Discussion
Appendix Attached	Yes Appendix A – Q2 People Workforce Data Report

PURPOSE

The purpose of this report is to provide a strategic overview in relation to Workforce data.

Members are invited to discuss the content of this report.

1. BACKGROUND

- 1.1 Workforce data has been routinely reported the Resources Committee to allow oversight on the workforce factors the impact on the delivery of policing.
- 1.2 The report has been formatted to allow easier interpretation of the data.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 Appendix A provides the detailed workforce report.
- 2.2 The attached report details the following factors for the second quarter of the financial year:
- Headcount/FTE of staff and officers and Special Constables
 - Part Time/ Full time proportions for staff and officers
 - Age/rank/service profiles for officers and staff
 - Leaver and turnover profiles for officers and staff
 - Absence data for officers and staff
 - Modified duties for officers
- 2.3 Where appropriate and possible comparison data has been provided for information, however as Police Scotland is unique within Scotland the comparison will be subject to differences in the legal framework, national priorities and governance.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no specific financial implications associated with this paper.

4. PERSONNEL IMPLICATIONS

- 4.1 There are no specific personnel implications associated with this paper.

5. LEGAL IMPLICATIONS

- 5.1 There are no specific legal implications associated with this paper.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There are no reputational issues raised in this paper.

7. SOCIAL IMPLICATIONS

7.1 There are no specific social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are no specific community impact implications associated with this paper.

9. EQUALITIES IMPLICATIONS

9.1 There are no specific equalities implications associated with this paper.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no specific environmental implications associated with this paper.

RECOMMENDATIONS

Members are invited to discuss the information contained within this report.

OFFICIAL

Workforce Data Report for Resources Committee

QUARTERLY WORKFORCE DATA REPORT

30 SEPTEMBER 2020

Prepared by: People & Development Performance Reporting Team



SCOTTISH POLICE
AUTHORITY

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Executive Summary

Police Officer

Police officer numbers have remained slightly higher than previous years throughout the quarter with attrition reducing from 271 headcount in Q2, 2019 to 155 headcount in Q2, 2020. The majority of this can be attributed to a reduction in officers retiring at 30 years' service which reduced from 182 headcount to 100. This is mainly as a result of the volume of officers reaching that service bracket however there has been an increase in officers with 30 years' service or more remaining in service by 5 with numbers rising from 54 in 2019 to 59 in 2020. Resignations and transfers to other forces have also seen a significant reduction from 70 headcount in Q2, 2019 to 36 in Q2, 2020. Part time working has also slightly reduced throughout this period by (-26) (-2%) with 1,025 officers working part time hours in at the end of September 2020. It is believed that uncertainty around employment during the COVID outbreak is contributing to this and follows a trend from the previous quarter. As a result of the forgoing the officer intake in September 2020 was only 127 officers (122 probationers, 3 re-joiners and 2 ACC's) as opposed to the average intake of around 180 -200 officers. Due to anticipated similar reduced attrition over the next quarter, December 2020 intake of probationers has been set at 125 FTE.

Police Staff

At the end of September 2020 Police staff in permanent posts are 197 higher than at the end of September 2019. This is mainly due to increases in nearly all areas but the most significant increases are in C3, ICT, Corporate Services Change and SPA (Forensics). Attrition is similar to that of officers has seen a reduction particularly in voluntary turnover which has reduced from 63% of all turnover for staff at the end of Q2, 2019 to 43% at the end of Q2, 2020. Leavers overall have reduced from 98 in Q2, 2019 to 67 in Q2, 2020. Recruitment is also lower than the previous year with only 93 members of staff recruited this year as opposed to 186 the previous year but not sufficient to impact on the increases already in the system. As a consequence a vacancy management process has been introduced to control the filling of vacancies and ensure that only critical posts are filled. This will look to reduce the risk of a significant pressure on the staff budget. There are currently 292 (5.15%) vacancies in Police Scotland, turnover savings are set at 6%.

Absence

Officer and staff absence remains similar to Q2 from the previous year with psychological illness the largest factor for both groups (39% for officers and 41% for staff). Respiratory illness, as would be expected, has seen an increase this year with it contributing to 12% of all officer absences this quarter as opposed to 3% last year for officers and 8% this year as opposed to 4% last year for staff. Work days lost have been annualised and despite an initial peak absence in April 2020 as a result of COVID-19, at the end of September 2020 absence levels for both officers and staff are on a similar trajectory to last year.

Modified Duties

Officers on modified duties remains at 8.4% of total resource for the third consecutive quarter with rehabilitative and extended rehabilitative duties contributing to the largest part. This is similar to the Metropolitan Police who have 8% of officer on some restriction. Work continues to improve the manner in which officers on restrictions are deployed.

Workforce Summary of Key Areas

An embargo is placed on the release of this document until after Scottish Government publish workforce numbers on 3/11/20

17,249 FTE

Police Officers as at 30/09/20

Forecast of Recruits:-
125 31/12/20
125 31/03/21

Changes in Police Officer Numbers



Police Officer numbers remain above the budgeted establishment of **17,234**.



Down **(-7) (-0.04%)** since Sept. 2019.

454

Special Constables as at 30/09/20

Changes in SPC Numbers



Down **(-45) (-9.0%)** since Sept. 2019.

***5,710 FTE**

Police Staff as at 30/09/20

**excludes Agency Staff*

Changes in Police Staff Numbers



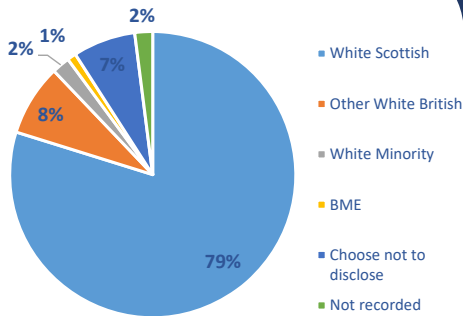
Up **+155 (2.8%)** since Sept. 2019.

1%

of Police Officers are from 'BME' groups



No change from Sept. 2019

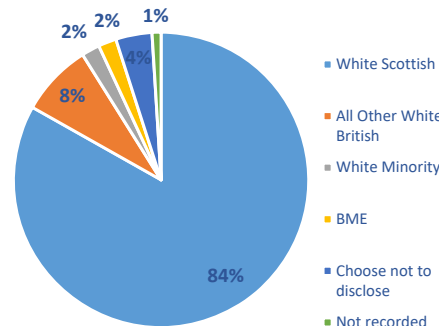


2%

of Police Staff are from 'BME' groups



No change from Sept. 2019

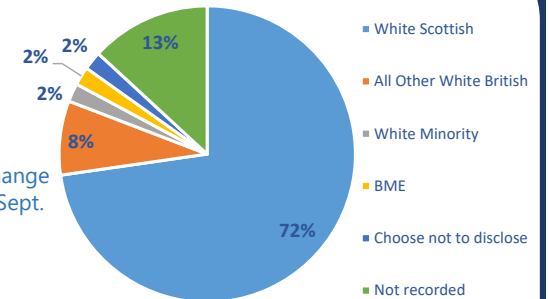


2%

of Special Constables are from 'BME' groups



No change from Sept. 2019



10 days

(annualised) have been lost through police officer sickness absence (Sept 2020). Up **(+1 day)** since (Sept 2019).

13 days (annualised) have been lost through police staff sickness absence (Sept 2020). No change since (Sept 2019).



Police Officers

Short Term – **5 Days**

Long Term – **5 Days**

Police Staff

Short Term – **6 Days**

Long Term – **7 Days**

Police officer turnover rate YTD (Apr-Sept 2020) is

1.8%

Police staff turnover rate YTD (Apr-Sept 2020) is

2.3%



Police officer turnover rate down



(-0.9%) in comparison to (Apr-Sept 2019).

Police staff turnover rate down



(-1.4%) in comparison to (Apr-Sept 2019).

Headcount/FTE – Police Officers

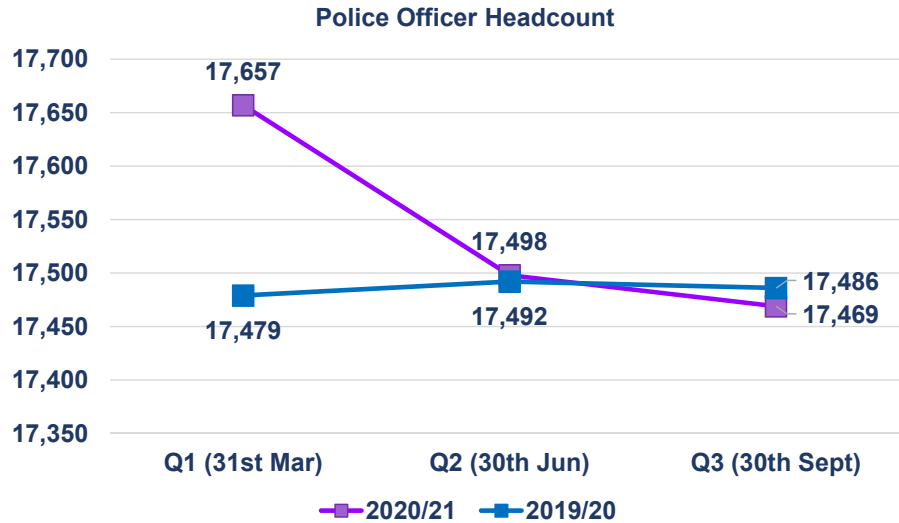


Chart 1

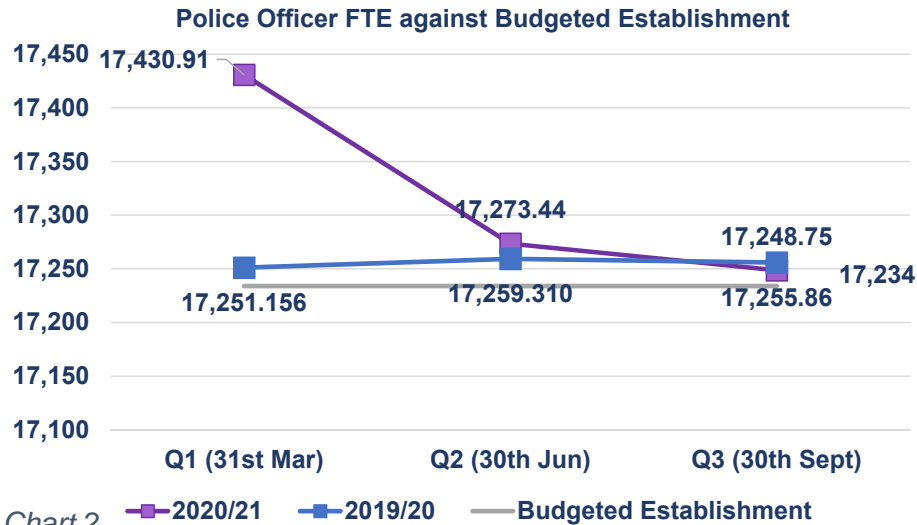


Chart 2



The number of police officers on a quarterly basis for 2020/21 compared against 2019/20 are shown in Chart 1 (Headcount). Chart 2 shows (FTE) against the budgeted establishment of 17,234. Comparing (Headcount) for Q3 (30/09/20) with Q1 (31/03/20) police officer numbers have decreased by (-188) (-1%). In comparison to the 30/09/19 officer numbers have decreased by (-17) (-0.1%).

FTE numbers for Q3 (30/09/20) compared with Q1 (31/03/20) have decreased by (-182) (-1%). In comparison to the same period the previous year (30/09/19) officer numbers have decreased by (-7) (-0.04%).

As can be seen FTE numbers continue to remain above the budgeted establishment of 17,234. However it should be noted, Headcount/FTE exclude vacant posts.

Please note in line with Scottish Government resource number reporting, all Headcount and FTE numbers for police officers and police staff are presented in calendar year format e.g. Jan-Mar is Q1.

Police Officers – Full-Time/Part-Time (Headcount)

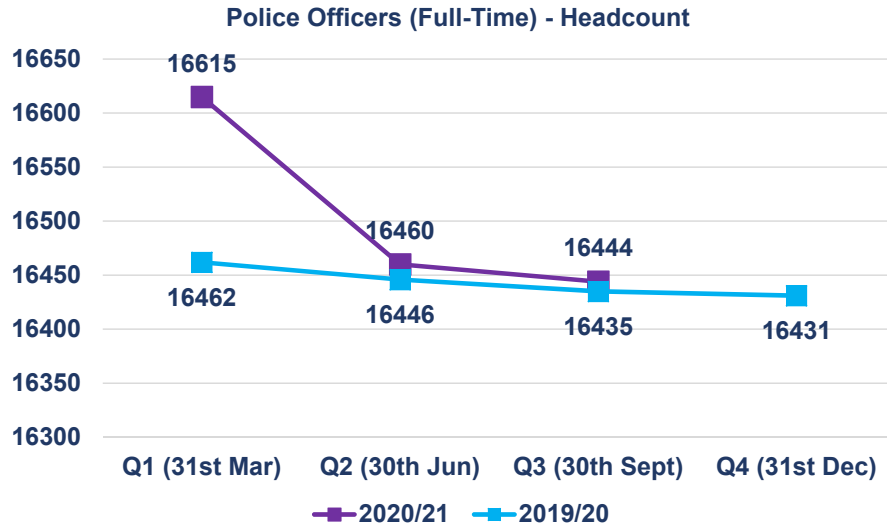


Chart 3

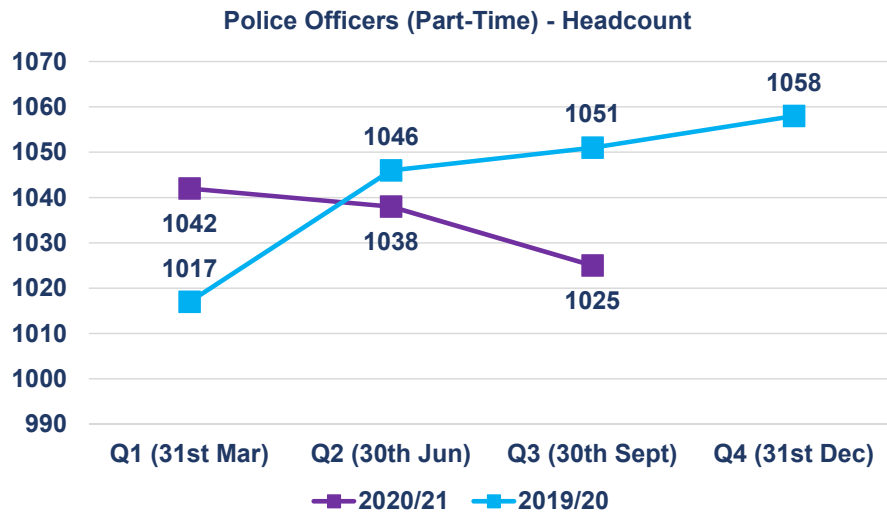


Chart 4



Charts 3 and 4 show the number of full-time and part time police officers each quarter for 2020/21 and 2019/20. As can be seen the number of full-time officers have decreased by (-171) (-1%) from Q1 to Q3. Comparing Q3 (30/09/2020) with Q3 (30/09/2019) officers working full-time have decreased by (-9) (-0.05%).

The number of officers working part-time have decreased from Q1 to Q3 by (-17) (-2%). Comparing Q3 (30/09/2020) with Q3 (30/09/2019) there has been a decrease of officers working part-time by (-26) (-2%).

Headcount – Special Constables

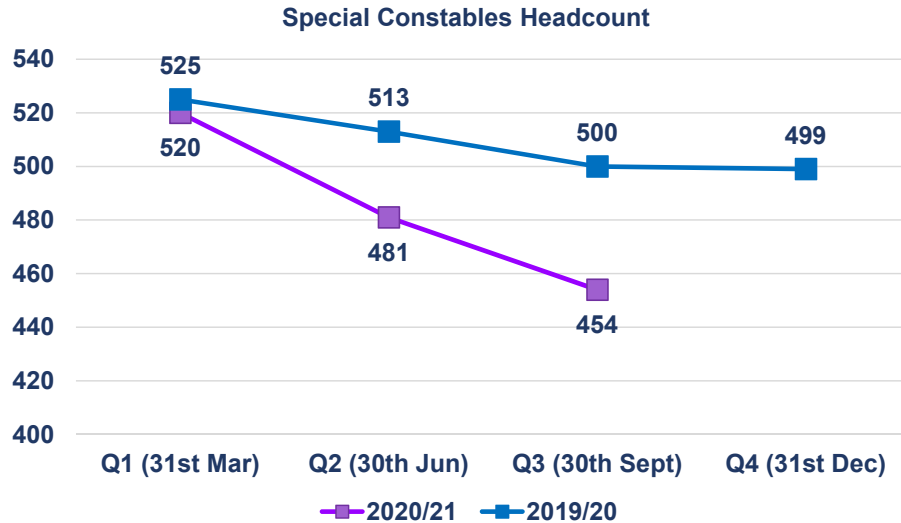


Chart 5



Chart 5 provides an overview of the number of special constables per quarter for 2020/21 and 2019/20. Special constable numbers have decreased by (-66) (-13%) from Q1 (31/03/20) to Q3 (30/09/20) and by (-45) (-9%) when comparing Q3 (30/09/20) with Q3 (30/09/19).

Special constable deployment figures are comparable with last year. A paper setting out reward recommendations for special constables who deployed during the initial 12 weeks of the COVID-19 pandemic has been completed and awaits decision. Training opportunities are now being explored with a view to scheduling in condensed and localised training as well as to develop on campus partnership training with a number of universities. The recruitment pipeline is fairly strong and it is hoped to further progress the applicants in the coming months.



How We Compare

At the end of August 2020 the Metropolitan Police (MET) had 1,872 special constables, which equates to (6%) proportionally against an FTE of 32,916.37. The proportion of special constables within Police Scotland is below this at just under 3%.

Source: MET Workforce Data Report end August 2020

Headcount – Police Staff

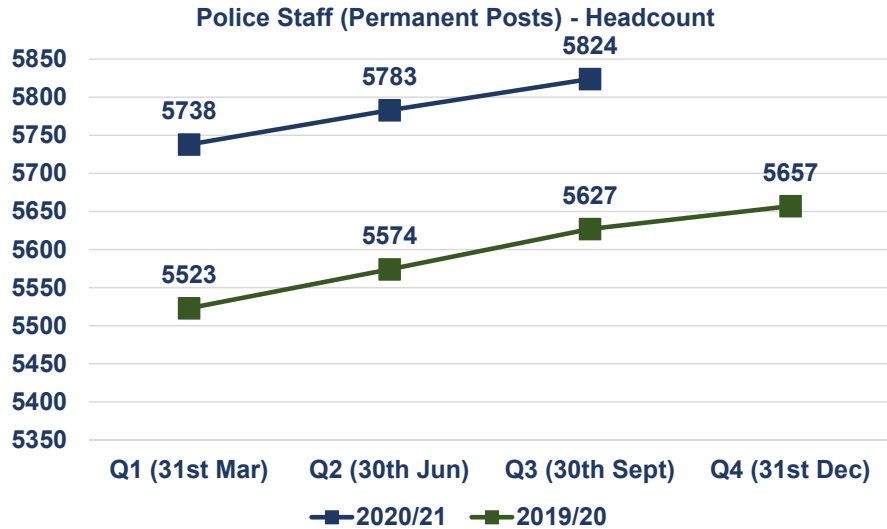


Chart 6

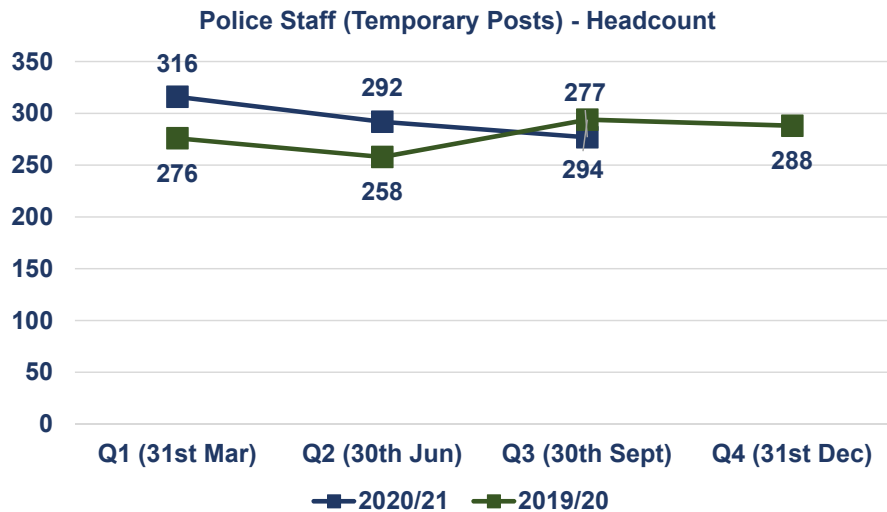


Chart 7



The number of permanent police staff posts on a quarterly basis for 2020/21 compared against 2019/20 are shown in Chart 6 (Headcount). Chart 7 shows the number of temporary police staff (Headcount) for 2020/21 compared against 2019/20.

Police staff permanent posts have increased by (+86) (+1%) from Q1 to Q3. Comparing Q3 (30/09/20) with Q3 (30/09/19) permanent posts have increased by (+197) (+4%).

Police staff temporary posts have decreased by (-39) (-12%) from Q1 to Q3. Comparing Q3 (30/09/20) with Q3 (30/09/19) temporary posts have decreased by (-17) (-6%).

As with police officer data, police staff data does not include vacancies.

****Please note these figures do not include agency staff.***

Full Time Equivalent (FTE) – Police Staff

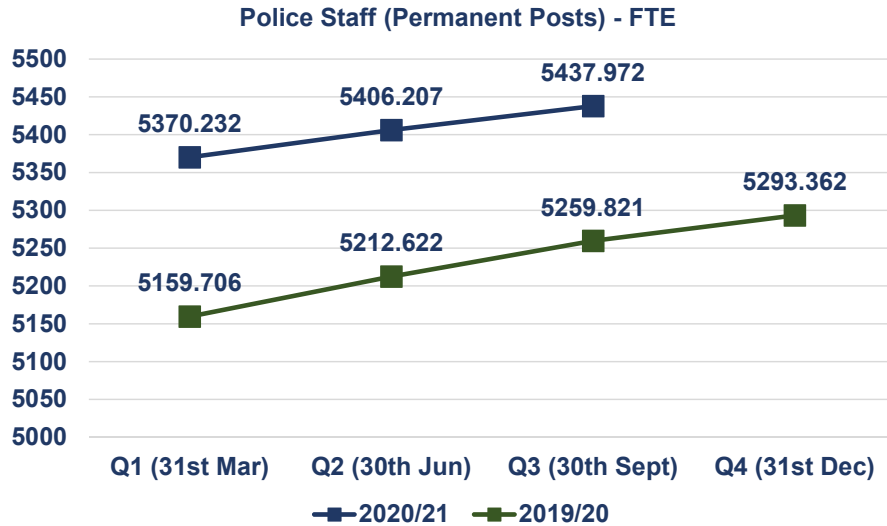


Chart 8

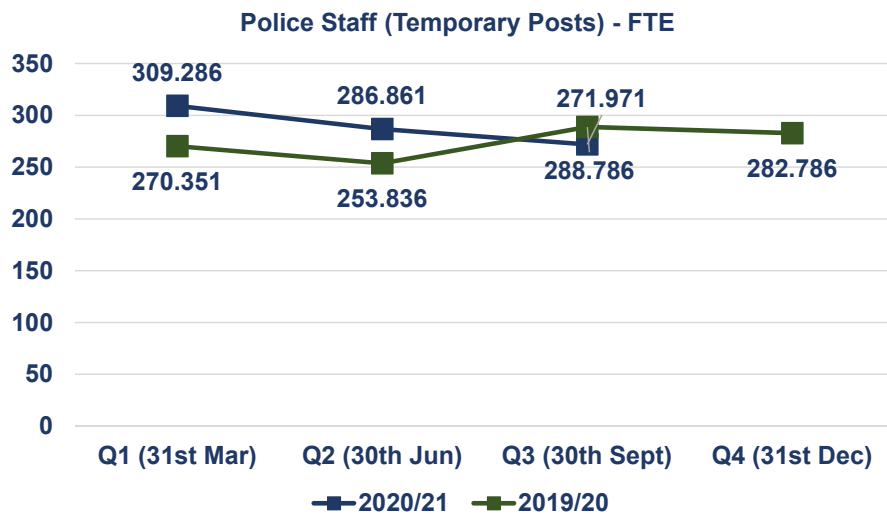


Chart 9



The number of permanent police staff posts for 2020/21 compared against 2019/20 are shown in Chart 8 (FTE). Chart 9 shows the number of temporary police staff (FTE) 2020/21 compared against 2019/20.

Police staff permanent posts have increased by (+68) (+1%) from Q1 to Q3. Comparing Q3 (30/09/20) to Q3 (30/06/19) permanent posts have increased by (+178) (+3%).

Police staff temporary posts have decreased by (-37) (-12%) from Q1 to Q3. Comparing Q3 (30/09/20) to Q3 (30/09/19) temporary posts have decreased by (-17) (-6%).

As with police officer data, police staff data does not include vacancies.

****Please note these figures do not include agency staff.***

Police Staff – Full-Time/Part-Time (Headcount)

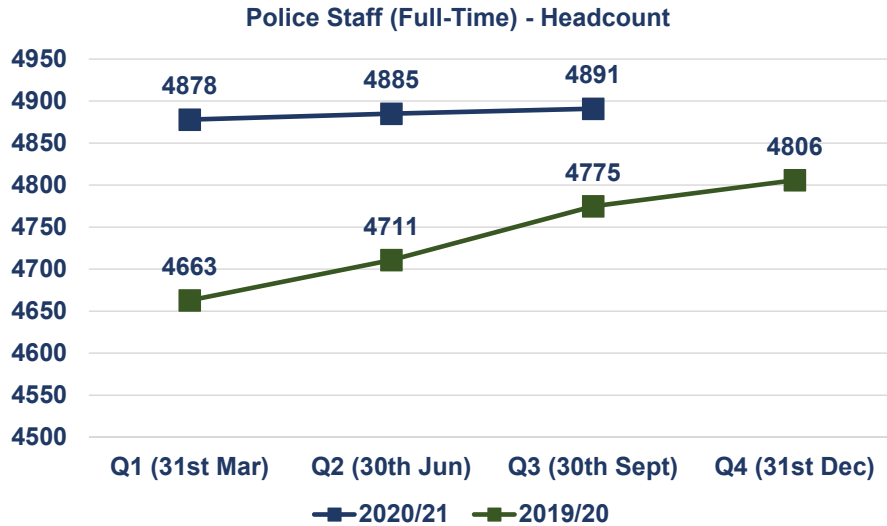


Chart 10

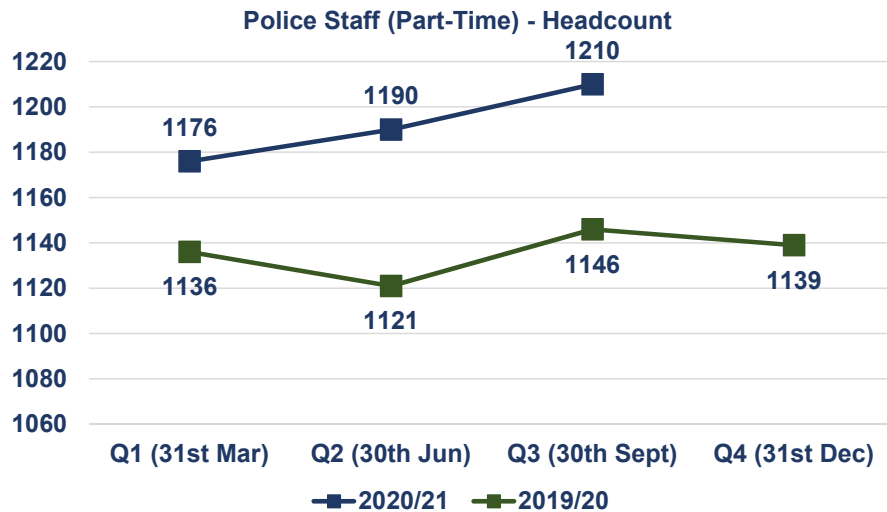


Chart 11



Charts 10 and 11 show the number of full-time and part-time police staff for 2020/21 and 2019/20. As can be seen the number of full-time staff have increased by (+13) (+0.3%) from Q1 to Q3. Comparing Q3 (30/09/2020) with Q3 (30/09/2019) staff working full-time have increased by (+116) (+2%).

The number of staff working part-time have increased from Q1 to Q3 by (+34) (+3%). Comparing Q3 (30/09/2020) with Q3 (30/09/2019) the number of police staff working part-time has increased by (+64) (+6%).

**Please note these figures do not include agency staff.*

Police Officers Age Group

Police Officers within each Age Group as at 30th September 2020

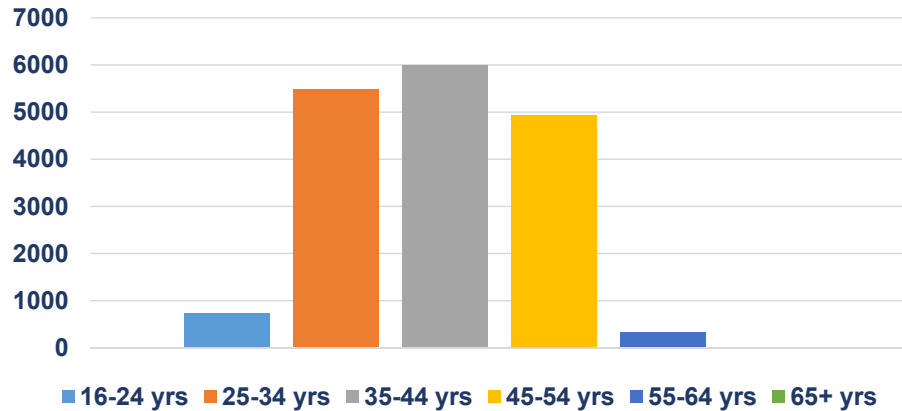


Chart 12

Police Officers within each Age Group and Rank as at 30th September 2020

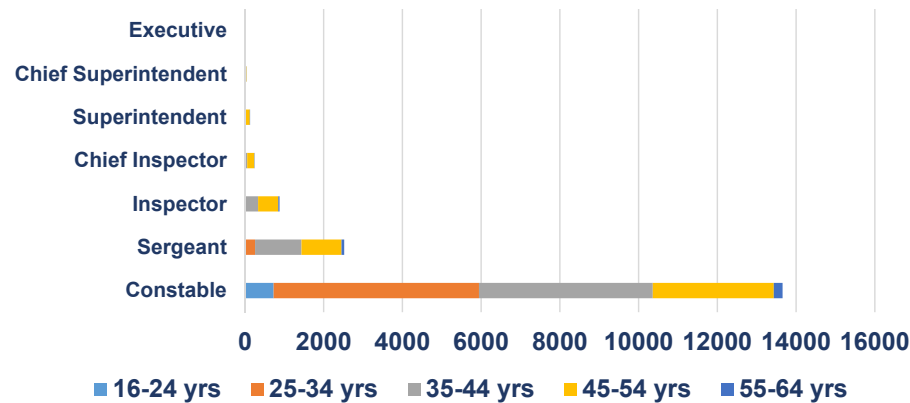


Chart 13



Chart 12 illustrates police officers by age group as at 30th September 2020. The largest proportion of officers are within the age group of 35 to 44 years.

Chart 13 illustrates officers by age group and rank as at 30th September 2020. The rank of police constables has the highest proportion of all officers, with the age group 25 to 34 years having the most officers. Executive rank consists of Chief Constable, Deputy Chief Constable and Assistant Chief Constables. Within Police Scotland, 70% of officers are aged 44 or under and 30% 45 years and over. Just over 4% of all officers are aged 24 years or under.



How We Compare

As at 31 August 2020, within the MET, 73% of all police officers were aged 44 or under, slightly above Police Scotland. Just under 9% of all officers are aged 24 years or under, 5% more than Police Scotland.

Source: MET Workforce Data Report end August 2020

Police Staff Age Group

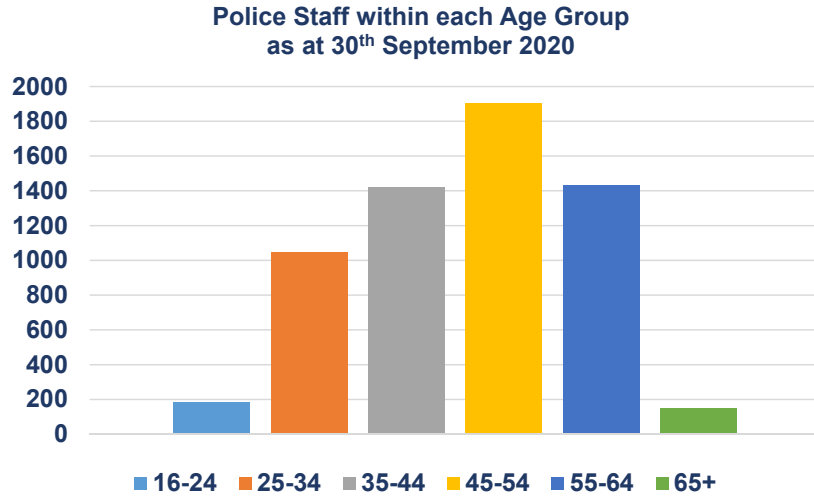


Chart 14

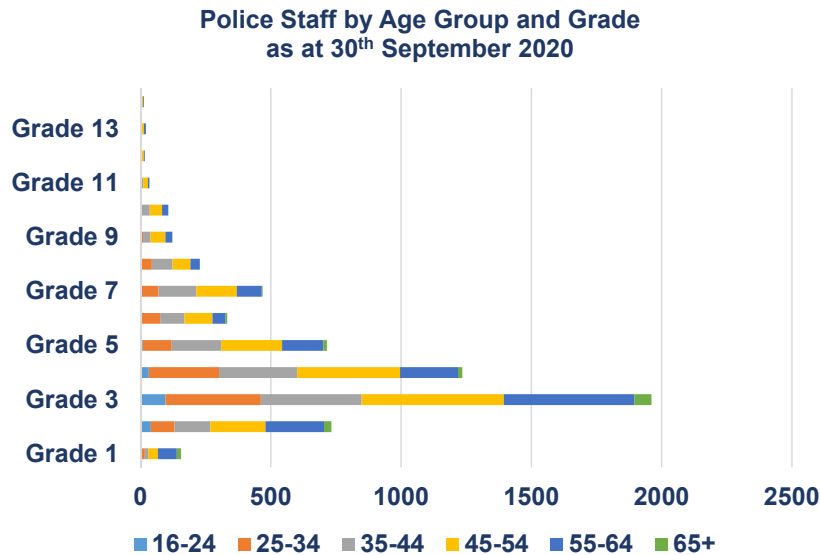


Chart 15



Chart 14 illustrates police staff by age group as at 30th September 2020. The largest proportion of staff are within the age group of 45 to 54 years.

Chart 15 illustrates staff by age group and grade as at 30th September 2020. The grade with the highest proportion of staff is grade 3 within age group 45 to 54 years. Nearly half of the police staff workforce (43%) are 44 years or under, with 26% over the age of 55. Police staff aged under 25 years represent 3% of the police staff workforce.



How We Compare

As at 31 August 2020, within the MET, 47% of all police staff were aged 44 or under, 4% more than Police Scotland. Police staff over the age of 55 equated to 23%, 3% below Police Scotland and over 4% of all staff are aged 24 years or under, slightly above Police Scotland.

Source: MET Workforce Data Report end August 2020

Police Officers & Police Staff – Rank/Grade

Police Officers by Rank Q3 2020 vs Q3 2019

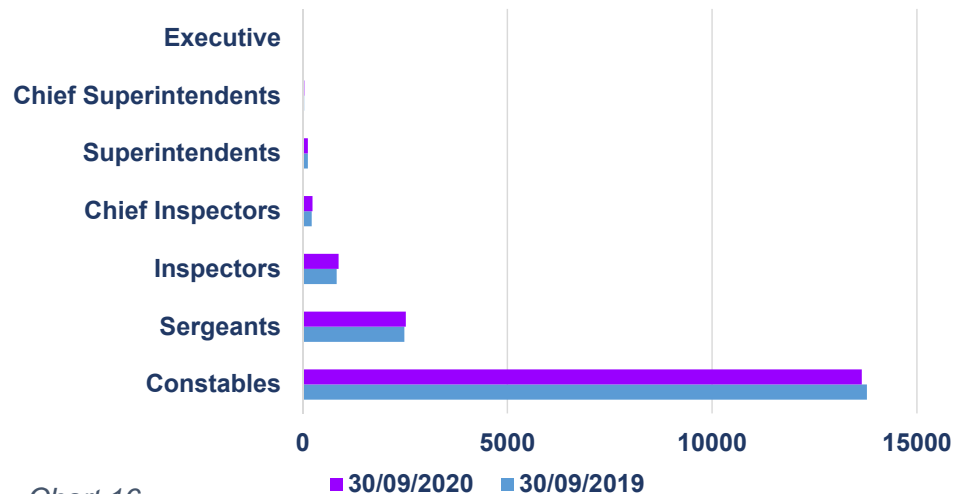


Chart 16

Police Staff by Grade Q3 2020 vs Q3 2019

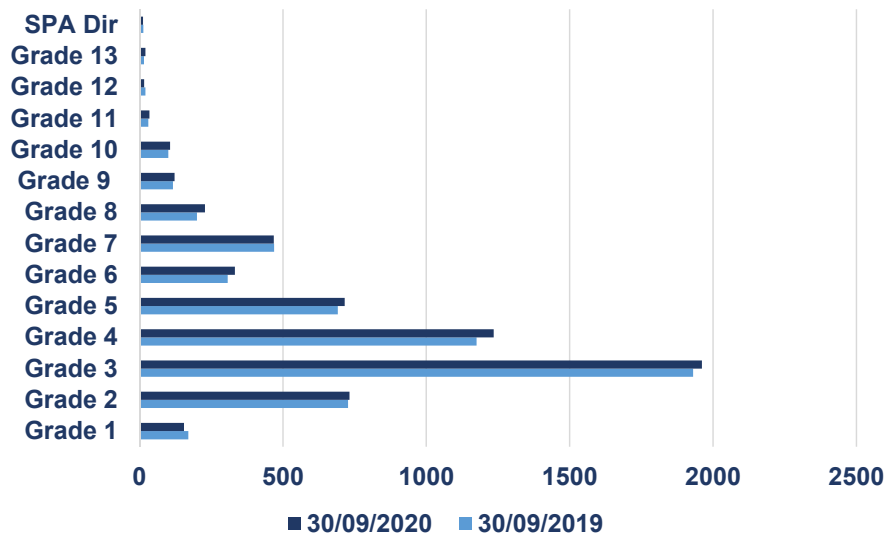


Chart 17



Chart 16 illustrates the ranks of police officers at 30/09/20 vs 30/09/19. At 30th September 2020, the highest rank proportion is within the rank of constable, which accounts for (78%) of all officers. The lowest proportion is within the executive rank, (14) (0.08%). Executive rank consists of Chief Constable, Deputy Chief Constable and Assistant Chief Constables. The rank of constable has decreased by (-126) (-1%) in comparison to the same period last year.

Chart 17 illustrates police staff by grade as at 30/09/20 vs 30/09/19. At 30th September 2020, the highest proportion of staff (1,961) (32%) are within Grade 3. The lowest proportion (12) (0.2%) are within SPA Director grade.



How We Compare

Comparing the proportion of each police officer rank against total, Police Scotland's ratios are very similar to the MET's most recent Workforce Data Report. The largest variance is within the rank of Constable. Police Scotland's rank of Constable is (-3%) below that of the METs. Ranks of Sergeant and Inspector within Police Scotland are (+1%) above that of the METs.

It is not known whether the grades of Police Staff are directly comparable, therefore they have not been included.

Source: MET Workforce Data Report end August 2020

Police Officers & Police Staff – Length of Service

Police Officers length of service 2020 vs 2019

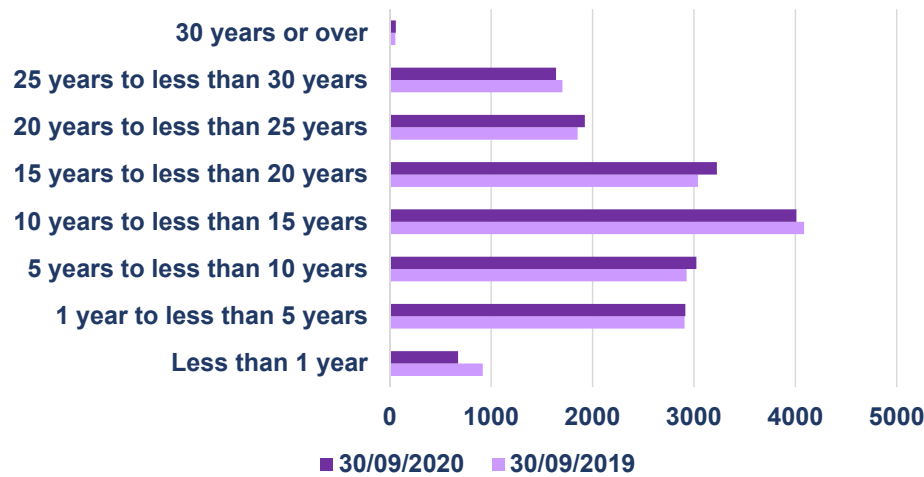


Chart 18

Police staff length of service 2020 vs 2019

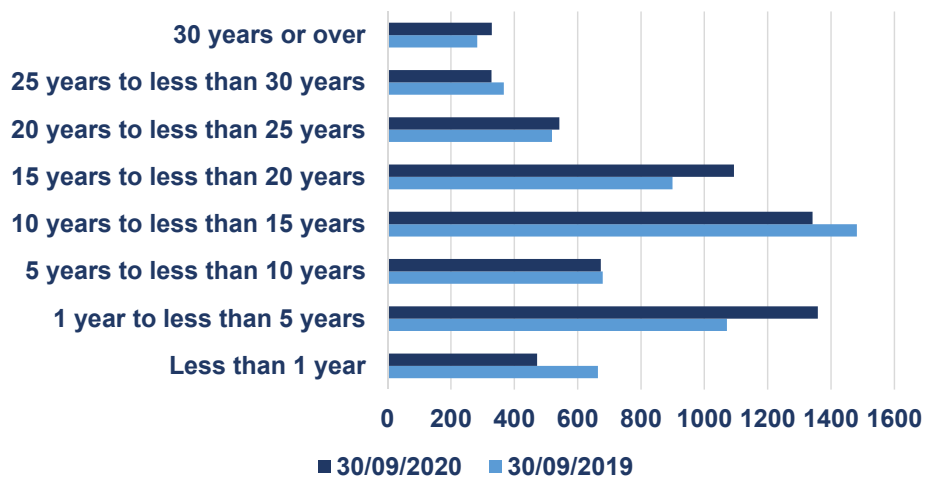


Chart 19



Charts 18 and 19 show the length of service for police officers and police staff at 30/09/20 vs 30/09/19. As can be seen the most common length of service for police officers is between 10 years and less than 15 years, which accounts for (23%) of officers at the end of September 2020. The largest increase when comparing 2020 with 2019 are officers with length of service between 15 years and less than 20 years, which has increased by (+187) (+6%).

This is mirrored within the police staff area, where the most common length of service was also between 10 years and less than 15 years, which accounted for (22%) of staff. However (22%) of staff also have 1 year to less than 5 years service. The largest increase when comparing 2020 with 2019 are staff with one year to less than 5 years service, which has increased by (+287) (27%).



How We Compare

As at the 31 August 2020, the highest length of service within the MET are officers, with 15 to less than 20 years service (21%).

For police staff within the MET, the highest length of service are also staff within 15 to less than 20 years service (22%).

Source: MET Workforce Data Report end August 2020

Police Officer & Staff Recruits

Police Officer Recruits Apr – Sept 2020/21 v 2019/20

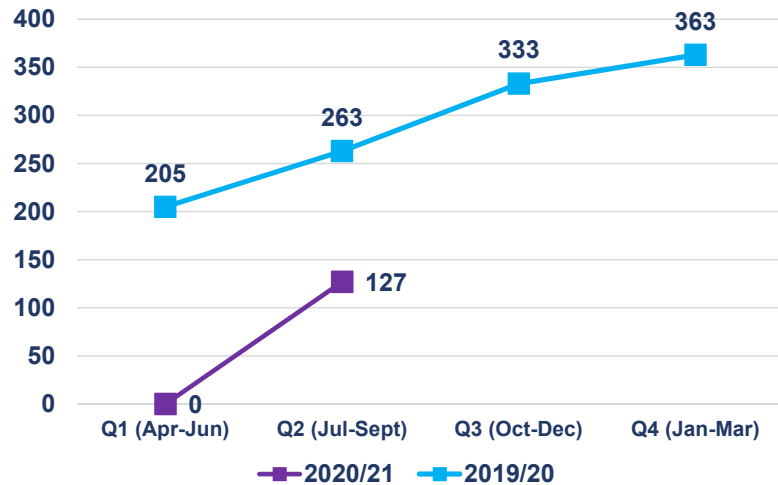


Chart 20

Police Staff Recruits Apr - Sept 2020/21 v 2019/20

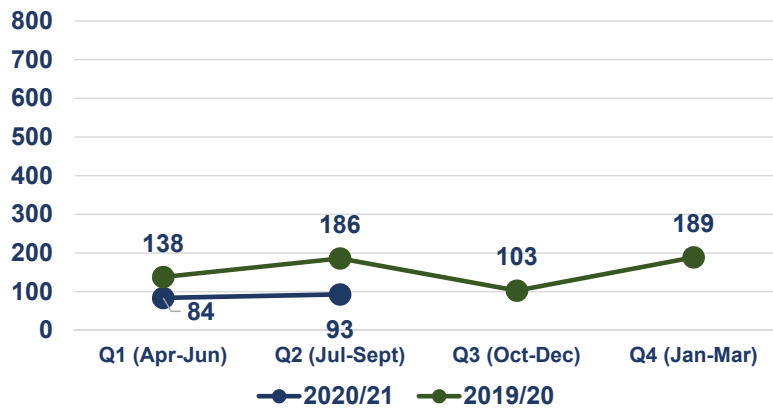


Chart 21



Charts 20 and 21 show police officer and staff recruit numbers. Police officer recruits numbers at the end of Q2 (Jul-Sept) 2020 have risen by (+127) compared to Q1 (Apr-Jun) 2020. Comparing Q2 (Jul-Sept) 2020 with Q2 (Jul-Sept) 2019 recruits have decreased by (-136) (52%).



How We Compare

Comparing Police Scotland's police officer recruit numbers with the METs, Police Scotland have had 127 recruits year to date, and the MET have had 1,282 (direct police constable recruits) YTD to the end of August 2020 (+1,155) more than Police Scotland.

Source: MET Workforce Data Report end August 2020



Police staff recruit numbers at the end of Q2 (Jul-Sept) 2020 have risen by (+9) (11%) compared to Q1 (Apr-Jun) 2020. Comparing Q2 (Jul-Sept) 2020 with Q2 (Jul-Sept) 2019 police staff recruits have decreased by (-93) (-50%). Please note there are slight changes to 2019/20 police staff recruit numbers reported last quarter due to some agency staff being included, which have now been removed from recruit figures.



How We Compare

Comparing Police Scotland's police staff recruit figures with the METs, Police Scotland have had 177 police staff recruits year to date. The MET have had 361 YTD to the end of August 2020, (+184) (104%) more than Police Scotland.

Source: MET Workforce Data Report end August 2020

Police Officer Leavers

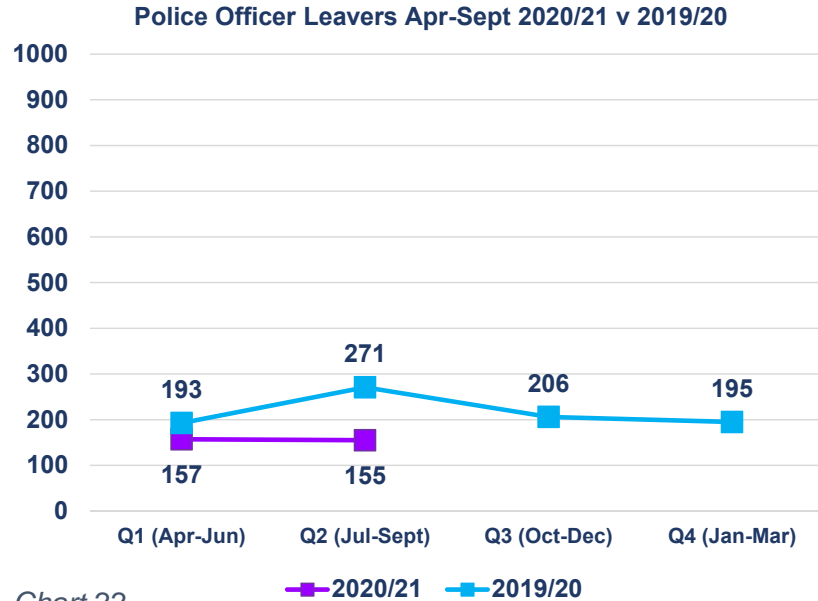


Chart 22

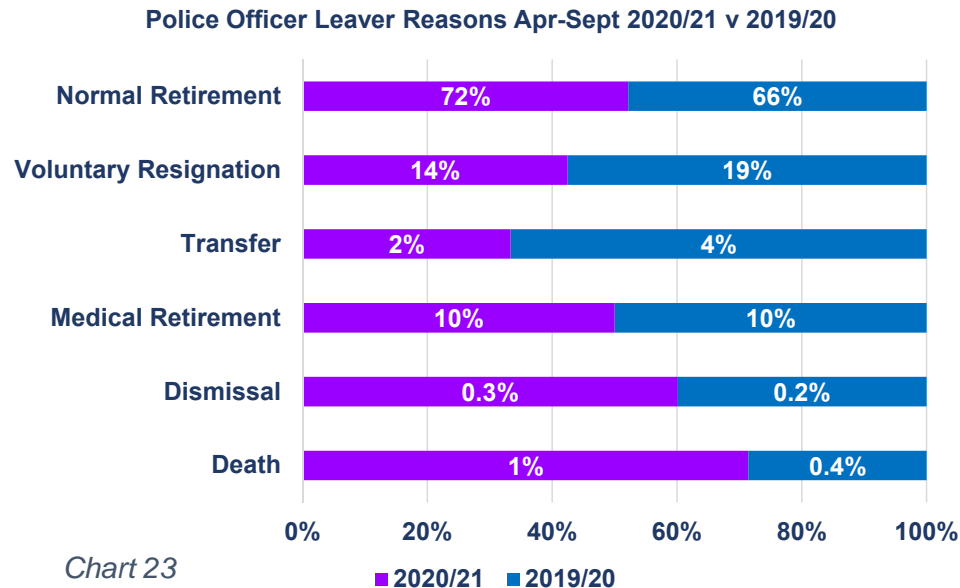


Chart 23



Charts 22 and 23 show police officer leaver numbers and reasons for leaving. Comparing leaver numbers at the end of Q2 (Jul-Sept) 2020 with Q1 (Apr-Jun) 2020 officer leaver numbers have decreased by (-2) (-1%). At the end of Q2 (Jul-Sept) 2020 police officer leaver numbers have decreased by (-116) (-43%) in comparison to the same period the previous year. The highest proportion of leavers year to date have been within Specialist Crime Division (53) (17%).



How We Compare

Comparing Police Scotland with the MET's year to date leavers data, the MET have had 622 compared to 312 leavers year to date in Police Scotland, a difference of (-310) (-50%) compared to the MET.

Source: MET Workforce Data Report end August 2020



The majority of police officers leaving the service to date do so via normal retirement (+72%), which has increased by (+6%) in comparison to the same period the previous year.



How We Compare

At the end of August 2020, the highest proportion of leavers year to date in the MET have also left the service via normal retirement (43%).

Source: MET Workforce Data Report end August 2020

Police Staff Leavers

Police Staff Leavers Apr–Sept 2020/21 v 2019/20

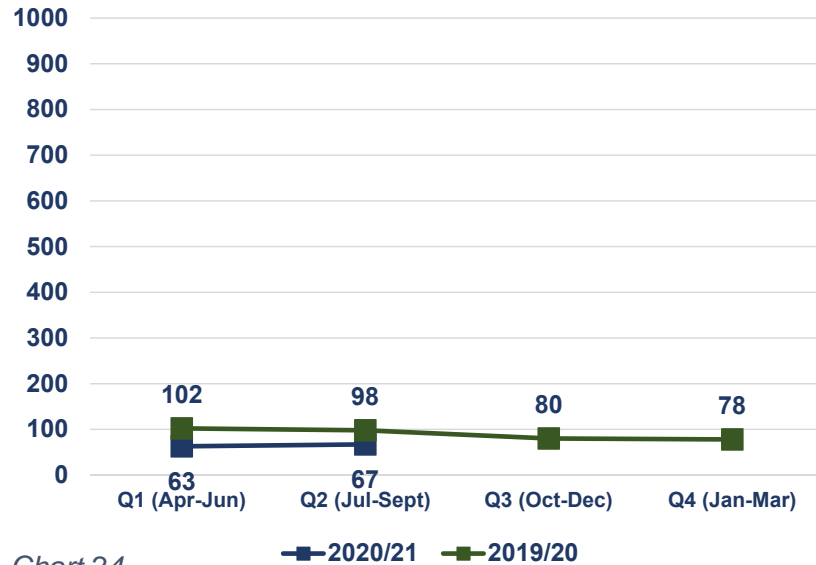


Chart 24

Police Staff Leaver Reasons Apr-Sept 2020/21 v 2019/20

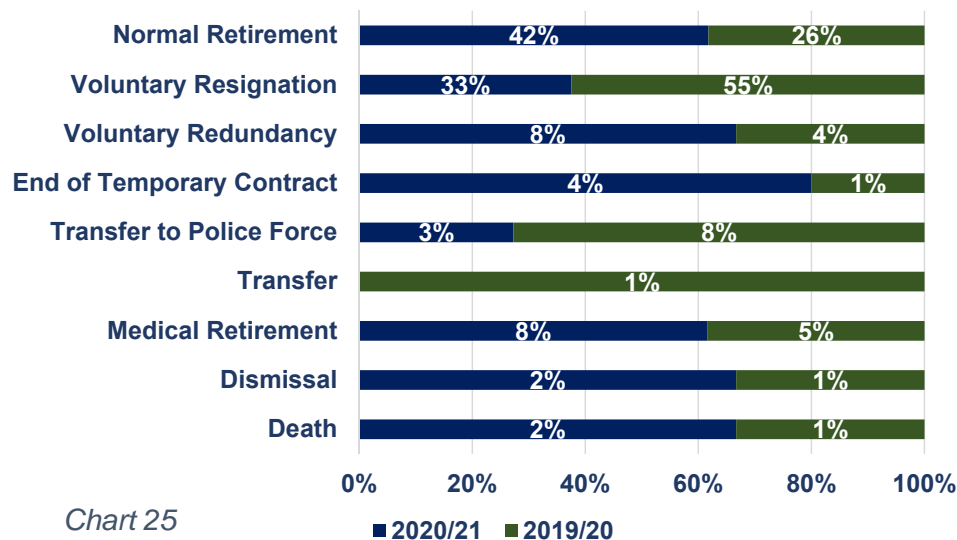


Chart 25



Charts 24 and 25 show police staff leaver numbers and reasons for leaving. Comparing staff leaver numbers at the end of Q2 (Jul-Sept) 2020 with Q1 (Apr-Jun) 2020, staff leaver numbers have increased by (+4) (6%). At the end of Q2 (Jul-Sept) 2020 staff leavers have reduced by (-31) (-32%) in comparison to the same quarter the previous year.



How We Compare

Comparing Police Scotland with the MET's leavers data, the MET have had 164 police staff leavers year to date compared to 131 in Police Scotland, a difference of (-33) (-20%) compared to the MET.

Source: MET Workforce Data Report end August 2020



The majority of police staff leaving the service year to date (Apr-Sept) 2020 do so via normal retirement (42%). When comparing the same period the previous year, the highest proportion of staff left via voluntary redundancy (55%)



How We Compare

At the end of August 2020, the highest proportion of leavers year to date in the MET have left the service via voluntary resignation (64%).

Source: MET Workforce Data Report end August 2020

Police Officer & Staff Turnover

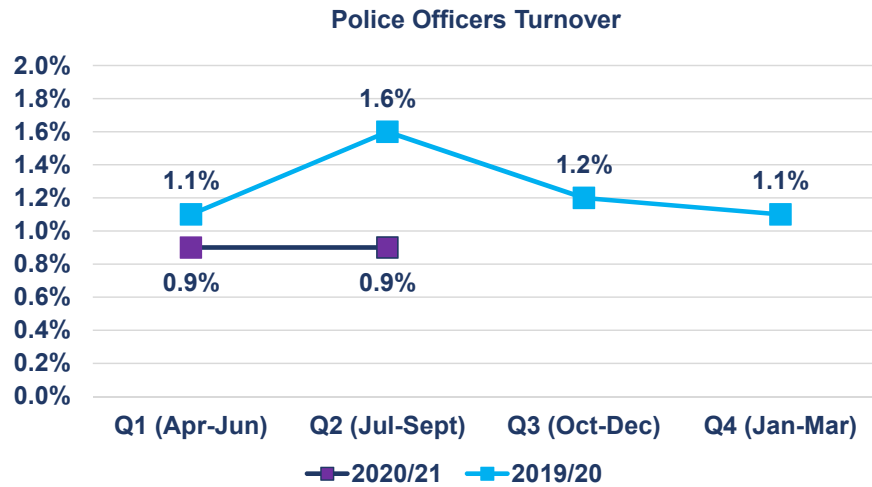


Chart 26

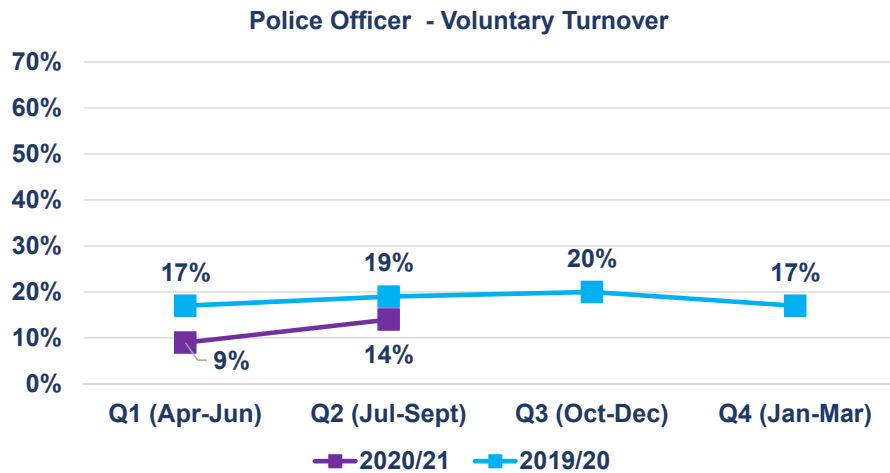


Chart 28

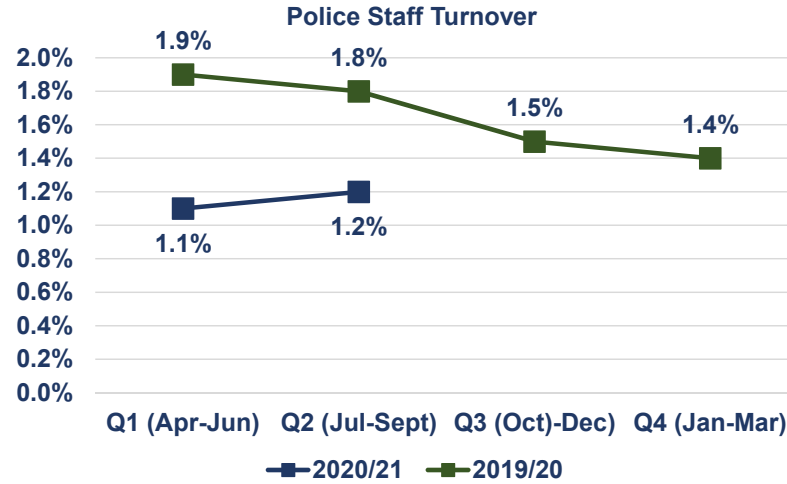


Chart 27

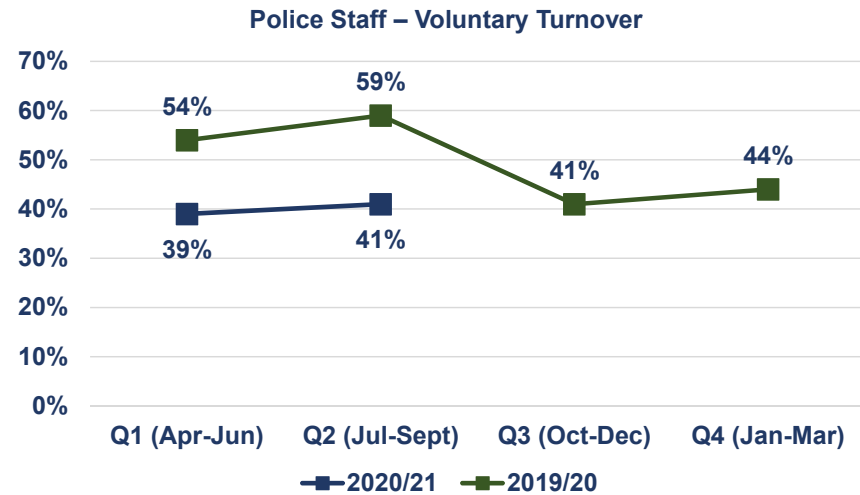


Chart 29

Police Officer & Staff Turnover – Key Points



Charts 26 and 27 illustrate police officer and police staff turnover rates for 2020/21 and 2019/20. Chart 26 shows there has been a decrease of (-0.7%) in officer turnover when comparing Q2 (Jul-Sept) 2020 with Q2 (Jul-Sept) 2019.

Chart 27 highlights that police staff turnover has also decreased slightly (-0.6%) when comparing Q2 (Jul-Sept) 2020 to Q2 (Jul-Sept) 2019.

Charts 28 and 29 show police officer and police staff voluntary turnover rates. Voluntary turnover rates include officers and staff who have resigned from the organisation. Police staff voluntary turnover rates also include police staff who have left the organisation via the VR/ER scheme. As can be seen both police officer and staff voluntary resignation levels have reduced when comparing Q2 (Jul-Sept) 2020 to Q2 (Jul-Sept) 2019. Police officer's have reduced by (-5%) and police staff by (-18%).



How we Compare

The METs police officer turnover rate year to date, is 1.9%, slightly higher than Police Scotland's year to date turnover of 1.8%.

The METs police staff turnover rate year to date is 1.7%, (0.6%) below Police Scotland's year to date turnover of 2.3%.

Source: MET Workforce Data Report end August 2020.

Police Officer & Police Staff - Absence

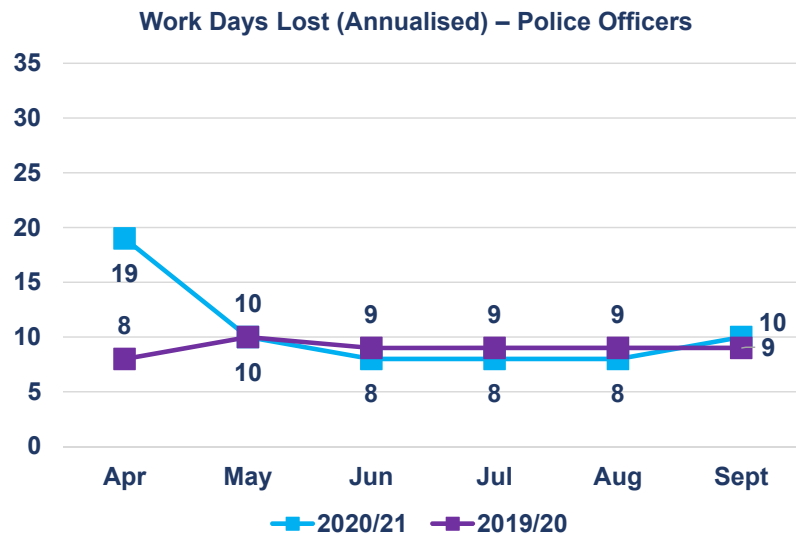


Chart 30

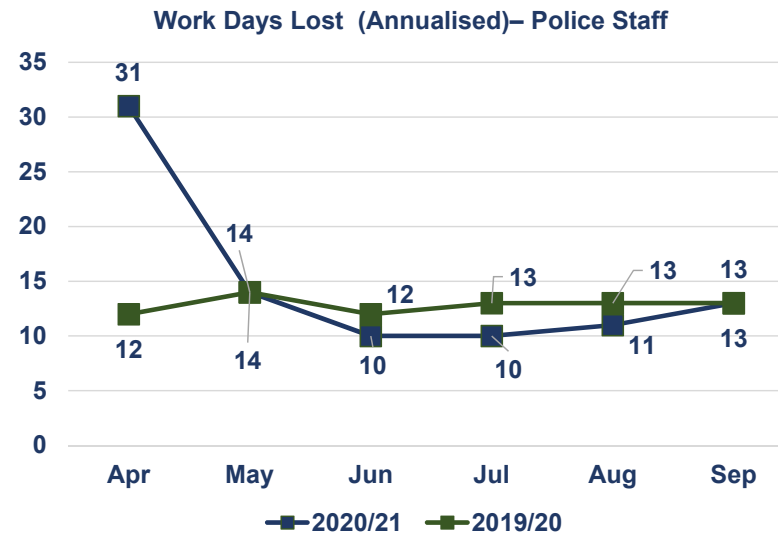


Chart 31



Charts 30 and 31 show work days lost (annualised) for police officers and police staff for 2020/21 vs 2019/20. Due to the uncertainty surrounding future absence levels, as a result of COVID-19, absence is shown monthly to allow spikes to be easily identified. As can be seen both police officer and police staff levels have reduced from the highest levels experienced in April, directly attributed to the pandemic. However both police officer and police staff absences have started to rise again from August to September 2020.



How We Compare

Comparing Police Scotland's absence with the Local Government Benchmarking Framework, non-teaching staff in Scotland in 2018/19 had **11.49** days lost to absence and teaching staff **6.21**. Year to date both police officers and police staff average days lost are below non-teaching staff levels, however police staff are slightly above teaching staff levels at an average of 7 days lost year to date.

Police Scotland also benchmark absence with PSNI and their average days lost absence levels year to date to the end of September 2020 were **5** days (police officers) **3.6** days (police staff). At the end of Q2 Police Scotland average days lost officer levels are the same as PSNI, however police staff average days lost are above PSNI levels.

NHS Scotland measure their absence by percentage of days lost and for the period 2019/20 the level was **5.3%**. Police officer percentage days lost at the end of Q2 were **4.9%** and police staff were **6.4%**. Year to date police staff are above the NHS level.

Sources: PSNI; NHS Scotland Workforce Report 31/03/20; Local Government Benchmarking Framework

Police Officer & Police Staff – Short Term/Long Term Absence

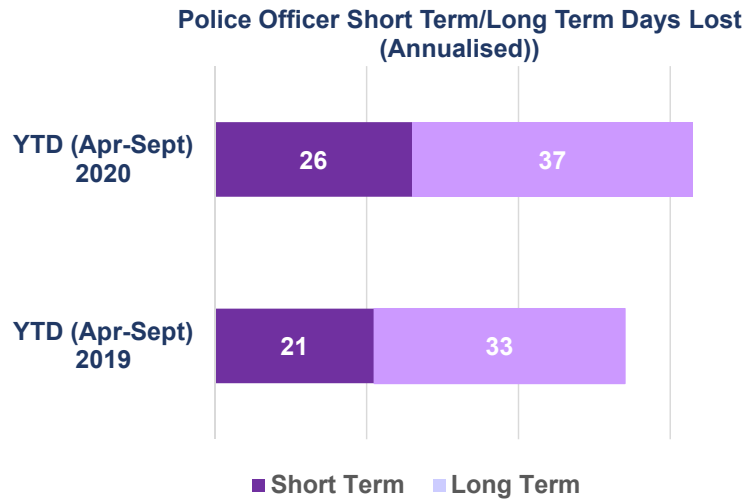


Chart 32

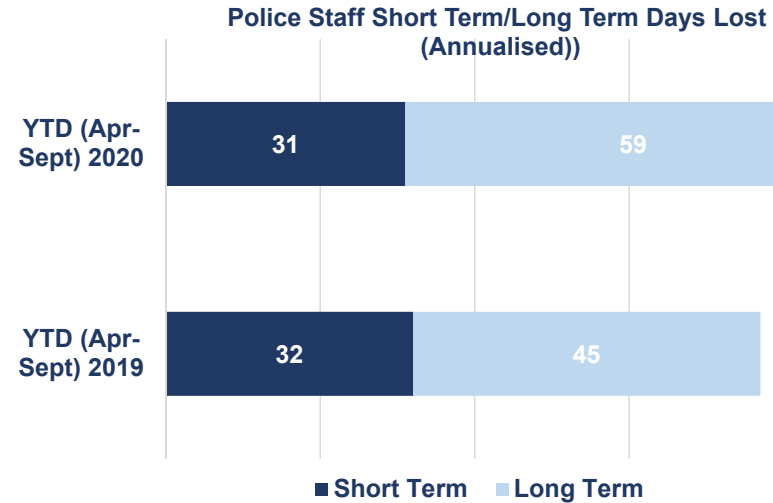


Chart 33



Charts 32 and 33 show work days lost (annualised) for police officers and police staff split by short and long term absences. As can be seen the highest proportion of days lost are long term absences, for both police officers and police staff. However, as already highlighted absence levels for both police officers and police staff have reduced from the highest levels experienced in April 2020 and will continue to be closely monitored by Police Scotland.



How We Compare

Page 15 provides details of comparisons with other Forces/sectors.

Police Officers – Absence by Category and Duration

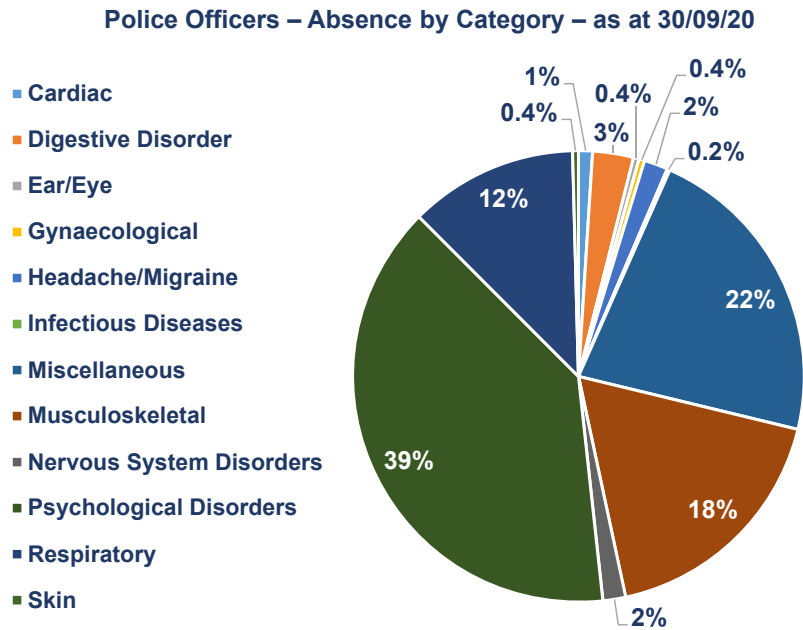


Chart 34

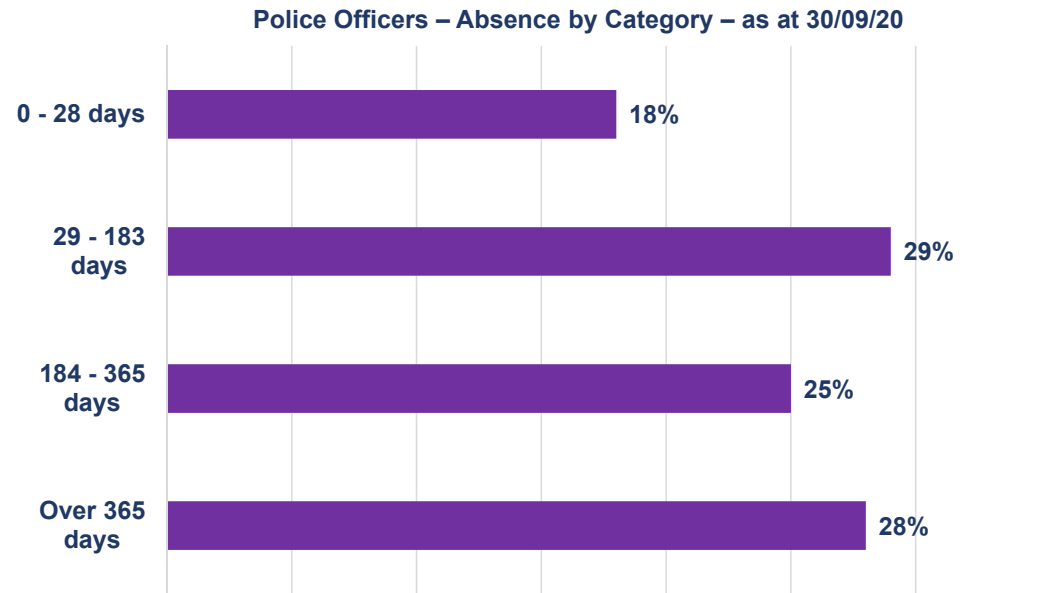


Chart 35



Chart 34 shows the number of actual days lost by category for police officers and Chart 35 shows the number of actual days lost by duration, which highlights that long term absence is having the biggest impact on absence levels. Absences by duration and category reports on absences that are live in the system during the reporting month. The top 3 reasons for police officer absence at the end of September 2020 are:-

- 1) **Psychological Disorder**
- 2) **Miscellaneous (examples of illness within this category include cancer, general screening and hospitalisation)**
- 3) **Musculoskeletal**

The three most common reasons for absence remain the same for each year at the end of September 2020 and September 2019 (Psychological Disorder, Miscellaneous and Musculoskeletal). As can be seen the highest proportion, 29% is in the duration of 29 – 183 days (long term absence).

Police Staff – Absence by Category and Duration

Police Staff – Absence by Category – as at 30/09/20

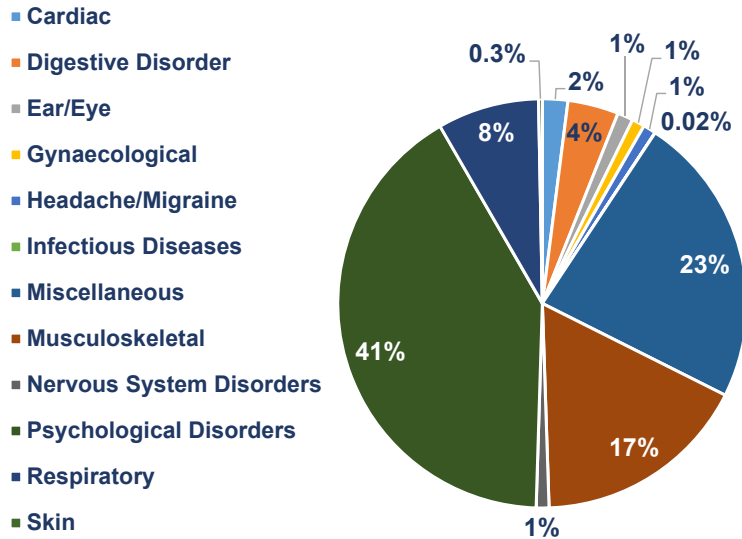


Chart 36

Police Staff – Absence by Category – as at 30/09/20

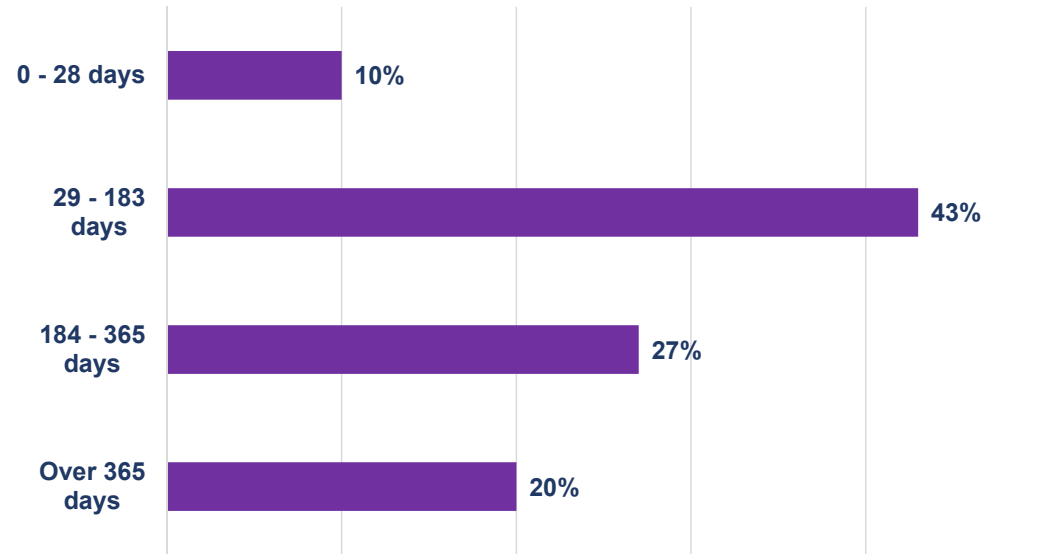


Chart 37



Chart 36 shows the number of actual days lost by category for police staff and Chart 37 shows the number of actual days lost by duration. As can be seen long term absence also has the biggest impact for police staff. Absences by duration and category reports on absences that are live in the system during the reporting month. The top 3 reasons for police staff absence at the end of September 2020 are:-

- 1) **Psychological Disorder**
- 2) **Miscellaneous (examples of illness within this category include cancer, general screening and hospitalisation)**
- 3) **Musculoskeletal**

The three most common reasons for absence remain the same for each year at the end of September 2020 and September 2019 (Psychological Disorder, Miscellaneous and Musculoskeletal). Chart 37 shows the number of actual days lost by duration for police staff. As can be seen the highest proportion, 43% is in the duration of 29 – 183 days (long term absence).

Police Officer & Police Staff - Modified Duties

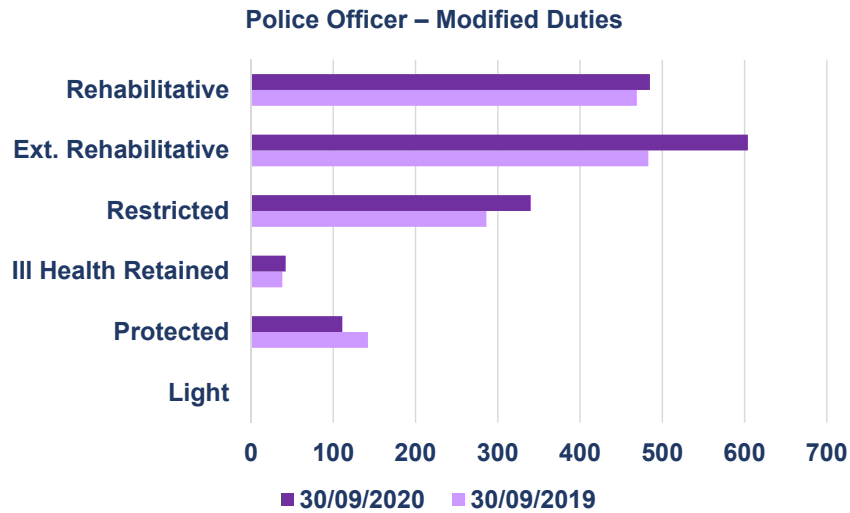


Chart 38

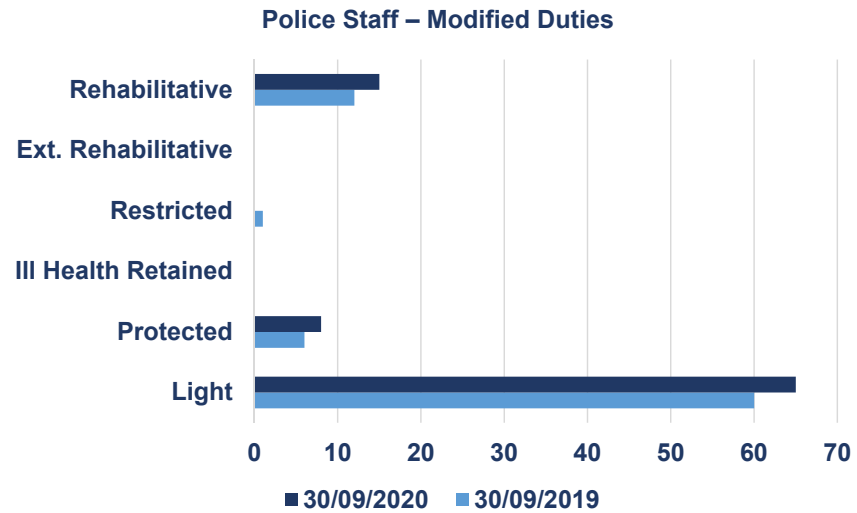


Chart 39

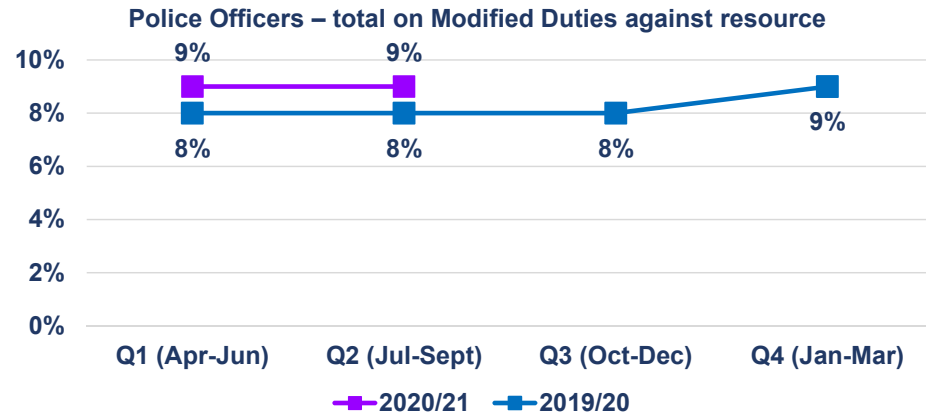


Chart 40

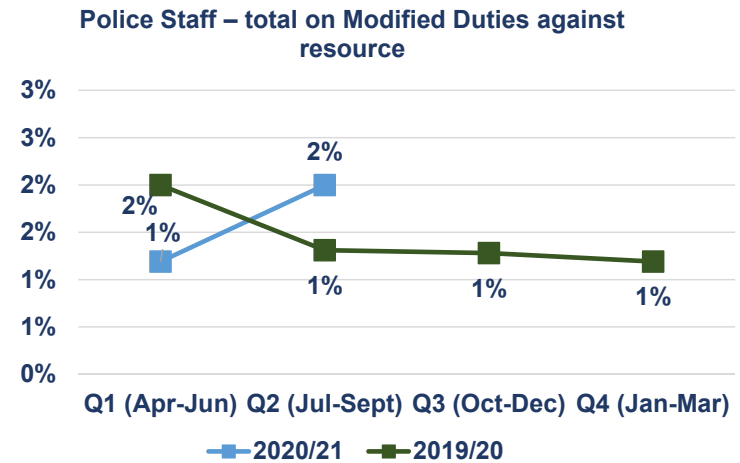


Chart 41

Modified Duties – Key Points



Charts 38 and 39 show the number of police officers and police staff on modified duties in Q2 (Jul-Sept) 2020 compared with Q2 (Jul-Sept) 2019. Excluding protected duties, the total number of police officers on modified duties has increased by (+195) (+15%) in comparison to the same period the previous year.

As reported last quarter, Police Scotland are responding to a rise in the number of officers on modified duties and have set up a project to improve the support and deployment of officers who are injured on a short or long term basis. People Services and Divisions are in the process of doing a complete data cleanse on SCoPE of those officers on modified duties to ensure all data is up to date prior to the new categorisation process being implemented.

Excluding protected duties, police staff levels have increased by (+7) (+10%) in comparison to the previous year.

Chart 40 shows the proportion of police officers on modified duties against resource. The proportion of officers on modified duties has increased from 8% in Q2 (Jul-Sept) 2019 to 9% in Q2 (Jul-Sept) 2020.

Chart 41 shows the proportion of police staff on modified duties against resource. The proportion of staff on modified duties has increased from 1% in Q2 (Jul-Sep) 2019 to 2% in Q2 (Jul-Sep) 2020.



How We Compare

At 31 March 2020 England and Wales police workforce had 4% of officers on recuperative duties and 4% on adjusted duties against resource. As at 30th September 2020 Police Scotland have 8.4% of officers on modified duties against resource. As highlighted above planned improvements are being implemented in this area.

Data Tables

Table 1 highlights **police officer** numbers by Division at 30th September 2020 in comparison to 30th September 2019. The table also shows increases/decreases by number and percentage.

POLICE OFFICER FTE VARIANCE (30/09/20 vs 30/09/19)				
DIVISION	30/09/2020	30/09/2019	NUMBER	PERCENTAGE
A DIVISION	1044.12	1091.26	-47	-4%
D DIVISION	864.04	885.49	-21	-2%
N DIVISION	612.42	626.49	-14	-2%
C DIVISION	610.26	597.18	13	2%
E DIVISION	1096.23	1092.36	4	0%
J DIVISION	855.94	895.81	-40	-4%
P DIVISION	748.24	746.65	2	0%
G DIVISION	2383.20	2471.35	-88	-4%
K DIVISION	610.60	632.30	-22	-3%
L DIVISION	525.34	537.49	-12	-2%
Q DIVISION	1342.36	1362.10	-20	-1%
U DIVISION	794.52	800.16	-6	-1%
V DIVISION	355.59	347.76	8	2%
CONTACT COMMAND CONTROL DIVISION	656.06	502.14	154	31%
CORPORATE SERVICES DIVISION	570.18	543.95	26	5%
CRIMINAL JUSTICE SERVICES DIVISION	403.36	316.30	87	28%
OPERATIONAL SUPPORT DIVISION	1856.64	1875.00	-18	-1%
SCOTTISH POLICY AUTHORITY	0.00	0.00	0	#DIV/0!
SPECIALIST CRIME DIVISION	1919.69	1932.07	-12	-1%
POLICE OFFICER TOTAL	17248.75	17255.86	-7	-0.04%

Table 1

Data Tables

Table 2 highlights **police staff** numbers by Division at 30th September 2020 in comparison to 30th September 2019. The table also shows increases/decreases by number and percentage.

POLICE STAFF FTE VARIANCE (30/09/20 vs 30/09/19)				
DIVISION	30/09/2020	30/09/2019	NUMBER	PERCENTAGE
A DIVISION	117.18	118.368	-1	-1%
D DIVISION	44.69	49.010	-4	-9%
N DIVISION	70.43	70.509	0	0%
C DIVISION	25.57	26.177	-1	-2%
E DIVISION	66.28	67.950	-2	-2%
J DIVISION	60.58	62.794	-2	-4%
P DIVISION	63.13	62.853	0	0%
G DIVISION	80.72	85.958	-5	-6%
K DIVISION	21.83	22.829	-1	-4%
L DIVISION	18.86	19.500	-1	-3%
Q DIVISION	52.01	54.886	-3	-5%
U DIVISION	30.65	31.743	-1	-3%
V DIVISION	33.45	33.737	0	-1%
CONTACT COMMAND CONTROL DIVISION	1061.83	1013.572	48	5%
CORPORATE SERVICES DIVISION	1941.31	1872.847	68	4%
CRIMINAL JUSTICE SERVICES DIVISION	872.29	853.048	19	2%
OPERATIONAL SUPPORT DIVISION	254.06	245.829	8	3%
SCOTTISH POLICE AUTHORITY	582.02	557.021	25	4%
SPECIALIST CRIME DIVISION	343.73	337.383	6	2%
POLICE STAFF TOTAL	5,740.600	5,586.014	155	3%

Table 2

Data Tables

Table 3 highlights **special constable** numbers by Division at 30th September 2020 in comparison to 30th September 2019. The table also shows increases/decreases by number and percentage.

SPECIAL CONSTABLE VARIANCE (30/09/20 vs 30/09/19)				
DIVISION	30/09/2020	30/09/2019	NUMBER	PERCENTAGE
A DIVISION	79	77	2	3%
D DIVISION	58	64	-6	-9%
N DIVISION	62	77	-15	-19%
C DIVISION	27	35	-8	-23%
E DIVISION	32	30	2	7%
J DIVISION	34	34	0	0%
P DIVISION	28	35	-7	-20%
G DIVISION	25	26	-1	-4%
K DIVISION	9	12	-3	-25%
L DIVISION	16	19	-3	-16%
Q DIVISION	21	22	-1	-5%
U DIVISION	25	30	-5	-17%
V DIVISION	26	29	-3	-10%
OPERATIONAL SUPPORT DIVISION	6	3	3	100%
SPECIALIST CRIME DIVISION	6	6	0	0%
SPECIAL CONSTABLES	454	499	-45	-9%

Table 3

Data Tables

Table 4 highlights **police officers** by rank within each Division at 30th September 2020.

POLICE OFFICER NUMBERS BY RANK PER DIVISION AS AT 30/09/20								
DIVISION	*EXECUTIVE	*CHIEF SUPERINTENDENT	*SUPERINTENDENT	*CHIEF INSPECTOR	*INSPECTOR	*SERGEANT	*CONSTABLE	TOTAL
A DIVISION		2	3	10	48.207	149.925	830.986	1044.118
D DIVISION		1	2	8	32.965	97.179	722.892	864.036
N DIVISION		1	3	9	28	91.65	479.766	612.416
C DIVISION		1	3	6	24.99	77.68	497.586	610.256
E DIVISION		1	4	10	39.9	130.277	911.048	1096.225
J DIVISION		1	3	8	29.916	108.348	705.675	855.939
P DIVISION		1	2	7	29	92.015	617.22	748.235
G DIVISION		1	5	16	76.809	281.598	2002.793	2383.2
K DIVISION		1	2	6	24.938	76.717	499.949	610.604
L DIVISION		1	2	6	21.875	65.81	428.65	525.335
Q DIVISION		1	3	8	43.775	159.127	1127.454	1342.356
U DIVISION		1	3	6	26.9	91.791	665.832	794.523
V DIVISION		1	2	4	17	43.485	288.103	355.588
CONTACT COMMAND CONTROL DIVISION		1	4	7	41	143.014	460.045	656.059
CORPORATE SERVICES DIVISION	14	9	30	38.856	115.6	174.819	187.901	570.176
CRIMINAL JUSTICE SERVICES DIVISION		3	4	13	47.05	165.865	170.446	403.361
OPERATIONAL SUPPORT DIVISION		4	11	28	83.9	239.303	1490.434	1856.637
SPECIALIST CRIME DIVISION		8	42	49.825	141	309.748	1369.114	1919.687
TOTAL HEADCOUNT POLICE OFFICERS	14	39	128	240.681	872.825	2498.351	13455.894	17248.75

*Executive includes the ranks of Chief Constable, Deputy Chief Constables and Assistant Chief Constables

*Chief Superintendent rank includes Detective Chief Superintendent ranks

*Superintendent rank includes Detective Superintendent ranks

*Chief Inspector rank includes Detective Chief Inspector Rank

*Police Inspector rank includes Detective Inspector ranks

*Police Sergeant rank includes Detective Sergeant ranks

*Police Constable rank includes Detective Constable ranks

Table 4

Data Tables

Table 5 highlights **police staff** by grade within each Division at 30 September 2020.

POLICE STAFF NUMBERS BY GRADE PER DIVISION AS AT 30/09/20															
DIVISION	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	SPA Dir	TOTAL
A DIVISION	6	27	80	14	2	2	1								132
D DIVISION	1	22	23	4			1								51
N DIVISION	1	18	57	5	1		1								83
C DIVISION	1	5	23	3											32
E DIVISION	2	13	55	2			2								74
J DIVISION	2	6	57	3		1									69
P DIVISION	1	13	50	3	1		1								69
G DIVISION	3	23	55	2		1	1								85
K DIVISION	1	8	12	1			1								23
L DIVISION	2	7	10	1											20
Q DIVISION	4	15	33	2			1								55
U DIVISION	3	9	19	2											33
V DIVISION		14	19	2			1								36
CONTACT COMMAND CONTROL DIVISION		5	636	424	64	4	10	1		2	1				1147
CORPORATE SERVICES DIVISION	115	298	208	383	422	155	214	83	78	59	19	15	16	6	2071
CRIMINAL JUSTICE SERVICES DIVISION	11	150	416	253	78	3	5		2						918
OPERATIONAL SUPPORT DIVISION		73	116	27	42	3	3	4	6	1	1				276
SCOTTISH POLICE AUTHORITY	1	14	33	39	23	116	168	124	26	40	12	1	4	6	607
SPECIALIST CRIME DIVISION	1	12	59	65	82	47	58	16	10	4	1				355
TOTAL HEADCOUNT POLICE STAFF	155	732	1961	1235	715	332	468	228	122	106	34	16	20	12	6136

Table 5

Data Tables

Table 6 highlights the actual days lost, by reason per Division for **police officers** at 30th September 2020.

ACTUAL DAYS LOST BY REASON PER DIVISION/DEPARTMENT - POLICE OFFICER AS AT 30/09/20													
Division/Department	Cardiac	Digestive	Ear/Eye	Gynaecological	Headache/ Migraine	Infectious Diseases	Musculo- skeletal	Nervous System Disorder	Psychological Disorder	Respiratory	Skin	Miscellaneous	Total Actual Days Lost
NORTH	52	192	26	39	70	61	1346	368	7696	1062	37	2173	13,122
A		76	8	17	30	61	593		2854	512		1056	5,207
D	52	57	13	6	25		516	368	3493	192	17	411	5,150
N		59	5	16	15		237		1349	358	20	706	2,765
EAST	73	188	12	82	706	29	2326	264	3500	1283	132	3864	12459
C		16	6	4			389	200	449	153		288	1505
E	26	116	6	26	676		471		439	583	13	612	2968
J		25		52	14	29	643		1665	336		1094	3858
P	47	31			16		823	64	947	211	119	1870	4128
WEST	268	855	116	142	49	8	5232	404	10338	3852	54	5438	26756
G	73	191	84	32	19		1794	19	5020	1205	40	2286	10763
K		69		15			641	192	1433	356	3	386	3095
L		430			11		93		972	299	7	46	1858
Q		102	5	68	4	8	680		1766	1623		512	4768
U	195	44	23	13	6		1642	193	1078	267	4	1483	4948
V		19	4	14	9		382		69	102		725	1324
SPECIALIST FUNCTION DIVISIONS	513	1079	185	81	536	72	5837	183	10133	3066	28	6341	28054
Contact Command & Control		620	12		82	8	1256	183	2173	651	1	881	5867
Corporate Services Division	77	6	37		51		132		560	289		1190	2342
Criminal Justice	44	48	76	69			112		435	99	7	55	945
Operational Support Division	21	363	19		374	64	3136		2313	1171		1977	9438
Specialist Crime Division	371	42	41	12	29		1201		4652	856	20	2238	9462
OVERALL TOTALS	906	2314	339	344	1361	170	14741	1219	31667	9263	251	17816	80391

Table 6

Data Tables

Table 7 highlights the actual days lost, by reason per Division for **police staff** at 30th September 2020.

ACTUAL DAYS LOST BY REASON PER DIVISION/DEPARTMENT - POLICE STAFF AS AT 30/09/20													
Division/Department	Cardiac	Digestive	Ear/Eye	Gynaecological	Headache/ Migraine	Infectious Diseases	Musculo- skeletal	Nervous System Disorder	Psychological Disorder	Respiratory	Skin	Miscellaneous	Total Actual Days Lost
NORTH	0	15	0	131	5	0	1137	0	169	165	0	17	1639
A		2		4			1123		66	127		6	1328
D					5		7		37	9			58
N		13		127			7		66	29		11	253
EAST	41	78	0	7	5	0	65	0	715	134	0	601	1646
C		70			1				32	6		82	191
E	41	2			1				472	37		191	744
J		6		7	3				90	25			131
P							65		121	66		328	580
WEST	5	11	0	29	2	0	228	0	202	127	6	1164	1774
G	5						86		95	59	6	374	625
K										13			13
L		3					2			2			7
Q		3		29			23		59	51		790	955
U							117		48	2			167
V		5			2								7
SPECIALIST FUNCTION DIVISIONS	516	1267	422	231	301	6	3900	497	11917	2038	104	5777	26976
Contact Command & Control	267	206	378	114	65	6	1420	1	4089	1062		1850	9458
Corporate Services Division	177	88	4	29	152		1383	80	4435	431	64	2376	9219
Criminal Justice	34	509	40	86	76		927	289	2604	409	29	823	5826
Operational Support Division	7	432			8		117		60	42	11	20	697
Specialist Crime Division	31	32		2			53	127	729	94		708	1776
SPA	1	90		73	8	1	232	2	734	162		168	1471
OVERALL TOTALS	563	1461	422	471	321	7	5562	499	13737	2626	110	7727	33506

Table 7

Data Tables

Tables 8 and 9 highlight the race profile of **police officers** and **special constables** as at 30th September 2020. Please note that no direct comparison can be made with police officer resource figures, as E&D include officers on career breaks in their stats.

POLICE OFFICER (HEADCOUNT BY RANK) AS AT 30/09/2020													
Rank	White Scottish	% of Rank	Other White British	% of Rank	White Minority	% of Rank	BME	% of Rank	Choose not to Disclose	% of Rank	Not Recorded	% of Rank	Total
Constable	10752	78%	1199	9%	291	2%	214	2%	968	7%	273	2%	
Sergeant	2040	81%	196	8%	33	1%	34	1%	218	9%	<5	<1%	
Inspector	732	83%	58	7%	13	1%	<5	<1%	73	8%	0	0%	
Chief Inspector	201	83%	17	7%	<5	2%	5	2%	15	6%	0	0%	
Superintendent + above	153	84%	17	9%	<5	1%	<5	1%	7	4%	<5	1%	
Total	13878	79%	1487	8%	343	2%	259	1%	1281	7%	273	2%	17525

Table 8

SPECIAL CONSTABLES (HEADCOUNT) AS AT 30/09/2020		
Ethnic Origin	%	No:
White Scottish	72%	328
All Other White British	8%	38
White Minority	2%	11
BME	2%	11
Choose not to Disclose	2%	7
Not Recorded	13%	59
Total	100%	454

Table 9

Data Tables

Tables 10 and 11 highlight the race profile of **police staff (PSOS)** and **SPA staff** as at 30th September 2020. Please note that no direct comparison can be made with police staff resource figures, as E&D include staff who are on career breaks in their stats.

POLICE STAFF (HEADCOUNT) AS AT 30/09/2020)		
Ethnic Origin	%	No:
White Scottish	85%	4661
All Other White British	7%	381
White Minority	1%	82
BME	2%	96
Choose not to Disclose	4%	217
Not Recorded	1%	71
Total	100%	5508

Table 10

SPA STAFF (HEADCOUNT) AS AT 30/09/2020)		
Ethnic Origin	%	No:
White Scottish	76%	457
All Other White British	15%	90
White Minority	2%	13
BME	2%	11
Choose not to Disclose	5%	30
Not Recorded	<1%	<5
Total	100%	603

Table 11