

Meeting	SPA Resources Committee
Date	10 August 2020
Location	MS Teams
Title of Paper	Q1 People Management Information Dashboard
Presented By	Jude Helliker, Director of People and Development
Recommendation to Members	For Discussion
Appendix Attached	Yes Appendix A - Q1 People Management Information Dashboard

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 differently to the previous reports to allow easier interpretation of the data.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 The attached paper details the following factors for the first 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
- 2.2 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 implications associated with 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 content of this report.

OFFICIAL

Police Scotland Workforce Summary – V.2

QUARTERLY WORKFORCE DATA REPORT

30 JUNE 2020

Prepared by: People & Development Performance Reporting Team



SCOTTISH POLICE
AUTHORITY

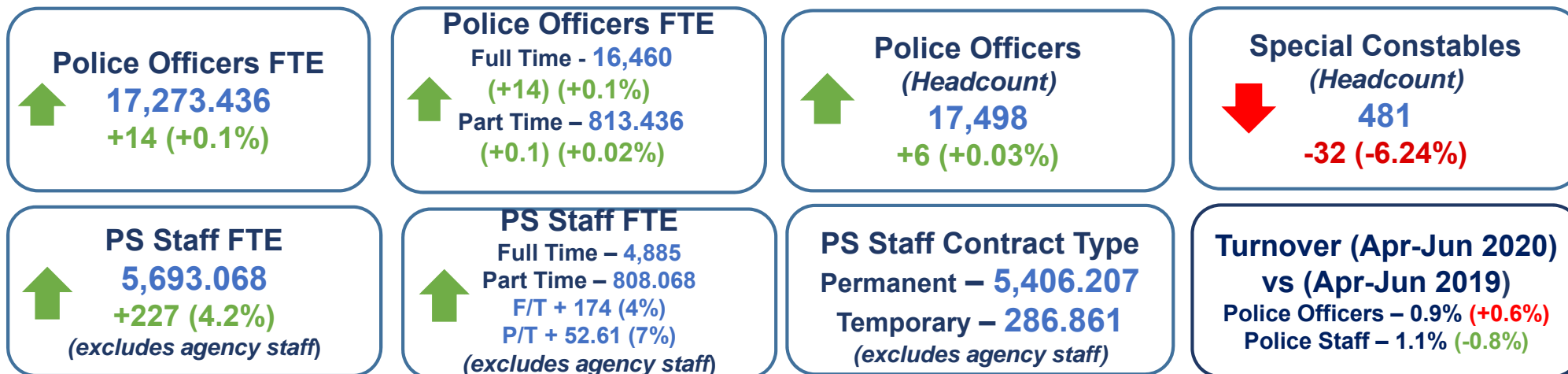
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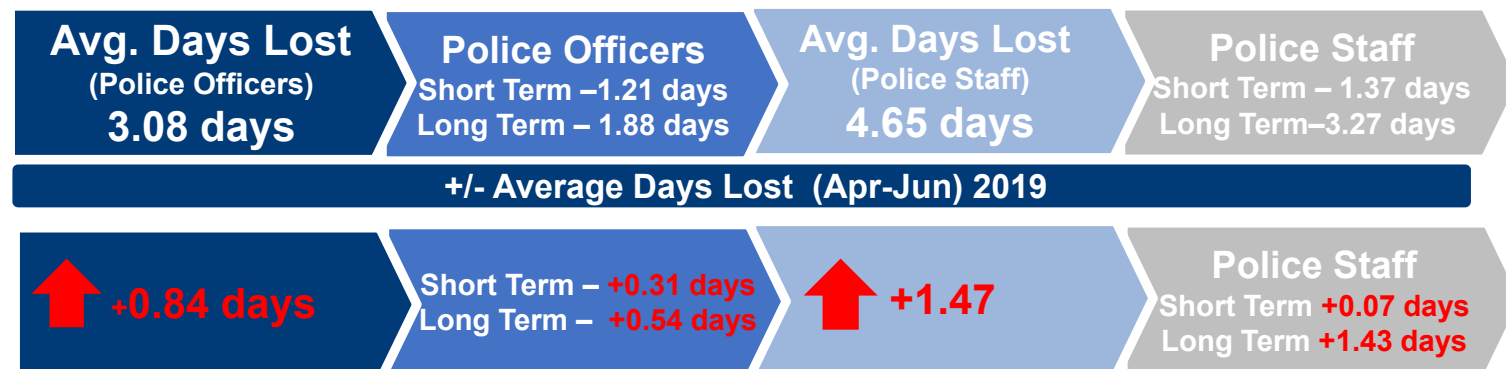
Workforce Summary of Key Areas

An embargo is placed on the release of this document until after Scottish Government publish workforce numbers on 6/8/20

The undernoted figures are as at 30th June 2020 and directional arrows indicate comparison with the same period the previous year - (30th June 2019).



Average Days Lost and Top 3 Reasons for Absence Q1 (Apr-Jun) 2020



Estimated Cost of Absence (Apr-Jun) 2019/20

Police Officers - £11,464,806

Police Staff - £4,996,454

Based on actual days lost

Top 3 Reasons for Absence (2019/20)

- | | | | | | |
|------------------|------------------|--------------------|------------------|------------------|--------------------|
| 1. Psychological | 2. Miscellaneous | 3. Musculoskeletal | 1. Psychological | 2. Miscellaneous | 3. Musculoskeletal |
|------------------|------------------|--------------------|------------------|------------------|--------------------|

Headcount/FTE – Police Officers

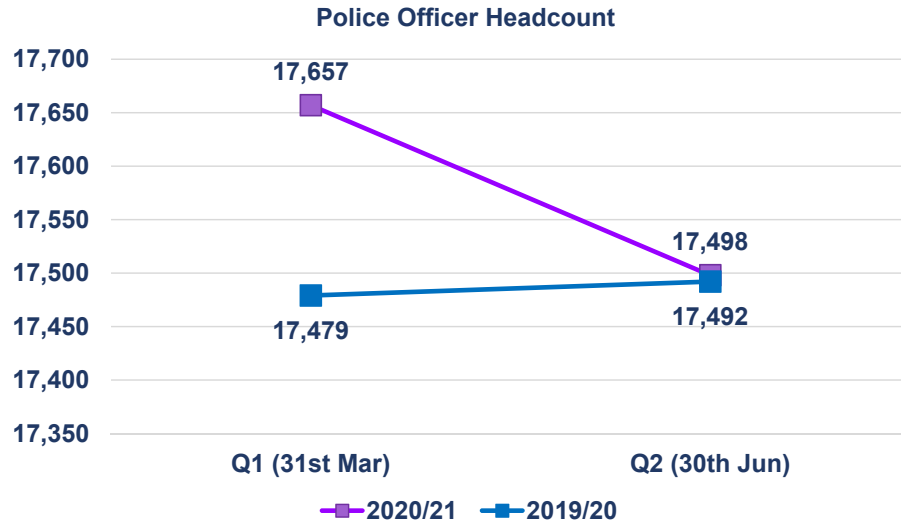


Chart 1

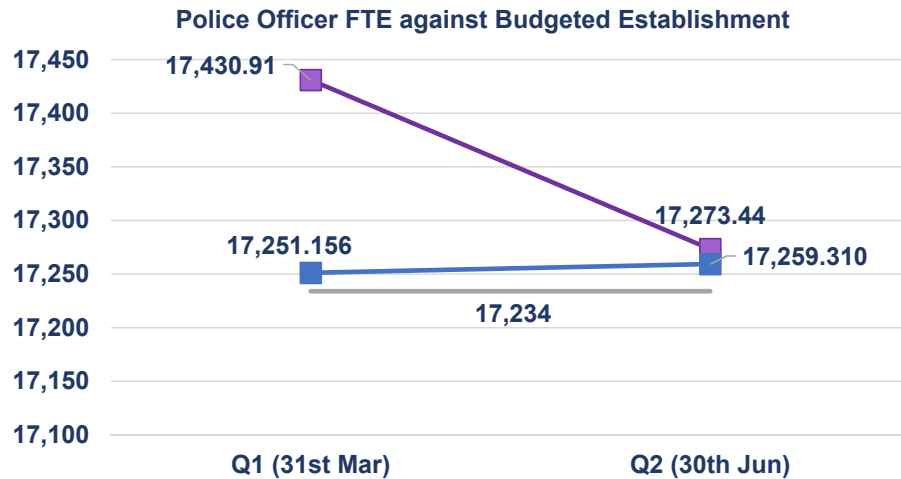


Chart 2



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 Q2 (30/06/20) with Q1 (31/03/20) police officer numbers have decreased by (-159) (-0.9%). In comparison to the 30/06/19 officer numbers have increased slightly by (+6) (+0.03%).

FTE numbers for Q2 (30/06/20) compared with Q1 (31/03/20) have decreased by (-157.47) (-0.9%). In comparison to the same period the previous year (30/06/19) officer numbers have increased by (+14) (+0.08%)

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

Please note 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)

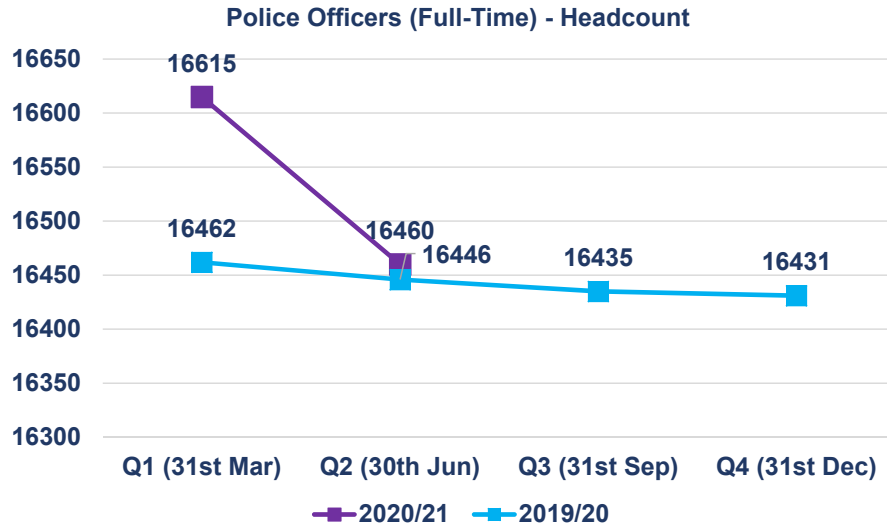


Chart 3

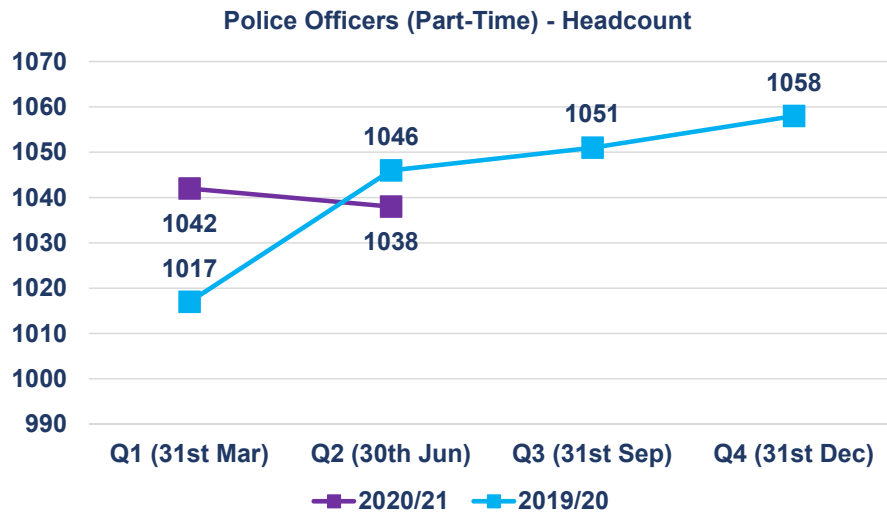


Chart 4



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 (-155) (-0.9%) from Q1 to Q2. Comparing Q2 (30/06/2020) with Q2 (30/06/2019) officers working full-time have increased by (+14) (+0.08%).

The number of officers working part-time have decreased slightly from Q1 to Q2 (-4) (-0.4%). Comparing Q2 (30/06/2020) with Q2 (30/06/2019) there has been a decrease of officers working part-time (-8) (-0.8%).

Headcount – Special Constables

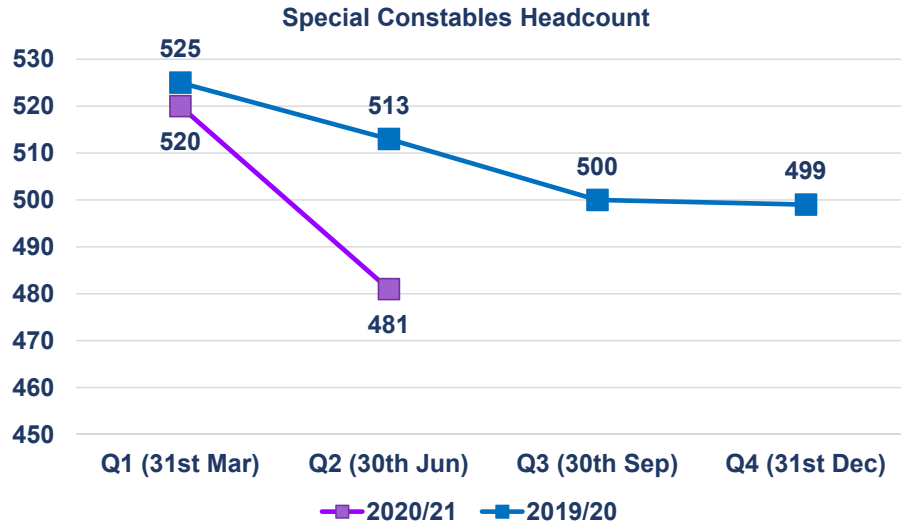


Chart 5



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 (-39) (-7.5%) from Q1 to Q2 and by (-32) (-6.2%) when comparing Q2 2020/21 with Q2 2019/20.

Although special constable numbers have reduced, the special constable co-ordination unit have confirmed that in the last 3 months special constable deployment rates have exceeded 2019 levels by almost 50%. Additionally there has been significant contributions made by employers to allow their employees to, in some cases, volunteer to work full time for Police Scotland.



How We Compare

At the end of May 2020 the Metropolitan Police (MET) had 1,880 special constables, which equates to (5.8%) proportionally against an FTE of 32,400.89. The proportion of special constables within Police Scotland is below this at just under 3%.

Source: MET Workforce Data Report end May 2020

Headcount – Police Staff

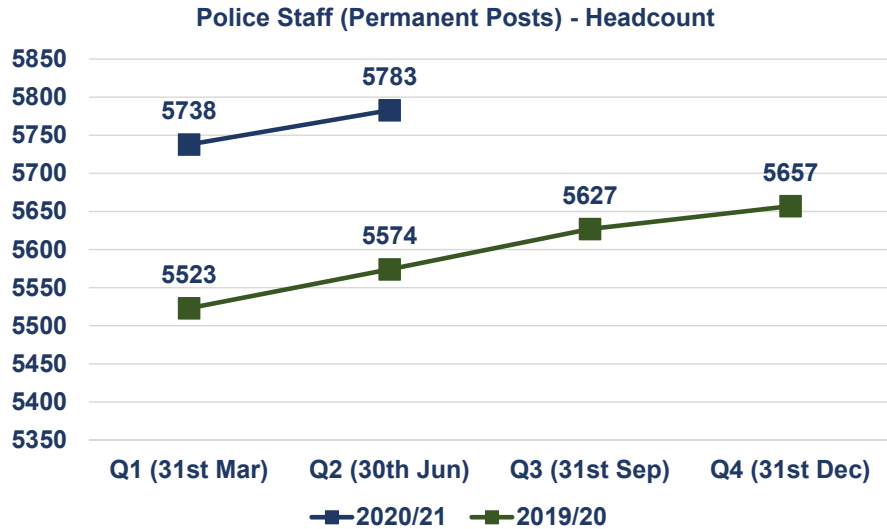


Chart 6

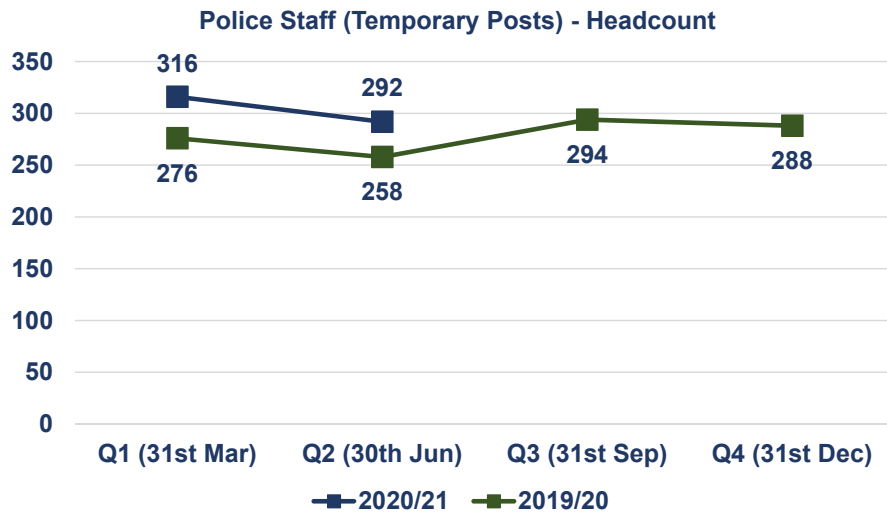


Chart 7



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 (+45) (+0.8%) from Q1 to Q2. In comparison to the 30/06/19 permanent posts have increased by (+209) (+3.7%).

Police staff temporary posts have decreased by (-24) (-7.6%) from Q1 to Q2. In comparison to the 30/06/19 temporary posts have increased by (+34) (+13%).

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

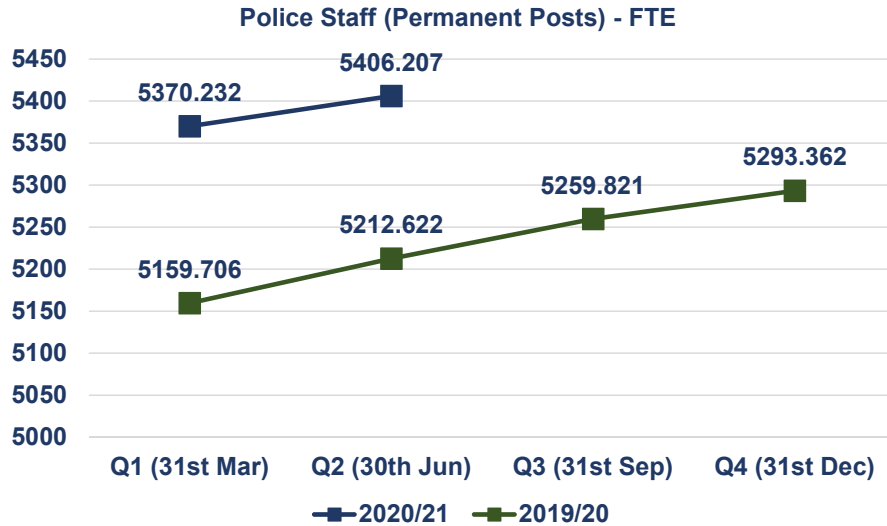


Chart 8

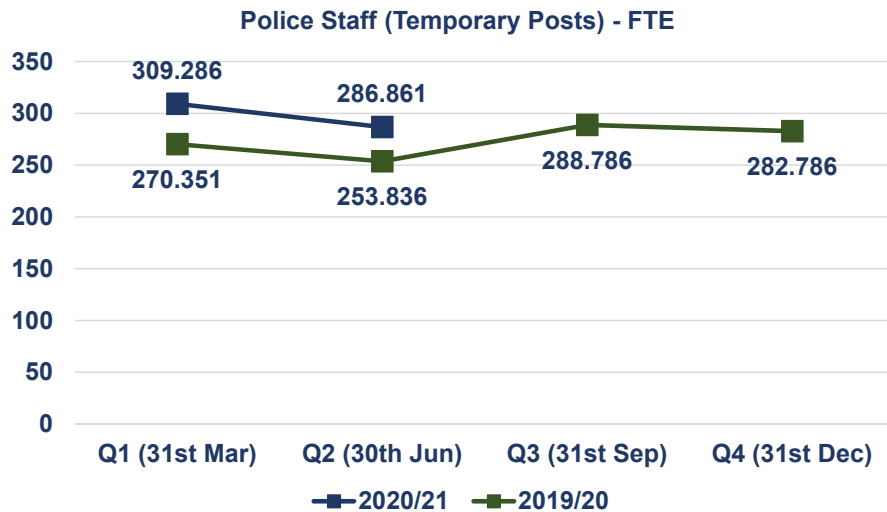


Chart 9



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 (+36) (+0.7%) from Q1 to Q2. In comparison to the 30/06/19 permanent posts have increased by (+194) (+3.7%).

Police staff temporary posts have decreased by (-22) (-7.3%) from Q1 to Q2. In comparison to the 30/06/19 temporary posts have increased by (+33) (+13%).

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)

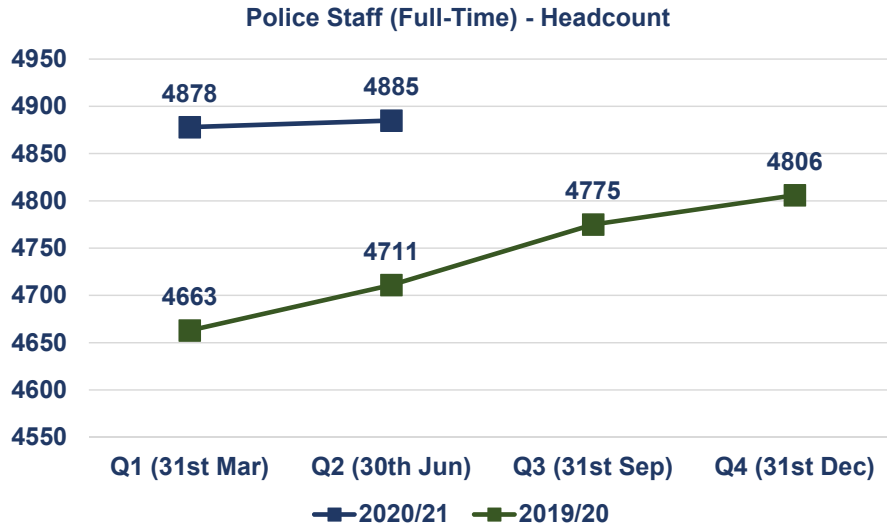


Chart 10

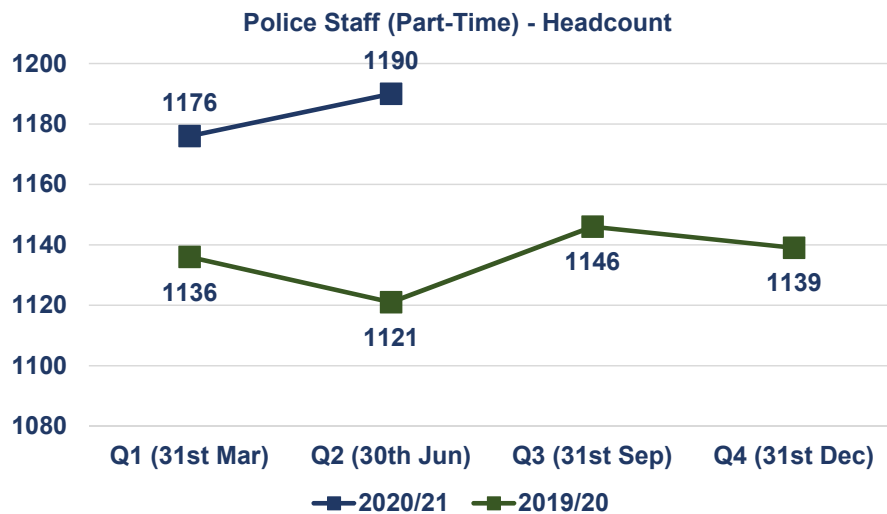


Chart 11



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 slightly by (+7) (+0.1%) from Q1 to Q2. Comparing Q2 (30/06/2020) with Q2 (30/06/2019) staff working full-time have increased by (+174) (+3.7%).

The number of staff working part-time have increased from Q1 to Q2 by (+14) (+1.2%). Comparing Q2 (30/06/2020) with Q2 (30/06/2019) the number of police staff working part-time has increased by (+69) (+6.2%).

Police Officers Age Group

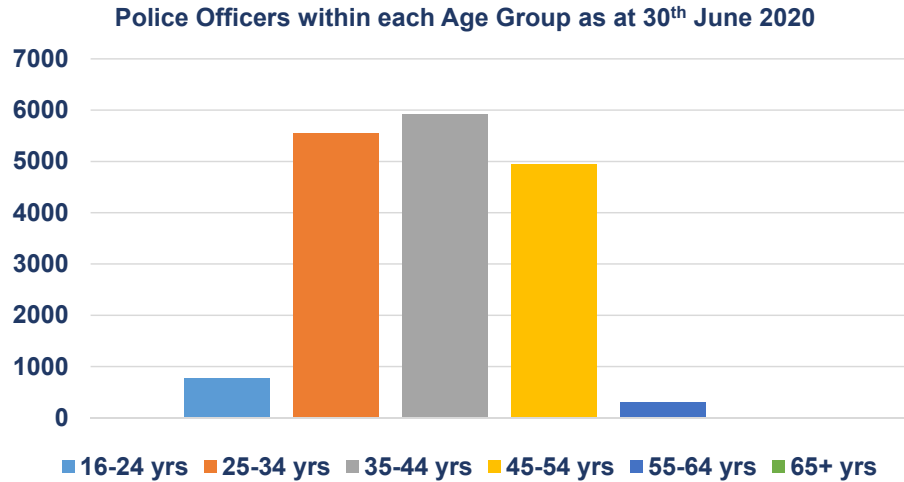


Chart 12

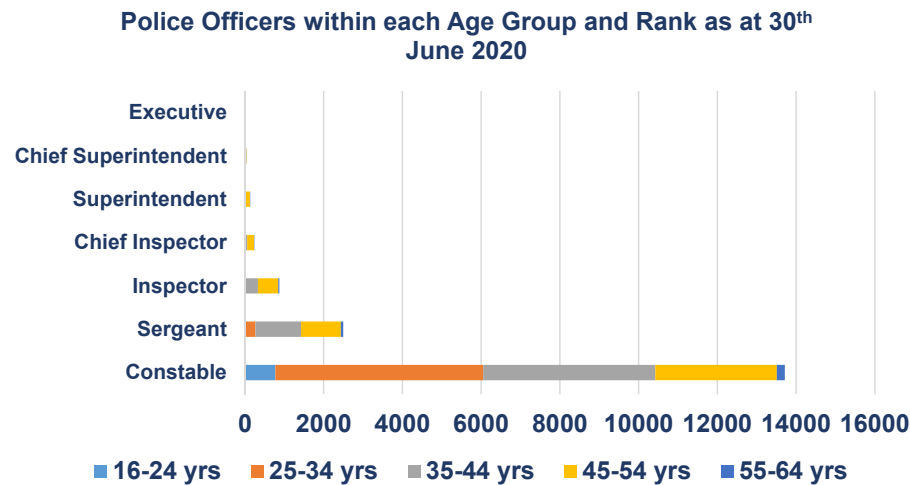


Chart 13



Chart 12 illustrates police officers by age group as at 30 June 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 30 June 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. Over 70% of officers are aged 44 or under and 43% 45 years and over. Just over 4% of all officers are aged 24 years or under.



How We Compare

As at 31 May 2020, within the MET, 73% of all police officers were aged 44 or under, slightly above Police Scotland. Just over 8% of all officers are aged 24 years or under, 4% more than Police Scotland.

Source: MET Workforce Data Report end May 2020

Police Staff Age Group

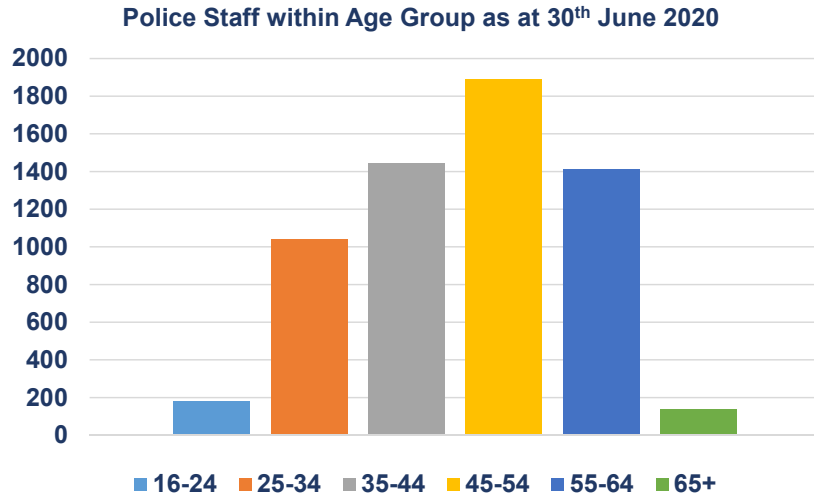


Chart 14

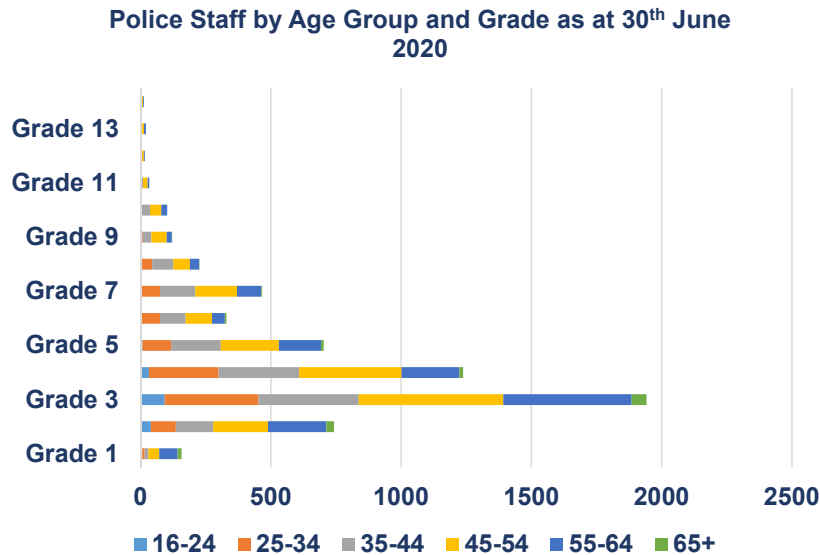


Chart 15



Chart 14 illustrates police staff by age group as at 30 June 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 30 June 2020. The grade with the highest proportion is grade 3 within age group 45 to 54 years. Nearly half of the police staff workforce (44%) are 44 years or under, with 25% over the age of 55. Police staff aged under 25 represent 3% of the police staff workforce.



How We Compare

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

Source: MET Workforce Data Report end May 2020

Police Officers & Police Staff – Rank/Grade

Police Officers by Rank Q1 2020 vs Q1 2019

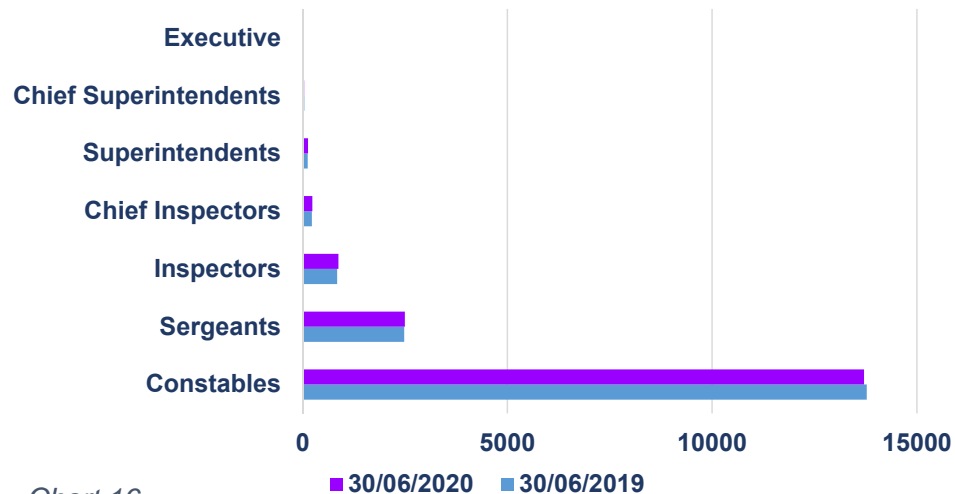


Chart 16

Police Staff by Grade Q1 2020 vs Q1 2019

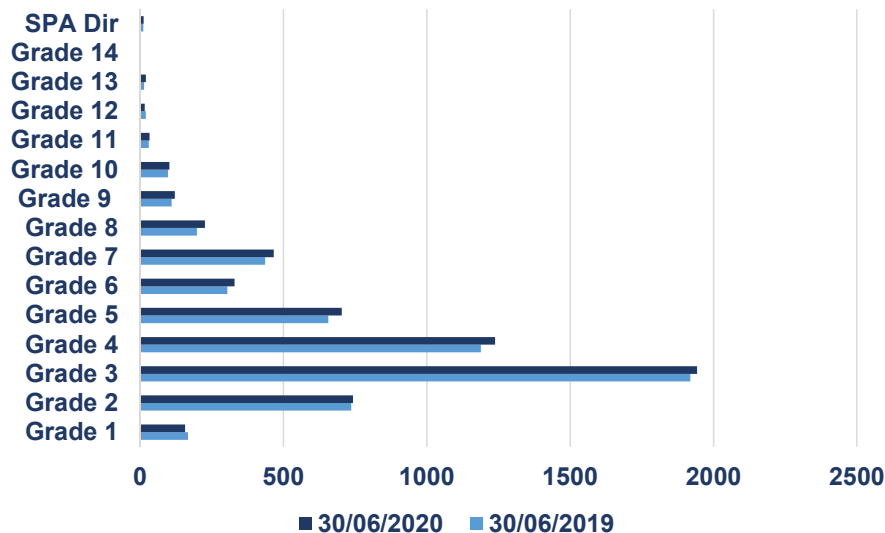


Chart 17



Chart 16 illustrates the ranks of police officers at 30 June 2020 vs 30 June 2019. At 30 June 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 (-64) (-0.5%) in comparison to the same period last year.

Chart 17 illustrates police staff by grade as at 30 June 2020 vs 30 June 2019. At 30 June 2020, the highest proportion of staff (1,942) (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 variances are within the ranks of Inspector and Constable. Police Scotland's rank of Inspector are 1.5% higher than the METs, however rank of Constable is -2.9% below 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 May 2020

Police Officers & Police Staff – Length of Service

Police Officers length of service 2020 vs 2019

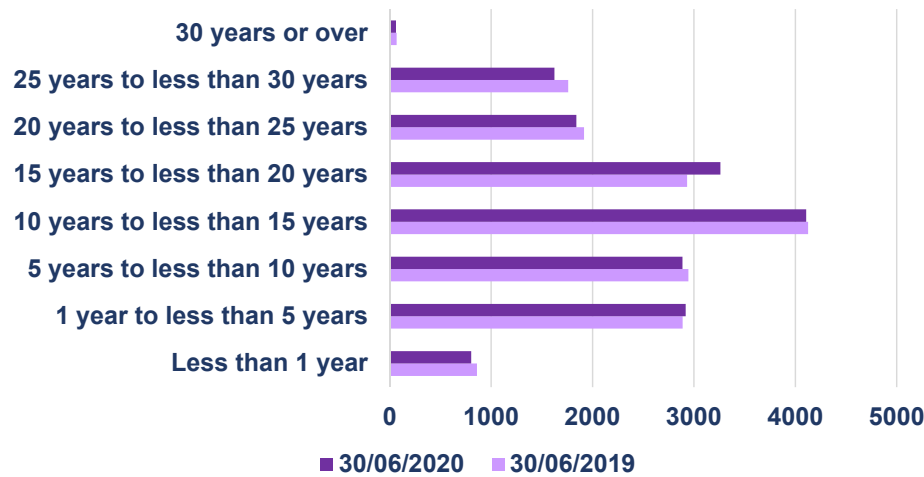


Chart 18

Police staff length of service 2020 vs 2019

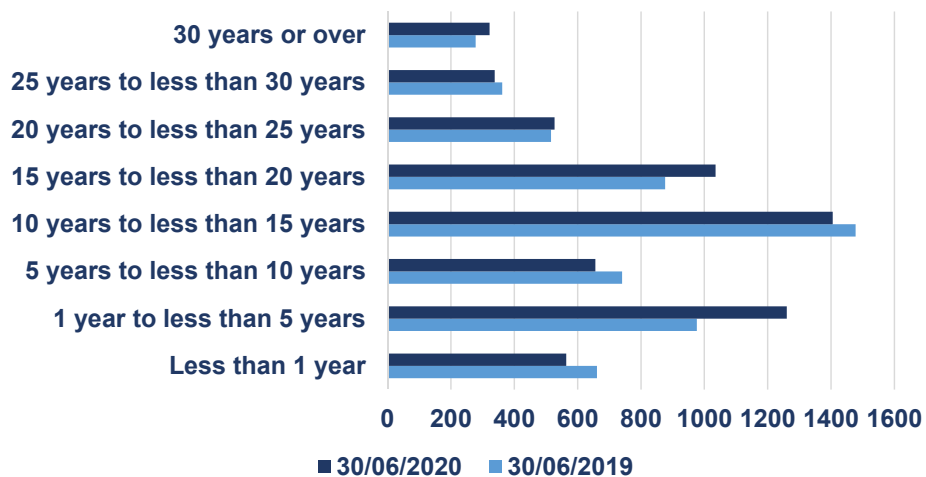


Chart 19



Charts 18 and 19 show the length of service for police officers and police staff at 30 June 2020 vs 30 June 2019. As can be seen the most common length of service for police officers is between 10 years and less than 15 years, which accounted for (23%) of officers. 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 (+328) (11%).

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 just under a quarter (23%) of staff. The largest increase when comparing 2020 with 2019 are also staff with length of service between 15 years and less than 20 years, which has increased by (+284) (29%).



How We Compare

As at the 30 June 2020, the highest length of service proportion for police officers within Police Scotland is within the length of service bracket 10 years to less than 15 years (23.47%). Within the MET's most recent Workforce Data Report, the highest length of service proportion are Officers with less than 2 years service (21.27%).

Police staff within Police Scotland highest length of service is the same as Officers (10 years to less than 15 years - 23.01%). However, within the MET, the highest length of service are staff within 15 to 19 years service bracket (22.34%).

Source: MET Workforce Data Report end May 2020

Police Officer & Staff Recruits

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

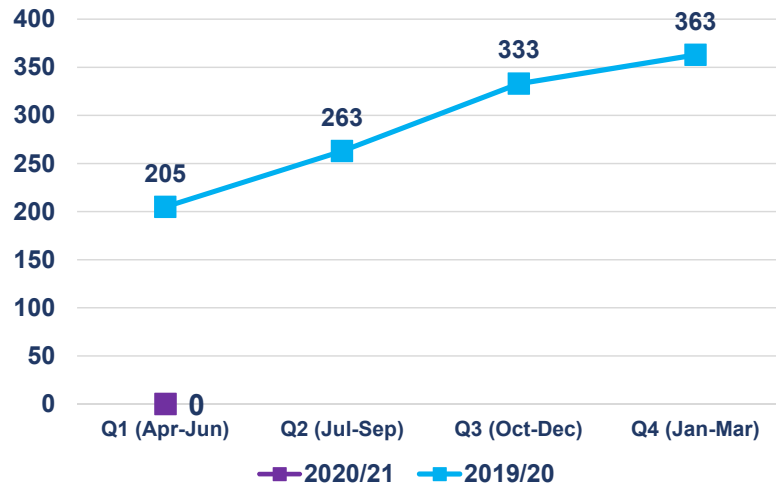


Chart 20

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

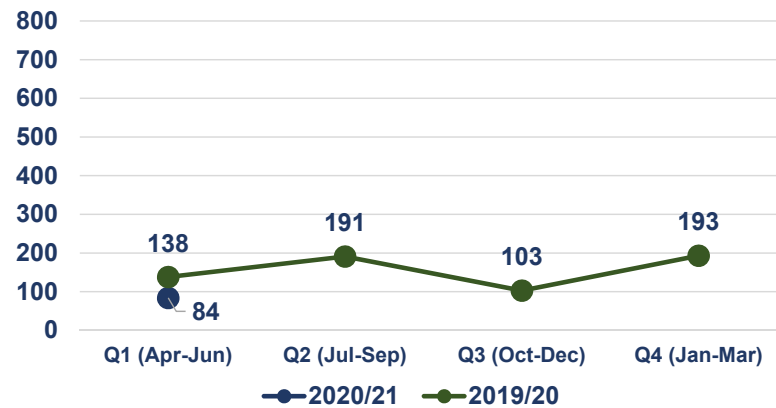


Chart 21



Charts 20 and 21 show police officer and staff recruit numbers. There have been no police officer recruits at the end of Q1 (Apr-Jun) and numbers have decreased by (-205) in comparison with the previous year. Recruits are planned for Q2 (Jul-Sep) 2020.



How We Compare

Comparing Police Scotland's police officer recruit numbers with the METs, Police Scotland have had no recruits, and the MET have had 346.42 direct police constable recruits at the end of May 2020. The MET's June report was not available at time of writing to enable comparison with full quarterly stats.

Source: MET Workforce Data Report end May 2020



Police staff recruit numbers at the end of Q1 (Apr-Jun) are 84, a reduction of (-54) (-39%) in comparison with the previous year. However at the end of Q4 2019/20 police staff recruit figures were the highest they had been over the financial year 2019/20 at 193.



How We Compare

Comparing Police Scotland's police staff recruit figures with the METs, Police Scotland's May recruits were 26, whereas the MET's were 55.80, (+29.80) (+53.4%) higher than Police Scotland. The MET's June report was not available at time of writing to enable comparison with full quarterly stats.

Source: MET Workforce Data Report end May 2020

Police Officer Leavers

Police Officer Leavers Apr-Jun 2020/21 v 2019/20

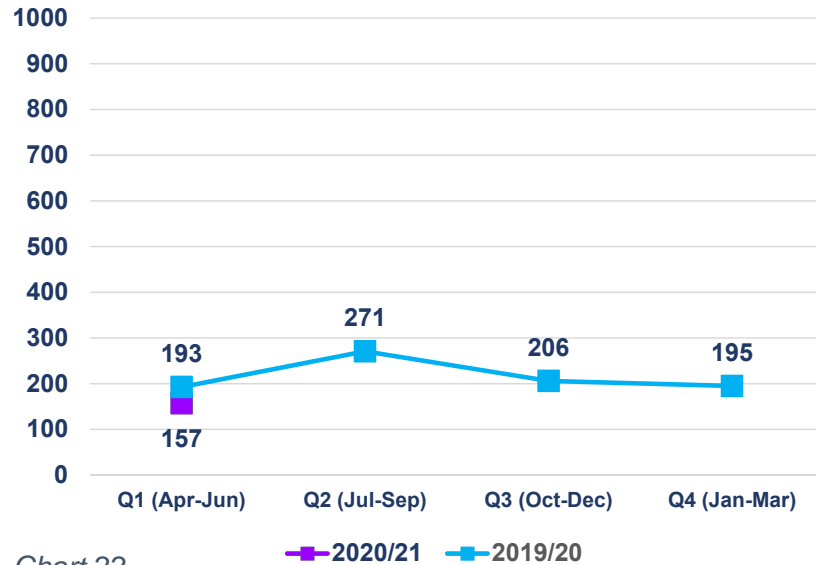


Chart 22

Police Officer Leaver Reasons Apr-Jun 2020/21 v 2019/20

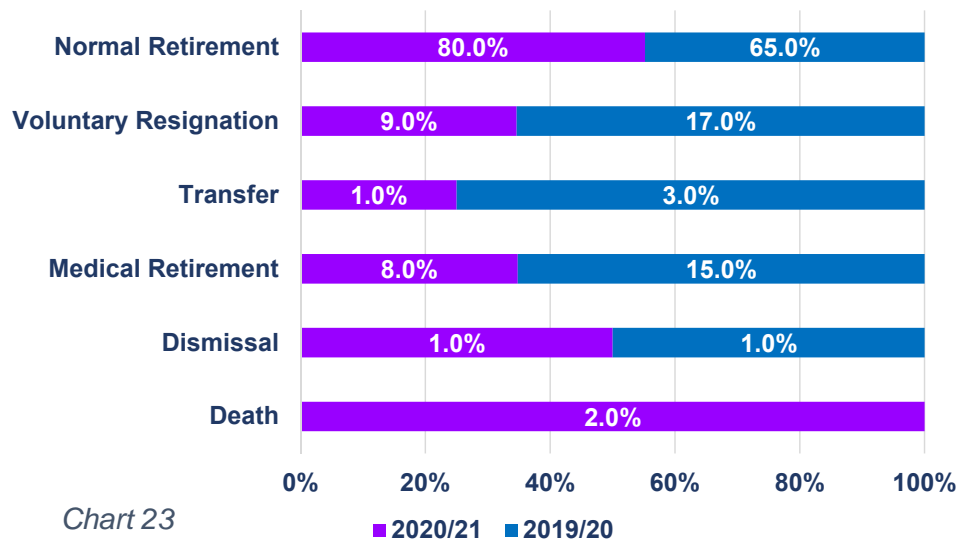


Chart 23



Charts 22 and 23 show police officer leaver numbers and reason for leaving. At the end of Q1 (Apr-Jun) police officer leaver numbers have decreased by (-36) (-19%) in comparison with the previous year. The highest proportion of leavers within the first quarter of have been within Specialist Crime Division (27) (17%).



How We Compare

Comparing Police Scotland with the MET's May leavers data, the MET had 116.10 leavers in May compared to 46 in Police Scotland, a difference of (-70) (-60.4%) compared to the MET. The MET's June report was not available at time of writing to enable comparison of full quarterly stats.

Source: MET Workforce Data Report end May 2020



The majority of police officers leaving the service to date do so via normal retirement (80%), which has increased by 15% in comparison to the same period the previous year.



How We Compare

At the end of May 2020, the highest proportion of leavers in the MET have also left the service via normal retirement (43%). The MET's June report was not available at time of writing to enable comparison of full quarterly stats.

Source: MET Workforce Data Report end May 2020

Police Staff Leavers

Police Staff Leavers Apr – Jun 2019/20 v 2018/19

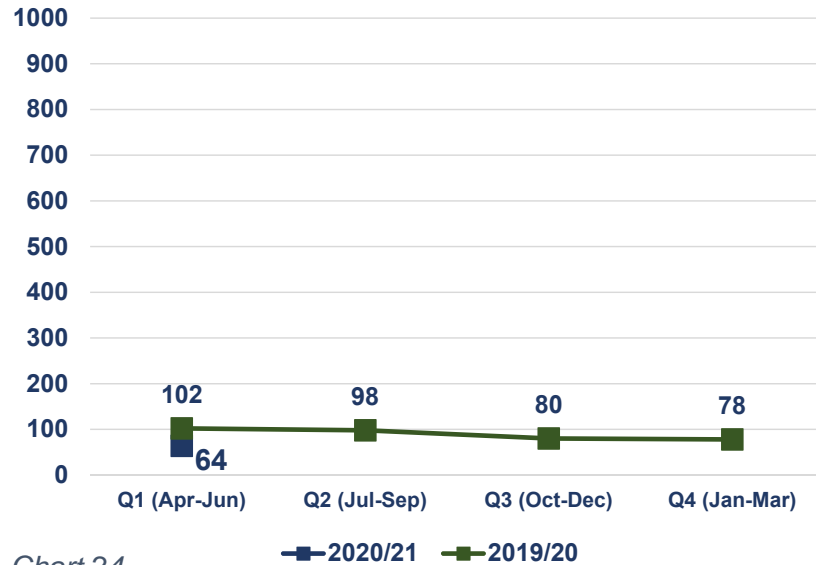


Chart 24

Police Staff Leaver Reasons Apr – Jun 2020/21 v 2019/20

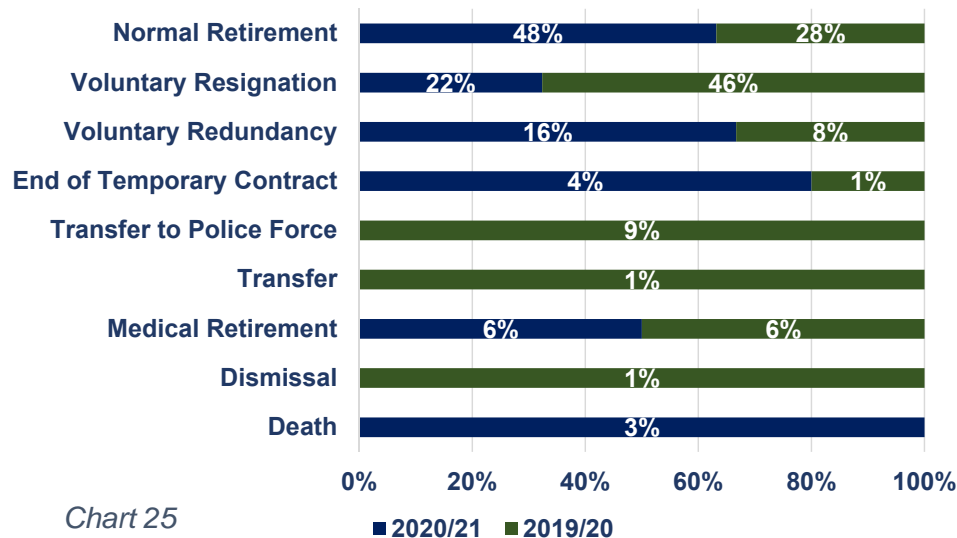


Chart 25



Charts 24 and 25 show police staff leaver numbers and reason for leaving. At the end of Q1 (Apr-Jun) police staff leavers have reduced by (-38) (-37%) in comparison with the previous year. In the first quarter 4 members of staff have left Police Scotland within the first year of service. The highest proportion of leavers (24) (38%) are within the area of Corporate Services Division.



How We Compare

Comparing Police Scotland with the MET's May leavers data, the MET had 28.31 police staff leavers in May compared to 64 in Police Scotland, a difference of (+36) (+55.8%) compared to the MET. The MET's June report was not available at time of writing to enable comparison of full quarterly stats.

Source: MET Workforce Data Report end May 2020



The majority of police staff leaving the service at the end of Q1 (Apr-Jun) do so via normal retirement (48%). When comparing the same period the previous year, the highest proportion of staff left via voluntary redundancy (46%)



How We Compare

At the end of May 2020, the highest proportion of leavers in the MET have left the service via voluntary resignation (59.7%). The MET's June report was not available at time of writing to enable comparison of full quarterly stats.

Source: MET Workforce Data Report end May 2020

Police Officer & Staff Turnover

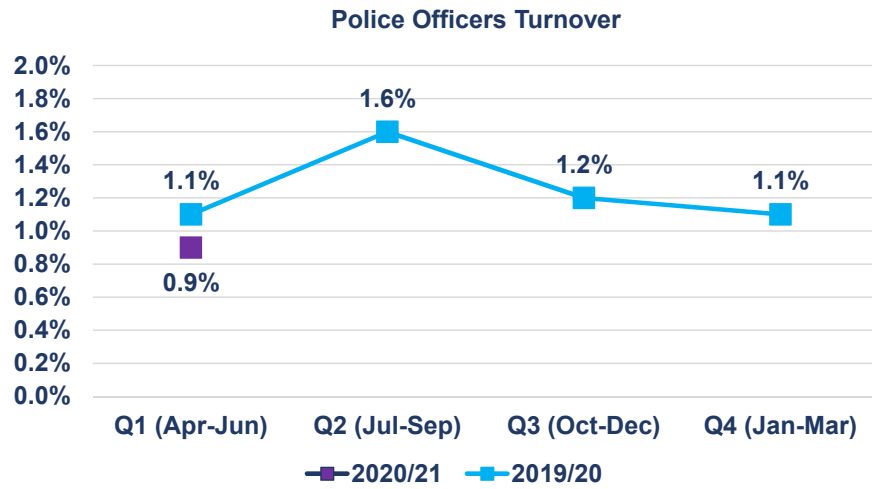


Chart 26

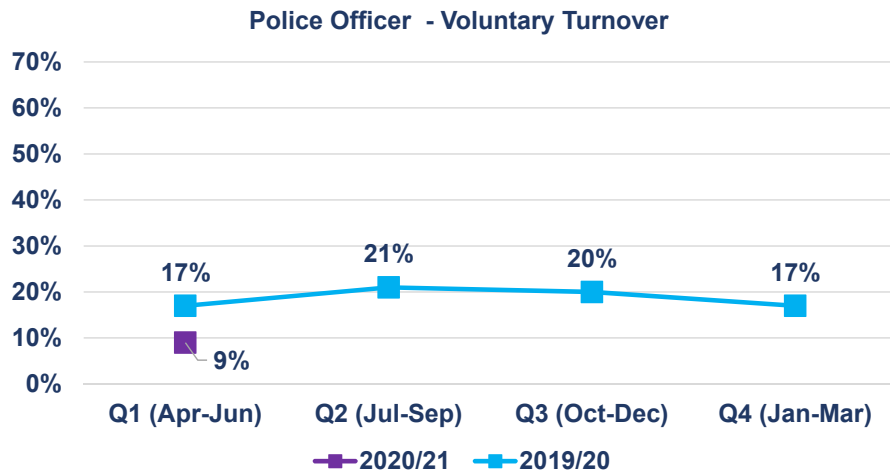


Chart 28

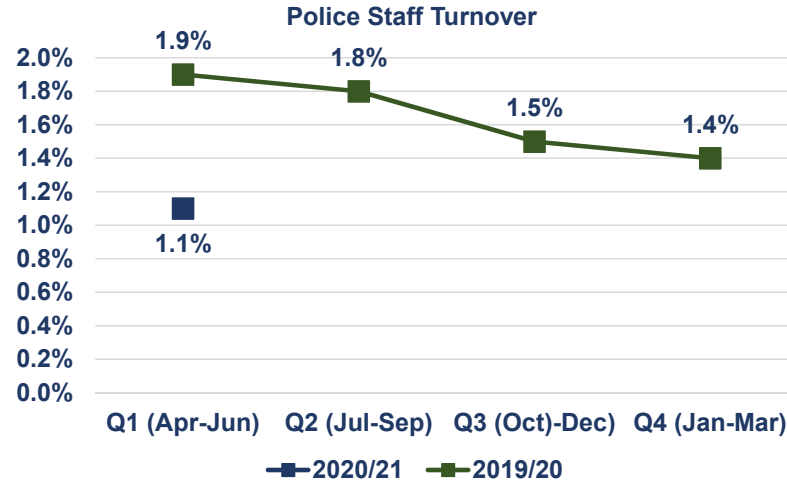


Chart 27

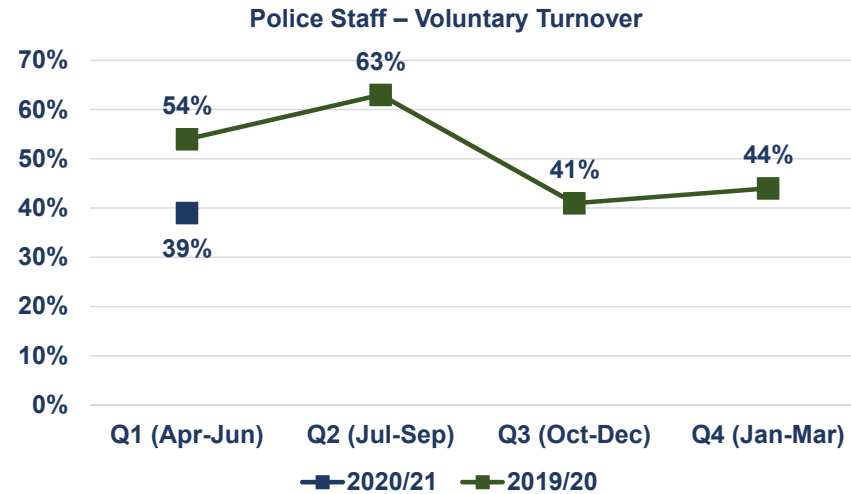


Chart 29

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 slight decrease of (-0.2%) in officer turnover from Q1 (Apr-Jun) 2019 to Q2 (Apr-Jun) 2020.

Chart 27 highlights that police staff turnover has also decreased slightly (-0.8%) from Q1 (Apr-Jun) 2019 to Q2 (Apr-Jun) 2020.

Charts 28 and 29 show police officer and police staff voluntary turnover rate, officers and staff who have resigned from Police Scotland or have taken voluntary redundancy (police staff). As can be seen both police officer and staff voluntary resignation levels have reduced when comparing Q1 (Apr-Jun) 2019 to Q2 (Apr-Jun) 2020. Police officer's have reduced by (-8%) and police staff by (-15%).



How we Compare

Comparing the available MET turnover data of 2018/19, Police Scotland's police officer turnover rates for 2018/19 (4.8%) and 2019/20 (5%) are below the MET's published rates of 7.69%. Police Scotland's police staff turnover rate for 2018/19 (7.5%) was around the same level as the MET's figure of 7.59%, and the turnover level for 2019/20 (6.4%) was below the MET's rate.

Police Officer & Police Staff - Absence

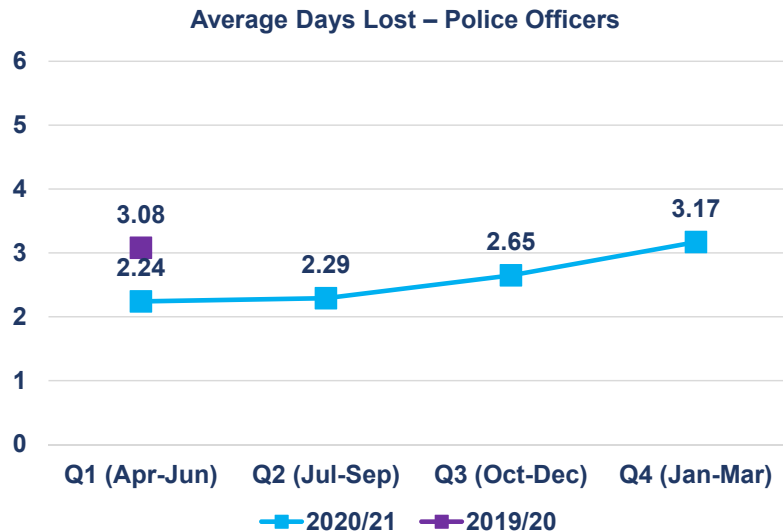


Chart 30



Chart 31



Charts 30 and 31 show the average number of days lost for police officers and police staff since for 2020/21 vs 2019/20. As can be seen both police officers and police staff absence levels have increased from Q1 2019/20. Both short term and long term absence has increased, however long term has seen the largest increase, particularly within the police staff group. Analysis of the data has demonstrated that the rise has been directly related to COVID-19 absences.



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** . At the end of Q1 both police officers and police staff are below these levels.

Police Scotland also benchmark absence with PSNI and their officer absence levels year to date to the end June 2020 were **2.43** days and police staff **2.06** days. At the end of Q1 in Police Scotland both officer and staff average days lost are above these 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 Q1 were **5.9%** and police staff were **8.1%**. Both police officer and police staff are above the NHS level.

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

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

Police Officer Average Days Lost (Short Term/Long Term)

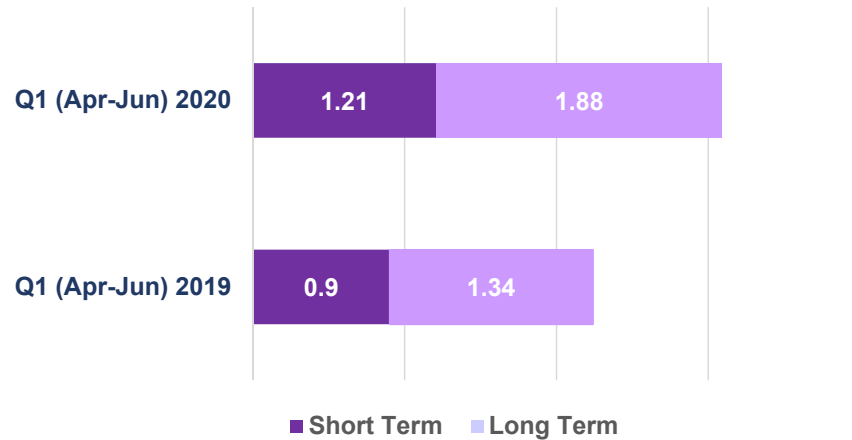


Chart 32

Police Staff Average Days Lost (Short Term/Long Term)

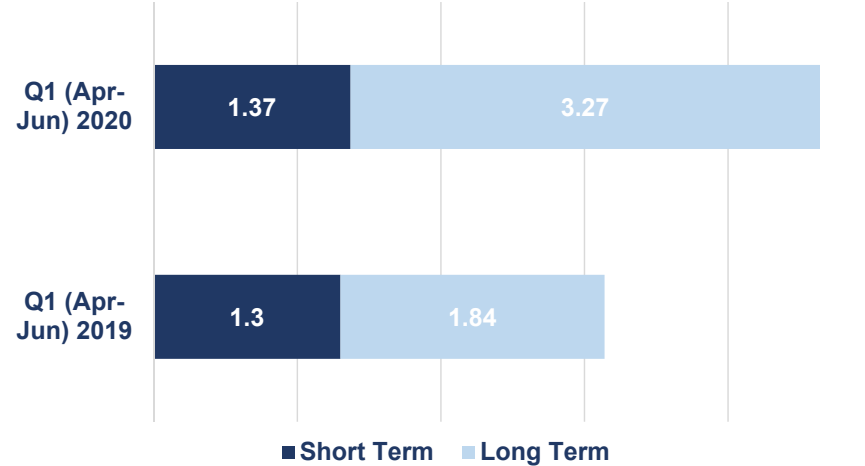


Chart 33



Charts 32 and 33 show the average days lost 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. As already highlighted the increase in long term absences are more prevalent within the police staff area and from further analysis of the data between Q1 2020 and Q1 2019 it is clear that the increase between the two periods is almost exclusively the result of COVID-19 related absences (Respiratory).



How We Compare

Please refer to Page 15 for absence comparisons are provided.

Police Officers – Absence by Category and Duration

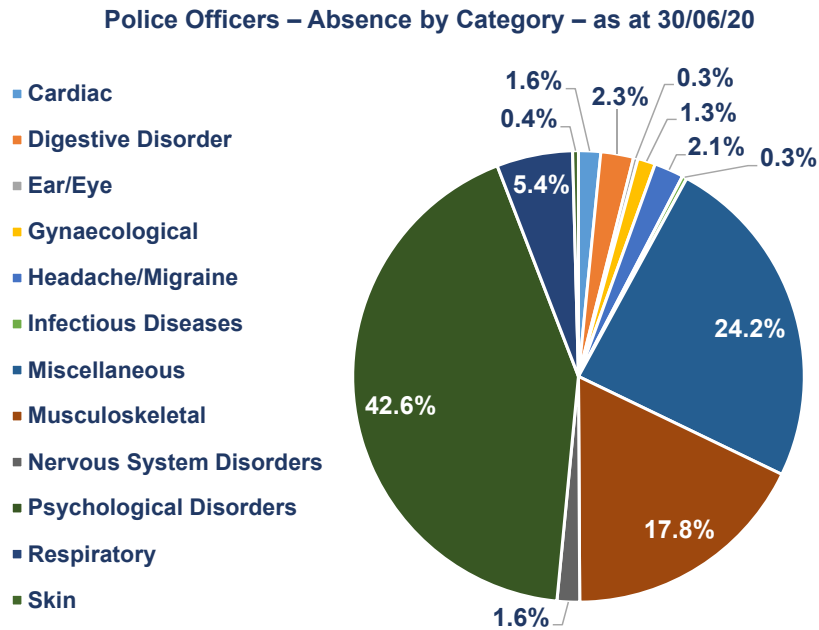


Chart 34

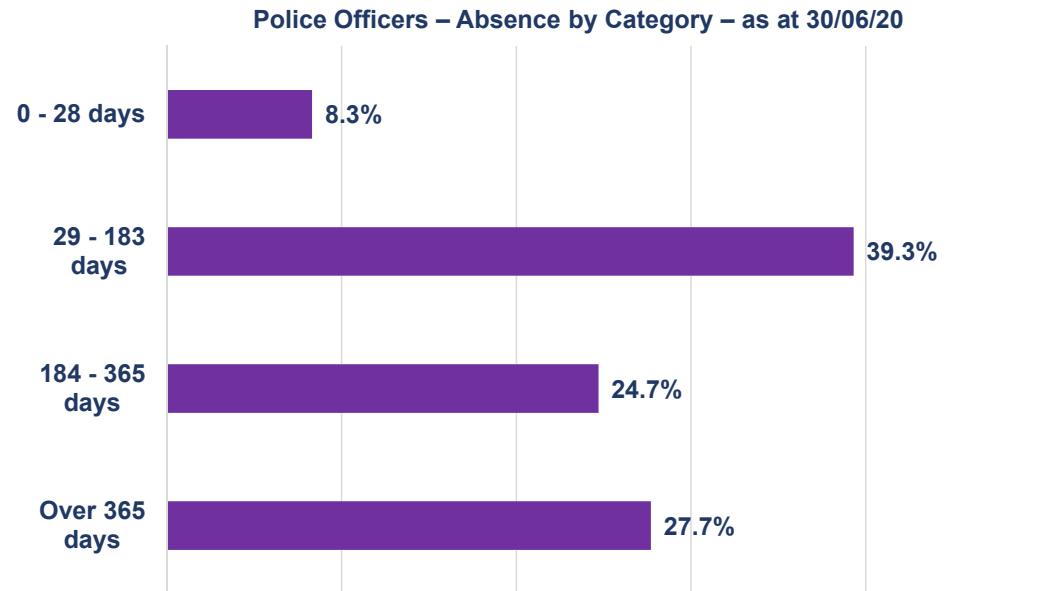


Chart 35



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. The top 3 reasons for police officer absence at the end of June 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 June 2020 and June 2019 (Psychological Disorder, Miscellaneous and Musculoskeletal). There has been a 13% increase in actual days lost between June 2019 and June 2020. Chart 35 shows the number of actual days lost by duration for police officers. As can be seen the highest proportion, just over 39% 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 30/06/20

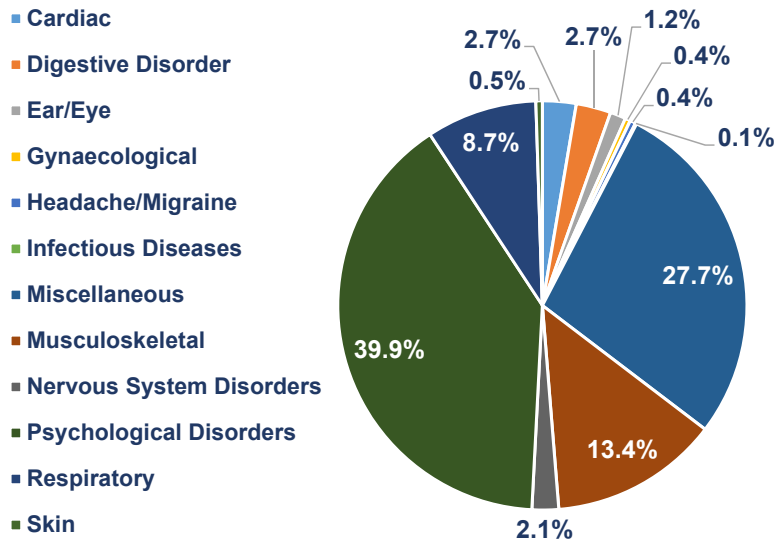


Chart 36

Police Staff – Absence by Category – as at 30/06/20

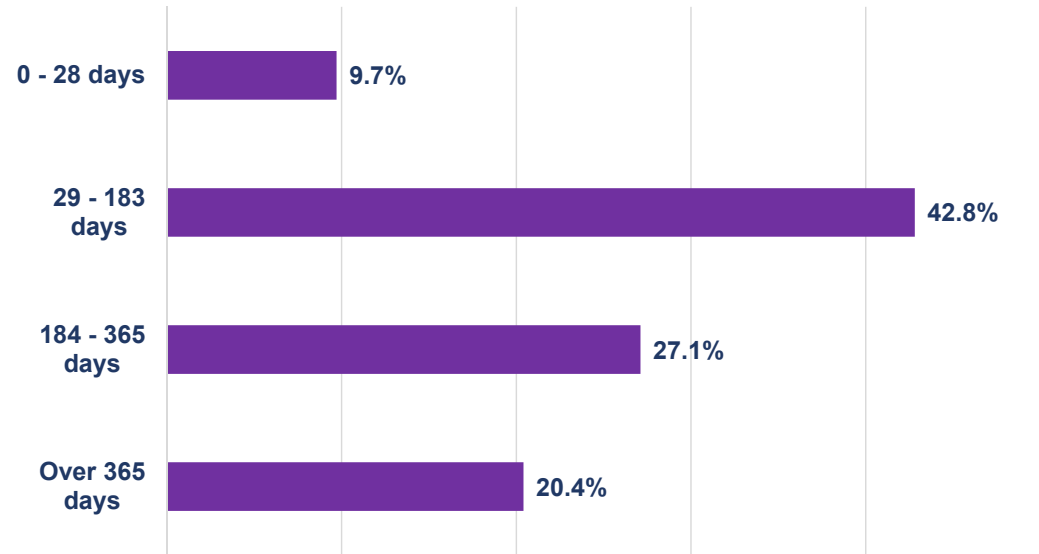


Chart 37



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. The top 3 reasons for police staff absence at the end of June 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 June 2020 and June 2019 (Psychological Disorder, Miscellaneous and Musculoskeletal). There has been a 19% increase in actual days lost between June 2019 and June 2020. 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

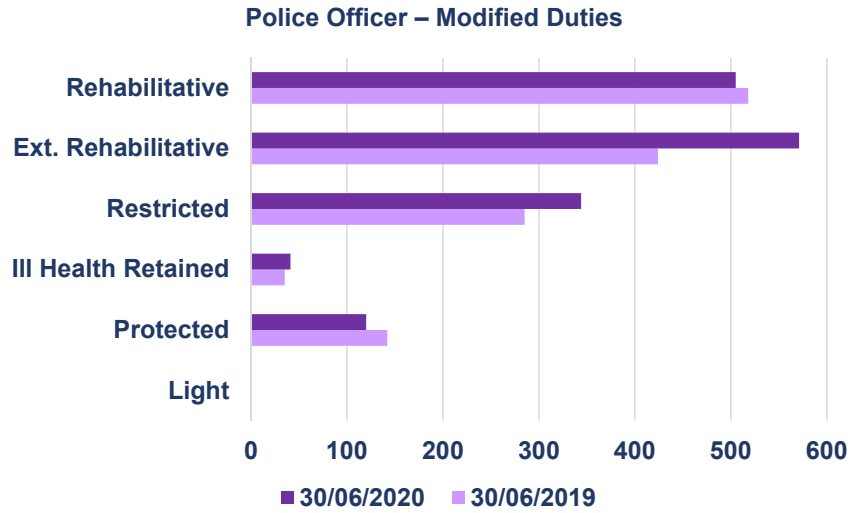


Chart 38

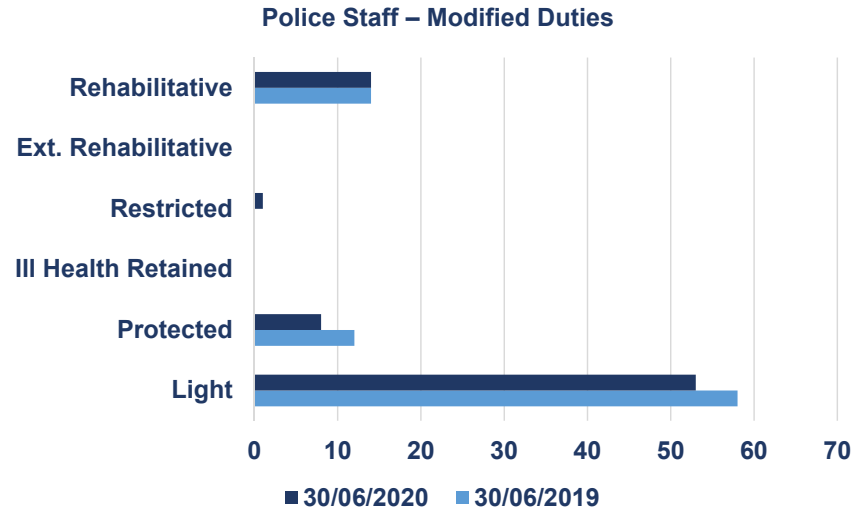


Chart 39

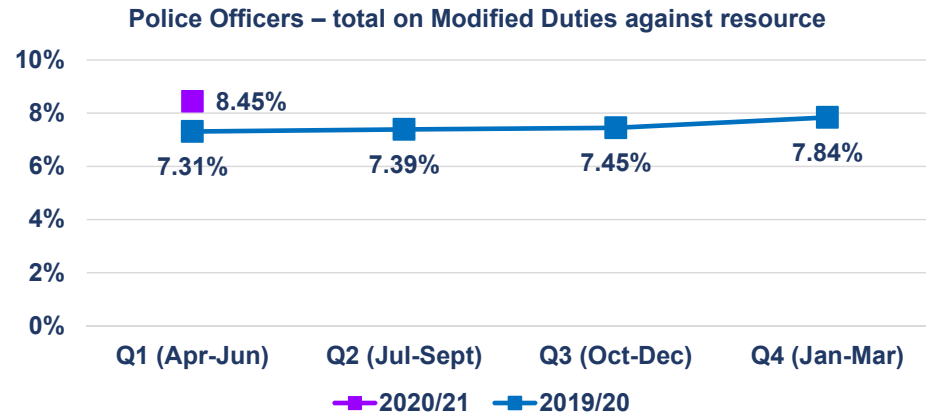


Chart 40

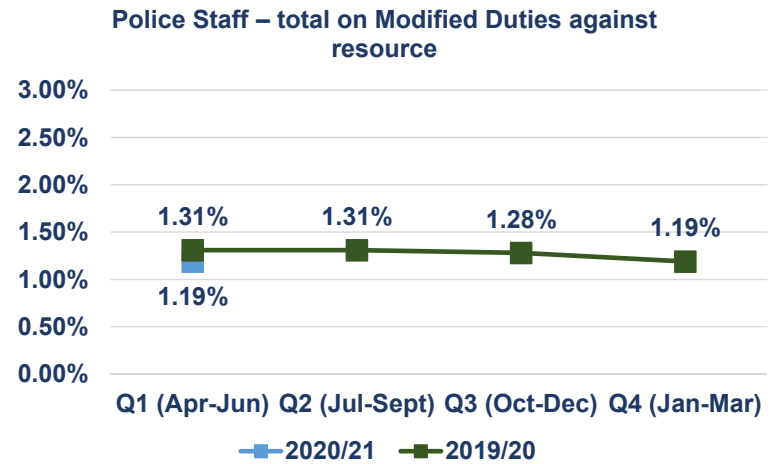


Chart 41

Modified Duties – Key Points



Charts 38 and 39 show the number of police officers and police staff on modified duties in Q1 (Apr-Jun) 2020 compared with Q1 (Apr-Jun) 2019. Excluding protected duties, the total number of police officers on modified duties has increased by (+199) (+16%) in comparison to the same period the previous year. 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.

Planned improvements include:-

- An improved reporting function on SCOPE, highlighting the deploy-ability range of a modified officer which will assist in events planning and mass mobilisation events ensuring deployment opportunities are available for all officers.
- A new process for early intervention for an officer who is modified for a length of 150 days or more , ensuring they are being supported fully with their recovery and have all equipment needs addressed.
- A new Terms of Reference for the Postings Panel, where officers, who are modified for longer than 150 days, are case reviewed and deployed into a meaningful policing role across the entire Police Scotland estate.

Excluding protected duties, police staff levels have decreased by (-4) (-6%) 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 7.31% in Q1 (Apr-Jun) 2019 to 8.45% in Q1 (Apr-Jun) 2020.

Chart 41 shows the proportion of police staff on modified duties against resource. The proportion of staff on modified duties has decreased from 1.31% in Q1 (Apr-Jun) 2019 to 1.19% in Q1 (Apr-Jun) 2020.



How We Compare

At 31 March 2019 England and Wales police workforce had 4% of officers on recuperative duties and 4% of adjusted duties against resource. As at 31 March 2019 Police Scotland have 7.7% 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 30 June 2020 in comparison to 30 June 2019. The table also shows increases/decreases by number and percentage.

POLICE OFFICER FTE VARIANCE (30/06/20 vs 30/06/19)				
DIVISION	30/06/2020	30/06/2019	NUMBER	PERCENTAGE
A DIVISION	1073.86	1099.06	-25	-2%
D DIVISION	905.68	919.13	-13	-1%
N DIVISION	624.66	625.95	-1	0%
C DIVISION	622.66	618.12	5	1%
E DIVISION	1126.46	1143.63	-17	-2%
J DIVISION	884.42	899.03	-15	-2%
P DIVISION	748.61	791.87	-43	-5%
G DIVISION	2449.39	2519.85	-70	-3%
K DIVISION	637.98	651.10	-13	-2%
L DIVISION	532.19	543.78	-12	-2%
Q DIVISION	1377.46	1384.55	-7	-1%
U DIVISION	824.57	802.96	22	3%
V DIVISION	366.38	344.63	22	6%
CONTACT COMMAND CONTROL DIVISION	669.96	507.70	162	32%
CORPORATE SERVICES DIVISION	477.86	538.22	-60	-11%
CRIMINAL JUSTICE SERVICES DIVISION	301.12	327.89	-27	-8%
OPERATIONAL SUPPORT DIVISION	1992.89	1556.37	437	28%
SPECIALIST CRIME DIVISION	1657.31	1985.47	-328	-17%
POLICE OFFICER TOTAL	17273.44	17259.31	14	0%

Table 1

Data Tables

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

POLICE STAFF FTE VARIANCE (30/06/20 vs 30/06/19)				
DIVISION	30/06/2020	30/06/2019	NUMBER	PERCENTAGE
A DIVISION	118.18	116.468	2	1%
D DIVISION	47.34	49.491	-2	-4%
N DIVISION	69.00	71.338	-2	-3%
C DIVISION	25.15	24.835	0	1%
E DIVISION	69.28	69.072	0	0%
J DIVISION	60.57	60.951	0	-1%
P DIVISION	63.85	63.893	0	0%
G DIVISION	85.45	83.539	2	2%
K DIVISION	22.83	22.829	0	0%
L DIVISION	17.86	19.071	-1	-6%
Q DIVISION	55.24	56.057	-1	-1%
U DIVISION	31.74	29.743	2	7%
V DIVISION	33.45	33.737	0	-1%
CONTACT COMMAND CONTROL DIVISION	1054.29	1003.556	51	5%
CORPORATE SERVICES DIVISION	1927.78	1798.856	129	7%
CRIMINAL JUSTICE SERVICES DIVISION	860.06	856.213	4	0%
OPERATIONAL SUPPORT DIVISION	250.98	238.947	12	5%
SCOTTISH POLICE AUTHORITY	580.30	544.456	36	7%
SPECIALIST CRIME DIVISION	347.39	370.936	-24	-6%
POLICE STAFF TOTAL	5,720.725	5513.988	207	4%

Table 2

Data Tables

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

SPECIAL CONSTABLE VARIANCE (30/06/20 vs 30/06/19)				
DIVISION	30/06/2020	30/06/2019	NUMBER	PERCENTAGE
A DIVISION	85	77	8	10%
D DIVISION	60	67	-7	-10%
N DIVISION	65	78	-13	-17%
C DIVISION	33	35	-2	-6%
E DIVISION	33	33	0	0%
J DIVISION	37	34	3	9%
P DIVISION	31	35	-4	-11%
G DIVISION	25	31	-6	-19%
K DIVISION	9	13	-4	-31%
L DIVISION	17	19	-2	-11%
Q DIVISION	22	20	2	10%
U DIVISION	25	32	-7	-22%
V DIVISION	27	30	-3	-10%
OPERATIONAL SUPPORT DIVISION	6	3	3	100%
SPECIALIST CRIME DIVISION	6	6	0	0%
SPECIAL CONSTABLES	481	513	-32	-6%

Table 3

Data Tables

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

POLICE OFFICER NUMBERS BY RANK PER DIVISION AS AT 30/06/20								
DIVISION	*EXECUTIVE	*CHIEF SUPERINTENDENT	*SUPERINTENDENT	*CHIEF INSPECTOR	*INSPECTOR	*SERGEANT	*CONSTABLE	TOTAL
A DIVISION		1	4	11	48.007	147.053	862.797	1073.857
D DIVISION		1	3	8	32.965	102.159	758.558	905.682
N DIVISION		1	3	8	29	92.65	491.005	624.655
C DIVISION		1	3	6	26.99	77.68	507.993	622.663
E DIVISION		1	4	10	40.9	132.782	937.775	1126.457
J DIVISION		1	3	8	31	109.421	732.002	884.423
P DIVISION		1	2	7	30	96.165	612.44	748.605
G DIVISION		1	6	17	76.809	285.498	2063.078	2449.385
K DIVISION		1	2	6	27.85	76.76	524.366	637.976
L DIVISION		1	2	6	18.875	71.678	432.635	532.188
Q DIVISION		1	3	8	44.775	163.372	1157.312	1377.459
U DIVISION		1	3	6	29.9	92.691	691.981	824.572
V DIVISION		1	2	4	19	44.31	296.07	366.38
CONTACT COMMAND CONTROL DIVISION		1	3	8	42	152.467	463.489	669.956
CORPORATE SERVICES DIVISION	14	9	26	33	98.545	147.856	149.461	477.862
CRIMINAL JUSTICE SERVICES DIVISION		2	3	13	42.906	152.615	87.597	301.118
OPERATIONAL SUPPORT DIVISION		6	16	30	98.9	254.259	1587.732	1992.891
SPECIALIST CRIME DIVISION		7	43	47.825	130.85	275.981	1152.651	1657.307
TOTAL HEADCOUNT POLICE OFFICERS	14	38	131	236.825	869.272	2475.397	13508.942	17273.436

*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 June 2020.

POLICE STAFF NUMBERS BY GRADE PER DIVISION AS AT 30/06/20																
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	5	29	81	13	2	2	1								133	
D DIVISION	2	24	22	4			1								53	
N DIVISION	1	17	56	5	1		1								81	
C DIVISION	1	6	22	3											32	
E DIVISION	5	13	55	2			2								77	
J DIVISION	2	7	57	1		1									68	
P DIVISION	2	13	50	3	1		1								70	
G DIVISION	7	24	55	3			1								90	
K DIVISION	1	8	13	1			1								24	
L DIVISION	2	6	10	1											19	
Q DIVISION	6	15	34	2			1								58	
U DIVISION	4	9	19	2											34	
V DIVISION		14	19	2			1								36	
CONTACT COMMAND CONTROL DIVISION	1	5	622	421	66	4	10	1		2	1				1133	
CORPORATE SERVICES DIVISION	113	300	202	382	422	159	210	82	79	55	18	15	16	6	2059	
CRIMINAL JUSTICE SERVICES DIVISION	3	151	415	261	64	3	5		2						904	
OPERATIONAL SUPPORT DIVISION		74	114	26	40	3	3	4	6	1	1				272	
SCOTTISH POLICE AUTHORITY	1	14	34	41	24	112	169	123	25	40	12	1	4	6	606	
SPECIALIST CRIME DIVISION	1	13	62	65	83	45	59	16	9	4	1				358	
TOTAL HEADCOUNT POLICE STAFF	157	742	1942	1238	703	329	466	226	121	102	33	16	20	12	6107	

Table 5

Data Tables

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

ACTUAL DAYS LOST BY REASON PER DIVISION/DEPARTMENT - POLICE OFFICER AS AT 30/06/20													
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	14	179	13	540	161	16	932	276	8333	520	62	2584	13,630
A	14	100	13	26	10	16	289	0	2969	237	31	1386	5,091
D		68		468	23		525	276	4040	107	7	99	5,613
N		11		46	128		118		1324	176	24	1099	2,926
EAST	48	174	32	33	831	26	2136	85	4764	1486	3	3329	12947
C		8	11	1	7	5	211	85	292	195		202	1017
E		48	11	30	581		218		860	789	3	380	2920
J	48	69	6	2	49	21	1274		1431	210		1179	4289
P		49	4		194		433		2181	292		1568	4721
WEST	540	750	156	342	273	222	5524	317	11229	1463	49	6528	27393
G	229	239	143	178	138	113	1595		4096	413	36	2985	10165
K	280	72	7	11	63		686	100	1167	327		255	2968
L		280		6	30	109	136		1661	112	7	209	2550
Q		91		147	26		1024	113	2047	434	6	562	4450
U	31	62	6		15		1831	104	1339	165		1329	4882
V		6			1		252		919	12		1188	2378
SPECIALIST FUNCTION DIVISIONS	676	781	64	108	438	6	5731	628	10028	919	226	7051	26656
Contact Command & Control	304	651	7	6	19		798	102	1815	205		907	4814
Corporate Services Division		1		2			62	413	715	76		2004	3273
Criminal Justice		17	3	43	3		263		821	26	11	84	1271
Operational Support Division	40	59	11	57	269		2978		2014	451	19	1794	7692
Specialist Crime Division	332	53	43		147	6	1630	113	4663	161	196	2262	9606
OVERALL TOTALS	1278	1884	265	1023	1703	270	14323	1306	34354	4388	340	19492	80626

Table 6

Data Tables

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

ACTUAL DAYS LOST BY REASON PER DIVISION/DEPARTMENT - POLICE STAFF AS AT 30/06/20													
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	267	4	0	51	3	0	1031	1	182	25	0	25	1589
A		4		7			1020			25			1056
D	267						9		154			25	455
N				44	3		2	1	28				78
EAST	3	15	0	0	0	0	40	0	723	288	0	244	1313
C										2			2
E		12					4		382	105		45	548
J		3					36		129	103			271
P	3								212	78		199	492
WEST	38	50	84	6	5	0	48	0	349	99	0	1425	2104
G		39		6	1		22		189	16		594	867
K		4			2				57				63
L												12	12
Q	38	7	84		2		1			61		819	1012
U							25		103	22			150
V													0
SPECIALIST FUNCTION DIVISIONS	613	863	342	88	145	33	3272	727	11651	2417	178	7328	27657
Contact Command & Control	350	126	260	65	70		746	6	3737	638		2835	8833
Corporate Services Division	131	114	53		33	33	1212		4022	1082	167	2416	9263
Criminal Justice	131	308	29	12	17		1174	685	2496	312	9	1628	6801
Operational Support Division		299			15		105	1	223			419	1062
Specialist Crime Division	1	16		11	10		35	35	1173	385	2	30	1698
SPA		17	3		2		227		893	192		563	1897
OVERALL TOTALS	921	949	429	145	155	33	4618	728	13798	3021	178	9585	34560

Table 7