

Meeting	SPA Resources Committee
Date	15 June 2020
Location	Videoconference
Title of Paper	Q4 and Annual People MI Dashboard
Presented By	Jude Helliker, Director of People and Development
Recommendation to Members	For Discussion
Appendix Attached	Appendix A – Annual People Report 2019/20

PURPOSE

The purpose of this report is to provide Members with an update on Police Scotland workforce as at the end of the Financial Year, 2019/20.

Members are invited to discuss the content of this paper.

1. BACKGROUND

- 1.1 In order to better inform the Resources Committee of the position of Police Scotland's workforce in terms of changes, trends and comparisons against similar organisations the following Annual Workforce Report has been compiled.
- 1.2 This is the first report of this type in this new format and feedback in terms of suitability, content and detail is requested from Members.

2. FURTHER DETAIL ON THE REPORT TOPIC

Appendix A provides the detailed workforce report.

2.1 Headcount/FTE

- The number of Police Officers at the end of the financial year (17657 headcount, 17430.9 FTE) was the second highest total seen at the end of any quarter since the formation of Police Scotland. This is singularly due to a large officer intake in late March 2020 in preparation for COP26 which was scheduled for November 2020. As this event is currently postponed, to compensate for the increased officer numbers, there is no June officer intake planned.
- The number of staff have also increased (6088 headcount, 5709.6 FTE) mainly due to an increase in resources to facilitate change within the organisation and the recruitment of staff for custody roles to release officers back to operational duties. These figures include SPA staff.
- Numbers of Special Constables has remained constant over the year with a drop of only 5 officers (525 in 2018/29 compared to 520 in 2019/20).

2.2 Part Time Working

- There has been a small increase in part time working over the course of the year with the numbers of officers and staff on part time hours increasing by 3% and 5% respectively from the previous totals.

2.3 Length of Service

- There is a stable distribution of both officer and staff in terms of service band with peaks for both at 15 -20 years' service.

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This is the expected distribution and mirrors that of Police Forces in England and Wales.

2.4 Recruitment

- As mentioned, officer recruitment was artificially high during 2019/20 due to the large officer intake in March 2020 in preparation for COP26. Staff recruitment was also high but this was again due to specific recruitment to support change projects and custody initiatives.

2.5 Leavers/Turnover

- Leavers and reasons for leaving remain as expected and on trend. Variations are mainly due to the number of officers and staff who reach retirement age or service and this is managed through variations in recruitment intakes. The only notable factor is the decrease in staff voluntary redundancy which showed 8 cases throughout 2019/20. This is due mainly to a slow-down in transformation and organisational activity and the difficulties in securing approval for the Transforming Corporate and Support Services (TCSS) plan.

2.6 Sickness Absence

- Sickness absence remains on-trend with the minor increases seen in 2019/20 as a result of COVID-19 infections/restrictions.
- That said, there has been an 18.7% and 40.37% increase in days lost due to Psychological Disorder related absence between 2016 and 2020 for officers and staff respectively.

2.7 Modified Duties

- Officers on modified duties account for 8.5% of the organisation which is an increase of around 0.6% from the previous year. This is due to improved recording of deployment status as a result of work undertaken to understand the Force's position in terms of mass deployment. This total is similar to Forces in England and Wales who show about 8% of officers on modified duties.

2.8 Capability/Misconduct/Discipline

- Numbers of officers and staff on capability, misconduct or discipline remain statistically similar to previous years.

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 contents of this paper.

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Police Scotland Workforce Summary

ANNUAL WORKFORCE DATA REPORT

31 MARCH 2020

**Prepared by: People & Development
Performance Reporting Team**



SCOTTISH POLICE
AUTHORITY

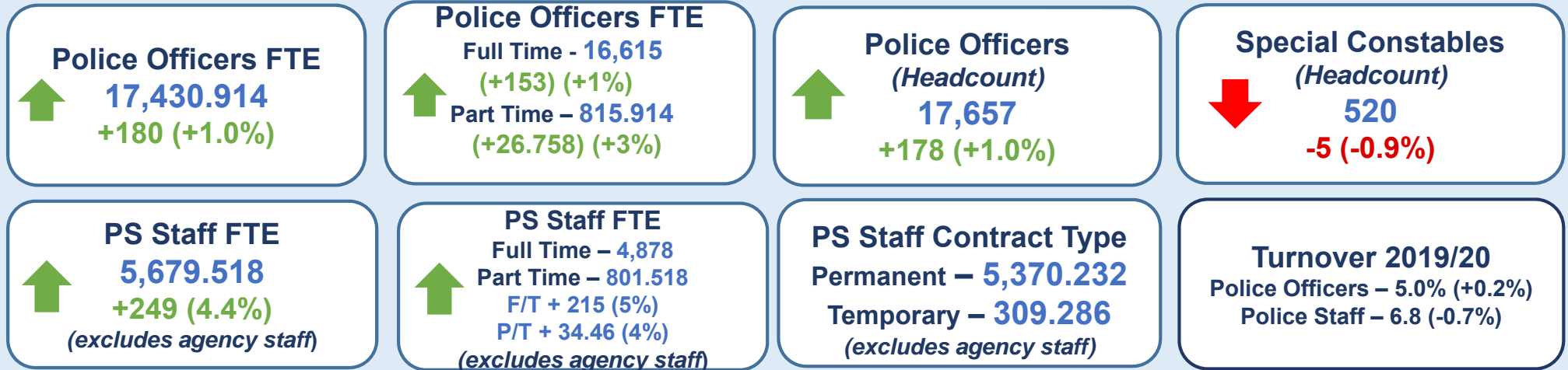


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Workforce Summary of Key Areas

The undernoted figures are as at 31 March 2020 and directional arrows indicate comparison with the same period the previous year. Please note that limited Equality & Diversity (E&D) data has been presented in this report as E&D are providing the Scottish Police Authority with a separate report.



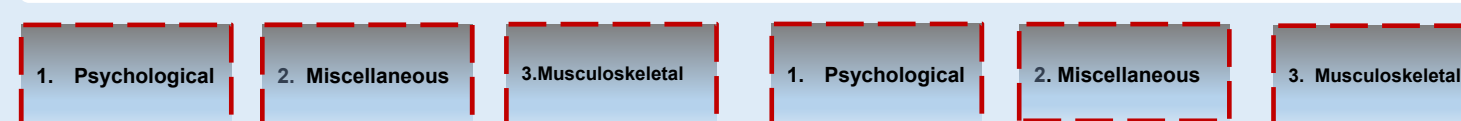
Average Days Lost and Top 3 Reasons for Absence (2019/20)



+/- Average Days Lost (2018/19)



Top 3 Reasons for Absence (2019/20)



Estimated Annual Cost of Absence 2019/20
Police Officers - £46,474,304
Police Staff - £17,212,724
Based on work days lost

Headcount/FTE – Police Officers

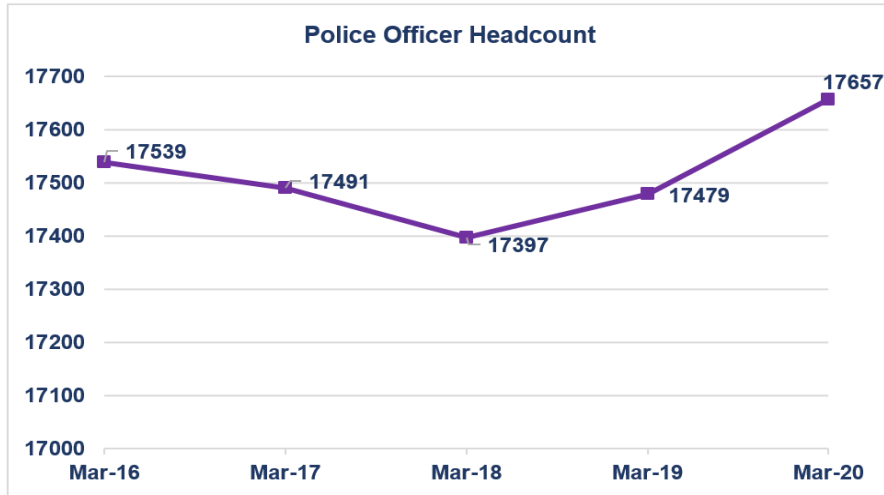


Chart 1



Chart 2



The number of police officers at 31 March each year from 2016 to 2020 is shown in Chart 1 (Headcount) and Chart 2 (FTE), against police officer establishment of 17,234. Comparing March 2020 figures with the same period last year, police officer headcount has increased by (+178) (+1.02%) and FTE by (+179.758) (+1.04%).

It should be noted, in terms of comparison to establishment, figures on headcount/FTE exclude vacant posts.

Headcount/FTE – Police Staff



Chart 3

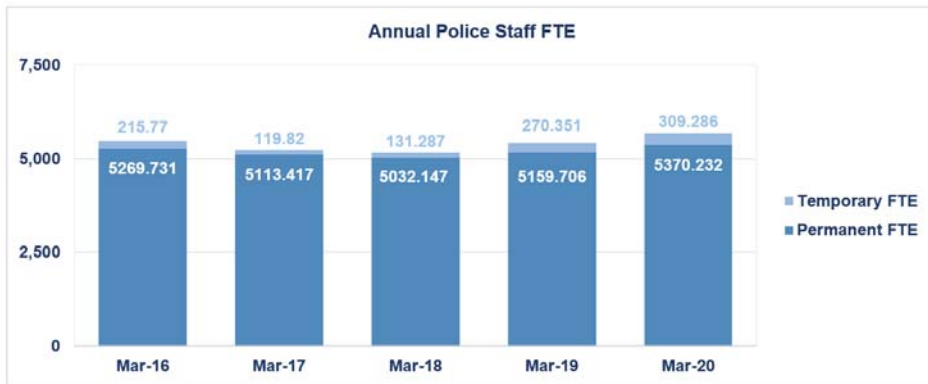


Chart 4



The number of police staff at 31 March each year from 2016 to 2020 is shown in Chart 3 (Headcount) and Chart 4 (FTE). Both charts show March 2020 figures with the same period last year, the split of permanent and temporary staff. Comparing year to year, police staff headcount has increased by (+213) (+3.63%) and FTE by (+207.46) (+3.77%).

As with police officer data, police staff data does not include vacancies. It is hoped the budgeted establishment for police staff can be included in future reports.

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

Headcount – Special Constables

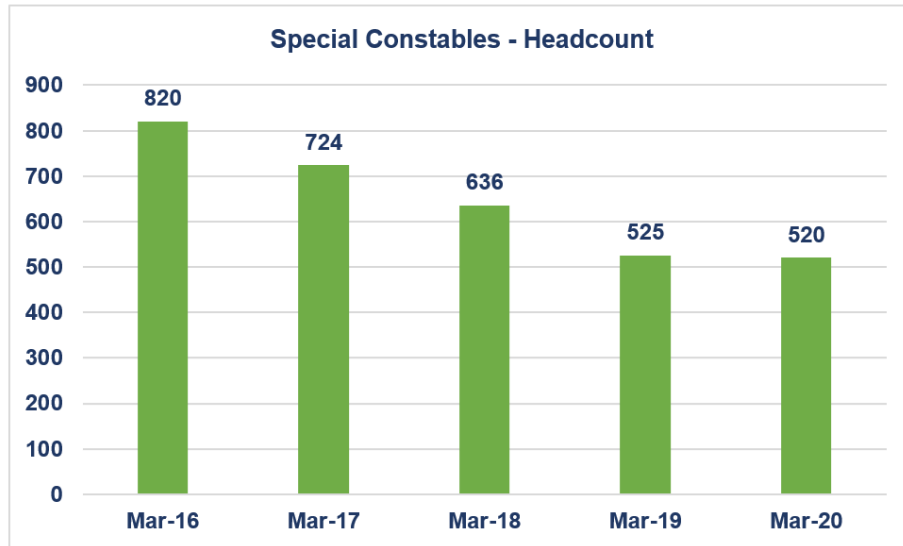


Chart 5



Chart 5 provides an overview of the number of special constables within Police Scotland over the last 5 years. As can be seen the number of special constables has decreased annually since 2016 before levelling off in 2020. There are now 300 less special constables in comparison to 2016, a reduction of (-37%). However the national co-ordination unit for special constables has confirmed that the reduction in numbers is mainly due to high levels of special constables joining the police force. Police Scotland have identified increased special constable recruitment and retention as a key priority for 2020 and numerous initiatives have been implemented, including a national marketing campaign launched in January 2020. Work is also ongoing to develop and increase participation in the Employer Supported Policing scheme and partnership engagements with universities. This has seen a positive response with an increase in application levels. The COVID-19 outbreak has limited the opportunity to administer new recruitment, however it shows encouraging signs for increase once the situation returns to normality.



How We Compare

Proportionally against the rank of police officer, England and Wales have 11% of special constables at 31 March 2019, compared to 4% within Police Scotland at 31 March 2020.

Source: Home Office statistical bulletin 11/19 – 18 July 2019

Police Officers/Police Staff – Full Time/Part Time

Police Staff Temp Ranks by Duration



Chart 6

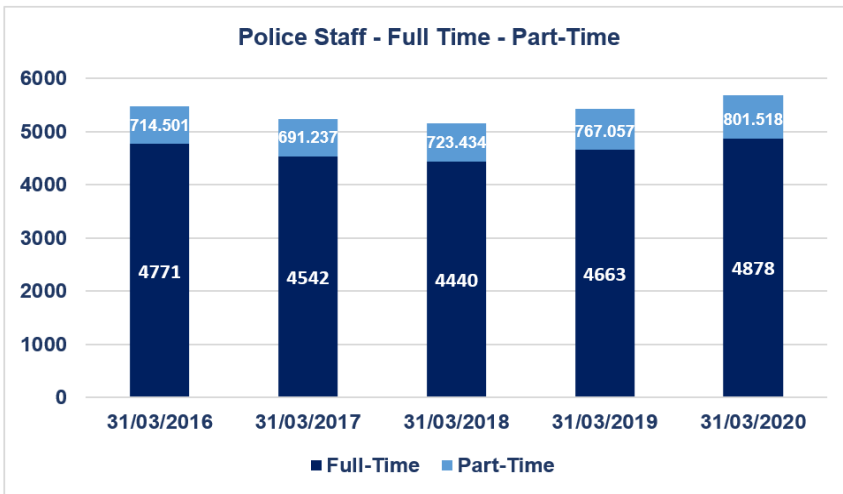


Chart 7



Charts 6 shows the proportion of police officers who work full-time and part-time. The number of officers working part-time has increased by (+27) (+3%) in comparison to the previous year and (+151) (+23%) since 2016. Chart 7 shows the proportion of police staff within Police Scotland who work full-time and part-time. The number of staff working part-time has increased by (+32) (5%) in comparison to the previous year and (+82) (+12%) since 2016. Chart 8 highlights the number of police staff who are on a temporary contract by duration.

Police staff data excludes agency staff

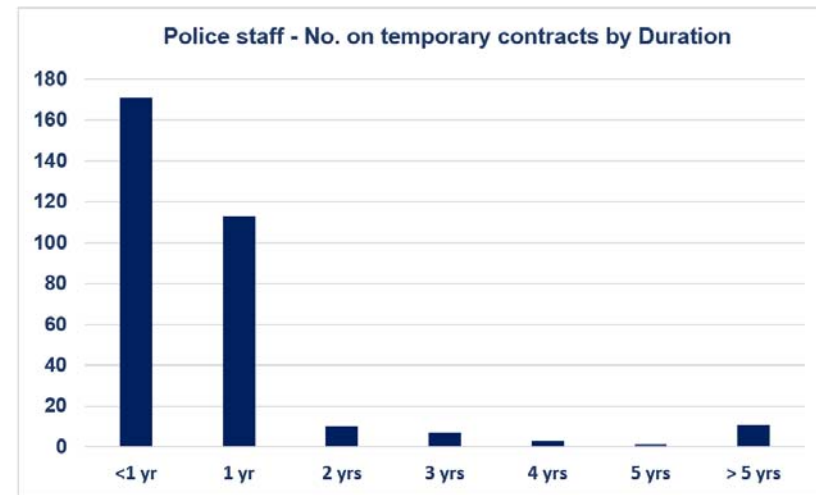


Chart 8

Police Officers Age Group

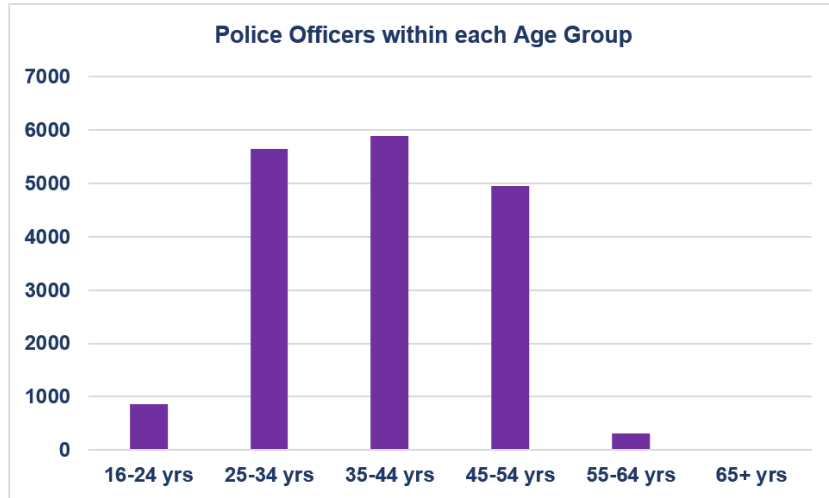


Chart 9

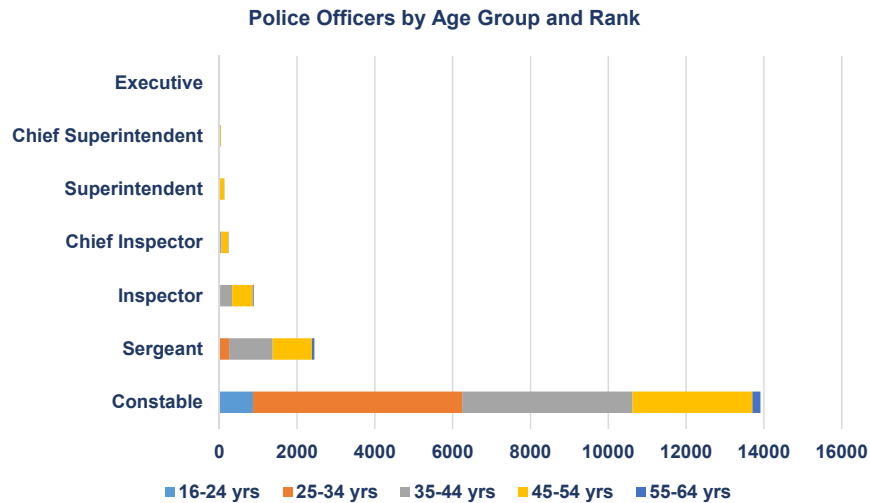


Chart 10



Chart 9 illustrates police officers by age group as at 31 March 2020. The largest proportion of officers are within the age group of 35 to 44 years.

Chart 10 illustrates officers by age group and rank as at 31 March 2020. Police constables are the highest proportion within the age group 25 to 34 years. Executive rank consists of Chief Constable, Deputy Chief Constable and Assistant Chief Constables. Over 70% of officers are aged 44 or under and 30% 45 years and over. Just under 5% of all officers are aged 24 years or under.



How We Compare

As at 31 March 2019, within England and Wales, just over half (54%) of all police officers were aged 40 or under, with 7% of all officers aged under 26.

Source: Home Office statistical bulletin 11/19 – 18 July 2019

Police Staff Age Group

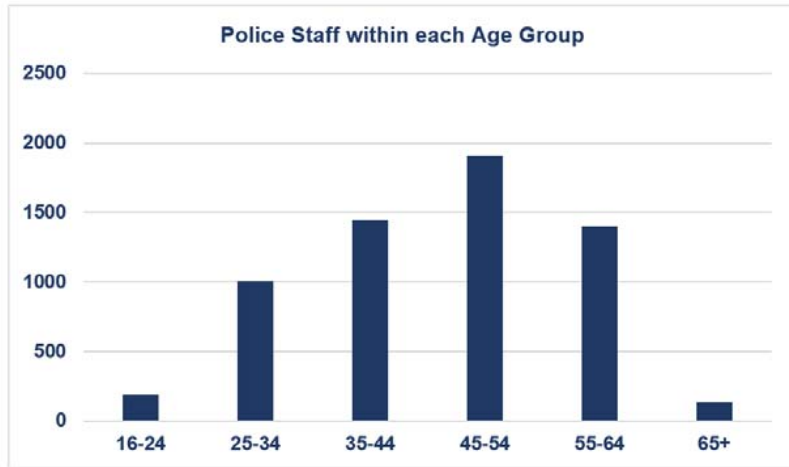


Chart 11

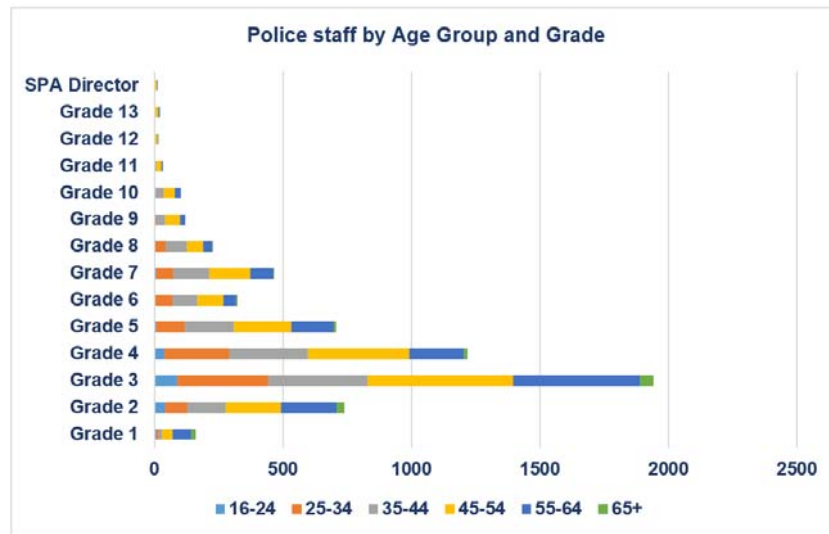


Chart 12



Chart 11 illustrates police staff by age group as at 31 March 2020. The largest proportion of staff is within the age group of 45 to 54 years.

Chart 12 illustrates staff by age group and grade as at 31 March 2020. The grade with the highest proportion is grade 3 within age group 45 to 54 years. Nearly half of the police staff workforce (43%) are 44 years or under, with 25% over the age of 55, compared to just under 2% of officers.



How We Compare

As at 31 March 2019, within England and Wales, civilian staff tended to be older than other worker types, with 21% of staff over the aged of 55, compared with just over 1% of officers.

Source: Home Office statistical bulletin 11/19 – 18 July 2019

Police Officers & Police Staff – Rank/Grade

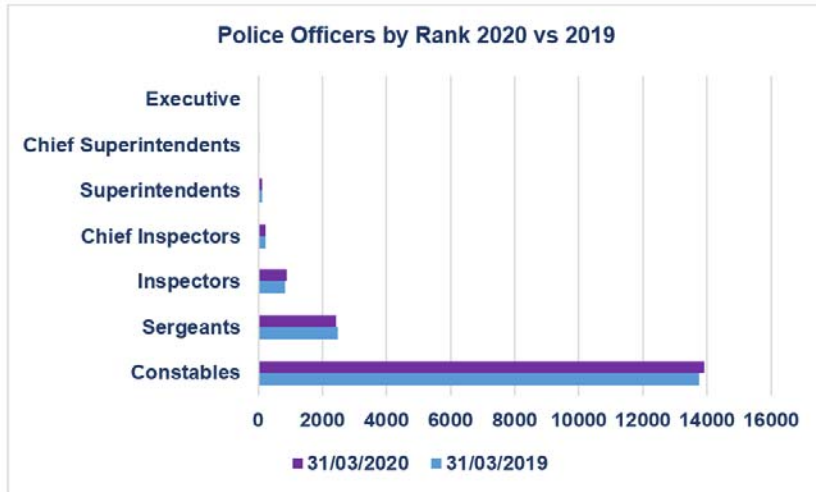


Chart 13

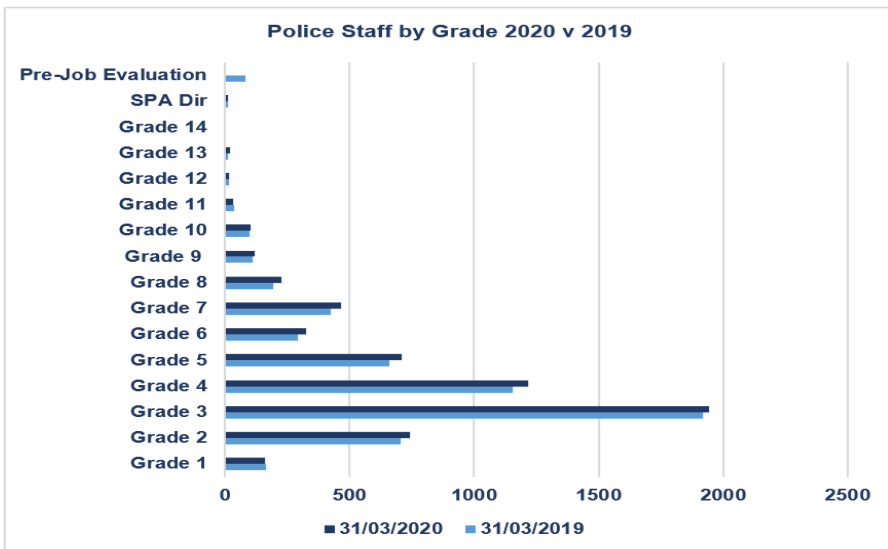


Chart 14



Chart 13 illustrates the ranks of police officers at 31 March 2020 vs 31 March 2019. At 31 March 2020, the highest rank proportion is within the rank of constable, which accounts for (79%) 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 increased by (+155) (+1.1%) in comparison to the same period last year.

Chart 14 illustrates police staff by grade as at 31 March 2020 vs 31 March 2019. At 31 March 2020, the highest proportion of staff (1,943 (32%)) are within Grade 3. The lowest proportion (12) (0.2%) is within SPA Director grade. No comparison can be made with the previous year as there were 83 posts which were in the process of being moved to the new grading structure.



How We Compare

Comparing the proportion of each police officer rank against total, Police Scotland's ratios are very similar to England and Wales. England and Wales's sergeant ratio of 15% is slightly higher than Police Scotland's 14%.

Source: Home Office statistical bulletin 11/19 – 18 July 2019

Police Officers & Police Staff – Length of Service

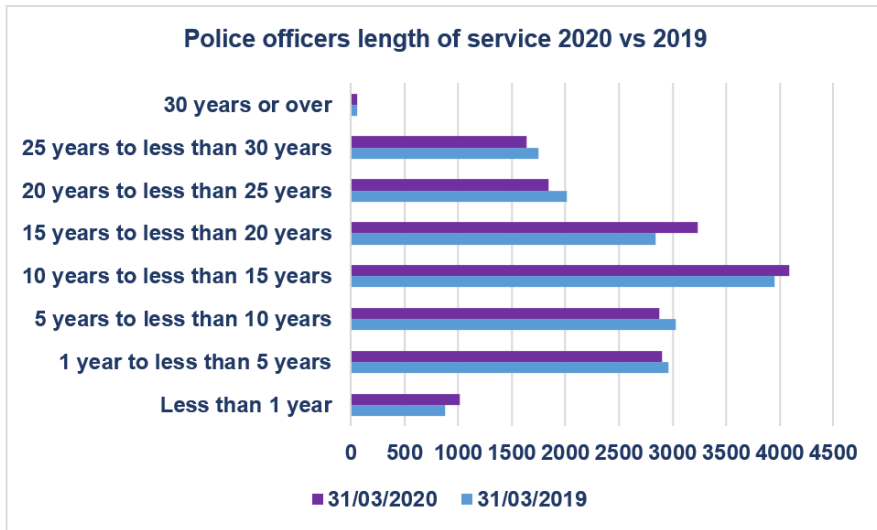


Chart 15

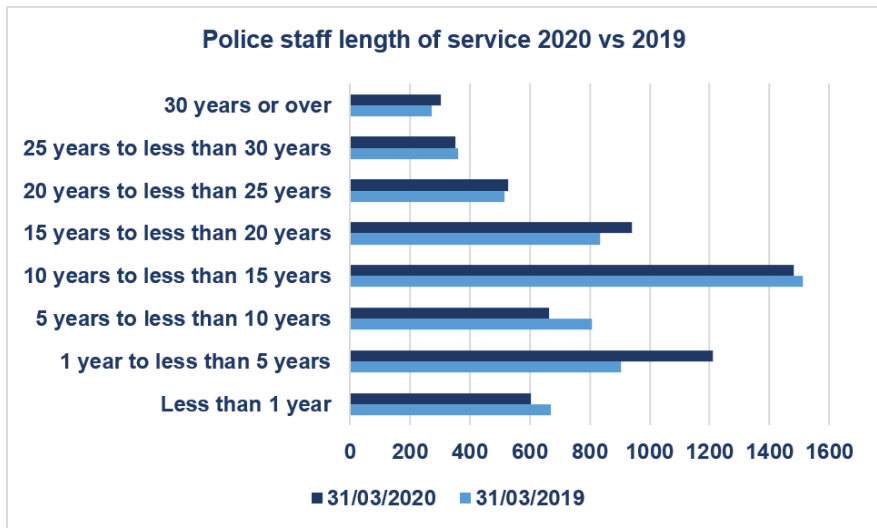


Chart 16



Charts 15 and 16 show the length of service for police officers and police staff at 31 March 2020 vs 31 March 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 (18%) of officers. The largest increase when comparing 2020 with 2019 are officers with less than one year service, which has increased by (+135) (15%).

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 (24%) of staff. The largest increase when comparing 2020 with 2019 are staff with 1 year to less than 5 years service, which has increased by (+309) (34%).



How We Compare

At 31 March 2019, the most common length of service within England and Wales forces was between 15 years and less than 20 years, which accounted for just under a quarter (23%) of police officers. No comparison data is available for police staff.

Source: Home Office statistical bulletin 11/19 – 18 July 2019

Police Officers & Police Staff - Recruits



Chart 17



Chart 18



Chart 17 shows police officer recruits annually from 2015/16 to 2019/20. Police officer recruits have increased by (+258) (+28%) in comparison to the same period last year and are at their highest level since 2015/16. There was a large intake of recruits in March 2020 to allow for COP 26 preparations and new recruits to be trained prior to the conference. However due to current circumstances, the conference has now been delayed.

Chart 18 also shows police staff recruits annually. Although police staff recruits have fallen when comparing this year to last year (-44) (-7%), recruit numbers have been at their highest level over the last 2 years, since 2015/16.



How We Compare

At 31 March 2019, England and Wales also had an increase in police officer recruits (+16%) in comparison to the previous year and their highest level since 2008/09.

Source: Home Office statistical bulletin 11/19 – 18 July 2019

Police Officers - Leavers

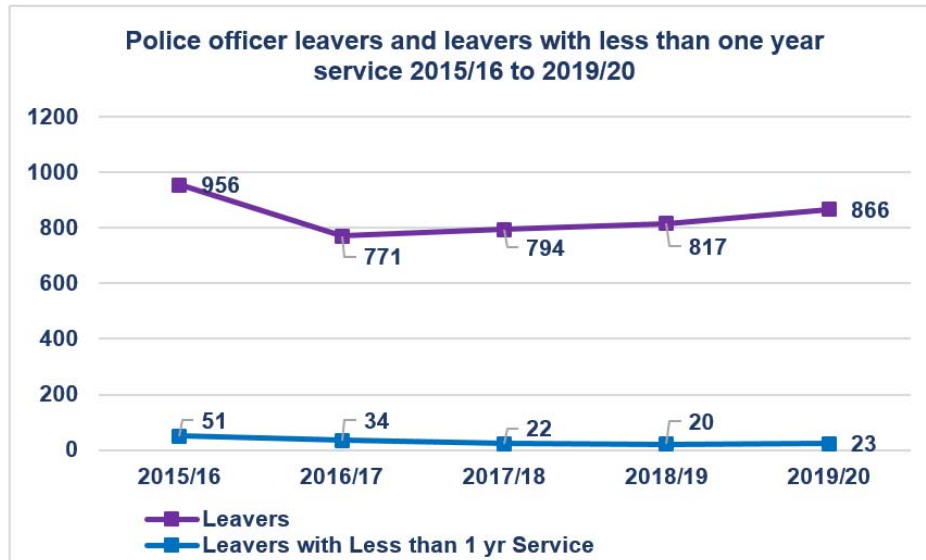


Chart 19

Police Officer Leaver Reason					
Leaver Reason	2015/16	2016/17	2017/18	2018/19	2019/20
Normal Retirement	504	418	481	494	576
Voluntary Resignation	296	211	190	181	164
Transfer to another Force	38	27	29	28	41
Medical Retirement	106	104	80	105	70
Dismissal	9	6	7	5	3
Death In Service	3	5	7	4	12
TOTAL	956	771	794	817	866

Table 1



The number of officers leaving Police Scotland, in each of the last five years, is shown in Chart 19. Officer leavers numbers at the end of 2019/20 have increased by (+49) (6%) in comparison to 2018/19, continuing the upward trend of leavers since 2016/17. Chart 19 also shows the number of police officers who leave Police Scotland with less than one year's service. As can be seen the number leaving each year with less than one year's service is not high. The annual proportion has ranged between 2% and 5%, with the level being 2% in 2019/20.

Table 1 shows officer leavers by reason for departure. The majority of those leaving the service do so via normal retirement, which has accounted for between 60% to 70% of leavers annually since 2017/18.



How We Compare

The majority of officers leaving the force in England and Wales are also through normal retirement (50% to 60%).

Source: Home Office statistical bulletin 11/19 – 18 July 2019

Police Staff - Leavers

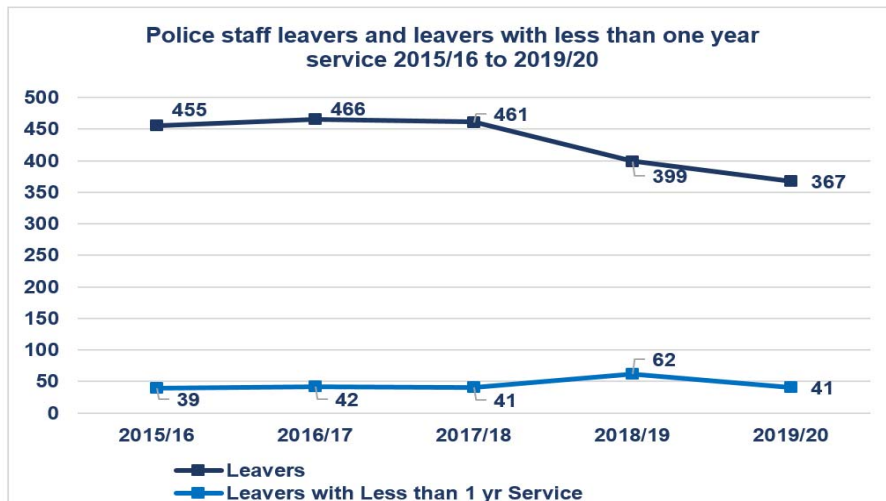


Chart 20

Police Staff Leaver Reason					
Leaver Reason	2015/16	2016/17	2017/18	2018/19	2019/20
Retirement	57	72	92	79	104
Resignation	234	239	214	220	180
Voluntary Redundancy	111	99	112	31	8
Transfer to Police Force	8	8	10	25	29
End of Temporary Contract	2	16	1	7	15
Medical Retirement	23	20	18	25	23
Dismissal	6	5	4	5	3
Death In Service	11	5	8	5	4
Transfer Other	3	2	2	2	1
TOTAL	455	466	461	399	367

Table 2



The number of staff leaving Police Scotland, in each of the last five years, is shown in Chart 20. Staff leaver numbers at the end of 2019/20 have decreased by (-32) (-8%) in comparison to 2018/19 and is at its lowest level over the past 5 years. The peak in leavers between 2016/17 and 2017/18 is attributed to the number of staff who left the organisation via voluntary redundancy. Although more staff leave with less than one year service than officers, this figures will be impacted by temporary and agency staff. The highest proportion was in 2015/16 (22%) and the lowest proportion in 2019/20 (7%).

Table 2 shows staff leavers by reason for departure. The majority of those leaving the service do so via voluntary resignation, which has accounted for between 40% to 55% of leavers annually since 2015/16.



How We Compare

England and Wales do not routinely publish the reasons for leaving for police staff, however they have reported an increase in the number of staff leaving during 2018/19 from the previous year.

Police Officer & Staff Turnover

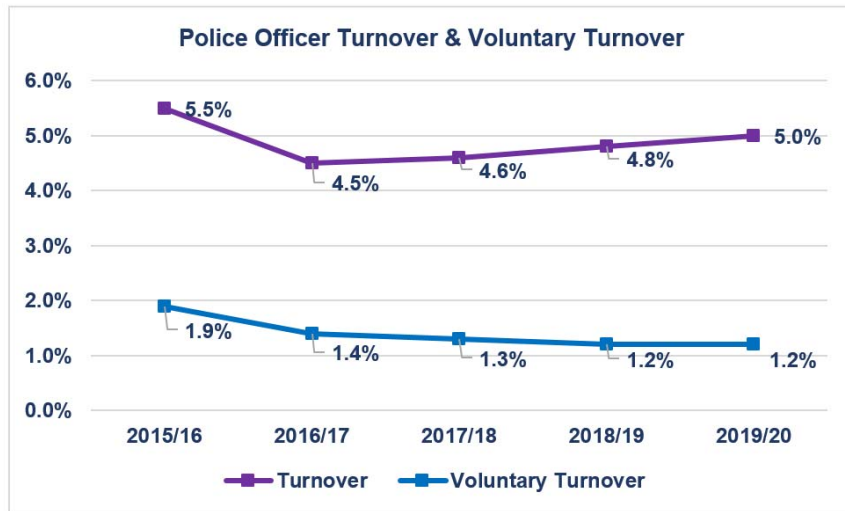


Chart 21

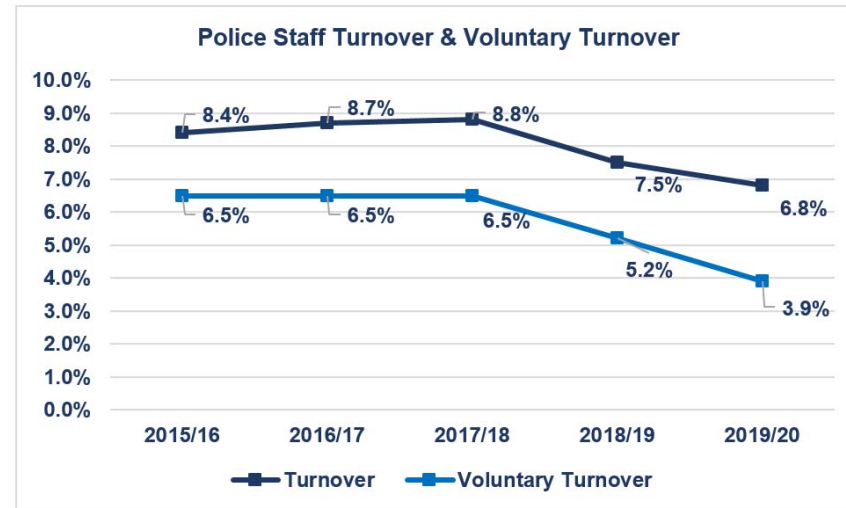


Chart 22



Charts 21 and 22 illustrate police officer and police staff turnover on an annual basis over the past 5 years. As can be seen there has been no significant year on year changes in police officer turnover rates. Charts 21 and 22 also shows the proportion of officers and staff who leave the organisation on a voluntary basis. As can be seen police officers have been at their lowest level for the past 2 years. Police staff turnover rates are also at their lowest level (6.8%) since their highest point in 2015/16. The high staff turnover rates in 2016/17 and 2017/18 will be impacted by the number of staff who left the organisation via the VR/ER scheme. As can be seen voluntary turnover levels are also at their lowest rate over the last 5 years.



How We Compare

Comparing the available MET turnover data of 2018/19, Police Scotland's police officer turnover rates for 2018/19 and 2019/20 are below the MET's published rates of 7.75% Police Scotland's police staff turnover rate for 2018/19 was slightly higher than the MET's figure of 6.72%, however the turnover level for 2019/20 is at the same level.

Source: MET Workforce Data Report – March 2020

Police Officer & Police Staff - Absence



Chart 23

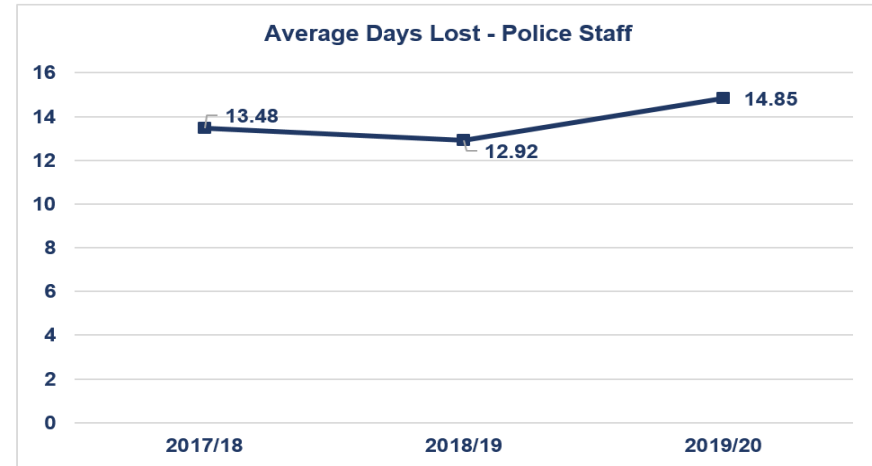


Chart 24



Charts 23 and 24 show the average number of days lost for police officers and police staff since 2017/18. Please note a new system for calculating average days lost was introduced during 2017/18, hence the reason the data is only presented from this point forward. As can be seen both police officers and police staff absence levels have increased during 2019/20. A significant contributory factor to these increases was the sharp rise in absence levels during March 2020, following the COVID-19 pandemic.



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. Police officers are below this level by **1.12 days** despite the sharp increase in March 2020 due to the COVID-19 pandemic. Police Scotland also benchmark absence with PSNI and their year end levels were above Police Scotland's for police officers. Police staff absence levels at the end of March 2020, were, however above PSNI's level.

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

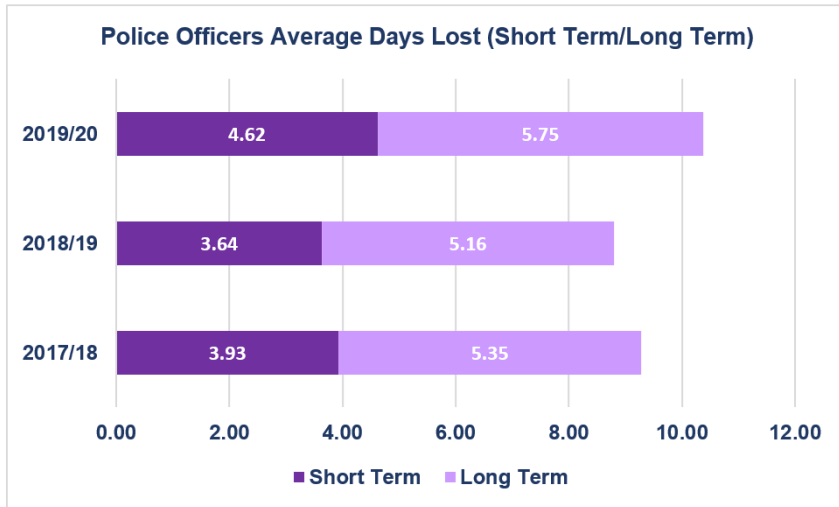


Chart 23

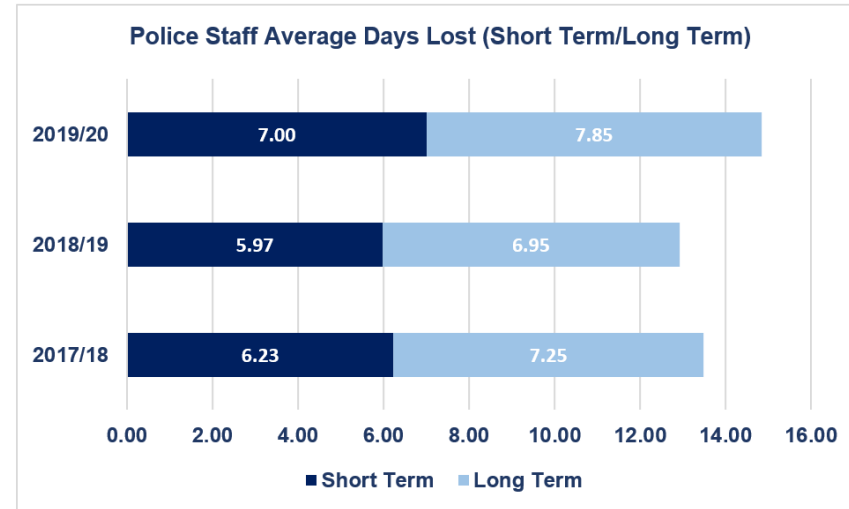


Chart 24



Charts 23 and 24 show the average days lost for police officers and police staff split by short and long term. As can be seen the highest proportion of days lost are long term absences, with both police officers and police staff at their highest levels over the last 3 year period.



How We Compare

Despite the proportion of long term absences being higher than short term, as already articulated Police Scotland's overall average days lost are below non-teaching staff levels in Scotland.

Police Officer & Police Staff – Absence Trends

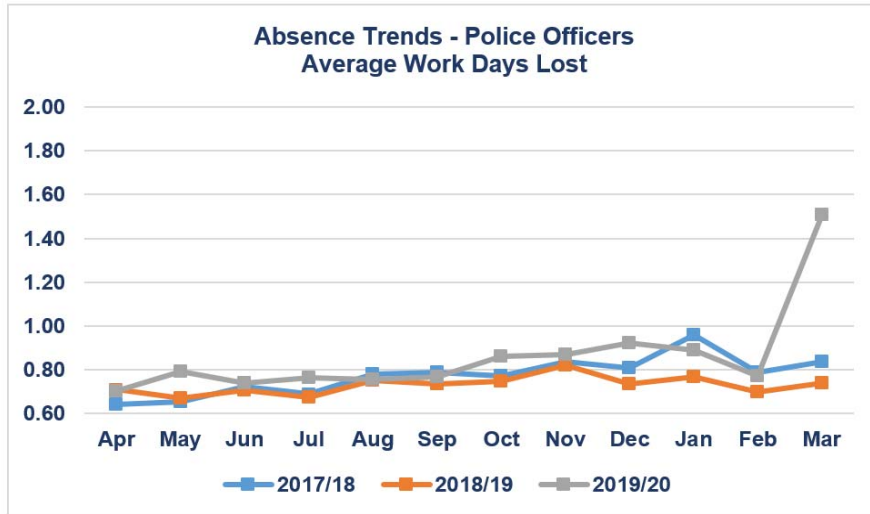


Chart 25

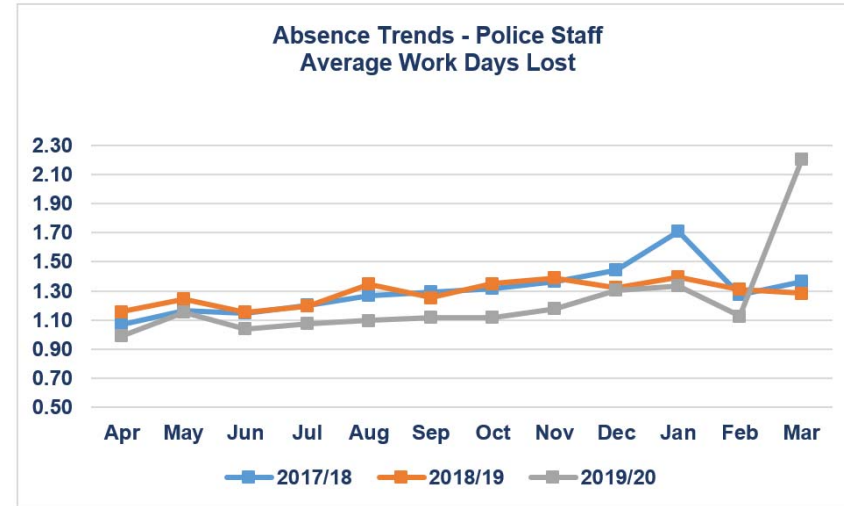


Chart 26



Charts 25 and 26 show the monthly trend of average days lost for both police officers and police staff. As can be seen there is a sharp increase for both police officers and police staff due to the number of COVID-19 related absences during March 2020. Police Scotland have introduced daily absence and availability reports which are circulated to the Executive twice per day in order to closely monitor and respond to absence levels.



How We Compare

Police Scotland's performance reporting team are in the process of benchmarking COVID-19 absences levels with other Forces and initial findings when comparing Police Scotland with the MET and PSNI suggest that whilst Police Scotland's absence peak was higher than both PSNI and the MET, Police Scotland have had a more rapid decline in absences and rates are now lower than these Forces.

Police Officer – Absence by Category and Duration

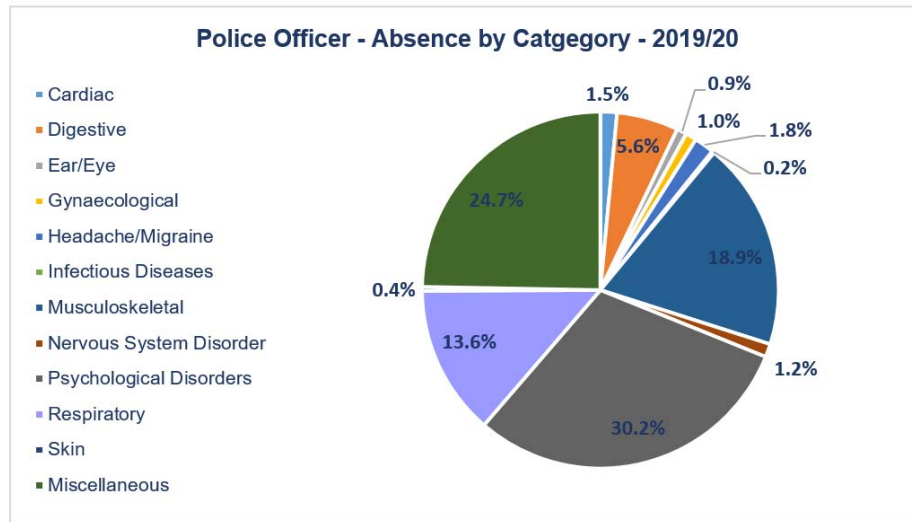


Chart 27

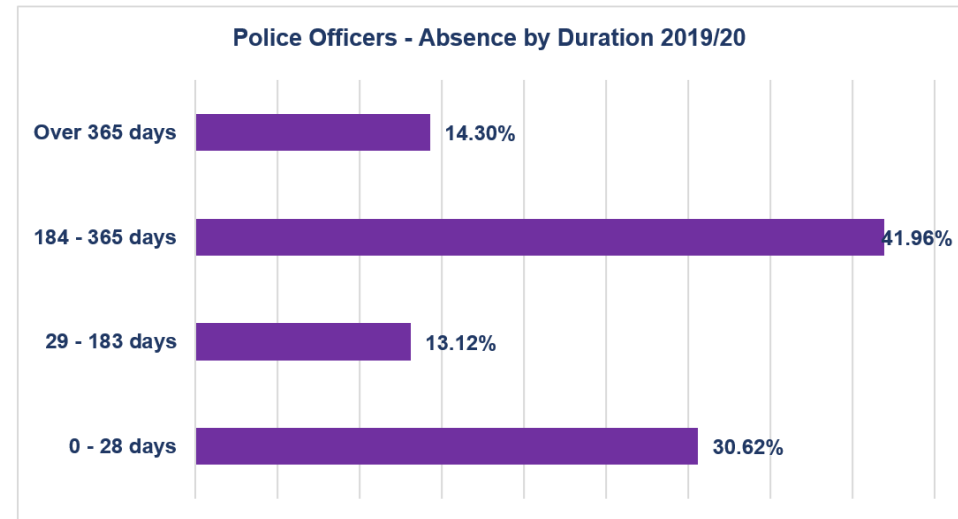


Chart 28



Chart 27 shows the number of work days lost by category for police officers and Chart 28 shows the number of work days lost by duration. The top 3 reasons for police officer absence during 2019/20 were:-

- 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 between 2016 and 2020 (Musculoskeletal, Psychological Disorder, Miscellaneous). There has been an 8.8% increase in work days lost between 2016 and 2020 and 18.7% increase in days lost due to Psychological Disorder related absence between 2016 and 2020. Chart 28 shows the number of work days lost by duration for police officers. As can be seen the highest proportion, just under 42% is in the duration of 184 to 365 days.

**Please note that the data illustrated is based on work days lost, which are counted when the employee returns to work, therefore staff currently absent will not be captured in the data.*

Police Staff – Absence by Category and Duration

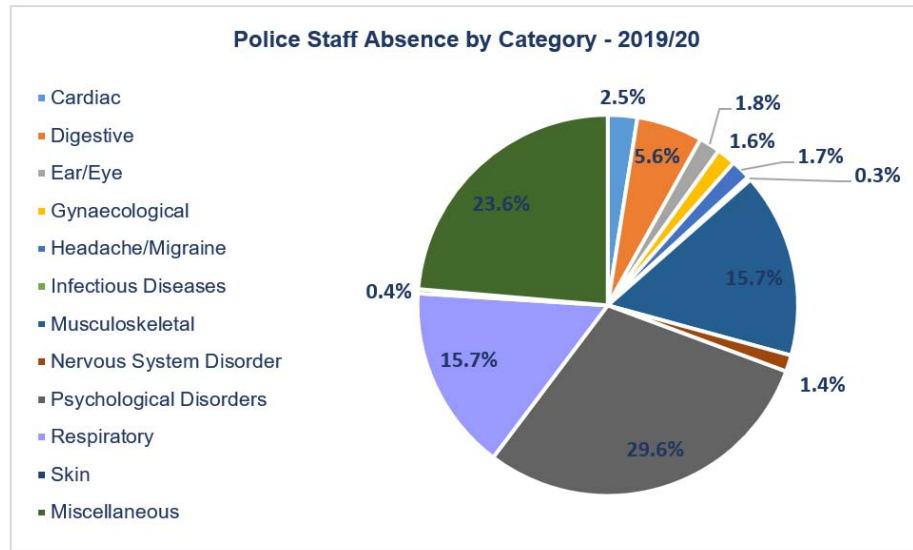


Chart 29

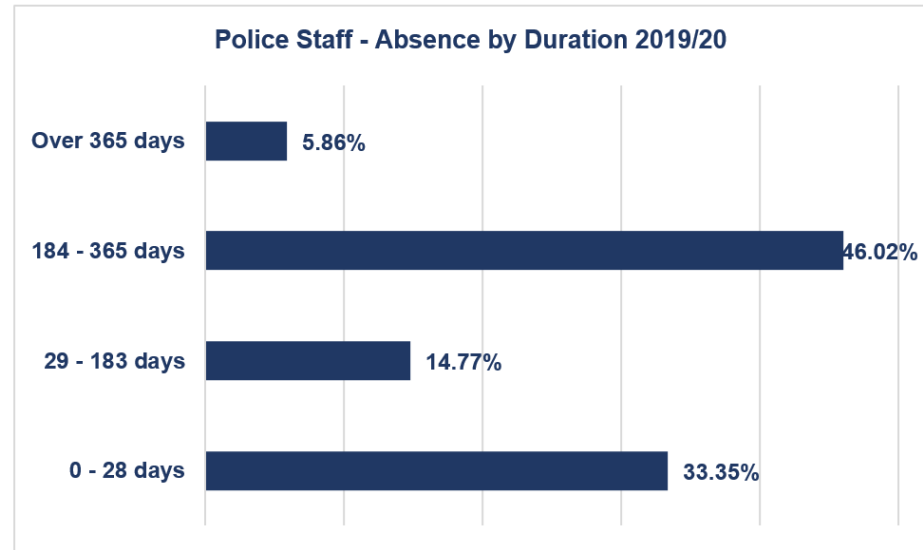


Chart 30



Chart 29 shows the number of work days lost by category for police staff and Chart 30 shows the number of work days lost by duration. The top 3 reasons for police staff absence during 2019/20 were the same as police officers:-

- 1) **Psychological Disorder**
- 2) **Miscellaneous**
- 3) **Musculoskeletal**

The three most common reasons for absence remain the same for each year between 2016 and 2020 (Musculoskeletal, Psychological Disorder, Miscellaneous). There has been an 21.77 % increase in work days lost between 2016 and 2020 and a 40.37% increase in days lost due to Psychological Disorder related absence between 2016 and 2020. Chart 30 shows the number of work days lost by duration for police staff. As can be seen the highest proportion, just over 46% is in the duration of 184 to 365 days.

**Please note that the data illustrated is based on work days lost, which are counted when the employee returns to work, therefore staff currently absent will not be captured in the data.*

Police Officer & Police Staff - Modified Duties

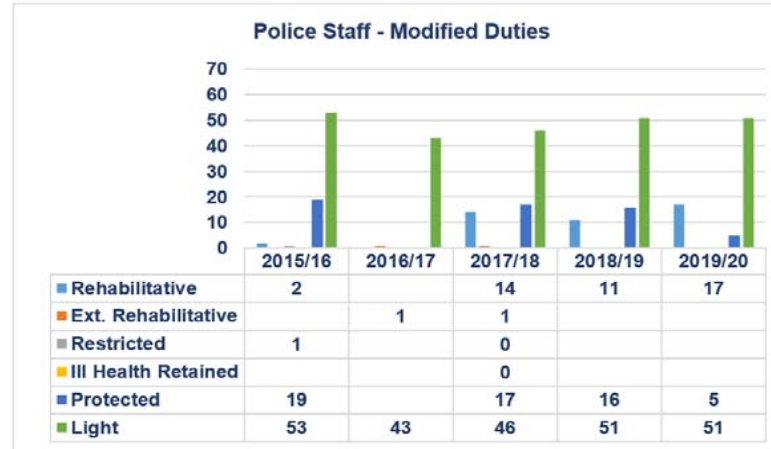
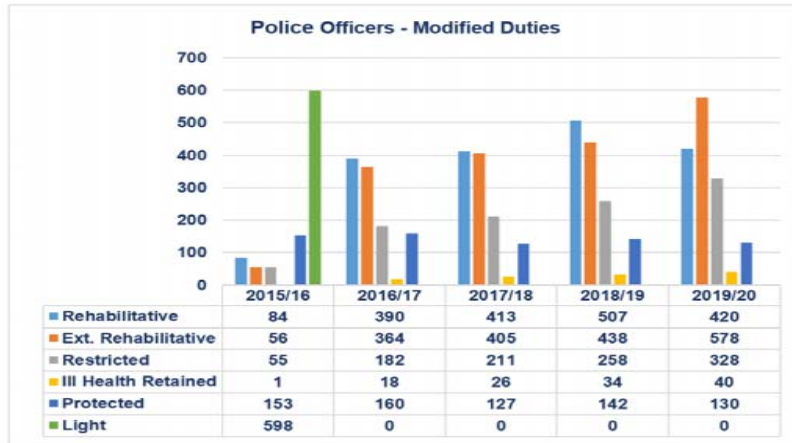


Chart 31

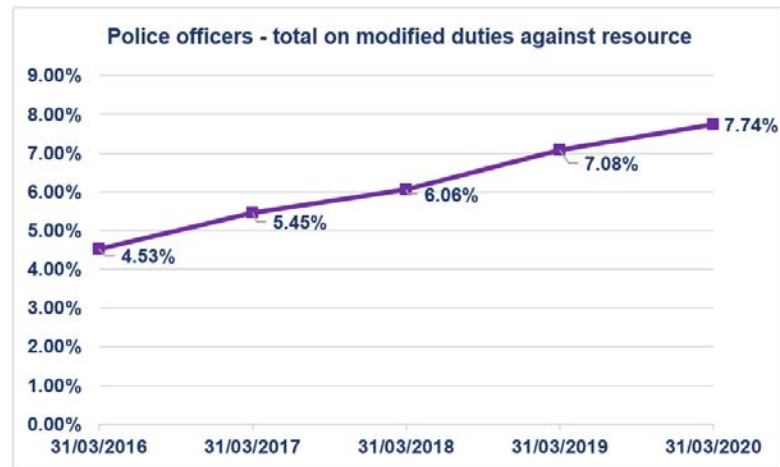


Chart 33

Chart 32

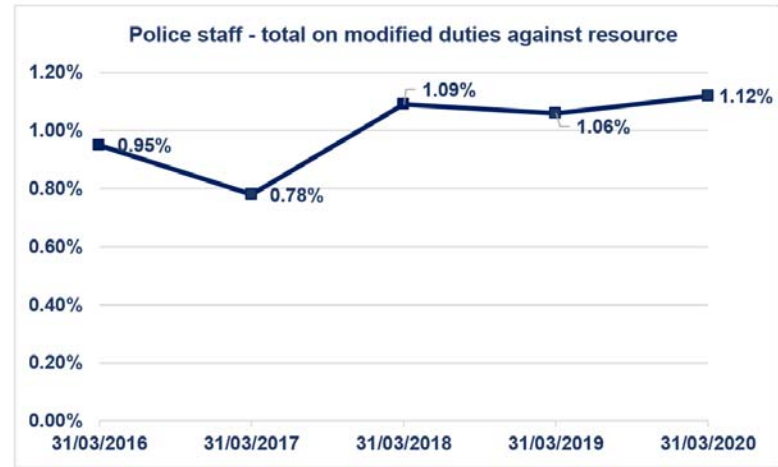


Chart 34

Modified Duties – Key Points



Charts 31 and 32 show the number of police officers and police staff on modified duties over the last 5 years. Excluding protected duties, the total number of police officers on modified duties has increased by (+129) (+10.4%) in comparison to 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. Improvements to be implemented by the project after COVID-19 response include:-

- An improved reporting function on SCOPE, highlighting the deploy-ability range of a modified officer which will assist in event 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 increased by (+6) (+9.6%) in comparison to the previous year.

Chart 33 shows the proportion of police officers on Modified Duties. The number of officers on modified duties has risen consistently year on year. 2020 increased on 2019 in line with expectations, and in line with the trends of the previous five years: in 2016 Modified Duties represented 4.53 % of the Workforce, in 2020 it is 7.74%

Chart 34 shows the proportion of police staff on Modified Duties. The number of staff on modified duties has remained stable year on year; 2020 is consistent with 2019, and in line with the trends of the previous five years: in 2016 Modified Duties represented 0.95% of the Workforce, in 2020 it is 1.12%.



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. This has been highlighted as an area of concern and as per the above, actions have been taken to address this.

Police Officer & Police Staff – Capability Cases

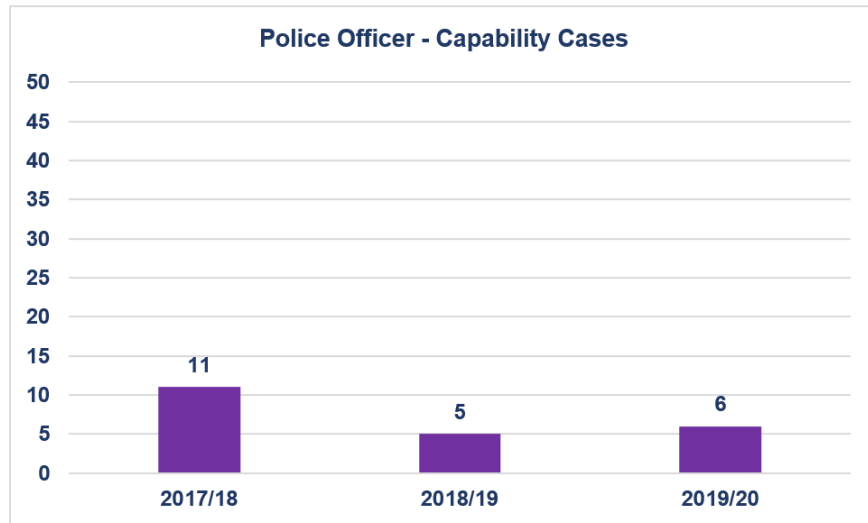


Chart 35

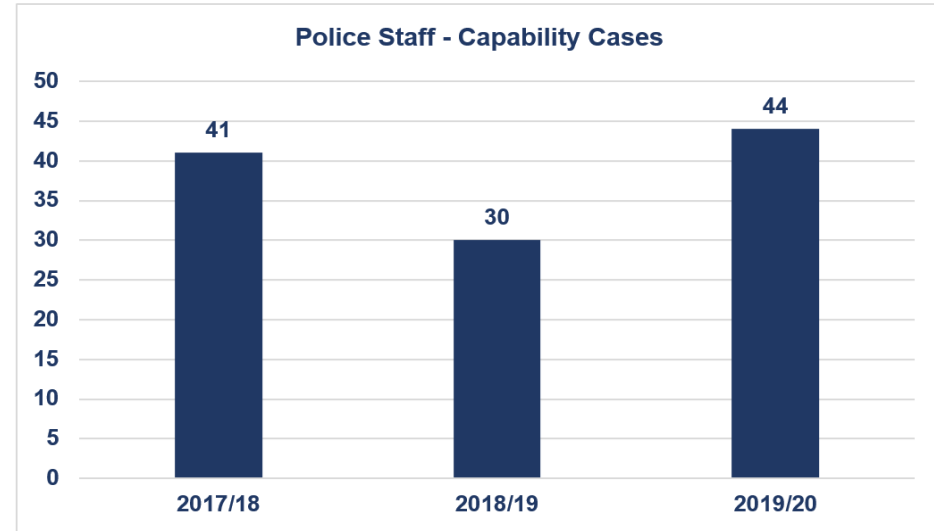


Chart 36



Charts 35 and 36 show the number of capability cases for both police officers and police staff. As can be seen in Chart 35, there has been a slight increase in the number of police officer capability cases from 2018/19 to 2019/20 (+1) (20%). The number of capability cases have risen at a higher rate for police staff from 30 in 2018/19 to 44 in 2019/20, an increase of (+14) (+47%).

Please note that full year data for capability cases are only available from 2017/18 onwards.

Police Officer & Police Staff – Employment Tribunals

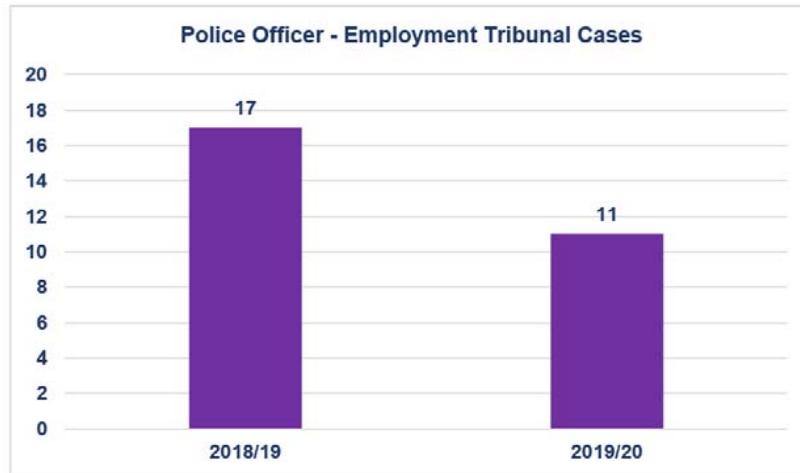


Chart 37

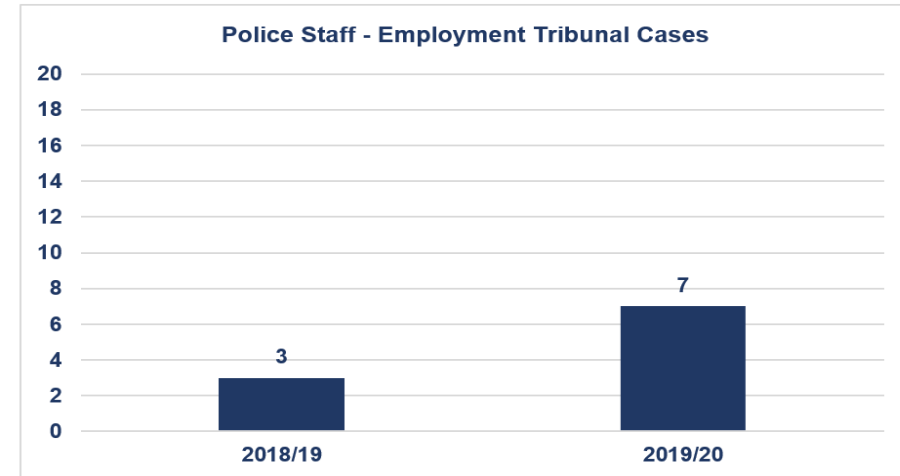


Chart 38



Charts 37 and 38 show the number of employment tribunal cases for both police officers and police staff. As can be seen in Chart 37, there has been a decrease in the number of police officer employment tribunal cases from 2018/19 to 2019/20 (-6) (-35%). The number of employment tribunal cases have risen for police staff from 3 in 2018/19 to 7 in 2019/20, an increase of (+4) (+133%).

Please note that full year data for employment tribunal cases are only available from 2018/19 onwards.

Police Officer & Police Staff – Misconduct/Discipline Cases

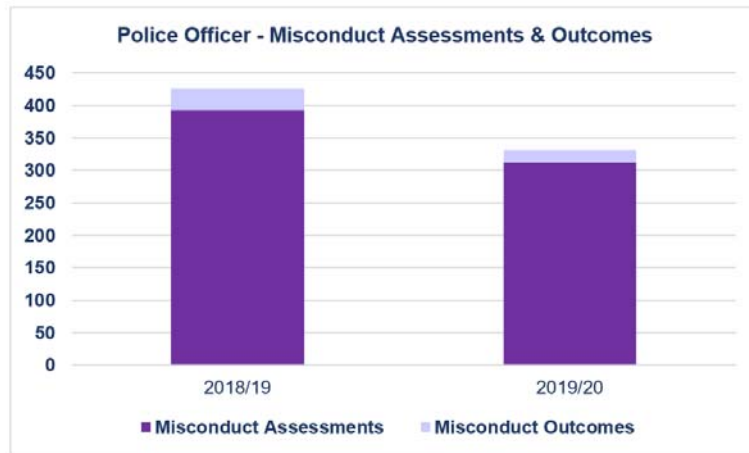


Chart 39

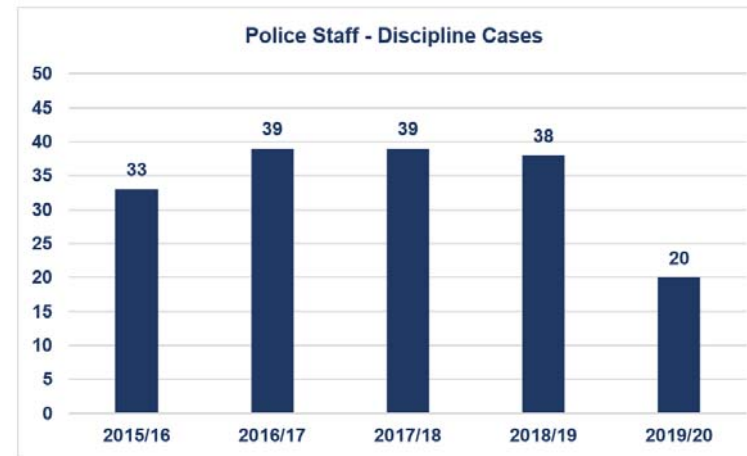


Chart 40



Chart 39 shows the number of police officer misconduct assessments and outcomes. Misconduct assessments have reduced from 393 in 2018/19 to 313 in 2019/20, a reduction of (-80) (-20%). Misconduct outcomes have reduced from 23 in 2018/19 to 19 in 2019/20, a reduction of (-4) (-17%).

Please note misconduct assessment and outcome data is only available in it's current format from 2018/19 onwards.

Chart 40 shows the number of police staff discipline cases over the last 5 year period. As can be seen between the period 2015/16 and 2018/19 the number of discipline cases exceeded 30 per year. However at the end of 2019/20 the number of cases reduced to 20, a decrease of (-18) (47%) in comparison to the same period the previous year.

Police Officer & Police Staff – Grievance Cases

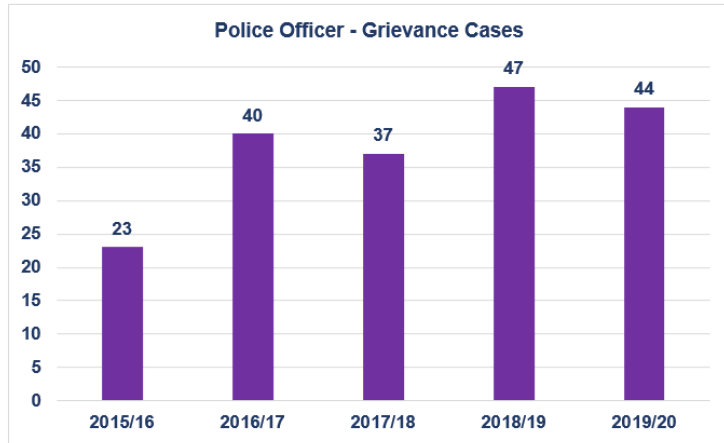


Chart 41

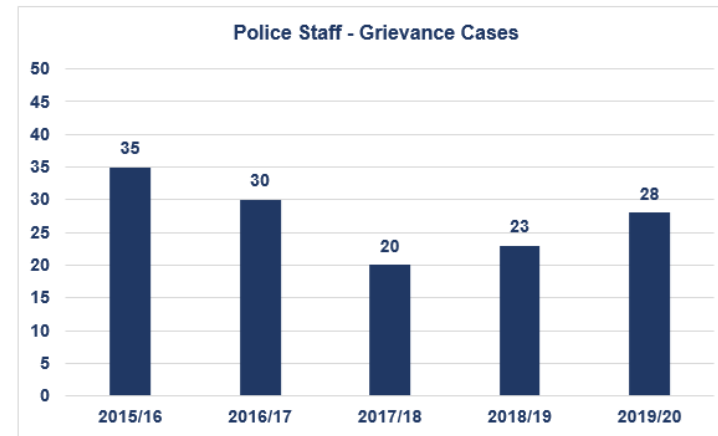


Chart 42



Chart 41 shows the number of police officer grievance cases over the last 5 years. In comparison to the previous year police officer grievance cases have reduced by (-3) (-6.4%).

Chart 42 shows the number of police staff grievance cases over the last 5 years. In comparison to the previous year police staff grievance cases have increased by (+5) (+22%).

Data Tables

Table 1 highlights **police officer** numbers by Division at 31 March 2020 in comparison to 31 March 2019. The table also shows increases/decreases by number and percentage. The increase in C3 seen this year is a result of an uplift of officers to manage the CAM arrangements now in place across the Force. The deficit in SCD is as a result of COVID 19 restrictions and the secondment of officers to other duties to assist Local Policing Divisions

POLICE OFFICER FTE VARIANCE (31/03/20 vs 31/03/19)				
DIVISION	31/03/2020	31/03/2019	NUMBER	PERCENTAGE
A DIVISION	1093.36	1087.39	6	1%
D DIVISION	927.32	897.75	30	3%
N DIVISION	626.35	640.30	-14	-2%
C DIVISION	625.13	604.95	20	3%
E DIVISION	1133.92	1081.35	53	5%
J DIVISION	901.23	868.00	33	4%
P DIVISION	756.02	768.60	-13	-2%
G DIVISION	2483.32	2467.81	16	1%
K DIVISION	635.20	628.27	7	1%
L DIVISION	528.11	539.08	-11	-2%
Q DIVISION	1369.59	1366.02	4	0%
U DIVISION	810.29	788.81	21	3%
V DIVISION	361.78	337.52	24	7%
CONTACT COMMAND CONTROL DIVISION	597.64	455.10	143	31%
CORPORATE SERVICES DIVISION	580.49	513.77	67	13%
CRIMINAL JUSTICE SERVICES DIVISION	295.80	337.92	-42	-12%
OPERATIONAL SUPPORT DIVISION	1889.43	1901.52	-12	-1%
SCOTTISH POLICY AUTHORITY	0.00	1.00	-1	-100%
SPECIALIST CRIME DIVISION	1815.95	1966.01	-150	-8%
POLICE OFFICER TOTAL	17430.93	17251.16	180	1%

Table 1

Data Tables

Table 2 highlights **police staff** numbers by Division at 31 March 2020 in comparison to 31 March 2019. The table also shows increases/decreases by number and percentage. The reduction of staff in C3 is as a result of a re-parenting exercise which moved crime recording to Criminal Justice. Criminal Justice also saw an increase in the number of staff recruited to work in custody suites. The increase in Corporate Services is as a result of an increase to the staff change portfolios and temporary staff and the re-parenting of firearms licensing.

POLICE STAFF FTE VARIANCE (31/03/20 vs 31/03/19)				
DIVISION	31/03/2020	31/03/2019	NUMBER	PERCENTAGE
A DIVISION	115.41	118.17	-3	-2%
D DIVISION	47.34	49.86	-3	-6%
N DIVISION	69.00	70.67	-2	-3%
C DIVISION	25.15	26.44	-1	-4%
E DIVISION	69.28	68.14	1	1%
J DIVISION	62.85	61.71	1	2%
P DIVISION	64.98	63.96	1	2%
G DIVISION	85.39	86.01	-1	-1%
K DIVISION	22.83	20.83	2	10%
L DIVISION	19.50	17.07	2	11%
Q DIVISION	54.24	55.56	-1	-2%
U DIVISION	31.74	29.74	2	7%
V DIVISION	33.74	30.79	3	10%
CONTACT COMMAND CONTROL DIVISION	1038.11	1,125.43	-87	-8%
CORPORATE SERVICES DIVISION	1930.26	1,817.05	113	6%
CRIMINAL JUSTICE SERVICES DIVISION	858.65	708.94	150	21%
OPERATIONAL SUPPORT DIVISION	251.86	238.91	13	5%
SCOTTISH POLICE AUTHORITY	579.28	542.83	36	7%
SPECIALIST CRIME DIVISION	349.98	370.01	-20	-5%
POLICE STAFF TOTAL	5,709.575	5,502.115	207	4%

Table 2

Data Tables

Table 3 highlights **special constable** numbers by Division at 31 March 2020 in comparison to 31 March 2019. The table also shows increases/decreases by number and percentage.

SPECIAL CONSTABLE VARIANCE (31/03/20 vs 31/03/19)				
DIVISION	31/03/2020	31/03/2019	NUMBER	PERCENTAGE
A DIVISION	92	78	14	18%
D DIVISION	66	69	-3	-4%
N DIVISION	74	78	-4	-5%
C DIVISION	35	35	0	0%
E DIVISION	34	32	2	6%
J DIVISION	37	35	2	6%
P DIVISION	34	37	-3	-8%
G DIVISION	25	31	-6	-19%
K DIVISION	11	14	-3	-21%
L DIVISION	20	19	1	5%
Q DIVISION	23	21	2	10%
U DIVISION	29	34	-5	-15%
V DIVISION	29	33	-4	-12%
OPERATIONAL SUPPORT DIVISION	5	4	1	25%
SPECIALIST CRIME DIVISION	6	5	1	20%
SPECIAL CONSTABLES	520	525	-5	-1%

Table 3

Data Tables

Table 4 highlights **police officers** by rank within each Division at 31 March 2020.

POLICE OFFICER NUMBERS BY RANK PER DIVISION								
DIVISION	*EXECUTIVE	*CHIEF SUPERINTENDENT	*SUPERINTENDENT	*CHIEF INSPECTOR	*INSPECTOR	*SERGEANT	*CONSTABLE	TOTAL
A DIVISION		1	4	12	49	146	909	1121
D DIVISION		1	3	8	32	99	798	941
N DIVISION		1	3	8	29	91	510	642
C DIVISION		1	3	6	28	74	523	635
E DIVISION		1	4	10	39	133	965	1152
J DIVISION		1	3	8	33	113	757	915
P DIVISION		1	2	7	31	94	638	773
G DIVISION		1	6	17	81	281	2118	2504
K DIVISION		1	2	6	26	75	529	639
L DIVISION		1	2	6	20	71	433	533
Q DIVISION		1	3	8	46	154	1171	1383
U DIVISION		1	3	6	28	91	694	823
V DIVISION		1	2	4	18	43	301	369
CONTACT COMMAND CONTROL DIVISION		1	3	8	38	140	421	611
CORPORATE SERVICES DIVISION	14	12	32	38	116	163	211	586
CRIMINAL JUSTICE SERVICES DIVISION		1	4	13	43	143	96	300
OPERATIONAL SUPPORT DIVISION		3	9	24	87	236	1536	1895
SPECIALIST CRIME DIVISION		8	44	47	140	295	1301	1835
TOTAL HEADCOUNT POLICE OFFICERS	14	38	132	236	884	2442	13911	17657

*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 31 March 2020.

POLICE STAFF NUMBERS BY GRADE PER DIVISION															
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	28	79	13	2	2	1								130
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	14	54	2			2								77
J DIVISION	2	7	57	2		1									69
P DIVISION	2	14	51	3	1		1								72
G DIVISION	7	24	55	3			1								90
K DIVISION	1	8	13	1			1								24
L DIVISION	2	8	10	1											21
Q DIVISION	6	15	33	2			1								57
U DIVISION	4	9	19	2											34
V DIVISION		14	19	2			1								36
CONTACT COMMAND CONTROL DIVISION	1	5	606	418	63	4	10	1		2	1				1111
CORPORATE SERVICES DIVISION	116	295	206	380	428	154	212	81	79	55	17	15	16	6	2060
CRIMINAL JUSTICE SERVICES DIVISION	3	150	426	251	63	3	5		2						903
OPERATIONAL SUPPORT DIVISION		74	117	24	41	3	3	4	5	1	1				273
SCOTTISH POLICE AUTHORITY	1	15	34	37	25	112	169	123	25	40	12	1	4	6	604
SPECIALIST CRIME DIVISION	2	13	64	65	84	45	58	16	9	4	1				361
TOTAL HEADCOUNT POLICE STAFF	161	740	1943	1218	708	324	467	225	120	102	32	16	20	12	6088

Table 5

Data Tables

Table 6 highlights the work days lost, by reason per Division for **police officers** at 31 March 2020

WORK DAYS LOST BY REASON PER DIVISION/DEPARTMENT - POLICE OFFICER													
Division/Department	Cardiac	Digestive	Ear/Eye	Gynaecological	Headache/ Migraine	Infectious Diseases	Musculo- skeletal	Nervous System Disorder	Psychological Disorder	Respiratory	Skin	Miscellaneous	Total Work Days Lost
NORTH	377	1718	201	407	419	97	4344	221	7792	6795	91	7454	29,916
A	38	752	83	138	182	58	1425	0	2380	2705	35	2424	10,220
D	74	575	82	85	169	29	1215	218	3362	2682	47	2268	10,806
N	265	391	36	184	68	10	1704	3	2050	1408	9	2762	8,890
EAST	713	2547	317	416	669	92	6203	67	14225	8986	87	9360	43682
C	51	378	111	40	106	17	766	50	1904	2019	9	1667	7118
E	105	900	67	129	297	54	1542	15	2724	3188	20	2285	11326
J	100	646	71	71	164	9	1993	0	4006	2129	45	2421	11655
P	457	623	68	176	102	12	1902	2	5591	1650	13	2987	13583
WEST	1106	5249	867	707	1232	248	17141	1861	19340	15008	492	16806	80057
G	713	2367	278	327	588	67	7293	1161	6479	6791	282	6894	33240
K	105	615	219	101	95	11	1794	267	1624	1697	64	2210	8802
L	19	326	31	87	82	30	1740	0	2537	1054	54	1222	7182
Q	40	1159	184	116	159	107	3425	214	4444	3137	24	3304	16313
U	130	596	137	72	81	29	2234	217	3201	1635	54	2378	10764
V	99	186	18	4	227	4	655	2	1055	694	14	798	3756
SPECIALIST FUNCTION DIVISIONS	887	3312	660	347	1092	96	11767	118	14864	12946	314	15500	61903
Contact Command & Control	306	490	147	108	275	14	1614	0	2910	1725	55	1363	9007
Corporate Services Division	171	235	44	21	49	11	432	98	1648	1043	13	1402	5167
Criminal Justice	5	207	19	14	64	0	817	0	1034	751	7	1982	4900
Operational Support Division	146	872	137	94	404	44	5321	0	2602	3974	56	6323	19973
Specialist Crime Division	259	1508	313	110	300	27	3583	20	6670	5453	183	4430	22856
OVERALL TOTALS	3083	12826	2045	1877	3412	533	39455	2267	56221	43735	984	49120	215558

Table 6

Data Tables

Table 7 highlights the work days lost, by reason per Division for **police staff** at 31 March 2020

WORK DAYS LOST BY REASON PER DIVISION/DEPARTMENT - POLICE STAFF													
Division/Department	Cardiac	Digestive	Ear/Eye	Gynaecological	Headache/ Migraine	Infectious Diseases	Musculo- skeletal	Nervous System Disorder	Psychological Disorder	Respiratory	Skin	Miscellaneous	Total Work Days Lost
NORTH	190	285	17	47	59	19	718	4	406	1724	9	885	4363
A	72	178	7	38	21	11	356	4	106	1091	0	285	2169
D	118	44	8	9	19	1	356	0	268	339	0	123	1285
N	0	63	2	0	19	7	6	0	32	294	9	477	909
EAST	42	170	18	146	178	0	688	41	833	1150	44	1551	4861
C	0	46	3	0	5	0	67	0	16	140	32	520	829
E	2	39	2	101	12	0	106	0	271	401	12	90	1036
J	2	24	2	9	18	0	319	26	217	341	0	289	1247
P	38	61	11	36	143	0	196	15	329	268	0	652	1749
WEST	7	208	34	60	49	9	1282	13	1270	1178	22	892	5024
G	0	47	12	19	26	1	896	0	842	547	10	357	2757
K	0	23	0	0	0	0	21	13	34	144	0	18	253
L	0	12	2	4	6	0	92	0	0	32	0	22	170
Q	5	86	20	2	5	8	97	0	244	164	12	184	827
U	2	28	0	6	11	0	122	0	138	185	0	290	782
V	0	12	0	29	1	0	54	0	12	106	0	21	235
SPECIALIST FUNCTION DIVISIONS	1864	4381	1501	993	1179	215	10824	951	19886	16985	269	15135	74183
Contact Command & Control	764	1682	720	572	485	22	3163	92	7696	5372	106	3921	24595
Corporate Services Division	339	1235	361	167	382	129	3922	459	6720	6453	58	6626	26851
Criminal Justice	485	882	240	162	195	43	2272	165	3962	3019	62	2928	14415
Operational Support Division	41	290	103	50	73	17	540	1	584	718	7	760	3184
Specialist Crime Division	235	292	77	42	44	4	927	234	924	1423	36	900	5138
SPA	53	526	128	296	190	19	593	34	2099	2124	7	1513	7582
OVERALL TOTALS	2156	5570	1698	1542	1655	262	14105	1043	24494	23161	351	19976	96013

Table 7