
WORKFORCE DATA REPORT - 2003/2004**Joint Report of the Chief Constable and Personnel Adviser**

1 PURPOSE OF THE REPORT

The purpose of this report is to:

- i) Present the Workforce Data Report for 2003/4.
- ii) To highlight, for members' information, important trends and issues.

2 BACKGROUND

At the Police Authority meeting held on 23 April 2003 members agreed to receive the Workforce Data Report on a six monthly basis (minute 17-2003/04). The report covering the period April 2003 - March 2004 is attached at Appendix 'A'.

3 TRENDS

The report highlights the following:

- i) There has been an increase of 94 in the authorised establishment for police staff. This is mainly due to the creation of the new roles of Detention Officer, Investigating Officer and File Builder to support the Criminal Justice Management of Offenders Project and the Criminal Justice Intervention Programme. At the time the report was compiled those staff had not been recruited. (See tables 1, 3).
- ii) The number of female officers has increased by 43, bringing the overall proportion to 19.1% (see tables 32, 35).
- iii) Two minority ethnic officers were recruited, whilst five left the Force. The overall proportion of minority ethnic officers is 1.18%. (See tables 1, 12, 21). Two minority ethnic applicants are awaiting appointment, having successfully completed the recruitment assessment centre for police officers.
- iv) Four minority ethnic police staff were recruited with none leaving. The overall proportion is 0.67%. (See tables 1, 17, 22).
- v) The proportion of successful applicants for employment is:

	<u>Police Officers</u>	<u>Police Staff</u>
White male	22.7%	7.4%
White female	26.1%	10.4%
Minority Ethnic male	47.4%	2.1%
Minority Ethnic female	37.5%	6.0%

(See table 12).

4 **EQUAL OPPORTUNITIES IMPLICATIONS**

Nil.

5 **HUMAN RIGHTS IMPLICATIONS**

Nil.

6 **FINANCIAL IMPLICATIONS**

There are no financial implications arising from the contents of this report.

7 **RECOMMENDATION**

Members are requested to note the contents of the report and appendix.