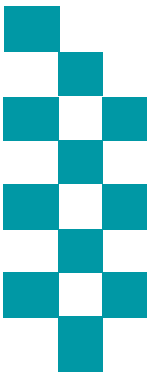


Public Accountability Board



Meeting Date: 31st March 2020



BE SAFE
FEEL SAFE

Agenda



Caring About the Vulnerable

Mental Health

s136 Detentions



Ambitious Collaboration

Force Overview

City Command

Coastal Command



Reinforcing Local Policing

County Command

Crime Trends

Crime Focus

ASB/PSW
Incidents

Proactive Policing

Rural Task Force



Enhancing the Customer Experience

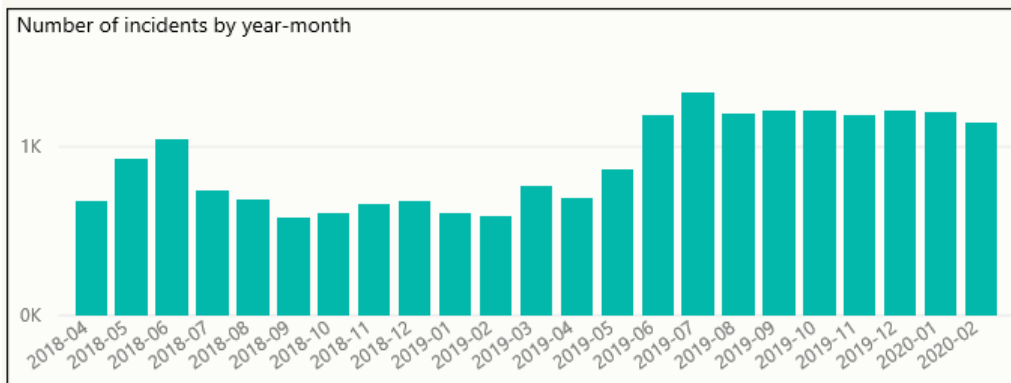
999

101

Local Priorities

Mental Health

Occurrences involving a person(s) with a mental health qualifier



- The increases in Mental Health related incidents previously reported have now become static as we start to see the a more prevalent volume of demand.
- Incidents with a Mental Health tag have accounted for 12.3% of all incidents in the last 22 months

Incidents with highest number of Mental Health Tag (Apr '18 – Feb '20)

Description	Volume with mental health tag	% of All Type of Incidents
CONC SAFETY/TRAPPED/INJ/ILL	10288	44.25%
MISSING PERSON	1318	41.09%
DOMESTIC INCIDENT	1901	19.22%
VIOLENCE	2275	13.83%
ASB NUISANCE	1272	7.07%

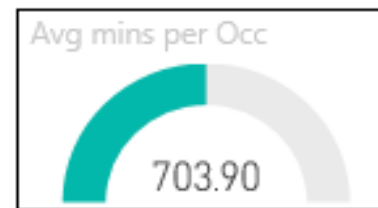
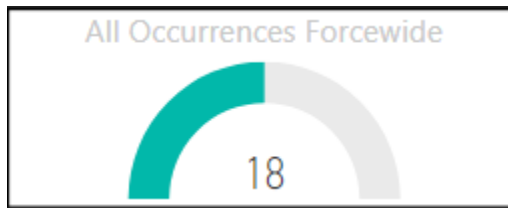
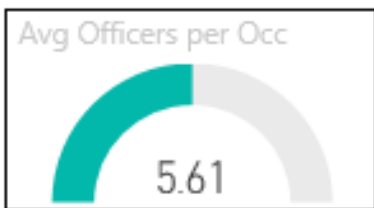
Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

Use of police custody as a place of safety

Police custody must only be used for s136 MHA detainees in highly exceptional circumstances, e.g. genuinely unmanageable risks of resistance, aggression, violence or escape, or if also detained for an offence. We scrutinise every use of custody in these circumstances.

The below volumes have been reviewed and changed. Previously any s136 detention that occurred in custody has been counted, however, all but the below incidents, custody was not actually used as a place of safety, the incident occurred whilst in custody before the individual was transferred to a recognised Health Based Place of Safety and as such custody was never used as a Place of Safety. In these cases, the mental ill-health of the detainee was identified after their arrival at a custody suite.

s136 Detentions (Police Custody)	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20
Under 18	0	0	0	0	0	0	0	0	0	0
Aged 18 or Over	0	0	0	0	0	1	1	1	0	0
Total	0	0	0	0	0	1	1	1	0	0
<i>Presented whilst in Custody and taken to HBPos</i>	2	1	1	2	3	0	4	7	5	5

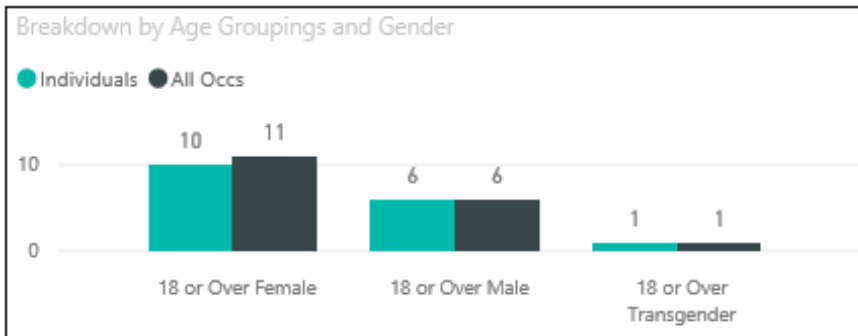


By Occurrence Type

Closing Code Desc	Occs
CONC SAFETY/TRAPPED/INJ/ILL	14
VIOLENCE	2
AUTOCRIME	1
POLICE GENERATED ACTIVITY	1
Total	18

- February 2020 was significantly lower in volume than the average incident volume levels previously seen
- 0 detainees required to be taken out of the county this month
- 4 incidents required Police transportation:
 - 4 following Risk assessment
- 39% of detentions resulted in Admission

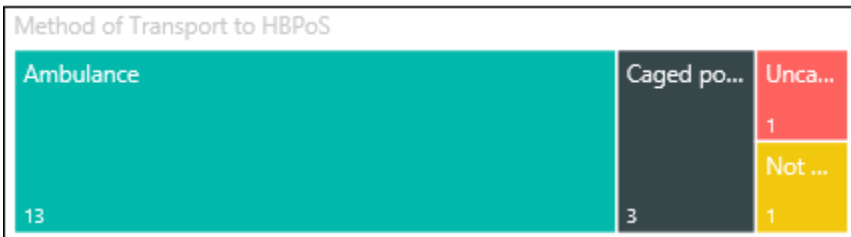
Gender/Age Breakdown and Repeat Nominals



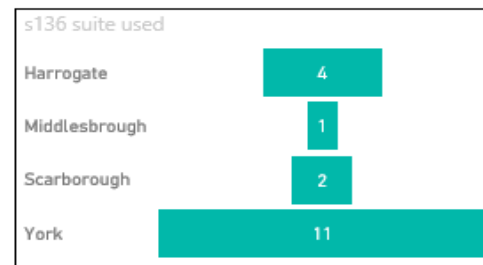
Outcomes

Outcome	Distinct Occs
Open to services. Returned to the community with follow up by current service	9
Formal Admission	6
Not open to services. Returned to the community without follow up	2
Informal admission	1
Total	18

Mode of Transport



HBPOs Usage



Force Levels (Incidents and Crimes Committed February 2020)

Count of all Incidents and type

Count of incidents
6,378

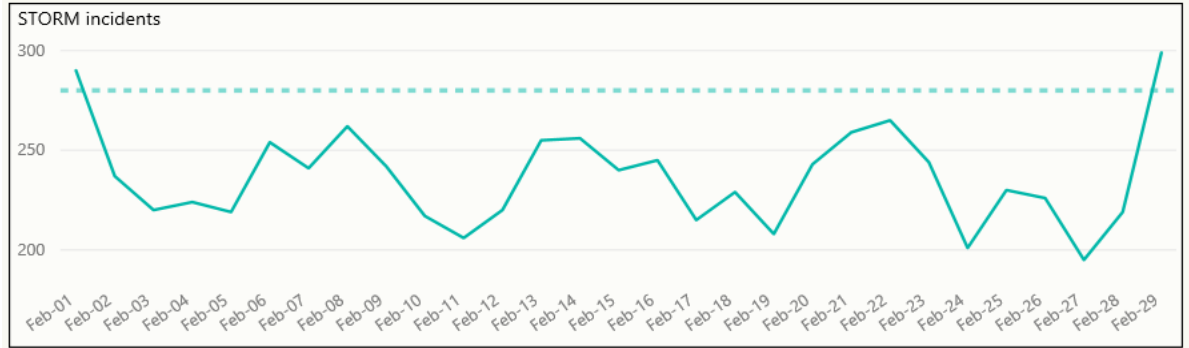
Total Crimes Committed
3534

Average Officers and Time Spent

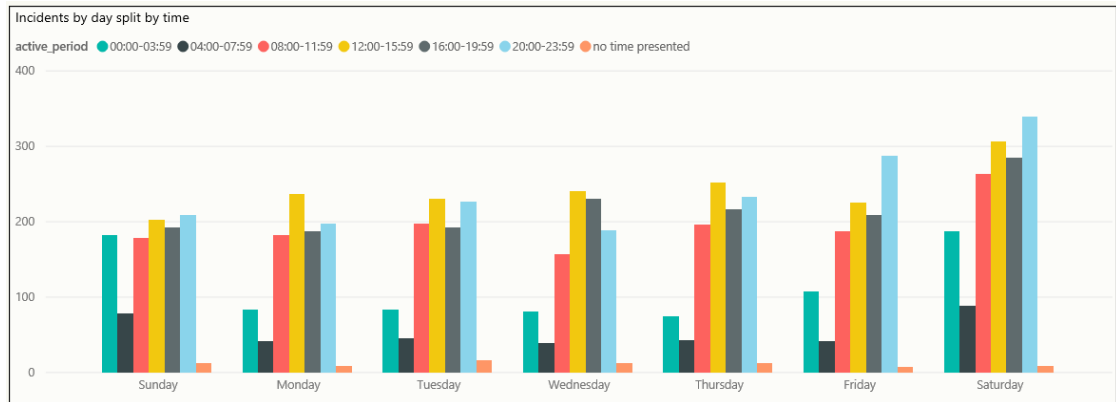
Average resources per incident
2.41

Average minutes per incident
151.85

Incident Volumes by Date



Incident Volumes by Day and Time Group



Highest Wards by volume of Crime

Castle	Low Harro...	Selby North
173	145	Micklegat...
Guildhall Inner (NYP)	Westfield	Selby South
166		

Volume by Crime type

Crime	2020-02
Arson & Criminal Damage	367
Burglary	252
Drug Offences	122
Fraud	383
Misc Crimes Against Society	56
Possession Of Weapons	22
Public Order Offences	181
Robbery	16
Sexual Offences	86
Theft	765
Vehicle Offences	217
Violence Against The Person	1067
Total	3534

City Command (Incidents and Crimes Committed February 2020 – York and Selby)

Count of all Incidents and type

Count of incidents

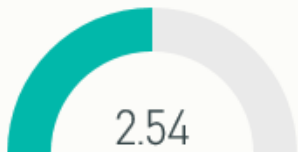
2,368

Total Crimes Committed

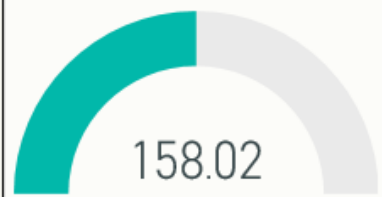
1393

Average Officers and Time Spent

Average resources per incident



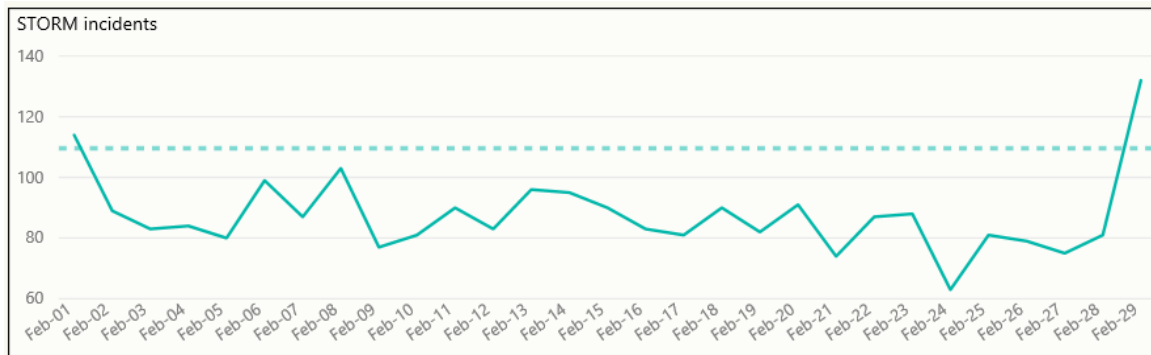
Average minutes per incident



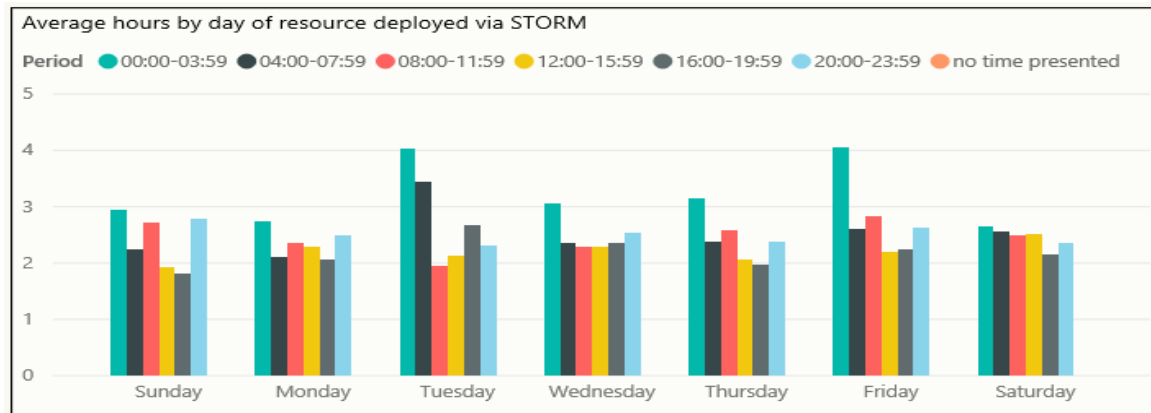
Highest Wards by Crime Volume

Guildhall Inner (NYP)	Westfield	Micklegate Outer (...)	Skelton, Rawcliffe a...
	81	70	68
166	Selby North	Selby South	Heworth
	71	69	68

Incident Volumes by Date



Incident Volumes by Day and Time Group



Volume by Crime type

Crime	2020-02	Total
Arson & Criminal Damage	126	126
Burglary	92	92
Drug Offences	39	39
Fraud	141	141
Misc Crimes Against Society	18	18
Possession Of Weapons	7	7
Public Order Offences	86	86
Robbery	7	7
Sexual Offences	24	24
Theft	363	363
Vehicle Offences	84	84
Violence Against The Person	406	406
Total	1393	1393

Coastal Command (Incidents and Crimes Committed February 2020 – Scarborough and Ryedale)

Count of all Incidents and type

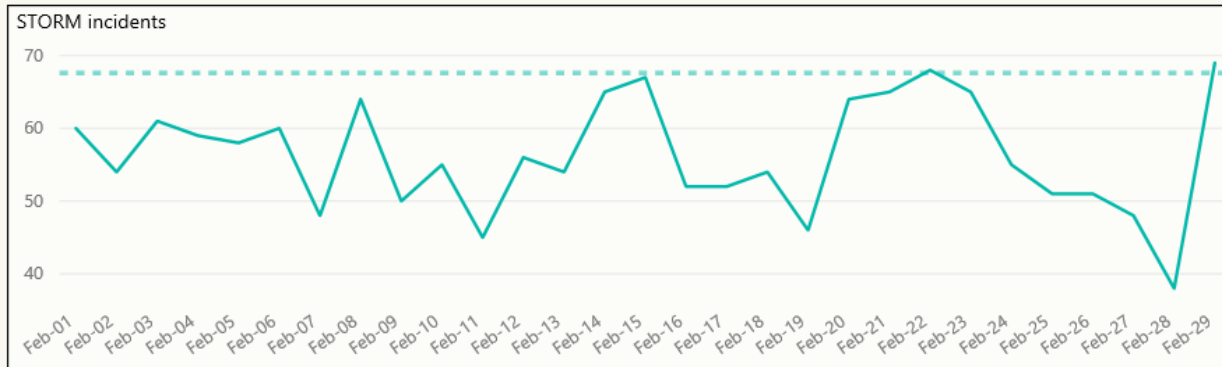
Count of incidents

1,519

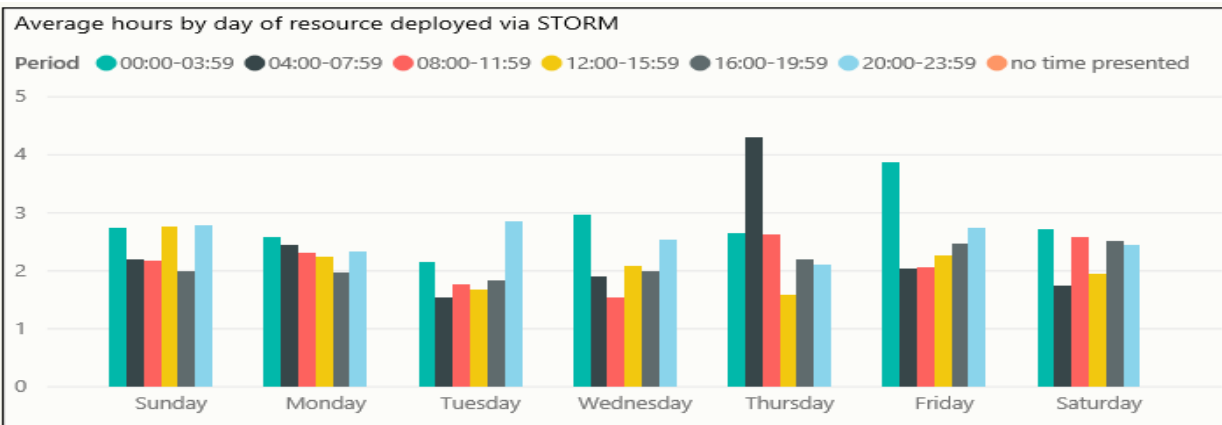
Total Crimes Committed

845

Incident Volumes by Date

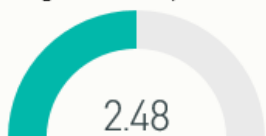


Incident Volumes by Day and Time Group

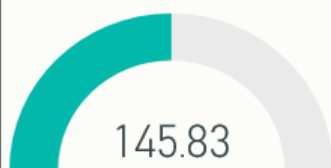


Average Officers and Time Spent

Average resources per incident



Average minutes per incident



Volume by Crime type

Crime	2020-02	Total
Arson & Criminal Damage	367	367
Burglary	252	252
Drug Offences	122	122
Fraud	383	383
Misc Crimes Against Society	56	56
Possession Of Weapons	22	22
Public Order Offences	181	181
Robbery	16	16
Sexual Offences	86	86
Theft	765	765
Vehicle Offences	217	217
Violence Against The Person	1067	1067
Total	3534	3534

Highest Wards by Crime Volume

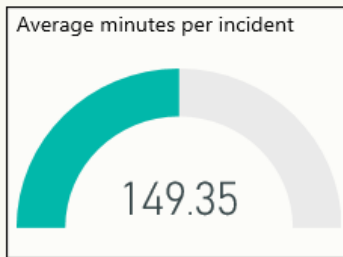
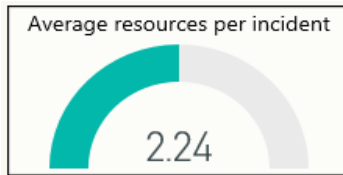
Castle 173	North Bay 49	Ramshill 47	Woodlands 40
	Central 49	Eastfield 45	Falsgrave Park 38

County Command (Incidents and Crimes Committed February 2020 – Hamb, Rich, H'gate and Craven)

Count of all Incidents and type



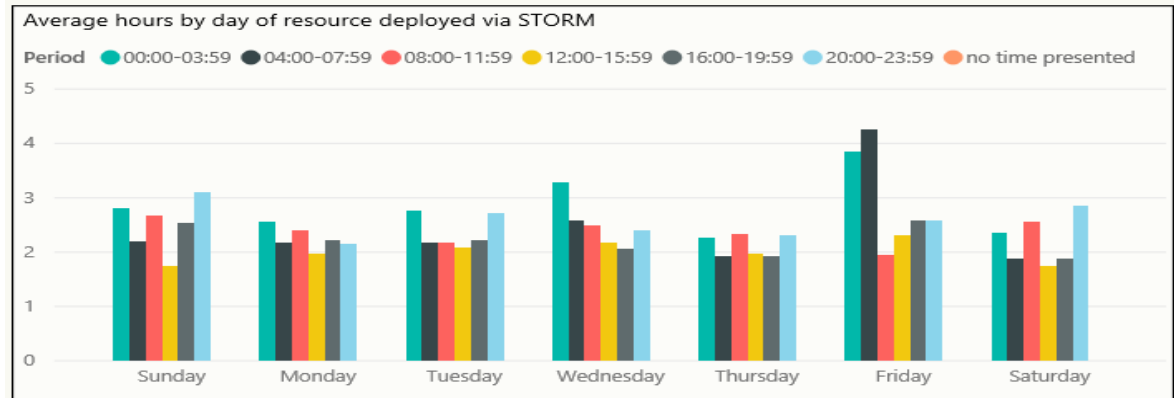
Average Officers and Time Spent



Incident Volumes by Date



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Low Harrogate	Northallert...	New Park	Starbeck
145	42	35	31
	Granby	Knaresbo...	Skipton...
	37	35	31

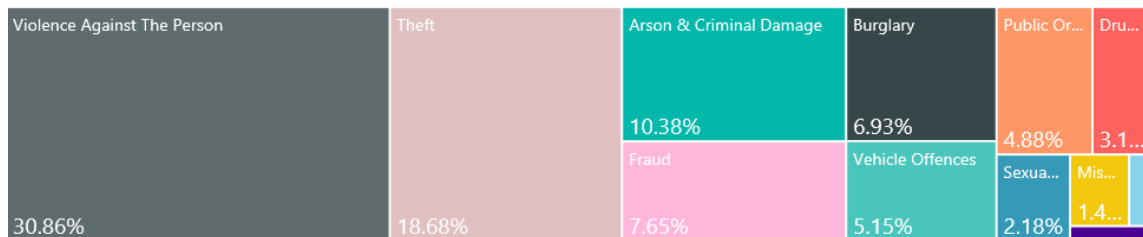
Volume by Crime type

Crime	2020-02
Arson & Criminal Damage	152
Burglary	114
Drug Offences	56
Fraud	153
Misc Crimes Against Society	21
Possession Of Weapons	9
Public Order Offences	48
Robbery	5
Sexual Offences	31
Theft	252
Vehicle Offences	104
Violence Against The Person	345
Total	1290

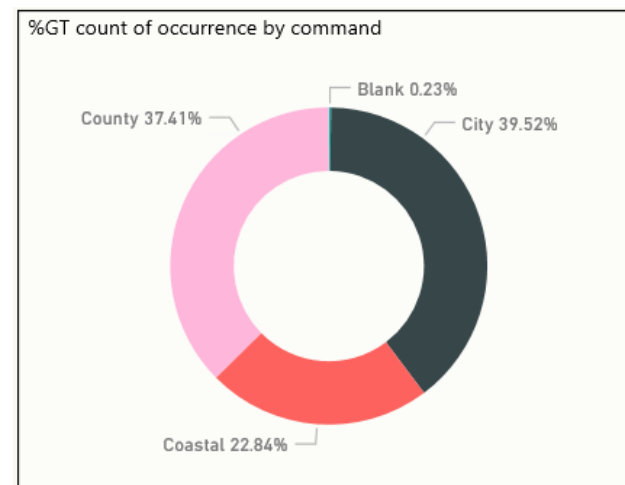
CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2017/2018	2018/2019	2019/2020	% Diff (18/19 compared 19/20)
Arson & Criminal Damage	5392	5660	5038	-10.99%
Burglary	3333	3659	3426	-6.37%
Drug Offences	1355	1440	1472	2.22%
Misc Crimes Against Society	694	726	767	5.65%
Possession Of Weapons	228	268	296	10.45%
Public Order Offences	1415	2184	2667	22.12%
Robbery	150	205	211	2.93%
Sexual Offences	1096	1230	1180	-4.07%
Theft: All Other Theft	3973	4400	4008	-8.91%
Theft: Bicycle Theft	1059	1144	1024	-10.49%
Theft: Shoplifting	4286	4124	4090	-0.82%
Theft: Theft From Person	369	449	437	-2.67%
Vehicle Offences	2262	2191	2184	-0.32%
Violence Against The Person	10087	13188	14416	9.31%
Grand Total	35699	40868	41216	0.85%

% Split of Crime Types



% split of all crimes by Command



CRIME FOCUS – Financial Year To Date

HAM & RICH SNC		
	2019/2020	% diff Same Period '18
CRIME	5744	15.60%
Burglary	416	-9.37%
Theft: Other	586	5.40%
Theft: Shoplifting	390	9.55%
Criminal Damage	711	-4.05%
Drug Offences	159	52.88%
Violence Offences	1864	10.49%

SCAR & RYE SNC		
	2019/2020	% diff Same Period '18
CRIME	11021	8.43%
Burglary	631	-9.34%
Theft: Other	903	-14.16%
Theft: Shoplifting	876	-7.10%
Criminal Damage	1337	-5.11%
Drug Offences	378	-6.20%
Violence Offences	349	0.00%

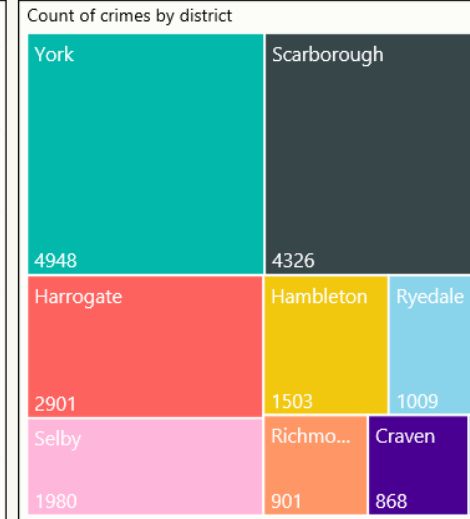
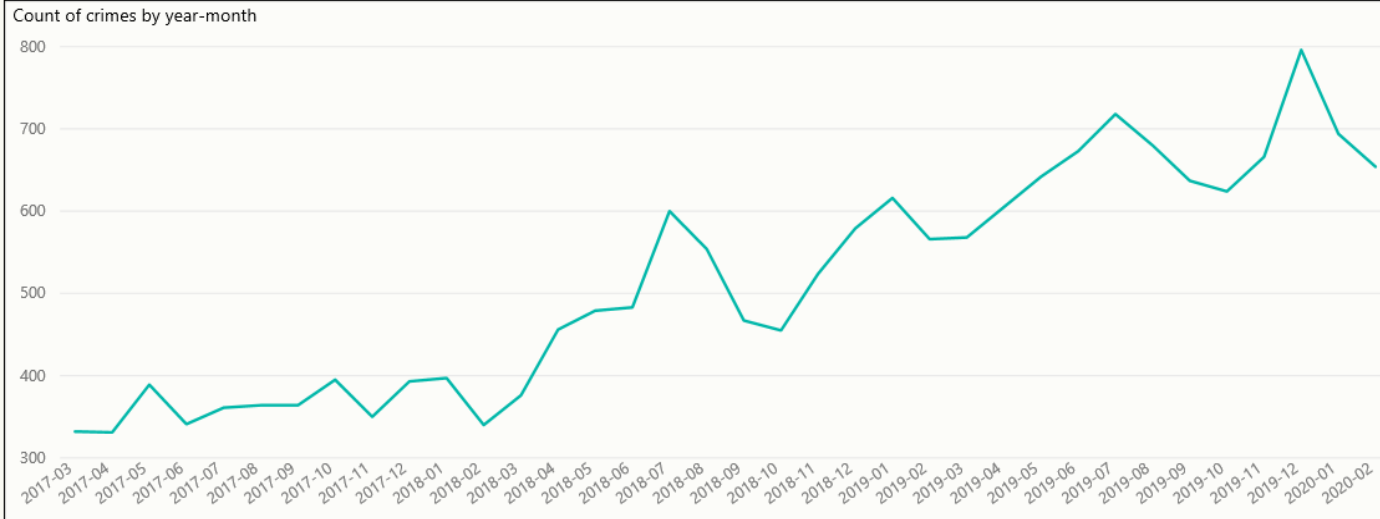
CRAVEN SNC		
	2019/2020	% diff Same Period '18
CRIME	2308	11.44%
Burglary	307	-4.06%
Theft: Other	218	-14.84%
Theft: Shoplifting	190	25.83%
Criminal Damage	206	-13.08%
Drug Offences	78	18.18%
Violence Offences	671	23.35%

YORK SNC		
	2019/2020	% diff Same Period '18
CRIME	12905	3.39%
Burglary	804	-13.92%
Theft: Other	1125	10.00%
Theft: Shoplifting	1594	8.14%
Criminal Damage	1294	-14.02%
Drug Offences	439	-0.68%
Violence Offences	3911	3.08%

HARROGATE		
	2019/2020	% diff Same Period '18
CRIME	8295	6.31%
Burglary	789	-4.94%
Theft: Other	13	1.63%
Theft: Shoplifting	732	-8.96%
Criminal Damage	1032	-12.84%
Drug Offences	289	2.48%
Violence Offences	292	13.90%

SELBY SNC		
	2019/2020	% diff Same Period '18
CRIME	4329	5.59%
Burglary	470	13.25%
Theft: Other	363	-24.22%
Theft: Shoplifting	301	-22.42%
Criminal Damage	455	-21.14%
Drug Offences	125	-6.02%
Violence Offences	1459	13.90%

CRIME FOCUS – Domestic Abuse (Last 3 years)



District	Total
Blank	33
Craven	868
Hambleton	1503
Harrogate	2901
Richmondshire	901
Ryedale	1009
Scarborough	4326
Selby	1980
York	4948
Total	18469

- There has been a year on year increase in the volume of Domestic Abuse related recorded crimes since 2016/17. There was a 43.4% increase in the volume of Domestic Abuse recorded crimes between 2017/18 and 2018/19, from 4,402 to 6,311. The volume of Domestic Abuse related non-crime occurrences has decreased by 2.3% between 2017/18 and 2018/19, from 4,395 to 4,295.
- Cases spike at weekends and in the summer months. The majority of reports consist of violence, either with or without injury. Increases are being seen across most age groups but most noticeably in the 16-18 range and also child on parent offending. The changes to the definition and scope of domestic abuse have in part contributed to the increase. For example, the reduction of the lower age limit from 18 to 16, and the introduction of offences of controlling or coercive behaviour have affected recording levels.
- Domestic abuse related stalking and harassment is also prevalent with continued frequent contact by telephone or online continuing the controlling elements of the former relationship after it has ended. Increases are also being noted in the reporting of non-recent offending in a domestic setting but this remains less than 10%. There is no longer a time limit on abuse evidence, which previously stood at five years. Additionally, the range of documents accepted as evidence of abuse has been widened to include statements from domestic violence support organisations and housing support officers. It has been noted that investigations are tending to deal with multiple crime reports as non-recent crimes are increasingly reported as part of current investigations.

ANTI SOCIAL BEHAVIOUR, PUBLIC SAFETY & WELFARE AND CASUALTIES FROM ROAD TRAFFIC COLLISIONS THAT ARE KILLED & SERIOUSLY INJURED

HAM & RICH SNC		2019-2020	% diff Same Period '18
ASB		2255	-17.79%
PSW		11427	5.43%
Missing Person		259	8.37%
Concern Safety		2349	-0.80%
Domestic Inc		558	-4.78%
KSI		285	1.42%

SCAR & RYE SNC		2019-2020	% diff Same Period '18
ASB		5200	-15.27%
PSW		18296	-2.16%
Missing Person		671	2.29%
Concern Safety		4496	-5.35%
Domestic Inc		1194	-16.91%
KSI		303	-9.82%

CRAVEN SNC		2019-2020	% diff Same Period '18
ASB		796	-23.75%
PSW		4136	-0.07%
Missing Person		89	2.30%
Concern Safety		955	-6.28%
Domestic Inc		177	-11.06%
KSI		132	-19.02%

HARROGATE		2019-2020	% diff Same Period '18
ASB		3617	-8.89%
PSW		14466	3.24%
Missing Person		514	-14.33%
Concern Safety		3044	-5.23%
Domestic Inc		745	-9.48%
KSI		325	-3.27%

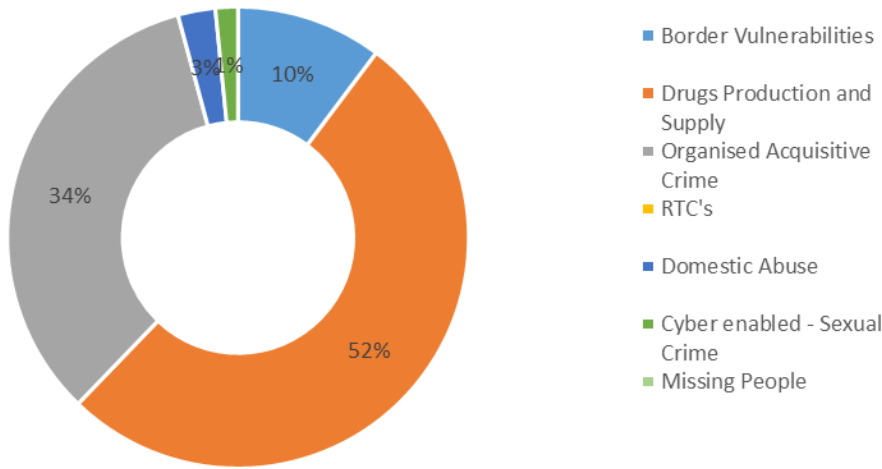
YORK SNC		2019-2020	% diff Same Period '18
ASB		5936	-15.41%
PSW		20652	1.19%
Missing Person		572	-11.32%
Concern Safety		4682	-8.96%
Domestic Inc		1049	-17.47%
KSI		426	-4.27%

SELBY SNC		2019-2020	% diff Same Period '18
ASB		1857	-14.58%
PSW		7391	-2.25%
Missing Person		174	0.00%
Concern Safety		1593	-6.07%
Domestic Inc		516	-9.31%
KSI		156	0.65%

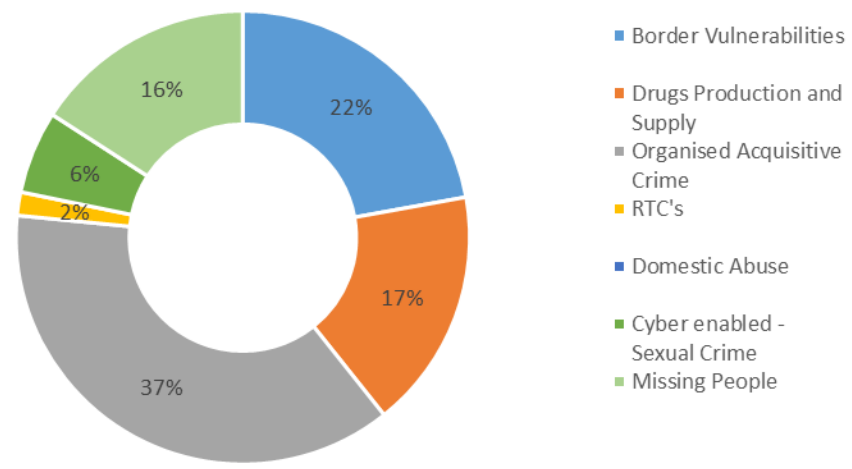
- ASB incidents continue to decrease in all SNCs
- PSW type incidents continue to be the long term increases experienced across all SNCs. However, Domestic Incident type occurrences are showing long term decreases in volume

Proactivity: How has proactive policing contributed to control strategies? (February 2020)

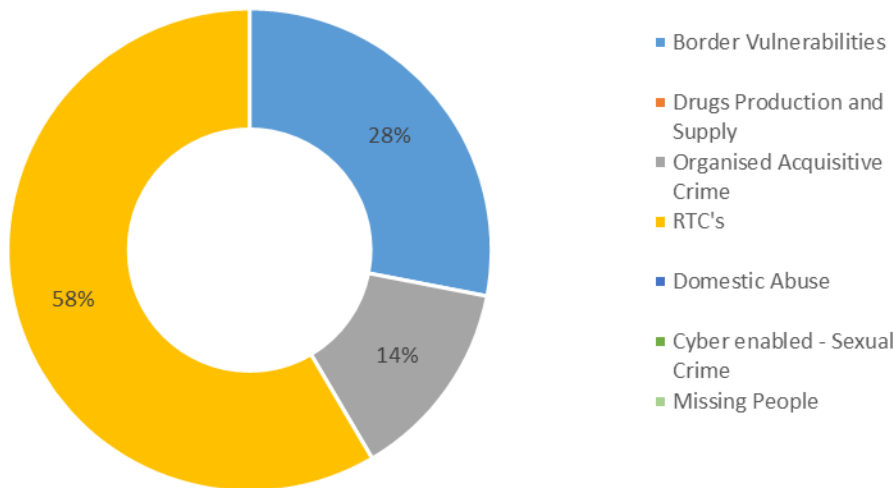
Split of 762 hours appointed to FSU



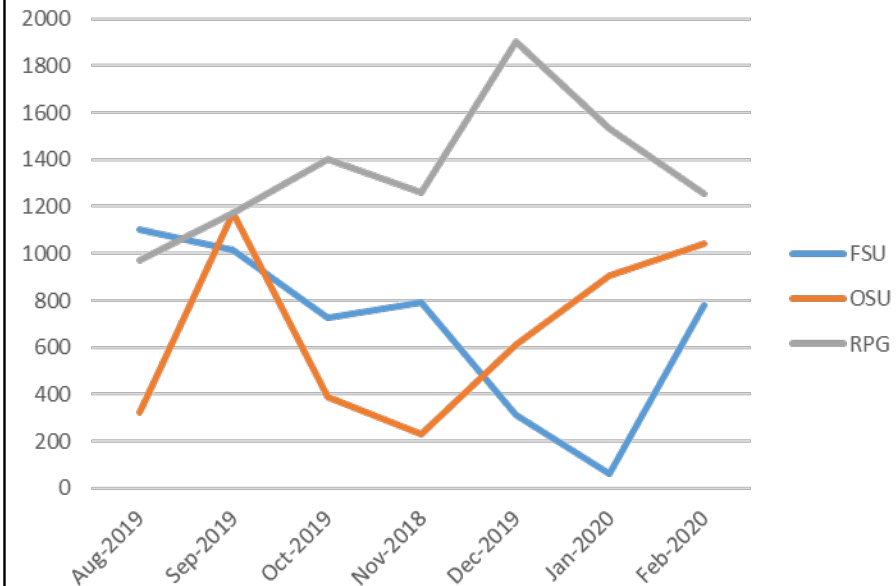
Split of 1084 hours appointed to OSU



Split of 1534 hours appointed to RPG



Previous 6 months Proactive Hours undertaken



Rural Task Force

Caring for the Vulnerable

“Down on the Farm” developed in collaboration with NHS Tees, Esk, Wear Valley Trust, Yorkshire Agricultural Society, NFU, NYCC, to increase self-referrals and awareness of mental health support and intervention available to those suffering with mental health issues in rural communities .

Rural Vulnerability forum being developed to address concerns about various aspects of vulnerability in the rural community, and how support can be given to rural victims who fall short of the threshold for support by Victim Support.

Training around domestic abuse was delivered to RSPCA partners and was well received. This may lead to a roll out of similar training; nationally to the RSPCA, to other relevant partners, and on other areas of vulnerability.

Vulnerable victims have recently been identified and appropriate referrals have been made.

Property Marking Events are regularly held to provide reassurance and a deterrent against theft.

Ambitious Collaboration

Operation Checkpoint was held on 11th February and was a great success with 4 arrests, 4 vehicles seized and 3 people dispersed from the county.

Local meetings with neighbouring forces occur monthly between PC's / PCSO's on area, and neighbouring force NPT's, to share intelligence and operational activity.

Op Owl raising awareness of bird crime. PS512 Grainger coordinated this nationally which involved 26 forces last year, resulting in over 7.5million social media interactions over the weekend. Dates for Op Owl for 2020 are agreed, the first weekend is on 18th and 19th of April. We currently have 33 forces signed up.

Members of the team have been working with the Environment Agency conducting a warrant at a commercial premises investigating illegal dumping of waste.

Work ongoing with partners to disrupt criminal activity of OCG's especially Existence, involving National Food Crime Unit and Trading Standards.

The team has been working with the RSPB, Natural England and the laboratories at FERA in York and SASA in Edinburgh over the last few weeks.

Reinforcing Local Policing

Identify and support local priorities including proactive patrol, in particular in response to recent issues of fox hunting in the Selby area.

Op Extractor is an ongoing OCG management into group committing rural burglaries in the north of county. A file is currently with the CPS and early reports are looking like there will be multiple charges for multiple offenders.

Op Existence investigation into livestock theft and subsequent sale, OCG management and working with partners such as NFCU and Environmental Health to tackle OCG. Recent arrests have been made in regards to this group and extensive enquiries are ongoing.

Further arrests have been made in Cleveland, South Yorkshire and West Yorkshire recently, with officers proactively following up enquiries rather than waiting for neighbouring forces to act on information. This has also resulted in stolen property including quad bikes and agricultural equipment being returned to owners.

Members of the team have been down into Humberside on several occasions recently, arresting suspects for a series of thefts from cars in rural locations.

We are currently entering a bid for the Safer Streets Fund to try to obtain additional funding for our prevention work.

Enhancing Customer Experience

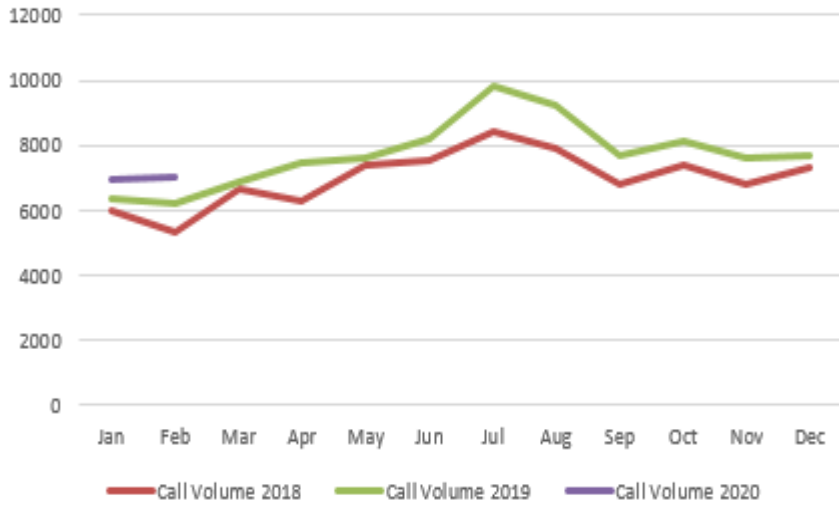
Mobile Rural Watches are now established in all districts of North Yorkshire, their activity being collated under Op Harvester. An event was held in Thirsk to train and update some of the 200+ mobile rural watch PSV's. WhatsApp is being used very successfully to support these groups and has been pioneering in both gathering intelligence and providing reassurance to communities. This will soon be across all Watch schemes. There are 3 new watch schemes being set up. The latest being in Thixendale.

Numerous local events are still being attended on area, ranging from shows, to local marts, to farm open days, enabling contact, engagement with, and information flow between the team and rural public. Recent events attended include Farm Open days, Ripon Farm Services event at the GY showground and York Agri Mart.

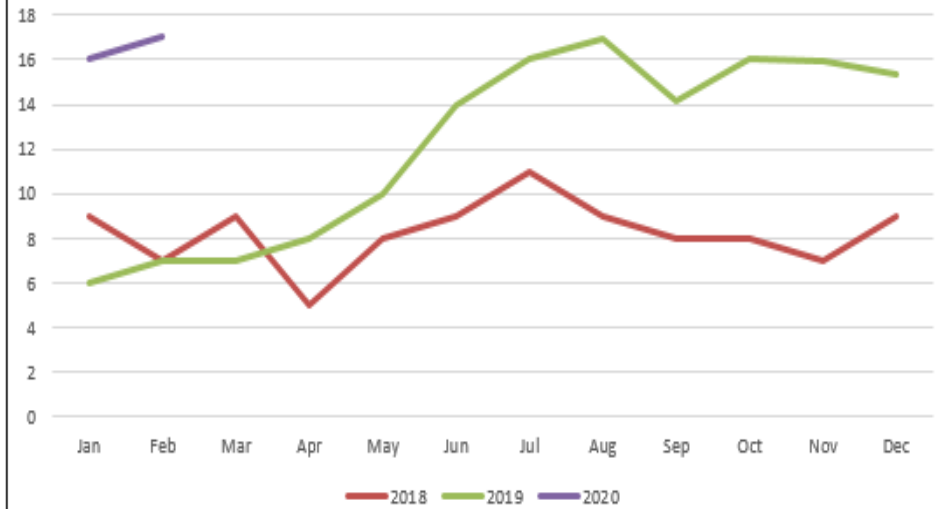
Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.

Initial Contact – 999

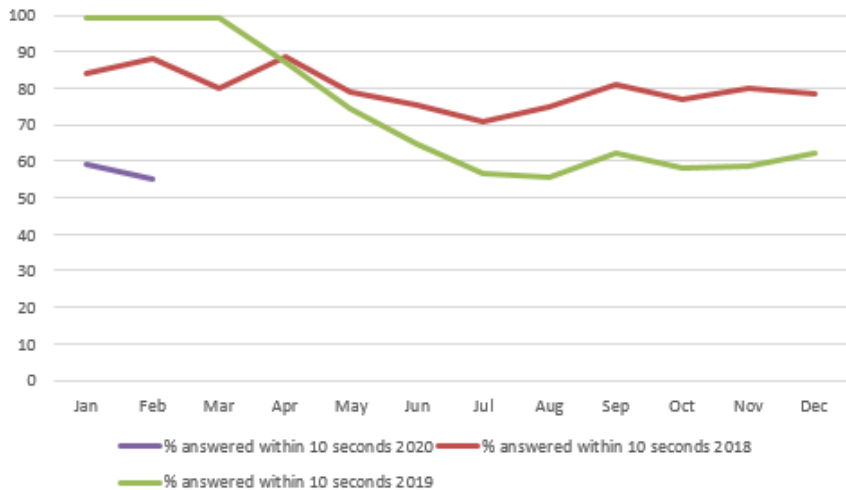
999 Call volumes



Average Speed of Answer



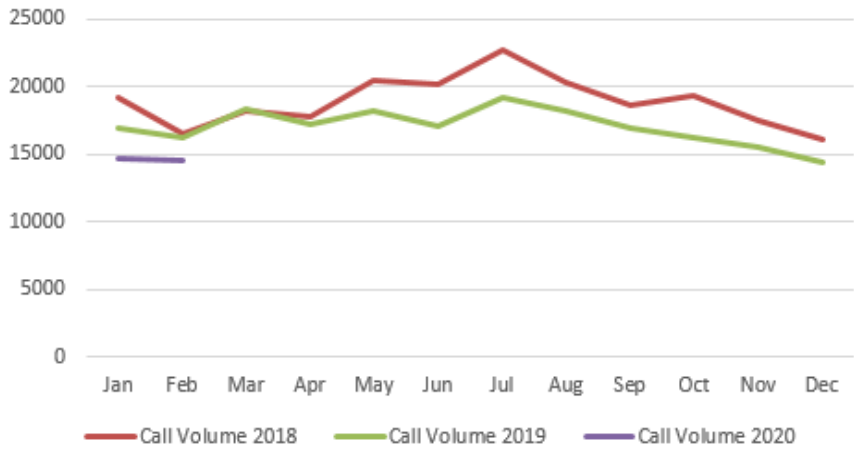
% answered within 10 seconds



- 0.77% Increase in call volume compared to January 2020
- 32.27% increase in calls compared to February 2018
- Increase in volume follows national trend
- 13.45% increase in calls compared to February 2019

Initial Contact - 101

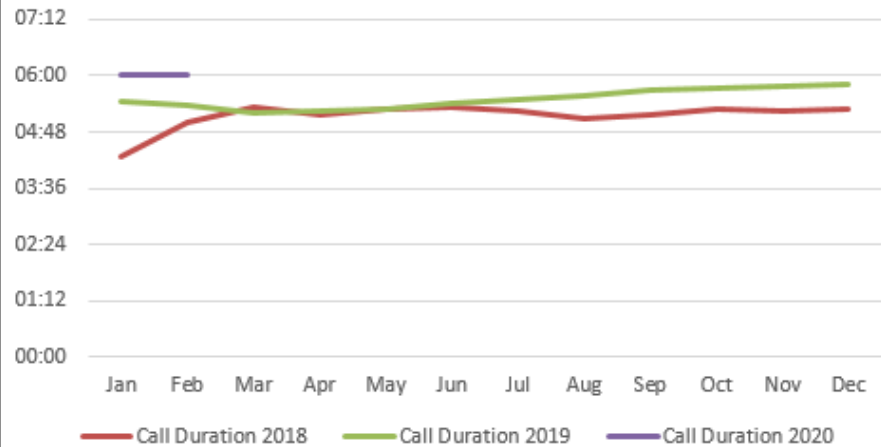
Call Volume



Average Speed of Answer



Average Call Duration



- Slight decrease in volume of 1.51% compared to January 2020
- 11.22% decrease in calls compared to February 2019

Local Policing – Police and Crime Plan 2017-2021

Hambleton	2018/2019	2019/2020	Diff
Burglary	347	279	-19.60%
Road	4912	4037	-17.81%
Mental Health	1344	1856	38.10%

Scarborough	2018/2019	2019/2020	Diff
Burglary	541	495	-8.50%
Drug Offences	337	338	0.30%
ASB	5266	4373	-16.32%

Richmondshire	2018/2019	2019/2020	Diff
Drug Offences	23	53	130.43%
Burglary	112	139	24.11%
ASB	848	726	-14.39%

Ryedale	2018/2019	2019/2020	Diff
Burglary	155	137	-11.61%
Drug Offences	66	40	-39.39%
ASB	910	826	-9.23%
Road	3042	2617	-13.97%

Harrogate	2018/2019	2019/2020	Diff
Burglary	830	789	-4.94%
ASB	3970	3615	-8.94%
Road	8199	6418	-21.72%
Cyber	141	367	160.28%

York	2018/2019	2019/2020	Diff
Violence	3976	3924	3.37%
Burglary	935	804	-14.01%
ASB	7017	5928	-15.52%
Cyber	220	532	141.82%

Craven	2018/2019	2019/2020	Diff
Burglary	320	307	-4.06%
Road	2322	2107	-9.26%
Crime	2214	2554	15.36%

Selby	2018/2019	2019/2020	Diff
Drug Offences	133	126	-5.26%
Burglary	415	470	13.25%
ASB	2174	1850	-14.90%
Cyber	94	203	115.96%

GLOSSARY

Glossary

- ASB = Anti-Social Behaviour
- CMS = Community Messaging System
- Concern Safety = Concern for Safety – includes all occurrences where there is a concern for an individual's safety or welfare
- Fraud Offences = These are not included in the crime statistics as they are not reported by forces to the Home Office. Instead these crimes are passed to Action Fraud and statistics are collated by that agency
- FSU = Firearms Support Unit
- I Grade = priority assigned by control room for an incident requiring ImmEDIATE police response
- KSI = A casualty Killed or Seriously Injured as a result of a Road Traffic Collision on a public road
- MCU = Major Crime Unit
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New PsychoaSive Substances is the official term for Legal Highs
- NTE = Night Time Economy
- OCG = Organised Crime Group
- OSU = Operational Support Unit – a specialist unit which is deployed around the force through tactical bidding process
- OPL = Over Prescribed Limit typically the term used to describe failing a breath test
- PCSO = Police Community Support Officer
- PSW = Personal Safety and Welfare
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- RPG = Roads Policing Team
- RTF = Rural Task Force
- SNC = Safer Neighbourhood Command – Area of Policing attributed to
- Sus Circs = Suspicious Circumstances – includes Insecure premises and Vehicles
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.

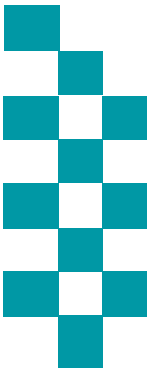
Public Accountability Board

Part b) People



Reporting Period: As at end of February 2020

NB: Statistics remain provisional and subject to change



BE SAFE
FEEL SAFE

HR OVERVIEW

Police Officers

Police Officer	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
Officer Long-term FTE Target	1450	1450	1450	1450	1450	1450	1450	1450	1450	1450	1450	1450	1450
Actual/ Projected Officer Numbers (includes recruitment)	1,380.88	1,378.60	1,394.28	1,414.90	1,408.81	1416.93	1434.38	1432.15	1455.66	1449.58	1460.70	1485.15	1502.15

The above figures have been amended to include the Officer FTE Budget for the month after vacancy factor and also what the projected numbers are for the rest of the financial year (figures in shaded boxes).

The actual number of Officers has increased by 20 FTE from the previous month. The 8.89 FTE leavers are broken down to 6 retirements and 1.89 resignations and 1 transfer to another Force. The number of starters is the same as projected but different in makeup. (23 student officer and 3 transferees, rather than 28 student officers projected). The number of leavers is slightly less than that projected.

The next intake of Student Officers is planned for March 2020. Student Officer intakes have been amended as part of Operation Uplift. There are further intakes of transferees throughout the year.

PCSO

PCSO	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
PCSO Long-term FTE Target	200	220	220	220	220	220	220	220	220	220	220	220	220
Actual/Projected PCSO Numbers (includes recruitment)	183.37	183.39	178.33	188.31	186.00	184.04	176.26	203.28	197.81	194.28	214.45	221.86	219.86

The actual number of PCSOs has decreased by 4.16 FTE. 4 PCSOs resigned, 1 of with transferred to another force and 1 became an NYP Student Officer.

The next intake of PCSOs is scheduled for March 2020.

HR OVERVIEW

Staff

BUDGET:	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
OPFCC	11.00												
Project Staff (incl Agency)	3.00												
Commissioned Services	11.8												
Corporate Services	202.8												
Chief Constable	920.8												
Total Staff FTE Budget for the month (after vacancy factor)	1149.5												
ACTUAL:													
OPFCC	12.10	12.10	11.10	11.10	9.61	7.60	7.61	9.60	9.60	9.61	13.60	15.61	
Project Staff (incl Agency)	6.00	6.00	6.00	6.00	6.00	7.00	9.00	5.00	5.00	5.00	4.00	4.00	
Commissioned Services	13.63	13.41	13.41	13.03	12.45	13.44	15.45	14.94	14.05	14.05	13.86	12.55	
Corporate Services	187.97	185.39	176.53	178.48	176.47	182.80	183.15						
Chief Constable	879.92	875.01	870.03	864.18	858.99	819.91	815.47	1018.16	1015.82	1013.02	1008.65	1011.11	
Total Staff against budget FTE	1099.62	1091.91	1077.07	1072.79	1063.51	1030.75	1030.68	1047.70	1044.47	1041.69	1040.11	1043.27	
Permanent Staff FTE	1039.46	1029.98	1016.05	1008.01	1006.71	979.74	978.06	990.44	986.59	981.18	981.20	984.51	
Temporary Staff FTE (not including agency)	53.67	54.45	53.53	58.28	49.31	44.51	44.12	44.51	43.72	46.36	44.37	44.23	
Agency Staff FTE	6.49	7.49	7.49	6.49	7.49	6.49	8.49	12.74	14.15	14.15	14.53	14.53	
Total Staff against budget FTE	1099.62	1091.92	1077.07	1072.78	1063.51	1030.74	1030.67	1047.69	1044.47	1041.69	1040.10	1043.27	

The Staff Budget has been adjusted for 2017/ 2018. The budget is managed on a monthly basis depending upon business requirements and therefore is likely to change during the financial year.

The projections remain static as the majority of current recruitment is internal; therefore we are unlikely to see a significant increase in staff numbers over all.

Corporate Services has now been added into Chief Constable. All rows include Agency staff unless stated.

OPCC figures do not include the PCC / DPCC. The total number of actual Staff has increased by 3.17 FTE from the previous month.

No agency staffs are in supernumerary posts.

14.53 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

HR OVERVIEW

	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
Total Budget of all Officers, PCSO and Staff	2722.5												
Total Actual Number of all Officers, PCSO and Staff	2657.38	2646.39	2642.17	2669.50	2650.84	2625.22	2632.82	2670.38	2683.78	2671.40	2700.72	2719.75	

Citizens in Policing

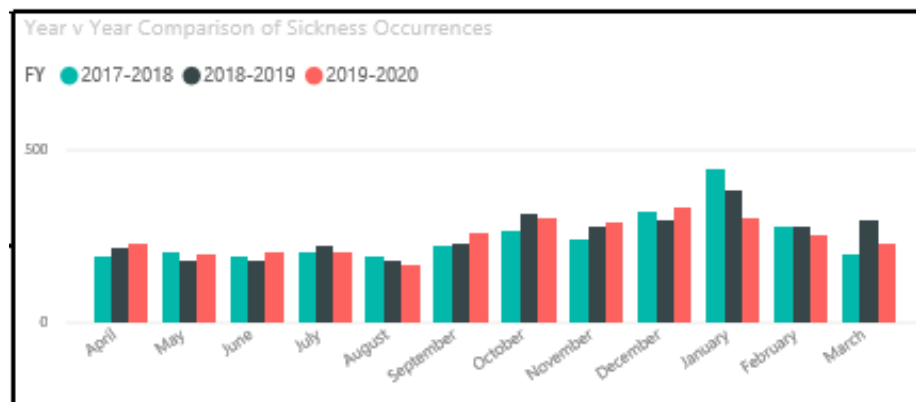
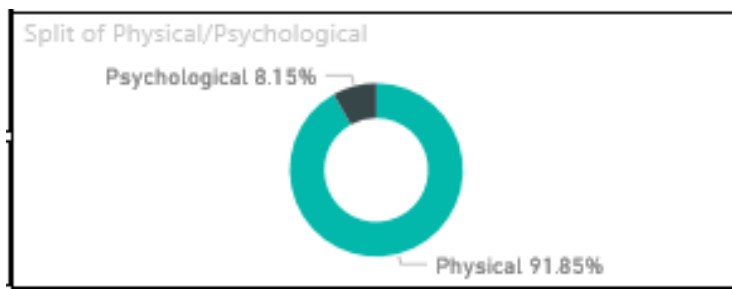
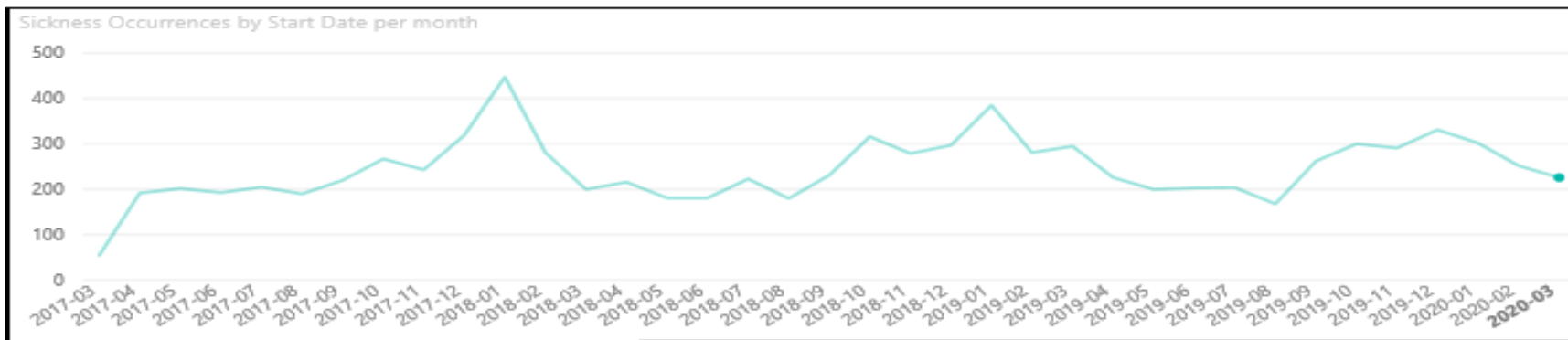
Citizens in Policing	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
Specials long-term FTE Target	286.00												
Actual Specials FTE	114.00	125.00	122.00	117.00	110.00	109.00	104.00	110.00	105.00	105.00	104.00	99.00	
Actual Volunteers (including Police Cadets)	331.00	331.00	308.00	308.00	308.00	296.00	295.00	302.00	303.00	303.00	300.00	300.00	

The actual number of Special Constables has reduced by 5 from the previous month.

We currently have 300 volunteers in the following roles;

- Volunteer Advisors
- Front Counter Support
- Safer Neighbourhood Support
- Rural Watch Patrol
- Tape and information facilitator
- Police Cadets
- Police Cadet Leaders
- PSV Driver
- Neighbourhood Support Volunteer
- Vehicle Checker

Sickness Data



Current initiatives

- Launch of e series platforms and on line toolkits to support 24/7 access and enhanced self-service options for individuals, managers and leaders.
- Enhancements to policies, procedures and guidance to reduce bureaucracy and ensure they are efficient and effective as possible.
- Targeted action and review of our long term sickness cases.
- Continued support and delivery of our Well-being approach and Well-being passports

Absence – National vs NYP

(days lost on average per employee as at 31st March 2019)

