



BRITISH  
TRANSPORT  
POLICE

# Human Resources Management Information

Quarter 1 - 3  
01 April to 31 December 2009

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# 1. Aim

- To advise trends in Quarter 1 to 3 of the fiscal year (01 April – 31 December 2009) and rolling years previous to 31 December 2009 where applicable.
- To present data and commentary on topics: Recruitment and Strength, Retention (Leavers and Turnover), Progression, Sickness Absence, Grievances and Employment Tribunals.
- The document is published on a quarterly basis and is circulated to BTP Senior Command Team, the HR community, support groups and other key stakeholders.
- All HR performance data is sourced from ORIGIN Police Personnel (PP) database except where stated otherwise.



## 2.1 Recruitment and Strength

- **Target Update:** BTP is achieving both female and BME officer recruitment targets having recruited 17 female and 17 BME officers year to date. The achievement of 18.9% against female and BME targets (13% respectively) is magnified by reduced recruitment to forecast activity.
- **Forecast Update:** 210 officer vacancies were forecast at the start of 2009/10. One remaining intake is due in Quarter 4 bringing 2009/10 recruitment to an estimated total of 110. Achievement of both recruitment targets is forecast for year end. The accuracy of planning is set to improve next year with implementation of a force establishment and development of the officer recruitment waiting list to advance candidate management.
- **Recruitment Trend:** BTP recruited 178 student officers in 2008/09 Quarter 1 to 3, and, 152 student officers in the same period 2007/08. The reduction in 2009/10 recruitment is inevitably linked to economic factors and changing priorities for Train Operating Companies. The trend for reduced activity is set to continue in 2010/11.
- **Representation:** Linked to reduced recruitment activity and turnover rates (see Section 2.2, p.12), BTP BME officer representation held steady during Quarter 3 at 6.6% equaling representation at the same time last year. Female officer representation observed a marginal rise from 15.8 to 16% in Quarter 3 compared with 15.9% at 31 December 2008.
- **Recruitment Team, HR Business Centre:** The team has delivered despite the Recruitment Manager leaving after a short period in post in October 2009. The team was recently noted for the high standard and professionalism of an assessment day pilot for Special Constable recruitment on Wales and Western Area.
- **Workforce Planning Team, FHQ:** The remit and objectives of the Workforce Planning Team have been under review as part of wider activity to realign FHQ HR functions. Changes will be announced in Quarter 4.



**T 2.1.1 Student officer recruitment 2009/10 against the Policing Plan targets<sup>1</sup> (excludes transferees & rejoiners)**

		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD total		
No. Recruited	<b>Total</b>	2	40	25	2	3	0	0	18	0				90	<b>TARGETS</b>	
	<b>BME</b>	0	7	6	0	0	0	0	4	0				17		
	<b>%</b>	0.0%	17.5%	24.0%	0.0%	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	18.9%		13%
	<b>Female</b>	0	8	3	0	0	0	0	6	0				17		
	<b>%</b>	0.0%	20.0%	12.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	18.9%		13%

Data source: ORIGIN PP, Discoverer report 'C - Starters headcount and details'

KEY: FAILING  
ACHIEVING

**T 2.1.2 All officer recruitment 01 April – 31 December 2009, 2008 and 2007**

		2009								Quarter Total	YTD Total
		Gender				BME					
		Male	%	Female	%	BME	%	White/Not Stated	%		
No. Recruited	<b>Student Officers</b>	73	81%	17	19%	17	19%	73	81%	17	90
	<b>Transferees</b>	20	100%	0	0%	0	0%	20	100%	3	20
	<b>Re-joiners</b>	16	100%	0	0%	0	0%	16	100%	4	16
	<b>Total</b>	109	86.5%	17	13.5%	17	13.5%	109	86.5%	24	126

Data Source (Student Officers): Discoverer report 'Starters Headcount and Details'

Data Source (Transferees and Rejoiners): HR Business Centre and pre-transformation records

<sup>1</sup> 13% of new police officer recruits between 1 April 2009 and 31 March 2010, excluding transferees, to be from a Black and Ethnic Minority (BME) background. 13% of new police officer recruits between 1 April 2009 and 31 March 2010, excluding transferees, to be female



2008

		Gender				BME				Quarter Total	YTD Total
		Male	%	Female	%	BME	%	White/Not Stated	%		
<b>No. Recruited</b>	<b>New Recruits</b>	101	80%	26	20%	16	13%	111	87%	40	127
	<b>Transferees</b>	41	98%	1	2%	1	2%	41	98%	33	42
	<b>Re-joins</b>	9	100%	0	0%	0	0%	9	100%	9	9
	<b>Total</b>	151	85%	27	15%	17	10%	161	90%	82	178

2007

		Gender				BME				Quarter Total	YTD Total
		Male	%	Female	%	BME	%	White/Not Stated	%		
<b>No. Recruited</b>	<b>New Recruits</b>	85	87%	13	13%	5	5%	93	95%	13	98
	<b>Transferees</b>	41	93%	3	7%	1	2%	43	98%	17	44
	<b>Re-joins</b>	10	100%	0	0%	1	10%	9	90%	3	10
	<b>Total</b>	136	89%	16	11%	7	5%	145	95%	33	152



**T 2.1.5 PCSO recruitment 01 April – 31 December: 2009, 2008 and 2007**

2009				
	Female	BME	Quarter Total	YTD Total
<b>Number Recruited</b>	7	10	13	45
<b>% of total recruited</b>	15.6%	22.2%		

2008			
Female	BME	Quarter Total	YTD Total
18	5	38	89
20.2%	5.6%		

2007			
Female	BME	Quarter Total	YTD Total
4	5	2	34
11.8%	14.7%		

Source: Discoverer Report 'Starters Headcount and Details'

**T 2.1.6 Staff recruitment 01 April – 31 December: 2009, 2008 and 2007**

2009				
	Female	BME	Quarter Total	YTD Total
<b>Number Recruited</b>	78	32	52	161
<b>% of total recruited</b>	48.4%	19.9%		

2008			
Female	BME	Quarter Total	YTD Total
171	89	143	312
54.8%	28.5%		

2007			
Female	BME	Quarter Total	YTD Total
129	44	95	228
56.6%	19.3%		

Source: Discoverer Report 'Starters Headcount and Details'



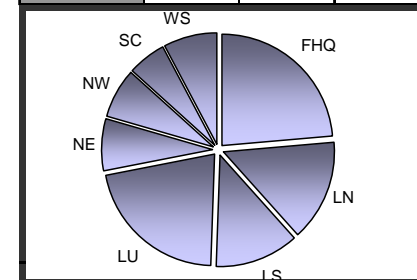
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**T 2.1.7 Employee headcount at 31 December 2009**

OFFICERS					
	Total	BME		Female	
		HC	%	HC	%
FHQ	392	21	5.4%	43	11.0%
LN	452	40	8.8%	80	17.7%
LS	398	29	7.3%	71	17.8%
LU	697	82	11.8%	113	16.2%
NE	241	5	2.1%	37	15.4%
NW	263	5	1.9%	47	17.9%
SC	226	1	0.4%	36	15.9%
WS	251	10	4.0%	39	15.5%
<b>FORCE</b>	<b>2920</b>	<b>193</b>	<b>6.6%</b>	<b>466</b>	<b>16.0%</b>

STAFF (not incl PCSOs)					
	Total	BME		Female	
		HC	%	HC	%
FHQ	745	145	19.5%	366	49.1%
LN	84	21	25.0%	44	52.4%
LS	86	9	10.5%	50	58.1%
LU	208	57	27.4%	125	60.1%
NE	69	1	1.4%	48	69.6%
NW	52	4	7.7%	35	67.3%
SC	27	0	0.0%	19	70.4%
WS	71	11	15.5%	47	66.2%
<b>FORCE</b>	<b>1342</b>	<b>248</b>	<b>18.5%</b>	<b>734</b>	<b>54.7%</b>

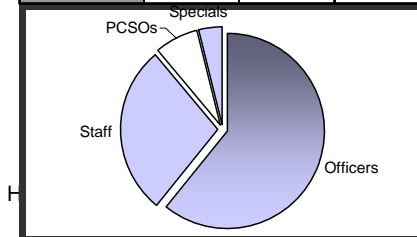
AREA TOTALS			
	Total	Force Total	%
FHQ	1137	4796	23.7%
LN	697	4796	14.5%
LS	582	4796	12.1%
LU	1025	4796	21.4%
NE	360	4796	7.5%
NW	354	4796	7.4%
SC	266	4796	5.5%
WS	371	4796	7.7%



PCSOs					
	Total	BME		Female	
		HC	%	HC	%
FHQ	N/A				
LN	123	36	29.3%	27	22.0%
LS	54	15	27.8%	7	13.0%
LU	58	10	17.2%	13	22.4%
NE	27	1	3.7%	11	40.7%
NW	34	2	5.9%	15	44.1%
SC	N/A				
WS	44	4	9.1%	13	29.5%
<b>FORCE</b>	<b>341</b>	<b>69</b>	<b>20.2%</b>	<b>86</b>	<b>25.2%</b>

SPECIAL CONSTABLES					
	Total	BME		Female	
		HC	%	HC	%
FHQ	N/A				
LN	38	6	15.8%	3	7.9%
LS	44	6	13.6%	4	9.1%
LU	62	17	27.4%	8	12.9%
NE	23	0	0.0%	3	13.0%
NW	5	0	0.0%	1	20.0%
SC	13	0	0.0%	0	0.0%
WS	5	0	0.0%	0	0.0%
<b>FORCE</b>	<b>193</b>	<b>29</b>	<b>15.0%</b>	<b>19</b>	<b>9.8%</b>

GROUP TOTALS			
	Total	Force Total	%
OFFICERS	2920	4796	60.9%
STAFF	1342	4796	28.0%
PCSOs	341	4796	7.1%
SPECIALS	193	4796	4.0%



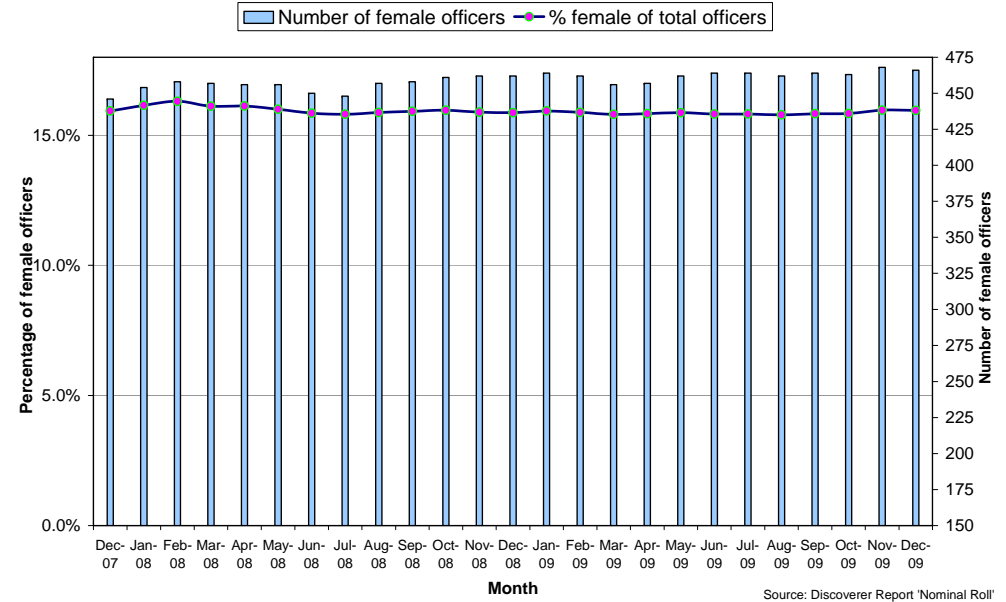
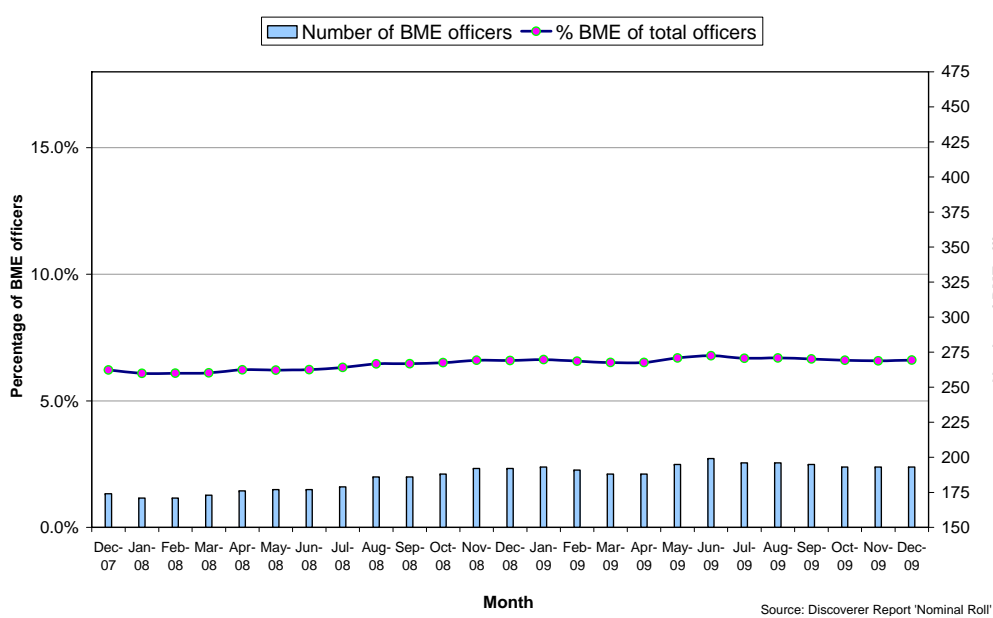
ALL EMPLOYEES					
	Total	BME		Female	
		HC	%	HC	%
FHQ	1137	166	14.6%	409	36.0%
LN	697	103	14.8%	154	22.1%
LS	582	59	10.1%	132	22.7%
LU	1025	166	16.2%	259	25.3%
NE	360	7	1.9%	99	27.5%
NW	354	11	3.1%	98	27.7%
SC	266	1	0.4%	55	20.7%
WS	371	25	6.7%	99	26.7%
<b>FORCE</b>	<b>4796</b>	<b>539</b>	<b>11.2%</b>	<b>1305</b>	<b>27.2%</b>

Source: ORIGIN PP, Discoverer Report 'Nominal Roll'

Management Information Report



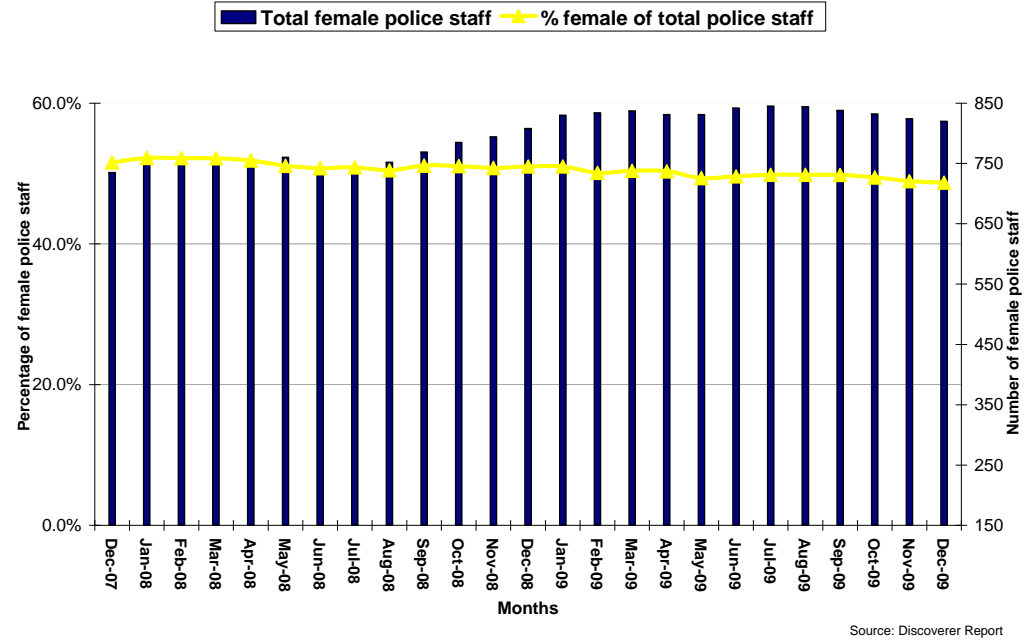
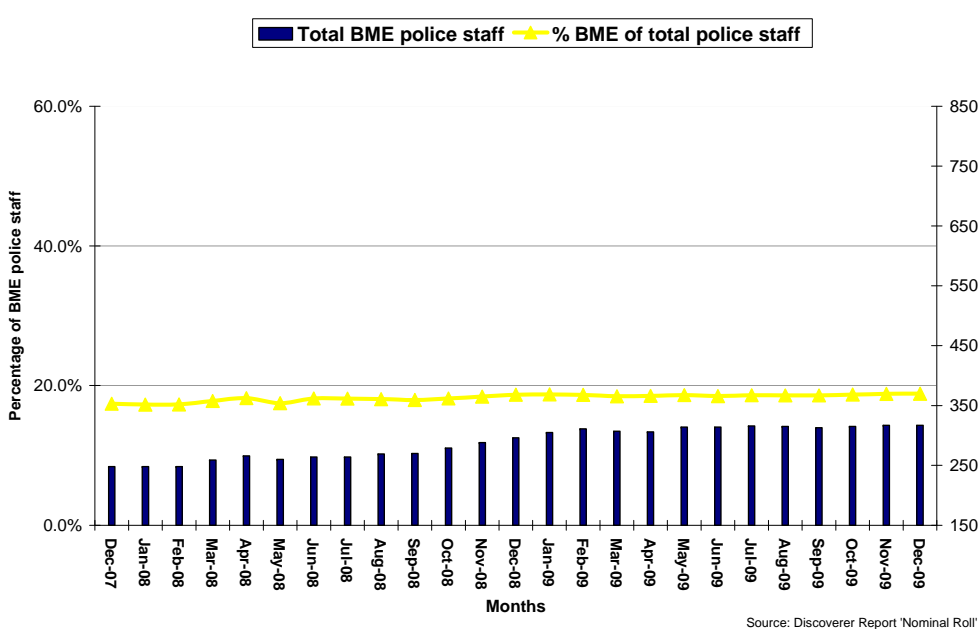
**G 2.1.8 BME and female officer headcount and BME and female officer representation at 31 December 2007-2009**







G 2.1.9 BME and female police staff (incl PCSOs) headcount and BME and female police staff representation at 31 December 2007-2009





T 2.1.10 Employee headcounts for officers and staff (excl PCSOs) by rank/grade, gender and ethnicity at 31 December 2009

	Constables			Sergeants			Inspectors			Chief Inspectors			Superintendents			Chief Superintendents			ACC			DCC			CC			Total					
	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total			
FHQ	29	17	236	6	2	66	5	2	49	1	0	21	2	0	10	0	0	5	0	0	3	0	0	1	0	0	1	0	0	1	43	21	392
LN	70	38	354	7	2	68	2	0	21	1	0	6	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	80	40	452	
LS	65	27	318	5	1	55	0	1	18	1	0	4	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	71	29	398		
LU	95	71	550	10	9	104	6	1	29	2	0	10	0	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0	113	82	697		
NE	31	3	189	3	1	35	1	0	11	1	1	4	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	37	5	241		
NW	40	4	204	2	0	39	5	1	15	0	0	3	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	47	5	263		
S	29	1	181	6	0	29	1	0	12	0	0	2	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	36	1	226		
WW	33	9	193	5	1	36	0	0	15	1	0	5	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	39	10	251		
<b>Total</b>	<b>392</b>	<b>170</b>	<b>2225</b>	<b>44</b>	<b>16</b>	<b>432</b>	<b>20</b>	<b>5</b>	<b>170</b>	<b>7</b>	<b>1</b>	<b>55</b>	<b>3</b>	<b>1</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>466</b>	<b>193</b>	<b>2920</b>			

Source: Discoverer Report 'Nominal Roll'

%s compared to total of each rank

Constables			Sergeants			Inspectors			Chief Inspectors			Superintendents			Chief Superintendents			ACC			DCC			CC			Total					
Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total			
18%	7.6%		10.2%	3.7%		11.8%	2.9%		12.7%	1.8%		14.3%	4.8%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%		16.0%	6.6%	

% of each rank compared to force total

Constables	Sergeants	Inspectors	Chief Inspectors	Superintendents	Chief Superintendents	ACC	DCC	CC	Total
76.20%	14.79%	5.82%	1.88%	0.72%	0.41%	0.10%	0.03%	0.03%	100.00%

Source Data: Discoverer Report 'Nominal Roll'



Police Staff (substantive grades, not including PCSOs)

	PSG1/CO2			PSG2/CO3			PSG3/CO4			PSG4/CO5			PSG5/MS1/TS1			PSG6/MS2/TS2			PSG7/MS3/TS3			PSG8/MS4/TS4			PSG9/MS5/TS5			PSG10/MS6/TS6			EG1			EG2			EG5			Total							
	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME
FHQ	8	2	10	2	6	21	115	47	175	114	38	202	62	22	145	19	11	78	19	10	48	16	6	40	1	1	8	2	1	4	4	1	9	2	0	3	2	0	2	366	145	745					
LN	1	0	1	10	2	10	18	6	29	6	8	20	8	3	21	1	1	2	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	44	21	84					
LS	1	0	1	3	1	3	28	7	36	10	1	34	7	0	9	0	0	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50	9	86					
LU	0	0	0	6	1	8	50	29	88	40	17	65	15	5	29	10	2	12	1	1	1	3	2	4	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	125	57	208					
NE	2	0	2	7	0	9	14	1	20	15	0	22	8	0	13	1	0	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	48	1	69					
NW	1	2	3	12	1	14	9	0	12	8	1	11	5	0	10	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35	4	52						
S	0	0	0	3	0	3	9	0	14	2	0	2	4	0	7	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	0	27						
WW	0	0	0	3	0	4	30	6	35	7	2	16	6	3	14	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	47	11	71						
<b>Total</b>	<b>13</b>	<b>4</b>	<b>17</b>	<b>46</b>	<b>11</b>	<b>72</b>	<b>273</b>	<b>96</b>	<b>409</b>	<b>202</b>	<b>67</b>	<b>372</b>	<b>115</b>	<b>33</b>	<b>248</b>	<b>31</b>	<b>14</b>	<b>98</b>	<b>24</b>	<b>11</b>	<b>54</b>	<b>19</b>	<b>8</b>	<b>44</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>734</b>	<b>248</b>	<b>1342</b>					

%s compared to total of each grade

PSG1/CO1/2			PSG2/CO3			PSG3/CO4			PSG4/CO5			PSG5/MS1/TS1			PSG6/MS2/TS2			PSG7/MS3/TS3			PSG8/MS4/TS4			PSG9/MS5/TS5			PSG10/MS6/TS6			EG1			EG2			EG5			Total											
Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total
76.5%	23.5%		63.9%	15.3%		66.7%	23.5%		54.3%	18.0%		46.4%	13.3%		31.6%	14.3%		44.4%	20.4%		43.2%	18.2%		12.5%	12.5%		50.0%	25.0%		36.4%	18.2%		66.7%	0.0%		100%	0.0%		54.7%	18.5%										

% of each grade compared to force total

PSG1/CO2	PSG2/CO3	PSG3/CO4	PSG4/CO5	PSG5/MS1/TS1	PSG6/MS2/TS2	PSG7/MS3/TS3	PSG8/MS4/TS4	PSG9/MS5/TS5	PSG10/MS6/TS6	EG1	EG2	EG5	Total
1.27%	5.37%	30.48%	27.72%	18.48%	7.30%	4.02%	3.28%	0.60%	0.30%	0.82%	0.22%	0.15%	

Source: Discoverer Report Nominal Roll



## 2.2 Turnover<sup>2</sup>

- **Trend:** Overall employee turnover is down 2.2% (9.1%) from the same time last year (11.3%) reflecting UK labour market trends<sup>3</sup>.
- **Proportionality:** A gradual rise in BME officer turnover and fall in female officer turnover since March 2009 is being monitored by the HR Performance Team. These trends represent a change from higher rates of female officer turnover and lower rates of BME officer turnover observed since June 2008. As a possible indicator of issue resolve and formation, these statistics will be put to the Health and Wellbeing and Progression APPT Sub Groups.
- **Risk Mitigation:** A high turnover rate of skilled workers presents a risk to any organisation. To better understand BTP turnover rates and calculate a productivity risk indicator a break down of rank and grade turnover is to be estimated from December 2009.
- **Targets 2010/11:** The setting of an overall representation target for female and BME officers in preference to 2009/10's separate targets for recruitment and progression has been discussed. In view of these plans being confirmed, the HR Performance Team is considering new methods of reporting recruitment and turnover data.

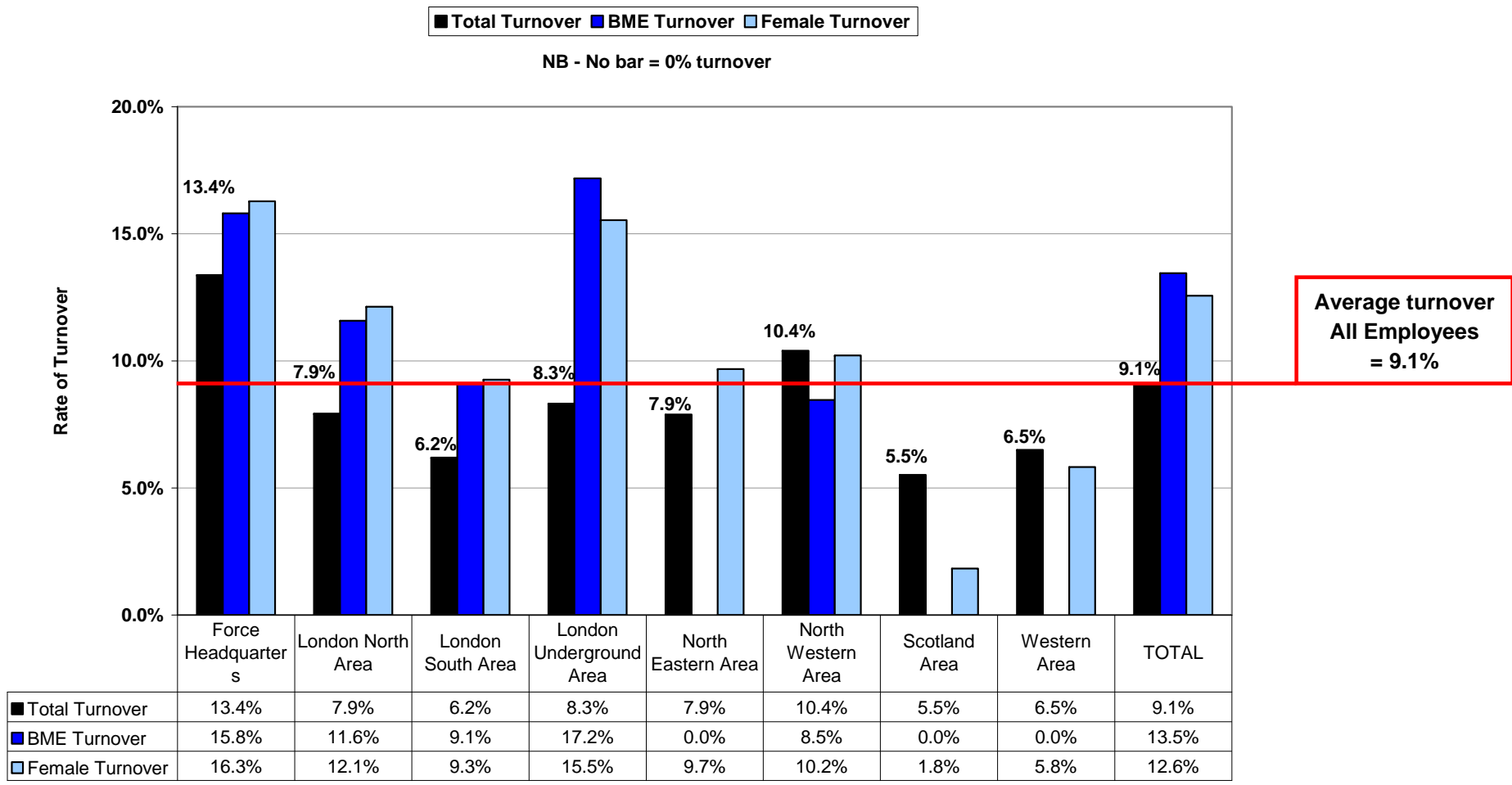
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<sup>2</sup> Turnover refers to the rate at which employees are joining and leaving BTP over a period of time. Higher rates of turnover mean a shorter average term of employment. Turnover is calculated by dividing the number of leavers by the average number of employees.

<sup>3</sup> Office for National Statistics, Labour Market Statistics Bulletin January 2010, downloaded 01 February 2010 <http://www.statistics.gov.uk>



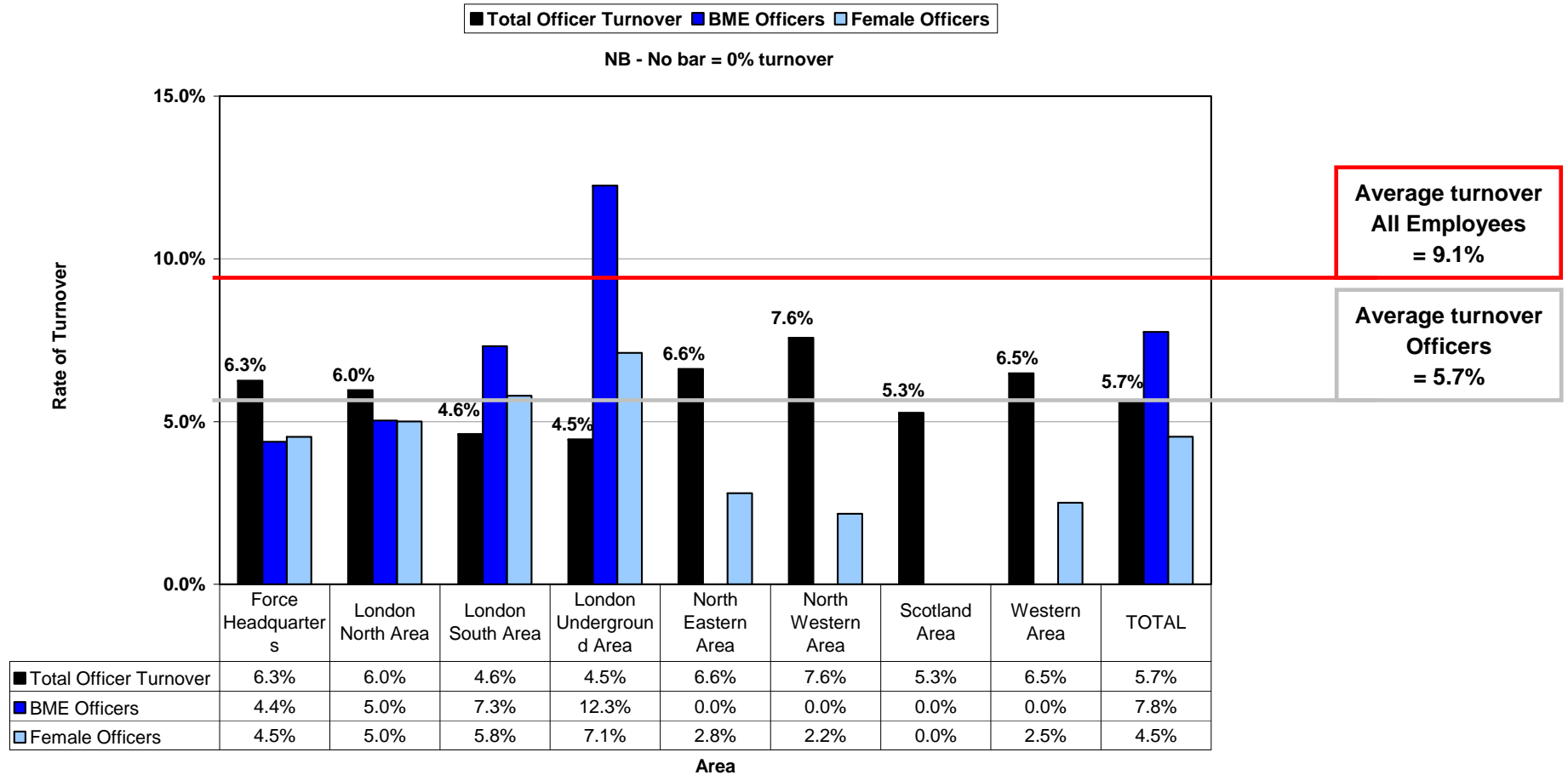
G 2.2.1 Overall BTP turnover rate (all employees) for the year 01 January – 31 December 2009



Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers'



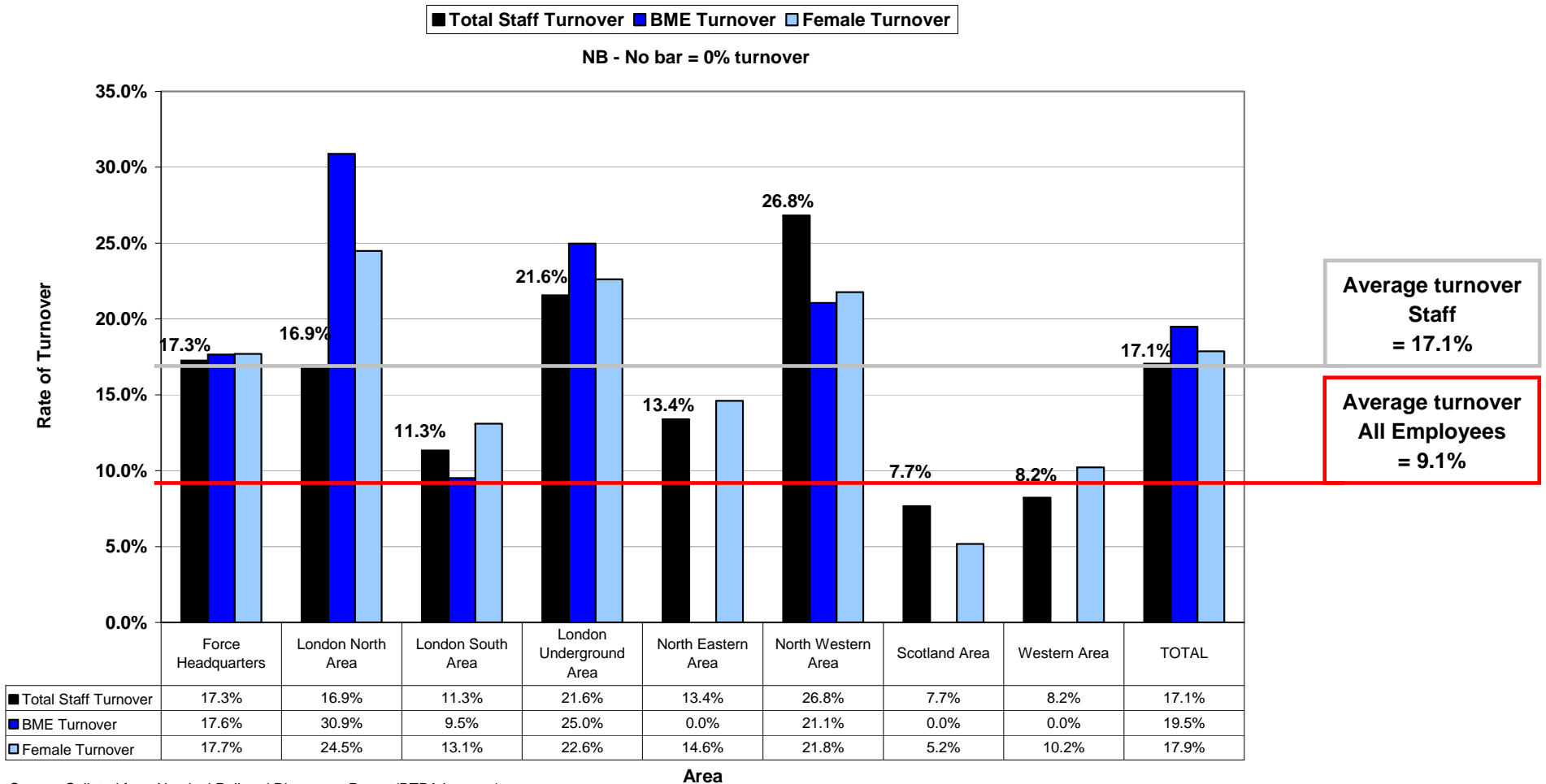
G 2.2.2 Police officer turnover rate for the year 01 January – 31 December 2009



Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers'



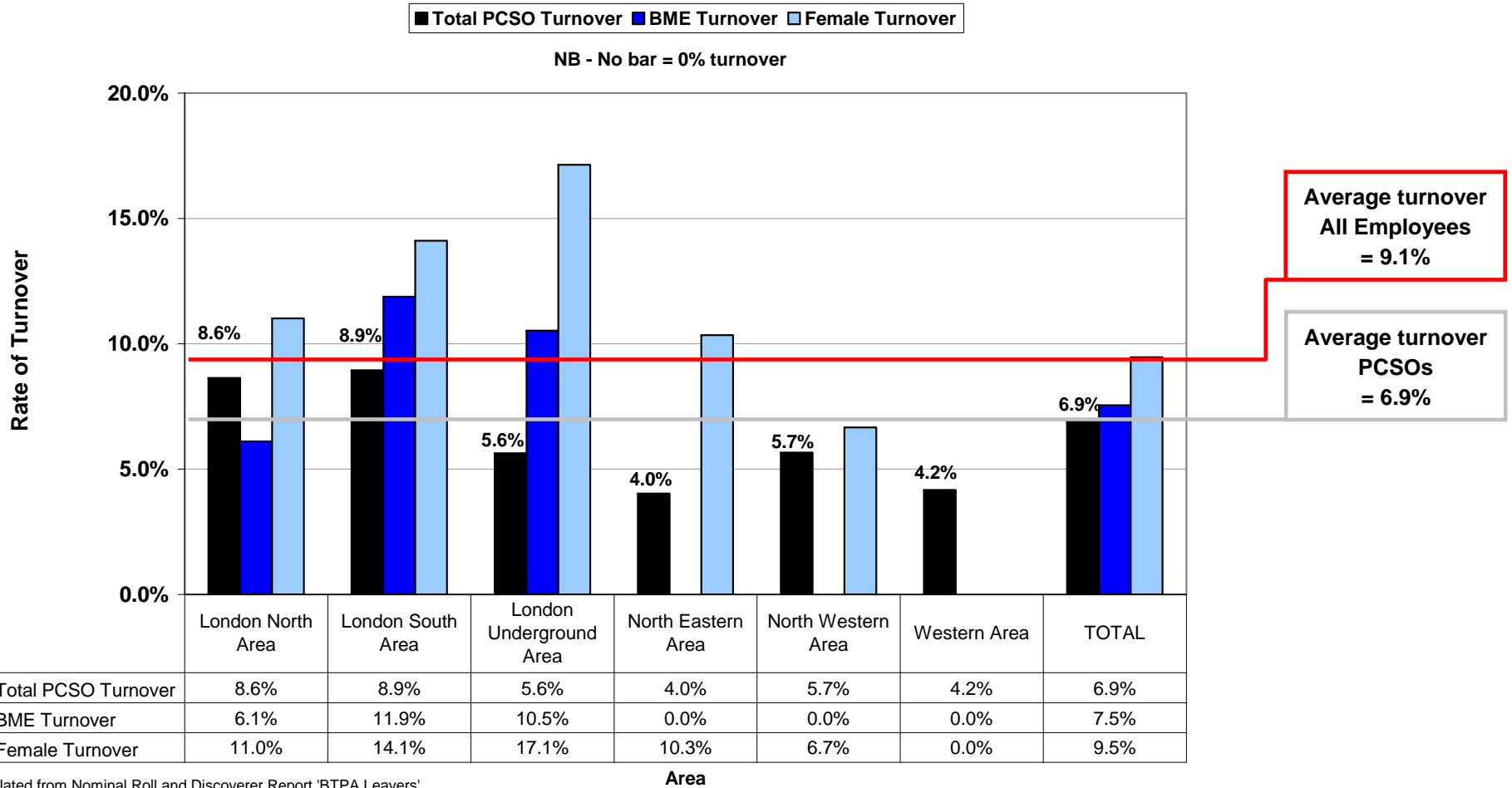
G 2.2.3 Police staff turnover rate for the year 01 January – 31 December 2009



Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers'



G 2.2.4 PCSO turnover rate (excluding leavers who return to BTP as police officers) for the year 01 January – 31 December 2009

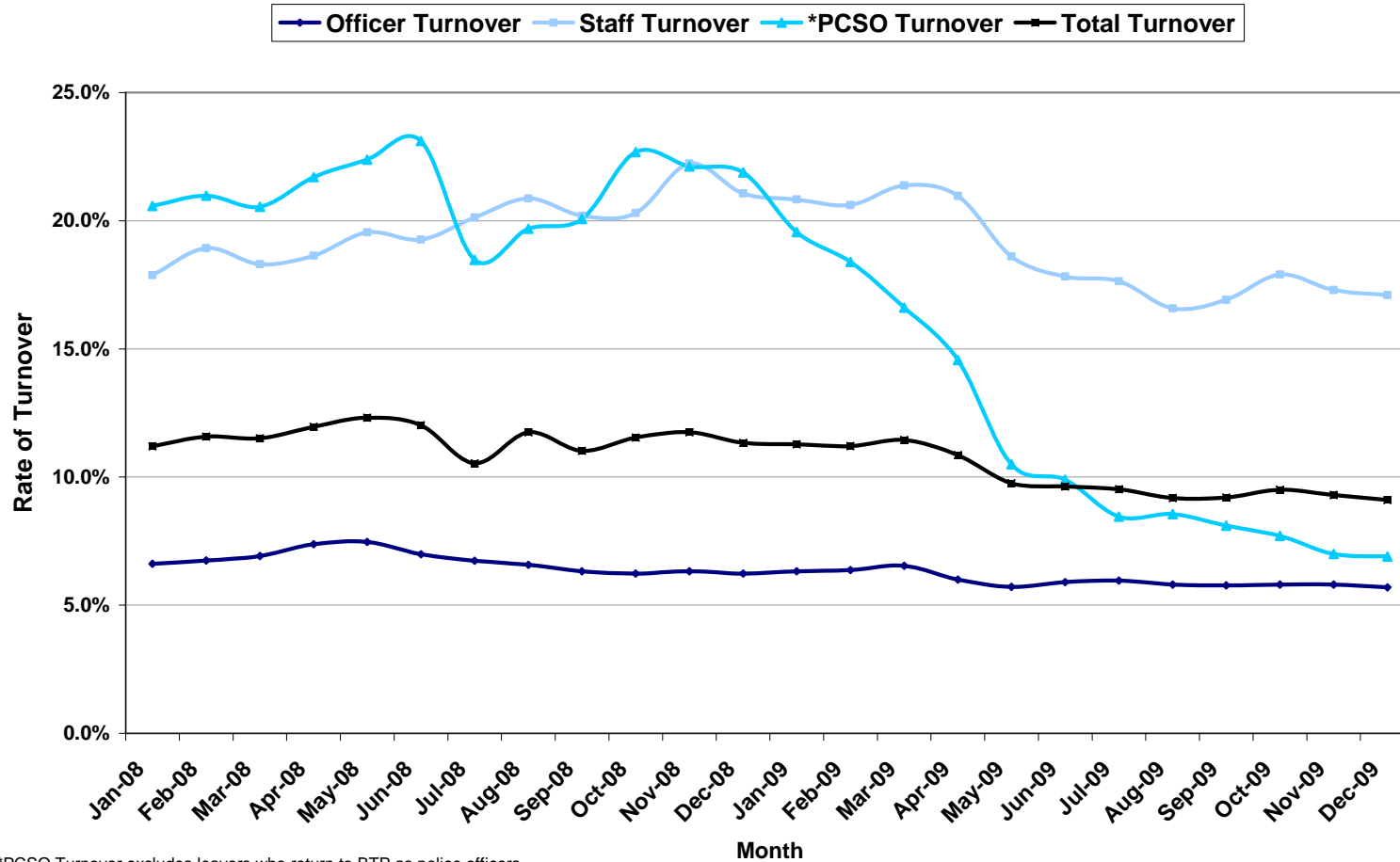


Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers'





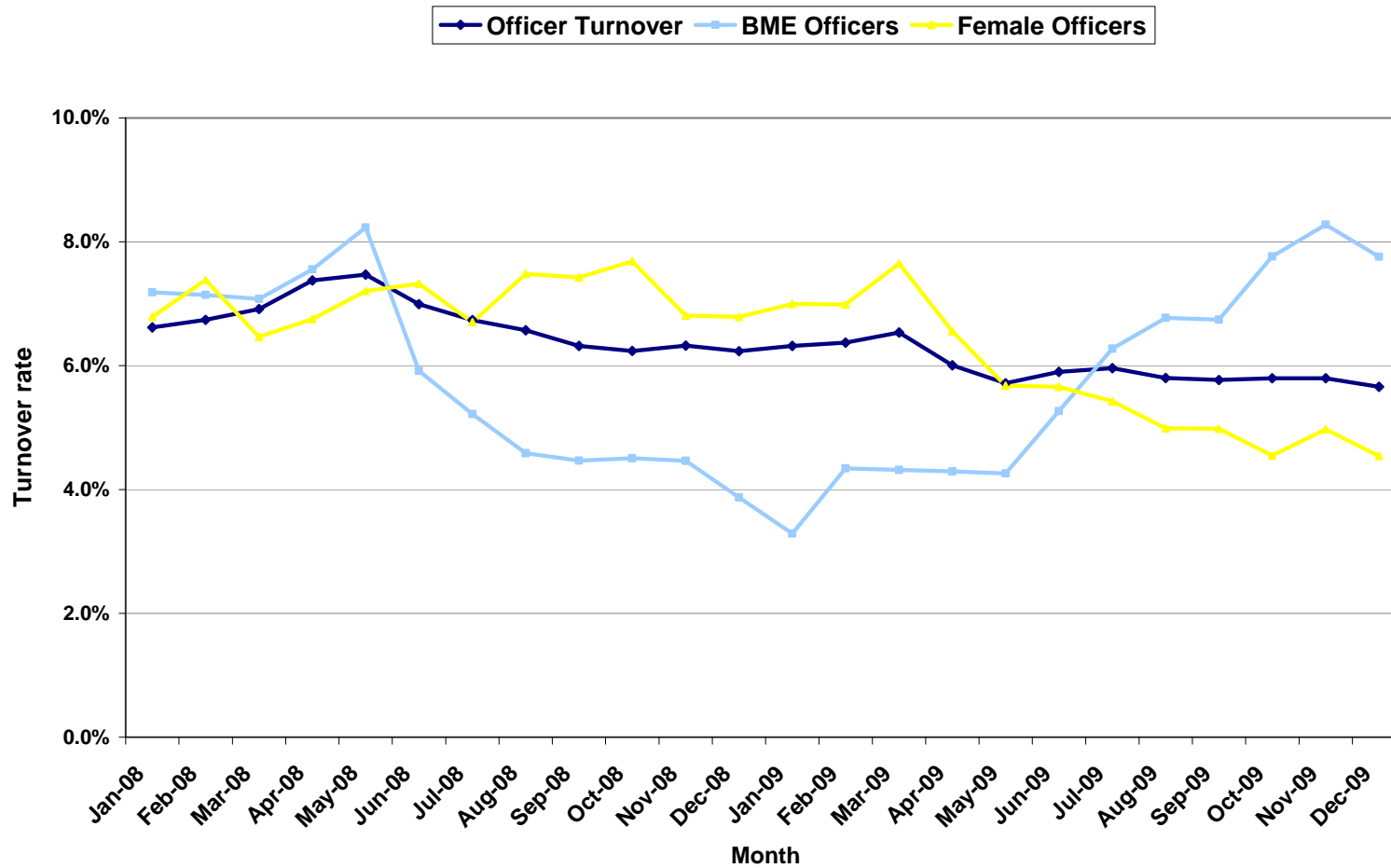
G 2.2.5 Change in turnover rates between 1 January 2008 and 31 December 2009 by employee group



\*PCSO Turnover excludes leavers who return to BTP as police officers  
Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers'



G 2.2.6 Change in BME and female officer turnover rates between 1 January 2008 and 31 December 2009





**T 2.3.6 Reasons for Leaving BTP between 01 April and 31 December 2009 by employee type**

Officers	White			BME			Not Stated			TOTAL
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Death	1	1	2			0			0	2
Dismissal	2	3	5		1	1			0	6
End of Contract			0			0			0	0
Ill Health Retirements	4		4			0			0	4
Probationer Resignation	2		2	2		2			0	4
Resignation	22	5	27	5		5	2	1	3	35
Retirement	37		37	2		2			0	39
Retirement to Rejoin	5		5			0			0	5
Transfer	5	1	6			0			0	6
<b>GRAND TOTAL</b>	<b>78</b>	<b>10</b>	<b>88</b>	<b>9</b>	<b>1</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>101</b>

Police Staff	White			BME			Not Stated			TOTAL
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Death	1		1			0	1		1	2
Dismissal	2	1	3	2	1	3			0	6
Dismissal Redundancy	1	3	4			0			0	4
End of Contract	6	8	14	3	4	7	2	3	5	26
Police Staff to PCSO			0			0			0	0
Police Staff to Police Officer		2	2			0			0	2
Voluntary Severance	2	5	7		7	7			0	14
Resignation	33	42	75	5	11	16	3	6	9	100
Retirement	2	3	5			0			0	5
Transfer to Other HO Force			0			0	1		1	1
<b>GRAND TOTAL</b>	<b>47</b>	<b>64</b>	<b>111</b>	<b>10</b>	<b>23</b>	<b>33</b>	<b>7</b>	<b>9</b>	<b>16</b>	<b>160</b>

PCSOs	White			BME			Not Stated			TOTAL
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Dismissal			0			0			0	0
PCSO to Police Officer (BTP)	15	3	18	2		2			0	20
PCSO to Police Officer (Other)			0			0			0	0
Transfer to Other HO Force	1	1	2			0			0	2
Resignation	5	3	8	3		3	1	2	3	14
Retirement			0	1		1			0	1
Transfer			0			0			0	0
<b>GRAND TOTAL</b>	<b>21</b>	<b>7</b>	<b>28</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>37</b>

Source: Discoverer Report 'Leavers Headcount and Details'



## 2.3 Progression<sup>4</sup>

- **Target Update:** Opportunity to progress performance against the targets has been limited over the last 3 months. 2 officer vacancies have been recruited through the promotion board process and 1 posted. BTP is achieving the female officer progression target (22.6% against 12%) and failing the BME officer progression target (3.2% against 9%).
- **Forecast Update:** One further promotion board (sergeant) is planned for 2009/10 Quarter 4. Achievement of the female officer progression target is forecast for year end. Achievement of the BME officer progression target is notionally possible. The Learning and Development Department is working to ensure support channels are advertised to all potential candidates.
- **Targets 2010/11:** Planning for 2010/11 targets has included discussion of an overall representation target for female and BME officers, to replace separate targets for recruitment and progression. This promises to realign focus from promotion board activity to all development interventions under the remit of 'retention'.
- **Positive Action:** To support the progression of BME employees a pilot of the Step-Up Development Programme is scheduled to run in Quarter 4, in view of addressing lower than expected representation of BME employees especially at management levels within BTP.
- **OSPRE Exams:** Results for OSPRE Sergeant Part II and Inspector Part I were received in Quarter 3. Pass rates of 61% and 46% were achieved respectively. The pass rate for Sergeant Part II is considerably lower than performance in 2008/09. This change is attributed to the provision of additional training in 2008/09 which was unsustainable this year due to abstraction and cost.
- **Higher Grade Duty (HGD):** Standard operating procedures for HGD have been scrutinised by the Senior Command Team. Review and amendment to procedure is underway to improve controls and ensure equal opportunity.

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<sup>4</sup> Data relating to Promotion Board results is sourced from the Recruitment Department HRBC.



T 2.3.5 Police officer progression (via promotion boards) 2009/10 against the Policing Plan targets<sup>5</sup>

		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD total	TARGETS
No. Promoted	Total	1	1	21	2	1	4	0	0	1				31	
	BME	0	0	1	0	0	0	0	0	0				1	
	%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	9%
	Female	1	0	6	0	0	0	0	0	0	0			7	
	%	100.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.6%	12%

Data source: ORIGIN PP, Discoverer report 'B - Nominal Role for FMI (based on comparisons on the end day of each month)'

KEY: FAILING  
ACHIEVING

T 2.3.4 Promotion Boards and OSPRE Exam Results Summary 2009/10

Promotion Boards	Date	Internal or External	Registered Interest	Application Not Submitted - manager support / PDR	Applications Received Internal	Applications Received External	Passed sifting	Failed sifting - questions	Failed shortlisting - manager support / PDR	Withdrew after passing papersift but before interview	Passed Board	Failed Board
Chief Superintendent (Scotland vacancy)	Nov/Dec-09	Internal and External	3	0	2	1	N/A	N/A	N/A	N/A	1	2
Superintendent (Scotland vacancy)	Nov/Dec-09	Internal	4	0	4	N/A	N/A	N/A	N/A	N/A	1	3
Sergeant	Jun-09	Internal	44	0	44	N/A	39	N/A	5	3	*25	10
Sergeant	Mar-10	Internal										
Quarter 1-3 Total 2009/10			51	0	50	1	39	0	5	3	27	15
Quarter 1-3 Total 2008/09			113	7	84	22	35	29	4	0	39	34

\* Includes a waiting list of 5 officers in Scotland Area (approved due to the small number of vacancies that arise). 22 out of 25 posted as at 31-Dec-09 Source: HR Business Centre (FHQ Recruitment Department pre transition)

<sup>5</sup> At least 9% of police officers promoted to be from a BME background. At least 12% of police officers promoted to be female.

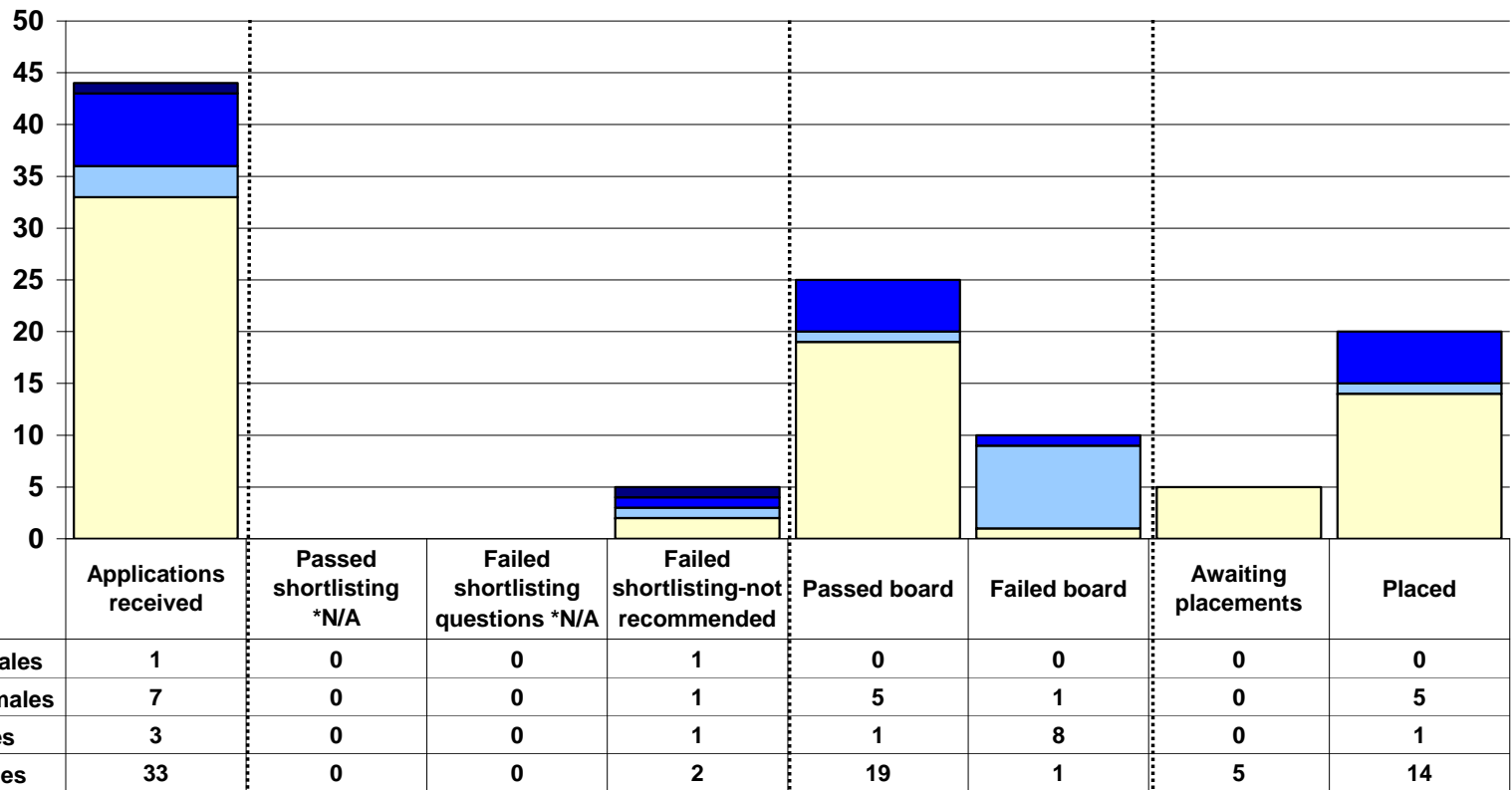


OSPRE Exams	Date	Candidates				Passed Board				% Pass Rate	% Fail Rate
		Male	Female	BME	White/Not Stated	Male	Female	BME	White/Not Stated		
Inspector Part II	May-09	16	4	4	16	13	3	4	12	80%	20%
	May-08	41	3	2	42	37	3	0	40	91%	9%
Inspector Part I	Sep-09	60	10	5	65	27	5	1	31	46%	54%
	Sep-08	58	11	5	64	14	4	3	15	26%	74%
Sergeant Part II	Oct-09	70	12	3	79	40	10	2	48	61%	39%
	Oct-08	66	11	9	68	60	11	8	63	92%	8%
Sergeant Part I	Mar-10										
	Mar-09	158	31	18	171	63	9	3	69	38%	62%
<b>Total 2009/10</b>		<b>146</b>	<b>26</b>	<b>12</b>	<b>160</b>	<b>80</b>	<b>18</b>	<b>7</b>	<b>91</b>	<b>57%</b>	<b>43%</b>
<b>Total 2008/09</b>		<b>323</b>	<b>56</b>	<b>34</b>	<b>345</b>	<b>174</b>	<b>27</b>	<b>14</b>	<b>187</b>	<b>53%</b>	<b>47%</b>

Source: National Policing Improvement Agency (NPIA)



**G 2.3.1 Results of the Sergeant Promotion Board (June 2009)**



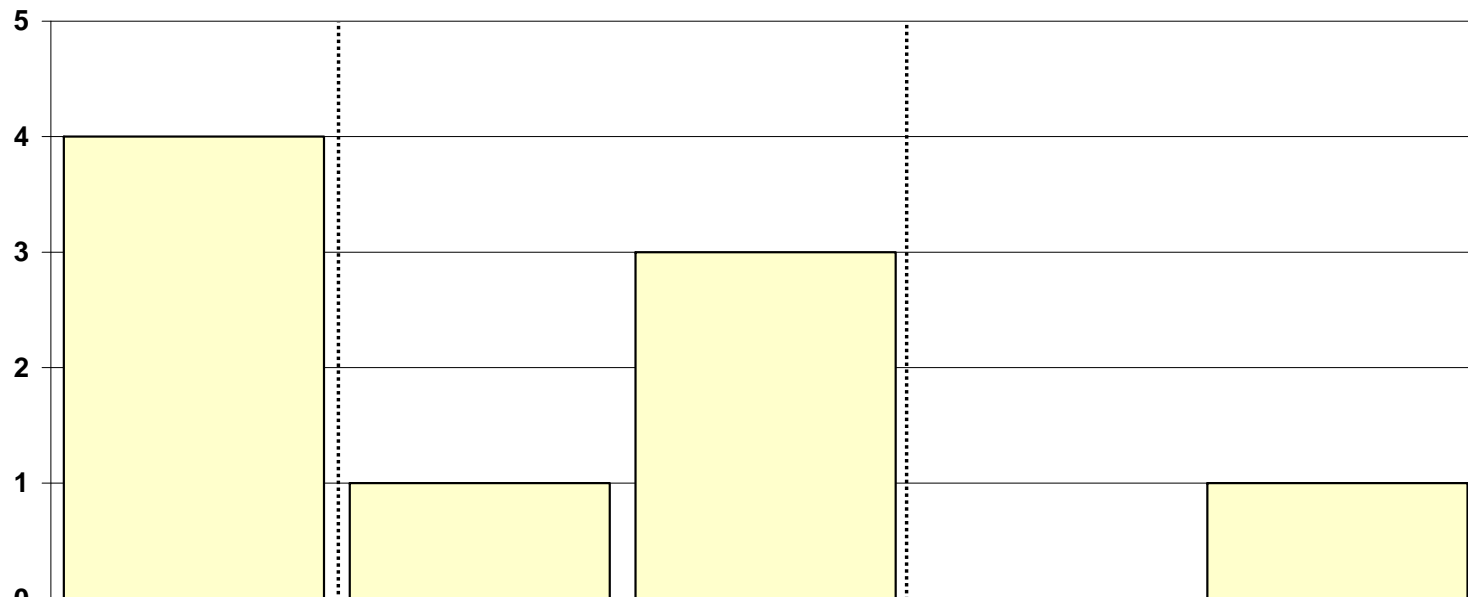
% BME of total **9%**  
 % Female of total **18%**

**4%**  
**20%**

\* The board did not shortlist applicants using responses to competency based questions in the application form but focused on performance at interview. Source: FHQ Recruitment Department



**G 2.3.2 Results of the Superintendent Promotion Board (Nov-Dec 2009)**



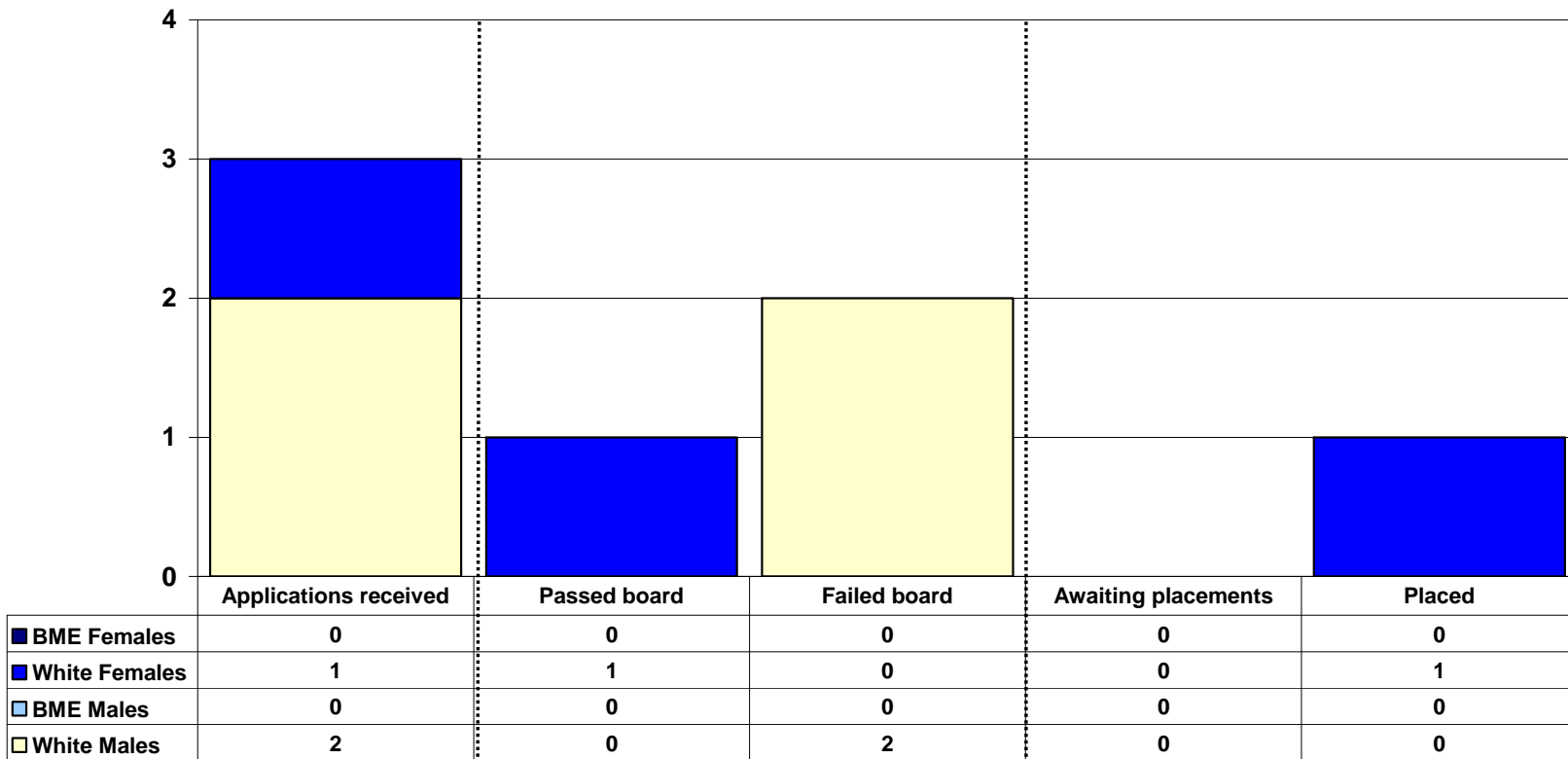
	Applications received	Passed board	Failed board	Awaiting placements	Placed
■ BME Females	0	0	0	0	0
■ White Females	0	0	0	0	0
■ BME Males	0	0	0	0	0
■ White Males	4	1	3	0	1

Source: HR Business Centre, Birmingham





G 2.3.3 Results of the Chief Superintendent Promotion Board (Nov-Dec 2009)



% BME of total **0%**  
 % Female of total **33%**

**0%**  
**100%**

Source: HR Business Centre, Birmingham



**BRITISH  
TRANSPORT  
POLICE**

**T 2.3.6 Percentages of officers in Acting or Temporary duties at 31 December 2009**

	PS	DS	INSP	DI	CI	DCI	SUPT	D/SUPT	C/SUPT	ACC	Total
<b>Force Headquarters</b>	2.5%	31.8%	13.5%	26.3%	12.5%	16.7%	0.0%	40.0%	0.0%	25.0%	<b>14.2%</b>
<b>London North</b>	8.9%	23.1%	25.0%	20.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>15.2%</b>
<b>London South</b>	11.6%	6.7%	12.5%	25.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>11.6%</b>
<b>London Underground</b>	15.6%	8.0%	17.9%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>13.5%</b>
<b>North East</b>	6.7%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>5.6%</b>
<b>North West</b>	9.1%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>6.5%</b>
<b>Scotland</b>	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>6.3%</b>
<b>Western</b>	9.1%	0.0%	0.0%	25.0%	20.0%	50.0%	0.0%	0.0%	0.0%	0.0%	<b>9.8%</b>
<b>Total</b>	<b>10.2%</b>	<b>13.1%</b>	<b>13.5%</b>	<b>17.0%</b>	<b>15.2%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>66.7%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>11.7%</b>

Source Data: Discoverer Report 'Acting/Temp'

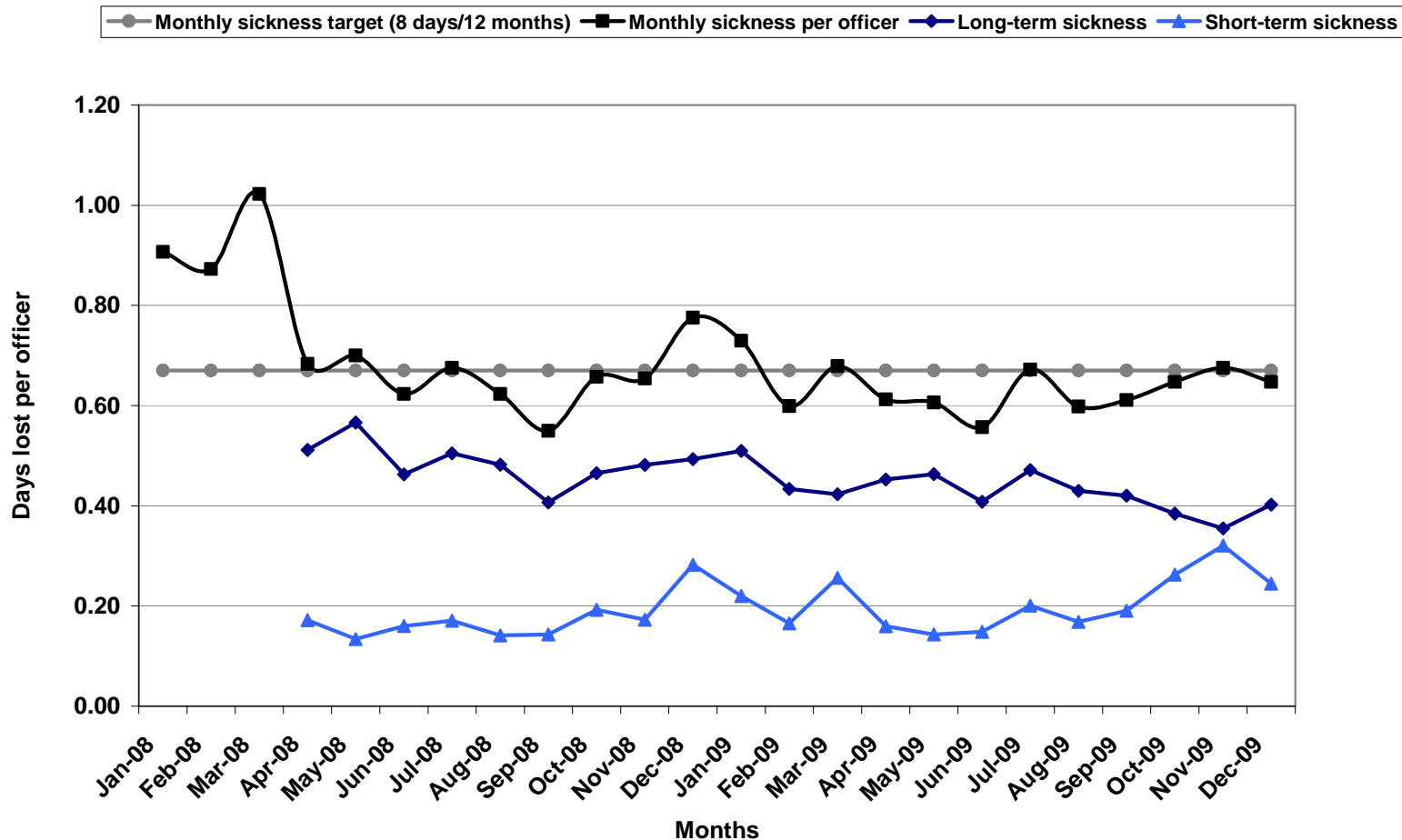


## 2.4 Wellbeing

- **Target Update:** BTP officers and staff are achieving the year to date sickness absence target of less than 6 days per person with 5.63 and 5.82 days per employee respectively. PCSOs are failing the target with 7.42 days per person.
- **Forecast Update:** End of year performance forecasts that overall, and for officers in particular, less than 8 days absence per person will be achieved. Staff are quite likely to achieve the target while PCSOs are likely to fail.
- **Trend:** An increase in sickness absence for all employee types is observed between August/September and November 2009. The Head of Human Resources promoted standards of sickness absence management during this period as a rise due to seasonal trend was anticipated. Sickness absence levels were regularly scrutinised during Quarter 3 by Force Management Team.
- **Female employee sickness:** A confidential survey of female officers to explore reasons for higher levels of female to male officer sickness is underway. The outcome of this research is aimed at establishing if levels of female employee absence are within the boundaries of organisational influence. Recommendations by the researcher are expected in Quarter 4.
- **Wellbeing Online:** In support of employee health and wellbeing the provision of online health and nutrition guidance via Care First and, exercise classes via Virtual Gym are under negotiation. Implementation is planned for Quarter 4.
- **Pandemic Flu:** Levels of Pandemic Flu (PF) have been nominal during Quarter 3. The alert status is anticipated to decrease in Quarter 4. Rates of PF will be monitored by the HR Performance Team for the remainder of the year.



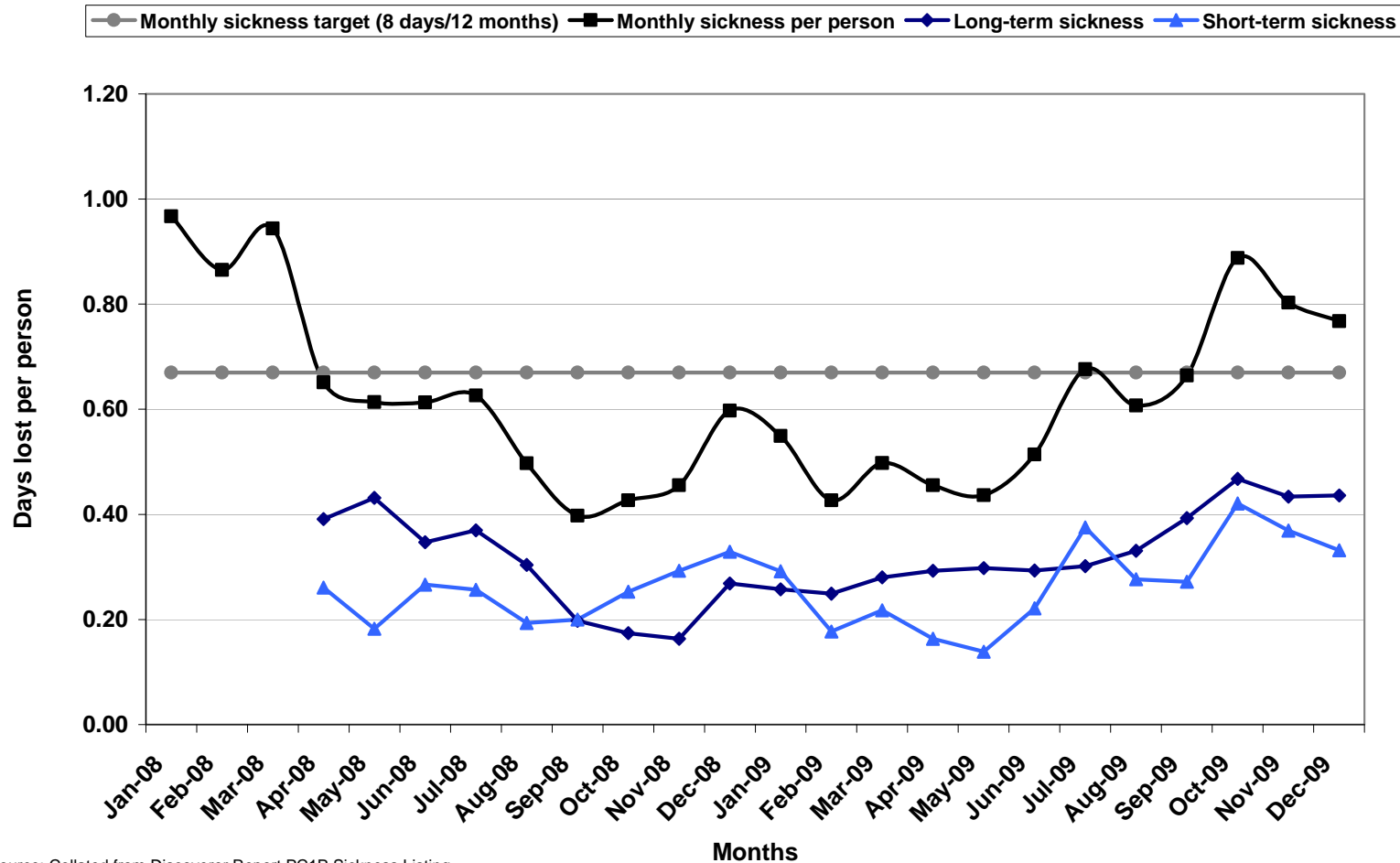
G 2.5.1 Police officer sickness with short and long-term breakdown: 2 years previous to 31 December 2009



Source: Collated from Discoverer Report PC1P Sickness Listing



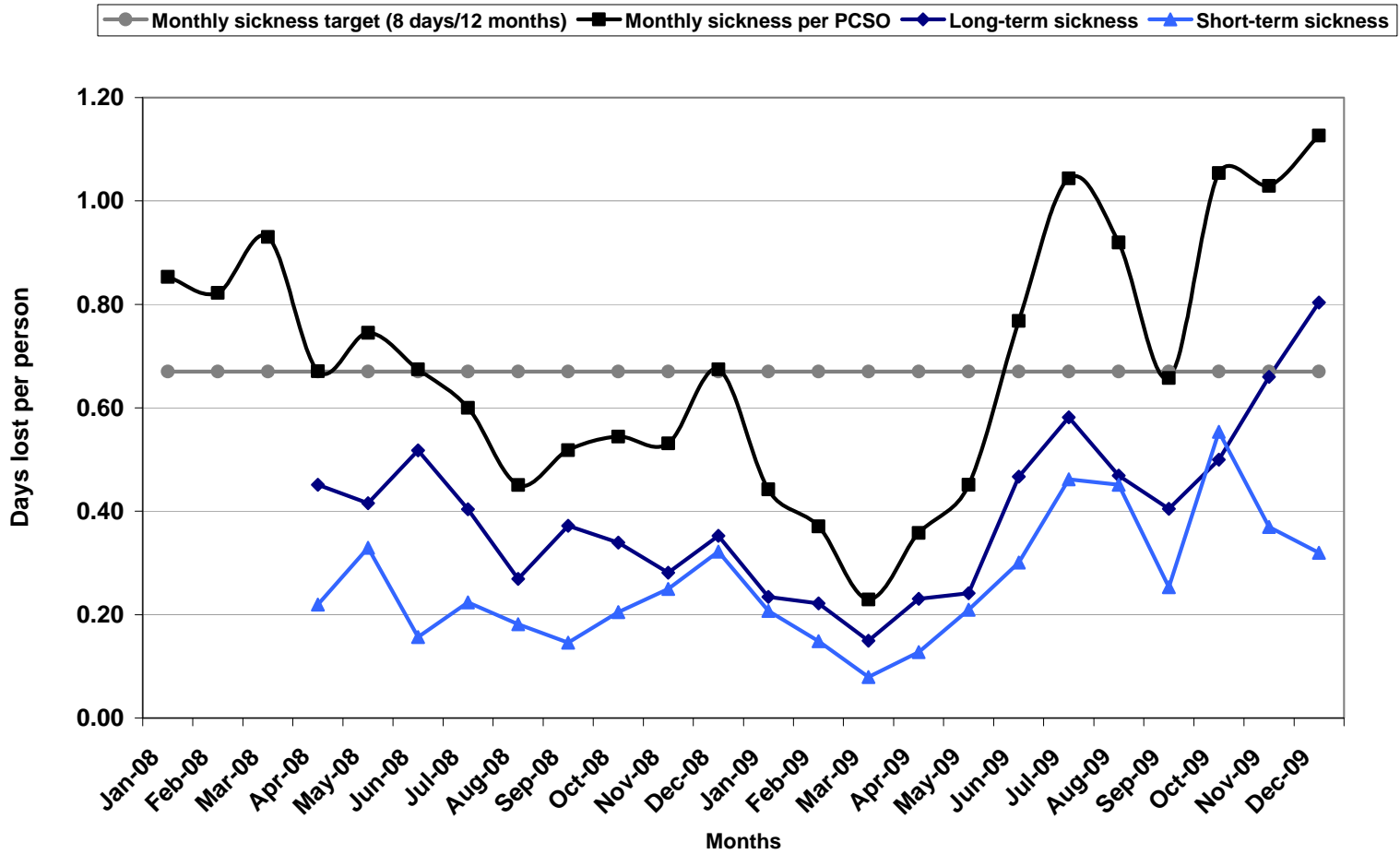
**G 2.5.2 Police staff sickness with short and long-term breakdown: 2 years previous to 31 December 2009**



Source: Collated from Discoverer Report PC1P Sickness Listing



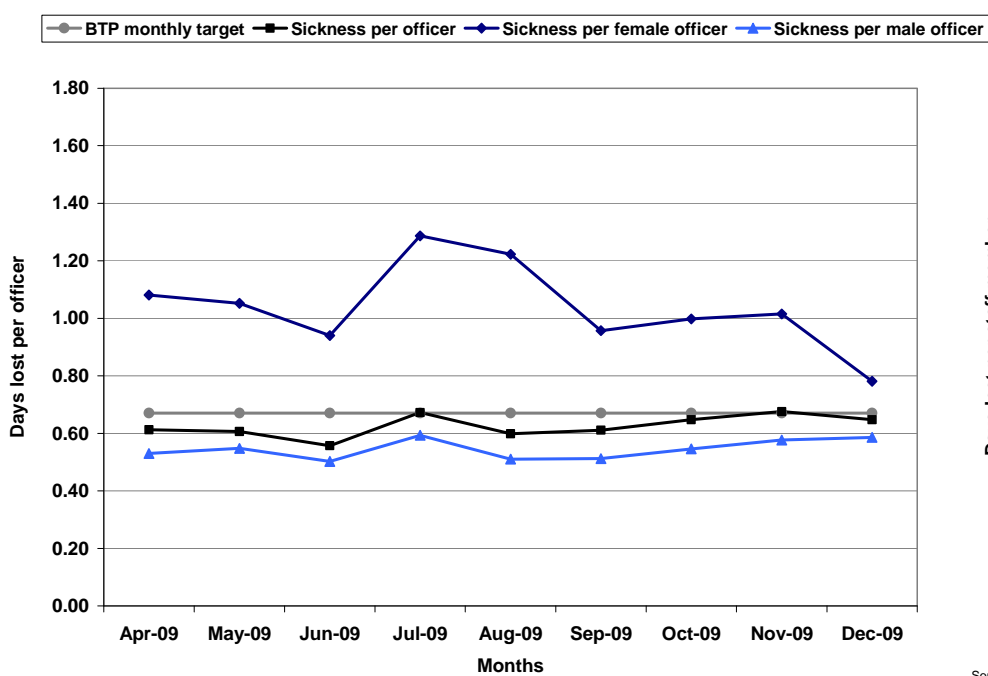
G 2.5.3 PCSO sickness with short and long-term breakdown: 2 years previous to 31 December 2009



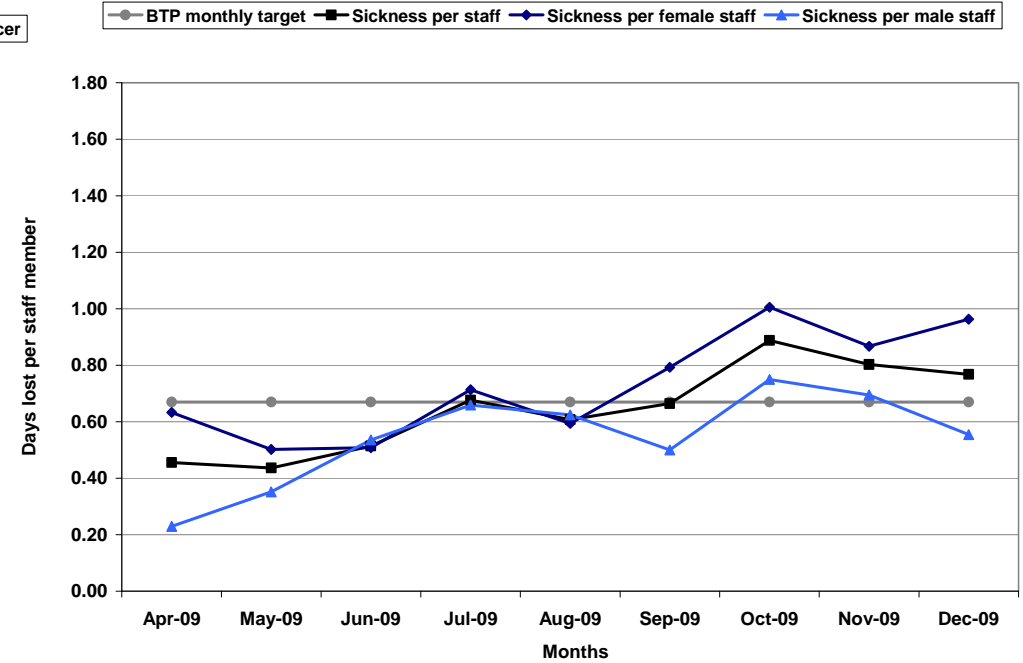
Source: Collated from Discoverer Report PC1P Sickness Listing



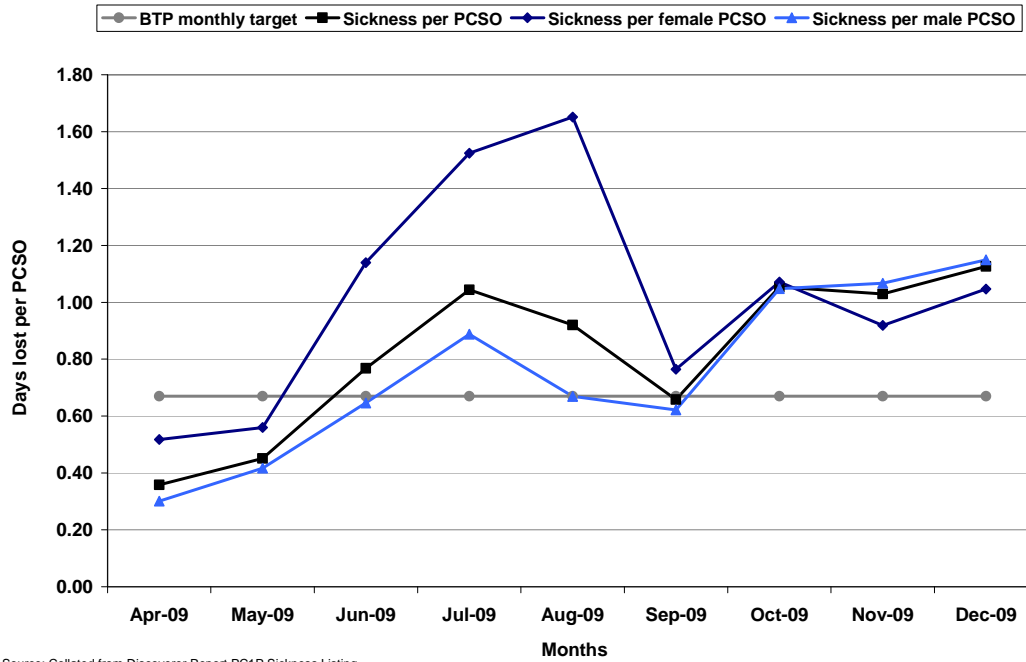
**G 2.5.4 Sickness with gender breakdown 2009/10 per employee type**



Source: Collated from Discoverer Report PC1P Sickness Listing



Source: Collated from Discoverer Report PC1P Sickness Listing



Source: Collated from Discoverer Report PC1P Sickness Listing





### T 2.5.7 Percentages of area strength hitting sickness absence triggers at 14 January 2010 by employee type

#### Triggers;

- 2 or more instances of sickness within the last 26 weeks
- 3 or more instances of sickness within the last 52 weeks
- 8 days sickness or more within the last 52 weeks

	Police Officers	Police Staff	PCSOs	Total
<b>Force Headquarters</b>	12%	19%		<b>17%</b>
<b>London North Area</b>	12%	15%	16%	<b>13%</b>
<b>London South Area</b>	12%	17%	17%	<b>13%</b>
<b>London Underground Area</b>	14%	22%	24%	<b>16%</b>
<b>North East Area</b>	19%	22%	26%	<b>20%</b>
<b>North West Area</b>	16%	33%	21%	<b>19%</b>
<b>Scotland Area</b>	14%	15%		<b>14%</b>
<b>Western Area</b>	14%	15%	30%	<b>16%</b>
<b>Total</b>	<b>14%</b>	<b>20%</b>	<b>21%</b>	<b>16%</b>

Source: Discoverer Report 'Sickness Triggers'



## 2.5 Grievances and Employment Tribunals<sup>6</sup>

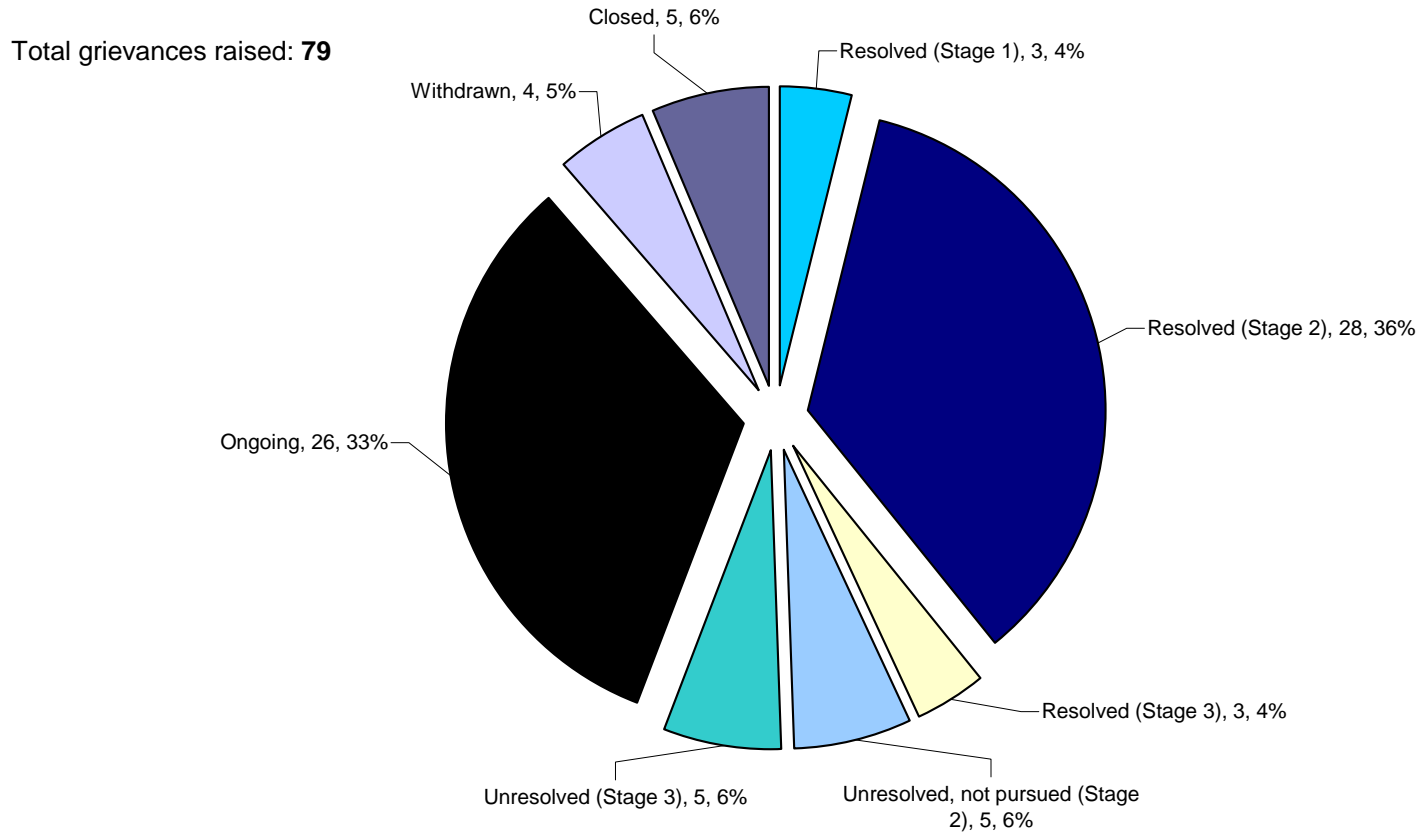
- **Trend:** A decrease in the number of grievances raised by employees has been noted as a positive indicator of future employment tribunal rates. 79 grievances were raised in the 12 months preceding 31 December 2009 compared with 110, in the 12 months to 31 December 2008.
- **Risk Mitigation:** Grievances represent a significant risk in terms of financial cost and damage to reputation. In mitigation of this risk an assessment of the financial costs of employment tribunals, and potential benefit of recruiting a member of staff dedicated to their handling is underway.
- **Proportionality:** In recognition of disproportionate numbers of grievances raised by female and BME employees, the ER team will review and extend the reason for grievance categories by 31 March 2010 allowing better analysis of trends and patterns.
- **Employee Relations, FHQ:** The department has been under review as part of wider activity to realign FHQ HR functions now transactional services have moved to HR Business Centre. Development of the departments' responsibility for legal services, reward and benefits, are being considered as part of realignment.
- The handling of grievance cases will transfer to HR Business Centre in Quarter 4 (outstanding action under HR Transformation). The ER team is currently working on training and education programmes to ensure cases are managed principally by evaluation rather than process.

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<sup>6</sup> Grievance and employment data is sourced from the Employee Relations Department, FHQ.



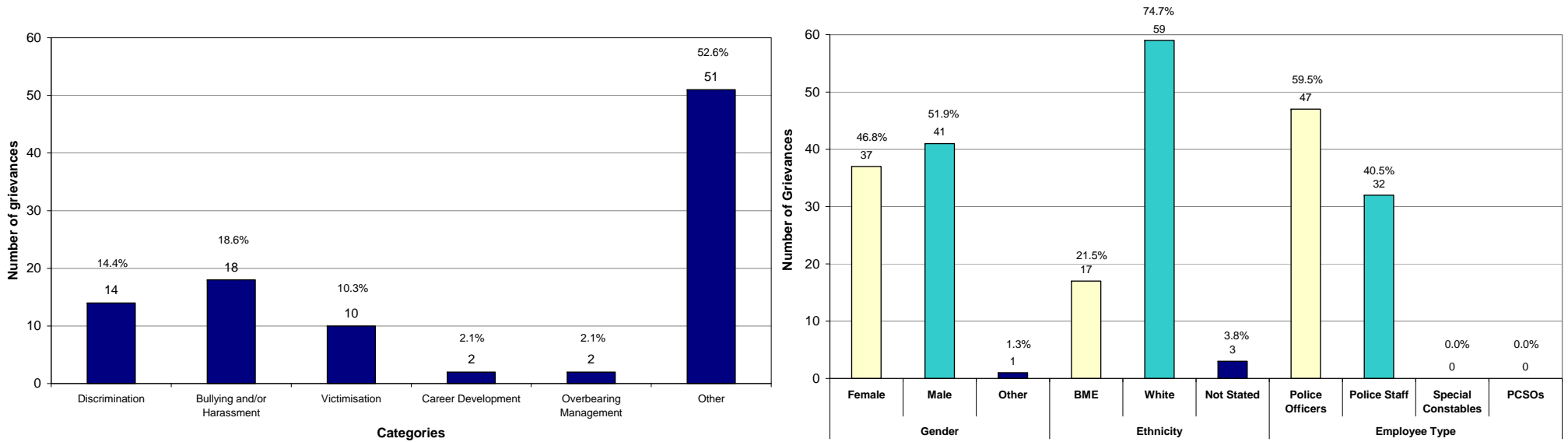
**G 2.5.1 Number (and %) of grievances raised 01 January – 31 December 2009**



Source: Employee Relations Department, FHQ



**G 2.5.2 Number (and %) of grievances raised by category, and gender, ethnicity and employee type 01 January – 31 December 2009**



NB Some grievances fall into more than one category which is why the total (97), is greater than the total grievances raised (79).

Source: Employee Relations Department, FHQ

Source: Employee Relations Department



**G 2.5.3 Ongoing Employment Tribunals at 31 December 2009**

CASE REF	141	156	160	161	162	163	164	165	166	167	168	169	170	171	172
<b>Claim</b>	Sex and sexual orientation discrimination, victimisation (with 164)	Race discrimination	PIDA (whistle-blowing) claims only	Unfair dismissal, Sex discrimination	DDA and race discrimination	Unfair dismissal, breach of contract and whistleblowing (with 165)	Sex, disability and sexual orientation discrimination, payments owed, whistleblowing (with 141)	Unfair dismissal, payment owed (with 163)	Disability discrimination	Sex discrimination, other payments owed	Disability discrimination	Sex and disability discrimination, breach of contract	Unpaid wages, unfair/constructive dismissal	Other complaints - Breach of Flexible Working Regulations	Unfair dismissal and breach of contract
<b>Hearing Date</b>	26th Oct to 10th Nov 09 (to be concluded 22 Feb 10 to 5 Mar 10)	Had been sent for 27th Jan 10, but has been adjourned	None set	4th January 09	None set	1st to 5th Feb 10	26th Oct to 10th Nov 09 (to be concluded 22 Feb 10 to 5 Mar 10)	1st to 5th Feb 10	None set	None set	None set	None set	None set	None set	None set
<b>Solicitors</b>	Weightmans	In house	SMB	In house	SMB	In house	Weightmans	In house	In house	In house	In house	SMB	SMB	SMB	In house
<b>Estimated Awards or Damages</b>	To be assessed	Estimated at £338,037.36 plus pension loss	To be assessed	£27-£57k	To be assessed	£35-£50k (with 166)	To be assessed	£35-£50k (with 163)	To be assessed	Estimated as £8,000	To be assessed	£5,000 - £10,000	To be assessed	To be assessed	To be assessed
<b>Legal Costs to Date</b>	£96472 (with 164)	£500	£6,200 + VAT	£600+ VAT for Counsel----- £850 plus VAT agreed fee for final hearing on 4.1.10	£4,089 + VAT	£500 (with 165)	£96472 (with 141)	£500 (with 163)	None to date	None to date	None to date	£1,800 plus VAT	To be assessed	To be assessed	To be assessed
<b>Date ET Lodged</b>	08-May-08	27-Mar-09	19-May-09	28-May-09	03-Jun-09	14-Jul-09	23-Jul-09	14-Sep-09	15-Sep-09	20-Oct-09	28-Oct-09	30-Oct-09	25-Nov-09	25-Nov-09	14-Dec-09

Employee Type	Officer	Staff	Other
Total	8	7	0
Area	BTP Inner London	BTP Outer London	Other
Total	12	3	-
Ethnicity	BME	White	Not Stated
Total	4	11	0
Gender	Female	Male	Other
Total	9	6	0