HMIC | Inspecting policing in the public interest

HMIC Value for Money Profiles 2012

Hertfordshire Constabulary

compared with all forces in England and Wales

The forces in the most similar group can be identified
in the charts in this section by using the key below

a	Hertfordshire
b	Avon & Somerset
c	Bedfordshire
d	Essex
e	Hampshire
f	Kent
g	Sussex
h	Thames Valley

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Introduction

How can forces and Police and Crime Commissioners (PCCs) make the right decisions about improving value for money? While a private sector organisation can point to the 'bottom line' as the rationale for their choices, there is no agreed equation which derives value for money for policing. However, forces do have one key advantage over the private sector: access to detailed information from other similar organisations.

By exploiting the benefits of similarity, forces can reduce complexity. How? By comparing their own costs and performance with those of organisations facing similar conditions. HMIC's value for money profiles are designed for that purpose. They enable local managers and PCCs to ask the right questions, and expose areas where costs are high or performance could be improved. This also makes them integral to HMIC's approach to risk-based inspections.

The profiles are best used as part of a comprehensive performance review system. Many forces are already doing this, using the data contained in the profiles to decide where their attention should best be focused. Those forces have found that challenging costs and performance is never straight forward. There are always a range of plausible reasons that need to be assessed. A sceptical attitude is best. Never let a good story get in the way of the facts!

With these uses in mind, the profiles are designed to be:

• Relevant – using the most useful, nationally available information
• Accurate - as data is subject to a systematic quality assurance process (described below)
• Timely - produced in October each year, when key budget decisions are taken.
• Easy to use - information presented in a structured and logical format. Time saved by viewing several related charts and tables per
  page (or screen). Profiles can be used as a booklet and present extremely well on IPads or other tablet devices.
• Focused – key differences identified, showing the impact of the difference between force and average. In addition, chevrons highlight
  the largest differences.
• Unbiased - the facts, without the application of arbitrary weightings
• Balanced - compares relative performance with relative expenditure

Use them as a reference document.

How to use the profiles

The purpose of the profiles is to help you compare your force with others. Most of the data is presented as bar charts so you can see the range of forces and where your force sits. A horizontal line runs across each bar chart and represents the simple average.

Your force is highlighted in black, but you will also notice some other forces highlighted in a darker blue. This group of forces are considered to be most similar to your force, sharing similar demographic characteristics. For this reason they make for a better comparison than with other forces. They are generally referred to as the MSG or the most similar group.

The bulk of forces fall into defined clusters to form a Group, but there are a few who are less closely clustered. These are the Metropolitan Police, Dyfed-Powys, Surrey and the City of London. These forces are still included within a most similar group, but their appearance as an outlier needs to be treated with more caution.

The MSG was designed to more fairly compare levels of crime between forces, rather than costs. They do not take account of the fact that some areas, such as London, have higher costs than elsewhere. However, they are still useful as a cost comparison as forces in a high crime MSG such as that for large urban forces are likely to have more resources, such as more police officers per head of population.

The profiles are presented in the form of logic trees with the data broken down progressively from left to right. By following the branches of the logic tree, you can identify the reason(s) for difference between your force and the others. For example, is this force spending more on police officers because there are more of them (officers per population) or because they are more expensive (cost per officer).

The small blue tables on most pages include key numerical data presented in the charts. Often they include a more detailed list of functions and costs. Reading from left to right, the tables include: a short description of the function (or crime type), followed by the volumes (e.g. Staff numbers / costs or numbers of crimes); the ratio for comparison such as your force's cost per head of population and the average costs per head of population (either the "all" England and Wales average or the "Group" MSG average).

To the right of the main table, we show how much more or less it is costing your force as a result of costs being higher or lower than the average. The more detailed financial pages include a further table. This shows whether your force spends disproportionately more than the average on police officers. Taking the call centre function for example, you might question why some forces have disproportionately higher police officer costs compared with the average.

You will notice the appearance of chevrons against some cost of difference calculations. These figures are highlighted if the indicator puts the force in the top or bottom ten percent and the effect of the difference is greater than £1 per head of population.

POLICE OFFICERS
2012/13 estimates £ per head of population

These charts break down police officer costs into salary and overtime costs
(OT). Police officer overtime costs are also shown as a percentage of the
overall salary costs.

... are also presented.
... Home Office published FTE
... n at 31st March 2012, and so

1. Logic trees breakdown left to
right, comparing force (a) to most
similar group (highlighted) as well
as all forces in England and Wales.

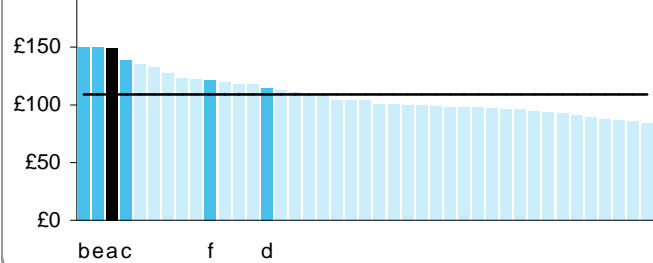**4.** This chart shows a breakdown of
the previous chart, revealing overtime
has little bearing on officer costs.

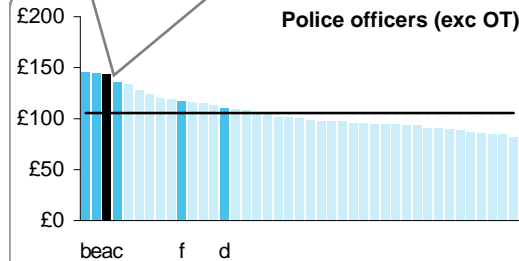**Police officers (exc OT)**

Police officer FTE per 1,000
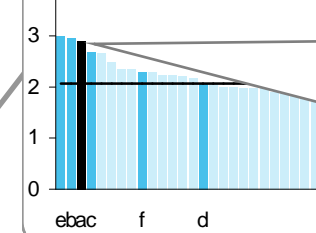
6. The force has more
officers per pop than
national average and the
3rd highest nationally,
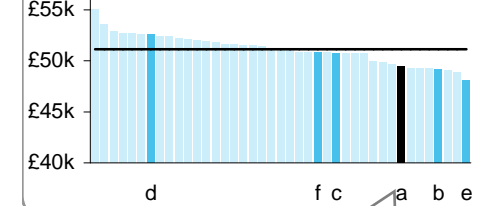equating to a difference in
cost of £111.2m (see
table).

Officer cost per head

Police officer cost per FTE (exc OT)

2. The force has some of the
highest officer costs per pop
nationally...

Police officer overtime % salary

7. The cost of individual
officers in force are
relatively low.

	£m	£/head	Avg	Diff. £m
Police officers (exc. OT)	376.6	143.2	105.5	99.3 <<
Police overtime	15.1	5.8	3.5	6.1 <<
Total	391.8	149.0	108.9	105.3 <<

PO overtime % salary	% sal	Avg	Diff. £m
National functions	0.4%	0.1%	1.0
Other	3.6%	3.1%	1.9
Total	4.0%	3.3%	2.8

	Avg	Diff. £m
FTE/1,000	2.89	2.07	111.2 <<
£000/FTE	£49.5k	£51.1k	-12.4
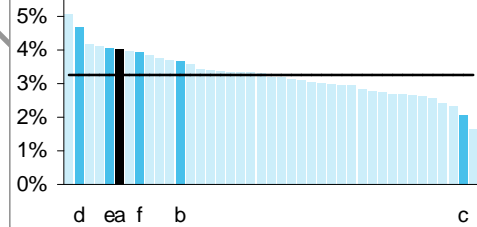
3. ...equating to a difference
of £105.3m to national
average.

5. They are in line with most
similar group but £3m above
national average.

Budgeted FTE 2012/13 (POA	7,608
FTE Mar 12 (ADR502)	7,498

N.B Outliers are highlighted with red
chevrons and fall within the top or bottom
10% of forces, where applicable with a
financial value of more than £1 per head.

Source: POA Statistics 2012/13 estimates and ADR502

Borsetshire

Data quality

HMIC gives every force the opportunity to check their Chartered Institute of Public Finance and Accountancy (CIPFA) financial estimates data and Home Office management data (excluding crime data which is checked by the Home Office) through a systematic quality assurance process:
• CIPFA apply arithmetic and reconciliation checks
• Each force is asked to check their statistical outliers
• Each force receives a draft profile to check again
• HMIC resolves inconsistencies identified by ourselves and forces

Each year forces identify some anomalies or inconsistencies, which HMIC try hard to resolve. HMIC strongly encourage forces to make the necessary changes, but forces are responsible for the data they have submitted. As a result some anomalies may remain.

There are a number of ways to identify them. First, where significantly higher than average costs in one function are also shown against lower than average costs in another related function. One example is extremely high HR costs compared with extremely low training costs. Second, where costs are surprisingly low or high. Lastly, some urban forces are reporting comparatively low rates of criminal damage and anti social behaviour incidents. This probably reflects differences in the ability of IT systems to capture all the data.

Validity of comparisons

Collaboration and contracting out A few forces have raised concerns about the validity of staff comparisons between forces involved in collaborations and/or contracting out and others. Forces that lead collaboration by providing services to other forces, are concerned that higher staff numbers will reflect badly in their comparisons and distort the MSG averages.   Others suggest that the comparison of non staff costs, when some forces are contracting out large parts of their organisation, is less than useful.

While we are aware of these issues, we are not yet convinced of the need to remove the relevant pages. Instead we have included an additional summary expenditure page by function, opposite the summary staffing page. Comparison of the net cost or staffing numbers by function, makes it clear which forces are involved in collaboration with other forces and which with the private sector. The non staff costs page is also retained because it so clearly identifies forces – currently Lincolnshire and Cleveland – who have undertaken large scale initiatives.

To help further with comparisons, an appendix includes a list of forces that have contracted out some or most of their custody function as well as those involved in Private Finance Initiatives (PFI). This provides some context, especially when comparing premises costs where a PFI scheme is involved.

Earned income vs. government grant Another concern, identified by North Wales Police, concerns the recording of Criminal Record Bureau (CRB) funding. Most forces have coded CRB funding as earned income while others have coded it as a grant. The POA guidance clearly states that CRB income be coded to grants. The relevant forces have been contacted and asked to submit corrections which are included.

Use of budgeted and actual staff numbers The profiles include staff numbers drawn from two data sets: the Home Office annual data return (ADR 502) which is a snapshot on 31st March of full time equivalent staff in post and the police objective analysis which counts the average, budgeted, full time equivalent staff.

In general the profiles use police objective analysis (POA) budgeted staff numbers to make detailed financial comparisons between forces. POA is a relatively recent invention and prior to 2011-12, had not been checked by HMIC. Consequently, it cannot provide a time series long enough to show changing trends. For this purpose the ADR is used because it can display data, which has been checked, over several years. ADR staff numbers are mostly used to present overall staff trends: police officers, PCSOs or police staff. Occasionally they are used to compare measures of police activity between forces.

Although the profiles show the budgeted POA and ADR 502 ftes side by side, there is no expectation that they be the same for two main reasons. First, the POA staff numbers are an average over the following financial year (2012-13), while the ADR is a snapshot at the end of the previous year (March 31st 2012). Second, the POA counts budgeted staff and will therefore include vacant posts, while the ADR counts the actual staff in post. You may notice a large difference between the two data for police staff numbers. This may be due to reductions in staff numbers between the end of one financial year and the start of the next.

Restorative justice For a force to submit a count of Restorative justice (RJ) to the Home Office, the only requirement is for the force to have a local policy in place. As there is no definition that would allow comparison, RJs are unlikely to be a National Statistic and are not included in the profiles.

New data sets

Emergency and priority incidents per population The data shows how the demands on your force for the two highest priority calls differ from your most similar forces and others.   Total emergency and priority incidents [i] are broken down into those related to crime, anti social behaviour (ASB) and other incidents. This data is drawn from force command and control systems and therefore will not include all recorded crimes or incidents.

A striking feature of other EP incidents is that the average exceeds that for the averages of crime and ASB. Further research by HMIC at six forces [ii] has revealed that a handful of categories included in 'other incidents' account for around 50 percent of the total. These invariably include: concerns for welfare (which can include individuals with mental health problems and other vulnerable people, such as the elderly or children), domestic incidents, suspicious circumstances, traffic collisions and ASB classified as nuisance.

_____

[i] Lower priorities, scheduled calls, have not been used as these data were found to be unreliable. The main reason is that scheduled calls are not always recorded on command and control systems; often they are recorded on separate systems for appointments.

[ii] The emergency and priority (EP) incident classifications are based on ACPO/NPIA definitions to make the data more comparable (see "National Contact Management Principles and Guidance", ACPO and NPIA, London, 2010). Emergency incidents are defined as aiming to get to victim within 15mins or 20 mins in rural locations. Priority incidents are generally those with an estimated time of arrival of within 60 mins. Some forces do not distinguish between these categories, so they are combined in the charts.

As this data is new we have encountered some minor problems, which we would like to draw to your attention. While some further local checking may required, we feel the information remains useful for comparative purposes – especially where there are large differences. You may like to check two aspects. First, the incident data includes a small proportion of calls classified as 'admin' incidents, for instance when officers use the command and control system as a means of making sure that an urgent task is carried out by others. Admin incidents represent a small proportion, often less than 5 percent. Second, we know of some forces which provided incidents with duplicate incidents included. The percentages are again small, these forces are as follows: Avon and Somerset, Dyfed Powys, Metropolitan Police, Norfolk, North Yorkshire and South Yorkshire.

Lower priority, scheduled calls have not been used as these data were found to be unreliable. The main reason is that scheduled calls are not always recorded on command and control systems, often they are recorded on separate systems for appointments.

Ribbon charts showing longer term trends, 2001-02 to 2011-12, for some crimes by force. Four types of crime rates are shown because of their distinctive patterns: violence with injury, vehicle theft (including interference), burglaries (all) and criminal damage.

The purpose of these charts is to examine the trends for your force compared with similar forces set against the rest. If your recent trends differ from the similar forces, and the general pattern, then you should review the likely causes and locations.

A few observations on the main four charts. A general feature is the reduction in the range of crime rates between forces over the period. This suggests that forces are becoming more similar in some respects, although part of this convergence is likely due to changes in recording. For example, the violence with injury chart shows large variations in crime recording, certainly until 2005-06 when the National Crime Recording Standards (NCRS) were being implemented. (2008-09 is the baseline year used in the profiles). It also shows that the introduction of NCRS had little impact on one force.

No crime rates – we show four year trends and a comparison with the all force average. The highest no crime rate is for rape.

Council tax yield – this chart shows the variation in the yield per head for your force compared with others for £1 change in Council tax.

Common queries

The three most common queries received last year are worth repeating. The first was about the rule applied to highlight particular differences. The difference is highlighted if the indicator puts the force in the top or bottom 10 percent and the effect of the difference is greater than £1 per head of population. The other query was about the population base. The profiles adopt the mid year 2010 population estimate to align with Home Office publications especially crime rates. Rather than basing the workforce mix calculations on police officer percentages of the workforce we have used police officer costs as a percentage of gross costs for two reasons. First, it takes better account of comparisons where some forces have contracted out services, such as custody. Second, the costs of police officers vary between forces.

A final word...

Almost without exception forces have made changes to their data. Like last year, several have also raised detailed points and we would especially like to thank those who have taken the trouble to give us feedback. We count within this group two regular contributors: Thames Valley Police and Lancashire, but this year add North Wales, South Wales, Northamptonshire and Northumbria Police as each made important points.

I am always keen to hear from users how the profiles can be improved. If you have any suggestions, or any analysis which you think might be useful to include please contact me: lawrenceroy.morris33@hmic.gsi.gov.uk or 0203 513 0517.

Section One – Workforce and Costs

INTRODUCTION

This section looks at both how a force deploys its workforce and the associated costs of each of the 12 headline categories within the Police Objective Analysis (POA). POA subcategory information on costs is also presented.

POA 2012/13 estimates are used for all cost and workforce data unless stated otherwise. These data are taken as a snapshot as at 9th October. Any updates to the data which are made after this time will not be reflected in the profile.

Workforce data comprises full-time equivalent (FTE) figures. In POA estimates these are calculated as the number of staff budgeted for each staff type. Within support services, staff levels are less likely to be affected by local demographics and are therefore additonally presented as cost of function as a percentage of total cost.

Local policing workforce by function

The POA data is initially divided into twelve groups:

Local policing
Dealing with the public
Roads policing
Specialist operations
Intelligence
Investigations
Investigative support
Criminal justice
Support functions
Police authority
Central costs
National policing

Throughout the profiles the chart scales differ and the differences shown may not be as significant as they first appear.

Key to the data and calculations

Net revenue expenditure: The profiles use a different calculation for net revenue expenditure to Chartered Institute of Public Finance and Accountancy (CIPFA); it is calculated as total expenditure minus earned income to show the total cost of policing to the taxpayer.

Earned income: Where earned income is referred to, this covers partnership income, sales fees charges and rents, special police services, reimbursed income and interest.

Averages: All averages in this section (unless otherwise stated) are simple, unweighted England and Wales averages, which include the force in question. As the Metropolitan Police and City of London Police data distorts the chart scales, they have been excluded from all force profiles except for their own

Difference to most similar group (MSG) / All force: Differences are calculated on standardised data, as opposed to absolute values.
Calculation is as follows: (Force cost per head - MSG cost per head) * population.

Police officer as % of gross expenditure: We have chosen to show the proportion of spend on officer (and overtime) by function.
Calculation is as follows: (Police officer spend + Police officer overtime) / Gross Revenue Expenditure (GRE).

Personel ADR datasets: ADR datasets (other than crime) have been refreshed and run from live data, during week commencing 24th September.

How to use this section

Users may wish to focus on those charts where the force is an outlier, i.e. where they are significantly different from the average, or where they are particularly high or low. Outliers are highlighted with red chevrons and fall within the top or bottom 10% of forces; where applicable with a financial value of more than £1 per head. They should explore the reasons for any differences by looking at the force as a whole, using relevant local knowledge. Staffing levels should also be considered in the context of workforce modernisation, collaboration efforts and the outsourcing of services.

EXPENDITURE
2012/13 estimates £ per head of population

These charts give an overview of what policing in each force costs per head of population.
NB: the profiles calculate net revenue expenditure as total expenditure minus earned income to show the total cost of policing to the taxpayer.
NB: This is different from net revenue expenditure (NRE) as reported in POA data.

Police officers

Total exc national functions

Workforce costs

Police staff

PCSO

Non-staff costs
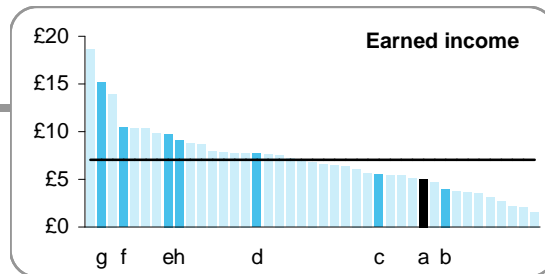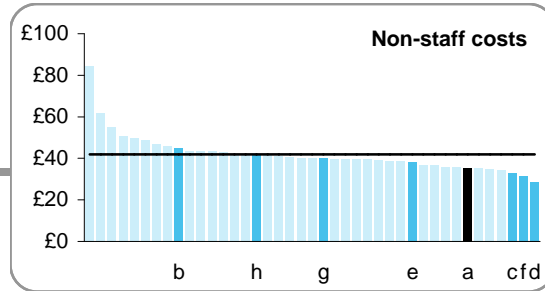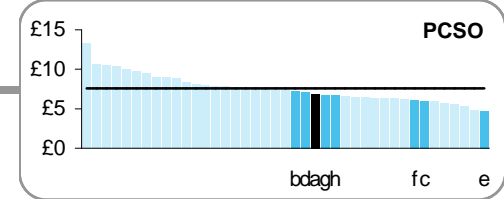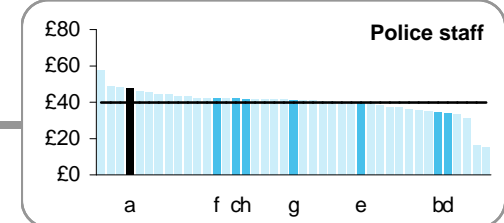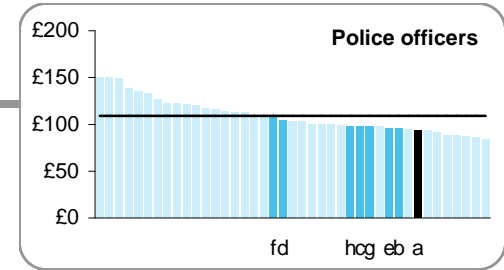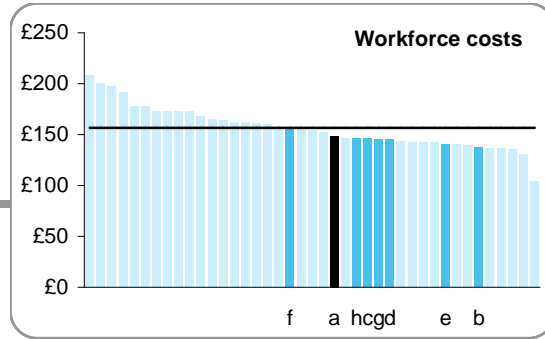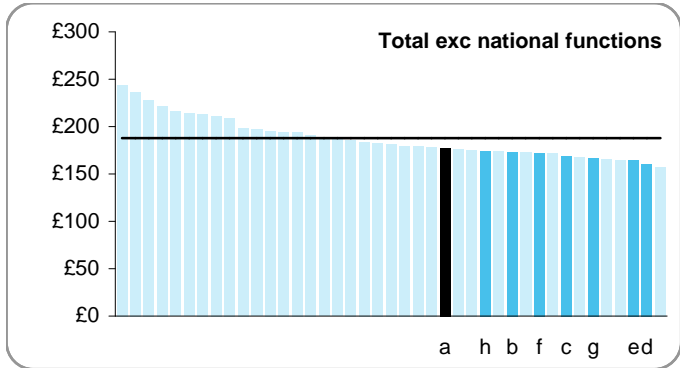
Earned income

Population	1,108k

	£m	£/head	Avg	Diff. £m
Police officers	103.8	94	109	-17.0
Police staff	52.7	48	40	8.5 <<
PCSOs	7.5	7	8	-0.9
Workforce	164.0	148	157	-9.4
Non-staff costs	39.3	35	42	-7.1
Earned income	-5.6	-5	-7	2.3
Net revenue exp.	197.7	179	191	-14.2
Total exc national	196.5	177	188	-11.4

Hertfordshire

POLICE OFFICERS

2012/13 estimates £ per head of population

These charts break down police officer costs into salary and overtime costs (OT). Police officer overtime costs are also shown as a percentage of the overall salary costs.

Estimated FTE numbers for the year 2012/13 are also presented.
An additional data table compares these with Home Office published FTE figures (ADR502), which are a snapshot taken at 31st March 2012, and so will not necessarily be the same.

Officer cost per head

Police officers (exc OT)

Police officer FTE per 1,000

Police officer cost per FTE (exc OT)

Police officer overtime % salary
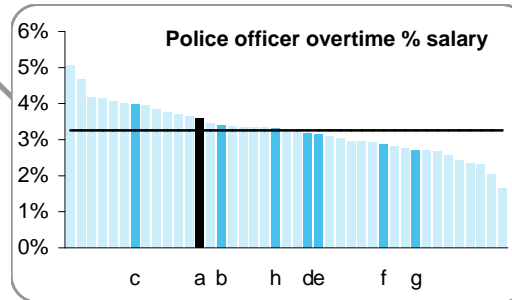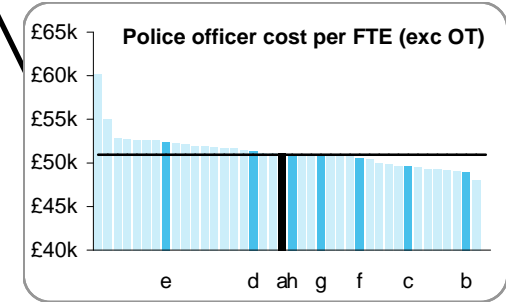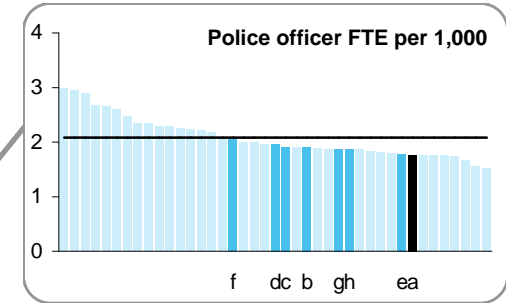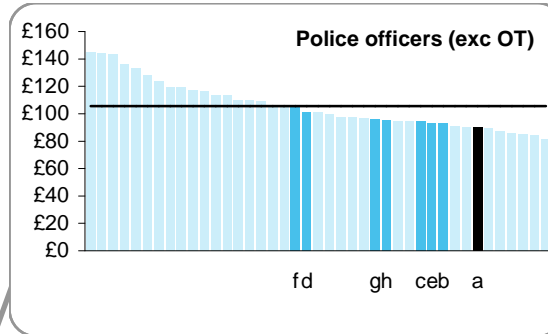
	£m	£/head	Avg	Diff. £m
Police officers (exc. OT)	100.2	90.5	105.6	-16.8
Police overtime	3.6	3.2	3.5	-0.2
Total	103.8	93.7	109.1	-17.0

PO overtime % salary	% sal	Avg	Diff. £m
National functions	0.0%	0.1%	-0.1
Other	3.6%	3.1%	0.5
Total	3.6%	3.3%	0.3

	Avg	Diff. £m
FTE/1,000	1.77	2.08	-17.6
£000/FTE	£51.1k	£50.9k	0.4

Source: POA Statistics 2012/13 estimates and ADR502

Budgeted FTE 2012/13 (POA)	1,960
FTE Mar 12 (ADR502)	1,984

Here and on next page, flagged as outlier where

the two figures differ by more than 5%

Hertfordshire

POLICE STAFF AND POLICE COMMUNITY SUPPORT OFFICERS (PCSO)

2012/13 estimates £ per head of population

These charts break down police staff and PCSO costs into more detail.

Estimated FTE numbers for the year 2012/13 are also presented. An additional data table compares these with Home Office published FTE figures (ADR502), which are a snapshot taken at 31st March 2012, and so will not necessarily be the same.

Home Office staff FTE data includes S38, and excludes temporary contract staff and traffic wardens while POA includes traffic wardens.

POLICE STAFF

£m	£/head	Avg		Diff. £m
53	47.6	39.9		8.5 <<

		Avg		Diff. £m
FTE/1,000	1.43	1.26		6.2
£000/FTE	33.3k	32.0k		2.0

Budgeted FTE 2012/13 (POA)	1,585 <<
FTE Mar 12 (ADR502)	1,225

PCSOs

£m	£/head	Avg		Diff. £m
7.5	6.8	7.6		-0.9

		Avg		Diff. £m
FTE/1,000	0.23	0.26		-0.9
£000/FTE	£29.8k	£29.6k		0.0

Budgeted FTE 2012/13 (POA)	253
FTE Mar 12 (ADR502)	257

Source: POA Statistics 2012/13 estimates and ADR502

Police staff cost per head

Police staff FTE per 1,000

Police staff cost per FTE

PCSO cost per head

PCSO FTE per 1,000

PCSO cost per FTE
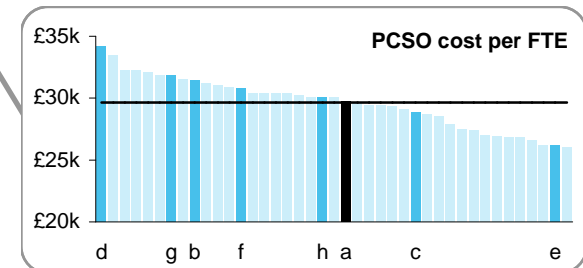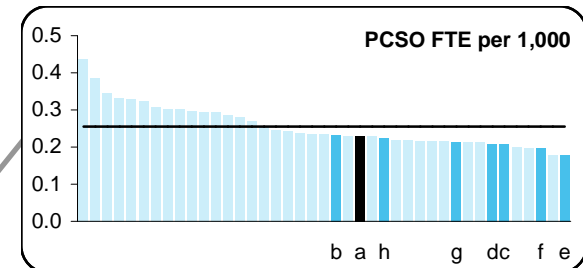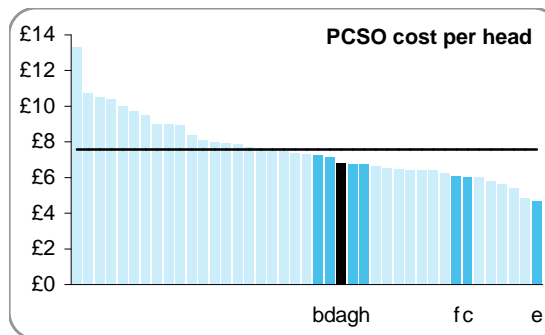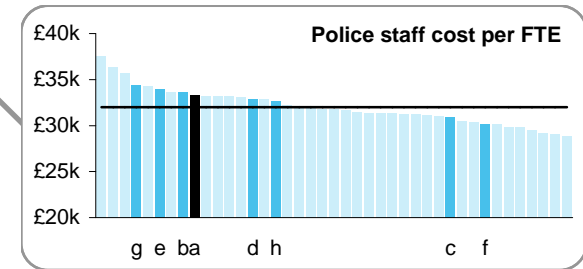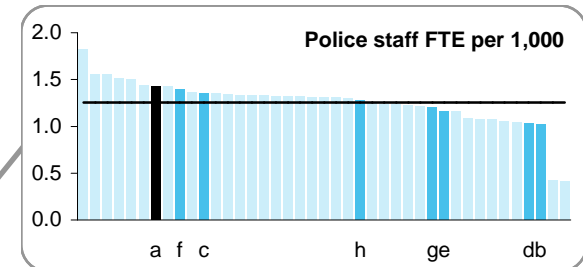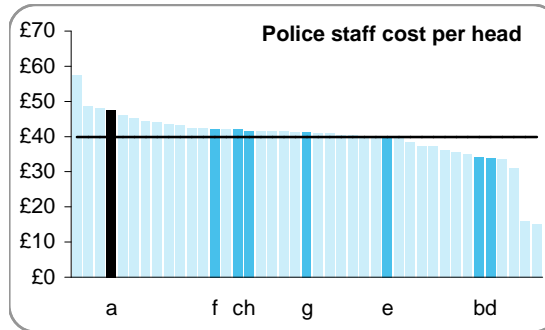
Hertfordshire

NON-STAFF COSTS AS PERCENTAGE OF WORKFORCE COSTS

2012/13 estimates

These charts provide information about non-staff costs broken down into specific types of running costs.
Non-staff costs are shown as a percentage of staff costs, as non-staff costs are largely dependent on the number of staff working for an organisation.
Third party payments include mutual aid from other police authorities, contributions to inter-authority services, transfer payments and national levies.

Non-staff % staff costs

Premises related expenses

Transport related expenses

Supplies & services

Third Party Payments - collaboration with other police forces

Other employee expenses
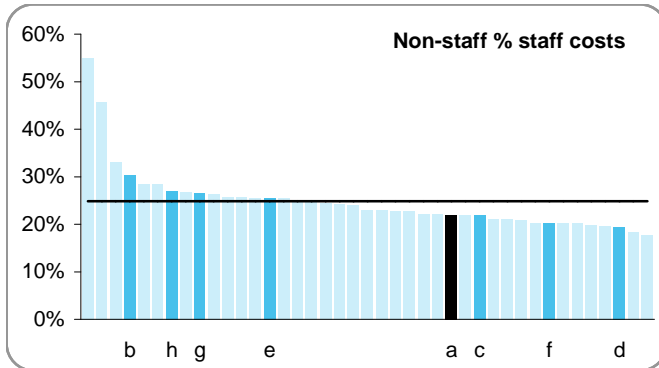
Staff costs	£164m

	£m	% staff	Avg	Diff. £m
Supplies & services*	21.9	13.4%	13.3%	0.19
Premises	8.3	5.1%	5.0%	0.17
Transport	3.1	1.9%	3.1%	-1.95 <<
Collaboration payments	0.0	0.0%	0.9%	-1.54
Other employee exps**	2.8	1.7%	2.6%	-1.42
Non-staff costs	36.2	22.0%	24.8%	-4.55

Capital financing	3.1	1.9%	2.5%	-0.92
Total	39.3	24.0%	27.3%	-5.47

Source: POA estimates 2012/13

* Inc 3rd party payments exc collaboration

** Inc temporary & agency staff, injury & ill health costs

Hertfordshire
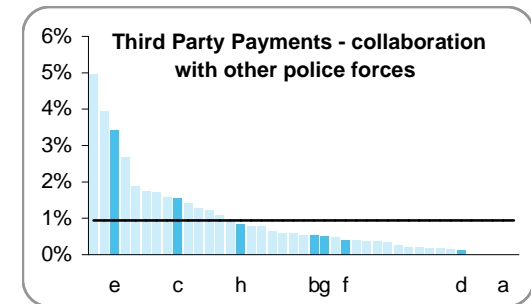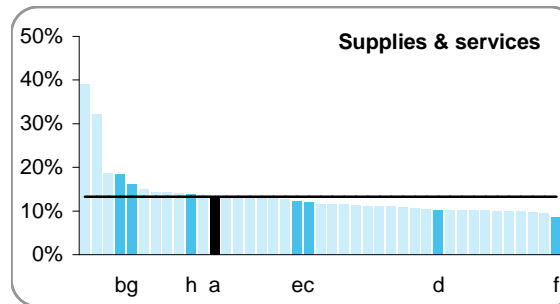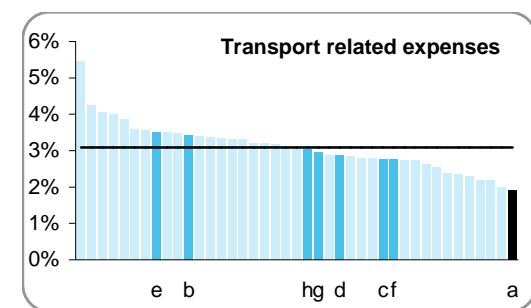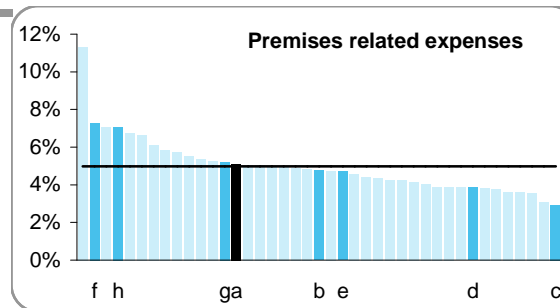
FINANCING OF EXPENDITURE

2012/13 estimates £ per head of population

These charts show how the force funds its expenditure broken down into more detail using POA finance data.
Central funding is broken down into formula based funding, and government grants, which are not formula based.
Local funding is comprised of council tax and use of reserves.

Note: forces in Wales did not receive an increase in government grant for agreeing to freeze or reduce council tax but did receive a four year grant from the Welsh Government for an additional 500 PCSO's across Wales.

Central funding

Formula funding

Local funding

Specific grants

Net expenditure
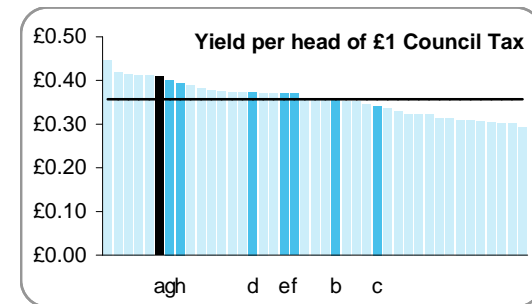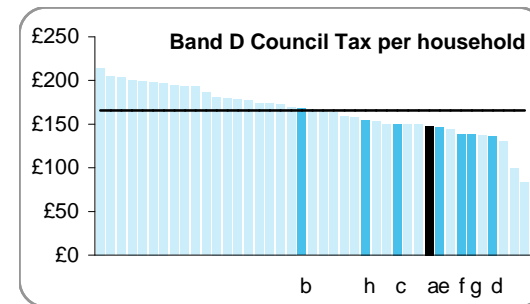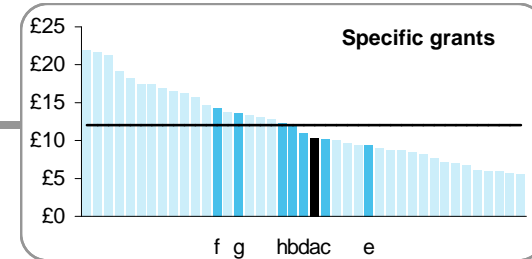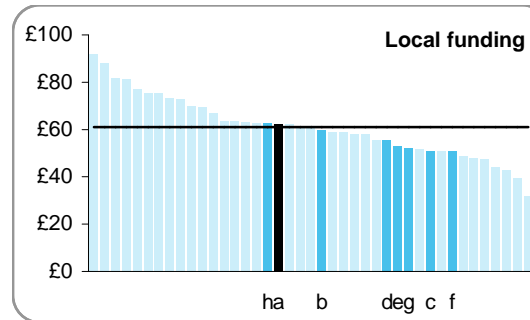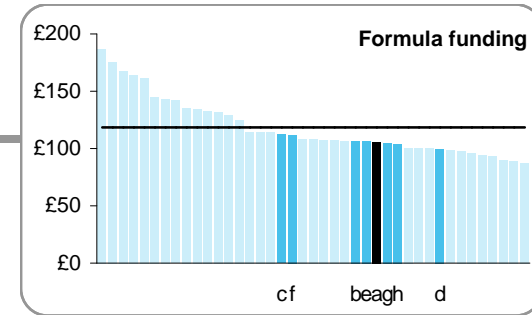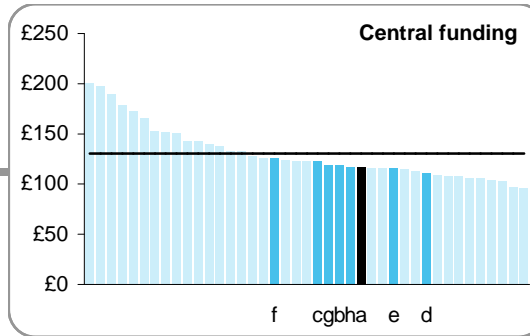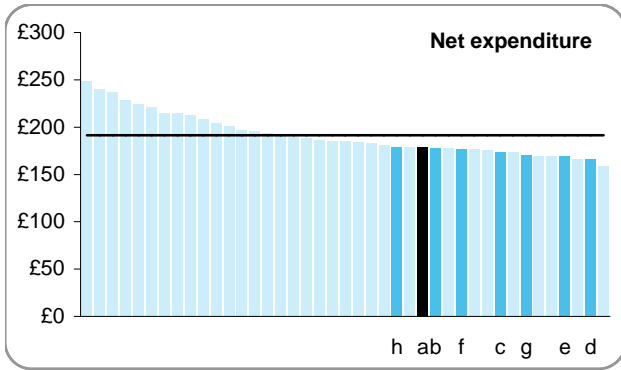
Population	1,108k

	£m	£/head	Avg
Central funding			
Formula funding*	117	106	118
Specific grants	11	10	12
Local funding			
Council tax	67	61	60
Reserves (transfers)	2	2	1
Net revenue exp.	198	179	191

Sum of Police Grant, Non-Domestic Rates, & Revenue Support Grant

Source: POA estimates 2012/13

Band D Council Tax per household

Band D tax rate	Avg
£148	£166

Yield per head of £1 Council Tax

Council Tax £/head	Yield of £1 CT	Avg
£61	£0.41	£0.36

Hertfordshire

EARNED INCOME

2012/13 estimates £ per head of population

These charts break down information into different categories of 'earned' or external income using POA. This is the income removed from GRE in order to calculate NRE and does not include government grants.


Earned income per head

Sales, fees, charges & rents

Partnership Income

Reimbursed Income - excluding collaboration

Reimbursed income - collaboration with other police forces

Special police services
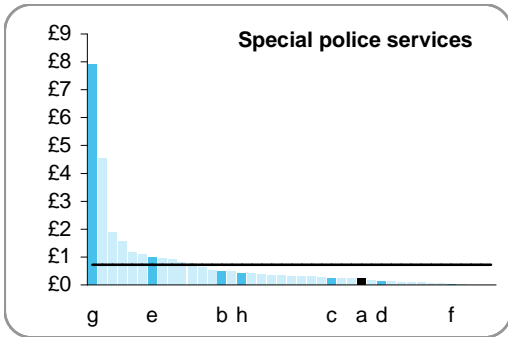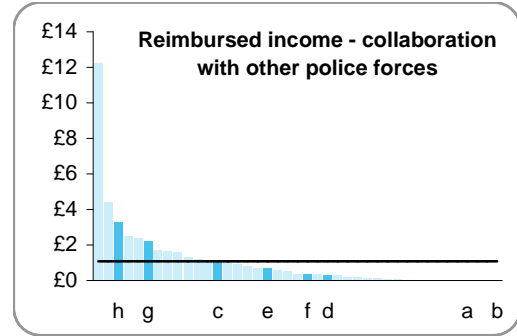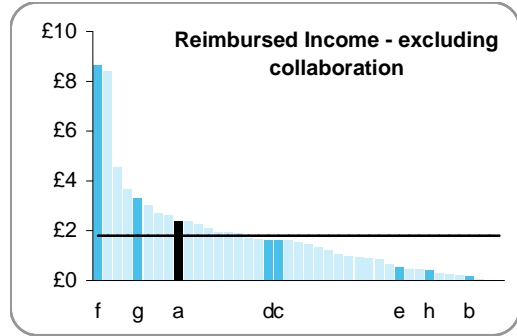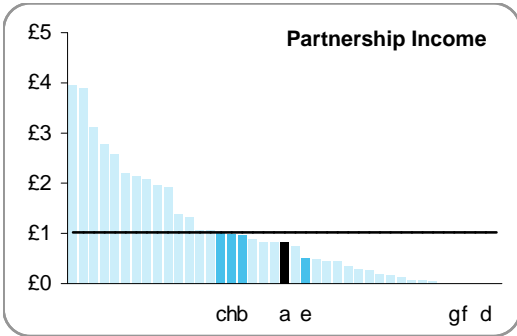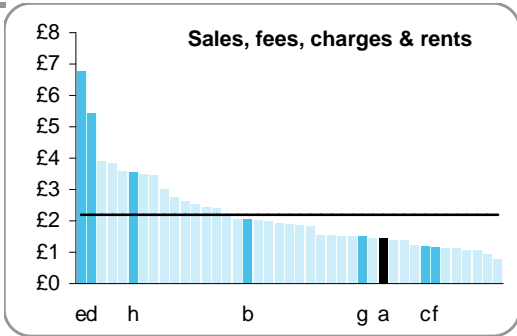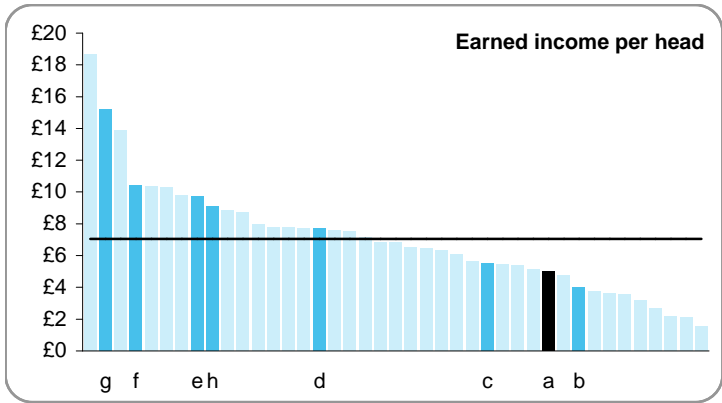
Population	1,108k

	£m	£/head	Avg	Diff. £m
Sales, fees, charges & rents	1.6	1.4	2.2	-0.8
Reimbursed Income				
- Collaboration	0.0	0.0	1.1	-1.2
- Exc collaboration	2.6	2.4	1.8	0.7
Partnership income	0.9	0.8	1.0	-0.2
Special police services	0.2	0.2	0.7	-0.6
Interest	0.2	0.2	0.2	-0.1
Total earned income	5.6	5.0	7.1	-2.3

Source: POA estimates 2012/13

Hertfordshire

FUNDING SOURCE TRENDS

2009/10 - 2010/11 actuals and estimates for 2011/12 - 2012/13 £ per head of population

These charts show how the financial position and funding of forces has changed since 2009/10.
Please note that estimates of reserves are unreliable, and that these figures are not adjusted for inflation.
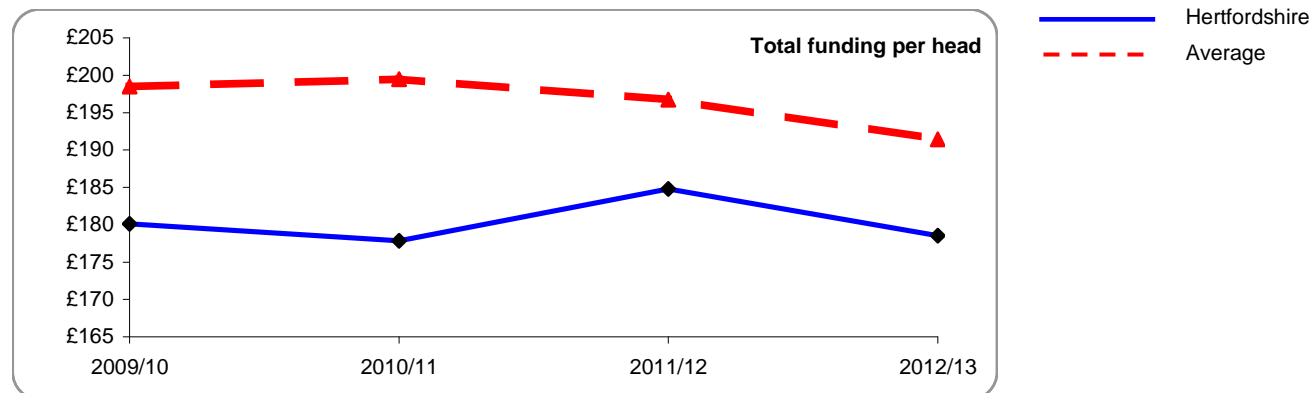
£ per 1000	2009/10	2010/11	2011/12	2012/13	Change
Central gov funding	122.4	124.3	122.9	116.3	-5%
Reserves	0.3	-6.2	1.7	1.7	
Council tax	57.4	59.8	60.2	60.5	5%
Total funding	180.1	177.9	184.8	178.6	-1%

Average	2009/10	2010/11	2011/12	2012/13	Change
Central gov funding	142.4	145.9	137.9	130.4	-8%
Reserves	0.4	-3.6	1.3	1.3	
Council tax	55.7	57.2	57.5	59.7	7%
Total funding	198.5	199.5	196.7	191.4	-4%

Band D tax rate	£143	£148	£148	£148
Average	£157	£162	£162	£166

Source: CIPFA statistics; POA Statistics 2012/13 estimates

Hertfordshire

WORKFORCE - SUMMARY

March 2012

These charts show the overall police workforce per 1,000 population which are then broken down into police officers, police staff and PCSOs.
We have subdivided officers into community police officers (CPO - those within neighbourhood response, traffic roles and probationers) and others, and therefore used ADR 502 and 601 as the data source.
Specials numbers are headcount as opposed to FTE.

FTE per 1,000 pop

Community police officers

Community support officer

Total workforce

CPOs+PCSOs

Other POs
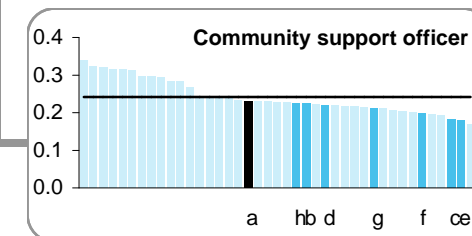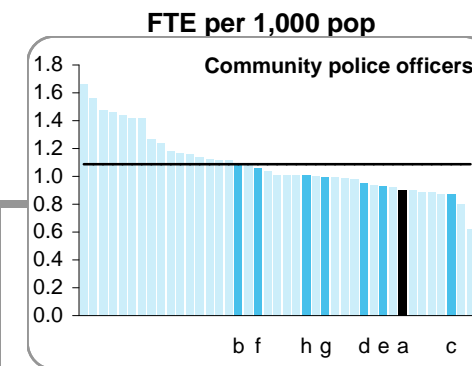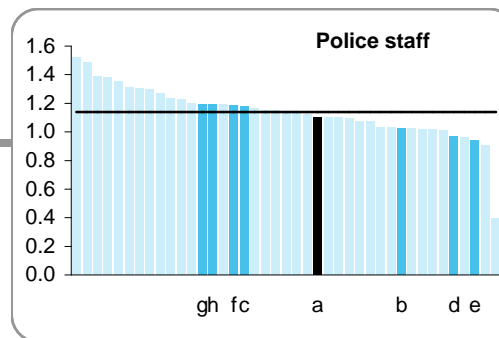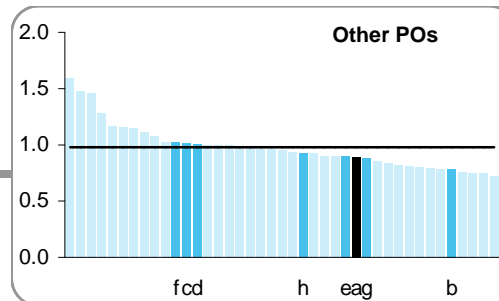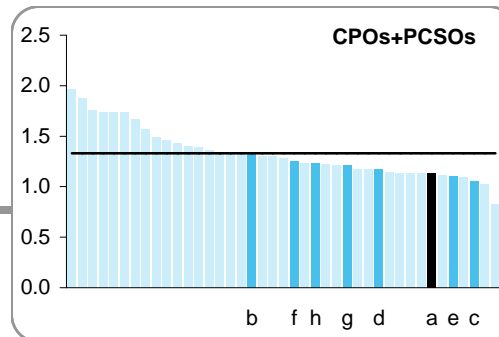
Police staff

Population	1,108k

	FTE	per 1,000	Avg		Diff		% Total	Avg
Community POs	995	0.90	1.09		-210		29%	31%
PCSOs	257	0.23	0.24		-11		7%	7%
Sub-total	1,251	1.13	1.33		-222		36%	38%
Other POs	990	0.89	0.98		-94		29%	28%
Police staff	1,225	1.11	1.14		-36		35%	33%
Total	3,466	3.13	3.45		-352		100%	100%

|					
Special constables	403	0.36	0.32		49
Contractors	0	-	0.03		-31

Source: ADR 502 / 601 March 2012

Hertfordshire

POLICE OFFICERS/PCSOs BY RANK
March 2012 % of FTE

These charts show the percentage of the total officer and PCSO workforce by rank. The chart for superintendents includes chief superintendents, and the chart for inspectors includes chief inspectors. Association of Chief Police Officers (ACPO) are officers above the rank of chief superintendents.

Two further charts show numbers of constables (and PCSOs) per sergeant giving an indication of the supervision requirement for each sergeant.

Superintendents (inc. chief S)

Inspectors (inc. chief I)

Sergeant
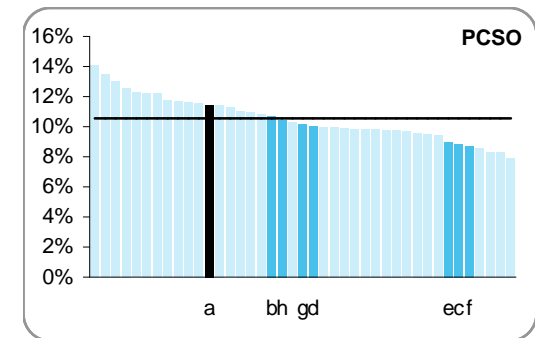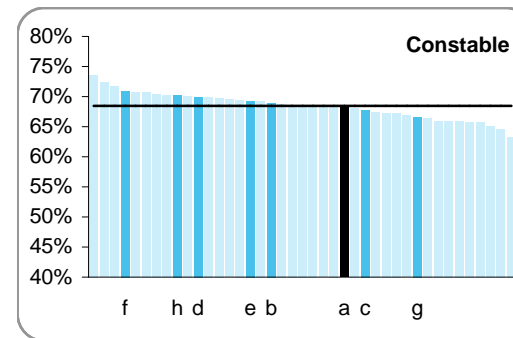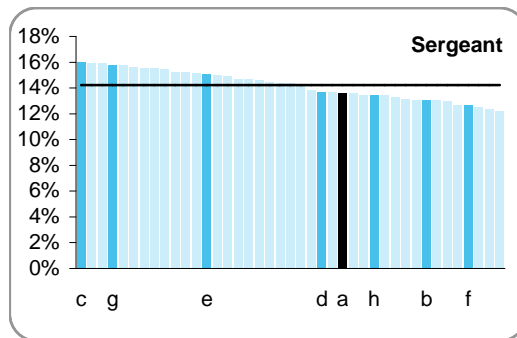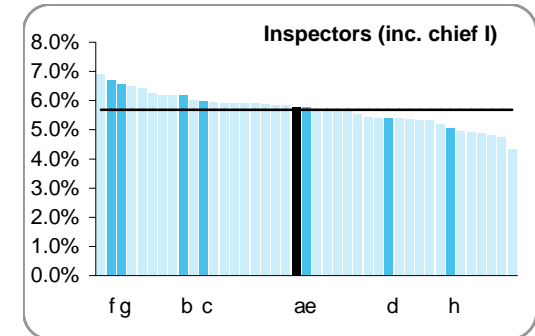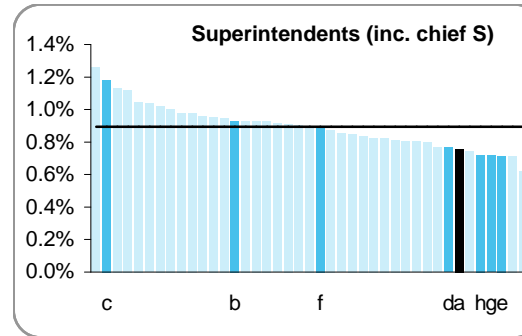
Constable

PCSO

	FTE	%	Avg
ACPO	5	0.2%	0.2%
Chief superintendent	3	0.1%	0.3%
Superintendent	14	0.6%	0.6%
Chief inspector	29	1.3%	1.2%
Inspector	101	4.5%	4.5%
Sergeant	305	13.6%	14.2%
Constable	1,528	68.2%	68.5%
PCSO	257	11.5%	10.5%
Force total	2,241	100.0%	100.0%

Constables per sergeant	5.0	4.9
Const. & PCSOs per Sergeant	5.9	5.6

Source: ADR 502 March 2012

Constables per sergeant

Constables & PCSOs per sergeant

Hertfordshire
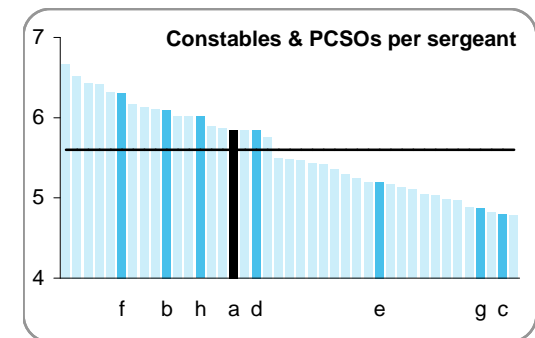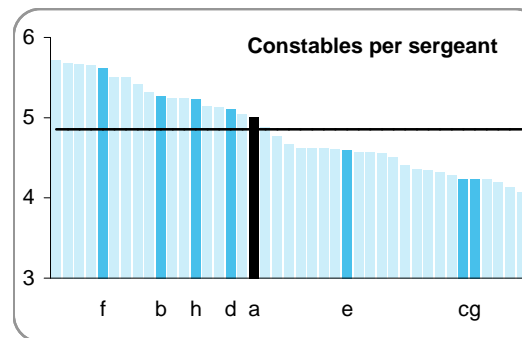
WORKFORCE & CRIME TRENDS

These charts compare trends of all officers and total crime excluding fraud and forgery.
Charges data also exclude fraud and forgery.
We have opted to show totals in order to maintain both consistency and better data quality over time.
Note: PCSO are not shown.
These charts should be used to highlight relative changes rather than absolutes values.

Trends

Crimes per police officer
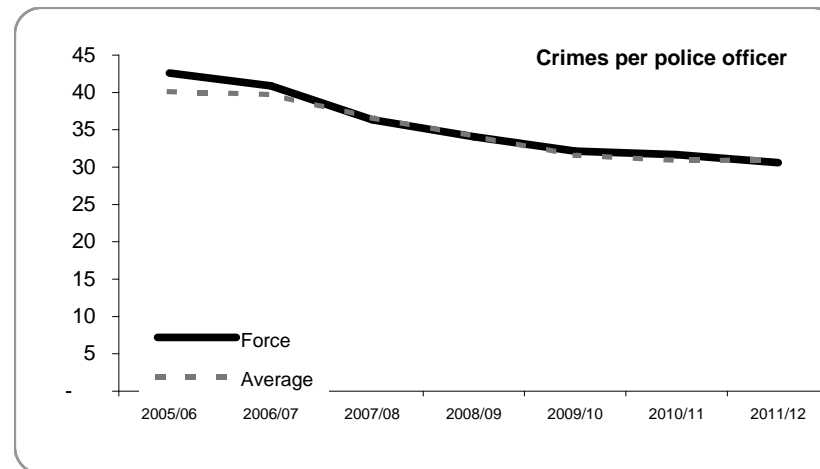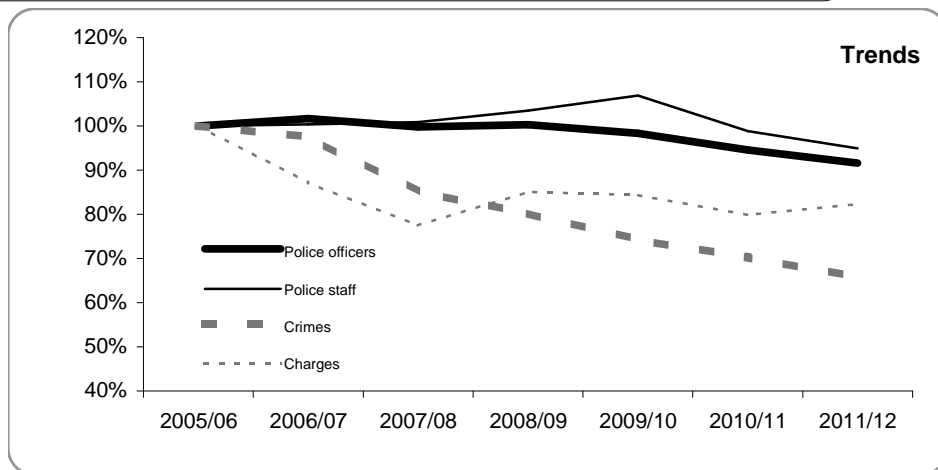
|	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Police officers	2,166	2,202	2,162	2,172	2,130	2,048	1,984
Police staff	1,569	1,575	1,582	1,623	1,677	1,550	1,489
All crime ex F&F	92,297	90,003	78,549	74,038	68,468	64,855	60,716
Charges ex F&F	12,690	11,065	9,830	10,793	10,705	10,131	10,449
Crimes/officer	43	41	36	34	32	32	31
National Avg	40	40	37	34	32	31	31
Charges/officer	5.9	5.0	4.5	5.0	5.0	4.9	5.3
National Avg	5.6	5.3	5.2	5.2	5.0	5.2	5.3
% crime victim-based				85.6%	84.0%	84.1%	83.8%
National Avg				88.1%	87.7%	87.5%	87.6%

Charges per police officer
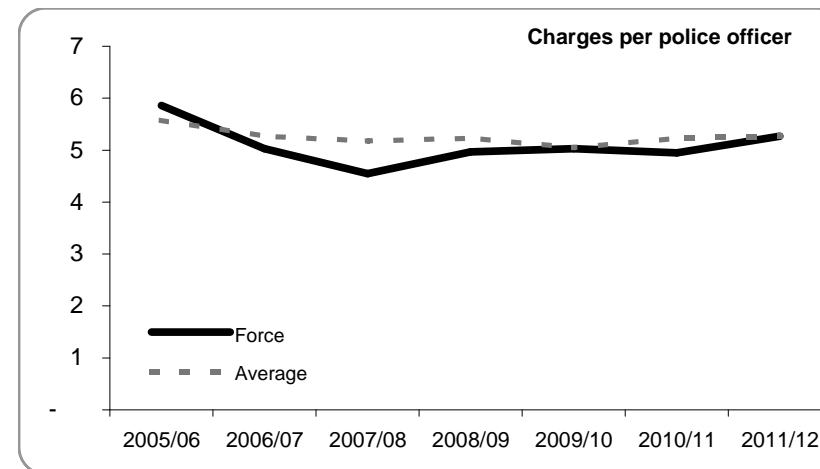
Source: ADR 502 March 2012 and Home Office Crime 08/09

Hertfordshire

COMMUNITY POLICE OFFICERS AND CRIME
March 2012 workforce, 2011/12 crime

These charts show numbers of police officers allocated to community duties in relation to the amount of crime in the force. While police officers are not just dealing with crime, the numbers of crimes per police officer allocated to CPO (Community police officers - see Workforce Summary) gives some indication of how busy these officers are compared to their peer group of forces.

Detail on crime can be found in section two.

Total crimes per CPO

Victim based offences
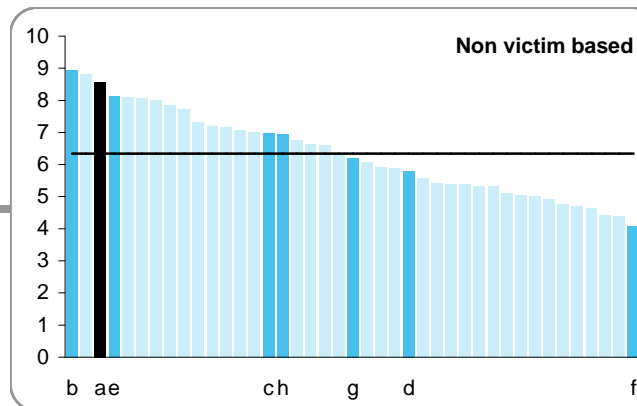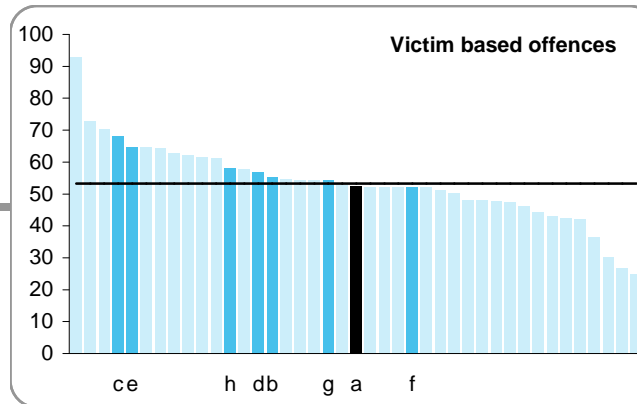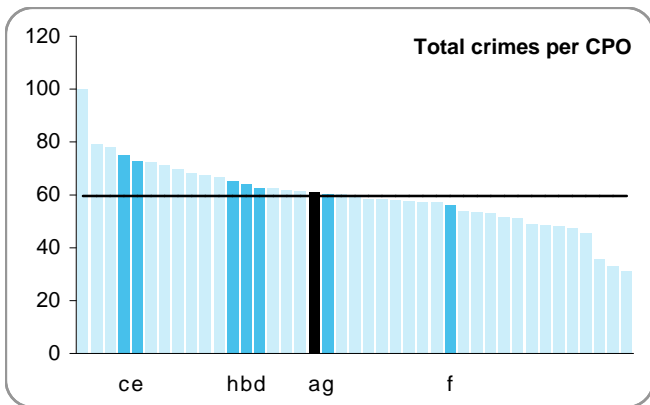
Non victim based

Community police officers	995
Total police officers	1,984

Crime	N	per CPO	Avg	per all PO's	Avg
Victim based	52,179	52	53	26	28
Non victim based	8,537	9	6	4	3
Total exc fraud	60,716	61	60	31	31

Source: ADR 601 March 2012

Source: Home Office Crime Statistics 2011/12

Hertfordshire

Force breakdown against group average - staff
POA 12/13 ESTIMATES

Population	1,108k

	Budgeted staff FTE			Staff per head FTE / 1,000 pop			Group average FTE / 1,000 pop			Diff from group FTE			% of total PO+PS	
	PO	PS	Total	PO	PS	Total	PO	PS	Total	PO	PS	Total	Force	Group
Neighbourhood	218	273	492	0.20	0.25	0.44	0.30	0.21	0.52	-119	37	-81	13%	16%
Incident response	608	0	608	0.55	0.00	0.55	0.56	0.00	0.57	-17	-4	-21	16%	18%
Local investigation	329	97	426	0.30	0.09	0.39	0.24	0.04	0.28	63	57	120	11%	9%
Other	92	30	122	0.08	0.03	0.11	0.07	0.04	0.11	12	-14	-2	3%	3%
Local policing	1,247	401	1,648	1.13	0.36	1.49	1.18	0.29	1.47	-61	77	16	44%	46%
Dealing with the public	48	269	318	0.04	0.24	0.29	0.03	0.28	0.30	19	-35	-16	8%	9%
Road policing	126	44	170	0.11	0.04	0.15	0.08	0.02	0.11	34	18	52	5%	3%
Specialist operations	142	3	145	0.13	0.00	0.13	0.12	0.01	0.14	4	-13	-9	4%	4%
Intelligence	85	86	171	0.08	0.08	0.15	0.08	0.06	0.14	-1	17	15	5%	4%
Investigations	173	145	318	0.16	0.13	0.29	0.19	0.08	0.27	-34	54	20	8%	8%
Investigative support	0	83	83	0.00	0.07	0.07	0.01	0.08	0.08	-8	-1	-10	2%	3%
Custody	0	55	55	0.00	0.05	0.05	0.04	0.04	0.09	-48	7	-41	1%	3%
Other	46	198	244	0.04	0.18	0.22	0.02	0.17	0.19	21	10	31	6%	6%
Criminal justice	46	253	299	0.04	0.23	0.27	0.07	0.21	0.28	-26	17	-9	8%	9%
ICT	2	81	83	0.00	0.07	0.08	0.00	0.06	0.06	2	15	17	2%	2%
Human resources	0	84	84	0.00	0.08	0.08	0.00	0.05	0.05	-2	33	31	2%	1%
Training	23	25	48	0.02	0.02	0.04	0.04	0.03	0.07	-22	-4	-26	1%	2%
Other	44	357	401	0.04	0.32	0.36	0.03	0.24	0.26	14	95	109	11%	8%
Support functions	69	548	617	0.06	0.49	0.56	0.07	0.37	0.44	-8	139	131	16%	14%
Police authority	0	0	0	0.00	0.00	0.00	0.00	0.01	0.01	0	-7	-7	0%	0%
Central costs	0	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0	0	0	0%	0%
Total exc national	1,936	1,831	3,767	1.75	1.65	3.40	1.82	1.41	3.24	-82	265	183	100%	100%
National policing	24	7	31	0.02	0.01	0.03	0.07	0.03	0.10	-51	-29	-80		
Total	1,960	1,838	3,798	1.77	1.66	3.43	1.89	1.45	3.34	-134	236	102		

Source: POA estimates 2012/13

Note that workforce under the heading of 'local investigation' are included within 'local policing' not 'investigation'

Force breakdown against group average - cost
POA 12/13 ESTIMATES

Population	1,108k

	Budgeted spend £m	Spend per head Force	Group	Diff from group £m	% of total Force	Group	% PO * Force	Group
Neighbourhood	18.9	17.1	21.2	-4.6	10%	13%	57%	68%
Incident response	30.3	27.4	27.6	-0.2	15%	16%	99%	99%
Local investigation	22.1	19.9	13.7	6.9	11%	8%	80%	91%
Other	7.6	6.8	7.1	-0.2	4%	4%	72%	63%
Local policing	78.9	71.3	69.5	1.9	40%	41%	81%	84%
Dealing with the public	12.1	10.9	10.8	0.1	6%	6%	22%	14%
Road policing	8.3	7.5	4.8	2.9	4%	3%	69%	73%
Specialist operations	8.5	7.7	6.5	1.3	4%	4%	85%	79%
Intelligence	7.9	7.1	6.8	0.4	4%	4%	55%	60%
Investigations	16.3	14.7	13.9	0.9	8%	8%	60%	76%
Investigative support	4.5	4.1	5.0	-1.0	2%	3%	0%	8%
Custody	3.8	3.4	6.4	-3.3	2%	4%	1%	38%
Other	9.2	8.3	6.3	2.2	5%	4%	31%	14%
Criminal justice	13.0	11.7	12.7	-1.1	7%	7%	22%	27%
ICT	9.1	8.2	8.0	0.2	5%	5%	1%	0%
Human resources	3.5	3.1	2.2	1.0	2%	1%	0%	3%
Training	3.5	3.2	3.8	-0.7	2%	2%	0%	4%
Other	25.2	22.7	21.4	1.4	13%	13%	15%	18%
Support functions	41.2	37.2	35.4	2.0	21%	21%	10%	12%
Police authority	1.1	1.0	1.0	0.1	1%	1%	0%	0%
Central costs	4.7	4.2	3.4	0.9	2%	2%	0%	0%
Total exc national	196.5	177.4	169.8	8.5	100%	100%	51%	54%
National policing	1.3	1.1	4.2	-3.4				
Total	197.7	178.6	173.9	5.1				

PO salaries + overtime as % of gross expenditure

Source: POA estimates 2012/13

Note that workforce under the heading of 'local investigation' are included within 'local policing' not 'investigation'

LEAVERS

2011-12

These charts show the percentage of the workforce that left the force between 31st March 2011 and 2012; using 31st March 2011 as the baseline.
Officers are broken down into those who transferred or left the service.
Because of the current financial climate, we have costed the salary impact of staff leaving the service. However, PCSOs leaving forces may return as police officers.
NB: The leavers figures are FTE.

Leavers as % of total workforce

Officers

Exc transfers

Transfers
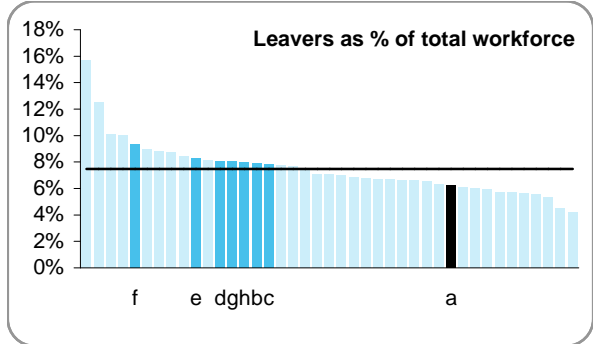
Staff

PCSO

	Strength *	Leavers	% Force	Avg	Salary £m
Police officers	2,048				
Exc transfers		79	3.8%	4.8%	
Transfers		11	0.5%	0.3%	
Leaving force		90	4.4%	5.1%	4.6
PCSO	252	30	12.0%	6.4%	0.9
Police staff	1,550	120	7.7%	11.4%	4.0
Force total	3,850	239	6.2%	7.5%	9.5

as at Mar 11

All leavers
Source: ADR531 (as at 31/03/12)
Source: ADR531 (as at 31/09/11)
Source: ADR502 (as at 31/03/11)

Hertfordshire
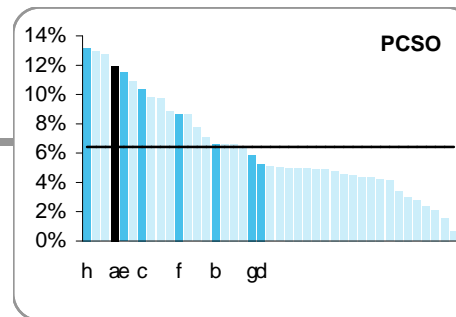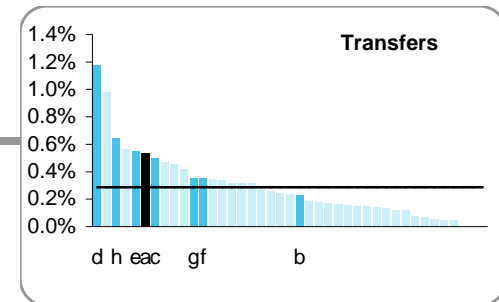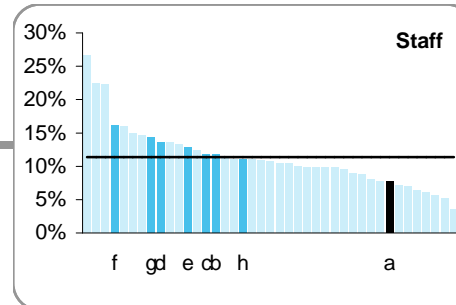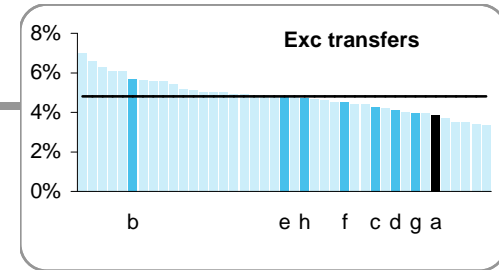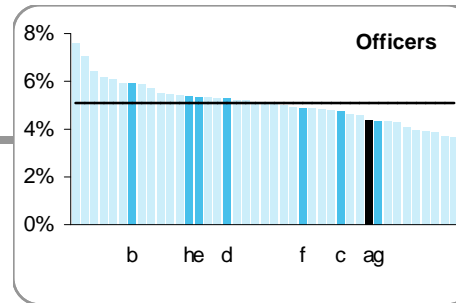
JOINERS

2011-12

These charts show the percentage of the workforce that joined the force in 2011/12, against a baseline of 2010/11.

NB: The joiners figures are FTE.

Police officers

Joiners as % of total workforce
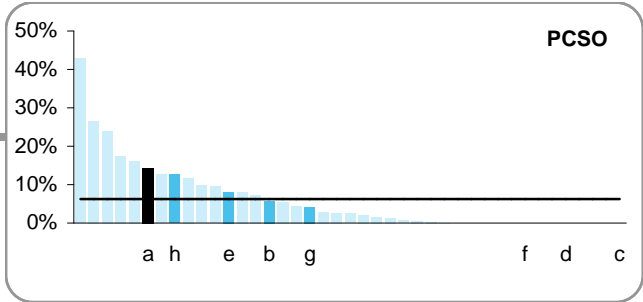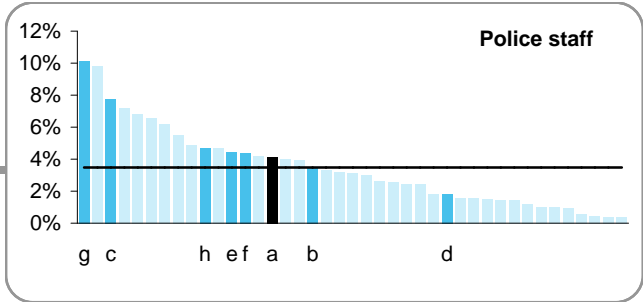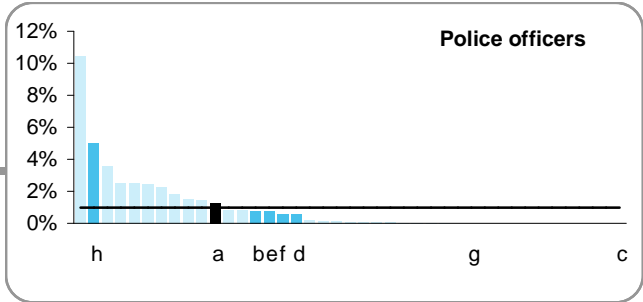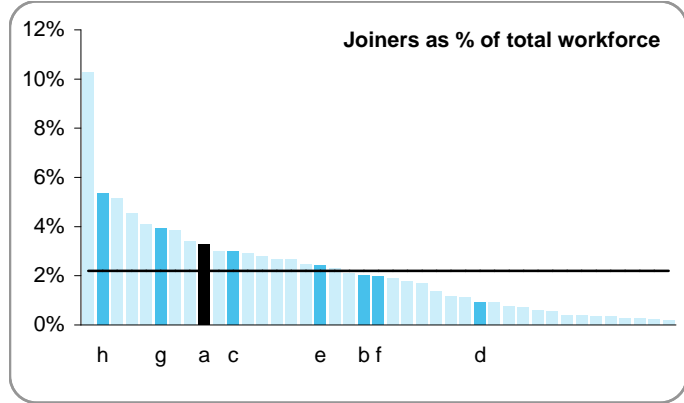
Police staff

PCSO

	Strength*	Joiners	%	Avg
Police officers	2,048	26	1.3%	1.0%
PCSO	252	36	14.3%	6.2%
Police staff	1,550	64	4.1%	3.5%
Overall	3,850	126	3.3%	2.2%

as at Mar 11

Source: ADR521 & ADR 502 (as at 31/03/12 and 30/09/2011)

Hertfordshire

SICKNESS & RECUPERATIVE RESTRICTED

March 2012

These charts show sickness absence broken down into short and medium term (28 days and less) and long term (more than 28 days).

Officers on restricted duties (i.e. officers who, because of a disability or other limiting factor, are unable to undertake the full range of operational duties) and recuperative duties (officers returning to work in a phased way after injury or illness) are included separately.

NB: The gaps towards the left of some charts indicate that data is not available or has not been included; absence above 12% of the workforce and zero absence have been excluded.

	Strength *	FTE	%	Avg
Officers	1,984			
Long term absence		28	1.4%	1.7%
Sickness absence		44	2.2%	2.1%
PCSO	257			
Long term absence		5	1.9%	1.7%
Sickness absence		11	4.4%	2.0%
Staff	1,489			
Long term absence		14	1.0%	1.7%
Sickness absence		37	2.5%	2.1%

* as at Mar 12

Long term absence: 2010/11-Q4

Officers	1,984			
Recuperative		38	1.9%	2.1%
Restricted		155	7.6%	4.2%

Source: ADR 502, 551 and 554 (as at 31/03/12)

ADR 554 figures are headcount not FTE

Long-term absence

Police officers

PCSO

Staff

Police officers restricted duty
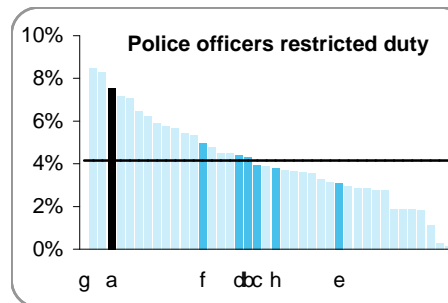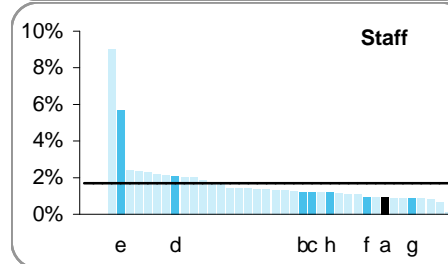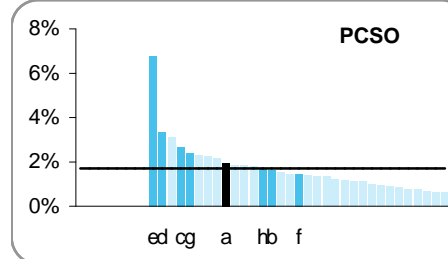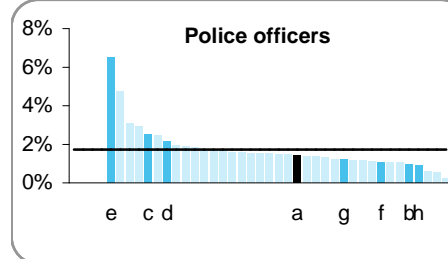
Short and medium term absence

Police officers

PCSO

Staff

Police officers recuperative duty

Hertfordshire
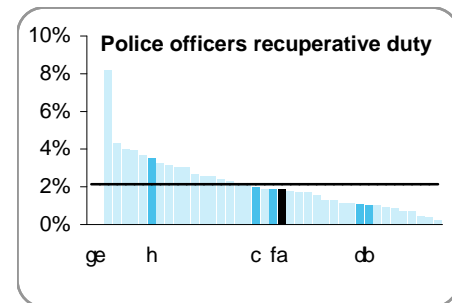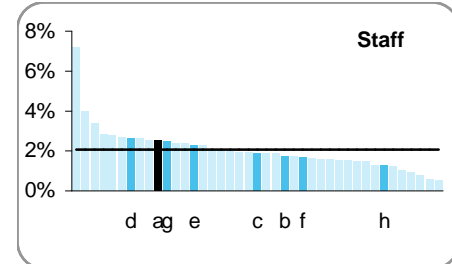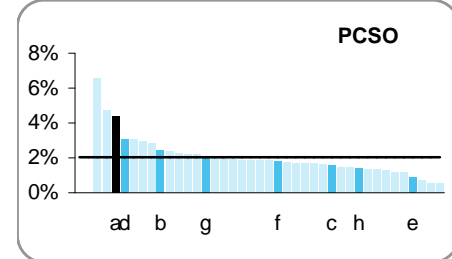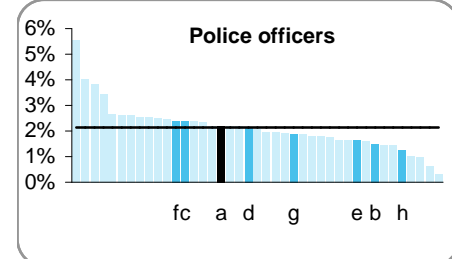
POLICE OFFICERS LENGTH OF SERVICE

These charts show the number of officers by length of service. A more detailed breakdown of 25 – 30 years is provided for planning purposes, shown by projected retirement dates. Salary costs are presented using the average cost of a police officer.

ALL OFFICERS

National average ━━━━

	0 - 5	5-10	10-15	15-20	20-25	25+	Total
	317	739	328	201	260	187	2,032
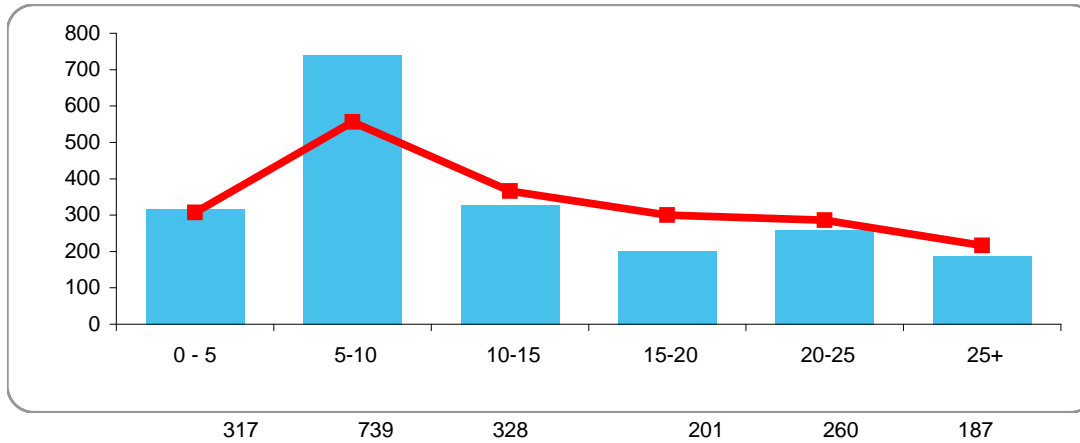
25 YEARS OR MORE - Projected retirement

	Mar 17	Mar 16	Mar 15	Mar 14	Mar 13	Mar 12	Total
FTE	45	23	37	27	29	26	187
Salary cost	£2.3m	£1.2m	£1.9m	£1.4m	£1.5m	£1.3m	£9.6m
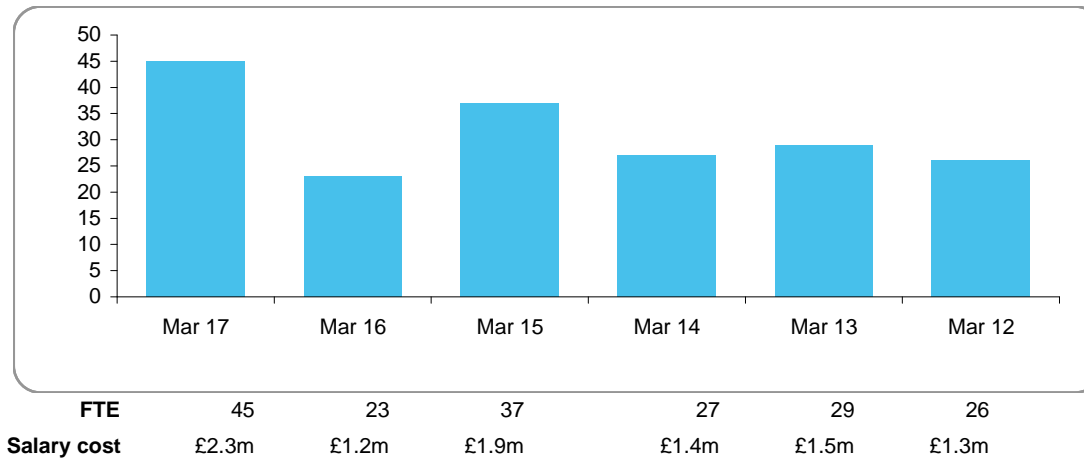
Source: ADR 582 (as at 31/03/12)

Hertfordshire

WORKFORCE BY FUNCTION

Budgeted FTE 2012/13 per 1,000

These charts show the workforce costs by function in terms of
FTE per 1,000 population.
For definitions of the workforce categories, please refer to
Appendix 2.

Total exc national

Local policing

Dealing with the public

Criminal justice

Specialist operations

Intelligence

Investigations

Investigative support

Support functions

Source: POA estimates 2012/13

Hertfordshire
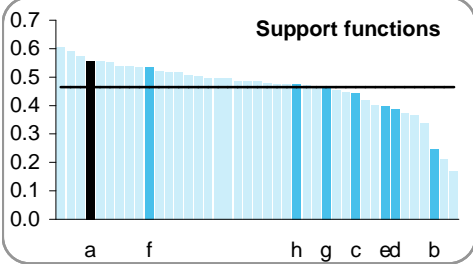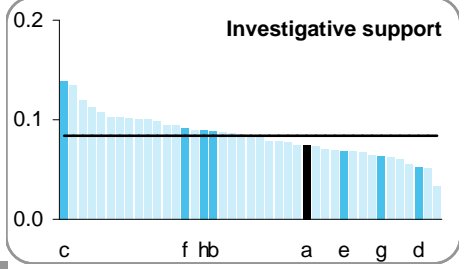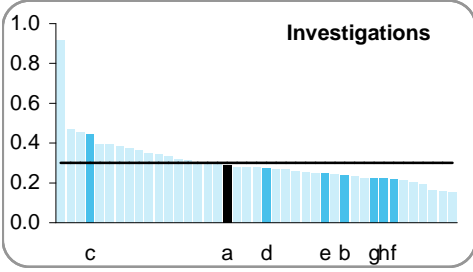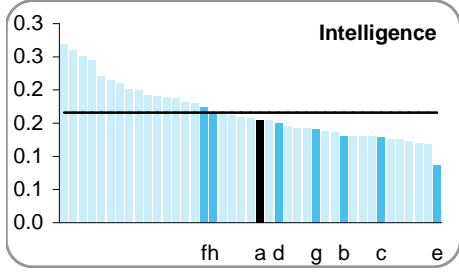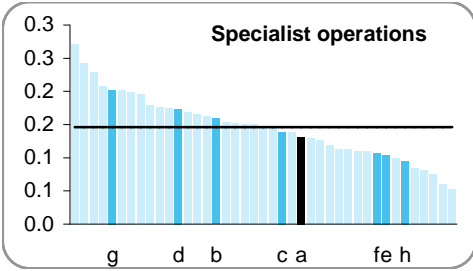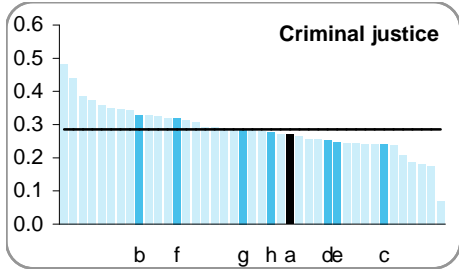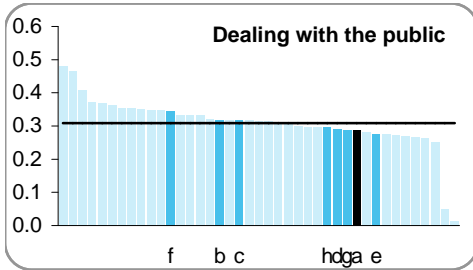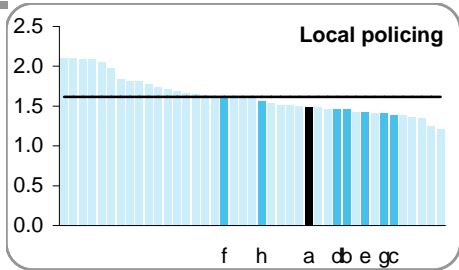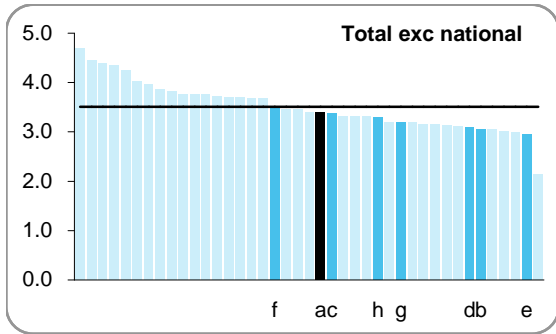
NET REVENUE EXPENDITURE BY FUNCTION

Cost per head of population by function

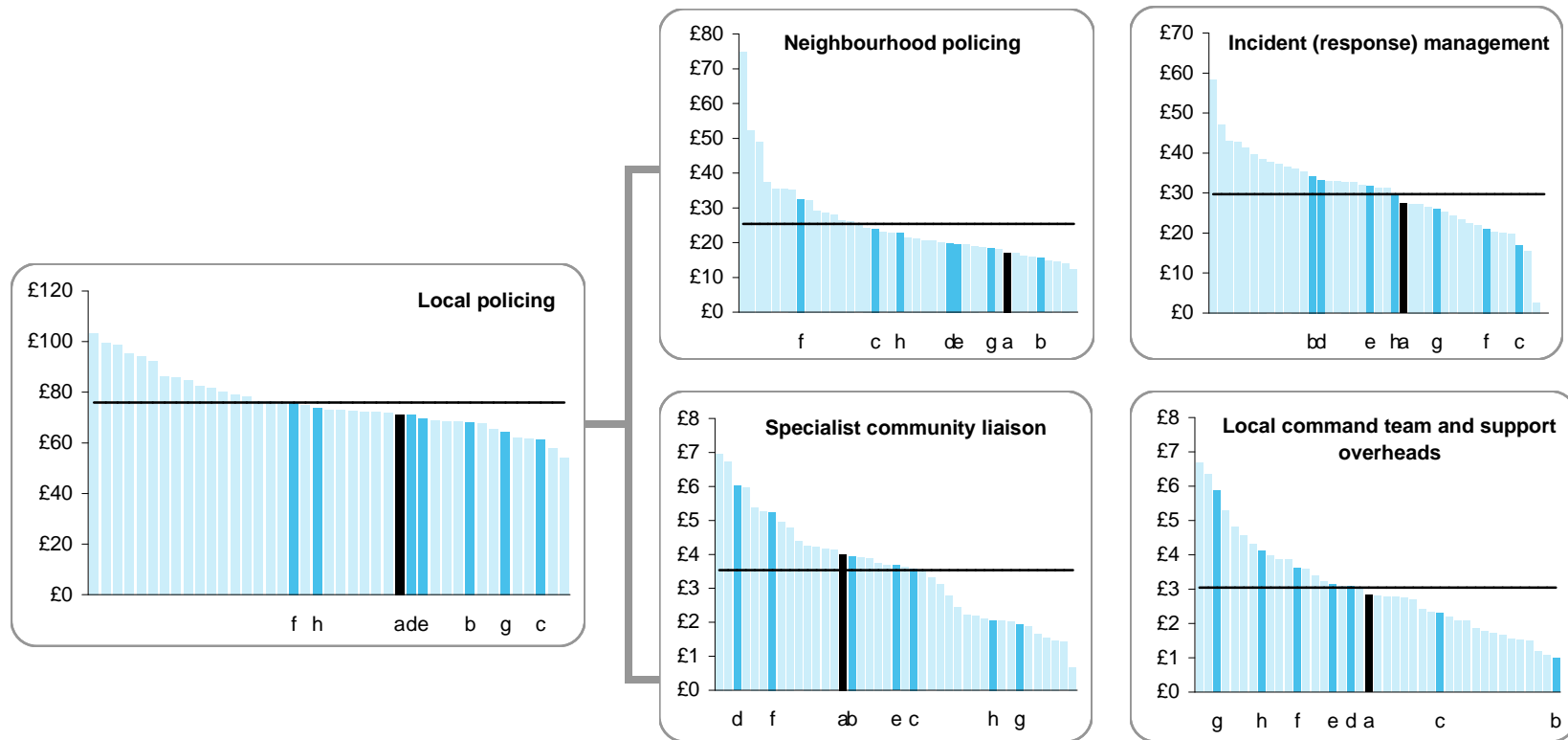Note that workforce under the heading of 'local investigation' are included within 'local policing' not 'investigation' .

Total exc national

Local policing

Dealing with the public

Criminal justice

Specialist operations

Intelligence

Investigations

Investigative support

Support functions
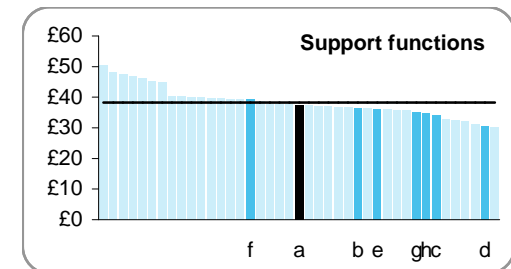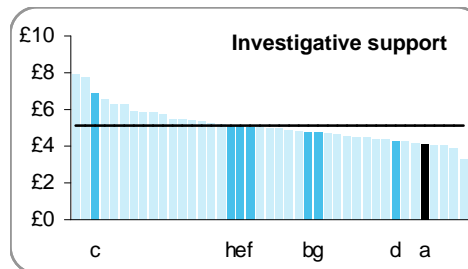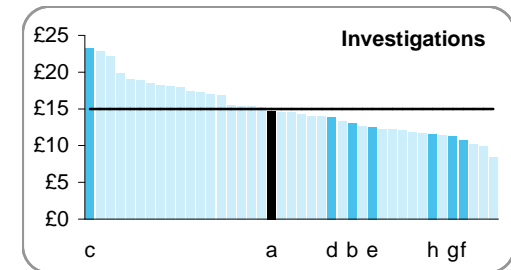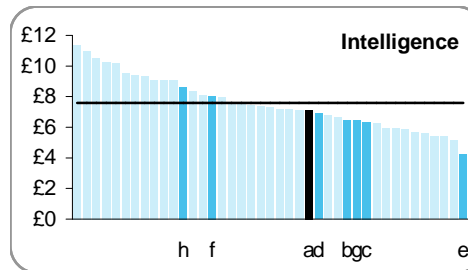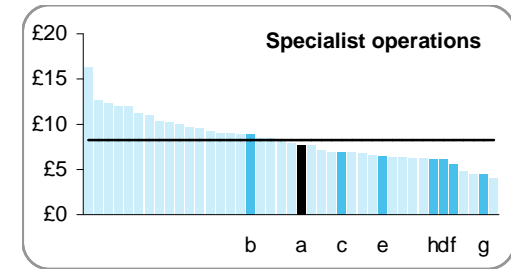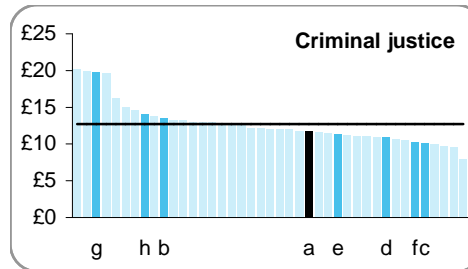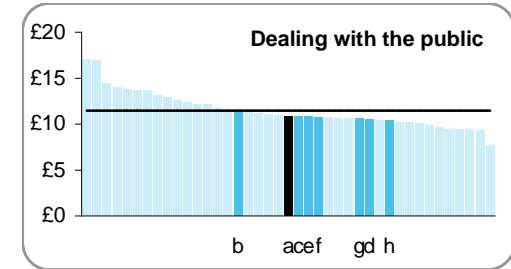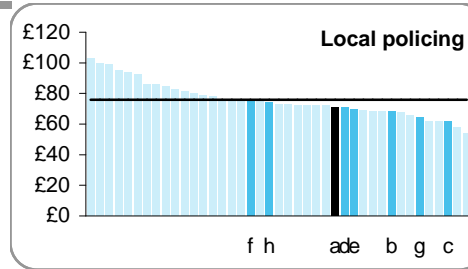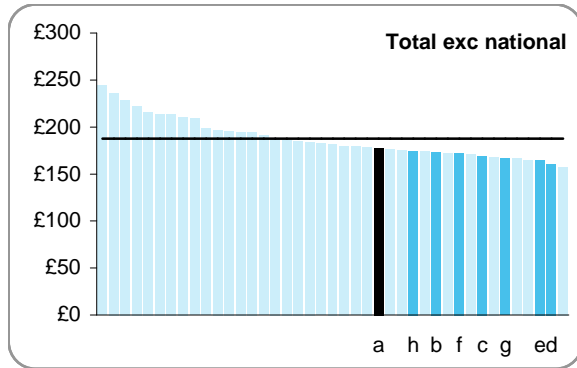
Population	1,108k					
			Averages		*Diff £m*	
	£m	**£/head**	**All**	**MSG**	**All**	**MSG**
Local policing	78.9	71.3	75.9	69.5	-5.2	1.9
Dealing with the public	12.1	10.9	11.5	10.8	-0.6	0.1
Criminal justice	13.0	11.7	12.7	12.7	-1.1	-1.1
Road policing	8.3	7.5	5.8	4.8	1.9	2.9
Specialist operations	8.5	7.7	8.2	6.5	-0.6	1.3
Intelligence	7.9	7.1	7.6	6.8	-0.5	0.4
Investigations	16.3	14.7	15.0	13.9	-0.3	0.9
Investigative support	4.5	4.1	5.1	5.0	-1.1	-1.0 <<
Support functions	41.2	37.2	38.3	35.4	-1.2	2.0
Police authority	1.1	1.0	1.2	1.0	-0.2	0.1
Central costs	4.7	4.2	6.4	3.4	-2.4	0.9
Total exc national	196.5	177.4	187.7	169.8	-11.4	8.5

National policing	1.3	1.1	3.7	4.2	-2.9	-3.4
Total	197.7	178.6	191.4	173.9	-14.2	5.1

Source: POA estimates 2012/13

Hertfordshire

LOCAL POLICING including local investigation/ prisoner processing

Objectives – cost per head of population

Neighbourhood policing

Incident (response) management

Local policing

Specialist community liaison

Local command team and support overheads

Local investigation

Population	1,108k								
			Averages			*Diff £m*			
	£m	£/head	All	MSG		All	MSG	% PO *	MSG
Neighbourhood policing	18.9	17.1	25.4	21.2		-9.2	-4.6	57%	68%
Incident (response) manageme	30.3	27.4	29.7	27.6		-2.6	-0.2	99%	99%
Local Investigation	22.1	19.9	14.3	13.7		6.3	6.9	80%	91%
Specialist community liaison	4.4	4.0	3.5	3.8		0.5	0.2	65%	63%
Command team & support	3.1	2.8	3.0	3.2		-0.2	-0.5	83%	66%
Total local policing	78.9	71.3	75.9	69.5		-5.2	1.9	81%	84%
Total exc local investigation	56.9	51.3	61.7	55.9		-11.4	-5.0	81%	83%

Source: POA estimates 2012/13

* PO salaries + overtime as % of gross expenditure
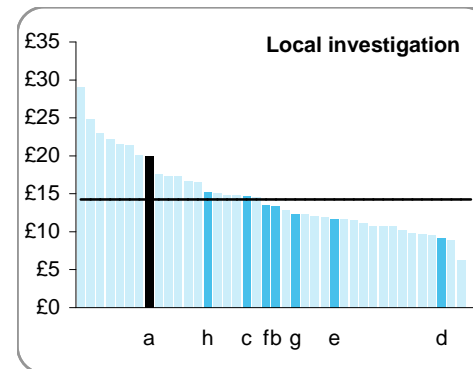
LOCAL POLICING

Use of resources

Local policing

Police officer salaries

Police officer overtime

PCSO salaries

Other staff salaries

Non-staff costs

Income exc grant
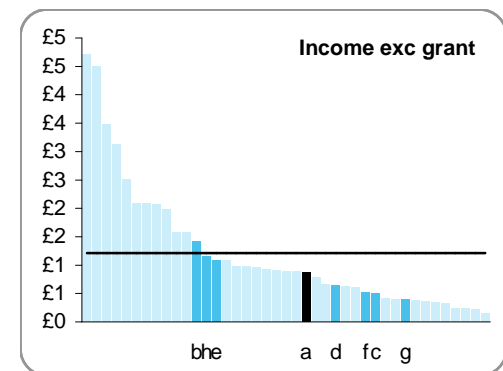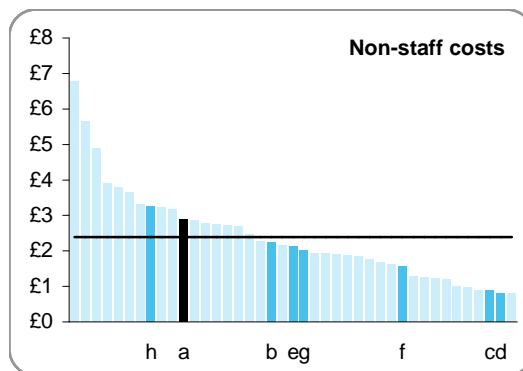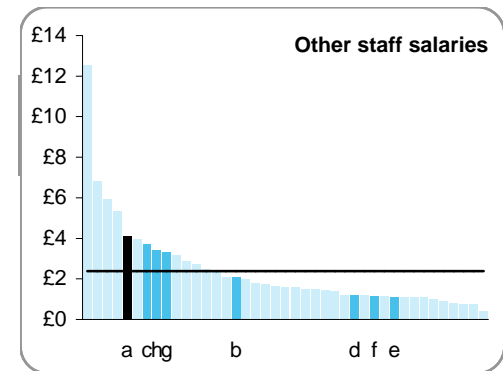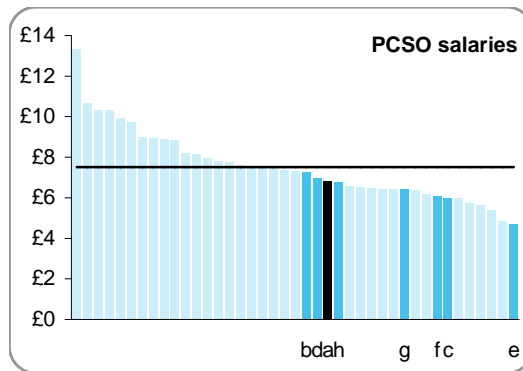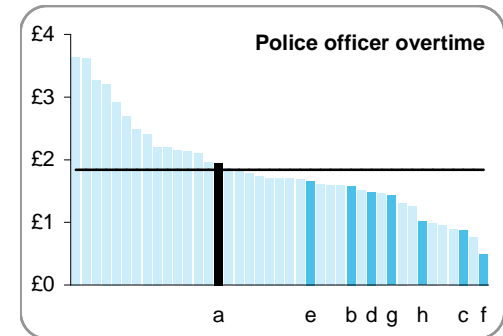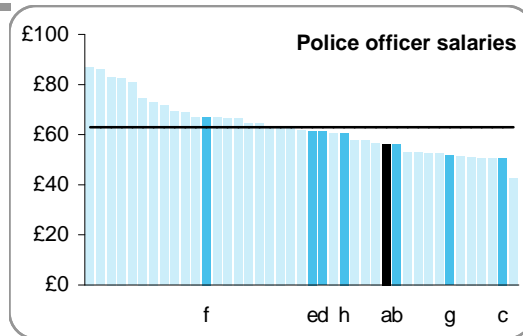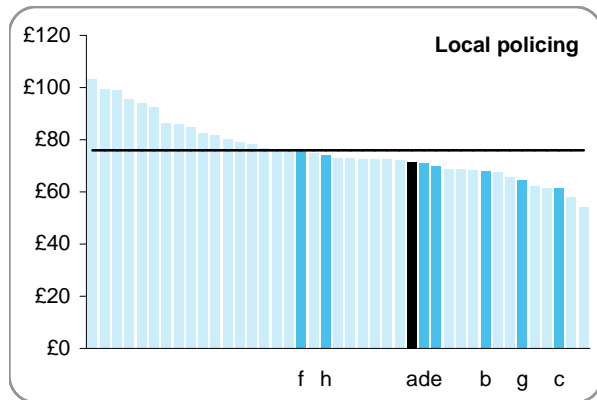
Staffing	FTE	FTE/1000	*Averages*		*Diff FTE*	
			All	MSG	All	MSG
Police officers	1,247	1.13	1.28	1.18	-170	-61
PCSOs	253	0.23	0.25	0.21	-29	21
Police staff	148	0.13	0.08	0.08	56	56

Expenditure	£m	£/head	All	MSG	All	MSG
PO salaries	62.4	56.4	62.9	58.2	-7.3	-2.0
PO overtime	2.2	2.0	1.8	1.3	0.1	0.7
PCSOs	7.5	6.8	7.5	6.4	-0.8	0.5
Police staff	4.6	4.1	2.4	2.5	1.9	1.8
Non-staff costs	3.2	2.9	2.4	2.0	0.5	1.0
Income	-1.0	-0.9	-1.2	-0.8	0.4	0.0
Total cost	78.9	71.3	75.9	69.5	-5.2	1.9

Cost/fte		All	MSG	All	MSG
Police officers	£50k	£49k	£49k	1.1	1.0
PCSOs	£30k	£30k	£30k	0.0	-0.2
Staff	£31k	£29k	£30k	0.3	0.1

Hertfordshire
22/10/2012

DEALING WITH THE PUBLIC

Objectives – cost per head of population

Dealing with the public

Central communications unit

Local call centres / front desk

Contact management units
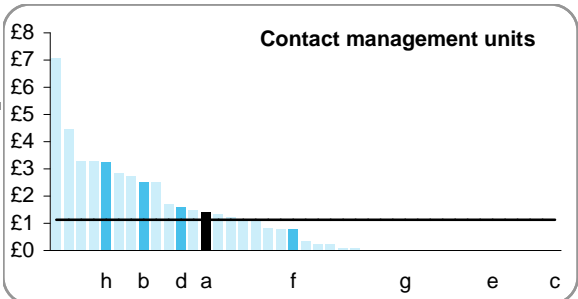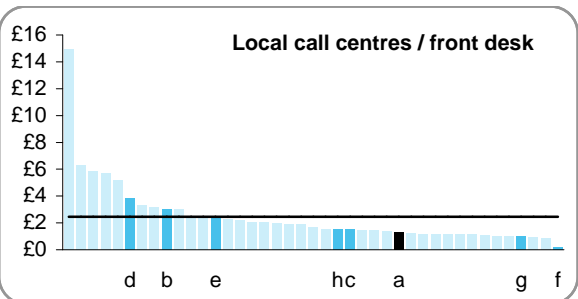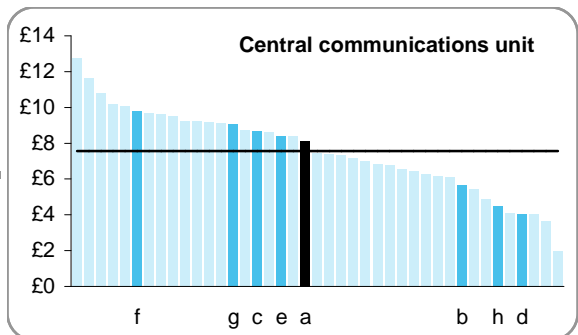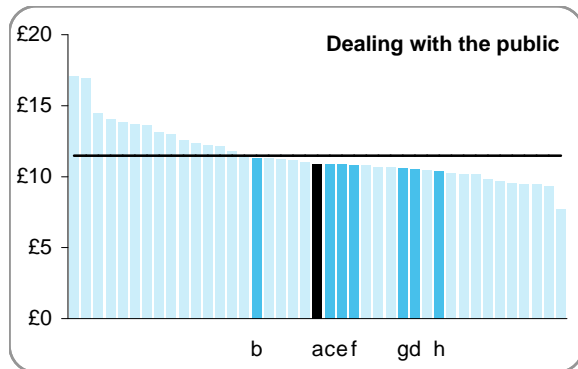
Population	1,108k

	£m	£/head	Averages All	MSG
Central communications unit	9.0	8.1	7.6	7.3
Local call centres/front desk	1.4	1.3	2.4	1.8
Contact management units	1.5	1.4	1.1	1.2
Command team & support	0.1	0.1	0.3	0.5
Total dealing with the public	12.1	10.9	11.5	10.8

Diff £m All	MSG
0.6	0.9
-1.3	-0.6
0.3	0.2
-0.3	-0.4
-0.6	0.1

% PO	MSG
26%	15%
0%	6%
15%	15%
94%	67%
22%	14%

Source: POA estimates 2012/13

Hertfordshire
22/10/2012

DEALING WITH THE PUBLIC
Use of resources

Dealing with the public

Police officers

Police staff
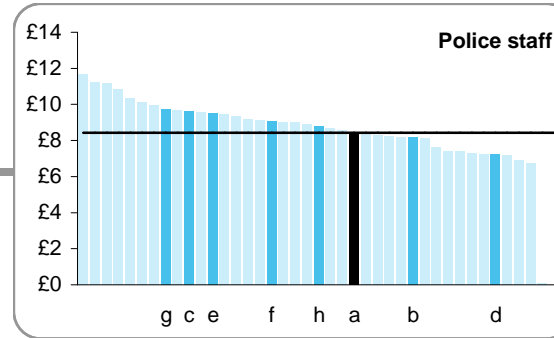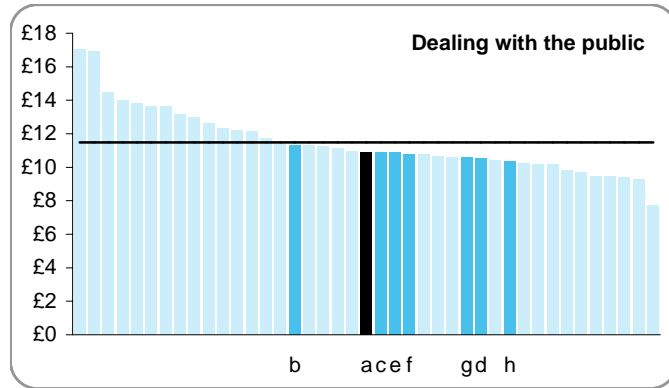
Staffing	FTE	FTE/1000	Averages		Diff FTE	
			All	MSG	All	MSG
Police officers	48	0.04	0.04	0.03	-1	19
Police Staff	269	0.24	0.26	0.28	-23	-35

Expenditure	£m	£/head	All	MSG	All	MSG
Police officers	2.7	2.4	2.5	1.5	-0.1	1.0
Police staff +PCSO	9.3	8.4	8.4	8.8	-0.1	-0.5
Non-staff costs	0.1	0.1	0.6	0.5	-0.6	-0.4
Income	0.0	0.0	-0.1	-0.1	0.1	0.1
Total cost	12.1	10.9	11.5	10.8	-0.6	0.1

Cost/fte			All	MSG	All	MSG
Police officers		£54k	£55k	£56k	-0.1	-0.1
Police Staff		£34k	£31k	£31k	0.7	0.7

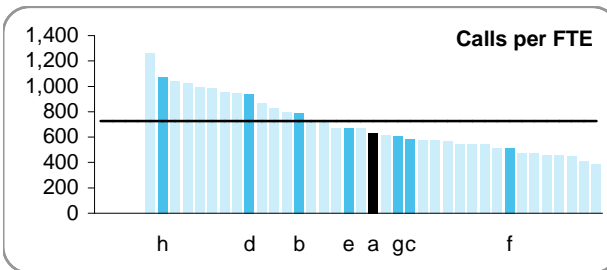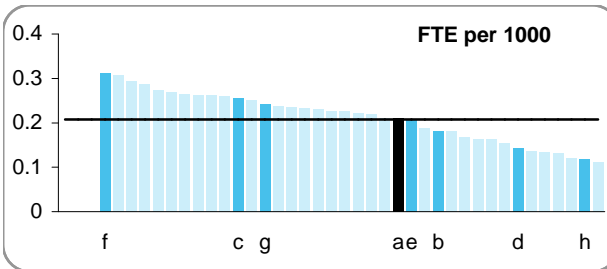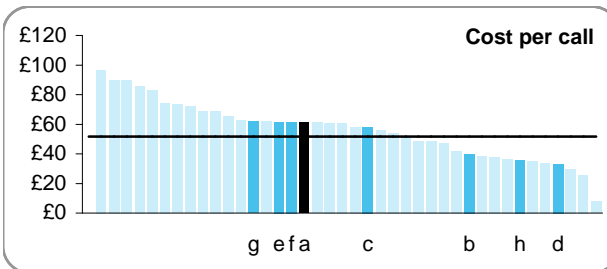*Source: POA estimates 2012/13*

999 CALLS

2011/12

Data taken from ADR 441, showing the number of calls per 1,000 population and per staff within central communications units (CCU) and also within CCU + Front Desk combined to account for differences in force structure.

Cost per call is calculated using the same function.

Central communications unit only

Cost per call

FTE per 1000

Calls per FTE

CCU + Front Desk

Cost per call

FTE per 1000

Calls per FTE
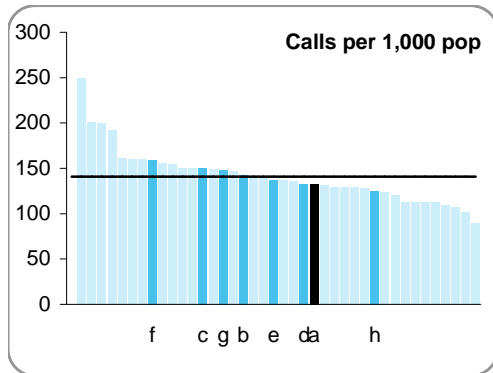
Calls per 1,000 pop

Population	1,108k
Calls received	146,545

FTE staff	232
Gross cost	£9.0m

FTE staff	276
Gross cost	£10.4m

		Avg
FTE/1000 pop	0.21	0.21
Calls per FTE	631	726
Calls per 1000	132	141

		Avg
FTE/1000 pop	0.25	0.26
Calls per FTE	530	554
Calls per 1000	132	141

Cost per call	£61	£52

Cost per call	£71	£65

Source: ADR 441

Source: POA data

Hertfordshire

EMERGENCY & PRIORITY (EP) CALLS PER POPULATION

2011-12

Number of emergency (aim to arrive within 15 minutes in urban and 20 minutes in rural areas) and priority (aim to arrive within 60 minutes) graded closing incident codes, showing incidents per population.
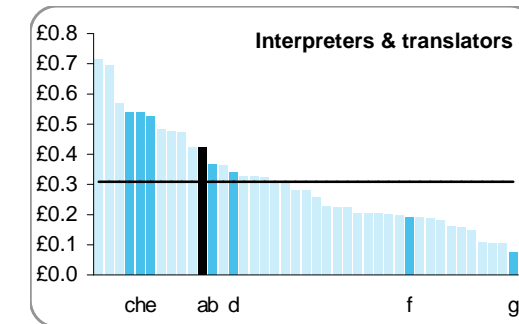
ASB

EP calls per 1000 pop
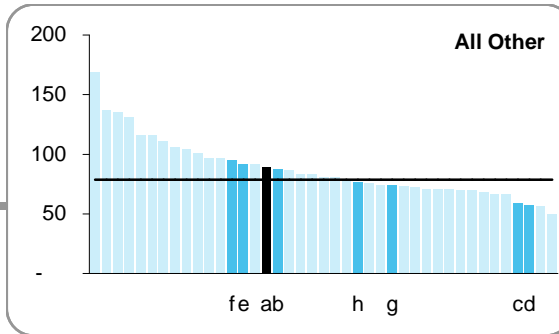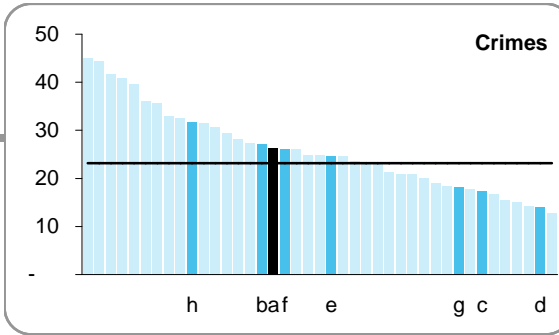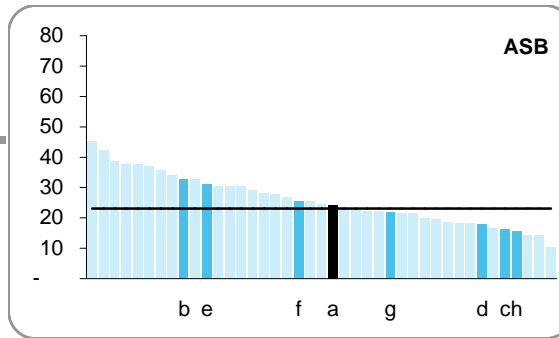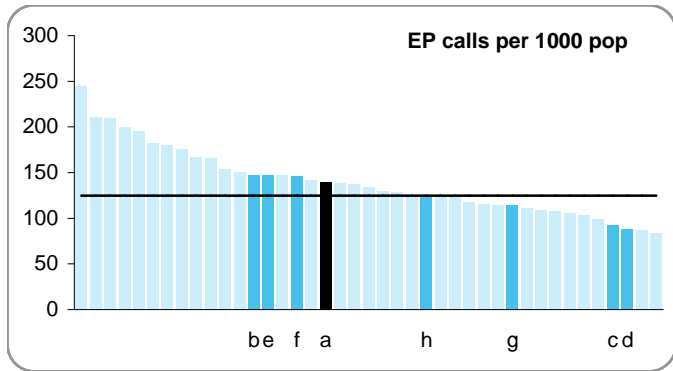
Crimes
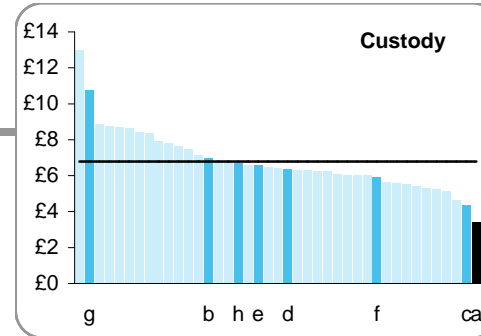

Population	1,108k

All Other

Calls

	Calls	Calls/1000	MSG Avg
ASB	26,638	24	23
Crimes	29,146	26	23
All Other	98,452	89	79
EP Total	154,236	139	125

CRIMINAL JUSTICE ARRANGEMENTS

Objectives – cost per head of population

Criminal justice

Custody

Criminal justice

Surgeons, doctors & other medical staff

Interpreters & translators
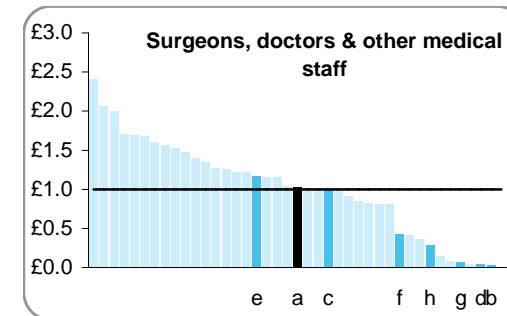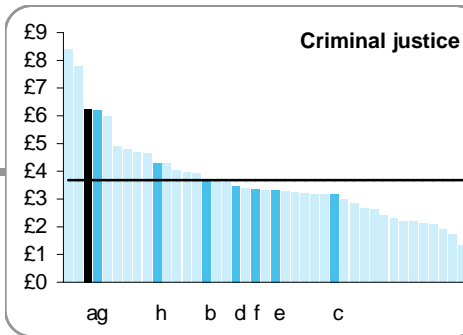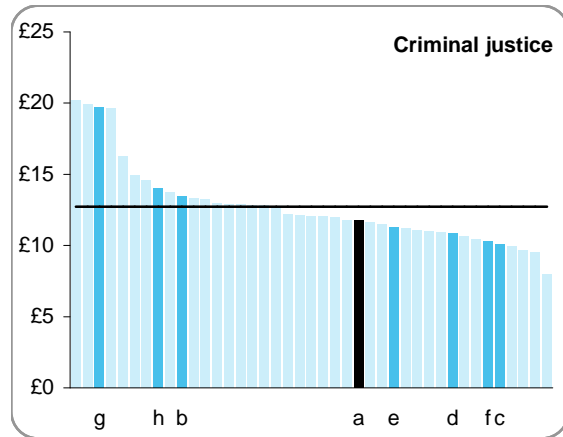
Population	1,108k

	£m	£/head	Averages All	Averages MSG	Diff £m All	Diff £m MSG		% PO	MSG
Custody *	3.8	3.4	6.8	6.4	-3.7	-3.3	<<	1%	38%
Criminal justice	6.9	6.2	3.7	4.2	2.8	2.2	<<	38%	17%
Police national computer	1.3	1.2	0.8	0.9	0.4	0.3		0%	1%
Criminal records bureau	0.5	0.5	0.4	0.2	0.1	0.3		0%	0%
Property officer / stores	0.0	0.0	0.3	0.3	-0.3	-0.3		na	0%
Coroner assistance	0.2	0.2	0.2	0.2	-0.1	0.0		0%	0%
Fixed penalty scheme	0.0	0.0	0.2	0.1	-0.2	-0.1		na	14%
Command team & support	0.3	0.3	0.3	0.4	-0.1	-0.2		61%	42%
Total criminal justice arrangements	13.0	11.7	12.7	12.7	-1.1	-1.1		22%	27%

*Source: POA estimates 2012/13   * Appendix 3 lists the forces that outsource custody*

Note: Custody above includes

	£m	£/head	All	MSG		
Surgeons, doctors & other medical	1.1	1.02	1.00	0.50	**0.0**	**0.6**
Interpreters & translators	0.5	0.42	0.31	0.37	**0.1**	**0.1**

Source: CIPFA Police Estimates Statistics 2012-13, as POA data was incomplete within these objectives.

CRIMINAL JUSTICE ARRANGEMENTS

Use of resources

Criminal justice

Police officers

Police staff

Non-staff costs

Income
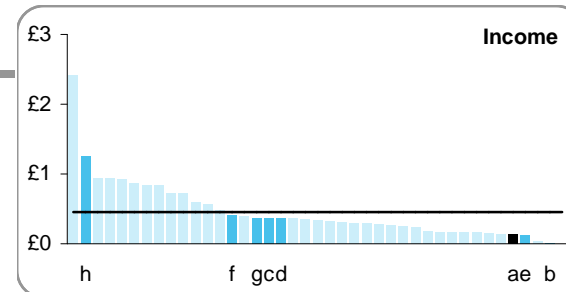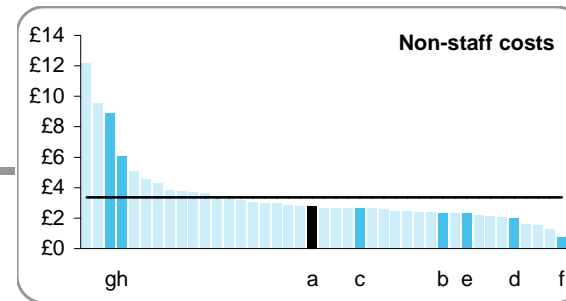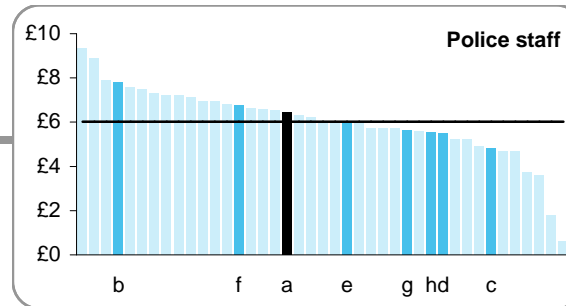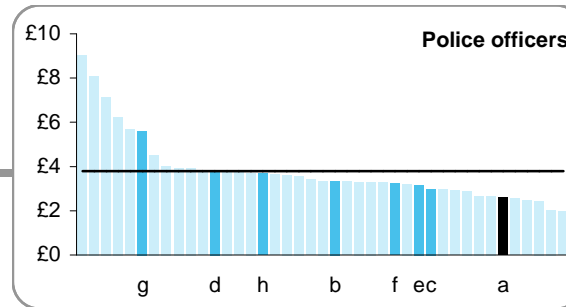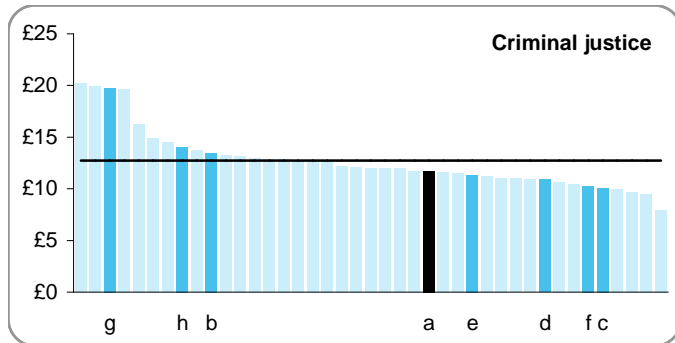
Staffing	FTE	FTE/1000	Averages		Diff FTE	
			All	MSG	All	MSG
Police officers	46	0.04	0.07	0.07	-28	-26
Police Staff	253	0.23	0.22	0.21	11	17

Expenditure	£m	£/head	All	MSG	Diff £m	
					All	MSG
Police officers	2.9	2.6	3.8	3.6	-1.3	-1.0
Police staff +PCSO	7.1	6.5	6.0	6.1	0.5	0.4
Non-staff costs	3.1	2.8	3.4	3.5	-0.6	-0.7
Income	-0.1	-0.1	-0.5	-0.4	0.4	0.3
Total cost	13.0	11.7	12.7	12.7	-1.1	-1.1

Cost/FTE			All	MSG	Diff £m	
					All	MSG
Police officers		£62k	£55k	£53k	0.3	0.4
Police Staff		£28k	£27k	£28k	0.2	-0.1

Hertfordshire
22/10/2012

CRIMINAL JUSTICE

Staffing and cost compared to charges

These charts show the NRE cost of criminal justice (as opposed to criminal justice arrangements) per 100 charges.
FTE within the criminal justice function is then shown per 100 charges.
Crimes stated are those recorded on Crimesec3

Criminal justice cost per 100 charges

Criminal justice FTE per 100 charges
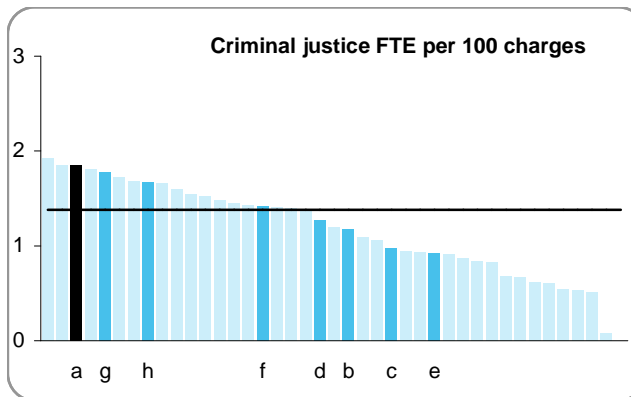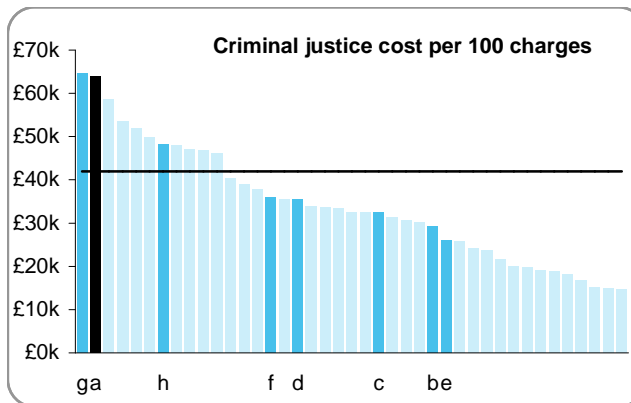
Charges	10,791

	per 100 charges	Group		Diff
Criminal justice FTE	199	1.8	1.4	51
Criminal justice cost	£6.9m	£64k	£42k	£2.4m <<

Source: POA estimates 2012/13

Hertfordshire
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SPECIALIST OPERATIONS

Objectives – cost per head of population

Firearms unit

Dogs section

Specialist operations

Level 1 advanced public order

Air operations

Central operations command team & support overheads

Population	1,108k
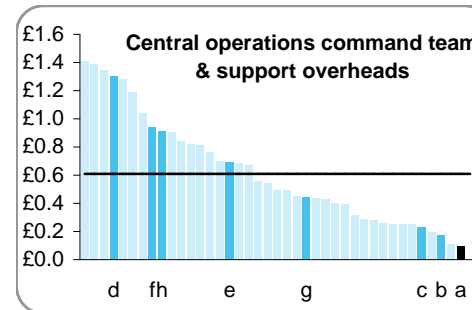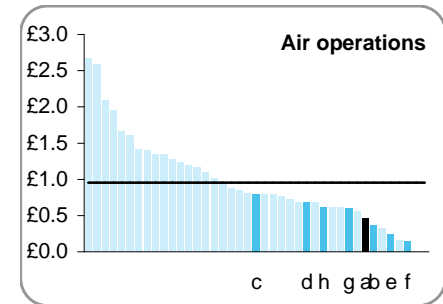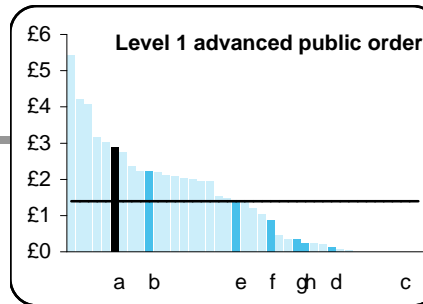
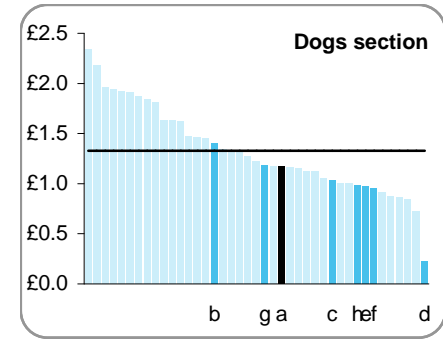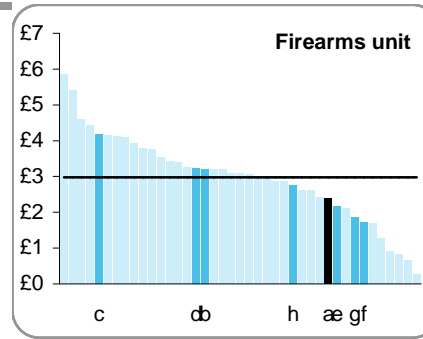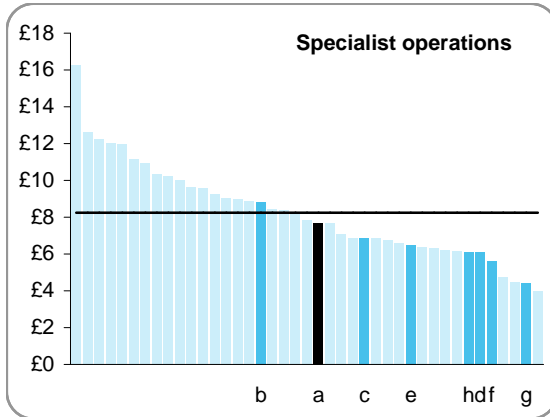|	£m	£/head	Averages All	Averages MSG	Diff £m All	Diff £m MSG	% PO	MSG
Firearms unit	2.7	2.4	3.0	2.7	-0.6	-0.3	88%	93%
Dogs section	1.3	1.2	1.3	1.0	-0.2	0.2	79%	88%
Lev 1 adv public order	3.2	2.9	1.4	1.0	1.6	2.1	101%	77%
Air operations	0.5	0.5	1.0	0.5	-0.5	0.0	39%	29%
Civil contingencies	0.7	0.7	0.7	0.5	0.0	0.2	43%	62%
Specialist terrain	0.0	0.0	0.1	0.2	-0.1	-0.2	0%	65%
Mounted police	0.0	0.0	0.2	0.1	-0.2	-0.1	na	27%
Airports & ports	0.0	0.0	0.0	-0.1	0.0	0.1	na	42%
Command team & support	0.1	0.1	0.6	0.6	-0.6	-0.6	100%	78%
Total specialist operations	8.5	7.7	8.2	6.5	-0.6	1.3	85%	79%

Staffing	FTE
Firearms unit	46
Dogs section	20
Lev 1 adv public order	62

SPECIALIST OPERATIONS

Use of resources

Specialist operations

Police officer salaries

Non-staff costs

Staffing	FTE	FTE/1000	Averages		Diff FTE	
			All	MSG	All	MSG
Police officers	142	0.13	0.13	0.12	-4	4
Police Staff	3	0.00	0.01	0.01	-13	-12

Expenditure	£m	£/head	All	MSG	Diff £m	
					All	MSG
PO salaries	7.0	6.3	6.8	6.4	-0.5	-0.1
PO overtime	0.2	0.2	0.3	0.3	-0.1	-0.2
Police staff	0.2	0.2	0.5	0.5	-0.3	-0.3
Non-staff costs	1.1	1.0	1.5	1.4	-0.6	-0.4
Income	0.0	0.0	-0.8	-2.1	0.9	2.3
Total cost	8.5	7.7	8.2	6.5	-0.6	1.3

Cost/fte			All	MSG	Diff £m	
					All	MSG
Police officers		£49k	£52k	£51k	-0.3	-0.3
Police staff		£71k	£32k	£34k	0.1	0.1

Source: POA estimates 2012/13

INTELLIGENCE

Objectives – cost per head of population

Intelligence

Intelligence gathering

Intelligence analysis / threat assessments

Population	1,108k								
			Averages		*Diff £m*				
	£m	£/head	All	MSG	All	MSG		% PO	MSG
Intelligence gathering	2.3	2.1	3.5	3.1	-1.6	-1.2		75%	69%
Intelligence analysis/threat assessments	5.6	5.1	3.7	3.3	1.5	2.0		46%	52%
Command team & support	0.0	0.0	0.4	0.4	-0.4	-0.4		na	48%
Total intelligence	7.9	7.1	7.6	6.8	-0.5	0.4		55%	60%

Source: POA estimates 2012/13

INTELLIGENCE

Use of resources
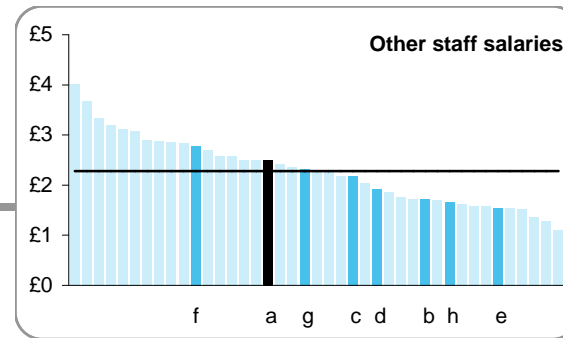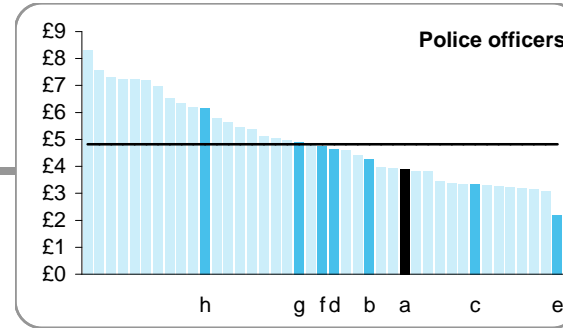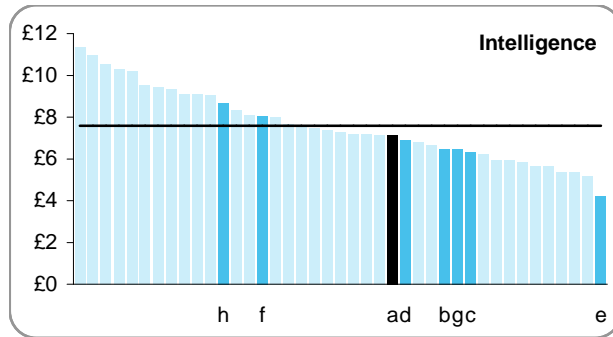
			Averages		Diff FTE	
Staffing	**FTE**	**FTE/1000**	**All**	**MSG**	**All**	**MSG**
Police officers	85	0.08	0.09	0.08	-16	-1
Police staff	86	0.08	0.07	0.06	4	17

					Diff £m	
Expenditure	**£m**	**£/head**	**All**	**MSG**	**All**	**MSG**
Police officers	4.3	3.9	4.9	4.3	-1.1	-0.4
Police staff	2.8	2.5	2.3	2.1	0.2	0.5
Non-staff costs	0.8	0.7	0.7	0.7	0.0	0.0
Income	0.0	0.0	-0.3	-0.3	0.3	0.3
Total cost	7.9	7.1	7.6	6.8	-0.5	0.4

				Diff £m	
Cost/fte		**All**	**MSG**	**All**	**MSG**
Police officers	£50k	£53k	£53k	-0.2	-0.3
Police staff	£31k	£30k	£33k	0.1	-0.1

Source: POA estimates 2012/13

INVESTIGATIONS exc local investigation/prisoner processing

Objectives – cost per head of population

Public protection

Major investigations unit

Investigations

Serious & organised crime unit

Economic crime

Specialist investigation units

Crime support command team and support overheads

Population	1,108k
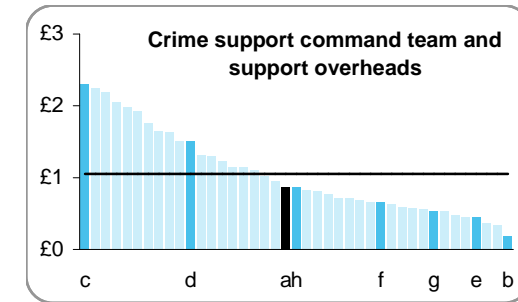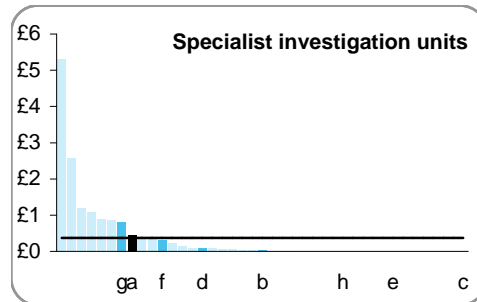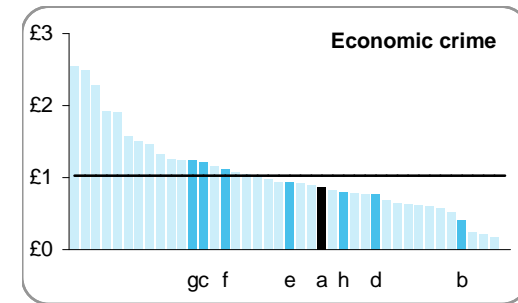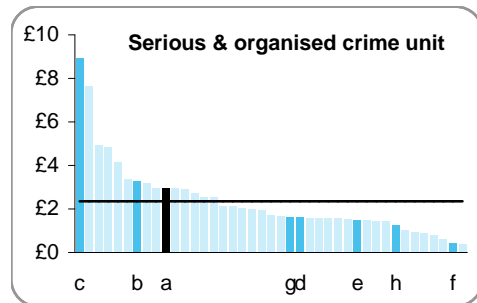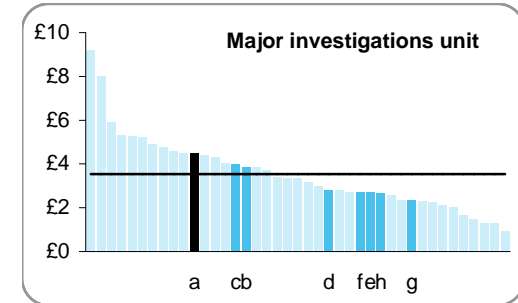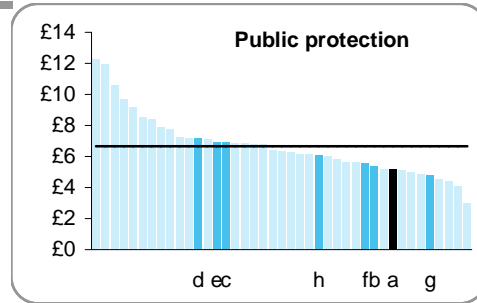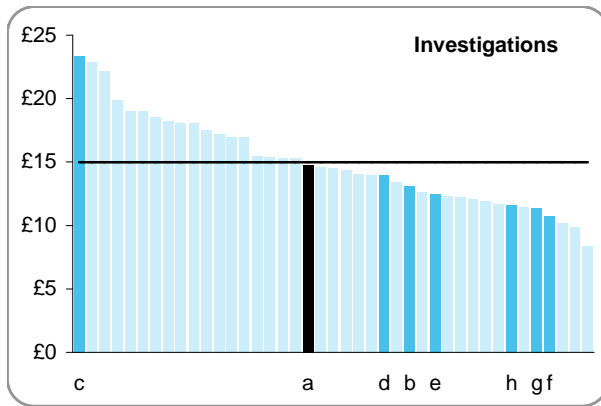
	£m	£/head	Averages All	Averages MSG	Diff £m All	Diff £m MSG	% PO	MSG
Public protection	5.7	5.14	6.66	5.98	-1.7	-0.9	66%	81%
Major investigations unit	5.0	4.48	3.55	3.19	1.0	1.4	63%	65%
Serious/organised crime unit	3.3	2.93	2.35	2.69	0.6	0.3	25%	77%
Economic crime	1.0	0.86	1.03	0.91	-0.2	-0.1	96%	62%
Specialist investigation units	0.5	0.45	0.37	0.21	0.1	0.3	81%	23%
Command team & support	1.0	0.87	1.05	0.92	-0.2	-0.1	93%	71%
Total	16.3	14.74	15.00	13.91	-0.3	0.9	60%	76%

Hertfordshire

22/10/2012

INVESTIGATIONS
Use of resources

Investigations

Police officer salaries

Other staff salaries

Non-staff costs
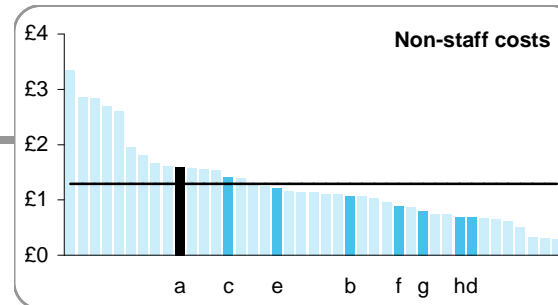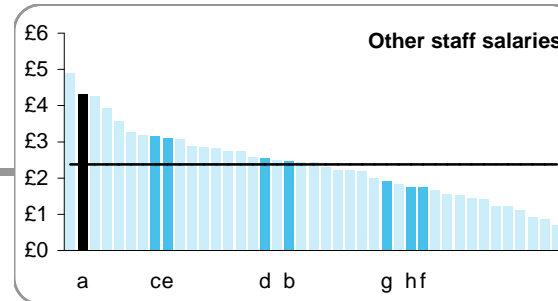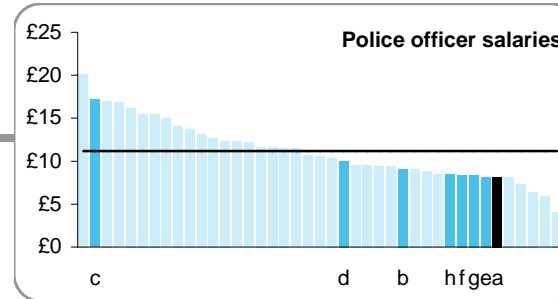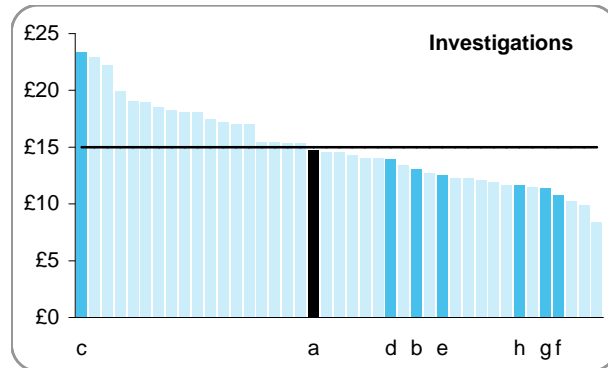
Staffing	FTE	FTE/1000	Averages		Diff FTE	
			All	MSG	All	MSG
Police officers	173	0.16	0.23	0.19	-77	-34
Police staff	145	0.13	0.07	0.08	62	54

Expenditure	£m	£/head	All	MSG	Diff £m	
					All	MSG
PO salaries	9.0	8.2	11.2	9.7	-3.4	-1.8
PO overtime	0.9	0.8	0.6	0.7	0.2	0.1
Police staff	4.8	4.3	2.4	2.6	2.1	1.9
Non-staff costs	1.8	1.6	1.3	1.0	0.3	0.6
Income	-0.1	-0.1	-0.5	-0.2	0.4	0.1
Total cost	16.3	14.7	15.0	13.9	-0.3	0.9

Cost/FTE		All	MSG	Diff £m	
				All	MSG
Police officers	£52k	£50k	£52k	0.5	0.0
Police staff	£32k	£31k	£32k	0.1	0.1

Source: POA estimates 2012/13

INVESTIGATIVE SUPPORT

Objectives – cost per head of population

External forensic costs

Investigative support

Scenes of crime officers

Fingerprint / internal forensic costs
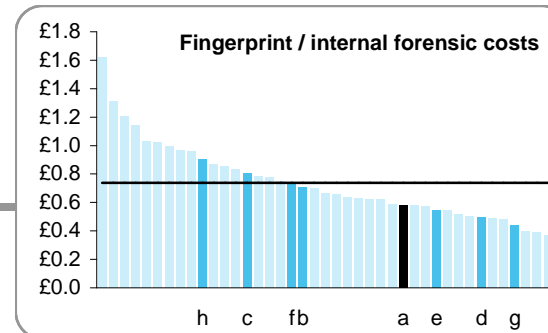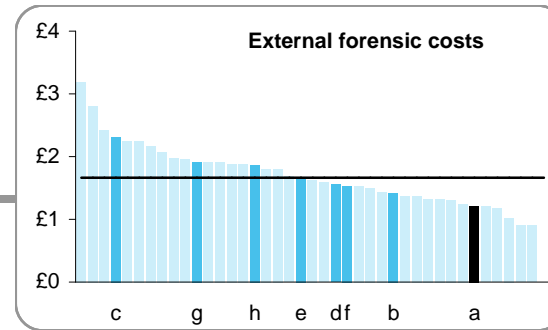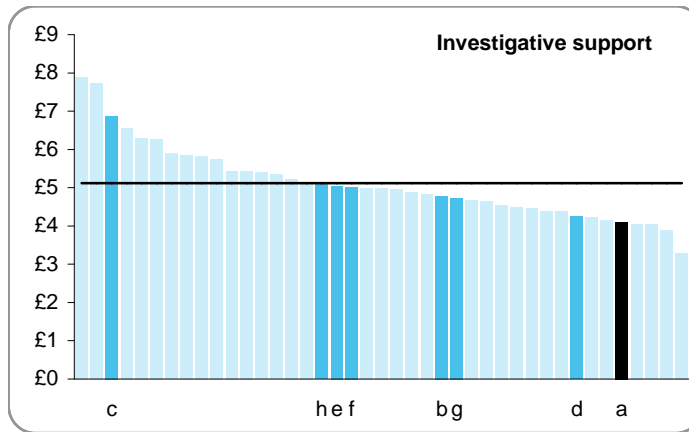
Population	1,108k

|	£m	£/head	Averages		Diff £m			% PO	MSG
			All	MSG	All	MSG			
External forensic costs	1.3	1.21	1.67	1.68	-0.5	-0.5		0%	2%
Scenes of crime officers	1.7	1.56	1.53	1.46	0.0	0.1		0%	13%
Fingerprint/DNA bureau	0.6	0.58	0.74	0.65	-0.2	-0.1		0%	0%
Photographic image recovery	0.4	0.40	0.28	0.26	0.1	0.2		0%	0%
Other forensic services	0.3	0.24	0.72	0.81	-0.5	-0.6		0%	14%
Command team & support	0.1	0.12	0.18	0.13	-0.1	0.0		0%	17%
Total investigative support	4.5	4.11	5.12	4.99	-1.1	-1.0 <<		0%	8%

Hertfordshire
22/10/2012

INVESTIGATIVE SUPPORT

Use of resources

Other staff salaries

Investigative support

Non-staff costs
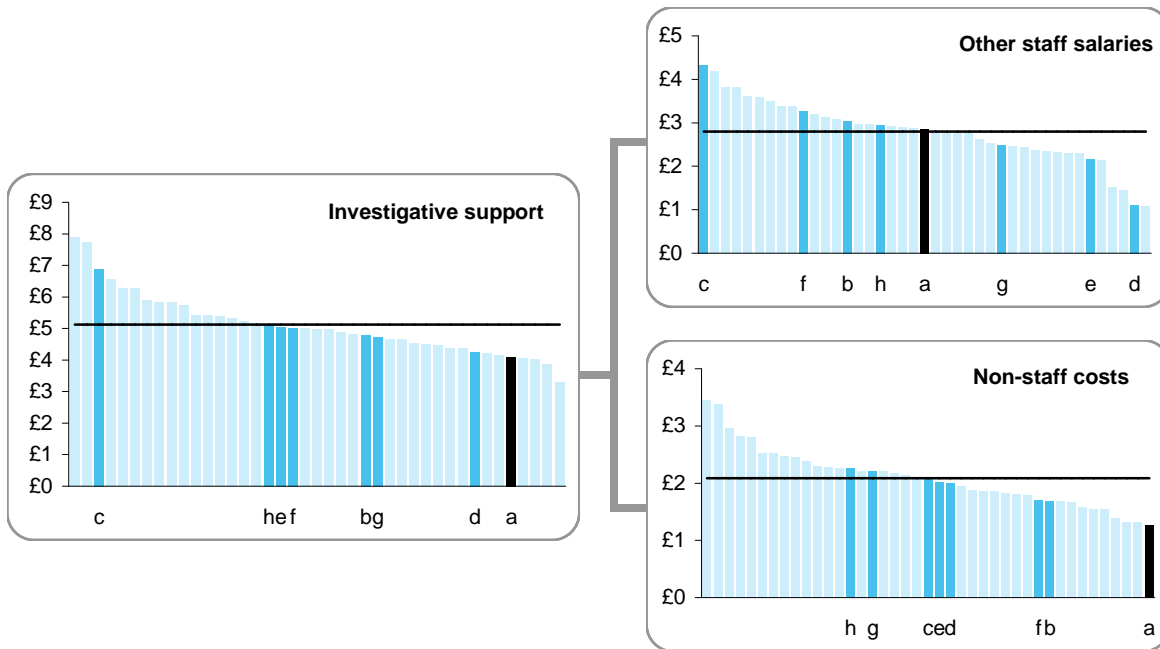
Staffing	FTE	FTE/1000	All	MSG	Diff FTE All	MSG
Police officers	-	-	0.01	0.01	-6	-8
Police staff	83	0.07	0.08	0.08	-5	-1

Expenditure	£m	£/head	Avg	MSG	Diff £m All	MSG
PO salaries	0.0	0.0	0.3	0.4	-0.3	-0.4
Police staff	3.2	2.9	2.8	2.8	0.1	0.1
Non-staff costs	1.4	1.3	2.1	1.9	-0.9	-0.7
Income	0.0	0.0	0.0	-0.1	0.0	0.1
Total cost	4.5	4.1	5.1	5.0	-1.1	-1.0

Cost/fte			Avg	MSG	Diff £m All	MSG
Police officers		na	£53k	£52k	0.0	0.0
Police staff		£38k	£35k	£36k	0.2	0.1

Source: POA estimates 2012/13

SUPPORT FUNCTIONS

Objectives – cost per head of population
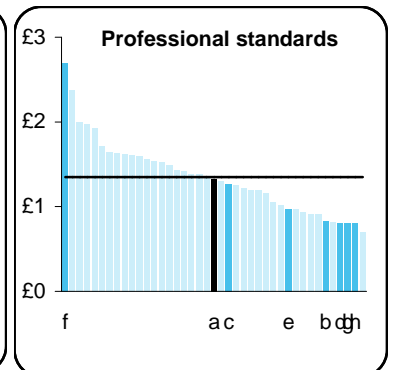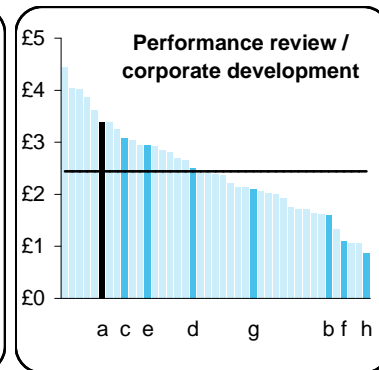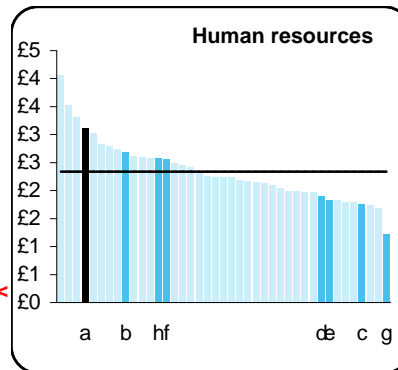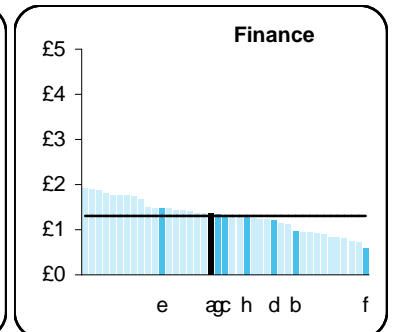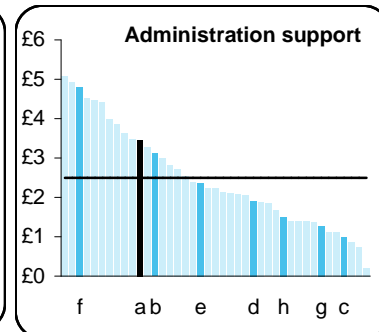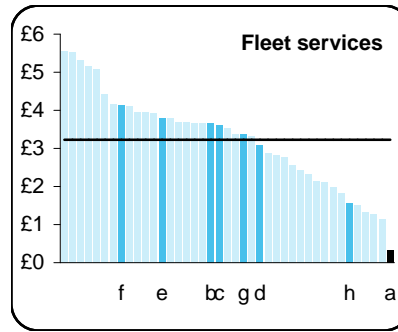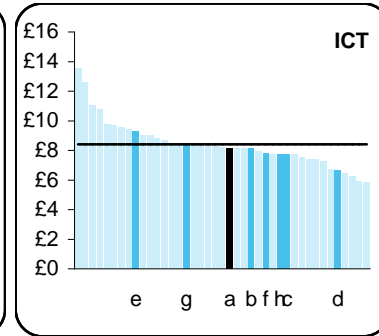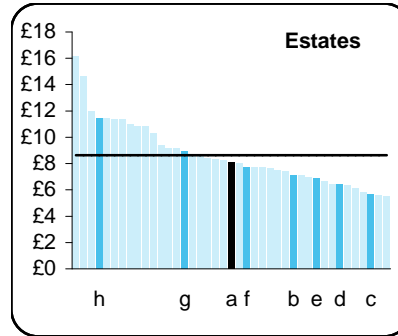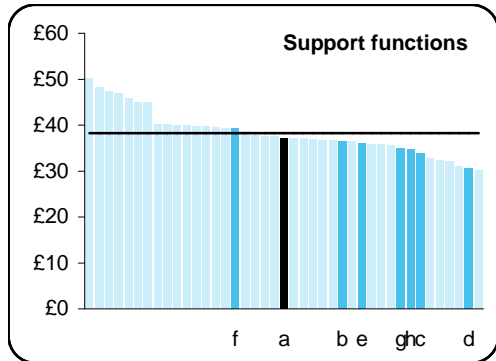
Population 1,108

			Averages		*Diff £m*	
	£m	£/head	All	MSG	All	MSG
Estates/building costs	9.0	8.1	8.6	7.8	-0.6	0.4
ICT	9.1	8.2	8.4	8.0	-0.3	0.2
Training	3.5	3.2	3.8	3.8	-0.7	-0.7
Fleet services	0.4	0.3	3.2	2.9	-3.2	-2.9
Administration support	3.8	3.5	2.5	2.4	1.1	1.1
Human resources	3.5	3.1	2.3	2.2	0.9	1.0
Finance	1.5	1.4	1.3	1.2	0.1	0.2
Performance review	3.8	3.4	2.4	2.2	1.1	1.3
Professional standards	1.5	1.3	1.3	1.2	0.0	0.2
All other	5.2	4.7	4.2	3.7	0.6	1.2
Total	41.2	37.2	38.3	35.4	-1.2	2.0

Source: POA estimates 2012/13

SUPPORT FUNCTIONS
Use of resources

Support functions

Police officers

Other staff salaries
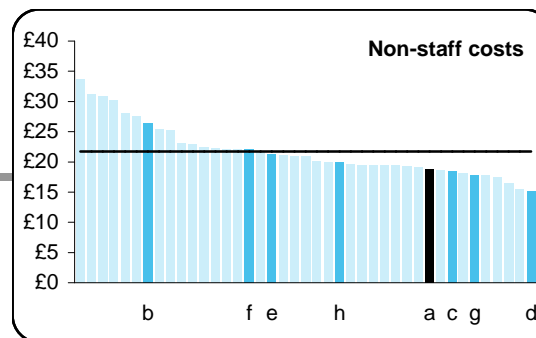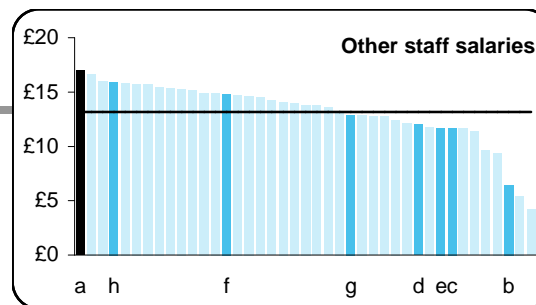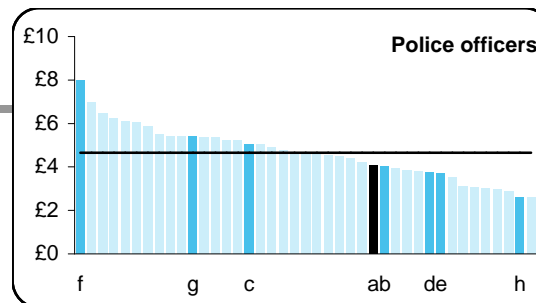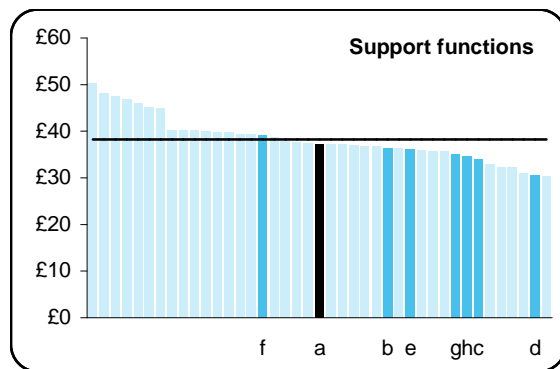
Non-staff costs

Staffing	FTE	FTE/1000	Averages		Diff FTE	
			All	MSG	All	MSG
Police officers	69	0.06	0.07	0.07	-12	-8
Police staff	548	0.49	0.39	0.37	114	139

Expenditure	£m	£/head	All	MSG	Diff £m	
					All	MSG
Police officers	4.5	4.1	4.7	4.6	-0.7	-0.6
Police staff	18.8	17.0	13.2	12.8	4.2	4.6
Non-staff costs	20.7	18.7	21.7	19.9	-3.3	-1.4
Income	-2.9	-2.6	-1.3	-2.0	-1.4	-0.7
Total cost	41.2	37.2	38.3	35.4	-1.2	2.0

Cost/FTE		All	MSG	Diff £m	
				All	MSG
Police officers	£65k	£62k	£62k	0.2	0.2
Police staff	£34k	£33k	£34k	0.4	-0.2

Source: POA estimates 2012/13

SUPPORT FUNCTIONS

These charts provide a detailed breakdown of support service functions as a cost per FTE and a percentage of total NRE.

Total FTE	3,798
Total NRE	£198m

Cost £m		per FTE	Avg	Diff £m
Human resources	3.45	£909	£661	0.9
Finance	1.50	£394	£370	0.1
ICT	9.06	£2,385	£2,385	0.0
Training	3.51	£923	£1,087	-0.6
Premises	9.01	£2,372	£2,425	-0.2

	% NRE	Avg	Diff £m
Human resources	1.7%	1.2%	1.0
Finance	0.8%	0.7%	0.1
ICT	4.6%	4.4%	0.3
Training	1.8%	2.0%	-0.5
Premises	4.6%	4.5%	0.1

Cost per FTE

Human resources

Finance

ICT

Training

Premises

% NRE

Human resources

Finance

ICT

Training

Premises

Hertfordshire
22/10/2012
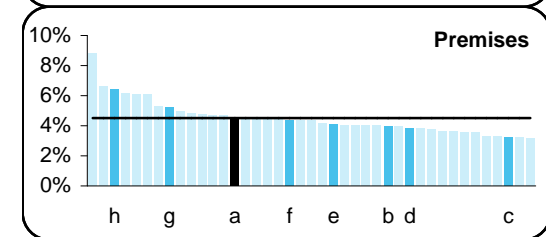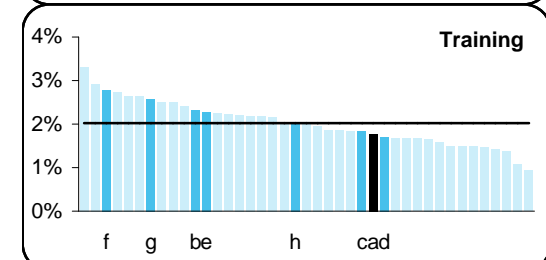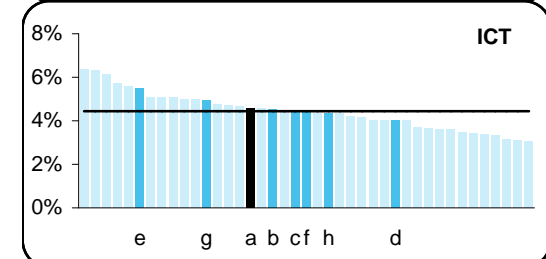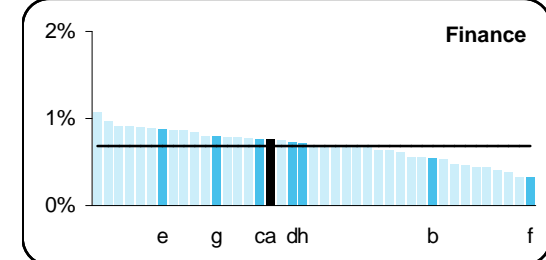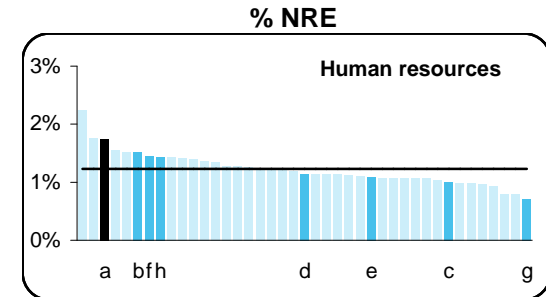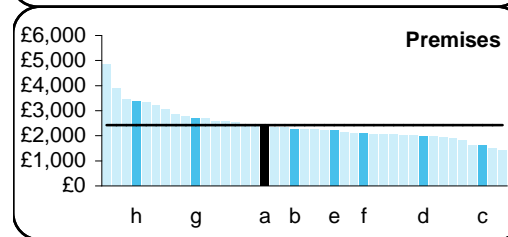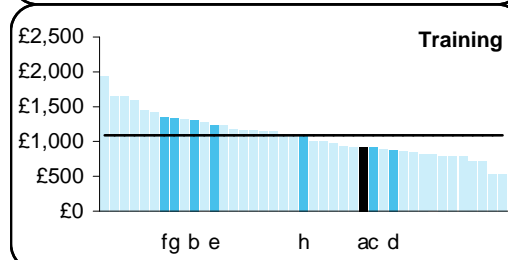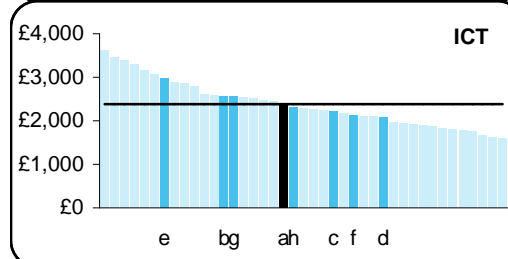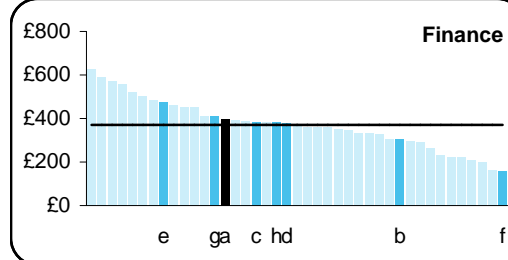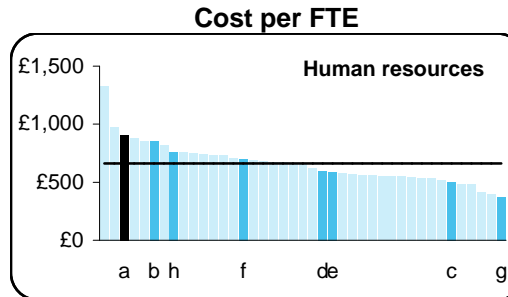
NATIONAL POLICING
Objectives – cost per head of population

Counter terrorism / special branch

Gross cost

Other national policing requirements

Population	1,108k
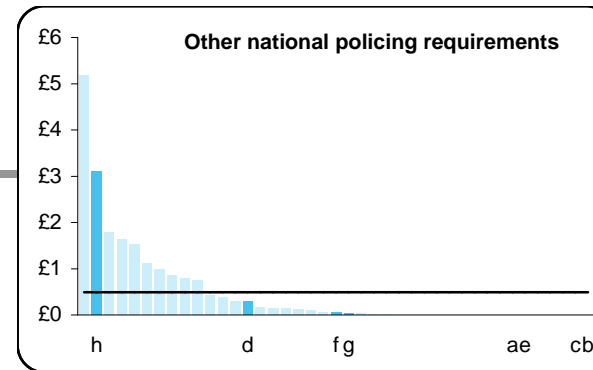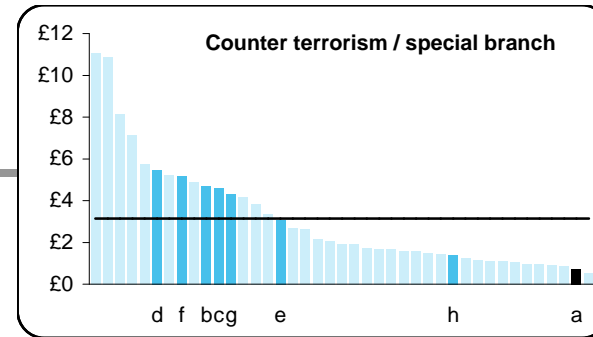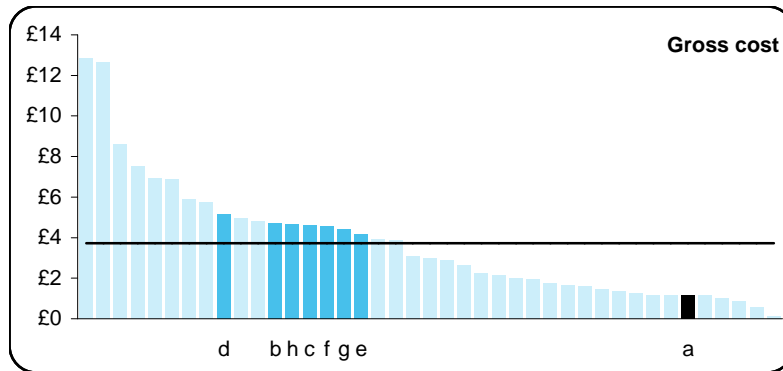
	£m	£/head	Averages All	Averages MSG	Diff £m All	Diff £m MSG		% PO	MSG
Counter terrorism/special branch	0.8	0.72	3.14	3.69	-2.7	-3.3	<<	70%	75%
Other national policing requirements	0.0	0.00	0.49	0.44	-0.5	-0.5		na	41%
Hosting national services	0.0	0.00	0.02	0.01	0.0	0.0		na	15%
Secondments (out of force)	0.5	0.42	0.00	-0.13	0.5	0.6		99%	66%
ACPO projects / initiatives	0.0	0.00	0.07	0.17	-0.1	-0.2		na	0%
Total	1.3	1.13	3.72	4.17	-2.9	-3.4		86%	73%

	£m	£/head	All	MSG	All	MSG
Specific grants	0.4	0.38	2.91	3.94	-2.8	-3.9
Cost net of grants	0.8	0.76	0.81	0.24	-0.1	0.6

Source: POA estimates 2012/13

NATIONAL POLICING
Use of resources

Gross cost

Police officers

Police staff

Non-staff costs

Income exc grant
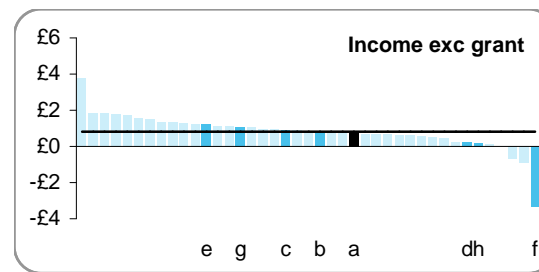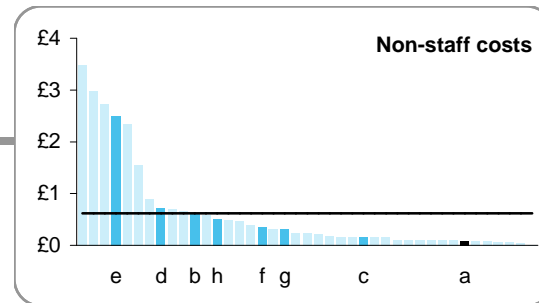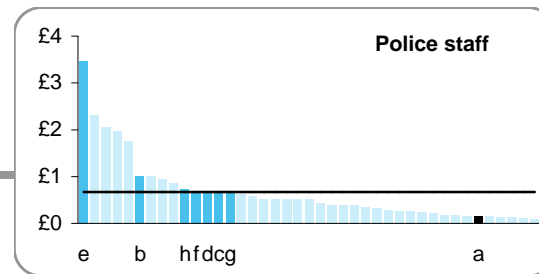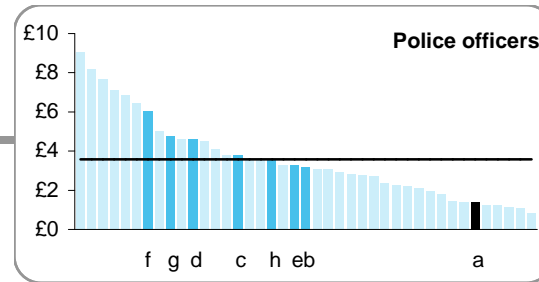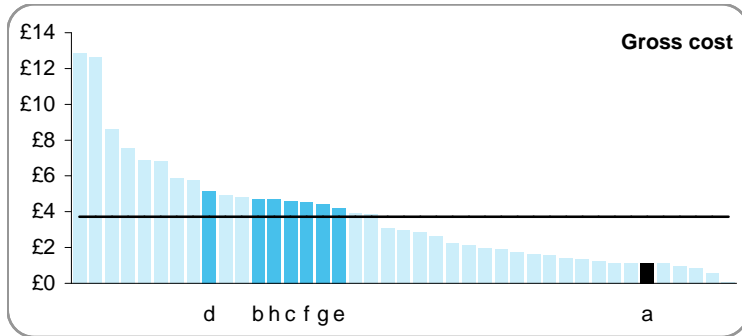
Staffing	FTE	FTE/1000	Averages All	MSG	Diff FTE All	MSG
Police officers	24	0.02	0.06	0.07	-45	-51
PCSOs	-	-	0.00	0.00	0	0
Police staff	7	0.01	0.02	0.03	-16	-29

Expenditure	£m	£/head	All	MSG	Diff £m All	MSG
Police officers	1.5	1.4	3.6	3.8	-2.4	-2.7
Police staff	0.2	0.1	0.7	1.0	-0.6	-1.0
Non-staff costs	0.1	0.1	0.6	0.7	-0.6	-0.6
Income	-0.5	-0.5	-1.1	-1.3	0.7	0.9
Total cost	1.3	1.1	3.7	4.2	-2.9	-3.4

	£m	£/head	All	MSG	Diff £m All	MSG
Specific grants	0.4	0.4	2.9	3.9	-2.8	-3.9
Cost net of grants	0.8	0.8	0.8	0.2	-0.1	0.6

Cost/fte			All	MSG	Diff £m All	MSG
Police officers		£63k	£55k	£54k	0.2	0.2
Police staff		£23k	£32k	£31k	na	na

Source: POA estimates 2012/13

WORKFORCE MIX

The table below uses POA data to look at differences in the proportion of workforce that are police staff and PCSOs, compared to the proportion that are officers. For each POA category the percentage of workforce who are staff and PCSOs in your force are compared to levels in other forces.

This comparison is done twice:

1) Comparing your force to the median percentage (i.e. 'middle' ratio of staff to officers where 21 forces report a high %staff and or PCSO and 21 forces report a lower %).
2) Comparing your force to the upper quartile (the percentage above which only a quarter of forces report higher staff and or PCSO).

Each time, the number of posts this change represents to your force is calculated, along with the cost of this difference (based on the number of posts and the difference between the median cost per office and median cost per police staff/PCSO). These average costs include overtime but exclude agency staff and are calculated separately for each of the chosen POA categories.

Please note, the cost of difference is indicative and not a 'saving' opportunity as it is unlikely that the full differences could be realised in any given case.

The analysis focuses on thirteen POA categories where our analysis found significant costs of difference between forces.
The analysis does not include specials or look at the 'Local Policing' POA category (where most specials are counted and where a different analytical approach would be required).

Note: If total staff numbers per population in a particular category are less than a quarter of the national median for that category then the relevant rows in the table are left blank.
This is because such low numbers either indicate a problem with the data or that the relevant function may be contracted out (and hence the calculations are not applicable).

	Current staffing				Difference from median			Difference from UQ		Difference in median pay
	Police officers	Staff /PCSO	%Staff/ PCSOs	National median %	from median (no. of posts)	Cost of difference	National UQ %	(no. of posts)	Cost of difference	
Criminal Justice	44	156	78%	93%	29	£876k	97%	38	£1,152k	£30k
Central Communications Unit	43	189	81%	88%	15	£368k	95%	31	£788k	£25k
Intelligence Analysis	51	73	59%	58%	0	£0k	75%	20	£455k	£23k
Administration Support	9	89	91%	100%	9	£332k	100%	9	£332k	£37k
Local Call Centres / Front Desk	0	44	100%	100%	0	£0k	100%	0	£0k	£25k
Training	23	55	70%	44%	0	£0k	57%	0	£0k	£18k
Intelligence Gathering	35	13	27%	24%	0	£0k	36%	4	£79k	£20k
Custody	10	0	0%	57%	0	£0k	61%	0	£0k	£26k
Contact Management Units	4	36	90%	95%	2	£54k	100%	4	£100k	£25k
Human Resources	0	84	100%	100%	0	£0k	100%	0	£0k	£24k
Other Forensic Services	0	9	100%	89%	0	£0k	97%	0	£0k	£20k
Scenes of Crime Officers	0	42	100%	100%	0	£0k	100%	0	£0k	£16k
Grand Total	219	789			55	£1,631k		106	£2,906k	

Source: POA estimates 2012/13   Total CoD per population £1.5   £2.6

Hertfordshire

INTRODUCTION

This section focuses on criminal offences dealt with by each force and resulting outcomes. Crime and sanction detections are presented in the format developed by HMIC in consultation with stakeholders as displayed below.
The intention is to differentiate between crimes that are victim based, and those that are driven by police activity.

```
Crimes ──── Victim based ──┬── Violence against the person ──┬── With injury
            │                │                                 └── Without injury
            │                │
            │                ├── Sexual offences ──┬── Rape
            │                │                      └── Other sexual offences
            │                │
            │                ├── Stealing ──┬── Burglary ──┬── Domestic
            │                │              │              └── Non Domestic
            │                │              ├── Robbery ──┬── Personal
            │                │              │             └── Business
            │                │              ├── Vehicle Crime inc interference
            │                │              ├── Shoplifting
            │                │              └── Other stealing
            │                │
            │                └── Criminal Damage & Arson
            │
            └── Non victim based crime ──┬── Public Disorder
            │                            ├── Drug offences ──┬── Trafficking of drugs
            │                            │                    └── Possesion or using drugs
            │                            ├── Crimes disrupted
            │                            └── Other non victim based
            │
            ┊── Fraud and forgery
```

Data is shown as offences per 1,000 population.
Definitions of offences in each category can be found in Appendix 1.

Note that fraud and forgery are generally excluded from all crime as we recognise that the recording in this area is not as robust as other crime categories.

A sanction detection means that a recorded crime has been resolved by the police. The types of outcomes are:
> Caution - police have identified a suspect and issued them with a caution
> Penalty notice for disorder - a fine issued by the police for anti-social behaviour, as well as shoplifting, criminal damage and possession of cannabis
> Charge summons - the suspect has been charged and/or brought to court
> Taken into consideration (TIC) - courts take this offence into consideration when sentencing for other crimes
> Cannabis warning
We acknowledge that 24 forces are returning data on community resolutions / restorative justice, and that these will affect sanction detection rates. These forces are listed in Appendix 3.

Expected sanction detection volumes are calculated by modelling what force detections would be should the force align to the peer average.

MSG averages are generally used in this section. The averages quoted are simple unweighted averages and not weighted national averages.

Changes over time for crimes and sanction detections are measured against the baseline of 2008/09 due to the introduction of public order offences.

LONG TERM TRENDS – RIBBON CHARTS
## Crime rate per 1,000 pop from 2001/02

Note range = max - min rate

The first three charts show interesting longer term trends across all forces, notably a reduction in variance between the start and end of the period.

Violence with injury
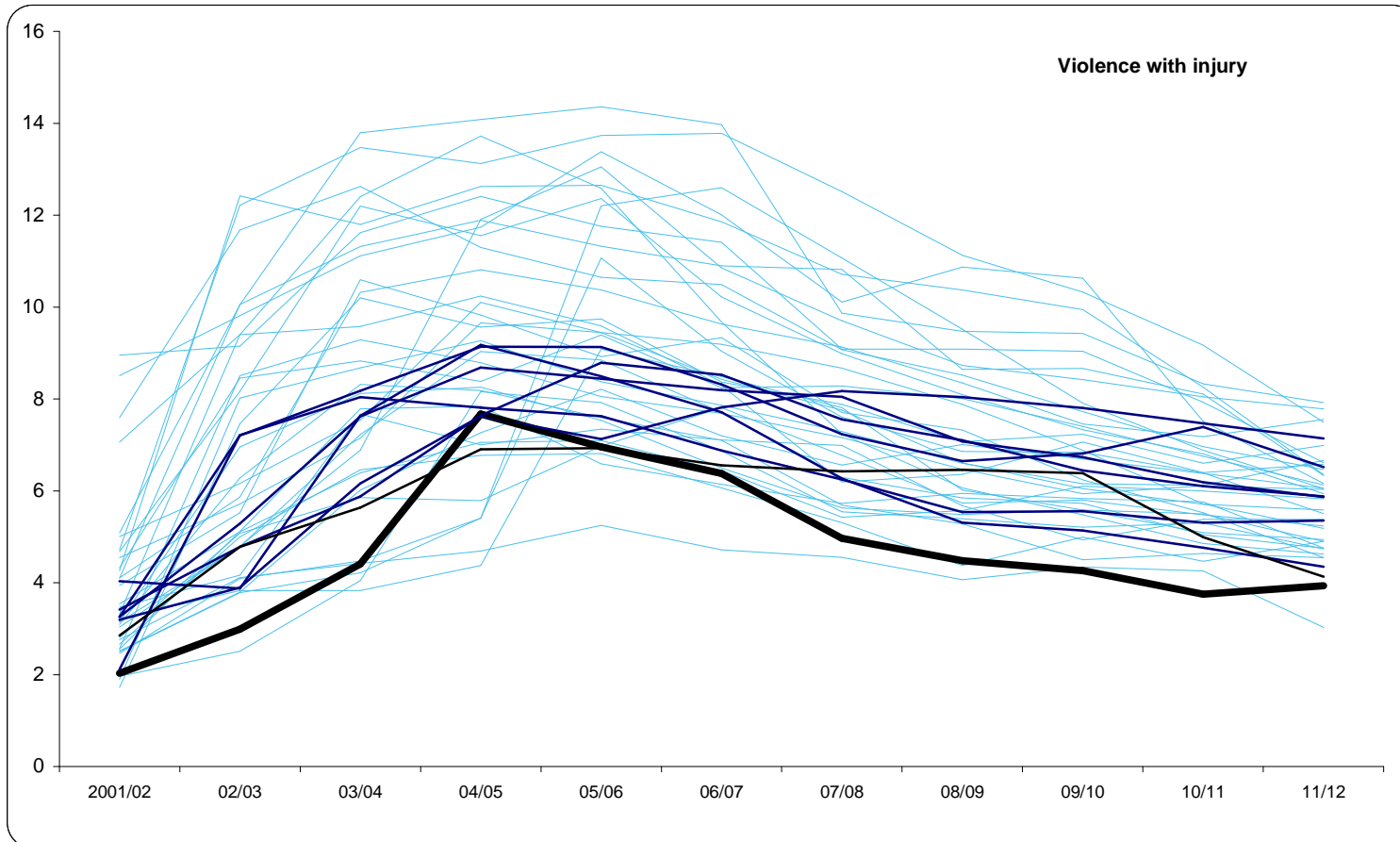
	2001/02	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
Your force	2.0	3.0	4.4	7.7	7.0	6.4	5.0	4.5	4.3	3.7	3.9
Group	3.0	5.0	6.7	8.1	7.9	7.5	6.9	6.3	6.1	5.7	5.4
All forces	3.7	6.5	8.2	9.0	9.4	8.7	7.7	7.1	6.7	6.2	5.7
Range	7.2	9.9	10.0	9.7	9.1	9.3	8.0	7.1	6.4	5.4	4.9

Legend:
- Force
- Group
- Others

Hertfordshire

Vehicle crime
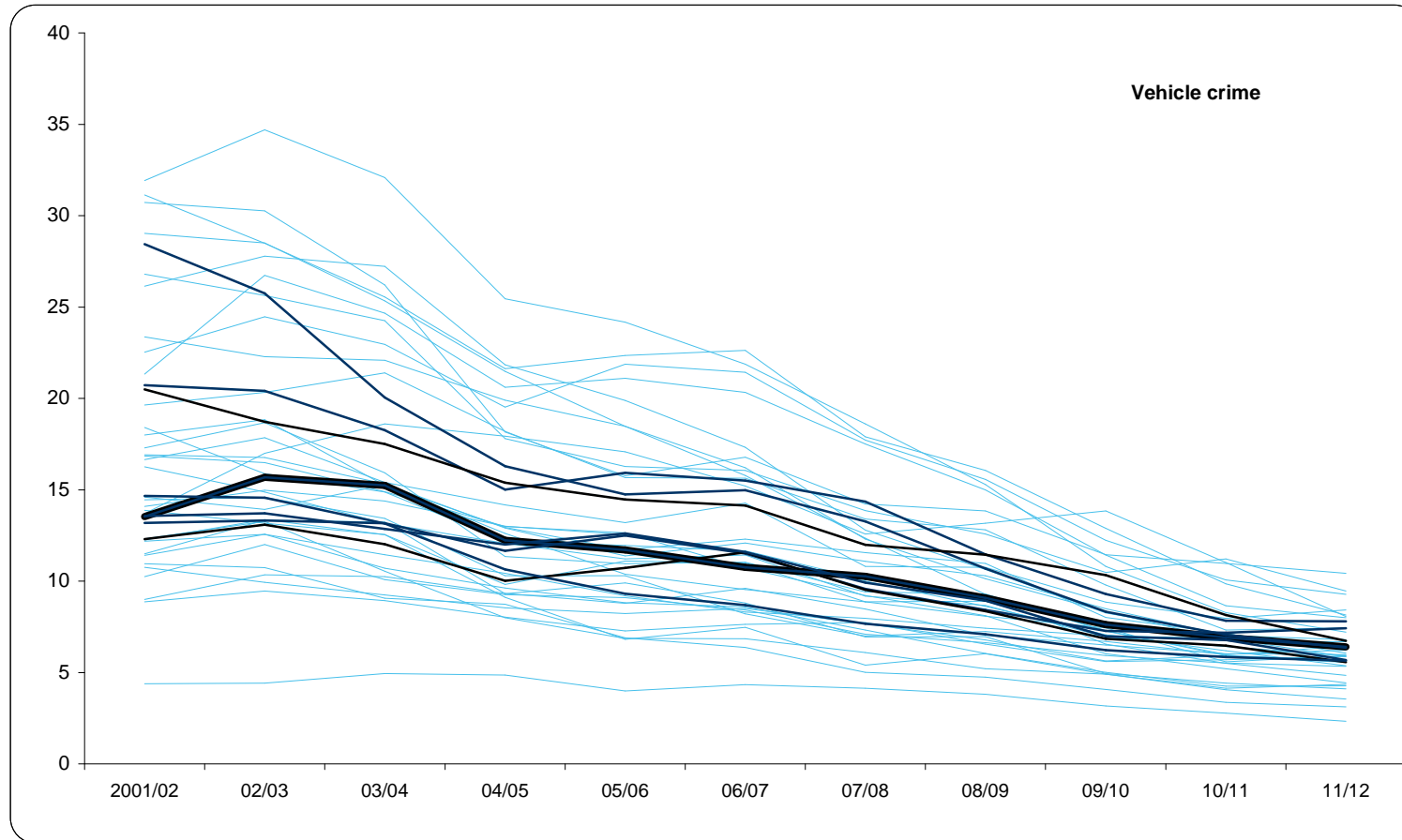
	2001/02	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
Your force	13.5	15.7	15.2	12.2	11.7	10.8	10.3	9.1	7.6	6.9	6.4
Group	17.1	16.9	15.3	12.9	12.7	12.3	10.8	9.4	7.9	7.0	6.5
All forces	17.2	17.5	16.2	13.5	12.8	12.4	10.5	9.4	7.7	6.7	6.2
Range	27.5	30.3	27.1	20.6	20.2	18.3	14.5	12.3	10.7	8.4	8.1

Hertfordshire

Note range = max - min rate

Burglary
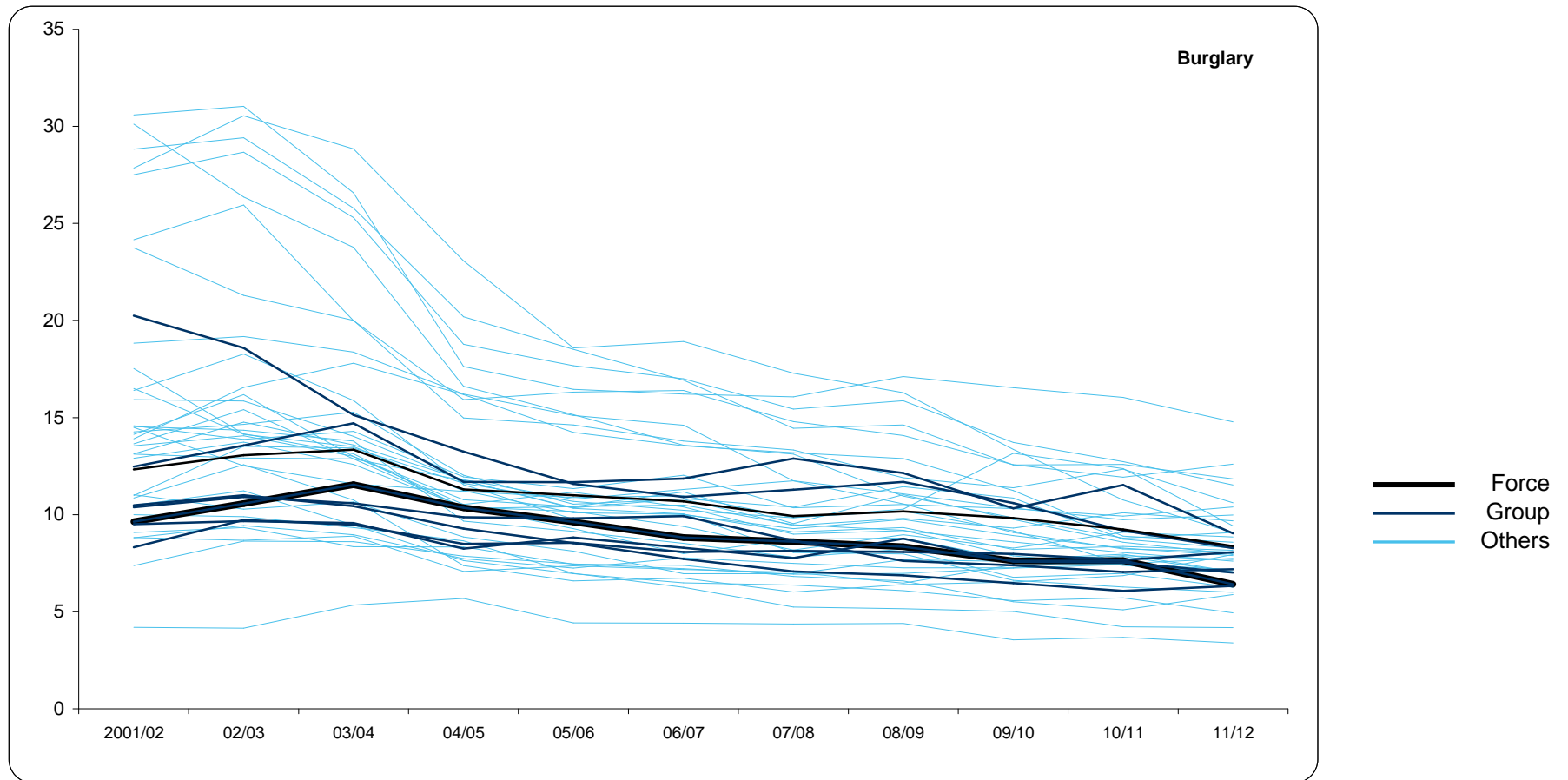
Force
Group
Others

Burglary is shown per population to maintain consistency

	2001/02	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
Your force	9.6	10.6	11.5	10.4	9.6	8.8	8.6	8.3	7.6	7.6	6.4
Group	11.7	12.1	11.8	10.3	9.9	9.5	9.3	9.2	8.5	8.2	7.6
All forces	15.0	15.3	14.3	11.7	10.8	10.5	9.8	9.8	9.0	8.6	8.2
Range	26.4	26.9	23.5	17.4	14.2	14.5	12.9	12.7	13.0	12.4	11.4

Hertfordshire

Criminal damage
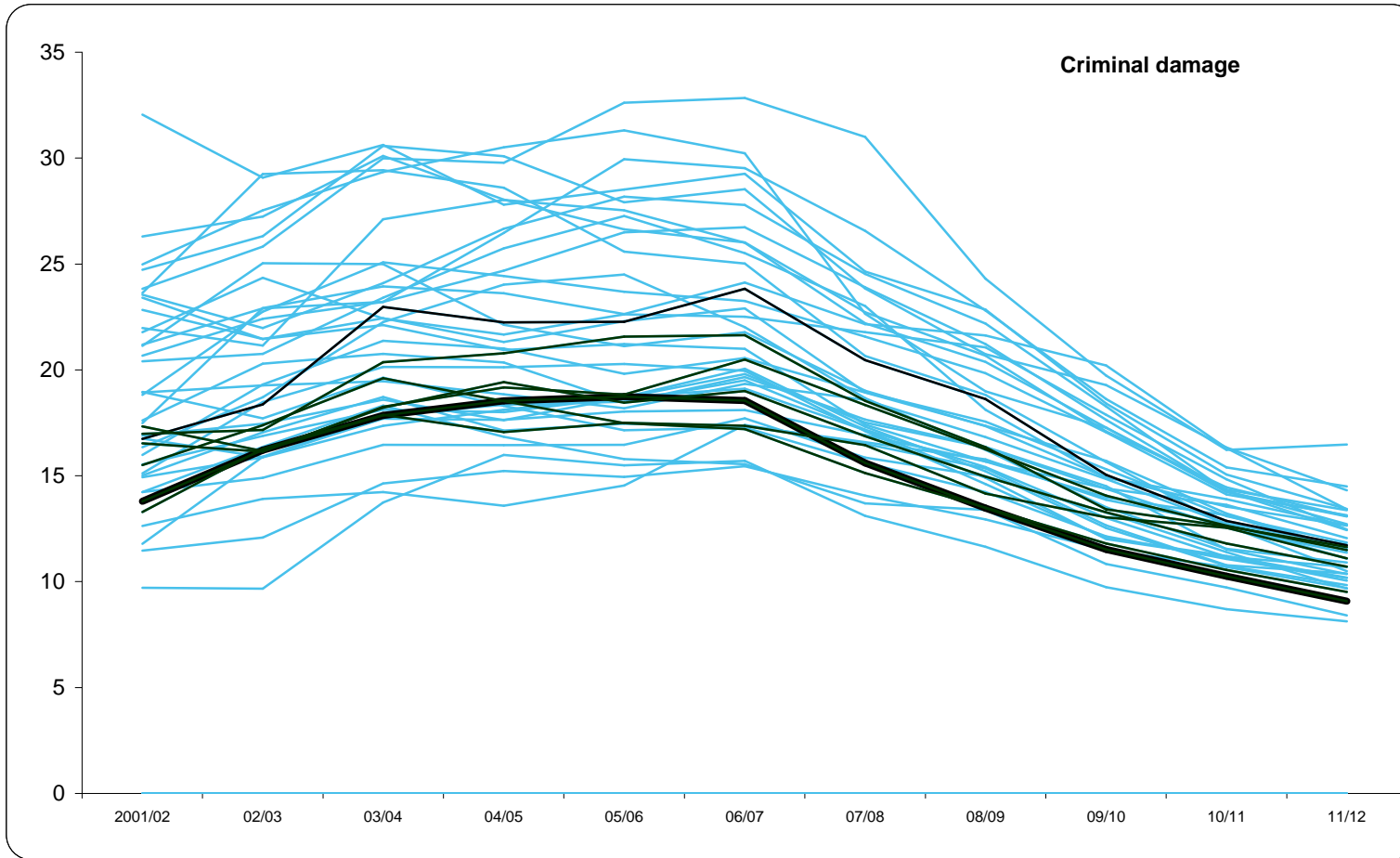
	2001/02	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
Your force	13.8	16.2	17.8	18.5	18.7	18.5	15.6	13.5	11.5	10.3	9.1
Group	15.6	16.6	19.0	19.0	18.9	19.5	17.2	15.3	13.2	11.8	10.6
All forces	18.4	19.8	21.6	21.6	21.6	21.8	19.3	17.3	14.8	12.8	11.5
Range	22.3	19.6	16.9	16.9	18.1	17.4	17.9	12.6	10.5	7.6	8.3

Hertfordshire

RECORDED OFFENCES - ALL CRIMES
2011/12 per 1,000 population

Victim based crime

Total exc fraud
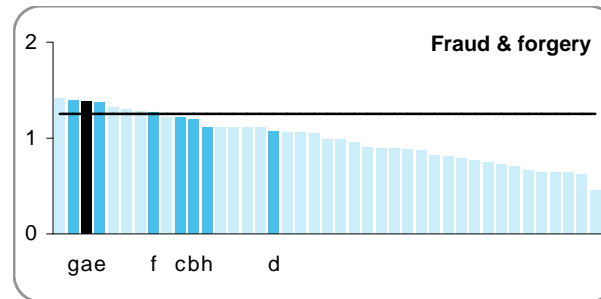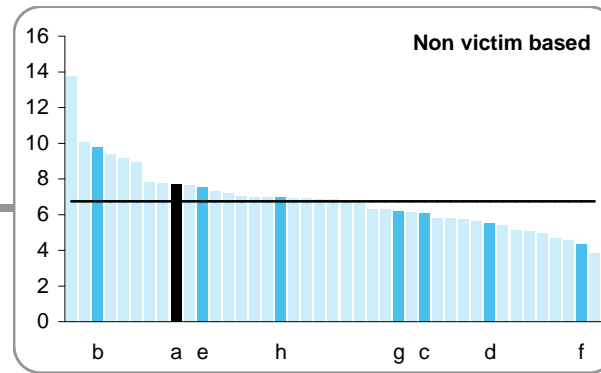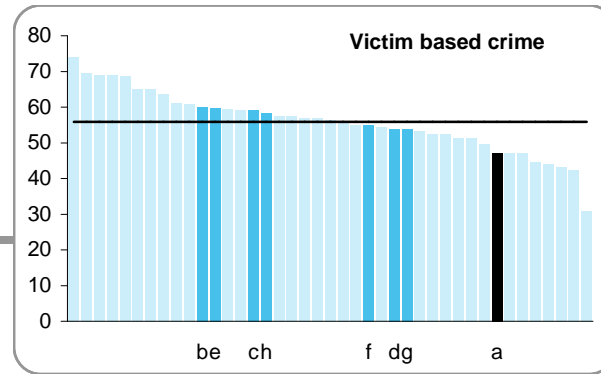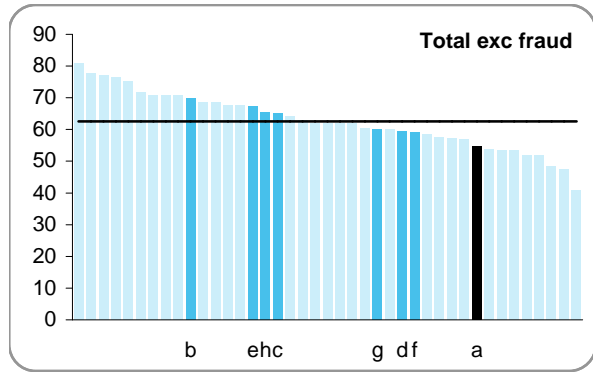
Non victim based

Population	1,108k

	Offences	per 1000	*MSG*		Difference	
Victim based	52,179	47.1	55.9		-9,677	-16%
Non victim based	8,537	7.7	6.8		1,059	14%
Total exc fraud	60,716	54.8	62.6		-8,618	-12%

Fraud & forgery	1,535	1.4	1.3
Grand total	62,251	56.2	63.9

Source: Home Office Crime Statistics 2011/12

Fraud & forgery

Hertfordshire

SANCTION DETECTIONS - ALL CRIMES

The actual % expected figures shows your detection rate as a percentage of the **national** average detection rate. Hence if above 100%, you are achieving more sanction detections than the national average.

As at March 2012, 23 forces submitted data on community resolutions / restorative justice - this will negatively affect sanction detection rates.

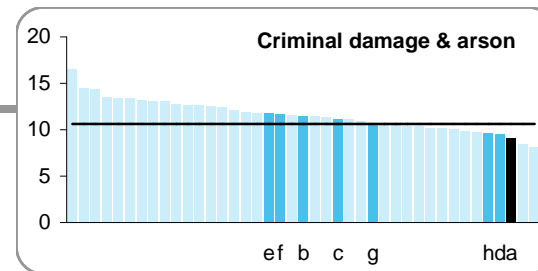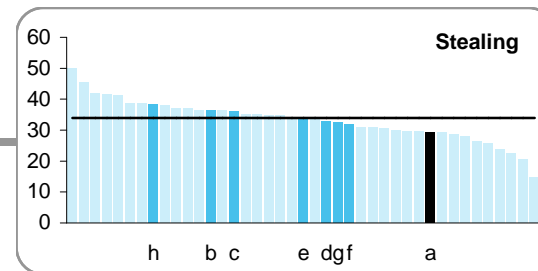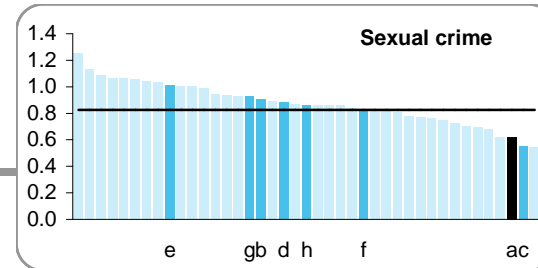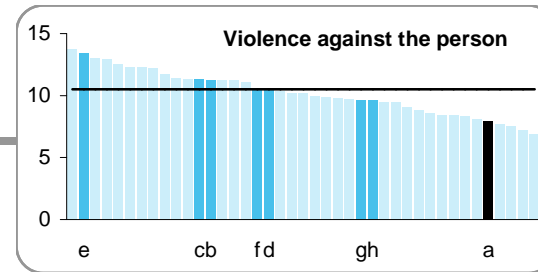Forces reporting these data are listed in Appendix 3.

Total exc fraud

Actual % expected

Victim based crime

Non victim based

Fraud & forgery
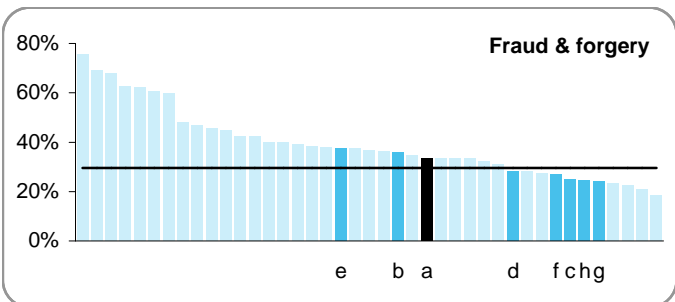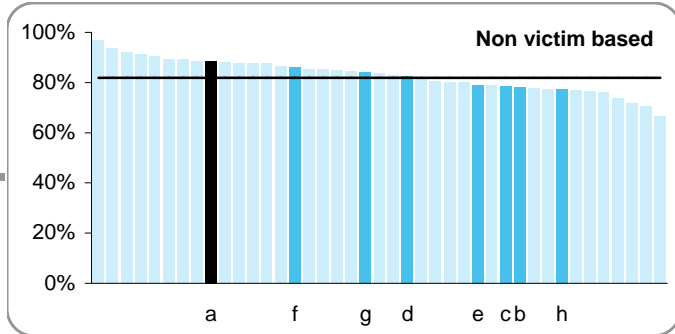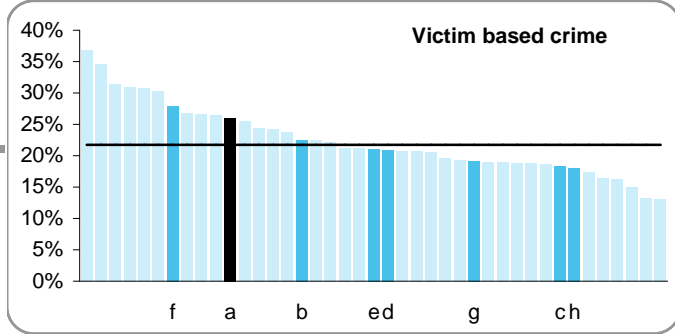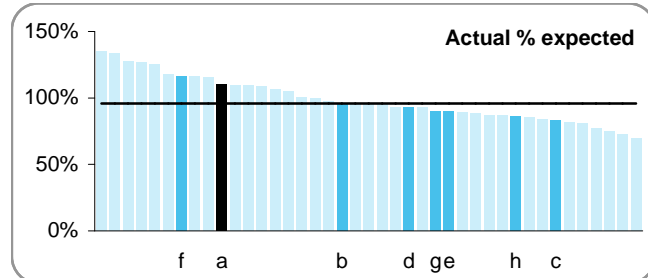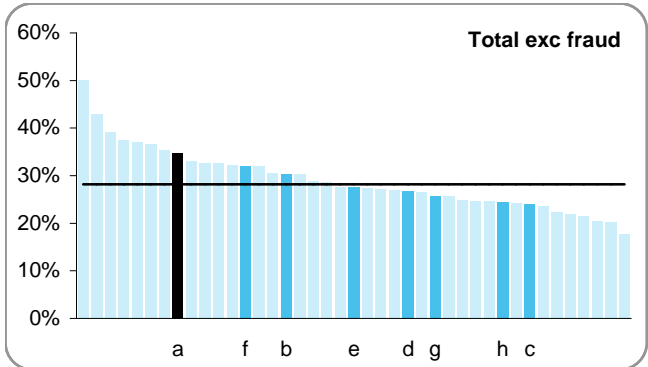
	Offences	SDs	%	MSG	Exp	Diff
Victim based	52,179	13,571	26%	22%	11,251	2,320
Non victim based	8,537	7,542	88%	82%	7,219	323
Total exc fraud	60,716	21,113	35%	28%	18,471	2,642

Actual % expected	111%

Fraud & forgery	1,535	514	33%	30%	453	61

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - VICTIM BASED

2011/12 per 1,000 population
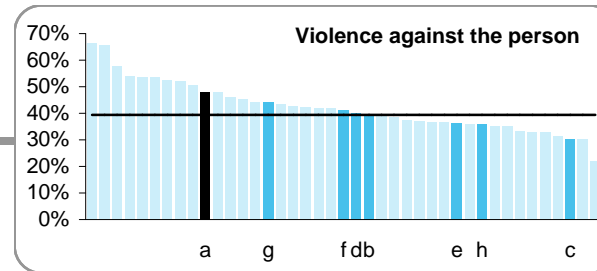

Violence against the person

Sexual crime

Victim based crime

Stealing

Criminal damage & arson
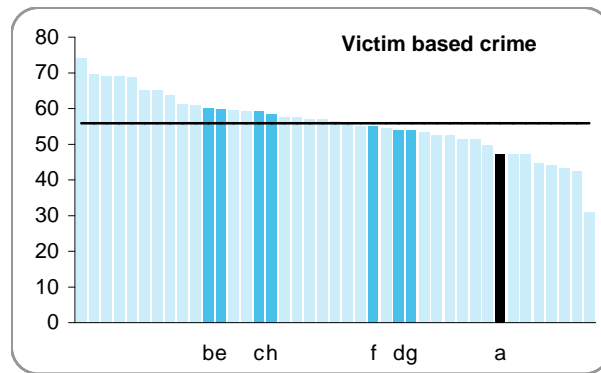
Population	1,108k

	Offences	per 1000	MSG	Difference	
Violence against the person	8,739	7.9	10.5	-2,903	-25%
Sexual offences	684	0.6	0.8	-229	-25%
Stealing	32,697	29.5	33.9	-4,846	-13%
Criminal damage & arson	10,059	9.1	10.6	-1,699	-14%
Victim based offences	52,179	47.1	55.9	-9,677	-16%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

SANCTION DETECTIONS - VICTIM BASED

Violence against the person

Sexual crime

Victim based crime

Stealing

Criminal damage & arson
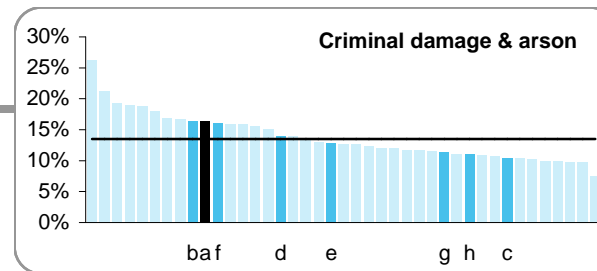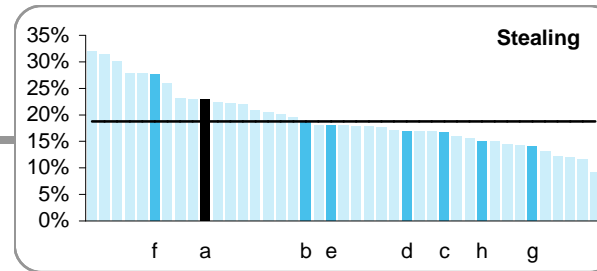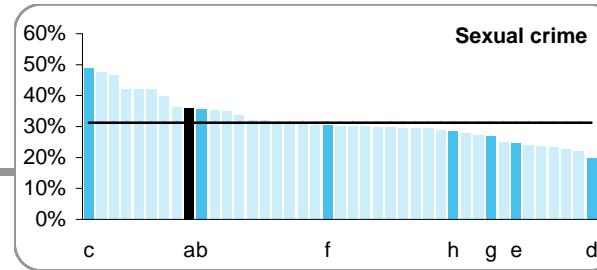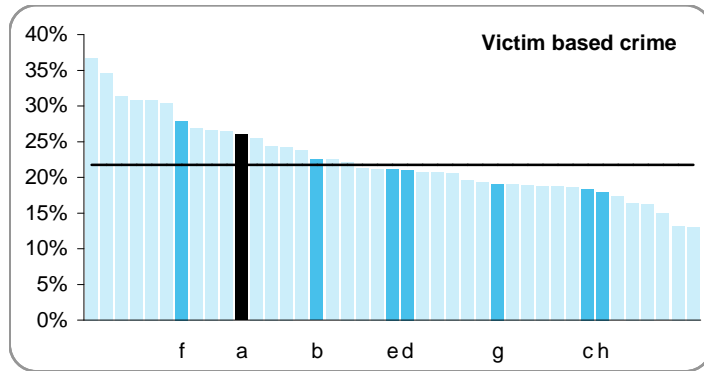
	Offences	SDs	%	MSG	Exp	Diff
Violence against the person	8,739	4,180	48%	39%	3,445	735
Sexual offences	684	245	36%	31%	214	31
Stealing	32,697	7,506	23%	19%	6,235	1,271
Criminal damage & arson	10,059	1,640	16%	13%	1,358	282
Victim based offences	52,179	13,571	26%	22%	11,251	2,320

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - VIOLENCE AGAINST THE PERSON
2011/12 per 1,000 population

Violence against the person

With injury
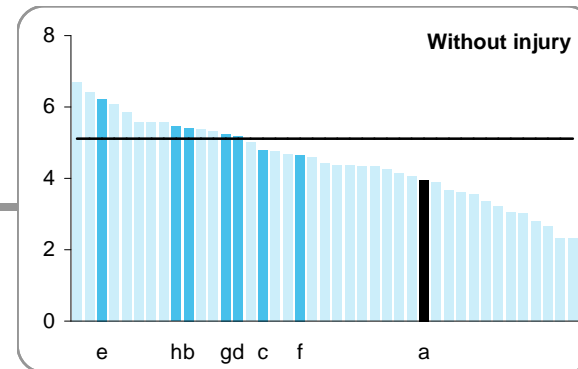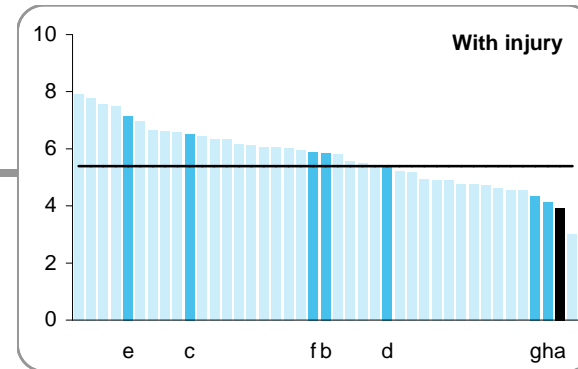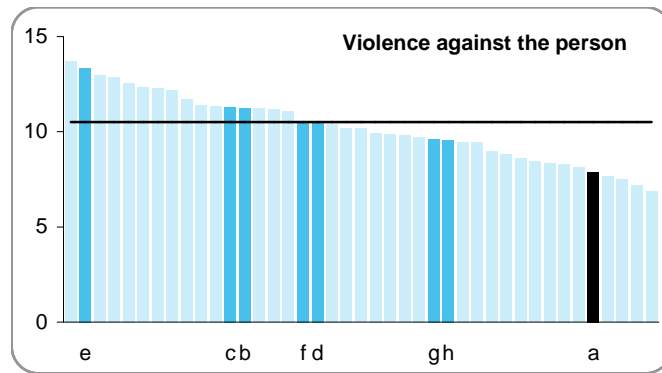
Without injury

Population	1,108k

	Offences	per 1000	MSG	Difference	
With injury	4,355	3.9	5.4	-1,621	-27%
Without injury	4,384	4.0	5.1	-1,282	-23%
Violence against person	8,739	7.9	10.5	-2,903	-25%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

SANCTION DETECTIONS - VIOLENCE AGAINST THE PERSON

Violence against the person

With injury
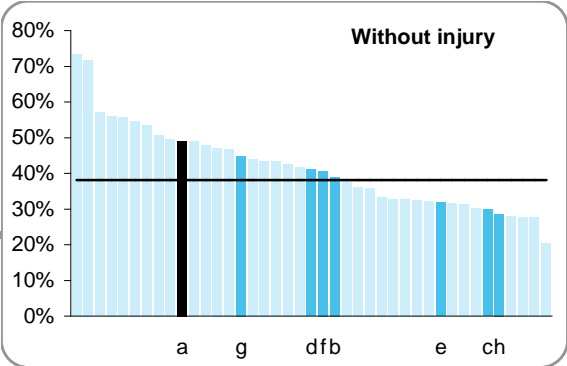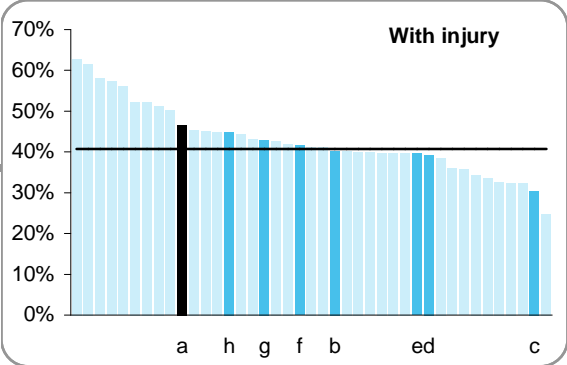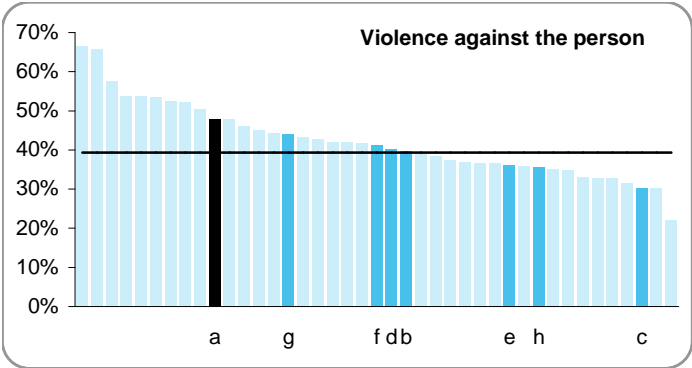
Without injury

	Offences	SDs	%	MSG	Exp	Diff
With injury	4,355	2,027	47%	41%	1,772	255
Without injury	4,384	2,153	49%	38%	1,672	481
Violence against person	8,739	4,180	48%	39%	3,445	735

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - SEXUAL OFFENCES
2011/12 per 1,000 population

Sexual crime

Rape
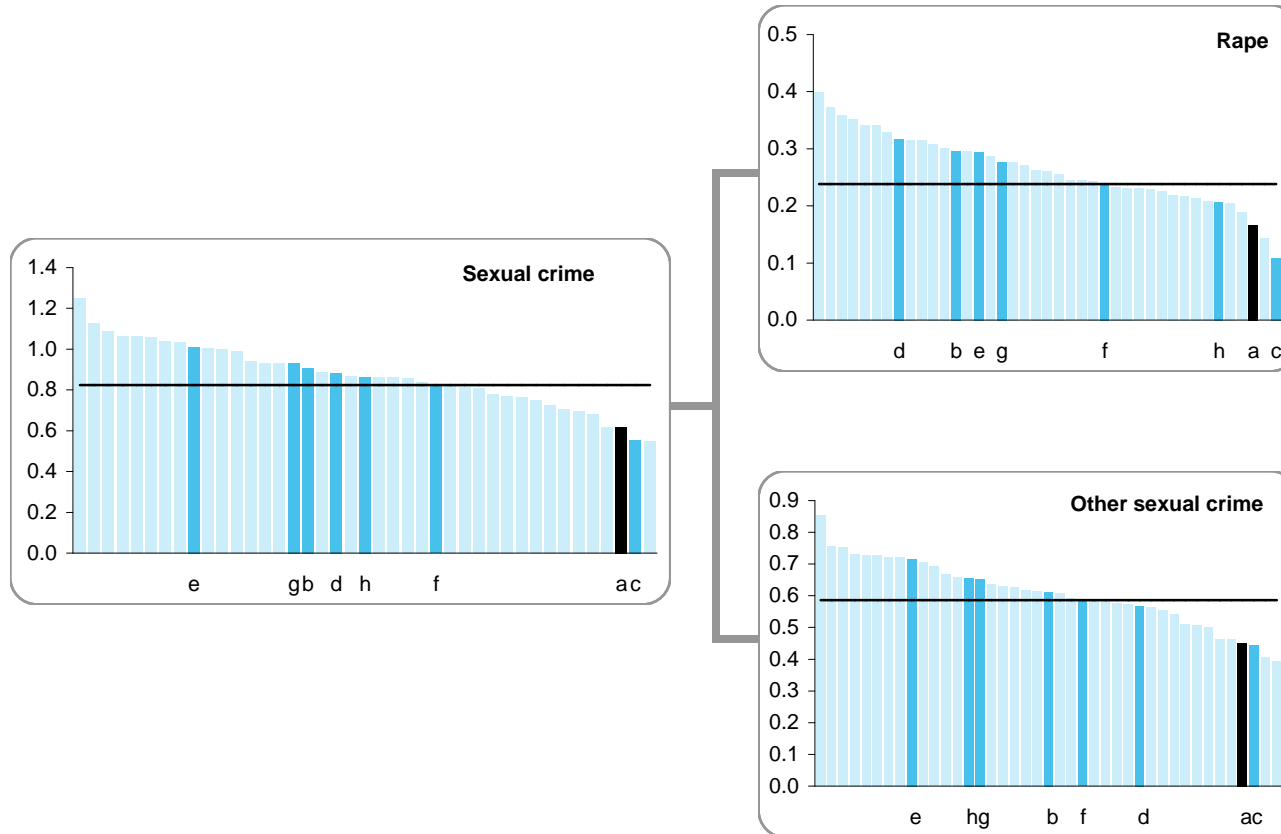
Other sexual crime

Population	1,108k

	Offences	per 1000	MSG		Difference	
Rape	184	0.17	0.24		-80	-30%
Other sexual offences	500	0.45	0.59		-150	-23%
Sexual offences	684	0.62	0.82		-229	-25%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

SANCTION DETECTIONS - SEXUAL OFFENCES

Sexual crime

Rape
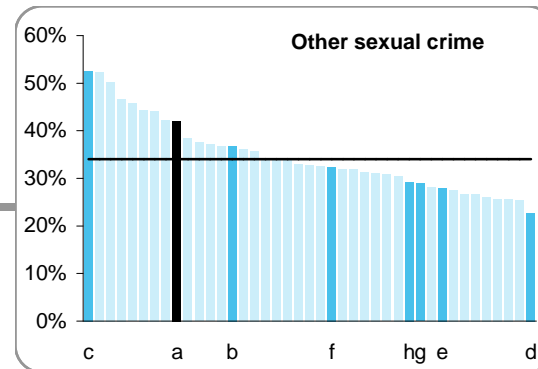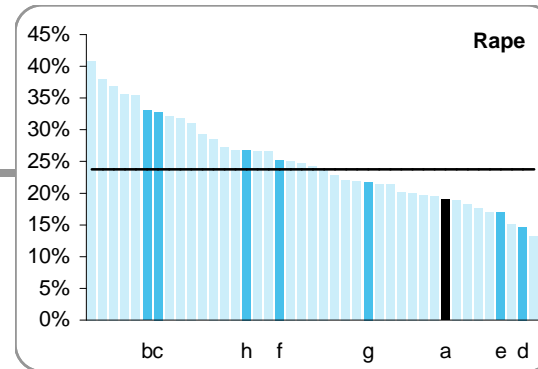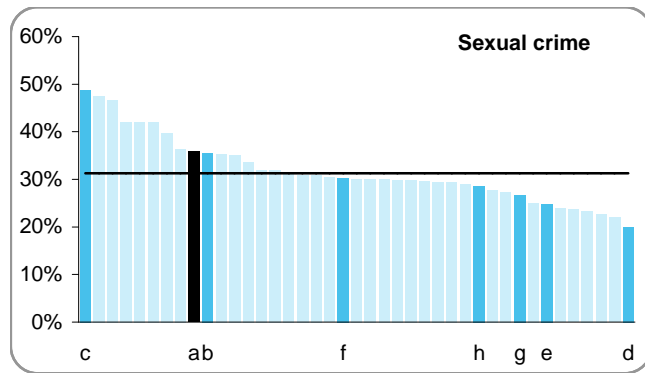
Other sexual crime

	Offences	SDs	%	Msg	Exp	Diff
Rape	184	35	19%	24%	44	-9
Other sexual offences	500	210	42%	34%	170	40
Sexual offences	684	245	36%	31%	214	31

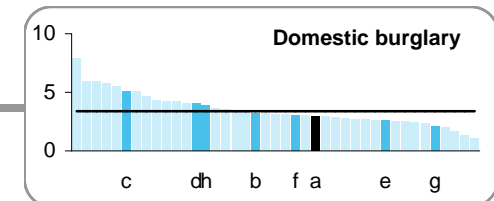*Source: Home Office Crime Statistics 2011/12*

Hertfordshire

RECORDED OFFENCES - STEALING
2011/12 per 1,000 population

Stealing
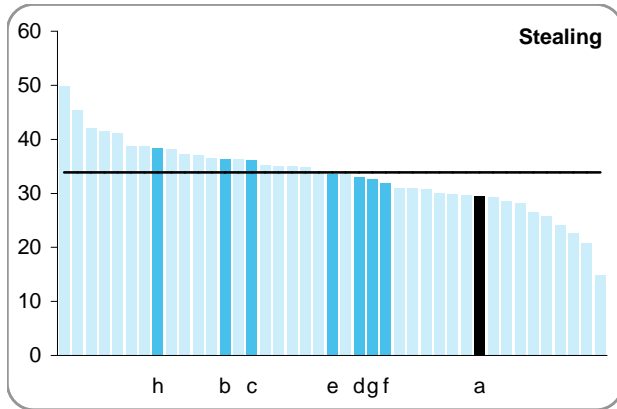
Population 1,108k

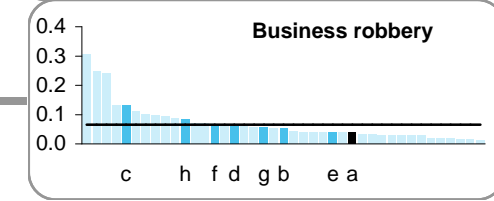|	Offences	per 1000	MSG	Difference	
Robbery					
Personal	520	0.5	0.6	-184	-26%
Business	43	0.0	0.1	-30	-41%
	563	0.5	0.7	-215	-28%
Burglary					
Domestic	3,313	3.0	3.4	-449	-12%
Non-domestic	3,789	3.4	4.2	-854	-18%
	7,102	6.4	7.6	-1,303	-15%
Vehicle crime	7,087	6.4	6.5	-57	-1%
Shoplifting	5,942	5.4	6.0	-678	-10%
Other stealing	12,003	10.8	13.2	-2,594	-18%
Stealing	32,697	29.5	33.9	-4,846	-13%

Source: Home Office Crime Statistics 2011/12

Robbery

Burglary

Vehicle crime

Shoplifting

Other stealing

Robbery of personal property

Business robbery

Domestic burglary

Non-domestic burglary

Hertfordshire
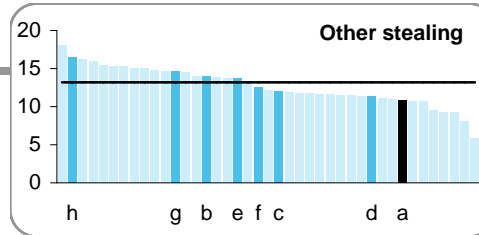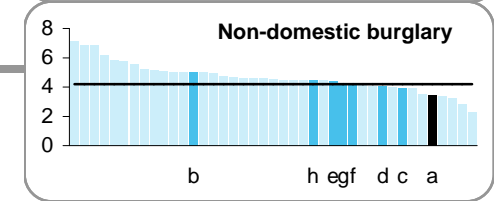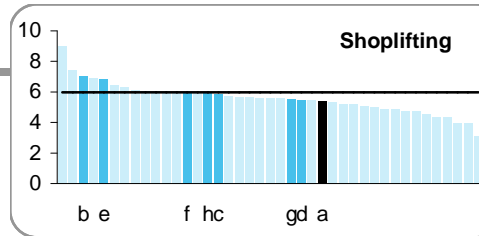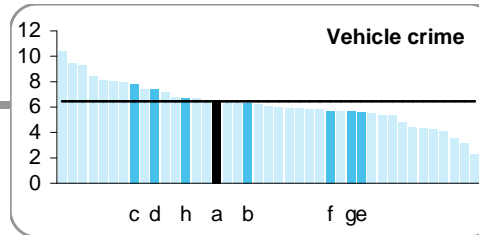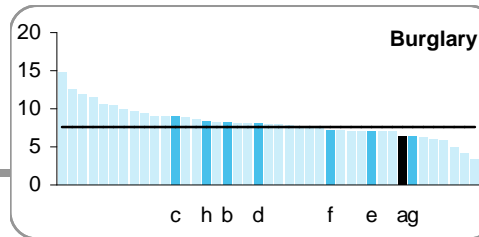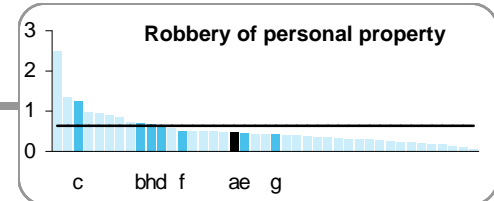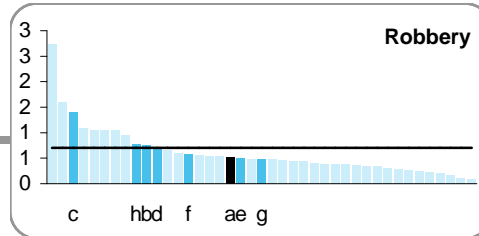
SANCTION DETECTIONS - STEALING

Stealing

Robbery

Robbery of personal property

Business robbery

Burglary

Domestic burglary

Non-domestic burglary

Vehicle crime

Shoplifting

Other stealing
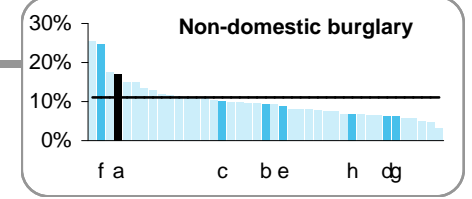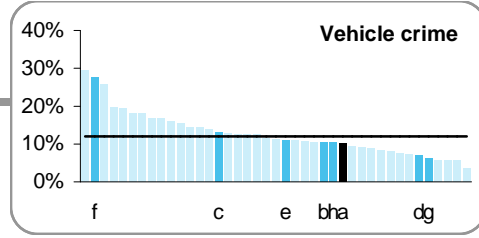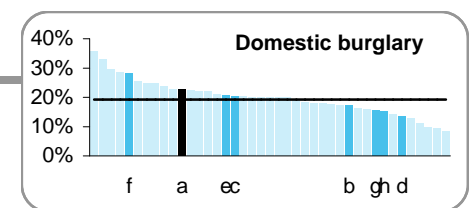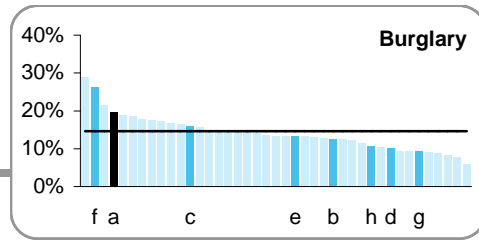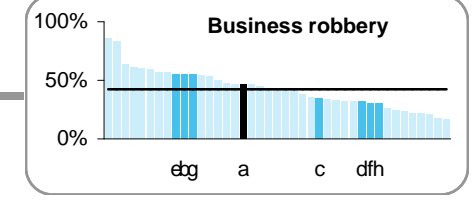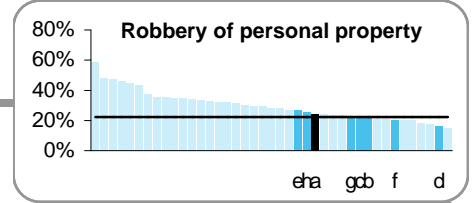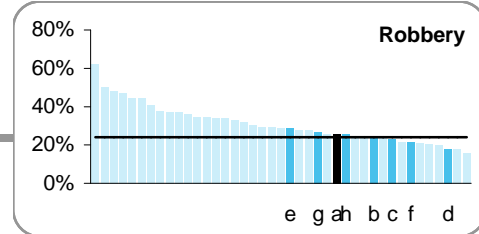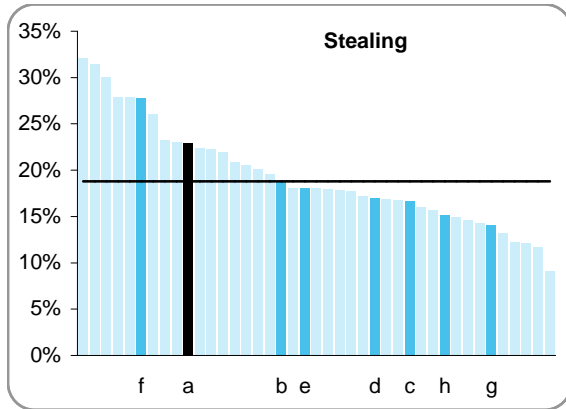
Population	1,108k

	Offences	SDs	%	MSG	Exp	Diff
Robbery						
Personal	520	125	24%	22%	116	9
Business	43	20	47%	42%	18	2
	563	145	26%	24%	134	11
Burglary						
Domestic	3,313	754	23%	19%	637	117
Non-domestic	3,789	645	17%	11%	420	225
	7,102	1,399	20%	15%	1,057	342
Vehicle crime	7,087	720	10%	12%	852	-132
Shoplifting	5,942	3,794	64%	54%	3,205	589
Other stealing	12,003	1,448	12%	8%	987	461
Stealing	32,697	7,506	23%	19%	6,235	1,271

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - NON VICTIM BASED
2011/12 per 1,000 population

Public disorder

Non victim based

Drug crime

Drug trafficking

Drug possession
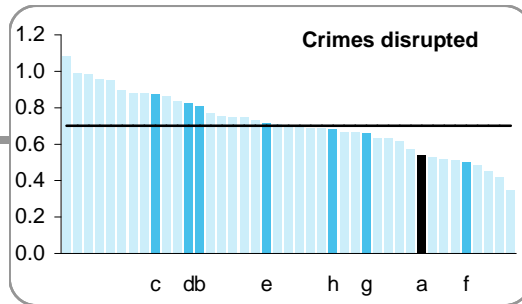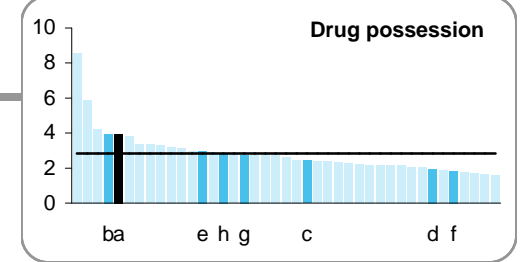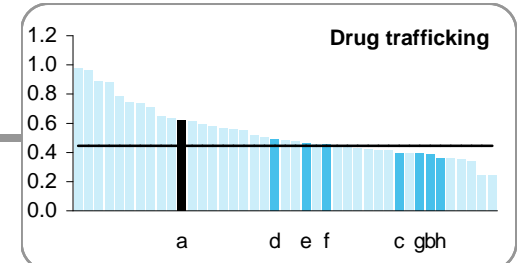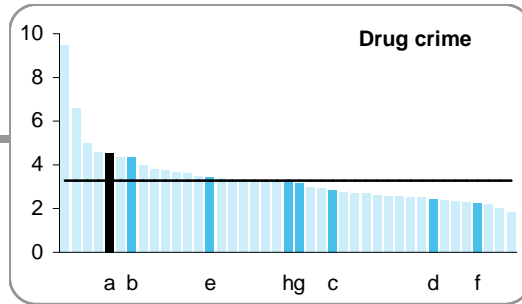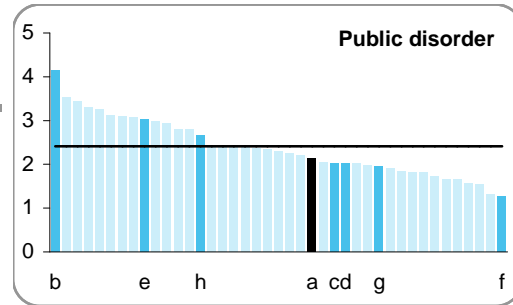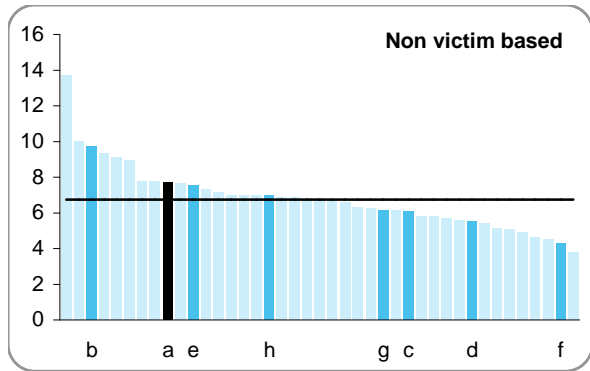
Crimes disrupted

Population	1,108k

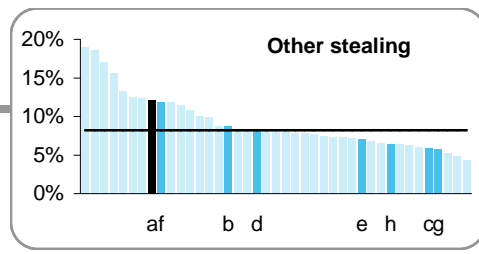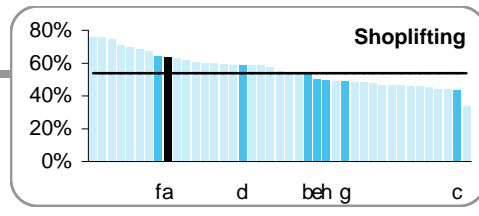|	Offences	per 1000	MSG	Difference	
Drug trafficking	687	0.6	0.4	194	39%
Drug possession	4,347	3.9	2.8	1,207	38%
Drug offences	5,034	4.5	3.3	1,401	39%
Public disorder	2,377	2.1	2.4	-292	-11%
Crimes disrupted	600	0.5	0.7	-176	-23%
Other non victim based	526	0.5	0.4	125	31%
Non victim based	8,537	7.7	6.8	1,059	14%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

SANCTION DETECTIONS - NON VICTIM BASED
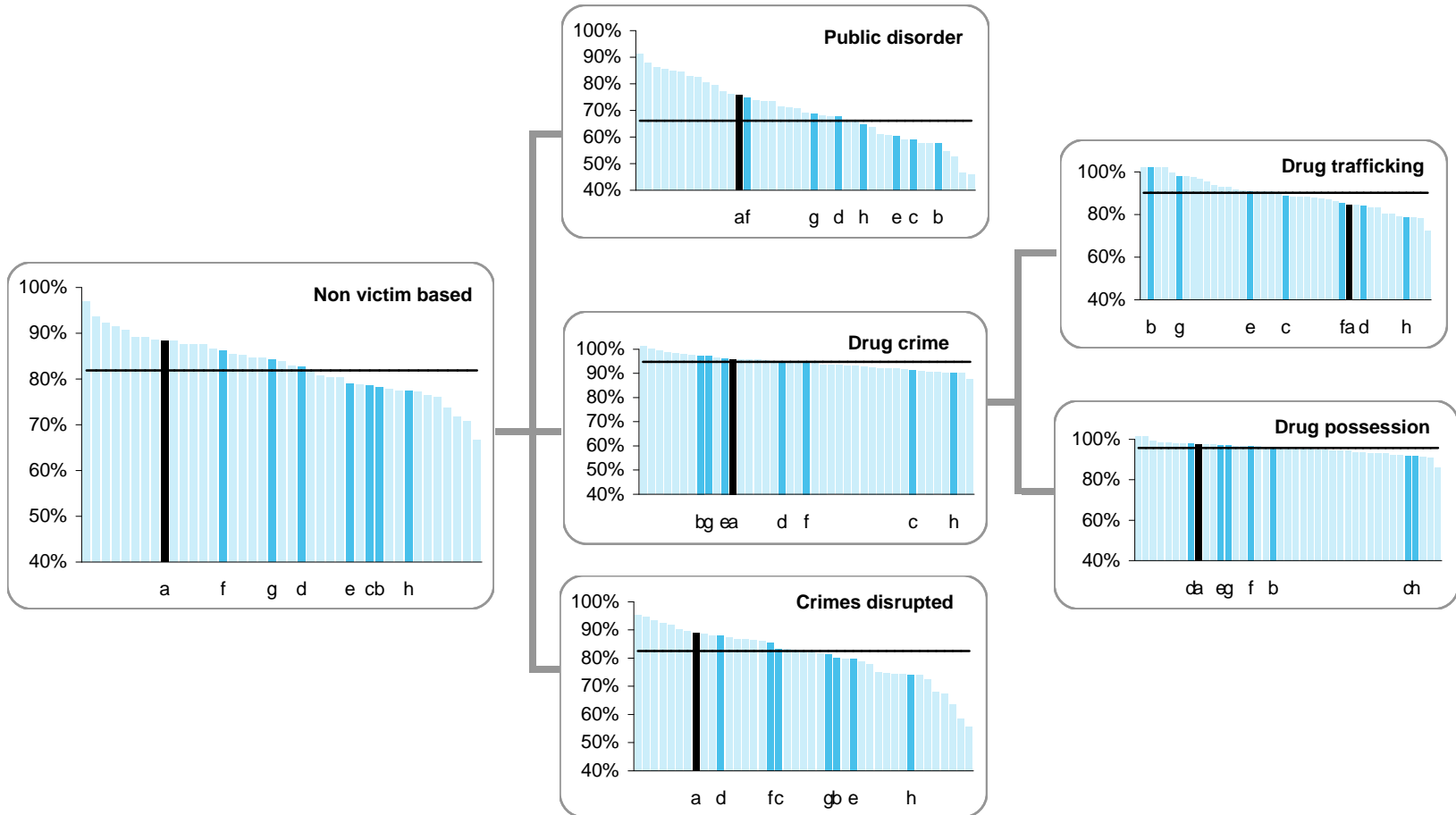
	Offences	SDs	%	MSG	Exp	Diff
Drug trafficking	687	581	85%	90%	620	-39
Drug possession	4,347	4,251	98%	96%	4,164	87
Drug offences	5,034	4,832	96%	95%	4,784	48
Public disorder	2,377	1,801	76%	66%	1,571	230
Crimes disrupted	600	534	89%	83%	495	39
Other non victim based	526	375	71%	70%	369	6
Non victim based	8,537	7,542	88%	82%	7,219	323

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - ALL CRIMES
Change 2008/09 to 2011/12

Total exc fraud

Victim based crime

Non victim based
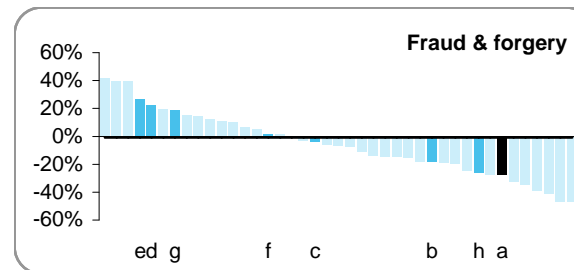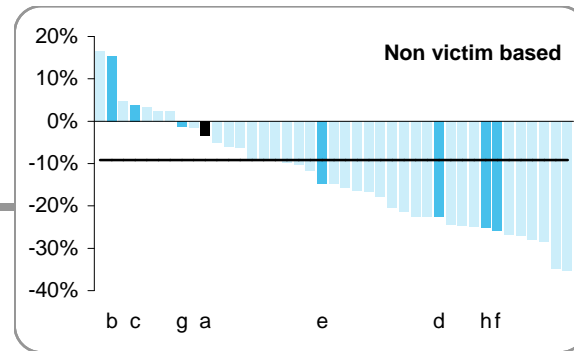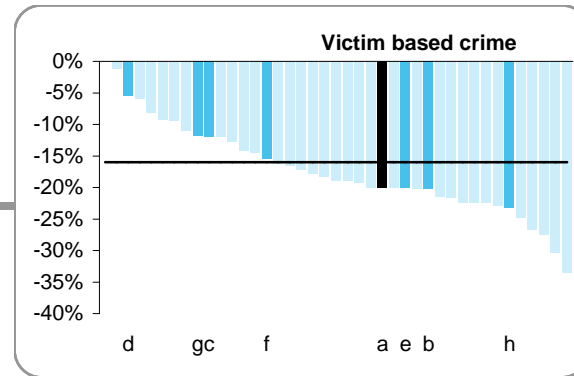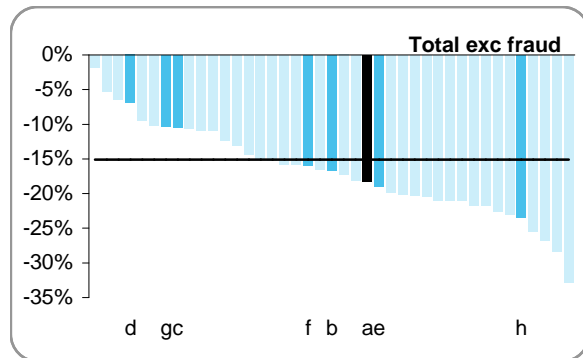
Fraud & forgery

	2008/09	2011/12	Change	MSG
Victim based	65,211	52,179	-20%	-16%
Non victim based	8,827	8,537	-3%	-9%
Total exc fraud	74,038	60,716	-18%	-15%

	2008/09	2011/12	Change	MSG
Fraud & forgery	2,114	1,535	-27%	-1%
All crime	76,152	62,251	-18%	-15%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - VICTIM BASED
Change 2008/09 to 2011/12

Violence against the person

Sexual crime

Victim based crime

Stealing

Criminal damage & arson
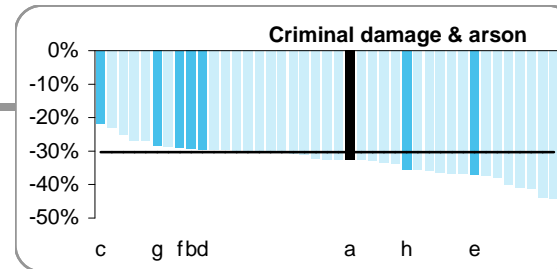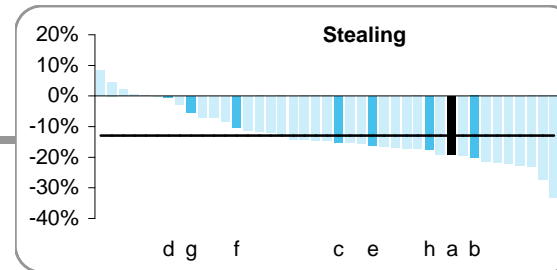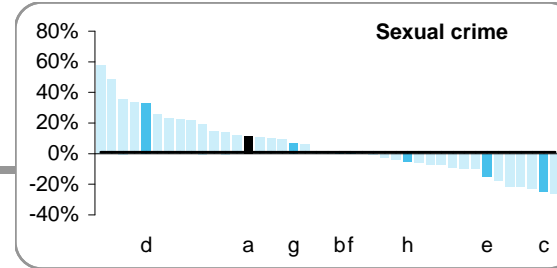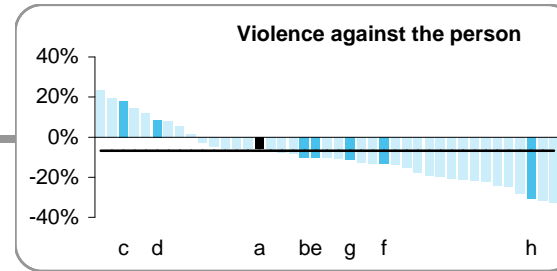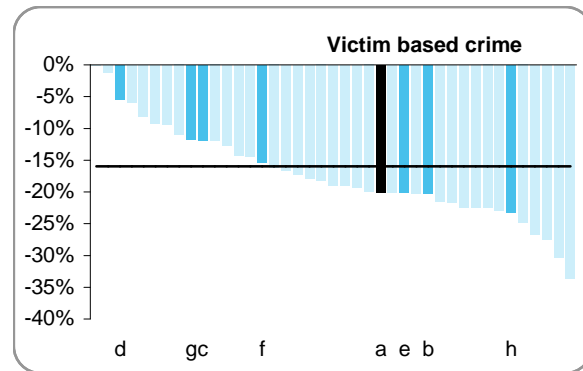
	2008/09	2011/12	Change	MSG
Violence against person	9,256	8,739	-6%	-7%
Sexual offences	614	684	11%	1%
Stealing	40,426	32,697	-19%	-13%
Criminal damage & arson	14,915	10,059	-33%	-30%
Victim based offences	65,211	52,179	-20%	-16%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - VIOLENCE AGAINST THE PERSON
Change 2008/09 to 2011/12

Violence against the person

With injury
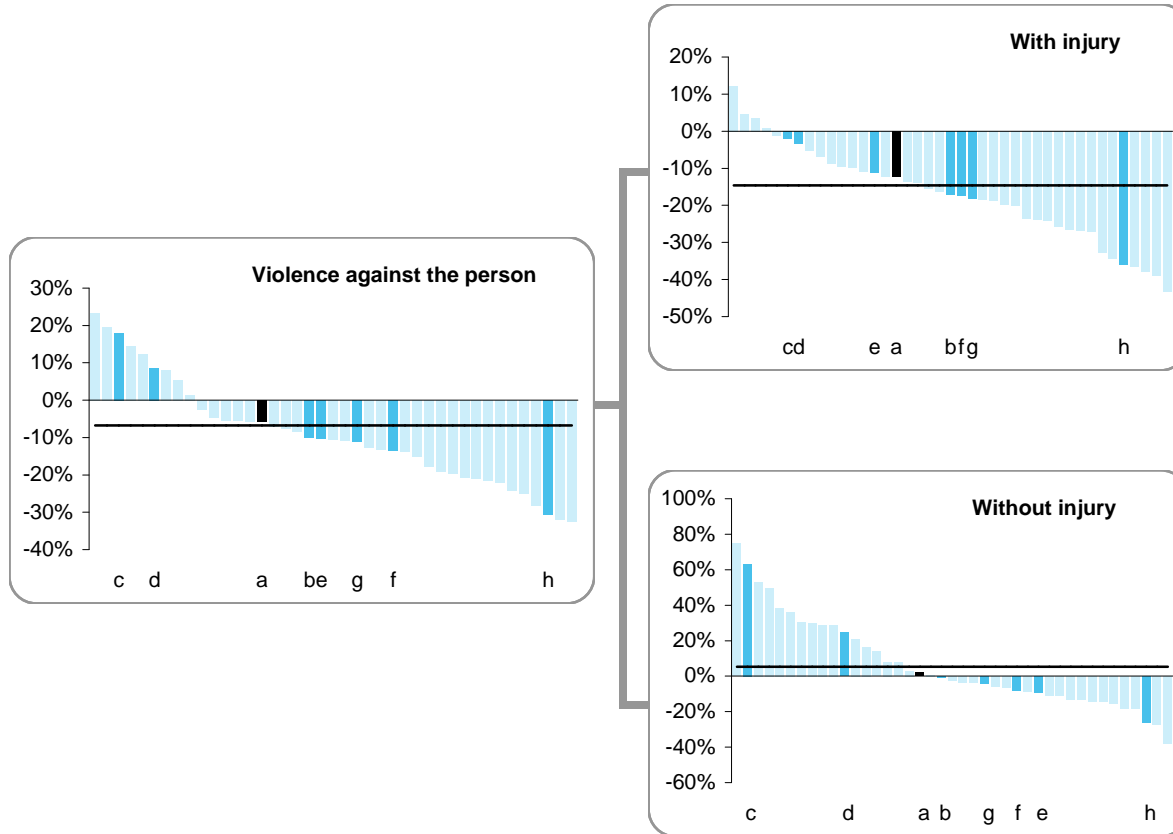
Without injury

	2008/09	2011/12	Change	MSG
With injury	4,963	4,355	-12%	-15%
Without injury	4,293	4,384	2%	5%
Violence against person	9,256	8,739	-6%	-7%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - SEXUAL OFFENCES
Change 2008/09 to 2011/12

Sexual crime

Rape
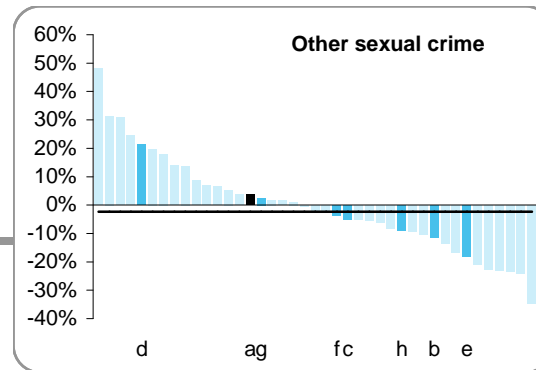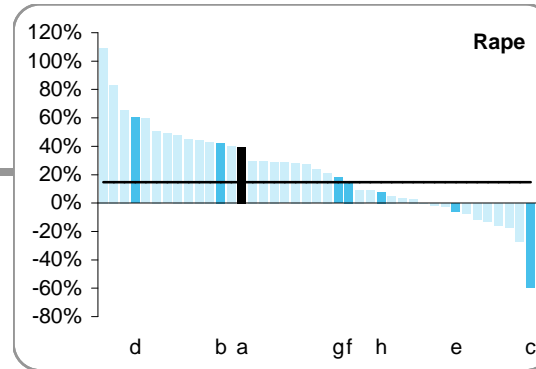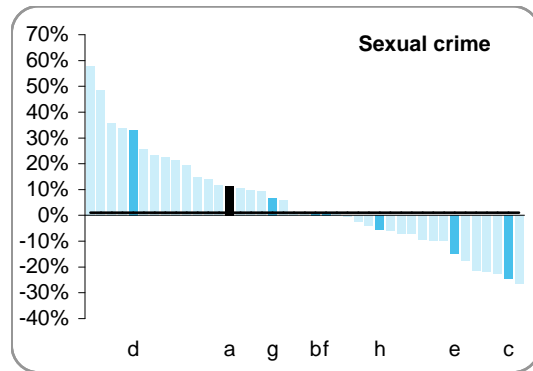
Other sexual crime

	2008/09	2011/12	Change	MSG
Rape	132	184	39%	15%
Other sexual offences	482	500	4%	-2%
Sexual offences	614	684	11%	1%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

RECORDED OFFENCES - STEALING
Change 2008/09 to 2011/12

Stealing

d g f c e h a b

Robbery

f dc e a h g b

Burglary

d f g h e a c b

Vehicle crime

d g a c e f b h

Shoplifting

c b d g h e f a

Other stealing

d f g c h be a
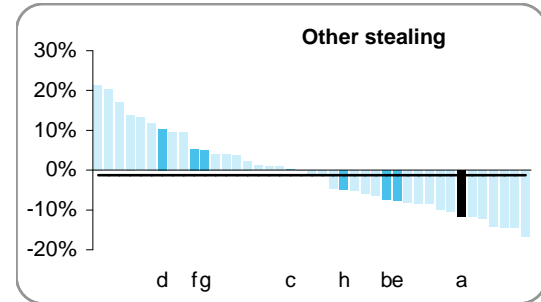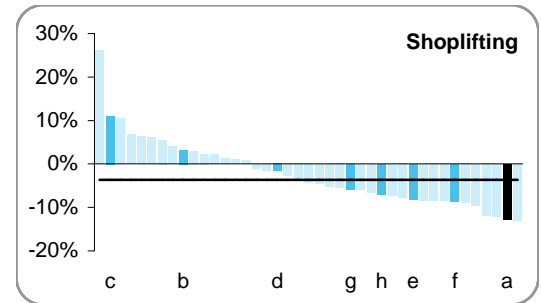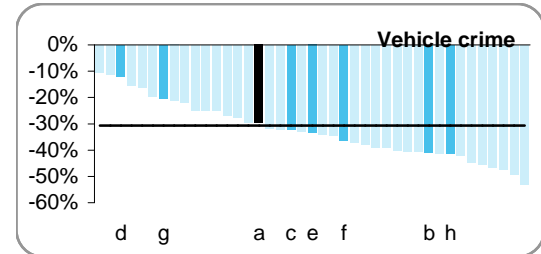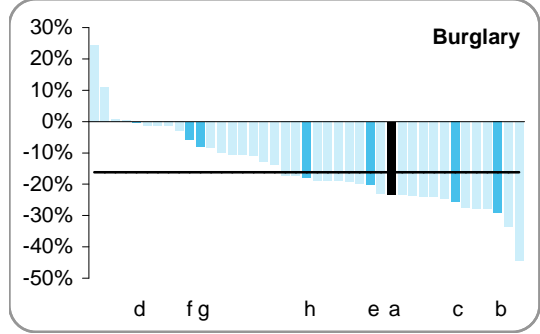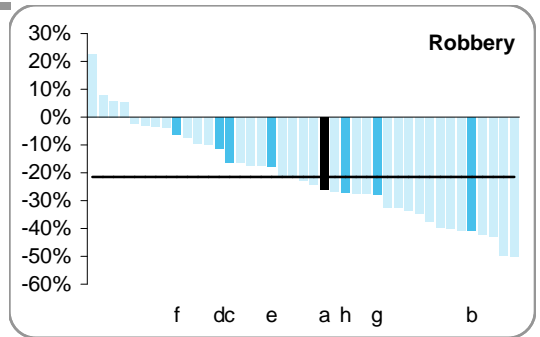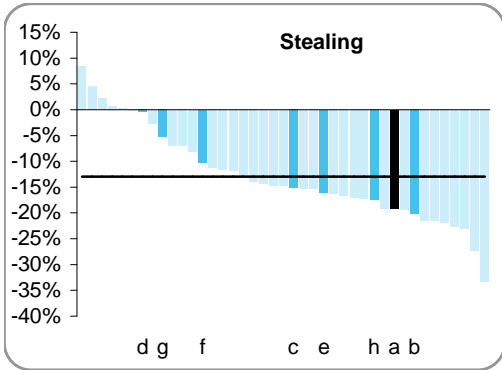
Population	1,108k

	2008/09	2011/12	Change	MSG
Robbery				
Personal	671	520	-23%	-20%
Business	88	43	-51%	-31%
	759	563	-26%	-22%
Burglary				
Domestic	4,969	3,313	-33%	-20%
Non-domestic	4,277	3,789	-11%	-13%
	9,246	7,102	-23%	-16%
Vehicle crime	10,055	7,087	-30%	-31%
Shoplifting	6,807	5,942	-13%	-4%
Other stealing	13,559	12,003	-11%	-1%
Stealing	40,426	32,697	-19%	-13%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

Public disorder

Drug trafficking

Drug crime

Drug possession

Non victim based

Crimes disrupted

Other non victim based

	2008/09	2011/12	Change	MSG
Drug trafficking	665	687	3%	2%
Drug possession	3,723	4,347	17%	11%
Drug offences	4,388	5,034	15%	9%
Public disorder	2,938	2,377	-19%	-20%
Crimes disrupted	835	600	-28%	-24%
Other non victim based	666	526	-21%	-19%
Non victim based	8,827	8,537	-3%	-9%

Source: Home Office Crime Statistics 2011/12

Hertfordshire

CHANGE IN SANCTION DETECTIONS %

	2008/09	2011/12	Change	Msg
Victim based	25%	26%	1%	0%
Non victim based	86%	88%	2%	-2%
All crime exc fraud & forgery	33%	35%	2%	0%
Fraud & forgery	56%	33%	-22%	-16%
Victim based				
Violence against the person	51%	48%	-3%	-3%
Sexual offences	29%	36%	7%	5%
Stealing	22%	23%	1%	0%
Criminal damage & arson	16%	16%	1%	-1%
Non victim based				
Public disorder	76%	76%	0%	-8%
Drug offences	96%	96%	0%	-1%
Crimes disrupted	84%	89%	5%	-1%
Other non victim based	73%	71%	-1%	-4%
Violence against the person (VAP)				
VAP with injury	48%	47%	-2%	-2%
VAP without Injury	54%	49%	-4%	-4%
Sexual offences				
Rape	17%	19%	2%	5%
Other sexual offences	32%	42%	10%	6%
Stealing				
Personal robbery	21%	24%	3%	3%
Business robbery	38%	47%	9%	7%
Domestic burglary	21%	23%	1%	2%
Non Domestic burglary	16%	17%	1%	1%
Vehicle crime	13%	10%	-3%	2%
Shoplifting	64%	64%	0%	-7%
Other stealing	11%	12%	1%	-1%
Drugs				
Drug trafficking	90%	85%	-6%	-3%
Drug possession	97%	98%	1%	0%

Note: Please be aware that community resolutions / restorative justice may impact on changes in sanction detection rates.

Source: Home Office Crime Statistics 2011/12

Hertfordshire

SANCTION DETECTIONS BY TYPE
2011/12

These charts show how different types of sanction detections are used.

Charge summons

Cautions

Fixed penalty

TIC
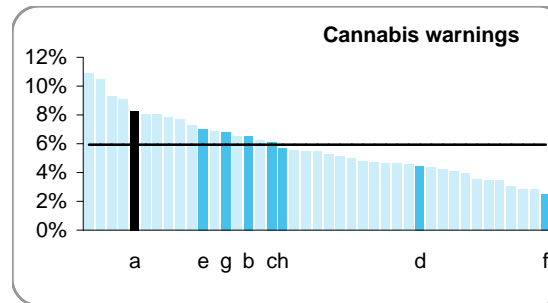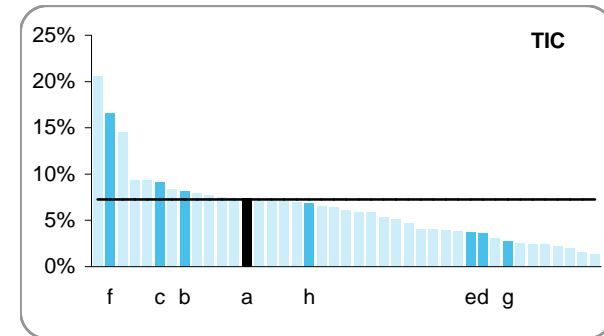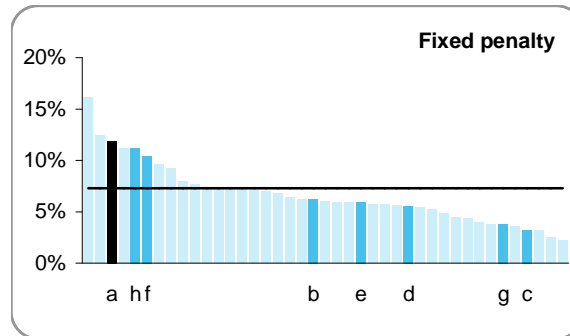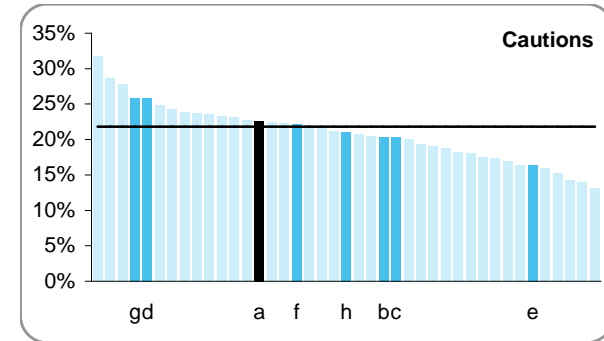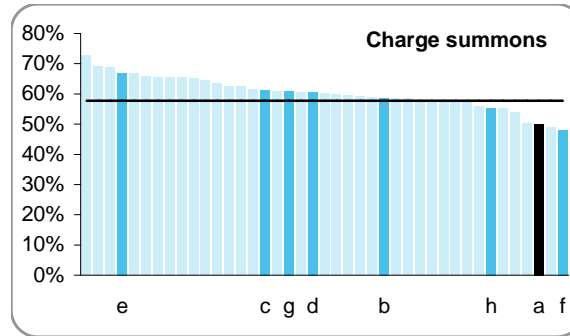
Cannabis warnings

	%	MSG
Charge summons	50%	58%
Cautions	23%	22%
Penalty notices	12%	7%
Cannabis warnings	8%	6%
Taken into consideration	7%	7%
Total	100%	100%

Source: Home Office Crime Statistics 2011/12

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CHANGES IN DETECTION TYPES
Changes 2008/09 to 2011/12

These charts show how the proportions of the types of sanction detections have changed since 2008/09. Note that up to 2008/09 cannabis warnings were recorded as FPN detections, from this point they have moved into 'Other'.

Fixed penalty

Cautions

Charge summons

Cannabis warnings

TIC
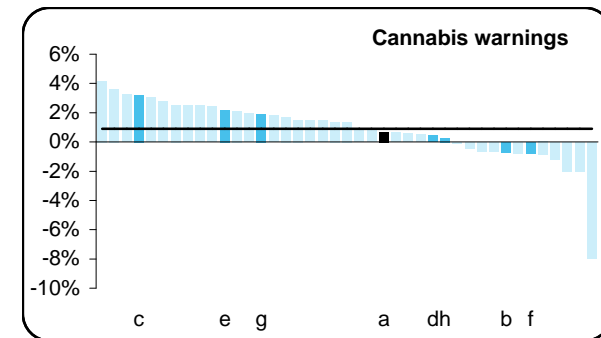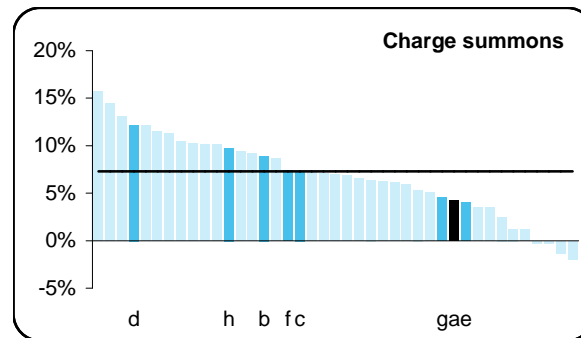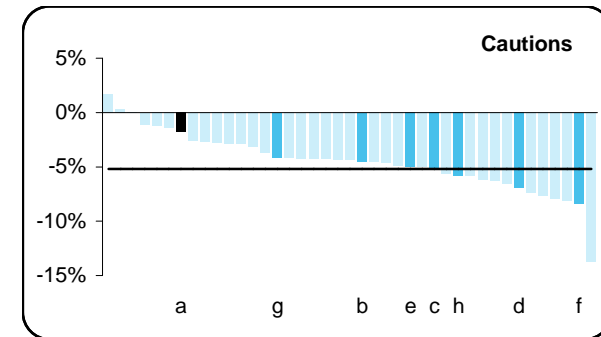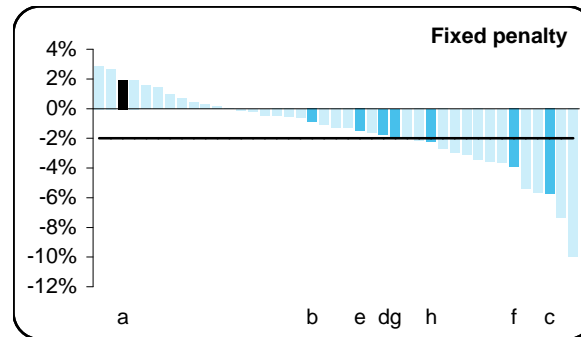
	2008/09	2011/12	Change	MSG
Charge summons	46%	50%	4%	7%
Cautions	24%	23%	-2%	-5%
Penalty notices	10%	12%	2%	-2%
Cannabis warnings	8%	8%	1%	1%
Taken into consideration	12%	7%	-5%	0%
Total	100%	100%		

Source: Home Office Crime Statistics 2011/12
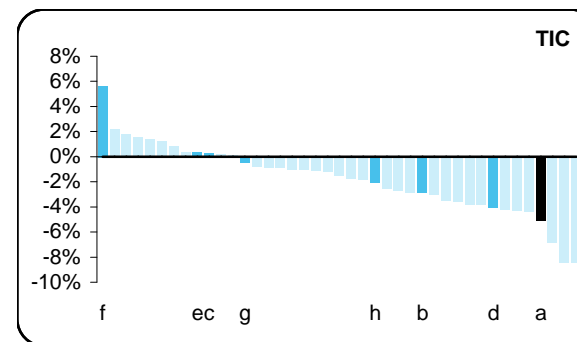
CHARGES

These charts and tables show the overall charge rates and compare them with the expected charge rates. The expected charge rates show what the force would have achieved if they had matched the average for each crime type. The term charges relates to crime offences cleared up by means of charge or summons.

	Offences	Charges	%	MSG	Diff from expected
Victim based					
VAP with injury	4,355	1,299	30%	28%	93
VAP without Injury	4,384	1,324	30%	25%	230
Rape	184	35	19%	23%	-8
Other sexual offences	500	184	37%	29%	39
Domestic burglary	3,313	402	12%	11%	52
Non-domestic burglary	3,789	250	7%	6%	41
Robbery of personal property	520	120	23%	21%	9
Business robbery	43	19	44%	41%	1
Vehicle crime	7,087	390	6%	6%	-35
Shoplifting	5,942	1,746	29%	31%	-115
Other stealing	12,003	782	7%	5%	203
Criminal damage & arson	10,059	804	8%	8%	14
Non-victim based					
Public disorder	2,377	907	38%	39%	-17
Drug trafficking	687	500	73%	77%	-27
Drug possession	4,347	1,009	23%	28%	-201
Crimes disrupted	600	384	64%	61%	21
Other non victim based	526	294	56%	56%	1
Total exc fraud	60,716	10,449	17%	16%	301
Fraud & forgery	1,535	342	22%	20%	40
All crime	62,251	10,791	17%	16%	341

Source: Home Office Crime Statistics 2011/12

Charges % offences
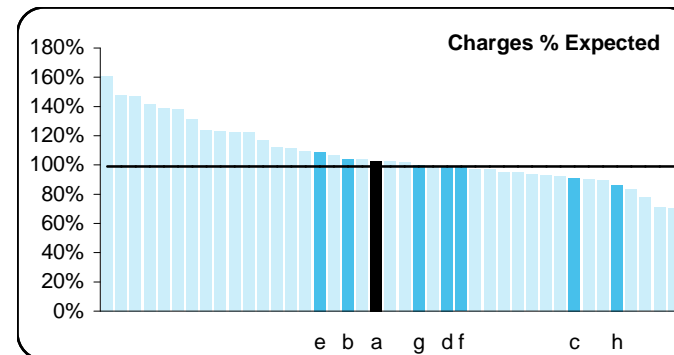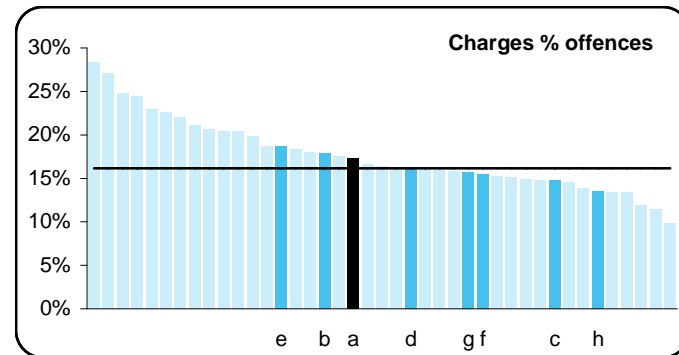
Charges % Expected

The level of expected charges is based on MSG average charge rates, whereas expected sanction detections shown on p61 are based on average rates for all forces

Hertfordshire
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NO CRIME

These charts show the 'no crime rate ' (number of 'no crimes ' divided by total recorded crime).

This information gives a more rounded picture of a forces crime recording practises.

A crime could be no crimed where it is considered to have been recorded in error or where, having been recorded, additional verifiable information becomes available that determines that no crime was committed.

Outliers in the table below are highlighted for those in the top and bottom 10% nationally.

Burglary

Robbery

Other stealing

Rape

Other sexual
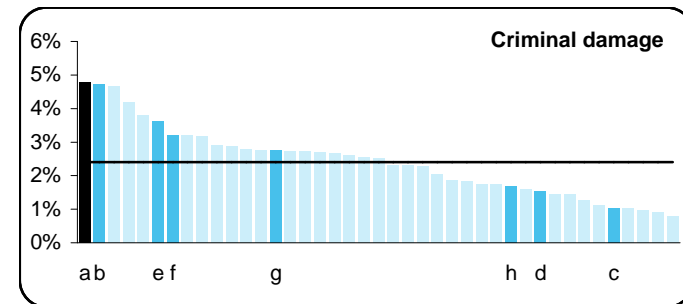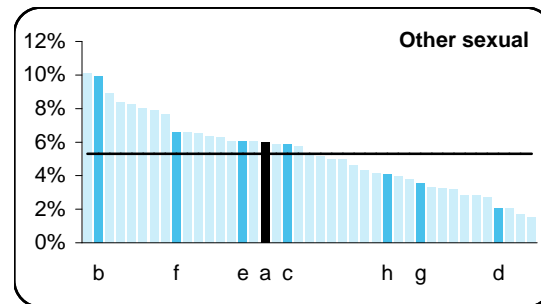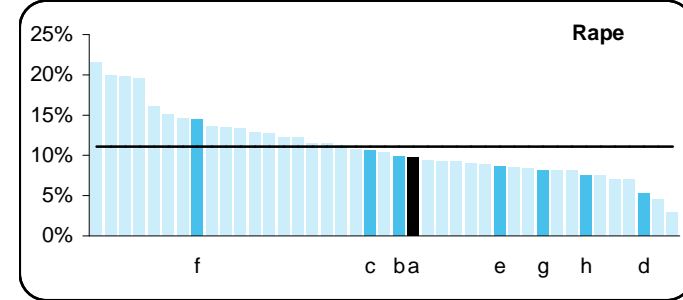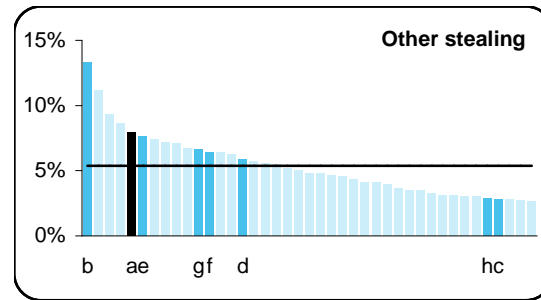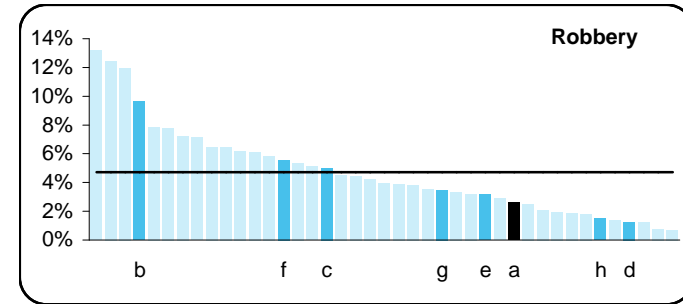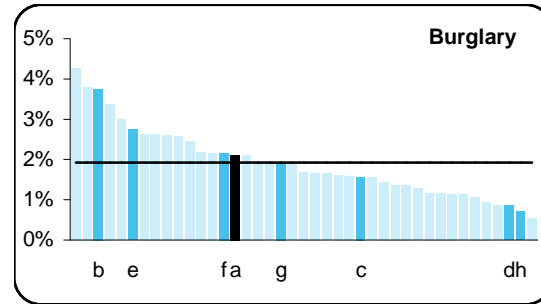
Criminal damage

	2008/09	2009/10	2010/11	2011/12	Average
Burglary	2.7%	3.0%	2.2%	2.1%	1.9%
Robbery	1.9%	3.0%	4.3%	2.6%	4.7%
Other stealing	9.3%	11.5%	8.4%	8.0%	5.4%
Rape	25.4%	15.8%	13.4%	9.8%	11.1%
Other sexual	6.9%	8.2%	4.8%	6.0%	5.3%
Criminal damage	4.2%	4.5%	4.0%	4.8%	2.4% <<

Source: Home Office Crime Statistics 2011/12

Please note:

The proportion of 'no crimes' does not in itself infer high or low compliance with the overall requirements of the HOCR. Levels of 'no criming' are particularly susceptible to local recording practice and the IT systems in use. A police force having a high level of 'no crimes' may be indicative of that force having a local recording process that captures all reports as crimes at the first point of contact and before any further investigation has taken place to consider the full facts.

OVERALL SATISFACTION

2011/12 percentage satisfied

These charts show user satisfaction for the 'whole experience' (excluding road traffic collisions).

95% confidence intervals are also shown.
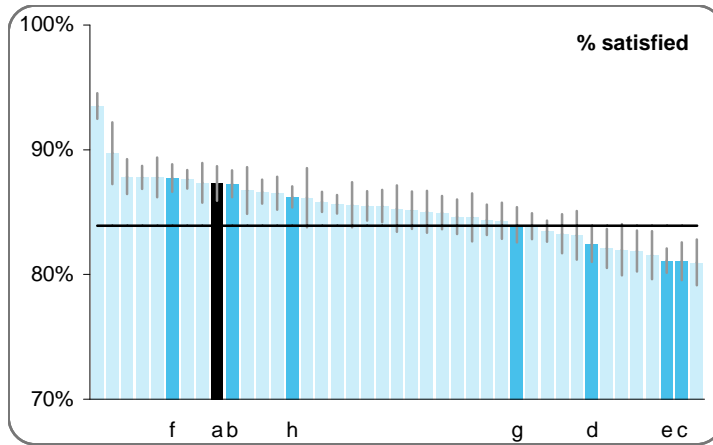
	Avg	
Satisfaction	87.3%	83.9%
Confidence interval	1.4%	0.2%

-

Source: Victims of Crime Survey 2011/12

Hertfordshire

Appendix 1 – Crime Codes

Offences included in each category

1. Victim-based

1.1. Violence against the person

1.1.1. Violence with injury

1	Murder
4.2	Infanticide
4.1	Manslaughter
2	Attempted murder
37.1	Causing death by aggravated vehicle taking
4.10	Corporate manslaughter
4.3	Intentional destruction of a viable unborn child
4.4	Causing death by dangerous driving
4.6	Causing death by careless driving under influence of drink or drugs
4.7	Causing or allowing death of child or vulnerable person
4.8	Causing death by careless or inconsiderate driving
4.4/6	Historic code
4.4/6/8	Historic code
4.9	Causing death by driving: unlicensed drivers etc.
5A	Wounding or carrying out an act endangering life (GBH with intent)
5B	Use of substance or object to endanger life
8F	Inflicting grievous bodily harm without intent
8G	Actually bodily harm and other injury
8A	Less serious wounding
8D	Racially or religiously aggravated less serious wounding
5	Wounding or other act endangering life
8H	Racially or religiously aggravated inflicting grievous bodily harm without intent
8J	Racially or religiously aggravated actual bodily harm and other injury
8K	Poisoning or female genital mutilation

1.1.2. Violence without injury (excl crime prevention and public order offences, inc kidnapping)

8C	Historic - harassment and public fear
8E	Historic - harassment and public fear (RRA)
8M	Racially or religiously aggravated harassment
8L	Harassment
7	Endangering life at sea
6	Endangering railway passengers
3	Threat or conspiracy to murder
3B	Threats to kill
3A	Conspiracy to murder
36	Kidnapping
14	Procuring illegal abortion
13	Child abduction
12	Abandoning child under two years
11	Cruelty to and neglect of children
105B	Racially or religiously aggravated assault without injury
105A	Assault without injury
104	Assault without injury on a constable

1.2. Sexual offences

1.2.1. Rape

19A	Rape of a female
19B	Rape of a male
19C	Rape of a female aged 16 and over
19D	Rape of a female child under 16
19E	Rape of a female child under 13
19F	Rape of a male aged 16 and over
19G	Rape of a male child under 16
19H	Rape of a male child under 13

1.2.2. Other sexual offences (excluding rape)

17A	Sexual assault on a male aged 13 and over
17B	Sexual assault on a male child under 13
20A	Sexual assault on a female aged 13 and over
20B	Sexual assault on a female child under 13
21	Sexual activity involving a child under 13
22A	Causing sexual activity without consent
22B	Sexual activity involving child under 16
23	Incest or familial sexual offences
70	Sexual activity etc with a person with a mental disorder
71	Abuse of children through prostitution and pornography
72	Trafficking for sexual exploitation
73	Abuse of position of trust of a sexual nature
88A	Sexual grooming
88C	Other miscellaneous sexual offences
88D	Unnatural sexual offences
88E	Exposure and voyeurism
16	Buggery
17	Indecent assault on a male
18	Gross indecency between males
20	Indecent assault on a female
22	Unlawful sexual intercourse with a girl under 16
25	Abduction of female
74	Gross indecency with a child
139	Indecent exposure

1.3. Acquisitive crime

1.3.1. Burglary

1.3.1.1. Domestic burglary
28	Domestic Burglary
28A	Burglary in a dwelling
28B	Attempted burglary in a dwelling
28C	Distraction burglary in a dwelling
28D	Attempted distraction burglary in a dwelling
29	Aggravated burglary in a dwelling

1.3.1.2. Non-domestic burglary
30	Historic code
30A	Burglary in a building other than a dwelling
30B	Attempted burglary in a building other than a dwelling
31	Aggravated burglary in a building other than a dwelling
30	Historic code

1.3.2.1. Robbery - personal
34B	Robbery of personal property

1.3.2.2. Robbery - business
34A	Robbery of business property

1.3.3. Vehicle crime
37.2	Aggravated vehicle taking
48	Theft or unauthorised taking of motor vehicle
2.0007	- of which, attempted theft of a vehicle
126	Interfering with a motor vehicle
45	Theft from vehicle

1.3.4. Shoplifting
46	Shoplifting

1.3.5. Other acquisitive crime

39	Theft from the person
40	Theft in a dwelling other than from an automatic machine or meter
44	Theft or unauthorised taking of a pedal cycle
49	Other theft
35	Blackmail
41	Theft by an employee
42	Theft of mail
43	Dishonest use of electricity
47	Theft from automatic machine or meter
53B	Preserved other fraud and repealed fraud offences (pre Fraud Act 2006)

1.4. Criminal damage & arson

56	Arson
56A	Arson endangering life
56B	Arson not endangering life
58A	Criminal damage to a dwelling
58B	Criminal damage to a building other than a dwelling
58C	Criminal damage to a vehicle
58D	Other criminal damage
58E	Racially or religiously aggravated criminal damage to a dwelling
58F	Racially or religiously aggravated criminal damage to a building other than a dwelling
58G	Racially or religiously aggravated criminal damage to a vehicle
58H	Racially or religiously aggravated other criminal damage

2. Non victim-based Crime

2.1. Public disorder

9A	Public fear, alarm or distress
9B	Racially or religiously aggravated public fear, alarm or distress
64	Riot
65	Violent disorder
66	Other offences against the State or public order
62	Treason
63	Treason - felony

2.2. Drug offences

2.2.1. Drug trafficking

92A   Trafficking in controlled drugs

2.2.2. Drug possession

92C   Other drug offences

92D   Possession of controlled drugs (excl. cannabis)

92E   Possession of controlled drugs (cannabis)

92B   Historic code possession of controlled drugs

2.3. Crimes disrupted

8B   Historic code - possession of weapons

5C   Possession of items to endanger life

10A   Possession of firearms with intent

10B   Possession of firearms offences

10C   Possession of other weapons

10D   Possession of article with blade or point

33   Going equipped for stealing, etc

53J   Possession of articles for use in fraud

54   Handling stolen goods

59   Threat or possession with intent to commit criminal damage

61A   Possession of false documents

90   Other knife offences

2.4. Other state-based offences

15   Concealing an infant death close to birth

26   Bigamy

55   Bankruptcy and insolvency

67   Perjury

68   Libel

75   Betting, gaming and lotteries

76   Aiding suicide

78   Immigration Acts

79   Perverting the course of justice

80   Absconding from lawful custody

81   Other firearms offences

82   Customs and Revenue offences

83   Bail offences

84   Trade descriptions etc

85   Health and Safety offences

86	Obscene publications etc
87	Protection from eviction
89	Adulteration of food
91	Public health offences
94	Planning laws
95	Disclosure, obstruction, false or misleading statements etc
99	Other notifiable offences (class 98/99)
802	Dangerous driving
814	Fraud, forgery etc associated with vehicle or driver records
27	Soliciting for the purposes of prostitution
24	Exploitation of prostitution
38	Profiting from or concealing knowledge of the proceeds of crime
69	Offender management act
53H	Making or supplying articles for use in fraud

3. Fraud & forgery

51	Fraud by company director
52	False accounting
53C	Fraud by false representation: cheque, plastic card and online bank accounts (not PSP)
53D	Fraud by false representation: other frauds
53E	Fraud by failing to disclose information
53F	Fraud by abuse of position
60	Forgery or use of false drug prescription
61	Other forgery
53A	Cheque and credit card fraud (pre Fraud Act 2006)
53G	Obtaining services dishonestly (to be discontinued)

Appendix 2 – POA Categories

POA data are split into 12 categories, which sub-divide into headings as follows:

1) Local policing
   - a. Neighbourhood policing
   - b. Incident (response) management
   - c. Local investigation
   - d. Specialist community liaison
   - e. Local command team and support overheads

2) Dealing with the public
   - a. Local call centres / front desk
   - b. Central communications unit
   - c. Contact management units
   - d. Dealing with the public command team and support overheads

3) Criminal justice arrangements
   - a. Custody / prisoner handling
   - b. Criminal justice
   - c. Police national computer
   - d. Criminal record bureau
   - e. Coroner assistance
   - f. Fixed penalty schemes (central ticket office)
   - g. Property officer / stores
   - h. Criminal justice arrangements command team and support overheads

4) Road policing
   - a. Traffic units
   - b. Traffic wardens / police community support officers - traffic
   - c. Vehicle recovery
   - d. Casualty reduction partnership
   - e. Road policing command team and support overheads

5) Specialist operations
   - a. Central operations command team and support overheads
   - b. Air operations
   - c. Mounted police
   - d. Specialist terrain
   - e. Dogs section
   - f. Level 1 advanced public order
   - g. Airport & ports policing unit
   - h. Firearms unit
   - i. Civil contingencies and planning

6) Intelligence
   - a. Central intelligence command team and support overheads
   - b. Intelligence analysis / threat assessments
   - c. Intelligence gathering

7) Specialist investigations
   - a. Crime support command team and support overheads
   - b. Major investigation unit
   - c. Economic crime (including regional asset recovery team)
   - d. Specialist investigation units
   - e. Serious & organised crime unit
   - f. Public protection

8) Investigative support
   - a. Scenes of crime officers
   - b. External forensic costs
   - c. Fingerprint / dna bureau
   - d. Photographic image recovery
   - e. Other forensic services
   - f. Investigative support command team and support overheads

9) National policing
   a. Secondments (out of force)
   b. Counter terrorism / special branch
   c. ACPO projects / initiatives
   d. Hosting national services
   e. Other national policing requirements

10) Support functions
   a. Human resources
   b. Finance
   c. Legal
   d. Fleet services
   e. Estates / central building costs
   f. Information communication technology
   g. Professional standards
   h. Press and media
   i. Performance review / corporate development
   j. Procurement
   k. Training
   l. Administration support
   m. Force command
   n. Support to associations and trade unions
   o. Freedom of information
   p. Social club support and force band
   q. Insurance / risk management
   r. Catering

11) Police authority
   a. Democratic representation
   b. Police authority support
   c. Other costs
   d. Yreasury management
   e. Internal audit

12) Central costs
   a. Revenue contribution to capital
   b. Capital financing
   c. Pensions and exit costs

Restorative Justice / Community resolutions	Outsourcing of Custody
Forces who return data on RJ / CR (to Mar-12)	**Forces who outsource custody** (as at 26/07/2012)

Force	Approx RJ (inc other)	Force	with
Avon & Somerset	5,287	Cleveland	Reliance
Cambridgeshire	1,273	Norfolk	Reliance
Derbyshire	5,829	Suffolk	Reliance
Devon and Cornwall	5,380	Sussex	Reliance
Dorset	236	TVP	Reliance
Dyfed-Powys	197	Warwickshire	Reliance
Essex	3,213	West Mercia	Reliance
Gloucestershire	2,594	Lancashire	G4S
Greater Manchester	2,601	Lincolnshire	G4S
Gwent	205	South Wales	G4S
Hampshire	4,038	Staffordshire	G4S
Leicestershire	27		
Lincolnshire	6		
Merseyside	2,117		
Norfolk	1,992		
Northamptonshire	2,509		
Northumbria	2,011		
Suffolk	4,003		
Surrey	3,492		
Sussex	3,891		
Thames Valley	4,663		
Warwickshire	383		
West Mercia	4,540		
Wiltshire	1,202		