

Data in this profile was correct at time of production in November 2011. However, historical data is occasionally revised by police forces, so the data in the Profile may not match the latest published statistics.



HMIC Value for Money Profiles 2011

Amended 9th November 2011

Metropolitan Police Service

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** Metropolitan Police
- b** Greater Manchester
- c** West Midlands
- d** West Yorkshire

INTRODUCTION

The purpose of the profiles is to help you compare forces' performance and resources. The key features are:

- Designed for use by force management, police authorities (and PCCs) as well as HMIC.
- Contain a wide range of information, in a single easy to use document.
- Presented in a single format to enable you to target attention on the key differences which require explanation and action to improve.
- Timely - being published during October, when key budget decisions are being taken.
- Not league tables or targets

The profiles and their database represents probably millions of individual judgements made by a range of staff from police officers at the scene of a crime, to accountants and HR staff. With so many human decisions, complete accuracy would be extremely costly. But there needs to be sufficient checking to make the data fit for purpose. It needs to be good enough for local users to identify meaningful differences.

The explanatory value of comparisons however also depends on more than just getting the numbers right. The categories themselves must not introduce distortions. And the cluster of data for each force needs to be compared with that for similar forces. The remainder of this introduction deals with each of these points.

- How the data has been checked
- How the crime and financial data is compared using a new taxonomy
- How forces are compared

Checking the data

The bulk of the non financial data has already been through local and national checking. And while the new Police Objective Analysis (POA) is now sufficiently mature to use in the profiles, it is still a large and difficult dataset to collect for each force. To bring it up to a useable standard, HMIC has made a considerable effort to improve quality by applying a systematic quality assurance process:

- Chartered Institute of Public Finance (CIPFA) applied arithmetic and reconciliation checks;
- each force was asked to check statistical outliers; and
- each force received a draft profile to check again, before the final profile you are reading was produced.

As a result of this checking process, just under half of forces made changes to the draft, a handful of forces have informed us of accounting errors, which they have been unable to fix in time. For example, fleet service's costs incorrectly allocated to transport costs. HMIC have strongly encouraged forces to make the necessary changes, but forces are responsible for the data they have contributed.

Cleveland and Essex provided some anomalous data, the former related to Finance and the latter related to Police Authority costs. The figures have been excluded from the averages.

New taxonomy for finance and crime data

Police Objective Analysis – Useful comparisons depend on unambiguous categories, clearly defined and correctly completed. The Police Objective Analysis (POA) which has been running for three years is included in this year's profiles, replacing a large part of the Home Office's Annual Data Return (ADR). The POA is better in a number of respects:

- more up to date groupings and definitions (called Objectives) than the ADR.
- more accurate allocation of subjective costs such as staff, supplies and services etc
- includes costs and staff numbers, while the ADR only counted staff.

One issue with this data arises where forces have engaged in joint working, for example in the provision of air support. In such cases the exporting force will show the gross costs of provision both to itself and to its partners. It should also show the corresponding income so that its net cost ought not to be distorted, and most of the comparisons shown here are of net costs. However its gross costs per head will be distorted, as will the national gross costs, since the cost of the exported services will have been counted twice. In the tables that show gross costs and income, some indication of this can be obtained where the level of income shown is noticeably higher than the average.

A similar distortion can occur where a service such as custody is bought in from the private sector. In this case the total gross cost will not be distorted, but its component costs, eg staff versus non-staff costs, will not be comparable.

For next year's profiles HMIC will work with CIPFA, ACPO Finance and Police Authority Treasurers to try to address this issue. One proposal is to introduce a new cost sub heading "collaboration payments" corresponding to the income heading which already exists. These could be netted off to avoid the exaggeration of gross costs.

Victim based crime - This year's profiles also include a better analysis of crimes and detections, by comparing separately victim based crimes from non victim based crimes. The latter includes state based crimes such as public order and cannabis offences which are often a reflection of police activity. Victim based crimes are further broken down in to four comprehensive crime types: violence, sexual, stealing and criminal damage & arson. Where we can, commercial crimes are highlighted. The crime mapper is also moving towards this taxonomy.

Like beauty, the validity of comparisons is often in the eye of the beholder. If you prefer to construct your own group or compare with a particular force, say with other forces implementing restorative justice, we can provide it. The standard profiles however, use the Home Office's most similar group average. These compare each force with a group of other most similar forces based on a basket of demographic variables. These variables are correlated with crime, fear of crime amongst other variables. So force differences, for instance in crime rates, could be attributed to the way the force is managed and crucially the relative level of resources.

We also use the MSG average for comparing costs and staffing. While it was not designed for this purpose, it does not seem unreasonable as a point of departure. Local market factors clearly affect cost comparisons too, but they do not affect the comparison of staff numbers – a PC is a PC whether in London or Suffolk. For support costs we present further charts to enable comparisons.

Adopting your suggestions

We also received about 75 written submissions on the how the profiles could be improved. We have tried to include as many as possible, the main suggestions were for better labelling and explanations.

Common queries

The three most common queries received are worth answering here. 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 2009 population estimate to align with Home Office publications especially crime rates. The third concerned changes in the way we calculate differences in the mix of staff, for example on page 55 - %age Police Officer. Rather than basing the calculation on ftes, we have used gross costs as the denominator 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

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Section One - Offences & Outcomes

INTRODUCTION

This section focuses on criminal offences dealt with by each force and resulting outcomes. Crime and sanction detections are presented in a new 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:



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
- > 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

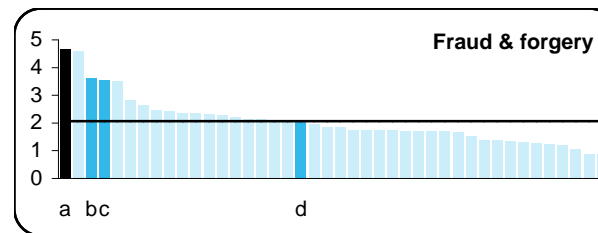
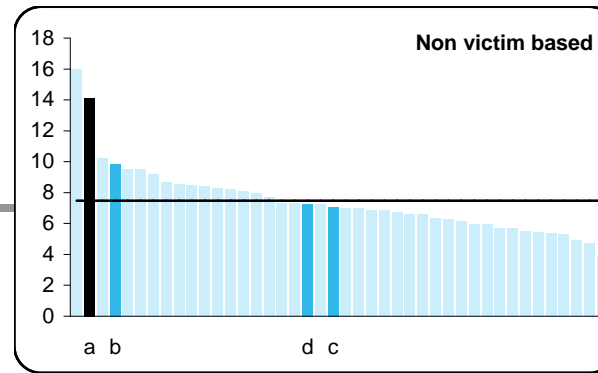
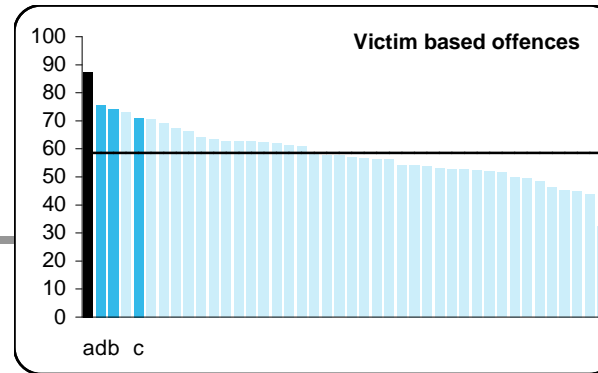
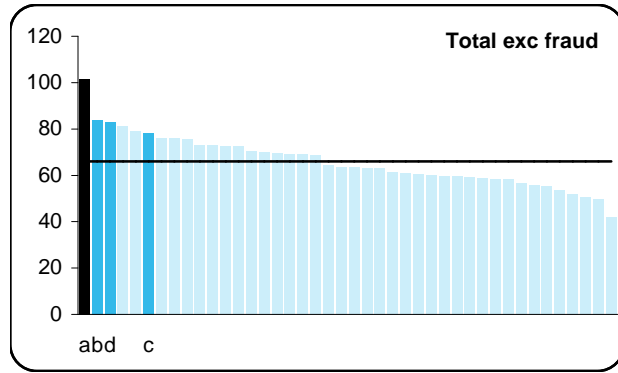
Expected sanction detection volumes are calculated by modelling what force detections would be should the force align to the peer average.

Where averages are included these are the average of all forces excluding the City of London and Metropolitan police, (except in the profiles for these forces themselves). The averages quoted are simple unweighted averages and not weighted national averages.

This section also contains details on the most up to date arrest data, which is not published until April 2012.

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

RECORDED OFFENCES - ALL CRIMES
2010/11 per 1,000 population



Population 7,742k

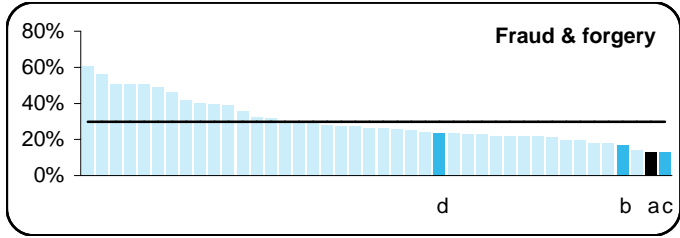
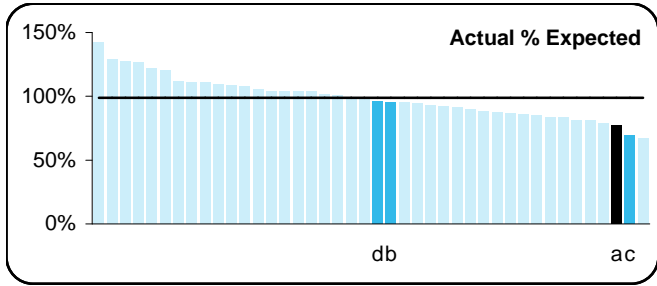
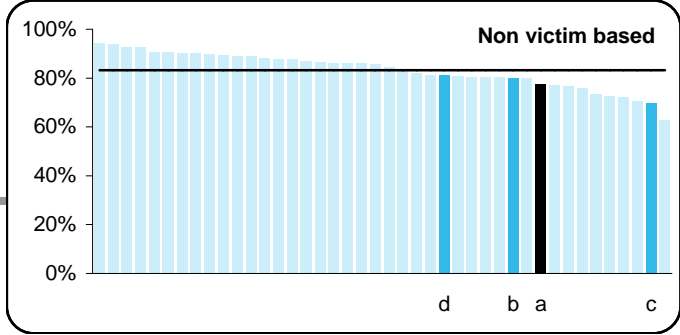
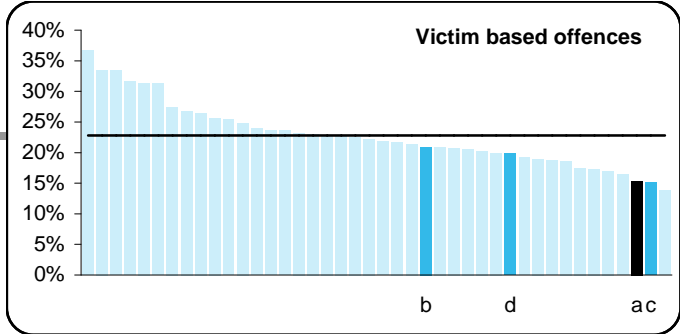
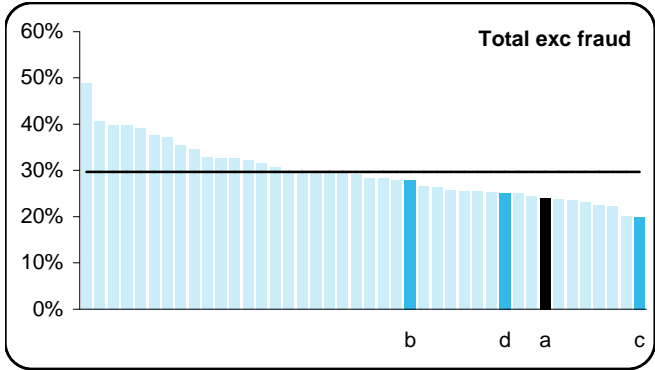
	Offences	per 1000	Avg	Difference	
Victim based	676,886	87.4	58.5	223,878	49.4%
Non victim based	109,577	14.2	7.5	51,649	89.2%
Total exc fraud	786,463	101.6	66.0	275,527	53.9%

Fraud & forgery	36,014	4.7	2.1
Grand total	822,477	106.2	68.1

Source: Home Office Crime Statistics 2010/11

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.



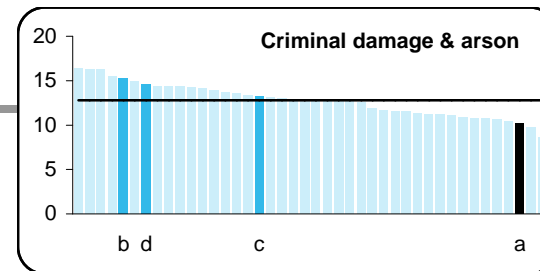
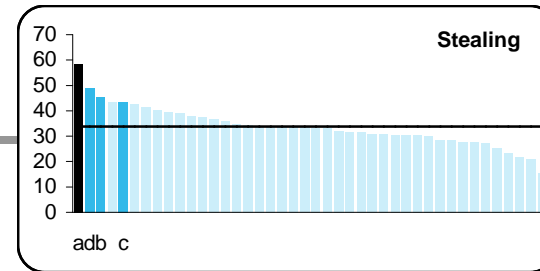
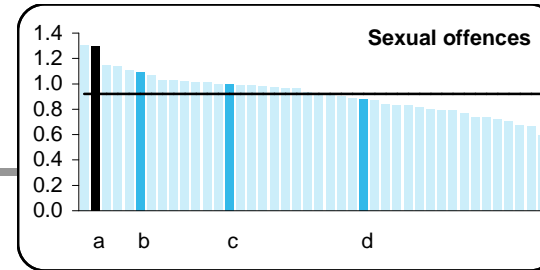
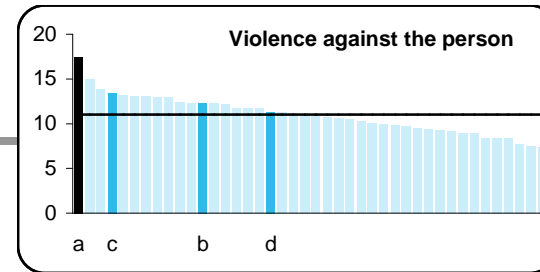
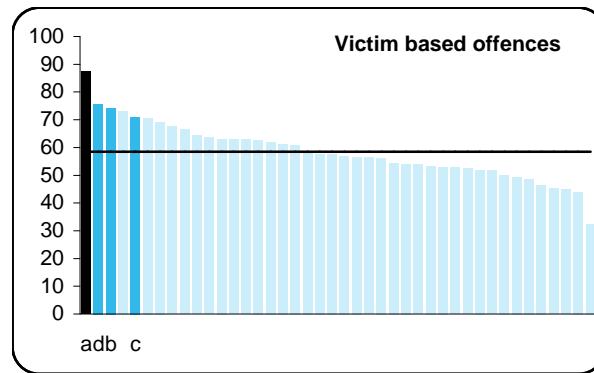
	Offences	SDs	%	Avg	Exp	Diff
Victim based	676,886	104,154	15%	23%	150,864	-46,710
Non victim based	109,577	84,728	77%	83%	94,561	-9,833
Total exc fraud	786,463	188,882	24%	30%	245,425	-56,543

Actual % expected 77%

Fraud & forgery	36,014	4,670	13%	30%	10,722	-6,052
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Source: Home Office Crime Statistics 2010/11

RECORDED OFFENCES - VICTIM BASED
2010/11 per 1,000 population

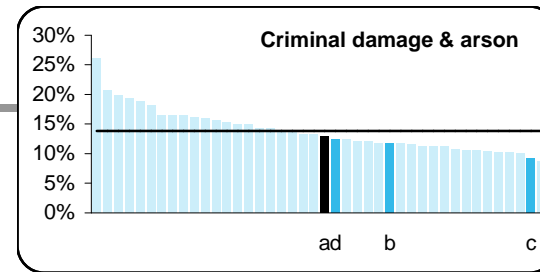
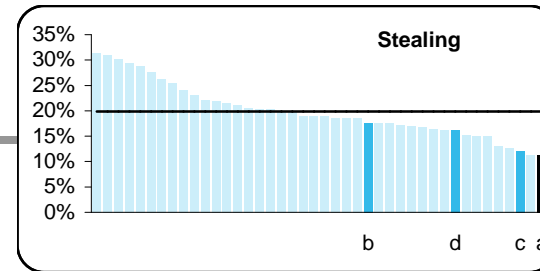
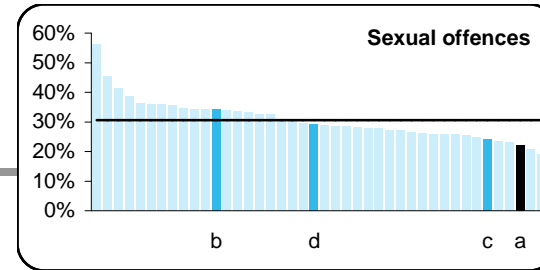
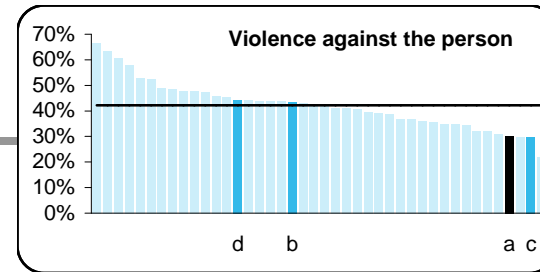
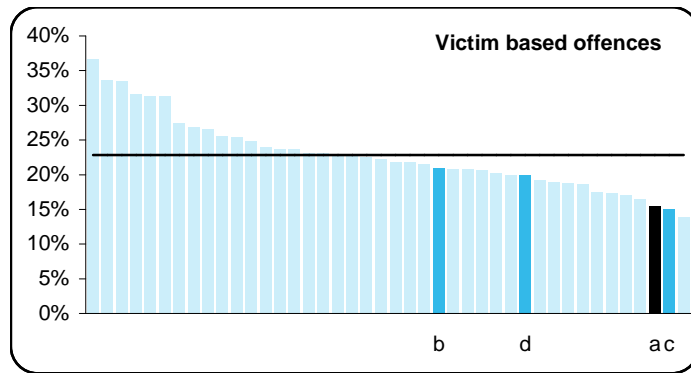


Population 7,742k

	Offences	per 1000	Avg	Difference	
Violence against the person	135,361	17.5	11.0	50,107	59%
Sexual offences	10,046	1.3	0.9	2,916	41%
Stealing	452,153	58.4	33.8	190,685	73%
Criminal damage & arson	79,326	10.2	12.8	-19,830	-20%
Victim based offences	676,886	87.4	58.5	223,878	49%

Source: Home Office Crime Statistics 2010/11

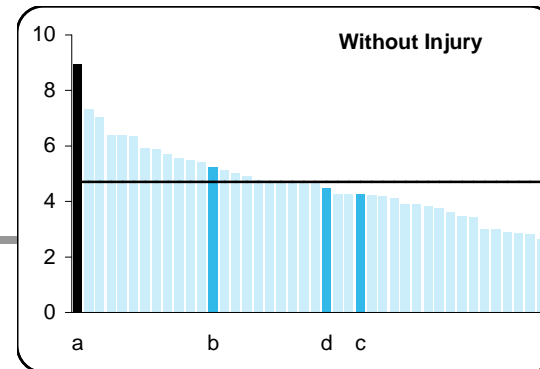
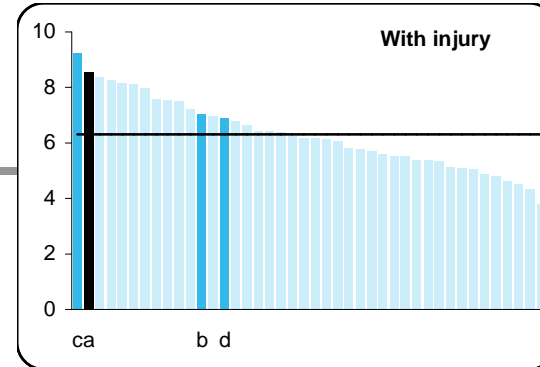
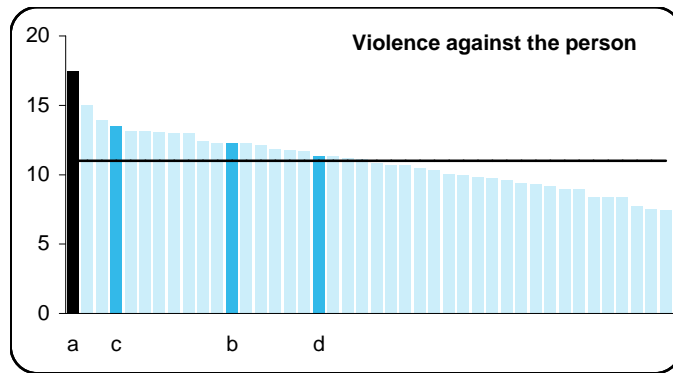
SANCTION DETECTIONS - VICTIM BASED



	Offences	SDs	%	Avg	Exp	Diff
Violence against the person	135,361	40,751	30%	42%	57,202	-16,451
Sexual offences	10,046	2,221	22%	31%	3,055	-834
Stealing	452,153	50,836	11%	20%	79,610	-28,774
Criminal damage & arson	79,326	10,346	13%	14%	10,997	-651
Victim based offences	676,886	104,154	15%	23%	150,864	-46,710

Source: Home Office Crime Statistics 2010/11

RECORDED OFFENCES - VIOLENCE AGAINST THE PERSON
2010/11 per 1,000 population

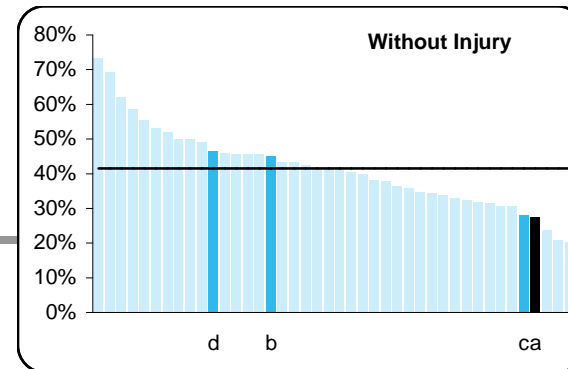
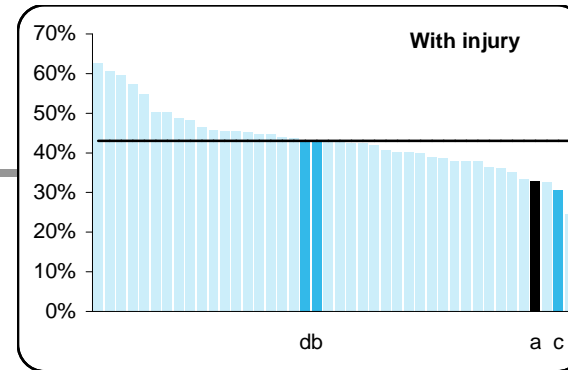
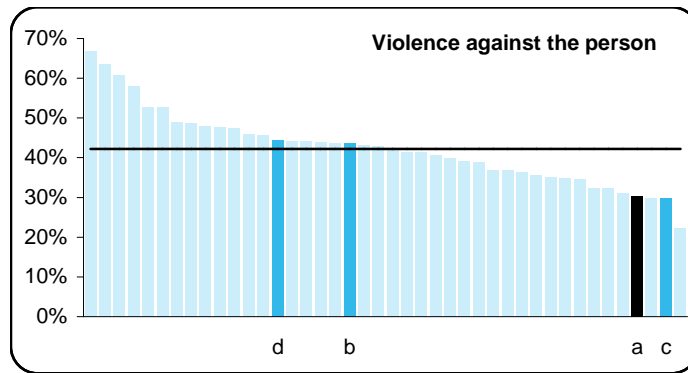


Population 7,742k

	Offences	per 1000	Avg	Difference	
With injury	66,130	8.5	6.3	17,315	35%
Without injury	69,231	8.9	4.7	32,793	90%
Violence against person	135,361	17.5	11.0	50,107	59%

Source: Home Office Crime Statistics 2010/11

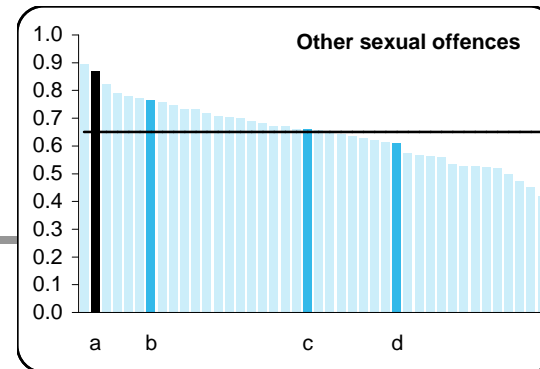
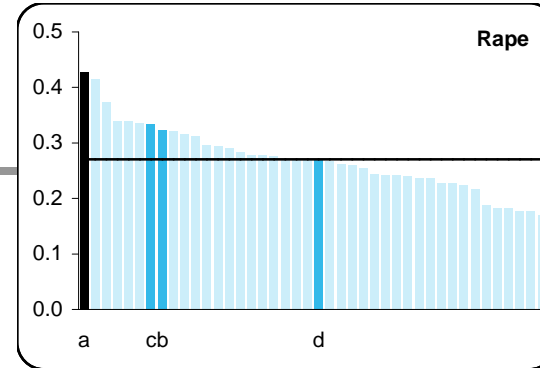
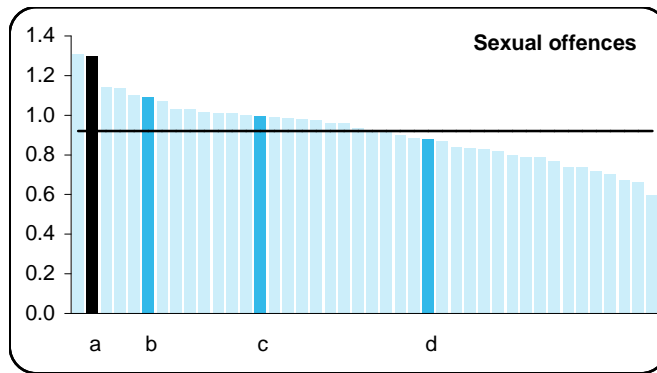
SANCTION DETECTIONS - VIOLENCE AGAINST THE PERSON



	Offences	SDs	%	Avg	Exp	Diff
With injury	66,130	21,800	33%	43%	28,475	-6,675
Without injury	69,231	18,951	27%	41%	28,727	-9,776
Violence against person	135,361	40,751	30%	42%	57,202	-16,451

Source: Home Office Crime Statistics 2010/11

RECORDED OFFENCES - SEXUAL OFFENCES
2010/11 per 1,000 population

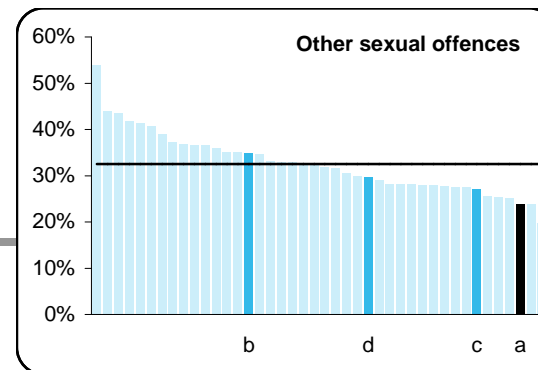
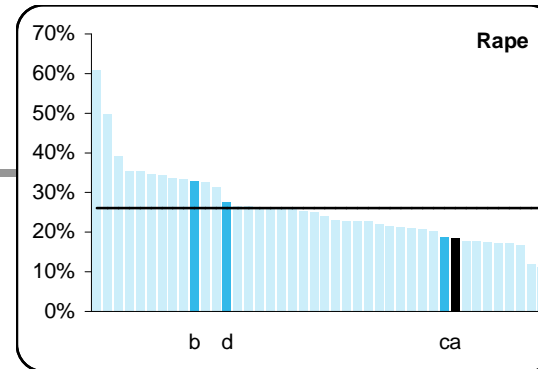
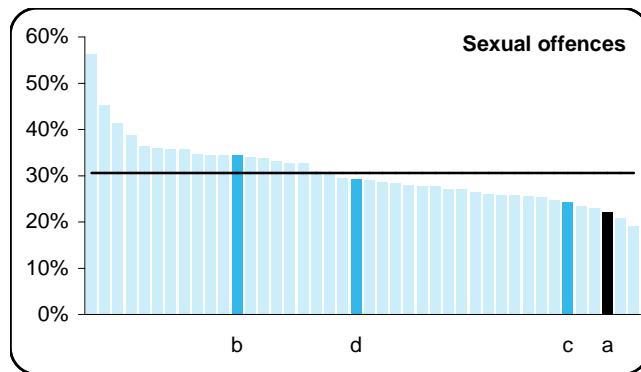


Population 7,742k

	Offences	per 1000	Avg	Difference	
Rape	3,312	0.43	0.27	1,217	58%
Other sexual offences	6,734	0.87	0.65	1,699	34%
Sexual offences	10,046	1.30	0.92	2,916	41%

Source: Home Office Crime Statistics 2010/11

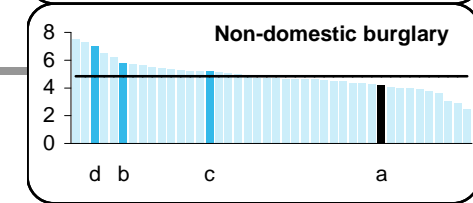
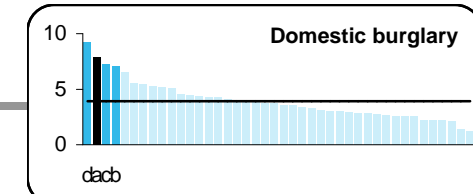
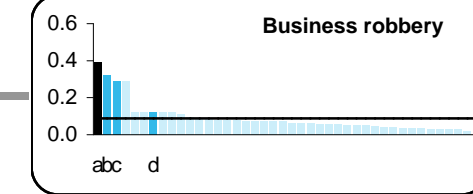
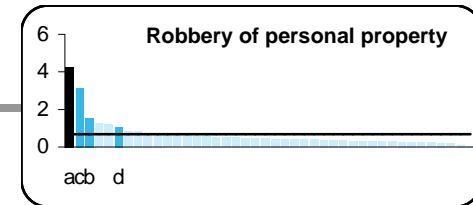
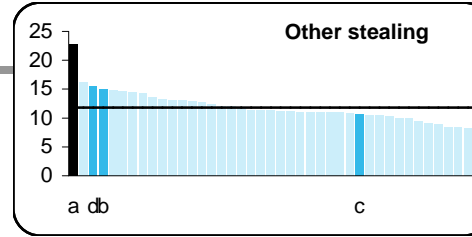
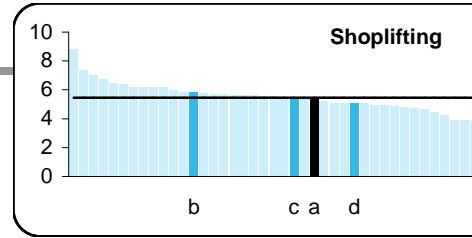
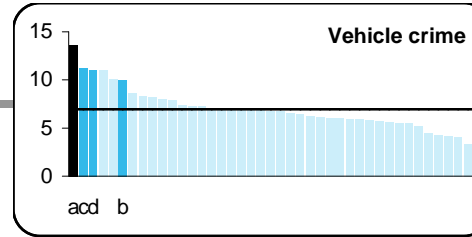
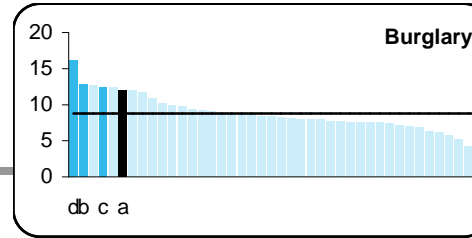
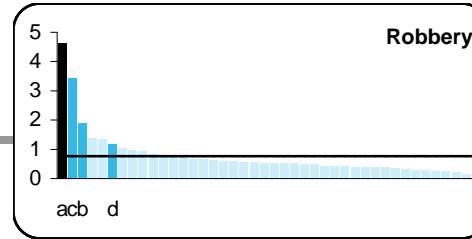
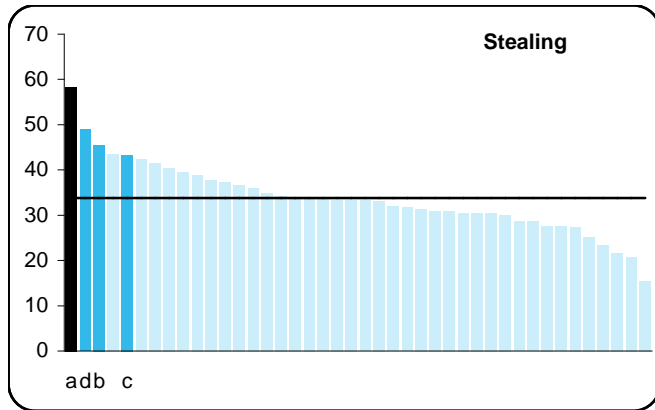
SANCTION DETECTIONS - SEXUAL OFFENCES



	Offences	SDs	%	Avg	Exp	Diff
Rape	3,312	616	19%	26%	863	-247
Other sexual offences	6,734	1,605	24%	33%	2,192	-587
Sexual offences	10,046	2,221	22%	31%	3,055	-834

Source: Home Office Crime Statistics 2010/11

RECORDED OFFENCES - STEALING
2010/11 per 1,000 population



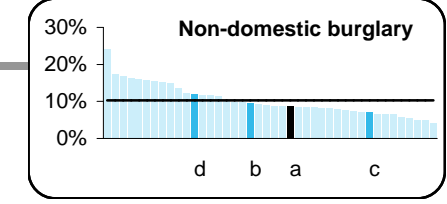
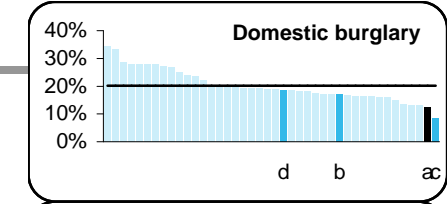
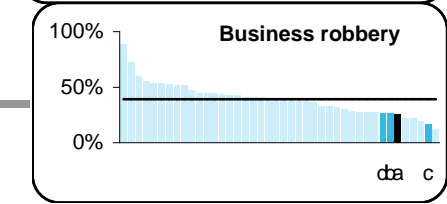
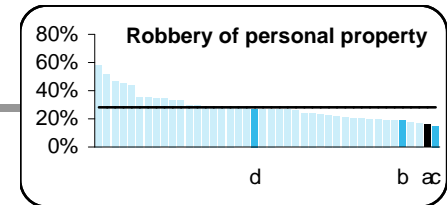
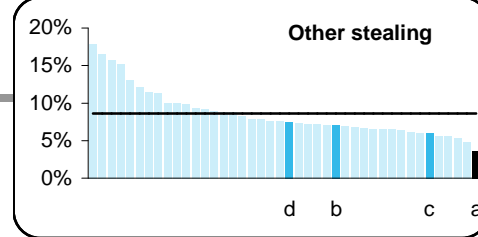
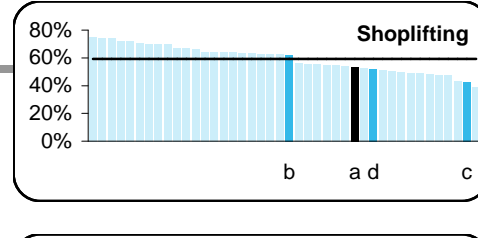
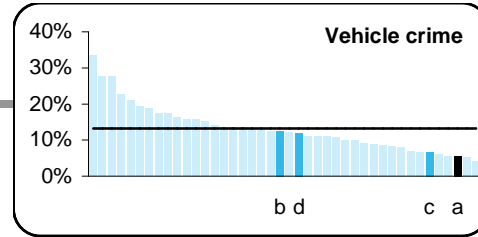
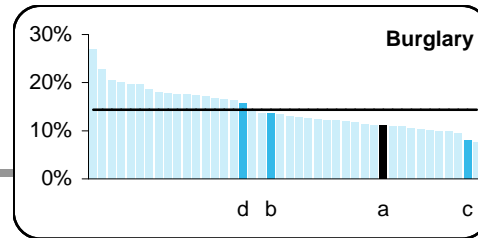
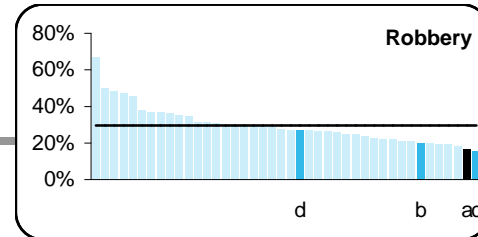
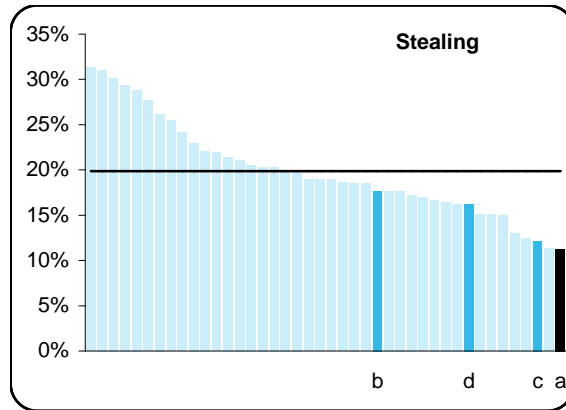
Population 7,742k

	Offences per 1000		Avg	Difference	
Robbery					
Personal	32,843	4.2	0.7	27,600	526%
Business	3,007	0.4	0.1	2,321	339%
	35,850	4.6	0.8	29,921	505%
Burglary					
Domestic	60,782	7.9	3.9	30,416	100%
Non-domestic	32,565	4.2	4.8	-4,967	-13%
	93,347	12.1	8.8	25,449	37%
Vehicle crime	105,353	13.6	6.9	51,552	96%
Shoplifting	41,385	5.3	5.5	-908	-2%
Other stealing	176,218	22.8	11.8	84,671	92%
Stealing	452,153	58.4	33.8	190,685	73%

Source: Home Office Crime Statistics 2010/11

SANCTION DETECTIONS - STEALING

2010/11 per 1,000 population

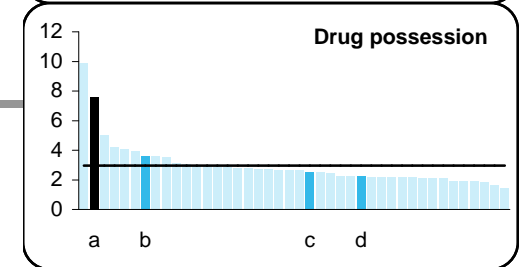
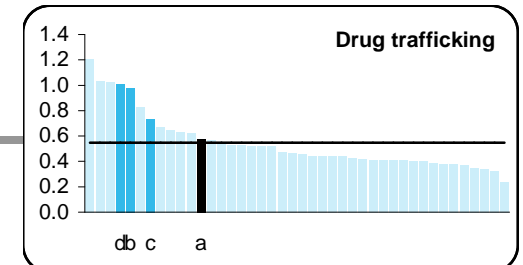
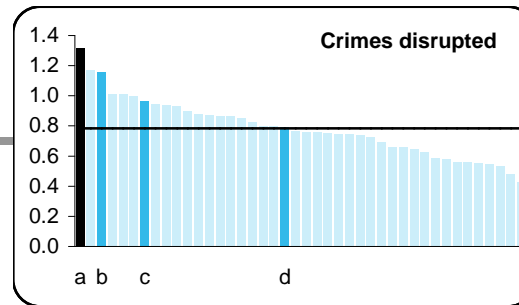
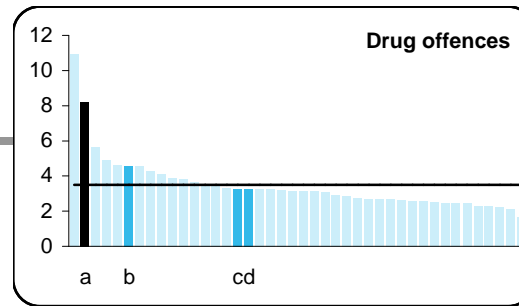
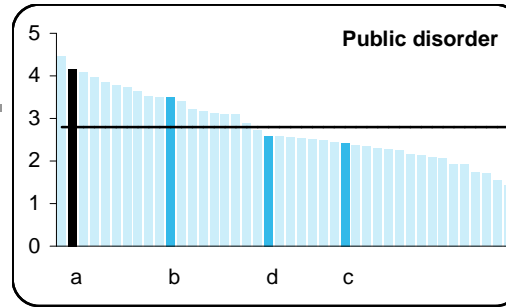
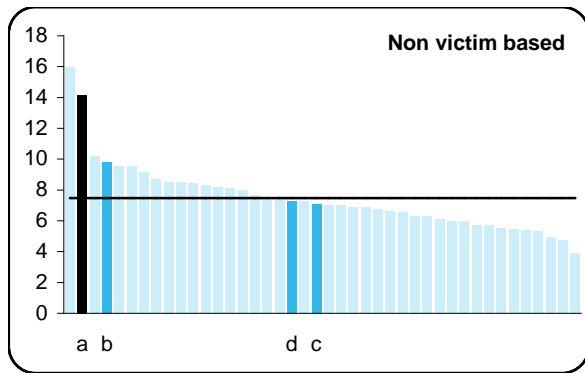


Population 7,742k

	Offences	SDs	%	Avg	Exp	Diff
Robbery						
Personal	32,843	5,221	16%	28%	9,261	-4,040
Business	3,007	771	26%	39%	1,176	-405
	35,850	5,992	17%	30%	10,437	-4,445
Burglary						
Domestic	60,782	7,583	12%	20%	12,239	-4,656
Non-domestic	32,565	2,840	9%	10%	3,338	-498
	93,347	10,423	11%	14%	15,577	-5,154
Vehicle crime	105,353	5,763	5%	13%	13,887	-8,124
Shoplifting	41,385	22,235	54%	59%	24,565	-2,330
Other stealing	176,218	6,423	4%	9%	15,144	-8,721
Stealing	452,153	50,836	11%	20%	79,610	-28,774

Source: Home Office Crime Statistics 2010/11

RECORDED OFFENCES - NON VICTIM BASED
2010/11 per 1,000 population

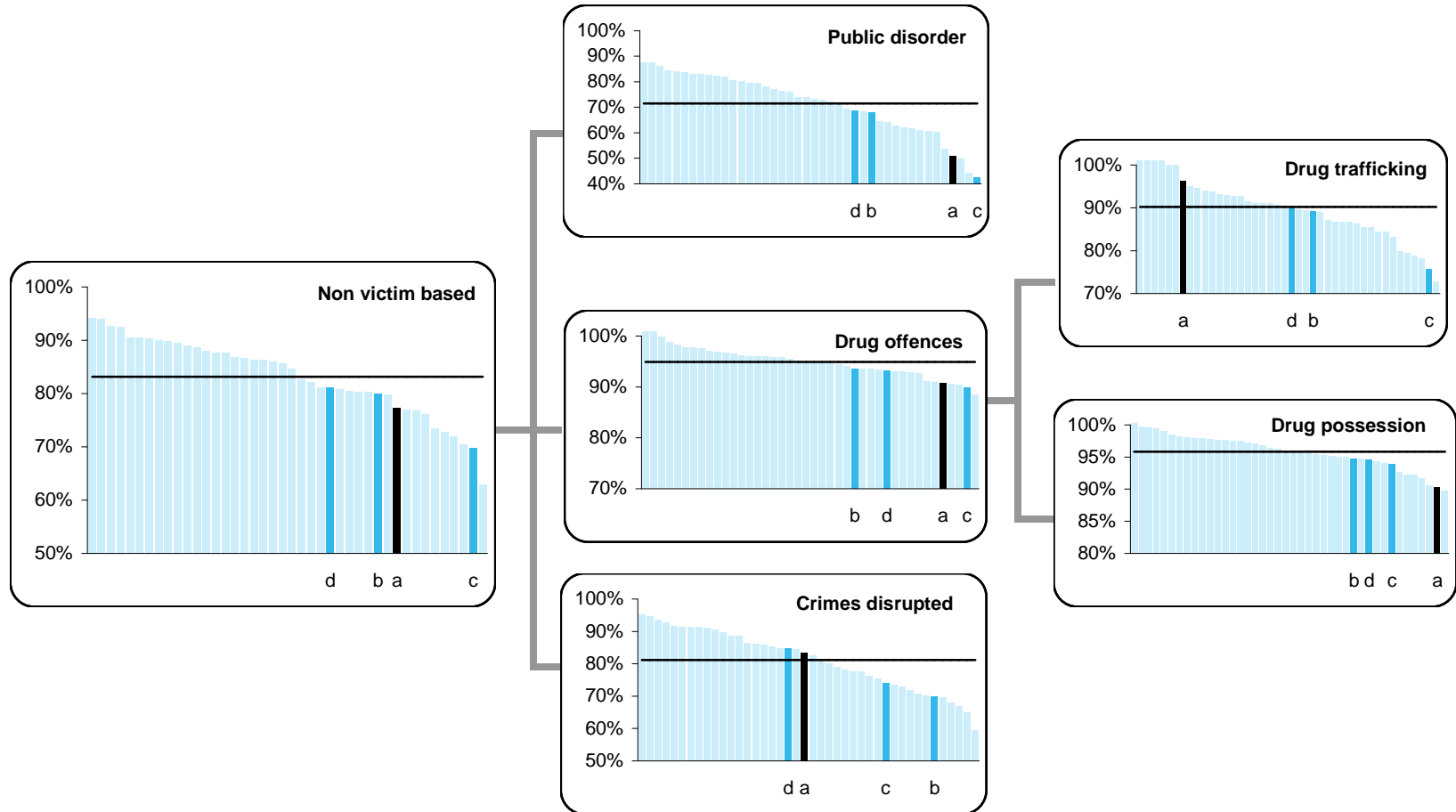


Population 7,742k

	Offences	per 1000	Avg	Difference	
Drug trafficking	4,495	0.6	0.5	261	6%
Drug possession	58,833	7.6	3.0	35,973	157%
Drug offences	63,328	8.2	3.5	36,234	134%
Public disorder	32,283	4.2	2.8	10,623	49%
Crimes disrupted	10,173	1.3	0.8	4,106	68%
Other non victim based	3,793	0.5	0.4	686	22%
Non victim based	109,577	14.2	7.5	51,649	89%

Source: Home Office Crime Statistics 2010/11

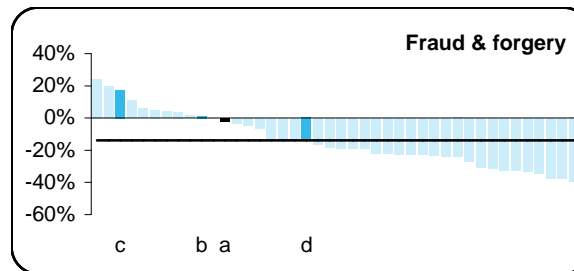
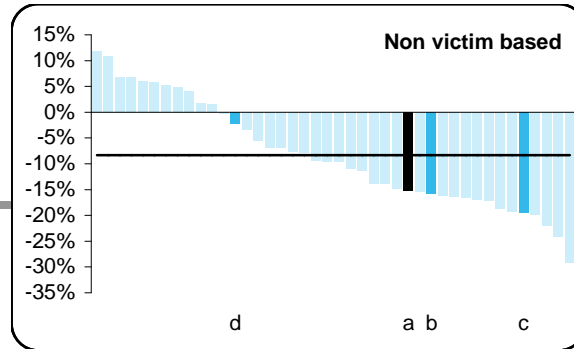
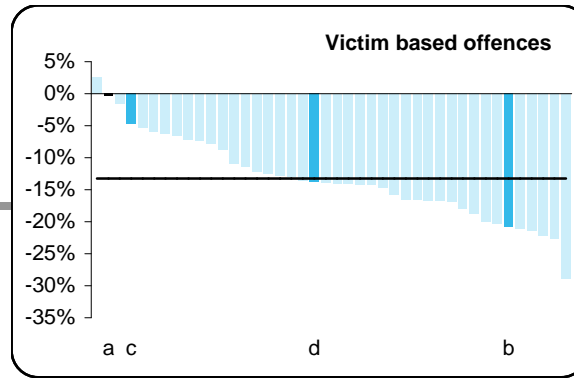
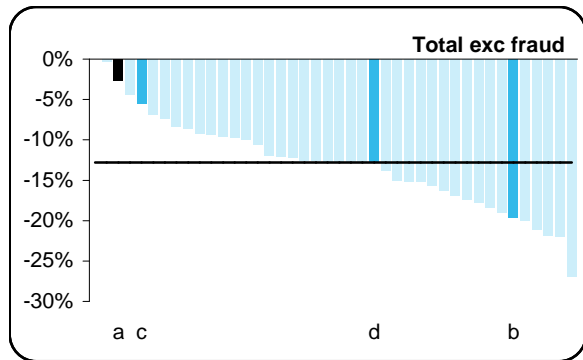
SANCTION DETECTIONS - NON VICTIM BASED



	Offences	SDs	%	Avg	Exp	Diff
Drug trafficking	4,495	4,325	96%	90%	4,056	269
Drug possession	58,833	53,114	90%	96%	56,377	-3,263
Drug offences	63,328	57,439	91%	95%	60,433	-2,994
Public disorder	32,283	16,366	51%	72%	23,100	-6,734
Crimes disrupted	10,173	8,473	83%	81%	8,258	215
Other non victim based	3,793	2,450	65%	73%	2,771	-321
Non victim based	109,577	84,728	77%	83%	94,561	-9,833

Source: Home Office Crime Statistics 2010/11

RECORDED OFFENCES - ALL CRIMES
Change 2008/09 to 2010/11

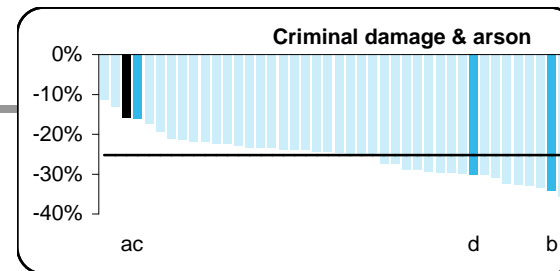
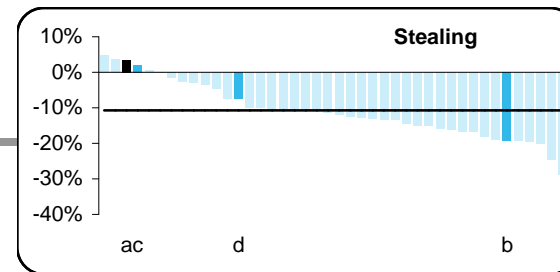
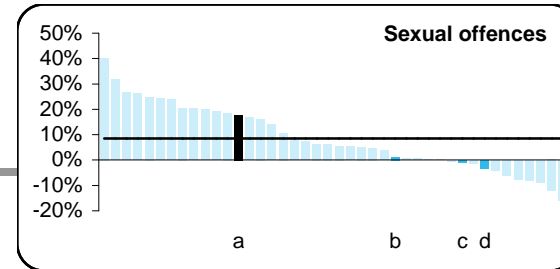
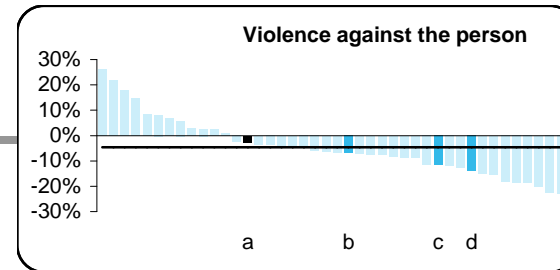
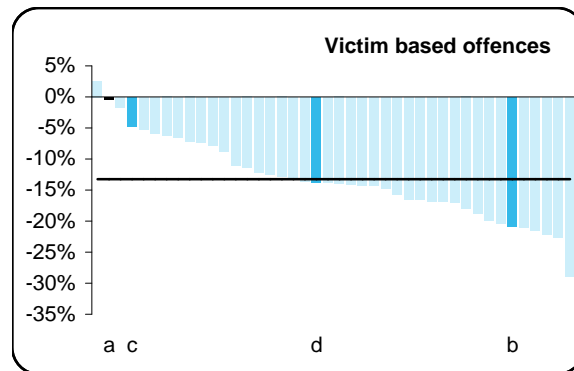


	2008/09	2010/11	Change	Avg
Victim based	678,997	676,886	0%	-13%
Non victim based	129,228	109,577	-15%	-8%
Total exc fraud	808,225	786,463	-3%	-13%

Fraud & forgery	36,810	36,014	-2%	-14%
All crime	845,035	822,477	-3%	-13%

Source: Home Office Crime Statistics 2010/11

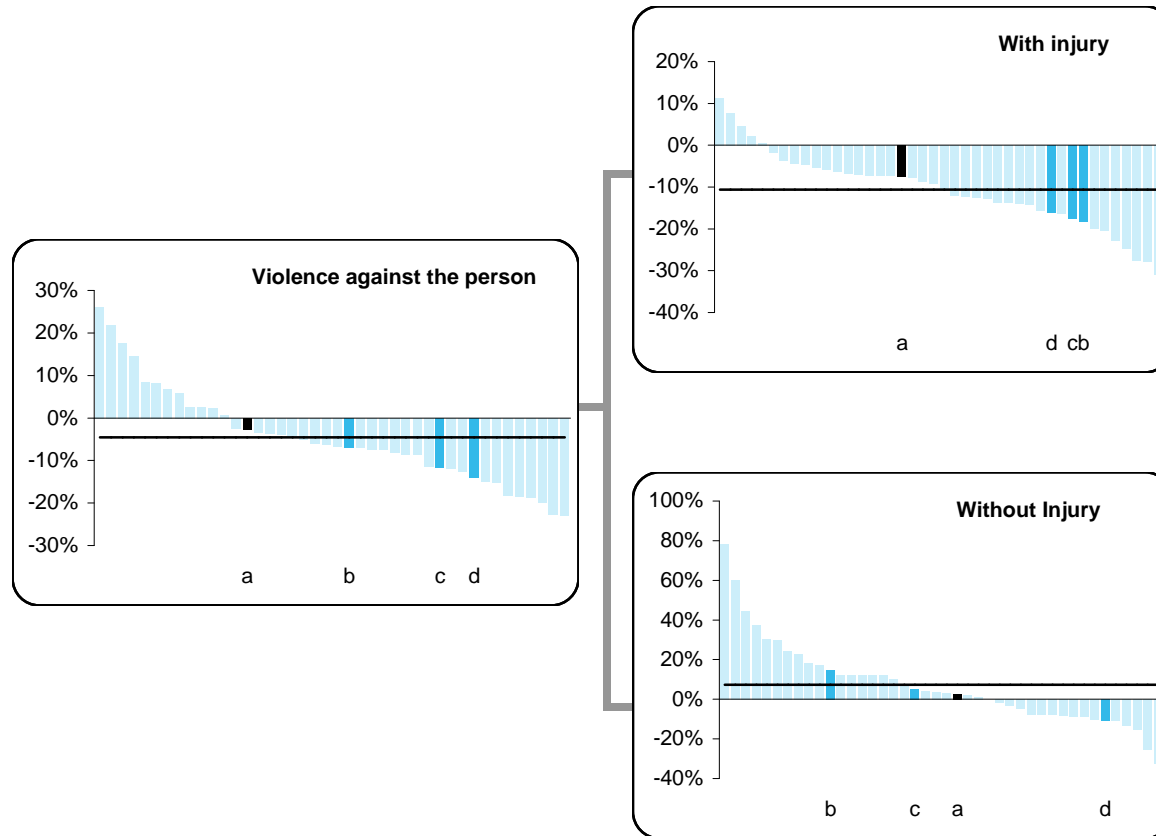
RECORDED OFFENCES - VICTIM BASED
 Change 2008/09 to 2010/11



	2008/09	2010/11	Change	Avg
Violence against person	138,928	135,361	-3%	-5%
Sexual offences	8,535	10,046	18%	9%
Stealing	437,318	452,153	3%	-11%
Criminal damage & arson	94,216	79,326	-16%	-25%
Victim based offences	678,997	676,886	0%	-13%

Source: Home Office Crime Statistics 2010/11

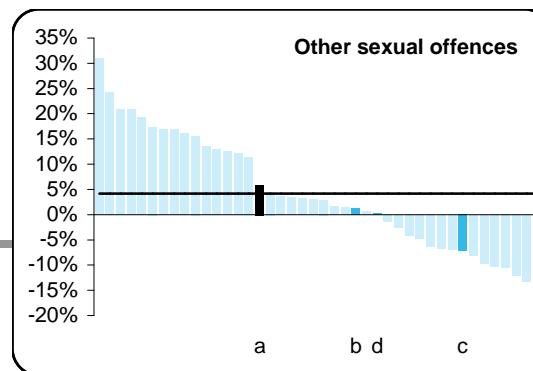
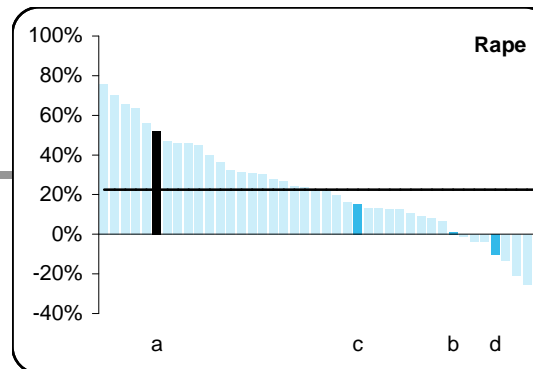
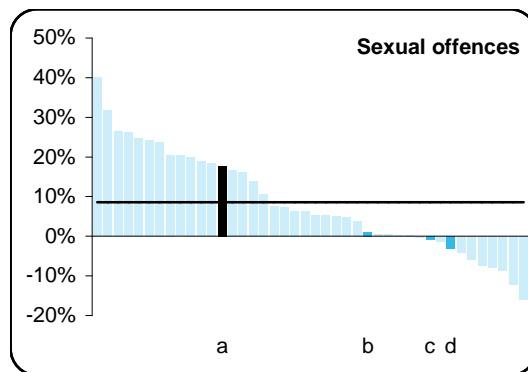
RECORDED OFFENCES - VIOLENCE AGAINST THE PERSON
 Change 2008/09 to 2010/11



	2008/09	2010/11	Change	Avg
With injury	71,335	66,130	-7%	-11%
Without injury	67,593	69,231	2%	7%
Violence against person	138,928	135,361	-3%	-5%

Source: Home Office Crime Statistics 2010/11

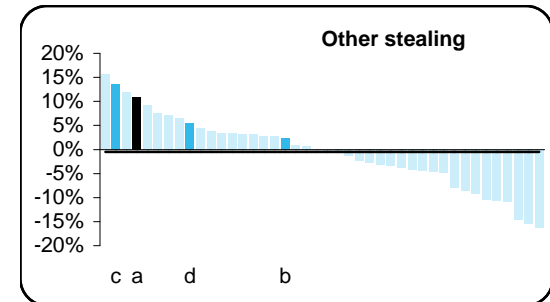
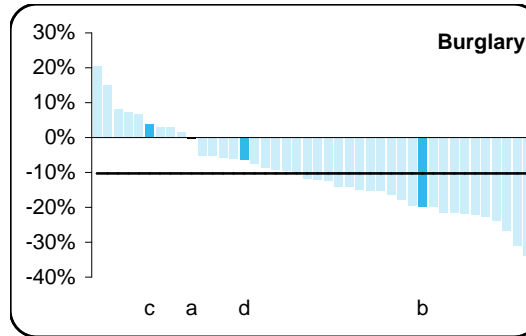
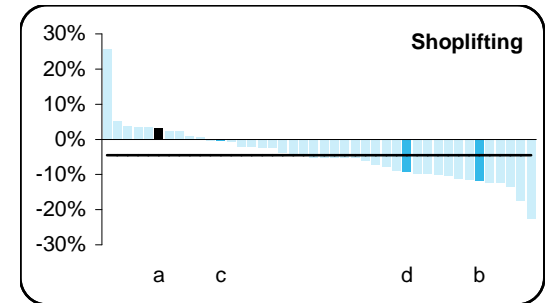
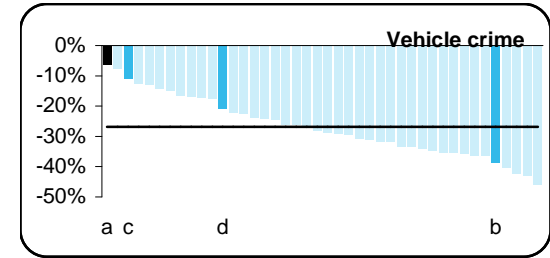
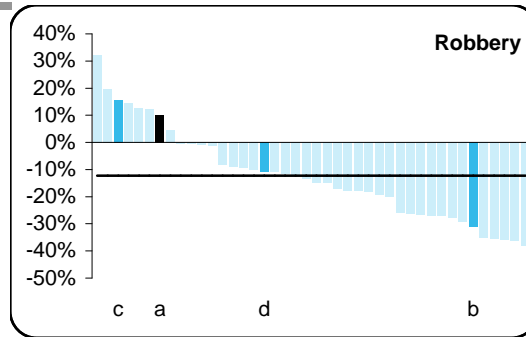
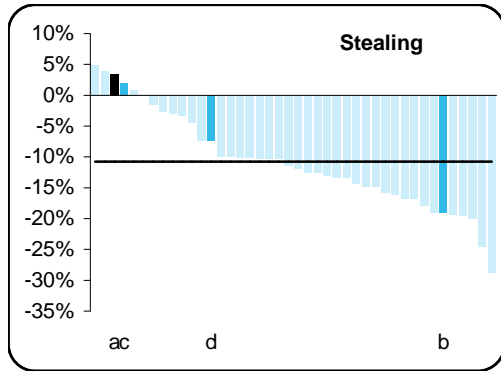
RECORDED OFFENCES - SEXUAL OFFENCES
Change 2008/09 to 2010/11



	2008/09	2010/11	Change	Avg
Rape	2,175	3,312	52%	23%
Other sexual offences	6,360	6,734	6%	4%
Sexual offences	8,535	10,046	18%	9%

Source: Home Office Crime Statistics 2010/11

RECORDED OFFENCES - STEALING
Change 2008/09 to 2010/11

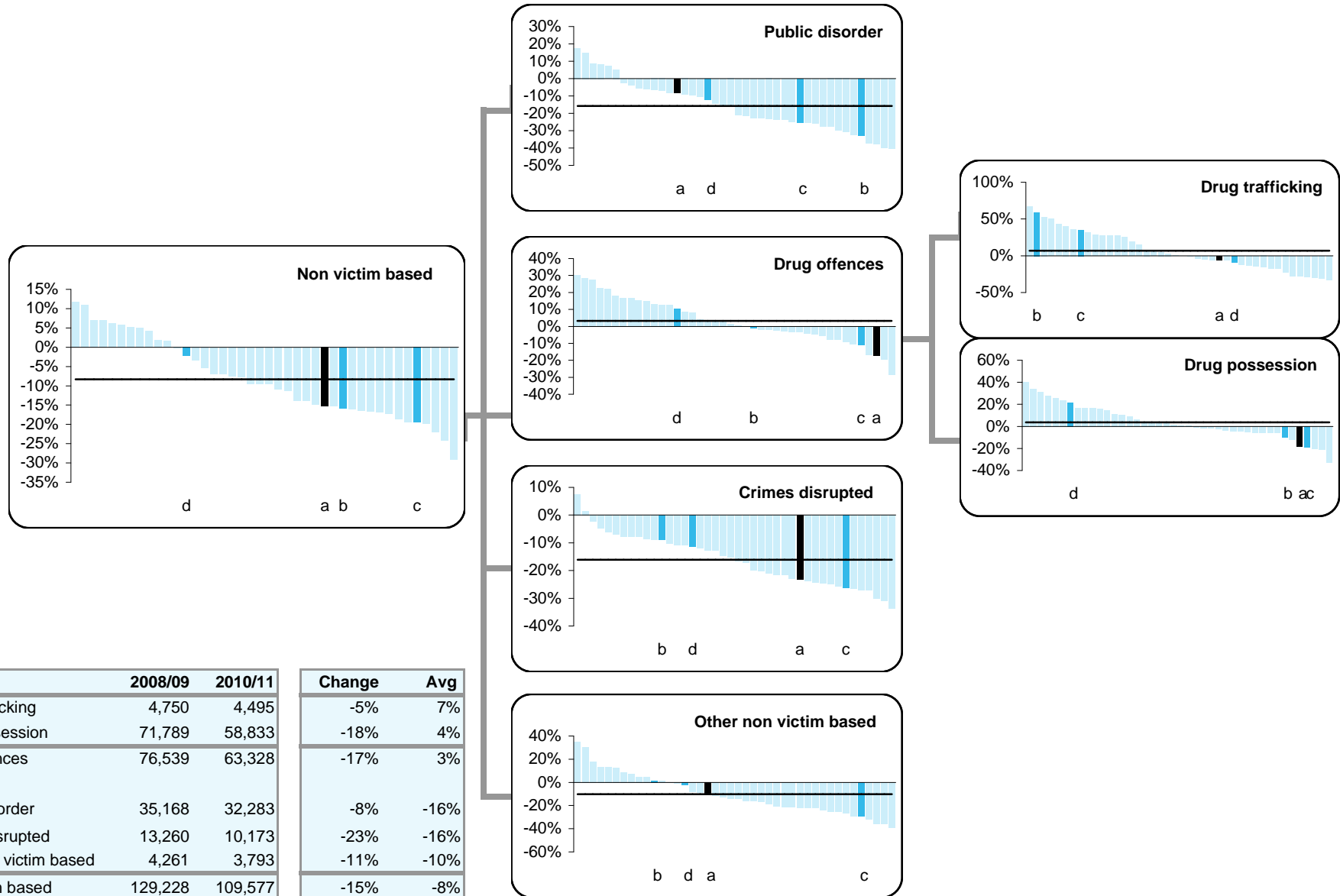


Population 7,742k

	2008/09	2010/11	Change	Avg
Robbery				
Personal	29,344	32,843	12%	-11%
Business	3,211	3,007	-6%	-12%
	32,555	35,850	10%	-12%
Burglary				
Domestic	59,173	60,782	3%	-10%
Non-domestic	34,398	32,565	-5%	-10%
	93,571	93,347	0%	-10%
Vehicle crime	112,175	105,353	-6%	-27%
Shoplifting	40,105	41,385	3%	-4%
Other stealing	158,912	176,218	11%	-1%
Stealing	437,318	452,153	3%	-11%

Source: Home Office Crime Statistics 2010/11

RECORDED OFFENCES - NON VICTIM BASED
Change 2008/09 to 2010/11



Source: Home Office Crime Statistics 2010/11

Metropolitan Police

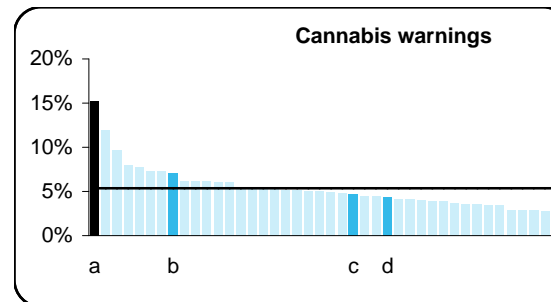
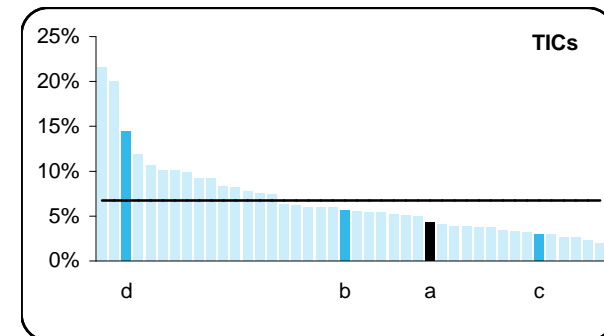
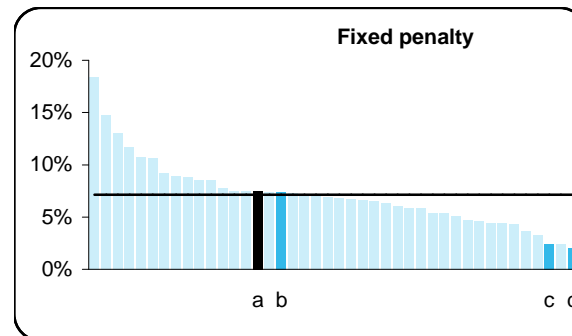
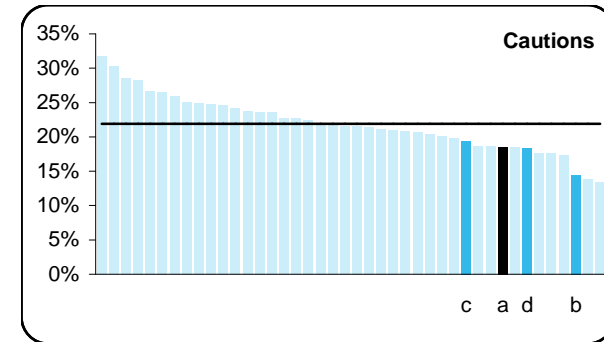
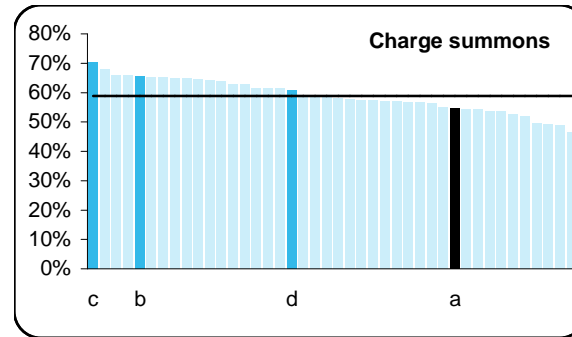
Change in SD%	2008/09	2010/11	Change	Average
Victim based	16%	15%	-1%	0%
Non victim based	83%	77%	-5%	-2%
All crime exc fraud & forgery	26%	24%	-2%	0%
Fraud & forgery	11%	13%	2%	-5%
Victim based				
Violence against the person	29%	30%	1%	-2%
Sexual offences	30%	22%	-8%	0%
Stealing	12%	11%	-1%	0%
Criminal damage & arson	13%	13%	0%	-1%
Non victim based				
Public disorder	60%	51%	-10%	-5%
Drug offences	94%	91%	-3%	-1%
Crimes disrupted	84%	83%	-1%	-4%
Other non victim based	70%	65%	-5%	-4%
Violence against the person				
VAP with injury	32%	33%	0%	-1%
VAP without Injury	26%	27%	1%	-3%
Sexual offences				
Rape	34%	19%	-15%	1%
Other sexual offences	29%	24%	-5%	-1%
Stealing				
Personal robbery	16%	16%	0%	2%
Business robbery	24%	26%	1%	0%
Domestic burglary	13%	12%	-1%	2%
Non Domestic burglary	11%	9%	-2%	-1%
Vehicle crime	7%	5%	-2%	1%
Shoplifting	57%	54%	-4%	-5%
Other stealing	4%	4%	-1%	-1%
Drugs				
Drug trafficking	89%	96%	7%	0%
Drug possession	94%	90%	-4%	-1%

Source: Home Office Crime Statistics 2010/11

Metropolitan Police

SANCTION DETECTIONS BY TYPE 2010/11

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

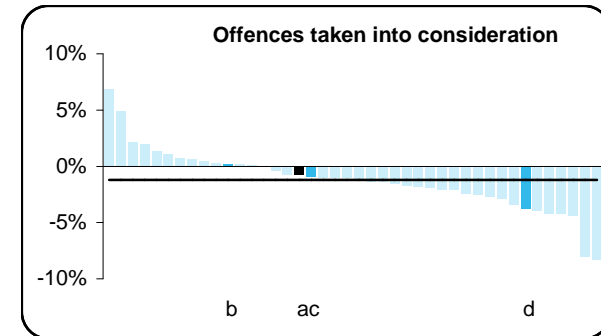
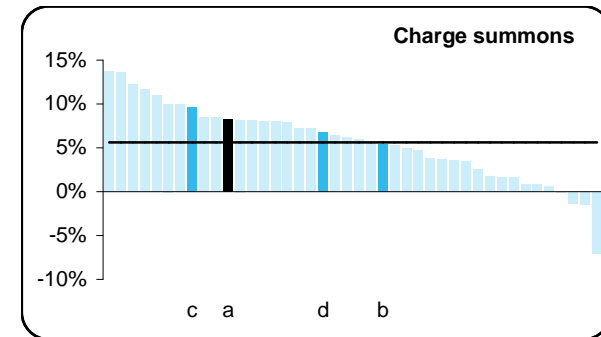
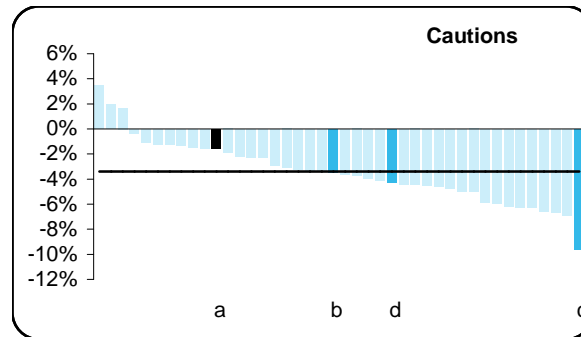


	%	Avg
Charge summons	55%	59%
Cautions	18%	22%
Penalty notices	7%	7%
Cannabis warnings	15%	5%
Taken into consideration	4%	7%
	100%	100%

CHANGES IN DETECTION TYPES

Changes 2008/09 to 2010/11

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'.



	2008/09	2010/11	Change	Avg
Charge summons	46%	55%	8%	6%
Cautions	20%	18%	-2%	-3%
Penalty notices	7%	7%	0%	-1%
Cannabis warnings	21%	15%	-6%	0%
Taken into consideration	5%	4%	-1%	-1%
Total	100%	100%		

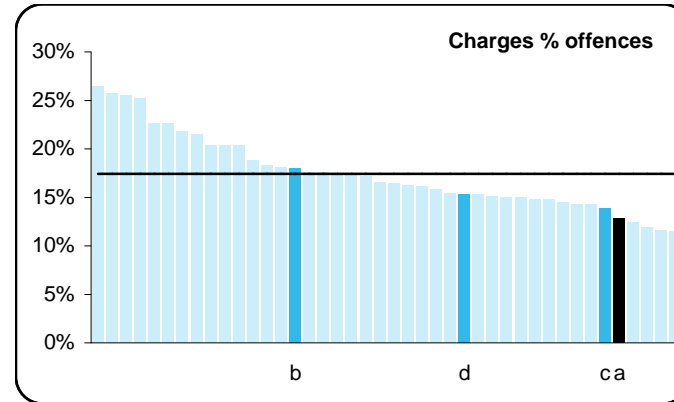
Source: Home Office Crime Statistics 2010/11

CHARGES
2010/11

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	%	Avg	Diff from expected
VAP with injury	66,130	14,887	23%	30%	-4,747
VAP without Injury	69,231	11,779	17%	28%	-7,294
Rape	3,312	607	18%	25%	-235
Other sexual offences	6,734	1,418	21%	27%	-410
Domestic burglary	60,782	3,393	6%	11%	-3,565
Non-domestic burglary	32,565	1,952	6%	6%	-10
Robbery of personal property	32,843	4,708	14%	27%	-4,174
Business robbery	3,007	735	24%	38%	-419
Vehicle crime	105,353	3,040	3%	6%	-3,654
Shoplifting	41,385	12,625	31%	34%	-1,480
Other stealing	176,218	4,535	3%	5%	-4,740
Criminal damage & arson	79,326	6,102	8%	8%	-382
Public disorder	32,283	10,134	31%	44%	-3,990
Drug trafficking	4,495	4,034	90%	73%	775
Drug possession	58,833	12,854	22%	30%	-4,634
Crimes disrupted	10,173	7,174	71%	62%	875
Other non victim based	3,793	2,131	56%	62%	-219
Total exc fraud	786,463	102,108	13%	17%	-38,304
Fraud & forgery	36,014	3,409	9%	20%	-3,672
All crime	822,477	105,517	13%	17%	-41,976

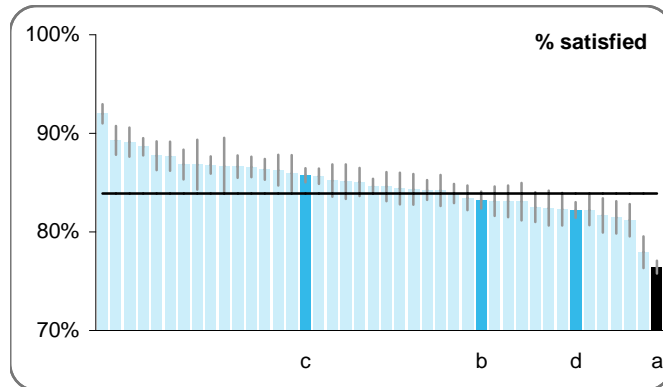
Source: Home Office Crime Statistics 2010/11



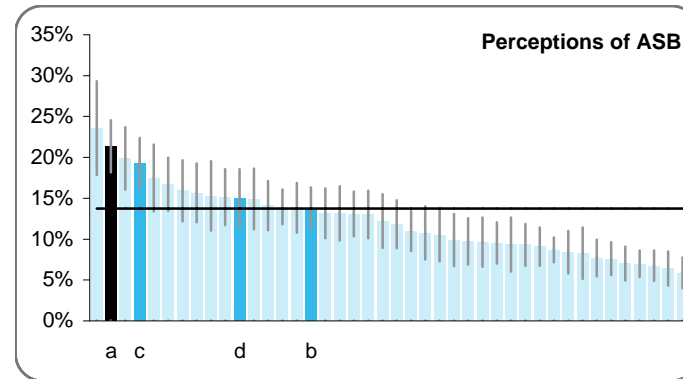
OVERALL SATISFACTION AND PERCEPTIONS OF ASB

2010/11 percentage satisfied

These charts show user satisfaction for the 'whole experience' (excluding RTC) , and users perceiving a high level of ASB in their area. 95% confidence intervals are also shown.



	Avg	
% Satisfied	76.4%	83.9%
Confidence interval	0.7%	0.2%



	Avg	
Perceptions of ASB	21.4%	13.7%
Confidence interval	3.2%	3.0%

Source: BCS and Victims of Crime Survey 2010/11

Metropolitan Police

Section Two – 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 POA. POA subcategory information on costs is also presented.

POA 2011/12 estimates are used for all cost and workforce data unless stated otherwise. These data are taken as a snapshot as at 10th 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 presented as number of staff per FTE.

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
- Specialist investigations
- Investigative support
- Criminal justice
- Support functions
- Police Authority
- Central costs
- National policing

A new addition to this version of the profiles is a page which aims to identify potential to increase the frontline. More information on this can be found on page 77.

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

Key to the calculations

Averages are simple unweighted averages including the force.

Please note: as the Metropolitan Police data distorts the chart scales, the Met has been excluded from all force profiles except for its own, as has the City of London.

Non-staff expenditure is shown as a percentage of workforce expenditure, since the main determining factor of most non-staff costs is the size of the workforce.

Workforce data for support functions is shown as FTE per 100 workforce to compare the size of the support function in relation to the workforce.

The profiles use a different calculation for net revenue expenditure to CIPFA; it is calculated as total expenditure minus income to show the total cost of policing to the taxpayer.

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

For each objective function we also indicate what proportion of the gross expenditure is accounted for by the cost of police officers.

We also show support costs as %age of net revenue expenditure as a local deflator.

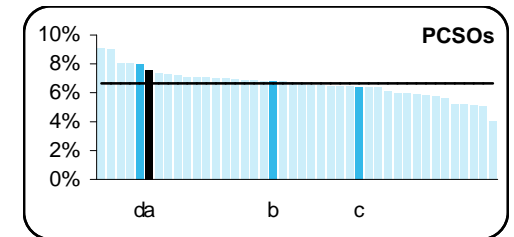
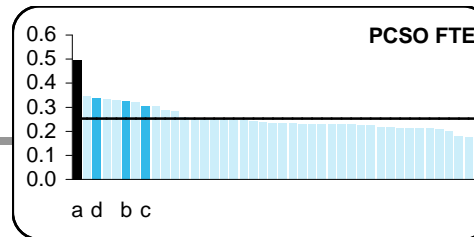
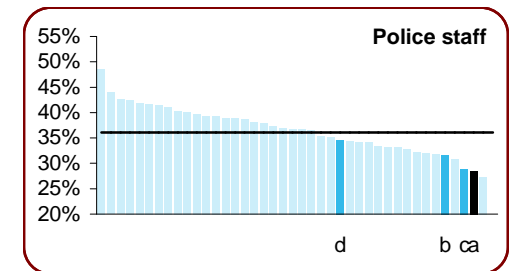
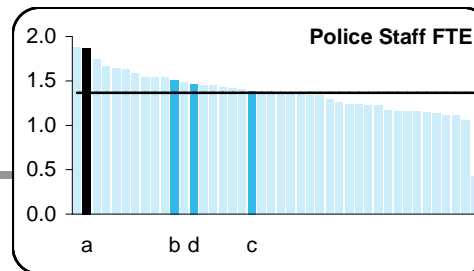
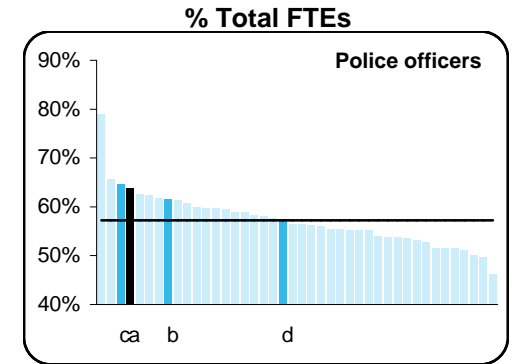
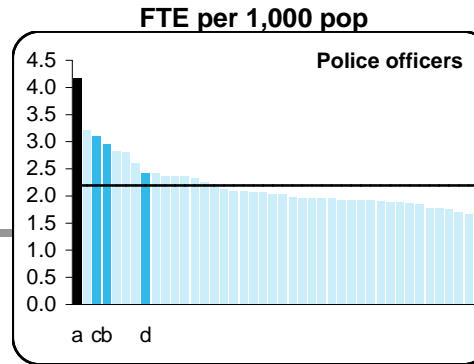
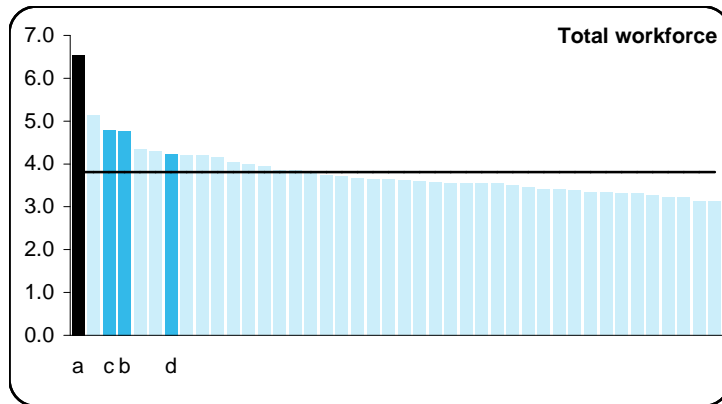
How to use this section

Police authorities and forces should 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 in red in the tables of the 'all forces' profiles and fall within the top or bottom 10% of forces and 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.

WORKFORCE - SUMMARY

2011/12 Estimates

These charts show the overall police workforce per 1,000 population which are then broken down into police officers, police staff and PCSOs. Specials numbers are headcount.



Population 7,742k

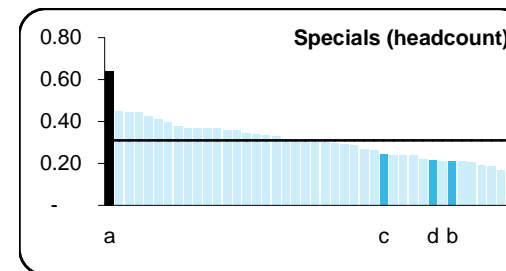
	FTE	per 1,000	Avg	Diff	% Total	Avg
Police officers	32,320	4.17	2.19	15,349 <<	64%	57%
Police staff	14,480	1.87	1.36	3,915 <<	29%	36%
PCSOs	3,825	0.49	0.25	1,864 <<	8%	7%
Total	50,625	6.54	3.81	21,128 <<	100%	100%

Source: POA estimates 2011/12

Special constables 4,944 0.64 0.31 2,546

Source: ADR 502

nb Specials numbers are headcount and taken from ADR 502 as opposed to POA as recording of specials in POA was not consistent



Metropolitan Police

WORKFORCE TRENDS

Changes March 2006 to March 2011

These tables show workforce changes since March 2006 using ADR 601 data. These highlight the impact of workforce modernisation and the introduction of PCSOs. Population figures for mid 2009 used for all calculations

FTE

	Mar-06	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11
Police officers	30,948	31,128	31,460	32,610	33,367	32,441
PCSOs	2,315	3,694	4,247	4,594	4,645	4,009
Police staff	14,012	14,187	14,286	14,417	14,504	14,128
Total	47,275	49,009	49,993	51,621	52,515	50,578

FTE / 1,000 population

	Mar-06	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11	Change
Police officers	4.00	4.02	4.06	4.21	4.31	4.19	5%
PCSOs	0.30	0.48	0.55	0.59	0.60	0.52	73%
Police staff	1.81	1.83	1.85	1.86	1.87	1.82	1%
Total	6.11	6.33	6.46	6.67	6.78	6.53	7%

Average

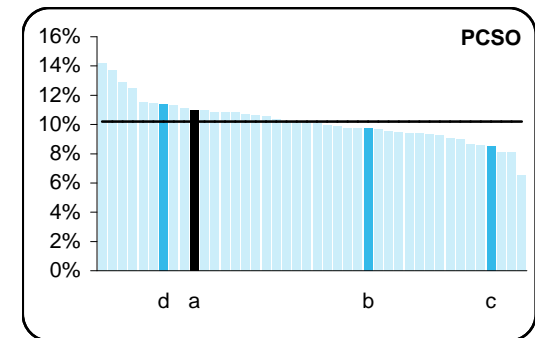
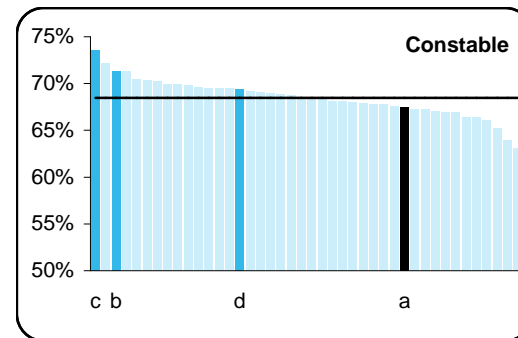
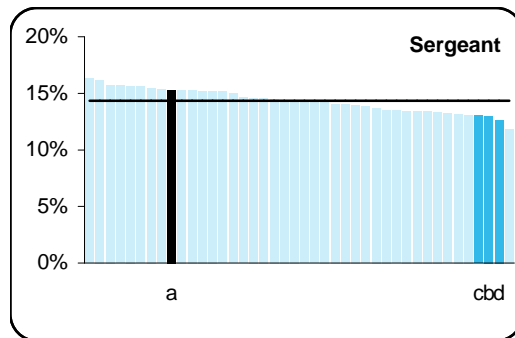
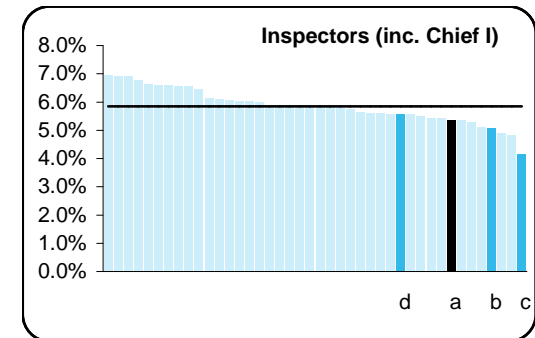
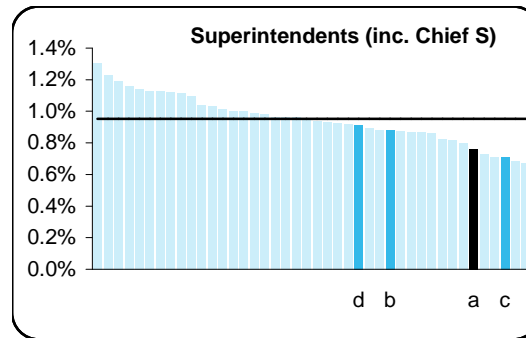
	Mar-06	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11	Change
Police officers	2.32	2.32	2.31	2.32	2.30	2.23	-4%
PCSOs	0.10	0.21	0.24	0.26	0.26	0.25	156%
Police staff	1.30	1.33	1.34	1.44	1.46	1.35	4%
Total	3.72	3.87	3.88	4.02	4.03	3.83	3%

Source: ADR 601 2010/11 as at March 2011

POLICE OFFICERS/PCSOs BY RANK

March 2011 % of FTE

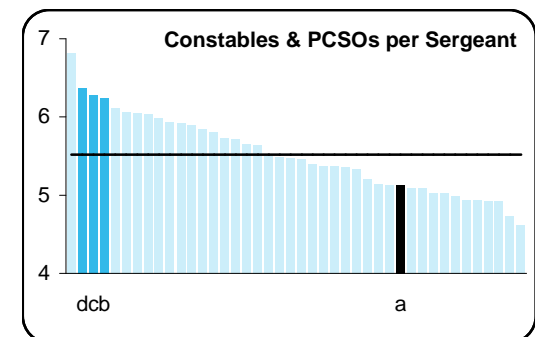
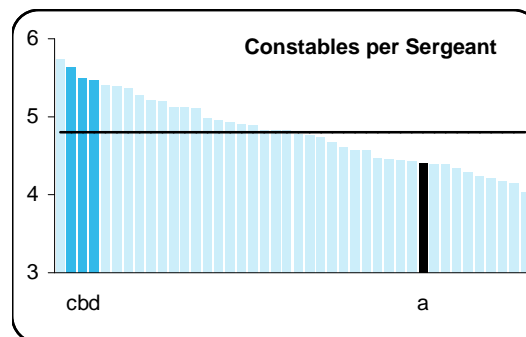
These charts show the percentage of the total officer and PCSO workforce by rank. The chart for superintendents includes chief superintendents, and the chart for inspectors includes chief inspectors. Association of Chief Police Officers (ACPO) are officers above the rank of chief superintendents. Additionally two charts show numbers of constables (and PCSOs) per sergeant giving an indication of the supervision requirement for each sergeant.



	FTE	%	Avg
ACPO	34	0.1%	0.2%
Chief Superintendent	81	0.2%	0.3%
Superintendent	196	0.5%	0.7%
Chief Inspector	448	1.2%	1.3%
Inspector	1,504	4.1%	4.6%
Sergeant	5,583	15.3%	14.4%
Constable	24,595	67.5%	68.5%
PCSO	4,009	11.0%	10.2%
Force total	36,450	100.0%	100.0%

Constables per Sergeant	4.4	4.8
Const. & PCSOs per Sergeant	5.1	5.5

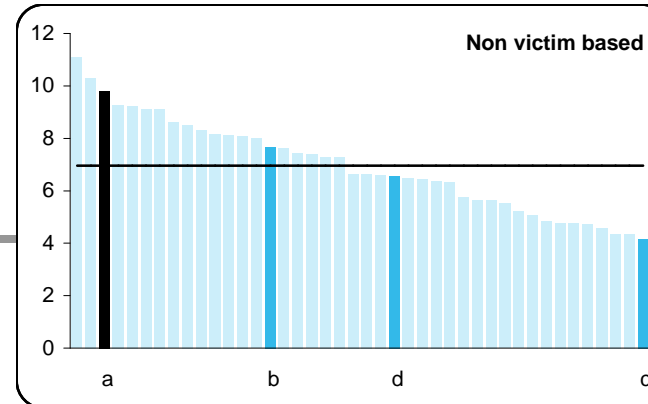
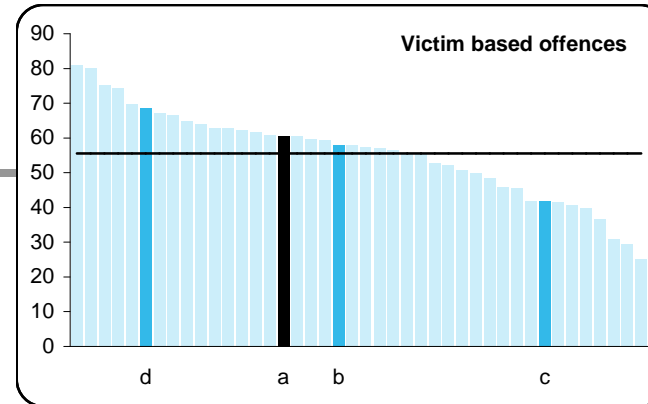
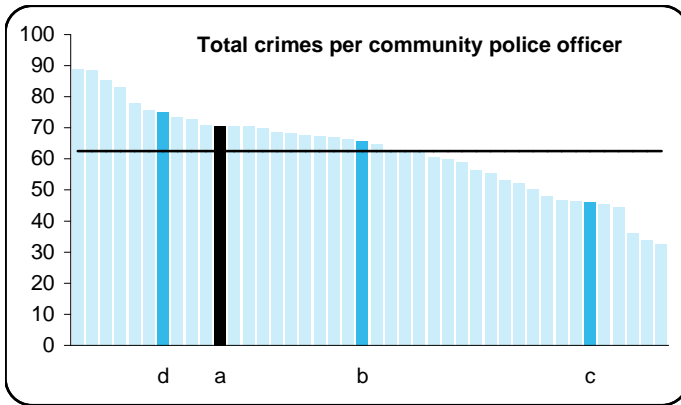
Source: ADR 601 March 2011



POLICE WORKFORCE AND CRIME

March 2011 Workforce, 2010/11 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 community duties (Neighbourhood, response and traffic units) gives some indication of how busy these officers are compared to their peer group of forces. *NB: this does not include officers attending incidents which do not result in a notifiable offence.*



Community police officers (POA)	11,161
---------------------------------	--------

Crime	N	per CPO	Avg
Victim based	676,886	61	56
Non victim based	109,577	10	7
Total	786,463	70	62

Source: Home Office Crime Statistics 2010/11

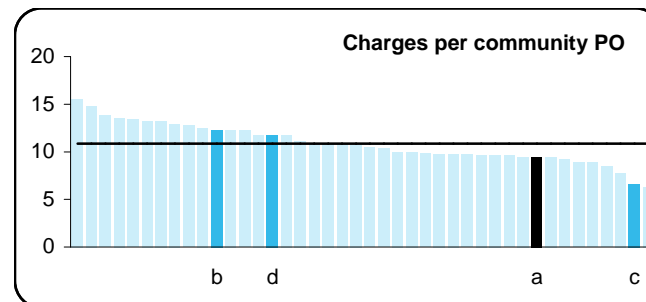
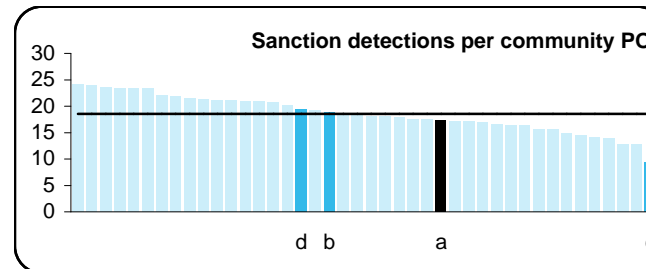
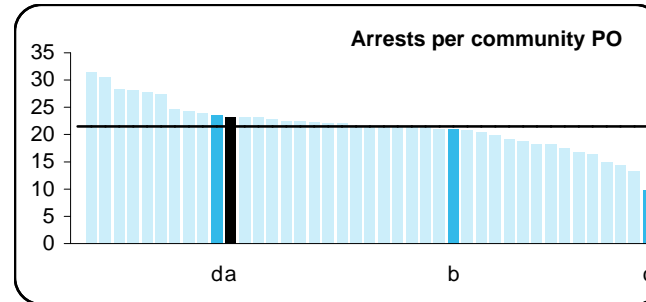
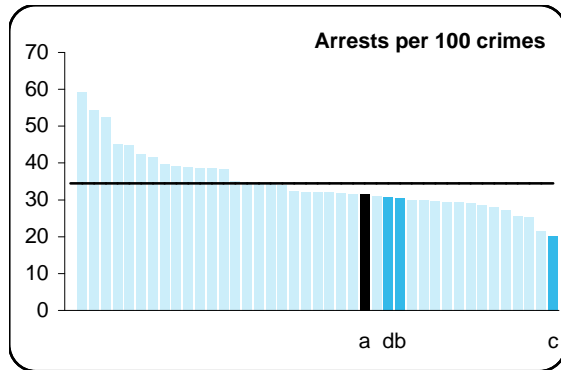
Metropolitan Police

ARREST TO CHARGE

2010/11

These charts show the number of arrests per crime, as well as arrests, charges and sanction detections per community police officer (community police officers are those deployed in neighbourhood, response and traffic units).

NB: The latest arrest data has been used 2010/11. The arrest data does not include arrests for non-notifiable offences but does include fraud and forgery (accounting for around 2% of arrests). Arrests shown are for notifiable offences only, but there are non-notifiable arrests & other detentions which are not counted by Home Office.



Community police officers	11,161
Crimes	822,477
Arrests	258,384

	Force	Avg
Arrests per 100 crimes	31	34

	N	per CPO	Avg
Arrests	258,384	23	22
Sanction detections	193,552	17	19
Charges	105,517	9	11

Sources: Arrest data: ADR 121-124 2010/11, Detection data: Home Office Crime Statistics
Fraud & forgery are included

Metropolitan Police

Force breakdown against national average

Population 7,742k

	Budgeted staff FTE			Staff per head FTE / 1,000 pop			All-force Average FTE / 1,000 pop			Diff from all FTE		
	PO	PS	Total	PO	PS	Total	PO	PS	Total	PO	PS	Total
- Local investigation	3,161	20	3,180	0.41	0.00	0.41	0.27	0.04	0.31	1,041	-289	752
- Other local policing	12,765	3,717	16,481	1.65	0.48	2.13	1.07	0.32	1.39	4,447	1,271	5,717
Total local policing	15,925	3,736	19,662	2.06	0.48	2.54	1.35	0.36	1.70	# 5,488	981	6,469
Dealing with the public	705	2,099	2,803	0.09	0.27	0.36	0.05	0.29	0.34	333	-125	207
Road policing	669	411	1,080	0.09	0.05	0.14	0.11	0.03	0.14	-201	182	-19
Specialist operations	2,027	437	2,464	0.26	0.06	0.32	0.14	0.02	0.16	924	287	1,211
Intelligence	1,346	858	2,204	0.17	0.11	0.28	0.09	0.07	0.16	645	322	967
Specialist investigations	4,222	1,031	5,253	0.55	0.13	0.68	0.21	0.08	0.29	2,592	433	3,025
Investigative support	5	889	894	0.00	0.11	0.12	0.01	0.09	0.10	-56	215	158
Criminal justice	1,283	2,794	4,077	0.17	0.36	0.53	0.07	0.24	0.31	704	952	1,656
Support functions	1,743	4,069	5,812	0.23	0.53	0.75	0.09	0.42	0.51	1,039	798	1,836
Police authority	0	100	100	-	0.01	0.01	-	0.01	0.01	0	32	32
Central costs	0	0	0	-	-	-	-	-	-	0	0	0
Sub-total	27,924	16,425	44,349	3.61	2.12	5.73	2.13	1.59	3.72	11,467	4,078	15,545
National policing	4,396	1,880	6,276	0.57	0.24	0.81	0.07	0.03	0.09	3,870	1,683	5,553
Total	32,320	18,305	50,625	4.17	2.36	6.54	2.19	1.62	3.81	15,349	5,779	21,128

Source: POA estimates 2011/12

Force breakdown against group average

Population 7,742k

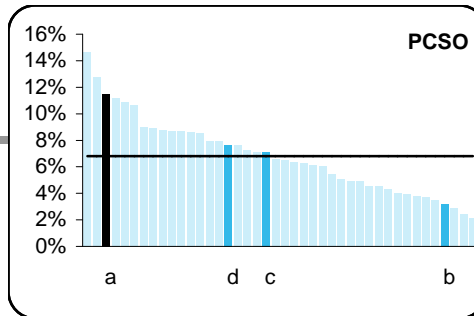
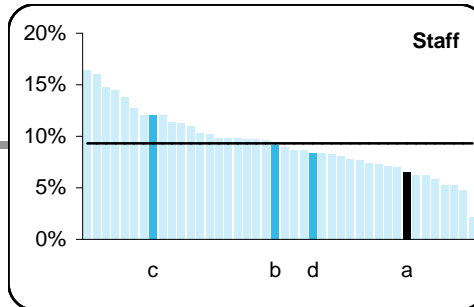
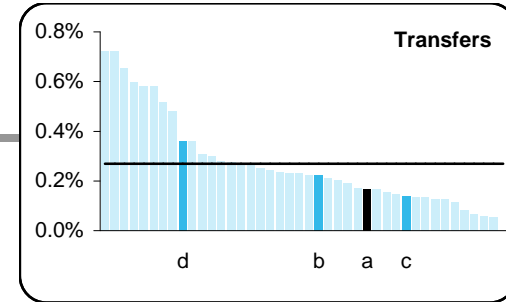
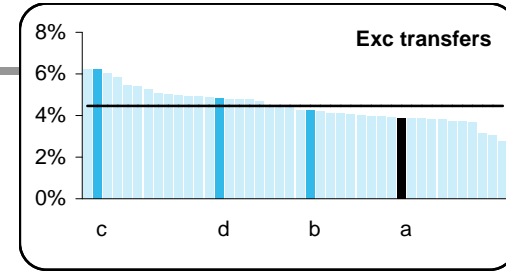
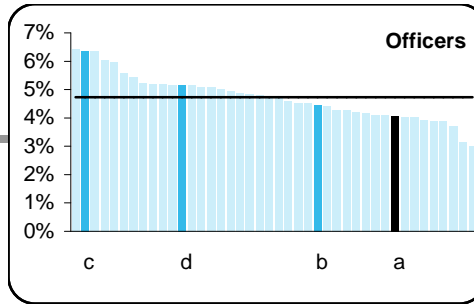
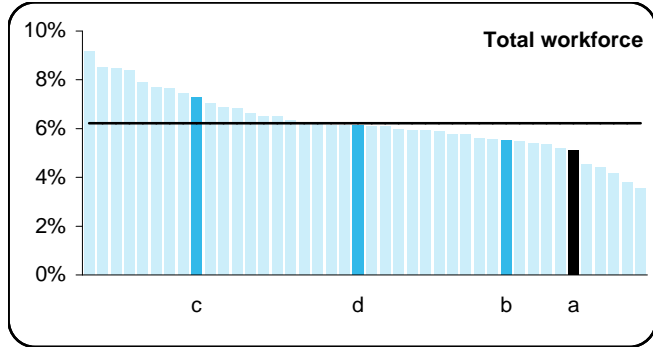
	Budgeted staff FTE			Staff per head FTE / 1,000 pop			Group average FTE / 1,000 pop			Diff from group FTE		
	PO	PS	Total	PO	PS	Total	PO	PS	Total	PO	PS	Total
- Local investigation	3,161	20	3,180	0.41	0.00	0.41	0.39	0.02	0.41	149	-143	5
- Other local policing	12,765	3,717	16,481	1.65	0.48	2.13	1.41	0.38	1.79	1,858	755	2,613
Total local policing	15,925	3,736	19,662	2.06	0.48	2.54	1.80	0.40	2.20	2,007	611	2,618
Dealing with the public	705	2,099	2,803	0.09	0.27	0.36	0.10	0.29	0.39	-78	-176	-254
Road policing	669	411	1,080	0.09	0.05	0.14	0.11	0.03	0.14	-169	154	-15
Specialist operations	2,027	437	2,464	0.26	0.06	0.32	0.19	0.03	0.22	544	212	756
Intelligence	1,346	858	2,204	0.17	0.11	0.28	0.12	0.09	0.21	391	184	575
Specialist investigations	4,222	1,031	5,253	0.55	0.13	0.68	0.37	0.09	0.46	1,324	351	1,675
Investigative support	5	889	894	0.00	0.11	0.12	0.01	0.11	0.11	-36	60	24
Criminal justice	1,283	2,794	4,077	0.17	0.36	0.53	0.09	0.29	0.37	614	563	1,178
Support functions	1,743	4,069	5,812	0.23	0.53	0.75	0.13	0.48	0.61	706	385	1,091
Police authority	0	100	100	0.00	0.01	0.01	0.00	0.01	0.01	0	40	40
Central costs	0	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0	0	0
Sub-total	27,924	16,425	44,349	3.61	2.12	5.73	2.92	1.79	4.71	5,302	2,548	7,850
National policing	4,396	1,880	6,276	0.57	0.24	0.81	0.24	0.11	0.34	2,572	1,037	3,608
Total	32,320	18,305	50,625	4.17	2.36	6.54	3.16	1.92	5.08	7,873	3,422	11,295

Source: POA estimates 2011/12

LEAVERS

2010-11

These charts show the percentage of the workforce that left the force in 2010/11; 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.



	Strength	Leavers	% Force	Avg Salary £m	
Police officers	33,367				
Exc transfers		1,296	3.9%	4.5%	
Transfers		56	0.2%	0.3%	
Leaving force		1,352	4.1%	4.7%	78.3
PCSO	4,645	531	11.4%	6.8%	20.0
Police staff	14,504	947	6.5%	9.3%	41.1
Force total	52,515	2,830	5.1%	6.2%	139.4

All leavers

Source: ADR531 (as at 31/03/11)

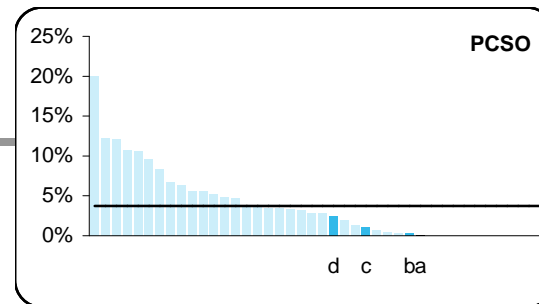
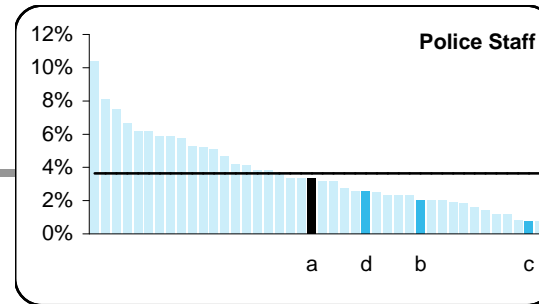
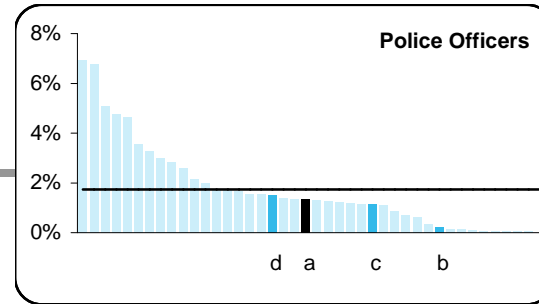
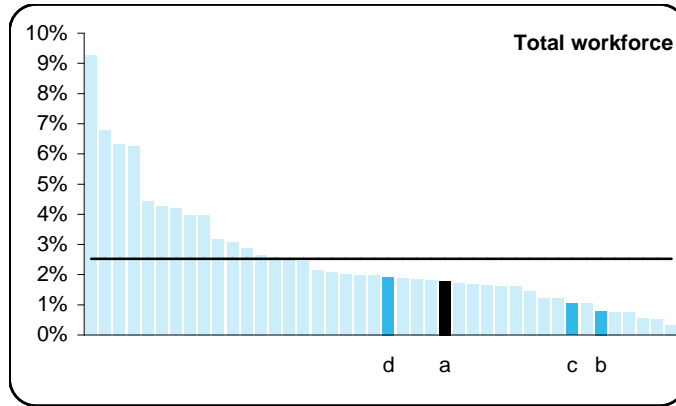
Source: ADR531 (as at 31/09/10)

Source: ADR502 (as at 31/03/11)

JOINERS

2010-11

These charts show the percentage of the workforce that joined the force in 2010/11.
 NB: The joiners figures are FTE.



	Strength	Joiners	%	Avg
Police officers	32,441	432	1.3%	1.7%
PCSO	4,009	3	0.1%	3.7%
Police staff	14,128	472	3.3%	3.6%
Overall	50,578	907	1.8%	2.5%

Source: ADR521 (as at 31/03/11 and 30/09/2010)

SICKNESS & OTHER LONG TERM ABSENCE

March 2011

These charts show sickness & other long term absence broken down into absences of less than 28 days and 28 days or more (long term absence) which includes maternity leave, compassionate leave etc. 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 not included in the absence figures. *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	32,441			
Long term absence		840	2.6%	2.9%
Sickness absence		570	1.8%	1.8%
PCSO	4,009			
Long term absence		174	4.3%	2.8%
Sickness absence		97	2.4%	2.2%
Staff	14,128			
Long term absence		718	5.1%	3.3%
Sickness absence		328	2.3%	1.8%

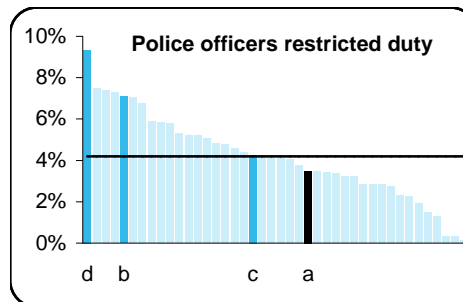
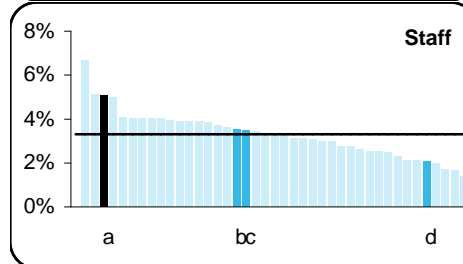
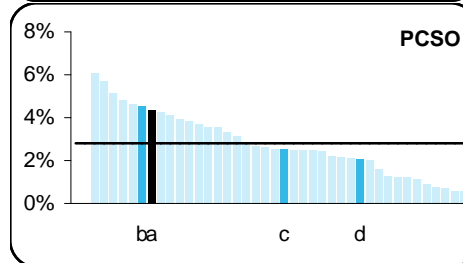
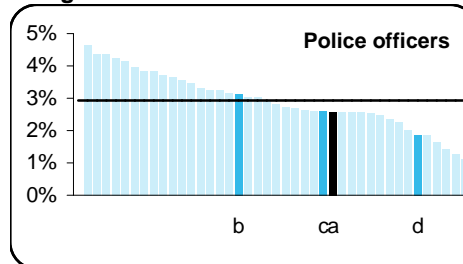
Long term absence: 2010/11-Q4

Officers	32,441			
Recuperative		1,330	4.1%	2.2%
Restricted		1,132	3.5%	4.2%

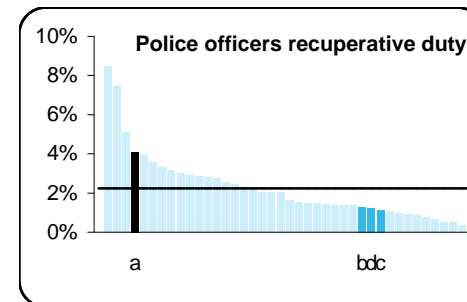
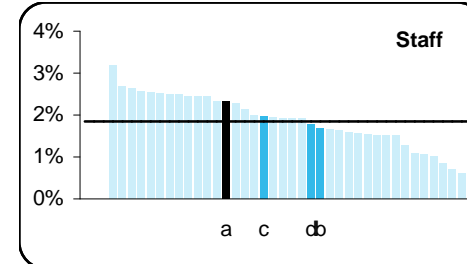
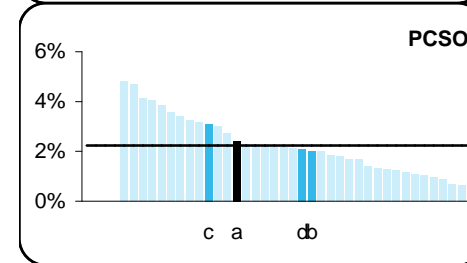
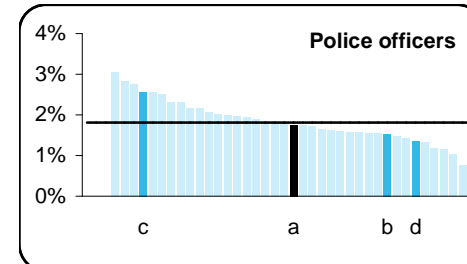
Source: ADR 502, 551 and 554 (as at 31/03/11)

ADR 554 figures are headcount not FTE

Long-term Absence



Sickness absence

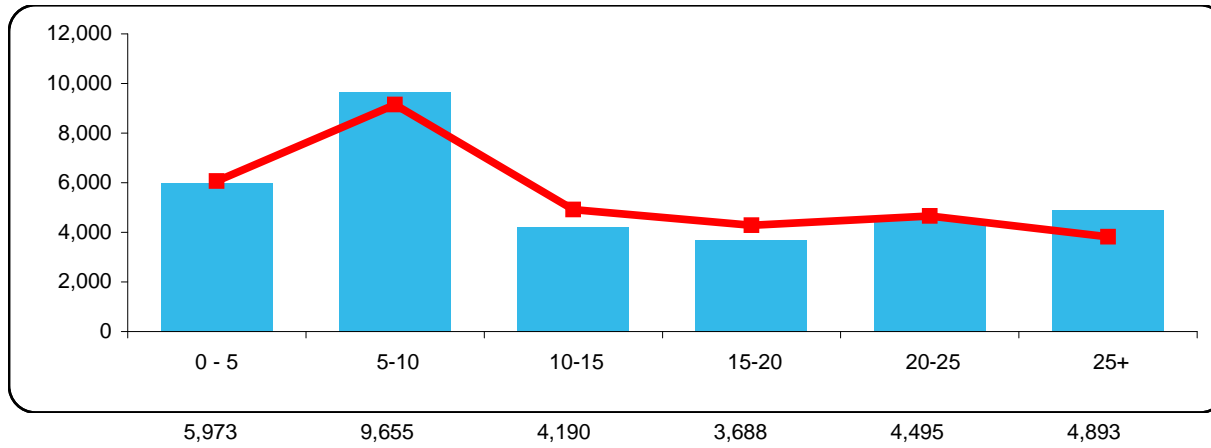


POLICE OFFICERS LENGTH OF SERVICE

These charts show the number of officers by length of service.
A more detailed breakdown of 25 – 30 years is provided for planning purposes.

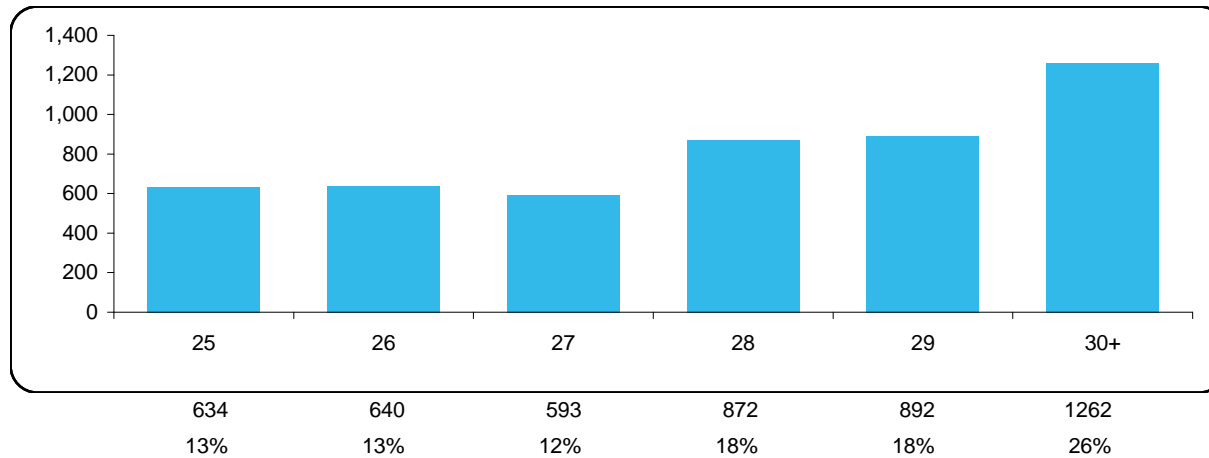
ALL OFFICERS

National average



Total
32,894

25 YEARS OR MORE



Total
4,893

Source: ADR 582 (as at 31/03/11)

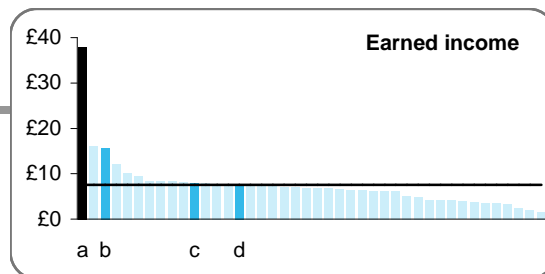
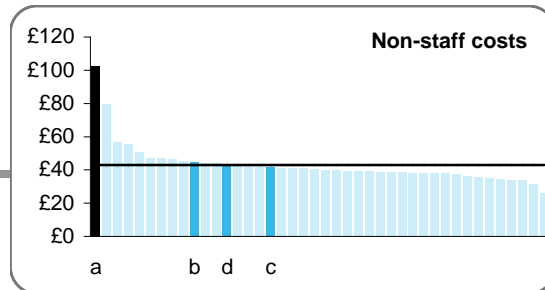
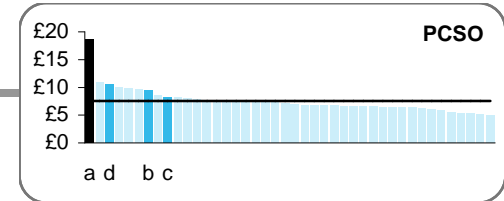
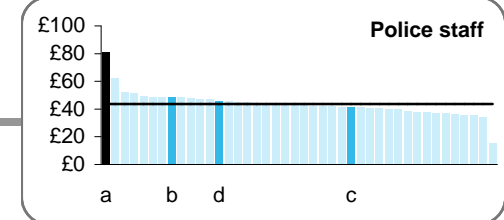
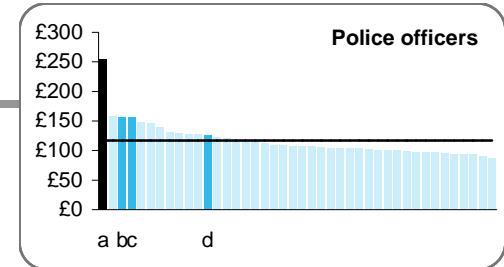
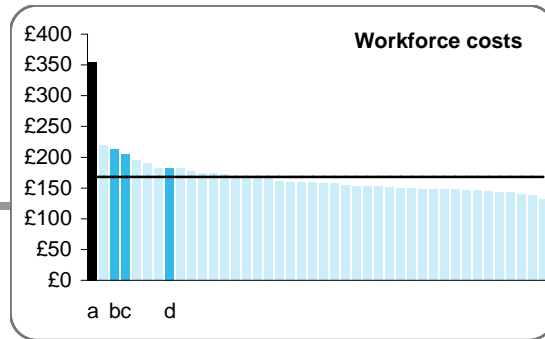
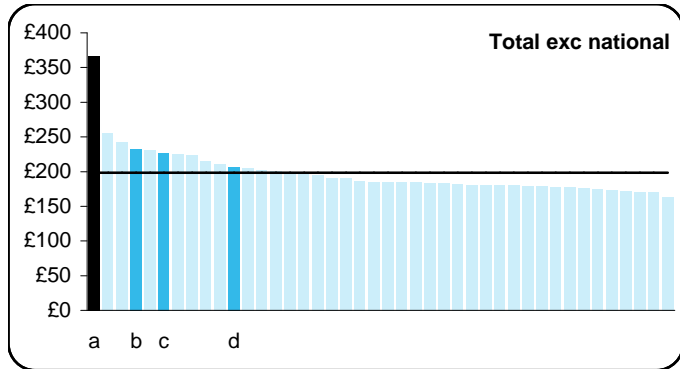
Metropolitan Police

EXPENDITURE

2011/12 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: that this is different from NRE as reported in POA data.



Population 7,742k

	£m	£/head	Avg	Diff. £m
Police officers	1,971.6	255	117	1,067.8 <<
Police staff	628.2	81	44	291.0 <<
PCSOs	144.3	19	8	85.7 <<
Workforce	2,744.1	354	168	1,444.5 <<
Non-staff costs	791.2	102	43	458.3 <<
Earned income	-294.6	-38	-8	-236.3 <<
Net revenue exp.	3,240.6	419	203	1,666.5 <<

Total exc national 2,838.1 367 198 1,303.5 <<

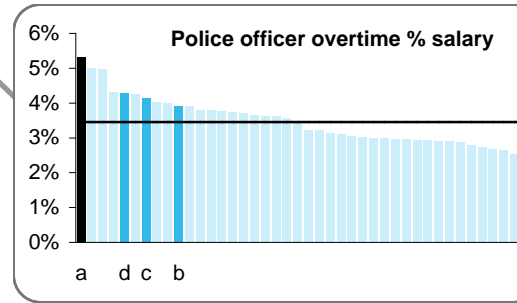
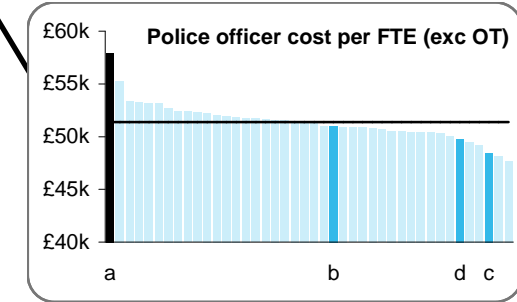
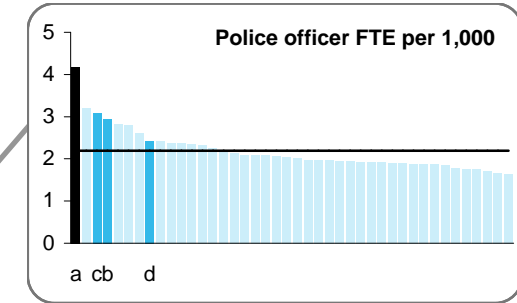
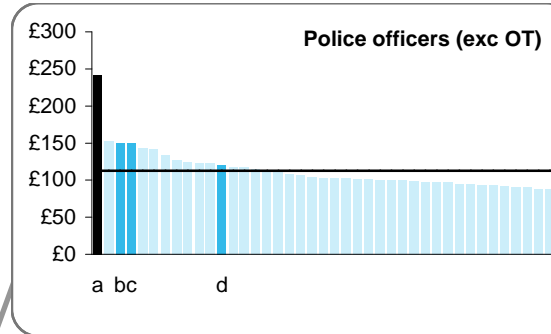
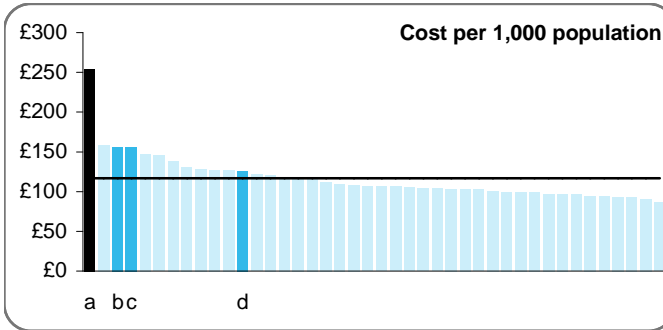
Source: POA estimates 2011/12

POLICE OFFICERS

2011/12 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.

These figures, taken from POA, show the estimated FTE numbers for the year 2011/12. The data table compares these with Home Office published FTE figures (ADR601), which are a snapshot taken at 31/3/2011, and so not necessarily the same.



	£m	£/head	Avg	Diff. £m
Police officers (exc. OT)	1,871.9	241.8	112.8	998.7 <<
Police overtime	99.7	12.9	4.0	69.1 <<
Total	1,971.6	254.7	116.7	1,067.8 <<

PO overtime % salary	% sal	Avg	Diff. £m
National functions	1.2%	0.2%	19.7 <<
Other	4.1%	3.3%	15.3 <<
Total	5.3%	3.5%	35.0 <<

Budgeted FTE 2011/12 (POA)	32,320
FTE Mar 11 (ADR601)	32,441

	Avg	Diff. £m
FTE/1,000	4.17 2.19	788.8 <<
£000/FTE	£57.9k £51.4k	210.9 <<

Source: POA Statistics 2011/12 estimates and ADR601

POLICE STAFF AND PCSOs
2011/12 estimates £ per head of population

These charts break down police staff and PCSO costs into more detail. These figures, taken from POA, show the estimated FTE numbers for the year 2011/12. The data table compares these with Home Office published FTE figures (ADR601), which are a snapshot taken at 31/3/2011, and so not necessarily the same. Home Office FTE data also excludes temporary contract staff and traffic wardens while POA includes traffic wardens.

£m	£/head	Avg	Diff. £m
628	81.1	43.6	291.0 <<

Avg		Diff. £m
FTE/1,000	1.87	1.36
£000/FTE	43.4k	32.0k
		125.2 <<
		165.0 <<

Budgeted FTE 2011/12 (POA)	14,480
FTE Mar 11 (ADR601)	14,128

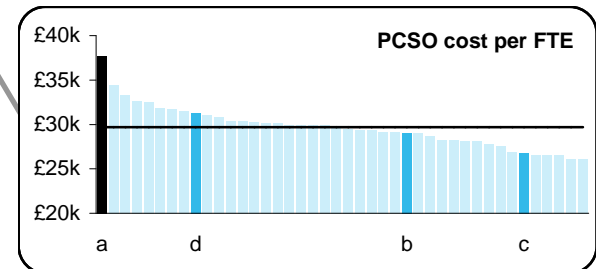
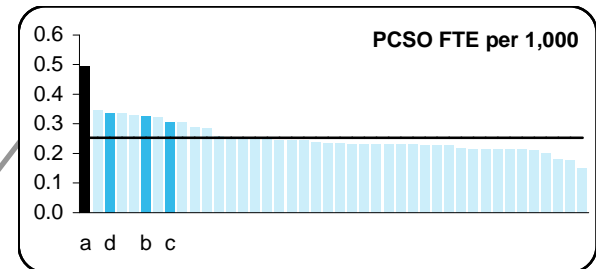
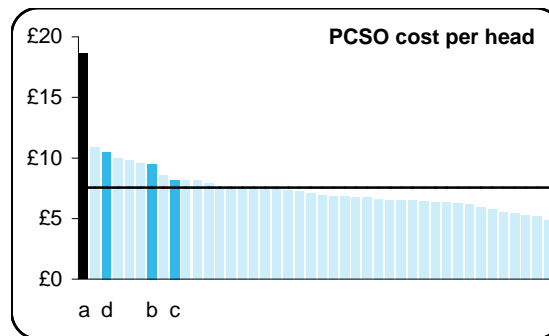
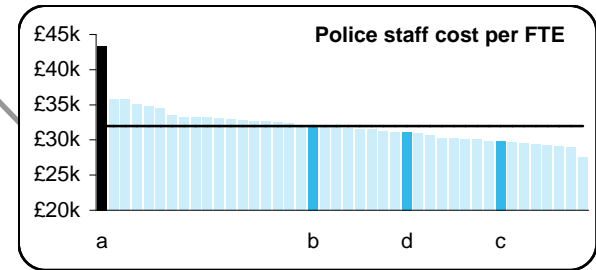
PCSOs

£m	£/head	Avg	Diff. £m
144.3	18.6	7.6	85.7 <<

Avg		Diff. £m
FTE/1,000	0.49	0.25
£000/FTE	£37.7k	£29.7k
		55.3 <<
		30.7 <<

Source: POA estimates 2011/12

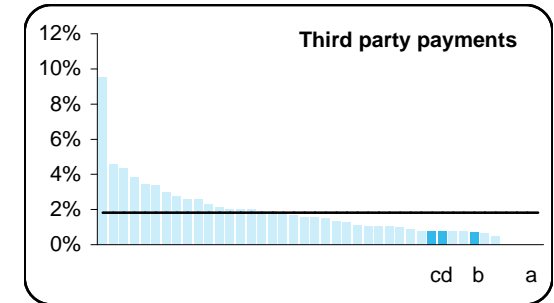
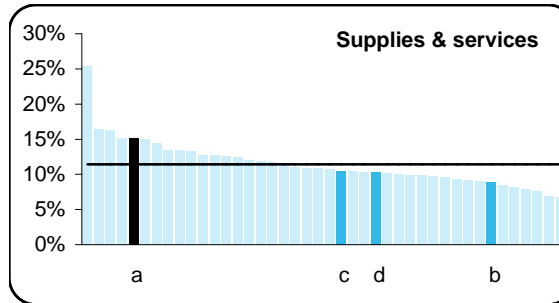
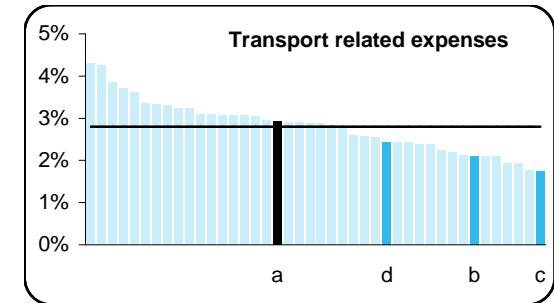
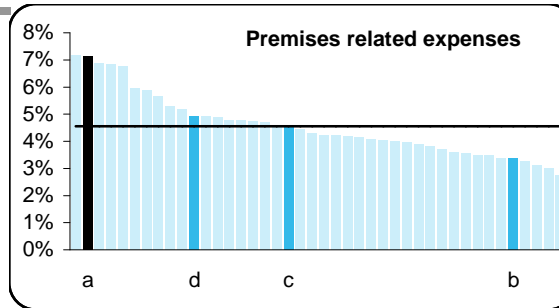
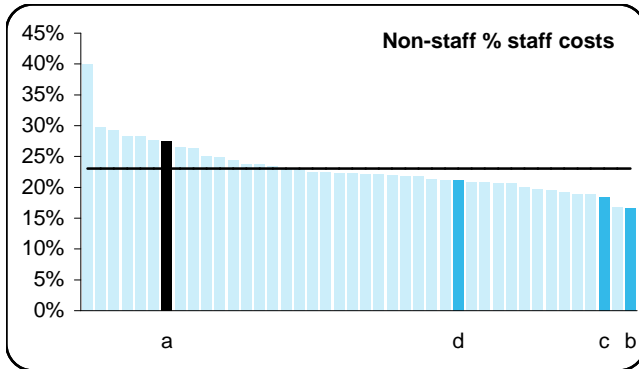
Budgeted FTE 2011/12 (POA)	3,825
FTE Mar 11 (ADR601)	4,009



NON-STAFF COSTS AS PERCENTAGE OF WORKFORCE COSTS

2011/12 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 mainly 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.



Staff costs £2,744m

	£m	% staff	Avg	Diff. £m
Premises	195.5	7.1%	4.6%	70.4 <<
Transport	80.5	2.9%	2.8%	3.6
Supplies & services	414.3	15.1%	11.4%	100.3
Third party payments	0.0	0.0%	1.8%	-49.8 <<
Other employee exps	64.4	2.3%	2.4%	-2.2
Non-staff costs	754.7	27.5%	23.0%	122.3

Capital financing	36.5	1.3%	2.7%	-37.5
Total	791.2	28.8%	25.7%	84.8

Source: POA estimates 2011/12

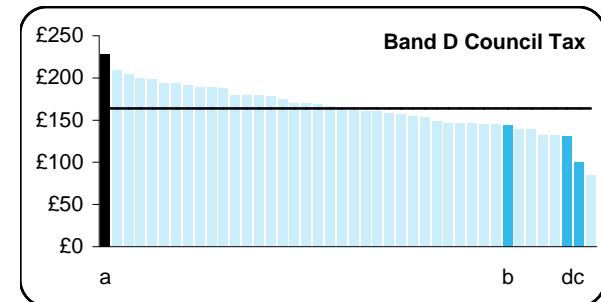
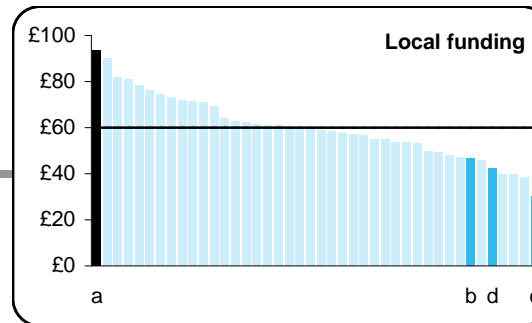
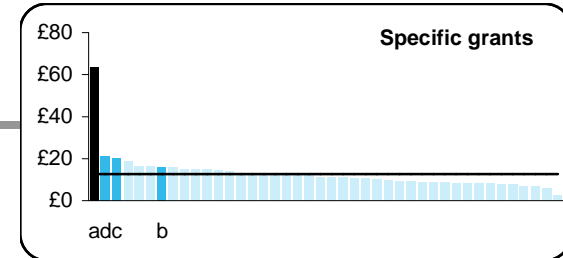
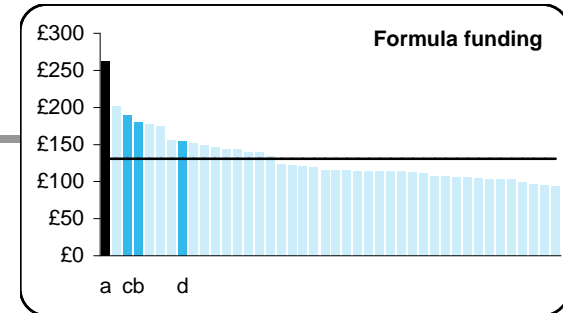
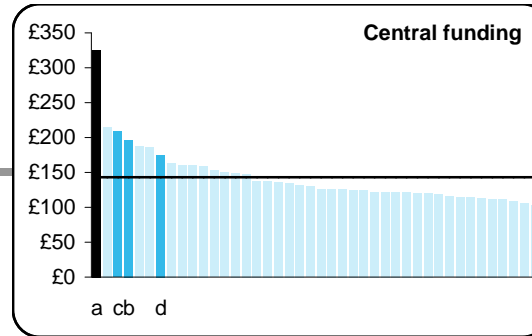
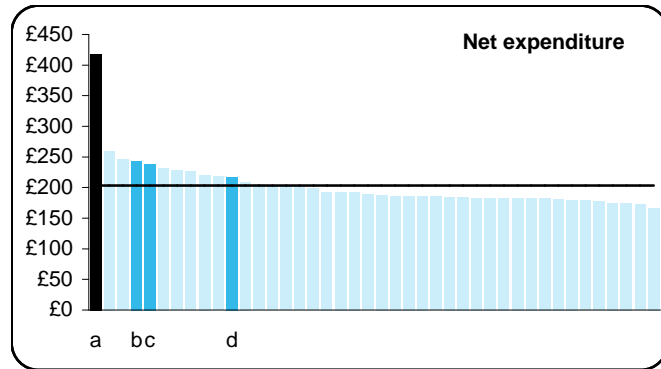
Other employee expenses includes temporary & agency staff, and injury & ill health costs

FINANCING OF EXPENDITURE

2011/12 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: Police forces in Wales did not receive an increase in government grant for agreeing to freeze or reduce council tax.



Population 7,742k

	£m	£/head	Avg
Central funding			
Formula funding*	2,026	262	131
Specific grants	492	64	13
Local funding			
Council tax	687	89	59
Reserves (transfers)	36	5	1
Net revenue exp.	3,241	419	203

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

Source: POA estimates 2011/12

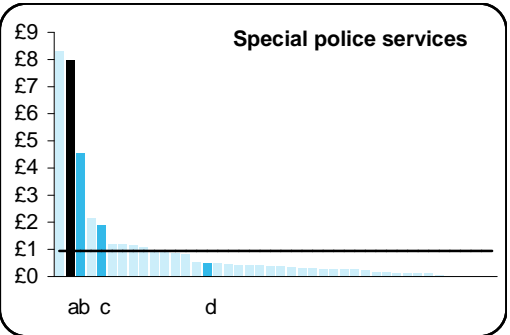
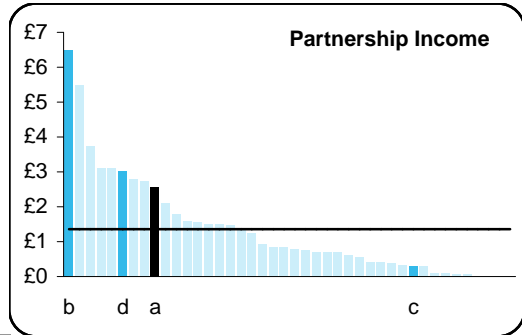
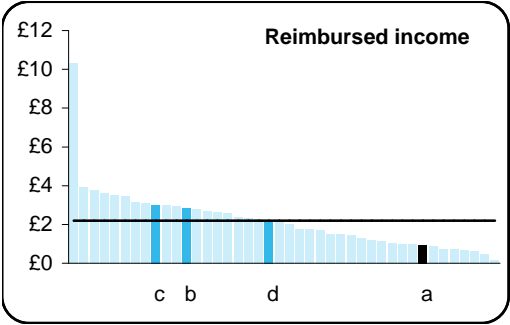
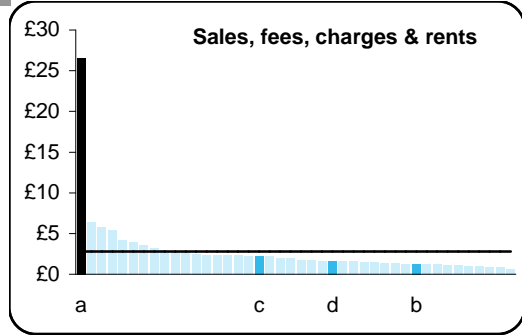
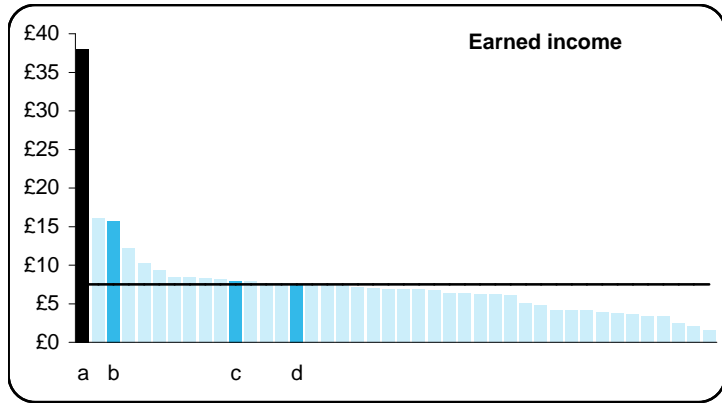
Band D tax rate	Avg	Diff £m
£228	£164	192.7

Metropolitan Police

EARNED INCOME

2011/12 estimates £ per head of population

These charts break down information into different categories of 'earned' or external income using CIPFA finance data. This is the income removed from GRE in order to calculate NRE.



Population 7,742k

	£m	£/head	Avg	Diff. £m
Sales, fees, charges & rents	205.1	26.5	2.8	183.4 <<
Reimbursed income	7.2	0.9	2.2	-9.8
Partnership income	19.9	2.6	1.4	9.4
Special police services	61.6	8.0	0.9	54.2 <<
Interest	0.8	0.1	0.2	-0.9
Total earned income	294.6	38.0	7.5	236.3 <<

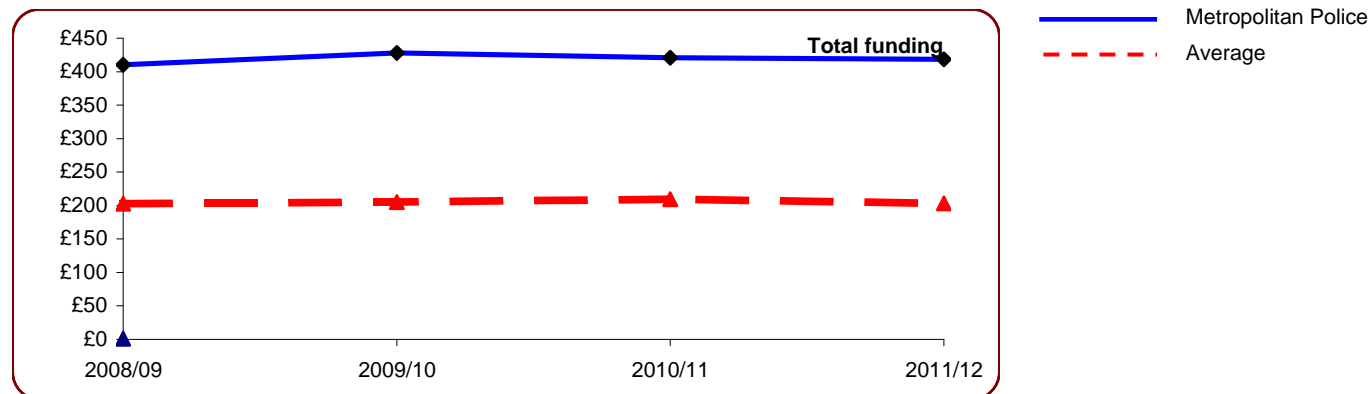
Source: POA estimates 2011/12

Metropolitan Police

FUNDING SOURCE TRENDS

2008/09 - 2010/11 actuals and estimates for 2011/12 £ per head of population

These charts show how the financial position and funding of forces has changed since 2008/09. Estimates of reserves are unreliable. These figures are not adjusted for inflation



£ per 1000	2008/09	2009/10	2010/11	2011/12	Increase
Central gov funding	327.8	339.7	337.0	325.2	-1%
Reserves	-3.5	2.8	0.5	4.6	
Council tax	85.9	85.5	83.4	88.8	3%
Total funding	410.2	428.0	420.9	418.6	2%

Average	2008/09	2009/10	2010/11	2011/12	Increase
Central gov funding	148.5	148.1	149.7	143.3	-4%
Reserves	0.7	0.4	1.0	1.4	
Council tax	53.7	56.7	58.8	58.7	9%
Total funding	202.9	205.3	209.6	203.3	0%

Band D tax rate	£224	£224	£217	£228
Average	£153	£158	£163	£164

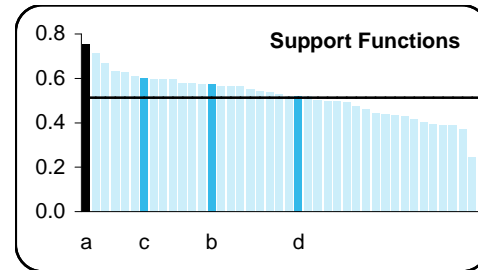
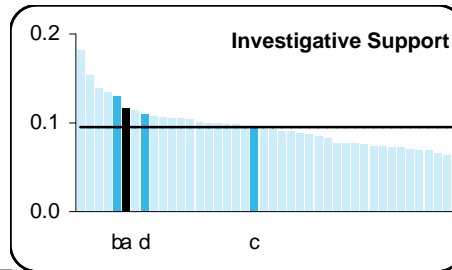
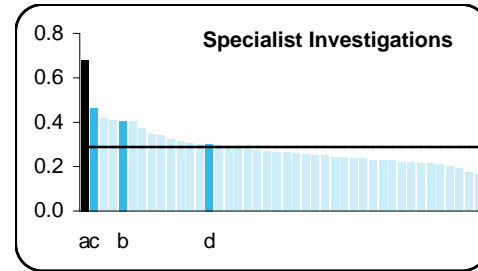
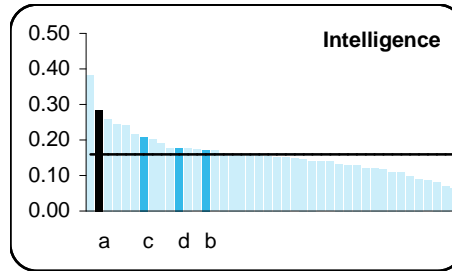
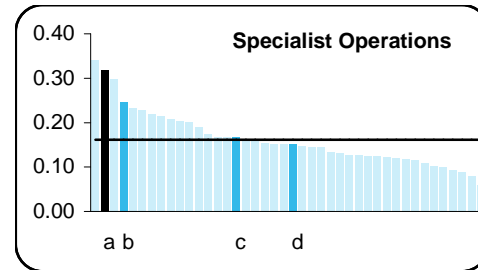
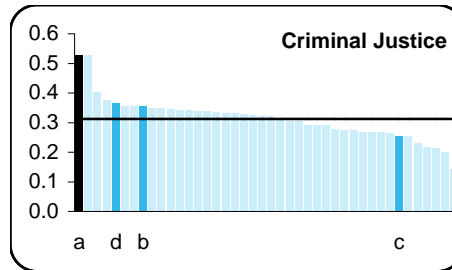
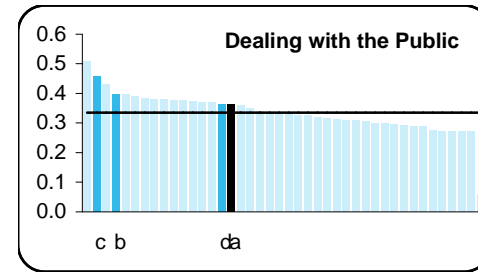
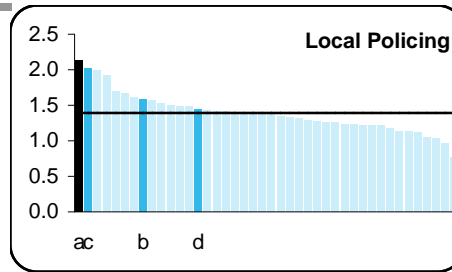
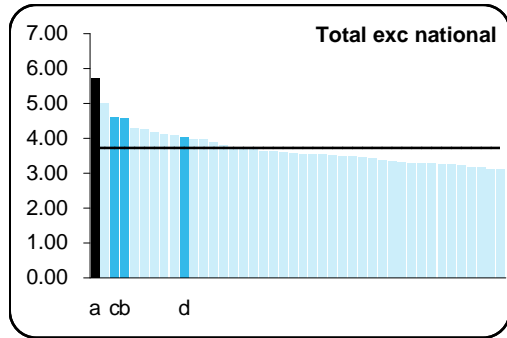
Source: CIPFA statistics; POA Statistics 2011/12 estimates

Metropolitan Police

WORKFORCE BY FUNCTION

Budgeted FTE 2011/12 per 1,000

These charts show the workforce costs by function in terms of fte per 1,000 population. The underlying figures are displayed on pages 40 & 41. For definitions of the workforce categories, please refer to Appendix 2.

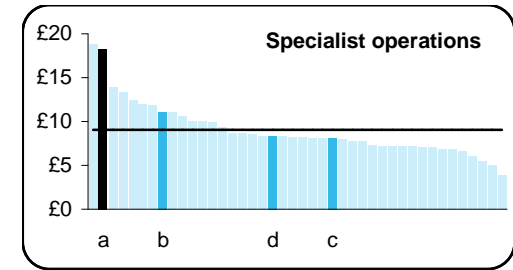
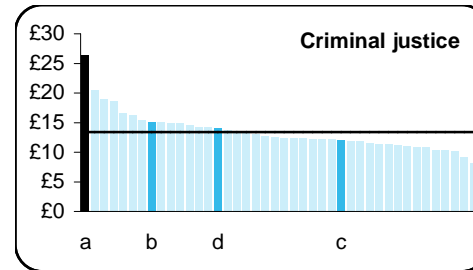
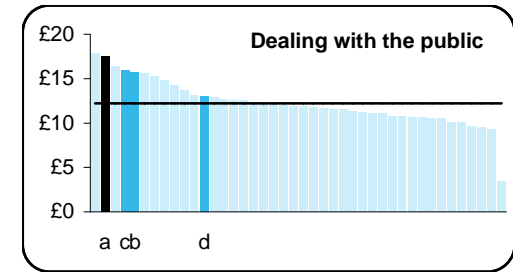
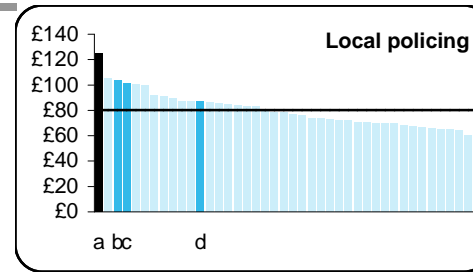
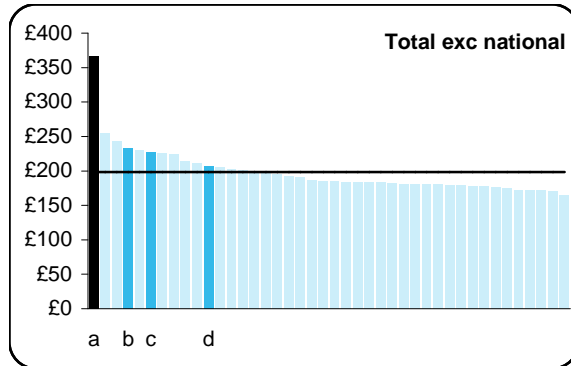


Source: POA estimates 2011/12

Metropolitan Police

NET REVENUE EXP BY FUNCTION

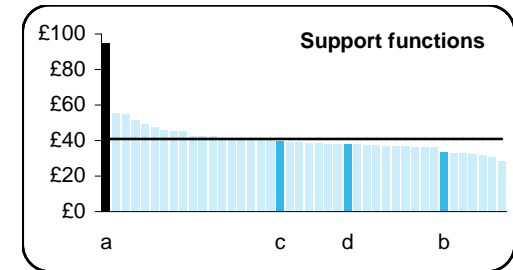
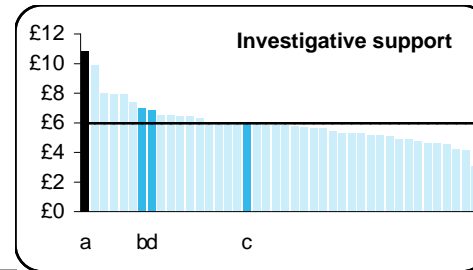
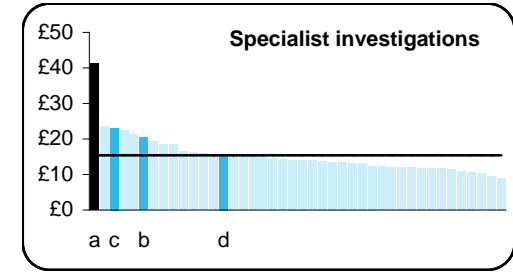
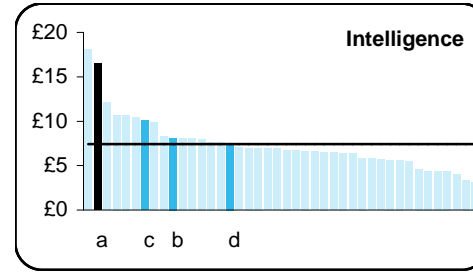
Cost per head of population by function



Population 7,742k

			Averages		Diff £m	
	£m	£/head	All	Group	All	Group
- Local investigation	179.7	23.2	15.3	21.4	61.1	14.0
- Other local policing	788.6	101.9	64.8	82.8	286.8	147.8 <<
Local policing	968.3	125.1	80.1	104.2	347.9	161.8 <<
Dealing with the public	135.3	17.5	12.2	15.5	40.6	15.1 <<
Criminal justice	203.9	26.3	13.4	16.8	100.1	73.5 <<
Road policing	55.8	7.2	6.4	6.6	6.3	5.0
Specialist operations	141.8	18.3	9.0	11.5	71.8	52.9 <<
Intelligence	127.9	16.5	7.4	10.5	70.4	46.3 <<
Specialist investigations	319.3	41.2	15.4	25.1	200.1	124.7 <<
Investigative support	84.1	10.9	6.0	7.6	37.9	24.9 <<
Support functions	731.0	94.4	41.0	51.2	414.0	334.4 <<
Police authority	11.8	1.5	1.2	1.0	2.4	4.0
Central costs	58.9	7.6	6.1	8.0	12.0	-3.2
Total exc national	2,838.1	366.6	198.2	258.2	1,303.5	839.4 <<

National policing	402.6	52.0	5.1	21.3	363.0	238.0 <<
Total	3,240.6	418.6	203.3	279.4	1,666.5	1,077.3 <<

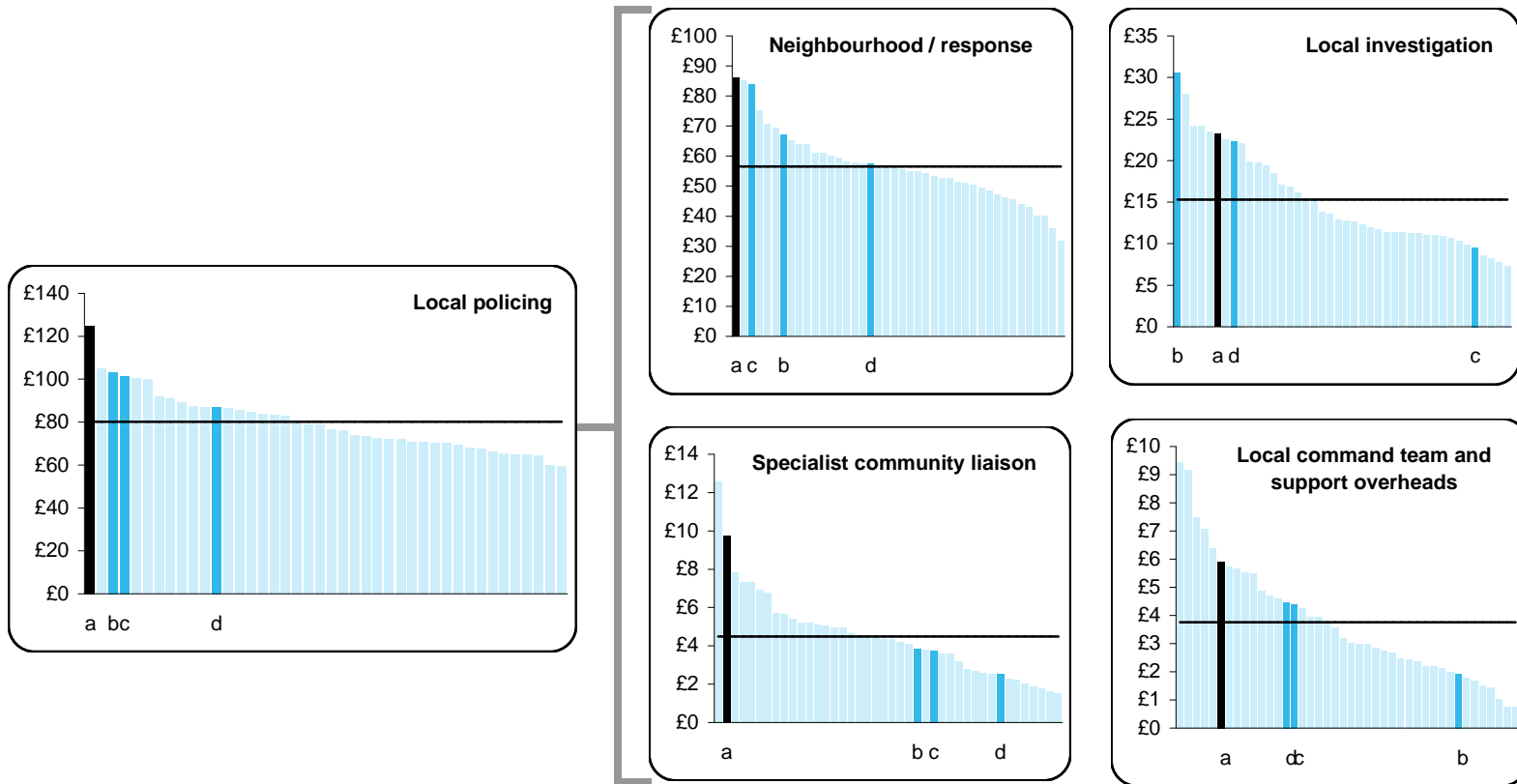


Source: POA estimates 2011/12

Metropolitan Police

LOCAL POLICING

Objectives – cost per head of population by function.



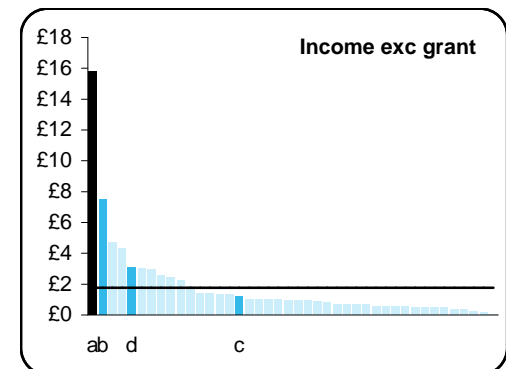
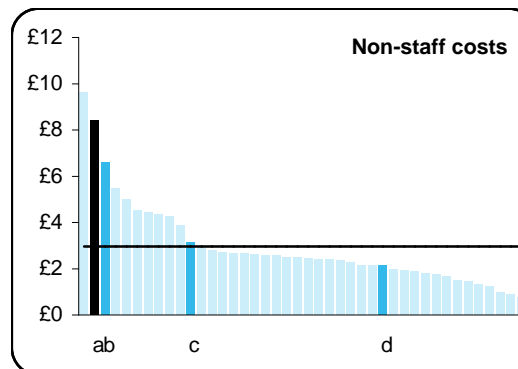
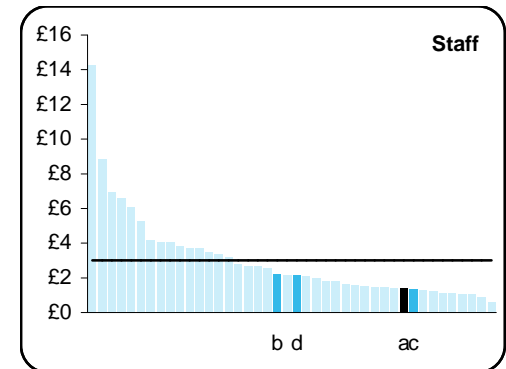
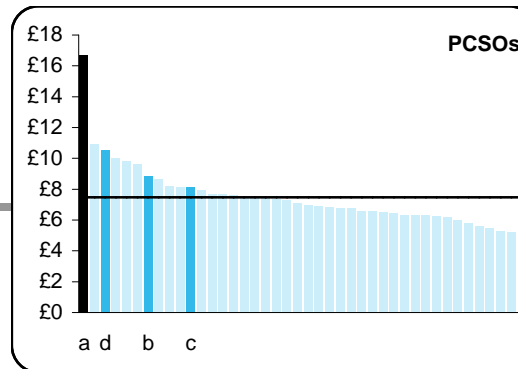
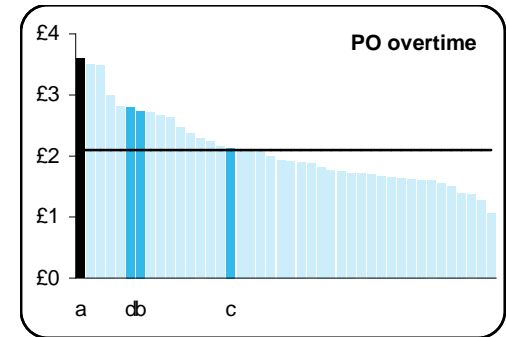
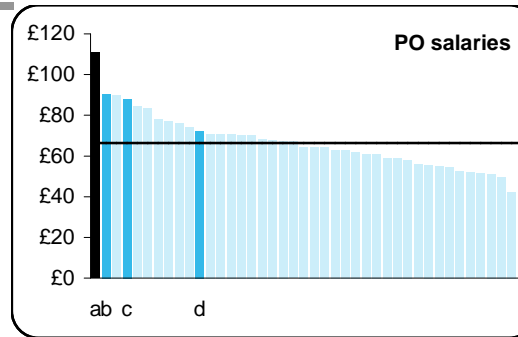
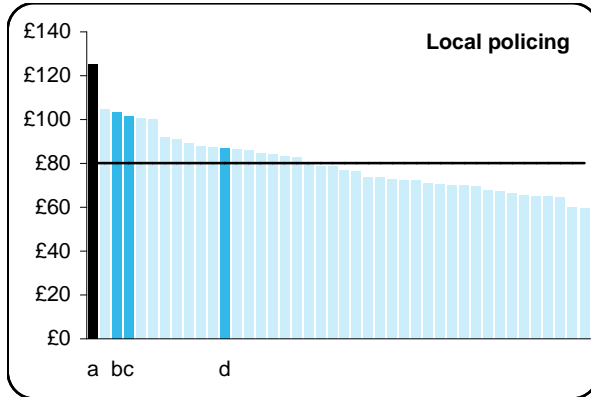
Population 7,742k

	Averages		Diff £m		% PO *			
	£m	£/head	All	Group	All	Avg		
Neighbourhood/response	667.2	86.2	56.6	73.6	229.3	97.2	<< 85%	85%
Local investigation	179.7	23.2	15.3	21.4	61.1	14.0	<< 97%	91%
Specialist community liaison	75.5	9.8	4.5	5.0	40.7	37.1	<< 65%	62%
Command team & support	45.9	5.9	3.8	4.2	16.8	13.5	<< 41%	64%
Total local policing	968.3	125.1	80.1	104.2	347.9	161.8	<< 81%	83%

Source: POA estimates 2011/12

* PO salaries + overtime as % of gross expenditure

LOCAL POLICING
Use of resources



Staffing			Averages	
	FTE	FTE/1000	All	Group
Police officers	15,925	2.06	1.35	1.80
PCSOs	3,428	0.44	0.25	0.35
Police staff	309	0.04	0.10	0.06

Diff fte	
All	Group
5,488	2,007
1,485	745
-503	-133

Expenditure			Averages	
	£m	£/head	All	Group
PO salaries	858.0	110.8	66.3	90.3
PO overtime	27.8	3.6	2.1	2.8
PCSOs	128.9	16.7	7.5	11.0
Police staff	11.0	1.4	3.1	1.8
Non-staff costs	65.3	8.4	3.0	5.1
Income	-122.7	-15.8	-1.8	-6.9
Total cost	968.3	125.1	80.1	104.2

All	Group
344.7	158.8
11.6	6.0
71.0	43.5
-12.8	-3.2
42.4	25.9
-109.0	-69.2
347.9	161.8

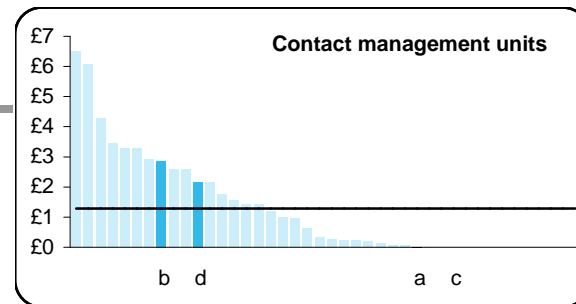
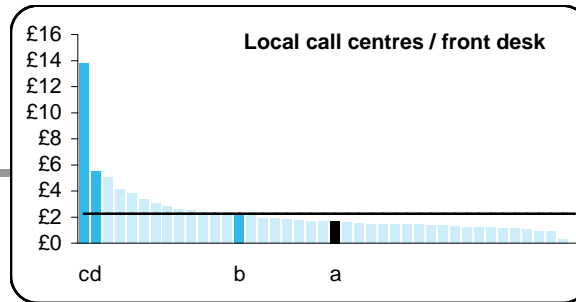
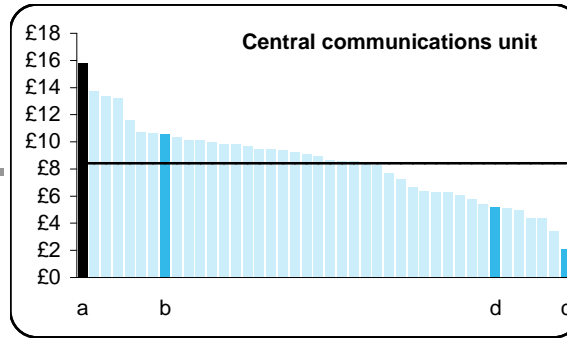
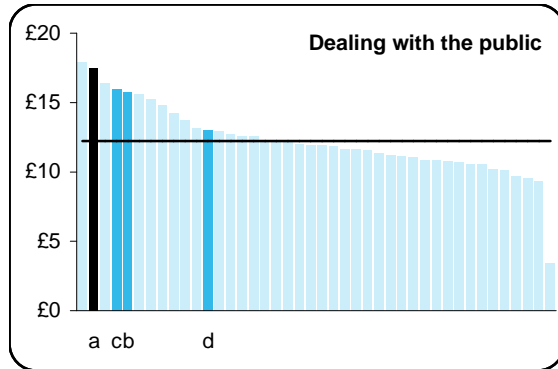
Cost/fte	Averages	
	All	Group
Police officers	£54k	£50k
PCSOs	£38k	£32k
Staff	£34k	£31k

All	Group
74.9	57.9
26.7	19.8
1.7	1.1

Source: POA estimates 2011/12
HMIC

DEALING WITH THE PUBLIC

Objectives – cost per head of population by function



Population 7,742k

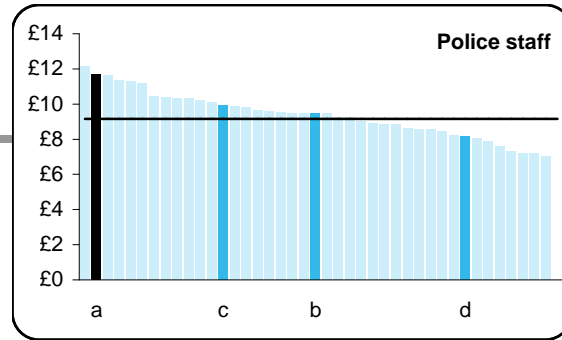
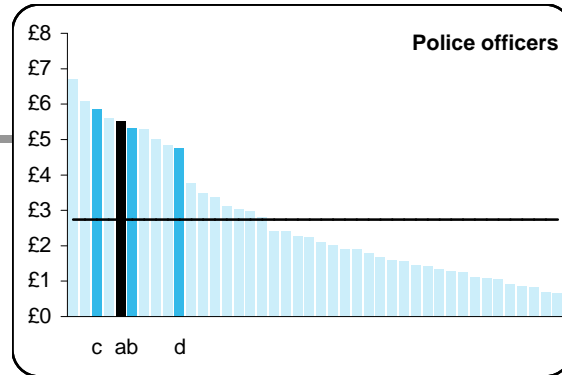
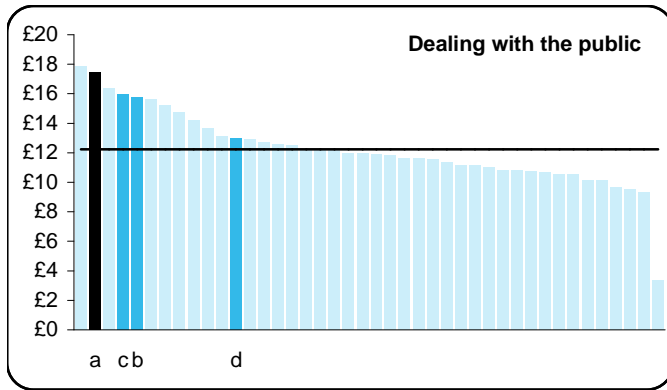
			Averages	
	£m	£/head	All	Group
Central communications unit	122.1	15.8	8.4	8.4
Local call centres/front desk	13.0	1.7	2.3	5.8
Contact management units	0.1	0.0	1.3	1.3
Command team & support	0.0	0.0	0.3	0.1
Total dealing with the public	135.3	17.5	12.2	15.5

Source: POA estimates 2011/12

Diff £m		% PO	
All	Group		Avg
56.8	57.2	<<	35%
-4.5	-31.9		2%
-9.8	-9.6		70%
-2.0	-0.6		na
40.6	15.1	<<	32%

DEALING WITH THE PUBLIC

Use of resources



Staffing	Averages		Diff fte	
	FTE	FTE/1000	All	Group
Police officers	705	0.09	0.05	0.10
Police Staff	1,860	0.24	0.29	0.29

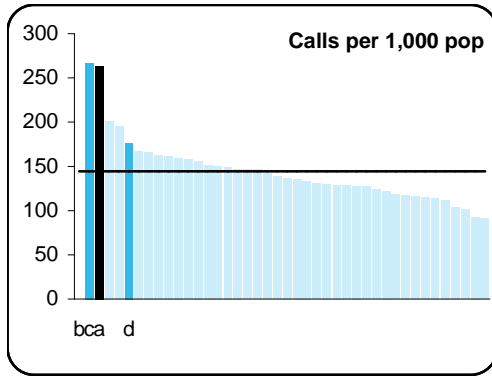
Expenditure	Averages		Diff fte	
	£m	£/head	All	Group
Police officers	42.6	5.5	2.7	5.4
Police staff +PCSO	90.6	11.7	9.1	9.8
Non-staff costs	2.0	0.3	0.4	0.4
Income	0.0	0.0	-0.1	-0.1
Total cost	135.3	17.5	12.2	15.5

Cost/fte	Averages		Diff fte	
	All	Group	All	Group
Police officers	£57k	£51k	1.1	4.2
Police Staff	£39k	£32k	14.7	13.5

Source: POA estimates 2011/12

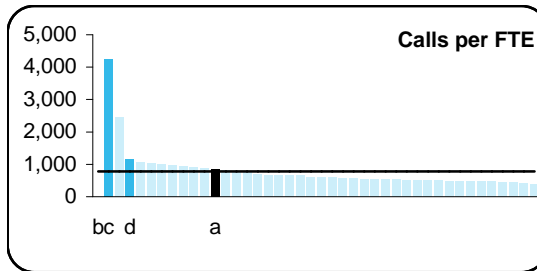
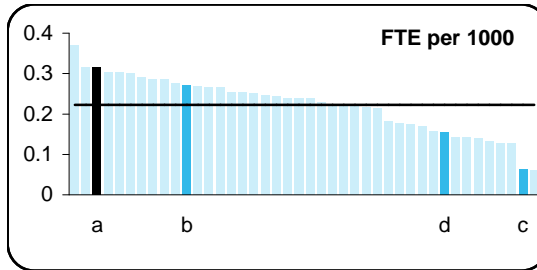
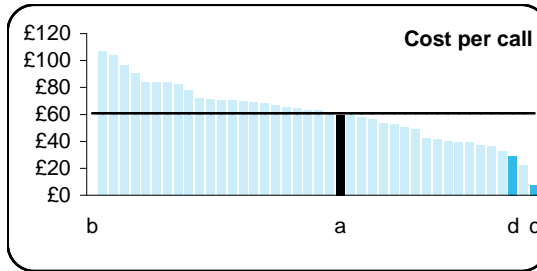
999 CALLS
2010/11

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.



Population	7,742k
Calls received	2,038,388

Central Communications Unit only

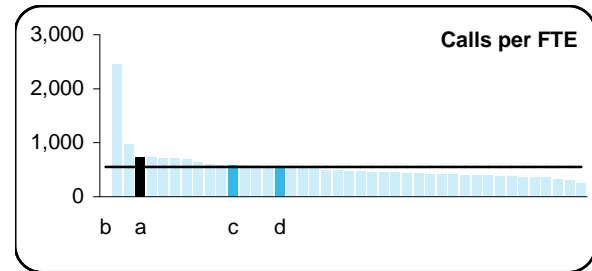
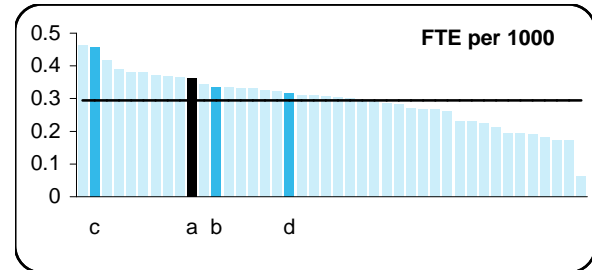
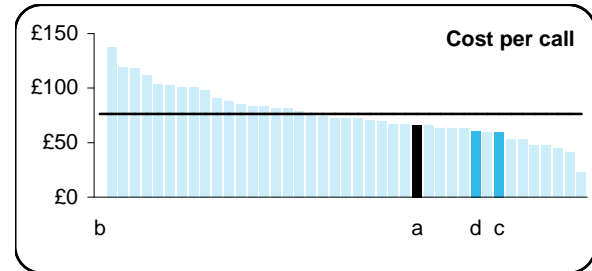


FTE Staff	2,440
Gross cost	£122.1m

	Avg	
FTE/1000	0.32	0.22
Calls per FTE	835	784
Calls per 1000	263	144

Cost per call	£60	£61
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CCU + Front Desk



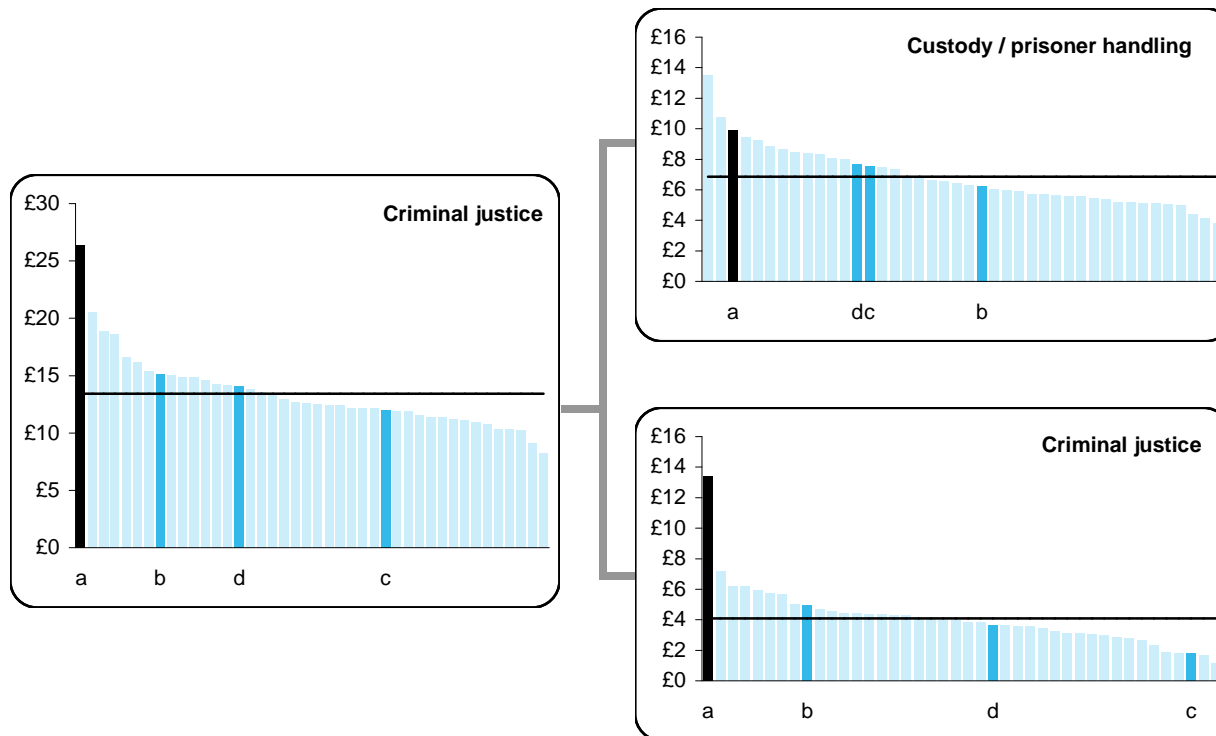
FTE Staff	2,801
Gross cost	£135.2m

	Avg	
FTE/1000	0.36	0.29
Calls per FTE	728	549
Calls per 1000	263	144

Cost per call	£66	£76
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Source: ADR 441

CRIMINAL JUSTICE ARRANGEMENTS
Objectives – cost per head of population by function



Population 7,742k

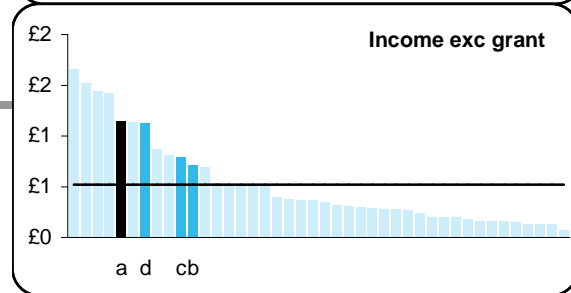
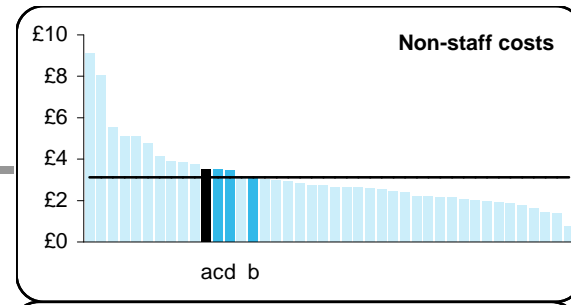
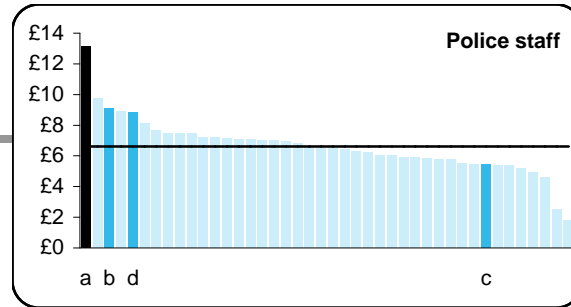
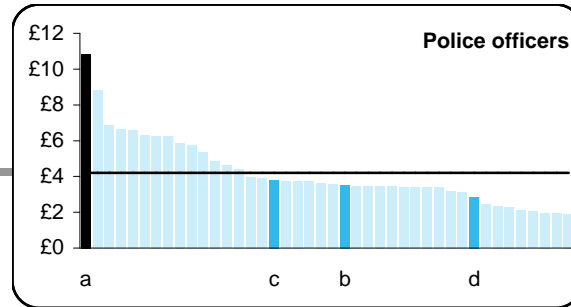
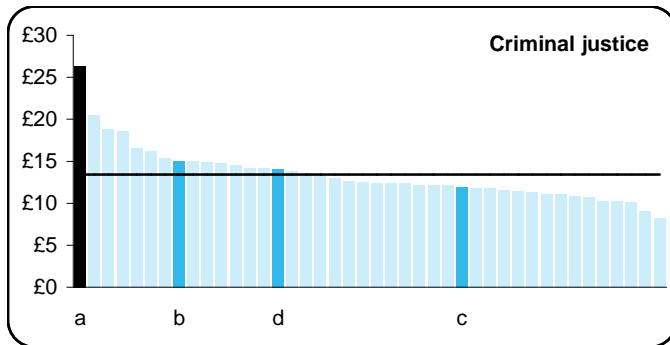
			Averages	
	£m	£/head	All	Group
Custody / prisoner handling	76.6	9.9	6.9	7.8
Criminal justice	103.8	13.4	4.1	5.9
Police national computer	12.6	1.6	0.8	1.1
CIU/ criminal record bureau	0.0	0.0	0.5	0.7
Property officer / stores	5.9	0.8	0.2	0.4
Coroner assistance	3.3	0.4	0.2	0.4
Fixed penalty scheme	1.7	0.2	0.2	0.4
Command Team & Support	0.0	0.0	0.4	0.1
Total criminal justice arrangements	203.9	26.3	13.4	16.8

Source: POA estimates 2011/12

Diff £m		% PO		Avg	
All	Group				
23.6	15.9	<<	46%	44%	
72.2	57.7	<<	43%	19%	
6.2	4.1		1%	1%	
-4.2	-5.4		na	1%	
4.1	2.8		4%	1%	
1.6	0.4		2%	8%	
-0.0	-1.2		0%	3%	
-3.4	-0.9		na	51%	
100.1	73.5	<<	39%	29%	

CRIMINAL JUSTICE ARRANGEMENTS

Use of resources



Staffing	Averages		All		Group	
	FTE	FTE/1000				
Police officers	1,283	0.17	0.07	0.09		
Police Staff	2,673	0.35	0.24	0.28		

Diff fte	
All	Group
704	614
834	472

Expenditure	Averages		All		Group	
	£m	£/head				
Police officers	83.8	10.8	4.2	5.3		
Police staff +PCSO	101.7	13.1	6.6	9.1		
Non-staff costs	27.2	3.5	3.1	3.4		
Income	-8.9	-1.1	-0.5	-0.9		
Total cost	203.9	26.3	13.4	16.8		

Diff £m	
All	Group
51.3	43.2
50.5	31.0
3.1	0.9
-4.9	-1.6
100.1	73.5

Cost/fte	Averages		All		Group	
Police officers	£64k	£55k	£59k			
Police Staff	£36k	£27k	£31k			

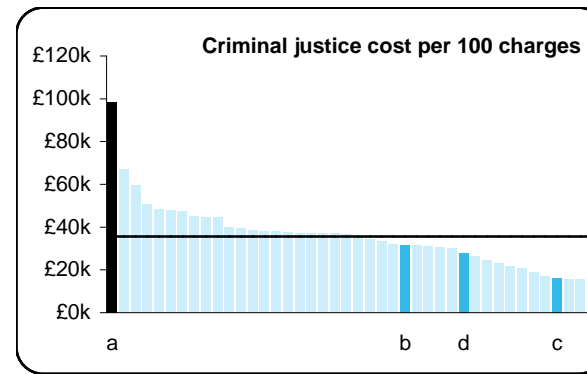
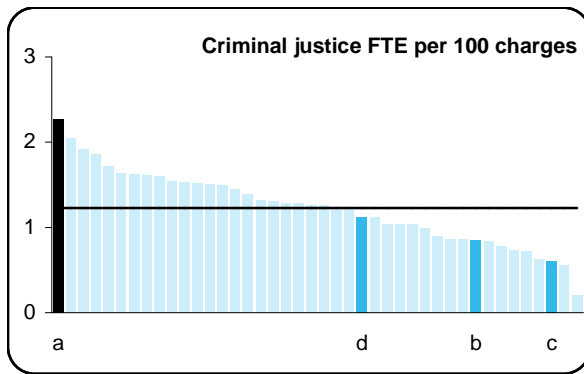
Diff £m	
All	Group
11.2	6.0
21.6	11.5

Source: POA estimates 2011/12
HMIC

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



Charges	105,517
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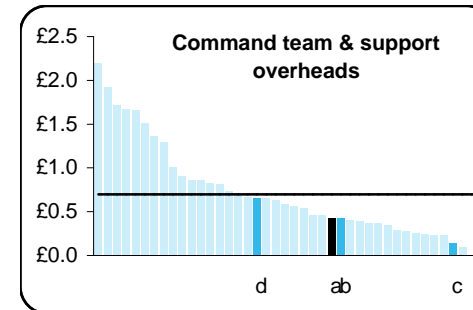
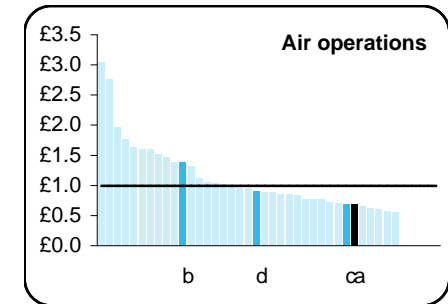
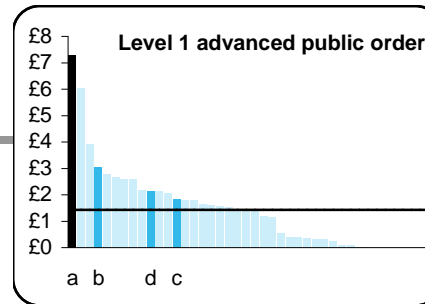
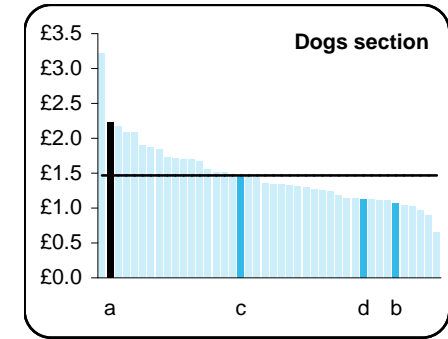
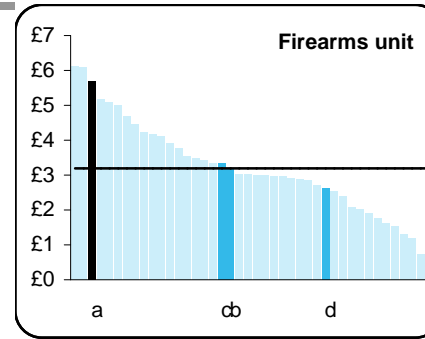
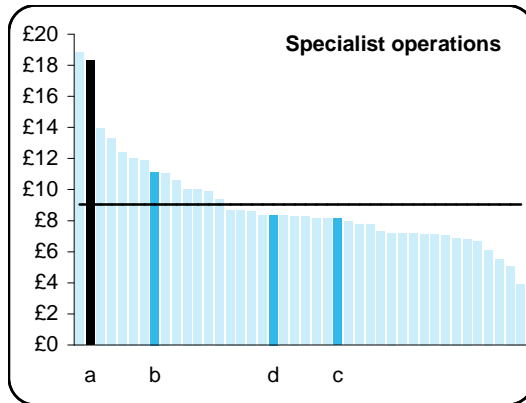
	per 100 charges		Avg
Criminal justice FTE	2,396	2.3	1.2
Criminal justice cost	£103.8m	£98k	£36k

Diff
1,100
£66.2m <<

Source: POA estimates 2011/12

SPECIALIST OPERATIONS

Objectives – cost per head of population by function



Population 7,742k

	Averages			
	£m	£/head	All	Group
Firearms unit	43.9	5.7	3.2	3.7
Dogs section	17.2	2.2	1.5	1.5
Lev 1 adv public order	56.2	7.3	1.4	3.6
Air operations	5.3	0.7	1.0	0.9
Civil contingencies	2.1	0.3	0.6	0.7
Specialist terrain	5.2	0.7	0.1	0.2
Mounted police	12.0	1.5	0.2	0.8
Airports & ports	-3.3	-0.4	0.3	-0.3
Command team & support	3.3	0.4	0.7	0.4
Total specialist operations	141.8	18.3	9.0	11.5

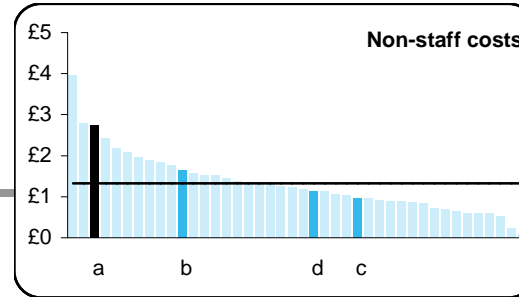
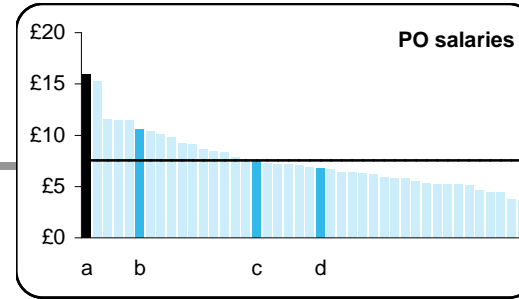
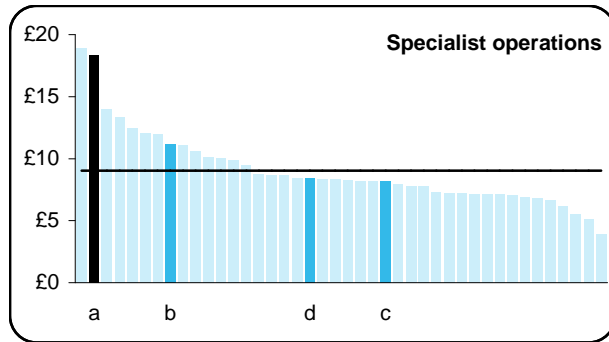
Diff £m	
All	Group
19.2	15.3 <<
5.9	5.8
45.1	28.6 <<
-2.4	-1.8
-2.9	-3.5
4.1	3.4
10.6	6.0 <<
-5.6	-1.1
-2.1	0.1
71.8	52.9 <<

% PO	
	Avg
83%	92%
76%	90%
88%	85%
21%	29%
72%	66%
87%	64%
71%	78%
74%	80%
16%	71%
79%	80%

Staffing	FTE
Firearms unit	645
Dogs section	227
Lev 1 adv public order	756

SPECIALIST OPERATIONS

Use of resources



<i>Averages</i>					<i>Diff fte</i>	
Staffing	FTE	FTE/1000	All	Group	All	Group
Police officers	2,027	0.26	0.14	0.19	924	544
Police Staff	422	0.05	0.02	0.03	276	216

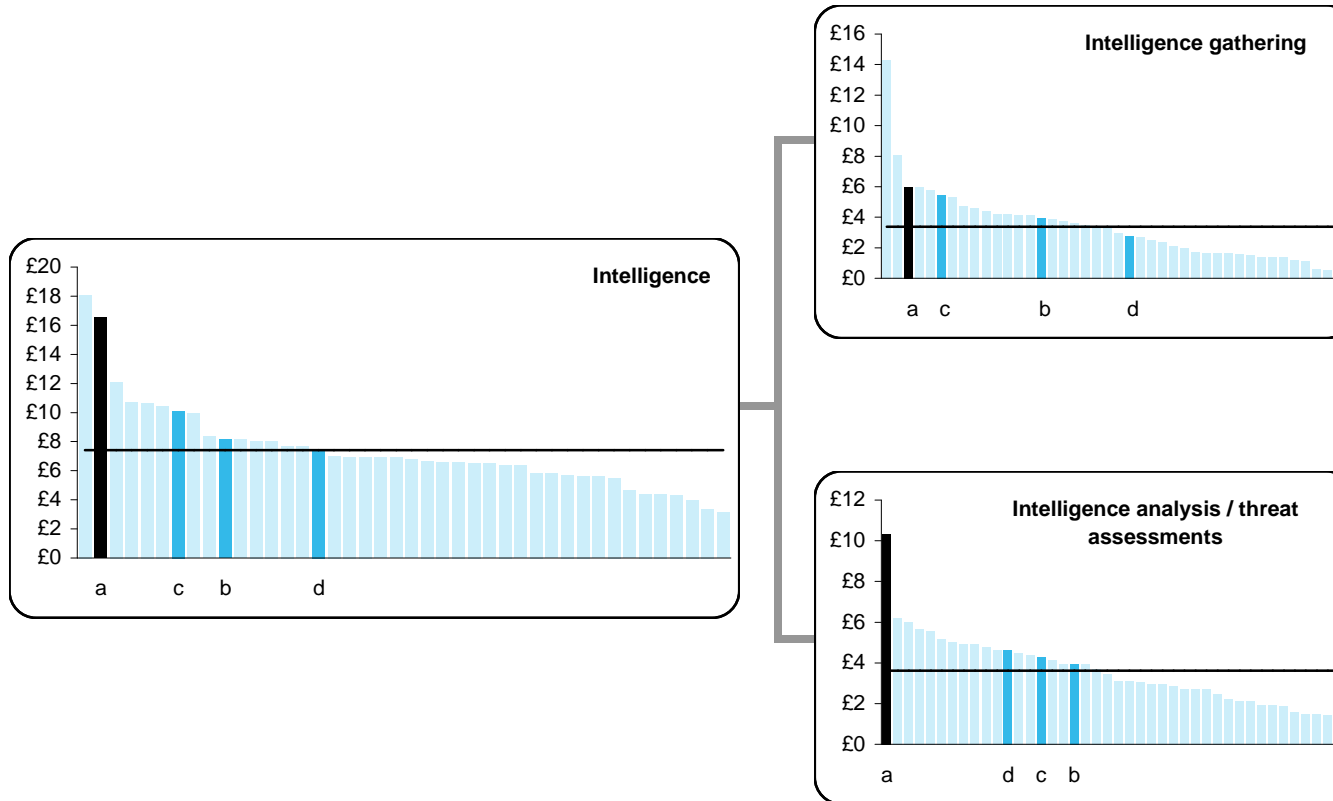
<i>Diff £m</i>				
Expenditure	£m	£/head	All	Group
PO salaries	123.1	15.9	7.5	10.2
PO overtime	17.2	2.2	0.4	1.2
Police staff	16.4	2.1	0.6	1.0
Non-staff costs	21.2	2.7	1.3	1.6
Income	-36.0	-4.7	-0.9	-2.6
Total cost	141.8	18.3	9.0	11.5

<i>Diff £m</i>					
Cost/fte		All	Group	All	Group
Police officers	£61k	£53k	£53k	15.7	15.1
Police Staff	£33k	£31k	£32k	0.9	0.4

Source: POA estimates 2011/12

INTELLIGENCE

Objectives – cost per head of population by function



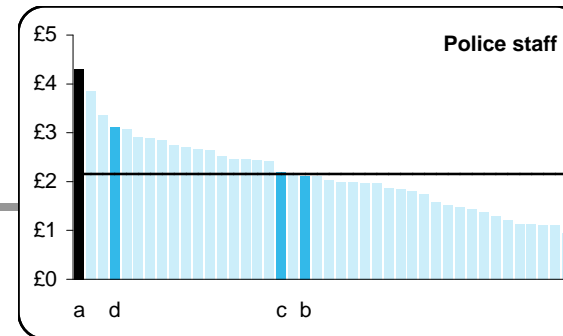
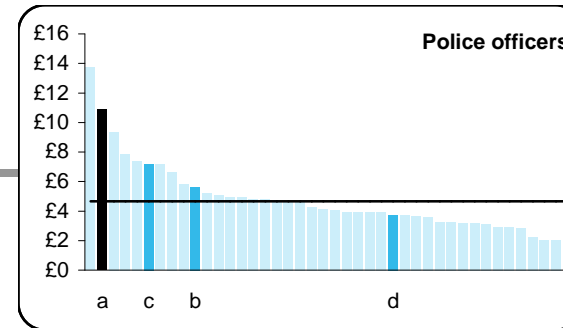
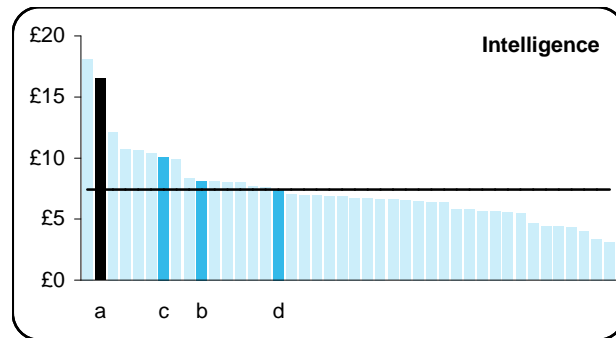
Population 7,742k

			Averages		Diff £m		% PO		
	£m	£/head	All	Group	All	Group	Avg		
Intelligence gathering	46.5	6.0	3.4	4.5	20.4	11.5	<<	78%	72%
Intelligence analysis/threat assessments	80.0	10.3	3.6	5.8	52.0	35.1	<<	59%	49%
Command team & support	1.3	0.2	0.4	0.2	-2.0	-0.3		29%	65%
Total intelligence	127.9	16.5	7.4	10.5	70.4	46.3	<<	65%	62%

Source: POA estimates 2011/12

INTELLIGENCE

Use of resources



Staffing	Averages			
	FTE	FTE/1000	All	Group
Police officers	1,346	0.17	0.09	0.12
Police staff	857	0.11	0.07	0.09

Diff fte	
All	Group
645	391
321	183

Expenditure	Averages			
	£m	£/head	All	Group
Police officers	84.2	10.9	4.8	6.9
Police staff	33.3	4.3	2.2	2.9
Non-staff costs	11.6	1.5	0.6	0.8
Income	-1.2	-0.2	-0.1	-0.1
Total cost	127.9	16.5	7.4	10.5

Diff £m	
All	Group
47.2	31.0
16.6	10.6
6.7	5.2
-0.1	-0.6
70.4	46.3

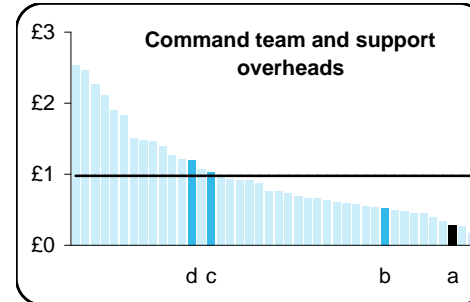
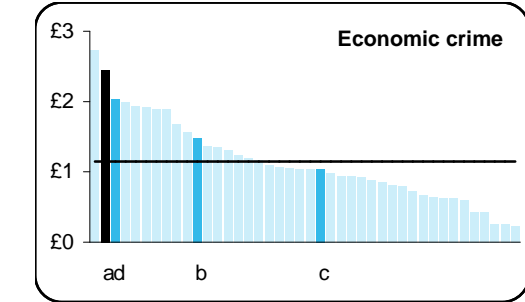
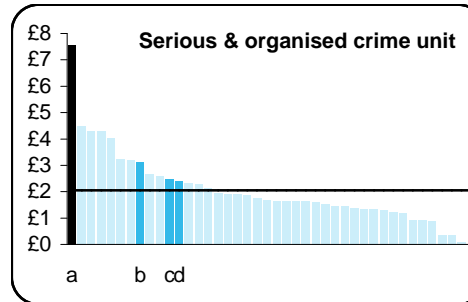
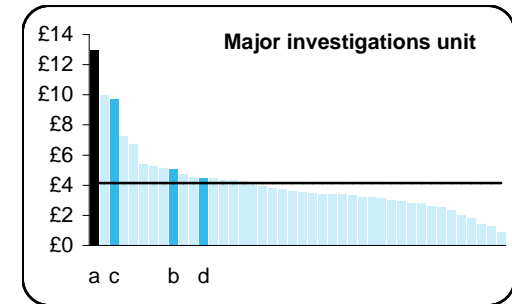
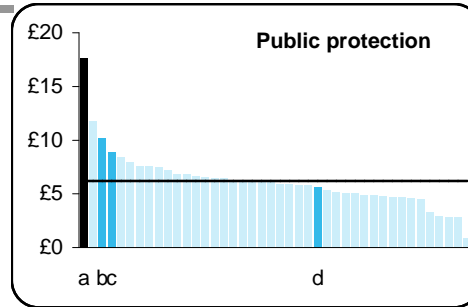
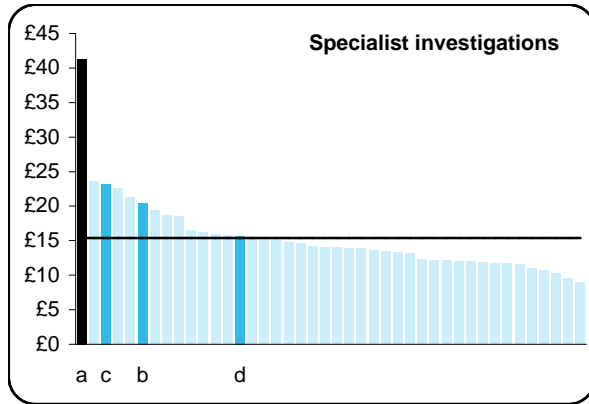
Cost/fte	Averages		
	£	All	Group
Police officers	£60k	£51k	£54k
Police staff	£38k	£31k	£33k

Diff £m	
All	Group
11.4	8.4
6.2	4.2

Source: POA estimates 2011/12

SPECIALIST INVESTIGATIONS

Objectives – cost per head of population by function



Population 7,742k

	Averages		Averages	
	£m	£/head	All	Group
Public protection	136.6	17.64	6.19	10.58
Major investigations unit	100.5	12.98	4.14	8.06
Serious/organised crime unit	58.5	7.56	2.05	3.89
Economic crime	18.9	2.44	1.15	1.75
Specialist investigation units	2.5	0.33	0.89	0.09
Command team & support	2.2	0.28	0.98	0.76
Total	319.3	41.24	15.40	25.13

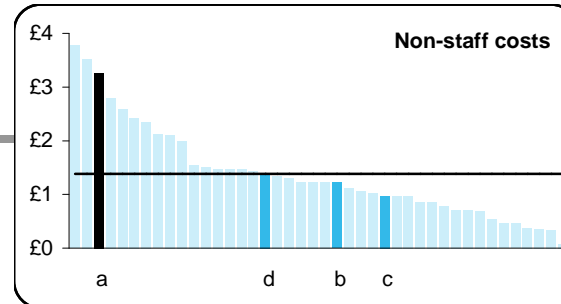
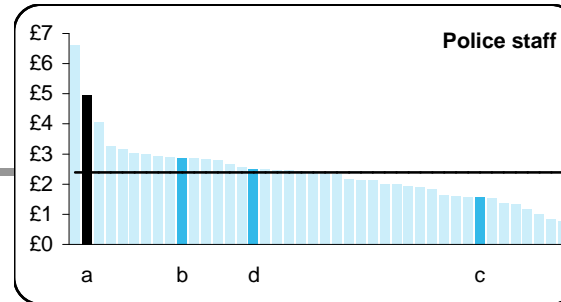
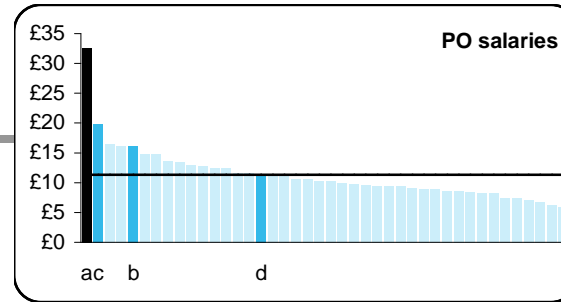
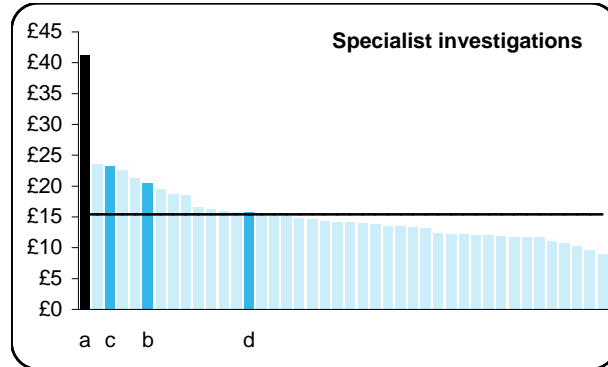
Diff £m	
All	Group
88.6	54.7 <<
68.4	38.1 <<
42.7	28.4 <<
10.0	5.4 <<
-4.3	1.9
-5.4	-3.7
200.1	124.7 <<

% PO	
Avg	
88%	80%
79%	73%
78%	77%
77%	59%
16%	53%
19%	59%
81%	76%

Source: POA estimates 2011/12

SPECIALIST INVESTIGATIONS

Use of resources



Staffing	FTE	FTE/1000	Averages		Diff fte	
			All	Group	All	Group
Police officers	4,222	0.55	0.21	0.37	2,592	1,324
Police staff	1,031	0.13	0.08	0.09	433	351

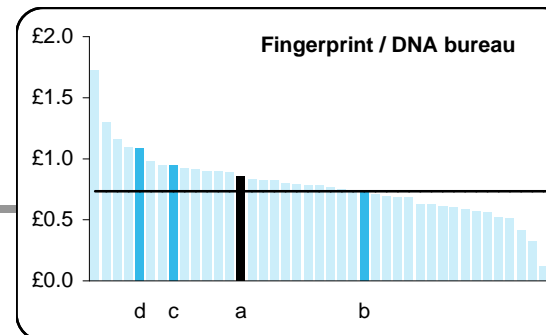
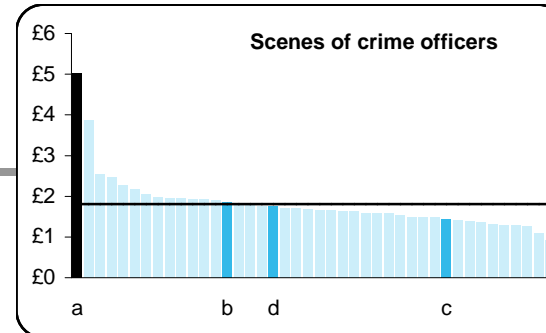
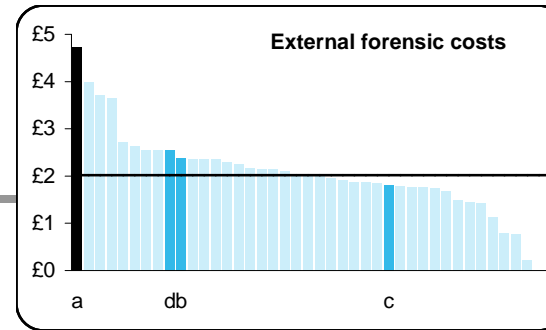
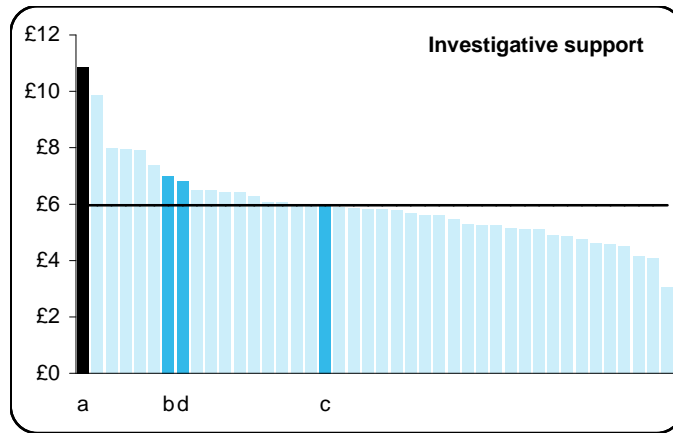
Expenditure	£m	£/head	Averages		Diff £m	
			All	Group	All	Group
PO salaries	252.6	32.6	11.30	19.97	165.1	98.0
PO overtime	20.3	2.6	0.72	1.25	14.7	10.7
Police staff	38.3	4.9	2.39	2.96	19.8	15.4
Non-staff costs	25.3	3.3	1.38	1.71	14.6	12.0
Income	-17.3	-2.2	-0.40	-0.76	-14.2	-11.4
Total cost	319.3	41.2	15.40	25.13	200.1	124.7

Cost/fte		Averages		Diff £m	
		All	Group	All	Group
Police officers	£60k	£54k	£53k	26.0	27.4
Police staff	£36k	£30k	£33k	5.9	3.3

Source: POA estimates 2011/12

INVESTIGATIVE SUPPORT

Objectives – cost per head of population by function



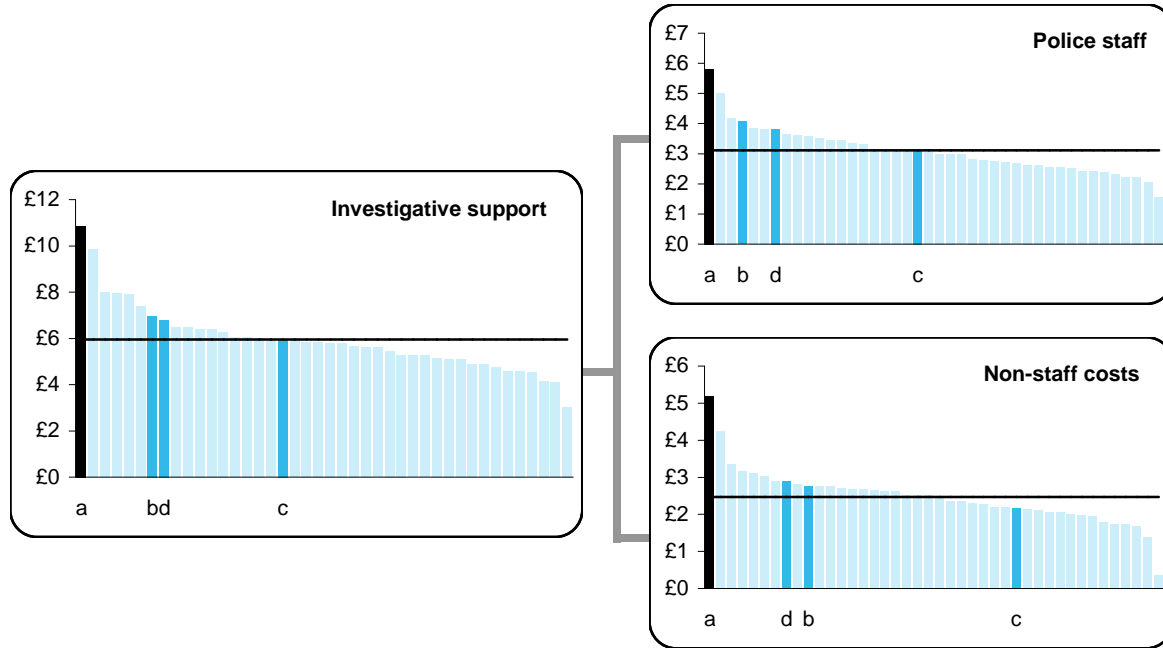
Population 7,742k

			Averages		Diff £m		% PO Avg	
	£m	£/head	All	Group	All	Group	% PO	Avg
External forensic costs	36.6	4.73	2.02	2.86	21.0	14.5	<<	0% 2%
Scenes of crime officers	38.9	5.02	1.81	2.51	24.9	19.4	<<	1% 6%
Fingerprint/DNA bureau	6.6	0.86	0.73	0.90	1.0	-0.4		0% 1%
Photographic image recovery	0.0	-	0.31	0.27	-2.4	-2.1		na 2%
Other forensic services	0.0	-	0.88	0.93	-6.8	-7.2		na 21%
Command team & support	1.9	0.25	0.21	0.16	0.3	0.7		3% 8%
Total investigative support	84.1	10.86	5.96	7.64	37.9	24.9	<<	0% 7%

HMI Source: POA estimates 2011/12

INVESTIGATIVE SUPPORT

Use of resources



Staffing	FTE	FTE/1000	All	Group
Police officers	5	0.00	0.01	0.01
Police staff	889	0.11	0.09	0.11

Diff fte

All	Group
-56	-36
215	60

Expenditure	£m	£/head	Avg	Avg
PO salaries	0.3	0.0	0.4	0.3
Police staff	45.0	5.8	3.1	4.2
Non-staff costs	40.0	5.2	2.5	3.2
Income	-1.3	-0.2	-0.0	-0.1
Total cost	84.1	10.9	6.0	7.6

Diff £m

All	Group
-3.0	-1.8
20.9	12.5
20.9	14.9
-1.0	-0.7
37.9	24.9

Cost/fte	Avg	Avg
Police officers	£64k	£52k
Police staff	£48k	£38k

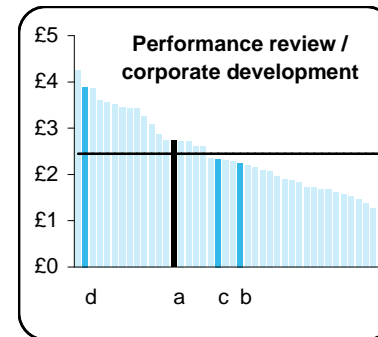
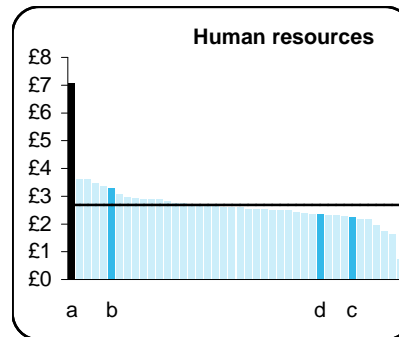
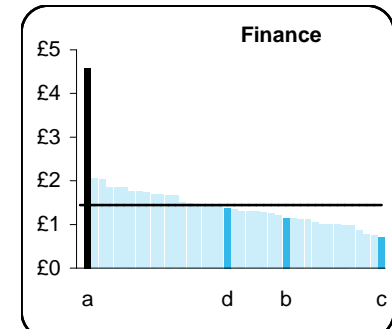
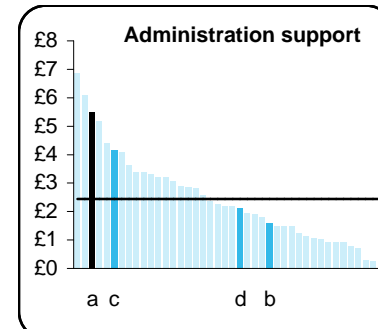
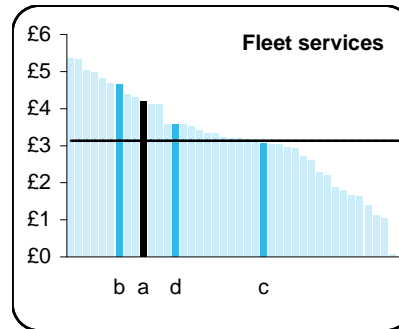
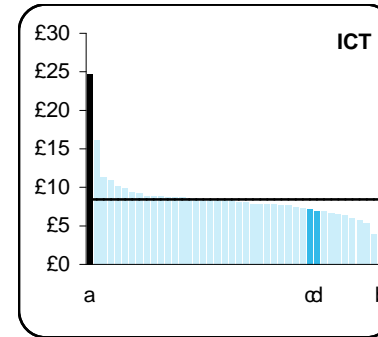
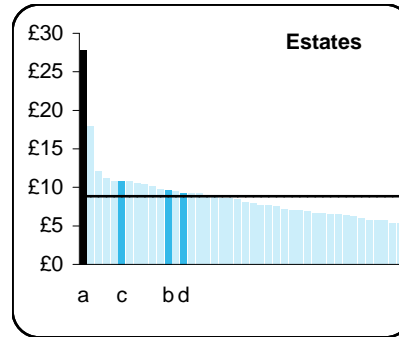
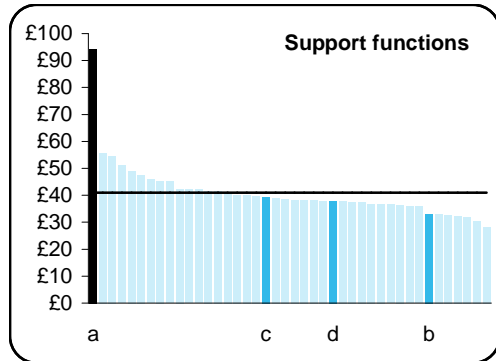
Diff £m

All	Group
0.1	0.1
11.2	8.7

Source: POA estimates 2011/12

SUPPORT FUNCTIONS

Objectives – cost per head of population by function



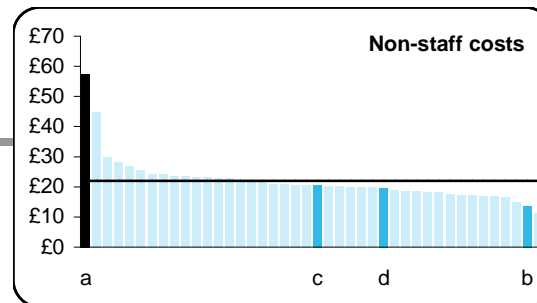
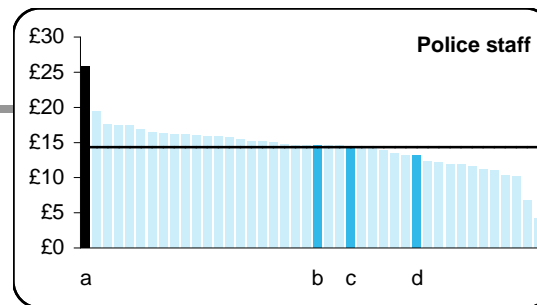
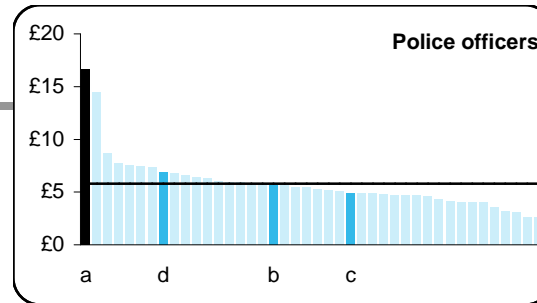
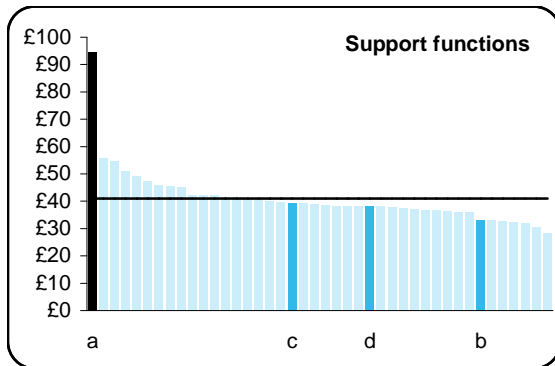
Population 7,742

	Averages				Diff £m		
	£m	£/head	All	Group	All	Group	
Estates/building costs	215.1	27.8	8.9	14.4	146.5	103.8	<<
ICT	190.8	24.6	8.4	10.1	125.5	112.2	<<
Training	59.5	7.7	4.7	4.9	22.9	21.8	<<
Fleet services	32.4	4.2	3.1	3.9	8.2	2.4	
Administration support	42.4	5.5	2.4	3.3	23.5	16.6	<<
Finance	35.5	4.6	1.4	2.0	24.4	20.4	<<
Human resources	54.7	7.1	2.7	3.7	33.9	25.8	<<
Performance review	21.2	2.7	2.4	2.8	2.2	-0.5	
Professional standard:	30.0	3.9	1.5	1.9	18.4	15.0	<<
All other	49.4	6.4	5.3	4.2	8.5	16.8	
Total	731.0	94.4	41.0	51.2	414.0	334.4	<<

Source: POA estimates 2011/12

SUPPORT FUNCTIONS

Use of resources



Staffing	FTE	FTE/1000	Averages		Diff fte	
			All	Group	All	Group
Police officers	1,743	0.23	0.09	0.13	1,039	706
PCSOs	3	0.00	0.00	0.00	2	2
Police staff	4,066	0.53	0.42	0.48	795	383

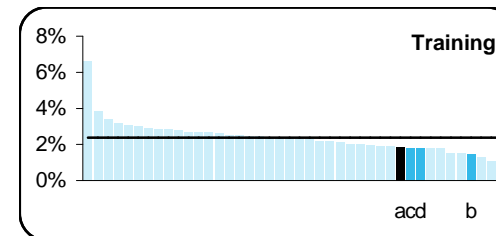
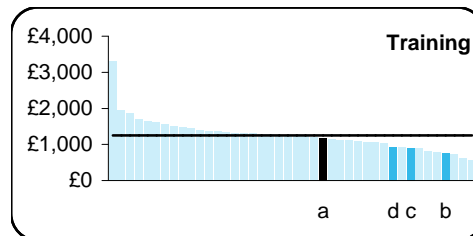
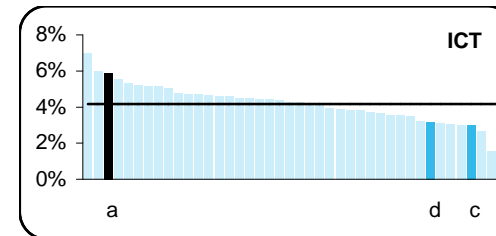
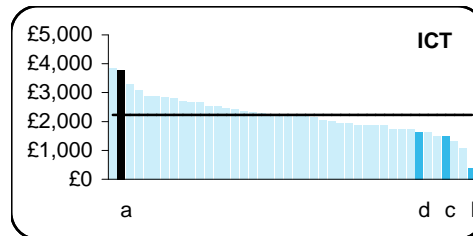
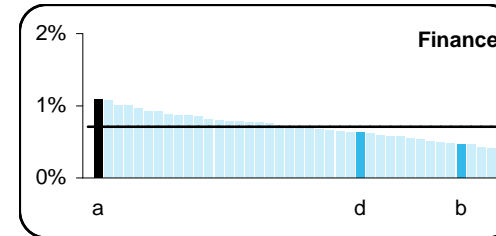
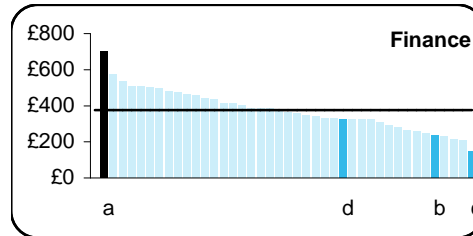
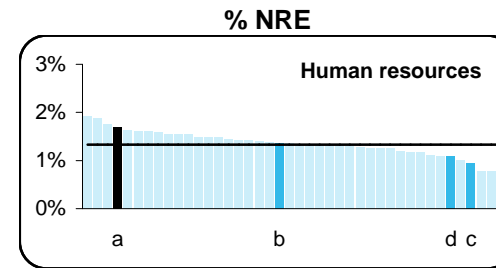
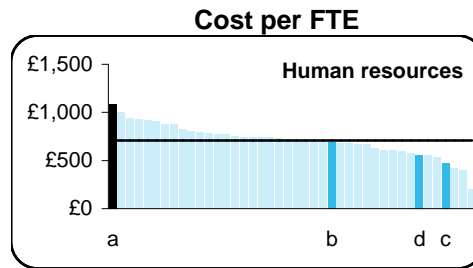
Expenditure	£m	£/head	Averages		Diff £m	
			All	Group	All	Group
Police officers	128.5	16.6	5.8	8.5	83.6	62.5
Police staff	199.8	25.8	14.4	17.0	88.7	68.0
Non-staff costs	445.7	57.6	22.0	27.8	275.1	230.3
Income	-43.0	-5.5	-1.2	-2.1	-33.4	-26.4
Total cost	731.0	94.4	41.0	51.2	414.0	334.4

Cost/fte	Averages		Diff £m	
	All	Group	All	Group
Police officers	£72k	£63k	16.0	17.0
Police staff	£48k	£34k	59.3	52.6

Source: POA estimates 2011/12

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	50,625
Total NRE	£3,241m

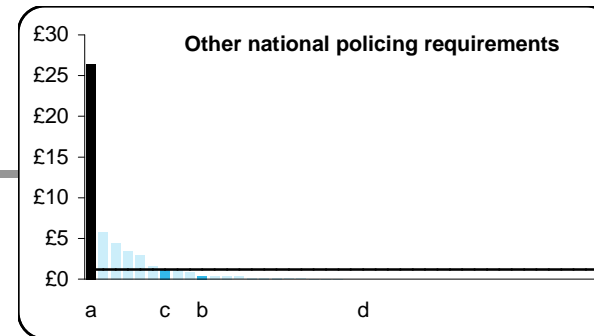
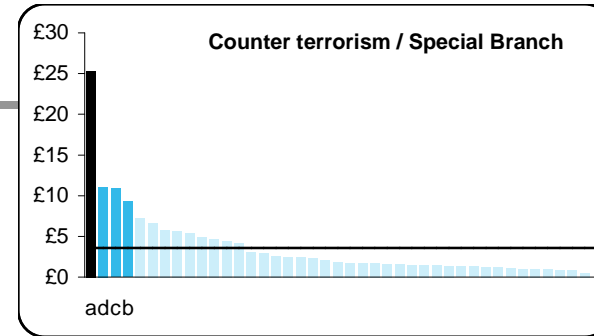
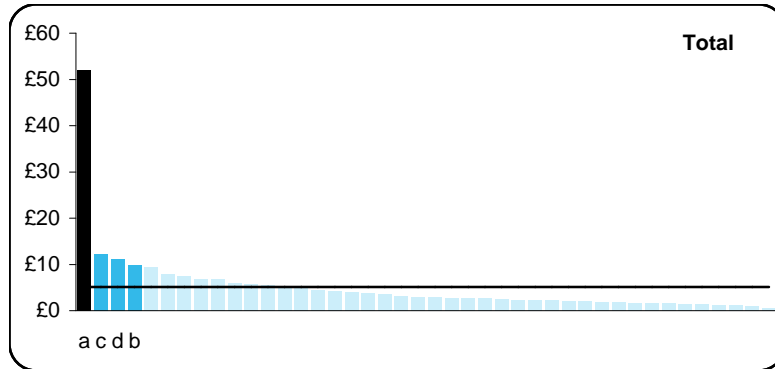
	Cost £m	per FTE	Avg	Diff £m
Human resources	54.67	£1,080	£707	18.9
Finance	35.54	£702	£376	16.5
ICT	190.76	£3,768	£2,224	78.2
Training	59.46	£1,174	£1,253	-4.0

	% NRE	Avg	Diff £m
Human resources	1.7%	1.3%	11.5
Finance	1.1%	0.7%	12.6
ICT	5.9%	4.2%	55.9
Training	1.8%	2.4%	-17.3

Source: POA estimates 2011/12

NATIONAL POLICING

Objectives – cost per head of population by function

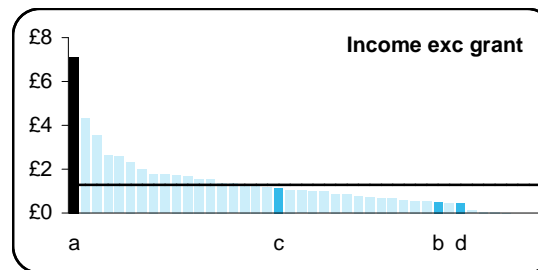
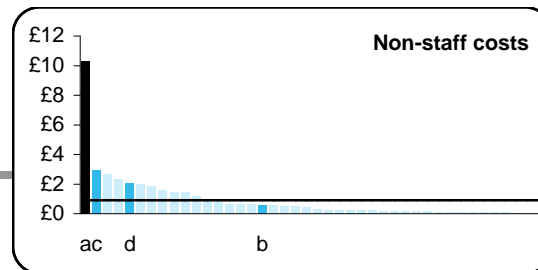
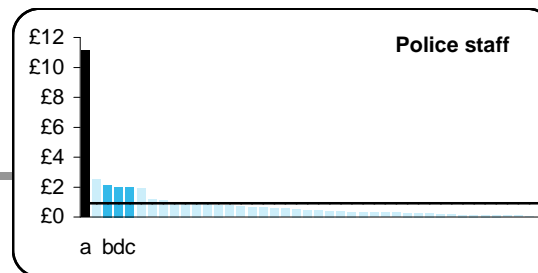
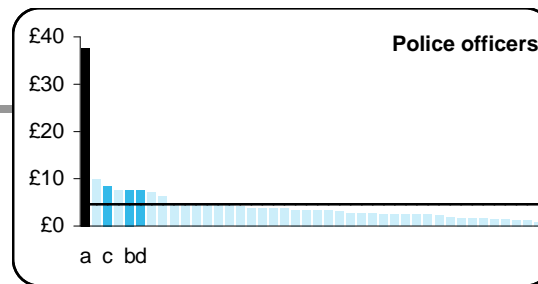
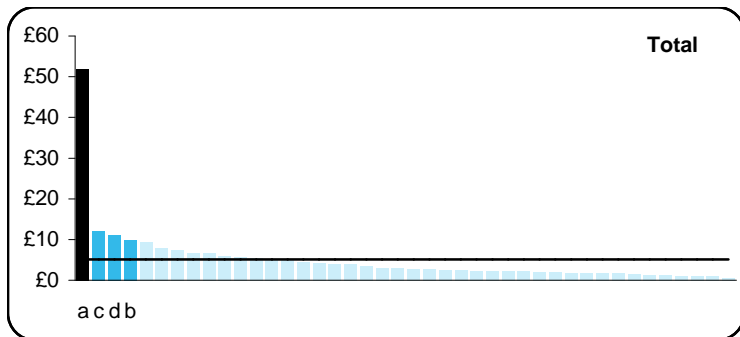


Population 7,742k

			Averages		Diff £m		% PO		
	£m	£/head	All	Group	All	Group		Avg	
Counter terrorism/special branch	196.2	25.34	3.59	14.14	168.4	86.7	<<	66%	77%
Other national policing requirements	204.7	26.44	1.19	7.00	195.5	150.5	<<	62%	57%
Hosting national services	3.1	0.41	0.01	0.10	3.1	2.4		40%	26%
Secondments (out of force)	0.0	-	0.23	0.02	-1.8	-0.2		na	87%
ACPO projects / initiatives	-1.5	-0.19	0.09	-0.01	-2.2	-1.4		57%	18%
Total	402.6	52.00	5.11	21.26	363.0	238.0	<<	64%	76%
Specific grants	383.7	49.56	4.02	20.00	352.5	228.9	<<		
Cost net of grants	18.9	2.44	1.08	1.26	10.5	9.1	<<		

Source: POA estimates 2011/12

NATIONAL POLICING
Use of resources



Staffing	Averages		All		Group		Diff fte	
	FTE	FTE/1000						
Police officers	4,396	0.57	0.07	0.24	3,870	-1,298		
PCSOs	19	0.00	0.00	0.00	18	-4		
Police staff	1,862	0.24	0.03	0.11	1,665	-642		

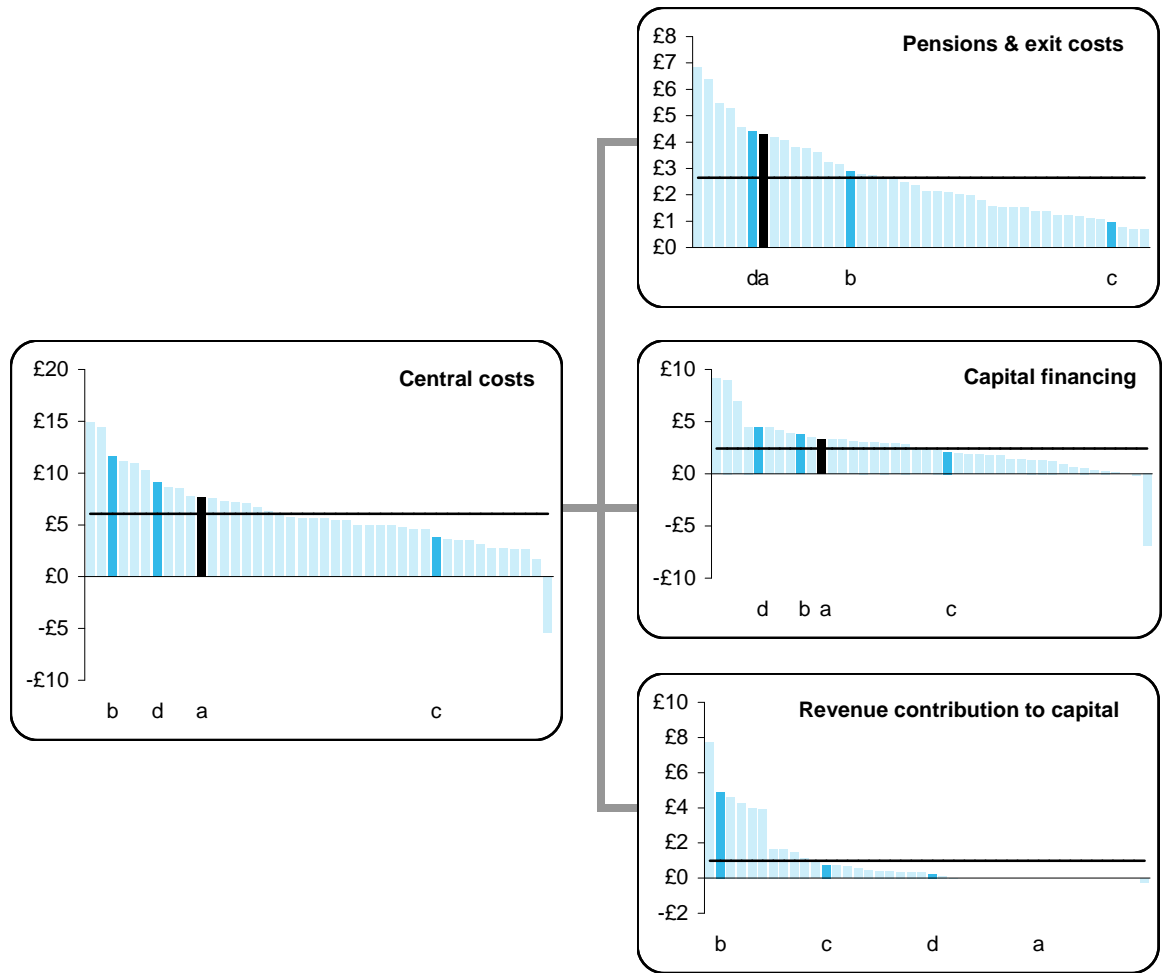
Expenditure	Averages		All		Group		Diff £m	
	£m	£/head						
Police officers	291.7	37.7	4.6	15.3	256.3	173.3		
Police staff	86.2	11.1	0.9	4.3	79.1	52.7		
Non-staff costs	79.7	10.3	0.9	4.0	72.7	49.1		
Income	-55.0	-7.1	-1.3	-2.3	-45.0	-37.2		
Total cost	402.6	52.0	5.1	21.3	363.0	238.0		

	Averages	All	Group	Diff £m		
Specific grants	383.7	49.6	4.0	20.0	352.5	228.9
Cost net of grants	18.9	2.4	1.1	1.3	10.5	9.1

Cost/fte	Averages		All		Group		Diff £m	
Police officers		£61k	£64k	£59k	-12.3	8.2		
Police staff		£43k	£35k	£38k	15.3	10.1		

Source: POA estimates 2011/12

CENTRAL COSTS



Population 7,742k

			Averages		Diff £m	
	£m	£/head	All	Group	All	Group
Pensions & exit costs	33.3	4.30	2.65	3.14	12.8	9.0
Capital financing	25.6	3.31	2.42	3.40	6.9	-0.7
Revenue to capital	0.0	-	0.99	1.48	-7.7	-11.4
Total central costs	58.9	7.61	6.06	8.02	12.0	-3.2

Source: POA estimates 2011/12

POTENTIAL TO INCREASE FRONTLINE

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

This comparison is done twice:

- 1) Comparing your force to the median percentage (is the % of staff who are police staff/PCSOs in the force with 'middle' performance (i.e. 21 forces have a higher % and 21 forces have a lower %)
- 2) comparing your force to the upper quartile (the % in the force which only a quarter of forces 'do better than' – so represents forces with higher proportions of police staff/PCSOs in these functions)

The number of posts this change represents to your force is also calculated, along with the cost of this difference. This cost of difference is based on the number of posts and the difference between the average (median) cost per office and average (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.

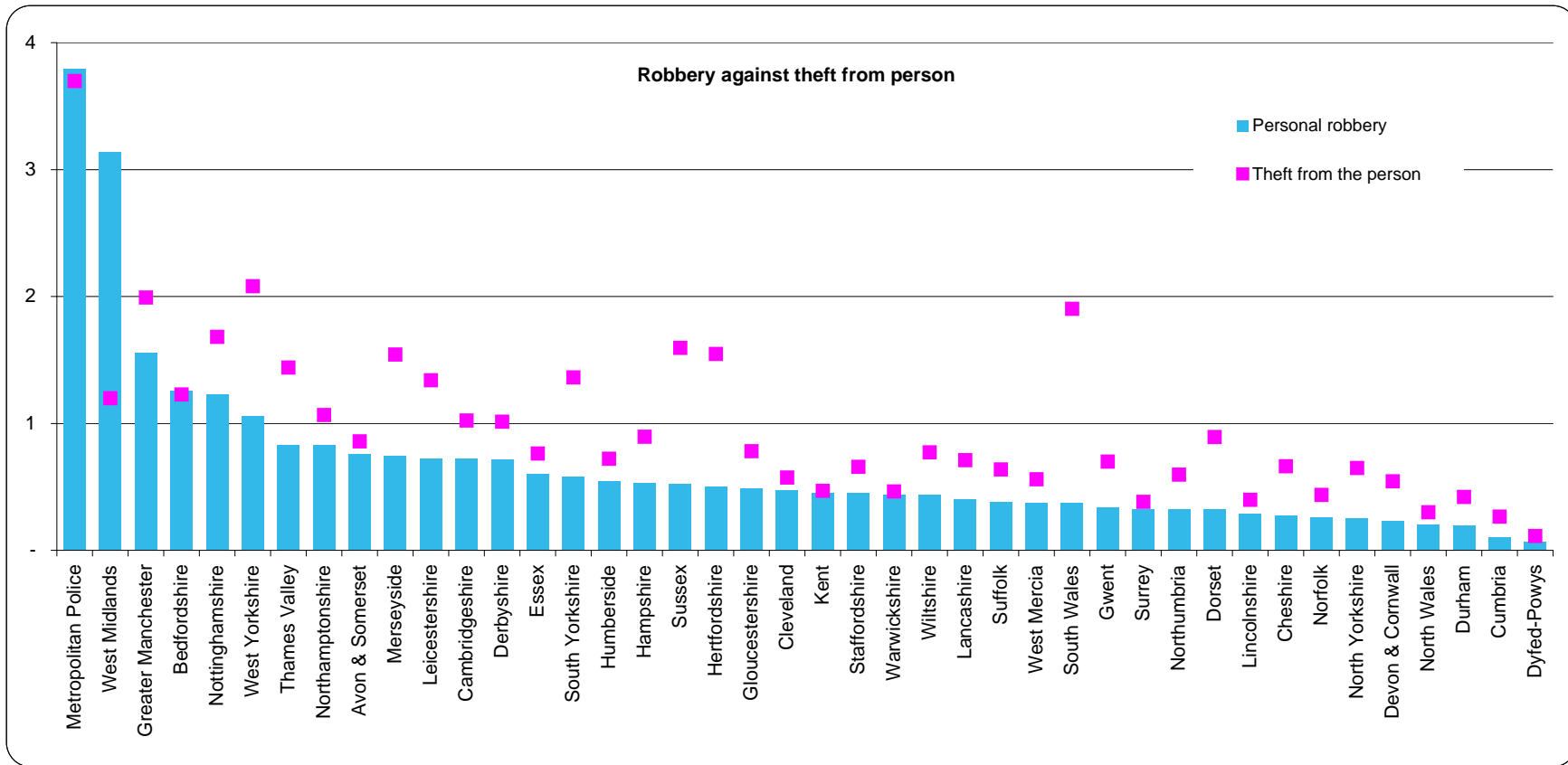
The costs of difference are included for indicative purposes only – in particular they are not 'potential savings' (as it is unlikely that the full differences could be realised).

The analysis focuses on thirteen POA categories where our analysis found significant costs of differences, where cost and staffing data was submitted by all/most forces and where there was some consistency of approach across different 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).

	%Staff/ PCSOs	Difference from median			Difference from UQ			Difference in pay
		National median %	(no. of posts)	Cost of difference	National UQ %	(no. of posts)	Cost of difference	
Local Call Centres / Front Desk	99%	100%	4	£77k	100%	4	£77k	20,149
Central Communications Unit	71%	89%	422	£6,702k	93%	520	£8,259k	15,875
Contact Management Units	48%	98%	0	£0k	100%	0	£0k	44,909
Criminal Justice	67%	92%	601	£12,334k	97%	727	£14,917k	20,511
Traffic Units	13%	7%	0	£0k	10%	0	£0k	23,667
Intelligence Analysis / Threat Assessments	48%	56%	119	£2,576k	72%	362	£7,840k	21,640
Intelligence Gathering	15%	23%	52	£1,146k	33%	116	£2,552k	22,011
Scenes of Crime Officers	99%	100%	4	£27k	100%	4	£27k	6,920
Other Forensic Services		86%	0	£0k	100%	0	£0k	21,957
Human Resources	84%	98%	137	£0k	100%	162	£0k	0
Training	35%	44%	89	£2,044k	54%	184	£4,231k	22,984
Administration Support	45%	100%	424	£5,888k	100%	424	£5,888k	13,883
Grand Total			1,853	£30,793k		2,503	£43,791k	
Total CoD per population				6.7			8.7	

DATA RECORDING
Crimes per 1,000 population



This chart compares crime rates for robbery and theft from person. Forces with low levels of robbery, but relatively high levels of theft from a person, or high levels of robbery, but relatively low levels of other theft from a person should assure themselves that guidance on coding is being properly adhered to.

Appendix 1 - Crime Codes

Violence against the Person

Violence with injury

1	Murder
4.2	Infanticide
4.1	Manslaughter
2	Attempted murder
37.1	Causing death by aggravated vehicle taking
4.1	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

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

Sexual offences

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

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

Stealing

Burglary

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

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

Robbery personal

- 34B Robbery of personal property

Robbery Business

- 34A Robbery of business property

Vehicle crime inc interference

- 37.2 Aggravated vehicle taking
- 48 Theft or unauthorised taking of motor vehicle
- 126 Interfering with a motor vehicle
- 45 Theft from vehicle

Other stealing

- 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
- Shoplifting**
- 46 Shoplifting

Criminal Damage & Arson

- 56
- 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

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

Drugs Offences**Drug Trafficking**

- 92A Trafficking in controlled drugs

Possession or using drugs

- 92C Other drug offences
- 92D Possession of controlled drugs (excl. Cannabis)
- 92E Possession of controlled drugs (Cannabis)
- 92B Historic code Possession of controlled drugs

Crimes disrupted

- 8B Historic code – possession of weapons (needs its own row)
- 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

Other non victim based

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

Excluded - Fraud and forgery

51	Fraud by company director
52	False accounting
53B	Preserved other fraud and repealed fraud offences (pre Fraud Act 2006)
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

continued overleaf

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. Treasury Management
- e. Internal Audit

12) Central Costs

- a. Revenue Contribution to Capital
- b. Capital Financing
- c. Pensions and Exit Costs