



## **QUARTERLY PERFORMANCE REPORTS 2011-2012**

This is the first Quarterly Performance Report using the reduced number of indicators developed by the former Planning Working Group and agreed by the Authority. Following the governments decisions to remove all targets for the constabulary a number of Local Indicators (LI) have been agreed to enable the Authority to continue its scrutiny of the constabulary's performance.

The first page provides a Snapshot of all 22 Local Indicators, providing comparisons with the same period in the previous two years and using a simple colour coding system to indicate if performance is on target. Where further information was felt to be helpful, either in understanding the background to the Local Indicator or to indicate what actions are being taken where an Indicator is not on target, additional reports have been provided on subsequent pages.

The Report also contains the Frontline Policing Measure showing current staffing levels across the 6 geographical divisions (A – F), H Division (Motorway and Road Policing, Firearms, Dog and Mounted Unit) and Headquarters. When reviewing the Frontline Policing Measure please note that staff re-allocation and re-deployment is still taking place as the Organisational Reviews continue to be implemented.

If you have any queries in relation to the Quarterly Performance Report please contact the Police Authority Office on 01772 533587 or [LPA.information@lancashire.gov.uk](mailto:LPA.information@lancashire.gov.uk)

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**Lancashire  
Constabulary**  
police and communities together

# *Quarterly Performance Report*

## *Quarter 1*

### *April to June 2011*

**Final Copy**

**Corporate Analysis  
Corporate Development Department**

Quarterly Performance Report 2011-12 Quarter 1  
Snapshot Q1

Indicator	Description	Period	2009/10	2010/11	2011/12	On Track?	MSF Data	Further Information
<b>Public Safety</b>								
Local Indicator 1	Number of people killed or seriously injured in road traffic collisions <b>Target:</b> To achieve a reduction of <b>3%</b> on the 2010-11 out-turn of <b>810</b>	April to June	221	229	172	✓		
<b>Anti-Social Behaviour</b>								
Local Indicator 2	Percentage of people who agree that the police and local councils are dealing with anti-social behaviour and crime that matter in their area <b>Target:</b> To at least maintain the 2010-11 out-turn of <b>72.2%</b>	12M to June	No Data	73.6%	71.8%	✓		
Local Indicator 3	Number of Criminal Damage Offences per 1,000 Population <b>Target:</b> To achieve a reduction on the 2010-11 out-turn of <b>14.2</b>	April to June	5.0	4.0	3.6	✓	April-11 - June-11 MSF: 3.2	See Report Page 1
Local Indicator 4	Number of Anti-Social Behaviour Incidents per 1,000 Population <b>Target:</b> No target set	April to June	27.9	26.6	20.2			
Local Indicator 5	Percentage of ASB Callers satisfied with the service provided by the police <b>Target:</b> At least <b>80%</b> of respondents to be at least fairly satisfied	12M to June	No Data	No Data	80.2%	✓		
<b>Serious Acquisitive Crime</b>								
Local Indicator 6	Number of Serious Acquisitive Crimes per 1,000 Population <b>Target:</b> To achieve a reduction on the 2010-11 out-turn of <b>9.1</b>	April to June	2.6	2.4	2.0	✓	April-11 - June-11 MSF: 2.9	See Report Page 2
Local Indicator 7	Percentage of Serious Acquisitive Crimes resulting in a Sanction Detection <b>Target:</b> To achieve a detection ratio of <b>30%</b>	April to June	27.0%	31.2%	32.6%	✓	July-10 - June-11 MSF: 20.2%	See Report Page 3
<b>Violent Crime</b>								
Local Indicator 8	Number of Violence With Injury Crimes per 1,000 Population <b>Target:</b> To achieve a reduction on the 2010-11 out-turn of <b>7.2</b>	April to June	2.2	2.1	1.9	✓	April-11 - June-11 MSF: 1.6	See Report Page 4
Local Indicator 9	Percentage of Violence With Injury Crimes resulting in a Sanction Detection <b>Target:</b> To at least maintain the 2010-11 out-turn of <b>55%</b>	April to June	44.0%	48.5%	52.6%	✗	July-10 - June-11 MSF: 44.9%	See Report Page 5
<b>Service Delivery</b>								
Local Indicator 10	Percentage of users satisfied with the overall service provided by the police <b>Target:</b> To at least maintain the 2010-11 out-turn of <b>85.7%</b>	12M to June	83.8%	85.9%	85.4%	✓		See Report Page 6
Local Indicator 11	Comparison of satisfaction between white users and users from minority ethnic groups with the overall service provided by the police <b>Target:</b> To have a high level of satisfaction and no disparity	12M to June	82.7%	85.6%	84.7%	✓		See Report Page 7
Local Indicator 12	Satisfaction of victims of racist incidents with the overall service provided by the police <b>Target:</b> To improve upon the 2010-11 out-turn of <b>76.9%</b>	12M to June	77.9%	78.4%	78.0%	✓	12M ending March-11 MSF: 82.5%	See Report Page 8
Local Indicator 13	Percentage of 999 calls answered within 10 seconds <b>Target:</b> To answer more than <b>90%</b> of calls within 10 seconds	April to June	92.4%	93.0%	92.7%	✓		
Local Indicator 14	Percentage of non-999 calls answered within 40 seconds <b>Target:</b> To answer more than <b>90%</b> of calls within 40 seconds	April to June	89.7%	90.8%	92.3%	✓		
Local Indicator 15	User satisfaction with the way in which their non-999 call was handled <b>Target:</b> To at least maintain the 2010-11 out-turn of <b>97.7%</b>	12M to June	96.0%	95.8%	98.0%	✓		
Local Indicator 16	Percentage of responses to incidents requiring immediate response within 15 minutes <b>Target:</b> No target set	April to June	81.8%	93.8%	93.9%			
Local Indicator 17	Percentage of non-emergency incidents attended within one hour <b>Target:</b> To attend at least <b>90%</b> of incidents within one hour	April to June	69.0%	92.3%	92.8%	✓		
Local Indicator 18	Percentage of non-emergency incidents attended within 48 hours <b>Target:</b> To attend at least <b>90%</b> of incidents within 48 hours	April to June	73.4%	91.2%	93.6%	✓		
Local Indicator 19	Percentage of people who have confidence in the Lancashire Constabulary <b>Target:</b> To at least maintain the 2010-11 out-turn of <b>88.1%</b>	12M to June	No Data	86.5%	88.8%	✓		
Local Indicator 20	Percentage of Hate Crimes resulting in a Sanction Detection <b>Target:</b> To at least maintain the 2010-11 out-turn of <b>58.8%</b>	April to June	46.7%	56.7%	59.6%	✓		See Report Page 10
<b>Management</b>								
Local Indicator 21	Number of working days lost due to sickness per police officer <b>Target:</b> To have less than <b>7.5</b> days per officer	April to June	1.6	1.9	2.0	✗		See Report Page 11
Local Indicator 22	Number of working days lost due to sickness per police staff employee <b>Target:</b> To have less than <b>7.5</b> days per employee	April to June	2.0	1.8	1.6	✓		

# Quarterly Performance Report 2011-12 Quarter 1

## Indicator 3

Anti-Social Behaviour	
Local Indicator 3	Number of Criminal Damage Offences per 1,000 Population
	<b>Target:</b> To achieve a reduction on the 2010-11 out-turn of <b>14.2</b>

Period	Crimes	Population	Indicator
Apr- Jun 09	7,317	1,451,426	5.0
Apr- Jun 10	5,824	1,451,620	4.0
Apr- Jun 11	5,160	1,445,701	3.6

### Performance against target:

<b>Target:</b>	14.2	<b>Result:</b>	3.6
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### Contextual Information:

Criminal Damage is widely perceived as a proxy measure for Anti-Social Behaviour.

### Contextual Data:

April 11 - June 11: MSF Average: 3.2

### Data Breakdown:

Crime Category	Crimes 10/11	Crimes 11/12	Difference	% Change
Damage to Dwellings	1,614	1,508	-106	-6.6%
Damage to Other Buildings	730	708	-22	-3.0%
Damage to Vehicles	2,368	2,043	-325	-13.7%
Other Damage	863	732	-131	-15.2%
Arson	249	169	-80	-32.1%
<b>TOTAL</b>	<b>5,824</b>	<b>5,160</b>	<b>-664</b>	<b>-11.4%</b>

### Commentary:

Criminal Damage continues to show reductions in all of the categories, this has been achieved by ownership for damage resting with Neighbourhood Policing teams and ensuring via Caseman that all investigation opportunities are maximised.

In Lancashire there has been a reduction in criminal damage of 48.2% between 2005/2006 and 2010/2011 down from 39,900 to 20,626 offences.

# Quarterly Performance Report 2011-12 Quarter 1

## Indicator 6

Serious Acquisitive Crime	
Local Indicator 6	Number of Serious Acquisitive Crimes per 1,000 Population
	<b>Target:</b> To achieve a reduction on the 2010-11 out-turn of <b>9.1</b>

Period	Crimes	Population	Indicator
Apr- Jun 09	3,845	1,451,426	2.6
Apr- Jun 10	3,447	1,451,620	2.4
Apr- Jun 11	2,955	1,445,701	2.0

### Performance against target:

<b>Target:</b>	9.1	<b>Result:</b>	2.0
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### Contextual Information:

This indicator includes the following crime types; Domestic Burglary, Vehicle crimes and Robbery.

### Contextual Data:

April 11 - June 11: MSF Average: 2.9

### Data Breakdown:

Crime Category	Crimes 10/11	Crimes 11/12	Difference	% Change
All Vehicle Crime	2,117	1,860	-257	-12.1%
Burglary Dwelling	1,178	920	-258	-21.9%
All Robbery	152	175	23	+15.1%
<b>TOTAL</b>	<b>3,447</b>	<b>2,955</b>	-492	-14.3%

### Commentary:

Reductions have been achieved in domestic burglaries and vehicle crime the first quarter of 2011/2012 compared to the same quarter last year. However, robbery has shown an increase when comparing the same periods. Robbery can be broken down into Business Robbery and Personal Robbery.

Business Robbery, which occurs far less frequently than Personal Robbery, has shown an increase of 35.7%, up from 14 offences in the first quarter last year to 19 offences in the first quarter this year. Personal Robbery has shown an increase of 13.0% when comparing the same two periods up from 138 offences to 156 offences. The increase in Robbery which began in the early months of 2011 has now been addressed and the number recorded for the month of July is the lowest single month figure in the last 12 months.

In Lancashire there has been a reduction in Serious Acquisitive Crime of 38.9% between 2005/2006 and 2010/2011, down from 21,575 to 13,188 offences.

## Quarterly Performance Report 2011-12 Quarter 1 Indicator 7

Serious Acquisitive Crime	
Local Indicator 7	Percentage of Serious Acquisitive Crimes resulting in a Sanction Detection
	<b>Target:</b> To achieve a detection ratio of <b>30%</b>

Period	Crimes	Detections	Indicator
Apr- Jun 09	3,845	1,039	27.0%
Apr- Jun 10	3,447	1,077	31.2%
Apr- Jun 11	2,955	961	32.5%

### Performance against target:

<b>Target:</b>	30.0%	<b>Result:</b>	32.5%
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### Contextual Information:

This indicator was new for 2009/10. This indicator includes the following crime types; Domestic Burglary, Vehicle crimes and Robbery.

### Contextual Data:

July 10 - June 11: MSF Average: 20.2%

### Data Breakdown:

Crime Category	<u>10/11</u>			<u>11/12</u>		
	Crimes	Detections	Indicator	Crimes	Detections	Indicator
All Vehicle Crime	2,117	638	30.1%	1,860	568	30.5%
Burglary Dwelling	1,178	376	31.9%	920	303	32.9%
All Robbery	152	63	41.4%	175	90	51.4%

### Commentary:

The target for the detection rate for Serious Acquisitive Crime in 2011/2012 of 30% is viewed as a "floor" target which is currently being achieved. It is difficult to translate and overall "floor" target into targets for the individual crime categories included in Serious Acquisitive Crime.

The comparison of the detection rates for each of the crime categories shown above, for the first quarters of 2010/2011 and 2011/2012, have been colour coded green because the detection rates for this year are higher than those for last year as opposed to an assessment against the target.

Numerous Serious and Organised Crime Unit operations have shown how intelligence and information sharing from a neighbourhood level, through partnerships and cross border effectively detect a wide range of criminality.

# Quarterly Performance Report 2011-12 Quarter 1

## Indicator 8

Violent Crime	
Local Indicator 8	Number of Violence With Injury Crimes per 1,000 Population
	<b>Target:</b> To achieve a reduction on the 2010-11 out-turn of <b>7.2</b>

Period	Crimes	Population	Indicator
Apr- Jun 09	3,167	1,451,426	2.2
Apr- Jun 10	2,986	1,451,620	2.1
Apr- Jun 11	2,690	1,445,701	1.9

**Performance against target:**

<b>Target:</b>	7.2	<b>Result:</b>	1.9
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**Contextual Information:**

This indicator is new for 2011/12. This indicator includes offences that range from assaults that result in Actual Bodily Harm to more serious offences.

**Contextual Data:**

April 11 - June 11: MSF Average: 1.6

**Data Breakdown:**

Crime Category	Crimes 10/11	Crimes 11/12	Difference	% Change
Serious Violent Crime	366	324	-42	-11.5%
Assault with Less Serious Injury	2,620	2,366	-254	-9.7%
<b>TOTAL</b>	<b>2,986</b>	<b>2,690</b>	<b>-296</b>	<b>-9.9%</b>

**Commentary:**

The two major categories of Violence with Injury are Serious Violent Crime , which ranges in seriousness from offences of Grievous Bodily Harm without Intent up to and including Murder and Assault with Less Serious Injury which are offences of Actual Bodily Harm. Both of the categories are showing reductions for the first quarter of 2011/2012 compared to the first quarter of 2010/2011.

Initiatives across the county to reduce violence within the night time economy have shown benefits and work within this area is to continue.

In Lancashire there has been a reduction in Violence with Injury of 30.7% between 2005/2006 and 2010/2011, down from 15,026 to 10,408 offences.

# Quarterly Performance Report 2011-12 Quarter 1

## Indicator 9

Violent Crime	
Local Indicator 9	Percentage of Violence With Injury Crimes resulting in a Sanction Detection
	<b>Target:</b> To at least maintain the 2010-11 out-turn of <b>55%</b>

Period	Crimes	Detections	Indicator
Apr- Jun 09	3,167	1,394	44.0%
Apr- Jun 10	2,986	1,449	48.5%
Apr- Jun 11	2,690	1,414	52.6%

### Performance against target:

<b>Target:</b>	55.0%	<b>Result:</b>	52.6%
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### Contextual Information:

This indicator is new for 2011/12. This indicator includes offences that range from assaults that result in Actual Bodily Harm to more serious offences.

### Contextual Data:

July 10 - June 11: MSF Average: 44.9%

### Data Breakdown:

Crime Category	<u>10/11</u>			<u>11/12</u>		
	Crimes	Detections	Indicator	Crimes	Detections	Indicator
Serious Violent Crime	366	186	50.8%	324	185	57.1%
Assault with Less Serious Injury	2,620	1,263	48.2%	2,366	1,229	51.9%

### Commentary:

The detection rate target for Violence with Injury for 2011/2012 is to at least maintain the rate achieved in 2010/2011. Due to the fact that the target is to at least maintain the previous years performance it is reasonable to monitor performance in each of the major crime categories that comprise Violence with Injury on that basis.

The detection rate achieved in 2010/2011 for Serious Violent Crime was 65.0% and for Assault with Less serious Injury it was 53.5%. Therefore, both of the detection rates for the first quarter of 2011/2012 have been coloured red as they are both below the target rate. However, detection rates for both categories have shown improvements more recently and for the month of July the detection rates achieved for both were above those achieved in the full year 2010/2011 i.e. 65.2% for Serious Violent Crime and 54.5% for Assault with Less Serious Injury.

## Quarterly Performance Report 2011-12 Quarter 1 Indicator 10

Service Delivery	
Local Indicator 10	Percentage of users satisfied with the overall service provided by the police
	<b>Target:</b> To at least maintain the 2010-11 out-turn of <b>85.7%</b>

Period	Indicator
12 months to Jun-09	83.8%
12 months to Jun-10	85.9%
12 months to Jun-11	85.4%

### Performance against target:

<b>Target:</b>	85.7%	<b>Result:</b>	85.4%
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### Contextual Information:

This indicator is an aggregation of the responses from those who were victims of domestic burglary, vehicle crime, violent crime and those involved in road traffic collisions.

### Data Breakdown:

User Group	12 Months Ending June 11
Burglary	88.5%
Vehicle Crime	86.4%
Violent Crime	78.6%
Collisions	88.1%

### Commentary:

The Home Office have discontinued the requirement for forces to collect satisfaction data for those involved in road traffic collisions. However, Lancashire has continued to collect these data to enable a broader view of the services delivered to users. This will mean that Most Similar Force comparisons will not be available for this indicator in 2011/2012.

The target for 2011/2012 is to at least maintain the level of satisfaction with the Whole Experience achieved in 2010/2011. Whilst the figure for the 12 months ending June 2011 is slightly lower than that for the 12 months ending March 2011, a statistical test shows that there is no significant difference between the two results.

## Quarterly Performance Report 2011-12 Quarter 1 Indicator 11

Service Delivery	
Local Indicator 11	Comparison of satisfaction between white users and users from minority ethnic groups with the overall service provided by the police
	<b>Target:</b> To have a high level of satisfaction and no disparity

Period	White Users Indicator	Minority Ethnic Group Users Indicator	Difference Indicator
12 months to Jun-09	82.7%	78.4%	No Significant Difference
12 months to Jun-10	85.6%	78.0%	Significant Difference
12 months to Jun-11	84.7%	79.4%	No Significant Difference

### Performance against target:

<b>Target:</b>	No Disparity	<b>Result:</b>	No Significant Difference
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### Contextual Information:

The users will be those who were victims of domestic burglary, vehicle crime, violent crime, racist incidents and those involved in road traffic collisions. This indicator will be used to monitor the equality of service provided to the community of Lancashire.

### Data Breakdown:

Aspect	White	VME
Contact	96.7%	95.9%
Police Actions	87.2%	81.8%
Follow-Up	75.9%	77.2%
Treatment	94.2%	96.1%
Whole Experience	84.7%	79.4%

### Commentary:

This indicator covers users of five different services and whilst the satisfaction level for Minority Ethnic Users is below that of White Users for the 12 months ending June 2011 the difference is not statistically significantly different.

# Quarterly Performance Report 2011-12 Quarter 1

## Indicator 12

Service Delivery	
Local Indicator 12	Satisfaction of victims of racist incidents with the overall service provided by the police
	<b>Target:</b> To improve upon the 2010-11 out-turn of <b>76.9%</b>

Period	Indicator
12 months to Jun-09	77.9%
12 months to Jun-10	78.4%
12 months to Jun-11	78.0%

### Performance against target:

<b>Target:</b>	76.9%	<b>Result:</b>	78.0%
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### Contextual Information:

This indicator is an aggregation of the satisfaction of users with the whole experience of the service provided.

### Contextual Data:

12 months ending March MSF Average: 82.5%

### Commentary:

The respondents in this survey may have been the victim of either a racist incident or a racist crime and may be from either the White community or the Minority Ethnic Community. The satisfaction level of these victims is lower than that for those included in Local Indicator 10. Therefore, the target is to increase the level of satisfaction of these victims in 2010/2011 rather to at least maintain the level of satisfaction as with Local Indicator 10. The result for the 12 months ending June 2011 has shown some improvement on the result for the 12 months ending March 2011, but the increase is not statistically significant.

# Quarterly Performance Report 2011-12 Quarter 1

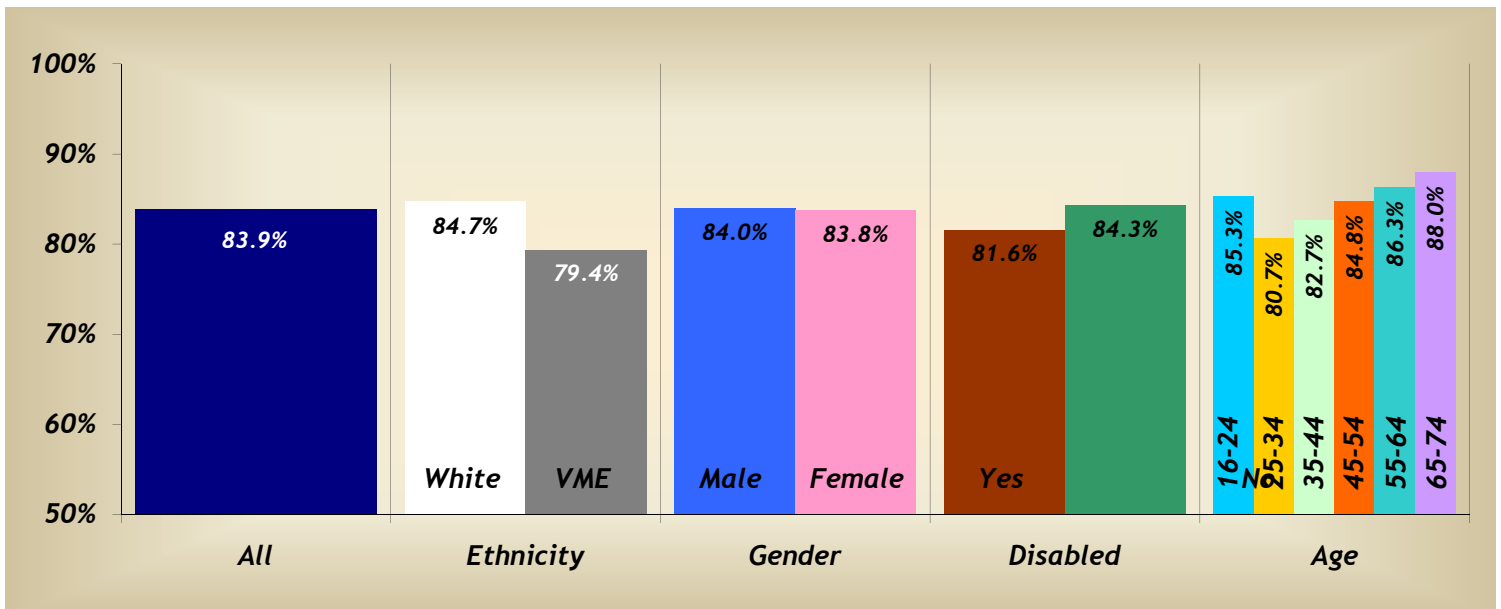
## Diversity Strands

### Satisfaction with Service - Diversity Strands Breakdown

The respondents of the User Satisfaction Surveys covering the victims of domestic burglary, violent crime, vehicle crime, racist incidents and those involved in road traffic collisions are asked a number of questions, often referred to as demographic questions, that allow further analysis. The demographic questions currently asked are about ethnicity, gender, disability and age. This allows for comparisons of the satisfaction levels between the different groups.

Looking at the graph below and reading from left to right, the first section is the overall level of satisfaction with the whole experience when all the responses are combined. The sections then compare White and VME users, Male and Female users, those with a Disability (shaded brown in the graph) and those no Disability and the end section compares the age groups.

The graph below shows the satisfaction levels for those who were at least fairly satisfied with the whole experience across the five surveys for the 12 months ending June 2011. Analysis of the data for each section of the graph shows that there are no statistically significant differences between the satisfaction levels. The exception to this in the age group section, the satisfaction level of those in the 65 to 74 age group is statistically significantly higher than that for those in the 25 to 34 age group.



The sample sizes for the above chart were:-

All:	2,917
Male:	1,694
Female:	1,223
White:	2,455
VME:	422
Disabled:	367
Not Disabled:	2,550
16-24:	650
25-34:	532
35-44:	631
45-54:	511
55-64:	319
65-74:	179

## Quarterly Performance Report 2011-12 Quarter 1 Indicator 20

Service Delivery	
Local Indicator 20	Percentage of Hate Crimes resulting in a Sanction Detection
	<b>Target:</b> To at least maintain the 2010-11 out-turn of <b>58.8%</b>

Period	Detections	Crimes	Indicator
Apr- Jun 09	218	467	46.7%
Apr- Jun 10	194	342	56.7%
Apr- Jun 11	152	255	59.6%

### Performance against target:

<b>Target:</b>	58.8%	<b>Result:</b>	59.6%
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### Contextual Information:

This indicator is new for 2011/12 and limited historical data are available. This indicator includes offences where the perceived motivation of the offender was based on prejudice arising from issues of Sexual Orientation, Disability, Gender, Transgender, Age, Race or Religion.

### Contextual Data:

July 10 - June 11: MSF Average: 44.9%

### Data Breakdown:

#### Apr - Jun 11

Based On	Detections	Crimes	Indicator
Race	115	192	59.9%
Religion	7	15	46.7%
Disability	5	15	33.3%
Homophobia	16	24	66.7%
Transphobia	4	7	57.1%
Age	9	12	75.0%
Gender	8	7	114.3%

#### Apr - Jun 10

Crime Category	Detections	Crimes	Indicator
Race	154	261	59.0%
Religion	12	16	75.0%
Disability	4	13	30.8%
Homophobia	21	35	60.0%
Transphobia	1	5	20.0%
Age	17	32	53.1%
Gender	6	13	46.2%

\* Please note that the first table counts the total number of incidents, but as some incidents may be in more than one of the groups listed, the individual figures may add up to more than the total figure in the first table.

### Commentary:

A positive result in line with target. However, for this new performance information, it is important for readers to note the detail about how the information is recorded to avoid misinterpretation. Detections are recorded against the month in which the detection is obtained and not therefore necessarily the same month against which the associated crime is recorded.

This accounts for a detection rate of 114.3% for example for gender motivated Hate Crime in Apr-Jun 2011. The numbers are small in many of the categories which means variations in detection rates at this level, positive or negative, are not significant. However, trends over time for a particular strand will be a useful indicator in terms of ensuring the Constabulary understands those trends.

# Quarterly Performance Report 2011-12 Quarter 1

## Indicator 21

Management	
Local Indicator 21	Number of working days lost due to sickness per police officer
	<b>Target:</b> To have less than 7.5 days per <b>officer</b>

Period	Indicator
Apr- Jun 09	1.6
Apr- Jun 10	1.9
Apr- Jun 11	2.0

**Performance against target:**

<b>Target:</b>	7.5	<b>Result:</b>	2.0
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**Contextual Information:**

In common with most of the police forces in England and Wales, Lancashire Constabulary records sickness absence in days lost.

**Commentary:**

Police officer sickness for the first three months of 2011/12 is 2.0 lost working days per officer, which equates to the equivalent of 8.0 lost working days for the full year. However, given seasonal variations and experience, the more realistic 12 month forecast is for a figure in the region of 8.5 lost working days.

The sickness levels reflect that more than two-thirds of all sickness is longer term in nature. Accordingly, efforts continue to be focused on cases conferences chaired by senior managers in divisions and by the Head of Human Resources or ACC People at HQ, in order to provide clarity for the way forward at the earliest opportunity.

# Quarterly Performance Report 2011-12 Quarter 1

## Appendix A

### Frontline Policing Measure

**As a 30th June 2011**

**Stepdown budgeted posts allocated to frontline policing roles**

	A	B	C	D	E	F	H	HQ	Total
<b>Stepdown Budgeted Posts (FTE)</b>	443.2	362	420.7	303	479	430	84	351.7	2873.6

**Difference (FTE) between stepdown budgeted posts and strength based on *Current* postings\***

Overstrength (+) Understrength (-)	A	B	C	D	E	F	H	HQ	Total
Response	-27.0	-24.4	-19.1	+0.2	-33.1	-24.8			-128.2
Neighbourhood Policing	-3.9	-4.6	-20.6	-13.3	-20.6	-11.0			-74.0
Road Policing (incl Motorway)	+1.0	+1.0	-1.4	-1.0	0.0	-1.0	-5.8		-7.2
Reactive CID	-5.8	-3.2	-5.3	+5.9	-0.4	-5.8			-14.6
Public Protection Unit	-0.6	-1.0	+0.6	0.0	+2.1	+3.5			+4.5
Communications								-41.0	-41.0
<b>Total</b>	<b>-36.3</b>	<b>-32.3</b>	<b>-45.8</b>	<b>-8.2</b>	<b>-52.1</b>	<b>-39.1</b>	<b>-5.8</b>	<b>-41.0</b>	<b>-260.5</b>

**Difference (FTE) between stepdown budgeted posts and strength based on *Substantive* postings\*\***

Overstrength (+) Understrength (-)	A	B	C	D	E	F	H	HQ	Total
Response	-7.2	-5.9	-6.6	+6.9	-3.1	-2.2			-18.1
Neighbourhood Policing	-3.9	-3.6	-15.8	-12.3	-17.6	-10.0			-63.2
Road Policing (incl Motorway)	0.0	0.0	-0.4	-1.0	-1.0	0.0	-4.8		-7.2
Reactive CID	-1.8	+0.8	-3.3	+0.2	+3.6	-0.9			-1.4
Public Protection Unit	-1.6	-1.0	+0.6	+1.0	-0.9	+2.6			+0.6
Communications								-31.2	-31.2
<b>Total</b>	<b>-14.5</b>	<b>-9.8</b>	<b>-25.5</b>	<b>-5.2</b>	<b>-19.1</b>	<b>-10.5</b>	<b>-4.8</b>	<b>-31.2</b>	<b>-120.5</b>

\* **Current postings** - includes those temporarily transferred or promoted into frontline roles, and excludes those who are temporarily transferred or

\*\* **Substantive postings** - shows the position if all officers on temporary transfers & promotions were reverted back to their substantive role