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Bill Wiggin MP
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07 JAN 2018

Dear Bill,

Parliamentary Questions - 297295, 297597, 297598, 297599, 297600, 297601 and 297628

In response to your Parliamentary Questions from November about the workforce of the Probation Service I replied that I would write to you when the information you requested was available.

Due to the complexities of the various data sources within which this information was held, it was not possible to provide substantial responses to these questions before the prorogation of Parliament. This information has now been collated and a response to each of your questions can be found in the attached document.

The information should be seen in the context of an increase in funding for the Probation Service of 70% in real terms between 1997 and 2007.

Best Wishes,

**MARIA EAGLE MP
MINISTER OF STATE**

Responses to Parliamentary Questions

The following annex contains the responses to Parliamentary Questions; 297295, 297597, 297598, 297599, 297600, 297601, 297628 raised during November 2009, for which it was not possible to produce the information within the time requested.

The following points apply for each question where applicable: -

- It has not been possible to acquire detailed information on Offenders under supervision pre-2004. The system for collecting information on Offenders changed in 2002 and comparisons with data prior to this date may be unreliable.
- The manner in which workforce information was collated pre-2003, does not allow information to be extracted for individual Probation Areas/Trusts. It is also not possible to extract full information on the number of managerial staff prior to this date.
- Information is taken to 30 September 2008, the last date for which corresponding staffing and offender information is currently available.
- Senior Probation Officers, who are also classified as Middle Managers, are counted as Qualified Probation Officers and not as Managerial staff. This is a consistent approach that has been taken with all requests for information.
- In relation to requests for future staffing levels; the responsibility for resourcing levels ultimately lies with each Probation Board or Trust as they are the employers of Probation Staff. It is for them to take the action necessary at a local level to ensure they can deliver the required service within available resources. Budgets for the Service are allocated on the basis of an annual cycle and it is not possible to realistically forecast staffing levels into the future. The Probation Services budget for 2010/11 has now been announced and once this money has been allocated to Directors of Offender Management they will agree with each Probation Board and Trust how that money is to be used.

297295 - How many (a) offenders under Probation Service supervision and (b) qualified probation officers there were (i) in England and Wales and (ii) in West Mercia (A) in each of the last 10 years and (B) in the latest period for which figures are available.

- Tables 1 and 2 provide the information requested, although it has not been possible to acquire detailed information on Offenders under supervision pre-2004. The system for collecting information on Offenders changed in 2002 and comparisons with data prior to this date may be unreliable. It has also not been possible to provide information on the number of qualified probation officers in West Mercia pre-2003, as the manner in which workforce information was collated before then, did not allow information to be extracted for individual Probation Areas/Trusts.

Table 1 Total Number of Offenders under Supervision¹²³

	2004	2005	2006	2007	2008 ⁴
West Mercia	3,356	3,747	3,861	4,010	3,881
England & Wales	209,461	224,094	235,029	242,722	243,875

¹ Each person is counted only once, even if they have started several types of supervision in the period.

² As at 31st December, except where stated

³ Data sources and quality – Offender information has been drawn from administrative IT Systems which, as with any large scale recording system are subject to possible errors with data entry and processing.

⁴ As at 30th September.

Table 2 Qualified Probation Officers¹²³

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008 ⁴
West Mercia					126	141	145	153	147	137
England & Wales	6,640	6,632	6,038	5,966	6,272	6,585	6,894	7,210	7,120	7,067

¹ Includes; Senior Probation Officers, Senior Practitioners, Probation Officers and Practice Development Assessors

² As at 31st December, except where stated

³ Figures are shown as full time equivalent and variations in total figures may arise as a result of rounding

⁴ As at 30th September. Figures have been collected from Probation Areas/Trusts via the HR Data Warehouse and are correct at publication. Areas/Trusts have the ability to resubmit historical data which may result in occasional variation in subsequent reports

297597 - How many qualified probation officers there were in (a) West Mercia and (b) England in each year since 1997; what the equivalent figures are expected to be in the next five years (i) in total and (ii) as a percentage of the total staff numbers in the Probation Service and National Offender Management Service; and if he will make a statement.

Table 3 below provides the information requested, although the manner in which workforce information was collated pre-2003, does not allow information to be extracted for individual Probation Areas/Trusts. It is therefore not possible to provide information on the number of qualified probation officers in West Mercia or separate the information into England and Wales prior to this date.

Table 3 Qualified Probation Officers¹²³

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008 ⁴
West Mercia							126	141	145	153	147	137
England							5,933	6,189	6,471	6,767	6,667	6,652
Wales							339	397	423	442	453	415
England & Wales	6,827	6,624	6,640	6,632	6,038	5,966	6,272	6,585	6,894	7,210	7,120	7,067

¹ Includes; Senior Probation Officers, Senior Practitioners, Probation Officers and Practice Development Assessors

² As at 31st December, except where stated

³ Figures are shown as full time equivalent and variations in total figures may arise as a result of rounding

⁴ As at 30th September. Figures have been collected from Probation Areas/Trusts via the HR Data Warehouse and are correct at publication. Areas/Trusts have the ability to resubmit historical data which may result in occasional variation in subsequent reports

In relation to future staffing levels; the responsibility for resourcing levels ultimately lies with each Probation Board or Trust as they are the employers of Probation Staff. It is for them to take the action necessary at a local level to ensure they can deliver the required service within available resources. Budgets for the Service are allocated on the basis of an annual cycle and it is not possible to realistically forecast staffing levels into the future. The Probation Services budget for 2010/11 has now been announced and once this money has been allocated to Directors of Offender Management they will agree with each Probation Board and Trust how that money is to be used.

297598 - What the ratio of qualified probation officers to offenders was in each probation area in each year since 1997 and if he will make a statement.

Table 4 on the following page provides the information requested, although it has not been possible to acquire detailed information on Offenders under supervision pre-2004. The system for collecting information on Offenders changed in 2002 and comparisons with data prior to this date may be unreliable. Ratios have therefore only been provided for 2004 onwards.

Please note; the ordering of the response to the question has been revised in order to provide a meaningful response; if a response was given to the ratio of 'Qualified Probation Officers to Offenders', the answer for all 42 Probation Areas/Trusts would be 0.1:1. A figure has also been provided to show the ratio of all Frontline Staff, including Probation Service Officers and Trainee Probation Officers. This information reflects more fully the staff engaged with the supervision of offenders.

Table 4 Ratio of Offenders to Qualified Probation Officers¹ and All Frontline Staff²

Area	2004		2005		2006		2007		2008	
	Offenders: Qualified Probation Officers	Offenders: Frontline Staff	Offenders: Qualified Probation Officers	Offenders: Frontline Staff	Offenders: Qualified Probation Officers	Offenders: Frontline Staff	Offenders: Qualified Probation Officers	Offenders: Frontline Staff	Offenders: Qualified Probation Officers	Offenders: Frontline Staff
Avon & Somerset	26.0:1	10.9:1	24.8:1	10.6:1	23.0:1	10.8:1	25.7:1	12.4:1	27.9:1	14.7:1
Bedfordshire	41.1:1	24.1:1	35.3:1	18.1:1	32.7:1	16.2:1	32.1:1	17.7:1	36.4:1	19.2:1
Cambridgeshire	29.0:1	13.8:1	33.2:1	14.8:1	32.5:1	15.0:1	35.3:1	17.2:1	30.1:1	18.0:1
Cheshire	24.3:1	12.0:1	26.2:1	12.4:1	29.2:1	14.4:1	32.5:1	15.3:1	33.4:1	15.5:1
Cumbria	33.5:1	16.4:1	29.7:1	14.1:1	26.3:1	15.9:1	29.5:1	16.8:1	36.5:1	19.5:1
Derbyshire	34.0:1	15.2:1	32.3:1	14.9:1	30.9:1	15.7:1	32.1:1	16.0:1	29.5:1	14.5:1
Devon & Cornwall	25.3:1	11.7:1	23.6:1	11.5:1	23.9:1	11.5:1	22.7:1	11.4:1	24.8:1	13.3:1
Dorset	24.7:1	11.1:1	23.6:1	11.2:1	27.1:1	13.1:1	29.9:1	12.6:1	31.8:1	13.4:1
Durham	23.3:1	9.8:1	23.8:1	10.2:1	24.7:1	11.4:1	27.3:1	13.0:1	29.0:1	13.4:1
Dyfed Powys	26.3:1	12.5:1	24.1:1	11.2:1	26.7:1	11.3:1	29.5:1	13.4:1	34.9:1	13.1:1
Essex	39.1:1	13.6:1	42.2:1	15.2:1	48.8:1	18.0:1	54.9:1	20.5:1	61.0:1	19.8:1
Gloucestershire	26.9:1	14.0:1	28.8:1	14.9:1	32.9:1	15.6:1	37.6:1	16.3:1	37.3:1	20.4:1
Gwent	36.9:1	14.9:1	37.4:1	14.5:1	29.2:1	12.3:1	27.5:1	13.9:1	30.4:1	16.8:1
Hampshire	28.7:1	15.3:1	29.9:1	15.4:1	32.0:1	15.2:1	33.6:1	15.9:1	37.0:1	16.5:1
Hertfordshire	39.6:1	18.4:1	40.8:1	18.5:1	47.6:1	18.8:1	40.2:1	17.4:1	41.3:1	18.5:1
Humber-side	25.6:1	11.6:1	24.6:1	11.5:1	24.0:1	12.1:1	27.0:1	13.8:1	28.4:1	14.2:1
Kent	31.6:1	13.6:1	30.4:1	13.7:1	34.2:1	15.3:1	35.5:1	16.9:1	41.3:1	19.4:1
Lancashire	24.0:1	13.4:1	25.3:1	14.9:1	27.9:1	17.2:1	31.1:1	18.8:1	33.2:1	20.4:1
Leicestershire	25.1:1	10.0:1	24.2:1	10.2:1	25.6:1	11.1:1	26.4:1	11.1:1	25.1:1	10.5:1
Lincolnshire	31.9:1	13.0:1	28.0:1	12.2:1	27.1:1	12.5:1	26.8:1	12.6:1	29.4:1	13.1:1
London	40.7:1	19.4:1	50.7:1	22.0:1	47.6:1	20.0:1	48.2:1	21.0:1	45.1:1	22.0:1
Greater Manchester	35.6:1	17.1:1	38.8:1	17.7:1	33.8:1	18.8:1	37.0:1	21.3:1	34.7:1	20.4:1
Merseyside	28.7:1	12.5:1	34.5:1	16.7:1	36.3:1	19.3:1	33.7:1	18.6:1	33.8:1	19.0:1
Norfolk	22.4:1	13.1:1	28.1:1	11.7:1	31.2:1	10.5:1	30.3:1	11.0:1	28.9:1	10.6:1
North Yorkshire	26.6:1	12.5:1	25.0:1	15.1:1	26.3:1	15.2:1	28.2:1	14.8:1	29.2:1	13.6:1
North Wales	33.1:1	14.4:1	27.5:1	12.9:1	31.4:1	14.9:1	34.7:1	16.7:1	37.6:1	20.8:1
Northamptonshire	21.4:1	11.6:1	21.0:1	12.2:1	23.1:1	14.0:1	26.1:1	15.2:1	26.5:1	15.1:1
Northumbria	33.4:1	15.9:1	33.2:1	15.1:1	30.1:1	13.7:1	29.5:1	15.2:1	36.1:1	15.1:1
Nottinghamshire	31.6:1	15.4:1	29.7:1	14.8:1	30.1:1	15.3:1	33.3:1	16.0:1	30.8:1	17.8:1
South Wales	29.6:1	13.2:1	28.2:1	13.6:1	29.3:1	15.2:1	30.5:1	16.0:1	34.4:1	17.0:1
Staffordshire	24.6:1	13.5:1	24.1:1	14.2:1	24.9:1	15.4:1	26.2:1	16.1:1	28.2:1	15.0:1
Suffolk	20.3:1	10.4:1	21.8:1	10.4:1	23.7:1	11.4:1	23.3:1	12.2:1	27.1:1	12.3:1
Surrey	25.3:1	9.4:1	25.7:1	9.2:1	28.2:1	10.9:1	24.7:1	10.4:1	27.9:1	11.0:1
Sussex	37.3:1	17.1:1	30.7:1	14.3:1	33.2:1	15.9:1	40.5:1	19.9:1	38.8:1	19.0:1
Teesside	39.8:1	14.4:1	32.7:1	13.6:1	33.9:1	15.4:1	32.5:1	15.9:1	33.3:1	16.2:1
Thames Valley	30.6:1	12.3:1	32.6:1	13.3:1	35.3:1	14.2:1	35.1:1	14.7:1	31.6:1	14.1:1
Warwickshire	27.8:1	14.0:1	23.8:1	12.8:1	29.2:1	15.0:1	33.1:1	16.7:1	29.6:1	17.0:1
West Mercia	23.8:1	12.5:1	25.9:1	14.2:1	25.2:1	14.4:1	27.4:1	15.0:1	28.4:1	15.1:1
West Midlands	41.0:1	21.4:1	36.7:1	19.9:1	37.0:1	19.8:1	40.4:1	20.9:1	40.0:1	19.6:1
West Yorkshire	31.4:1	14.4:1	30.6:1	15.4:1	29.4:1	15.5:1	30.1:1	15.7:1	32.9:1	16.5:1
Wiltshire	34.1:1	14.7:1	27.7:1	12.5:1	28.3:1	13.9:1	33.2:1	14.8:1	28.9:1	15.0:1
Total	31.8:1	15.0:1	32.5:1	15.4:1	32.6:1	15.8:1	34.1:1	16.8:1	34.5:1	17.3:1

Figures for 2004 – 2007 are taken as at 31st December

Figures for 2008 are taken as at 30th September; the last date for which corresponding staffing and offender information is currently available

¹ Includes; Senior Probation Officers, Senior Practitioners, Practice Development Assessors and Probation Officers

² Includes; those listed under point (1) and Trainee Probation Officers, Probation Service Officers and Treatment Managers

297599 - How many staff who were not qualified probation officers there were employed by the Probation Service and National Offender Management Service in (a) the West Mercia area and (b) England in each year since 1997; how many such staff are planned to be employed in each of the next five years and if he will make a statement.

Tables 5 and 6 below provide the information requested, although the manner in which workforce information was collated pre-2003, does not allow information to be extracted for individual Probation Areas/Trusts. It is therefore not possible to provide information on the number of staff who were not qualified probation officers in West Mercia or separate the information into England and Wales prior to this date.

Table 5 Staff in post¹²³ excluding Qualified Probation Officers in West Mercia

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008 ⁴
West Mercia							246	232	231	245	261	250
NOMS/HMPS ⁵⁶	1,123	1,213	1,282	1,319	1,616	1,639	1,743	1,818	1,826	1,806	1,846	1,773

Table 6 Staff in post¹²³ excluding Qualified Probation Officers

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008 ⁴
Probation Service - England							12,128	12,190	12,825	13,249	12,909	12,889
Probation Service - Wales							806	790	865	913	866	901
Probation Service - England & Wales	7,141	7,181	8,031	8,606	9,751	10,704	12,934	12,980	13,690	14,162	13,775	13,790
NOMS/HMPS ⁵⁶	40,594	42,360	43,495	43,842	44,325	45,782	47,427	48,663	48,425	49,109	50,838	51,618

¹ Includes; Probation Service Officers, Treatment Managers and all Administration, Managerial and Support Staff

² As at 31st December, except where stated

³ Figures are shown as full time equivalent and variations in total figures may arise as a result of rounding

⁴ As at 30th September. Figures for Probation have been collected from Probation Areas/Trust via the HR Data Warehouse and are correct at publication. Areas/Trusts have the ability to resubmit historical data which may result in occasional variation in subsequent reports

⁵ Figures taken from NOMS Oracle system

⁶ Figures include all staff employed within NOMS/HMPS

In relation to future staffing levels; the responsibility for resourcing levels ultimately lies with each Probation Board or Trust as they are the employers of Probation Staff. It is for them to take the action necessary at a local level to ensure they can deliver the required service within available resources. Budgets for the Service are allocated on the basis of an annual cycle and it is not possible to realistically forecast staffing levels into the future. The Probation Services budget for 2010/11 has now been announced and once this money has been allocated to Directors of Offender Management they will agree with each Probation Board and Trust how that money is to be used.

297600 - What the ratio of qualified probation officers to non-qualified probation staff was (a) nationally and (b) in the West Mercia area in each year since 1997; and if he will make a statement.

Table 7 below provides the information requested, although the nature of the Probation Service is such that a significant proportion of staff above Middle Manager level (Chief Officer, Deputy Chief Officer, Assistant Chief Officer and Area/District Manager) will also hold a professional qualification and would have progressed through the service to senior manager level. Further detailed work would need to be undertaken to be able to be confident in providing exact figures for the number of staff within these groups who hold a professional qualification and these have not been included as Qualified or Frontline Staff in the tables below. Collating and compiling this information would incur disproportionate costs as it would require all 42 Probation Areas/Trusts to be contacted individually to ask for this information.

The manner in which workforce information was collated pre-2003, does not allow information to be extracted for individual Probation Areas/Trusts. It is therefore not possible to provide information on the ratio of qualified probation officers to non-qualified probation staff in West Mercia prior to this date.

Table 7 Ratio of Qualified Probation Officers¹² to non-qualified Probation Staff

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008 ³
West Mercia							0.51:1	0.61:1	0.63:1	0.63:1	0.56:1	0.55:1
England & Wales	0.96:1	0.92:1	0.83:1	0.77:1	0.62:1	0.56:1	0.48:1	0.51:1	0.50:1	0.51:1	0.52:1	0.51:1

To provide a balance and to reflect the profile of staff involved in the frontline delivery of services; Table 8 below shows the ratio of all Frontline Staff to all Other Staff employed in the Service in West Mercia and Nationally.

Table 8 Ratio of all Frontline Staff²⁴ to all Other Staff

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008 ³
West Mercia							2.38:1	2.54:1	2.36:1	2.07:1	1.90:1	1.97:1
England & Wales	1.65:1	1.80:1	1.93:1	1.95:1	2.10:1	2.30:1	2.35:1	2.51:1	2.39:1	2.28:1	2.26:1	2.10:1

¹ Includes; Senior Probation Officers, Senior Practitioners, Practice Development Assessors and Probation Officers

² As at 31st December, except where stated

³ As at 30th September. Figures have been collected from Probation Areas/Trust via the HR Data Warehouse and are correct at publication. Areas/Trusts have the ability to resubmit historical data which may result in occasional variation in subsequent reports

⁴ Includes; Qualified Probation Officers (outlined in ¹ above) plus Trainee Probation Officers, Probation Service Officers and Treatment Managers

297601 - How many managerial level members of staff there were in the Probation Service and National Offender Management Service (a) nationally and (b) in the West Mercia area in each year since 1997 (i) in total and (ii) as a percentage of the total number of staff; what the projected equivalent figures are for the next five years; and if he will make a statement.

Table 9 on the following page provides the information requested, although the manner in which workforce information was collated pre-2003, does not allow information to be extracted for individual Probation Areas/Trusts. It is also not possible to extract full information on the number of managerial staff prior to this date. It is therefore not possible to provide information on the number of managerial level members of staff in the Probation Service or in West Mercia Probation Area before 2003.

Table 9 Managerial Staff^{1,2} employed in the Probation Service³ and NOMS/HMPS⁴ nationally and in West Mercia

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008 ⁵
Probation Service							25	25	27	21	26	27
West Mercia							6.7	6.6	7.1	5.2	6.3	6.9
% of Total Staff							812	932	1,002	888	875	919
England & Wales												
% of Total Staff							4.2	4.8	4.9	4.2	4.2	4.4
NOMS/HMPS^{6,7}												
West Mercia ⁸	49	46	50	57	77	73	87	92	89	95	102	96
% of Total Staff	4.4	3.8	3.9	4.3	4.8	4.6	5.0	5.1	4.9	5.3	5.5	5.4
England & Wales	2,264	2,442	2,508	2,800	2,955	3,078	3,305	3,695	3,590	3,879	4,261	4,477
% of Total Staff	5.6	5.8	5.8	6.4	6.7	6.7	7.0	7.6	7.4	7.9	8.4	8.7

¹ As at 31st December, except where stated

² Figures are shown as full time equivalent and variations in total figures may arise as a result of rounding

³ Includes; Chief Officers, Deputy/Assistant Chief Officers, Area/District Managers and Middle Managers engaged in roles within Corporate Services.

⁴ Includes; Senior Managers A – D and Managers E – F

⁵ As at 30th September. Probation Service figures have been collected from Probation Areas/Trust via the HR Data Warehouse and are correct at publication. Areas/Trusts have the ability to resubmit historical data which may result in occasional variation in subsequent reports

⁶ Figures taken from NOMS Oracle system

⁷ Figures include all staff employed within NOMS/HMPS

⁸ Includes; Hewell, Stokeheath and Long Lorton

In relation to future staffing levels; the responsibility for resourcing levels ultimately lies with each Probation Board or Trust as they are the employers of Probation Staff. It is for them to take the action necessary at a local level to ensure they can deliver the required service within available resources. Budgets for the Service are allocated on the basis of an annual cycle and it is not possible to realistically forecast staffing levels into the future. The Probation Services budget for 2010/11 has now been announced and once this money has been allocated to Directors of Offender Management they will agree with each Probation Board and Trust how that money is to be used.

297628 - How many (a) managerial staff, (b) qualified probation officers and (c) other staff there have been in the Probation Service in each of the last 10 years.

Table 10 below provides the information requested.

The manner in which workforce information was collated pre-2003, does not allow full information to be extracted on the number of managerial staff prior to this date and they are therefore included within the category of all other staff.

Table 10 Managerial Staff¹, Qualified Probation Officers² and all other Staff³ employed in the Probation Service^{4,5}

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008 ⁶
Managerial Staff					812	932	1002	888	875	919
Qualified Probation Officers	6,640	6,632	6,038	5,966	6,272	6,585	6,894	7,210	7,120	7,067
All other Staff	8,031	8,606	9,750	10,704	12,122	12,047	12,688	13,273	12,900	12,871
Total	14,671	15,238	15,788	16,670	19,206	19,564	20,584	21,371	20,895	20,857

¹ Includes; Chief Officers, Deputy/Assistant Chief Officers, Area/District Managers and Middle Managers engaged in roles within Corporate Services.

² Includes; Senior Probation Officers, Senior Practitioners, Practice Development Assessors and Probation Officers

³ Includes; Probation Service Officers, Treatment Managers, Trainee Probation Officers and all other staff employed within the Probation Service.

⁴ As at 31st December, except where stated

⁵ Figures are shown as full time equivalent and variations in total figures may arise as a result of rounding

⁶ As at 30th September. Figures have been collected from Probation Areas/Trust via the HR Data Warehouse and are correct at publication. Areas/Trusts have the ability to resubmit historical data which may result in occasional variation in subsequent reports