

# HR Digest

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### Key Human Resources Indicators

		Indicator/Measure	2016/17 Q2	2017/18 Q2	2017/18 Target	On target?	Trend	Page in digest	Notes
<b>Workforce Composition</b>	<b>Gender - % women</b>	CX10A - operational staff - women	6.90%	7.10%	-	-	▲	3	
		CX10B - FRS staff - women	46.00%	47.30%	-	-	▲	4	
		CX10C - control staff - women	78.00%	74.30%	-	-	▼	5	
	<b>Ethnicity - % BME</b>	CX11A - operational staff - BME staff	12.70%	13.10%	-	-	▲	3	
		CX11B - FRS staff - BME staff	26.70%	28.20%	-	-	▲	4	
		CX11C - control staff - BME staff	11.90%	12.80%	-	-	▲	5	
	<b>Disability - % disability</b>	CX12A - operational staff - disabled	3.50%	4.20%	-	-	▲	3	
		CX12B - FRS staff - disabled	9.50%	12.30%	-	-	▲	4	
		CX12C - control staff - disabled	8.30%	10.10%	-	-	▲	5	
	<b>Sexual Orientation - % lesbian, gay, bisexual</b>	CX13A - operational staff - LGB staff	3.80%	4.20%	-	-	▲	3	
		CX13B - FRS staff - LGB staff	4.60%	4.90%	-	-	▲	4	
		CX13B - control staff - LGB staff	1.80%	3.70%	-	-	▲	5	
	<b>Senior Management - % senior staff</b>	CX15A - operational staff - women	7.80%	6.80%	-	-	▼	6	
		CX15D - operational staff - BME staff	11.20%	12.30%	-	-	▲	6	
		CX15B - FRS staff - women	45.30%	43.40%	-	-	▼	7	
		CX15E - FRS staff - BME staff	10.90%	11.70%	-	-	▲	7	
		CX15C - control staff - women	66.70%	50.00%	-	-	▼	8	
		CX15F - control staff - BME staff	0.00%	0.00%	-	-	▶	8	
<b>Agency Staff</b>	HRE219: Number of Agency Staff - FRS Staff	61	70	86	●	▲	9		
<b>Sickness</b>	<b>Working Days lost as % - Rolling 12 Months</b>	CO6A - operational staff	5.28%	5.34%	3.65%	●	▲	10	
		CO6B - FRS staff	3.97%	3.42%	2.48%	●	▼	11	
		CO6C - control staff	5.72%	5.46%	4.70%	●	▼	12	

CO = Corporate indicators – these are 'internal facing' indicators with targets. CX = Service Measure with no target; HRE219 is not a corporate indicator

▲ = Increase over last 12 months, ▼ = decrease over last 12 months, ▶ = no change over last 12 months

● = on/better than target; ● = within 10% of target; ● = off target by more than 10%

## WORKFORCE COMPOSITION - OPERATIONAL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1 30.06.15	Q2 30.09.15	Q3 31.12.15	Q4 31.03.16	YEAR END 2015/16	Q1 30.06.16	Q2 30.09.16	Q3 31.12.16	Q4 31.03.17	YEAR END 2016/17	Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18	YEAR END 2017/18
CX10A	Workforce composition - operational staff - women	%	6.6%	6.7%	6.8%	6.8%	<b>6.8%</b>	6.8%	6.9%	6.9%	7.0%	<b>7.0%</b>	7.0%	7.1%			
		number	327	326	329	330		327	327	326	327		326	328			
CX11A	Workforce composition - operational staff - BME staff	%	12.3%	12.5%	12.6%	12.6%	<b>12.6%</b>	12.6%	12.7%	12.8%	13.0%	<b>13.0%</b>	13.1%	13.1%			
		number	613	608	610	608		601	603	600	609		606	605			
CX12A	Workforce composition - operational staff - disabled staff	%	3.1%	3.2%	3.2%	3.2%	<b>3.2%</b>	3.3%	3.5%	3.7%	3.8%	<b>3.8%</b>	4.0%	4.2%			
		number	152	154	153	153		156	168	174	180		185	192			
CX13A	Workforce composition - operational staff - LGB staff	%	3.6%	3.7%	3.6%	3.7%	<b>3.7%</b>	3.7%	3.8%	3.9%	3.9%	<b>3.9%</b>	4.0%	4.2%			
		number	180	178	176	178		177	182	184	185		187	193			
Workforce - operational staff		number	4970	4880	4852	4825	<b>4825</b>	4784	4761	4704	4656	<b>4656</b>	4635	4611			

## WORKFORCE COMPOSITION - FRS STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.15	30.09.15	31.12.15	31.03.16	2015/16	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	30.06.17	30.09.17	31.12.17	31.03.18	2017/18
CX10B	Workforce composition - FRS staff - women	%	44.5%	44.8%	44.5%	44.9%	<b>44.9%</b>	45.5%	46.0%	46.7%	46.8%	<b>46.8%</b>	47.7%	47.3%			
		number	345	349	348	352		353	357	362	368		371	364			
CX11B	Workforce composition - FRS staff - BME staff	%	25.8%	26.1%	26.3%	26.3%	<b>26.3%</b>	26.3%	26.7%	26.7%	27.4%	<b>27.4%</b>	27.9%	28.2%			
		number	200	203	206	206		204	207	207	215		217	217			
CX12B	Workforce composition - FRS staff - disabled staff	%	8.9%	9.1%	9.2%	9.1%	<b>9.1%</b>	9.2%	9.5%	10.2%	10.8%	<b>10.8%</b>	11.1%	12.3%			
		number	69	71	72	71		71	74	79	85		86	95			
CX13B	Workforce composition - FRS staff - LGB staff	%	4.3%	4.2%	4.3%	4.5%	<b>4.5%</b>	4.3%	4.6%	4.5%	4.7%	<b>4.7%</b>	5.0%	4.9%			
		number	33	33	34	35		33	36	35	37		39	38			
Workforce - FRS staff		number	776	778	782	784	<b>784</b>	775	776	775	786	<b>786</b>	778	770			

## WORKFORCE COMPOSITION - CONTROL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1 30.06.15	Q2 30.09.15	Q3 31.12.15	Q4 31.03.16	YEAR END 2015/16	Q1 30.06.16	Q2 30.09.16	Q3 31.12.16	Q4 31.03.17	YEAR END 2016/17	Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18	YEAR END 2017/18
CX10C	Workforce composition - control staff - women	%	77.1%	74.8%	76.2%	76.7%	<b>76.7%</b>	78.3%	78.0%	77.1%	76.9%	<b>76.9%</b>	73.8%	74.3%			
		number	81	80	80	79		83	85	81	80		79	81			
CX11C	Workforce composition - control staff - BME staff	%	11.4%	11.2%	11.4%	11.7%	<b>11.7%</b>	11.3%	11.9%	11.4%	12.5%	<b>12.5%</b>	11.2%	12.8%			
		number	12	12	12	12		12	13	12	13		12	14			
CX12C	Workforce composition - control staff - disabled staff	%	8.6%	8.4%	8.6%	8.7%	<b>8.7%</b>	8.5%	8.3%	10.5%	10.6%	<b>10.6%</b>	10.3%	10.1%			
		number	9	9	9	9		9	9	11	11		11	11			
CX13C	Workforce composition - control staff - LGB staff	%	1.0%	0.9%	1.0%	1.0%	<b>1.0%</b>	0.9%	1.8%	1.9%	1.9%	<b>1.9%</b>	2.8%	3.7%			
		number	1	1	1	1		1	2	2	2		3	4			
Workforce - control staff		number	105	107	105	103	<b>103</b>	106	109	105	104	<b>104</b>	107	109			

## WORKFORCE COMPOSITION - OPERATIONAL STAFF - SENIOR MANAGEMENT- ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.15	30.09.15	31.12.15	31.03.16	2015/16	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	30.06.17	30.09.17	31.12.17	31.03.18	2017/18
CX15A	Top earners - operational staff - women	%	7.8%	8.2%	7.2%	7.6%	<b>7.6%</b>	7.6%	7.8%	7.5%	6.9%	<b>6.9%</b>	7.1%	6.8%			
		number	17	19	17	18		18	18	18	16		15	16			
CX15D	Top earners - operational staff - BME staff	%	10.6%	10.4%	10.6%	11.4%	<b>11.4%</b>	11.4%	11.2%	11.3%	12.1%	<b>12.1%</b>	12.4%	12.3%			
		number	23	24	25	27		27	26	27	28		28	29			
CX15J	Top earners - operational staff - disabled staff	%	4.6%	4.8%	4.7%	4.7%	<b>4.7%</b>	5.1%	7.3%	7.5%	7.8%	<b>7.8%</b>	8.0%	8.5%			
		number	10	11	11	11		12	17	18	18		18	20			
CX15G	Top earners - operational staff - LGB staff	%	3.2%	3.5%	3.4%	3.4%	<b>3.4%</b>	3.4%	3.9%	4.2%	3.9%	<b>3.9%</b>	4.0%	3.8%			
		number	7	8	8	8		8	9	10	9		9	9			
Workforce - operational staff - top earners		number	217	231	235	236	<b>236</b>	236	232	239	232	<b>232</b>	226	235			

## WORKFORCE COMPOSITION - FRS STAFF - SENIOR MANAGEMENT - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1 30.06.15	Q2 30.09.15	Q3 31.12.15	Q4 31.03.16	YEAR END 2015/16	Q1 30.06.16	Q2 30.09.16	Q3 31.12.16	Q4 31.03.17	YEAR END 2016/17	Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18	YEAR END 2017/18
CX15B	Top earners - FRS staff - women	%	38.7%	41.4%	41.5%	43.6%	<b>43.6%</b>	45.3%	45.3%	44.6%	43.9%	<b>43.9%</b>	43.9%	43.4%			
		number	53	58	59	61		62	62	62	61		61	63			
CX15E	Top earners - FRS staff - BME staff	%	7.3%	9.3%	9.9%	10.7%	<b>10.7%</b>	10.9%	10.9%	10.8%	10.1%	<b>10.1%</b>	10.1%	11.7%			
		number	10	13	14	15		15	15	15	14		15	17			
CX15K	Top earners - FRS staff - disabled staff	%	4.4%	4.3%	4.2%	4.3%	<b>4.3%</b>	4.4%	4.4%	4.3%	4.3%	<b>4.3%</b>	4.3%	4.1%			
		No.	6	6	6	6		6	6	6	6		6				
CX15H	Top earners - FRS staff - LGB staff	%	5.8%	6.4%	7.0%	7.9%	<b>7.9%</b>	6.6%	7.3%	7.2%	7.9%	<b>7.9%</b>	7.9%	7.6%			
		No.	8	9	10	11		9	10	10	11		11	11			
Workforce - FRS staff - top earners		number	137	140	142	140	<b>140</b>	137	137	139	139	<b>139</b>	139	145			

## WORKFORCE COMPOSITION - CONTROL STAFF - SENIOR MANAGEMENT - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.15	30.09.15	31.12.15	31.03.16	2015/16	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	30.06.17	30.09.17	31.12.17	31.03.18	2017/18
CX15C	Top earners - control staff - women	%	63.6%	60.0%	50.0%	55.6%	<b>55.6%</b>	60.0%	66.7%	50.0%	55.6%	<b>55.6%</b>	50.0%	50.0%			
		number	7	6	5	5		6	6	5	5		5	5			
CX15F	Top earners - control staff - BME staff	%	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%			
		number	0	0	0	0		0	0	0	0		0	0			
CX15L	Top earners - control staff - disabled staff	%	9.1%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	11.1%	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%			
		No.	1	0	0	0		0	1	0	0		0	0	0		
CX15I	Top earners - control staff - LGB staff	%	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	10.0%	10.0%			
		No.	0	0	0	0		0	0	0	0		0	1	1		
Workforce - control staff - top earners		number	11	10	10	9	<b>9</b>	10	9	10	9	<b>9</b>	10	10			



## WORKFORCE COMPOSITION - FIXED TERM CONTRACT & AGENCY STAFF

### Fixed Term Contract Staff

		YEAR END 2015/16	YEAR END 2016/17	2017/18			
				Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18
FRS	Number	29	20	24	25		

### Agency Staff

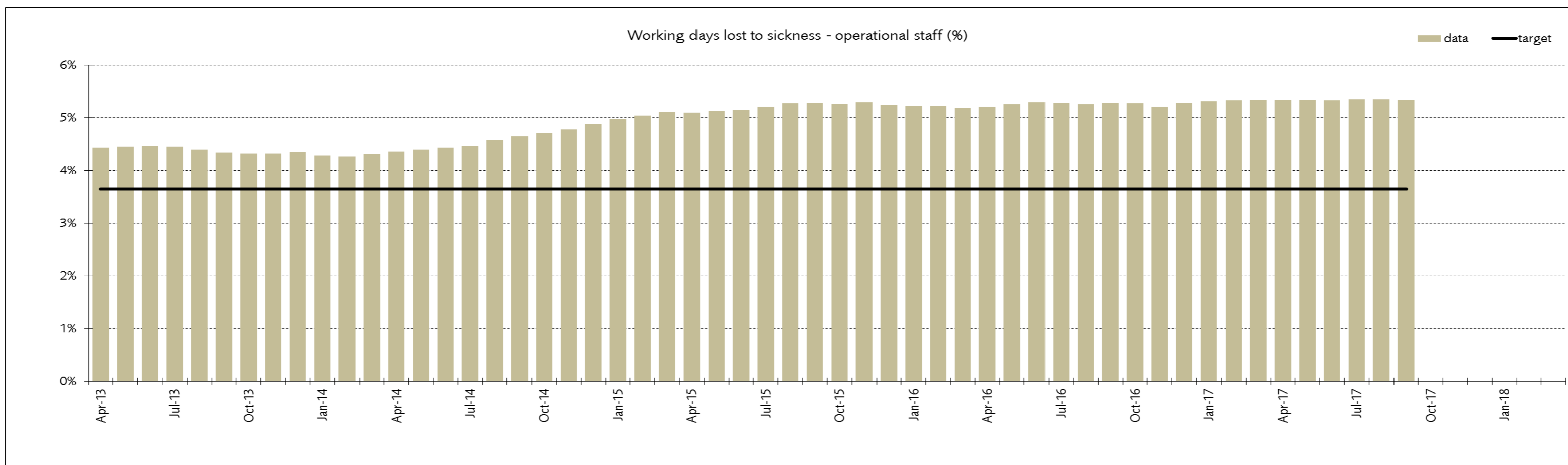
		YEAR END 2015/16	YEAR END 2016/17	2017/18			
				Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18
FRS	Limit*	80	79	84	86		
	Number	48	66	68	70		

\* based on 10% of FRS establishment

## SICKNESS ABSENCE - OPERATIONAL STAFF

CO6A	rolling year to end:	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Working days lost due to sickness - operational staff	2014/15	4.35%	4.39%	4.43%	4.46%	4.57%	4.64%	4.71%	4.77%	4.88%	4.97%	5.04%	5.10%
	2015/16	5.10%	5.13%	5.14%	5.20%	5.27%	5.28%	5.26%	5.29%	5.24%	5.22%	5.22%	5.18%
	2016/17	5.21%	5.25%	5.29%	5.28%	5.25%	5.28%	5.27%	5.21%	5.28%	5.31%	5.33%	5.34%
	2017/18	5.34%	5.34%	5.33%	5.35%	5.35%	5.34%						

target
3.65%
3.65%
3.65%

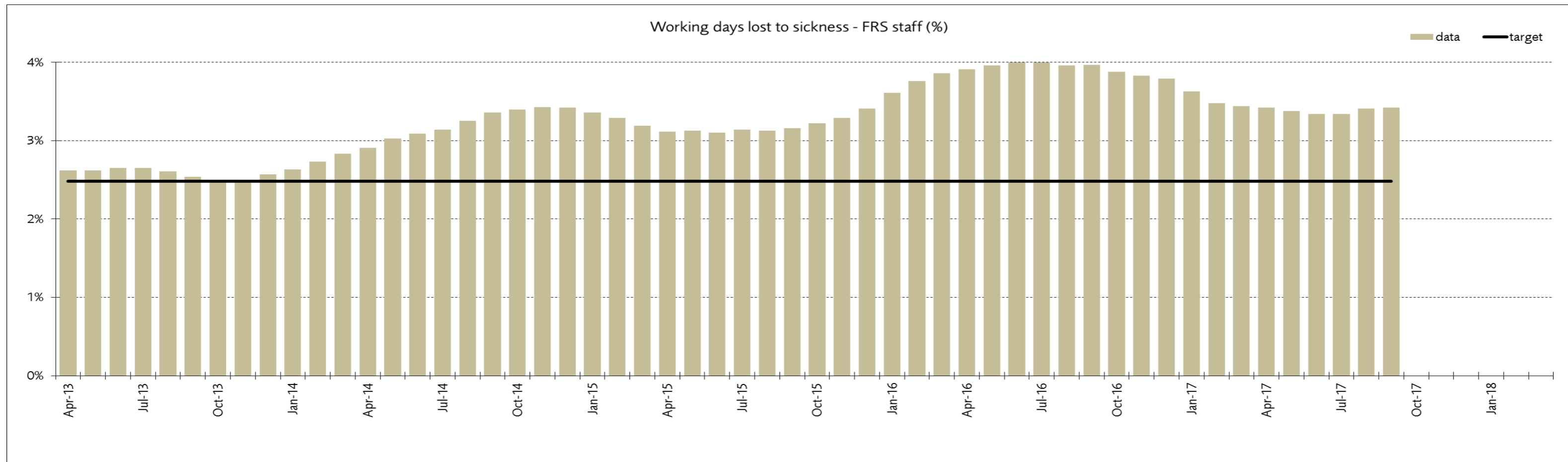


HoHRM		Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
		30.06.15	30.09.15	31.12.15	31.03.16	2015/16	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	30.06.17	30.09.17	31.12.17	31.03.18	2017/18
CO6A	Working days lost to sickness - operational staff (%)	rolling 12 month %	5.14%	5.28%	5.24%	5.18%	<b>5.18%</b>	5.29%	5.28%	5.28%	5.34%	<b>5.34%</b>	5.33%	5.34%		
	% for quarter	4.56%	5.94%	5.57%	4.66%		4.96%	5.95%	5.61%	4.88%		4.89%	5.94%			
	number for rolling 12 months	9.3	9.6	9.4	9.6	<b>9.6</b>	9.7	9.6	9.6	9.8	<b>9.8</b>	9.7	9.7			

## SICKNESS ABSENCE - FRS STAFF

CO6B	rolling year to end:	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
<b>Working days lost due to sickness - FRS staff</b>	2014/15	2.91%	3.03%	3.09%	3.14%	3.25%	3.36%	3.40%	3.43%	3.42%	3.36%	3.29%	3.19%
	2015/16	3.12%	3.13%	3.10%	3.14%	3.13%	3.16%	3.22%	3.29%	3.41%	3.61%	3.76%	3.86%
	2016/17	3.91%	3.96%	4.03%	4.00%	3.96%	3.97%	3.88%	3.83%	3.79%	3.63%	3.48%	3.44%
	2017/18	3.42%	3.38%	3.34%	3.34%	3.41%	3.42%						

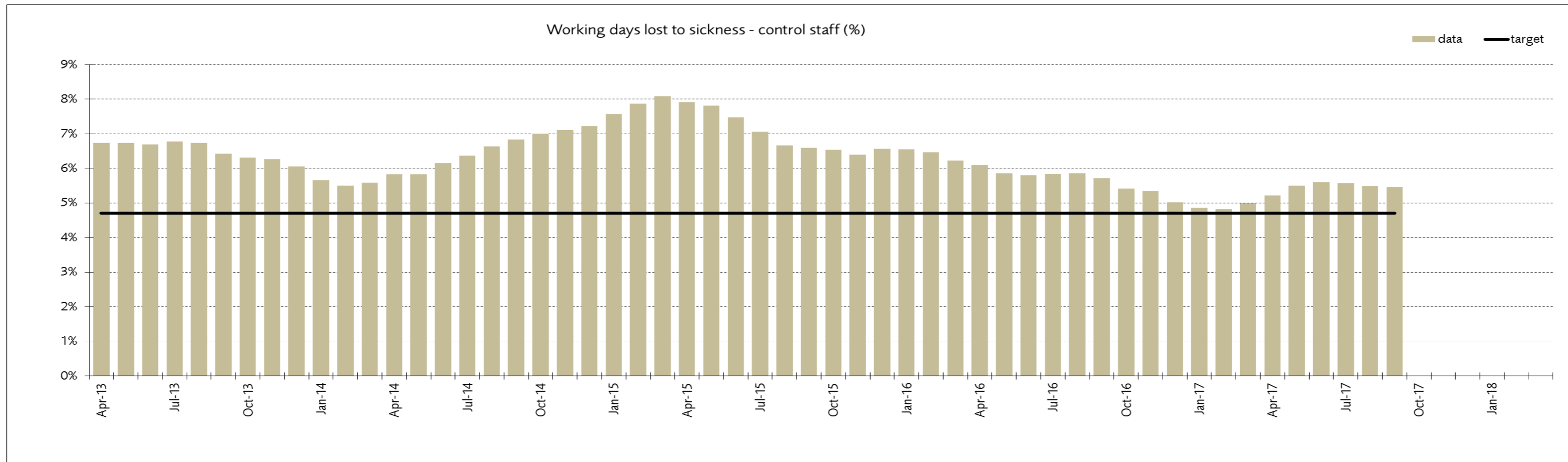
target
2.48%
2.48%
2.48%
2.48%



HoHRM		Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
		30.06.15	30.09.15	31.12.15	31.03.16	2015/16	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	30.06.17	30.09.17	31.12.17	31.03.18	2017/18
CO6B	Working days lost to sickness - FRS staff (%)	rolling 12 month %	3.10%	3.16%	3.41%	3.86%	<b>3.86%</b>	4.03%	3.97%	3.79%	3.44%	<b>3.44%</b>	3.34%	3.42%		
	% for quarter	2.77%	3.36%	4.59%	4.72%		3.24%	3.29%	3.88%	3.54%		2.84%	3.60%			
	number for rolling 12 months	7.2	7.3	7.8	10.7	<b>10.7</b>	10.5	10.3	9.8	9	<b>9</b>	8.7	8.9			

## SICKNESS ABSENCE - CONTROL STAFF

CO6C	rolling year to end:	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	target
<b>Working days lost due to sickness - control staff</b>	2014/15	5.82%	5.83%	6.15%	6.36%	6.63%	6.84%	7.00%	7.11%	7.22%	7.57%	7.87%	8.09%	4.70%
	2015/16	7.92%	7.81%	7.47%	7.06%	6.67%	6.59%	6.54%	6.40%	6.56%	6.55%	6.46%	6.23%	4.70%
	2016/17	6.10%	5.86%	5.80%	5.84%	5.85%	5.72%	5.42%	5.34%	5.02%	4.86%	4.82%	4.99%	4.70%
	2017/18	5.22%	5.50%	5.60%	5.57%	5.49%	5.46%							



HoHRM		Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
		30.06.15	30.09.15	31.12.15	31.03.16	2015/16	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	30.06.17	30.09.17	31.12.17	31.03.18	2017/18
CO6C	Working days lost to sickness - control staff	rolling 12 month %	7.47%	6.59%	6.56%	6.23%	6.23%	5.80%	5.72%	5.02%	4.99%	4.99%	5.60%	5.46%		
	% for quarter	4.70%	5.34%	7.77%	6.99%		3.09%	5.05%	5.02%	6.82%		5.45%	4.58%			
	number for rolling 12 months	12.6	10.7	10.7	11.4	11.4	10.6	8.6	9.2	9.1	9.1	10.2	10			

**SICKNESS ABSENCE - Comparison of long term (over 28 days) and short term absence (less than 28 days).**

**Operational Staff - as at quarter**

	2015/16					2016/17					2017/18				
	Q1 30.06.15	Q2 30.09.15	Q3 31.12.15	Q4 31.03.16	YEAR	Q1 30.06.16	Q2 30.09.16	Q3 31.12.16	Q4 31.03.17	YEAR	Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18	YEAR
% Short Term	1.56%	2.38%	2.23%	1.59%	1.93%	1.69%	2.44%	2.06%	1.69%	1.93%	1.65%	2.28%			
% Long Term	3.00%	3.56%	3.34%	3.07%	3.25%	3.27%	3.51%	3.55%	3.19%	3.41%	3.24%	3.66%			
TOTAL	4.56%	5.94%	5.57%	4.66%	5.18%	4.96%	5.95%	5.61%	4.88%	5.34%	4.89%	5.94%			

**Rolling 12 months sickness**

	Operational Staff			FRS Staff			Control Staff		
	14/15 Q3 - 15/16 Q2	15/16 Q3 - 16/17 Q2	16/17 Q3 - 17/18 Q2	14/15 Q3 - 15/16 Q2	15/16 Q3 - 16/17 Q2	16/17 Q3 - 17/18 Q2	14/15 Q3 - 15/16 Q2	15/16 Q3 - 16/17 Q2	16/17 Q3 - 17/18 Q2
% Short Term	1.94%	1.99%	1.92%	0.94%	1.08%	1.12%	1.41%	1.60%	1.76%
% Long Term	3.34%	3.29%	3.42%	2.22%	2.89%	3.20%	5.18%	4.12%	3.70%
TOTAL	5.28%	5.28%	5.34%	3.16%	3.97%	4.32%	6.59%	5.72%	5.46%

Definition of long term sickness was changed from 21 days to 28 days in April 2016

## SICKNESS ABSENCE - Comparison by Substantive Grade

### Operational Staff - rolling 12 months sickness

	2015/16				2016/17				2017/18			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	30.06.15	30.09.15	31.12.15	31.03.16	30.06.16	30.09.16	31.12.16	31.03.17	30.06.17	30.09.17	31.12.17	31.03.18
% SM & above	3.12%	3.25%	3.16%	3.04%	3.30%	3.30%	3.24%	3.12%	2.76%	2.24%		
% WMB & below	5.27%	5.41%	5.37%	5.32%	5.42%	5.41%	5.43%	5.51%	5.52%	5.55%		

### FRS Staff - rolling 12 months sickness

	2015/16				2016/17				2017/18			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	30.06.15	30.09.15	31.12.15	31.03.16	30.06.16	30.09.16	31.12.16	31.03.17	30.06.17	30.09.17	31.12.17	31.03.18
% FRS E & above	1.33%	1.72%	1.84%	2.04%	2.11%	1.82%	1.70%	1.60%	1.68%	1.89%		
% FRS D & below	4.00%	3.91%	4.23%	4.81%	4.95%	5.09%	4.88%	4.41%	4.21%	4.22%		

For both Operational and FRS Staff groups, sickness absence is consistently lower amongst middle / senior management than that of other staff.

**SICKNESS ABSENCE**

**Open Monitoring Periods as at September 2017**

**Operational Staff**

Gender & Ethnicity	ST Sickness Monitoring	LT Sickness Monitoring	Capability Monitoring	Total
Female, BME	12	3	1	16
Female, Not Known	1			1
Female, White	77	7	8	92
Male, BME	167	23	14	204
Male, Not Known	20	2		22
Male, White	984	80	62	1126
TOTAL	1261	115	85	1461
Female %	7.14%	8.70%	10.59%	7.46%
BME %	14.20%	22.61%	17.65%	15.06%

	workforce composition as at 30.09.17
Female %	7.11%
BME %	13.12%

**FRS Staff**

Gender & Ethnicity	ST Sickness Monitoring	LT Sickness Monitoring	Capability Monitoring	Total
Female, BME	24	5	2	31
Female, Not Known	1			1
Female, White	37	5	8	50
Male, BME	10	2	4	16
Male, White	29	1	1	31
TOTAL	101	13	15	129
Female %	61.39%	76.92%	66.67%	63.57%
BME %	33.66%	53.85%	40.00%	36.43%

	workforce composition as at 30.09.17
Female %	47.27%
BME %	28.18%

**Control Staff**

Gender & Ethnicity	ST Sickness Monitoring	LT Sickness Monitoring	Capability Monitoring	Total
Female, BME		1	1	2
Female, White	14	1	1	16
Male, BME	1			1
Male, White	1			1
TOTAL	16	2	2	20
Female %	87.50%	100.00%	100.00%	90.00%
BME %	6.25%	50.00%	50.00%	15.00%

	workforce composition as at 30.09.17
Female %	74.31%
BME %	12.84%

## GRIEVANCE

### Grievance - 12 month period ending September 2017

#### Operational Staff

Gender & Ethnicity	Formal					Appeal				
	Upheld	Not Upheld	Resolved	Pending*	Total	Upheld	Not Upheld	Resolved	Pending*	Total
Female, White	1	2			3					0
Male, BME	6	3	1		10					0
Male, White	14	7	1		22	1	3			4
TOTAL	21	12	2	0	35	1	3	0	0	4
Female %	9.09%	30.00%	0.00%	0.00%	14.70%	50.00%	0.00%	0.00%	0.00%	16.67%
BME %	31.82%	20.00%	0.00%	0.00%	26.47%	0.00%	0.00%	0.00%	0.00%	0.00%

workforce composition as at  
30.09.17

Female %	7.11%
BME %	13.12%

#### FRS Staff

Gender & Ethnicity	Formal					Appeal				
	Upheld	Not Upheld	Resolved	Pending*	Total	Upheld	Not Upheld	Resolved	Pending*	Total
Female, White			1		1					0
TOTAL	0	0	1	0	1	0	0	0	0	0
Female %	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BME %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

workforce composition as at  
30.09.17

Female %	47.27%
BME %	28.18%

#### Control Staff

There were no grievance cases for this group, over this period.

\* Pending relates to cases that are on-going which were not concluded at the end of the quarter.



**DISCIPLINE**

**Discipline - Conduct, Final Outcomes including any appeal, 12 month period ending September 2017**

**Operational Staff**

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Female, White		2		2
Male, BME		10		10
Male, Not Known		2		2
Male, White	1	30	3	34
TOTAL	1	44	3	48
Female %	0.00%	4.55%	0.00%	4.17%
BME %	0.00%	22.73%	0.00%	20.83%

**FRS Staff**

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Female, BME		1		1
Male, White			2	2
TOTAL	0	1	2	3
Female %	0.00%	100.00%	0.00%	33.33%
BME %	0.00%	100.00%	0.00%	33.33%

**Control Staff**

There were no discipline - conduct cases for this group, over this period.

**Discipline – Performance, Final Outcomes including any appeal, 12 month period ending September 2017**

**Operational Staff**

There were no discipline - performance cases for this group, over this period.

	workforce composition as at 30.09.17
Female %	7.11%
BME %	13.12%

**FRS Staff**

There were no discipline - performance cases for this group, over this period.

	workforce composition as at 30.09.17
Female %	47.27%
BME %	28.18%

**Control Staff**

There were no discipline - performance cases for this group, over this period.

## WORKFORCE COMPOSITION - Staff Ethnic Origin by Occupational Group

### Operational Staff

Ethnic Group	YEAR END 2015/16	YEAR END 2016/17	2017/18			
			Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18
White	85.55%	85.36%	85.31%	85.36%		
Mixed Ethnic Origin	4.08%	4.41%	4.42%	4.53%		
Asian or Asian British	1.80%	1.87%	1.88%	1.89%		
Black or Black British	5.52%	5.52%	5.61%	5.51%		
Other	1.20%	1.17%	1.17%	1.19%		
Total BME	12.60%	12.97%	13.08%	13.12%		

### FRS Staff

Ethnic Group	YEAR END 2015/16	YEAR END 2016/17	2017/18			
			Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18
White	73.09%	72.01%	71.47%	71.04%		
Mixed Ethnic Origin	2.93%	3.31%	3.21%	3.25%		
Asian or Asian British	7.53%	7.89%	7.97%	8.18%		
Black or Black British	14.54%	14.89%	15.42%	15.45%		
Other	1.28%	1.27%	1.29%	1.30%		
Total BME	26.28%	27.36%	27.89%	28.18%		

### Control Staff

Ethnic Group	YEAR END 2015/16	YEAR END 2016/17	2017/18			
			Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18
White	85.44%	85.58%	86.92%	85.32%		
Mixed Ethnic Origin	7.77%	7.69%	6.54%	7.34%		
Asian or Asian British	0.97%	0.00%	0.00%	0.00%		
Black or Black British	2.91%	4.81%	4.67%	5.50%		
Other	0.00%	0.00%	0.00%	0.00%		
Total BME	11.65%	12.50%	11.21%	12.84%		

## WORKFORCE COMPOSITION - Staff Age Profile by Occupational Group

### Operational Staff

Age Group	YEAR END 2015/16	YEAR END 2016/17	2017/18			
			Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18
Under 20	0.00%	0.02%	0.04%	0.02%		
20-29	6.90%	6.24%	5.83%	5.99%		
30-39	37.51%	37.10%	37.01%	36.76%		
40-49	40.17%	39.47%	39.40%	39.17%		
50-54	13.47%	14.87%	15.43%	15.66%		
55-59	1.80%	2.15%	2.14%	2.23%		
60-64	0.10%	0.11%	0.11%	0.13%		
65+	0.04%	0.04%	0.04%	0.04%		

### FRS Staff

Age Group	YEAR END 2015/16	YEAR END 2016/17	2017/18			
			Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18
Under 20	0.77%	0.64%	0.39%	0.26%		
20-29	8.04%	9.17%	9.50%	8.57%		
30-39	18.62%	18.85%	18.87%	18.83%		
40-49	25.13%	23.82%	24.26%	24.68%		
50-54	18.24%	17.83%	18.10%	17.53%		
55-59	16.71%	16.69%	16.05%	16.10%		
60-64	10.20%	10.19%	10.14%	11.17%		
65+	2.30%	2.80%	2.70%	2.86%		

### Control Staff

Age Group	YEAR END 2015/16	YEAR END 2016/17	2017/18			
			Q1 30.06.17	Q2 30.09.17	Q3 31.12.17	Q4 31.03.18
Under 20	0.00%	0.00%	0.00%	0.00%		
20-29	12.62%	13.46%	15.89%	16.51%		
30-39	9.71%	13.46%	14.95%	16.51%		
40-49	25.24%	23.08%	21.50%	21.10%		
50-54	18.45%	16.35%	15.89%	17.43%		
55-59	23.30%	23.08%	22.43%	21.10%		
60-64	10.68%	9.62%	8.41%	6.42%		
65+	0.00%	0.96%	0.93%	0.92%		

## LEAVERS - OPERATIONAL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

		Q1	Q2	Q3	Q4	YEAR END	Workforce	Q1	Q2	Q3	Q4	YEAR END	Workforce	Q1	Q2	Q3	Q4	TO END Q2	Workforce
		30.06.15	30.09.15	31.12.15	31.03.16	2015/16	Composition	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	Composition	30.06.17	30.09.17	31.12.17	31.03.18	2017/18	Composition
							31.03.16						31.03.17						30.09.17
Leavers - operational staff - women	%	1.0%	1.1%	1.4%	3.5%	<b>1.5%</b>	<b>6.8%</b>	7.0%	5.3%	4.7%	8.8%	<b>6.2%</b>	<b>7.0%</b>	6.5%	4.8%			<b>6.5%</b>	<b>7.1%</b>
	number	1	1	1	2	<b>5</b>		4	3	4	5	<b>16</b>		6	3			<b>9</b>	
Leavers - operational staff - BME staff	%	7.9%	6.5%	9.7%	14.0%	<b>9.0%</b>	<b>12.6%</b>	14.0%	14.0%	11.8%	5.3%	<b>11.3%</b>	<b>13.0%</b>	7.8%	12.9%			<b>10.1%</b>	<b>13.1%</b>
	number	8	6	7	8	<b>29</b>		8	8	10	3	<b>29</b>		6	8			<b>14</b>	
Leavers - operational staff - disabled staff	%	2.0%	0.0%	11.1%	5.3%	<b>4.0%</b>	<b>3.2%</b>	5.3%	0.0%	2.4%	3.5%	<b>2.7%</b>	<b>3.8%</b>	3.9%	8.1%			<b>5.8%</b>	<b>4.2%</b>
	number	2	0	8	3	<b>13</b>		3	0	2	2	<b>7</b>		3	5			<b>8</b>	
Leavers - operational staff - LGB staff	%	6.9%	1.1%	4.2%	1.8%	<b>3.7%</b>	<b>3.7%</b>	5.3%	5.3%	0.0%	5.3%	<b>3.5%</b>	<b>3.9%</b>	1.3%	3.2%			<b>3.6%</b>	<b>4.2%</b>
	number	7	1	3	1	<b>12</b>		3	3	0	3	<b>9</b>		3	2			<b>5</b>	
Leavers - operational staff - All	number	101	93	72	57	<b>323</b>		57	58	85	57	<b>257</b>		77	62			<b>139</b>	

## LEAVERS - FRS STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

		Q1	Q2	Q3	Q4	YEAR END	Workforce	Q1	Q2	Q3	Q4	YEAR END	Workforce	Q1	Q2	Q3	Q4	TO END Q2	Workforce
		30.06.15	30.09.15	31.12.15	31.03.16	2015/16	Composition	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	Composition	30.06.17	30.09.17	31.12.17	31.03.18	2017/18	Composition
							31.03.16						31.03.17						30.09.17
Leavers - FRS staff - women	%	50.0%	14.3%	41.7%	40.0%	<b>37.5%</b>	<b>44.9%</b>	18.2%	23.1%	38.9%	26.7%	<b>28.1%</b>	<b>46.8%</b>	44.4%	50.0%			<b>46.9%</b>	<b>47.3%</b>
	number	9	2	5	8	<b>24</b>		2	3	7	4	<b>16</b>		8	7			<b>15</b>	
Leavers - FRS staff - BME staff	%	27.8%	14.3%	16.7%	25.0%	<b>21.9%</b>	<b>26.3%</b>	18.2%	23.1%	16.7%	0.0%	<b>14.0%</b>	<b>27.4%</b>	16.7%	21.4%			<b>18.8%</b>	<b>28.2%</b>
	number	5	2	2	5	<b>14</b>		2	3	3	0	<b>8</b>		3	3			<b>6</b>	
Leavers - FRS staff - disabled staff	%	5.6%	14.3%	8.3%	15.0%	<b>10.9%</b>	<b>9.1%</b>	9.1%	0.0%	11.1%	13.3%	<b>8.8%</b>	<b>10.8%</b>	16.7%	14.3%			<b>15.6%</b>	<b>12.3%</b>
	number	1	2	1	3	<b>7</b>		1	0	2	2	<b>5</b>		3	2			<b>5</b>	
Leavers - FRS staff - LGB staff	%	11.1%	7.1%	8.3%	5.0%	<b>7.8%</b>	<b>4.5%</b>	9.1%	0.0%	11.1%	0.0%	<b>5.3%</b>	<b>4.7%</b>	5.6%	0.0%			<b>3.1%</b>	<b>4.9%</b>
	number	2	1	1	1	<b>5</b>		1	0	2	0	<b>3</b>		1	0			<b>1</b>	
Leavers - FRS staff - All	number	18	14	12	20	<b>64</b>		11	13	18	15	<b>57</b>		18	14			<b>32</b>	

**LEAVERS - CONTROL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION**

		Q1	Q2	Q3	Q4	YEAR END	Workforce	Q1	Q2	Q3	Q4	YEAR END	Workforce	Q1	Q2	Q3	Q4	TO END Q2	Workforce
		30.06.15	30.09.15	31.12.15	31.03.16	2015/16	Composition	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	Composition	30.06.17	30.09.17	31.12.17	31.03.18	2017/18	Composition
							31.03.16						31.03.17						30.09.17
Leavers - control staff - women	%	66.7%	60.0%	0.0%	50.0%	<b>60.0%</b>	<b>76.7%</b>	25.0%	100.0%	100.0%	50.0%	<b>66.7%</b>	<b>76.9%</b>	100.0%	50.0%			<b>75.0%</b>	<b>74.3%</b>
	number	2	3	0	1	<b>6</b>		1	3	3	1	<b>8</b>		4	2			<b>6</b>	
Leavers - control staff - BME staff	%	0.0%	20.0%	0.0%	0.0%	<b>10.0%</b>	<b>11.7%</b>	25.0%	0.0%	33.3%	0.0%	<b>16.7%</b>	<b>12.5%</b>	25.0%	0.0%			<b>12.5%</b>	<b>12.8%</b>
	number	0	1	0	0	<b>1</b>		1	0	1	0	<b>2</b>		1	0			<b>1</b>	
Leavers - control staff - disabled staff	%	33.3%	0.0%	0.0%	0.0%	<b>10.0%</b>	<b>8.7%</b>	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	<b>10.6%</b>	0.0%	0.0%			<b>0.0%</b>	<b>10.1%</b>
	number	1	0	0	0	<b>1</b>		0	0	0	0	<b>0</b>		0	0			<b>0</b>	
Leavers - control staff - LGB staff	%	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	<b>1.0%</b>	0.0%	0.0%	0.0%	50.0%	<b>8.3%</b>	<b>1.9%</b>	25.0%	0.0%			<b>12.5%</b>	<b>3.7%</b>
	number	0	0	0	0	<b>0</b>		0	0	0	1	<b>1</b>		1	0			<b>1</b>	
Leavers - control staff - All	number	3	5	0	2	<b>10</b>		4	3	3	2	<b>12</b>		4	4			<b>8</b>	

## VOLUNTARY LEAVERS - OPERATIONAL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

At the Resources Committee on 15 September 2017, members requested that further data was provided on FF retention and reasons for leaving. The table below and on p24 provide this information. .

		Q1	Q2	Q3	Q4	YEAR END	Workforce	Q1	Q2	Q3	Q4	YEAR END	Workforce	Q1	Q2	Q3	Q4	TO END Q2	Workforce
		30.06.15	30.09.15	31.12.15	31.03.16	2015/16	Composition	30.06.16	30.09.16	31.12.16	31.03.17	2016/17	Composition	30.06.17	30.09.17	31.12.17	31.03.18	2017/18	Composition
							31.03.16						31.03.17						30.09.17
Voluntary Leavers - operational staff - women	%	1.0%	1.2%	1.4%	3.8%	<b>1.7%</b>	<b>6.8%</b>	5.9%	5.8%	4.9%	8.2%	<b>6.0%</b>	<b>7.0%</b>	6.8%	3.4%			<b>5.3%</b>	<b>7.1%</b>
	number	1	1	1	2	<b>5</b>		3	3	4	4	<b>14</b>		5	2			<b>7</b>	
Voluntary Leavers - operational staff - BME staff	%	8.3%	6.0%	10.1%	15.4%	<b>9.3%</b>	<b>12.6%</b>	13.7%	15.4%	12.3%	6.1%	<b>12.0%</b>	<b>13.0%</b>	6.8%	13.8%			<b>9.9%</b>	<b>13.1%</b>
	number	8	5	7	8	<b>28</b>		7	8	10	3	<b>28</b>		5	8			<b>13</b>	
Voluntary Leavers - operational staff - disabled staff	%	2.1%	0.0%	11.6%	5.8%	<b>4.3%</b>	<b>3.2%</b>	3.9%	0.0%	2.5%	2.0%	<b>2.1%</b>	<b>3.8%</b>	4.1%	6.9%			<b>5.3%</b>	<b>4.2%</b>
	number	2	0	8	3	<b>13</b>		2	0	2	1	<b>5</b>		3	4			<b>7</b>	
Voluntary Leavers - operational staff - LGB staff	%	7.3%	1.2%	4.3%	1.9%	<b>4.0%</b>	<b>3.7%</b>	3.9%	3.8%	0.0%	4.1%	<b>2.6%</b>	<b>3.9%</b>	1.4%	3.4%			<b>2.3%</b>	<b>4.2%</b>
	number	7	1	3	1	<b>12</b>		2	2	0	2	<b>6</b>		1	2			<b>3</b>	
Voluntary Leavers - operational staff - All	number	96	83	69	52	<b>300</b>		51	52	81	49	<b>233</b>		73	58			<b>131</b>	

## LEAVERS

At the Resources Committee on 15 September 2017, members requested that data was provided on FF retention and reasons for leaving. The tables below provide information from 2012-13 to 2016-17 covering, reasons for leaving, length of service profile of leavers and turnover (total and voluntary).

### Operational Staff

Reason for Leaving	2012-13		2013-14		2014-15		2015-16		2016-17	
	No.	%	No.	%	No.	%	No.	%	No.	%
Death - In Service	6	2.75%	1	0.27%	4	1.72%	3	0.93%	2	0.78%
Resign - New Job			2	0.54%	9	3.88%	13	4.02%	11	4.28%
Resign - Not Stated	38	17.43%	24	6.52%	5	2.16%	11	3.41%	11	4.28%
Resign - Other				0.00%	5	2.16%	6	1.86%	9	3.50%
Resign - Personal			4	1.09%	6	2.59%	6	1.86%	11	4.28%
Retirement - Voluntary	144	66.06%	218	59.24%	178	76.72%	259	80.19%	177	68.87%
Change Occupational Group	1	0.46%		0.00%						
Dismissed	9	4.13%	8	2.17%	5	2.16%	13	4.02%	13	5.06%
Med Retirement – Due To Service	3	1.38%	4	1.09%	2	0.86%	1	0.31%		
Med Retirement – Not Due to Service	9	4.13%	11	2.99%	7	3.02%	6	1.86%	8	3.11%
Transfer to other FRS	8	3.67%	8	2.17%	11	4.74%	5	1.55%	15	5.84%
Redundancy			88	23.91%						
<b>Total</b>	<b>218</b>		<b>368</b>		<b>232</b>		<b>323</b>		<b>257</b>	

Length of Service (years)	2012-13		2013-14		2014-15		2015-16		2016-17	
	No.	%	No.	%	No.	%	No.	%	No.	%
0-5	18	8.26%	12	3.26%	8	3.45%	12	3.72%	12	4.67%
6-10	17	7.80%	20	5.43%	17	7.33%	14	4.33%	21	8.17%
11-15	13	5.96%	16	4.35%	13	5.60%	21	6.50%	27	10.51%
16-20	11	5.05%	6	1.63%	4	1.72%	8	2.48%	13	5.06%
21-25	25	11.47%	27	7.34%	18	7.76%	26	8.05%	18	7.00%
26-30	92	42.20%	210	57.07%	116	50.00%	188	58.20%	122	47.47%
31-35	42	19.27%	71	19.29%	50	21.55%	51	15.79%	35	13.62%
36-40			4	1.09%	5	2.16%	1	0.31%	6	2.33%
41+			2	0.54%	1	0.43%	2	0.62%	3	1.17%
<b>Total</b>	<b>218</b>		<b>368</b>		<b>232</b>		<b>323</b>		<b>257</b>	

Staff Turnover	2012-13		2013-14		2014-15		2015-16		2016-17	
	No.	%	No.	%	No.	%	No.	%	No.	%
All Leavers	218	3.81%	368	6.71%	232	4.46%	323	6.52%	257	5.40%
Voluntary Leavers	191	3.34%	256	4.67%	214	4.11%	300	6.06%	233	4.90%



**RECRUITMENT AND SELECTION INFORMATION June 2017 - September 2017**

**OPERATIONAL - Brigade Manager**  
Completed June 2017 - September 2017

<b>DAC</b>							
<b>Advert live - July 2017</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	0	29	3	25	1	29
	%	0.0%	100.0%	10.3%	86.2%	3.4%	
Successful/Appointable	No.	0	6	1	5	0	6
	%	0.0%	100.0%	16.7%	83.3%	0.0%	

**OPERATIONAL - Senior Officer**  
Completed June 2017 - September 2017

<b>Station Manager</b>							
<b>Advert live - April 2017</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	2	87	10	71	8	89
	%	2.2%	97.8%	11.2%	79.8%	9.0%	
Shortlisted & Interviewed	No.	2	75	9	62	6	77
	%	2.6%	97.4%	11.7%	80.5%	7.8%	
ICE	No.	2	37	6	29	4	39
	%	5.1%	94.9%	15.4%	74.4%	10.3%	
Successful/Appointable	No.	0	23	0	20	3	23
	%	0.0%	100.0%	0.0%	87.0%	13.0%	

**OPERATIONAL - Supervisory Manager**  
Completed June 2017 - September 2017

<b>Watch Manager A Specialist</b>							
<b>Advert live - May 2017</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	4	113	13	99	0	117
	%	3.40%	96.60%	11.10%	84.60%	0.00%	
Shortlisted & Interviewed	No.	3	75	6	72	0	78
	%	3.80%	96.20%	7.70%	92.30%	0.00%	
Successful/Appointable	No.	2	52	4	50	0	54
	%	3.70%	96.30%	7.40%	92.60%	0.00%	

## RECRUITMENT AND SELECTION INFORMATION

### OPERATIONAL - Trainee Firefighter

In progress as at 30 September 2017

Trainee Firefighters										
2017 Campaign 1		Women	Male	BME	White	LGBT	LGBT male	LGBT female	Disability	Total
No. Applications	No.	181	1527	470	1238	148	102	46	91	1708
	%	10.6%	89.4%	27.5%	72.5%	8.7%	6.0%	2.7%	5.3%	
Successful at Ability Tests	No.	46	360	83	323	45	28	17	18	406
	%	11.3%	88.7%	20.4%	79.6%	11.1%	6.9%	4.2%	4.4%	
Successful at Verification Tests	No.	31	221	50	202	30	15	15	11	252
	%	12.3%	87.7%	19.8%	80.2%	11.9%	6.0%	6.0%	4.4%	
Successful at Assessment centre	No.	16	100	17	99	13	4	9	9	116
	%	13.8%	86.2%	14.7%	85.3%	11.2%	3.4%	7.8%	7.8%	
Successful at Work-related Tests (In progress)	No.	11	97	16	92	10	4	6	8	108
	%	10.2%	89.8%	14.8%	85.2%	9.3%	3.7%	5.6%	7.4%	
Successful at Medical/Appointable (In progress)	No.	11	74	12	73	10	4	6	6	85
	%	12.9%	87.1%	14.1%	85.9%	11.8%	4.7%	7.1%	7.1%	
Appointed (in progress)	No.	8	53	8	53	8	4	4	4	61
	%	13.1%	86.9%	13.1%	86.9%	13.1%	6.6%	6.6%	6.6%	

**RECRUITMENT AND SELECTION INFORMATION**

**OPERATIONAL - Trainee Firefighter**

In progress as at 30 September 2017

<b>Trainee Firefighters</b>										
<b>2017 Campaign 2</b>		Women	Male	BME	White	LGBT	LGBT male	LGBT female	Disability	Total
No. Applications	No.	94	829	265	658	82	55	27	47	923
	%	10.2%	89.8%	28.7%	71.3%	8.9%	6.0%	2.9%	5.1%	
Successful at Ability Tests	No.	13	156	35	134	16	13	3	7	169
	%	7.7%	92.3%	20.7%	79.3%	9.5%	7.7%	1.8%	4.1%	
Successful at Verification Tests	No.	8	117	26	99	13	10	3	6	125
	%	6.4%	93.6%	20.8%	79.2%	10.4%	8.0%	2.4%	4.8%	
Successful at Assessment centre	No.	5	47	13	39	6	4	2	1	52
	%	9.6%	90.4%	25.0%	75.0%	11.5%	7.7%	3.8%	1.9%	
Successful at Work-related Tests (In progress)	No.	4	45	12	37	6	4	2	1	49
	%	8.2%	91.8%	24.5%	75.5%	12.2%	8.2%	4.1%	2.0%	
Successful at Medical/Appointable (In progress)	No.	4	33	9	28	5	3	2	1	37
	%	10.8%	89.2%	24.3%	75.7%	13.5%	8.1%	5.4%	2.7%	

## RECRUITMENT AND SELECTION INFORMATION

### OPERATIONAL - Trainee Firefighter

In progress as at 30 September 2017

Trainee Firefighters										
2017 Campaign 2.5		Women	Male	BME	White	LGBT	LGBT male	LGBT female	Disability	Total
No. Applications	No.	43	342	100	285	34	21	13	16	385
	%	11.2%	88.8%	26.0%	74.0%	8.8%	5.5%	3.4%	4.2%	
Successful at re-sit of Ability Tests	No.	8	68	14	62	5	2	3	1	76
	%	10.5%	89.5%	18.4%	81.6%	6.6%	2.6%	3.9%	1.3%	
Successful at Assessment centre	No.	4	20	6	18	2	0	2	0	24
	%	3.4%	16.9%	5.1%	15.3%	1.7%	0.0%	1.7%	0.0%	
Yet to attend Work-related Tests	No.	2	0	0	2	0	0	0	0	2
	%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	
Successful at Work-related Tests (In progress)	No.	2	20	6	16	2	0	2	0	22
	%	9.1%	90.9%	27.3%	72.7%	9.1%	0.0%	9.1%	0.0%	
Successful at Medical/Appointable (In progress)	No.	0	10	1	9	0	0	0	0	10
	%	0.0%	100.0%	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%	

2017 Ff campaign 2.5 (applicants re-invited from campaigns 2017 (1&2) who scored 10% below the pass mark in the Ability Tests)

**RECRUITMENT AND SELECTION INFORMATION**

**OPERATIONAL - Trainee Firefighter**

In progress as at 30 September 2017

<b>Trainee Firefighters</b>										
<b>2017 Campaign 3</b>		Women	Male	BME	White	LGBT	LGBT male	LGBT female	Disability	Total
No. Applications	No.	112	945	272	785	109	87	22	58	1057
	%	10.6%	89.4%	25.7%	74.3%	10.3%	8.2%	2.1%	5.5%	
Completed Ability Tests (in progress)	No.	27	253	64	216	29	21	8	18	280
	%	9.6%	90.4%	22.9%	77.1%	10.4%	7.5%	2.9%	6.4%	
Successful at Ability Tests (in progress)	No.	10	155	30	135	21	17	4	10	165
	%	6.1%	93.9%	18.2%	81.8%	12.7%	10.3%	2.4%	6.1%	

**RECRUITMENT AND SELECTION INFORMATION June 2017 - September 2017**

**CONTROL**

Completed June 2017 - September 2017

<b>Control Officer</b>							
<b>Advert live - June 2017</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	11	8	10	9	0	19
	%	57.9%	42.1%	52.6%	47.4%	0.0%	
Shortlisted & Interviewed	No.	4	1	1	4	0	5
	%	80.0%	20.0%	20.0%	80.0%	0.0%	
Successful/Appointable	No.	3	1	1	3	0	4
	%	75.0%	25.0%	25.0%	75.0%	0.0%	

**RECRUITMENT AND SELECTION INFORMATION June 2017 - September 2017**

**FRS and TMG (non-uniformed)**

Completed June 2017 - September 2017

<b>All FRS</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	153	132	124	155	3	285
	%	53.7%	46.3%	43.5%	54.4%	1.1%	
Successful/Appointable	No.	21	11	18	14	0	32
	%	65.6%	34.4%	56.3%	43.8%	0.0%	
Jobs Advertised	15						
Vacancies	27						

<b>All FRS B-E</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	152	131	124	153	3	283
	%	53.7%	46.3%	43.8%	54.1%	1.1%	
Successful/Appointable	No.	20	10	18	12	0	30
	%	66.7%	33.3%	60.0%	40.0%	0.0%	
Jobs Advertised	13						
Vacancies	25						

<b>All FRS F+</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	1	1	0	2	0	2
	%	50.0%	50.0%	0.0%	100.0%	0.0%	
Successful/Appointable	No.	1	1	0	2	0	2
	%	50.0%	50.0%	0.0%	100.0%	0.0%	
Jobs Advertised	2						
Vacancies	2						

**RECRUITMENT AND SELECTION INFORMATION June 2017 - September 2017**

**FRS and TMG (non-uniformed)**

Completed June 2017 - September 2017

<b>FRS B - Generic</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	26	13	26	13	0	39
	%	66.7%	33.3%	66.7%	33.3%	0.0%	
Successful/Appointable	No.	10	6	11	5	0	16
	%	62.5%	37.5%	68.8%	31.2%	0.0%	
Jobs Advertised	1						
Vacancies	11						

<b>FRS C</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	68	58	55	67	1	126
	%	54.0%	46.0%	43.7%	53.2%	0.1%	
Successful/Appointable	No.	5	0	3	2	0	5
	%	100.0%	0.0%	60.0%	40.0%	0.0%	
Jobs Advertised	5						
Vacancies	5						

<b>FRS C/D</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	15	31	15	31	0	46
	%	32.60%	67.40%	32.60%	67.40%	0.00%	
Successful/Appointable	No.	1	2	2	1	0	3
	%	33.30%	66.70%	66.70%	33.30%	0.00%	
Jobs Advertised	1						
Vacancies	3						



**RECRUITMENT AND SELECTION INFORMATION June 2017 - September 2017**

**FRS and TMG (non-uniformed)**

Completed June 2017 - September 2017

<b>FRS D</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	19	11	8	20	2	30
	%	63.3%	36.7%	26.6%	66.7%	6.7%	
Successful/Appointable	No.	2	0	0	2	0	2
	%	100.0%	0.0%	0.0%	100.0%	0.0%	
Jobs Advertised	2						
Vacancies	2						

<b>FRS E</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	24	18	20	22	0	42
	%	57.1%	42.9%	47.6%	52.4%	0.0%	
Successful/Appointable	No.	2	2	2	2	0	4
	%	50.0%	50.0%	50.0%	50.0%	0.0%	
Jobs Advertised	4						
Vacancies	4						

<b>FRS F</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	1	1	0	2	0	2
	%	50.0%	50.0%	0.0%	100.0%	0.0%	
Successful/Appointable	No.	1	1	0	2	0	2
	%	50.0%	50.0%	0.0%	100.0%	0.0%	
Jobs Advertised	2						
Vacancies	2						

**RECRUITMENT AND SELECTION INFORMATION June 2017 - September 2017**

**FRS and TMG (non-uniformed)**

In progress as at 30 September 2017

<b>FRS B - Generic</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	14	8	15	7	0	22
	%	63.6%	36.4%	68.1%	31.9%	0.0%	
Successful/Appointable	No.						
	%						
Jobs Advertised		1					
Vacancies		6					

<b>FRS C</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	14	15	12	17	0	29
	%	48.3%	51.7%	41.4%	58.6%	0.0%	
Successful/Appointable	No.						
	%						
Jobs Advertised		3					
Vacancies		3					

<b>FRS E</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	17	9	12	14	0	26
	%	65.4%	34.6%	46.2%	53.8%	0.0%	
Successful/Appointable	No.						
	%						
Jobs Advertised		2					
Vacancies		2					

<b>FRS F</b>		Female	Male	BME	White	Undisclosed	Total
No. Applications	No.	7	11	4	14	0	18
	%	38.9%	61.1%	22.2%	77.8%	0.0%	
Successful/Appointable	No.						
	%						
Jobs Advertised		2					
Vacancies		2					