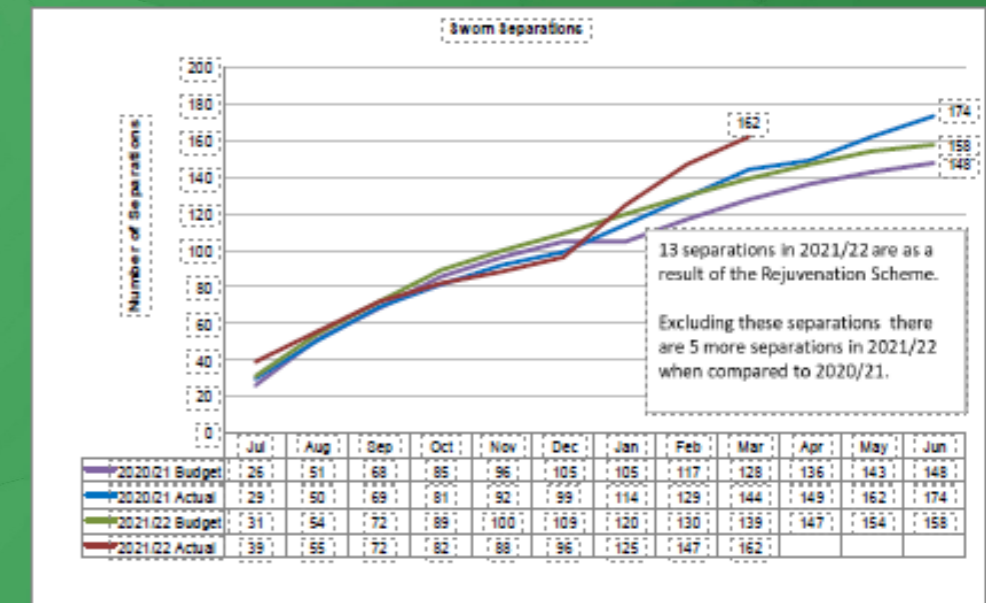
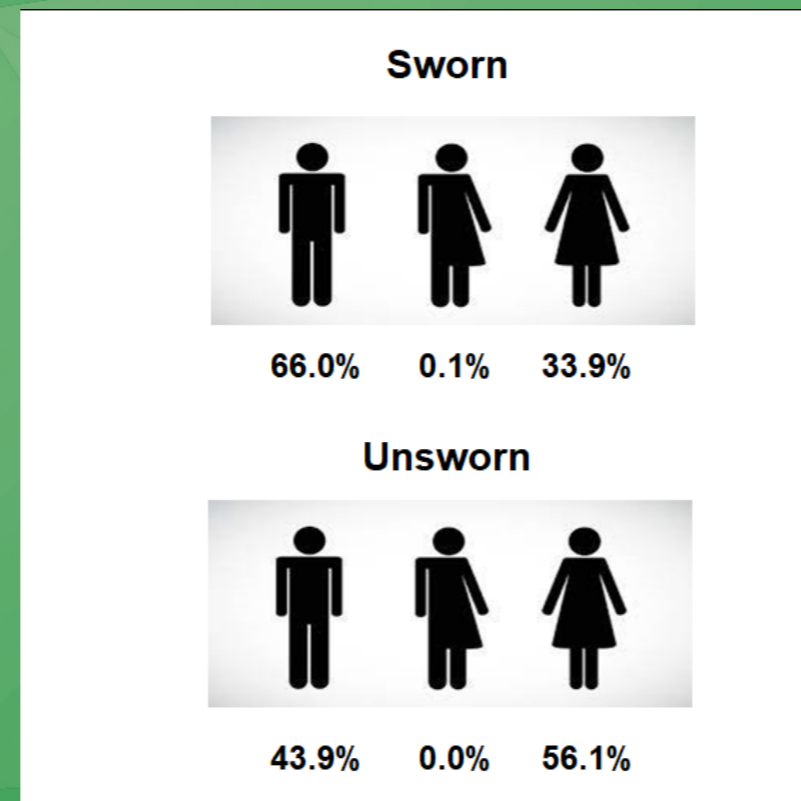
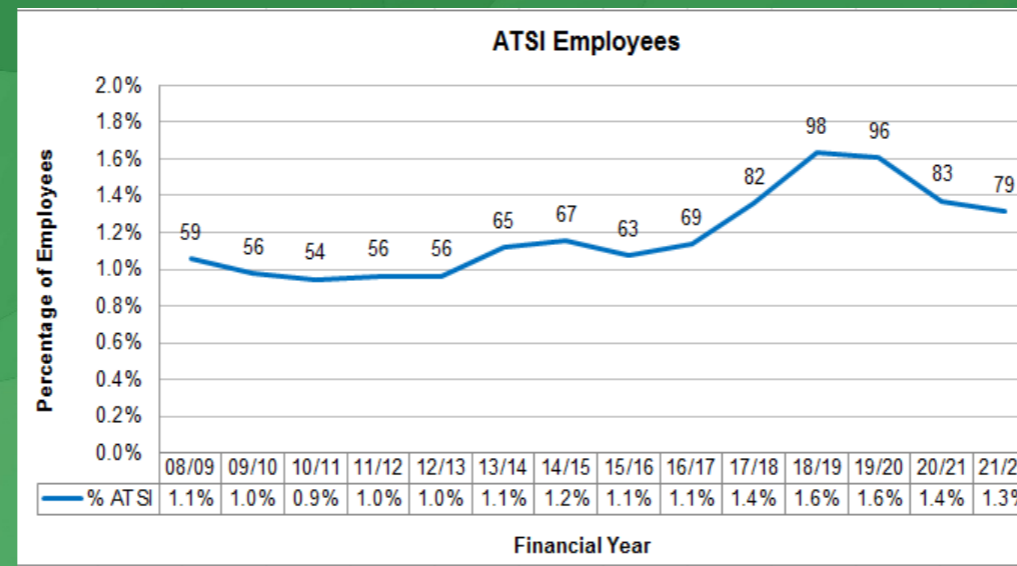


HUMAN RESOURCES SERVICE ELT REPORT

March 2022

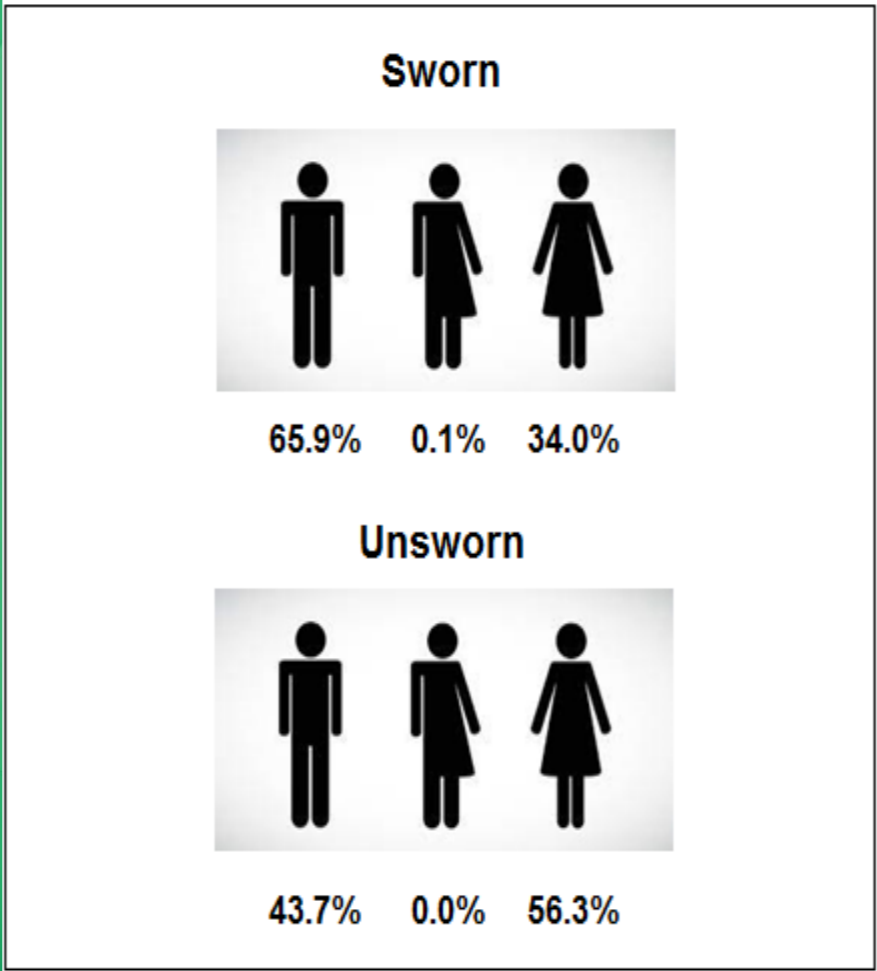
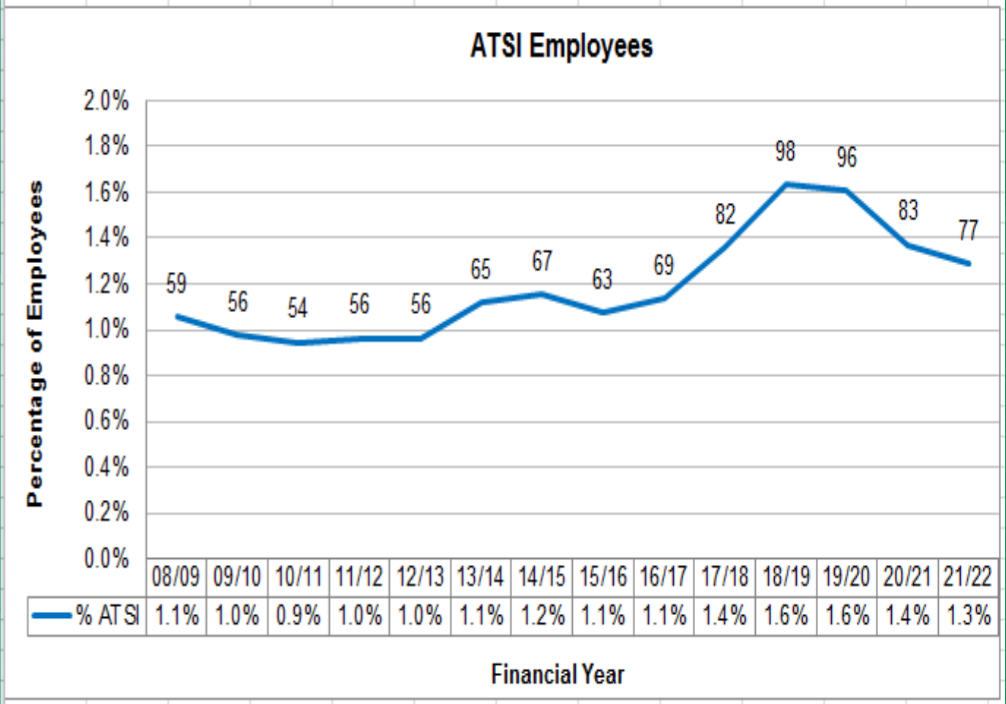


HUMAN RESOURCES SERVICE ELT REPORT

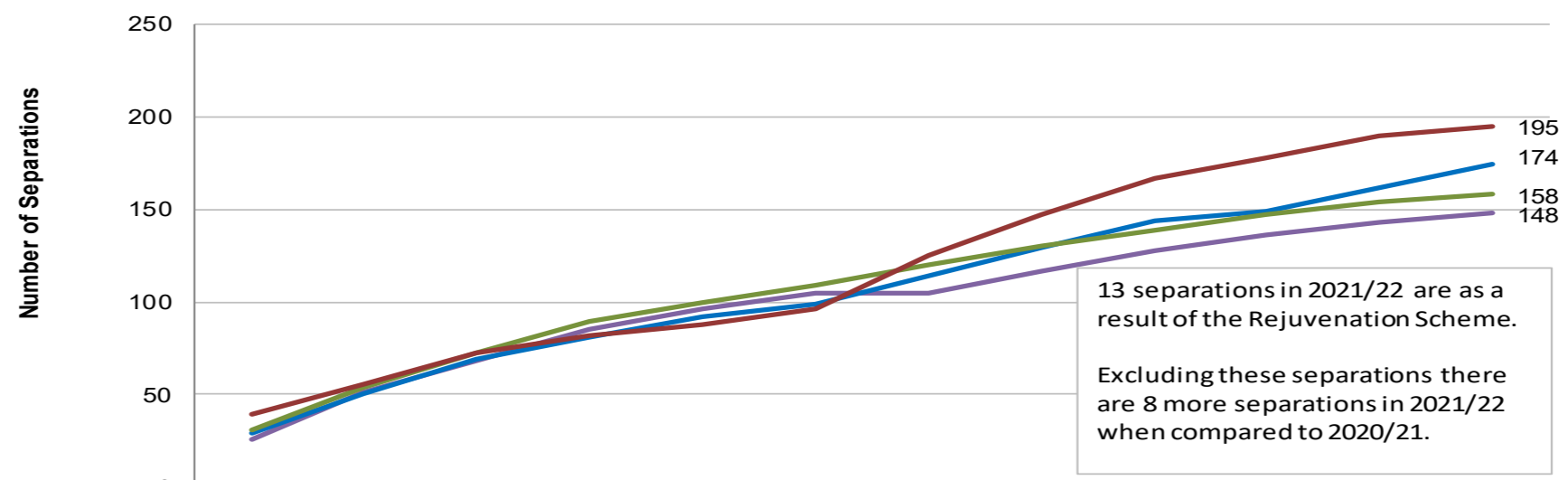
March 2022

2021 / 2022 COURSE SUMMARY - POLICE								
Course No.	Commence Date	ATSI	CALD	YOUTH	MALE	FEMALE	TOTAL	FEMALE %
51	05-Aug-21	1			6	7	24	29%
52	07-Oct-21				16	8	24	33%
53	31-Dec-21				15	9	24	38%
54	03-Feb-22			1	8	5	13	38%
55	07-Apr-22	1		1	6	5	24	21%
TOTALS		1	0	2	51	34	109	34.62%

2021 / 2022 COURSE SUMMARY - PSO								
Course No.	Commence Date	ATSI	CALD	YOUTH	MALE	FEMALE	TOTAL	FEMALE %
PSO	12-Jul-21		2	4	8	2	10	20%
PSO	13-Sep-21		5	2	12	6	18	33%
PSO	13-Sep-21		2	2	16	2	18	11%
PSO	05-Oct-21		2	1	18	2	20	10%
PSO	15-Nov-21		2	3	17	3	20	15%
PSO	15-Nov-21		2	5	15	7	22	32%
PSO	04-Jan-22		1	3	17	1	18	6%
TOTALS								18.61%



Sworn Separations



	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
2020/21 Budget	26	51	68	85	96	105	105	117	128	136	143	148
2020/21 Actual	29	50	69	81	92	99	114	129	144	149	162	174
2021/22 Budget	31	54	72	89	100	109	120	130	139	147	154	158
2021/22 Actual	39	55	72	82	88	96	125	147	167	178	190	195

13 separations in 2021/22 are as a result of the Rejuvenation Scheme.

Excluding these separations there are 8 more separations in 2021/22 when compared to 2020/21.

2021 / 2022 COURSE SUMMARY - POLICE								
Course No.	Commence Date	ATSI	CALD	YOUTH	MALE	FEMALE	TOTAL	FEMALE %
51	05-Aug-21	1			11	11	22	50%
52	07-Oct-21				16	8	24	33%
53	31-Dec-21				15	9	24	38%
54	03-Feb-22			1	8	5	13	38%
55	07-Apr-22	1		3	9	11	20	55%
CC	07-Apr-22	1			1		1	0%
56	16-Jun-22			5	12	12	24	50%
57	14-Jul-22			2	7	2	24	8%
TOTALS		1	0	4	79	44	152	39.82%

2021 / 2022 COURSE SUMMARY - PSO								
Course No.	Commence Date	ATSI	CALD	YOUTH	MALE	FEMALE	TOTAL	FEMALE %
PSO	12-Jul-21		2	4	8	2	10	20%
PSO	13-Sep-21		5	2	12	6	18	33%
PSO	13-Sep-21		2	2	16	2	18	11%
PSO	05-Oct-21		2	1	18	2	20	10%
PSO	15-Nov-21		2	3	17	3	20	15%
PSO	15-Nov-21		2	5	15	7	22	32%
PSO	04-Jan-22		1	3	17	1	18	6%
TOTALS								18.61%

Sworn Separations

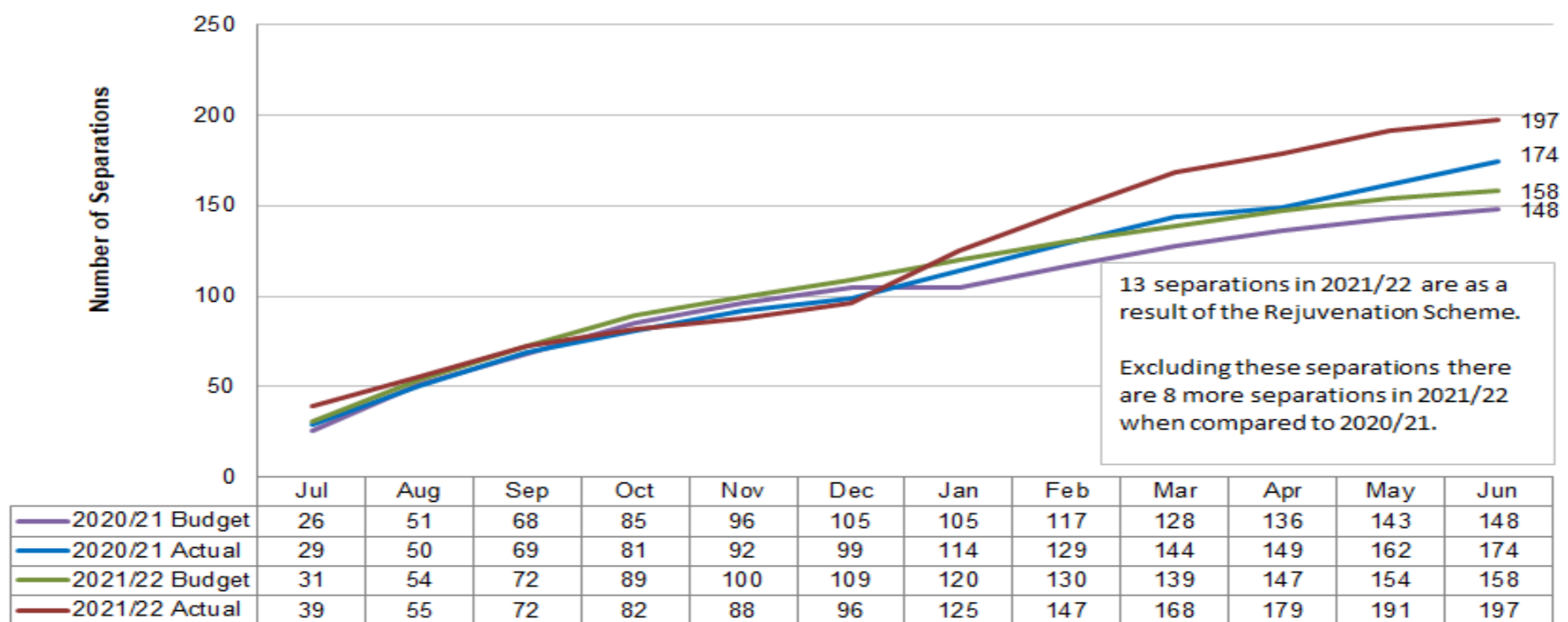


Figure 10

2021 / 2022 & 2022 / 2023 COURSE SUMMARY - POLICE								
Course No.	Commence Date	ATSI	CALD	YOUTH	MALE	FEMALE	TOTAL	FEMALE %
51	05-Aug-21	1			11	11	22	50%
52	07-Oct-21				16	8	24	33%
53	31-Dec-21				15	9	24	38%
54	03-Feb-22			1	8	5	13	38%
55	07-Apr-22	1		3	9	11	20	55%
CC	07-Apr-22	1			1		1	0%
56	16-Jun-22			5	12	12	24	50%
57	14-Jul-22			7	15	9	24	38%
TOTALS		1	0	4	87	44	152	39.82%

2021 / 2022 & 2022 / 2003 COURSE SUMMARY - PSO								
Course No.	Commence Date	ATSI	CALD	YOUTH	MALE	FEMALE	TOTAL	FEMALE %
PSO	12-Jul-21		2	4	8	2	10	20%
PSO	13-Sep-21		5	2	12	6	18	33%
PSO	13-Sep-21		2	2	16	2	18	11%
PSO	05-Oct-21		2	1	18	2	20	10%
PSO	15-Nov-21		2	3	17	3	20	15%
PSO	15-Nov-21		2	5	15	7	22	32%
PSO	04-Jan-22		1	3	17	1	18	6%
TOTALS								18.61%

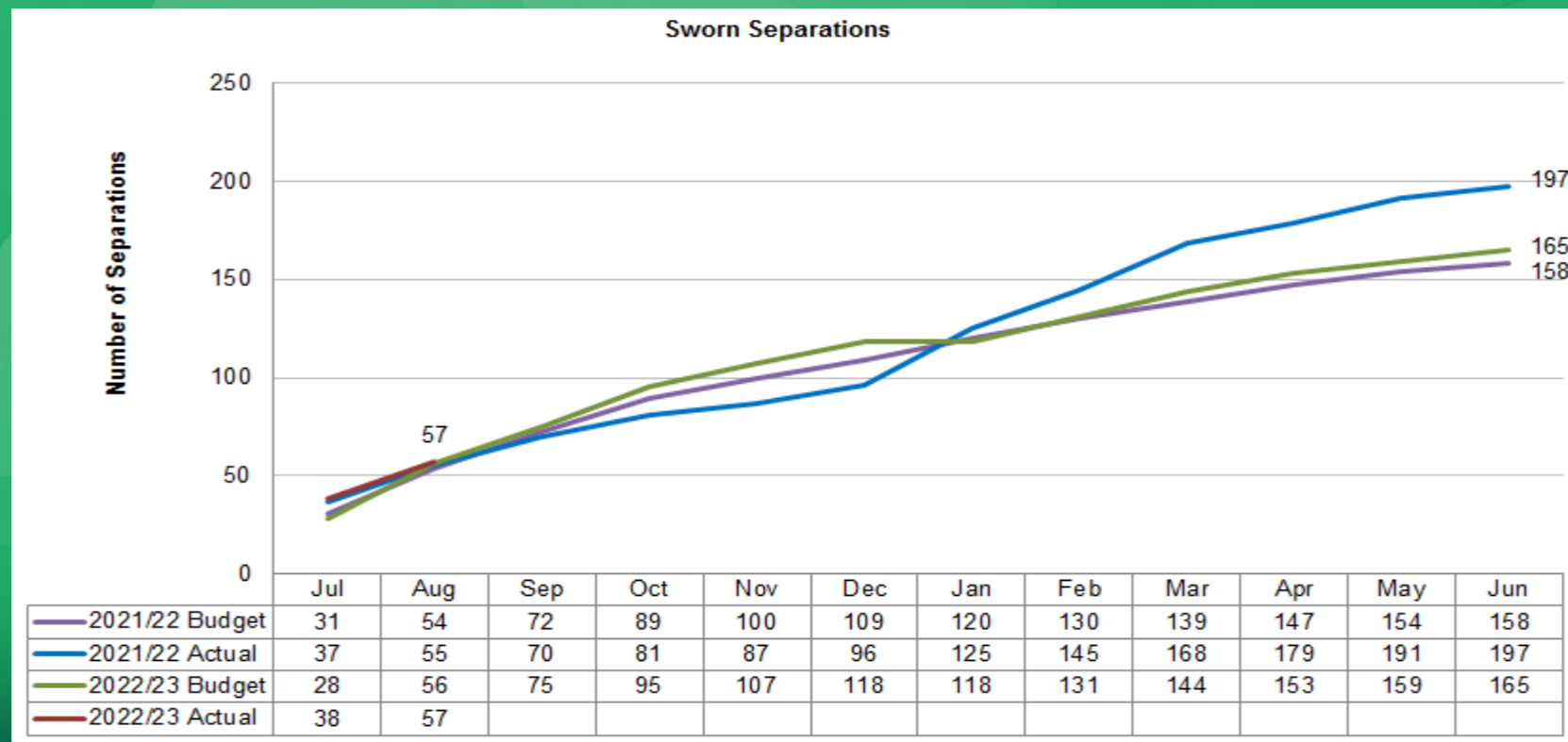


Figure 3: Sworn Separations

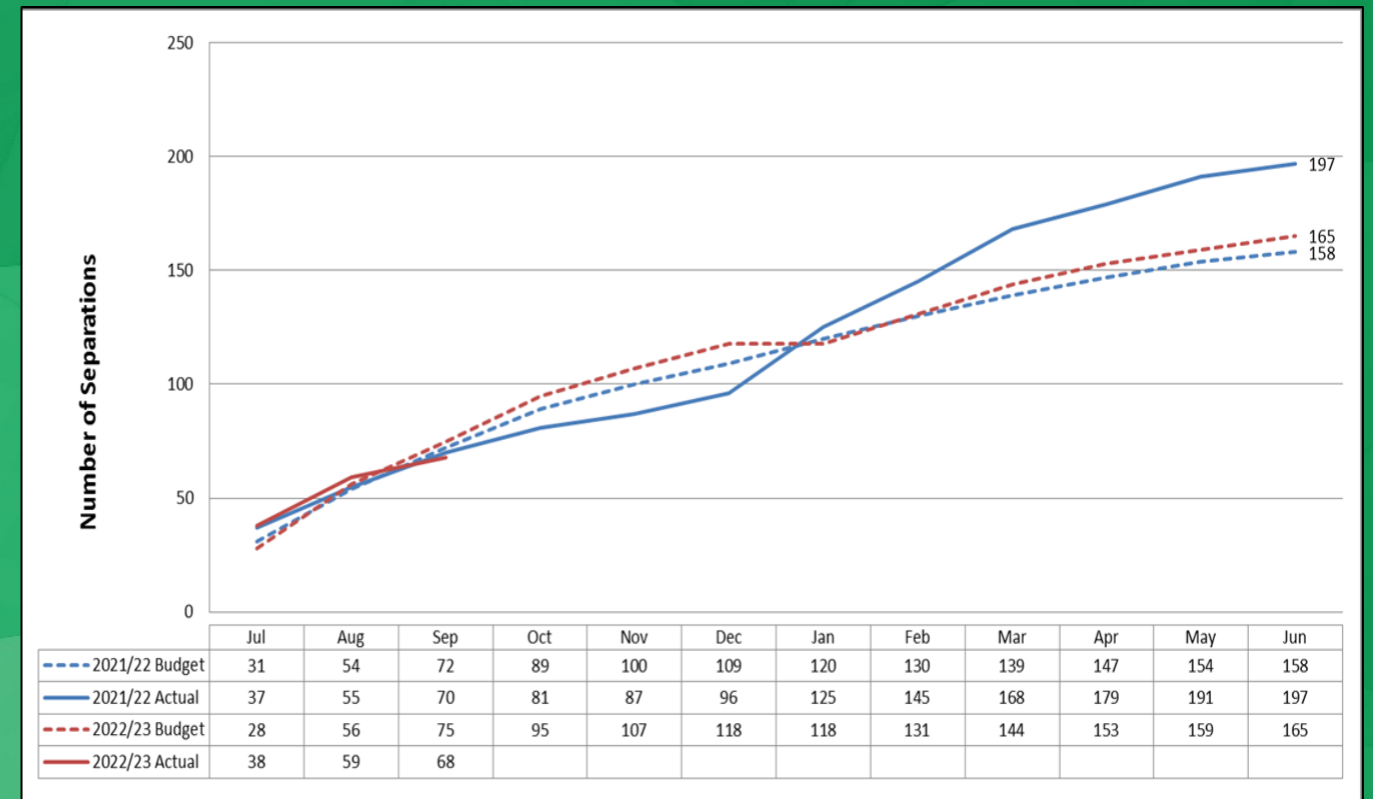


Figure 7: Total Number of Inactive FTEs

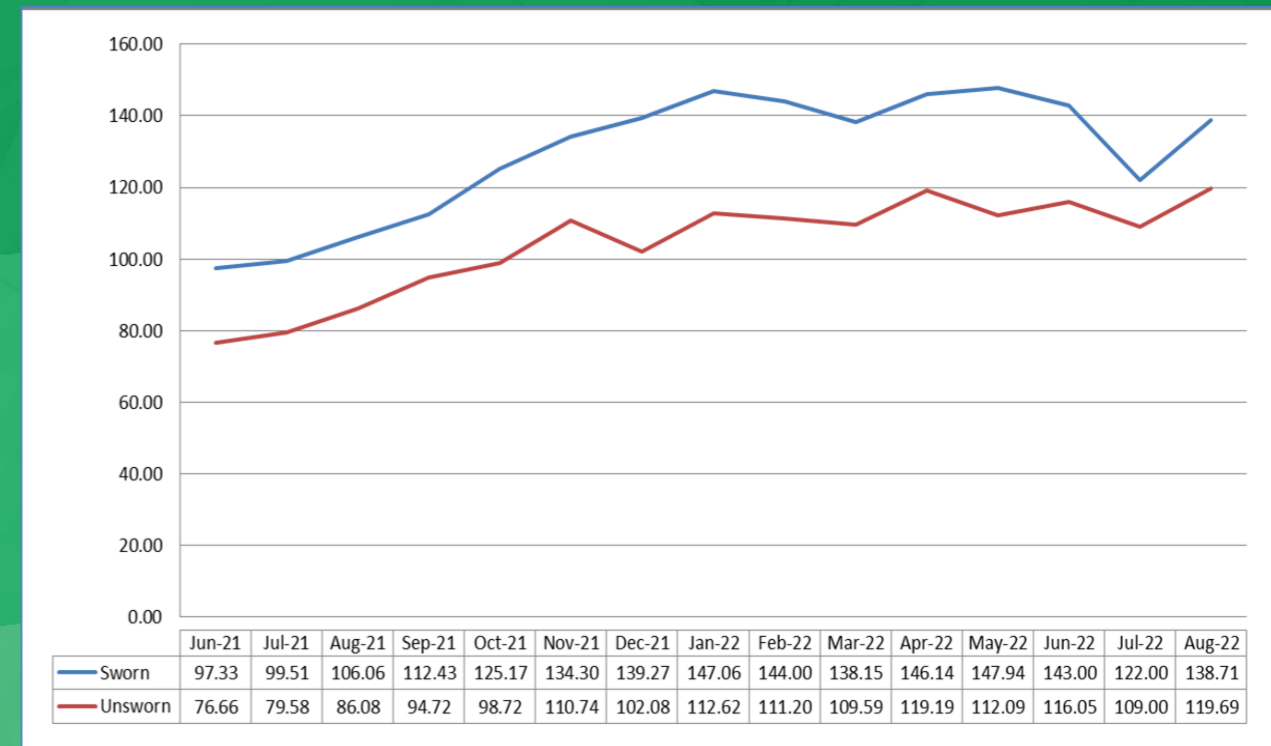


Figure 9 : ATSI Employees

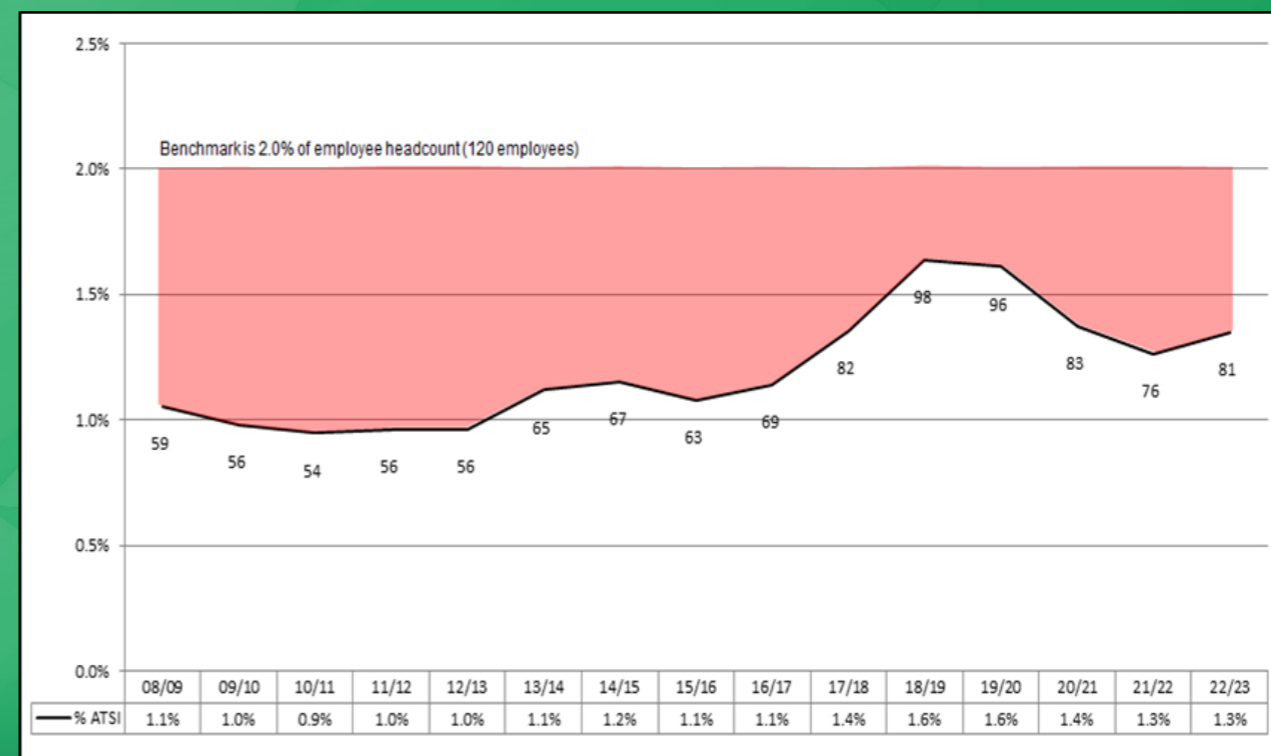


Figure 10 : Gender Balance

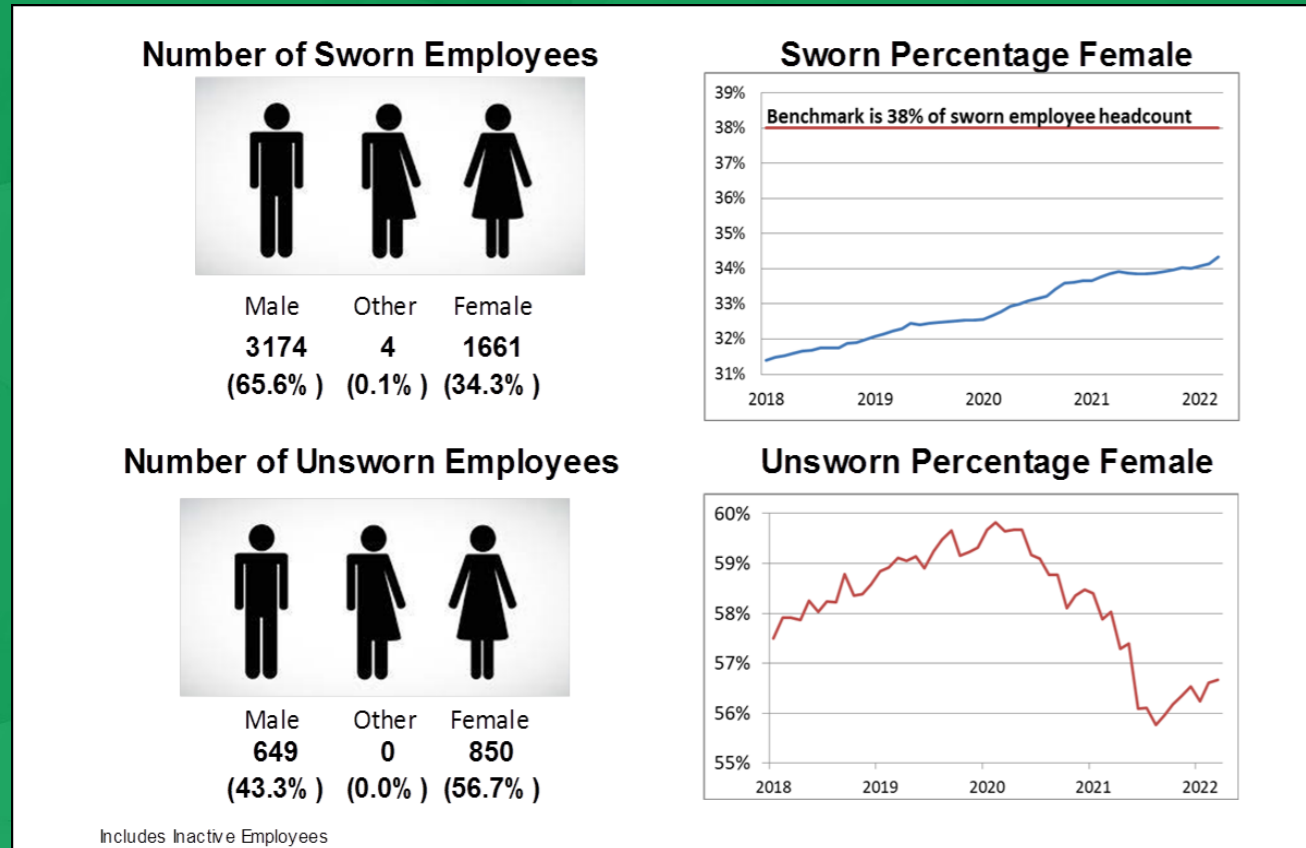


Figure 11 : Sworn Female by rank

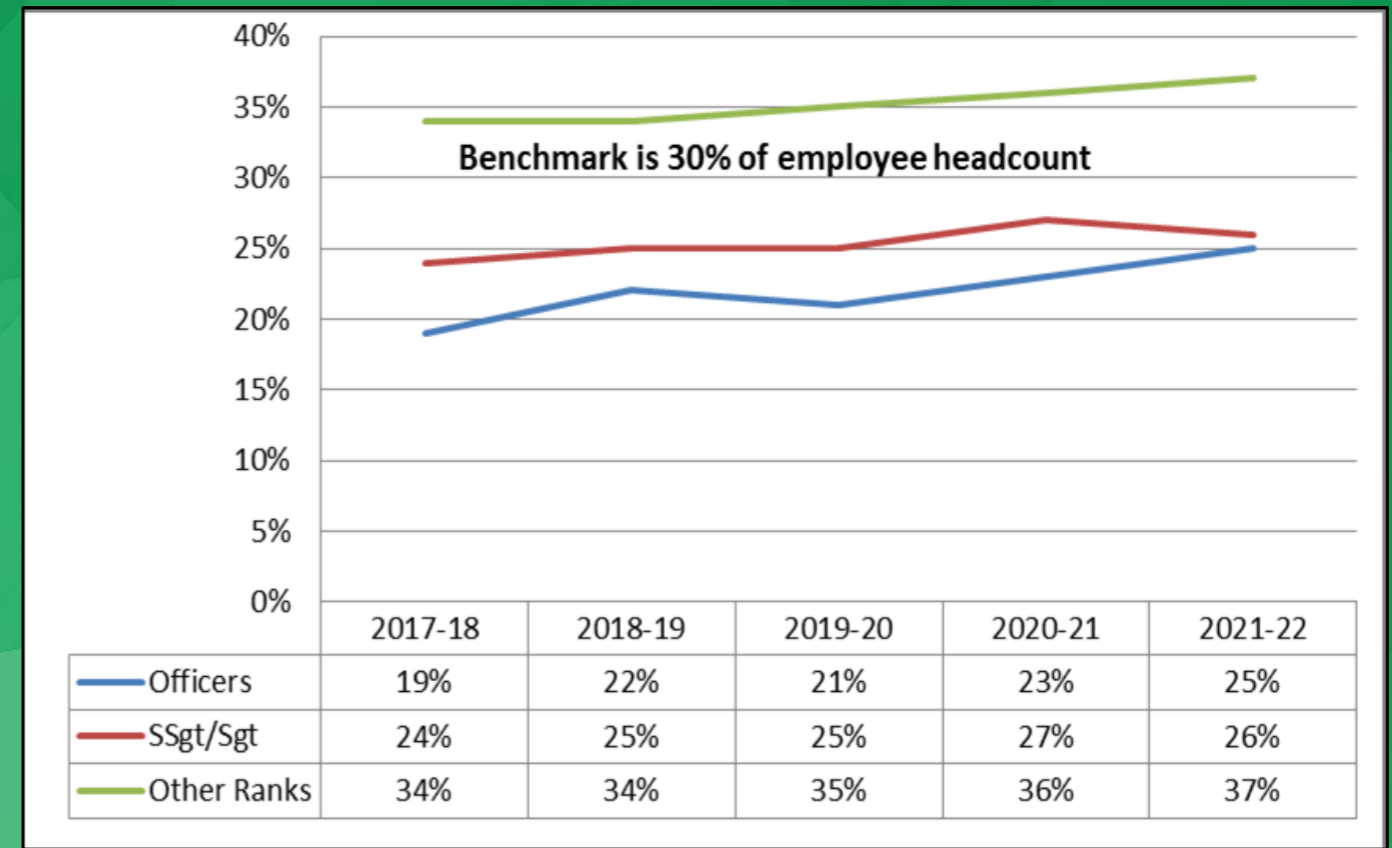


Figure 12 : Sworn Age Demographic

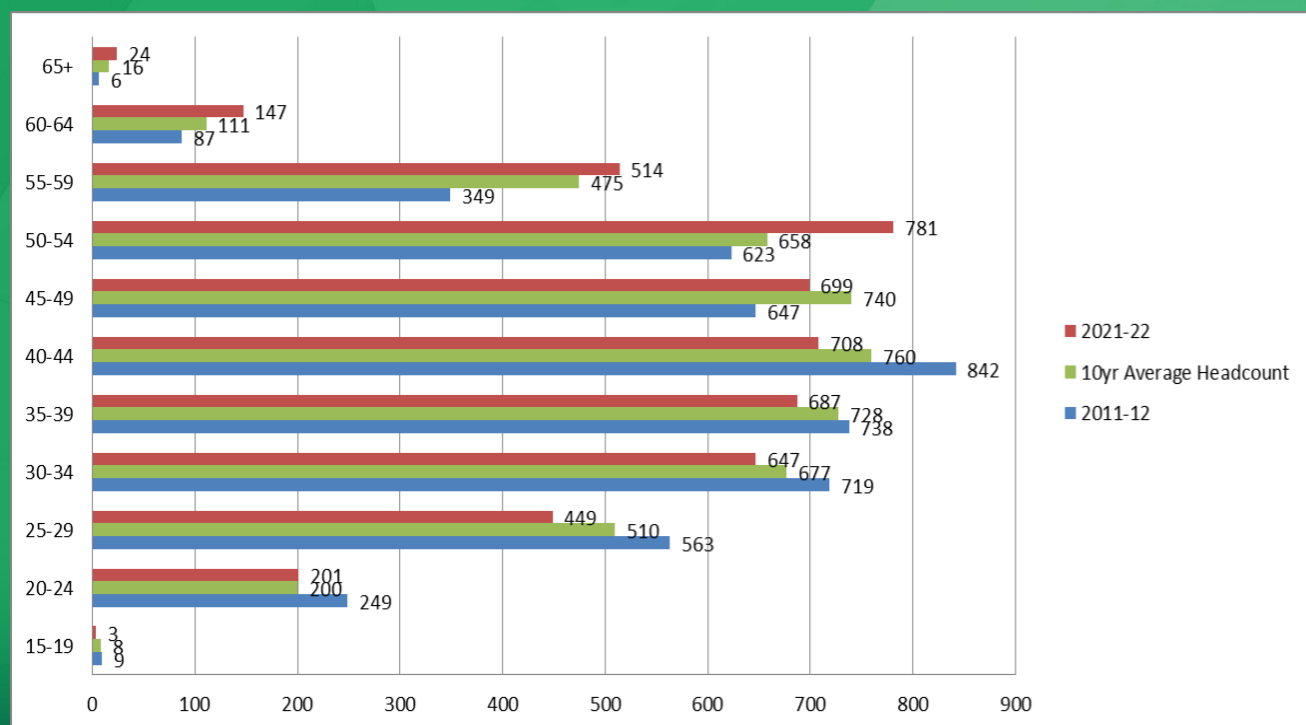


Figure 13 : Sworn Age Retirements

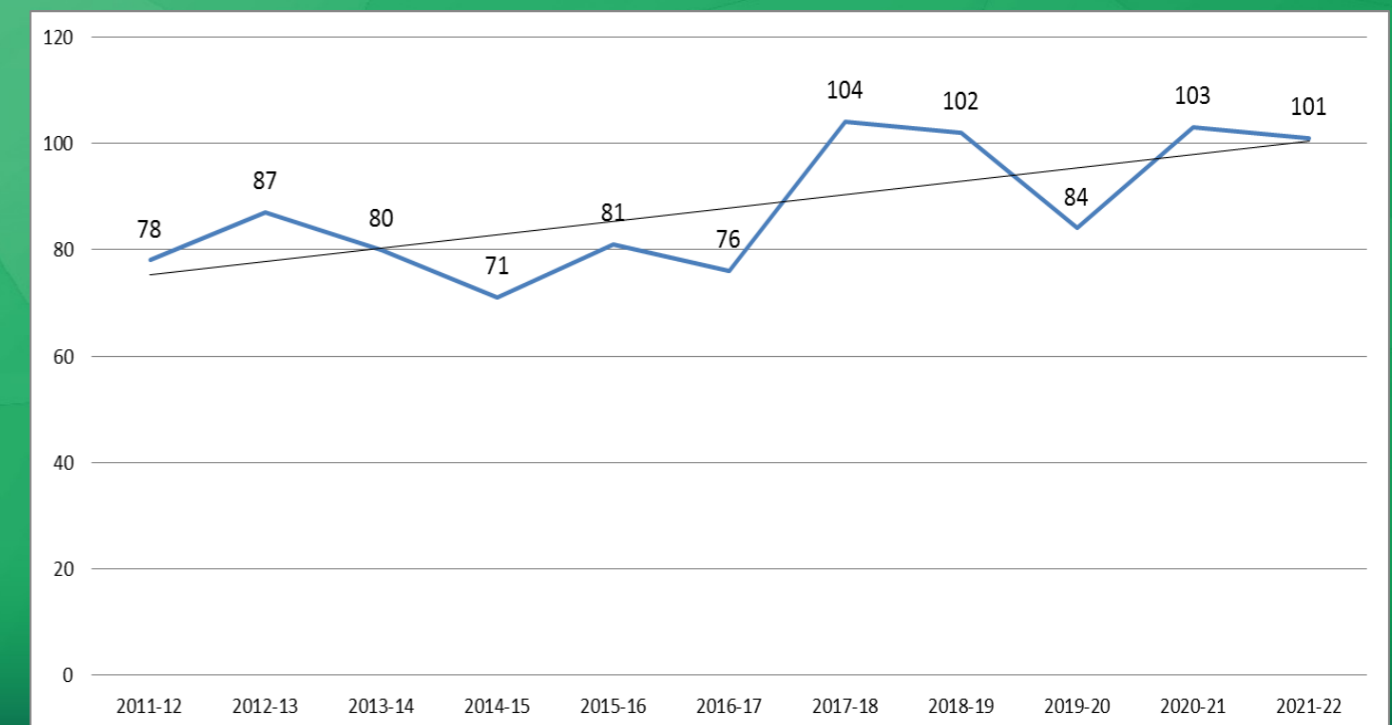


Figure 14 : 12 Month Attrition Average — Unsworn and PSOs

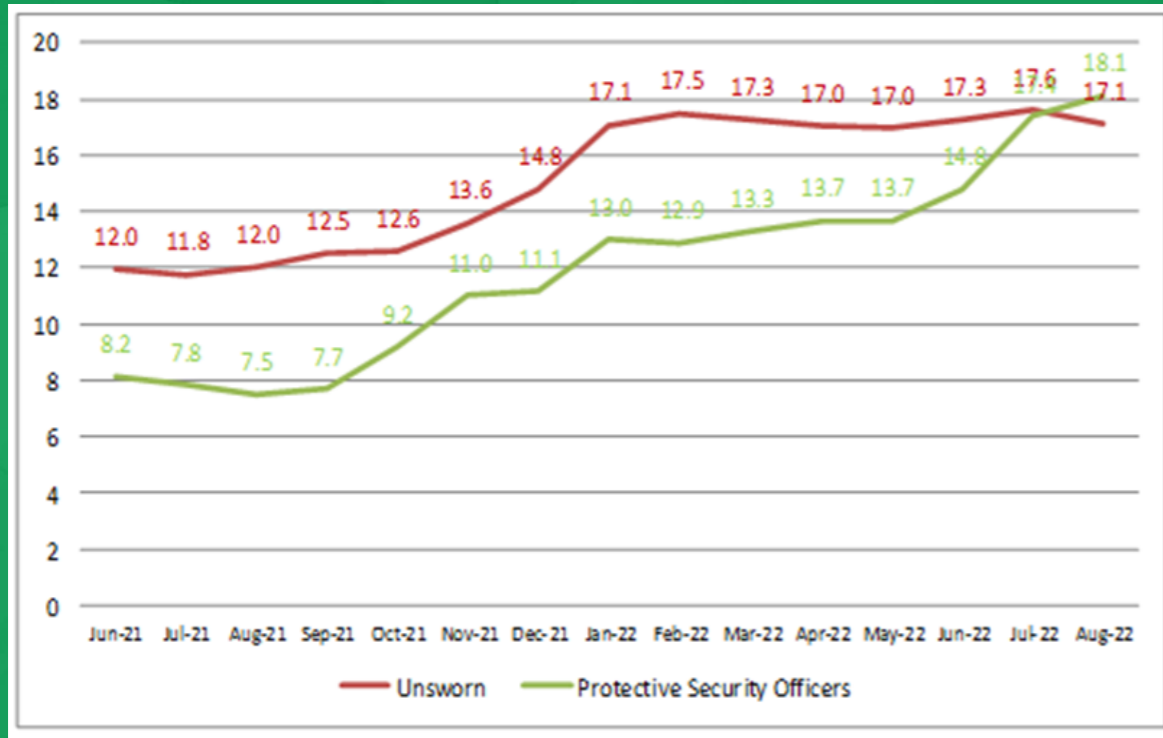


Figure 15: 12 month Attrition Average — Sworn

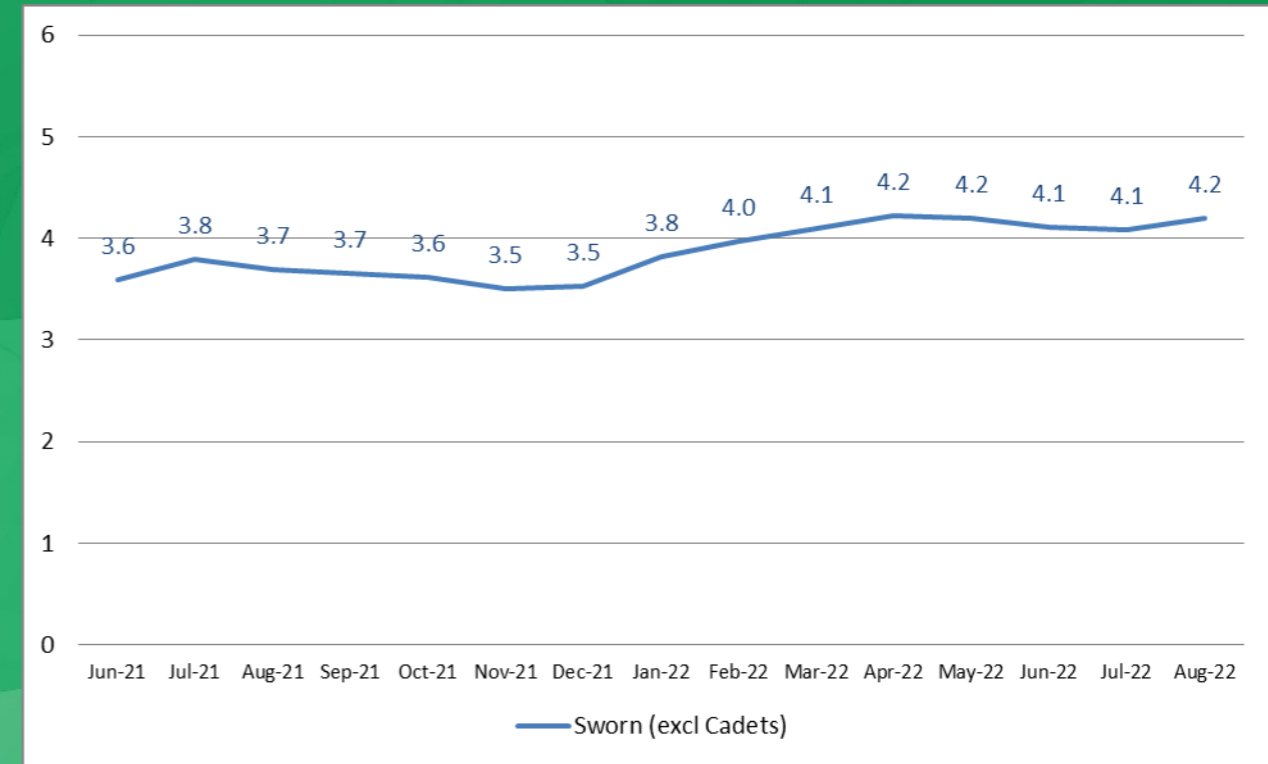


Figure 17 : Police and PSO Applications Received

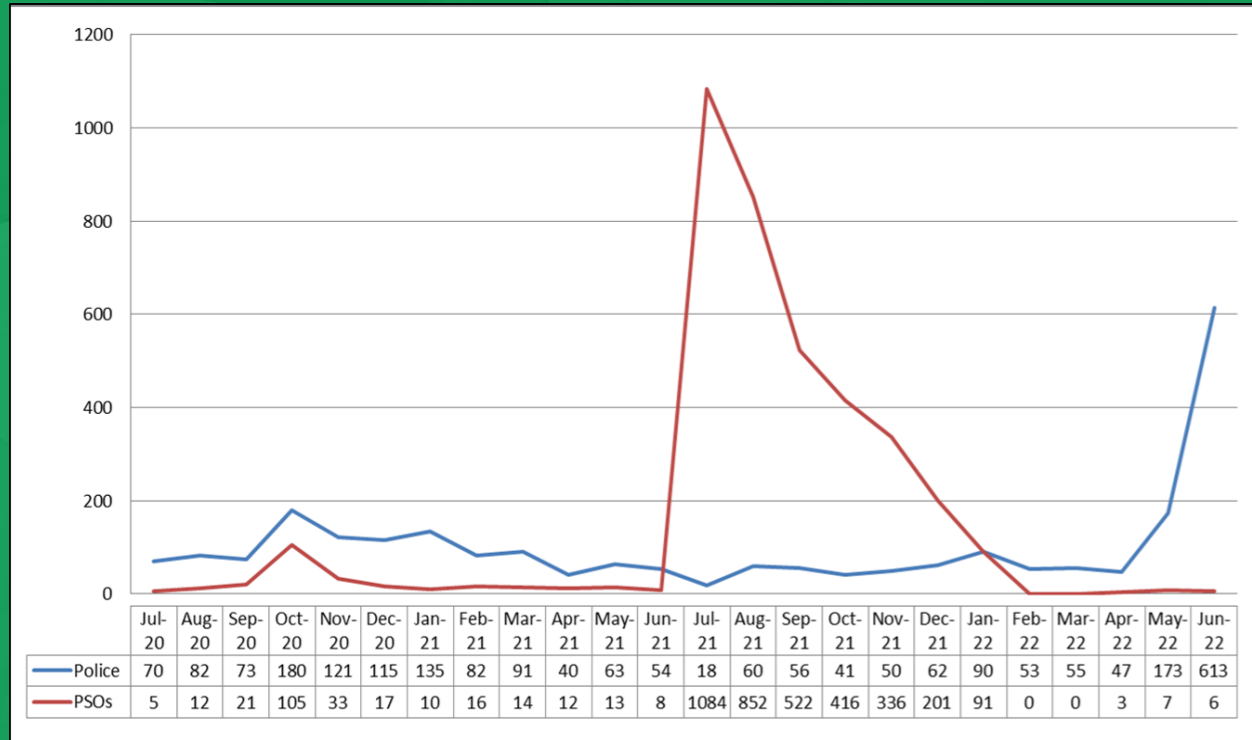


Figure 18: %Female Police Recruits

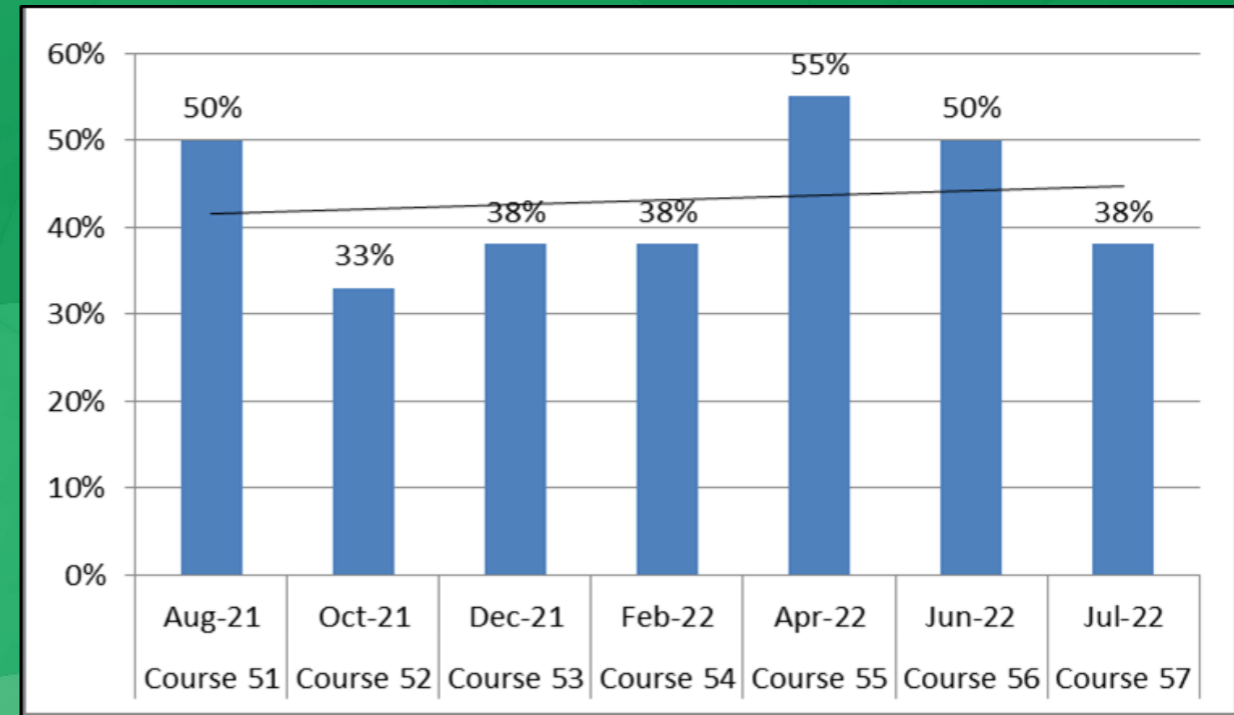


Figure 19: %Female PSO Recruits

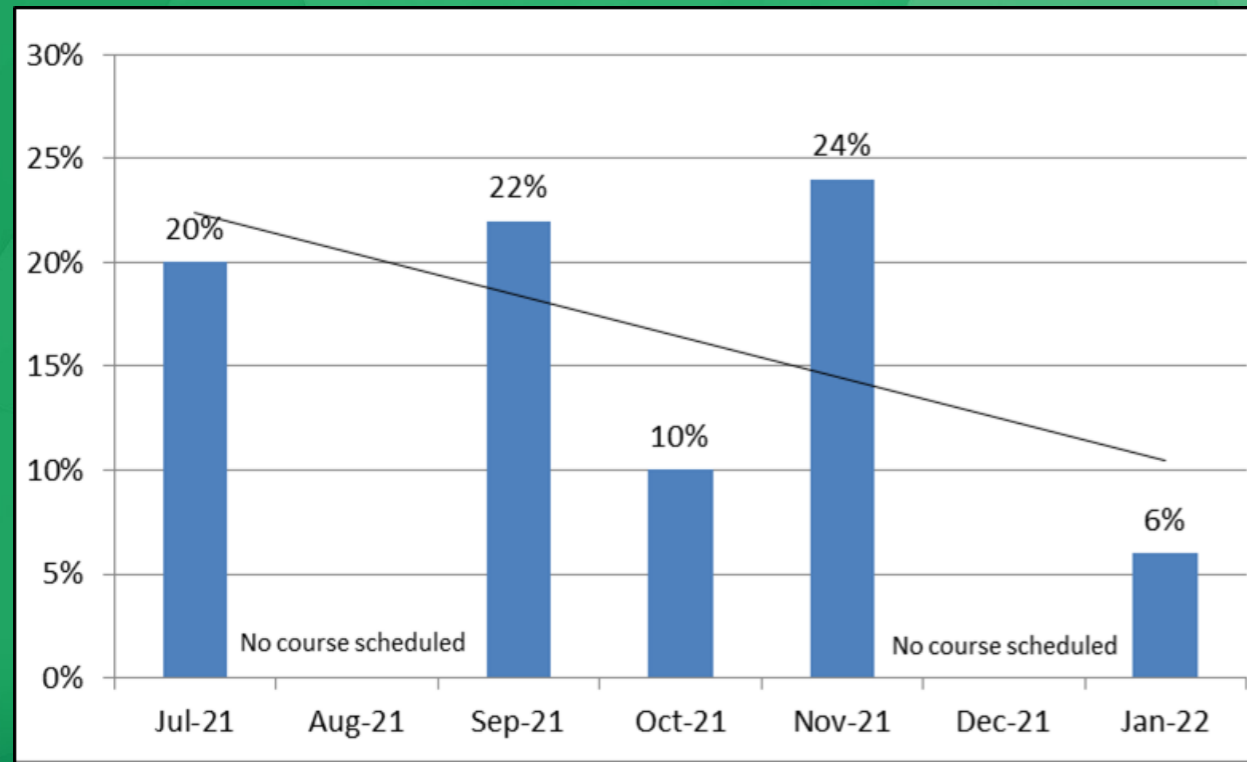
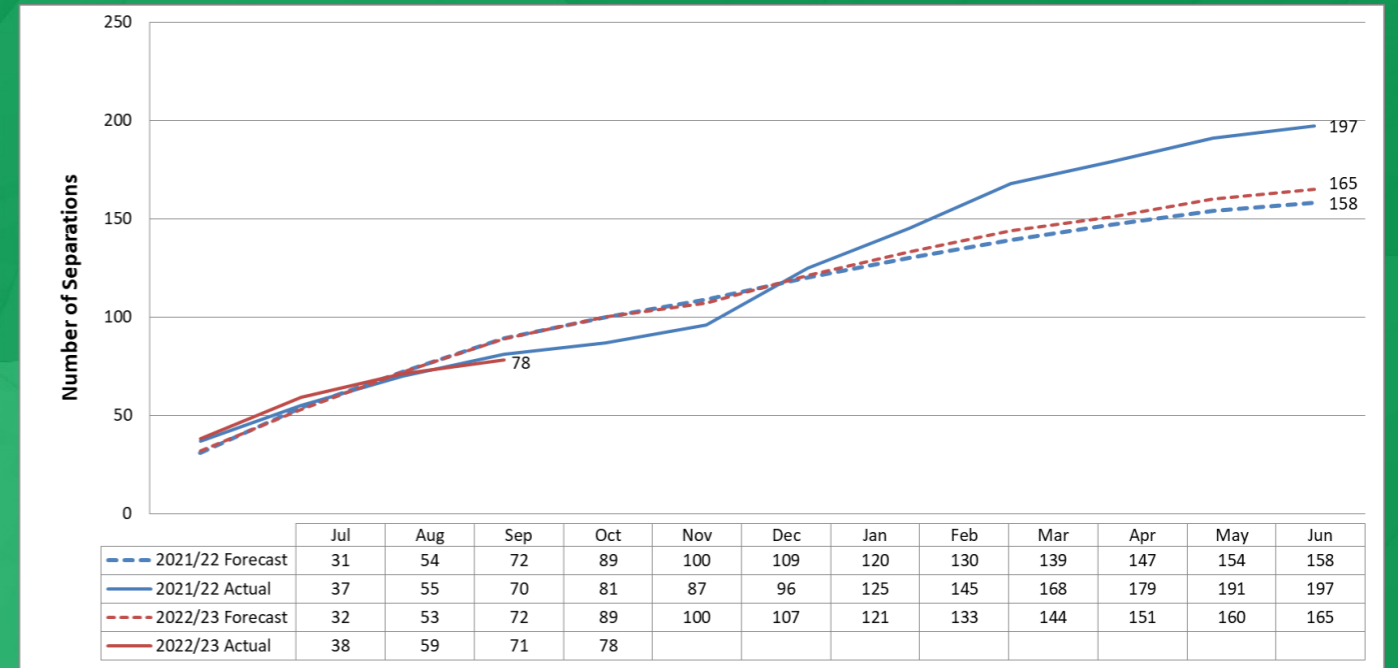
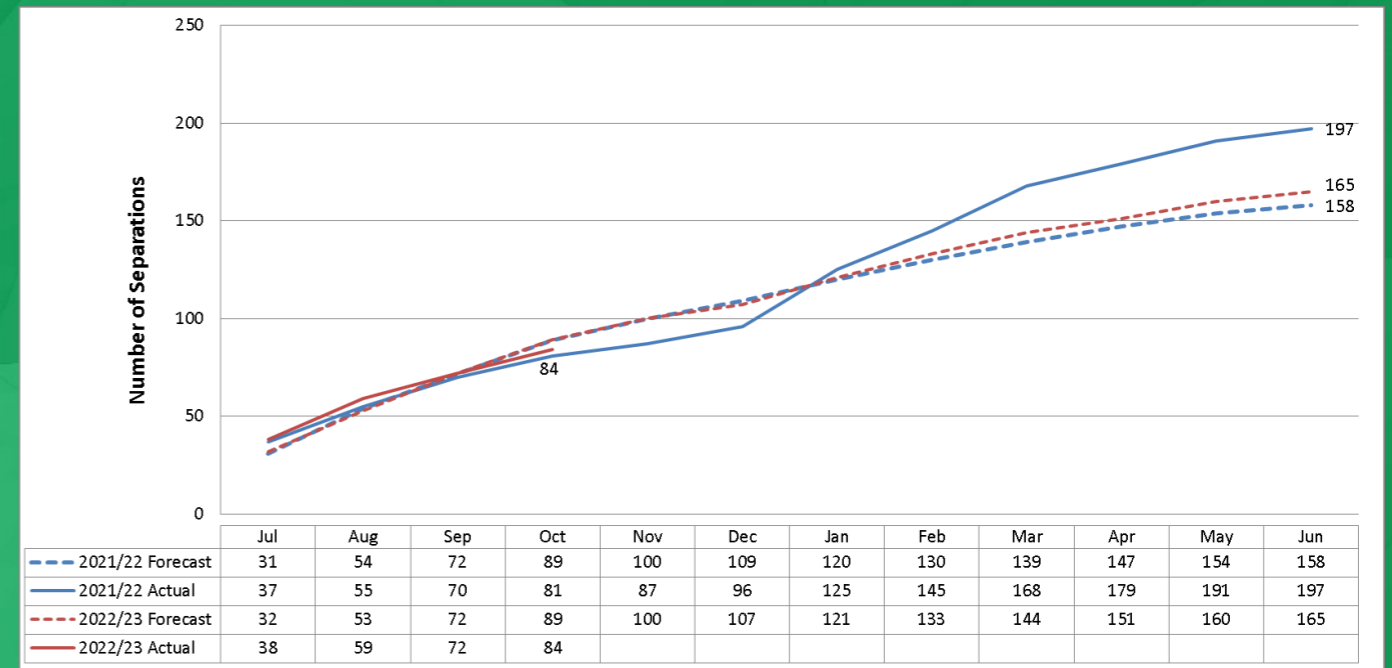


Figure 3: Sworn Separations



- * At 30 September 2022 the number of sworn separations was 1 below the forecast number of separations for 2022/23 and 1 above the number of sworn separations at the same time last year.
- * The forecast number of sworn separations for 2022/23 is 165.

Figure 3: Sworn Separations



- * At 31 October 2022 the number of sworn separations was 5 below the forecast number of separations for 2022/23 and 3 above the number of sworn separations at the same time last year.
- * The forecast number of sworn separations for 2022/23 is 165.

Figure 4 : Sworn Attrition

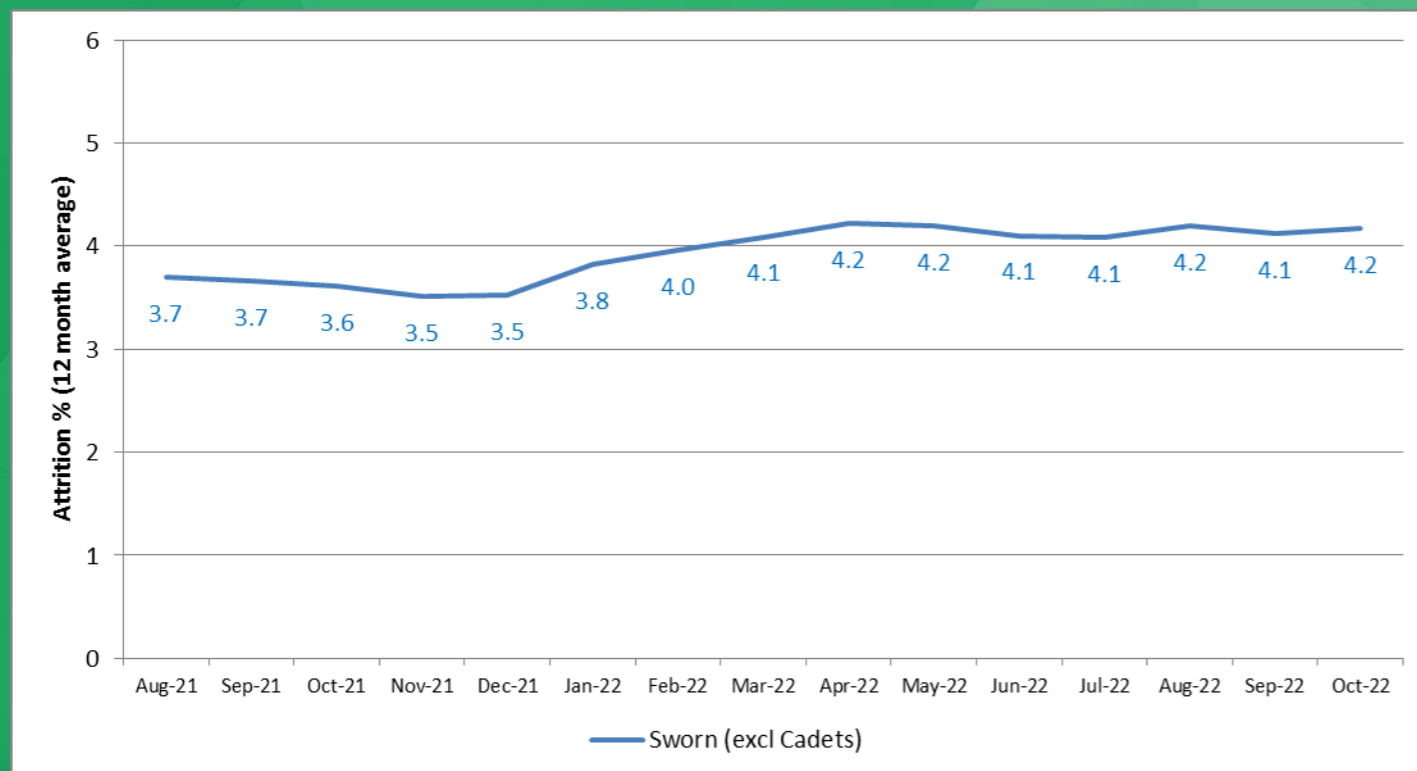
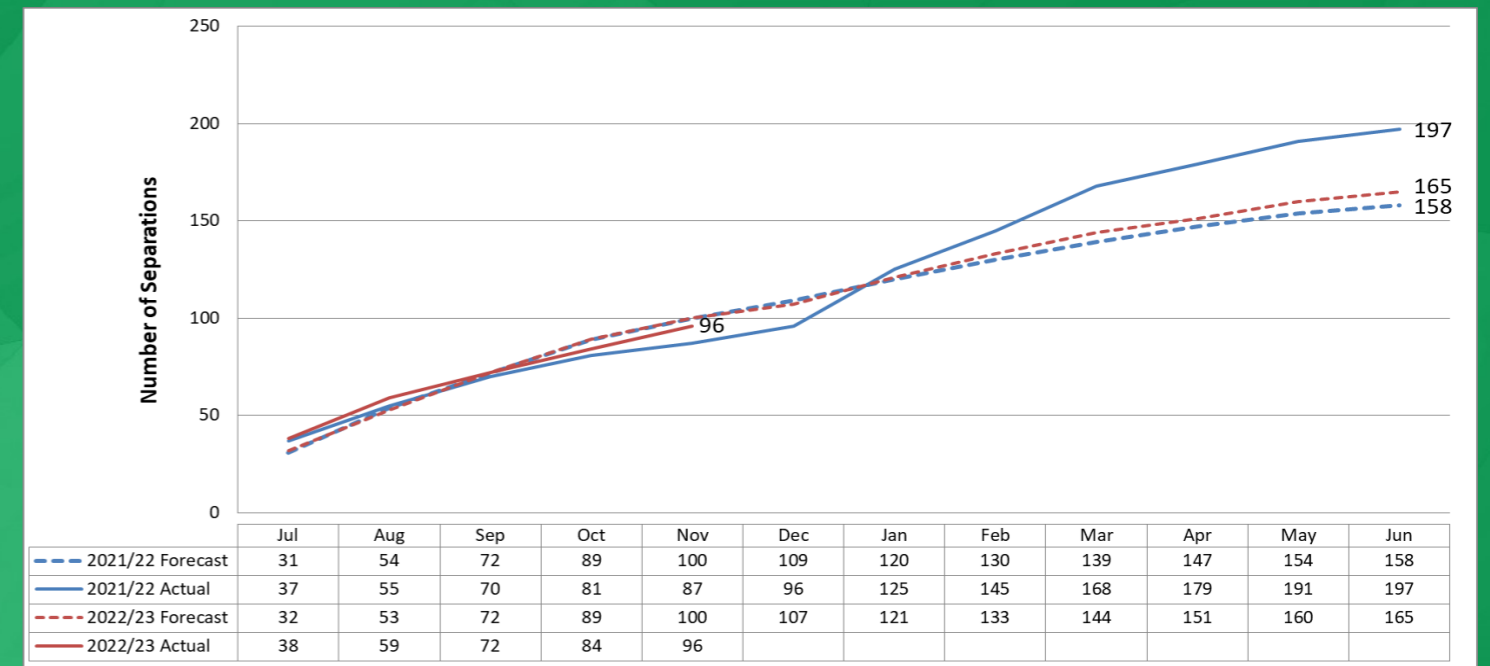


Figure 3: Sworn Separations



- * At 30 November 2022 the number of sworn separations was 4 below the forecast number of separations for 2022/23 and 9 above the number of sworn separations at the same time last year.
- * The forecast number of sworn separations for 2022/23 is 165.

Figure 4 : Sworn Attrition

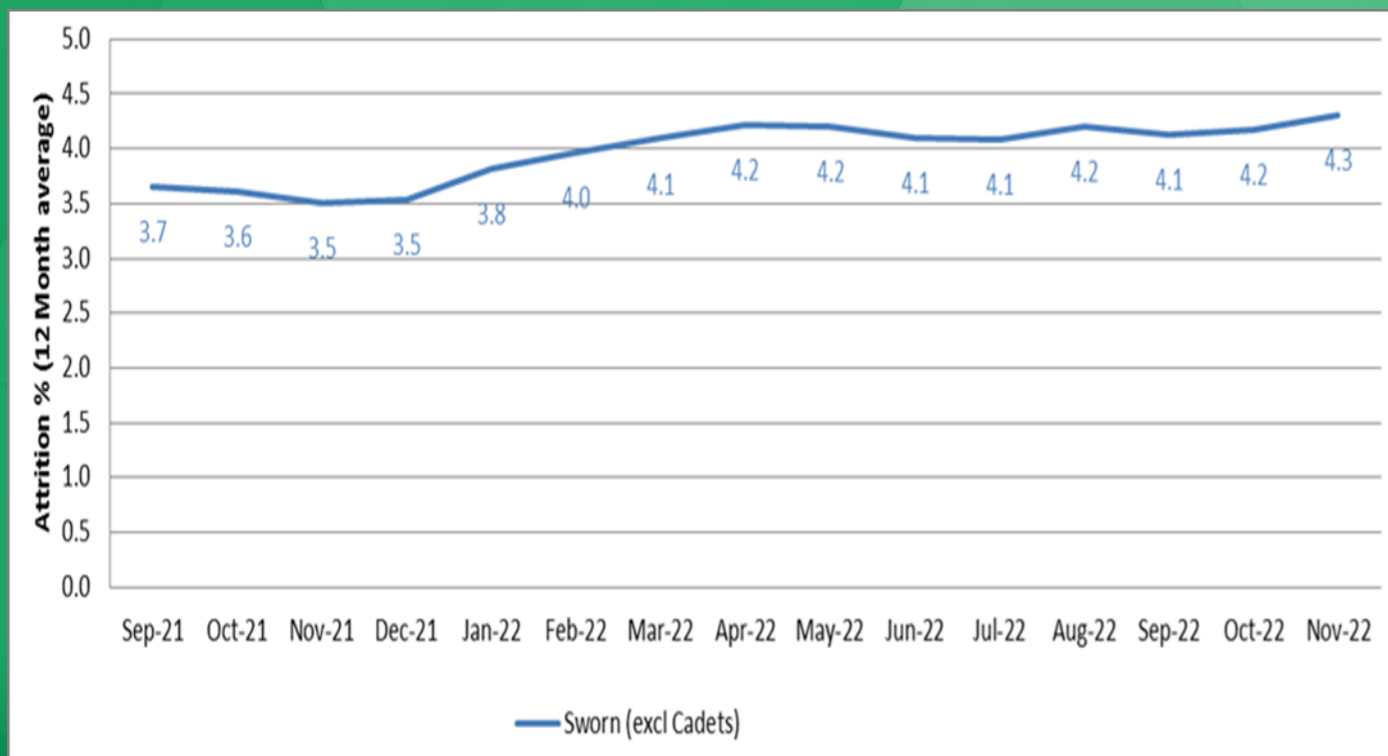
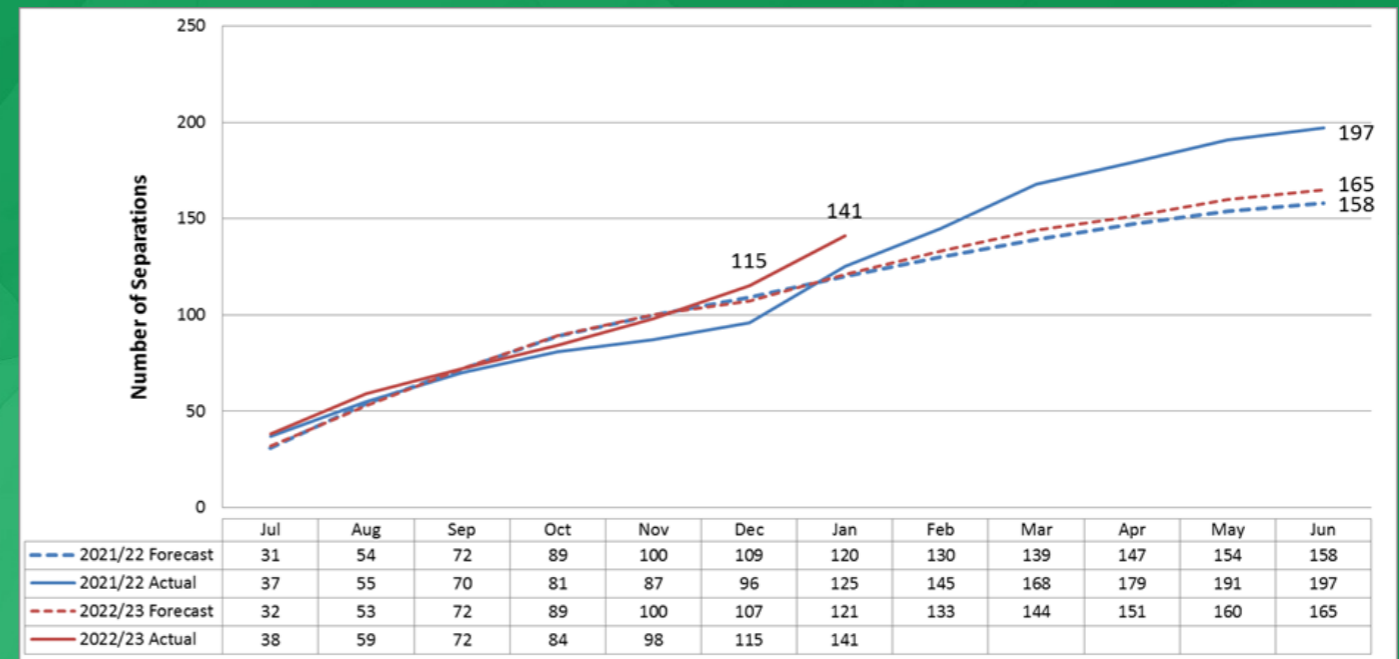
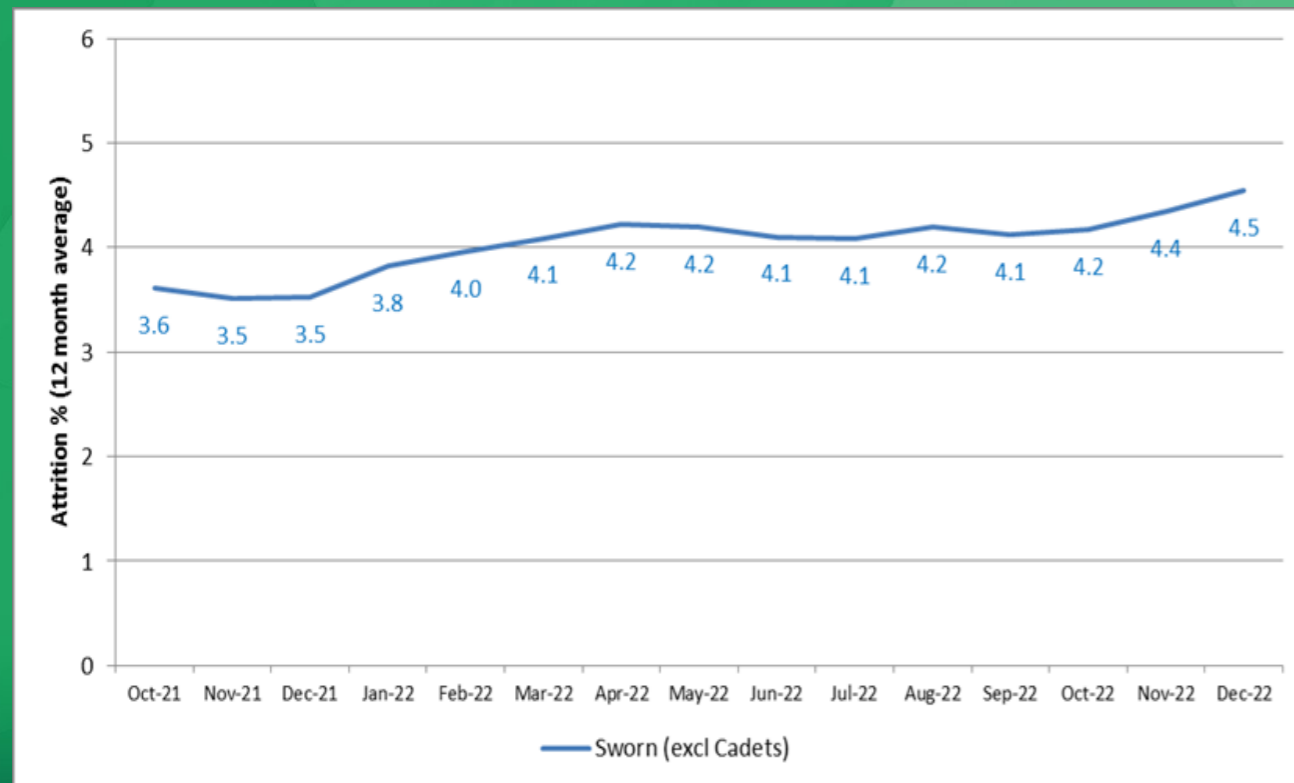


Figure 3: Sworn Separations



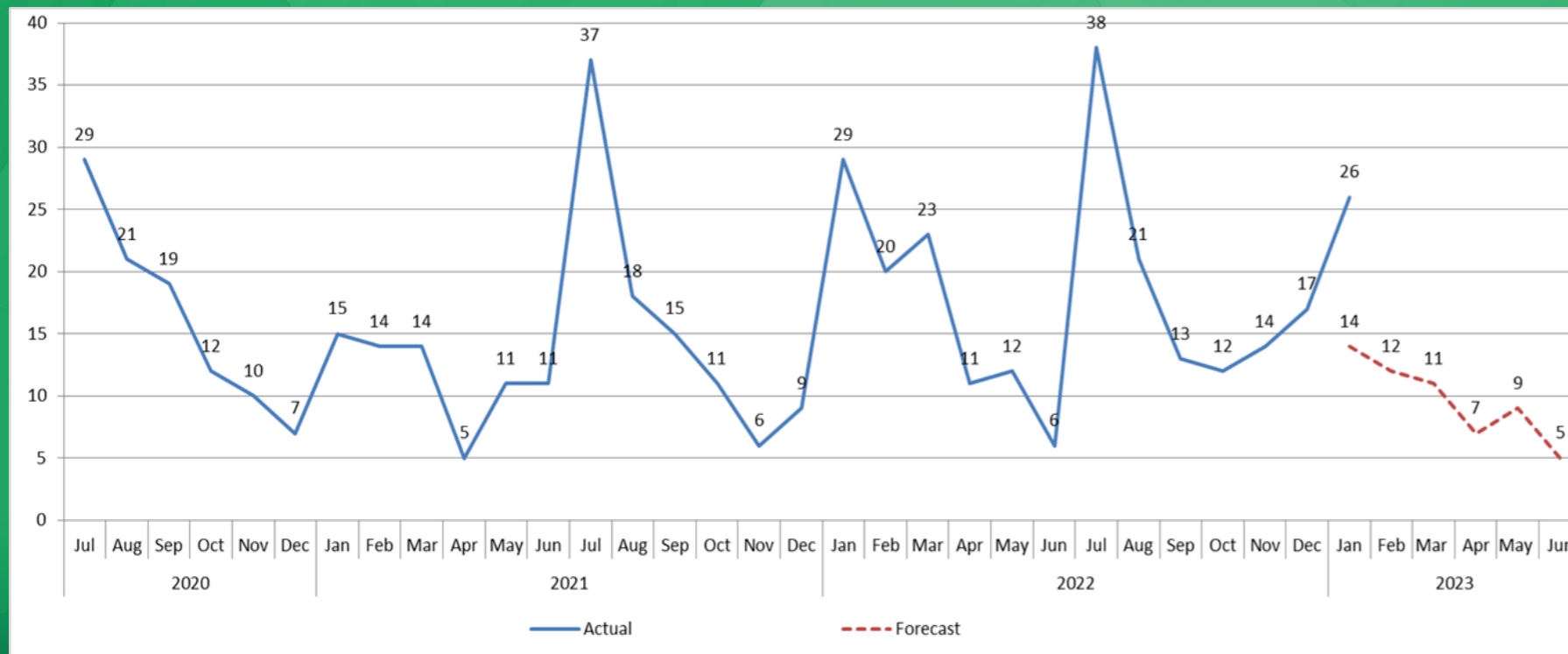
- * At 31 December 2022 the number of sworn separations was 8 above the forecast number of separations for 2022/23 and 19 above the number of sworn separations at the same time last year.
- * The forecast number of sworn separations for 2022/23 is 165. Forecasting is based on monthly separation data from 1992/93.
- * Month to Date separations for January have been included in this report to highlight that Year to Date separations for 2022/23 are trending much higher than forecast.

Figure 4 : Sworn Attrition



HR Operations and Partnering Branch (Cont.)

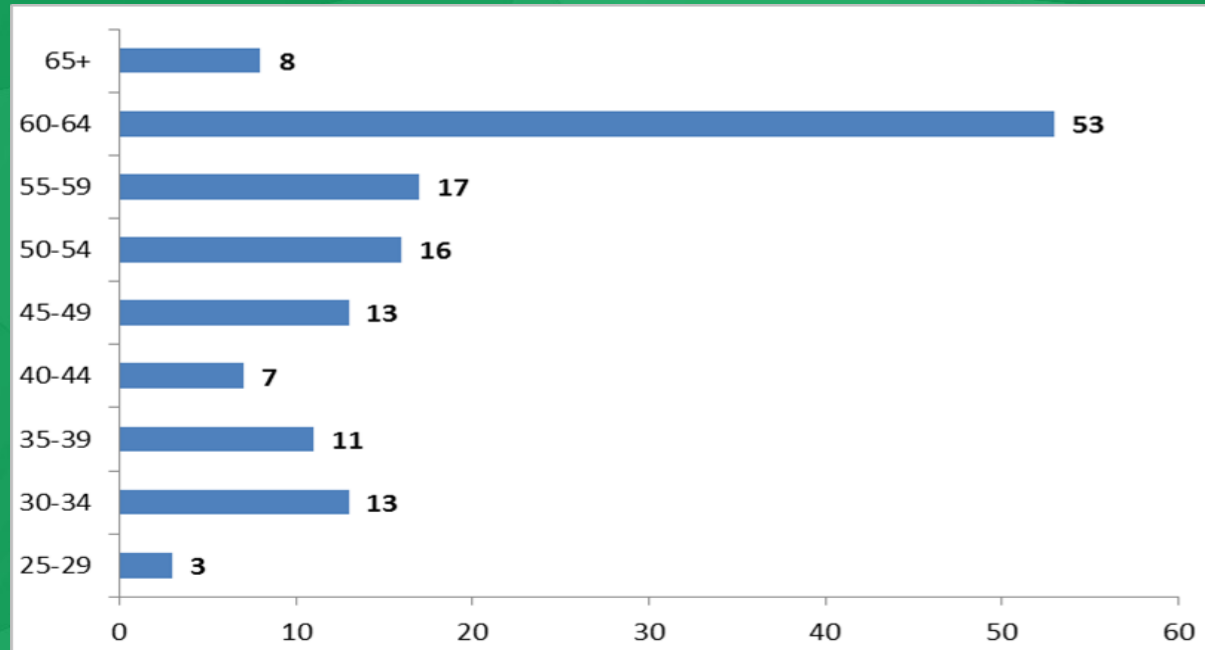
Figure 15: Sworn separations 2020-21 and 2022-23



- * There was a total of 168 and 197 sworn separations during 2020-21 and 2021-22 financial years respectively. There is currently 141 separations for the 2022-23 financial year.
- * 17 separations were recorded as at 31 December 2022 compared to 8 recorded during the same month a year prior.
- * There has been 26 separations recorded as at 5 January 2023 compared to a total of 28 separations recorded a year prior on 31 January 2022.
- * Forecast line is calculated on monthly separations from 1992.

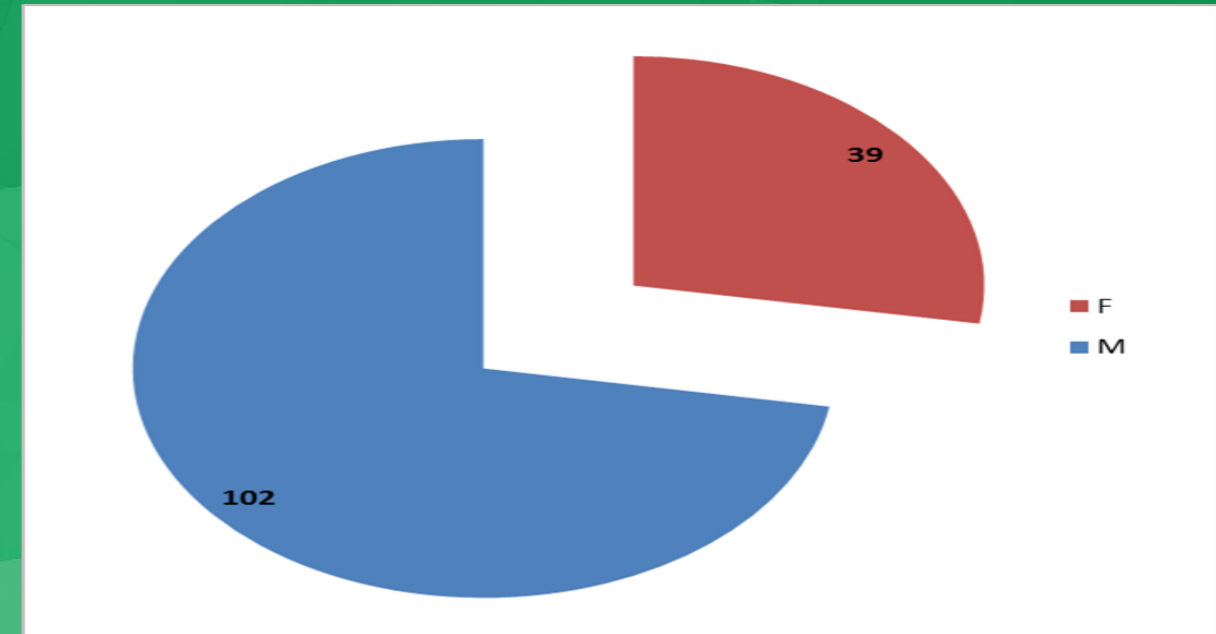
HR Operations and Partnering Branch (Cont.)

Figure 16: Sworn separations by age range, 2022-23



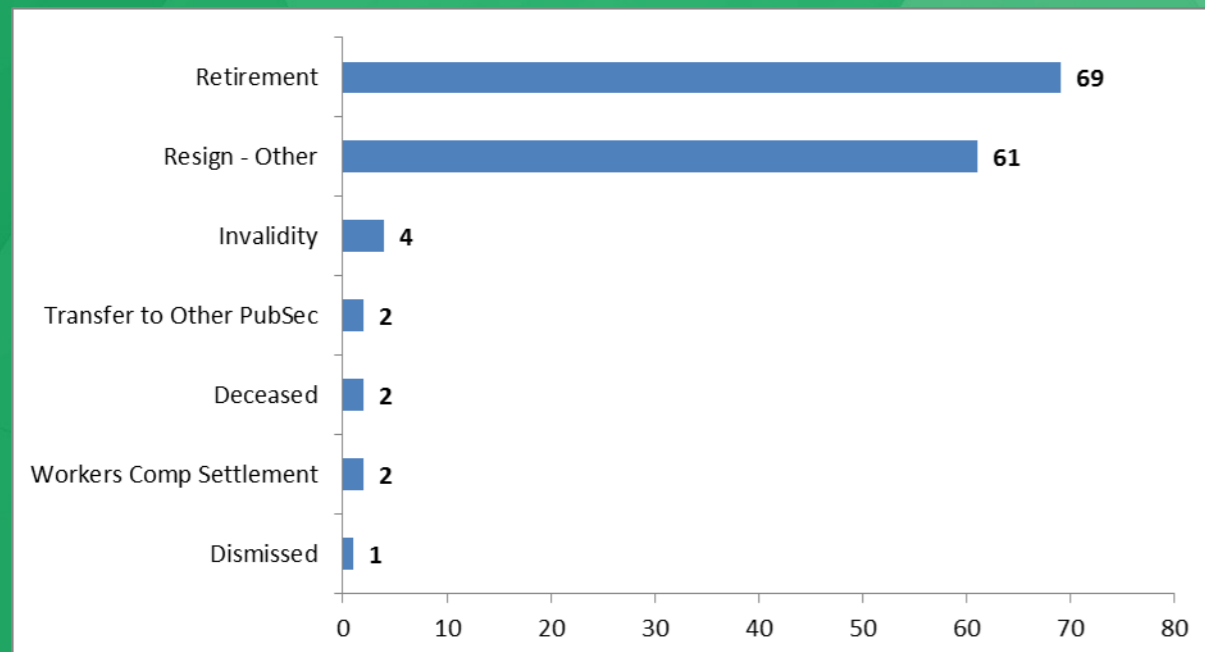
* The majority (55.3%) of sworn separations for 2022/23 has been in the 55+ age group.

Figure 17: Sworn separations by gender, 2022-23



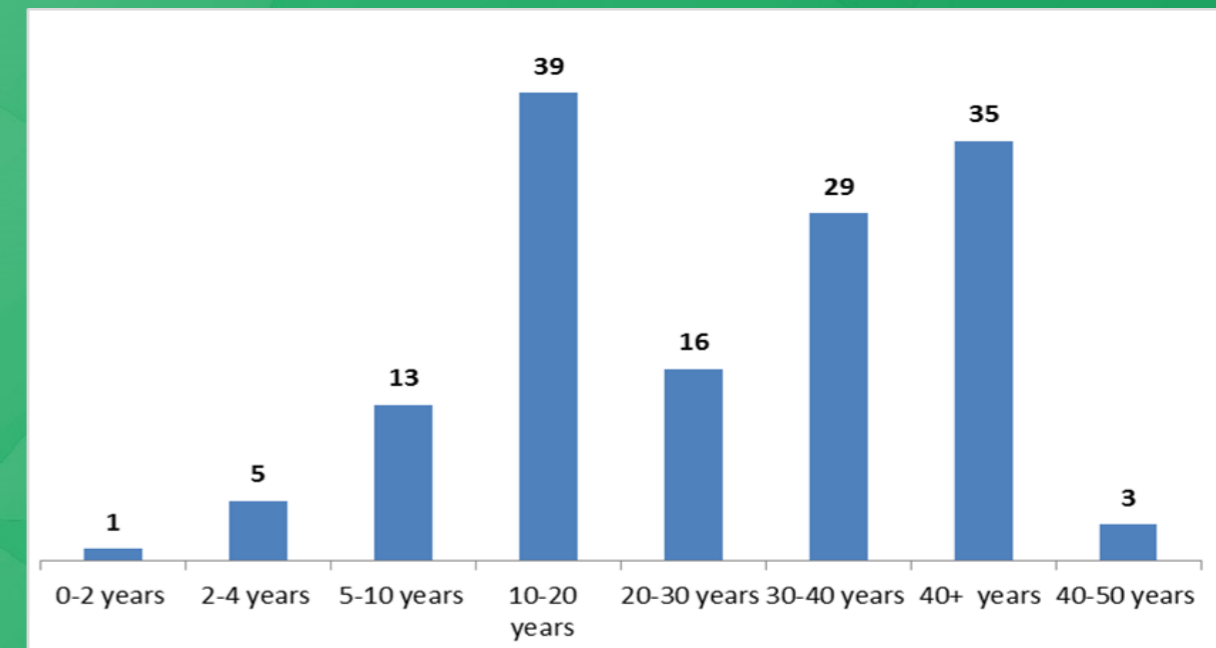
* Male Sworn police officers accounted for the majority (72%) of separations for the 2022/23 period.

Figure 18: Sworn separations by reason, 2022-23



* Half (49%) of the sworn separations were due to retirement followed by resignations (43%).

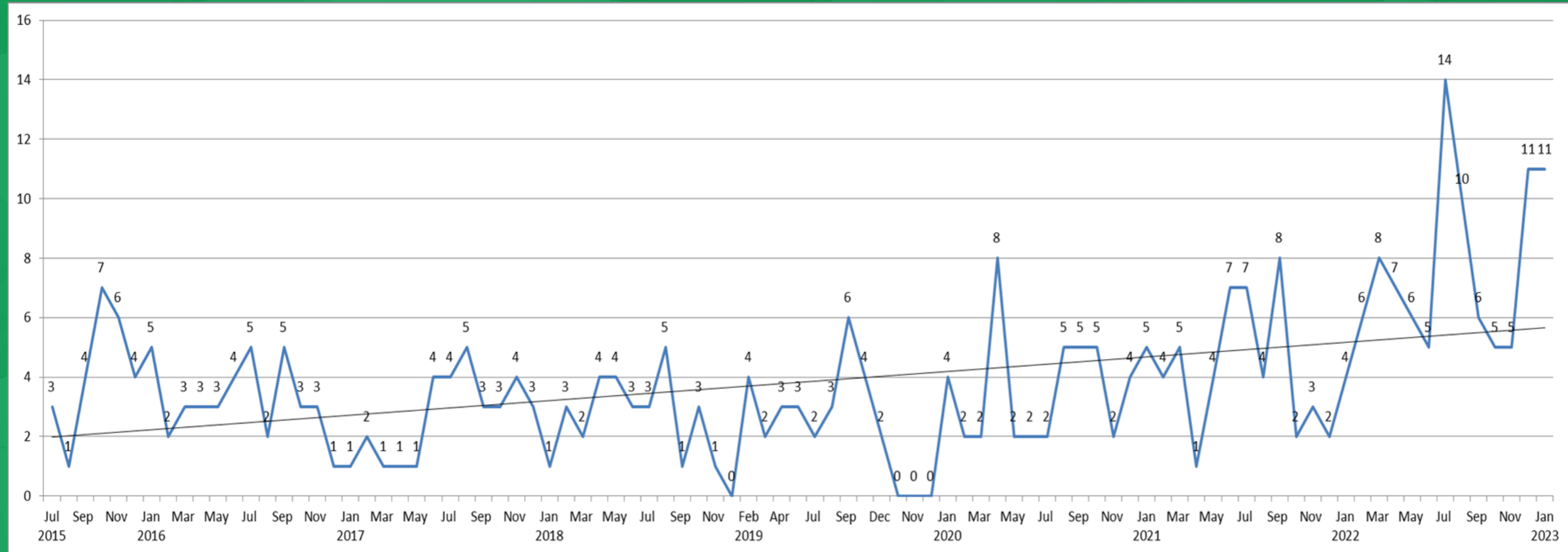
Figure 19: Sworn separations by tenure, 2022-23



* Separations in the 30+ years tenure represents 48% of the total separations whilst separations in the 0-30 years of tenure represent 52% of the total separations for 2022/23.

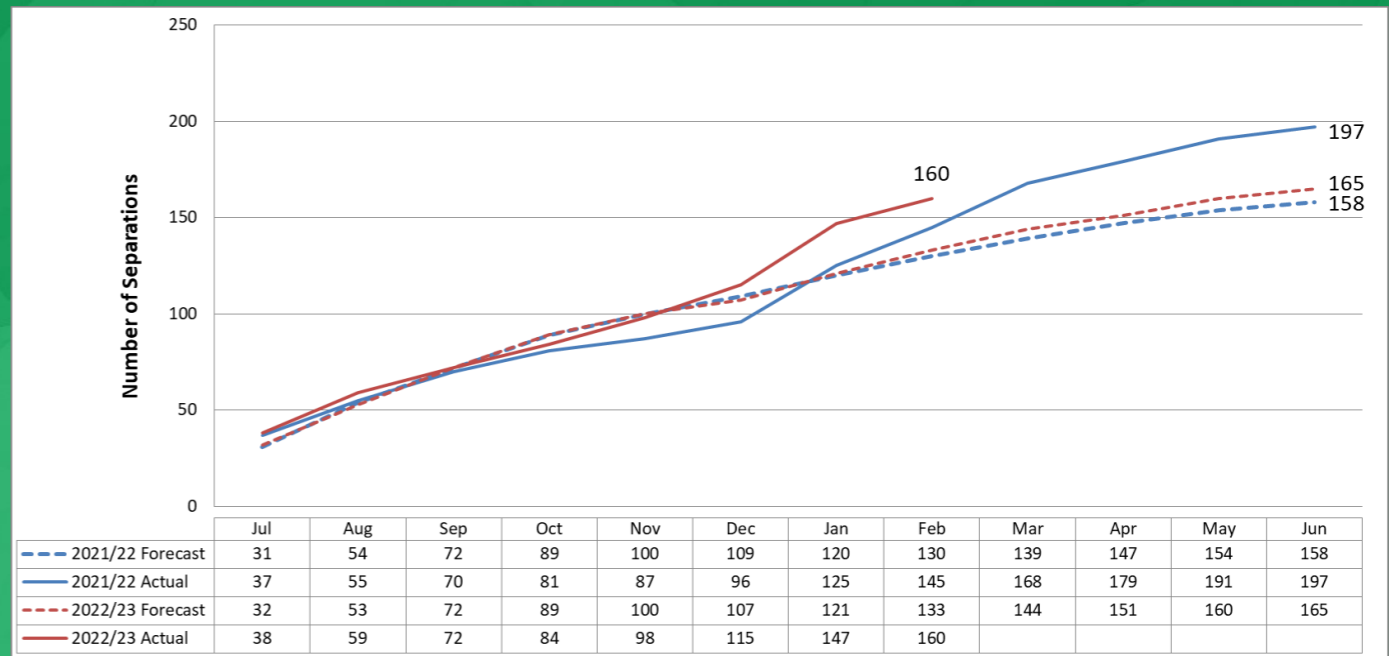
HR Operations and Partnering Branch (Cont.)

Figure 17: Sworn resignations, 2015-16 to 2022-23



* There have been a total of 1127 Sworn resignation between 2015-16 and January 2022-23. During this period resignations have accounted for 348 (30%) of the total resignations compared with 43% in the current FY to date.

Figure 3: Sworn Separations



- * At 31 January 2023 the number of sworn separations was 26 above the forecast number of separations for 2022/23 and 22 above the number of sworn separations at the same time last year.
- * The forecast number of sworn separations for 2022/23 is 165. Forecasting is based on monthly separation data from 1992/93.
- * Month to Date separations for February have been included in this report to highlight the Year to Date separations

Figure 4 : Sworn Attrition

