



POLICE STAFF CUTS: A SURVEY OF POLICE FORCES



PUBLISHED SEPTEMBER 2014

1. Introduction

By the time of the general election in 2015, police staff budgets will have been cut by 20%. The impact of this funding reduction has fallen disproportionately on police staff, for the simple reason that police officers cannot be made compulsorily redundant. Until recently there was no voluntary severance scheme for officers either.

In this report, UNISON takes a look at the way in which the 20% cut to police funding has impacted on police staff and police officers at force level. The figures reveal:

- Police staff, rather than police officers, have borne the brunt of police funding cuts
- Between March 2010 and September 2013 total police staff numbers in England and Wales have declined by 18.73%
- Over the same period, police officer numbers fell by 10.7%; nearly half the police staff reduction
- A remarkable variation exists in the cuts to the police staff workforce in different forces
- There is less variation in the cuts to police officer numbers in different forces
- 18 forces have cut their police staff numbers by more than the average reduction of 18.73% and 24 have cut by less than this figure
- 71% of police staff numbers have been cut in Lincolnshire and Cleveland as a result of the transfer of police staff to the private sector
- Northamptonshire has the highest level of police staff cuts, which do not involve privatisation, at 35%
- At the other extreme, there has been an actual increase in police staff of 1.97% in Leicestershire

The statistics for this report were taken from official Home Office police strength data published between March 2010 and September 2013. The figures for police staff exclude police community support officers and designated police staff. PCSO cuts are dealt with separately in UNISON's 'Trouble in the Neighbourhood' report published in April 2014.

2. Synopsis

This report is split into the following sections:

- Police staff cuts by force
- Police officer cuts by force
- Comparison of police staff and police officer cuts by force
- Analysis of the change in composition of the police workforce across forces as a result of the cuts
- Conclusion and Action Points
- Tables A, B, C & D

3. Police Staff Cuts by Force

Table A at the end of this report provides a wealth of information on the impact of the government's cuts to the funding for police forces in England and Wales on police staff job numbers. The table shows that:

- **The average reduction in the police staff workforce between March 2010 and September 2013 is 18.73%**

- **This average figure masks a huge variation in the actual cut to police staff numbers across different forces. Cuts range from 35% to just 3%.**

- **14,904 police staff jobs have been cut over this period**

- **Major privatisation in Lincolnshire and Cleveland explains why these two forces top the league table of police staff cuts, with a 71% reduction in numbers in both forces.** It will be argued that this reduction is overstated because the employees involved were transferred to a different employer, rather than lost completely. Although this is true, it is the case that both forces have effectively lost control over the day to day management of the staff transferred to the private contractors which are now providing services to Lincolnshire and Cleveland Police.

- **The following forces have cut their police staff workforces by more than the 18.73% average** across England and Wales(decimal points rounded up/down to nearest full number);
 - Northamptonshire -35%
 - Northumbria -29%
 - Hertfordshire -25%
 - Derbyshire -25%
 - Nottinghamshire -25%
 - Cumbria -25%
 - Cambridgeshire -24%
 - Gwent -23%
 - Gloucestershire -23%
 - West Midlands -22%
 - Greater Manchester -22%
 - Wiltshire -21%
 - Durham -21%
 - Warwickshire -21%
 - West Yorkshire -20%
 - Hampshire -20%
 - Essex -20%
 - Kent -20%
 - Cheshire -19%

- **The following forces have cut their police staff workforces by less than the 18.73% average** across England and Wales:
 - Metropolitan Police -18%
 - Staffordshire -18%
 - North Yorkshire -18%
 - Dorset -17%
 - Dyfed-Powys -17%
 - West Mercia -16%
 - Merseyside -16%
 - Norfolk -16%
 - Suffolk -15%
 - Bedfordshire -15%
 - Devon & Cornwall -15%
 - South Yorkshire -14%

- Humberside -14%
- Lancashire -13%
- Sussex -12%
- Thames Valley -12%
- Surrey -10%
- South Wales -6%
- Avon & Somerset -3%
- North Wales -3%

- **Two forces have bucked the cuts trend and actually increased the number of police staff between 2010 and 2013:**

- Leicestershire +2%
- City of London +20%

4. Police Officer Cuts by Force

Table B at the end of this report shows the cuts to police officer numbers by force between March 2010 and September 2013. The table shows that:

- **The average reduction in the police officer workforce across forces in England and Wales has been 10.7%**
- **There is a much narrower range of cuts to the police officer workforce than is the case for police staff. Cuts for police officers range from 18% to just 2%**
- **15,385 police officer jobs have been lost across this period**
- **The following forces have cut police officer posts by more than the 10.7% average:**

- Warwickshire 18%
- Cleveland 17%
- Staffordshire 17%
- Humberside 16%
- Bedfordshire 16%
- Dorset 15%
- West Mercia 15%
- Kent 15%
- Lancashire 15%
- Avon & Somerset 14%
- Devon & Cornwall 14%
- West Yorkshire 14%
- Merseyside 14%
- West Midlands 14%
- Greater Manchester 13%
- Derbyshire 13%
- Durham 13%
- Sussex 12%
- City of London 12%
- Wiltshire 12%
- Nottinghamshire 12%
- Leicestershire 11%

- Hampshire 11%
- Northumbria 11%
- South Wales 11%

- **The following forces have cut their police officer numbers by less than the 10.7% average cut:**

- Essex 10%
- Lincolnshire 10%
- Cheshire 9%
- Cumbria 9%
- Gloucestershire 9%
- Hertfordshire 8%
- Met Police 8%
- Cambridgeshire 8%
- Dyfed-Powys 8%
- Northamptonshire 8%
- North Yorkshire 8%
- North Wales 7%
- Norfolk 7%
- South Yorkshire 7%
- Gwent 5%
- Suffolk 4%
- Thames Valley 2%

- **One force only – Surrey Police - has bucked the trend and employed more police officers at the end of 2013 than it did in 2010. It has grown its police officer workforce across this period by 3%**

5. Comparison of police staff and police officer cuts by force

Table C compares the cuts to police staff and police officers by force. Forces are listed in descending order of police staff cuts.

Overall, there is a reasonable correlation between those forces which have cut police staff numbers the most and those forces which have also cut police officer numbers the most. Of the 19 forces which cut police staff numbers by more than the average of 18.73%, 12 are forces which also cut police officer numbers by more than the average of 10.7%.

However, the table highlights in yellow those forces which have cut their police staff workforce by an above average figure, but which have implemented below average cuts to their police officer numbers. The forces are:

- Northamptonshire 35% police staff cuts 8% police officer cuts
- Hertfordshire 25% police staff cuts 8% police officer cuts
- Cumbria 25% police staff cuts 9% police officer cuts
- Cambridgeshire 24% police staff cuts 8% police officer cuts
- Gwent 23% police staff cuts 5% police officer cuts
- Gloucestershire 23% police staff cuts 9% police officer cuts
- Essex 20% police staff cuts 10% police officer cuts
- Cheshire 19% police staff cuts 9% police officer cuts

The final column of Table C shows the scale of police staff losses in each force compared with police officer job cuts, by comparing the percentage loss of police staff with the percentage loss of police officers. This calculation produces the following slightly different rank order of forces:

Force	Scale of police staff losses to police officer losses
Thames Valley	5.3
Gwent	4.8
Northamptonshire	4.6
Suffolk	4.3
Cumbria	2.7
Northumbria	2.7
Gloucestershire	2.6
North Yorkshire	2.4
Met Police	2.3
Norfolk	2.3
Cheshire	2.1
Nottinghamshire	2.1
South Yorkshire	2.1

So for example, in Thames Valley Police, police staff declined by 11.54% between 2010 and 2013, whereas police officers declined by only 2.19%. This means that the percentage of police staff losses were 5.3 times higher than comparable police officer figures.

6. Analysis of the Change in Composition in the Police Workforce Across Forces as a Result of the Cuts

Table D shows how the share of the total police workforce which is police staff (excluding PCSOs and designated police staff) has declined from 36 % in 2010 to 33.5% in 2013. The table demonstrates how the disproportionate cuts to police staff numbers have effectively halted the progress of workforce modernisation and begun to turn back the clock. Workforce modernisation saw police staff numbers grow at a faster rate than police officer numbers during the period 2005 – 2010.

The following table shows the 10 forces which have seen the most regression in the percentage of their workforce that are police staff:

Force	% Decline in police staff presence in workforce
Northamptonshire	8.47
Northumbria	4.79
Gwent	4.77
Hertfordshire	4.76
Cambridgeshire	4.54
Cumbria	4.34
Nottinghamshire	3.76
Gloucestershire	3.76
Derbyshire	3.35
Surrey	3.23

7. Conclusion & Actions

UNISON's police staff cuts survey shows conclusively that our members have borne the brunt of the government's austerity cuts to police budgets. We are campaigning for this to change, before the police service in England and Wales returns completely to a 'Life on Mars' incarnation.

In overall terms, the percentage cut to the police staff workforce has been nearly double that made to police officer numbers. Some may argue that this is not surprising, given that officers cannot be made redundant, but it calls into question whether there is any strategic thinking going on in some forces about the impact of these disproportionate cuts to police staff. In particular, police leaders should be giving some greater thought to the impact that disproportionate police staff cuts are having on the diversity of the police workforce. Women make up 65% of the police staff workforce and only 25% of the police officer workforce. It does not take a degree in statistics to work out that cutting the police staff workforce twice as hard as its police officer counterpart is not going to do police diversity figures much good.

7.1 Forces which have cut police staff more than the average

The forces which have cut police staff by more than the average may simply have taken the easy way out and cut along the line of least resistance, with little or no regard for the long term consequences. These forces have ended up with a workforce which although smaller than before, may be relatively more expensive, given the increase in the percentage of police officers in the overall working population. The citizens in these force areas are also entitled to ask whether the police staff jobs that have been so savagely cut are now being done by a fully warranted police officer.

Forces which have cut police staff numbers more than the average should be asked to account for their decision making process and justify the choices that they have made. UNISON's police cuts data provides the basis for local conversations to take place with chief constables and police and crime commissioners to this end. These conversations will be particularly important in the context of the further cuts which forces are going to have to make as a result of continuing government funding withdrawal.

Some chief constables, or police and crime commissioners, may argue that their hands were tied, and that they did not have the flexibility that higher than average police precept figures (as a percentage of total police funding) would have given them. It is true in this context that Northumbria, with only 14% of total funding from the precept, could perhaps argue that, as a force, it was hit more than most by the reductions in Home Office grant, and that its 29% cut to police staff was a direct result. However, Merseyside Police is also a force with a low precept to Home Office grant ratio (20% of funding from precept) and it managed to keep its police staff cuts at 16%. At the other end of the funding continuum, Gloucestershire Police gets 44% of its funding from the precept, but chose not to use this flexible funding to protect its police staff – cutting them by 23%. Overall therefore, it is difficult to discern any particular link between level of precept, as a proportion of total force funding, and the level of police staff cuts in any particular force.

Forces which have higher than average precept funding to Home Office grant, but which, like Gloucestershire, have not used this flexibility to protect police staff numbers should be asked to account for this discrepancy. These forces include: Northamptonshire (38% precept), Hertfordshire (36% precept), Cumbria (35%),

Cambridgeshire (38% precept), Gwent (38% precept), Wiltshire (39%), Warwickshire (41%).

7.2 Forces which have cut police staff by less than the average

The fact that there are forces which have managed to protect their police staff workforces from the worst effect of the cuts, and cut numbers by less than the average, suggests that in these forces, at least, someone is thinking a bit more intelligently about their workforce configuration going forward. UNISON hopes that this is the case and, if it is, applauds the police leaders who have made these decisions.

In only two forces, Leicestershire Constabulary and the City of London Police, has the number of police staff grown since 2010, although South Wales Police, Avon and Somerset Police and North Wales Police cut their police staff by relatively low numbers, as our data makes clear.

Leicestershire Constabulary, South Wales Police, Avon and Somerset Police and North Wales Police, and indeed any force which has cut its police staff workforce by much less than the average, deserve more detailed investigation to discover just how these forces have been able to relatively protect their police staff numbers, and what decisions were taken by police leaders to achieve this.

7.3 The long term impact of police staff cuts on police efficiency

One of the most worrying findings in UNISON's police staff cuts survey is the way in which the cuts are turning back workforce modernisation. The decline in the percentage of police staff in the total police workforce from nearly 36% in 2010 to 33.5% in 2013 may seem at first glance to be a relatively minor reduction, but is the thin end of a very dangerous wedge. There is a real danger that, as the Government cuts continue to fall on the service, forces will resort, more and more, to making essential police staff redundant and replacing their roles with police officers.

This quick fix may be justified with promises to citizens that PCCs, or the Government, are maintaining police officer numbers. However, in reality many of these officers will spend less time on the beat, and more time in the office doing the work previously done by police staff. UNISON is planning further research on this topic with a view to exposing any regressive trends in forces in England and Wales.

Perhaps it is not coincidental that the Home Office has stopped collecting workforce data which previously allowed us to monitor the number of police officers and police staff in the following broad occupational categories: operational, operational support and organisational support. UNISON suspects that the data is not being collected because it would embarrass both Home Office ministers and some police leaders by showing a growth in police officers in non front-line roles.

UNISON calls upon the Home Office, HMIC and the College of Policing to reinstate the collection of force workforce data which would allow us to trace key structural changes in the police workforce and remedy any inefficiencies or imbalances that the police cuts have created.

This trend towards replacing police staff with police officers will deliver neither efficiency, nor effectiveness, for the police service going forward and is merely storing up higher costs for policing in the future. UNISON calls upon the College of Policing and HMIC to take up the issue of workforce configuration in all future work on efficiency and effectiveness.

7.4 The long term impact of police staff cuts on police force diversity

The Home Office figures which UNISON used to compile this survey do not provide the level of detail to allow a proper equality impact assessment of the cuts to the police workforce. As set out above, the anecdotal evidence is that the proportion of women in the overall workforce will have declined as a result of the disproportionate cuts to police staff numbers compared to the reduction in serving police officers. The impact of the cuts on black and minority ethnic representation in the workforce is also a matter of grave concern to UNISON, on the basis that black and minority ethnic representation was higher in the police staff workforce than its police officer counterpart before 2010.

UNISON intends to carry out a separate piece of work to establish as precisely as we can what the impact of the government's police cuts have been on police diversity, but we call on the Home Office, ACPO, APCC and the College of Policing to join with us in this work.

Finally, UNISON makes the point that the police service relies on the tireless goodwill of police staff and police officers across England and Wales, but the well-being of the workforce is now in serious doubt. The cuts to policing which have been put in place by the coalition government are an unregulated experiment in how far you can reduce public protection without anyone noticing. We have now reached breaking point, but this government is determined to go deeper. It is time for those leading the service to speak out before it is too late.

8. Summary Action Points

- 8.1** Forces which have cut police staff numbers more than the average should be asked to account for their decision making process and justify the choices that they have made. UNISON's police cuts data provides the basis for local conversations to take place with chief constables and police and crime commissioners to this end. These conversations will be particularly important in the context of the further cuts which forces are going to have to make as a result of continuing government funding withdrawal.
- 8.2** Forces which have higher than average precept funding to Home Office grant, but which, like Gloucestershire, have not used this flexibility to protect police staff numbers should be asked to account for this discrepancy. These forces include: Northamptonshire (38% precept), Hertfordshire (36% precept), Cumbria (35%), Cambridgeshire (38% precept), Gwent (38% precept), Wiltshire (39%), Warwickshire (41%).
- 8.3** Leicestershire Constabulary, South Wales Police, Avon and Somerset Police and North Wales Police, and indeed any force which has cut its police staff workforce by much less than the average, deserve more detailed investigation to discover just how these forces have been able to relatively protect their police staff numbers, and what decisions were taken by police leaders to achieve this.
- 8.4** UNISON calls upon the Home Office, HMIC and the College of Policing to reinstate the collective of force workforce data which would allow us to trace key structural changes in the police workforce and remedy any inefficiencies or imbalances that the police cuts have created.

- 8.5** This trend towards replacing police staff with police officers will deliver neither efficiency, nor effectiveness, for the police service going forward and is merely storing up higher costs for policing in the future. UNISON calls upon the College of Policing and HMIC to take up the issue of workforce configuration in all future work on efficiency and effectiveness.
- 8.6** UNISON intends to carry out a separate piece of work to establish as precisely as we can what the impact of the government's police cuts have been on police diversity, but we call on the Home Office, ACPO, APCC and the College of Policing to join with us in this work.

Table A: POLICE STAFF CUTS BY FORCE (ENGLAND & WALES)

Police Force Area	English Region or Wales	Mar-10	Mar-11	Mar-12	Sep-12	Mar-13	Sep-13	Change since March 2010	% Since March 2010
Lincolnshire	East midlands	879	826	754	248	247	248	-631	-71.82%
Cleveland	North East	711	235	223	217	216	205	-506	-71.20%
Northamptonshire	East midlands	1,161	1,064	896	849	756	757	-404	-34.77%
Northumbria	North East	2,010	1,915	1,477	1,353	1,316	1,425	-585	-29.09%
Hertfordshire	Eastern	1,481	1,346	1,225	1,229	1,160	1,109	-372	-25.13%
Derbyshire	East midlands	1,225	1,121	972	943	936	919	-306	-24.97%
Nottinghamshire	East midlands	1,566	1,448	1,196	1,203	1,165	1,179	-387	-24.69%
Cumbria	North West	794	739	668	633	611	599	-195	-24.51%
Cambridgeshire	Eastern	1,038	882	806	796	778	788	-250	-24.06%
Gwent	Wales	810	721	669	643	643	622	-188	-23.18%
Gloucestershire	South West	729	707	636	605	572	565	-164	-22.56%
West Midlands	West Midlands	3,667	3,184	2,985	2,923	2,836	2,845	-822	-22.43%
Greater Manchester	North West	3,927	3,577	3,066	2,950	3,053	3,068	-859	-21.86%
Wiltshire	South West	833	760	668	664	682	654	-179	-21.49%
Durham	North East	881	739	673	674	674	693	-188	-21.37%
Warwickshire	West Midlands	765	720	592	643	632	605	-160	-20.88%
West Yorkshire	Yorks. & Humb.	3,539	3,300	2,959	2,892	2,829	2,815	-724	-20.47%
Hampshire	South East	2,271	1,961	1,774	1,769	1,792	1,814	-457	-20.12%
Essex	Eastern	2,075	1,923	1,681	1,642	1,688	1,663	-412	-19.85%
Kent	South East	2,381	2,313	1,996	1,960	1,933	1,911	-470	-19.76%
Cheshire	North West	1,471	1,344	1,245	1,266	1,243	1,185	-286	-19.47%
Metropolitan Police	London	14,179	13,688	12,751	12,545	12,328	11,531	-2,648	-18.67%
Staffordshire	West Midlands	1,315	1,181	1,100	1,081	1,052	1,071	-244	-18.55%
North Yorkshire	Yorks. & Humb.	1,158	1,048	919	913	939	945	-213	-18.41%
Dorset	South West	1,027	963	860	867	855	851	-176	-17.15%

Police Force Area	English Region or Wales	Mar-10	Mar-11	Mar-12	Sep-12	Mar-13	Sep-13	Change since March 2010	% Since March 2010
Dyfed-Powys	Wales	692	643	583	581	576	576	-116	-16.80%
West Mercia	West Midlands	1,715	1,658	1,513	1,442	1,455	1,439	-276	-16.09%
Merseyside	North West	2,117	2,008	1,885	1,844	1,816	1,783	-334	-15.78%
Norfolk	Eastern	1,072	919	877	894	887	904	-168	-15.68%
Suffolk	Eastern	922	880	829	799	779	780	-142	-15.39%
Bedfordshire	Eastern	826	788	724	716	716	704	-122	-14.79%
Devon & Cornwall	South West	1,766	1,667	1,525	1,480	1,508	1,507	-259	-14.68%
South Yorkshire	Yorks. & Humb.	2,304	2,125	1,973	1,919	1,948	1,976	-328	-14.22%
Humberside	Yorks. & Humb.	1,415	1,330	1,273	1,259	1,235	1,223	-192	-13.57%
Lancashire	North West	1,957	1,858	1,785	1,777	1,740	1,711	-246	-12.59%
Sussex	South East	2,139	1,949	1,881	1,917	1,911	1,873	-266	-12.42%
Thames Valley	South East	2,930	2,885	2,689	2,590	2,567	2,592	-338	-11.54%
Surrey	South East	1,829	1,805	1,715	1,693	1,690	1,654	-175	-9.56%
South Wales	Wales	1,810	1,749	1,638	1,587	1,621	1,693	-117	-6.48%
Avon & Somerset	South West	1,871	1,830	1,667	1,690	1,779	1,813	-58	-3.12%
North Wales	Wales	876	830	769	815	839	851	-25	-2.88%
Leicestershire	East midlands	1,151	1,044	1,027	1,124	1,150	1,174	23	1.97%
London, City of	London	310	337	331	351	356	372	62	20.12%
		79,595	74,010	67,475	65,990	65,509	64,691	-14,904	-18.73%

Table excludes police community support officers, designated police staff, traffic wardens, and contract staff employed by private companies

*Some of the increase in police staff numbers between Mar-13 and Sep-13 for Northumbria is attributable to some PCSOs being re-designated as police staff.

Table B: POLICE OFFICER CUTS BY FORCE (ENGLAND & WALES)

*Some of the increase between Mar-13 and Sep-13 for Northumbria is attributable to some PCSOs being regraded as police staff.

Police Force Area	English Region or Wales	Mar-10	Sep-13	Change since March 2010	% Since March 2010
Warwickshire	West Midlands	973	796	-177	-18.19%
Cleveland	North East	1,724	1,431	-293	-17.00%
Staffordshire	West Midlands	2,161	1,801	-360	-16.66%
Humber-side	Yorks. & Humb.	2,058	1,722	-336	-16.33%
Bedfordshire	Eastern	1,246	1,045	-201	-16.13%
Dorset	South West	1,486	1,258	-228	-15.34%
West Mercia	West Midlands	2,391	2,036	-355	-14.85%
Kent	South East	3,787	3,230	-557	-14.71%
Lancashire	North West	3,649	3,114	-535	-14.66%
Avon & Somerset	South West	3,302	2,825	-477	-14.45%
Devon & Cornwall	South West	3,556	3,047	-509	-14.31%
West Yorkshire	Yorks. & Humb.	5,758	4,937	-821	-14.26%
Merseyside	North West	4,516	3,892	-624	-13.82%
West Midlands	West Midlands	8,626	7,455	-1,171	-13.58%
Greater Manchester	North West	8,148	7,069	-1,079	-13.24%
Derbyshire	East midlands	2,074	1,802	-272	-13.11%
Durham	North East	1,507	1,318	-189	-12.54%
Sussex	South East	3,213	2,832	-381	-11.86%
London, City of	London	852	753	-99	-11.62%
Wiltshire	South West	1,181	1,044	-137	-11.60%
Nottinghamshire	East midlands	2,409	2,130	-279	-11.58%
Leicestershire	East midlands	2,317	2,059	-258	-11.14%
Hampshire	South East	3,748	3,332	-416	-11.10%

Police Force Area	English Region or Wales	Mar-10	Sep-13	Change since March 2010	% Since March 2010
Northumbria	North East	4,187	3,730	-457	-10.91%
South Wales	Wales	3,148	2,809	-339	-10.77%
Essex	Eastern	3,606	3,241	-365	-10.12%
Lincolnshire	East midlands	1,206	1,089	-117	-9.70%
Cheshire	North West	2,155	1,956	-199	-9.23%
Cumbria	North West	1,238	1,126	-112	-9.05%
Gloucestershire	South West	1,309	1,194	-115	-8.79%
Hertfordshire	Eastern	2,130	1,950	-180	-8.45%
Metropolitan Police	London	33,367	30,631	-2,736	-8.20%
Cambridgeshire	Eastern	1,471	1,352	-119	-8.09%
Dyfed-Powys	Wales	1,195	1,101	-94	-7.87%
Northamptonshire	East midlands	1,343	1,241	-102	-7.59%
North Yorkshire	Yorks. & Humb.	1,486	1,374	-112	-7.54%
North Wales	Wales	1,590	1,472	-118	-7.42%
Norfolk	Eastern	1,662	1,549	-113	-6.80%
South Yorkshire	Yorks. & Humb.	2,953	2,756	-197	-6.67%
Gwent	Wales	1,437	1,367	-70	-4.87%
Suffolk	Eastern	1,246	1,201	-45	-3.61%
Thames Valley	South East	4,434	4,337	-97	-2.19%
Surrey	South East	1,890	1,946	56	2.96%
Totals		143,735	128,350	-15,385	-10.70%

Table C: COMPARISON OF POLICE STAFF AND POLICE OFFICER CUTS BY FORCE (ENGLAND & WALES)

Police Force Area	English Region or Wales	Police Staff March 2010	Police Staff Sept. 2013	Change since March 2010	% Change Since March 2010	Police Officers March 2010	Police officers Sept. 2013	Change since March 2010	% Since March 2010	Scale of police staff losses compared to police officer losses
Northamptonshire	East midlands	1,161	757	-404	-34.77%	1,343	1,241	-102	-7.59%	4.6
Northumbria	North East	2,010	1,425	-585	-29.09%	4,187	3,730	-457	-10.91%	2.7
Hertfordshire	Eastern	1,481	1,109	-372	-25.13%	2,130	1,950	-180	-8.45%	3
Derbyshire	East midlands	1,225	919	-306	-24.97%	2,074	1,802	-272	-13.11%	1.9
Nottinghamshire	East midlands	1,566	1,179	-387	-24.69%	2,409	2,130	-279	-11.58%	2.1
Cumbria	North West	794	599	-195	-24.51%	1,238	1,126	-112	-9.05%	2.7
Cambridgeshire	Eastern	1,038	788	-250	-24.06%	1,471	1,352	-119	-8.09%	3
Gwent	Wales	810	622	-188	-23.18%	1,437	1,367	-70	-4.87%	4.8
Gloucestershire	South West	729	565	-164	-22.56%	1,309	1,194	-115	-8.79%	2.6
West Midlands	West Midlands	3,667	2,845	-822	-22.43%	8,626	7,455	-1,171	-13.58%	1.7
Greater Manchester	North West	3,927	3,068	-859	-21.86%	8,148	7,069	-1,079	-13.24%	1.7
Wiltshire	South West	833	654	-179	-21.49%	1,181	1,044	-137	-11.60%	1.9
Durham	North East	881	693	-188	-21.37%	1,507	1,318	-189	-12.54%	1.7
Warwickshire	West Midlands	765	605	-160	-20.88%	973	796	-177	-18.19%	1.1
West Yorkshire	Yorks. & Humb.	3,539	2,815	-724	-20.47%	5,758	4,937	-821	-14.26%	1.4
Hampshire	South East	2,271	1,814	-457	-20.12%	3,748	3,332	-416	-11.10%	1.8
Essex	Eastern	2,075	1,663	-412	-19.85%	3,606	3,241	-365	-10.12%	2
Kent	South East	2,381	1,911	-470	-19.76%	3,787	3,230	-557	-14.71%	1.3
Cheshire	North West	1,471	1,185	-286	-19.47%	2,155	1,956	-199	-9.23%	2.1
Metropolitan Police	London	14,179	11,531	-2,648	-18.67%	33,367	30,631	-2,736	-8.20%	2.3
Staffordshire	West Midlands	1,315	1,071	-244	-18.55%	2,161	1,801	-360	-16.66%	1.1
North Yorkshire	Yorks. & Humb.	1,158	945	-213	-18.41%	1,486	1,374	-112	-7.54%	2.4
Dorset	South West	1,027	851	-176	-17.15%	1,486	1,258	-228	-15.34%	1.1
Dyfed-Powys	Wales	692	576	-116	-16.80%	1,195	1,101	-94	-7.87%	2.1

Police Force Area	English Region or Wales	Police Staff March 2010	Police Staff Sept. 2013	Change since March 2010	% Change Since March 2010	Police Officers March 2010	Police officers Sept. 2013	Change since March 2010	% Since March 2010	Scale of police staff losses compared to police officer losses
West Mercia	West Midlands	1,715	1,439	-276	-16.09%	2,391	2,036	-355	-14.85%	1.1
Merseyside	North West	2,117	1,783	-334	-15.78%	4,516	3,892	-624	-13.82%	1.1
Norfolk	Eastern	1,072	904	-168	-15.68%	1,662	1,549	-113	-6.80%	2.3
Suffolk	Eastern	922	780	-142	-15.39%	1,246	1,201	-45	-3.61%	4.3
Bedfordshire	Eastern	826	704	-122	-14.79%	1,246	1,045	-201	-16.13%	0.9
Devon & Cornwall	South West	1,766	1,507	-259	-14.68%	3,556	3,047	-509	-14.31%	1
South Yorkshire	Yorks. & Humb.	2,304	1,976	-328	-14.22%	2,953	2,756	-197	-6.67%	2.1
Humberside	Yorks. & Humb.	1,415	1,223	-192	-13.57%	2,058	1,722	-336	-16.33%	0.8
Lancashire	North West	1,957	1,711	-246	-12.59%	3,649	3,114	-535	-14.66%	0.9
Sussex	South East	2,139	1,873	-266	-12.42%	3,213	2,832	-381	-11.86%	1
Thames Valley	South East	2,930	2,592	-338	-11.54%	4,434	4,337	-97	-2.19%	5.3
Surrey	South East	1,829	1,654	-175	-9.56%	1,890	1,946	56	2.96%	
South Wales	Wales	1,810	1,693	-117	-6.48%	3,148	2,809	-339	-10.77%	0.6
Avon & Somerset	South West	1,871	1,813	-58	-3.12%	3,302	2,825	-477	-14.45%	0.2
North Wales	Wales	876	851	-25	-2.88%	1,590	1,472	-118	-7.42%	0.4
Leicestershire	East midlands	1,151	1,174	23	1.97%	2,317	2,059	-258	-11.14%	
London, City of	London	310	372	62	20.12%	852	753	-99	-11.62%	
Lincolnshire	East midlands	879	248	-631	-71.82%	1,206	1,089	-117	-9.70%	7.4
Cleveland	North East	711	205	-506	-71.20%	1,724	1,431	-293	-17.00%	4.2
Totals		79,595	64,691	-14,904	-18.73%	143,735	128,350	-15,385	-10.70%	1.7

Table D: RATIO OF POLICE STAFF TO POLICE OFFICERS BY FORCE (ENGLAND & WALES)

Police Force	English Region or Wales	Police Staff March 2010	Police Officers March 2010	% of Police Staff	Police Staff Sept 2013	Police Officers Sept 2013	% of Police Staff	% Change 2010 to 2013
London, City of	London	310	852	26.68%	372	753	33.09%	6.41%
Leicestershire	East midlands	1,151	2,317	33.19%	1,174	2,059	36.31%	3.12%
Avon & Somerset	South West	1,871	3,302	36.17%	1,813	2,825	39.09%	2.92%
North Wales	Wales	876	1,590	35.52%	851	1,472	36.63%	1.10%
South Wales	Wales	1,810	3,148	36.51%	1,693	2,809	37.60%	1.10%
Humberside	Yorks. & Humb.	1,415	2,058	40.74%	1,223	1,722	41.53%	0.79%
Lancashire	North West	1,957	3,649	34.91%	1,711	3,114	35.46%	0.55%
Bedfordshire	Eastern	826	1,246	39.86%	704	1,045	40.25%	0.38%
Devon & Cornwall	South West	1,766	3,556	33.18%	1,507	3,047	33.09%	-0.10%
Sussex	South East	2,139	3,213	39.97%	1,873	2,832	39.81%	-0.15%
West Mercia	West Midlands	1,715	2,391	41.77%	1,439	2,036	41.41%	-0.36%
Merseyside	North West	2,117	4,516	31.92%	1,783	3,892	31.42%	-0.50%
Dorset	South West	1,027	1,486	40.87%	851	1,258	40.35%	-0.52%
Staffordshire	West Midlands	1,315	2,161	37.83%	1,071	1,801	37.29%	-0.54%
Warwickshire	West Midlands	765	973	44.02%	605	796	43.19%	-0.82%
Kent	South East	2,381	3,787	38.60%	1,911	3,230	37.17%	-1.44%
West Yorkshire	Yorks. & Humb.	3,539	5,758	38.07%	2,815	4,937	36.31%	-1.76%
South Yorkshire	Yorks. & Humb.	2,304	2,953	43.83%	1,976	2,756	41.76%	-2.07%
West Midlands	West Midlands	3,667	8,626	29.83%	2,845	7,455	27.62%	-2.21%
Greater Manchester	North West	3,927	8,148	32.52%	3,068	7,069	30.27%	-2.25%
Dyfed-Powys	Wales	692	1,195	36.67%	576	1,101	34.34%	-2.34%
Norfolk	Eastern	1,072	1,662	39.21%	904	1,549	36.85%	-2.36%

Police Force	English Region or Wales	Police Staff March 2010	Police Officers March 2010	% of Police Staff	Police Staff Sept 2013	Police Officers Sept 2013	% of Police Staff	% Change 2010 to 2013
Thames Valley	South East	2,930	4,434	39.79%	2,592	4,337	37.41%	-2.38%
Durham	North East	881	1,507	36.89%	693	1,318	34.45%	-2.44%
Metropolitan Police	London	14,179	33,367	29.82%	11,531	30,631	27.35%	-2.47%
Hampshire	South East	2,271	3,748	37.73%	1,814	3,332	35.25%	-2.48%
Essex	Eastern	2,075	3,606	36.53%	1,663	3,241	33.91%	-2.61%
Wiltshire	South West	833	1,181	41.36%	654	1,044	38.51%	-2.85%
Cheshire	North West	1,471	2,155	40.57%	1,185	1,956	37.72%	-2.85%
North Yorkshire	Yorks. & Humb.	1,158	1,486	43.80%	945	1,374	40.74%	-3.05%
Suffolk	Eastern	922	1,246	42.53%	780	1,201	39.38%	-3.15%
Surrey	South East	1,829	1,890	49.18%	1,654	1,946	45.95%	-3.23%
Derbyshire	East midlands	1,225	2,074	37.13%	919	1,802	33.78%	-3.35%
Gloucestershire	South West	729	1,309	35.77%	565	1,194	32.10%	-3.67%
Nottinghamshire	East midlands	1,566	2,409	39.40%	1,179	2,130	35.64%	-3.76%
Cumbria	North West	794	1,238	39.07%	599	1,126	34.74%	-4.34%
Cambridgeshire	Eastern	1,038	1,471	41.37%	788	1,352	36.83%	-4.54%
Hertfordshire	Eastern	1,481	2,130	41.01%	1,109	1,950	36.25%	-4.76%
Gwent	Wales	810	1,437	36.05%	622	1,367	31.28%	-4.77%
Northumbria ²	North East	2,010	4,187	32.44%	1,425	3,730	27.65%	-4.79%
Northamptonshire	East midlands	1,161	1,343	46.37%	757	1,241	37.90%	-8.47%
Cleveland	North East	711	1,724	29.20%	205	1,431	12.52%	-16.68%
Lincolnshire	East midlands	879	1,206	42.16%	248	1,089	18.53%	-23.63%
Totals		79,595	143,735	35.64%	64,691	128,350	33.51%	-2.13%