

Platform for Success

2008/2009

Force Annual Report

Incorporating the
Quarter 4
Performance Report



GRAMPIAN
P·O·L·I·C·E

Keeping our communities safe

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1. INTRODUCTION & OVERVIEW

This report refers to quarter 4 of the financial year 2008/2009 (1 January 2009 – 31 March 2009). Also included in the report are statistics and information relating to the whole financial year 2008/2009 (1 April 2008 – 31 March 2009).

Performance with our Platform for Success was published on 1 April 2008, a strategy for the Force which has been continuing over the last 4 years. It identifies the Force Mission and the strategy for its delivery. The purpose of this report is to inform the Force Executive Board (FEB) and the Joint Police Board (JPB) of progress towards achieving that Mission during the last quarter and throughout the year.

The Force Mission is being achieved through one set of priorities, which includes the previous Control Strategy Priorities addressing crime and disorder issues, and Business Strategy Priorities that ensure the infrastructure and organisation are best suited to deliver the needs of the public and other stakeholders.

1.1 INTRODUCTION

This report is structured around the four 'areas of policing' identified within the Scottish Policing Performance Framework (SPPF), i.e. Service Response, Public Reassurance and Community Safety, Criminal Justice and Tackling Crime, and Sound Governance and Efficiency. Together, these represent the full range of policing related activities of Grampian Police and our partners.

The Force Priorities fit within the framework as shown below, for 2008/2009. Each area of policing is covered by one section of this report. Within each section, information is provided on what is being done to address the priority and what impact this is having. National performance indicators are also included within each section, as are a range of local indicators.

	Service Response	Public Reassurance & Community Safety	Criminal Justice & Tackling Crime	Sound Governance & Efficiency
Force Priorities	<ul style="list-style-type: none"> Public Satisfaction Force Reputation & Standards 	<ul style="list-style-type: none"> Child Protection Community Focus Community Well-Being National Security Offender Management Road Casualty Reduction 	<ul style="list-style-type: none"> Controlled Drugs Serious and Violent Crime Criminal Justice 	<ul style="list-style-type: none"> Corporate Governance Staff Potential
SPPF National Indicators	<ul style="list-style-type: none"> Complaints about police officers and police staff Service complaints Level of service user satisfaction <i>Public confidence in the police</i> Proportion of 999 calls answered within 10 seconds Time taken to respond to emergency calls Number of telephone calls and incidents Number of sudden deaths reported to the Procurator Fiscal Number of missing persons incidents 	<ul style="list-style-type: none"> Number of recorded crimes and offences Detection rate for recorded crimes and offences Number of racist incidents and racially motivated crimes Number and proportion of racially motivated crimes detected Number of persons killed or injured in road accidents <i>Offenders managed under MAPPA who are re-convicted or breach conditions</i> <i>Experience of antisocial behaviour</i> <i>Perception of the general crime rate in the local area</i> <i>Victimisation rates for personal and household crime</i> <i>Level of personal and household crime and the proportion reported to the police</i> <i>Volume of forensic services provided</i> Number of Special Police Constables and hours they are used Number of registered sex offenders Number of domestic abuse incidents Number of problem drug users* Number of individuals brought into custody* 	<ul style="list-style-type: none"> <i>Percentage of criminal cases dealt with in 26 weeks</i> <i>Overall re-conviction rate</i> <i>Value of criminal assets confiscated as a result of SCDEA activity</i> Number and proportion of reports submitted to Procurator Fiscal within 28 calendar days Number and proportion of reports submitted to Children's Reporter within 14 calendar days <i>Number of individuals reported to the Procurator Fiscal where proceedings were not taken</i> Use of alternatives to court: ASBFPNs, FAWS and Restorative Justice Warning and Conference Scheme Weight of Class A drug seizures and number of supply and possession with intent to supply offences recorded 	<ul style="list-style-type: none"> <i>Value of efficiency savings generated by Forces</i> <i>Value of efficiency savings generated by the SPSA</i> Proportion of working time lost to sickness absence for police officers and police staff Turnover rates for police officers and police staff Proportion of salary costs accounted for by overtime Proportion of time vehicles are available for use <i>Scottish Police College course utilisation rates</i> Number of police officers and police staff Staffing profile by disability, ethnicity and gender Total expenditure on salaries, operating costs and capital <i>Expenditure per resident</i> <i>SPSA expenditure</i> Number of Freedom of Information requests
Local Indicators	<ul style="list-style-type: none"> Deployments of Mobile Police Offices Number of CrimeFiles Non-emergency Call Performance 	<ul style="list-style-type: none"> Vandalism Legal Services Road Casualty Contributory Offences Detected Education Activity Proactive Enforcement Operations & High Visibility Patrols 	<ul style="list-style-type: none"> Local Drug Indicators Number of Drug Related Deaths Serious & Violent Crime Serious Assault Robbery Undertaking Cases 	<ul style="list-style-type: none"> Procurement Recruitment Staff Performance Disclosure

Indicators in red italics are reported on centrally by other agencies - data not available for this report.

Indicators in italics are required to be reported on by the Force on an annual basis but where quarterly data is available it will be included in this report.

**Currently reported in Criminal Justice & Tackling Crime, to align with Force Priorities.*

1.2 HIGHLIGHTS

In 2008/2009 Grampian Police has built on the excellent performance achieved in the previous year with another year of good performance. Some of the highlights are as follows:

Crime Down, Detection Rates Up

Grampian Police continues to tackle crime, with recorded crimes down and detection rates up for the third year in a row. The total number of all crimes fell by 5.1% compared to 2007/2008, meaning there were 4856 fewer crimes in 2008/2009.

The detection rate for all crime has remained almost the same as last year at 72.7%.

In core crime groups 1-4, our detection rate is at the best level for 6 years at 38.8%, an area where the Force previously received heavy criticism.

Recorded crimes of Vandalism have dropped by 5.8%, a total of 545 fewer crimes year on year, a result of targeting resources in local communities. The detection rate for Vandalism has increased by 3.5% to 32.2% in 2008/2009 compared to 2007/2008. This is our best performance in this area for the last 3 years.

Robberies have decreased year on year by almost a quarter (24.6% or 58 fewer crimes). This is a direct result of improved targeting of repeat offenders and application of the Robbery Investigation Protocol across the Force.

Group 5 crimes have increased, up by 6.6% year on year. This has mainly been due to positive proactive police activity targeting drugs offences, a large part of which was achieved in quarter 4 due to Operation Lochnagar.

More Police on the Beat

The force now employs a record number of 1557 police officers, an increase of 57 from the end of 2007/2008, the largest number ever in the Force's history. This follows a year of intensive recruitment, with 145 new Police Constables appointed.

Drug Dealers Targeted

The volume of Class A drugs seized by police, such as Heroin and Crack Cocaine, has increased by nearly 50% since last year. Grampian Police seized 26.4kg of Class A drugs in 2008/2009 compared to 17.7kg in 2007/2008, while charges of drug supply and possession with intent to supply have increased by 16.5 per cent (129 more charges).

The Force's Operation Lochnagar took £77,000 worth of drugs off Aberdeen's streets, including Heroin, Crack Cocaine, Cocaine, Amphetamines and Cannabis among the drugs seized. 102 Search Warrants were executed, resulting in over 150 people taken into custody and 137 offences being reported. From Court proceedings that have already taken place, the current total length of imprisonment time is 38 years and 6 months.

Operation Lochnagar involved 250 Police Officers who, as well as targeting drug dealers,

were providing community reassurance through high visibility patrols in Tillydrone, Seaton, Torry and Aberdeen City Centre. Anecdotal feedback from communities on the visibility of officers has been positive.

Drive to cut Roads Deaths a Success

The number of deaths on Grampian's roads has remained at an unacceptable 36, the same number as the previous year, but well below the 62 fatalities in 2006/2007.

Over 70,000 people, including school pupils, have benefited from road safety education and advice in 2008/2009, more than double the previous year's figure of 31,549.

The Force's pioneering Operation Piston targeted young drivers on an intelligence led basis, in a bid to cut roads death, improve driving standards and reduce antisocial driving in communities across Aberdeenshire.

Operation Piston resulted in 58 arrests, 783 people charged with various offences, 63 vehicles seized and 144 Antisocial Behaviour Warnings issued. In addition, nearly 1940 young drivers have been educated about their driving standards.

This approach will now be adopted across the Force and will rely heavily on information from the public to target dangerous, careless and antisocial driving. This will assist officers in preventing young drivers causing nuisance, injury or death on Grampian's roads.

Success in Tackling Serious & Violent Crime

A total of 730 crimes were recorded in this Force Priority in 2008/2009, the lowest figure for three years. The annual detection rate of 70.4% is within the Force's 3 year average baseline as properly recorded good performance.

The number of Serious Assaults recorded has increased by 10.1% (35 more crimes) which will be targeted in the coming year under the Force Priority of Violence.

Crimes of Indecency - detection rate up

Detection rates in this category increased by 5% to 72.2% in 2008/2009, the highest rate in the last three years. The number of crimes of indecency recorded increased by 2.4% year on year (23 more crimes) and is attributed to the change in legislation relating to prostitution.

Crimes of Dishonesty down

Crimes of dishonesty like Theft and Fraud decreased year on year by 3.6% or 633 fewer crimes. The total number of crimes recorded (17,069) is the best in the last three years, as is the detection rate of 38.5%. Within the group, low levels of Housebreaking have been sustained and vehicle crime has significantly decreased.

Keeping in Touch

Mobile Police offices were deployed 503 times in 2008/2009, a large increase on the 305 times they were used in the previous year. This visible presence across the Force included deployments for proactive drugs testing initiatives, midnight football events, regular

community surgeries, in support of road safety campaigns and for pupil drop in events. The offices also continue to be deployed for major incident appeals and at public events throughout the year.

High Public Satisfaction

The number of 999 calls answered within 10 seconds stands at 90.6% in 2008/2009, just above the national target of 90%.

Where an emergency response was required, officers were at the scene in just over 7 minutes on average in 2008/2009, an improvement on 2007/2008.

From our user satisfaction surveys, carried out monthly to engage with those who have been in recent contact with the Force, over 90% were satisfied with their initial police contact and almost 85% were satisfied with police action to resolve their enquiries.

1.3 INTERPRETATION OF INFORMATION

1.3.1 FORCE PRIORITIES

The purpose of this report is to provide a picture of Grampian Police Force Priorities and how the Force is addressing them. This report identifies work and progress during quarter 4 of 2008/2009.

1.3.2 STATUTORY PERFORMANCE INDICATORS (SPI)

Audit Scotland provide annual direction on Statutory Performance Indicators (SPIs). There are currently 9 set for Police Forces:

1. The number and percentage of recorded crimes cleared up.
2. The proportion of 999 calls answered within 10 seconds.
3. The proportion of working time lost to sickness absence (for both Police Officers and Civilian Staff).
4. Complaints about Police Officers and Police Staff, and Service Complaints.
5. Racially motivated incidents (and crimes).
6. Class A drugs supply offences and seizures.
7. The number of persons killed or injured as a result of road accidents.
8. The number and percentage of police reports sent to the Children's Reporter within 14 calendar days of caution/charge.
9. The number and percentage of police reports sent to the Procurator Fiscal within 28 calendar days of caution/charge.

These SPIs are included within the SPPF and are integrated throughout the report with Force Priorities, where relevant to that priority.

1.3.3 NATIONAL INDICATORS (NI)

The SPPF was launched across Scotland in April 2007 and identified a set of National Indicators to be reported by all Forces, including the 9 Police SPIs. Additional indicators have been introduced for 2008/2009. The information contained in this report reflects the structure of the information provided within the SPPF, which is still evolving.

In this report, National Indicators have been integrated with Force Priorities, where relevant to that priority, and are now identified by the acronym **(NI)** after the title. Any calculations in this report which record statistics in proportion to population use the General Register's Office for Scotland 2006 mid year estimates of population, which record the Grampian population as 535,890.

Crime Trend Information

Where historical data is available, this is reported on a quarterly basis to provide comparison and an indication of longer term trends. Where graphs are used, the bars display the number of crimes/offences using the left axis, and the lines relate to the percentage detection rate in the right axis.

Quarter on Quarter Comparison

Where possible, statistics for the same quarter in the last financial year have been provided, and where not available, have been marked - (No Data Available). As sources of information build, particularly for new indicators, greater comparison and interpretation of the data will become possible.

Expenditure Indicators

During 2008/2009, work has been progressing on the future development of the expenditure indicators within the SPPF. Currently, this work has not allowed definitions to be formed and as such, these indicators have been removed from this report.

1.3.4 LOCAL INDICATORS (LI)

Where local indicators provide an additional level of information deemed useful in providing further context to the reader, they are included in tables in the document, either within sections on Force Priorities or alongside National Indicators. Local Indicators are identified by the acronym (**LI**) after their title. These Local Indicators are reflective of Force Priorities and local needs.

Local Indicators are mostly new and consequently, it is rarely possible to provide comparative information from previous years. This will develop as this year's data forms a baseline into the next fiscal year.

1.3.5 TARGETS AND 'TRAFFIC LIGHTS'

Where appropriate, an aspirational target has been set by the Force for certain indicators. These targets are based on:

1. The baseline set from the average of the past three years annual performance data.
2. An aspirational value based on the best annual figure during the past three years.

Where these are applied the following traffic light system is used:

Excellent (Aspirational)	Green
Good (Baseline)	Amber
Below Average	Red

- Performance highlighted in green is classified as excellent, representing an improvement in our best quarterly performance over the last three years,
- Performance highlighted in amber is classified as good performance, indicating that the results achieved exceed the average overall performance over the last three years,
- Performance falling below average is highlighted in red.

Due to continuous improvement within the Force and ongoing excellent levels of performance during the past three years, targets for 2008/2009 are increasingly challenging. This is due to the previous excellent performance driving up both the average (baseline) and the best ever (aspirational) targets. It is anticipated that this challenging regime will result increasingly in more targets being categorised as amber, providing evidence of good performance.

2. SERVICE RESPONSE

The area of Service Response relates to how Grampian Police respond to the public. The priorities identified to deliver a high standard of Service Response are *Public Satisfaction* and *Force Reputation and Standards*.

2.1 PUBLIC SATISFACTION

- Provide a quality standard in delivery of service.
- Provide a professional service at point of contact with the public.

Grampian Police are proud of the high levels of public satisfaction recorded. This does not mean the Force is complacent and we will continue to strive to improve user satisfaction further in the coming year.

This has been contributed to by the increase in answer rates for 999 calls, a result of analysis to ensure staff in the Force Control Room are deployed correctly to meet peak demand. Staffing levels in the Force Service Centre have also been improved, contributing to the increase in the percentage of non-emergency calls answered to 96.4%, up from 82.3% year on year.

For 2009/2010, Public Satisfaction will be incorporated into the Force Priorities of Antisocial Behaviour and Community Focus.

Deployments of Mobile Police Offices (LI)

Deployments of Mobile Police Offices	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Aberdeen	-	12	13	46	17	38	30	21
Aberdeenshire	-	26	40	53	30	67	80	45
Moray	-	32	47	36	41	37	53	44
Force Total	-	70	100	135	88	142	163	110

Deployment of Mobile Police Offices	2007/2008	2008/2009
Aberdeen	71	106
Aberdeenshire	119	222
Moray	115	175
Force Total	305	503

The deployment of mobile police offices within communities remains an important method of interaction between Grampian Police and local people. The Aberdeenshire office has been used at midnight football events and during a proactive drug testing initiative in January. Moray's office was regularly used to facilitate community surgeries, to support the Operation Nitelite road safety initiative and during pupil drop-in events at Keith Grammar School. Major incidents, such as the gas explosion at the Drumtochty Arms Hotel, Auchenblae in January, also placed demand on the mobile police offices.

Level of Service User Satisfaction (NI)

Statistics on the level of Service User Satisfaction require to be reported annually to the Scottish Government and other authorities. The new programme established for 2008/2009 has continued during quarter 4, with the Force Service Centre (FSC) conducting 200 surveys each month.

2430 people (92.9% of those contacted) responded to the Service User Satisfaction survey in 2008/2009.

During quarter 4, 605 people took part in the survey. A total of 2430 were surveyed for 2008/2009 out of 2617 people contacted, a 92.9% response rate. This is a large increase from the trial sample of 403 for the whole of the previous year of 2007/2008 and is likely to provide a more accurate reflection of satisfaction levels.

Annual Statistics - Satisfaction with initial Police contact	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Very satisfied	52.4%	51.4%	51.8%	61.0%
Fairly satisfied	40.3%	36.5%	39.6%	30.4%
Neither Satisfied nor Dissatisfied	3.7%	5.5%	3.6%	3.8%
Fairly Dissatisfied	1.9%	3.0%	2.6%	2.1%
Very Dissatisfied	1.3%	1.5%	1.5%	1.3%
No response	0.3%	2.0%	0.8%	1.3%

Annual Statistics - Satisfaction with initial Police contact	2007/2008	2008/2009
Very satisfied	50.7%	54.2%
Fairly satisfied	41.8%	36.7%
Neither Satisfied nor Dissatisfied	2.7%	4.2%
Fairly Dissatisfied	3.2%	2.4%
Very Dissatisfied	1.0%	1.4%
No response	0.5%	1.1%

Service User Satisfaction has been maintained during quarter 4, with 91.4% of those surveyed reporting they were satisfied with initial police contact. Annual satisfaction with initial police contact has decreased slightly by 1.6% to 90.9% in 2008/2009.

90.9% were satisfied with initial police contact in 2008/2009.

Annual Statistics – Satisfaction with the actions taken by Police to resolve the enquiry	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Very satisfied	48.2%	45.9%	49.3%	54.4%
Fairly satisfied	38.4%	36.5%	35.6%	28.8%
Neither Satisfied nor Dissatisfied	6.3%	6.1%	4.0%	4.8%
Fairly Dissatisfied	4.8%	5.2%	6.0%	4.1%
Very Dissatisfied	1.5%	2.9%	3.1%	3.8%
No response	0.8%	3.5%	2.0%	4.1%

Annual Statistics - Satisfaction with the actions taken by police to resolve the enquiry	2007/2008	2008/2009
Very satisfied	-	49.5%
Fairly satisfied	-	34.8%
Neither Satisfied nor Dissatisfied	-	5.3%
Fairly Dissatisfied	-	5.0%
Very Dissatisfied	-	2.8%
No response	-	2.6%

Satisfaction with action taken to resolve the enquiry has been maintained in quarter 4 at 83.2%, along with 84.3% either very or fairly satisfied for the whole year 2008/2009.

Annual Statistics – Kept adequately informed on progress	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Yes	42.7%	42.9%	33.6%	31.4%
No	17.9%	28.2%	21.0%	21.7%
Not applicable	38.7%	28.9%	44.9%	43.6%
No response	0.6%	0%	0.5%	3.3%

Annual Statistics – Kept adequately informed on progress	2007/2008	2008/2009
Yes	44.0%	37.7%
No	22.9%	22.2%
Not applicable	29.1%	39.1%
No response	4.0%	1.1%

In 2008/2009, of those surveyed regarding being kept adequately informed of progress, the question was not applicable to 39.1%. To those it was applicable to, 22.2% responded that they had not been kept adequately informed of progress.

Work has been commissioned for the year ahead regarding a new Force Policy to ensure that complainers are updated adequately.

Annual Statistics – Satisfaction with their treatment by staff at initial contact	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Very satisfied	56.5%	59.8%	59.1%	64.8%
Fairly satisfied	37.7%	31.8%	34.8%	28.3%
Neither Satisfied nor Dissatisfied	3.5%	3.7%	3.3%	2.1%
Fairly Dissatisfied	0.8%	1.0%	0.7%	1.5%
Very Dissatisfied	1.1%	1.3%	0.8%	1.5%
No response	0.3%	2.4%	1.5%	1.8%

Annual Statistics - Satisfaction with their treatment by staff at initial contact	2007/2008	2008/2009
Very satisfied	-	60.0%
Fairly satisfied	-	33.1%
Neither Satisfied nor Dissatisfied	-	3.2%
Fairly Dissatisfied	-	1.0%
Very Dissatisfied	-	1.2%
No response	-	1.5%

The level of satisfaction with treatment by staff at initial contact has also been maintained at consistent levels throughout the year, with an overall level of 93.1% either very or fairly satisfied for the whole financial year.

Annual Statistics – Satisfaction with treatment by officers who attended	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Very satisfied	57.8%	58.5%	64.5%	66.2%
Fairly satisfied	36.1%	32.6%	27.8%	23.3%
Neither Satisfied nor Dissatisfied	2.1%	4.8%	0.4%	4.1%
Fairly Dissatisfied	2.4%	1.0%	2.7%	1.1%
Very Dissatisfied	1.3%	2.6%	0.8%	2.3%
No response	0.3%	0.6%	3.9%	3.0%

Annual Statistics - Satisfaction with treatment by officers who attended	2007/2008	2008/2009
Very satisfied	-	61.2%
Fairly satisfied	-	30.6%
Neither Satisfied nor Dissatisfied	-	2.9%
Fairly Dissatisfied	-	1.8%
Very Dissatisfied	-	1.8%
No response	-	1.7%

Satisfaction with the treatment by Officer who attended has remained relatively consistent throughout each quarter, resulting in an overall level of 91.8% very or fairly satisfied.

91.8% were satisfied with their treatment by officers who attended in 2008/2009.

Annual Statistics – Satisfaction with the overall way Grampian Police dealt with the matter	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Very satisfied	46.8%	44.9%	47.8%	51.7%
Fairly satisfied	38.1%	38.7%	38.4%	30.9%
Neither Satisfied nor Dissatisfied	6.9%	6.9%	5.1%	4.1%
Fairly Dissatisfied	4.4%	4.2%	4.5%	5.8%
Very Dissatisfied	2.3%	4.2%	3.3%	3.1%
No response	1.6%	1.2%	0.8%	4.3%

Some of these statistics may have been updated from those recorded in previous reports.

Annual Statistics – Satisfaction with the overall way Grampian Police dealt with the matter	2007/2008	2008/2009
Very satisfied	36.1%	47.8%
Fairly satisfied	36.1%	36.5%
Neither Satisfied nor Dissatisfied	6.5%	5.8%
Fairly Dissatisfied	11.2%	4.7%
Very Dissatisfied	3.5%	3.3%
No response	6.7%	2.0%

Satisfaction with the overall way Grampian Police dealt with the matter has, as with the other measures, been sustained throughout each quarter of the year. The annual level is 84.3%, up from 72.2% in 2007/2008.

Number of Telephone Calls and Incidents (NI) and Non-Emergency Call Performance (LI)

Non-Emergency Call Performance (NI)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Non-Emergency Calls Received	122461	133642	102406	89909	96273	98001	88794	89272
Non-Emergency Call Performance (LI)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Non-Emergency Calls Answered	98619	99454	87506	83537	93074	93285	86304	86368
% Answered	80.5%	81.3%	85.5%	92.9%	96.7%	95.2%	97.2%	96.4%
% Answered within 40 seconds	-	-	-	-	84%	87%	90%	91.0%

This indicator relates to calls handled by the Force Service Centre (FSC) and not those received directly at stations. A call is considered answered when a member of staff speaks to the caller.

Annual Statistics	2007/2008	2008/2009
Non-Emergency Calls Received	448418	372340
Non-Emergency Calls Answered	369116	359031
% Answered	82.3%	96.4%

The FSC recognises that the volume of calls received has stabilised over the quarters recorded in 2008/2009. Significant success has been achieved in increasing the yearly statistics, with the percentage of calls answered up from 82.3% in 2007/2008 to 96.4% in 2008/2009. This success has been achieved by improving staffing levels and the introduction of the 'front end messaging', both of which have contributed to the consistent improvement throughout each quarter since the beginning of 2007/2008.

96.4% of non-emergency calls were answered in 2008/2009, a significant increase from 82.3% in 2007/2008.

Incidents (Command and Control System)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Aberdeen	22251	22445	20324	20393	21162	22873	21295	21496
Aberdeenshire	12733	12702	11732	12092	12624	13462	12533	11836
Moray	5952	6482	5640	5344	6016	6468	5527	5462
Total	40936	41629	37696	37829	39802	42803	39355	38794

Annual Statistics	2007/2008	2008/2009
Aberdeen	85413	86826
Aberdeenshire	49259	50455
Moray	23418	23473
Total	158090	160754

The level of demand as indicated through the number of incidents has remained stable throughout the last year, with the year on year increase equating to only 1.7%. Changes in quarters throughout the last two years reflect seasonal demand levels rather than any underlying trends.

Number of CrimeFiles (LI)

Number of CrimeFiles	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Aberdeen	8153	7617	7546	7552	7681	7641	7422	7423
Aberdeenshire	4382	3954	3812	3844	4365	4332	4051	3976
Moray	2214	2109	1971	1925	1984	1939	1835	1885
Total	14749	13680	13329	13321	14030	13912	13308	13284

Annual Statistics	2007/2008	2008/2009
Aberdeen	30868	30167
Aberdeenshire	15992	16724
Moray	8219	7643
Total	55079	54534

The number of CrimeFiles has decreased year on year, by 1.0%. This is a small fluctuation and is a result of the overall decrease in crimes and offences recorded, as reported in section 3.7 of this report.

Proportion of 999 Calls Answered within 10 seconds (NI)

Proportion of 999 Calls Answered within 10 seconds	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total 999 calls	14487	15355	14702	-	14350	15887	14907	14116
Answered within 10 seconds	13409	14055	13298	-	12771	13890	13491	13535
% Answered within 10 seconds	92.6%	91.5%	90.5%	-	89.0%	87.4%	90.5%	95.9%

National Target – 90%. 999 Call data is not available for Quarter 4 2007/2008, due to refurbishment of the Force Control Room.

Annual Statistics	2007/2008	2008/2009
Total 999 calls	NDA	59260
Answered within 10 seconds	NDA	53687
% Answered within 10 seconds	NDA	90.6%

In quarter 4 the percentage of 999 calls answered within 10 seconds has increased to 95.9%. This is a result of the continued focus on ensuring staffing levels in the Force Control Room (FCR) are able to meet demand.

The annual level of 90.6% of 999 calls answered within 10 seconds is above the national target of 90%.

The annual level of 90.6% of 999 calls answered within 10 seconds is above the national target of 90%.

Time Taken to Respond to Emergency Calls (NI) (In Grampian Police, this refers to 'Grade 1' calls where an emergency response is required)

Time Taken to Respond to Emergency Calls	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total number of emergency response calls	1830	1619	1650	1288	1347	1426	1334	1187
Total number responded to within Force target response time*	-	-	-	-	-	1333	1205	1080
% responded to within Force target response time	-	-	-	-	-	93.5%	90.3%	91.0%
Average response time (minutes)	-	-	-	-	7m32s	7m44s	7m10s	6m48s

*The Force target response times for Grade 1 calls are 10 minutes for Aberdeen Division and 25 minutes for Aberdeenshire and Moray Divisions.

Annual Statistics	2007/2008	2008/2009
Total number of emergency response calls	6387	5294
Total Number responded to within force target time*	-	-
% responded to within force target response time	-	-
Average response time (minutes)	7mins23secs	7mins1sec**

**This relates to the average response times for all Grade 1 calls as per the National Indicator. For Aberdeen Division the average response time was 6m07s, for Aberdeenshire it was 9m17s and at was 7m31s in Moray Division.

Time taken to respond to emergency calls was a new national indicator for 2008/2009, to provide a measure of the quality of service delivered in response times. In each quarter where data is available, the statistics provide a positive picture with the percentage responded to within Force target times consistently above 90%.

Annually, the average response time for the Force has been ahead of target in both 2007/2008 and 2008/2009, with averages of 7mins23secs and 7mins1sec in each year respectively. All 3 divisions have also been within the targets of 10 minutes in Aberdeen and 25 minutes in Aberdeenshire and Moray.

2.2 FORCE REPUTATION AND STANDARDS

- Maintain, promote and improve professional standards and ethical standards.
- Protect the integrity and reputation of the Force.
- Enhance public trust and confidence.

A revision of how complaints are recorded nationally and raised internal awareness of complaints recording procedures has resulted in an increase in the total number of complaints recorded compared to 2007/2008. Grampian Police views complaints as a valuable source of feedback and we acknowledge there are areas for improvement for both individuals and the Force.

We remain committed to maintaining the highest levels of professional and ethical standards and protecting the integrity of the Force in order to enhance public trust and confidence.

Complaints about Police Officers and Police Staff (NI) and Service Complaints (NI) (SPI)

Complaints	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total Complaints	68	91	63	77	89	96	104	120
Total number of Incidents	40936	41629	37696	37829	39802	42803	39355	38794
Complaints per 10,000 incidents recorded	16.6	21.9	16.7	20.4	22.4	22.4	26.4	30.9
Number of allegations arising from complaints	-	-	-	-	173	229	272	214
Number of allegations where action is taken*	-	-	-	-	13	32	23	19
Number of Service Complaints	18	21	28	19	27	20	27	47
Number of Service Complaints per 10,000 population	0.34	0.39	0.52	0.35	0.50	0.37	0.50	0.88

Due to additions to the complaints indicators for 2008/2009, not all statistics are available for 2007/2008.

**Action includes action by Crown Office Procurator Fiscal Service, action in terms of police conduct regulations/staff discipline procedures or action outwith police conduct regulations/staff discipline procedure, e.g., diversion to training or redeployment.*

Annual Statistics	2007/2008	2008/2009
Total Complaints	299	409
Total number of Incidents	158090	160754
Complaints per 10,000 incidents recorded	18.9	25.4
Number of allegations arising from complaints	-	888
Number of allegations where action is taken	-	87
Number of Service Complaints	86	121
Number of Service Complaints per 10,000 population	1.60	2.26

Complaints received by the Force have increased from 299 in 2007/2008 to 409 in 2008/2009. This is assessed as a continuation of the situation reported in previous quarters, where the revision of how complaints are recorded nationally has had an effect. The main issues raised within complaints are incivility, irregularity in procedure and neglect of duty.

Internal awareness of complaint recording has been raised and continues to enhance

reporting to the Professional Standards and Conduct Department (PS&CD). Regular bulletins are also circulated internally to all staff, providing education on issues which have been identified and improved.

2.3 OTHER NATIONAL INDICATORS

Number of Sudden Death Reports to Procurator Fiscal (NI)

Sudden Deaths	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Sudden Deaths	138	165	166	186	141	136	133	144

Annual Statistics	2007/2008	2008/2009
Sudden Deaths	655	554

The number of sudden deaths reported to the Procurator Fiscal (PF) has increased slightly in quarter 4 to 144.

Year on year, the number of sudden deaths reported to the PF has decreased by 15.4% (101 fewer).

Number of Missing Person Incidents (NI)

Missing Persons	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
High Risk	22	38	48	74	78	62	62	61
Medium Risk	91	83	150	233	181	236	159	170
Low Risk	46	47	174	341	438	384	324	303
Total	159	168	372	648	697	682	545	534

Annual Statistics	2007/2008	2008/2009
High Risk	182	263
Medium Risk	557	746
Low Risk	608	1449
Total	1347	2458

The number of missing persons has increased significantly year on year, from 1347 in 2007/2008 to 2458 in 2008/2009. This is due to improved recording practices that were introduced during 2007/2008, using a different IT system. There is no significant difference in the proportionate levels of risk, with high risk missing persons accounting for between 9% and 11% each quarter in 2008/2009. In quarter 4, missing persons from local authority accommodation accounted for 20% of all missing persons. A small number of persons also account for a disproportionate number of incidents e.g. in quarter 4 in Aberdeen, 1 individual featured as missing on 17 occasions.

For the whole year 2008/2009, high risk missing persons accounted for 10.7% of the 2458 total. Work has been initiated in 2008/2009 on a pilot project of Return Home Welfare Interviews (RHWI) in Aberdeen and Moray. This is a joint approach with partners, where trained personnel interview traced young missing persons, to ensure they are safe and properly protected.

3. PUBLIC REASSURANCE & COMMUNITY SAFETY

The area of Public Reassurance and Community Safety includes proactive and neighbourhood based work areas. Priorities identified in this area of policing are: *Child Protection, Community Focus, Community Well-Being, National Security, Offender Management and Road Casualty Reduction.*

3.1 CHILD PROTECTION

- Develop processes and partnership working to ensure the protection of children.

The Force's work in Child Protection and the Getting It Right for Every Child agenda emphasises partnership working to achieve a collaborative, child-centred and family-focussed approach, designed to ensure children get the right help when they need it.

The right results can only be achieved when all the various elements of Child Protection work together. The Force has worked hard to ensure external inspections have been positively responded to. This effort has been supported by continued training throughout the Force, from frontline operational staff up to executive level, to support this crucial work.

For 2009/2010, this priority will be integrated into the new Force Priority of Public Protection.

HMIe Multi Agency Inspections

During quarter 4, work has progressed on the development and implementation of multi agency action plans, based on the recommendations made in the Her Majesty's Inspectorate of Education (HMIe) inspections. These are at various stages in each of the 3 local authority areas, dependent on when the inspections were held. Positive comment was received on the benefits of close partnership working between operational staff in Aberdeen, following a visit by the UK Minister for Children and Early Years in January 2009.

Getting it Right for Every Child (GIRFEC) and Integrated Assessment Framework

Implementation of the use of the Integrated Assessment Framework (IAF) has been progressed during quarter 4, with a number of training events held. These have involved partners at all levels from frontline operational staff, through management to executive level.

3.2 COMMUNITY FOCUS

- Develop sustainable partnerships that make a difference.
- Develop and utilise effective mechanisms for community engagement to influence policing priorities.
- Tackle minority, race and gender issues with sensitivity.

Grampian Police continue to work with the communities we serve to effectively deliver resources where they are most needed. To achieve this we have worked closely with our partner agencies to analyse the needs that have been identified and ensure that the appropriate agency or agencies respond to address problems.

This approach has enabled a greater overview of all the relevant needs of our communities and even though some agencies might not always become involved in addressing every specific need, a greater overall awareness of them now exists.

This area of work will continue to be a Force Priority in 2009/2010 and incorporate elements of Community Well-Being and Public Satisfaction.

Number of Racist Incidents (NI) (SPI) and the Number and Proportion of Racially Motivated Crimes Detected (NI) (SPI)

Racist Incidents	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Recorded	106	101	95	105	179	143	166	161

A racist incident is any incident which is perceived to be racist by the victim or any other person. The number shown above is all incidents recorded within Race Relations Liaison Officer (RRLO) Logs, whether or not a crime or offence has been committed.

Annual Statistics	2007/2008	2008/2009
Racist Incidents	407	649

Racially Motivated Crimes	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Recorded	107	98	92	110	204	184	233	233
Detected	74	63	61	77	115	134	143	145
Detection Rate	71.3%	61.5%	65.2%	70.0%	56.4%	72.8%	61.4%	62.2%

Traffic light indicators for the number of racially motivated crimes above have been removed. This is due to the change in the indicator for 2008/2009. In 2007/2008 the indicator recorded direct racial conduct and aggravation offences, but now includes any crime or offence recorded on CrimeFile that is identified as being, at least in part, racially motivated. Due to this change, it has not been possible to establish a 3 year data set as data retrieval now involves an intensive manual searching process.

Annual Statistics	2007/2008	2008/2009
Racially Motivated Crimes Recorded	407	854
Racially Motivated Crimes Detected	275	537
Detection Rate	67.6%	62.9%

The numbers of racist incidents and racially motivated crimes have increased year on

year. The increase in incidents is a result of improved recording practices, to ensure all incidents are captured and shared with partners such a Grampian Racial Equality Council (GREC).

Meanwhile, the increase in crimes is a result of the changes to the SPPF indicator in 2008/2009, now including all racially motivated offences, where previously only direct charges of racially aggravated conduct and harassment were counted. This means that other crimes which have a racial motivation, such as Breach of the Peace or Assault, are now included, allowing a broader understanding of crime trends in the future.

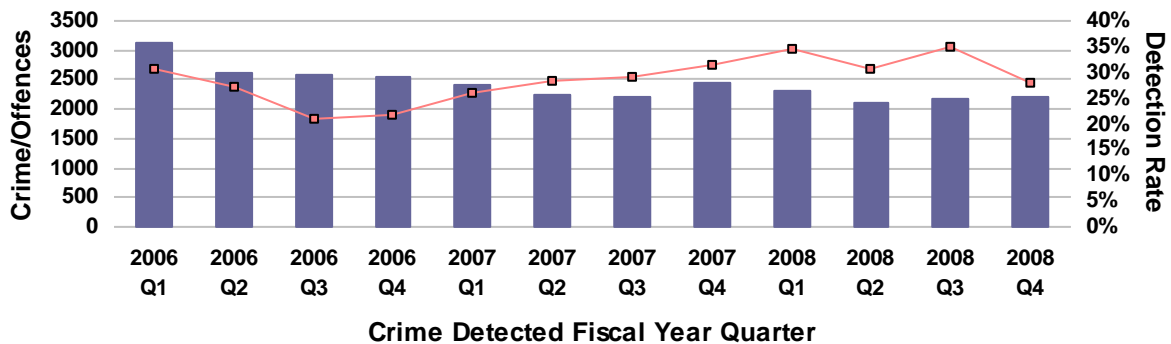
3.3 COMMUNITY WELL-BEING

- Tackle Antisocial Behaviour issues in conjunction with existing Local Authority Antisocial Behaviour Strategies to focus effort and enhance the partnership approach.

Recorded crimes of vandalism and the detection rate are the best for the last 3 years. Over the last 12 months, we have worked hard to tackle antisocial behaviour by focussing effort and enhancing partnership approaches, as well as listening to communities to understand even better what matters to them.

In 2009/2010, this priority will be incorporated into the new Force Priority of Antisocial Behaviour. We will continue to target this through effective use of directed patrols, educational inputs, youth diversionary activities, interaction with the media and partnership working.

Vandalism (LI)



Fiscal Year Quarter	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09	
Recorded	2425	2241	2219	2454	2312	2093	2182	2207	
Detected	629	634	645	772	797	644	766	621	
Detection Rate	25.9%	28.3%	29.1%	31.5%	34.5%	30.8%	35.1%	28.1%	

Annual Statistics	2007/2008	2008/2009
Recorded	9339	8794
Detected	2680	2828
Detection Rate	28.7%	32.2%

Year on year, recorded crimes of Vandalism have decreased by 5.8% (545 fewer crimes) to 8794, the best in the last 3 years.

Year on year the detection rate has increased by 3.5% to 32.2% in 2008/2009. This is the best in any of the last 3 years.

In quarter 4 the number of recorded crimes of Vandalism increased slightly by 1.1% (25 crimes) to 2207, but remained well below the baseline and aspirational targets. **The annual number of recorded crimes at 8794 and the detection rate of 32.2% are both the best levels achieved in any of the last 3 years.** These achievements stem from the continued focus of resources to target well-being issues in local communities.

Alcohol

The Robert Gordon's University study of alcohol use has continued in quarter 4, involving the completion of questionnaires with persons in custody at Queen Street, Aberdeen. Over 250 questionnaires have now been completed with preliminary analysis indicating that the majority of those in custody were assessed as drinking at a level which is 'problematic' and may require specialist services. The Force has held discussions on the production of a full alcohol strategy.

Antisocial Behaviour (ASB)

The Scottish Government ASB Strategy was launched during quarter 4. The strategy includes the 4 key pillars of Prevention, Interaction, Engagement and Communication. Many of the 10 core recommendations within the document are work which is already undertaken by the Force within each division, and by local authorities. Consideration will be given to the document within the Force's Strategic Assessment and business planning processes.

Antisocial Driving

During quarter 4, 133 ASB warnings were issued to drivers who drove their vehicles in a careless or inconsiderate manner, much of which were within Operation Piston. Where warnings were not complied with, the Force has the power to seize vehicles and 11 were seized in quarter 4.

A further 261 vehicles were seized under Section 165 of the Road Traffic Act 1988 in relation to no insurance being held for them.

3.4 NATIONAL SECURITY

- Tackle the threat from Terrorism and Domestic Extremism.

This Force Priority is designed to reduce the risk from international terrorism through coordinated activity, which focuses both on specific threats and on efforts to reduce vulnerability to a terrorist attack.

The UK Government long term strategy for countering international terrorism has been updated with the recent launch of CONTEST 2 in March 2009. This strategy aims to reduce the risk from international terrorism, and to allow people to go about their daily lives freely and with confidence. The strategy is divided into the 4 strands of Prevent, Pursue, Protect and Prepare.

***Prevent** - terrorism by tackling its causes and the radicalisation of individuals*

During 2008/2009, a large amount of prevent activity has been progressed by the Force Tactical Tasking and Co-ordination Group (FTTCG). One example is the development of enhanced explanatory material to facilitate partnership interaction at local level. This engagement at community level will be the key to preventing terrorism in the future.

The Force organised a multi agency 'Prevent' seminar in Aberdeen in January, to raise awareness of Counter Terrorism (CT) issues and efforts to prevent radicalisation. Approximately 135 people attended the event with speakers from the Home Office, Scottish Government, Scottish Preventing Violent Extremism Unit (SPVEU), Bradford City Council, the Scottish Islamic Foundation and the Quilliam Foundation.

***Pursue** - terrorists and those who sponsor them*

The Pursue element of the CONTEST strategy continues to be delivered primarily by Force Special Branch, who work closely with partner agencies to proactively monitor and identify potential CT and Domestic Extremism (DE) threats.

***Protect** - potential targets of terrorism*

Work on the Protect strand of CONTEST has continued with briefings held with a wide variety of partners in relation to CT awareness and potential threats.

Grampian Police in partnership with the Robert Gordon University delivered a Business Security Coordinators Course during January 2009. This included inputs from the Energy and Protective Security Unit (EPSU), Counter Terrorism Security Advisors (CTSAs) and Force Special Branch. A Project Argus event was incorporated into this event, increasing awareness further in the business community.

Further Project Argus events have been delivered to private sector companies during this period with more planned in 2009/2010.

Prepare - to respond to the consequences of a terrorist incident, in order that any disruption is minimised

A considerable amount of work has been progressed around planning and preparing for potential CT threats utilising specialist knowledge within the Force and from partner agencies. This has included a number of exercises to test Force plans to respond to incidents of a CT nature. These exercises regularly involve partners and staff from all levels of our organisation.

3.5 OFFENDER MANAGEMENT

- Manage offenders effectively through the development of internal and partnership processes.

The number of Registered Sex Offenders (RSOs) living in the Force area remains stable and we continue to use our legislative powers to monitor RSOs closely.

Partnership working is vital to provide the most appropriate and effective management of offenders. This approach also allows us to effectively monitor and deal with such offenders, enhance public reassurance and minimise any potential risks to community safety.

This work will be integrated into the new Force Priority of Public Protection in 2009/2010.

Number of Registered Sex Offenders (NI)

	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Registered Sex Offenders	307	296	285	283	280	279	282	281

These statistics are a snap shot at the end of each quarter and reflect the number of offenders within the community.

Annual Statistics	2007/2008	2008/2009
Registered Sex Offenders	283	281

The number of RSOs in the community is 281 at the end of quarter 4. This number has only changed slightly across each quarter in 2008/2009, and is 2 lower than the 283 recorded at the end of 2007/2008.

A further 48 offenders are either imprisoned or in secure hospital care.

Slight fluctuations will continue in these statistics, caused by proactive policing, prison releases, and the continual refinement of processes involved in the Multi-Agency Public Protection Arrangements (MAPPA).

Legal Services (LI)

Offender Management – Legal Services	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
SOPO	17	23	24	25	28	27	30	31
Interim SOPO	11	7	8	9	7	8	6	5
RSHO	0	0	1	1	1	1	1	1
Interim RSHO	1	2	1	1	0	1	1	1

Annual Statistics	2007/2008	2008/2009
SOPO	25	31
Interim SOPO	9	5
RSHO	1	1
Interim RSHO	1	1

Sexual Offences Prevention Orders (SOPOs), ordered by a Court, may be placed on a person who is convicted of crimes with a sexual or violent element. Risk of Sexual Harm Orders (RoSHOs) may be imposed by a Court, on individuals who may not have been convicted of an offence, but where deemed necessary to protect children. The number of both of these orders recorded as live at the end of each quarter has remained consistent during 2008/2009.

3.6 ROAD CASUALTY REDUCTION

- Reduce the number of persons injured on Grampian's roads.

The past year has been one of success, which we hope to build upon in the year ahead. Roads Policing is evolving and our local approach has seen us focus considerable attention on young drivers, particularly through the pioneering Operation Piston. Statistically, young drivers are involved in an unacceptably high level of collisions and despite many years of targeted education, through school presentations, displays and specific road safety events, it appears that a number too readily forget the information provided to them in their formative years.

In many ways Roads Policing is about changing attitudes to driving and ensuring that those who fail to obey the rules of the road are robustly dealt with. Roads Policing interventions, whether through enforcement or education, will continue as we endeavour to reduce the unacceptable levels of collisions and injuries.

Number of Persons Killed or Injured in Road Accidents (NI) (SPI)

Persons Killed or Injured in Road Accidents (National Indicator)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Adults Killed	6	12	10	5	5	9	9	9
Adults Seriously Injured	61	59	86	80	114	109	66	54
Adults with Slight Injuries	274	268	282	301	280	292	301	280
Children Killed	0	0	0	3	1	2	1	0
Children Seriously Injured	5	9	4	11	11	6	4	6
Children with Slight Injuries	25	26	29	12	25	36	28	19

Annual Statistics	2007/2008	2008/2009
Adults Killed	33	32
Adults Seriously Injured	286	343
Adults with Slight Injuries	1125	1153
Children Killed	3	4
Children Seriously Injured	29	27
Children with Slight Injuries	92	108

During quarter 4 the number of adults killed in Road Traffic Collisions (RTCs) has remained the same compared to quarter 3, at a total of 9. No children have been killed. Adult serious injuries and slight injuries have decreased by 12 and 21 respectively compared to quarter 3. Meanwhile, child serious injuries have increased by 2 and child slight injuries are down by 9 to 19, compared to quarter 3.

Year on year, overall deaths on Grampian's roads have remained at a total of 36 in 2008/2009, the same as 2007/2008. This is a sustained reduction from the 62 fatalities experienced in 2006/2007. Year on year, increases have occurred in most serious and slight injury categories, apart from child serious injuries which have decreased by 2, to a total of 27 in 2008/2009.

Operation Piston continued in quarter 4, targeting the high risk group of young drivers

under the age of 25 within Aberdeenshire. The operation has received favourable public comment on the tangible difference of driving standards at key locations, such as Inverurie town centre. A full evaluation of the operation will be conducted and considered in the long term approach to road casualty reduction.

Road Casualty Contributory Offences Detected (LI)

Contributory Offences	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Mobile Phones	731	347	747	1160	737	368	376	406
Seatbelts	1255	603	573	963	815	522	323	416
Speeding - Officers	2246	861	1590	1859	1720	1502	1452	1135
Speeding - NESCAMP	2297	3959	1634	2120	2559	2408	1436	1025
Drink Driver	226	222	249	252	271	290	279	231
Total	6755	5992	4793	6354	6102	5090	3866	3213

The figures quoted here are not a true reflection of activity in quarter 4, as most of these offences (excluding drink driving) are dealt with by way of Conditional Offer of a Fixed Penalty. The offender has 28 days in which to comply with the fixed penalty and, therefore, many of March's offences have still to be recorded, dependent on the response from the offender. As such, the number of offences recorded for quarter 4 will increase in the next report.
 NESCAMP – North East Scotland Safety Camera Partnership.

Annual Statistics	2007/2008	2008/2009
Mobile Phones	2985	1887
Seatbelts	3394	2076
Speeding - Officers	6556	5809
Speeding - NESCAMP	10010	7428
Drink Driver	949	1071
Total	23894	18271

Proactive enforcement during quarter 4 has focused on the offences most likely to contribute to Killed or Seriously Injured (KSI) collisions: the use of mobile telephones, non-wearing of seatbelts, speeding and drink driving.

Year on year, the total number of offences detected has decreased by 23.5%, caused by proactive intelligence led focus on key areas where there are higher numbers of collisions. This is partly due to the revised method of deployment for NESCAMP during 2008/2009 in support of Grampian Police Roads Policing operations targeting areas with high numbers of collisions and Directed Patrol hotspots, rather than the previous approach to increasing the volume of those prosecuted. Although the statistics for offences decreased, NESCAMP staff increased the number of hours spent on mobile patrol by 14.5% during 2008/2009, compared to the previous year.

It is important to recognise that although offences recorded above have decreased year on year, at the same time, the earlier statistics on casualties reflect that the number of people killed on Grampian's road has not increased as a result.

Education Activity (LI)

Road Safety Inputs	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Inputs	-	286	618	490	918	336	558	689
Total Audience	-	-	21241	10308	22730	9237	21341	17128
Audience under 25 years old	-	-	-	-	-	-	19241 (90.2%)	14984 (87.0%)

Annual Statistics	2007/2008	2008/2009
Inputs	1394	2501
Total Audience	31549	70436
Audience under 25 years old	-	-

In quarter 4, a total of 689 educational inputs were delivered to 17128 people. 87.0% were in the high risk group of drivers under the age of 25. These have included Driving Ambition and Driving Ahead inputs to Secondary 6 and 5 pupils respectively, throughout Grampian.

In 2008/2009, a total of 2501 inputs have been delivered to an audience of 70436 people.

Road Safety Advisors delivered the Scottish Cycle Training programme to 2158 Primary 5, 6 and 7 pupils across the Force area. A Pedestrian Skills programme was also initiated and delivered to all Primary schools in Moray. The programme was expanded throughout the Force area, with 161 inputs to 4043 children.

Proactive Enforcement Operations & High Visibility Patrols (LI)

Proactive Enforcement Operations	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Operations	44	35	34	37	39	37	31	22
Contributory Offences	355	294	178	207	365	174	78	14
Other Offences	236	179	244	241	208	200	204	177
Educated	47	75	80	84	658	291	628	17

Major operations within the Force such as the drugs Operation Lochnagar and the fatal helicopter crash may have caused delays in quarter 4 data being submitted. Quarter 4 data may therefore be updated in future quarterly reports in 2009/2010.

Annual Statistics	2007/2008	2008/2009
Operations	150	129
Contributory Offences	1034	631
Other Offences	900	789
Educated	286	1594

High Visibility Directed Patrolling Activity	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Hours on Patrol	861	614	848	1764	841	759	780	1210
Contributory Offences	677	204	675	1280	1057	791	722	950
Other Offences	648	141	631	1249	664	698	956	1112
Educated	779	235	788	1694	1936	2688	2010	2479
Injury Collisions	1 Slight	2 Slight	2 Serious, 2 Slight	2 Slight	None	1 Serious	None	1 Serious





Annual Statistics	2007/2008	2008/2009
Hours on Patrol	4087	3590
Contributory Offences	2836	3520
Other Offences	2669	3430
Educated	3496	9113
Injury Collisions	2 Serious, 7 Slight	2 Serious

In quarter 4, 22 proactive operations were conducted, 7 of which targeted large goods vehicles in conjunction with the Vehicle and Operator Services Agency (VOSA). It is evident in quarter 4 that there have been lower levels of contributory offences and persons educated as part of proactive operations. Part of this has been caused by the increased activity in quarter 3 as a result of the Festive Drink Driving Initiative in December 2008, and part of the cause has been a focus on Antisocial Behaviour operations targeting young drivers, where fewer offences have been committed by them.

High Visibility Patrols (HVPs) have contributed to increases in offences detected and the number of people educated in 2008/2009, with fewer casualties recorded during the time of patrols, a shift to the wider provision of advice and education to drivers.

3.7 OTHER NATIONAL INDICATORS

Number of Recorded Crimes and Offences (NI) (SPI)

Crime Group	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09	
Group 1	225	216	194	205	205	201	222	242	
Group 2	267	242	178	267	291	253	218	215	
Group 3	5095	4501	4200	3906	4344	4495	4071	4159	
Group 4	2633	2459	2437	2633	2512	2274	2399	2370	
Group 5	1593	1587	1547	1373	1598	1688	1605	1614	
Group 6	4694	4905	4739	4781	5058	5154	5281	4840	
Group 7*	12028	9121	9427	9335	10013	9131	7789	7690	

*Group 7 includes both recorded offences on CrimeFile. Vehicle Penalty and Fixed Penalty Offences (VPFPO) and Pensys statistics – i.e. Road Traffic Fixed Penalty Offences.

Annual Statistics	2007/2008	2008/2009
Group 1	840	870
Group 2	954	977
Group 3	17702	17069
Group 4	10162	9555
Group 5	6100	6505
Group 6	19119	20333
Group 7	39911	34623
Total Group 1-4	29658	28471
Total Group 1-5	35758	34976
Total Group 1-7	94788	89932

Group 1-4 crimes have decreased by 4.0% (1187 fewer crimes) in 2008/2009 compared to 2007/2008.

All crime, Groups 1-7, has decreased by 5.1% (4856 fewer crimes) in 2008/2009 compared to 2007/2008.

Group 1 – Crimes of Violence

The number of Group 1 Crimes of Violence recorded has increased to 242 in quarter 4, the highest quarter in the last 2 years.

Year on year, there has been an increase of 3.6% to a total of 870 crimes in 2008/2009, however, this remains as properly recorded good performance which is less than the 3 year average baseline.

Group 1 crimes have increased by 3.6% (30 more crimes) in 2008/2009 compared to 2007/2008. This level of recorded crime still shows properly recorded good performance.

Group 2 – Crimes of Indecency

Group 2 crimes have decreased slightly in quarter 4, by 3 crimes to a total of 215.

Year on year there has been an increase, however, the annual total of 977 remains below the 3 year average and is properly recorded good performance. Increases in this group were evident early in the year as a result of intelligence led policing focused on antisocial behaviour associated with prostitution in Aberdeen City Centre. The new legislation allowing 'kerb crawlers' to be charged increased offences recorded from 23 in 2007/2008 to 64 in 2008/2009.

At the same time, within Group 2 there have been positive reductions in recorded sexual crimes of Rape and Indecent Assault.

Group 2 crimes have increased by 2.4% (23 more crimes) in 2008/2009 compared to 2007/2008.

Group 3 – Crimes of Dishonesty

Crimes of Dishonesty have increased slightly in quarter 4, up by 2% to 4159, compared to quarter 3.

Year on year, Crimes of Dishonesty have decreased by 3.6% in 2008/2009, compared to 2007/2008. The total of 17069 is also below the 3 year average and the aspirational baselines, leading to excellent performance. This is a demonstration of the positive outcomes of proactive intelligence led policing in local communities, where crime series and trends are identified early and prolific offenders targeted. Low levels of Domestic Housebreaking have been maintained and vehicle crime has significantly decreased when comparing 2008/2009 to the previous year.

Group 3 crimes of dishonesty have decreased by 3.6% (633 fewer crimes) in 2008/2009, compared to 2007/2008.

Group 4 – Fire-raising, Malicious and Reckless Conduct *(including Vandalism)*

Group 4 crime has been sustained at lower levels in each quarter of 2008/2009, with a total of 2370 recorded in quarter 4.

Year on year, there has been a decrease of 6.0% when comparing 2008/2009 to 2007/2008. The main driver continues to be reductions in Vandalism across the Force area, as a result of focus on the Force Priority of Community Well-Being.

Group 4 crimes have decreased by 6.0% (607 fewer crimes) in 2008/2009, compared to 2007/2008.

Group 5 – Other Crimes (*including Resisting Arrest, Obstruction, Perverting the Course of Justice, Bail Offences and Drugs Offences*)

Group 5 crimes have increased year on year, up by 6.6% year on year. This has mainly been due to proactive police activity targeting drugs offences. A large part of this increase was achieved in quarter 4 due to Operation Lochnagar.

Other proactive offences have also increased, particularly the use of legislation in relation to bail offences (up by 16% year on year) and the charge of failing to appear at court after undertaking to police, which recorded 0 in 2007/2008, up to 123 in 2008/2009.

Group 5 crimes have increased by 6.6% (405 more offences) in 2008/2009 compared to 2007/2008, a result of police proactivity.

Group 6 – Miscellaneous Offences (*including Petty Assault, Breach of the Peace, Racially Aggravated Offences, Licensing Offences and Telecommunications Offences*)

Group 6 offences have decreased slightly in quarter 4 compared to quarter 3, although they remain at a similar level to those quarters in 2007/2008. Year on year, Group 6 offences have increased by 6.3%.

Group 7 – Offences Relating to Motor Vehicles

Group 7 offences have been decreasing through each quarter of 2008/2009. The annual change is a decrease of 13.2% (5288 offences) compared to the previous year of 2007/2008. This reduction is a result of our proactive intelligence-led approach to targeting young drivers at risk, and areas where there is a history of high collision rates. This means we are focussed on providing education to drivers and young people, as discussed in 3.6 Road Casualty Reduction.

Detection Rate for Recorded Crimes and Offences (NI) (SPI)

Detection Rate	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09	
Group 1	71.6%	73.6%	75.8%	82.9%	76.1%	73.6%	73.4%	76.4%	
Group 2	61.8%	64.9%	74.2%	68.2%	84.5%	85.4%	62.8%	49.8%	
Group 3	37.0%	37.7%	37.0%	35.2%	38.7%	35.6%	40.6%	39.5%	
Group 4	27.3%	28.9%	30.2%	32.2%	34.9%	30.8%	35.4%	28.9%	
Group 5	101.3%	92.4%	96.4%	101.2%	93.0%	98.7%	96.8%	99.7%	
Group 6	73.9%	75.1%	79.7%	75.8%	74.9%	74.6%	78.4%	75.5%	
Group 7*	96.5%	93.6%	93.6%	92.6%	94.6%	92.4%	94.8%	94.0%	

*Group 7 detection rates include detected offences recorded in CrimeFile, VPFPO and Pensys statistics i.e. Road Traffic Fixed Penalty Offences.

Annual Statistics	2007/2008	2008/2009
Group 1	76.2%	75.0%
Group 2	67.2%	72.2%
Group 3	36.6%	38.5%
Group 4	29.6%	32.6%
Group 5	97.7%	97.1%
Group 6	76.0%	75.9%
Group 7	94.0%	94.0%
Total Group 1-4	36.4%	38.8%
Total Group 1-5	46.8%	49.6%
Total Group 1-7	73.0%	72.7%

The detection rate for Group 1-4 crimes has increased by 2.4% to 38.8% in 2008/2009 compared to 2007/2008.

This is the highest level recorded in the last 6 years

This is an improvement of 12.8% from the 26.0% recorded in 2003/2004.

Group 1 – Crimes of Violence

The detection rate for Crimes of Violence has remained relatively stable throughout each quarter of 2008/2009 with quarter 4 recording the highest rate of 76.4% for the year.

This has resulted in an overall level of 75.0% for the whole year. This is a slight reduction of 1.2% compared to 2007/2008, but remains as properly recorded good performance, above the 3 year average baseline.

Group 2 – Crimes of Indecency

Crimes of Indecency have recorded lower detection rates in the last two quarters of 2008/2009. Early in the year, quarters 1 and 2 registered higher detection rates due to the focus on prostitution offences, which are detected by virtue of police discovering the crime. The more serious offences of Rape and Indecent Assault involve more complex investigation and may result in detections at a later date.

Both these factors have caused the overall Group 2 lower detection rates in the last two quarters of 2008/2009.

Despite this, the overall rate for the whole year of 2008/2009 is 72.2%, an increase of 5.0% compared to 2007/2008.

The detection rate for Group 2 Crimes of Indecency in 2008/2009 is 72.2%, as increase of 5.0% compared to 2007/2008. This is the higher than any of the previous 3 years.

Group 3 – Crimes of Dishonesty

The detection rate for Crimes of Dishonesty has been sustained at good or excellent levels in each quarter of 2008/2009.

Year on year, the detection rate has increased by 1.9% to 38.5% for the whole of 2008/2009, compared to 36.6% in 2007/2008.

The detection rate for Group 3 Crimes of Dishonesty in 2008/2009 is 38.5%, higher than any of the previous 3 years.

Group 4 – Fire-raising, Malicious and Reckless Conduct

Group 4 Crimes have experienced a reduction in their detection rate during quarter 4 to 28.9%.

Year on year the annual detection rate has increased to 32.6%, an increase of 3.0% compared to 2007/2008.

The detection rate for Group 4 Crimes in 2008/2009 is 32.6%, higher than any of the previous 3 years.

Group 5 – Other Crimes

Note: The standard method of calculation depends on the date of detection. This counts crimes detected during the period, even though they were recorded in a previous quarter. Hence, detection rates may occasionally exceed 100%.

The detection rate for Group 5 Crimes has recorded its highest level of the year in quarter 4, at 99.7%.

Year on year, the detection rate has decreased slightly by 0.6% to 97.1% in 2008/2009.

Group 6 – Miscellaneous Offences

The Group 6 detection rate decreased slightly in quarter 4 to 75.5%, remaining above the 3 year average baseline.

Year on year the detection rate is almost the same, down by 0.1% to 75.9%.

Group 7 - Offences Relating to Motor Vehicles

The detection rate for Motor Vehicle offences has remained relatively stable throughout each quarter of 2008/2009.

Year on year the detection rate is the same, at 94.0%.

Number of Special Constables and hours they are on duty (NI)

Special Constables (Headcount)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Number of Special Constables	162	155	158	152	163	158	172	181
Hours they are used	7606	7308	7206	7220	7263	6595	7304	7363

This is the first year these statistics have been recorded in this format, therefore comparative data for 2007/2008 will be built up as the year progresses.

Annual Statistics	2007/2008	2008/2009
Number of Special Constables	152	181
Hours they are used	29340	28525

The number of Special Constables has increase by 29 in 2008/2009, compared to the end of 2007/2008. During the year, 49 new Special Constables were recruited, however, others ceased to carry out the role, as they joined as full time officers or were no longer able to commit to the duties required.

Number of Domestic Abuse Incidents (NI)

Domestic Abuse	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Incidents	785	817	823	808	867	734	823	919

Annual Statistics	2007/2008	2008/2009
Domestic Abuse Incidents	3233	3343
Per 10,000 population	60.4	62.4

In quarter 4 there has been an increase in the number of domestic abuse incidents recorded. This was affected by the National Anti-Violence campaign on Domestic Abuse, which ran 8 December 2008 until 18 January 2009, encouraging the reporting of domestic abuse. A backlog in the process for recording incidents was rectified in quarter 4. This was an administrative process which caused no disruption in the service provided to victims, but has resulted in an apparent increase in figures for quarter 4. Year on year, the number of domestic abuse incidents has increased during 2008/2009 by 3.4% (110 incidents).

4. CRIMINAL JUSTICE & TACKLING CRIME

The Force has two Control Strategy Priorities in this area – *Controlled Drugs* and *Serious and Violent Crime*. There is also a business priority – *Criminal Justice* which focuses on the Force's overall contribution to the criminal justice process.

4.1 CONTROLLED DRUGS

- Reduce the demand for and supply of controlled drugs, particularly Crack Cocaine and Heroin.

In 2008/2009 Grampian Police have continued to apply intelligence-led policing principles which have resulted in apprehending those involved in the illicit supply of controlled drugs. This has increased recoveries of Class 'A' controlled drugs and the number of drugs supply charges.

The impact of this activity has disrupted a number of Organised Crime Groups (OCGs), including significant individuals with links to Wolverhampton, Liverpool, and London. We have also apprehended others from the Force area connected to these groups.

The Force has recovered over 4500 Cannabis plants during the year, valued at £2 million, and through a joint operation with the Scottish Crime and Drug Enforcement Agency (SCDEA) seized over 5.5 kilograms of Heroin with a street value of £560,000. Over £45,000 in cash was also seized which ended the activity of this group.

Weight of Class A drug seizures and number of supply and possession with intent to supply offences recorded (NI) (SPI)

National Drug Indicators	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
All Offences for Supply and Possession with intent to supply (NI)	215	189	190	186	214	178	208	309
Supply and Possession with intent to supply Class A drugs (NI)	168	129	129	145	151	126	137	199
Weight of Class A Drug Seizures (grams) (NI)	3733.23	2149.36	5481.76	6335.39	7311.49	4057.39	10285.07	4709.97
Quantity of Class A Drug Seizures (tablets) (NI)	246	114	313.75	49	927	12	83	38
Millilitres of Class A Drug Seizures (NI)	486	1192	627	981	4182.3	414	334	496.3

Annual Statistics	2007/2008	2008/2009
All Offences for Supply and Possession with intent to supply (NI)	780	909
Supply and Possession with intent to supply Class A drugs (NI)	571	613
Weight of Class A Drug Seizures (grams) (NI)	17699.74	26363.92
Quantity of Class A Drug Seizures (tablets) (NI)	722.75	1060
Millilitres of Class A Drug Seizures (NI)	3286	5426.6

Year on year, all offences for Supply and Possession with intent to supply have increased by 16.5% (129 more charges).

The volumes of Class A Drugs seized have increased year on year, particularly the weight of Class A Drugs, up by 49.0% to 26.4 kilograms in 2008/2009.

All aspects of Class A drug seizures have increased in 2008/2009 compared to the previous year, a reflection of a busy period of proactive enforcement activity.

The main focus of drugs activity during quarter 4 has been Operation Lochnagar. This operation was the result of an increase in public concern regarding drug dealing activities and increasing numbers of drug deaths. The operation targeted street level drug dealing in several local communities in Aberdeen, focused on the distribution of Heroin and Crack Cocaine.

During enforcement, 250 officers were deployed, resulting in the execution of 102 Drug Search Warrants, 137 drugs charges and 155 persons taken into custody. The availability of such a large number of officers during the operation allowed over 1600 homes to be visited, providing information directly to the public. The operation was supported with a long period of intelligence gathering, the deployment of Test Purchase Officers and specialist officers.

A large number of uniformed officers provided reassurance during the operation, through high visibility patrols in the communities of Tillydrone, Seaton, Torry and the City Centre, involving Aberdeen Division and Roads Policing officers. Use of a Mobile Police office also provided a focal point for members of the public to communicate directly with the police. As of 11 June 2009, following sentencing, the length of imprisonment time is 32 years and 6 months.

In January the portable drug detection device known as the 'Itemiser' was used at 7 licensed premises in Fraserburgh and Peterhead. 7 individuals were searched under the Misuse of Drugs Act 1791. Other licensees were given advice about areas within their premises where drug use could have taken place and could be prevented in the future.

Significant drug seizures have been made during quarter 4, including:

- 986 grams of Heroin with a street value of £97,970
- 2191 grams of Cocaine with a street value of £156,290
- 410 grams of Crack Cocaine with a street value of £66,880.

Local Drug Indicators (LI)

Local Drug Indicators	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Supply and Possession with intent to supply Class B&C drugs (LI)	35	41	35	18	52	39	39	53
Possession of Class A drugs (LI)	221	213	227	200	214	207	207	179
Possession of Class B & C drugs (LI)	334	294	309	239	361	344	327	391

Annual Statistics	2007/2008	2008/2009
Supply and Possession with intent to supply Class B&C drugs (LI)	129	183
Possession of Class A drugs (LI)	861	807
Possession of Class B & C drugs (LI)	1176	1423
Total Possession Charges (Possession of Class A and Possession of Class B&C drugs)	2037	2230

The level of charges in each quarter has fluctuated with the changes caused by the varying focus of police proactive activity on different operations throughout the year.

Year on year, drugs possession charges have increased by 9.5% to 2230 in 2008/2009.

Number of Drug Related Deaths (LI)

Drug Related Deaths	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Drug Related Deaths (LI)	10	12	4	9	18	5	11	12

Annual Statistics	2007/2008	2008/2009
Drug Related Deaths	35	46

In quarter 4, there were 12 confirmed drug related deaths, the majority of which were in Aberdeen. The number of deaths has increased by 11 to 46 in 2008/2009, compared to 35 in 2007/2008. This total of 46 is not unusual as it is comparable to statistics from by the General Register Office for Scotland (GROS). GROS record drug deaths by calendar year for the NHS Grampian Board area, which totalled 47 in 2006 and 45 in 2007. For calendar year 2008, the above quarterly figures indicate a total of 43. No trends have been identified in relation to risks from contaminated drugs.

Work has been undertaken with the Scottish Ambulance Service (SAS), to identify persons who repeatedly overdose on controlled drugs. This should enable quicker identification of repeat victims to ensure joint police and National Health Service (NHS) harm prevention interventions are targeted at the most vulnerable persons.

Number of Problem Drug Users (NI)

Annual Statistics	2007/2008	2008/2009
Problem Drug Users	4340	4340

Figures are based on the report, commissioned by the then Scottish Executive, entitled 'Estimating the National and Local Prevalence of Problem Drug Misuse in Scotland 2003'. This statistic will therefore remain constant until a new national source of data is identified.

4.2 SERIOUS & VIOLENT CRIME

- Target street violence to make Grampian a safer place to live.

During quarter 4, work has progressed across a number of key areas.

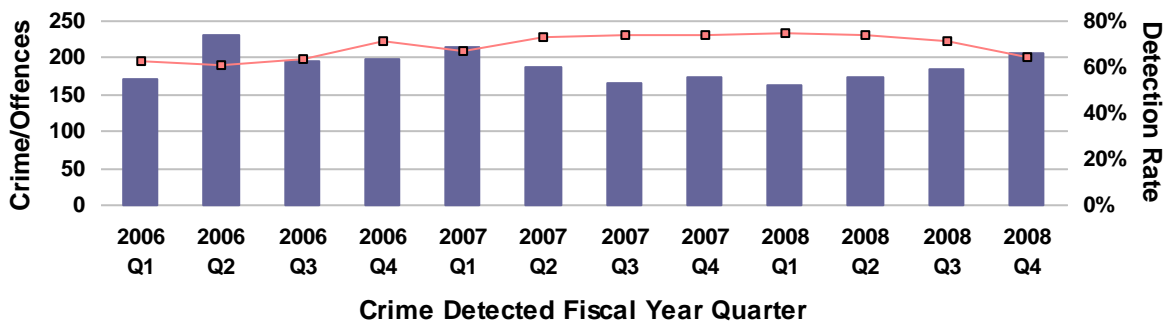
This year, the level of serious and violent crimes is the lowest in the last 3 years, assisting to make the Grampian area a safe place to visit, live and work in.

Grampian Police is committed to targeting street violence and associated problems, often fuelled by excessive alcohol consumption and drug dealing.

The Force detection rate for Serious and Violent Crime at over 70% is good performance and worthy of acknowledgment is the continued effort in this area, improving the safety of the people we serve.

This will continue in 2009/2010 under the Force Priority of Violence.

Serious & Violent Crime (LI)



Fiscal Year Quarter	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09	
Recorded	215	188	166	174	164	174	186	206	
Detected	144	137	122	129	122	128	132	132	
Detection Rate	67.0%	72.9%	73.5%	74.1%	74.4%	73.6%	71.0%	64.1%	

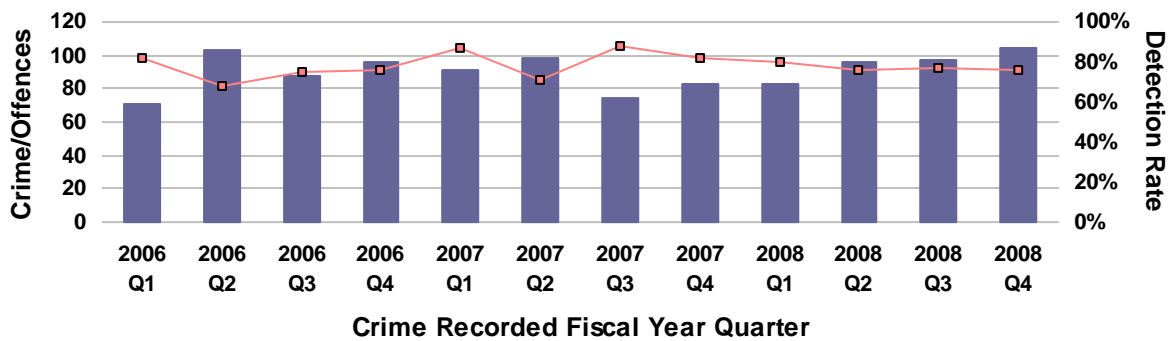
Annual Statistics	2007/2008	2008/2009
Recorded	743	730
Detected	532	514
Detection Rate	71.6%	70.4%

In quarter 4, recorded crimes of serious violence have increased by 10.8% to 206, compared to quarter 3. This is the second highest quarter in the last 2 years. The detection rate has also fallen to 64.1%, the lowest quarter in any of the last 2 years. This is assessed as a result of the investigation of 2 murders and 15 attempted murders across the Force during quarter 4, as well as significant resources deployed to the drugs Operation Lochnagar.

However, year on year, 730 crimes were recorded in 2008/2009, the best in any of the last 3 years. The annual detection rate remains above 70% which is good performance, above the 3 year average baseline.

In 2008/2009, 730 Serious Violent crimes were recorded, the lowest year in any of the last 3 years.

Serious Assault (LI)



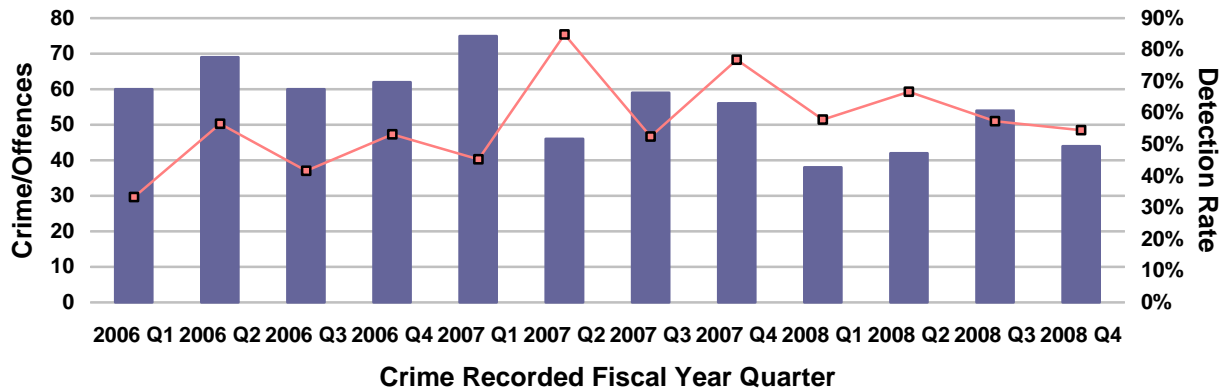
Fiscal Year Quarter	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Recorded	91	98	74	83	83	96	97	105
Detected	79	70	65	68	66	73	75	80
Detection Rate	86.8%	71.4%	87.8%	81.9%	79.5%	76.0%	77.3%	76.2%

Annual Statistics	2007/2008	2008/2009
Recorded	346	381
Detected	282	294
Detection Rate	81.5%	77.2%

Serious Assaults have experienced a high period during quarter 4, at 105 recorded crimes. Despite this, the detection rate has been sustained at a similar level to other quarters in the year, at 76.2% in quarter 4. The increase year on year is 10.1% (35 more crimes). At present, this is an isolated figure and does not form part of a trend.

The number of Serious Assaults recorded in 2008/2009 has increased by 10.1% (35 more crimes).

Robbery (LI)



Fiscal Year Quarter	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Recorded	75	46	59	56	38	42	54	44
Detected	34	39	31	43	22	28	31	24
Detection Rate	45.3%	84.8%	52.5%	76.8%	57.9%	66.7%	57.4%	54.5%

Annual Statistics	2007/2008	2008/2009
Recorded	236	178
Detected	147	105
Detection Rate	62.0%	59.0%

Robberies have experienced a positive reduction in the number recorded, both in quarter 4, and in a significant reduction year on year of 24.6% (58 fewer crimes). This is a result of improved targeting of repeat offenders and the application of a Robbery Investigation Protocol within the Force.

Robberies have significantly decreased year on year by 24.6%. This equates to 58 fewer crimes.

4.3 CRIMINAL JUSTICE

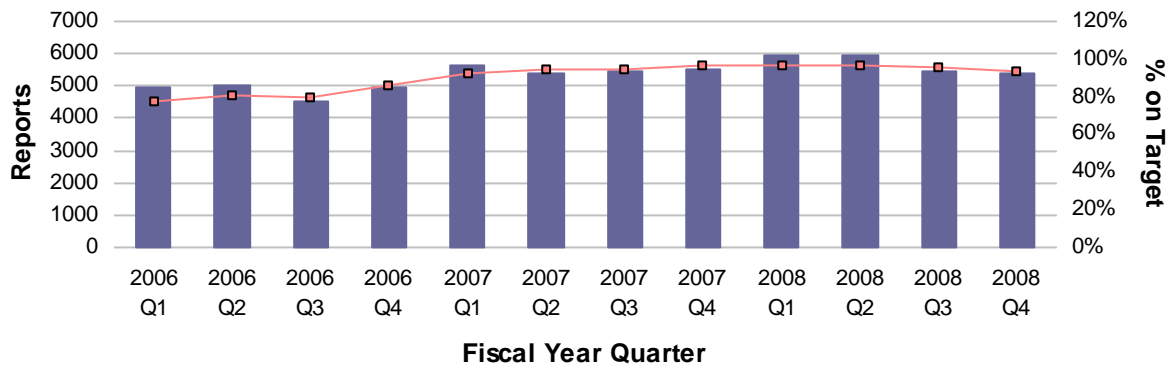
- Maximise the performance of the Force in all aspects of the Criminal Justice System through collaboration with Criminal Justice partners.
- Engage in and influence the programme of Summary Justice reform.

Grampian Police has continued to work with the Crown Office & Procurator Fiscal Service (COPFS) and the Scottish Court Service, to make the Criminal Justice System as effective as possible.

By utilising the Summary Justice Reform program, which aims to streamline that system, the Force is improving its reporting mechanisms and use of alternative measures to deal with offenders. This has impacted positively on the use of Court time, which in turn has helped to speed up the end-to-end justice process.

In line with this, the Force's main focus remains on supporting and enhancing frontline policing by keeping operational staff fully updated on legal matters and other relevant issues. In addition, activities to update software systems assist frontline personnel on focusing on the key policing activities across the Force area. The success achieved has led to Criminal Justice no longer being a Force Priority in 2009/2010 as work is embedded in day to day business.

Reports Submitted to the Procurator Fiscal within 28 Calendar Days (NI) (SPI)



	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09	
Total Reports	5652	5414	5442	5492	5931	5941	5446	5364	
Within 28 Days	5219	5108	5155	5319	5728	5761	5221	5027	
% on Target	92.3%	94.3%	94.7%	96.8%	96.6%	97.0%	95.9%	93.7%	

National Target - 80% Submitted within 28 days.

Annual Statistics	2007/2008	2008/2009
Total Reports	22004	22682
Within 28 Days	20801	21737
% on Target	94.5%	95.8%

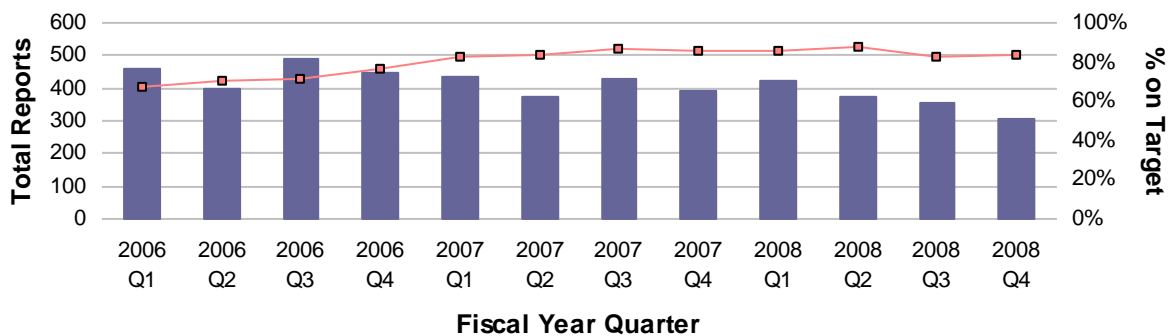
The submission of reports to the PF within 28 calendar days has decreased slightly in

quarter 4, but remains well in excess of the national target of 80%.

Year on year, 2008/2009 has achieved the highest level in any of the last 3 years, with excellent performance of 95.8% of 22682 reports submitted within 28 calendar days.

2008/2009 has achieved 95.8% of reports submitted to the PF within 28 calendar days, the highest level in any of the last 3 years.

Reports Submitted to the Children's Reporter within 14 Calendar Days (NI) (SPI)



	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09	
Total Reports	433	373	429	391	423	374	353	308	
Within 14 Days	357	314	371	337	364	327	290	257	
% on Target	82.4%	84.2%	86.5%	86.2%	86.1%	87.4%	82.2%	83.4%	

National Target - 80% Submitted within 14 days.

Annual Statistics	2007/2008	2008/2009
Total Reports	1626	1458
Within 14 Days	1379	1238
% on Target	84.8%	84.9%

In quarter 4, 83.4% of reports submitted to the Scottish Children's Reporters Association (SCRA) were within 14 calendar days, an increase of 1.2% from quarter 3.

Year on year, 84.9% were submitted within 14 calendar days, the best achieved in any of the last 3 years.

Undertaking Cases (LI)

% of cases that are on Undertaking, by Procurator Fiscal Area	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Aberdeen	6.9	7.3	10.2	10.4	18.1	18.2	20.5	23.0
Banff	12.0	13.7	14.6	16.2	15.9	18.2	16.7	13.9
Elgin	8.4	9.8	14.8	14.0	16.5	16.2	19.8	13.4
Peterhead	8.9	10.0	14.4	14.7	13.9	17.2	13.8	16.0
Stonehaven	5.6	5.3	7.3	6.2	5.3	5.7	5.9	5.4
Total	7.4	7.9	11.1	11.0	13.9	15.9	17.6	18.6

Annual Statistics	2007/2008	2008/2009
Aberdeen	8.7%	19.8%
Banff	14.1%	16.3%
Elgin	11.8%	16.3%
Peterhead	11.9%	15.2%
Stonehaven	6.2%	5.6%
Total	9.4%	16.9%

The use of reporting offenders on undertaking is a key element of the Force's contribution to reducing the 'end to end' period for justice to be administered. The Aberdeen Division pilot has achieved 23.0% in quarter 4. The Stonehaven area remains low with some cases not suitable for reporting by this means.

Annually, 16.9% of cases were reported on undertaking in 2008/2009, an increase of 7.5% compared to 2007/2008.

Number of Individuals Brought into Custody (NI)

	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Individuals Brought into Custody	4642	4647	5040	4772	5149	5061	5011	5097

This indicator is a measure of demand on the Force, which in turn informs on resource deployment and productivity.

Annual Statistics	2007/2008	2008/2009
Individuals Brought into Custody	19101	20318

During 2008/2009, a total of 20318 people have been brought into police custody, an increase of 1217 compared to 2007/2008, reflective of work towards decreasing overall crime.

Use of Alternatives to Court: Antisocial Behaviour Fixed Penalty Notices (ASBFPNs) (NI)

Antisocial Behaviour Fixed Penalty Notices Issued	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Aberdeen	1	375	368	368	376	500	501	386
Aberdeenshire	0	104	133	132	202	197	167	146
Moray	0	62	91	73	94	114	128	103
Total Issued	1	541	592	573	672	811	796	635
Total Complied With (Paid)	0	341	395	403	458	492	541	320
% Complied With	0%	63.0%	66.7%	70.3%	68.2%	60.7%	68.0%	50.4%

The percentage of ASBFPNs complied with may not reflect the true picture of compliance, as individuals have a 28 day period in which to pay the penalty issued. As such, not all tickets issued, particularly in March, may have been complied with.

Annual Statistics	2007/2008	2008/2009
Aberdeen	1112	1763
Aberdeenshire	369	712
Moray	226	439
Total Issued	1707	2914
Total Complied With (Paid)	1139	1811
% Complied With	66.7%	62.1%

In quarter 4, the use of ASBFPNs has decreased to 635, compared with 796 in quarter 3. This has been partly caused by the process of registering notices on Force IT systems. The compliance rate will increase as those issued with notices have a period of 28 days in which to pay the penalty issued.

Annually the use of ASBFPNs has increased by 70.7% with a total of 2914 issued in 2008/2009. The percentage complied with has decreased slightly to 62.1%, although this will improve as fines are paid.

Use of Alternatives to Court: Formal Adult Warnings (NI)

Formal Adult Warnings (FAWs) Issued	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Aberdeen	246	532	422	285	279	267	254	202
Aberdeenshire	114	229	165	115	127	138	114	72
Moray	57	106	62	55	60	71	67	34
Total	417	867	649	455	466	476	435	308

Annual Statistics	2007/2008	2008/2009
Aberdeen	1485	1002
Aberdeenshire	623	451
Moray	280	232
Total	2388	1685

The number of Formal Adult Warnings (FAWs) issued has continued to decrease in quarter 4. Annually there has also been a decrease compared to the previous year. These decreases have been anticipated, corresponding with greater use of ASBFPNs.

Use of Alternatives to Court: Restorative Justice Warning & Conference Scheme (NI)

Restorative Justice Warnings Issued and Conferences held	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Aberdeen	-	-	-	-	21	17	10	6
Aberdeenshire	-	-	-	-	30	43	19	23
Moray	-	-	-	-	10	3	4	7
Total	-	-	-	-	61	63	33	36

This is the first year these statistics have been recorded in this format, therefore comparative data for 2007/2008 is not available.

Annual Statistics	2007/2008	2008/2009
Aberdeen	-	54
Aberdeenshire	-	115
Moray	-	24
Total	-	193

The use of the Restorative Justice Warning and Conference Scheme has increased slightly to 36 in quarter 4, up 3 compared to quarter 3. Higher use of the scheme in Aberdeenshire is a result of a greater proportion of young offenders in this area being suitable for the restorative justice process.

5. SOUND GOVERNANCE & EFFICIENCY

The area of Sound Governance and Efficiency develops the way Grampian Police is governed and managed, ensuring the organisation is effective and accountable to the public, the JPB and other stakeholders. It also considers whether the Force is being run efficiently and prudently. To continue to improve this area, two priorities have been identified: *Corporate Governance* and *Staff Potential*.

5.1 CORPORATE GOVERNANCE

- Employ reliable performance management processes to direct and support priorities.
- Strengthen organisational governance through monitoring Business Area service delivery, effective business planning and comprehensive risk management.
- Deliver efficiency and good value for money through the elimination of waste and bureaucracy.

Despite the challenging economic situation, the Force has again managed to exceed the efficiency target of £1.675 million set for this year. The figure of £2.46 million represents a significant achievement, particularly as the target becomes more challenging each year as the Force becomes increasingly lean.

By developing strong processes during 2008/2009 Corporate Governance will no longer be a Force Priority in 2009/2010.

Value of Efficiency Savings Generated (NI)

Annual Statistics	Target 2008/2009	2008/2009
Cash Releasing	£1,675,000	£2,461,153.54

The total cash releasing displayed in the table is the final figure, as approved by ACPOS Business Benefits Unit.

The table above provides the total cash releasing saving made by the Force in 2008/2009, which is ahead of target. Figures for 2007/2008 have not been included as they are not directly comparable due to a change in the format of the indicator in 2008/2009.

Some examples of efficiencies achieved during 2008/2009 are:

- Civilianisation of some posts has saved over £140,000.
- Introduction of new contracts for a number of services has saved over £40,000, including a new contract for telephone interpreting services.
- Negotiating discounts on goods and services has led to a further £15,000 of savings.

Expenditure on Salaries, Operating Costs and Capital (NI)

Salaries £000's	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Police Officer salary costs	11270	11375	11550	12279	12012	12002	12543	12594
Police Staff salary costs	3581	3610	3804	3897	3459	3527	3541	4077
Police Pensions	4450	4104	4266	4271	4464	5145	5324	5261
Total	19301	19089	19620	20447	19935	20674	21408	21932
Police Officer salary costs % total costs	42.1%	43.6%	42.5%	42.2%	43.3%	43.1%	42.4%	40.9%
Police Staff salary costs % total costs	13.4%	13.8%	14.0%	13.4%	12.5%	12.7%	12.0%	13.2%

Annual Statistics £000's	2007/2008	2008/2009
Police Officer salary costs	46474	49151
Police Staff salary costs	14892	14604
Police Pensions	17091	20194
Total	78457	83949

In quarter 4, total salary costs have increased to £21,932,000, up by £524,000 compared to quarter 3. This increase was accounted for in Police Staff salary costs, caused by the implementation of a backdated pay rise (backdated to September 2008) in February 2009.

The year on year increase in Police Officer salary costs is attributable to the rise in the number of Police Officers employed. Year on year, pension costs have also increased, rising by £3,103,000 to £20,194,000 in 2008/2009.

Operational Costs, £000's	% of Overall Costs	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Crime Management	28.5%	1053	854	738	1146	1167	874	917	1275
Traffic Management	7%	259	210	180	282	287	214	226	313
Call Management	3.3%	122	99	85	133	135	101	107	147
Community Safety	14.9%	551	446	385	600	610	457	479	667
Public Order	7%	259	210	180	282	287	214	226	313
Support Activities	39.3%	1453	1178	1015	1582	1610	1204	1265	1757
Total	100%	3697	2997	2583	4025	4096	3064	3220	4472

The formula used to calculate the proportion applicable to each category from the GAE is based on the calculations from the last Activity Analysis carried out in 2003.

Annual Statistics £000's	2007/2008	2008/2009
Crime	3791	4233
Traffic	931	1040
Call Management	439	490
Community Safety	1982	2213
Public Order	931	1040
Support Activities	5228	5836
Total	13302	14852

Operational costs have continued to be applied by Grant Aided Expenditure (GAE) allocations, based on Activity Analysis conducted in 2003. Total operational costs have risen by £1,550,000 to £14,852,000 in 2008/2009.

Capital Expenditure £000's	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Land & Property	59	97	84	127	66	129	90	209
Vehicle Fleet	12	120	20	320	44	81	113	857
ICT (including Airwave)	173	14	93	121	18	66	64	59
Other	28	334	24	567	29	138	269	61
Total	272	565	221	1135	157	414	536	1186

Annual Statistics £000's	2007/2008	2008/2009
Land & Property	367	494
Vehicle Fleet	472	1095
ICT (including Airwave)	401	207
Other	943	497
Total	2183	2293

Expenditure on capital is likely to be updated in future reports, as some end of year payments are processed, and remains as draft until the full accounts are approved during the annual auditing process.

Expenditure per Resident (NI)

Finance	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
<i>Expenditure on salaries and operating costs (£000s)</i>	26768	26090	27173	29072	27786	27732	29682	30546
Spend per resident (£)	£50.52	£49.23	£51.28	£54.86	£51.91	£51.81	£55.45	£57.06

Annual Statistics	2007/2008	2008/2009
Expenditure on salaries and operating (£000s)	109103	115746
Spend per resident	£205.90	£216.20

Expenditure per resident has reached £216.20 in 2008/2009, an increase from £205.90 in the previous year. This has been made possible by growth in the Force budget, to total expenditure of £115,746,000 in 2008/2009.

Salary Costs Accounted for by Overtime (NI)

Police Officers	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total Payroll Costs (£000's)	13697	13985	15181	15495	14453	14711	16250	15589
Total Overtime Costs (£000's)	630	817	894	1235	611	917	1061	1098
% Overtime Costs	4.6%	5.8%	5.9%	8.0%	4.2%	6.2%	6.5%	7.0%
Police Staff	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total Payroll Costs (£000's)	4925	5003	5143	5288	4729	4857	4888	5497
Total Overtime Costs (£000's)	97	88	106	93	60	80	99	93
% Overtime Costs	2.0%	1.8%	2.1%	1.8%	1.3%	1.7%	2.0%	1.7%

Annual Statistics – Police Officers	2007/2008	2008/2009
Total Payroll Costs (£000's)	58358	61003
Total Overtime Costs (£000's)	3576	3686
% Overtime Costs	6.1%	6.0%

Annual Statistics – Police Staff	2007/2008	2008/2009
Total Payroll Costs (£000's)	20359	19971
Total Overtime Costs (£000's)	384	332
% Overtime Costs	1.9%	1.7%

Year on year, the percentage of salary costs accounted for by overtime has decreased for both Police Officers and Police Staff, down to 6.0% and 1.7% respectively, although when both are combined, actual spend on overtime amounted to £58,000 more in 2008/2009, compared to 2007/2008.

Proportion of Time Vehicles are Available for use (NI)

Vehicle Availability	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Days Vehicle in Use	28242	28958	30347	30302	30557	31425	31686	30840
Total Days in Period	91	92	92	91	91	92	92	90
Strength of Fleet	314	318	334	334	338	343	346	346
% of Time Vehicles are Available for Use	98.8%	99.0%	98.8%	99.7%	99.3%	99.6%	99.5%	99.0%

Annual Statistics	2007/2008	2008/2009
Days Vehicle in Use	117849	124508
Total Days in Period	366	365
Strength of Fleet	334	346
% of Time Vehicles are Available for Use	99.1%	99.4%

The proportion of time vehicles are available for use has not varied much throughout the quarterly periods in the last 2 years, nor in the annual statistics, with both the last 2 years remaining in excess of 99% availability. This indicator is being removed from the SPPF in 2009/2010.

Procurement (LI)

Procurement	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Procurement savings achieved Cashable/Non Cashable (£)	0	79288	13877	117054	83480	41825	25719	47044
Value of Sponsorship achieved (£)	233700	49300	49000	138045	117330	21500	126450	54800
% Invoices paid on time*	61.0%	65.2%	54.0%	23.2%	94.7%	91.4%	91.1%	87.6%

Figures to 31 March 2009 may change, reflecting year end transactions and payments for goods and services received prior to 31 March, not yet invoiced. On time is recognised as within 30 days.

Annual Statistics	2007/2008	2008/2009
Procurement savings achieved Cashable/ Non-Cashable	£210219	£198068
Value of Sponsorship achieved (£)	£470045	£320080
% Invoices paid on time	49.9%	91.5%

In 2008/2009, the Force received sponsorship worth a total of £320,080.

Some examples of sponsorship which have been achieved during 2008/2009 are:

- Over £16,000 from a number of companies towards safe driving campaigns.
- £57,000 to purchase 5 vehicles, supporting work across the Force area.

The payment of invoices on time (within 30 days) has improved year on year, to 91.5% in 2008/2009. Payment of invoices on time supports Scottish Government direction to require payment within 30 days to all businesses in the supply chain, particularly small businesses.

5.2 STAFF POTENTIAL

- Align staff recruitment, development and training to meet identified Strategic and Business Priorities.
- Ensure suitably trained resources are in place to deliver the service required.

During the year the main emphasis for Staff Potential has been the recruitment, development and retention of staff. The recruitment teams have been particularly busy as they worked to recruit 145 Police Officers, increasing our officer numbers by 57 to an unprecedented 1557.

Staff turnover has increased, however, new policies were introduced, such as the Flexible Working Policy, which is designed to enhance the work-life balance of staff whilst ensuring that the operational needs of the Force continue to be met.

We have actively encouraged Police Officers and Police Staff to seek development and promotion opportunities through a variety of means including mentoring, coaching, the Diploma in Policing, promotion and alternative internal job opportunities.

This priority has now been incorporated into the Force Priority of Workforce Modernisation for 2009/2010.

Number of Police Officers and Police Staff (NI)

Total Staff (Headcount)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Police Officers	1435	1455	1467	1500	1509	1515	1527	1557
Police Staff	827	862	855	858	831	833	831	845
Cadets	15	15	27	19	18	12	25	18
Total	2277	2332	2349	2377	2358	2360	2383	2420

Annual Statistics (Headcount)	2007/2008	2008/2009
Police Officers	1500	1557
Police Staff	858	845
Cadets	19	18
Total	2377	2420

The number of Police Officers employed has reached a new record level, at 1557 at the end of 2008/2009, a net increase of 57 compared to 2007/2008. This has been achieved following an intensive year of recruitment, with 145 new Police Constables appointed, which has included previous members of Police Staff, previous Special Constables and previous Cadets. A further 8 other Police Officers were appointed (2 rejoined, 4 rejoined on the 30+ scheme and 2 transferred from other Forces).

Total Staff (Full Time Equivalent FTE)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Police Officers	1366.46	1417.95	1439.71	1470.22	1476.68	1484.02	1495.29	1524.26
Police Staff	751.66	717.53	753.29	759.43	727.43	727.63	720.28	729.62

Annual Statistics (Full Time Equivalent)	2007/2008	2008/2009
Police Officers	1470.22	1524.26
Police Staff	759.43	729.62

At the end of 2008/2009, Grampian Police employed a record number of 1557 Police Officers.

Recruitment (LI)

Recruitment	Q1 07/08	Q2 07/08	Q3 07-08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Recruits: Police Officers	40	29	33	44	29	36	31	49
Police Staff	47	56	35	41	57	52	33	66
Special Constables	9	13	0	0	17	0	16	16
Cadets	0	17	0	0	0	0	16	0
Police Staff Internal Transfers	11	45	9	14	10	15	1	8
Police Staff Permanent Promotions	6	28	8	6	11	8	10	14
Police Staff Temporary Promotions	2	3	6	3	7	6	0	1
Police Officers Permanent Promotions	6	11	6	10	14	13	14	17
Police Officers Temporary Promotions	8	14	13	7	13	22	15	25

Annual Statistics	2007/2008	2008/2009
Recruits: Police Officers	146	145
Police Staff	179	208
Special Constables	22	49
Cadets	17	16
Police Staff Internal Transfers	79	34
Police Staff Permanent Promotions	48	43
Police Staff Temporary Promotions	14	14
Police Officers Permanent Promotions	33	58
Police Officers Temporary Promotions	42	75

The level of recruitment, at 145 for the year 2008/2009, is almost the same as the 146 recruited in 2007/2008, a significant achievement to sustain this level of recruitment activity for 2 years in a row.

In addition to Police Officers, a total of 208 Police Staff were recruited in 2008/2009, along with 49 Special Constables and 18 new Police Cadets.

Recruitment has been supported by attendance at 11 careers events across the Force area, radio advertising campaigns, and a fitness challenge between the Force and staff from Northsound Radio.

Staffing Profile by Disability, Ethnicity and Gender (NI)

Police Officers (Headcount)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Declared disability	-	2	5	5	10	9	11	9
No declared disability	-	1453	1462	1495	1499	1506	1516	1548
% with a declared disability	-	0.1%	0.3%	0.3%	0.7%	0.6%	0.7%	0.6%
Declared Ethnicity as White	1282	1284	1318	1351	1361	1374	1386	1421
Declared Ethnicity as Black and Minority	4	3	5	5	4	4	4	4
No declared ethnicity	149	168	144	144	144	137	137	132
% declared ethnicity as Black or Minority Ethnic	0.3%	0.2%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%
Females	328	339	347	358	363	368	376	397
Males	1107	1116	1120	1142	1146	1147	1151	1160
% Female	22.9%	23.3%	23.7%	23.9%	24.1%	24.3%	24.6%	25.5%

Police Staff	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Declared disability	-	4	11	10	12	16	18	18
No declared disability	-	858	844	848	819	817	813	827
% with a declared disability	-	0.5%	1.3%	1.2%	1.4%	1.9%	2.2%	2.1%
Declared Ethnicity as White	634	640	633	644	638	656	656	673
Declared Ethnicity as Black and Minority	8	6	6	6	6	4	3	3
No declared ethnicity	185	216	216	208	187	173	172	169
% declared ethnicity as Black or Minority Ethnic	1.0%	0.7%	0.7%	0.7%	0.7%	0.5%	0.4%	0.4%
Females	549	567	567	570	580	580	577	581
Males	278	295	288	288	251	253	254	264
% Female	66.4%	65.8%	66.3%	66.4%	69.8%	69.6%	69.4%	68.8%

Turnover rates for Police Officers and Police Staff (NI)

Police Officers	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total Staff Leaving (Headcount)	31	11	20	12	21	30	19	19
Average Staff Employed (Headcount)	1430	1441	1457	1484	1505	1512	1521	1542
% Staff Turnover	2.2%	0.8%	1.4%	0.8%	1.4%	2.0%	1.2%	1.2%

Annual Statistics	2007/2008	2008/2009
Total Staff Leaving (Headcount)	74	89
Average Staff Employed (Headcount)	1462	1529
% Staff Turnover	5.1%	5.8%

Police Staff	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total Staff Leaving (Headcount)	30	38	29	31	27	49	30	27
Average Staff Employed (Headcount)	838	851	837	859	847	833	833	838
% Staff Turnover	3.6%	4.5%	3.5%	3.6%	3.2%	5.9%	3.6%	3.2%

Annual Statistics	2007/2008	2008/2009
Total Staff Leaving (Headcount)	128	133
Average Staff Employed (Headcount)	834.5	821.5
% Staff Turnover	15.3%	16.2%

Turnover of Police Officers increased in 2008/2009 to 5.8%. This increase only relates to an additional 15 Police Officers during the year, compared to 2007/2008. The majority of the 89 Police Officers who left the organisation were due to retirement.

At the same time Police Staff turnover has increased to 16.2% in 2008/2009 compared to 15.3% in 2007/2008. Higher remuneration packages available in the North-East's private sector and better career opportunities have attracted staff to other employers. The Total Remuneration Project, which is ongoing within the Force, may ameliorate this in the future.

The turnover rate for Police Officers has increased to 5.8% in 2008/2009.

The turnover rate for Police Staff has increased to 16.2% in 2008/2009.

Proportion of Working Time Lost to Sickness Absence for Police Officers and Police Staff (NI) (SPI)

Police Officers	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total Days Available	78945	79914	80655	81709.5	82850	83220	83619	82926
Total Days Lost	2525	2072	2929	3022	2595	2438	3189	2948
% Working Time Lost to Sickness Absence	3.2%	2.6%	3.6%	3.7%	3.1%	2.9%	3.8%	3.5%

Annual Statistics	2007/2008	2008/2009
Total Days Available	321223.5	335958
Total Days Lost	10548	11170
% Working Time Lost to Sickness Absence	3.3%	3.3%

Police Staff	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total Days Available	47768	46844	47320	47572	45136	46116	46004	46256
Total Days Lost	2068	2095	2584	2546	2050	2217	2415	2263
% Working Time Lost to Sickness Absence	4.3%	4.5%	5.5%	5.4%	4.5%	4.8%	5.3%	4.9%

Annual Statistics	2007/2008	2008/2009
Total Days Available	189504	184240
Total Days Lost	9293	8945
% Working Time Lost to Sickness Absence	4.9%	4.9%

Sickness absence for both Police Officers and Police Staff has been maintained at the same percentage levels when comparing the whole of 2007/2008 with 2008/2009. The Force has undertaken work during the year to ensure staff are better supported on their return to work from periods of absence. The majority of absences due to sickness last for less than 6 days. Based on statistics produced by the Chartered Institute for Public Finance and Accountancy (CIPFA), the national average for sickness absence in the UK public sector is 9.5 days, compared to an average of 8.4 days per person for the Force.

Staff Performance (LI)

Staff Performance (LI)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Total PDRs issued	464	363	473	506	502	386	474	525
Total PDRs complete	456	354	468	494	477	328	316	128
% of PDRs complete	98.3%	97.5%	98.9%	97.6%	95.0%	85.0%	66.7%	24.4%

Each quarterly set of statistics in the above table is updated in each quarterly report, as the number of PDRs completed increases throughout the year.

Annual Statistics	2007/2008	2008/2009
Total PDRs issued	1806	1887
Total PDRs complete	1772	1249
% of PDRs complete	98.1%	66.2%

5.3 OTHER NATIONAL INDICATORS

Freedom of Information Requests (NI)

Freedom of Information (FOI)	Q1 07/08	Q2 07/08	Q3 07/08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Number of requests	80	90	109	119	133	125	115	185
Number of questions within requests	208	280	400	407	542	477	472	654

Annual Statistics	2007/2008	2008/2009
Freedom of Information (FOI) Requests	398	557
Freedom of Information (FOI) Questions within requests	1295	2151

The number of Freedom of Information requests received has increased significantly year on year, rising by 39.9% (159 more requests) in 2008/2009 compared to 2007/2008. In addition to this, the complexity of requests is increasing with the number of questions contained within them increasing by 66.1% over the same period. The Force has an enviable record of responding to 100% of requests within the statutory deadline of 20 working days.

Disclosure (LI)

Disclosure (LI)	Q1 07/08	Q2 07/08	Q3 07-08	Q4 07/08	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09
Data Protection requests received	716	807	1068	907	681	598	601	667
% completed within 40 calendar days (target: 100%)*	100%	100%	100%	100%	100%	100%	100%	99%
Part V enquiries from Disclosure Scotland	502	555	604	579	616	674	617	730
% completed within 14 calendar days (target: 90%)*	97%	94%	95%	100%	96%	83%	70%	82%

Annual Statistics	2007/2008	2008/2009
Data Protection requests received	3498	2557
% completed within 40 calendar days (target: 100%)*	100%	99%
Part V enquiries from Disclosure Scotland	2240	2637
% completed within 14 calendar days (target: 90%)*	96.5%	81%

The number of Data Protection requests received has decreased considerably by 26.9% (941 fewer requests) in 2008/2009 compared to 2007/2008. The reason for this is unclear and changes in 2009/2010 may have a further impact. At the same time, Part V enquiries from Disclosure Scotland have increased by 17.7% (397 more enquiries) comparing year on year, with the resultant increase in demand causing the percentage completion rate within 14 calendar days to fall to 81% for the year. The completion rate was also impacted upon by the introduction of Quality Assessment Framework (QAF) processes along with new management software. This work will ensure the Force is compliant with the Management of Police Information (MoPI) and once bedded in completion rates will return to higher levels.

5.4 SUMMARY

The year 2008/2009 has been challenging for Grampian Police, in striving to build on the positive trends achieved in performance over the last few years. The Force has risen to this challenge with crime continuing to fall.

The Force has demonstrated its commitment to identifying priorities and deploying resources effectively where they can make the most impact. High profile examples throughout the year include Operation Lochnagar targeting drug dealers in Aberdeen communities and Operation Piston, targeting young drivers, in a bid to cut road deaths.

Alongside these high profile operations, the Force has continued to respond to the public efficiently, evidenced in excellent response times to emergency calls, and sustained high levels of public satisfaction. The positive rise in detection rates, particularly Group 1-4 crime up to 38.8%, the highest level in the last 6 years, exemplifies the drive to continuously improve.

All this has been achieved while improving the efficiency of the Force, ensuring money is saved where possible and redirected to the provision of frontline resources, leading to the record number of 1557 Police Officers.

6. APPENDIX

6.1 ACRONYMS

ASB	Antisocial Behaviour
ASBFPN	Antisocial Behaviour Fixed Penalty Notice
CIPFA	Chartered Institute for Public Finance and Accountancy
COPFS	Crown Office and Procurator Fiscal Service
CT	Counter Terrorism
CTLP	Counter Terrorism Local Profile
CTSA	Counter Terrorism Security Advisor
DE	Domestic Extremism
EPSU	Energy and Protective Security Unit
FAWS	Formal Adult Warning Scheme
FCR	Force Control Room
FEB	Force Executive Board
FOI	Freedom Of Information
FSC	Force Service Centre
FTE	Full Time Equivalent
FTTCG	Force Tactical Tasking and Coordinating Group
GAE	Grant Aided Expenditure
GIRFEC	Getting It Right For Every Child
GREC	Grampian Racial Equality Council
GROS	General Register Office for Scotland
HMICS	Her Majesty's Inspectorate of Constabulary for Scotland
HME	Her Majesty's Inspectorate of Education
HVP	High Visibility Patrol
IAF	Integrated Assessment Framework
JPB	Joint Police Board
KSI	Killed or Seriously Injured
LI	Local Indicator
MAPPA	Multi Agency Public Protection Arrangements
MoPI	Management of Police Information
-	No Data Available
NESCAMP	North East Scotland Safety Camera Partnership
NI	National Indicator
NHS	National Health Service
OCG	Organised Crime Group
PDR	Performance and Development Review
PF	Procurator Fiscal
PS&CD	Professional Standards and Conduct Department
QAF	Quality Assessment Framework
RHWI	Return Home Welfare Interview
RJW	Restorative Justice Warning
RRLO	Race Relations Liaison Officer
RSHO	Risk of Sexual Harm Order
RSO	Registered Sex Offender
RTC	Road Traffic Collision
SAS	Scottish Ambulance Service
SCRA	Scottish Children's Reporter Administration
SOPO	Sexual Offences Prevention Order
SPC	Special Police Constable
SPI	Statutory Performance Indicator
SPPF	Scottish Policing Performance Framework
SPVEU	Scottish Preventing Violent Extremism Unit
VOSA	Vehicle and Operator Services Agency
VPFPO	Vehicle Penalty and Fixed Penalty Offences

6.2 FURTHER SOURCES OF INFORMATION

Census data is provided by the General Register Office for Scotland, and currently uses the most up to date statistics available: the 'Mid 2006 Population Estimates Scotland'. Data for the Grampian Police area can be found at:

<http://www.gro-scotland.gov.uk/statistics/publications-and-data/population-estimates/mid-2006-population-estimates-scotland/list-of-tables.html>

Executive Report commissioned by the Scottish Executive entitled, 'Estimating the National and Local Prevalence of Problem Drug Misuse in Scotland'. Figures based on 2003 estimate. The numbers can be found in section 5.1.5 of the Executive Report, which can be found at:

www.drugmisuse.isdscotland.org/publications/local/prevreport2004.pdf

Copies of Performance With Our Platform for Success can be downloaded at:

<http://www.grampian.police.uk/Publications.aspx?id=59&pid=30;31;5;59>

This report will be published at:

<http://www.grampian.police.uk/Publications.aspx?id=133&pid=30;31;5;133>

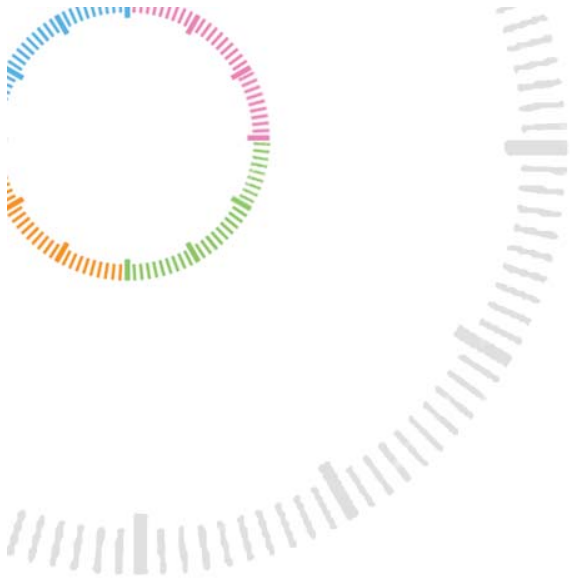
Further information on the 2008/2009 SPPF can be found at:

<http://openscotland.gov.uk/Publications/2008/03/31132624/0>

The SPPF Annual Report 2007/2008 produced by Her Majesty's Inspectorate of Constabulary in Scotland can be accessed at:

<http://www.scotland.gov.uk/Publications/2008/12/08094452/0>

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