

I would like to submit the following Freedom of Information requests, which should cover the calendar years. 2015, 2016 and 2017 up to the 1st December, even if this is just a predicted figure.

Q1. How many employees does your organisation employ (full time equivalent) where their primary function covers the following disciplines:

- a) Public Relations***
- b) Human Resources***
- c) Communications***

The figures presented are based on the data used for our annual response to HMIC.

- They are from 31st March of the relevant financial year (ie 2014/15 data is retrieved on 31st March 2015) except for the final set of data.
- They are stated in full time equivalent (FTE).
- HMI function numbers are used for 2014/15 and then for all other dates, POA categories (Police Objective Categories are now used to report on main duties carried out by staff when reporting to HMIC).

Explanations of the definitions of the categories as follows:

- HMI Function Numbers

Function Number	Description
34 - Communications/IT/Audio	Staff who are predominantly employed in the provision, maintenance, research, development and administration of radio, telephone and communications networks or computer systems. Include those officers/staff in supporting roles.
41 - Personnel/Human Resources	Staff who are predominantly employed in personnel/career development and management, equal opportunities and diversity, including associated administrative support. Include staff who are predominantly employed in the administration and management of recruiting personnel to the force.
44 - Press and Public Relations	Staff who are predominantly employed in media relations and publicity about the force. Include press officers. Including those officers/staff in supporting roles.

- POA Categories

These categories are used for reporting on financial expenditure, not HR reporting alone, hence the slightly different descriptions.

Function Number	Description
10a - Human Resources	All Human Resources staff. Includes local and corporate personnel services, employee relations, sickness management, occupational health, health and safety management, recruitment and equality team, staffing information, diversity unit, and chaplaincy.
10f - Information Communication Technology	All expenditure for communication and computing. Includes development, communications (data, radio, land lines, mobiles), user support including help desk, installations, maintenance and operations, IT applications and project, central network maintenance and support, revenue purchase of computers, software and hardware licenses – see common chart of accounts for expenditure include within the CIPFA stats Supplies & Services – communications and computing section.
10h - Press and Media	Includes news desk, promotion and publicity for the force, internal communications such as the website, monthly newsletter.

2014/15

Reported HMI No.	Police Officers	Police Staff	Grand Total
34		92.87	92.87
41	1.00	122.03	123.03
44		31.09	31.09
Grand Total	1.00	245.99	246.99

2015/16

Reported POA category	Police Staff
10a	53.03
10f	99.12
10h	35.42
Grand Total	187.57

2016/17

Reported POA category	Police Officers	Police Staff	Grand Total
10a	1.00	89.31	90.31
10f		104.75	104.75
10h		37.50	37.50
Grand Total	1.00	231.56	232.56

30th Sept 2017

Reported POA category	Police Staff
10a	95.13
10f	109.41
10h	37.36
Grand Total	241.90