



27<sup>th</sup> March 2019

### **Freedom of Information Request Reference N<sup>o</sup>: FOI 000598/19**

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 11<sup>th</sup> February 2019 in which you sought access to the following information:

- 1a Please may you inform me of the total number of staff employed by the force over the last complete recording year. Please provide a breakdown of this figure in a table format which includes the roles of these staff and their pay grades.
- 1b Please provide me with details regarding turnover of staff for the last complete recording year, including the same breakdown details as above. Please add to this a column explaining the reasons for these staff members' departures including cause of resignation and dismissal.

### **Response to your Request**

The response provided below is correct as of 18<sup>th</sup> February 2019.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

We have provided below the number of staff positions, by grade, as at 31<sup>st</sup> March 2018, along with the number of leavers during 2017/18 and the reason. Please see tables below.

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>

<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;  
<http://www.opsi.gov.uk/>

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Q1a NORFOLK – as at 31<sup>st</sup> March 2018

Position	Spot Grade	Hay Grade	Band K	Band J	Band I	Band H	Band G	Band F	Band E	Band D	Band C	Band B	Band A	Grand Total
Desig Cust-Custody and Detention Officer (Shift)										64				64
Desig Inv-Analyst (PSD)									2					2
Desig Inv-Data Communications Manager							1							1
Desig Inv-Data Communications SPOC									4					4
Desig Inv-Enquiry Officer (Cold Case)									1					1
Desig Inv-Enquiry Officer (Live)									5					5
Desig Inv-Firearms Enquiry Officer										9				9
Desig Inv-Investigating Officer (PSD)									5					5
Desig Inv-Investigator (Staff)									8					8
Desig Inv-Major Crime Review Manager								1						1
Desig Inv-MASE Case Investigator									4					4
Desig Inv-MASE Senior Case Investigator								1						1
Desig Inv-Mobile Device Examiner									1					1
Desig Inv-MOSOVO Officer									3					3
Desig Inv-PSD Operations Manager					1									1
Desig Inv-Researcher (PSD)										2				2
Desig Inv-Review Officer									2					2
Desig Inv-Safeguarding Case Investigator									37					37
PCSO-Family Focus PCSO										2				2
PCSO-OPT PCSO										6				6
PCSO-PCSO Safer Schools										6				6
PCSO-Police Community Support Officer										73				73
PCSO-Police Community Support Officer(Retail)										1				1

Staff-Abnormal Loads & Voice Recordings Admin											1			1
Staff-Abnormal Loads Officer											1			1
Staff-Accommodation Officer										1				1
Staff-Accountancy Assistant										1				1
Staff-Accountant 7 Force Collaboration									1					1
Staff-Accreditation Examinations and Qualifications Officer											1			1
Staff-Admin & Research Coordinator (CAIU)											2			2
Staff-Admin Support CAIU											1			1
Staff-Admin Support Officer											1			1
Staff-Admin/Typist											2			2
Staff-Administration Officer										1				1
Staff-Administration Supervisor											1			1
Staff-Administrative Assistant (Dog Unit)											1			1
Staff-Administrator (Firearms Training)											2			2
Staff-Administrator (MASH)											7			7
Staff-Analysis Manager TAT						1								1
Staff-Analyst (Cyber Crime)										1				1
Staff-Analyst (JPAD)										11				11
Staff-Analyst Programmer							6							6
Staff-Analyst SAT										1				1
Staff-ANPR Manager						1								1
Staff-ANPR Researcher											2			2
Staff-Antecedents Clerk											1			1
Staff-Appeals Researcher										1				1
Staff-Application Support Technician											5			5
Staff-Application Team Manager						1								1

Staff-Architectural Liaison Officer									4					4
Staff-Assistant Chief Officer (Resources)	1													1
Staff-Assistant HR Advisor										3				3
Staff-Assistant Team Leader										5				5
Staff-Asst Technical Storeperson													1	1
Staff-Athena Administrator													1	1
Staff-Athena Investigations Hub Administrator													3	3
Staff-Athena Investigations Hub Incident Processor										14				14
Staff-Athena Investigations Hub Manager							1							1
Staff-Athena Investigations Hub Supervisor									1					1
Staff-Athena Service Desk Support										1				1
Staff-Auto Electrical Team Leader									1					1
Staff-Automotive Technologies Engineer										2				2
Staff-AV Technician									1					1
Staff-Business Analyst									5					5
Staff-Business Unit Manager									1					1
Staff-Case Assistant													18	18
Staff-Case Assistant (TJU)													1	1
Staff-Case Management Officer (CJS)										18				18
Staff-Case Management Team Leader									1					1
Staff-Case Officer										2				2
Staff-Case Worker												12		12
Staff-Category Manager							2							2
Staff-Category Officer										1				1
Staff-CCR Administrator													1	1
Staff-CCR Demand Capacity Supervisor									1					1

Staff-CCR Deputy Supervisor									10					10
Staff-CCR Room Manager								3						3
Staff-CCR Supervisor									7					7
Staff-CCR Systems Assistant										2				2
Staff-CCR Systems Problem Solving Officer								1						1
Staff-CCR Systems Support Officer										1				1
Staff-CCTV Technician									1					1
Staff-Challenge Team Coordinator										1				1
Staff-Challenge Team Organisational Development Manager					1									1
Staff-Challenge Team Project Manager							4							4
Staff-Change & Release Manager								1						1
Staff-Change Officer									1					1
Staff-Children & Young People Support Officer										2				2
Staff-Civilian Investigator										5				5
Staff-CJS Clerical Administrator												2		2
Staff-CJS Driver and Archivist													2	2
Staff-CMU Admin & Research Coordinator										1				1
Staff-Communications Officer										140				140
Staff-Community Engagement Administration Officer											1			1
Staff-Complaints Management Assistant											1			1
Staff-Complaints Management Officer									1					1
Staff-Complaints Quality Assurance Officer									1					1
Staff-Compliance Auditor										1				1
Staff-Conditional Offer Clerk												25		25
Staff-Contingency Planning Officer										2				2

Staff-Coroners Officer									7					7
Staff-Corporate News Manager					1									1
Staff-Corporate News Officer									4					4
Staff-Corporate Support Manager							1							1
Staff-Covert Authorities Officer									1					1
Staff-CPAI Portfolio Assistant										1				1
Staff-CPC Administrator											36			36
Staff-Crime Integrity Officer and Registrar							1							1
Staff-Crime Quality Assurance Auditor										3				3
Staff-Crime Scene Investigator									16					16
Staff-Criminal Records Disclosure Supervisor								1						1
Staff-CTC Technician								2						2
Staff-Data Protection Assistant											1			1
Staff-Data Protection Researcher											1			1
Staff-DBA Technician (Oracle)									1					1
Staff-DBA Technician (SQL)									1					1
Staff-Department Legal Secretary											1			1
Staff-Department Secretary (Estates)											1			1
Staff-Deputy Crime and Incident Registrar									1					1
Staff-Deputy to Force Solicitor				1										1
Staff-Digital Business Analyst									1					1
Staff-Digital Media Lead					1									1
Staff-Digital Media Officer										2				2
Staff-Director of Joint ICT	1													1
Staff-Disclosure Assistant (DBS)											9			9
Staff-Disclosure Officer									5					5
Staff-Diversity Manager							1							1

Staff-Driver												9		9
Staff-Driver Trainer									3					3
Staff-Drugs Disposal Officer											1			1
Staff-Drugs Expert Witness/CDLO/CLO									1					1
Staff-DSU Intelligence Support Officer										1				1
Staff-Duties Planner											15			15
Staff-Duties Supervisor								1						1
Staff-Duties Support Team											2			2
Staff-ERP System and Supplier Manager						1								1
Staff-Estates Assistant											1			1
Staff-Estates Officer								2						2
Staff-Event Planning Unit Supervisor									1					1
Staff-Facilities Assistant											1			1
Staff-Facilities Assistant (Environment)											1			1
Staff-Field Cabling Technician									2					2
Staff-Field Support Manager							1							1
Staff-Field Support Supervisor								1						1
Staff-Field Support Technician									5					5
Staff-File Submission Team Leader									1					1
Staff-Finance Business Partners							3							3
Staff-Fingerprint Development Officer										2				2
Staff-Fingerprint Officer									6	1				7
Staff-Firearms Administrator										1	4			5
Staff-Firearms Examiner									1					1
Staff-Firearms Licensing Officer										3				3
Staff-First Aid Trainer									1					1
Staff-FOI Decision Maker									1					1

Staff-FOI Researcher										1				1
Staff-Force Armourer									1					1
Staff-Force Solicitor		1												1
Staff-Forensic Analyst								1						1
Staff-Forensic Operations Manager						2								2
Staff-Forensic Support Officer												3		3
Staff-Head of Estates	1													1
Staff-Head of HR				1										1
Staff-Head of HR Change						1								1
Staff-Head of ICT Infrastructure				1										1
Staff-Head of ICT Operations				1										1
Staff-Head of Joint Transport Services			1											1
Staff-Head of Operations Planning						1								1
Staff-Head of Resourcing				1										1
Staff-Head of Strategic Business & Operational Services	1													1
Staff-Health and Safety Advisor								1						1
Staff-Health and Safety Manager							1							1
Staff-Higher Analyst SAT								1						1
Staff-Higher Analyst TAT								1						1
Staff-Holmes Reader										1				1
Staff-Holmes Receiver									2					2
Staff-Holmes Support									1					1
Staff-HR Advisor									4					4
Staff-HR Advisor (Employee Relations & Change)									3					3
Staff-HR Business Partner							2							2
Staff-HR Change Manager							1							1
Staff-HR Manager Change						1								1



Staff-HR Project 2020 Officer								1						1
Staff-HR Service Improvement Manager								1						1
Staff-ICT Configuration Analyst										1				1
Staff-ICT Contact Team Supervisor								1						1
Staff-ICT Customer Support Engineer									1					1
Staff-ICT Customer Support Team Manager							1							1
Staff-ICT Enterprise Architect						1								1
Staff-ICT Policy & Process Manager							1							1
Staff-ICT Project Manager							3							3
Staff-ICT Project Manager (Data Library)							1							1
Staff-ICT Service Desk Analyst										5				5
Staff-ICT Service Desk Supervisor									1					1
Staff-Identification Procedure Coordinator										3				3
Staff-Identification Procedure Supervisor									1					1
Staff-Image Technician											2			2
Staff-Improvement Evaluation Coordinator IET							1							1
Staff-Improvement Officer IET									4					4
Staff-Income & CSW Administration Officer											1			1
Staff-Independent Sexual Violence Advisor									6					6
Staff-Indexer										5				5
Staff-Indexer Supervisor									2					2
Staff-Information Compliance Manager						1								1
Staff-Information Security Manager						1								1
Staff-Infrastructure Engineer							1		3					4
Staff-Insurance Assistant												1		1
Staff-Insurance Manager								1						1

Staff-Intelligence Clerk											11			11
Staff-Intelligence Coordinator								3						3
Staff-Intelligence Development Officer (MIT)								1						1
Staff-Intelligence Manager						1								1
Staff-Intelligence Supervisor							1							1
Staff-Intelligence Support Officer									6					6
Staff-Intelligence Support Officer AIU (T/B)									9					9
Staff-ISVA (Child & Young Person)								2						2
Staff-IT Trainer								3						3
Staff-Joint Head of Criminal Justice Service			1											1
Staff-Joint Head of Forensic Services		1												1
Staff-Legal Adviser						1								1
Staff-Legal Officer								1						1
Staff-Licensing Officer								2						2
Staff-Management Information & Appeals Officer								1						1
Staff-Management Information Officer								3						3
Staff-MAPPA Administrator										1				1
Staff-MARAC Coordinator										2				2
Staff-MASH IMU Processor									2					2
Staff-MASH IMU Supervisor								1						1
Staff-MDS OCG Coordinator								2						2
Staff-Microwave Tech Lead						1								1
Staff-MIR Analyst						1	4	1						6
Staff-MIR Clerk/Admin Assistant									1	1	1			3
Staff-MIR Indexer								2	6					8
Staff-MIR Office Manager							2							2

Staff-MIR Receiver/Document Reader/Action Mngr									3					3
Staff-MIR Researcher									8	3				11
Staff-MIT Office Manager									1					1
Staff-National Violence & Public Protection Portfolio Case Worker									1					1
Staff-Nationalities Clerk										1				1
Staff-Network Engineer								6						6
Staff-Network Team Manager					1									1
Staff-Occupational Health Nurse Advisor								1						1
Staff-Office Administrator (STORM Project)												1		1
Staff-Office Manager								1						1
Staff-Online CSE National Coordinator	1													1
Staff-Operation Security Officer & Data Protection Manager								1						1
Staff-Operational HR Manager							1							1
Staff-Operational Planning Manager							1							1
Staff-Operational Support Officer												1		1
Staff-Operational Training Admin Support													2	2
Staff-Operational Training Team									5					5
Staff-PA to ACC / ACO (People)										2				2
Staff-PA to Ch Supt Joint Protective Services												1		1
Staff-PA/Secretary JJS Commander/Head of CJD												1		1
Staff-Parts Officer												1		1
Staff-Performance Management Officer									1					1
Staff-Personal Assistant to ACC										1				1
Staff-Personal Assistant to Chief Constable										1				1
Staff-Personal Safety Training Staff									1					1

Staff-PFI Contracts Manager						1								1
Staff-PFI Contracts Officer									1					1
Staff-Photographic Administrator												2		2
Staff-Photographic Technician										1				1
Staff-PMO Governance Officer									1					1
Staff-PNC Intelligence Administrator												12		12
Staff-Police Prosecution Officer										2				2
Staff-Policy Officer										1				1
Staff-PPU Administrator												2		2
Staff-Practice Manager									1					1
Staff-Principal Policy and Performance Manager	1													1
Staff-Professional Development Administrator													1	1
Staff-Professional Development Manager							1							1
Staff-Professional Development Specialist									1					1
Staff-Programme Manager (CDC)						1								1
Staff-Programme Support Officer										1				1
Staff-Project Manager (CDC)								2						2
Staff-Project Officer											2			2
Staff-Prolific Priority Offender Support												2		2
Staff-Property Disposal Officer												1		1
Staff-Property Mngmt / Vehicle Recovery Coord									1					1
Staff-Property Officer												8		8
Staff-Public Enquiry Officer									1	9				10
Staff-Quality Assurance, Qualifications and Assessment Advisor									1	1				2
Staff-Quality Manager									1					1
Staff-Quality Officer										1				1

Staff-RAVIPP Communications Officer											5			5
Staff-Recruitment Administrator												3		3
Staff-Recruitment Assistant											3			3
Staff-Recruitment Manager							1							1
Staff-Research and Information Coordinator RIT							1		2					3
Staff-Research and Information Manager RIT						1								1
Staff-Researcher (CJS)									1					1
Staff-Researcher RIT									8					8
Staff-Review Support Officer						1								1
Staff-Risk & Compliance Manager							1							1
Staff-Road Safety & SafeCam Manager					1									1
Staff-Roads Policing Support										2				2
Staff-Safeguarding Manager								1						1
Staff-Safety Camera Officer										7				7
Staff-SARC Manager						1								1
Staff-SARC Office Manager								1						1
Staff-SCIT Supervisor								1						1
Staff-SCOLT Office Manager							1							1
Staff-Secretary (Media and Comms)										1				1
Staff-Secretary to National Coordinator		1							1					2
Staff-Section Leader Road Safety									1					1
Staff-Section Leader Safecam Viewing Verification									1					1
Staff-Section Leader Safety Camera									1					1
Staff-Sector Support										1				1
Staff-Security Systems Assistant										1				1
Staff-Senior Accountant							1							1

Staff-Senior Analyst							1							1
Staff-Senior Complaints Management Assistant									1					1
Staff-Senior Coroner's Officer								1						1
Staff-Senior Crime Scene Investigator								3						3
Staff-Senior Digital Media Officer								1						1
Staff-Senior Enquiry Officer									1					1
Staff-Senior Estates Officer							1							1
Staff-Senior Fingerprint Officer								2						2
Staff-Senior Firearms Licensing Officer									1					1
Staff-Senior Fleet Driver										1				1
Staff-Senior Forensic Support Officer									1					1
Staff-Senior Forensic Technical Officer									1					1
Staff-Senior Legal Advisor						1								1
Staff-Senior News Officer								1						1
Staff-Senior Property Officer										3				3
Staff-Senior Public Enquiry Officer									1					1
Staff-Senior Recruitment and Workforce Planning						1								1
Staff-Senior Safety Camera Officer										1				1
Staff-Senior Supplies Officer										1				1
Staff-Senior Technical Officer (TSU)							1							1
Staff-Senior Transactional Clerk (AP/AR)											2			2
Staff-Senior Vetting Assistant										2	1			3
Staff-Server Engineer								7						7
Staff-Server Team Manager						1								1
Staff-Service Level Coordinator										1				1
Staff-Seven Forces Workstream Lead						1								1
Staff-Special Constable Trainer										1				1

Staff-Specialist Accountant									1					1
Staff-Specialist Accountant Data Integrity									1					1
Staff-Specials & Volunteers Assistant											2			2
Staff-Specials & Volunteers Manager								1						1
Staff-Storekeeper												2		2
Staff-Stores Supervisor									1					1
Staff-Strategic Communications Coordinator	1													2
Staff-Suffolk Unison Secondment									1					1
Staff-Supervisor									1					1
Staff-Supplies Officer												2		2
Staff-Support Assistant											2			2
Staff-Support Officer (CC Driver)											1			1
Staff-Support Technician									9					9
Staff-Switchboard Telephonist											9			9
Staff-Tailor										1				1
Staff-Tape Librarian												2		2
Staff-Tape Summariser												5		5
Staff-Team Leader Road Safety									1					1
Staff-Technical Records Administrator											1			1
Staff-Technical Storeperson											1			1
Staff-Traffic Justice Unit Team Leader									1					1
Staff-Traffic Management Officer									1					1
Staff-Transactional HR Assistant											6			6
Staff-Transactional HR Officer										1				1
Staff-Transactional Input Clerk (AP/AR)												4		4
Staff-Transactional Team Leader (AP/AR)									1					1
Staff-Transport Services PA and Support											1			1

Officer														
Staff-Transport Services Support Clerk											1			1
Staff-Trials Work Team Leader								1						1
Staff-Unison Branch Secretary								1						1
Staff-Unison Departmental Assistant									1					1
Staff-Vehicle and Logistics Coordinator											1			1
Staff-Vehicle Recovery Liaison Officer											1			1
Staff-Vehicle Technician										4				4
Staff-Vetting Assistant											5			5
Staff-Vetting Manager								1						1
Staff-Victim and Witness Care Officer											25			25
Staff-Victim and Witness Care Section Leader										2				2
Staff-Victim and Witness Care Team Leader									1					1
Staff-Victim ID & Facial Recognition Implementation Officer (CAID)									1					1
Staff-VISOR Coordinator											3			3
Staff-Volume Crime Scene Investigator											2			2
Staff-Vulnerability Crime Supervisor											1			1
Staff-Wellbeing Advisor									1					1
Staff-Workforce Planning Assistant												1		1
Staff-Workforce Planning Manager								2						2
Staff-Workshop Support Coordinator												1		1
Staff-Workshop Team Leader									2					2
Staff-Young Driver Education Coordinator											1			1
Staff-Youth Engagement Officer									2					2
Grand Total	7	3	2	5	5	18	43	71	309	481	240	86	3	1273



Q1b NORFOLK – Leavers 2017/18

Position	Band J	Band H	Band G	Band F	Band E	Band D	Band C	Band B	Grand Total
Desig Cust-Custody and Detention Officer (Shift)						2			2
Desig Inv-Data Communications SPOC					1				1
Desig Inv-MOSOVO Officer					1				1
Desig Inv-Safeguarding Case Investigator					1				1
PCSO-Family Focus PCSO						3			3
PCSO-OPT PCSO						2			2
PCSO-PCSO (Diversity Liaison)						1			1
PCSO-PCSO Safer Schools						4			4
PCSO-Police Community Support Officer						51			51
Staff-Application Support Technician					1				1
Staff-Athena Data Quality Officer							1		1
Staff-Athena Investigations Hub Incident Processor						1			1
Staff-Case Assistant								3	3
Staff-Case Management Officer (CJS)						1			1
Staff-Case Worker							1		1
Staff-CCR Supervisor					2				2
Staff-Change Manager	1								1
Staff-Children & Young People Support Officer					1				1
Staff-Civilian Investigator					3				3
Staff-Communications Officer						25			25
Staff-Complaints Admin Clerk								1	1
Staff-Complaints Management Officer					1				1
Staff-Complaints Manager			1						1
Staff-Conditional Offer Clerk								2	2
Staff-Counter Terrorism Security Advisor				2					2

Staff-CPC Administrator							1		1
Staff-Crime Development Supervisor					1				1
Staff-Crime Quality Assurance Auditor						1			1
Staff-Crime Scene Investigator					1				1
Staff-Cyber Crime Security Advisor					1				1
Staff-Data Protection Assistant							1		1
Staff-DBA Team Manager			1						1
Staff-DBA Technician (Oracle)					1				1
Staff-DBA Technician (SQL)						1			1
Staff-DBS Intelligence Administrator							1		1
Staff-Disclosure Assistant (DBS)							2		2
Staff-Driver								1	1
Staff-Driver-Wymondham Drivers								2	2
Staff-Duties Planner							3		3
Staff-Enquiry and Court Officer						1			1
Staff-FIMU Assessor Indexer					1				1
Staff-Force Armourer					1				1
Staff-Force GI System Coordinator				1					1
Staff-Forensic Support Officer							2		2
Staff-Head of Joint Procurement & Supplies	1								1
Staff-Health Safety & Wellbeing Administrator								1	1
Staff-HMIC Secondment		1							1
Staff-HR Advisor Operation Hydrant					1				1
Staff-HR Systems Planner							1		1
Staff-ICT Service Desk Analyst						2			2
Staff-Identification Procedure Coordinator							1		1
Staff-Implementation & Liaison Officer (CAID)					1				1

Staff-Improvement Evaluation Coordinator IET				1					1
Staff-Intelligence Clerk							2		2
Staff-Intelligence Support Officer						1			1
Staff-Intelligence Support Officer AIU (T/B)						1			1
Staff-MIR Analyst					2				2
Staff-MIR Receiver/Document Reader/Action Mngr					1				1
Staff-MIR Researcher					1				1
Staff-Occupational Health Administrator						1			1
Staff-Occupational Health Nurse				1					1
Staff-Offender Manager					1				1
Staff-Operational Support Officer							1		1
Staff-Operational Training Admin Support								1	1
Staff-Operational Training Team					3				3
Staff-PIU/Casework Manager				1					1
Staff-Police Prosecution Officer						2			2
Staff-Property Officer							1		1
Staff-Public Enquiry Officer						13			13
Staff-RAVIPP Communications Officer							2		2
Staff-Recruitment and Retention Specialist				1					1
Staff-Research and Information Manager RIT			1						1
Staff-Research and Office Support						1			1
Staff-Researcher RIT						1			1
Staff-Safeguarding Development Officer				1					1
Staff-Safety Camera Officer							1		1
Staff-SCIT Supervisor					1				1
Staff-Section Leader Safety Camera						1			1
Staff-Security Systems Officer						1			1

Staff-Senior Employment Lawyer		1							1
Staff-Senior Enquiry Officer					1				1
Staff-Senior Public Enquiry Officer					1				1
Staff-Service Level Coordinator						1			1
Staff-Special Branch Analyst					1				1
Staff-Storekeeper								1	1
Staff-Support Technician					2				2
Staff-Switchboard Telephonist							1		1
Staff-Ten Print Officer							1		1
Staff-Transactional HR Assistant							1		1
Staff-Volume Crime Scene Investigator						1			1
Staff-Workforce Planning Specialist			1						1
Grand Total	2	2	4	8	33	120	23	12	204

Leaving Reason	Band J	Band H	Band G	Band F	Band E	Band D	Band C	Band B	Grand Total
Death - Other			1		1	1	2		5
Dismissal - Completion/End of Contract					5	2	3		10
Dismissal - Compulsory Redundancy				2	1	27			30
Dismissal - Disciplinary						3			3
Dismissal - Unsuccessful Probation						3			3
Dismissal - Voluntary Redundancy			1		1	2			4
Early Retirement	1				1	1	2	1	6
Medical Retirement <30yrs			1			2			3
Normal Retirement					6	7	3	3	19
Required to Resign						1			1
Staff became Casual						1			1
Transfer - Non Home Office				1					1

Transfer - Other Home Office				1	1	1				3
Transfer to another Force - Other Job			1	1	1					3
Voluntary Resignation - Career Break				1						1
Voluntary Resignation - Joined Regulars						25	3			28
Voluntary Resignation - Other	1	2		2	13	43	10	8		79
Voluntary Resignation - Other Job					3	1				4
Grand Total	2	2	4	8	33	120	23	12		204

Q1a SUFFOLK - as at 31<sup>st</sup> March 2018

Position	Spot Grade	Band J	Band I	Band H	Band G	Band F	Band E	Band D	Band C	Band B	Grand Total
Desig Cust-Custody and Detention Officer (Shift)								31			31
Desig Inv-CID Police Staff Investigators							3				3
Desig Inv-CIU Investigator							18				18
Desig Inv-Cyber Crime Investigator							9				9
Desig Inv-Cyber Crime Supervisor						1					1
Desig Inv-Data Communications SPOC							5				5
Desig Inv-Fraud Investigator							1				1
Desig Inv-Investigating Officer (PSD)							2				2
Desig Inv-Investigator (Staff)							5				5
Desig Inv-Mobile Device Examiner							1				1
Desig Inv-PVP Investigator							5				5
Desig Inv-Safeguarding Unit Supervisor						3					3
Desig Inv-Senior Complaints, Appeals & Policy Mgr			1								1
Desig Inv-Staff Supervisor						4					4
Desig Inv-Support Investigators (CPC)									19		19
PCSO-Family Focus PCSO								3			3

PCSO-PCSO Bury Town Council								1			1
PCSO-PCSO Center Parcs								1			1
PCSO-PCSO Kesgrave Rushmere								1			1
PCSO-PCSO Kessingland Parish Council								1			1
PCSO-PCSO Safer Schools								3			3
PCSO-PCSO Southwold Town Council								1			1
PCSO-PCSO Sudbury Town Council								1			1
PCSO-PCSO Thurston Parish Council								1			1
PCSO-Police Community Support Officer								77			77
PCSO-Police Community Support Officer BID								1			1
Staff-Accommodation Officer								1			1
Staff-Accountant							1				1
Staff-Admin and Research Coordinator									3		3
Staff-Admin Assistant (Exec)										1	1
Staff-Admin Assistant (Info Management)									1		1
Staff-Admin Clerk (CPC)										17	17
Staff-Admin Clerk (PVP)									3		3
Staff-Admin Support								1			1
Staff-Administrator									3		3
Staff-Analysis Manager TAT					1						1
Staff-Analyst (JPAD)							11				11
Staff-ANPR Intelligence Support Officer								2			2
Staff-ANPR Researcher									2		2
Staff-ANPR Supervisor							1				1
Staff-Application Support Technician							2				2
Staff-Assistant HR Advisor								1			1
Staff-Assistant Team Leader								3			3

Staff-Assistant Team Leader (TJU)								1			1
Staff-Athena Data Quality Officer									3		3
Staff-Athena Investigations Hub Incident Processor								17			17
Staff-Athena Investigations Hub Supervisor							1				1
Staff-Business Analyst							1				1
Staff-Business and Performance Manager					1						1
Staff-Business Application Manager			1								1
Staff-Business Continuity Manager						1					1
Staff-Business Liaison Manager				1							1
Staff-Business Records Clerk										3	3
Staff-Business Support & Building Liaison Officer							1				1
Staff-Business Support Officer								5			5
Staff-Call Taker									14		14
Staff-Case Assistant										36	36
Staff-Case Assistant (TJU)										11	11
Staff-Case Assistants Resulting										9	9
Staff-Case Management Officer (CJS)								14			14
Staff-Case Management Team Leader							1				1
Staff-Case Officer								3			3
Staff-Casework Researcher								1			1
Staff-Category Manager					1						1
Staff-Category Officer								1			1
Staff-CCR Administrator										1	1
Staff-CCR Security Systems Officer									1		1
Staff-CCR Systems & Policy Support Officer								1			1
Staff-CCR Systems Problem Solving Manager						1					1
Staff-CCR Systems Support Officer								3			3

Staff-CCTV Technician							3				3
Staff-Change Officer							1				1
Staff-Charities Coordinator										1	1
Staff-CJ Reform Manager					1						1
Staff-CJ Support Assistant										2	2
Staff-CJ Support Supervisor								1			1
Staff-Common Law Police Disclosure Assistant									1		1
Staff-Complaints Manager					1						1
Staff-Compliance Assistant									2		2
Staff-Compliance Auditor								2			2
Staff-Compliance Officer							1				1
Staff-Contact Centre Supervisor							7				7
Staff-Contingency Planning Manager						1					1
Staff-Contingency Planning Officer								2			2
Staff-Control Room Operator								77	22		99
Staff-Corporate News Manager			1								1
Staff-Corporate News Officer							5				5
Staff-Corporate News Officer (Internal)							1				1
Staff-Covert Authorities Manager					1						1
Staff-Covert Authorities Officer							2				2
Staff-Crime and Incident Registrar					1						1
Staff-Crime Quality Assurance and Monitoring Supervisor							1				1
Staff-Crime Quality Assurance Auditor								3			3
Staff-Crime Scene Investigator							15				15
Staff-CTC Technician						2					2
Staff-Custody Development Officer						1					1
Staff-Customer Service and Ops Support Manager				2							2



Staff-Cyber and Serious Crime Administrator										1	1
Staff-Data Processing Supervisor								1			1
Staff-Data Processor										4	4
Staff-Data Protection Assistant									2		2
Staff-Data Protection Decision Maker							2				2
Staff-DBS Intelligence Administrator									11		11
Staff-Decision Maker							3				3
Staff-Design Out Crime Officer							4				4
Staff-Development Officer to Ch Supt Joint PSC							1				1
Staff-Digital Media Officer								2			2
Staff-Director of Joint HR	1	1									2
Staff-Disclosure Supervisor						1					1
Staff-Domestic Abuse Officer								10			10
Staff-Driver										8	8
Staff-Driver Trainer							5				5
Staff-Driver Trainer Team Leader						1					1
Staff-Drugs Liaison Officer							1				1
Staff-Duties Planner									9		9
Staff-Duties Support Team									2		2
Staff-Emerging Communities Coordinator							1				1
Staff-Enquiry and Court Officer								1			1
Staff-Enquiry Officer (Firearms)								8			8
Staff-Enquiry Officer (MIT)							5				5
Staff-ERP System and Supplier Manager				1							1
Staff-Estates Assistant									1		1
Staff-Estates Officer						2					2
Staff-Estates Statutory Maintenance Officer					1						1



Staff-Head of Learning and Development		1								1
Staff-Head of Strategic Analysis			1							1
Staff-Head of Tactical Analysis			1							1
Staff-Head of Transactional Services		1								1
Staff-Head of Unit			1							1
Staff-Health and Safety Advisor						2				2
Staff-Higher Analyst TAT						2				2
Staff-Holmes Reader							1			1
Staff-Holmes Receiver						1				1
Staff-HR Advisor						4				4
Staff-HR Business Partner				3						3
Staff-HR Business Support Administrator									1	1
Staff-HR Business Support Assistant								1		1
Staff-HR Systems Officer							1			1
Staff-ICT Contact Team Supervisor						1				1
Staff-ICT Project Manager				2						2
Staff-Identification Procedure Coordinator							2			2
Staff-Image Technician								3		3
Staff-Improvement Evaluation Coordinator IET						1				1
Staff-Improvement Evaluation Manager IET				1						1
Staff-Improvement Officer IET						4				4
Staff-Independent Advisor (Domestic Abuse)							1			1
Staff-Independent Advisor (SARC)						1				1
Staff-Independent Advisor Sexual Assault						5				5
Staff-Indexer							5			5
Staff-Indexer Supervisor						2				2
Staff-Information Security Advisor						1				1

Staff-Information Sharing Officer								2			2
Staff-Intelligence Clerk									4		4
Staff-Intelligence Coordinator							2				2
Staff-Intelligence Development Officer (MIT)							1				1
Staff-Intelligence Support Officer								10			10
Staff-Intelligence Support Officer AIU (T/B)								8			8
Staff-IT Specialist							1				1
Staff-Joint Head of Finance	1										1
Staff-Joint Technical Interventions Manager				1							1
Staff-L&D Planning Lead								1			1
Staff-Licensing Officer							3				3
Staff-MARAC Administrator									1		1
Staff-MARAC Coordinator								1			1
Staff-MASH Business Support Coordinator								1			1
Staff-Mental Health Coordinator								1			1
Staff-Message Operator Police Connect										1	1
Staff-MIT Office Manager							1				1
Staff-MOPI Analyst								5			5
Staff-MOPI Supervisor							2				2
Staff-Occupational Health Administrator										1	1
Staff-Occupational Health Nurse Advisor						1					1
Staff-Occupational Health Safety & Wellbeing Manager				1							1
Staff-Occupational Health Technician									1		1
Staff-Operational Training Admin Support										2	2
Staff-Operational Training Team							5				5
Staff-Operator Central Call Answering										10	10
Staff-Partnerships Manager					1						1



Staff-Research and Information Coordinator RIT						1					1
Staff-Research and Information Manager RIT					1						1
Staff-Research Coordinator									7		7
Staff-Researcher (MIT)								1			1
Staff-Researcher RIT								8			8
Staff-RJ Advisor							1				1
Staff-Road Policing Threat & Risk Support Officer									1		1
Staff-SAFEkey Promoter										1	1
Staff-Safer Communities Admin Assistant									3		3
Staff-Safer Communities Manager					1						1
Staff-Safer Communities Officer									6		6
Staff-Safety Camera Officer									6		6
Staff-SARC Manager					1						1
Staff-SARC Office Manager							1				1
Staff-Secretary									2		2
Staff-Secretary (Media and Comms)									1		1
Staff-Senior Admin Assistant (Exec)									1		1
Staff-Senior Business Records Administrator								1			1
Staff-Senior Case Assistant									2		2
Staff-Senior Crime Scene Investigator						3					3
Staff-Senior Enquiry Officer							1				1
Staff-Senior Estates Officer					1						1
Staff-Senior Executive Assistant							1				1
Staff-Senior Facilities Officer					1						1
Staff-Senior Financial Accountant					1						1
Staff-Senior Fleet Driver								1			1
Staff-Senior Licensing Officer							1				1



Staff-Transactional Team Leader (AP/AR)							1				1
Staff-Transactional Team Leader (Payroll)							1				1
Staff-Transport Services Coordinator							1				1
Staff-Transport Services Senior Support & Finance Officer									1		1
Staff-Trials Work Team Leader							1				1
Staff-Unison Branch Secretary								1			1
Staff-Vehicle Recovery Liaison Officer Section 165									1		1
Staff-Vehicle Technician								5			5
Staff-VISOR Coordinator								2			2
Staff-Volume Crime Scene Investigator								2			2
Staff-Warrants Case Assistant										3	3
Staff-Workforce Planning Manager						1					1
Staff-Workshop Support Coordinator									1		1
Staff-Workshop Team Leader							2				2
Staff-Young People and ASB Coordinator								1			1
Grand Total	3	4	7	12	31	42	205	382	177	123	986

Q1b SUFFOLK – Leavers 2017/18

Position	Spot Grade	Band J	Band H	Band G	Band F	Band E	Band D	Band C	Band B	Grand Total
Desig Cust-Custody and Detention Officer (Shift)							7			7
Desig Inv-CID Police Staff Investigators						1				1
Desig Inv-CIU Investigator						2				2
Desig Inv-Staff Supervisor					1					1
Desig Inv-Support Investigators (CPC)								2		2
PCSO-PCSO Raedwald Trust							1			1
PCSO-Police Community Support Officer							11			11
PCSO-Police Community Support Officer Bungay							1			1





Staff-Enquiry Officer (Firearms)							1			1
Staff-Executive Assistant to Chief Officer							1			1
Staff-Field Support Technician						1				1
Staff-Head of Corporate Development & Change		1								1
Staff-Head of Joint Media and Communications	1									1
Staff-HR Business Partner				1						1
Staff-HR Service Centre Advisor								1		1
Staff-Improvement Officer IET						1				1
Staff-Independent Advisor Sexual Assault						2				2
Staff-Indexer							1			1
Staff-Insurance Assistant									1	1
Staff-Intelligence Support Officer AIU (T/B)							2			2
Staff-Lead Disclosure Officer						1				1
Staff-Network Engineer					1					1
Staff-Operational Training Team						1				1
Staff-Operator Central Call Answering									1	1
Staff-PNC Intelligence Administrator								1		1
Staff-Printer						1				1
Staff-Records reviewer									1	1
Staff-Regional Casualty Bureau HOLMES Mgr						1				1
Staff-Research Coordinator								1		1
Staff-Researcher RIT							2			2
Staff-Safety Camera Officer								1		1
Staff-SARC Assistant								1		1
Staff-Senior Fleet Driver							1			1
Staff-Senior Reception Clerk								1		1
Staff-Specialist Accountant						1				1

Staff-Specials & Volunteers Assistant								1		1
Staff-Station Clerk							2			2
Staff-Supervisor Domestic Abuse						1				1
Staff-Ten Print Officer								1		1
Staff-Transactional HR Assistant								1		1
Staff-Transactional Input Clerk (AP/AR)									1	1
Staff-Vehicle Recovery Liaison Officer							1			1
Staff-Volume Crime Scene Investigator							1			1
Staff-Warrants Team Leader							1			1
Grand Total	2	1	1	2	4	16	44	25	12	107

Leaving Reason	Spot Grade	Band J	Band H	Band G	Band F	Band E	Band D	Band C	Band B	Grand Total
Dismissal - Completion/End of Contract	1						2		1	4
Dismissal - Compulsory Redundancy		1							1	2
Dismissal - Disciplinary							1	2		3
Dismissal - Voluntary Redundancy				1	2					3
Early Retirement			1			1				2
Medical Retirement <30yrs							2		1	3
Normal Retirement						3	4	4	1	12
Voluntary Resignation - Joined Regulars						1	6	1		8
Voluntary Resignation - Other	1			1	2	10	28	18	8	68
Voluntary Resignation - Other Job						1	1			2
Grand Total	2	1	1	2	4	16	44	25	12	107

Your Right to Request a Review of Decisions Made Under the Terms of the  
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and Suffolk Constabulary that you are requesting a review within 40 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker  
Information Management Department  
Norfolk Constabulary  
Operations and Communications Centre  
Jubilee House  
Falconers Chase  
Wymondham  
Norfolk NR18 0WW  
OR  
Email: [freedomofinformation@norfolk.pnn.police.uk](mailto:freedomofinformation@norfolk.pnn.police.uk)*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Norfolk and Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at [www.ico.org.uk](http://www.ico.org.uk) or contact them at the address shown below:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Telephone: 01625 545 700