



20<sup>th</sup> February 2017

Our ref: FOI 001411/17

I write in connection with your request for information received by both Norfolk and Suffolk Constabularies on the 27<sup>th</sup> January 2017. This response is being provided on behalf of Norfolk and Suffolk Constabularies as a result of ongoing collaboration. In your requests you sought access to the following information:

- 1 The number of officers who left the force for each of the following years: 2016, 2015, 2014.  
Please breakdown by rank and by department or specialist unit.
- 2 The number of officers who left within a year of joining the force for the following years: 2016, 2015, 2014.  
Please breakdown by rank and by department or specialist unit.
- 3 The number of officers who left the force, who had worked for the force for five years or more, for the following years: 2016, 2015, 2014..  
Please breakdown by rank and by department or specialist unit.
- 4 The current number of vacancies at the force. Please breakdown by their position, rank, and by department or specialist unit.

By staff leaving questions 1-3 mean staff that have departed for any reason except from retirement.

Norfolk and Suffolk Constabularies holds information relevant to your request.

### **Response to your request**

The following information has been located as relevant to your request.

#### NORFOLK

Q1 The number of officers who have left the Constabulary:-

##### By Department

<b>2014</b>	<b>23</b>
County Delivery Unit	1
County Policing Command	14

Criminal Justice	1
Joint Executive	1
Joint Justice Services	1
Protective Services	2
Safeguarding and Investigations Command	2
Vulnerability, Partnerships and CCR	1
<b>2015</b>	<b>17</b>
County Policing Command	1
Joint Justice Services	1
Joint Protective Services	1
Norfolk County Policing Command	12
Protective Services	1
Safeguarding and Investigations Command	1
<b>2016</b>	<b>28</b>
Joint Justice Services	2
Joint Performance Analysis Department	1
Joint Protective Services	4
Norfolk County Policing Command	17
Norfolk Executive	1
Norfolk Royalty Protection	2
Norfolk Safeguarding and Investigations Command	1

By Rank

<b>2014</b>	<b>23</b>
Assistant Chief Constable	1
Chief Inspector	1
Chief Superintendent	1
Constable	18
Inspector	1
Sergeant	1
<b>2015</b>	<b>17</b>
Constable	17
<b>2016</b>	<b>28</b>
Constable	25
Deputy Chief Constable	1
Sergeant	2

Q2 The number of officers who have left the Constabulary within one year of joining:-

Year	Rank	Number
2014	Constable	1
2015	Constable	1
2016	Constable	1

Year	Department	Number
2014	County Policing Command	1
2015	County Policing Command	1
2016	County Policing Command	1

Q3 The number of officers who have left the Constabulary and who had worked for the Constabulary for five years or more:-

Year	Department	Number
<b>2014</b>	County Delivery Unit	1
	County Policing Command	7
	Criminal Justice	1
	Joint Justice Services	1
	Protective Services	2
	Safeguarding and Investigations Command	2
	Vulnerability, Partnerships and CCR	1
	<b>2015</b>	County Policing Command
	Joint Justice Services	1
	Joint Protective Services	1
	Norfolk County Policing Command	5
	Protective Services	1
	Safeguarding and Investigations Command	1
<b>2016</b>	Joint Performance Analysis Department	1
	Joint Protective Services	4
	Norfolk County Policing Command	11
	Norfolk Executive	1
	Norfolk Royalty Protection	2
	Norfolk Safeguarding and Investigations Command	1
	<b>Total</b>	<b>45</b>

Year	Grade	Number
<b>2014</b>	Chief Inspector	1
	Chief Superintendent	1
	Constable	11
	Inspector	1
	Sergeant	1
<b>2015</b>	Constable	10
<b>2016</b>	Constable	17
	Deputy Chief Constable	1
	Sergeant	2
	<b>Total</b>	<b>45</b>

Q1 The number of officers who have left the Constabulary:-

By Department

<b>2014</b>	<b>20</b>
County Policing Command G	19
Joint Protective Services G	1
<b>2015</b>	<b>22</b>
County Policing Command G	6
Joint Justice Services	1
Joint Protective Services	2
Protective Services G	1
Suffolk County Policing Command	11
Suffolk Executive	1
<b>2016</b>	<b>19</b>
Suffolk County Policing Command	19

By Rank

<b>2014</b>	<b>20</b>
Constable	19
Inspector	1
<b>2015</b>	<b>22</b>
Chief Constable	1
Constable	20
Sergeant	1
<b>2016</b>	<b>19</b>
Constable	18
Sergeant	1

Q2 The number of officers who have left the Constabulary within one year of joining:-

Year	Rank	Number
2014	Constable	4
2015	Constable	1

Year	Department	Number
2014	County Policing Command G	4
2015	County Policing Command G	1

Q3 The number of officers who have left the Constabulary and who had worked for the Constabulary for five years or more:-

Year	Department	Number
<b>2014</b>	Joint Protective Services G	1

	County Policing Command G	10
<b>2015</b>	County Policing Command G	4
	Joint Protective Services	2
	Suffolk County Policing Command	5
	Protective Services G	1
<b>2016</b>	Suffolk County Policing Command	12
	<b>Total</b>	<b>35</b>

<b>Year</b>	<b>Grade</b>	<b>Number</b>
<b>2014</b>	Inspector	1
	Constable	10
<b>2015</b>	Constable	11
	Sergeant	1
<b>2016</b>	Constable	11
	Sergeant	1
	<b>Total</b>	<b>35</b>

Q4 The Constabularies plan recruitment to match strength against establishment over each financial year, plotted with projected leavers and planned recruitment intakes. Therefore the figures will vary over the course of the year. As at the end of January 2017 there were 6 full time equivalent (FTE) officers under establishment. With regard to Suffolk Constabulary the figure as at the end of January was 32 FTE under establishment.

This response will be published on both the Norfolk and Suffolk Constabulary web-sites. A link to the disclosure log pages of each Constabulary web-site is provided below.

<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 me quoting the reference number shown above.

Yours sincerely,

Amanda Gibson  
Freedom of Information Department

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/>

The Norfolk Constabulary is not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

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 Constabulary to review their decision.

Ask the Norfolk Constabulary to look at the decision again.

If you are dissatisfied with the decision made by the Norfolk Constabulary under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk Constabulary that you are requesting a review within 20 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  
Professional Standards 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 the Norfolk 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 the Norfolk 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