



9th October 2019

Freedom of Information Request Reference N°: FOI 003281/19

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

- 1 Could you please confirm the annual salary paid to police trainees during their initial training period (i.e. the approximate 12 weeks training period prior to a police trainee becoming a probationary police Constable) for each of the following dates:
1.9.2017, 1.9.2018 & 1.9.2019

Could you please comment upon your forces current position regarding the implementation of the Police Educational Qualifications Framework (PEQF), namely:

- 2 Has your force initiated any intake of apprenticeship police constables? If yes, what percentage of all new recruits in the last calendar year have entered the force via this route?
- 3 Has your force implemented the new 'pre-join degree' route into policing? If yes, how many people have enrolled to complete the degree in Professional Policing?
- 4 What percentage of all new recruits in each of the following years have been a degree-holder upon their recruitment to your force?
2008, 2012, 2016, 2017, 2018 & 2019 (year to date)
- 5 What percentage of your current total police officer workforce, who did not have a degree upon their initial recruitment to the force, have subsequently gone on to achieve a degree whilst working as a police officer?
- 6 What percentage of your current total police officer workforce currently have a degree?

Response to your Request

The response provided below is correct as of 20th September 2019

Norfolk and Suffolk Constabularies have considered your request and our response is below:-

When responding to a request for information under the terms of the Freedom of Information Act, a public authority is not obliged to provide information if the authority estimates that the cost of the retrieval of the information requested would be in excess of £450 (equivalent to 18 hours work).

The costs criteria relates to a request in its entirety, which means that if we cannot retrieve all of the information requested within the costs limit, we are not obliged to retrieve *any* of the information requested.

The Norfolk and Suffolk Constabularies estimates that to retrieve all the information you have requested for both forces would exceed cost in excess of £450 (per force).

In 2008, Suffolk had 50 joining as a police constable and 39 in 2012. In Norfolk, there were 190 joiners in 2008 and 62 in 2012. In order to respond to question 4, it would be necessary to review each new joiner file. Based on 15 minutes each, this would exceed 18 hours for each Constabulary.

Whilst the Constabularies are not required to calculate percentages for a request, to determine the numbers of officers who have a degree, this would also require the review of individual officer files.

This would therefore exceed the appropriate limit for dealing with a Freedom of Information request, in terms of costs, and therefore Section 12(1) of the Freedom of Information Act applies.

Section 12(1) of the Freedom of Information Act states that a public authority is not obliged to:

“...comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit”.

The Freedom of Information (Appropriate Limit and Fees) Regulations 2004, defines the ‘appropriate limit’ for the Norfolk and Suffolk Constabularies as £450 for each Constabulary, and specifies that this sum equates to 18 hours work at a standard rate of £25 per hour.

In accordance with Section 17 of the Freedom of Information Act (2000), this serves as a Refusal Notice for your request.

Advice & assistance

Although excess cost removes Norfolk and Suffolk Constabularies obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relevant to your request, which was retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

Q1 This information is available via the link below:-

<https://www.policenow.org.uk/salary-benefits>

Q2/3 The Constabularies do not hold any relevant information as these have not yet been implemented.

Q4 Percentage figures are not held by the Constabulary and there is no requirement to create information in order to respond to a request under the Act. By way of assistance, we have provided some information below for 2016 to 2019.

Year	Number of New Recruits Appointed	Number of New Recruits with a Degree
NORFOLK		
2016	40	15
2017	105	50
2018	165	48
2019	80	27
SUFFOLK		
2016	26	11
2017	78	25

2018	121	46
2019	62	11

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/>

Norfolk and Suffolk Constabularies are 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 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*

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 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