



4th December 2020

Freedom of Information Request Reference N°: FOI 003575/20

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 26th October 2020 in which you sought access to the following information:

- 1 How many police staff (whole / full time equivalents) are employed within your force control room?
- 2 Between 01/04/2018 and 31/03/2020, how many police staff (whole / full time equivalents) have been recruited into your control room? Please break this down by years 18/19 and 19/20 where possible.
- 3 Between 01/04/2018 and 31/03/2020, how many police staff (whole / full time equivalents) have left your control room? Please break this down by years 18/19 and 19/20 where possible.
- 4 Of the staff (whole / full time equivalents) that have left the control room between 01/04/2018 and 31/03/2020. Please break down the reason for leaving (where possible). For example, number of staff that left the control room:
 - To Police officer intake
 - To Retirement
 - For performance or standards related reasons
 - To another role within the force
 - To employment outside of force
 - Other
- 5 Do you have a tenure period for staff employed into your control room that limits their ability to move into other areas of your force operations? If yes, for what period is the tenure in place?

Response to your Request

The response provided below is correct as of 3rd November 2020.

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

Q1

CONSTABULARY	POLICE OFFICERS		POLICE STAFF	
	Head Count	FTE	Head Count	FTE
SUFFOLK	10	9.9	150	135.9
NORFOLK	22	20.0	195	177.3

Qs 2 & 3 The following tables provide the numbers of personnel joining and leaving.

Moves between departments within the Constabularies

SUFFOLK	IN		OUT	
	Head Count	FTE	Head Count	FTE
2018/19	8	6.8	5	4.5
2019/20	2	2.0	2	1.9

NORFOLK	IN		OUT	
	Head Count	FTE	Head Count	FTE
2018/19	2	1.1	13	12.1
2019/20	3	3.0	7	7.0

Contact and Control Room leavers & joiners

JOINERS	2018/19		2019/20	
	Head Count	FTE	Head Count	FTE
SUFFOLK	14	12.9	17	17.0
NORFOLK	40	40.0	24	23.5

LEAVERS	2018/19		2019/20	
	Head Count	FTE	Head Count	FTE
SUFFOLK	6	5.3	16	14.8
NORFOLK	27	24.9	19	15.6

Q4 Reasons for leaving

REASON FOR LEAVING	2018/19		2019/20	
	Head Count	FTE	Head Count	FTE
SUFFOLK				
Death - Other	1	0.5		
Early Retirement			1	1.0
Normal Retirement			5	4.3
Voluntary Resignation – Joined Regulars	2	2.0		
Voluntary Resignation - Other	3	2.8	9	8.4
Voluntary Resignation – Other Job			1	1.0
NORFOLK				
Dismissal – Completion/End of Contract			1	0.0
Dismissal – Compulsory Redundancy	1	1.0		
Dismissal – Disciplinary	1	1.0		
Dismissal – Unsuccessful Probation			2	2.0
Normal Retirement	2	1.5	1	0.5
Voluntary Resignation – Joined Regulars	5	5.0	3	3.0

Voluntary Resignation – Other	18	16.3	10	8.4
Not Stated			2	1.7

Q5 There is no formal tenure period. The probation period for Communications Officers is 1 year and a request to change to another role is not usually approved during this period.

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