



9<sup>th</sup> December 2019

**Freedom of Information Request Reference N°: FOI 004106/19**

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 13<sup>th</sup> November 2019 in which you sought access to the following information:

- 1 How many new Constables (i.e. not transfers from another force) is the force planning to recruit in the 12 months following the 20,000 uplift announcement? (i.e. August 2019 to August 2020)?
- 2 How many new Constables did the force try to recruit in the twelve months to November 2019?
- 3 How many new Constables actually entered probation (initial training) during in the twelve months to November 2019?
- 4 For those entering in the twelve months to November 2019 what was the route and starting salary? i.e.

Number of entrants Starting salaries (please provide median for each group)  
 Police constable Degree Apprenticeships (PCDAs)  
 Degree Holder Entry Programme (DHEP)  
 Police Now  
 Initial Police Learning and Development Programme (IPLDP)

**Response to your Request**

The response provided below is correct as of 21<sup>st</sup> November 2019.

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

Questions	Norfolk	Suffolk
Number of new constables planned to recruit for 12 months from August 2019 i.e August 2019 to July 2020	127	144
Number of new constables wanted to recruit for the 12 month period to November 2019 (so December 2018 to November 2019)	126	89
Number of new constables actually recruited and entered probation for the 12 month period to November 2019 (so December 2018 to November 2019)	123	93
Entry Route	IPLDP	IPLDP
Starting salaries for period up to August 2019	£23,586	£23,586
Number of new recruits on above starting salary	96	79
Starting salaries for period from Sept 2019 to November 2019	£24,177	£24,177
Number of new recruits on above starting salary	27	14

Further details regarding the officer recruitment process can be found via the links below:-

<https://www.suffolk.police.uk/join-us>

<https://www.norfolk.police.uk/join-us>

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](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