



Freedom of Information Request Reference N°: FOI 002215-20

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 30 June 2020 which you sought access to the following information:

"Information around the TI Programme itself:

1. *How many trainee investigators have undertaken the programme in the last 5 years?*
2. *How many trainee investigators have completed the programme in the last 5 years?*
3. *Information around the recruitment process of the TI programme for each individual year for the last 5 years.*
4. *Information and copies of regarding internal advertisements for Trainee Investigators.*
 - a. *Including person specification*
 - b. *Essential criteria*
 - c. *Desirable criteria*
 - d. *Information around the job role*
 - e. *A copy of advertisements from the last 5 years.*
5. *Information around the Trainee Investigator programme including:*
 - a. *Expectations*
 - b. *Joining Instructions*
 - c. *Any documents outlining the programme (request for a blank copy)*
 - d. *Any document's outlining the attachments they have to undertake*
 - e. *Any documents used to record the progress the TI'S*
 - f. *Mentorship*

Details surrounding the ICIDP course:

6. *How long is the ICIDP course your force offers?*
 - a. *What is the basic level of information/education which should be covered in the ICIDP?*

- b. *What is the criteria set for this course?*
- c. *What has the feedback been from the last 5 years of the course overall?*
- d. *What has your force changed as a direct result of this feedback?*

Information around the National Investigators Exam

- 7. *The pass rate of the National Investigators exam in your force in the last 5 years.*
- 8. *Any rewards or gains your force provides to those who pass their exam?*
- 9. *What study period is offered to those studying the NIE?*
- 10. *What material is currently provided to those studying for the NIE?*
- 11. *What is the cost of Blackstone material against the police pass material?*
- 12. *Why did Suffolk switch from Blackstones to Police Pass?*
- 13. *When did Suffolk switch from Blackstones to Police Pass?*
- 14. *Any other educational support offered to TI'S with their studying i.e in house study assistance, programmes, courses?*
- 15. *Do your force offer to pay for trainee investigators to attend external study courses such as check mate training, police pass crammer course?*
 - a. *Do your force reimburse or facilitate travel to these events?*
- 16. *Do your force pay for any online question practise for those studying their NIE?*

Detective staffing

- 17. *How many current vacancies your force have for detective roles? (Suffolk only question)*
- 18. *How many qualified detectives are currently mentors/tutors?*
- 19. *How many trainee investigators will be recruited by your force in the next 12 months.*
- 20. *How many Detective entrants will be recruited by Suffolk/Norfolk in the next 12 months*
- 21. *How many trainee investigators will be recruited by Suffolk/Norfolk in the next 12 months.*
- 22. *Current reward or gain for those that pass the TI programme?"*

Response to your Request

The response provided below is correct as of xxx 2020

Suffolk and Norfolk Constabularies have considered your request for information and the response is below.

With respect information concerning the TI programme, over the past 5 years a number of evolving processes followed for the identification and recruitment of trainee investigators into roles across the Detective arena. Some of these have been bespoke to role and some have followed a previous process requiring an application and interview process. It is not possible to pull all the information and different adverts together from the many different iterations we have run in that time, owing to the information not being recorded centrally.

The route into trainee investigator in Suffolk has been redesigned recently and is still evolving. It currently involves identification on an officers PDR of interest in a detective role, then release for a 12 week attachment which is assessed for suitability before consideration as to whether the officer begins a TI programme. In addition to this process, Suffolk have continued to run its successful Fast Track Detective Entry programme. This is a specialist route into the Detective role with candidates being selected at recruitment. Suffolk have run this programme since 2017 and have in the last few weeks identified a second intake for 2020.

Over the past five years the recruitment of Trainee Investigators (TIs) in Norfolk has been an evolving process. At different times TIs have been directly recruited into a variety of teams including CID, Rape Investigation Unit, Child Abuse Investigation Unit, Multi-Agency Safeguarding Hub, Public Protection Unit and the Safeguarding Children Online Team. There have been variations in the recruitment processes and criteria over this time and there have been a considerable number of advertisements, which will all have had their own variations.

It is not possible to locate details and advertisements for each round of TI recruitment over the past five years within the 18 hours allowed for this FOI request. To do so accurately and comprehensively would require a manual review of all Force Orders for this period of time as well as contact with all S&I managers who have run recruitment processes throughout this period to ensure the nuances of each round of recruitment have been accurately recorded. Many of these managers have now moved departments or no longer work for the Constabularies.

In relation to your request for information and in accordance with Section 17 of the Freedom of Information Act 2000 (FOIA), this response serves as a formal notification of refusal for your request. The Constabularies do not hold, for the purposes of FOIA, all of the information you require in a retrievable format.

It is estimated that to attempt to retrieve all of the information you require would take a considerable amount of retrieval time, exceeding the appropriate limit for dealing with Freedom of Information requests in terms of costs and therefore, Section 12(1) of the Freedom of Information Act 2000 applies.

Section 12(1) of the Freedom of Information Act 2000 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, defines the 'appropriate limit' for the Constabularies as £450 and specifies that this sum equates to 18 hours work per force at a standard rate of £25 per hour. This equates to 36 hours of work, or £900, for joint responses.

In accordance with Section 17(5) of the Freedom of Information Act 2000, this letter serves as a refusal notice for this part of your request.

By requesting all information your request is too broad to be complied with within the limit imposed on Freedom of Information requests.

Although excess cost removes the Force's obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relative to your request, 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.

Information concerning the Scheme can be found on the Suffolk Constabulary website:
www.suffolk.police.uk/join-us/detective-constable-entry-scheme

Trainee Investigators (TI) Programme

Information available in relation to the TI programme has been summarised above for your information.

ICIDP course:

6. The ICIDP course is 6 weeks long.
 - a. The only selection criteria is that candidates must have successfully passed the NIE.
 - b. The course is divided into three modules, serious and complex crime, achieving best evidence and interviewing witnesses and suspects.
 - c. Evaluation of courses is constant and is undertaken in accordance with the evaluation strategy. Courses are required to reflect the national standards courses need to achieve as well as feedback from users. Training has moved to a more blended approach as a result of feedback with users wanting more material available to reference either pre or post course. Material is accessed via the internal learning management system.
 - d. As above.

National Investigators Exam (NIE)

7. NIE exams are managed centrally through the College of Policing. The pass mark is a national standard. Exams are taken 4 times a year and have generally been improving over the last 5 years (see below). Unfortunately, we are unable to produce data specifically for fast-track entrants.

Suffolk 2015 = 80% 2019 = 89%
Norfolk 2015 = 74% 2019 = 80%

8. Only those on the NIE programme are eligible for a detective post.
9. 40 hours within a 14-week period
10. Candidates receive study material and guidance from Police Pass.
11. Cost was not a factor within the decision making. Policepass were able to achieve the requirements the Constabulary were seeking. All candidates can receive a discount from Blackstones material should they so wish. PolicePass were selected following a tender process in accordance with Constabulary processes. We do not have a comparable cost for Blackstones.
12. We have a long standing arrangement with Blackstones (akin to most forces) whereby delegates can receive a discount. We tendered a specific NIE support package – to improve the outcomes of the NIE process and to support candidates. This tender sought to provide candidates with the best overall package available to the market.
13. 2018
14. Police pass provide an inhouse study planning session for candidates, study aides, books and online material for candidates. We do not offer other material but candidates can self select from other providers.
15. No – there is no evidence that crammer courses are beneficial and counters the approach and philosophy we try to promote ie set up a study plan and stick to it. The evidence we have is that success is linked to a slow and steady build up of knowledge, reinforced through regular testing rather than cramming.
 - a. Attendance at exams including travel is classed as a working day. Payment and allowances are as per existing policies.
16. Yes – this is part of the PolicePass package.

Detective staffing

17. Suffolk Constabulary has 2.51 FTE detective vacancies in CID and SIU as at 1 July 2020.
18. 76 detectives are currently mentors/tutors.
19. Information unavailable

20. Suffolk: There will be approx. 20 in Autumn 2020 and more in 2021 but no numbers determined yet (will be dependent on leavers, detective transferees, moves out of department) – anticipate approx. a further 10.

Norfolk: Will be advertising over next 6 months but as yet the final number to appoint has not been agreed – anticipate approx. 15-20 appointments.

21. Not yet known

22. None

Should you have any further queries concerning this request, please contact Clair Pack, 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 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
Information Management Department
Suffolk Constabulary
Police Headquarters
Martlesham Heath
Ipswich
Suffolk
IP5 3QS
OR
Email: information@suffolk.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 40 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