

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext. 62005

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XXXXXXXXXX

By email

Date: 6th August 2021

Our ref: FOI 2021/527

Reply contact name is: Abigail Standidge

Dear XXXXX,

I write in connection with your request for information dated 21st June 2021, concerning detectives. Please accept my apologies for the delay in responding to your request for information.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Following receipt of your request, research was conducted by the Strategic Support Officer to Head of Crime and People Services department at Wiltshire Police.

Your request for information has now been considered and I am able to respond as follows.

You wrote:

I am currently undertaking some national research into a police related area of business. My research title is: Is the shortage of detectives in local policing a real crisis? A mixed methods research study exploring the perspective of six police forces.

Purpose of study

The purpose of this study is to examine whether the perceived crisis in the recruitment, retention, and turnover of divisional detectives within participating police forces (and nationally) is a reality. If so, this study will seek to explore the reasons, it's impact and possible future solutions.

The information I am requesting as part of this FOI includes:

- What detective-based departments are there in your organisation?
- What is the overall detective establishment for your organisation?
- What is your current overall 'actual' establishment for detectives?
- Of this total, how many are 'trainee detectives'?
- How many vacancies are there currently overall?



INVESTOR IN PEOPLE

- Which department has the greatest detective vacancy rate?
- How many detectives retire on average each year?
- How many detectives have retired in 2021, 2020, 2019?
- Are there any foreseen future issues expected with detective retirement in the next 5 years?
- How many 'trainee detective' roles were created by the organisation in 2021 2020 2019?
- Specifically, in relation to general office / divisional CID- what is the overall establishment?
- Specifically, in relation to general office / divisional CID- what is the actual establishment?
- Specifically, in relation to general office / divisional CID- what are the current vacancy rates?
- Specifically, in relation to general office / divisional CID- how many detectives left this role in 2021, 2020 and 2019 • Are exit interviews undertaken for detectives leaving a detective role?
- If so, how many were recorded in 2021, 2019, 2018?
- During the last round of Divisional / General Office detective recruitment- how many people applied?

Clarification received 29/06/2021

There are two minor amendments to my original request if that's OK?

- *How many detectives retire on average each year? (last 5-year average)*
- *If so, how many (exit interviews) were recorded in 2021, 2019, 2018? - should read 2021, 2020, 2019.*

Our response

What detective-based departments are there in your organisation?

CID	Criminal Investigation Department
PPD	Public Protection which includes, Child Abuse Team, Exploitation and Missing, Safeguarding Team, Child Internet Exploitation Team
DIU	Digital Investigations and Intelligence Unit
MCIT	Major Crime Investigation Team
Fortitude	Proactive Policing Team
SOCU	Serious Organised Crime Unit

What is the **overall** detective establishment for your organisation?

What is your current overall '**actual**' establishment for detectives?

CID – 1 x Detective Superintendent and 1 x Detective Chief Inspector, 3 x Detective Inspector

Salisbury	4 x DS and 24 x DC	4 x DS + 16.5 x DC
Swindon	4 x DS and 32 x DC	4 x DS + 23.48 x DC
Melksham	4 x DS and 24 x DC	4 x DS + 19.43 x DC
PPD – 1 x D/Supt, 1 x DCI, 5 x DI		
10 x Detective Sergeant		8.875 x DS
43 x Detective Constable		37.45 x DC
DIIU – 1 x DI, 2 x DS, 3 x DC		
MCIT – 1 x DCI, 1 x DI, 3 x DS		
7 x DC		6.88 x DC
Fortitude – 2 x DI, 5 x DS, 6 x DC		
SOCU – 1 x DI, 2 x DS, 6 x DC		

Please note: The actual establishment figures are considered as Full-Time Equivalent (FTE), and include individuals who may be working part time, are on long-term sickness etc.

Of this total, how many are ‘trainee detectives’?

20

How many vacancies are there currently overall?

Salisbury CID	6
Swindon CID	6
Melksham CID	3
PPD	4
DIIU	1
MCIT	1
Fortitude	No DC vacancies.
SOCU	2

Please note: All of the vacancy roles are full-time roles, as they go by the post and not the contractual hours.

Which department has the greatest detective vacancy rate?

CID and PPD

How many detectives retire on average each year?

July 2016 - July 2021 Average – 13.6

How may detectives have retired in 2021, 2020, 2019?

2019 13

2020 12

2021 (Jan – Jul) 5

Are there any foreseen future issues expected with detective retirement in the next 5 years?

No, fairly young workforce throughout these investigative areas. Single number of perhaps 1 or 2.

How many 'trainee detective' roles were created by the organisation in 2021 2020 2019?

Do not really have a set number of roles created, however Wiltshire Police generally recruit twice a year and run two courses a year - usually in the region of 10 per course.

2021 Still in the process of recruiting this year as courses were cancelled last year due to Covid. 17 applications so far this year, however not all have passed their NIE exam.

2020 19 applicants

2019 14 that can be verified.

Specifically, in relation to general office / divisional CID- what is the overall establishment?

CID establishment answered in question 2.

Specifically, in relation to general office / divisional CID- what is the actual establishment?

CID establishment answered in question 2.

Specifically, in relation to general office / divisional CID- what are the current vacancy rates?

CID establishment answered in question 2.

Specifically, in relation to general office / divisional CID- how many detectives left this role in 2021, 2020 and 2019

2019 3

2020 4

2021 0

Are exit interviews undertaken for detectives leaving a detective role?

Unable to provide this information - this could be done informally and no record kept.

If so, how many were recorded in 2021, 2019, 2018?

As above

During the last round of Divisional / General Office detective recruitment- how many people applied?

March 2021 10 applicants

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely

Abigail Standidge

Force Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit
Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005



Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.pnn.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit <https://ico.org.uk/global/contact-us/>