

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext. 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.ukDate: 12th August 2022

Our ref: FOI 2022/ 385

I write in connection with your request for information dated July 19th concerning police officer recruitment and retention.

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.

Your request for information has now been considered, and having the recruitment and business intelligence team, I am happy to supply the information you have requested.

You wrote:

For each of the following financial years:

2017/18

2018/19

2019/20

2020/21

2021/22

Please provide the number of new (ie not transferees) police officers (either as police constables or trainee detective constables) who joined your force under the following programmes:

IPLDP

PCDA

Pre-Join Degree

DHEP (not including Police Now)

Police Now (Neighbourhood programme)

Police Now (Detective programme)

For each programme and financial year please provide the number of those officers who remain in the police service at the 2 year point of their service.

For the financial years 2020/21 and 2021/22 should the officers not yet have completed 2 years service, please provide the number of those officers who remain in the police service as of today.



Response

Question(s)

For each of the following financial years:

2017/18
2018/19
2019/20
2020/21
2021/22

Please provide the number of new (ie not transferees) police officers (either as police constables or trainee detective constables) who joined your force under the following programmes:

IPLDP

PCDA

Pre-Join Degree - **None**

DHEP (not including Police Now)

Police Now (Neighbourhood programme) - **None**

Police Now (Detective programme) - **None**

For each programme and financial year please provide the number of those officers who remain in the police service at the 2 year point of their service.

For the financial years 2020/21 and 2021/22 should the officers not yet have completed 2 years' service, please provide the number of those officers who remain in the police service as of today.

Number of new Officers exc Transfers

Still in service after 2 years

	IPLDP	DHEP	PCDA	TOTAL		IPLDP	DHEP	PCDA	TOTAL
2017/2018	69			69		65			65
2018/2019	38			38		37			37
2019/2020	77			77		71			71
2020/2021		36	84	120			34	78	112
2021/2022		43	77	120			41	74	115

CAVEAT- This only includes new joiners. Individuals who have re joined or transferred are not included in the figures. Therefore figures published externally may differ.

For years 2020/21 = 112 individuals remain in service as of end of July '22

For years 2021/22 = 115 individuals remain in service as of end of July '22

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,

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/>