



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 13th 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 21st 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