



Freedom of Information Request

REQUEST NUMBER: HC/00095/17

KEYWORD: Human Resources

Request	Response
I am writing to request information under the Freedom of Information Act 2000. I would like to receive information regarding police resignations. Specifically, I would like to know: - A year by year breakdown of the number of Police Officer resignations in each financial year from 2011/2012 to the most recently recorded date, along with a breakdown of the reasons for resigning. - A year by year breakdown of the number of Police Officer retirements in each financial year from 2011/2012 to the most recently recorded date.	The information has been supplied in the tables below. Please note this is not the total of all leavers, in addition there is a separate chart showing the breakdown of the reasons for resignation. The personnel database has changed a number of times over the date period requested therefore some of the reasons for resignations are not consistent due to this reason.

OVERALL FIGURES Year	Resignation Strength (fte)	Retirement Strength (fte)	Total Strength (fte)
2011_2012	29.67	118.4	148.07
2012_2013	37.28	119.99	157.26
2013_2014	31.46	99.4	130.86
2014_2015	41.45	72.87	114.32
2015_2016	47.62	83.75	131.37
2016_2017 (to 31/12/2016)	22.53	61	83.53
Grand Total	210	555.41	765.41

*Full Time Equivalent

Year	Name of reason for action	Strength (fte)
<i>Delphi Database</i>		
2011_2012	Resignation - Unsuitable by Own Admission	1
	Resignation - Pressure of Work	1
	Resignation - Own Business	1.69
	Resignation - Improved Pay/Career Opportunities	7.21
	Resignation - Emigration	3
	Resignation - Domestic/Personal	4.4
	Resignation - Domestic/Family	3
	Resignation - Disenchanted	2
	Resignation - Change of Interest	4.38
	Resignation - Whilst Suspended	2
2011_2012 Total		29.67
2012_2013	Resignation - Pressure of Work	0.5
	Resignation - Moved Away	3
	Resignation - Improved Pay/Career Opportunities	2
	Resignation - Emigration	3
	Resignation - Domestic/Personal	2
	Resignation - Domestic/Family	2
	Resignation - Dissatisfaction with Conditions	1
	Resignation - Disenchanted	1
	Resignation - Change of Interest	5.38
<i>Change to iTrent Database (01/10/2012)</i>		
	Resignation	13.38
	Resignation from mat leave	0.33
	Resignation whilst on career break	3.7
2012_2013 Total		37.28
2013_2014	Resignation	22.3
	Resignation whilst on career break	9.16
2013_2014 Total		31.46
2014_2015	Resignation	14.35
	Resignation whilst on career break	1.8
	Resignation whilst under Investigation	2.7
<i>Change to SAP Database (01/11/2014)</i>		
	Police Resign Under Investigation	5
	Resign - Alternative Employment	5
	Resign - Career Break	1.6
	Resign - Late Retirement	1
	Resign - Moving Away/Emigrate	1
	Resign - No Reason given	9
2014_2015 Total		41.45
2015_2016	Police Resign Under Investigation	1.4
	Resign - Alternative Employment	12.3
	Resign - Career Break	12.22
	Resign - Dissatisfaction	4
	Resign - Family Commitment	1.62
	Resign - Health	1.79
	Resign - Moving Away/Emigrate	4

	Resign - No Reason given	10.28
2015_2016 Total		47.62
2016_2017		
(to	Police Resign Under Investigation	1
31/12/2016)		
	Resign - Alternative Employment	9
	Resign - Career Break	3.83
	Resign - Dissatisfaction	1
	Resign - Health	2
	Resign - No Reason given	5
	Resign - Post Maternity Leave	0.7
2016_2017 (to 31/12/2016) Total		22.53
Grand Total		210