

- What detective-based departments are there in your organisation?

Currently, Force CID, Public Protection, Counter Terrorism Unit, Regional Organised Crime Unit are what we would use plus there are a few posts in Professional Standards Department

- What is the overall detective establishment for your organisation?

Current Detective establishment as at 30/6/21 is 1,490.8 FTE

- What is your current overall ‘actual’ establishment for detectives?

There are currently 1,393.9 FTE qualified detectives in West Midlands Police

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

None as they are counted separately, as of 30/6/21 there were 322.78 FTE trainee detectives in force

- How many vacancies are there currently overall?

As at 1/7/21 there were 466 FTE detective vacancies when only counting detectives in those depts. listed

- Which department has the greatest detective vacancy rate?

Public Protection

- How many detectives retire on average each year?

For the last 5 completed years there have been an average of 26 FTE detectives retire per year

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

See table below

Year	Detective Retirements (FTE)
2019	25.7
2020	18.1
2021	11.0

NB – As we don’t have the ability to retrospectively find full skills data, the leavers are based on individuals with Detective job titles. This is likely to be slightly lower than the actual qualified detectives but not significantly.

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

There is an increase in potential retirements over the next 5 years, however this is part of current planning with Crime & Security portfolios as can be demonstrated by the large number of current trainee detectives.

- How many ‘trainee detective’ roles were created by the organisation in 2021 2020 2019?

There are no trainee detective roles in force as such, individuals will be in non-detective posts and then working towards qualifications

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

Presuming this is Force CID in total (including all areas from local investigation teams to Homicide etc), total officer establishment is 1,174.63 FTE while detective establishment is 736 FTE

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

For whole of Force CID as above, total officer strength is 1,119.7 FTE while detective strength is 464.8 FTE

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

For the whole of Force CID as above, total officer rate is 4.7% while detective rate is 36.8%

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

See table below

Year	Detective Retirements (FTE)
2019	12.0
2020	4.0
2021	5.0

- Are exit interviews undertaken for detectives leaving a detective role?

There is a standard exit interview that can be completed however this is anonymous so it is not possible to provide number of detectives as we don't have the data to be able to calculate this

- 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?

There are no general Force CID recruitments as the force operates an annual Detective Academy system for individuals who wish to be a detective. In 2020 there were 152 completed applications for the Detective Academy.

CLARIFICATION

There are two minor amendments and some "clarifications" (which may be beneficial) to my original request if that's OK?

- How many detectives retire on average each year? (last 5-year average)

For the last 5 completed years, an average of 26 FTE detectives retired each year

- If so, how many (exit interviews) were recorded in 2021, 2019, 2018? - should read 2021, 2020, 2019.

As previous, we don't have this data as interviews are anonymous so we can't identify detective ones.

Clarifications:

- Specifically, in relation to **general office / divisional CID**- what is the overall establishment? When I talk about General Office / Divisional Detectives I am referring to the 'non specialist' detectives that work on a Basic Command Unit who pick up the day to day more complex / serious crimes from the response and neighbourhood teams.

Not easy to clearly identify but based on Local Investigation Teams and Locate, detective establishment would be 283.5 FTE (based on 50% detective requirement)

Detectives within Child Protection Investigation Units, Fraud, Holmes, and other 'Special Units' for example would not be included in this specific question.

- During the last round of Divisional / General Office detective recruitment- how many people applied. For this question I mean how many 'trainee Investigators plus qualified detectives who may have been in another role (uniformed or detective).

As per previous answer, there isn't generic detective recruitment as we run a Detective Academy and then there are postings and small specific recruitments.