

1) How many police officers has the force recruited under the Police Uplift Programme (PUP) since December 2019?

Entry Route	Police Officer
DC DHEP	202
DHEP	815
PCDA	1,089
Police Now	130
Police Now Detective	75
Grand Total	2,311

2) Of this total, how many officers recruited under the PUP have voluntarily resigned?

173 officers from the uplift programme have resigned to date

3) How many officers have left the force since 2017? Please could this information be broken down by category eg normal retirement, voluntary resignation, medical retirement, transfer, death, contract termination/dismissal.

Leave Reason	Police Officer
Dismissal	67
Conduct	1
Failed Probation	1
Gross Misconduct	37
Unknown Disciplinary Reasons	28
Employee Transfer	444
Central Service	2
Police Force	442
Other	71
Death in Service	18
Invalid/Did not start	53
Resignation	546
Alternative Employment	130
Conduct - would otherwise have been Dismissed	11
Cost of Travel	1
Dissatisfied with Service	18
Domestic Commitment/Child Care	7
Further Education	4
Ill Health	7
Not Returning From Career Break	46
Not Returning From Maternity	2
Personal Development	11
Personal Reasons	295
Refer to ER	1

Relocating	7
Required to Resign / Alternative to Dismissal	1
Resigned Whilst Subject to a Misconduct Investigation	2
Resigned whilst Suspended	2
Terms and Conditions	1
Retirement	1,382
Age	112
Ill Health	170
Ill Health Retirement – Regulation H1	1
Superannuation	1,099
Grand Total	2,510

4) How many police officers/staff in the force currently have 2 years service or less?

Years of Service	Police Officer	Police Staff	Grand Total
0	728	391	1,119
1	746	412	1,158
2	811	406	1,217
Grand Total	2,285	1,209	3,494