

Request Reference: 1355A/23

I would like to know the statistics for police retention rates in relation to the below please:

1. When did the PCDA and DHEP program start in West Midlands Police?

PCDA - First intake was in July 2019

DHEP - First intake was in October 2019, although technically started in July 2019

2. Since the PCDA and DHEP programs started in West Midlands Police, what percentage of officers employed under these schemes have remained employed by West Midlands police?

PCDA - 1,110 of 1,259

DHEP - 797 of 920

3. Since the PCDA and DHEP programs started in West Midlands Police, what percentage of officers employed under these schemes have resigned?

PCDA - 144 of 1,259

DHEP - 104 of 920

4. Since the PCDA and DHEP programs started in West Midlands Police, what percentage of officers employed under these schemes have been dismissed?

PCDA - 2 of 1,259

DHEP - 2 of 920

5. Since the PCDA and DHEP programs started in West Midlands Police, how many officers have been employed?

PCDA - 1,259

DHEP - 920

6. Since the PCDA and DHEP programs started in West Midlands Police, how many officers employed before these schemes came in have resigned and how does that compare to the previous 3 years before?

All officer resignations between June 2016 & June 2019 = 217

All resigned since July 2019 (first intake) but started with WMP before that date = 205

7. How many police officers have resigned since Craig Guildford changed the working model in April 2023? How does this compare to the 6 months prior?

April 2023 to August 2023 - 87

October 2022 to March 2023 - 90

8. How many police staff have resigned since Craig Guildford changed the working model in April 2023? How does this compare to the 6 months prior?

April 2023 to August 2023 - 167 (excludes those leaving to join as police officers)

October 2022 to March 2023 - 156 (excludes those leaving to join as police officers)

9. Under police regs, are police officers able to submit a vote of no confidence in the current chief constable?

No - However, an officer can raise their confidence, or lack of it, with their local Federation branch board.