



FREEDOM OF INFORMATION REQUEST



Request Number: F-2011-02537

Keyword: Human Resources

Subject: Training Costs of Police Officers

Request and Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Question 1

How many years does it take to train an officer, how is that training broken down, how many years at Garnerville, how long on weapons training, driving training and what other sorts of training are required for each officer?

Answer 1

The initial training of an officer takes approximately two years and includes five distinct stages. The five stages are as follows:

Stage 1 -The Student Officer Training Programme (Garnerville 21 week course comprising of 6 modules in law and procedure) and includes:

Policing and Community Relations, Criminal Justice System, Crime, Traffic, General Police Duties and Officer safety and wellbeing

At the end of this time successful students become attested constables.

Once attested officers are provided with Practical training as outlined below during an eleven week period. (Stage 2)

Stage 2 - Operational Development Programme (ODP – 11 weeks) and includes:

Firearms – 2 weeks, Tactical Patrolling – 1 week, Public Order - 3 days, First Aid – 3 days , Search – 3 days, Driver Training – 3 weeks, Communications – 1 week and Fire Safety – 1 Day (External with NI Fire Service).

At the end of the eleven weeks officers are assigned to a district and work in a tutor unit for a 10 week period before commencing duties as a response officer. During the following eighteen months officers complete a further three developmental training stages whilst working day to day as an operational officer. (Stages 3, 4, &5)

Stage 3 at Garnerville

Law and procedure particular emphasis on victims - 9 Days

Stage 4 at Garnerville

Law and procedure particular emphasis on suspects – 7 Days

Stage 5 at Garnerville

Assessment – 2 Days

Upon successfully completing stages 1 – 5 officers are then eligible to be signed out of their probationary period.

Question 2

What is the cost of each officer passing through Garnerville and how long does training at Garnerville take?

Answer 2

The length of time for training at Garnerville is a total of 26 weeks and 2 days. There are a number of courses held at other locations.

To identify all aspects of officer training which would incur costs is a complicated and labour intensive task. In the time available under legislation (18 hrs) the larger costs and those which can be more readily calculated have been used and this is consistent with previous calculations provided to the Northern Ireland Policing Board Human Resources Committee.

We have been unable to include costs for development and supervision which a newly attested Constable undergoes during tutorship within their district or central overhead costs for PSNI or local overhead and utility costs for the Police Training College.

Unless otherwise annotated calculations have relied on data from the following.

Police College management Accounts Dec 09

Police Rates of Pay wef 1.09.09

Ready Reckoner Rates per day for Police and Police Staff

Police College Departmental Costed Training Plans December 2009

Please see the table below providing the costs of officers passing through Garnerville:

| | |
|---|---|
| Stage 1 – 5 | £ 10,287 |
| Meal Costs during Stage 1 | £1239 |
| Approximate Uniform costs including initial issue and estimated 2 year replacement | £1500 |
| Officers Wage Costs (Year 1+Year 2) Note that approx 65% of these wage costs are incurred during periods whilst an officer is operationally attached to a District during first 2 years. | £47,997 (Wages Costs which do not include Pension or National Insurance Contributions) |

Question 3

What is the cost of each weapons training for each officer?

Clarification provided an additional question requesting how many constables have to repeat their weapon training and how many times?

Answer 3

The total cost of the 2 week initial firearm course is £ 582.94.

The details for the number of constables and the amount of time it took to repeat weapon training is as follows: 58 constables failed firearms once, 10 constables failed twice and 1 member failed it four times.

Question 4

What is the cost of driving training for each member?

Answer 4

The total cost of the 3 week standard driving course is £663.29.

Question 5

What other sorts of training does each officer undergo?

Answer 5

All training required to take a Student officer to a point where they can be signed out of probation as a substantive Constable has been included in the response at Question 1.

Question 6

How much does it cost to train each officer from the point when their application to join the police is accepted to the point where they are fully qualified and posted to a station, how long does this process take, including probation period?

Answer 6

The initial training of an officer takes approximately two years and training is a combination of direct training inputs via classroom and practical lessons and “on the job” training which makes it difficult to accurately attach a cost to this process. The costs provided in response to Question 2 are the only ones available.

At the end of the two year period a District Commander will confirm the officers’ status as constable.

Question 7

What is the training budget for the PSNI every year since it was formed in 2001?

Answer 7

Searches were conducted for records from 2001 which failed to locate any records and accordingly I have determined that PSNI does not hold the information which you seek access to. However, in the table below the figures are provided from 2008 – 2012.

| | 2011/2012 £ m's | 2010/2011 £ m's | 2009/2010 £ m's | 2008/2009 £ m's |
|--------------------------------|--------------------|--------------------|--------------------|--------------------|
| Police College Training Budget | 17.0 | 19.1 | 19.5 | 20.0 |
| District Trainers Budget | 1.2 | 1.2 | 1.4 | 1.4 |
| Devolved Training Budget | 2.0 | 2.6 | 1.5 | 1.8 |

| | | | | |
|------------------------------|-------------|-------------|-------------|-------------|
| Total Training Budget | 20.2 | 22.9 | 22.4 | 23.2 |
|------------------------------|-------------|-------------|-------------|-------------|

From the figures provided it should be noted that the Police College training budget includes wages of Police, staff trainers, administrative support and non pay budgets. Districts trainers' budget is all wages budget and Devolved training budget is all non pay budget.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psni.police.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.