



# FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2022-02386

**Keyword:** Organisational Information Police/Staff Training

**Subject:** Officer Training

## Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act we can confirm that the Police Service of Northern Ireland does hold information to which your request relates. The decision has been taken to disclose the following.

Can you please provide me with the following information

### Request 1

How many student officers successfully completed training within the Police College and became probationary officers per year from 2015 – 2022?

### Answer

No. of Student Officers who Completed Training 2015 - 2022	
Year	Number
2015	277
2016	355
2017	287
2018	246
2019	451
2020	527
2021	305
2022	270
<b>Total</b>	<b>2718</b>

### Request 2

What is the average cost to the PSNI of training a student within the Police College to become a probationary officer?

### Answer

£22,365 is the average cost to train 1 student officer.

### Request 3

How many officers within their probation have resigned from the service, per year from 2015 – 2022?

#### Request 4

How many probationary officers who resigned were

- Female
- Male
- Transgender
- Disabled
- Catholic
- Protestant
- From an ethnic minority background
- Have dependants

Per year from 2015 – 2022?

#### Answer to Requests 3 and 4

Please see the following tables.

	Sex				
Year	Male		Female		Total
	No.	%	No.	%	
2015	11	100.00	0	0.00	11
2016	17	89.47	2	10.53	19
2017	13	68.42	6	31.58	19
2018	12	70.59	5	29.41	17
2019	22	81.48	5	18.52	27
2020	22	73.33	8	26.67	30
2021	35	83.33	7	16.67	42
2022	21	72.41	8	27.59	29
<b>Total</b>	<b>153</b>	<b>78.87</b>	<b>41</b>	<b>21.13</b>	<b>194</b>

Community Background						
Protestant		Roman Catholic		Undetermined		Total
No.	%	No.	%	No.	%	
8	72.73	3	27.27	0	0.00	11
17	89.47	2	10.53	0	0.00	19
14	73.68	5	26.32	0	0.00	19
13	76.47	4	23.53	0	0.00	17
23	85.19	4	14.81	0	0.00	27
19	63.33	8	26.67	3	10.00	30
31	73.81	10	23.81	1	2.38	42
20	68.97	8	27.59	1	3.45	29
<b>145</b>	<b>74.74</b>	<b>44</b>	<b>22.68</b>	<b>5</b>	<b>2.58</b>	<b>194</b>

Ethnic Background				
White		Prefer not to say		Total
No.	%	No.	%	
11	100.00	0	0.00	11
19	100.00	0	0.00	19
19	100.00	0	0.00	19
17	100.00	0	0.00	17
27	100.00	0	0.00	27
30	100.00	0	0.00	30

41	97.62	1	2.38	42
29	100.00	0	0.00	29
<b>193</b>	<b>99.48</b>	<b>1</b>	<b>0.52</b>	<b>194</b>

Disability				
Yes		No		Total
No.	%	No.	%	
0	0.00	11	100.00	11
0	0.00	19	100.00	19
0	0.00	19	100.00	19
0	0.00	17	100.00	17
0	0.00	27	100.00	27
1	3.33	29	96.67	30
1	2.38	41	97.62	42
1	3.45	28	96.55	29
<b>3</b>	<b>1.55</b>	<b>191</b>	<b>98.45</b>	<b>194</b>

Dependants				
Yes		No		Total
No.	%	No.	%	
1	9.09	10	90.91	11
1	5.26	18	94.74	19
5	26.32	14	73.68	19
4	23.53	13	76.47	17
6	22.22	21	77.78	27
7	23.33	23	76.67	30
14	33.33	28	66.67	42
10	34.48	19	65.52	29
<b>48</b>	<b>24.74</b>	<b>146</b>	<b>75.26</b>	<b>194</b>

**Please Note:** PSNI does not currently monitor for transgender.

### Request 5

What were the reasons given by probationary officers that resigned from service per year from 2015 – 2022?

### Answer

Reasons for Probationary Officers who Resigned 2015 - July 2022									
Resignation Reason	Years								Total
	2015	2016	2017	2018	2019	2020	2021	2022	
Resigned Alternative To Dismissal		3							3
Resign To Join GB Police		1							1
Resign To Leave Northern Ireland	1	1							2
Resigned : Other Employment		1		1					2
Resigned At Own Request	7	10	17	14	25	30	42	29	174
Resigned Domestic Reasons			2						2
Resigned Personal Reasons	2	3		2	2				9
Voluntary Resignation	1								1
<b>Total</b>	<b>11</b>	<b>19</b>	<b>19</b>	<b>17</b>	<b>27</b>	<b>30</b>	<b>42</b>	<b>29</b>	<b>194</b>

### Request 6

Has the information regarding probationary officer resignation 2015 - 2022 been reviewed by an employment psychologists, if so can you provide details.

**Answer**

PSNI do not have an employment psychologist. We can advise PSNI had an occupational psychologist until 2021, however that role did not include review of probationer officer resignations.

**Request 7**

Is the retention of probationary officers on the PSNI risk register, if so please provide details.

**Answer**

The retention of probationary officers is not on the PSNI's risk register.

**Request 8**

Does the PSNI have a specific Action plan to reduce the resignation of probationary officers, if so can you provide details.

**Answer**

The Police Service of Northern Ireland is currently in the process of reviewing the attrition rates for officers leaving within the two-year probationary period with a view to better understanding if there are any organisational and/or external environmental factors that may impact this.

Once this work is completed, we will be in a position to identify what, if any, specific actions are required by us as an organisation to reduce attrition rates in the first two years of service.

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 Corporate Information Branch, 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 Corporate Information Manager, Corporate Information Branch, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing [foi@psni.police.uk](mailto:foi@psni.police.uk).

If, following an Internal Review carried out by an independent decision maker, you remain unhappy about how your request has been handled you have the right to apply in writing to the Information Commissioner, under Section 50 of the Freedom of Information Act, at 'Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. There are a number of other platforms you can use to contact the ICO and these can be found on the ICO's website at the following link: [Make a complaint | ICO \(https://ico.org.uk/make-a-complaint/\)](https://ico.org.uk/make-a-complaint/).

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 their 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](http://www.psni.police.uk)

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