

Request

Please disclose under the FOI Act:

- 1. Are you currently advertising for any jobs within your police force? If so, please give details.*
- 2. Do you currently have a 'Recruitment Freeze', either affecting all categories, or just some categories of jobs. Please specify:*
 - a. which categories,*
 - b. how long you expect it to last*
 - c. When did it start*
- 3. How many candidates have been told, they have got a job, but are waiting to be given a start date?*
- 4. Have you had to reduce the number of employees in your police force in the last year? How have you done this? (i.e early retirement, voluntary redundancies, forced redundancies)*
- 5. Please detail how many people were employed by the force*
 - a. One year ago*
 - b. Six months ago*
 - c. now*

Response

Dear XXXX

FREEDOM OF INFORMATION ACT 2000

Your request for information, received 16 June and subsequently clarified on 13 July concerning recruitment information has now been considered. I am pleased to enclose the following information.

Our response is shown on the attached document (3710_ans_01.pdf).

Your attention is drawn to your right to request a re-examination of your case under West Midlands Police review procedure (attached). Please note that such an appeal must be received within six months of the date of this correspondence.

If you require any further information, then please do not hesitate to contact me.

Yours sincerely,

Freedom of Information Unit

Request reference: 3710/10

1. Are you currently advertising for any jobs within your police force? If so, please give details.

2. Do you currently have a 'Recruitment Freeze', either affecting all categories, or just some categories of jobs. Please specify:

- a. which categories,**
- b. how long you expect it to last**
- c. When did it start**

Police Officer and Police Staff recruitment have been frozen since June 2009 and only those jobs that have been proven as a definite requirement have been advertised. Those jobs that do become vacant are advertised internally only in the first instance. Jobs that cannot be filled by internal staff will be advertised externally. There is no indication of how long this freeze will last.

On 23 June externally advertised roles were:-

Counter Terrorism Security Advisor
Audio Visual Officer
Technical Support Officer.

3. How many candidates have been told, they have got a job, but are waiting to be given a start date?

At present there are approximately 200 police officer candidates who have been successful at all stages of the recruitment process. Due to the reduction in the intakes, these candidates have now been deferred pending enrolment dates at a later stage.

4. Have you had to reduce the number of employees in your police force in the last year? How have you done this? (i.e early retirement, voluntary redundancies, forced redundancies).

Some displaced employees have already secured other positions within the organisation in project work, alternative roles and newly created posts as part of Programme Paragon. Other employees have already chosen to leave the organisation by seeking and obtaining alternative employment with other companies. Some have chosen to retire or take voluntary redundancy. So far there have been no compulsory redundancies.

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5. Please detail how many people were employed by the force

a. One year ago

b. Six months ago

c. now

a) In June 2009, the establishment was as follows;-

8655 Police Officers
822 Police Community Support Officers
4188 Other Police Staff.

TOTAL EMPLOYEES; - 13,665

b) In December 2009, the establishment shows as:-

8652 Police Officers
822 Police Community Support Officers
4288 Other Police Staff.

TOTAL EMPLOYEES; - 13,762

c) In May 2010 (June figures not yet compiled) the establishment is:-

8472 Police Officers
805 Police Community Support Officers
4138 Other Police Staff.

TOTAL EMPLOYEES; - 13,415