

## Annex A to Action 3

### Police Officer attrition

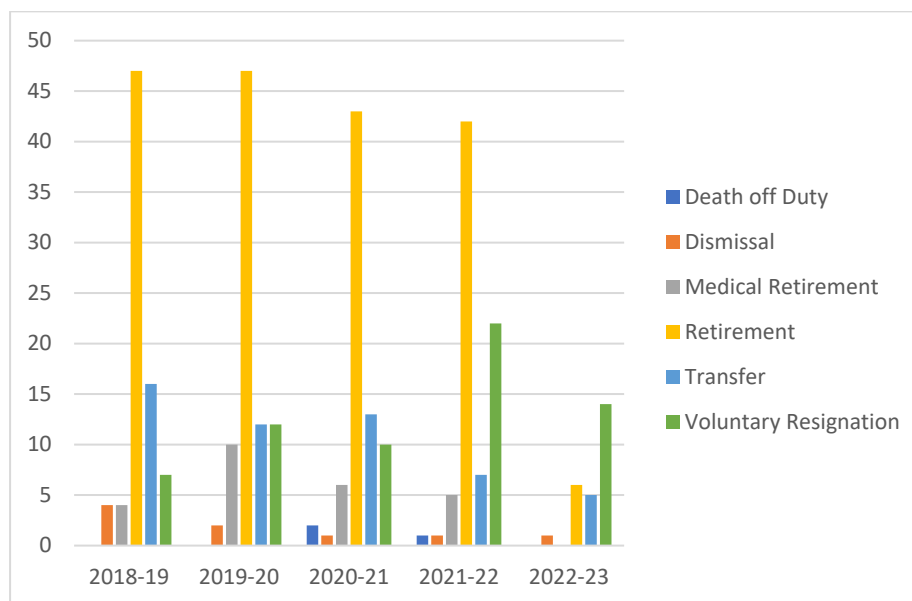
There has been an increase in voluntary resignations over the last year, with 14 of the 22 voluntary resignations having less than 2 years' service. This is in line with what is being seen nationally, due to the large numbers of people entering the service and therefore we expect this trend to continue into this year.

Leavers with less than 5 years' service was higher last year than in other years (again likely due to increased intakes for uplift which is a picture seen nationally).

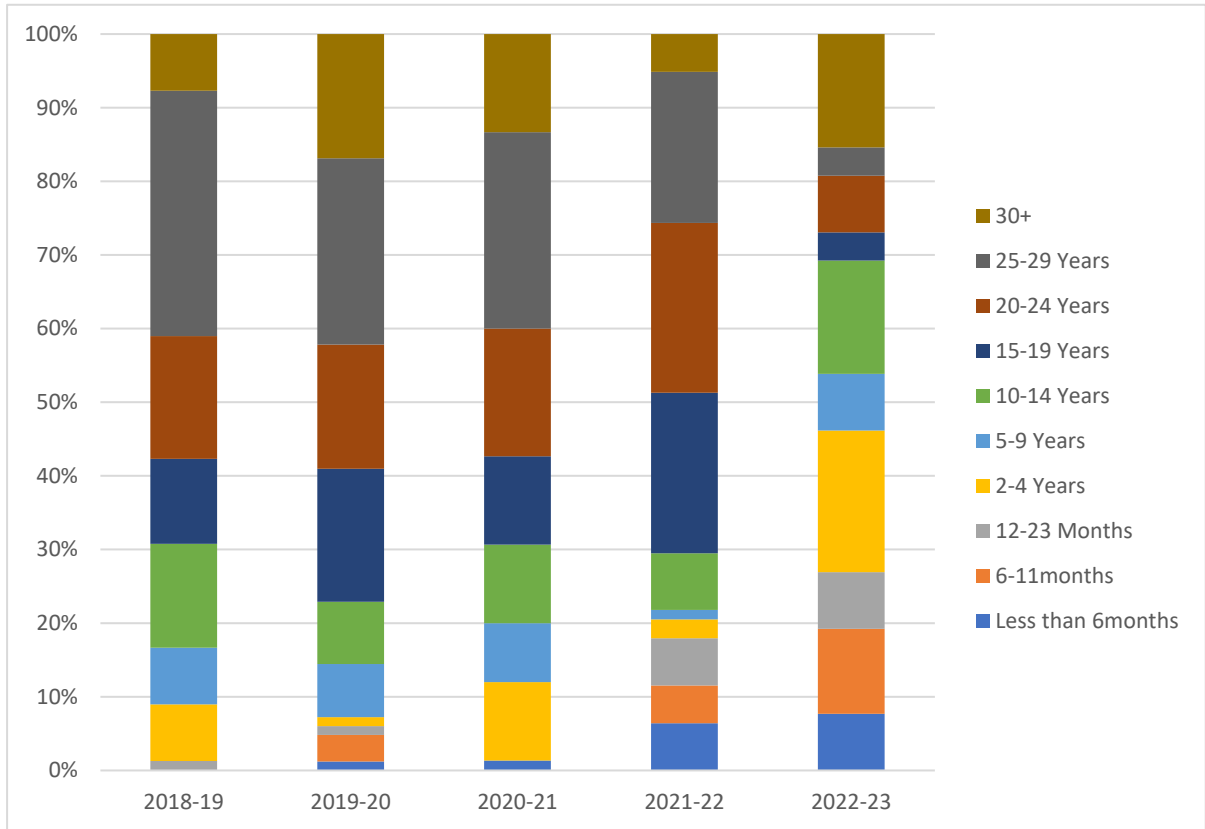
In terms of the current workforce; 27% of Officers have less than 5 years' service, 29% of Officers have 5-15 Years' Service, and the remaining 44% have 15 Years' service or more.

The below graphs show the overall position around leavers over the last few years.

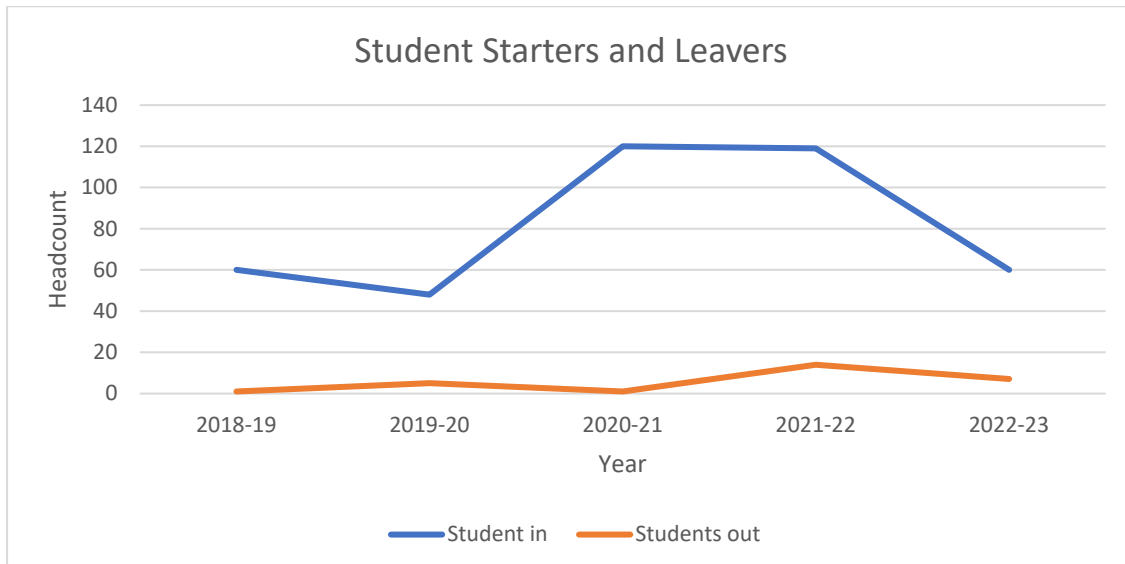
### Leavers by reason



### Leavers by service length



### Student officer leavers



## Transfers & Voluntary Resignations

