



Force Disclosure Unit
Police Headquarters
London Road
DEVIZES
Wiltshire
SN10 2DN

Date: 3rd January 2023

Ref: FOI 2022/993

Dear,

I write in connection with your request for information dated 16th December 2022 concerning Police recruitment and staffing.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and I am not obliged to supply the information you have requested.

You wrote:

Under the Freedom of Information Act 2000, we would like to request the following information from Wiltshire Police in relation to staffing within the force.

Could you please tell us –

1. The total number of officers in the following departments for each of the years 2016-2022, broken down by calendar year as well as department and provided in an Excel format. In the case of c) please give the number of control room staff for the same set of calendar years broken down in the same way:
 - a. Response
 - b. CID
 - c. Police Control Room
2. The total number of officers in the following departments who have departed the police for each of the years 2016-2022, broken down by calendar year as well as department and provided in an Excel format. In the case of c) please give the number of control room staff who have departed for the same set of calendar years broken down in the same way:
 - a. Response
 - b. CID
 - c. Police Control Room

3. The total number of officers in the following departments who are still within their 2-year probationary period for each of the years 2016-2022, broken down by calendar year as well as department and provided in an Excel format. In the case of c) please give the total number of control room staff who have joined within the last 2 years for the same set of years and broken down in the same way:
 - a. Response
 - b. CID
 - c. Police Control Room
4. The total number of officers in the following departments who have departed the police while still within their 2-year probationary period for each of the years 2016-2022, broken down by calendar year as well as department and provided in an Excel format. In the case of c) please give the total number of control room staff who have departed within 2 years of joining for the same set of years and broken down in the same way:
 - a. Response
 - b. CID
 - c. Police Control Room

Our response:

The information that you are requesting for the majority of your request is not stored in a way which permits easy retrieval. The data requested prior to the last two years as well as leaver information would require us to manually peruse the systems for this information and this is because, firstly, the names of teams change – for example, the Response team was not previously called “Response”, therefore, in order to find out the number of officers who worked in this team since 2016, this would involve us having to physically review each officer’s employee record to see if they worked in this team during the time frame requested whilst taking into consideration the name change of the team.

Secondly, this a similar case for the number of leavers, because in order for us to establish whether any officer’s who may have left the force had previously worked in the teams listed above, we would again, need to manually review each officer’s employee record to see if they worked in the requested team prior to their departure. As you can imagine, this would take a considerable amount of Police time and effort and would undoubtedly exceed the time/cost limits we have to complete your FOI request within.

As a result, under the circumstances I am absolutely confident that to locate, retrieve and extract the information you seek would by far exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits. This is set at £450 calculated at a flat rate of £25 per hour for those work activities comprising of confirming the information is held, locating it, retrieving it and extracting it.

Please note, that if one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is due to the fact that locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

Although excess cost removes the forces’ obligations under the Freedom of Information Act, as a gesture of goodwill I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is

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helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request. What I am able to provide you are the answers documented below –

Question 1 - Establishment	Response	CID	Police Control Room	Staff Control Room
As of Dec-21	457	33	9	194
As of Nov-22	437	87	9	169

Cost centre - Response (just officers, all ranks), CID, Control room only includes, FCC, ECC and Command Team. For response, this information contains the word 'Response'

Question 2 - Leavers	Response	CID	Police Control Room	Staff Control Room
As of Nov-22	35	2	1	26

Question 3 - Establishment in 2 Years	Response	CID	Police Control Room	Staff Control Room
As of Nov-22	154	8	0	34

**Please note, officers in CID who have less than 2 years' service, will include officers that have transferred from another force. Although their service will show less than 2 years, there will have experience in another force*

Question 4 - Leavers in 2 Years	Response	CID	Police Control Room	Staff Control Room
As of Nov-22	41	0	0	3

Ordinarily under our Section 16 duty to provide advice and assistance, we would advise you how to refine your request to a more manageable level. However, due to the difficulties outlined above, I cannot see how this can be achieved in this particular case.

Section 17 of the Freedom of Information Act 2000 requires the Wiltshire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 12: Exemption where cost of compliance exceeds appropriate limit

- (1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

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In accordance with Section 17 of the Act, this letter represents a Refusal Notice for this particular request.

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Force Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FOI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

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4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review, they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk