

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by E Mail

Date: 22nd February 2023

Your ref: FOI

Our ref: FOI 2023 / 231

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 17th February 2023 concerning Pay Bands and Scales.

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 – having consulted our Finance Team - I am not able to respond to you in full.

You wrote:

This is an information request relating to the pay bands of police staff.

Please provide me with information on the pay bands/grades for staff at the police force, for the 2021/22 financial year. If there are separate pay bands for constables/officers and other staff then please only provide me with the pay bands for police staff.

If it is not possible to provide the information requested due to the information exceeding the cost of compliance limits identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the Act, as to how I can refine my request.

If you have any queries please don't hesitate to contact me via email or phone and I will be very happy to clarify what I am asking for.

Our response:

The pay bands/grades for police staff (non-uniformed/non-warranted) office staff for Financial Year 2021/22 are as follows :-



INVESTOR IN PEOPLE

Grade	Point	Scale	Salary
W1	1	1	£15,215
	2	2	£15,664
	3	3	£16,113
	4	4	£16,605
	5	5	£17,078
	6	6	£17,533
W2	1	7	£17,641
	2	8	£18,093
	3	9	£18,563
W3	1	10	£18,582
	2	11	£19,031
	3	12	£19,495
W4	1	13	£19,763
	2	14	£20,307
	3	15	£20,863
W5	1	16	£21,580
	2	17	£22,136
	3	18	£22,702
W6	1	19	£23,148
	2	20	£23,809
	3	21	£24,166
W7	1	22	£25,559
	2	23	£26,026
	3	24	£26,684
W8	1	25	£28,440
	2	26	£29,178
	3	27	£29,932
W9	1	28	£31,220
	2	29	£32,059
	3	30	£32,893
W10	1	31	£38,096
	2	32	£39,212
	3	33	£40,322
W11	1	34	£40,959
	2	35	£42,084
	3	36	£43,289
W12	1	37	£47,757
	2	38	£49,077
	3	39	£50,396
W13	1	40	£55,556
	2	41	£57,311
	3	42	£59,043
W14	1	43	£63,138
	2	44	£65,131
	3	45	£67,102
W15	1	46	£77,514
	2	47	£79,866
	3	48	£82,210

Should you require it, details of Salary / Pay Bands for uniformed Police Officers is available on the Police Federation website :-

www.polfed.org/resources/pay-scales

or via an open google search for topics such as “police officer pay 2021”, etc

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,

Nick Penny
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 ext 62005

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.pnn.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.

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