



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

Date: 29th February 2024

Ref: FOI 2024/174

Dear,

I write in connection with your request for information dated 12th February 2024 concerning numbers of people within the force.

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:

1. Number of people in your police force.
2. Number of people who have joined your force each year for the past 10 years.
3. Number of people who have retired from your force each year for the past 10 years.
4. Number of people who have resigned (for reasons that are not retirement) from your force each year for the past 10 years.
5. Number of police officers who have gone on mental health related leave (e.g. stress), or who have been taken off frontline duty for mental health reasons, from your force each year over the past 10 years.
6. Total funding your force has received each year for the past ten years.
7. What administrative duties do police officers have and when do they differ between roles? Have there been any changes of frontline police officers' administrative duties (for example but not limited to; paperwork, case preparation) over the past ten years? What were these changes? When were they implemented?

Our response:

The information that you are requesting for part of your request (namely question 5) is not stored in a way which permits easy retrieval. This is because information pertaining to whether an officer has been off on a period of sickness for mental health reasons is not information we can easily and accurately retrieve from our system(s). In order for us to obtain this information accurately, we would have to extract all sickness data for the last

10 years (of which we can only go back to 2016) and manually review the data to see if the period of sickness was due to mental health reasons, of which this process would take us a significant amount of time to achieve.

Therefore, 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 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 –

1. Number of people in your police force.
As of 1st February 2024, we have 2,460 (headcount) employees in the force – of which 1,239 are officers, 1,133 are staff and 88 are PCSOs.
2. Number of people who have joined your force each year for the past 10 years.

Year	Number of new-starters
2014	191
2015	222
2016	194
2017	248
2018	322
2019	252
2020	267
2021	303
2022	268
2023	457
Total	2724

3. Number of people who have retired from your force each year for the past 10 years.

<u>Year</u>	<u>Normal</u>	<u>Ill Health</u>
FY2012/13	47	4
FY2013/14	41	6
FY2014/15	47	-

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FY2015/16	47	4
FY2016/17	55	8
FY2017/18	56	5
FY2018/19	38	6
FY2019/20	38	4
FY2020/21	33	4
FY2021/22	46	4
FY2022/23	42	7

4. Number of people who have resigned (for reasons that are not retirement) from your force each year for the past 10 years.

2014	No.	2015	No.	2016	No.
DECEASED Count	1	DECEASED Count	1	DECEASED Count	1
DISMISS Count	4	DIDNOTSTART Count	1	DISMISS Count	12
DUPLICATE Count	1	DISMISS Count	5	DUPLICATE Count	3
REDUND Count	11	END_OF_CONT Count	1	END_OF_CONT Count	7
RESIGN Count	114	REDUND Count	7	REDUND Count	4
RESIGN_MAT Count	3	RESIGN Count	103	RESIGN Count	122
RETIRE Count	49	RESIGN_MAT Count	2	RESIGN_MAT Count	3
RETIRE_ILL Count	2	RETIRE Count	63	RETIRE Count	75
TRANSFER_OUT Count	39	RETIRE_ILL Count	5	RETIRE_ILL Count	10
Grand Count	224	TRANSFER_OUT Count	6	TRANSFER_OUT Count	9
		Grand Count	194	Grand Count	246

2017	No.	2018	No.	2019	No.
DECEASED Count	2	DECEASED Count	2	DECEASED Count	1
DISMISS Count	2	DISMISS Count	7	DISMISS Count	3
DUPLICATE Count	2	DUPLICATE Count	1	DUPLICATE Count	1
END_OF_CONT Count	4	END_OF_CONT Count	11	END_OF_CONT Count	6
REDUND Count	1	GEN_ORG Count	3	REDUND Count	2
RESIGN Count	129	REDUND Count	2	RESIGN Count	118
RESIGN_CB Count	1	RESIGN Count	115	RESIGN_CB Count	1
RETIRE Count	67	RESIGN_MAT Count	1	RESIGN_MAT Count	1
RETIRE_ILL Count	8	RETIRE Count	55	RETIRE Count	58
TRANSFER_OUT Count	9	RETIRE_ILL Count	7	RETIRE_ILL Count	4
Grand Count	225	TRANSFER_OUT Count	7	TRANSFER_OUT Count	13
		Grand Count	211	Grand Count	208

2020	No.	2021	No.	2022	No.
DISMISS Count	1	DECEASED Count	1	DECEASED Count	4
END_OF_CONT Count	9	DIDNOTSTART Count	2	DIDNOTSTART Count	1
GEN_ORG Count	1	DISMISS Count	4	DISMISS Count	7
REDUND Count	3	DUPLICATE Count	1	DUPLICATE Count	3
RESIGN Count	125	END_OF_CONT Count	4	END_OF_CONT Count	3
RETIRE Count	48	GEN_ORG Count	1	JOIN_REGS Count	2
RETIRE_ILL Count	4	REDUND Count	2	RESIGN Count	178
TRANSFER_OUT Count	20	RESIGN Count	147	RESIGN_CB Count	2
Grand Count	211	RESIGN_CB Count	2	RESIGN_MAT Count	1
		RESIGN_MAT Count	1	RETIRE Count	76
		RETIRE Count	75	RETIRE_ILL Count	9
		RETIRE_ILL Count	3	TRANSFER_OUT Count	12
		TRANSFER_OUT Count	8	Grand Count	298
		Grand Count	251		

2023	No.
DECEASED Count	1
DIDNOTSTART Count	3
DISMISS Count	2
DUPLICATE Count	7
END_OF_CONT Count	2
FAILED PROBA Count	4
JOIN_REGS Count	1
MOVE BETWEEN PAYROLLS Count	3
RESIGN Count	172
RESIGN_CB Count	2
RETIRE Count	58
RETIRE_ILL Count	5
TRANSFER_OUT Count	3
Grand Count	263

5. Number of police officers who have gone on mental health related leave (e.g. stress), or who have been taken off frontline duty for mental health reasons, from your force each year over the past 10 years.

Data below is from 01/02/2016 – 31/01/2024:

387 officers have had a period of absence through physiological disorders.

Please note, that individuals may have reported more than one absence in this period.

6. Total funding your force has received each year for the past ten years.
The data below shows the funding of the force for the past 7 years (6 Years + current – unable to go back any further due to retention). This is a combination of Government Grant Funding and Council Tax Funding.

FY2017/18 = £105.649M

FY2018/19 = £109.959M

FY2019/20 = £118.087M

FY2020/21 = £126.909M

FY2021/22 = £133.948M

FY2022/23 = £140.317M

FY2023/24 = £146.034M

7. What administrative duties do police officers have and when do they differ between roles? Have there been any changes of frontline police officers' administrative duties (for example but not limited to; paperwork, case preparation) over the past ten years? What were these changes? When were they implemented?

CLARIFICATION RECEIVED 16/02/24: Please can you provide information for frontline officers / first responders in relation to question 7.

Frontline officers' administrative roles are varied in themselves and have changed varyingly over the period requested, due to changes of legislations, file building and also disclosure. The administration workloads have increased over the last 10 years, with disclosure being moved to the officers in charge of the case, however, the level of increase in administrative duties would be difficult to quantify and again, would vary dependent on the nature of the specific role the officer is in.

Ordinarily under our Section 16 duty to provide advice and assistance, we would advise you how to refine your request in respect of question 5 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.

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.

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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

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