

**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: 24th July 2024

Your ref: FOI

Our ref: FOI 2024 / 623

Reply contact name is: Nick Penny

Dear Sir or Madam,

I write in connection with your request for information dated 2nd July 2024 concerning Overtime Payments to Officers and Staff.

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 now able to respond as follows.

You wrote (And Our Response) :

1. Please provide the costings incurred for overtime for each of the five financial years 2019/20, 2020/21, 2021/22, 2022/23 and 2023/24 for
 - (i) police officers and
 - (ii) police staff.

The breakdown of overtime payments between Police Officers and Police Staff for the last 5 financial years has been as follows :-

Overtime Payments Made		
Financial Year	To Police Officers	To Police Staff
2019/20	£2,622,929.20	£557,193.09
2020/21	£3,006,303.21	£675,361.14
2021/22	£3,593,140.90	£698,369.21
2022/23	£3,981,509.23	£874,597.46
2023/24	£4,650,145.81	£1,071,406.28



INVESTOR IN PEOPLE

2. For police officers only, please break down the figures by police division and present them similarly to how GMP did in the attached response (by month)

No Information Held – see note below.

3. For the year 2023/24 only, please provide the amount paid in overtime to each of the 10 officers who received the most.

The 10 largest amounts of overtime paid to officers during 2023/24 were as shown below :-

**£32,872.44
£32,269.33
£30,502.14
£30,081.27
£29,015.00
£27,812.76
£24,567.18
£24,086.32
£23,689.04
£23,126.75**

4. For each of the 10 officers (Q3), state their gender.

All these 10 officers were Male.

Please Note

There is no obligation on an authority to provide any rationale when supplying a No Information Held response, however in this instance – and under our Section 16 obligation to be as helpful as possible to an applicant – I am happy to provide some context to you with regards our response to Q2 of this request.

Wiltshire Police currently employ c2,500 Officers and Staff, split roughly between Officers (c50%), Staff (c47%) and PCSO's (c3%).

The Force has a somewhat convoluted operational structure as follows :-

- **one HQ (Devizes)**
- **split into two Policing Hubs (County and Swindon)**
- **across which there are 5 Response Hubs (Chippenham, Devizes, Salisbury, Swindon, Trowbridge)**
- **supported in total by 9 Neighbourhood Policing Teams (Amesbury, Chippenham, Devizes, Melksham, Royal Wootton Bassett, Salisbury, Swindon, Trowbridge & Warminster)**

Our Police Officers are not all regular “Beat” Officers per-se. There are Officers that work in a number of different departments across the Force such as the Contact Centre, Intelligence, Public Protection, Professional Standards, Forensics and so on).

In reality, whilst “Beat” Officers are generally assigned to a particular NPT, they often move from one NPT to another or are seconded to other Teams around the Force.

Some Teams – such as Forensics – are based in one particular location, whilst others, like Intelligence, are spread across a number of different sites around the County. Indeed, many Officers that work in specific Teams will spend their time working across a number of different locations around the Force during their working week.

Since the Covid Pandemic, Wiltshire Police – like a number of other Forces – have implemented a hybrid working pattern whereby staff and desk-based officers can split their time between working on Police premises, from other touch-down points around the County or from home.

The Cost Centres within our Finance and Payroll system(s) are organised by Section / Team or Department rather than any form of geographic location.

It should also be noted here that there is no obligation on an authority to create data (where none exists today) simply to answer an FOI request.

Even if this information could be produced, to do so would take such a long time that any response would inevitably be exempt under Section 12 of The Act as it would by far exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits.

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