WILTSHIRE POLICE

XXXX – By email

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

Date 2nd November 2026 **Our Ref** FOI 2026-861

Dear XXXX,

I write in connection with your request for information dated 17th September, concerning the Criminal Justice Unit.

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:

I make the following request for recorded information under the Freedom of Information Act 2000. It concerns the Criminal Justice Unit / Criminal Justice Department, or equivalent organisational unit, within Wiltshire Police. I am seeking organisational information only and do not require names or other personal information about individual employees or applicants.

1. Staffing structure and restructuring

For 1 September 2023 to 30 June 2024, please provide any formal organisational chart(s), staffing establishment record, or any formal document recording proposed or approved changes to the structure or staffing establishment of the Criminal Justice Unit.

2. Vacant, planned, approved and discontinued posts For 1 September 2023 to 30 June 2024, please provide a list of Criminal Justice Unit posts which were vacant, approved for recruitment, or approved/planned to be created. For each, please provide the job title, grade, employment status (permanent, temporary or fixed-term), and the date recruitment or creation was approved or commenced, where recorded.

Please also identify any posts which were deleted, discontinued or removed from the staffing establishment during this period, giving the job title, grade and date on which the post ceased, or was approved to cease, where recorded.

3. Use of funding from Criminal Justice Co-ordinator post 11034

Please provide recorded information identifying the role which was to be funded from the money saved by discontinuing Criminal Justice Co-ordinator fixed-term post 11034, including

the role title and grade, whether it was a new or existing post, the date Finance approved that use of the funding, and any formal record of that approval.

4. Criminal Justice Unit vacancies advertised

Please provide a list of posts within the Criminal Justice Unit advertised internally or externally between 1 March and 30 September 2024, showing the job title, grade, advertisement date and whether advertised internally, externally, or both.

Our response:

Section 1(1)(a) of the Freedom of Information Act 2000 (FOIA) requires Wiltshire Police to confirm or deny whether the requested information is held. To establish whether the information is held – namely in relation to question 2 – would in itself exceed the time obligations placed upon the authority to comply (18 hours) and therefore engages section 12(2). Information relating to post changes, including the approval or planning of potential roles and posts that were deleted, discontinued or removed may be held in physical or digital format – if at all. Unfortunately, as there is no formal process for the recording of this information, there is no way of narrowing a search to locate it. This information could be held in physical meeting notes, emails, digital files or an array of other documents and the only way to determine whether we hold the information would be to manually interrogate each file.

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. Therefore the whole of the request should fall under the exemption of section 12 of the Freedom of Information Act 2000.

Please note:

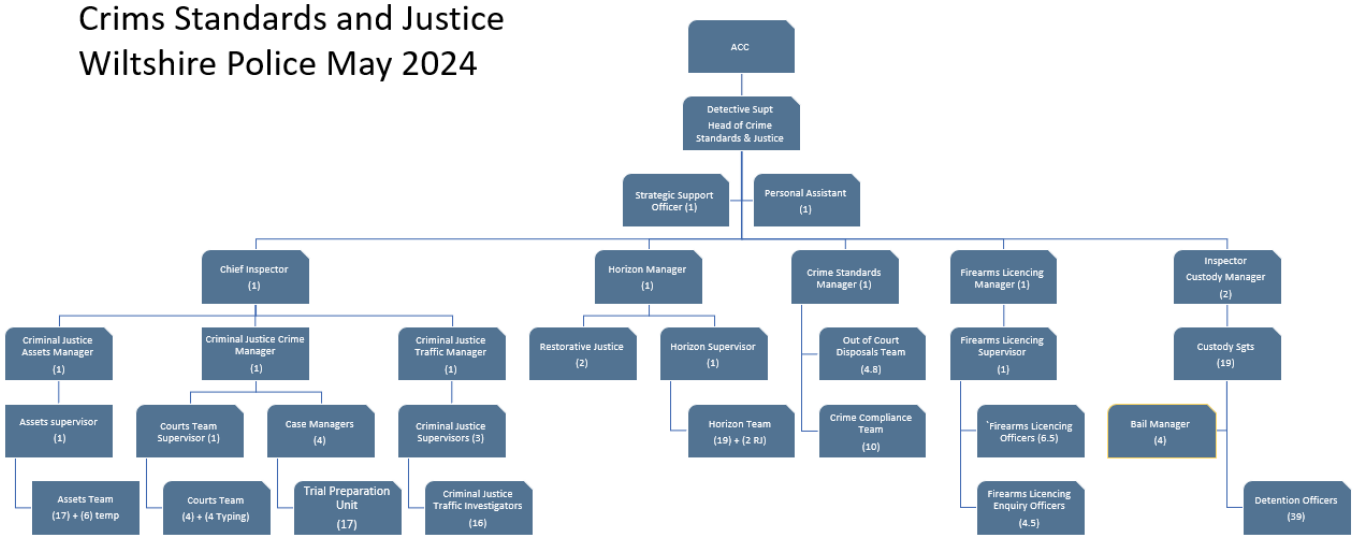
> If one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is due to the fact that locating, retrieving and extracting any further information would only add to the already exceeded time obligations.
>
> Forces may use different recording systems, therefore it may be possible some Forces can provide this information where others cannot.

Ordinarily under our Section 16 obligation to provide advice and assistance we would advise you of a way to refine your request to a more manageable level. Due to the difficulties in obtaining the requested information, as outlined above, I cannot think of a way in which this could be achieved.

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 can provide you with is documented below:

1. Staffing structure and restructuring

For 1 September 2023 to 30 June 2024, please provide any formal organisational chart(s), staffing establishment record, or any formal document recording proposed or approved changes to the structure or staffing establishment of the Criminal Justice Unit.



3. Use of funding from Criminal Justice Co-ordinator post 11034

Please provide recorded information identifying the role which was to be funded from the money saved by discontinuing Criminal Justice Co-ordinator fixed-term post 11034, including the role title and grade, whether it was a new or existing post, the date Finance approved that use of the funding, and any formal record of that approval.

N/A – Post 11034 Justice Crime Co-Ordinator is still in place and has been included in the budget build for 2027/28

4. Criminal Justice Unit vacancies advertised

Please provide a list of posts within the Criminal Justice Unit advertised internally or externally between 1 March and 30 September 2024, showing the job title, grade, advertisement date and whether advertised internally, externally, or both.

Vacancy Title	**Type of Advertisement**	**Vacancy creation > Grade/pay scale reference**	**Vacancy Live Date**
Detective Constables (PIP2 qualified)	Internal	Constable	05/03/2024
Coroners Officer	Internal & External	W8 £35,736 - £37,476	07/03/2024
Detective Chief Superintendent	Internal	Chief Superintendent	04/03/2024
Detective Chief Superintendent	External	Chief Superintendent	04/03/2024
MASH Police Supervisor	Internal & External	W9 £38,979 - £40,932	18/03/2024
Serious and Organised Crime Tactical Advisor (SOCTAC)	Internal	Sergeant	11/03/2024
Regional Data Forensics Manager	Internal	W11 £50,352 - £53,073	13/03/2024
Detective Inspector - VAWG	Internal	Inspector	12/03/2024

MASH Researcher	Internal & External	W6 £29,844 - £30,738	18/03/2024
Detective Chief Superintendent – Head of Crime, Justice and Vulnerability	Internal	Chief Superintendent	21/03/2024
Public Protection Support Officer (Maternity cover)	Internal & External	W7 £32,367 - £33,681	24/03/2024
Domestic Violence Disclosure Scheme (DVDS) Specialist	Internal & External	W7 £32,367 - £33,681	02/04/2024
Researcher	Internal & External	W6 £29,844 - £30,738	29/03/2024
Police Officers for the Central Volume Crime Team at Melksham	Internal	Constable	25/03/2024
ISO Compliance and Administrator Officer	Internal & External	W5 £28,020 - £29,331	25/03/2024
ISO Compliance and Administrator Officer - Poole - Dorset	Internal & External	Other	25/03/2024
ISO Compliance and Administrator Officer - Newton Abbot - Devon & Cornwall	Internal & External	Other	25/03/2024
Data Forensic Investigator	Internal & External	W10 £47,010 - £49,608	02/04/2024
Police Staff Investigator - Serious and Organised Crime Unit (SOCU)	Internal	Other	04/04/2024
Police Officers - Volume Crime Team - Swindon	Internal	Constable	04/04/2024
Serious and Organised Crime Tactical Advisor (SOCTAC)	External	Sergeant	11/03/2024
Transcription Specialist	Internal & External	W6 £29,844 - £30,738	10/04/2024
Crime Standards Compliance Officer	Internal & External	W7 £32,367 - £33,681	18/04/2024
Strategic Support Officer - Intelligence	Internal	W9 £38,979 - £40,932	01/05/2024
Detective Sergeant – Central CID	Internal	Sergeant	24/04/2024
Staff Investigator Supervisor (W09) for the Central Volume Crime Team at Melksham	Internal	W9 £38,979 - £40,932	25/04/2024
MASH DECISION MAKER	Internal & External	W8 £35,736 - £37,476	13/05/2024

MASH DECISION MAKER	Internal & External	W8 £35,736 - £37,476	13/05/2024
Criminal Justice Investigator	Internal & External	W7 £32,367 - £33,681	13/05/2024
Detective Constable in Child Abuse Investigation Team	Internal	Constable	20/05/2024
Detective Inspector Child Abuse Investigation Team	Internal	Inspector	20/05/2024
Head of MASH & Partnership Safeguarding	Internal	W10 £47,010 - £49,608	24/05/2024
Data Forensic Technician	Internal & External	W7 £32,367 - £33,681	29/05/2024
Part Time - Initial Child Protection Conference Attendee	Internal & External	W7 £32,367 - £33,681	03/06/2024
MASH Police Supervisor	Internal	W9 £38,979 - £40,932	25/06/2024
Wiltshire Police - Safeguarding Decision Maker	External	W8 £35,736 - £37,476	26/06/2024
MASH Decision Maker	Internal	W8 £35,736 - £37,476	26/06/2024
Counter Corruption Unit - Criminal Intelligence Analyst	Internal	W9 £38,979 - £40,932	28/06/2024
Initial Crime Investigator Development Programme for CID and CAIT	Internal	Constable	28/06/2024
Detective Constable in Child Abuse Investigation Team	Internal	Constable	01/08/2024
Exploitation & Missing Officer	Internal	Constable	30/07/2024
Detective Constable/Police Constable: Serious and Organised Crime Unit (SOCU)	External	Constable	14/08/2024
Counter Corruption Unit - Criminal Intelligence Analyst	External	W9 £38,979 - £40,932	19/07/2024
Counter Corruption Unit - Criminal Intelligence Analyst	Internal	W9 £38,979 - £40,932	19/07/2024
MASH DECISION MAKER	Internal & External	W8 £35,736 - £37,476	05/08/2024
Major Crime Review Officer	Internal & External	W9 £38,979 - £40,932	07/08/2024
Wiltshire Police Local Crime Investigator	Internal & External	W7 £32,367 - £33,681	09/08/2024

PC - Youth Violence Reduction Unit	Internal	Constable	03/09/2024
Initial Child Protection Conference Attendee	Internal & External	W7 £32,367 - £33,681	04/09/2024
Safeguarding Decision Maker	External	W8 £35,736 - £37,476	02/09/2024
Police Constable - Burglary Team	Internal	Constable	12/09/2024

Section 17 of the Freedom of Information Act 2000 requires 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.

Please contact me if you would like to discuss the withheld information.

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.

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

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish to contact them, please visit https://ico.org.uk/global/contact-us/