



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:20/03/2025

2025/303 - Staff Strength

In response to your recent request for information regarding;

- **Provide the number of Police support staff members, split by unit**

Count of Employee Number	as at			
Row Labels	Mar-22	Mar-23	Mar-24	Feb-25
CLEANING SERVICES	39	37	40	44
F&R BUSINESS SERVICES	39	37	40	44
CORPORATE SERVICES	80	79	67	67
CITIZENS IN POLICING		1	1	1
CORP BUSINESS INTELLIGENCE	9	10	12	12
CORP BUSINESS SUPPORT	3	3	3	2
CORP CITIZENS IN POLICING	4	3	4	4
CORP COMMAND TEAM	5	5	5	5
CORP CORPORATE COMMUNICATIONS DEPT	8	8	9	7
CORP DIVERSITY DEPT	3	3	3	3
CORP FORCE AUDIT AND INSPECTION TEAM	1	1	2	2
CORP GOVERNANCE DEPT	2	2	2	3
CORP GRAPHIC DESIGN DEPT	3	3	3	3
CORP HR	5	1		
CORP OPTIMISATION PROGRAMME		1		
CORP PORTFOLIO MANAGEMENT OFFICE	13	13	13	15
CORP SSF	3	2		
CORP STRATEGIC PLANNING UNIT	4	4	4	4
CORP TRAINING LEARNING AND DEVELOPMENT	11	14		
CORP TRANSLATION DEPT	4	3	4	4
CORP WEBSITE	2	2	2	2
CRIME SERVICES	212	217	231	234
CS CTP WALES	9	9	9	11
CS INTELL	78	77	78	85
CS MCT	15	16	25	19
CS PROTECTING VULNERABLE PEOPLE UNIT	43	44	44	44
CS SCIENTIFIC SUPPORT	62	66	69	70
CS SMT	5	5	6	5
CRIME SERVICES (C)	8	9	10	9
CS COLLAB INTEL	5	6	8	7

CS NWROCU	3	3	2	2
FINANCE AND RESOURCES	126	136	139	148
F&R BUSINESS SUPPORT			1	1
F&R CHIEF INFORMATION OFFICE	14	14	14	12
F&R FACILITIES	29	29	27	28
F&R FACILITIES AND FLEET	1	1	2	3
F&R FINANCE AND PROCUREMENT	11	12	12	12
F&R FLEET	19	21	22	22
F&R FORCE RECORDS DEPT	8	6	9	10
F&R INFO. AND COMMUNICATION TECHNOLOGY	9	15	18	21
F&R INFORMATION ASSURANCE	15	19	17	17
F&R LEGAL SERVICES	7	7	6	8
F&R POLICE NATIONAL DATABASE	7	7	6	8
F&R STAFF OFFICE	6	5	5	6
FINANCE AND RESOURCES (C)	7	6	6	7
F&R INFORMATION ASSURANCE	1			
F&R TRI FORCE NICHE	6	6	6	7
FORENSIC COLLISION INV NETWORK	18	25	35	28
FORENSIC COLLISION INV NETWORK	18	25	35	28
JUSTICE SERVICES	115	130	131	133
JS ADMIN TEAM	12	13	11	12
JS BUSINESS SUPPORT	2	2	3	2
JS CASE	36	43	39	35
JS DISCLOSURES	22	23	23	25
JS FIREARMS LICENSING	15	16	17	16
JS PLP	2	2	2	2
JS SCPU	15	18	23	28
JS SMT	2	2	2	2
JS WITNESS CARE	9	11	11	11
LOCAL POLICING	319	322	316	337
LPS ANGLESEY	11	15	12	15
LPS CENTRAL GLOBAL	21	20	21	21
LPS CUSTODY	52	50	54	56
LPS DENBIGH AND ABERGELE COASTAL	21	23	21	21
LPS DENBIGH AND CONWY RURAL	12	12	11	14
LPS EASTERN GLOBAL	25	25	24	25
LPS GWYNEDD NORTH	14	15	14	17
LPS GWYNEDD SOUTH	20	20	14	16
LPS NORTH FLINTSHIRE	13	16	11	12
LPS OFFENDER MANAGEMENT TEAM	1	1	1	1
LPS PREVENT TEAM	20	22	25	27
LPS PREVENTATIVE POLICING	15	15	21	22
LPS PROBLEM SOLVING EARLY INTERVENTION	5	4	5	5
LPS SENIOR MANAGEMENT TEAM	4	4	4	4
LPS SOUTH FLINTSHIRE	11	8	6	8
LPS WEST CONWY	18	17	17	16

LPS WESTERN GLOBAL	21	22	22	25
LPS WREXHAM CITY	14	12	13	15
LPS WREXHAM RURAL	21	21	20	17
N/A		1	1	
N/A		1	1	
NATIONAL POLICE CHIEFS COUNCIL	1	1	19	21
N/A	1	1	19	21
OPERATIONAL SUPPORT SERVICES	242	243	271	260
OSS BUSINESS SUPPORT	6	6	6	7
OSS FORCE CONTROL CENTRE	184	182	208	195
OSS FORCE CRIME INCIDENT REGISTRAR UNIT	10	9	10	11
OSS GO SAFE	14	14	18	17
OSS OPS PLANNING	4	4	4	4
OSS RMU	13	15	13	14
OSS ROADS CRIME UNIT	10	12	11	11
OSS SENIOR MANAGEMENT TEAM	1	1	1	1
PEOPLE AND ORGANISATIONAL DVLPMT	97	110	134	130
POD HR	9	14	15	19
POD OCCUPATIONAL HEALTH AND WELFARE	9	9	11	9
POD SSF	35	39	44	41
POD TRAINING LEARNING AND DEVELOPMENT	42	43	59	56
POD WORKFORCE PLANNING	2	5	5	5
POLICE FEDERATION	4	4	4	4
N/A	4	4	4	4
POLICE SUPPORT VOLUNTEER	1	1	1	1
N/A	1	1	1	1
PROFESSIONAL STANDARDS	18	18	21	26
N/A	18	18	21	26
SECONDED	1	3	3	3
N/A	1	3	3	3
UNISON	2	2	2	2
N/A	2	2	2	1
STAFF ASSOCIATIONS				1

- Provide the total number of Uniformed Police Officers, split by district or division

Count of Employee Number	as at			
Row Labels	Mar-22	Mar-23	Mar-24	Feb-25
CORPORATE SERVICES	12	13	15	15
CORP CITIZENS IN POLICING	1			
CORP COMMAND TEAM	3	2	2	2
CORP DIVERSITY DEPT	2	2	2	3
CORP FORCE AUDIT AND INSPECTION TEAM	2	2	2	2
CORP OPTIMISATION PROGRAMME		4	6	7
CORP PORTFOLIO MANAGEMENT OFFICE	2	2	3	1

CORP STAFF OFFICE	1			
CORP WORKFORCE PLANNING	1	1		
CRIME SERVICES	284	294	304	303
CS CTP WALES	38	34	34	33
CS INTELL	30	37	37	37
CS MCT	57	53	53	53
CS PROTECTING VULNERABLE PEOPLE UNIT	145	155	165	163
CS SCIENTIFIC SUPPORT	7	6	6	7
CS SMT	7	9	9	10
CRIME SERVICES (C)	14	21	27	27
CS COLLAB INTEL	1	1	1	1
CS NWROCU	13	20	26	26
FINANCE AND RESOURCES	2	2	2	1
F&R STAFF OFFICE	2	2	2	1
FORENSIC COLLISION INV NETWORK		1	1	
FORENSIC COLLISION INV NETWORK		1	1	
JUSTICE SERVICES	5	3	16	20
JS CASE	1		15	17
JS FIREARMS LICENSING	1	1		1
JS PLP	1	1	1	1
JS SMT	2	1		1
LOCAL POLICING	1033	1009	1012	1046
LPS ANGLESEY	76	66	67	68
LPS CENTRAL GLOBAL	51	50	47	55
LPS CID			4	4
LPS CUSTODY	42	40	43	42
LPS DENBIGH AND ABERGELE COASTAL	102	93	92	93
LPS DENBIGH AND CONWY RURAL	56	56	57	59
LPS EARLY INTERVENTION AND OFFENDER MGT	1	1	1	1
LPS EASTERN GLOBAL	76	67	68	69
LPS GWYNEDD NORTH	76	74	71	80
LPS GWYNEDD SOUTH	72	70	72	74
LPS NORTH FLINTSHIRE	76	77	80	76
LPS OFFENDER MANAGEMENT TEAM	10	16	15	16
LPS PREVENT TEAM	28	31	33	29
LPS PREVENTATIVE POLICING				1
LPS PROBLEM SOLVING EARLY INTERVENTION	3	3	3	4
LPS PROFESSIONAL DEVELOPMENT UNIT	11	32	36	32
LPS SENIOR MANAGEMENT TEAM	13	14	17	14
LPS SOUTH FLINTSHIRE	48	50	44	47
LPS WEST CONWY	92	89	80	87
LPS WESTERN GLOBAL	49	42	39	45
LPS WREXHAM CITY	86	80	82	81
LPS WREXHAM RURAL	65	58	61	69
NATIONAL POLICE CHIEFS COUNCIL	5	4	8	8
F&R STAFF OFFICE	1	1	1	1

N/A	4	3	7	7
OPERATIONAL SUPPORT SERVICES	124	129	130	127
OSS CRIME DATA INTEGRITY UNIT	1	1	1	1
OSS FORCE CONTROL CENTRE	38	38	37	35
OSS FORCE CRIME INCIDENT REGISTRAR UNIT			1	
OSS GO SAFE	3	3	4	2
OSS OPS PLANNING	10	13	13	13
OSS PROACTIVE UNIT	13	11		
OSS RMU	1	1	1	1
OSS ROADS CRIME UNIT	56	60	70	72
OSS SENIOR MANAGEMENT TEAM	2	2	3	3
OPERATIONAL SUPPORT SERVICES (C)	58	52	49	57
N/A	1			
OSS ALLIANCE ARMED POLICING	43	37	38	45
OSS ALLIANCE DOGS	9	10	8	9
OSS COLLAB AIR OPS	3	3	1	1
OSS UNDER WATER SEARCH	2	2	2	2
PEOPLE AND ORGANISATIONAL DVLPMT	20	18	21	24
N/A				1
POD HR	1		1	2
POD OCCUPATIONAL HEALTH AND WELFARE	1	1	1	1
POD TRAINING LEARNING AND DEVELOPMENT	17	16	17	19
POD WORKFORCE PLANNING	1	1	2	1
POLICE FEDERATION	1	1	2	2
N/A	1	1	1	1
STAFF ASSOCIATIONS			1	1
PROFESSIONAL STANDARDS	9	14	13	15
N/A	9	14	13	15
RECRUITS	96	137	124	78
LPS ANGLESEY	3		1	1
LPS DENBIGH AND ABERGELE COASTAL	6			
LPS DENBIGH AND CONWY RURAL	1			
LPS GWYNEDD NORTH	3	1	1	
LPS GWYNEDD SOUTH	7	1		1
LPS NORTH FLINTSHIRE	3	1		
LPS PROFESSIONAL DEVELOPMENT UNIT		32	64	27
LPS SOUTH FLINTSHIRE	3			
LPS WEST CONWY	7	1		
LPS WREXHAM CITY	5			
LPS WREXHAM RURAL	4	1		
N/A	54	100	58	49
SECONDED	1	2	2	1
CS CTP WALES	1	2	2	1

- **Provide the total workforce attrition rate split into resignations, dismissals and retirements**

	Financial Year at 31st March			2025 at 28 Feb
	2022	2023	2024	2025 (Current)
Total Leavers				
DISMISSAL	3	4	3	4
RESIGNATION	138	164	137	123
RETIREMENT	89	81	74	72

- **Provide the number of workforce absentees between 3-6 months and 6+ months**

Sickness Term	Financial Year at 31st March			2025 at 28 Feb
	2022	2023	2024	2025 (Current)
3-6mths	13	82	39	32
over 6mths	8	13	15	3

- **What is the overtime spend**
 - **Overtime spent on specific activities e.g OT resulting from planning an operation; OT bill for all POPS operations in the last 12 months**

North Wales Police do not hold over time in this form, therefore we cannot provide what is requested.

- **How many locations do you have staff working on a shift pattern**

76

- **How many rosters and shift patterns for the entire workforce**

641 active rosters and 2,733 active shift patterns

- **Please confirm who currently supplies your software for duty management/rostering?**

We do not have a dedicated Duty Management system. We currently use Optimum Time and Attendance system for our Duty Management and Rostering – this is supplied by Zellis.

Can you also confirm when that contract ends, and the annual licensing cost for the latest accounting period, plus any additional customisation costs over the last 5 years (if applicable)

The current contract ends Sept 2026 and annual fee of £26,000 for the software, licencing, and maintenance of this application. We have not paid Zellis any costs over the last 5 years for customisation; any customisation has all been done in house within the Business Systems Team.

- **Do you use any software for long term workforce planning, outside the software you use for rostering?**

We use data from the Zellis Resourcelink HR database.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 19/03/2025