



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:23/07/2025

2025/726 - Voluntary Resignations

In response to your recent request for information regarding;

1) Voluntary Resignations

Please provide annual data from 1 January 2015 to the date of this request on the number of sworn police officers who have voluntarily resigned from service. The data should be disaggregated by:

***Rank at time of resignation**

* Rank at time of resignation	
Officer/Staff	OFFICER
Leaving Reason Long Desc	(Multiple Item)

Count of Employee Number	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
CHIEF OFFICER									1		2
SUPERINTENDENT				1							
INSPECTOR							1		2		
SERGEANT		1	2	1		2	1	2	1	3	1
CONSTABLE	13	8	12	21	10	9	15	32	42	25	11

***Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)**

*** Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)**

Officer/Staff	OFFICER
Leaving Reason Long Desc	(Multiple Item)

Count of Employee Number	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
under26								1	1	3	1
26-40		2	5	3	6	4	4	9	21	33	11
41-55		9	2	4	9	3	6	7	12	12	6
over 55		2		1	1						2

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
Making North Wales the safest place to live, work and visit in the UK

***Role (e.g., response, neighbourhood, detective, specialist units)**

*** Role (e.g., response, neighbourhood, detective, specialist units)**

Officer/Staff	OFFICER
Leaving Reason Long Desc	(Multiple Item)

Count of Employee Number	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
CORP FORCE AUDIT AND INSPECTION TEAM			1					1			
CS CTP WALES										1	
CS ECONOMIC CRIME UNIT						1	1		1		
CS PVPU AMETHYST TEAM		1	1		1			1			
CS PVPU LOCAL									1		
CS REGIONAL TASK FORCE				1							
CS SENIOR MANAGEMENT TEAM											1
CS SURVEILLANCE									1		
FORENSIC COLLISION INV NETWORK							1		1		
LPS APPOINTMENTS	1										
LPS AREA INSPECTOR							1				
LPS CID	1			1				2	1		1
LPS CUSTODY		1									
LPS NPT								1		1	1
LPS PATROL	9	5	4	9	6	7	9	22	25	18	8
LPS PDU								2	2	5	1
LPS PREVENTATIVE POLICING								2	1		
LPS PRISONER HANDLING							1				
LPS SENIOR MANAGEMENT TEAM				1							
N/A	1		2	2		1			2		
NPCC CHIEF OFFICER											2
OSS ALLIANCE ARMED POLICING		2	6	4	3		1	3	7	1	
OSS ALLIANCE DOGS							2			1	
OSS COMMS OPERATORS									1		
OSS DOGS				3		1	1				
OSS IST ASSESSORS	1										
OSS MANAGEMENT RESPONSE UNIT						1					
OSS OPS PLANNING										1	
OSS ROADS CRIME UNIT				2					2		
OSS SERIOUS COLLISION INVESTIGATION UNIT									1		

***Sex (male, female, other/prefer not to say)**

*** Sex (male, female, other/prefer not to say)**

Officer/Staff	OFFICER
Leaving Reason Long Desc	(Multiple Item)

Count of Employee Number	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
F	3	3	5	6	5	7	5	12	17	12	2
M	10	6	9	17	5	4	12	22	29	16	12

*** Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)**

*** Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)**

Officer/Staff	OFFICER
Leaving Reason Long Desc	(Multiple Item)

Count of Employee Number	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
DHEP (DC)										1	
DHEP (PC)									7	8	2
IPLDP										3	4
PCDA								1	6	3	
PCEP										1	
Pre-IPLDP	11	9	14	22	10	11	14	31	29	6	6
Prejoin									1		1
Transfer								2	2	1	1
Unknown	2			1			3		1	5	

*** Number of officers who were part of the Uplift Programme**

*** Number of officers who were part of the Uplift Programme**

Officer/Staff	OFFICER
Leaving Reason Long Desc	(Multiple Item)

Count of Employee Number	2020	2021	2022	2023	2024	2025
Uplift	2	9	17	27	20	10

*** Specific reason for resignation (if recorded)**

*** Specific reason for resignation (if recorded)**

Officer/Staff	OFFICER
---------------	---------

Count of Employee Number	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
RESIGNATION	12	7	12	8							
RESIGNATION PREFERENTIAL REJOIN				2	1		1	1	6	4	
RESIGNATION PRIOR TO A CONDUCT HEARING					1	1	1	2			
RESIGNATION VOLUNTARY				13	7	10	15	30	35	18	11
RESIGNATION VOLUNTARY (ON PROBATION)									1	1	
RESIGNATION WHILST UNDER INVESTIGATION					1			1	4	5	3
RESIGNATION/PREF REJOIN	1	2	1								
RESIGNED VOLUNTARILY 2 - 15 YEARS			1								

2) Retirement and Psychological Health

Please provide data from 1 January 2015 to the date of this request on the number of sworn police officers who voluntarily retired from service and who also took a period of absence due to psychological health or stress in the 12 months prior to retirement. The data should be disaggregated by:

*** Rank at time of retirement**

*** Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)**

*** Role (e.g., response, neighbourhood, detective, specialist units)**

*** Sex (male, female, other/prefer not to say)**

*** Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)**

*** Number of officers who were part of the Uplift Programme**

*** Specific reason for retirement (if recorded)**

We have completed a search since 2015 and the only data available for Retirement and who also took a period of absence due to psychological health or stress 12 months prior, has a limited data return starting at 2022.

*** Rank at time of retirement**

Officer/Staff	OFFICER	
Leaving Reason Long Desc	(Multiple Items)	
PD absence year before leaving	1	

Count of Employee Number	Column Labels			
Row Labels	2022	2024	2025	
CONSTABLE	3	1	1	

*** Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)**

Officer/Staff	OFFICER	
Leaving Reason Long Desc	(Multiple Items)	
PD absence year before leaving	1	

Count of Employee Number	Column Labels			
Row Labels	2022	2024	2025	
41-55	2		1	
over 55	1	1		

*** Role (e.g., response, neighbourhood, detective, specialist units)**

Officer/Staff	OFFICER	
Leaving Reason Long Desc	(Multiple Items)	
PD absence year before leaving	1	

Count of Employee Number	Column Labels			
Row Labels	2022	2024	2025	
CS ECONOMIC CRIME UNIT			1	
CS NWROCU	1			
CS PVPULOCAL	1			
LPS PREVENTATIVE POLICING		1		
PEOPLE SERVICES	1			

*** Sex (male, female, other/prefer not to say)**

Officer/Staff	OFFICER	
Leaving Reason Long Desc	(Multiple Items)	
PD absence year before leaving	1	

Count of Employee Number	Column Labels			
Row Labels	2022	2024	2025	
F		1		
M	3		1	

*** Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)**

Officer/Staff	OFFICER	
Leaving Reason Long Desc	(Multiple Items)	
PD absence year before leaving	1	

Count of Employee Number	Column Labels			
Row Labels	2022	2024	2025	
Pre-IPLDP	3	1		
Transfer			1	

*** Number of officers who were part of the Uplift Programme**

Officer/Staff	OFFICER	
Leaving Reason Long Desc	(Multiple Items)	
PD absence year before leaving	1	

Count of Employee Number	Column Labels			
Row Labels	2025			
Uplift	1			

*** Specific reason for resignation (if recorded)**

Officer/Staff	OFFICER	
PD absence year before leaving	1	

Count of Employee Number	Column Labels			
Row Labels	2022	2024	2025	
RETIREMENT ILL HEALTH			1	
RETIREMENT NORMAL	3	1		

3) Workforce Headcount

Please provide the annual headcount of sworn officers only from 1 January 2015 to the date of this request, disaggregated by:

*** Rank**

*** Rank**

Role. Officer

Count of Employee Number	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
CHIEF CONSTABLE	1	1	2	1	1	1	1	1	1	1	1
DEPUTY CHIEF CONSTABLE	1	1		1		1	1	1	1	1	1
ASSISTANT CHIEF CONSTABLE	2	1	1	1		1	1	1	1	1	2
CHIEF SUPERINTENDENT	3	4	2	2	2	2	7	3	4	6	4
SUPERINTENDENT	11	10	9	11	14	12	12	11	13	19	16
CHIEF INSPECTOR	21	23	24	24	26	22	24	30	25	28	26
INSPECTOR	61	60	54	58	75	79	73	76	80	84	95
SERGEANT	214	213	217	221	251	265	262	270	284	278	277
CONSTABLE	1127	1095	1087	1131	1129	1202	1229	1317	1336	1366	1350

*** Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)**

*** Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)**

Role. Officer

	Mar-2015	Mar-2016	Mar-2017	Mar-2018	Mar-2019	Mar-2020	Mar-2021	Mar-2022	Mar-2023	Mar-2024	Jul-2025
under26						2	6	22	60	112	168
26-40	218	247	308	420	458	539	652	757	821	848	860
41-55	789	781	787	798	799	795	788	767	741	715	674
over 55	503	448	367	294	223	189	156	121	83	55	32

*** Role (e.g., response, neighbourhood, detective, specialist units)**

*** Role (e.g., response, neighbourhood, detective, specialist units)**

Role. Officer

	Mar-2015	Mar-2016	Mar-2017	Mar-2018	Mar-2019	Mar-2020	Mar-2021	Mar-2022	Mar-2023	Mar-2024	Jul-2025
ADMINISTRATION OF JUSTICE	3	1									
CAREER BREAK	5	4	6	3	3	1	1	3	5	4	5
CORPORATE SERVICES	25	20	24	36	26	15	11	12	13	15	15
CRIME SERVICES	230	237	240	232	235	244	276	284	294	304	306
CRIME SERVICES (C)	1	1	2	2	5	6	8	14	21	27	23
FINANCE AND RESOURCES	5	6	3	2	2	1	2	2	2	2	3
FORENSIC COLLISION INV NETWORK							1		1	1	
JUSTICE SERVICES	2	5	5	2	2	2	4	5	3	16	20
LOCAL POLICING	1036	1006	943	988	968	978	1019	1033	1009	1012	1046
NATIONAL POLICE CHIEFS COUNCIL	5	3	4	3	2	4	4	5	4	8	7
OPERATIONAL SUPPORT SERVICES	108	108	119	121	116	138	134	133	139	138	149
OPERATIONAL SUPPORT SERVICES (C)	57	51	55	54	58	52	51	49	42	41	46
PEOPLE AND ORGANISATIONAL DVLPMT									1	1	
PEOPLE SERVICES	6	6	4	5	16	16	21	20	17	20	23
POLICE FEDERATION	1	1	1	1	1	1	1	1	1	2	2
PROFESSIONAL STANDARDS	8	9	8	8	8	9	9	9	14	13	15
RECRUITS	18	18	47	53	36	56	58	96	137	124	73
SECONDED			1	2	2	2	2	1	2	2	1

*** Sex (male, female, other/prefer not to say)**

*** Sex (male, female, other/prefer not to say)**

Role. Officer

	Mar-2015	Mar-2016	Mar-2017	Mar-2018	Mar-2019	Mar-2020	Mar-2021	Mar-2022	Mar-2023	Mar-2024	Jul-2025
F	479	487	495	526	534	570	602	645	691	717	746
M	1031	989	967	986	946	955	1000	1022	1014	1012	987

* Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)

* Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)

Role.	Officer										
	Mar-2015	Mar-2016	Mar-2017	Mar-2018	Mar-2019	Mar-2020	Mar-2021	Mar-2022	Mar-2023	Mar-2024	Jul-2025
DHEP (DC)								9	10	10	9
DHEP (PC)							19	75	132	145	157
IPLDP	436	467	539	658	702	783	846	831	811	866	866
Other / unknown							5	9		1	1
PCDA							26	91	145	148	158
PCEP							1	1	1		30
Pre-IPLDP	1073	1008	922	853	771	732	677	616	549	491	427
Prejoin									18	25	41
Rejoiner	1	1	1	1	1	3	4	4	3	3	4
Secondment										3	2
Transfer					6	7	24	31	36	38	39

* Number of officers who were part of the Uplift Programme

* Number of officers who were part of the Uplift Programme

Role.	Officer						
Uplift	2019	2020	2021	2022	2023	2024	2025
1	78	151	210	364	473	573	630

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 22/07/2025