



Response Date:15/09/2025

2025/923 - Resource Management Unit

In response to your recent request for information regarding;

1: Please provide any recorded or otherwise available information setting out the business case or management rationale for removing the Resource Management Unit Inspector post. This should include the reasons for the decision and any analysis of the benefits expected. For example, if the post was identified for removal due to budget pressures (such as savings arising from the Dog Section being brought back in-house), please provide any figures or explanations which show this.

Please provide any recorded or otherwise available information quantifying or describing the budgetary or financial advantages that were expected to result from removing the RMU Inspector post. This might include projected savings in salary or other associated costs, or efficiency gain.

Please provide any recorded or otherwise available information, reports, or correspondence which refer to how the removal of the RMU Inspector post was considered in light of HMICFRS findings about resource management. In particular, the HMICFRS PEEL 2023-25 report for North Wales Police highlighted the need to move away from "antiquated" manual processes and implement a new automated system. Please disclose any reasoning or discussion about how removing the RMU Inspector role fitted with those recommendations.

2: Please provide a comparison of the supervisory structure (covering both police officers and police staff) of the RMU and the Operational Planning Unit as it stood on 1 August 2024 and 1 August 2025. This should identify the supervisory posts, including their rank and title, and set out how the structure has changed since the removal of the RMU Inspector post. A table or organisational chart would be acceptable.

For both police officers and civilian staff within the RMU over the last 12 months:

- o Please confirm whether any posts were reduced or removed.**
- o Where individuals were redeployed or posted into other roles, please state what those roles were.**
- o Please provide any recorded or otherwise available reasons for removing them from the RMU and not retaining them in another RMU role.**
- o Please provide any recorded or otherwise available operational reasons or justifications for their redeployment into the role they were moved to.**

For both police officers and civilian staff within the RMU and Operations Planning Unit over the last 12 months:

- o Please provide details of any staff promotions, including the pay scale, grade, or rank the individual moved from and to.**

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

- o Please state whether the promotion required backfilling of the individual's previous post.**
- o Where backfilling occurred, please confirm the role(s) backfilled and the cost of such backfilling to include the cost of annual salary and other financial entitlements of any required additional staff.**

3: Please provide any recorded or otherwise available information on what progress has been made in the last 12 months to finance, scope, and implement a new resource management system in response to HMICFRS criticism. This should include details of any budget allocated, project planning undertaken, procurement activity, or implementation milestones achieved to date.

Please provide details of the total number of staff (police officers and civilian staff) who have left the RMU and the total number who have joined the RMU in the last 12 months (1 August 2024 - August 2025).

- o Where possible, please identify the rank or grade of staff leaving and starting.**
- o In addition, please provide details of any staff who have been recruited or redeployed into the RMU but who have not yet taken up their post (i.e. pending start).**

4: Please confirm how many RMU planner-qualified staff (police officers or civilian staff) have been, or will be, seconded to the project team responsible for financing, scoping, or implementing the new resource management system. Please include the dates of such secondments (where applicable) and whether these staff remain substantively part of the RMU establishment.

Please provide any recorded or otherwise available information explaining the rationale for swapping the RMU Manager and Deputy Manager roles. Specifically:

- * Why the RMU Manager role (previously a civilian staff post) was changed to a police officer post.**
- * Why the Deputy Manager role (previously a police officer post) was changed to a civilian staff post.**

Our information is set up and searchable for our policing purposes. To obtain the information in the format you have requested would require an extensive amount of work to pull together. The cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (FOI) Fees and Appropriate Limit regulations 2004.

Therefore, in accordance with the FOI Act 2000 the information you have requested is exempt under Section 12 (1), and this letter acts as a Refusal Notice under section 17 (5) of the legislation.

If you wish to narrow down your request to a more manageable level we can then re-consider it.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 11/09/2025