



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date:15/07/2026

2026/689 - PDR / performance appraisal technology supplier

In response to your recent request for information regarding;

Please provide the following information regarding the system or systems currently used to support Professional Development Review (PDR), performance appraisal, performance management, objectives or career conversations for police officers and police staff:

- 1. The software supplier name.** - Kim Software Solutions Limited
- 2. The product or module name.** - portfolio software and annual maintenance
- 3. Whether the system covers officers, staff, or both.** - Both
- 4. Whether it is standalone or part of a wider HR, HCM, LMS or talent-management platform.** - standalone
- 5. Contract start date, expiry date and any extension options.** - The system has been in place since 2012
- 6. Approximate contract value, annual or total.** - £28,000 is the total contract value.
- 7. Procurement route or framework used, if applicable.** - it was original procured via an open tender
- 8. Whether 360 feedback, succession planning, talent management, skills/competency records or learning management are provided by the same supplier or by separate systems.** - The system has the provision to do all of the above

If PDR/performance appraisal is managed without a dedicated software supplier, please state whether it is managed manually, in-house, through forms/spreadsheets, or through a wider HR system. N/A.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 14/07/2026

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**Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
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