



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date: 20/08/2026

2026/844 - Officer Pay Budget 2026/27

In response to your recent request for information regarding;

I am writing to request information under the Freedom of Information Act 2000 concerning the police officer pay figures contained within North Wales Police's published budget for 2026/27.

The published figures I have identified are:

- **Police Officer Pay (Establishment): £125.265 million**
- **Police Officer Overtime: £2.962 million**
- **Allowances: £1.411 million**
- **Training: £1.622 million**
- **Other Employee Costs: £0.922 million**
- **Direct Pension Payments: £4.070 million**

These figures total approximately £136.252 million.

As part of an independent analysis, I have modelled the salary costs of North Wales Police's approximately 1,730 police officers using the published workforce/rank information, published police pay scales and recruitment cohorts. After incorporating the relevant additional cost lines above, the calculation produces a total of approximately £93.1 million, leaving a difference of approximately £43.15 million compared with the £136.252 million published total.

I am therefore requesting the following information:

- 1. Please provide a breakdown explaining how North Wales Police calculated the £125.265 million Police Officer Pay (Establishment) figure for 2026/27.**
- 2. Please identify the individual categories of expenditure included within that £125.265 million figure, together with the budgeted amount attributable to each category.**
- 3. In particular, please clarify whether the £125.265 million figure contains costs in addition to basic police officer salaries, and, if so, identify those costs and their respective amounts.**
- 4. Please provide any calculation, budget working, establishment costing, spreadsheet, report or other recorded information held by North Wales Police which shows how the £125.265 million figure was derived.**
- 5. If the approximately £43.15 million difference identified by my calculation can be explained by expenditure or assumptions contained within the published police officer pay figures, please identify those items and provide the corresponding amounts.**

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

For clarity, I am not alleging that the £43.15 million represents missing or improperly spent money. I am asking North Wales Police to explain what expenditure, accounting treatment or budgeting assumptions account for the substantial difference between the published figure and an independently reconstructed officer-pay calculation based on publicly available information.

Police Officer Pay is made up of the following constituent elements:

- Police Officer Basic Pay
- Employer National Insurance
- Employer Pension Contribution
- Apprenticeship Levy
- Turnover Factor

In terms of how the Police Officer budget was constructed for FY26/27:

- The budget was constructed using a workforce snapshot taken in September 2025, capturing all police officers occupying budgeted posts, analysed by function, rank, and incremental pay point. This establishment profile was then projected forward to April 2026, reflecting the incremental progression of individual officers and any further incremental uplifts expected during FY2026/27.
- Employer on-costs have been incorporated into the budget, including National Insurance contributions and pension costs. Pension costs are based on current scheme membership, with the employer contribution rate set at 35.3%.
- Police Officer Pay Award occurs in September each year, with a provision for a 3% pay award built into the budget from September 2026.
- Apprenticeship Levy reflects tax on employers with an annual pay bill over £3 million, charged at 0.5%
- A turnover factor has been applied which recognise anticipated savings arising from officer turnover. This reflects the assumption that those officers leaving the organisation through retirement or natural attrition are generally at higher salary points than newly recruited officers who replace them, resulting in a net reduction in pay costs.

The overall FY26/27 Police Officer budget of £125,265,855 is broken down as follows:

Category	£
Police Basic Pay	£86,331,492
Police Pay Employer National Insurance (incl. on Overtime)	£12,283,234
Police Pay - Employer Pension Contribution	£27,915,756
Apprenticeship Levy incl Rebate	£416,657
Turnover Factor	-£1,681,285
Police Pay FY26-27 Budget	£125,265,855

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 19/08/2026