HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:09/11/2026

2026/1143 - Inspectors and Above time owed arrangements/welfare

In response to your recent request for information regarding;

I am sending this as a multi-force FOI to gather information to suggest local practice improvements and research existing practices.

Can I please ask for the following:

What recording method/system is in place for recording hours worked over contracted hours within the ranks of: Inspector, Chief Inspector and Supt.
What methodology is applied to calculating these hours? Is it purely hours worked or is there a deduction?
Can you provide any relevant force policy regarding this?

Insp Hours should be recorded via their clocking's on Optimum, depending on their role if they are Mon – fri their hours calculate automatically. This pattern is set to calculate the hours worked over the week, ignoring the first 4hours of OT worked and any additional hours over the 44 Hours is credited to the Insp TOIL pot.

Insp who does not follow this pattern clock their hours and claim accordingly.

Insp are capped at 88 hours on the 31st of March each year with any excess being removed by system.

CIs are as above.

Supt – Do not accrue TOIL.

There is no specific force policy on this topic.

Are you as a force able to breakdown current balances per rank and specialism and view these at a tactical and strategic level? Can you provide those breakdowns?

TOIL Hrs	Current Balance	% by Rank
INSPECTOR	2164.10	53.17%
CHIEF INSPECTOR	1583.17	38.90%
SUPERINTENDENT	322.80	7.93%
Grand Total	**4070.07**	

	INSPECTOR		CHIEF INSPECTOR		SUPERINTENDENT			
Business Area	TOIL Current Balance	% TOIL BALANCE	TOIL Current Balance	% TOIL BALANCE	TOIL Current Balance	% TOIL BALANCE	Total TOIL Current Balance	Total % TOIL BALANCE
CORP FORCE AUDIT AND INSPECTION TEAM		0.00%	10.08	0.64%		0.00%	10.08	0.25%
CORP OPTIMISATION PROGRAMME	89.00	4.11%	96.00	6.06%	0.00	0.00%	185.00	4.55%
CS DSU	78.00	3.60%		0.00%		0.00%	78.00	1.92%
CS ECONOMIC CRIME UNIT	100.00	4.62%		0.00%		0.00%	100.00	2.46%
CS INTELL FORCE	11.32	0.52%		0.00%		0.00%	11.32	0.28%
CS MOSOVO	6.00	0.28%		0.00%		0.00%	6.00	0.15%
CS NWROCU		0.00%		0.00%	77.65	24.06%	77.65	1.91%
CS PORTS POLICING SMT	8.00	0.37%		0.00%		0.00%	8.00	0.20%
CS PVP INV AND SAFEGUARDING HUB CENTRAL	32.50	1.50%		0.00%		0.00%	32.50	0.80%
CS PVP INV AND SAFEGUARDING HUB EASTERN	108.25	5.00%		0.00%		0.00%	108.25	2.66%
CS PVP INV AND SAFEGUARDING HUB WESTERN	29.25	1.35%		0.00%		0.00%	29.25	0.72%
CS REGIONAL TASK FORCE	10.00	0.46%		0.00%		0.00%	10.00	0.25%

CS SENIOR MANAGEMENT TEAM		0.00%	317.18	20.03%	0.00	0.00%	317.18	7.79%
CS SOCU	44.00	2.03%		0.00%		0.00%	44.00	1.08%
F&R STAFF OFFICE	5.00	0.23%	0.00	0.00%		0.00%	5.00	0.12%
JS SENIOR MANAGEMENT TEAM		0.00%	13.00	0.82%		0.00%	13.00	0.32%
LPS AREA INSPECTOR	423.08	19.55%		0.00%		0.00%	423.08	10.39%
LPS CID	110.00	5.08%		0.00%		0.00%	110.00	2.70%
LPS CUSTODY	38.77	1.79%		0.00%		0.00%	38.77	0.95%
LPS INCIDENT MANAGEMENT TEAM	33.50	1.55%	89.00	5.62%		0.00%	122.50	3.01%
LPS PATROL AND OPERATIONS INSP	147.03	6.79%		0.00%		0.00%	147.03	3.61%
LPS PREVENTATIVE POLICING	131.50	6.08%		0.00%		0.00%	131.50	3.23%
LPS SENIOR MANAGEMENT TEAM		0.00%	802.30	50.68%	96.32	29.84%	898.62	22.08%
N/A	148.00	6.84%	44.00	2.78%	36.67	11.36%	228.67	5.62%
OSS ALLIANCE ARMED POLICING	0.50	0.02%		0.00%		0.00%	0.50	0.01%
OSS DRONES UNIT	28.22	1.30%		0.00%		0.00%	28.22	0.69%
OSS FCC FIMS	254.20	11.75%		0.00%		0.00%	254.20	6.25%
OSS MANAGEMENT RESPONSE UNIT	39.00	1.80%		0.00%		0.00%	39.00	0.96%
OSS OPS PLANNING	178.63	8.25%		0.00%		0.00%	178.63	4.39%
OSS ROADS CRIME UNIT	9.02	0.42%		0.00%		0.00%	9.02	0.22%
OSS SENIOR MANAGEMENT TEAM		0.00%	81.60	5.15%	24.57	7.61%	106.17	2.61%
OSS SERIOUS COLLISION INVESTIGATION UNIT	25.50	1.18%		0.00%		0.00%	25.50	0.63%
PEOPLE SERVICES	15.00	0.69%		0.00%		0.00%	15.00	0.37%
POLICE FEDERATION		0.00%	130.00	8.21%		0.00%	130.00	3.19%
PSD SENIOR MANAGEMENT TEAM	80.00	3.70%	0.00	0.00%	87.60	27.14%	167.60	4.12%
Grand Total	**2164.10**	**100.00 %**	**1583.17**	**100.00 %**	**322.80**	**100.00 %**	**4070.07**	**100.00 %**

What are your current force sickness abstractions in these ranks – by volume and percentage of each rank and specialism.

Please find below the sickness data requested:

% available hours lost to sickness 12 months to October 2026:

Inspector – 4.8%
Chief Inspector – 0.6%
Superintendent – 13.4%

Volumes of hours lost to sickness 12 months to October 2026:
Inspector – 6,806
Chief Inspector – 326
Superintendent – 3,376

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 06/11/2026