



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:18/09/2026

2026/922 - Workforce records and promotion processes

In response to your recent request for information regarding;

Concerning workforce records and promotion processes.

Items 1 and 2 are document requests and should not attract significant retrieval cost. Items 3 to 5 concern data, for financial years 2023-24, 2024-25 and 2025-26 (and, if within the cost limit, 2021-22 and 2022-23 also — see the note below), broken down by year.

- 1. The criteria, competency framework, or assessment specification currently used for promotion to the ranks of chief inspector, superintendent and chief superintendent. In particular, please indicate whether evidence of crime reduction in the candidate's area of responsibility forms part of the assessed criteria.**
- 2. Any guidance issued to promotion boards on the weight to be given to operational outcomes as against values-based or competency-based evidence.**

North Wales Police currently use CVF Level 2 for CI & Supts and Level 3 for Chief Supts. CVF Criteria can be found on the link below.

[Competency and values framework \(CVF\) | College of Policing](#)

All candidates receive the same process and answers are assessed using CVF at the appropriate level.

Promotion boards for CI has an Operational Briefing Exercise and an Interview.
Supts and Chief Supts have a presentation, interview, and Ops exercise, currently in the form of a media assessment.

The CVF areas being tested on the question is clearly marked for the panel and candidate.

- 3. Officer headcount, in full-time equivalents, in response or emergency patrol roles, banded by length of service: under 2 years, 2 to under 5, 5 to under 10, 10 to under 20, 20 years and over.**

LOS Band	21/22	22/23	23/24	24/25	25/26
Under 2 years	13	12	7	13	51
2 to under 5	39	69	155	259	265
5 to under 10	370	321	300	270	242
10 to under 20	236	209	170	157	127
20 years and over	147	121	92	79	62
Grand Total	805	732	724	778	747

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

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4. Total expenditure on unsocial hours allowances, and the number of officers in receipt of them.

Financial Year	No. of Officers	Total Exp Unsocal Hours Allowance
2021/22	1302	£868,768.56
2022/23	1341	£862,872.92
2023/24	1307	£920,637.82
2024/25	1290	£936,719.75
2025/26	1257	£996,239.23

5. The number of voluntary resignations by officers, banded by length of service using the same bands as item 3.

Resignation	21/22	22/23	23/24	24/25	25/26
Under 2 years	6	7	9	5	13
2 to under 5	3	5	12	3	9
5 to under 10		6	1	3	2
10 to under 20	1	1	2	2	1
20 years and over					1
Grand Total	10	19	24	13	26

The core of this request is the three most recent financial years, 2023-24 to 2025-26. If the two earlier years, 2021-22 and 2022-23, can also be included within the appropriate cost limit, please include them; if they cannot, please supply the three core years — the earlier years are not a condition of this request and should not be treated as grounds for refusing it. Where a change of records system limits what is held for any year, please supply the years that are available and state which years are affected.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 16/09/2026