



Freedom of Information request ref 01/FOI/25/3251
We received your request on the 10/03/2025.

Request

You asked us:

To Whom It May Concern

Under the Freedom of Information Act, I would like to request the following information for the last 3 financial years:

- Provide the number of Police support staff members, split by unit
 - Provide the total number of Uniformed Police Officers, split by district or division
 - Provide the total workforce attrition rate split into resignations, dismissals and retirements
 - Provide the number of workforce absentees between 3-6 months and 6+ months
 - What is the overtime spend
 - o Overtime spent on specific activities e.g OT resulting from planning an operation; OT bill for all POPS operations in the last 12 months
 - How many locations do you have staff working on a shift pattern
 - How many rosters and shift patterns for the entire workforce
 - Please confirm who currently supplies your software for duty management/rostering?
 - o Can you also confirm when that contract ends, and the annual licensing cost for the latest accounting period, plus any additional customisation costs over the last 5 years (if applicable)
 - Do you use any software for long term workforce planning, outside the software you use for rostering?
- Please can you reply via email by the 10th of April 2025. Please contact me via mobile or email if you need to clarify anything.

We have handled your request under the Freedom of Information Act (FOIA)

Our response:

We have provided the answers in **red** below:

- Provide the number of Police support staff members, split by unit

22/23 FTE	DIV	Apr-22	Mar-23	Ave
Staff	A Div	1147.8	1228.9	1188.35
	B Div	90.9	93.2	92.05
	C Div	46.2	46.1	46.15
	D Div	9.4	9.4	9.4
	E Div	70.8	71.7	71.25

23/24 FTE	DIV	Apr-23	Mar-24	Ave
Staff	A Div	1244.3	1338.2	1291.25
	B Div	91.6	87.7	89.65
	C Div	47.1	45.7	46.4
	D Div	9.4	9.4	9.4
	E Div	72.6	84.2	78.4

24/25 FTE	DIV	Apr-24	Mar-25	Ave
Staff	A Div			1386.2
	B Div			82.1
	C Div			44.8
	D Div			8.8
	E Div			86.2

- Provide the total number of Uniformed Police Officers, split by district or division

22/23 FTE	DIV	Apr-22	Mar-23	Ave
Officers	A Div	722.7	771.8	747.25
	B Div	1151.6	1139.2	1145.4
	C Div	737	749.2	743.1
	D Div	168.7	180.6	174.65
	E Div	328.4	310.4	319.4

23/24 FTE	DIV	Apr-23	Mar-24	Ave
Officers	A Div	763.5	778.8	771.15
	B Div	1135.4	1122.8	1129.1
	C Div	747.7	726.5	737.1
	D Div	180.6	188.1	184.35
	E Div	308.7	279.9	394.3

24/25 FTE	DIV	Apr-24	Mar-25	Ave
Officers	A Div			791
	B Div			1116.9
	C Div			709.8
	D Div			178.1
	E Div			280.6

- Provide the total workforce attrition rate split into resignations, dismissals and retirements

Attrition Rates Whole Force. Turnover %'s			
	Resignation	Dismissal	Retirement
22/23	7.1	0.6	1.8
23/24	6.1	0.5	1.8
24/25	5.6	0.6	1.6

- Provide the number of workforce absentees between 3-6 months and 6+ months

Workforce Absentees Used Sickness Details FTE's			Year
	22/23	23/24	24/25
0 - 3 Months	1644.7	1667.64	2022.55
3 - 6 Months	134.39	152.58	192.14
6 Months +	70.38	75.16	84.87

- What is the overtime spend-

2023-24 – £12,923,269.05

2022-23 - £13,140,244.61

2021-22 - £10,068,741.54

- Overtime spent on specific activities e.g OT resulting from planning an operation; OT bill for all POPS operations in the last 12 months.

We are unable to provide a breakdown as the information is not recorded on our systems in such a way.

- How many locations do you have staff working on a shift pattern- 281 stations/departments currently on a shift pattern

- How many rosters and shift patterns for the entire workforce- There are currently 1128 rosters being used. This breaks down to Base roster – 299 Flexible working / temp rosters / part time – 829

- Please confirm who currently supplies your software for duty management/rostering?- NEC Origin

o Can you also confirm when that contract ends, and the annual licensing cost for the latest accounting period, plus any additional customisation costs over the last 5 years (if applicable)- Sep 2026, annual cost of 450k with no additional customisation costs.

- Do you use any software for long term workforce planning, outside the software you use for rostering? Microsoft Excel and Power BI