



Your reference: N/A
Our reference: FOI_25_0279
E-mail: FOI
@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 31/03/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0279

On 10/03/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Provide the number of Police support staff members, split by unit
2. Provide the total number of Uniformed Police Officers, split by district or division
3. Provide the total workforce attrition rate split into resignations, dismissals and retirements
4. Provide the number of workforce absentees between 3-6 months and 6+ months
5. What is the overtime spend & Overtime spent on specific activities e.g OT resulting from planning an operation; OT bill for all POPS operations in the last 12 months
6. How many locations do you have staff working on a shift pattern
7. How many rosters and shift patterns for the entire workforce
8. Please confirm who currently supplies your software for duty management/rostering?
 - a. 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)
9. Do you use any software for long term workforce planning, outside the software you use for rostering?

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary may hold some relevant information.

Regarding Q7 unfortunately there is no central system which is used to log all police staff and police officers rota's/shift's. To confirm the individual rota's/shifts which are currently in use across the constabulary would mean contacting all individual departments. This would take far longer than the 18 hours prescribed by the Freedom of Information Act.

Please see below for suggestions on how you may be able to refine your request to come within the cost constraints of Section 12 of the Act.

Section 17(5) of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

In relation to your request Section 12 applies.

Section 12(1) – Fee Regulations states:

Section 1(1) of the Act does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

In accordance with the Act, this letter represents a Refusal Notice for your request.

Section 16 – Duty to assist

If you were to re-submit a new FOI request but omitted Q7 we could potentially provide data on the remaining questions. However please note as no in depth searches has been completed yet the response could still result in a section 12 being engaged.

If the above would assist please submit a new FOI request.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary