

Contact: Freedom of Information
Direct Telephone: 0300 122 8752
Extension: 68752
Email: FOI@derbyshire.police.uk
Our reference: 01/FOI/25/007415/O
Your reference:

Date: 17/09/2025

FREEDOM OF INFORMATION REQUEST - REFERENCE NO: 01/FOI/25/007415/O

I write in connection with your request for information which was received by Derbyshire Constabulary on 21/08/2025. I note you seek access to the following information:

Question 1 –

I wish to submit a Freedom of Information request regarding the percentage pay increases awarded to Police Officers and Police Staff over the past ten years.

Additionally, I would be grateful if you could confirm whether there is any formal or informal agreement in place that governs the relationship between Police Officer and Police Staff pay.

Result of Searches

Following receipt of your request, searches were conducted within Derbyshire Constabulary to locate any relevant information. The searches located information relevant to your request.

Decision

I have today decided to disclose the located information to you in full.

Question 1 –

Information held.

In April 2022, staff received a 2.1% pay increase, although no formal pay award was issued at that time. Later in the year, this increase was backdated to April, and in September 2022, a further adjustment was made to align with the £1,900 flat-rate pay award.

Please see attached PDF document for information relation to your request. There are redactions within the document to remove personal data. These are covered by **Section 40(2) Personal Information exemption**.

I have decided on this occasion that specific names and address details will not be released on this occasion as we are engaging a Freedom of Information exemption, namely Section 40(2)

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Personal Information.

Refusal of Request – Section 17

Section 17(1) provides that -

“A public authority which, in relation to any request for information, is to any extent relying on a claim that any provision of Part II relating to the duty to confirm or deny is relevant to the request or on a claim that information is exempt information must, within the time for complying with section 1(1), give the applicant a notice which –

- (a) States that fact,
- (b) Specifies the exemption in question, and
- (c) States (if that would not otherwise be apparent) why the exemption applies.”

Section 40 Personal Information

Section 40 is an absolute exemption which means that there is no need to quantify the harm that may arise from the disclosure; neither is it subject to a public interest test.

To release personal or third-party information which may or may not be held by Derbyshire Police would breach the data protection principles, namely –

- Data is lawfully and fairly processed.
- Processed in line with an individuals rights.
- Data is secure.

To reiterate, personal and third-party information cannot be released under the Freedom of Information Act.

• Police forces in the United Kingdom are routinely required to provide statistics to government bodies and the recording criteria is set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the crime data. It should be noted that for these reasons this Constabulary’s response to your questions should not be used for comparison purposes with any other response you may receive.

Right to Request a Review (Complaint)

Your attention is drawn to the attached sheet, which details your right of complaint.

I would like to take this opportunity to thank you for your interest in Derbyshire Constabulary.

Should you have any further enquiries concerning this matter, please write or contact the Freedom of Information Officer, on the above telephone number quoting the reference number in the header.

Yours sincerely

Freedom of Information Officer

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COMPLAINT RIGHTS and COPYRIGHT ISSUES

If you are unhappy with how your request has been handled or you do not think the decision is correct, you have the right to require the Derbyshire Constabulary to review their decision. Prior to lodging a formal complaint you are welcome and encouraged to discuss the decision with the case officer that dealt with your request.

Ask to have the decision looked at again

The quickest and easiest way to have the decision looked at again is to telephone the case officer that is nominated at the end of your decision letter. That person will be able to discuss the decision, explain any issues and assist with any problems.

Complaint

If you are dissatisfied with the handling procedures or the decision that Derbyshire Constabulary have made under the Freedom of Information Act 2000 (the Act) regarding access to information, you can lodge a complaint with the Derbyshire Constabulary to have the decision reviewed. **However, this request must be made within 40 working days from the date of our response.**

Complaints should be made in writing and addressed to **Freedom of Information Officer, Derbyshire Police Headquarters, Butterley Hall, RIPLEY, Derbyshire, DE5 3RS** or via email at foi@derbyshire.police.uk

Where possible the Derbyshire Constabulary will aim to respond to your complaint within 20 working days. However, meeting this time scale will depend upon the circumstances and complexity of the issue.

The Information Commissioner

After lodging a complaint with the Derbyshire Constabulary, if you are still dissatisfied with the decision, you may make an application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make an application to the Information Commissioner please visit their website at www.ico.org.uk. Alternatively, telephone or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF - Telephone: 0303 123 1113.

Important notice regarding Copyright for all disclosures

The Derbyshire Constabulary, in complying with their statutory duty under sections 1 and 11 of the Freedom of Information Act 2000 to release the enclosed information, will not breach the Copyright, Designs and Patents Act 1988. However, the rights of the copyright owner of the enclosed information will continue to be protected by law. Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to the Force Solicitor, Derbyshire Constabulary Headquarters, Butterley Hall, Ripley, Derbyshire, DE5 3RS.

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