

## FOI Disclosures February 2025

### Index

This month we have responded to questions relating to the following topics:

- [Number of staff in Communications, Marketing, Press and Public affairs](#)
- [Referrals relating to prior police contact](#)
- [IOPC Pay Structures](#)
- [IOPC drug related and organised criminal gang Investigation Statistics](#)
- [Public Complaints relating to Norfolk Constabulary](#)
- [Misconduct of IOPC trade Union representatives](#)
- [Report on Janet Commins case](#)
- [HMRC referrals relating to a “disguised remuneration scheme”](#)

If you require a full copy of any of the embedded attachments, please contact [Requestinfo@policeconduct.gov.uk](mailto:Requestinfo@policeconduct.gov.uk) quoting the reference number from the relevant response.

<b><u>Ref</u></b> <b><u><a href="#">5025270</a></u></b> <small><a href="#">Back to top</a></small>	<b><u>Number of staff in Communications, Marketing, Press and Public affairs</u></b>
<b><u>Request</u></b>	<i>What is the headcount (number) of staff employed in communications, marketing, press and public affairs in your organisation?</i>
<b><u>Response</u></b>	<p>When your request was received on 6 January, our Communications directorate was made up of the following teams:</p> <ul style="list-style-type: none"><li>• Content and Design</li><li>• Digital Communications</li><li>• Hillsborough Communications</li><li>• Internal Communications</li><li>1. Media Relations</li><li>• Welsh Language Development</li></ul> <p>25 staff members are employed across these teams. After 6 January, our Stakeholder Engagement Team became part of Communications, bringing the total number of employees to 38.</p>

<p><b>Ref</b> <b><u>5025271</u></b> <a href="#">Back to top</a></p>	<p><b><u>Referrals relating to prior police contact</u></b></p>
<p><b><u>Request</u></b></p>	<p><i>Under the Freedom of Information Act 2000, I would like to request the following information:</i></p> <ul style="list-style-type: none"> <li>- <i>In 2023, how many constabularies were referred to the IOPC on the basis of 'prior contact'?</i></li> <li>- <i>Can you identify the forces and the reasoning for that year?</i></li> <li>- <i>In 2024, how many constabularies were referred to the IOPC on the basis of 'prior contact'?</i></li> <li>- <i>Can you identify the forces and the reasoning for that year?</i></li> </ul>
<p><b><u>Response</u></b></p>	<p>We have considered how we could go about identifying matters that were formally referred by police to the IOPC on the basis of 'prior contact' with police, given that this is not a referral category applied by the IOPC or police.</p> <p>One of the matters that must be referred to the IOPC is a "death or serious injury matter" or 'DSI'. This is defined in section 12(2A) of the Police Reform Act as a matter which is not the subject of a complaint and does not amount to a conduct matter in which a person has died or suffered serious injury and has either been detained by police or:</p> <p>(a) at or before the time of the death or serious injury the person had contact (of whatever kind, and whether direct or indirect) with a person serving with the police who was acting in the execution of his duties; and</p> <p>(b) there is an indication that the contact may have caused (whether directly or indirectly) or contributed to the death or serious injury.</p> <p>Incidents involving previous contact with police that may have in some way contributed to a death or serious injury therefore fall within the definition of a DSI matter. This appears to us to be the category of referral we record on our system that most closely approximates to matters referred on the basis of 'prior contact'.</p> <p>Please see attached a table of data showing the numbers of DSI referrals received in the calendar years 2023 and 2024 separated by police force. We would draw your attention to the caveats in the table.</p> <p>You have also asked for "the reasoning", which we have understood as a request for the reason why each matter was referred. As matters that meet the definition of a DSI under section 12(2A) PRA must be referred to the IOPC, this would explain why they have been referred.</p> <p>If instead you require a summary of the incidents in each of these referrals, the section 12 FOIA cost limit would apply to the work involved in extracting this information. As 3,264 DSI referrals were received in 2023 and we</p>

cannot extract incident summaries using an automated query of the system, the manual exercise of producing this information would have to take no more than an average of about 20 seconds in each case to stay within the £450/18 hour cost limit that applies to the IOPC. This would not be achievable, meaning that the cost limit would be exceeded on this interpretation of your request.

In general, the only reliable data we are able to provide about specific incident types is held within our [‘deaths during or following police contact’](#) research series. An example of the type of incident that we report on in our deaths statistics is the data we provided under a previous FOI response on ‘Investigations relating to deaths involving previous police involvement on domestic abuse’. This is on our website here: [Disclosure log - June 2024 | Independent Office for Police Conduct \(IOPC\)](#)

We may therefore be able to provide some information about incident types if you were to focus your request on one or more of the ‘reason for contact’ types in our deaths statistics. We would emphasise, however, that these categories are applied only to death matters investigated by the IOPC and not to DSI referrals more generally.

Number of DSIs received by Appropriate Authority between 1 Jan 2023 and 31 Dec 2023

Appropriate Authority	<input checked="" type="checkbox"/> Number of DSIs received
Avon & Somerset Constabulary	83
Bedfordshire Police	38
British Transport Police	35
Cambridgeshire Constabulary	34
Cheshire Constabulary	51
City of London Police	10
Cleveland Police	72
Cumbria Constabulary	76
Derbyshire Constabulary	78
Devon & Cornwall Police	97
Dorset Police	23
Durham Constabulary	35
Dyfed-Powys Police	19
Essex Police	113
Gloucestershire Constabulary	34
Greater Manchester Police	139
Gwent Police	26
Hampshire Constabulary	113
Hertfordshire Constabulary	26
HMRC - Commissioners	18
Home Office Law enforcement body (previously known as UK	4
Humberside Police	46

Kent Police	87
Lancashire Constabulary	95
Leicestershire Police	30
Lincolnshire Police	33
Merseyside Police	68
Metropolitan Police Service	509
Ministry of Defence	2
National Crime Agency	4
Norfolk Constabulary	52
North Wales Police	24
North Yorkshire Police	97
Northamptonshire Police	32
Northumbria Police	187
Nottinghamshire Police	48
South Wales Police	79
South Yorkshire Police	55
Staffordshire Police	48
Suffolk Constabulary	38
Surrey Police	64
Sussex Police	90
Thames Valley Police	89
Warwickshire Police	57
West Mercia Police	53
West Midlands Police	109
West Yorkshire Police	111

Wiltshire Police	33
<b>Grand Total</b>	<b>3264</b>

**Number of DSIs received by Appropriate Authority between 1 Jan 2024 and 31 Dec 2024**

Appropriate Authority	Number of DSIs received
Avon & Somerset Constabulary	96
Bedfordshire Police	41
British Transport Police	39
Cambridgeshire Constabulary	39
Cheshire Constabulary	84
City of London Police	13
Cleveland Police	109
Cumbria Constabulary	81
Derbyshire Constabulary	102
Devon & Cornwall Police	115
Dorset Police	23
Durham Constabulary	41
Dyfed-Powys Police	18
Essex Police	128
Gloucestershire Constabulary	37
Greater Manchester Police	137
Gwent Police	60
Hampshire Constabulary	112
Hertfordshire Constabulary	41
HMRC - Commissioners	18
Home Office Law enforcement body (previously kno	14
Humberside Police	63
Kent Police	109

Lancashire Constabulary	100
Leicestershire Police	59
Lincolnshire Police	28
Merseyside Police	55
Metropolitan Police Service	542
Ministry of Defence	1
National Crime Agency	3
Norfolk Constabulary	58
North Wales Police	35
North Yorkshire Police	73
Northamptonshire Police	33
Northumbria Police	189
Nottinghamshire Police	61
South Wales Police	54
South Yorkshire Police	92
Staffordshire Police	50
Suffolk Constabulary	55
Surrey Police	103
Sussex Police	72
Thames Valley Police	118
Warwickshire Police	33
West Mercia Police	55
West Midlands Police	150
West Yorkshire Police	127
Wiltshire Police	35
<b>Grand Total</b>	<b>3701</b>

<b>Ref</b> <b><u>5025273</u></b> <a href="#">Back to top</a>	<b><u>IOPC Pay Structures</u></b>
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<b><u>Request</u></b>	<p><i>I am writing to request information under the Freedom of Information Act 2000 regarding the pay structures within your department or organisation. Specifically, I am seeking detailed data on salary bands for all delegated Civil Service grades, including Administrative Assistant (AA) up to and including Grade 6 (G6), along with any special, retained, or industrial grades that align with general Civil Service grades.</i></p> <p><i>Please provide the following information for each grade and band within your department or organisation:</i></p> <ol style="list-style-type: none"> <li><i>1. Salary Min/Max or Spot Rate: Provide the full salary range for each grade, including minimum and maximum pay points or spot rates.</i></li> <li><i>2. Grade/Band and Civil Service Equivalent: If your department operates its own grading structure, please indicate the corresponding Civil Service grade where applicable.</i></li> <li><i>3. Multi-Year Pay Deal: Please confirm whether your department is currently within a multi-year pay settlement. If so, provide details of this arrangement.</i></li> <li><i>4. Mechanism for Reaching Maximum Pay Point: Outline if there is a structured pathway or mechanism for employees to progress to the maximum salary point within their grade (e.g., time-served contractual pay progression, performance/capability-based pay).</i></li> <li><i>5. Non-Consolidated Pay: Confirm whether your department has a non-consolidated pay pot (e.g., for awarding bonuses or a reward and recognition scheme). Include details of such schemes and specify the total amount represented by the non-consolidated pay pot</i></li> </ol>
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6. *Contracted Hours: Confirm the number of hours salary calculations as based on (i.e. 42-hour gross / 37-hour net contracts, or any other variations/calculations). Particularly in relation to National Living Wage/Minimum Wage hourly rate calculations.*

7. *Weeks Per Year: Confirm whether salaries (hourly rates) are calculated based on 52 weeks per year, 52.2 weeks, or another arrangement.*

8. *Annual Leave: Confirm annual leave, public holiday, and privilege holiday entitlements for all grades (including retained grades). Specify any mechanisms for leave increases (e.g., one additional day per year up to a maximum, or increases after a set number of years).*

9. *Overtime Arrangements: Confirm overtime pay arrangements for all overtime scenarios (e.g., weekday, weekend, public/privilege holidays). Please provide the requested information in an electronic format, preferably as a spreadsheet/table or other accessible data format.*

**Response**

Thank you for your email of 7 January in which you make a request for information. Our response is as follows:

**1. Salary Min/Max or Spot Rate: Provide the full salary range for each grade, including minimum and maximum pay points or spot rates**

There are thirteen pay ranges for staff and three for directors, linked directly to job evaluation ranges. The IOPC appoints to posts on a “spot salary” arrangement.

<b>Grade</b>	<b>Range – Min to Max</b>
17	£81,265-£93,105
16	£72,060-£82,869
15	£64,301-£73,947
14	£57,864-£66,544
13a	£52,499-£60,168
13	£47,493-£54,618
12	£41,878-£48,144
11	£37,596-£43,229
10	£34,067-£39,180
9	£30,870-£35,501
8	£28,665-£34,388
7	£26,765-£30,452
6	£24,884-£28,250

London Weighting Allowance £4968, applicable to offices in Canary Wharf and Croydon.

Starting pay is normally at the minimum of the range (unless otherwise agreed by Director of People and Director General)

<b>Grades</b>	<b>Roles</b>	<b>Entry rate</b>
	Deputy Director General (Investigations, Oversight & Casework)	
Level 1	Deputy Director General (Strategy, Engagement & Communication)	£128,000
Level 2	Director, Finance & Corporate Resources	£104,000
	Director, People & Change	
	Director, Transformation	
	Director, Investigations Director, Oversight & Casework	
	Director, Engagement	
Level 3	General Counsel	£93,000

**2. Grade/Band and Civil Service Equivalent: If your department operates its own grading structure, please indicate the corresponding Civil Service grade where applicable.**

Please see breakdown of our grades and salaries in response to question 1.

**3. Multi-Year Pay Deal: Please confirm whether your department is currently within a multi[1]year pay settlement. If so, provide details of this arrangement.**

No, we are not within a multi-year pay settlement.

**4. Mechanism for Reaching Maximum Pay Point: Outline if there is a structured pathway or mechanism for employees to progress to the maximum salary point within their grade (e.g., time-served contractual pay progression, performance/capability-based pay).**

IOPC management will agree annually with the PCS (with the possibility of agreeing a two- or three-year deal at a time) the overall amount for pay progression based upon the Pay Remit Process and the limitations imposed by national pay bargaining. Where specific issues around pay are evidenced by internal metrics, the IOPC may elect to award additional increases in pay over and above the cost of living rises subject to the restrictions applied by the Pay Remit Process

**5. Non-Consolidated Pay: Confirm whether your department has a non-consolidated pay pot (e.g., for awarding bonuses or a reward and recognition scheme). Include details of such schemes and specify the total amount represented by the non-consolidated pay pot.**

We do not have a non-consolidated pay pot

**6. Contracted Hours: Confirm the number of hours salary calculations as based on (i.e. 42- hour gross / 37-hour net contracts, or any other variations/calculations). Particularly in relation to National Living Wage/Minimum Wage hourly rate calculations.**

	<p>Salary calculations are based on 37 hours per week. The formula we use to calculate hourly rate is annual salary/52 weeks/37 hours.</p> <p><b>7. Weeks Per Year: Confirm whether salaries (hourly rates) are calculated based on 52 weeks per year, 52.2 weeks, or another arrangement.</b></p> <p>Salaries are calculated based on 52 weeks per year.</p> <p><b>8. Annual Leave: Confirm annual leave, public holiday, and privilege holiday entitlements for all grades (including retained grades). Specify any mechanisms for leave increases (e.g., one additional day per year up to a maximum, or increases after a set number of years).</b></p> <p>Newly appointed colleagues working full time are entitled to 27.5 days (203.5 hours) annual leave per year. This increases by one day (7.40 hours) each year for every year of service, up to a maximum of 32.5 days (240.5 hours). Leave will be paid at the colleague's current rate of salary.</p> <p>Long-serving colleagues will be given an additional day of leave within their tenth year of service, for that year only.</p> <p><b>9. Overtime Arrangements: Confirm overtime pay arrangements for all overtime scenarios (e.g., weekday, weekend, public/privilege holidays).</b></p> <p><u>Provisions for employees who are required by line manager to work overtime e.g. where employees are required due to the nature of an investigation to complete work within a limited time</u></p> <p>When employees are required to work overtime at the request of their line manager, the following overtime rates will apply to employees up to Grade 13a.</p> <p>Overtime worked Monday to Sunday will be paid at 1.5 x Plain Time Rate (PTR). Premium rate Normal is for working for public and bank holidays is paid at 1.5 x PTR, plus a day for TOIL at flat rate.</p> <p>Premium rate No Toil is for working for public and bank holidays is paid at 2.5 x PTR, but there is no day for TOIL.</p> <p>If an employee would prefer to take TOIL for overtime worked as described in 2 above and managers have agreed to this, TOIL will be taken at flat rate time and must be taken by the end of the eighth week following the week in which the overtime was worked.</p> <p><u>Provisions for employees volunteering to work overtime e.g. where employees volunteer to work overtime having been asked by managers to work overtime but where the employee has the discretion to refuse to work it. The following applies up to Grade 13a.</u></p> <p>In all instances authorised overtime should where possible be covered by flat rate TOIL, to be taken by the end of the eighth week following the week when the overtime was worked.</p> <p>If it is impracticable to operate TOIL the line manager can agree to pay the employee overtime at 1.5 x PTR to the availability of the budget.</p>
<p><b><u>Ref</u></b> <b><u>5025278</u></b> <a href="#">Back to top</a></p>	<p><b><u>IOPC drug related and organised criminal gang Investigation Statistics</u></b></p>
<p><b><u>Request</u></b></p>	<ol style="list-style-type: none"> <li><i>Please provide the number of investigations into police officers/staff/others the IOPC has made each year from 2017 to 2025.</i></li> <li><i>Please provide the number of investigations the IOPC has carried out into</i></li> </ol>

*the conduct of police officers/staff/others regarding policing of drug related crime each year from 2017 to 2025.*

3. *Please provide the number of investigations the IOPC has carried out into the personal/working relationships between police officers/staff/others and criminal gangs each year from 2017 to 2025.*

1. You clarified that this question covered IOPC independent investigations, as well as those that were directed/ managed and supervised by the IOPC. The following table shows the number of cases started each financial year between 2016 -17 and 2024/25.

It should be noted the final financial year does not finish until 31 March 2025 but we have provided as much data as we can for this financial year. All investigations - core and major investigations- are included in these figures and the investigations are separated by investigation type with lead cases being counted. It is significant to note that not all investigations have a subject officer or other individual. Investigations following death and serious injury matters will often look at the incident and may not identify any conduct by police officers/staff or others. This information is taken from live data and as such may differ from previously published data & statistics.

**Started cases by financial year and Investigation type**

Financial year started	Independent	Directed/Managed	Supervised
2016/17	565	14	32
2017/18	697	6	28
2018/19	681	8	42
2019/20	495	19	39
2020/21	455	71	53
2021/22	377	69	30
2022/23	311	62	16
2023/24	280	43	4
2024/25	214	71	1

You asked:

2. *Please provide the number of investigations the IOPC has carried out into the conduct of police officers/staff/others regarding policing of drug related crime each year from 2017 to 2025.*

And:

3. *Please provide the number of investigations the IOPC has carried out into the personal/working relationships between police officers/staff/others and criminal gangs each year from 2017 to 2025.*

There is no particular case factor or theme that would enable us to comprehensively identify cases that fall within the scope of the specific circumstances that you describe in parts 2 and 3 of your request by automated means. This means that the only way we could locate such cases to extract

	<p>relevant data would be to manually scrutinise case documents. Given the number of records involved, such activities would clearly exceed the cost limit as prescribed by section 12 of the FOIA and associated regulations, which equates to 18 hours of work, with the result that we are not required to carry out this work.</p> <p>A search of the investigations section of our website using key words 'drug related' yields the following results: <a href="#">Investigation summaries   Independent Office for Police Conduct (IOPC)</a> and a search using the key words 'organised crime' produces the following results: <a href="#">Investigation summaries   Independent Office for Police Conduct (IOPC)</a> and using 'criminal gang' provides the following results: <a href="#">Investigation summaries   Independent Office for Police Conduct (IOPC)</a>. These results may form a starting point to identify investigations that could be relevant to your enquiries. We should explain however that we do not publish summaries relating to all of our investigations.</p>
<p><b>Ref</b> <b><a href="#">5025290</a></b> <a href="#">Back to top</a></p>	<p><b><u>Public Complaints relating to Norfolk Constabulary</u></b></p>
<p><b><u>Request</u></b></p>	<p><i>In the financial year April 2022 to March 2023 , it's stated in your bulletin for Norfolk Constabulary there was 107 referrals to yourselves from Norfolk Constabulary.</i></p> <p><i>Of the 107 referrals, how many of the complaints are complaints made by members of the public.</i></p> <p><i>Please supply any information you hold which is disclosable regarding levels of non compliance with the legal requirement to record complaints when asked, broken down if possible by Police force."</i></p>
<p><b><u>Response</u></b></p>	<p>You asked for the number of the 107 referrals from Norfolk Constabulary in 2022/23 that were based on complaints from members of the public. We have filtered the received referrals during his period using the 'Current Case Type' field where the value is 'Complaint'.</p> <p>There were 41 referrals received as a result of a complaint for Norfolk Constabulary during this period. However this equates to 38 cases as in three cases there was a re-referral of the complaint. This means a matter was re-referred following our initial mode of investigation (MOI) decision and a further MOI decision was then made. This can happen due to further relevant information coming to light regarding the complaint, after the initial referral. In each of the three cases our MOI decision remained the same.</p> <p>The following caveats should be taken into account in relation to this data:</p> <ul style="list-style-type: none"> <li>- The data is based on numbers of complaint referrals received by Norfolk Constabulary and completed by the IOPC in the period 1 April 2022 to 31 March 2023 inclusive;</li> <li>-The data considers overt referrals only;</li> <li>-The information is taken from live data and as such may differ from previously published data and statistics;</li> <li>-Complaint referrals do not necessarily involve misconduct by officers;</li> <li>-Case attributes and data entry is dependent on accurate data recording in the case management system by operational teams;</li> <li>-Data provided is for illustrative purposes only.</li> </ul>

<p><b>Ref</b> <b><u>5025299</u></b> <a href="#">Back to top</a></p>	<p><b><u>Misconduct of IOPC trade Union representatives</u></b></p>
<p><b><u>Request</u></b></p>	<p><i>Since the 2022 financial year how many cases of misconduct have there been by IOPC trade union reps?</i></p> <p><i>What is your policy in dealing with misconduct by trade union reps?</i></p> <p><i>Is the data you are supplying for all misconduct cases or those which are formerly recorded?</i></p>
<p><b><u>Response</u></b></p>	<p>There have been no internal cases of misconduct against IOPC trade union representatives. One external complaint was recorded under the misconduct regulations where a trade union representative was the subject of the complaint. The complaint was dispensed with as an abuse of the staff complaint process, so it did not proceed to the formal route.</p> <p>The IOPC Disciplinary and Dismissal policy states the following:</p> <p><i>5.3 Disciplinary action against a trade union representative</i> <i>If it is proposed to take disciplinary action (beyond informal stages) against a trade union representative, this should not occur until a full-time official (e.g. a regional or national official of the trade union in question) has been given a reasonable opportunity to discuss the circumstances of the case with the manager of the investigation (with the exception of suspending the employee in a case of suspected or known gross misconduct).</i></p> <p>The data is with reference to formal cases. We cannot supply full information for informal cases as some data for this period would have been destroyed in line with current policy.</p>
<p><b>Ref</b> <b><u>5025314</u></b> <a href="#">Back to top</a></p>	<p><b><u>Report on Janet Commins case</u></b></p>
<p><b><u>Request</u></b></p>	<p><i>I am trying to locate a report which I believe the IOPC published in March 2019 into the investigation in 1976 by North Wales Police of the murder of Janet Commins, which resulted in the wrongful conviction of Noel Jones.</i></p>
<p><b><u>Response</u></b></p>	<p>The report relating to this matter can be found on the National Archives website here: <a href="#">Op Willow Final report.pdf</a>. The summary and conclusions are available here: <a href="#">Op Willow Summary of IOPC conclusions.pdf</a></p> <p>All published information relating to this investigation can be found on the following page: <a href="#">[ARCHIVED CONTENT] Insufficient evidence to suggest North Wales Police breached disciplinary regulations in 1976 investigation into Janet Commins' murder   Independent Office for Police Conduct</a></p>

<p><b>Ref</b> <b>5025320</b> <a href="#">Back to top</a></p>	<p><b><u>HMRC referrals relating to a “disguised remuneration scheme”</u></b></p>
<p><b><u>Request</u></b></p>	<p><i>“Under the Freedom of Information Act, please can you confirm how many referrals HMRC has made to the IOPC where a customer has taken their own life and had used a disguised remuneration scheme.</i></p> <p><i>Please can you also confirm how many referrals HMRC has made to the IOPC where a customer has attempted to commit suicide and had used a disguised remuneration scheme.</i></p> <p><i>Please can you also confirm how many referrals HMRC has made to the IOPC where a customer has self-harmed and had used a disguised remuneration scheme.”</i></p>
<p><b><u>Response</u></b></p>	<p>The IOPC does not hold this information. This is because the referrals we receive do not always confirm the specific type of tax arrangement that may be related to a death or serious injury, meaning that we would have to confer with HMRC to be sure that we had correctly identified the relevant cases.</p> <p>We can confirm, however, that the IOPC has not begun any investigation of its own of a matter referred by HMRC relating to a disguised remuneration or similar scheme.</p> <p>We would recommend that you contact HMRC for this information as they can confirm for each referral whether it related to a disguised remuneration scheme. If we did hold this information it would engage the exemption under section 44(1)(a) of the FOIA, which applies when disclosure is prohibited by another piece of legislation.</p> <p>In this case, <a href="#">Regulation 13 of the Customs (Complaints and Misconduct) Regulations 2010</a> prescribes that the IOPC shall not disclose information provided to it by HMRC that relates to the IOPC’s functions under the complaints and misconduct Regulations.</p> <p>Some of the information you require is contained in an IOPC letter of 29 March 2023 to the Loan Charge All Parliamentary Group (APPG).</p> <p>Our letter is available on the APPG website here: Microsoft Word - <a href="#">Microsoft Word - APPG Loan Charge 20230323</a></p> <p>The APPG’s letter of 16 February 2023 is here: <a href="#">2023-02-16-Loan-Charge-and-Taxpayer-Fairness-APPG-letter-to-the-IOPC-regarding-investigations-into-Loan-Charge-related-suicides.pdf</a></p>