

13 January 2025

FOI Ref 17593

**Request - You asked us the following:**

I am writing to request information under the Freedom of Information Act 2000. Specifically, I am seeking the following –

1. The cost, defined as the extra amount of money that you will have to pay over the next financial year, that your territorial police force will incur as a result of the increase in employers National Insurance Contributions as of the Autumn Budget 2024
2. The cost, defined as the extra amount of money that you will have to pay over the next financial year, that your territorial police force will incur as a result of the increase in a) National Minimum Wage and b) National Living Wage as of the Autumn Budget 2024.

**Clarification received 08/01/2025:**

By territorial police force, I mean Staffordshire Police force. My request can therefore be seen as below -

1. The cost, defined as the extra amount of money that you will have to pay over the next financial year, that Staffordshire Police will incur as a result of the increase in employers National Insurance Contributions as of the Autumn Budget 2024
2. The cost, defined as the extra amount of money that you will have to pay over the next financial year, that Staffordshire Police will incur as a result of the increase in a) National Minimum Wage and b) National Living Wage as of the Autumn Budget 2024.

We received your request on 20/12/2024 and have processed this under the Freedom of Information Act (FOIA).

Staffordshire Police's response to your enquiry is as follows:

**Staffordshire Police holds/does not hold the requested information.**

1. The cost, defined as the extra amount of money that you will have to pay over the next financial year, that Staffordshire Police will incur as a result of the increase in employers National Insurance Contributions as of the Autumn Budget 2024 – **Withheld, please see below.**
2. The cost, defined as the extra amount of money that you will have to pay over the next financial year, that Staffordshire Police will incur as a result of the increase in a) National Minimum Wage and b) National Living Wage as of the Autumn Budget 2024 – **Partially disclosed, for staff directly employed by Staffordshire Police, these increases do not generate any additional cost that would not have otherwise been incurred as the pay scales are above both thresholds. The total cost of these additional costs that will be borne by third party suppliers and will be passed on are not yet known.**



**The following exemption has been applied:**

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for parts of this particular request.

- Section 21(1) - Information reasonably accessible by other means.

Section 21 is an absolute, class-based exemption and as such there is no requirement to quantify the harm that may arise from the disclosure, nor is there a requirement to perform a Public Interest Test.

**Advice and assistance**

In order to comply with our obligations under Section 16 of the Act, the obligation to provide advice and assistance, please find below links to the information requested.

- <https://staffordshire.moderngov.co.uk/mqConvert2PDF.aspx?ID=194189>

**Freedom of Information Request Appeals Procedure**

**1. Who Can Ask for a Review**

Any person who has requested information from Staffordshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

**2. How to Request a Review**

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

[foi@staffordshire.police.uk](mailto:foi@staffordshire.police.uk)

Or by Post to:

Central Disclosure Unit  
Staffordshire Police HQ  
PO Box 3167  
Stafford  
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Central Disclosure Unit within two months of the Force's response to the original FOI request.

**3. Review Procedure**

Receipt of a request for review will be acknowledged in writing. The review will be conducted by another Decision Maker who is independent from the original Decision Maker. The Central Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within 20 working days. In more complex cases the review may take up to 40 working days.



STAFFORDSHIRE  
**POLICE**

The independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

#### **4. Conclusion of the Appeal**

On completion of the review the Independent Decision maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

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

ICO Website for complaints link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information  
Central Disclosure Unit