



Date: 12/04/2024
Our ref: 01/FOI/24/012182/C

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/012182/C

I write in connection with your request for information dated 20/02/2024, received by Greater Manchester Police (GMP) for the following information:

1. *What software do you use for your payroll, hr and finance solutions, how much annually do you spend on each, when does each contract expire?*
2. *Do you manage your payroll in-house or do you outsource it if so, who do you outsource it to?*
3. *How many people do you pay each month using your payroll solution?*
4. *How many pensioners do you pay using your payroll solution?*
5. *Do you use Microsoft power platform technologies such as Power Automate, Power Virtual Agents?*
6. *What is the employee count at your organisation?*
7. *Do you collaborate with other organisations in the delivery of HR & Payroll shared services? If so which organisation?*
8. *Do you work with any industry experts such as ATOS, KPMG, EY, Accenture etc?*

9. *Who at the Greater Manchester Police is the head of service for HR and Payroll software or services and what is their role?*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police to locate information relevant to your request. I can confirm that some of the information you have requested is held by Greater Manchester Police. However, I am not obliged to supply all of the information you have requested as exemptions apply.

When refusing to provide such information because an exemption applies, Section 17(1) of the Freedom of Information Act 2000 requires GMP, to provide you - the applicant - with 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.

The information requested in questions three and six of your request is exempt under **Section 21 – Information accessible to applicant by other means**. Details of our workforce is available here [Police workforce, England and Wales: 31 March 2021 second edition - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/police-workforce-england-and-wales-31-march-2021-second-edition).

Additionally, the information requested in question 9 is exempt under **Section 40 – Personal Information**. Where Section 40 has been used, this represents information that identifies a living individual, to disclose this information would breach the principles of the GDPR and the Data Protection Act 2018. Personal data is defined by Article 4 of the GDPR and Part 1 of the Data Protection Act 2018 and means any information relating to an identified or identifiable natural person ('data subject'). An identified natural person is one who can be identified directly or indirectly from that data.

In accordance with the Section 17 of the Freedom of Information Act 2000, this letter acts as a Refusal Notice for questions 3, 6 and 9. The rest of your requested information is as follows:

1. GMP use MHR I-Trent for HR and Payroll. Details relating to the contract are not held by GMP. The contract is held by Trafford Metropolitan Borough Council, please contact them for details on the contract.
2. In-house
3. Exempt under S21. Please see above.
4. 0.
5. Yes
6. Exempt under S21. Please see above.
7. Yes, Trafford Metropolitan Borough Council.
8. See response to question 1.
9. Exempt under S40. Please see above.