

Date: 24th November 2025
Our ref: FOI/25/015774/F

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/25/015774/F

I write in connection with your request for information dated 04/11/2025, received by Greater Manchester Police (GMP) for the following information:

REQUEST 1

I would like information regarding the evaluation and grading process for the following job descriptions which are subject to the Forensic Services Branch consultation.

- *Head of Scientific Services (grade N)*
- *Head of Digital Services (grade N)*
- *Scene Attendance Manager (grade M)*
- *Digital Services Manager (grade M)*
- *Performance and Quality Compliance Manager (grade L)*
- *Examinations Manager (grade L)*

Can you please provide the following information:

- *details of the scoring and assessment criteria used to determine the grading of each role*
 - *copies of all versions of the job descriptions and related scoring/assessment criteria used*
 - *Any supporting documentation or notes relating to the decision making process behind the grading assessments*
 - *the scoring range for each of the grades L to M*
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REQUEST 2:

What would you like to know?: Can you please provide any documentation detailing the rationale and justification for including police officers into the proposed Forensic Services Branch SLT structure, which is subject to the Forensic Services Branch consultation.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information. I can confirm the information requested is held by GMP. However, I am not obliged to provide all the information requested as exemption applies to request 1.

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 requested information in request 1 is exempt under **Section 21 – Information accessible to applicant by other means**.

The information referred to is already available in the Public Domain. Please follow the link below.

[GMP Publication Scheme - Forensic Services](#)

Request 2

Please see below information relevant to your request that has been extracted from an internal briefing note regarding the Forensics Branch restructure proposals:

Forensics Service Branch – Leadership Restructure:

Senior officers have different leadership and investigative experiences that will compliment and support the current SLT to restructure, implement a new performance framework, support national forensic reform, develop investigation standards, and achieve accreditation namely:

- Procedural knowledge: firsthand experience of investigations including criminal law and process, the Victims Code, National Decision-Making Model, Idealised Decision-Making Model, charging standards, local and national policies relating to criminal investigation and scene management including Authorised Professional Practice and the principles of criminal investigation and supporting disciplines.
- Legal knowledge: Crime, Evidence and Procedure, General Police Duties tested at both Sergeant and Inspector levels. In addition, accredited Detectives will have also sat the National Investigators Exam to further test their knowledge of criminal law and completed portfolios in line with the Professionalising Investigations Programme (PIP). Superintendents and above will also have further knowledge and application of the Police & Criminal Evidence Act.
- Operational Experience: strategic planning and direction, policy and strategy development, experience of leading major and serious crime investigations, risk and threat management including considering potential community confidence and political impact.
- Contextual insight: understanding of operational needs of the force, enabling alignment of forensic strategies with wider policing goals such as efficiency savings, crime reduction and enhanced public safety. Knowledge of the Major Crime Investigation Manual (MCIM 2021) and Volume Crime Management Model (VCMM 2009).
- Stakeholder Management: Well embedded network with SIO's, strategic leaders and criminal justice partners, opportunities for improved communication by translating between police specific operational language and technical forensic terminology fostering a more collaborative work environment.

Finally, the SLT requires additional capacity to engage positively in national police reform activities and scope opportunities for income generation and transformational change. This will help position

GMP as a regional and national provider of FSAs, Forensic Training, and R&D, which leverages the Greater Manchester Digital & Scientific Ecosystem, academic footprint and positioning as the largest AI Cluster and Tech Sector outside of London.

1. Rationale for specific posts

Branch Commander

Director of Forensics (Chief Superintendent) – Growth 1xFTE

The appointment of a Branch Commander at Chief Superintendent rank is necessary due to the expanded remit of the Branch and line management responsibility for the three new Heads of Service, including an operational Superintendent.

Reporting directly to the ACC Crime, Intelligence and Forensics, the Branch Commander will have responsibility for the overall leadership and management of officers and staff and ensuring the efficient and effective provision of forensic services across the Force.

They will advise and assist the Chief Officer team on all matters of strategy, policy development, quality assurance and procedures relating to forensic services and in turn directly support the ACC in their capacity as the Senior Accountable Individual (SAI) for Forensic Science Activities as outlined in statutory guidance.

As an operational police officer, the post holder will have extensive experience of investigations which can be integrated into forensic services, intimate knowledge of operational policing needs, and extensive leadership experience to invest into the new SLT.

They will also have the necessary additional capacity to communicate, negotiate and influence District Commander peers, lead change, drive performance, and invest in the strategic vision of the Branch. They will lead on exploring income generation and other opportunities presented through Police Reform work, drawing on their experience of partnership working and executive stakeholder engagement.

As a senior officer, the post holder will leverage investigative and operational experience, including an in depth understanding of investigation standards and the criminal justice system, experience of managing complex operations, and performance management.

They will have deep understanding of the operational needs of policing, enabling alignment of forensic strategies with policing goals such as efficiency savings, crime reduction and enhanced public safety.

They will have firsthand knowledge and experience of policing procedures, documentation requirements, and evidence handling protocols to help ensure forensic processes are robust and court compliant.

They will also help to improve communication by translating between police specific operational language and technical forensic terminology, fostering a more collaborative work environment.

As a warranted officer, the post holder will continue to provide duty cover in critical Command roles (e.g. SFC, SIO, K&E, POPS) thereby maintaining operational competence and bringing these additional skills to the Branch and the SLT.

The Branch Commander will also hold overall financial accountability for the substantial corporate budget assigned for external Forensic Service Provider expenditure, removing this responsibility from the Heads of Physical and Digital Forensics who can focus on their specialisms.

This model provides parity with other branches structured with a blended SLT (e.g. P&D and Corporate Development) and with other forces where the Senior Scientific Manager is a Police Officer.

Whilst a police staff member may have the necessary technical competence, qualifications and experience for certain aspects of the role, this appointment is primarily an investment in leadership which has been rigorously tested by Chief Officers against the whole of the competency and values framework and reflects the expanded remit of the new Branch.

Heads of Service

Head of Forensic Governance (Superintendent) – Growth 1xFTE

The appointment of a Superintendent as the Head of Forensic Governance is necessary due to the expanded remit of the Branch and line management responsibility for the newly proposed Forensic Governance Manager.

Reporting directly to the Director of Forensics, they will have responsibility for the leadership and management of all officers and staff within the Forensic Reception, Forensic Case Management Unit, Forensic Intelligence, Performance Management and Procedural Standards Unit.

They will assist the Director to effectively manage the branch's £8m Corporate Budget and provide independent scrutiny of expenditure (time and cost) and accreditation of FSAs conducted by colleagues within Physical and Digital Forensics.

They will act as a senior decision maker to approve FSP expenditure, ensuring effective governance and performance management and acting as a SPOC for FSPs to build relationships, which is commensurate with rank and built on partnership working experience in local policing.

As a police officer, the post holder will have extensive operational experience, knowledge of operational policing needs and performance management frameworks and budget management. They will draw on their experience of granting PACE and other authorities, using the National Decision-Making Model to make decisions with clear rationale including necessity and proportionality in line with ECHR and the Code of Ethics.

They will bring additional capacity to the SLT to communicate with, and influence peers including SIOs, District and Branch SLT colleagues. As a warranted officer, the post holder will continue to provide force duty cover (e.g. TFC, SIO, Night Silver, POPS) thereby maintaining operational competence and bringing these additional skills to the Branch and the SLT.

This investment will add considerable value to the SLT and crucially, will allow their Heads of Service peers to focus on their technical specialities without the distraction of managing the budget, performance and accreditation processes.

This model provides parity with other branches who benefit from a blended senior leadership team of both police officers and staff members. The rank will help to ensure Forensic Governance has the appropriate level of leadership investment to meaningfully engage the wider force and improved ability to push back where required against warranted SIOs at peer level and below when difficult decisions on authorisations are required.

Whilst a police staff member may have some of the necessary technical qualifications and experience for aspects of the role, this appointment is primarily an investment in leadership which has been rigorously tested by Chief Officers against the whole of the competency and values framework and reflects the expanded remit of the new Branch.