



Date: 21/10/2025
Our ref: 01/FOI/25/015533/Q

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/015533/Q

I write in connection with your request for information dated 23/09/2025, received by Greater Manchester Police (GMP) for the following information:

I would like to request all documentation & records regarding the following information relating to the decision to freeze pay increments for Temporary Inspectors (and/or other officers under the NPPF promotion system):

1. *A copy of the written policy, guidance or directive authorising the freeze of temporary pay increments including any instruction or conversation with the NPCC or College of Policing.*
2. *Minutes, emails, or internal correspondence relating to the decision to implement the freeze in February 2025.*
3. *An Equality Impact Assessment (EIA) carried out in relation to this decision.*
4. *The number of officers affected by the freeze, broken down by rank, promotion system, gender, age band & ethnicity (anonymised stats will suffice).*
5. *Any internal HR / Workforce Development bulletin, or*
6. *A line manager briefing note, or*
7. *At least an intranet update / formal email.*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate information relevant to your request. I can confirm that some of the information you have requested is held by GMP.

However, information relating to question 2 of your request is not held in an easily retrievable format, if it is indeed held at all. There is no centrally held record of internal correspondence or emails and to provide what you have requested would require enquiries to be made with several different teams, and possibly each individual officer or staff member within those teams to undertake necessary searches to establish if any relevant information is held.

Additionally, to provide the information requested in question 4, would require the personnel records of all acting up officers to be reviewed, as increment dates is not a searchable field on our personnel record system. There were 224 officers in acting up positions on 27th February 2025 who may have been affected, but to confirm how many actually were affected would require a manual review which would take over 18 hours.

To comply with the whole of your request the process would take over 18 hours' work and therefore exceeds the appropriate limit of £450.00, the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice

GMP is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. The only advice that GMP can give is that you specify a particular team within GMP to make your request more manageable within the fees limit of the act, although this still may not be possible.

Although excess costs remove GMP's obligations under the Freedom of Information Act 2000, as a gesture of goodwill, I have supplied information relevant to your request, that was retrieved before it became apparent that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

1. Due to GMP historically misapplying Regs, officers who are Acting Up have received incremental progression which is against Regs. A Report was submitted to the Command team via SCT in February of this year highlighting the fact that in GMP we have not been applying Regs properly and officers who have been Acting Up have received incremental progression when they should have not been receiving it. The decision from Command was that from 27th February 2025, GMP need to make sure that Regs are applied correctly but not look to correct any historical misapplication prior to this date. All officers Acting Up should have the correct incremental progression rules applied from the decision date of 27th February 2025.

The decision was to apply Regs correctly from 27th February 2025, rather than it being a change in policy. Therefore, there is no written policy, guidance or directive on this. Furthermore, conversations with the NPCC or College of Policing were not needed as the decision was to correctly apply Regs.

Furthermore, the Regulations governing Acting up and Temporary Promotion can be found under Regulation 34 (Annex UU) and Regulation 27 (Annexes I and J) of Police Regulations 2003.

Below is an extract of the guidance published by National Federation "Quick Reference Guide".

Acting up allowance – Annex UU

1.32.1 Acting up arrangements are designed to meet short-term needs. The acting up allowance is paid when a member acts up in a higher rank instead of being placed on temporary promotion. There is a 10-day qualifying period (in any year; a year being a 12-month period beginning on 1 April) then, from day 11, the member receives the allowance at a daily rate (or hourly rate for officers who work part time and those on VSAs). The allowance is only payable for a maximum of 46 days in respect of any one continuous period of acting up.

1.32.2 A constable or sergeant who is acting up in the rank of inspector or above is not entitled to overtime payments. If such a member is required to do duty on a rostered rest day or a public holiday, they will not receive an acting up allowance on these days but will instead be entitled to the appropriate public holiday or rest day rates for their substantive rank (paragraph 7 of Annex UU refers).

1.32.3 As with other allowances, the acting up allowance is not pensionable.
Temporary salary – Annex I

1.33.1 After 46 days of receiving the acting up allowance, if a member is not qualified for promotion (under the Police Promotion Regulations 1996) or if the chief officer is required to respond to an overwhelming operational emergency which requires immediate application, the member will receive a temporary salary.

1.33.2 Members in receipt of a temporary salary will continue to be classed as acting up.

1.33.3 A constable or sergeant in receipt of temporary salary whilst performing the duties of inspector or above is not entitled to overtime payments. If such a member is required to do duty on a rostered rest day or a public holiday, they will not receive temporary salary on these days but will instead be entitled to the appropriate public holiday or rest day rates for their substantive rank (as per paragraph 6 of Annex I)

1.33.4 Temporary salary is pensionable.

1.33.5 A period of temporary salary is not reckonable for pay increments in the higher rank but is reckonable as service in the substantive rank.

The federation position confirms our interpretation of Regs that when an officer is Acting and not Temporary Promoted and the period where they are in receipt of acting up allowance or temporary salary then they are not entitled to incremental progression at the higher ranks as per points 1.33.2, 1.33.4 and 1.33.5

3. This information is not held by GMP. As this was not a change in policy and was a decision to correctly apply Regs, an EIA was not needed.
5. No information held.

6. No information held.
7. Any officers who were Acting Up and had a PPS form submitted had the ticket rejected and were sent the below from GMSS:

"Your PPS submission has been rejected as this request relates to an increment in and Acting position. You may have received a PPS Alert for this increment; however, this was automatically generated from the system in error. In line with Police Regulations, periods of Acting Up are not counted as reckonable service for incremental progression at the higher rank and therefore, this cannot be processed. This will not affect your reckonable service for incremental progression at your substantive rank."

The below was also included in e-mails from Workforce Development providing DRMUs with Acting Up details going forward:

"In line with police regulations, acting up is not counted as reckonable service for incremental progression at the higher rank. This will not affect the officer's reckonable service for incremental progression at their substantive rank."