HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:22/10/2026

2026/1093 - Bonuses

In response to your recent request for information regarding;

I request information regarding bonuses awarded to staff by your organisation during the period 1 April 2020 to 31 March 2026, inclusive.

Please provide the following information:

1. Number of staff: The total number of staff who received bonuses during the specified period, broken down by financial year (2020/21 to 2025/26).
2. Staff grade: The grade, pay band or job level of each recipient, or a breakdown by grade showing the number of staff who received bonuses.
3. Bonus amounts: The total value of bonuses paid in each financial year, broken down by staff grade, together with the minimum, maximum and average bonus paid at each grade.
4. Justification and criteria: The reasons for awarding these bonuses, including the policies, schemes, eligibility criteria, performance measures or other considerations used to determine who received a bonus and the amount awarded.
5. Nature of payments: Please clarify whether the payments were performance-related bonuses, discretionary awards, retention payments, recruitment incentives, honoraria or any other form of additional remuneration. Please exclude ordinary salary payments and separately identify any categories that your organisation classifies as bonuses.
6. Annual breakdown: Please provide the above information separately for each financial year within the requested period, including any relevant changes to bonus policies or arrangements during those years.

Row Labels	# Of Individuals in Receipt of Bonus Payments	Sum of Amount	Max of Amount	Min of Amount	Average of Amount
2020					
Officer					
Constable	10	£2,810.00	£500.00	£30.00	£234.17
Detective Sergeant	1	£500.00	£500.00	£500.00	£500.00
Sergeant	3	£600.00	£200.00	£200.00	£200.00
2021					
Officer					
Constable	4	£1,560.00	£500.00	£30.00	£312.00
Inspector	6	£4,200.00	£900.00	£500.00	£600.00
Sergeant	1	£500.00	£500.00	£500.00	£500.00
Superintendent	1	£900.00	£900.00	£900.00	£900.00
Staff					
Assistant Director	1	£300.00	£300.00	£300.00	£300.00
Grade 3	1	£300.00	£300.00	£300.00	£300.00
Grade 4	1	£300.00	£300.00	£300.00	£300.00
Grade 5	1	£650.00	£650.00	£650.00	£650.00
Po(E)	1	£300.00	£300.00	£300.00	£300.00
So1	1	£150.00	£150.00	£150.00	£150.00
2022					
Officer					
Constable	30	£8,650.00	£500.00	£50.00	£210.98
Sergeant	3	£1,800.00	£500.00	£400.00	£450.00
Staff					
So2	1	£50.00	£50.00	£50.00	£50.00
2023					
Officer					
Constable	29	£8,740.00	£500.00	£12.96	£264.85
Detective Constable	1	£50.00	£50.00	£50.00	£50.00
Inspector	1	£500.00	£500.00	£500.00	£500.00
Sergeant	17	£6,183.00	£500.00	£50.00	£343.50
Staff					
Grade 4	6	£600.00	£200.00	£50.00	£100.00
Grade 5	12	£600.00	£50.00	£50.00	£50.00
Grade 6	7	£650.00	£200.00	£50.00	£92.86
Modern Apprentice	1	£50.00	£50.00	£50.00	£50.00

Po(A)	5	£400.00	£200.00	£50.00	£80.00
Po(B)	6	£1,400.00	£900.00	£50.00	£233.33
Po(C)	1	£200.00	£200.00	£200.00	£200.00
Po(D)	2	£100.00	£50.00	£50.00	£50.00
Po(E)	1	£200.00	£200.00	£200.00	£200.00
Scale 4	1	£50.00	£50.00	£50.00	£50.00
Scale 5	1	£50.00	£50.00	£50.00	£50.00
So1	13	£650.00	£50.00	£50.00	£50.00
So2	7	£500.00	£200.00	£50.00	£71.43
2024					
Officer					
Chief Inspector	1	£172.65	£172.65	£172.65	£172.65
Constable	6	£2,619.56	£500.00	£50.00	£374.22
Detective Constable	5	£700.00	£500.00	£50.00	£140.00
Inspector	1	£172.24	£172.24	£172.24	£172.24
Staff					
Grade 6	4	£905.65	£486.09	£50.00	£226.41
Po(A)	2	£133.63	£69.35	£64.28	£66.82
Po(B)	1	£69.56	£69.56	£69.56	£69.56
Po(C)	1	£350.00	£350.00	£350.00	£350.00
Po(D)	2	£569.35	£500.00	£69.35	£284.68
Po(E)	2	£1,206.54	£603.27	£603.27	£603.27
Po(G)	1	£350.00	£350.00	£350.00	£350.00
So1	2	£138.91	£69.56	£69.35	£69.46
So2	2	£139.12	£69.56	£69.56	£69.56
2025					
Officer					
Chief Inspector	1	£344.89	£258.77	£86.12	£172.45
Constable	2	£1,500.00	£500.00	£500.00	£500.00
Detective Constable	2	£400.00	£200.00	£200.00	£200.00
Detective Inspector	1	£86.13	£86.13	£86.13	£86.13
Inspector	2	£602.86	£344.49	£258.37	£301.43
Staff					
Assistant Director	1	£603.27	£603.27	£603.27	£603.27
Po(A)	2	£625.00	£416.74	£208.26	£312.50
Po(B)	2	£897.55	£448.78	£448.77	£448.78

Po(C)	2	£834.59	£449.90	£384.69	£417.30
Po(E)	2	£1,206.53	£603.27	£603.26	£603.27
So1	6	£2,602.90	£486.09	£208.26	£433.82
So2	1	£69.56	£69.56	£69.56	£69.56
2026					
Staff					
Po(C)	1	£517.55	£517.55	£517.55	£517.55
Po(E)	1	£517.56	£517.56	£517.56	£517.56
Scale 6	1	£50.00	£50.00	£50.00	£50.00
So2	1	£138.91	£138.91	£138.91	£138.91
Grand Total	**210**	**£68,677.75**	**£900.00**	**£12.96**	**£232.02**

Additionally, the following amounts in gift cards have been dispensed, but the finance system does not record the recipient or rank:

Gift Cards	
2021	**£819.60**
2022	**£1,170.99**
2023	**£554.47**
2024	**£51.49**
2025	**£1,872.99**
2026	**£1,190.70**

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 21/10/2026