HEDDLU GOGLEDD CYMRU
NORTH WALES POLICE

Response Date:02/11/2026

**2026/1145 - Officers' second jobs and business interests**

In response to your recent request for information regarding;

**Please provide the following for each calendar year from 2023 to 2025 and for 2026 to date:**

**1. The number of business interest or secondary employment applications made by police officers and special constables, and how many were approved and how many refused.**

Please see below for the breakdown for Officers (Special Constables are not required to seek authority for other employment as North Wales Police is not their primary employment) for cases recorded 01/01/2023 -26/10/2026.

| Case Result Description/ Year | 2023 | 2024 | 2025 | 2026 | Grand Total |
|---|---|---|---|---|---|
| **Finalised** | **49** | **37** | **37** | **11** | **134** |
| BI not proceeded with | 17 | 13 | 6 | 2 | 38 |
| BI not required | | 1 | 7 | 1 | 9 |
| Declined | 1 | 2 | 4 | 4 | 11 |
| Granted | | 1 | 2 | | 3 |
| Terminated | 31 | 20 | 18 | 4 | 73 |
| **Live** | **25** | **36** | **50** | **44** | **155** |
| BI suspended | | | 1 | | 1 |
| Conditional | | | 1 | 1 | 2 |
| Granted | 25 | 36 | 46 | 32 | 139 |
| Pending | | | 2 | 9 | 11 |
| (blank) | | | | 2 | 2 |
| **Grand Total** | **74** | **73** | **87** | **55** | **289** |

**2. A list of the types of second job or business interest approved, with the number of each (for example: personal trainer, DJ, landlord, taxi or delivery driver, online content creator, security work, photographer). If you hold a register of approved business interests, an anonymised extract showing the type of activity is sufficient.**

Please see below for the breakdown for Officer cases recorded 01/01/2023 -26/10/2026. Please also note that in 2026 North Wales Police have revised the list of Business Interest (BI) types therefore there may be duplications in categories listed above. Once all Business

Interests reach their review period these categories will be amended during the admin process.
Please note that all BI figures for the force to include BI Type and Rank are sent to the FOI team on a quarterly basis for publishing and can be searched for on our public webpage.

| Business Interest Type/ Year | 2023 | 2024 | 2025 | 2026 | Grand Total |
|---|---|---|---|---|---|
| Administration | | | | 1 | 1 |
| Administration/Clerical | 1 | | 2 | | 3 |
| Agriculture | 1 | 4 | 1 | 4 | 10 |
| Arts | | | | 2 | 2 |
| Arts and Crafts | | 3 | 3 | | 6 |
| Cadet Leader | | | 1 | | 1 |
| Care Work | 1 | 2 | | 1 | 4 |
| Casual work | 1 | | | | 1 |
| Catering/Baking | 3 | 1 | 1 | | 5 |
| Charity work | | | | 1 | 1 |
| Coastguard | 1 | | | | 1 |
| Committee member/secretary | 2 | | | | 2 |
| Community Responder | | | 1 | | 1 |
| Company Director | 1 | 1 | 2 | | 4 |
| Construction/renovation | 3 | 1 | | | 4 |
| Consultancy | 1 | 1 | | | 2 |
| Cosmetic Sales | | | | 1 | 1 |
| Declined | 1 | 2 | 4 | 1 | 8 |
| Digital - Social Media & IT | | | | 1 | 1 |
| Distribution | | 1 | 1 | | 2 |
| Dog grooming | | 1 | 1 | | 2 |
| Driver | 1 | | | | 1 |
| Driving instructor | 1 | 2 | | | 3 |
| Education | | | | 1 | 1 |
| Electrician | | | 1 | | 1 |
| Family Business | | | 1 | | 1 |
| Farming | 1 | | | | 1 |
| First Responders | | 2 | 1 | 3 | 6 |
| Foster Carer | | 2 | 1 | 1 | 4 |
| Gardener | 1 | | 1 | | 2 |
| Hair, beauty and aesthetics | 1 | | | 1 | 2 |
| Health and Beauty | 6 | | 1 | | 7 |
| HGV Driver | | | 1 | | 1 |
| Home stay host | 2 | | 1 | | 3 |
| Influencer | | 1 | | 2 | 3 |
| IT Design/Support/Sales | | 1 | | 1 | 2 |
| Leader | | | | 1 | 1 |
| Licensed premises | | | | 1 | 1 |
| Media and Journalism | | 1 | | | 1 |
| Music | 2 | 1 | 2 | | 5 |
| NHS Support role | | | 2 | | 2 |

| | | | | | |
|---|---|---|---|---|---|
| NPA Advocate | | | | 1 | 1 |
| Nursing/Medical | 1 | 3 | 1 | | 5 |
| Pet Care | | | | 1 | 1 |
| Photography | | 1 | 1 | | 2 |
| Property | 2 | 3 | 3 | 2 | 10 |
| Property Rental/Lease | 12 | 5 | 8 | 3 | 28 |
| Referee | | | | 1 | 1 |
| Retained fire fighter | | | | 1 | 1 |
| RNLI | 1 | 4 | 2 | 1 | 8 |
| Sales marketing and procurement | | | | 1 | 1 |
| Sales/Retail | 2 | 5 | 4 | 1 | 12 |
| School Governor/Committee | | 1 | 5 | | 6 |
| Scout / Guide Leader | | 2 | | | 2 |
| Search and Rescue (SAR) | | 1 | 4 | | 5 |
| Social media | | | 1 | | 1 |
| Sport, Fitness & Leisure | 1 | 1 | 1 | 3 | 6 |
| Sport/Fitness/Leisure | 12 | 6 | 7 | 2 | 27 |
| Teaching/Lecturing | 2 | 1 | 2 | | 5 |
| Television | 1 | | 1 | 1 | 3 |
| Terminated | 2 | 5 | 10 | 6 | 23 |
| Training | 1 | 1 | | | 2 |
| Travel agent | 1 | | 3 | | 4 |
| Tree Surgeon | | | 1 | | 1 |
| UK/Ukrainian refugee scheme | 2 | 1 | | | 3 |
| Vehicle repair / servicing | | | 1 | 1 | 2 |
| Voluntary sector | | 5 | 2 | | 7 |
| Volunteering & Charity work | | | | 4 | 4 |
| Writer | 1 | | 1 | | 2 |
| Youth Worker | 1 | | | 1 | 2 |
| (blank) | 1 | 1 | | 2 | 4 |
| **Grand Total** | **74** | **73** | **87** | **55** | **289** |

**3. A list of the types of second job or business interest refused, with the number of each and, where recorded, the reason category for refusal.**

Where case result description is set to declined - totals 11 cases recorded between 01/01/2023 -26/10/2026.
2023- 1
2024 -2
2025 -4
2026 -4

Please note that we do not further categorise reasons for refusal and simply capture as "granted" or "declined".

**4. The most unusual second job or business interest your force approved in the period, with no details that could identify the officer.**

There is no ability to assess what would be considered "most unusual" as any assessment would be a personal view from an individual.

**5. The number of officers who faced misconduct proceedings or management action for having an undeclared second job or business interest, and the outcomes.**

There is no ability to separate out conduct cases relating to BI matters, as such the query would require a manual trawl of 220 cases, which would exceed the time parameters set.

Our information is set up and searchable for our policing purposes. To obtain the information in the format you have requested would involve manually reviewing each record on our force system. The cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (FOI) Fees and Appropriate Limit regulations 2004.

Therefore, in accordance with the FOI Act 2000 the information you have requested is exempt under Section 12 (1), and this letter acts as a Refusal Notice under section 17 (5) of the legislation.

**I am not asking for names, ranks or any information that could identify an individual. If any figure is small enough to risk identification, please show it as "fewer than 5" rather than withholding the table.**

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 27/10/2026