



Freedom of Information Request Reference N°: FOI 000260-20

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 18 January 2020 which you sought access to the following information:

1. *"The total spent on overtime in the last three calendar years (2017, 2018 and 2019).*
2. *Please can you provide the total amount of staff hours lost to absence for staff illness in each of the last three calendar years (2017, 2018, 2019).*
3. *Please can you also detail the three main reasons detailed for staff absence.*

Response to your Request

The response provided below is correct as of 30 January 2020

Suffolk and Norfolk Constabularies have considered your request for information and the response is below.

1. The total amount spent on overtime in the last three calendar years is as follows:

<u>Year</u>	<u>Norfolk</u>	<u>Suffolk</u>	<u>Joint</u>
Jan-17 to Dec-17	£3,182,654	£2,714,609	£2,868,948
Jan-18 to Dec-18	£3,054,258	£2,139,387	£2,039,979
Jan-19 to Dec-19	£3,196,283	£1,800,059	£2,044,296

The overtime costs account for approximately 2.5% (on average across the three years in question) of the constabularies' total net revenue expenditure.

A large proportion of overtime expenditure is recovered as a result of mutual aid, private employment, secondments. The figures provided are the gross costs.

To provide further context, the highest area of overtime expenditure falls to Local Policing and Safeguarding, followed by Protective Services and Justice Services. We produce detailed monthly reports to analyse expenditure across a range of different activities, including specific operations, major investigations, serious crime, organised crime, firearms operations, football

and other general reasons such as abstraction (annual leave, training, sickness, shortages etc.), witness protection, response and reassurance, extended duty to name but a few.

Overtime includes Officer, Staff and PCSO related costs, including normal and bank holiday working, and is paid according to regulations for officers and terms and conditions for staff. We use an on line system for recording overtime for officers, which is approved accordingly prior to payment in the following month through payroll.

Information concerning the Constabularies overall budget can be found via the following links under 'Force Budget':

<https://www.suffolk.police.uk/about-us/our-data/publication-scheme/what-we-spend-and-how-we-spend-it>

<https://www.norfolk.police.uk/about-us/our-data/publication-scheme-0/what-we-spend-and-how-we-spend-it>

- The total amount of staff sickness absence (in hours) in each of the last three calendar year, is provided in the table below, which includes the % of hours lost when compared to the overall working hours available.

Force		2019	%	2018	%	2017	%
Norfolk	Officer	119,415	4.3	137,102	5.1	108,775	4.2
	Staff	69,596	3.9	83,928	4.4	95,772	4.9
Suffolk	Officer	93,437	4.7	93,531	4.9	92,144	5.1
	Staff	53,378	3.8	70,175	5.0	64,609	4.4

- The three main reasons for staff absence is as follows:

Norfolk – Sick/Diarrhoea/Nausea; Cold; Influenza

Suffolk – Stress/Debility; Sick/Diarrhoea/Nausea; Hospital treatment/Op

The attached document details the Constabularies Workplace Health, Safety and Wellbeing additional services provided to officers and staff.

Should you have any further queries concerning this request, please contact Clair Pack, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;

<http://www.opsi.gov.uk/>

Norfolk and Suffolk Constabularies are not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and Suffolk Constabulary that you are requesting a review within 20 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Information Management Department
Suffolk Constabulary
Police Headquarters
Martlesham Heath
Ipswich
Suffolk
IP5 3QS
OR
Email: information@suffolk.pnn.police.uk*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 40 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Norfolk and Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700