



Freedom of Information Request Reference N°: FOI 001845-19

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 17 May 2019 which you sought access to the following information:

1. *"Please tell me how many police officers took an annual fitness test in 2018*
2. *Please give details of what the annual fitness test involved*
3. *Please tell me how many of these police officers failed the annual fitness test in 2018. Please tell me how many of these were male and how many were female and provide a breakdown of ranks.*
4. *If it is recorded, please tell me how police officers employed by your force have a BMI of a) 25 - 29.9 and b) 30 or above*
5. *Please tell me how many police officers had their employment terminated for being overweight or obese in each of the following years: 2014, 2015, 2016, 2017 and 2018. If possible, for each case, please tell me the officer's a) sex b) weight c) BMI d) rank."*

Response to your Request

The response provided below is correct as of 5 June 2019

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

With regards to question 4 of the request, information concerning BMI is recorded of officers on joining the force however, this is then recorded within their personnel paper files and in order to provide this information we would need to manually review all officer files for the time frame requested, including those who have since left the force.

Considering there are currently 2,641 officers within force and at 5 minutes per file, it would take over 200 hours to extract any reliable data concerning BMI figures.

In relation to your request for information and in accordance with Section 17 of the Freedom of Information Act 2000 (FOIA), this response serves as a formal notification of refusal for your request. The Constabularies do not hold, for the purposes of FOIA, all of the information you require in a retrievable format.

It is estimated that to attempt to retrieve all of the information you require would take a considerable amount of retrieval time, exceeding the appropriate limit for dealing with Freedom of Information requests in terms of costs and therefore, Section 12(1) of the Freedom of Information Act 2000 applies.

Section 12(1) of the Freedom of Information Act 2000 states that a Public Authority is not obliged to: “...comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.” The Freedom of Information (Appropriate Limit and Fees) Regulations, defines the ‘appropriate limit’ for the Constabularies as £450 and specifies that this sum equates to 18 hours work per force at a standard rate of £25 per hour. This equates to 36 hours of work, or £900, for joint responses.

In accordance with Section 17(5) of the Freedom of Information Act 2000, this letter serves as a refusal notice for this part of your request.

By requesting *all* information your request is too broad to be complied with within the limit imposed on Freedom of Information requests.

Although excess cost removes the Force’s obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relative to your request, retrieved or available before it was realised 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.

The information provided below relates to officers from both the regular and special constabulary.

1. 1,027 police officers took an annual fitness test in 2018, this figure includes multiple entries for officers who had to take more than one due to failure.
2. To take part in Personal Safety Training (PST), officers must achieve level 5.4 on a 15metre multi stage bleep test of 10 minutes on the Chester Treadmill Police Walk Test. There are different levels of both of the tests that need to be passed for role specific officers, but the baseline to do PST training is as above.

Further details can be found in the Job-related fitness test police recruitment brochure:

https://www.suffolk.police.uk/sites/suffolk/files/page/downloads/police_constable_fitness_brochure_2010.pdf

3. There were 26 total failures relating to 19 individuals:

12 females and 7 males

2 Inspectors, 1 Sergeant and 16 Constables.

4. Unable to provide
5. No police officers who have left the force and have a leaver reason of 'Dismissal – Capability', related to them being overweight.

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