



## Freedom of Information Request Reference N°: FOI 002480-19

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 8 July 2019 which you sought access to the following information:

*"I'm emailing to request a list of the number of officers who failed their fitness tests from 2014, including 2019 to date.*

*I would like this data to list the number of tests each year, the total number of fails and the split between male and female fails.*

*Please include those taking the JRFT and CTPWT.*

*If possible I would like the data divided by year and by the five stages probationary officers have to take the test:*

- 1. First day of their initial training*
- 2. First day of their two day Module 2 Personal Safety Training*
- 3. First day of their three day Module 3 Personal Safety Training*
- 4. As part of their Annual Personal Safety Training Refresher"*

## Response to your Request

The response provided below is correct as of 21 July 2019

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

The Constabularies do not hold all of the information requested as a result of changes in recording process over the years. The data that is not held for either Constabulary is noted within the table below, however in order to establish this information would require us to review the HR files for each serving officer at the time to establish whether they undertook and fitness test and whether they subsequently passed or failed.

Considering this will require the review of around 1500 HR files for the years not held, this would take well in excess of 18 hours per force to extract.

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 confirms the number of officers who have failed their fitness tests for the time frame requested.

Please note that the figures will include people who have failed on multiple occasions per year. The figures do not include people who have failed during an informal practice session.

#### Norfolk Data

<b>Year</b>	<b>Total</b>
2014	Not available
2015	1206
2016	1453
2017	1313
2018	1292
2019	660

<b>Year</b>	<b>Male</b>	<b>Female</b>
Sept – Dec 2014	8	2

2015	19	4
2016	6	0
2017	0	2
2018	4	3
2019	4	2

#### Suffolk Data

Year	Total
2014	637
2015	1108
2016	Not recorded
2017	679
2018	1027
2019	670

Year	Male	Female
2014	13	17
2015	9	22
2016	No data recorded	
2017	10	4
2018	11 (9 – JRFT / 2 – CTPWT)	15 (13 – JRFT / 2 – CTPWT)
2019	4 (3 – JRFT / 1 – CTPWT)	10 (10 – JRFT / 0 – CTPWT)

The information is not recorded by the five stages probationary officers have to take.

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](mailto: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](http://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