



17<sup>th</sup> December 2020

### **Freedom of Information Request Reference N<sup>o</sup>: FOI 003674/20**

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 3<sup>rd</sup> November 2020 in which you sought access to the following information:

Please could you provide the following information in relation to police officers

- 1 Number of ill-health retirements within the last 5 years?
- 2 How many ill-health retirements are due to mental health issues?
- 3 How many appeals were held in respect of ill-health retirements?
- 4 How much does it cost the Constabulary each financial year for ill-health retirements?
- 5 How many ill-health processes are individual led and Constabulary led?
- 6 What is the ill-health retirement process for the Constabulary?
- 7 What welfare provision is provided to the officers undergoing the ill-health retirement process?

### **Response to your Request**

The response provided below is correct as of 27<sup>th</sup> November 2020.

Norfolk and Suffolk Constabularies have considered your request and our response is below.

When responding to a request for information under the terms of the Freedom of Information Act, a public authority is not obliged to provide information if the authority estimates that the cost of the retrieval of the information requested would be in excess of £450 (equivalent to 18 hours work).

The costs criteria relates to a request in its entirety, which means that if we cannot retrieve all of the information requested within the costs limit, we are not obliged to retrieve *any* of the information requested.

The Norfolk and Suffolk Constabularies estimates that to retrieve all the information you have requested for both forces would exceed cost in excess of £450 (per force).

Information has been identified by the Financial Services Department regarding the number of ill-health retirements and the associated costs for the full period requested. HR have been able to identify further details for the period January 2017 onwards.

Information prior to January 2017 would be embedded within HR records, some of which are held in deep store. The information is not held in such a way that we are able to easily identify where all of the relevant details would be held. It would be necessary for us to carry out a manual trawl of records in order to provide you with a full response.

This research, coupled with the research already undertaken, would exceed the appropriate limit for dealing with a Freedom of Information request, in terms of costs, and therefore Section 12(1) of the Freedom of Information Act applies.

Section 12(1) of the Freedom of Information Act 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 2004, defines the ‘appropriate limit’ for the Norfolk and Suffolk Constabularies as £450 for each Constabulary, and specifies that this sum equates to 18 hours work at a standard rate of £25 per hour.

In accordance with Section 17 of the Freedom of Information Act (2000), this serves as a Refusal Notice for your request.

Advice & assistance

Although excess cost removes Norfolk and Suffolk Constabularies obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relevant to your request, which was 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.

Q1 Please see figures below for the number of ill-health retirements for the last five financial years:

FINANCIAL YEAR	NORFOLK	SUFFOLK
2015/16	8	5
2016/17	14	7
2017/18	11	6
2018/19	4	4
2019/20	5	3

Q2 Since January 2017, 20 ill-health retirements have related to mental health.

Q3 Since January 2017, there have been 12 appeals.

Q4 Please see costs below:

FINANCIAL YEAR	NORFOLK	SUFFOLK
2015/16	£619,583	£382,602
2016/17	£1,107,918	£537,678
2017/18	£851,532	£507,894
2018/19	£270,987	£284,168
2019/20	£398,526	£246,552

Q6 Please see attached flowchart.

Q7 There is continued Workplace Health support and continued support through specialist services if applicable. There is also access to Federation support and the Employee Assistance Programme.

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>

<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, 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 40 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  
Norfolk Constabulary  
Operations and Communications Centre  
Jubilee House  
Falconers Chase  
Wymondham  
Norfolk NR18 0WW  
OR  
Email: [freedomofinformation@norfolk.pnn.police.uk](mailto:freedomofinformation@norfolk.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 20 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