



7th November 2017

Freedom of Information Request Reference N^o: FOI 006757/17

I write in connection with your request for information received by the Norfolk and Suffolk Constabulary on the 10th October 2017 in which you sought access to the following information:

- 1 Please tell me how many of your force's officers have currently been on sick leave for twelve months or longer
- 2 How many officers have been on sick leave for a period of twelve months or longer during the last five years (please provide a year-by-year break down)
- 3 Please also indicate cases in which sick leave was taken for psychological reasons
- 4 How many of these officers were on full pay during their absence? Please can you tell me the salary band of these officers

Response to your Request

The response provided below is correct as of 18th October 2017.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

Please note – sickness absence is recorded in hours and not days or months.

- Q1 The HR Department has undertaken research and advised that 5 Officers were recorded as having 365 or more consecutive days of sickness absence between 1st April 2012 and 31st March 2017. 4 of these were Norfolk Officers and 1 Suffolk Officer.
- Q2 None of the officers referred to above were absent for a full tax year but spanned different tax years therefore it is not possible to provide a year by year breakdown.
- Q3 4 cases were listed as conditions with Psychological reasons (Nerves/Depression/Anxiety and Stress/Debility). 3 of these were Norfolk Officers and 1 Suffolk Officer.
- Q4 All of the officers were Police Constables. One Norfolk Officer remained on full pay for the duration of absence.

The Constable salary band, as at 1st September 2017, is £23,123 to £38,382.

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 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
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: 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 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