



17th November 2017

Freedom of Information Request Reference N^o: FOI 006920/17

I write in connection with your request for information received by the Norfolk and Suffolk Constabulary on the 20th October 2017 in which you sought access to the following information:

Could I possibly request the following information under the Freedom of information Act:

- 1 Could you please provide me with the most up-to-date policy guidance document from your force regarding restricted duties and the removal of the x-factor payment?

Further to this could you please provide me with data on the following:

- 2 The number of officers in your force on restricted duties (temporary & permanent) in each year 2015, 2016 and 2017 (YTD)?
- 3 The number of these officers who have been on restricted duties for 12 months or more in each year 2015, 2016 & 2017 (YRD)?
- 4 The number of these officers who have had the x-factor payment removed in each year 2015, 2016 & 2017 (YTD)?
- 5 The number of these officers who have appealed this decision and the number of appeals which have been successful in each year 2015, 2016 & 2017 (YTD)?
- 6 The number of these officers who returned to full duties following the removal of the x-factor payment in each year 2015, 2016 and 2017 (YTD)?

Response to your Request

The response provided below is correct as of 31st October 2017.

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

- Q1 The Joint policy 'Limited Duties' is published and can be accessed via the link provided below:-

http://www.norfolk.police.uk/sites/norfolk/files/limited_duties.pdf

Under Section 21(1) of the Freedom of Information Act (2000), public authorities are not required to provide information that is reasonably accessible to the public by other means, therefore in accordance with Section 17 of the Freedom of Information Act (2000), this serves as a Refusal Notice for this part of your request.

- Q2 We have provided below figures for the total number of officers who had a limited duties contract in each year. This includes all open and closed cases within the year and includes recuperative and adjusted duties. 2015 was the first year of recording all restricted officers under the policy, therefore not all contracts were captured at that time.

Constabulary	2015	2016	2017
Norfolk	39	208	217
Suffolk	37	164	176

Q3 The below figures are the total number of officers who had a limited duties contract in each year for over 12 months. The figures include recuperative and adjusted duties.

Constabulary	2015	2016	2017
Norfolk	32	65	71
Suffolk	33	78	78

Q4 No x-factor deduction made.

Q5 Not applicable.

Q6 Not applicable.

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