



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-00224

Keyword: Finance

Subject: SICKNESS ABSENCE PAY

Request and Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Question 1

Please state what major illnesses are categorised as (i) life threatening illness and (ii) potentially life threatening illness within PSNI management of sickness absence procedures or pay related sickness absence procedures?

Answer

For the purposes of managing sickness absence there is no definitive list of "life threatening or potential life threatening illness" as each and every case is considered on its own merits. Those responsible for decision making surrounding sickness absence liaise closely with Occupation Health and Welfare (OHW) for any guidance required in relation to medical issues.

Question 2

How is potentially life-threatening illness determined or defined by PSNI staff for decision-making purposes?

Answer

As above

Question 3

In what HR Policy or directive is the term potentially life-threatening illness referred to? Clarification Received - The question relates to all pay related sickness absence Human resource and People Development Unit policies and procedures.

Answer

The term "potentially life threatening illness" is referred to in the following service procedure, SP 08/09 Sick Pay Provisions For Police Officers.

Question 4

If an officer has suffered from a life threatening illness and is subsequently absent for a condition related to the original life threatening illness, does the PSNI discount the original life threatening illness after a period of time against any related current or future absences, if so, what is this period?

Answer

No absences are "discounted" by the Managing Attendance Policy however a facility exists whereby officers can apply for the absence to be mitigated. Reasonable adjustments permissible by Policy Directive 07/06 do include consideration of mitigation for absences, which are shown to be directly related to a disability. Each case is considered on its own merits. If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this

letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psni.police.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.