



FREEDOM OF INFORMATION REQUEST



Request Number: F-2011-02732

Keyword: Human Resources

Subject: Disability related sickness

Request and Answer:

Question

Can I have the names and ranks of officers in receipt of full pay due to Disability related sickness absence,

- in excess of 6 months
- in excess of 12 months

Within C District and compared to the rest of the service Districts.

Answer

Section 17(5) of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the cost of compliance exceeds the appropriate limit) to provide you the applicant with a notice which states that fact.

It is estimated that the cost of complying with your request for information would exceed the "appropriate costs limit" under Section 12(1) of the Freedom of Information Act 2000, which is currently set by the Secretary of State at £450.

The information requested is not held in a central location within the PSNI but is held within the District Command Units. Each of the Districts were asked to provide time estimates as to how long it would take to retrieve this information from their separate systems. One District alone advised that individual research would take an estimated 6 hours to retrieve the information. The retrieval process would firstly involve running a SAP report to identify officers who are currently absent for over 6 and 12 months and then checking OHW / medical records for indications of Disability Discrimination Act (DDA). Central Pay would then have to be contacted to confirm whether the officers are on full pay. It is therefore estimated that the total time for all Districts to locate and extract the information requested would take an estimated 20 hours.

In accordance with the Freedom of Information Act 2000, this letter should be considered as a Refusal Notice, and the request has therefore been closed.

You may wish to submit a refined request in order that the cost of complying with your request may be facilitated within the 'appropriate limit'. In compliance with Section 16 of the Act, I have considered

how your request may be refined to bring it under the appropriate limit however the nature and structure of the information unfortunately makes this impossible.

Submission of a refined request would be treated as a new request, and considered in accordance with the Freedom of Information Act 2000, including consideration of relevant Part II exemptions.

Please note all requests made under FOIA are applicant blind and a request must be treated as such. A public authority will always view any disclosure as into the public domain. Thus the PSNI must be satisfied that any release of information will be potentially available to the general public. Where someone makes an application for information other than the data subject, disclosure of that information will often constitute a breach of the Data Protection Act.

If you have any queries regarding your request or this 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.psnipolice.uk

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