



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2011-02730

**Keyword:** Human Resources

**Subject:** Sick absence in C District and the Service

### **Request and Answer:**

#### **Question 1**

How many Police staff within C District has been given a formal warning with regards to their sickness absence?

#### **Question 2**

How many Police staff within the Service has been given a formal warning with regards to their sickness absence?

#### **Question 3**

How many Police staff, within C District HR Department, has been given a formal warning with regards to their sickness absence?

#### **Question 4**

How many Police staff, within the Service HR Departments, has been given a formal warning with regards to their sickness absence?

#### **Question 5**

How many Police staff, within C District, has been medically retired, as a direct result of sickness absence?

#### **Question 6**

How many Police staff, within the Service, has been medically retired, as a direct result of sickness absence?

#### **Question 7**

How many Police staff, within HR Department, has been medically retired, as a direct result of sickness absence?

All above questions relate to the years 2004 to present day.

### **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 in relation to the service is not held in a central location within the PSNI but is held within each of the District Command Units and Departments. I contacted each of the Districts/Departments who were asked to provide time estimates as to how long it would take to retrieve the information from their separate systems. To retrieve the information each District/Department would have to run a report on SAP to obtain the sickness records, once this information is obtained it would then require to be cross referenced with manual records. One Department alone advised that individual research would take an estimated 15 hours to retrieve. It is therefore estimated that the total time required for all Districts/ Departments to locate, and extract the information requested would take an estimated 67 hours and 30 minutes.

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.

Although excess cost removes the PSNI's obligations under the Freedom of Information Act, I have provided below the information which was retrieved 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.

There were a total of 18 Police staff within C District who have been given formal warnings with regards to their sickness absence from 1.1.2004-1.9.2011.

Central HR Department have advised that staff are not medically retired as a result of sickness absence but can be medically retired because of the illness they are absent with.

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](mailto: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](http://www.psni.police.uk)

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