



FREEDOM OF INFORMATION REQUEST



Request Number: F-2018-02515

Keyword: Human Resources

Subject: Hot Weather Related Injuries

Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act I can confirm that the Police Service of Northern Ireland does hold information to which your request relates. The decision has been taken to disclose the following.

Request 1

I am requesting the following information under the Freedom of Information Act: How many officers, specials and PCSOs reported symptoms of or received treatment for dehydration, heat stroke, heat exhaustion or related conditions while on duty from May 1, 2018- September 30, 2018? Please also provide data for May-September 2017.

Answer

From 1st May 2018 to 30th September 2018 there were a total of three accident/incident/near miss report forms were received in which 'dehydration', 'heat stroke' or 'heat exhaustion' was an aggravating factor. On one of these reports were the names of 12 other officers included as 'Witnesses' who were reported as being also subjected to heat exhaustion symptoms. Therefore there were a total of 15 officers during this period.

There was no recorded accident/incident/near miss report forms received for the same period in 2017. To collate these numbers a free text search was carried out through the PSNI HR System SAP for all accident/incident/near miss report forms submitted during the periods requested and all trigger words listed above.

Request 2

Do you have a tattoo policy which requires uniformed workers to wear long sleeves if they have visible tattoos on their arms?

Answer

The following is the PSNI policy on tattoos:

The Police Service of Northern Ireland strives to be representative of all the community it serves regardless of religious belief, political opinion, racial group, age, marital status, gender, disability, dependencies or sexual orientation. Furthermore, to deliver a service that meets the needs of the community, the Police Service of Northern Ireland must be cognisant of not only who we serve, but also the societal context and the fluid nature of our progressive society. Only in taking this approach

can we be an inclusive and diverse organisation, truly representative of society. We recognise that having a tattoo does not necessarily prevent you from serving in the Police Service of Northern Ireland. However, certain tattoos and their visibility may not be acceptable. All officers are required to adhere with the Corporate Appearance and Protective Equipment Standard. Therefore careful consideration will be given by the organisation to any tattoos on the head, face, neck and hands or tattoos which cannot be covered by uniform. This includes the size, nature and prominence of the tattoos in question.

1. Tattoos will be unacceptable if they are contrary to any of the equality areas identified in Section 75 of the Northern Ireland Act 1998* or are in contravention of the PSNI good and harmonious working environment.

2. Whether visible or not, tattoos will be unacceptable where they could reasonably be interpreted as offensive to members of the public or colleagues due to their content or alignment with a particular group.

3. The Police Service of Northern Ireland regularly engages with some of the most vulnerable members of society. Therefore, tattoos which conceal the identity of an officer to the extent where it would potentially inhibit their ability as a police officer to undertake their duties or which may make a member of the public feel uncomfortable, intimidated or threatened will be unacceptable. All serving officers who are considering having a tattoo must ensure that they comply with this guidance.

** In carrying out its functions PSNI have due regard to the need to promote equality of opportunity in respect of Section 75 and persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; men and women generally; persons with a disability and persons without; and persons with dependents and persons without.*

Request 3

Did your force make any allowances or take any extra measures to protect officers during the extreme temperatures this summer?

Answer

The PSNI Health and Safety Branch issued a Safety Alert Notice to all members of the PSNI regarding exposure to the sun and the application of sunscreen.

This information has been provided by the PSNI Human Resources Department.

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.psnj.police.uk

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