



Dear ,

Gloucestershire Constabulary Freedom of Information request 2023.0380

On 06/04/2023 you sent an email constituting a request under the Freedom of Information Act asking the following:

I am writing to request information under the Freedom of Information Act. I am looking for information about police officers re-hired or transferred from other forces, as well as retired police officers written to about potential re-employment.

1. How many police officers has the force re-hired in the past five years who have previously been disciplined at police misconduct proceedings during their career, or previously retired while under investigation for misconduct? Please could this information be broken down by category and by year (including 2023 until present date, 2022, 2021, 2020, 2019)? If it is the case that any individual police officer in these categories has been re-hired more than once during this period, please could this be flagged with details provided.
2. How many police officers has the force employed in the past five years who have been transferred from another force and have previously been disciplined at misconduct proceedings during their career, or previously retired while under investigation for misconduct? Please could this information be broken down by category and by year (including 2023 until present date, 2022, 2021, 2020, 2019)? If it is the case that any individual police officer in these categories has been employed more than once after being transferred, please could this be flagged with details provided.
3. How many retired police officers has the force written to in the past five years asking them to consider applying for jobs as police officers? Of those it has written to in this category, how many had previously retired while under investigation for misconduct or had previously been disciplined at police misconduct proceedings during their careers? Please could this information be broken down by category and year-by-year (2023 to present date, 2022, 2021, 2020 and 2019). If the same police officer has been written to more than once during the period, please could this be flagged with details provided of how many times they have been written to and when.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary may hold some relevant information.

Unfortunately, there is no way of electronically searching for the information you have requested.

There is no central register of the above information. In order to ascertain whether the Constabulary holds any relevant information, hundreds of records within the Professional Standards Department and Human Resources department would need to be manually

reviewed and cross referenced. This would take longer than the 18 hours prescribed by Section 12 of the Freedom of Information Act.

Section 17(5) of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

In relation to your request Section 12 applies.

Section 12(1) – Fee Regulations states:

Section 1(1) of the Act does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

In accordance with the Act, this letter represents a Refusal Notice for your request.

Unfortunately, I'm unable to assist in suggesting ways of refining your request to come within the confines of Section 12 of the Act. Even reducing the timescale would not reduce the number of records enough that a manual review could be conducted within the timescale but still provide meaningful information.

Providing Information Outside of the Act

By way of assistance and although excess cost removes the Force's obligations under the Freedom of Information Act, I can confirm the following information relevant to your request which has already been retrieved. We trust this is helpful but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

The Human Resources Department have confirmed that they have not written to any retired police officers for the reason in question 3.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary