



Your reference: n/a

Our reference: FOI_24_0004

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 13/01/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0004

On 03/01/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

Between January 1st 2024 up to and including December 31st 2024:

1. How many police officers and staff working for your force have taken sick leave of any length due to any mental health condition?
2. How many police officers and staff working for your force have taken sick leave of any length due to Post Traumatic Stress Disorder?
3. How many police officers and staff working for your force have been diagnosed with Post Traumatic Stress Disorder?
4. How many work days have police officers and staff working for your force missed due to the suspected or diagnosed symptoms of PTSD?

Please provide the figures for officers and staff separately.

Please note I have reformatted your questions for ease.

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

Unfortunately the information you have requested in question 3 is not held in an easily retrievable format. In order to ascertain if we hold any relevant information would require a manual review of each individual HR record for all members of staff within the Constabulary, along with their occupational health record to see if this has been recorded. This would clearly take longer than the 18 hours prescribed by the Freedom of Information Act.

Please see below for suggestions on how you may be able to refine your request to come within the cost constraints of Section 12 of the 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.

Under Section 16, duty to assist, we may be able to provide you with data for question 1 and 2. In regards to question 4 we log a reason for sick leave from a list of categories, we would only be able to report on what someone has told their line manager. Therefore if this is suspected or diagnosed symptoms of PTSD this would be included in the figure for question 2.

If you wish to submit a new FOI request for question 1 and 2, please email foi@gloucestershire.police.uk but please bear in mind that it could still attract the exemption at Section 12 of the Act.

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.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary