



Your reference: N/A
Our reference: FOI_25_0225
E-mail: FOI
@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 09/06/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0225

On 24/02/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. The number of police officers who have started the Ill Health Retirement (IHR) process
a. (i.e., those referred to Occupational Health for IHR consideration).
2. The number of officers who have retired on ill-health grounds as a result of the IHR process.
3. The number of officers who have submitted Injury on Duty (IOD) claims under the Police (Injury Benefit) Regulations 2006.
4. The number of officers whose IOD claims were successful.
5. The number of officers whose IOD claims were unsuccessful.
6. A breakdown of the IOD banding decisions for successful claims,
a. (bands 1-4 as defined by PIBR 2006)
7. A copy of the force's policy on the IOD process
a. (not the IHR, sickness, Attendance Management or similar policy, but specifically how the force manages IOD claims after an officer has left).
8. The length of time taken to process each IOD claim.
9. Average time to process IOD claims.

10. The resources/personnel/team/department allocated to managing IOD claims (including the number of personnel assigned).

11. Whether the force conducts any follow-up or impact assessments to understand the long-term effects of the process on officers who have retired due to IOD.

12. Please breakdown of the data by borough, district, or department.

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

Police Forces in the United Kingdom are routinely required to provide statistics to government bodies and the recording criteria is set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. It should be noted that for these reasons the figures given relate to information from the specific recording system of Gloucestershire Constabulary and should not be used for comparison purposes with any other response you receive.

Please note that our systems are designed to record information for policing purposes and the investigation of crime and not to extract statistical information. Accordingly whilst we endeavour to extract relevant data within the time limits of the Act, any data supplied is subject to these limitations.

Following receipt of your request, initial searches were completed with the relevant departments who have confirmed the following:

1. 41

1a. this information is not recorded unless the officer is referred to SMP for IHR

2. 20

3. 17

4. 7

5. 1 other claims are pending

6a. 6 banded at 4 and 1 at 2

7. N/A

8. Ranges between 5 months to 12+months

9. Ranges between 5 months to 12+months

10. HR, Legal and Occupational Health

11. N/A

12. Any breakdown of the data by borough, district or department is exempt by virtue of Section 40 of the Freedom of Information Act.

Section 17 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.

With regard to the disclosure of any further breakdown, the following exemption applies:

Section 40(2) Personal Information

Section 40(2) applies to third party personal data. This would not be released under the Freedom of Information Act unless there is a strong public interest. The disclosure of any information which could lead to the identification of an individual would breach the Data

Protection Principles contained with the Data Protection Act 2018, namely the first principle which states that personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals

This exemption is absolute and class based therefore I am not required to apply either the public interest test or harm test in disclosure.

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

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