Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk

Our reference: FOI_26_1114
E-mail: FOI @gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 23/11/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_1114

On 19/11/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Under the Freedom of Information Act 2000/Freedom of Information (Scotland) Act 2002, please provide the information below about your force's occupational health (OH) clinical workforce. I am asking all UK police force the same questions so the answers can be compared nationally.

Definitions

- **OH clinicians** are grouped into three types:
  - **Doctors:** OH physicians and Force Medical Advisers
  - **Nurses:** OH nurse advisers, specialist OH nurses and OH practice nurses
  - **Other clinicians:** OH technicians, mental health clinicians, therapists and physiotherapists working in OH
- **Financial years** means 2023/24, 2024/25 and 2025/26 (1 April to 31 March).
- **Return template:** A returns template is included at the end of this email.

Questions

1. **Posts and vacancies.** For doctors, nurses and other clinicians, please give the number of funded OH posts and the number of vacant OH posts (FTE) on 31 March 2024, 31 March 2025 and 31 March 2026.
2. **Recruitment.** For each financial year, how many OH clinical posts did you advertise, how many were filled, and how many had to be advertised more than once?
3. **Leavers.** For each financial year, how many OH clinicians left your force?
4. **Temporary cover.** For each financial year, how much did you spend on agency, locum or bank OH clinicians?
5. **Target operating model.** On 31 March 2026, which level of the National Police Wellbeing Service Target Operating Model for occupational health units was your

We are committed to being an anti-discriminatory organisation. This means not only acting in a non-discriminatory way, but addressing systemic inequalities, disadvantage and discrimination.

OH establishment set to deliver: Level 1, Level 1+, Level 2 (Foundation Standards), Level 3 (Enhanced/Advanced Standards), or not set against the model?

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

Following receipt of your request, a Constabulary subject matter expert (SME) conducted searches for the relevant and recorded information needed to answer your questions. As requested, the table you sent with your questions has been completed below. The Constabulary's response to Q5 is Level 2 (Foundation).

Question	2023/2024	2024/25	2025/26
1. Posts and vacancies on 31 March			
Doctors – funded posts (FTE) Please note: Contracted, not employed	0.2 FTE	0.2 FTE	0.2 FTE
Doctors – vacant posts (FTE)	0	0	0
Nurses – funded posts (FTE)	2.4 FTE	2.4FTE	2.4FTE
Nurses – vacant posts (FTE)			0.6
Other clinicians – funded posts (FTE)	1 FTE OHT	1 FTE OHT	1 FTE OHT
Other clinicians – vacant posts (FTE)	0	0	0
2. Recruitment			
OH clinical posts advertised			1
Posts filled			0
Posts advertised more than once			1
3. Leavers			
OH clinicians who left (headcount)			1

4. Temporary cover

Agency / locum / bank spend (£) - £15,600

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 Commission's Office
4th Floor, No.3 Circle Square
5 Hawkshaw Street
Manchester
M1 7BL

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary