

Our Ref: 007011/17



**Freedom of Information Section**  
Nottinghamshire Police HQ  
Sherwood Lodge, Arnold  
Nottingham NG5 8PP

**Tel:** 101  
**Ext** 800 2507  
**Fax:** 0115 967 2896

11 October 2017

Dear

**Request under the Freedom of Information Act 2000 (FOIA)**

I write in connection with your request for information, which was received by Nottinghamshire Police on 14/09/2017.

Following receipt of your request searches were conducted within Nottinghamshire Police to locate the information you require.

**RESPONSE**

Under S 1 (1) (a) of the Freedom of Information Act 2000 (FOIA), I can confirm that Nottinghamshire Police does hold the information you have requested.

Please find below answers to your questions:-

***1) The number of police officers referred to occupational health services (internally or externally) for mental health / psychological issues each financial year starting in 2010/11. Please break the figures down by year and include this year.***

***2 The amount of money allocated in your budget to occupational health provision for mental health / psychological support and treatment. Please send me figures broken down by financial year, beginning in 2010/11 including this current year. Please including spending allocations for internal and external services.***

In respect of question 1, this information is not recorded in an easily retrievable format. We did not commence recording of referrals to Occupational Health by reason until June 2016. Additionally, we did not record these referrals by role of the individual (Staff or Officer) until very recently. To locate, retrieve and extract the requested information requires a manual



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search of all records held prior to June 2016 to establish whether a referral; had been made for psychological reasons and from June 2016 to August 2017 – whether the individual concerned was a Police Officer. I am unable to provide the total figure of referrals for all years back to 2010/2011 but I am able to advise you that 350 referrals recorded between June 2016 and August 2017 would be required to be checked to ascertain whether they related to a Police Officer or Police staff.

It is estimated that to search one record would take approximately 5 minutes which would equate to approximately 29.17 working hours. To manually review the referral records between 2010 and 2016 would also add significantly to this time estimate but I am unable to provide a more accurate figure in this regard. This takes the request over the cost threshold of 18 working hours and engages Section 12 (1) of the Act.

This letter constitutes a refusal notice under Section 17(5) of the Freedom of Information Act 2000 with Section 12(1) of the act being applied

**12. – (1)** Section 1(1) 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.

Should you wish for the Force to continue with your request, a more accurate figure will be provided within a fee's notice. The cost will need to be paid by you, prior to any further investigation. Please advise if you wish to proceed.

In accordance with the Act, once one part of the request exceeds the cost threshold the entire request exceeds the cost threshold. However, I can add the following in relation to question 2 of your request:

***2 The amount of money allocated in your budget to occupational health provision for mental health / psychological support and treatment. Please send me figures broken down by financial year, beginning in 2010/11 including this current year. Please including spending allocations for internal and external services.***

OHU is a regional service and it is not possible to break down figures to show specific budgets for mental health/psychological support by individual Police Force. In addition to referrals to OHU, Forces contribute to the provision of an Employee Assistance Provider, CIC, which provides counselling and advice services 24/7; this service is available to both officers and staff.

Notts Police also provide funds for private medical intervention (PMI) where treatment may include counselling, CBT or EMDR on consideration of a business case. Again, please note this is available to both officers and staff and spending on both physical and psychological support.

**Complaints Rights**

Your attention is drawn to the enclosed review procedure, which details your right of complaint.

**Copyright**

Nottinghamshire Police in complying with their statutory duty under Sections 1 and 11 of the Freedom of Information Act 2000 (FOIA) to release the enclosed information will not breach the Copyright, Designs and Patents Act 1988. However, the rights of the copyright owner of the enclosed information will continue to be protected by law. Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to the Force Solicitor, Nottinghamshire Police, Force Headquarters, Sherwood Lodge, Arnold, Nottinghamshire, NG5 8PP.

I would like to take this opportunity to thank you for your interest in Nottinghamshire Police.

Should you have any further enquiries concerning this matter, please write or contact the Freedom of Information Officer on telephone number 0115 9672507 or e-mail [freedomofinformation@Nottinghamshire.pnn.police.uk](mailto:freedomofinformation@Nottinghamshire.pnn.police.uk) quoting the above reference number.

Yours sincerely

**Disclosure Officer**

## **Are you dissatisfied with your response?**

Nottinghamshire Police has a duty to implement a complaints process in relation to Freedom of Information Act requests. If you are not content with our response, you may appeal, this process is known as an 'Internal Review'

Internal reviews are intended to be a fair and impartial means of reviewing the original request process.

You can appeal about your request if you:-

- Disagree with the Forces interpretation of your request;
- Believe the Force hold more information than has been disclosed to you;
- Disagree with the application of exemptions;

### **How do I appeal?**

All appeals should be made in writing and sent to:-

Information Management  
Nottinghamshire Police  
Force Headquarters  
Sherwood Lodge  
Arnold  
Notts  
NG5 8PP

or alternatively [freedomofinformation@nottinghamshire.pnn.police.uk](mailto:freedomofinformation@nottinghamshire.pnn.police.uk)

To deal with your appeal as quickly as possible please provide the unique identification number provided with your response and the reasons for your appeal.

Once we have received your request for appeal, your FOI response will be reviewed in full to identify any problems in the disclosure.

The review will be undertaken by someone different from, and preferably senior to, the original decision maker and this should be completed within 20 working days from receipt, in exceptional circumstances it may be extended by a further 20 working days.

## **What if I'm still not satisfied?**

You can appeal to the Information Commissioner. You can contact the Information Commissioner Office at the following:-

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

Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate)

E-mail: [casework@ico.org.uk](mailto:casework@ico.org.uk)