

Our Ref: 006259/14



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

Tel: 101
Ext 800 2507
Fax: 0115 967 2896

23 October 2014

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 07/10/2014.

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

Please find below answers to your questions:-

1 - How many type one diabetic Police Officers do you have in your force, and how many of those are active emergency response drivers (able to drive police vehicles using emergency warning equipment)

2 - How many type two (Insulin dependent) diabetic Police officers do you have in your force, and how many of those are active emergency response drivers (able to drive police vehicles using emergency warning equipment)

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.

Information kept regarding an employee's health is one that is particularly sensitive and therefore any reference to their state of health is one that, if declared, would be kept on an individual's personal record on a secure system. Consequently there is no central data base or record that will list all officers who have either type 1 or type 2, diabetes. There may be a record kept on an officer's personal file.

The information you seek is not recorded in an easily retrievable format. To locate, retrieve and extract the requested information requires a visual search



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

of all personal records held. At a very conservative estimate it would take 2 minutes to open and check a personal record, the ambiguity often surrounding a declaration of someone's health state may require more time to research possibly by contacting the officers concerned.

We employ over 2000 police officers. Therefore to examine this many records would take over 65 working hours. 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. I have not examined this process in detail so if you did wish to proceed I will have to consider other exclusions contained within the Freedom of Information Act which may become apparent once this process is examined further. The cost will need to be paid by you, prior to any further investigation. Please advise if you wish to proceed.

Alternatively you are invited to refine your request to bring it within the cost threshold. However due to the large numbers involved I am unable to suggest a refinement that would enable you to do this.

In accordance with the Act, once one part of the request is excess cost the whole request exceeds the cost threshold.

As regards officers driving police vehicles we have a policy titled, 'Driving vehicles for police business' which contains the following paragraphs:-

MEDICAL CONSIDERATIONS

Standard number one places an obligation on all staff to declare that they are medically fit to drive. In the case of those with a driving authority they are subject to a regular medical check (see table below) and all staff who drive for police purposes will have made a declaration within the self service domain of HRMS/Origin.

Staff who drive with a driving permission only need to use and update the self-serve section on HRMS. They do not need a force medical examination. Anyone who has reason to believe they are or may be suffering from the following conditions must be referred to Occupational Health for a full assessment of their ability to drive and they must notify their line manager or the duty manager immediately.

Pending any assessment and recommendations by occupational health the individual must be prohibited from driving for police purposes with immediate effect and HRMS/Origin updated accordingly.

The list of conditions are:

Neurological disorders (including epilepsy)

Cardiovascular disorders

Diabetes mellitus

Psychiatric disorders

Drug and Alcohol misuse and dependency

Visual disorders

Renal disorders

Respiratory disorders

Sleep disorders.

Any staff member suffering from a relevant medical condition must also notify the DVSA as soon as reasonably practicable.

As stated in section 6.7 Occupational health will amend and adjust a person's authority and/or permission based on a medical assessment of the individual's condition and endorse HRMS/Origin accordingly.

Note:-

HRMS/Origin is a computer programme that records officer's duties, specialisms, leave allocation etc. It will only record whether an officer has authority to drive it will not give detail the reasons if they cannot.

Occupational Health do not keep a record of officers who have Diabetes type 1 or type 2.

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 quoting the above reference number.

Yours sincerely

Disclosure Officer – Paul Jeffery.

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

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