

21 November 2024

FOI Ref 17464

Request - You asked us the following:

Can you please provide all policy and procedure documents relating to ill-health retirement for police officers, particularly for those that have suffered an injury on duty.

Specifically,

- a) What criteria or thresholds are there before an officer will be referred to the FMA, or SMP for consideration of ill-health retirement.
- b) Which department has the responsibility for deciding what are suitable reasonable adjustments for a recognised disability, such as restricted duties or working from home.
- c) What part does the Unsatisfactory Performance & Attendance Procedures (UPP) play in the decision making process and is it included in your policies.

We received your request on 13/11/2024 and have processed this under the Freedom of Information Act (FOIA).

Staffordshire Police's response to your enquiry is as follows:

Staffordshire Police holds the requested information.

- Can you please provide all policy and procedure documents relating to ill-health retirement for police officers, particularly for those that have suffered an injury on duty. – **Disclosed, please see accompanying file titled 'FOI 17464 Ill-Health Retirement Policy and Procedure Data.PDF'.**

Specifically,

- a) What criteria or thresholds are there before an officer will be referred to the FMA, or SMP for consideration of ill-health retirement. – **Disclosed, this is case specific, but as a Force our focus is on retention of officers with ill-health retirement being a last resort. Where we manage cases of degenerative or terminal illness, officers can be fast tracked to the SMP should our OHP be supportive of this.**
- b) Which department has the responsibility for deciding what are suitable reasonable adjustments for a recognised disability, such as restricted duties or working from home. – **Disclosed, this is a multidisciplinary approach involving the officer, management, Occupational Health and Human Resources.**

- c) What part does the Unsatisfactory Performance & Attendance Procedures (UPP) play in the decision making process and is it included in your policies. – **Disclosed, please see accompanying file titled 'FOI 17464 Ill-Health Retirement Policy and Procedure Data.PDF'.**

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Staffordshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

Central Disclosure Unit
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Central Disclosure Unit within two months of the Force's response to the original FOI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by another Decision Maker who is independent from the original Decision Maker. The Central Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within 20 working days. In more complex cases the review may take up to 40 working days.

The independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:



STAFFORDSHIRE
POLICE

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

ICO Website for complaints link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Central Disclosure Unit