

29 November 2024

FOI Ref 17505

Request - You asked us the following:

Thank for your prompt reply and the production of your policy entitled "Early Ill Health Retirement (EIHR) for Police Officers".

This raises further questions. One of the questions that we asked was "What part does the Unsatisfactory Performance & Attendance Procedures (UPP) play in the decision making process and is it included in your policies".

You have stated in your response that "Disclosed, please see accompanying file titled 'FOI 17464 Ill-Health Retirement Policy and Procedure Data.PDF'"

The UPP is not referenced in your document. Does that mean that the UPP plays no part in the decision making process?

Additionally, the above mentioned document references the "Force's Supporting Attendance Procedure". Should this procedure or policy be read in conjunction with your EIHR policy and if so, may we have a copy please?

Lastly, the EIHR policy references some specific roles, these being "People partners" and "People officers", do you have a definition for these roles and what they entail please?

We received your request on 22/11/2024 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds/does not hold the requested information.

- This raises further questions. One of the questions that we asked was "What part does the Unsatisfactory Performance & Attendance Procedures (UPP) play in the decision making process and is it included in your policies".
You have stated in your response that "Disclosed, please see accompanying file titled 'FOI 17464 Ill-Health Retirement Policy and Procedure Data.PDF'"
The UPP is not referenced in your document. Does that mean that the UPP plays no part in the decision making process? – **Partially disclosed, please see accompanying file titled 'FOI 17505 Refinement of FOI 17464 Ill-Health Retirement Policy and Procedure Data.PDF'.**
- Additionally, the above mentioned document references the "Force's Supporting Attendance Procedure". Should this procedure or policy be read in conjunction with your EIHR policy and if so, may we have a copy please? – **Partially disclosed, please see accompanying file titled 'FOI 17505 Refinement of FOI 17464 Ill-Health Retirement Policy and Procedure Data.PDF'.**



- Lastly, the EIHR policy references some specific roles, these being "People partners" and "People officers", do you have a definition for these roles and what they entail please? – **Disclosed, please see accompanying files titled 'FOI 17505 Refinement of FOI 17464 Ill-Health Retirement Policy and Procedure Role Profile People Officer' and 'FOI 17505 Refinement of FOI 17464 Ill-Health Retirement Policy and Procedure Role Profile People Partner'.**

Please note that the Freedom of Information Act 2000 only extends to requests for recorded information. It does not require public authorities to create information to answer questions generally; only if the information is already held in recorded form.

Please also note that the role profiles attached refers to role titles that have recently changed from 'People Officers' and 'People Partners' to 'HR Officers' and 'HR Managers', however the role profiles have remained the same.

The following exemptions have been applied:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for parts of this particular request.

- Section 40(2) Personal Information

Section 40(2) is an absolute exemption which means that there is no need to quantify the harm that may arise from the disclosure; neither is it subject to a public interest test.

To release personal or third-party information held by Staffordshire Police, would breach the data protection principles; namely –

- Data is lawfully and fairly processed.
- Processed in line with an individual's rights.
- Data is secure.

Personal and third-party information cannot be released under the Freedom of Information Act.

Disclosure under Freedom of Information is a release of information to the world in general and not an individual applicant.

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:



STAFFORDSHIRE
POLICE

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:

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