

28 February 2025

FOI Ref 17871

Request - You asked us the following:

For the past five years: (2020-2025)

1. The number of police officers who have started the Ill Health Retirement (IHR) process
 - a. (i.e., those referred to Occupational Health for IHR consideration).
2. The number of officers who have retired on ill-health grounds as a result of the IHR process.
3. The number of officers who have submitted Injury on Duty (IOD) claims under the Police (Injury Benefit) Regulations 2006.
4. The number of officers whose IOD claims were successful.
5. The number of officers whose IOD claims were unsuccessful.
6. A breakdown of the IOD banding decisions for successful claims,
 - a. (bands 1-4 as defined by PIBR 2006)
7. A copy of the force's policy on the IOD process
 - a. (not the IHR, sickness, Attendance Management or similar policy, but specifically how the force manages IOD claims after an officer has left).
8. The length of time taken to process each IOD claim.
9. Average time to process IOD claims.
10. The resources/personnel/team/department allocated to managing IOD claims (including the number of personnel assigned).
11. Whether the force conducts any follow-up or impact assessments to understand the long-term effects of the process on officers who have retired due to IOD.
12. Please breakdown of the data by borough, district, or department.

We received your request on 24/02/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds some of the requested information.

- For the past five years: (2020-2025)
- 1. The number of police officers who have started the Ill Health Retirement (IHR) process
- **Partially disclosed, 41.**
Please note that data is only held in financial years therefore the data has been provided from 1st April 2020 up to 31st March 2024.
 - a. (i.e., those referred to Occupational Health for IHR consideration).
- 2. The number of officers who have retired on ill-health grounds as a result of the IHR process.
- **Partially disclosed, 41.**
Please note that data is only held in financial years therefore the data has been provided from 1st April 2020 up to 31st March 2024.

All of the individuals that started the IHR process in question 1 have retired on ill-health grounds.

- 3. The number of officers who have submitted Injury on Duty (IOD) claims under the Police (Injury Benefit) Regulations 2006. – **Disclosed, 25. 5 of these are still ongoing cases.**
- 4. The number of officers whose IOD claims were successful. – **Disclosed, 5.**
- 5. The number of officers whose IOD claims were unsuccessful. – **Disclosed, 15.**
- 6. A breakdown of the IOD banding decisions for successful claims,
 - a. (bands 1-4 as defined by PIBR 2006) – **Disclosed, Band 1 = 2, Band 2 = 0, Band 3 = 1, Band 4 = 2.**
- 7. A copy of the force's policy on the IOD process – **No information held. Staffordshire Police follow the regulations available online The Police (Injury Benefit) Regulations 2006, please see the following link <https://www.legislation.gov.uk/ukxi/2006/932/contents/made>.**
 - a. (not the IHR, sickness, Attendance Management or similar policy, but specifically how the force manages IOD claims after an officer has left).
- 8. The length of time taken to process each IOD claim. – **No information held.**
- 9. Average time to process IOD claims. – **No information held.**
- 10. The resources/personnel/team/department allocated to managing IOD claims (including the number of personnel assigned). – **Disclosed. Payroll and Pensions 2.**
- 11. Whether the force conducts any follow-up or impact assessments to understand the long-term effects of the process on officers who have retired due to IOD. – **Disclosed, no.**
- 12. Please breakdown of the data by borough, district, or department. – **No information held.**

Please note that this data has been provided to the best of our ability, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

Please be advised that all Freedom of Information request responses are published on the Staffordshire Police website although personal details are not included.

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