



5 May 2026

FOI Ref 22801

Request - You asked Staffordshire Police (SP) the following:

Health assessments for police officers classified as night workers

For the purposes of this request:

- “Night worker” has the same meaning as in Regulation 2 of the Working Time Regulations 1998.
- “Health assessment” includes any assessment, screening, questionnaire, or occupational health review offered or undertaken to assess fitness for night work, whether conducted internally or via a contracted occupational health provider.
- This request relates only to police officers

Unless otherwise stated, the time period covered by this request is 1 April 2023 to 31 March 2025.

Questions

1. Numbers classified as night workers

Please state the total number of police officers employed by the force who were classified as night workers at any point during the period.

2. Health assessments offered

Of those officers:

a. The number who were offered a health assessment specifically in relation to night work.

Of those offered a health assessment:

a. The number who undertook an initial night work health assessment.

b. The number who undertook a follow up or periodic night work health assessment.

4. Outcomes of assessments (aggregate, non personal) Please state the number of officers whose most recent assessment during the period resulted in:

a. Confirmation of fitness for night work without adjustment; b. Fitness for night work subject to adjustments or restrictions; c. Temporary removal from night work; d. Permanent removal from night work.

5. Internal communications to officers about night work health assessments For the same period (1 April 2023 to 31 March 2025):

a. Please state the total number of internal communications issued to police officers by the force which refer to, promote, explain, or remind officers about:

- health assessments for night workers, and/or
- health risks associated with night work where health assessments are referenced.

b. Where available, please provide a numerical breakdown by format, for example:

- force wide emails;
- intranet posts or internal blogs;
- internal newsletters;
- briefing notes or circulars issued to officers.

c. If held, please confirm the keywords or standard phrases used by the force to identify or retrieve such communications (for example: “night worker”, “Working Time Regulations”, “night work health assessment”, “occupational health – night work”).

SP received your request on 27/04/2026 and have processed this under the Freedom of Information Act (FOIA).



SP's response to your enquiry is as follows:

SP holds/does not hold the requested information.

1. Numbers classified as night workers

- Please state the total number of police officers employed by the force who were classified as night workers at any point during the period. – **Disclosed, nil. SP do not have any officer classified as a 'night worker'.**

2. Health assessments offered

Of those officers:

- a. The number who were offered a health assessment specifically in relation to night work. – **Not applicable.**

Of those offered a health assessment:

- a. The number who undertook an initial night work health assessment. – **Not applicable.**
- b. The number who undertook a follow up or periodic night work health assessment. – **Not applicable.**

4. Outcomes of assessments (aggregate, non personal) Please state the number of officers whose most recent assessment during the period resulted in:

- a. Confirmation of fitness for night work without adjustment; b. Fitness for night work subject to adjustments or restrictions; c. Temporary removal from night work; d. Permanent removal from night work. – **Not applicable.**

5. Internal communications to officers about night work health assessments For the same period (1 April 2023 to 31 March 2025):

- a. Please state the total number of internal communications issued to police officers by the force which refer to, promote, explain, or remind officers about:
 - health assessments for night workers, and/or
 - health risks associated with night work where health assessments are referenced. – **Not applicable.**
- b. Where available, please provide a numerical breakdown by format, for example:
 - force wide emails;
 - intranet posts or internal blogs;
 - internal newsletters;
 - briefing notes or circulars issued to officers. – **Not applicable.**
- c. If held, please confirm the keywords or standard phrases used by the force to identify or retrieve such communications (for example: "night worker", "Working Time Regulations", "night work health assessment", "occupational health – night work"). – **Not applicable.**

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



STAFFORDSHIRE
POLICE

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from SP, 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:

IAT@staffordshire.police.uk

Or by Post to:

Information Access Team
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 Information Access Team within two months of the SP 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 a supervisor who is independent from the original Decision Maker. The Information Access Team 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 twenty working days. In more complex cases the review may take up to forty working days.

The independent supervisor 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, considering the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the independent supervisor will reply to the appellant with the result of the review. If the appellant 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 link:
<https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team