

Date: 08/072024
Our ref: 01/FOI/24/012799/D

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/012799/D

I write in connection with your request for information dated 16/06/2024, received by Greater Manchester Police (GMP) for the following information:

I would like to know the following for the financial years 2022/23, 2023/24 and the current financial year 2024/25 to date.

- 1) What is the force average of sickness days for the force as a whole AND separately for the Criminal Justice and Custody Branch, broken down between Police Officers and Police Staff***
- 2) What is the total number of staff that have taken more than the Force Average of Sickness days and the Percentage of these that have been placed on a Plan to support Improved Attendance, broken down between the Force and separately for the Criminal Justice and Custody Branch and further broken down between Police Officers and Police Staff***
- 3) What is the total number of staff that have taken more than the Force Average of Sickness days and the Percentage of these that have been placed on a Return to Work Plan, broken down between the Force and separately for the Criminal Justice and Custody Branch and further broken down between Police Officers and Police Staff.***
- 4) How many staff that have been placed on a Plan to Support Improved Attendance have also been placed on a Return to Work Plan, broken down between the Force and separately for the Criminal Justice and Custody Branch and further broken down between Police Officers and police Staff.***
- 5). What is your sickness absence management policy.***

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP.

However, GMP does not hold the information that you have requested in an easily retrievable format.

Questions 2, 3 and 4 cannot be answered without a full manual review being carried out. Information relating to a "Plan to support Improved Attendance" would be recorded on a person's personal record only and so each personal record would need to be checked for those with higher-than-normal sick levels for each year stated. Initial searches for 2022/23 have brought back over 2500 officers and staff. At a conservative estimate of 5minutes per record, it would take in the region of 200hrs to review for this year alone.

Therefore, as per **section 12(1)** of the Freedom of Information Act 2000, the cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

GMP is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. In order for the force to keep this within the fees limit, the information you are requesting will need revising. Given the number of records from the initial search, it would be difficult to keep within costs while including questions 2-4, therefore we would advise reducing any revised requests to question 1 and 5 only. However, the resulting response cannot be guaranteed at this point as it will be dependent upon the number of records that fall within the scope of any new request, as they would still have to be manually assessed.

Should you wish to refine and resubmit your request in line with the advice above please respond to freedomofinformation@gmp.police.uk.