



Date: 24/01/2025
Our ref: 01/FOI/24/013686/Z

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/013686/Z

I write in connection with your request for information dated 21/11/2025, received by Greater Manchester Police (GMP) for the following information:

Under the Freedom of Information Act 2000, I am requesting information regarding processes and support for officers requiring reasonable adjustments, specifically related to promotion postings and adjusted duties. I would appreciate your assistance in providing the following details:

1. Is there an Adjusted Duties Panel within your organisation responsible for the placements of officers requiring reasonable adjustments?
- If so, please specify the date when the panel was first established and, if applicable, when it was discontinued.
2. If no, what is the rationale for not having an Adjusted Duties Panel (if applicable)?
- Were there any formal documents, reports, or recommendations that supported its discontinuation?
3. Is there a formal policy or internal guidance regarding the prioritisation of roles for officers requiring reasonable adjustments?
- Please provide a summary or a copy of such policies.
4. What advice or support is provided to Local Policing Units (or equivalent) when they are allocated an officer requiring adjusted duties?
- Please include any relevant documentation or guidance provided.

5. If a Local Policing Unit (or equivalent) cannot find a suitable role for an officer on adjusted duties, what is the formal process that should be followed?
- Please provide documentation outlining this process

6. If the panel has been discontinued what measures have been implemented to support the career progression of officers on adjusted duties?

I would be grateful if you could provide any relevant policies, procedures, or guidance documents related to these queries.

I am writing to request information under the Freedom of Information Act 2000 regarding the support structures in place for the Resource Management chair when dealing with officers on adjusted duties, particularly in the context of the Equality Act 2010. Specifically, I would like to request the following information:

7. Training and Resources: What training or resources are provided to the chair to assist in understanding and managing cases involving officers on adjusted duties

8. Protocols and Guidelines: Are there established protocols or guidelines that the Resource chair is required to follow when addressing the needs of officers requiring accommodations?
If so, please provide copies of these documents.

9. Support Mechanisms: How does the Police Service ensure that the resource Management chair has access to the necessary support mechanisms to effectively address the needs of officers on adjusted duties?

10. Monitoring and Evaluation: Is there a process in place to monitor and evaluate the effectiveness of the support provided to the resource chair in relation to officers on adjusted duties?
If such a process exists, please provide details and any relevant reports.

11. HR Consultation: Before rescinding a posting for an officer on adjusted duties, is it standard practice for the resource chair to seek advice from Human Resources? If so, please provide details of this process and any relevant documentation

12. Policy Implementation Dates: Can you provide the implementation dates for the policies related to the support of officers on adjusted duties? Additionally, when were these policies last reviewed, and what processes are in place to ensure they are fit for purpose?

Result of Searches

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

1. Not currently. There was previously, but it was disestablished. The need for a panel was reassessed in 2024 and steps re being taken to reinstate it in 2025.
2. Availability and necessity.
3. The following is an extract from GMP's Limited Duties Policy:
We'll identify a number of posts within a two week period which will be ring-fenced for you and other adjusted duties officers first, including:
 - specialist posts
 - roles on a new project team, and
 - vacancies before they're advertised.
4. Managers have a toolkit that supports the Limited Duties policy. Managers need to:
 - a. Consider recommendations from Occupational Health and Wellbeing Service (OH&WS) and decide if the officer should be placed on recuperative or adjusted duties.
 - b. Write support plans to help recuperative and adjusted duties officers becoming fully deployable.
 - c. Make sure recuperative and adjusted duties officers are deployed in line with their capabilities to maximise operational resilience.
 - d. Regularly review their plans against the knowledge and skills expected at their rank.
 - e. Refer officers to the OH&WS where there are health concerns preventing them from being fully deployable.
 - f. Agree short term recuperative duties plan up to 28 days.
 - g. Keep records of meetings.
 - h. Carry out risk and/or disability needs assessments as required.
 - i. Carry out Annual Management Reviews
 - j. Identify and put in place reasonable adjustments.
 - k. Monitor officer's performance in their roles and officers capabilities to ensure officers are in roles aligned with their capabilities.
 - l. Refer officers for redeployment if appropriate.
 - m. Take action under the Standards Performance and Attendance Policy if appropriate.
5. Our policy states – "We'll try to retain you in your current post or in an alternative post within your District/ Branch. We'll take into account the following factors before referring you for medical redeployment force wide:-
 - are you currently in a substantive police post
 - duties that you're able to perform and if they can be accommodated in your current role or another vacant substantive role with your District/Branch.
 - are you able to perform a meaningful role with or without adjustments
 - operational impact of your adjustments on your unit and your District/Branch
 - are there other posts within your District/Branch that may be suitable for you which are occupied by a fully deployable officer
 - operational reasons for why your adjustment cannot be accommodated

If a suitable post isn't available in your District/Branch then your manager will complete a medical redeployment form and forward it onto to Workforce Development Unit.

Your manager will provide an explanation of steps they have taken to try and accommodate your adjustments. They'll also provide reasons for why your adjustments cannot be accommodated."

6. Individual decision maker meetings take place when situations arise necessitating a panel review.
7. Occupational Health provide advice and make recommendations.
8. All medical redeployment cases will be considered by the TRG Sub-Group first. TRG subgroup will consider all relevant information presented. If the rationale to re-post isn't considered to be valid, then the request will be refused, and the District/Branch will be required to review solutions again.
9. Occupational Health provide advice and make recommendations. HR Operations work with Workforce Development in finding a suitable alternative posting, also at a local level they will work with managers on how adjustments can be accommodated.
10. As the panel has not yet been formally re-established, the current process lies within the people Branch of Workforce Development. Any monitoring and evaluation is of the unit as a whole which incorporates this process.
11. HR Operations will:
 - give advice on writing and reviewing support plans
 - give advice on risk assessments
 - monitor and manage the number of adjusted officers force wide to maintain operational resilience
 - give advice on complex cases for managing officers on either adjusted or recuperative duties
 - advise on the medical redeployment process
 - monitor the outcome of annual management reviews
12. The current policy was introduced in July 2018, and last updated in February 2021. Policies are reviewed when there are changes to make or an issue is raised.