



Date: 26/06/2025
Our ref: 01/FOI/25/014728/V

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/014728/V

I write in connection with your request for information dated 09/05/2025, received by Greater Manchester Police (GMP) for the following information:

A) For the period 01/04/24 to 31/03/25 included, how many internal Fairness at Work complaints have been FORMALLY logged by your organisations central HR caseworker management (Step 2 of the FAW process, which ought to result in formal acknowledgement and therefore should not require manual review outside of the HR caseworker management team) to include a breakdown of the specific branch, district or department where these complaints arose.

B) Please include the specific findings for each these complaints (again from the specific branch, district or department) Whether they were Supported? Part-Supported Or Not supported?"

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.

However, GMP does not hold the information that you have requested in an easily retrievable format. To provide the data requested in question B of your request would involve a manual search of all fairness at work files to collate the information about the outcomes.

A search of HR records shows that there are 62 such files that would have to be reviewed. At a very conservative estimate of 20 minutes to locate, retrieve and review each file it would take approximately 21 hours to ascertain the data required.

Therefore, to comply with the whole of your request the process would take over 18 hours' work which exceeds the appropriate limit of £450.00, the amount to which we are legally required to respond.

As per section 12(1) of the Freedom of Information Act 2000, the cost of providing you with the information is therefore 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. For the force to keep this within the fees limit, the information that you are requesting will need to be reduced to a greatly reduced time period. 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