

Date: 01/05/2026
Our ref: 01/FOI/26/016769/H

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/26/016769/H

I write in connection with your request for information dated 24/04/2026, received by Greater Manchester Police (GMP) for the following information:

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.

3. 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.

4. 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”).

Result of Searches

GMP cannot confirm if it holds all the information that you have requested without conducting a thorough search on your behalf.

GMP would be required to undertake a substantial review to see if we hold the information relating to your request. There is no centrally held recorded information of any internal communications about night work health assessments awareness provided to officers. Instead, this is likely to be a local and direct level to those who need it. For this reason, we would be required to contact each individual Team Leader, Manager, SLT, and division lead across all GMP Districts to ask for all emails, teams messages, meetings, briefing and update meetings notes to be reviewed to see if anything is held that supports question 4 of this FOI request. This would not be something that would be achievable within 18hrs.

If one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is locating, retrieving and extracting any further information would only add to the already exceeded time obligations and so no other searches have been completed at this stage.

Therefore, as per section 12(2) of the Freedom of Information Act 2000, the cost of searching for the information is above the amount to which we are legally required to respond i.e. the cost of locating 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 attempt to keep this within the fees limit, the information you are requesting will need revising with the removal of question 4. In addition, to assist with the remaining questions it may help to clarify what times you classify as “night worker” such as from 3pm – 11pm, 7pm – 7am etc. 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 may still have to be manually assessed.