

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by E mail

Date: 23rd March 2022

Your ref: FOI

Our ref: FOI 2022 / 211

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 1st March 2022 concerning Sickness.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and – having consulted our Business Performance and Finance Teams - I am now able to respond as follows.

You wrote (and Our Response) :

1. How much government funding has been given to deal with Covid related employment policies within the force in both 2020 and 2021 (Calendar years)

Wiltshire Police have not received any Government Funding in respect of Covid-related employment policies in either year.

2. What is the average "man hours" lost to sickness annually from 1/1/2015 to 31/12/2019

The total man-days lost to sickness annually have been as follows :-

2015 no information available

2016 no information available

2017 26,246 days

2018 27,872 days

2019 32,178 days

(See note below).



INVESTOR IN PEOPLE

3. What are the "man hours" lost to sickness in both 2020 and 2021 separately (calendar years), please provide a breakdown of cause.

The total man-days lost to sickness annually have been as follows :-

2020 29,218 days

2021 32,906 days

These can be broken down as follows by year :-

2020	
Reason	Sick Days
Unstated	1
Cardiac/Circulatory	1470
COVID-19	1826
Digestive Disorder	1356
Ear/Eye Problems	373
Genito-Urinary	533
Headache/Migraine	874
Infectious Diseases	1402
Miscellaneous	4885
Musculo/Skeletal	3564
Nervous System Disorders	224
Psychological Disorder	10745
Respiratory Conditions	1829
Skin	136
Total	29218

2021	
Reason	Sick Days
Cardiac/Circulatory	860
COVID-19	4072
Digestive Disorder	1750
Ear/Eye Problems	453
Genito-Urinary	410
Headache/Migraine	852
Infectious Diseases	1144
Miscellaneous	6948
Musculo/Skeletal	3568
Nervous System Disorders	152
Psychological Disorder	10160
Respiratory Conditions	2379
Skin	158
Total	32906

4. Please confirm which of the following are recorded as "Covid sickness"
- Reported as Covid by employee
 - Isolation due to a positive contact
 - "Long Covid"

Reactions to the vaccines

Covid Sickness is recorded when the individual reports that they are unable to work due to sickness related to Covid – this could be sickness related to covid or long-covid and also reactions to vaccinations. This would not however include isolation.

5. Do reports of "Covid sickness" act as trigger points on a sickness record?

Yes – they act as a trigger point for further conversation. Each case is discussed according to individuals needs. However, they are not necessarily a trigger point for escalation to any other process.

Please Note :-

- **We do not record sickness in terms of Man Hours, only in terms of Days.**
- **There is no obligation on an Authority under the FOIA to create information in order to simply answer an FOI request where information does not currently exist (eg Man Hours).**

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Nick Penny
Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, 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 to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.pnn.police.uk.

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 Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit 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 40 working days.

The Independent Decision Maker 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, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant 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 details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk