

**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: 1st April 2025

Your ref: FOI

Our ref: FOI 2025 / 322

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 20th March 2025 concerning Longterm Sickness Information

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 xxxxx Team - I am now able to respond as follows.

You wrote:

We formally request under the FOI 2000 regulations Act data you hold in relation to your headline figures/estimates where people are still on full contractual paid but classed as long-term sick:

Number of days	Ave staff numbers	Est annual cost
>60 but less than 120		
>120 but less than 365	-	-
> 1yr but less than 2yr		
> 2yr but less than 3yr		
more than 3yr's		



INVESTOR IN PEOPLE

Our response:

The information you require is as follows :-

Number of days	Parameters	Ave staff numbers	Est annual cost
>60 but less than 120	60-119	23	No information held
>120 but less than 365	120-364	8	No information held
> 1yr but less than 2yr	365-729	3	No information held
> 2yr but less than 3yr	730-1094	0	No information held
more than 3yr's	1094+	0	No information held

Please Note

There is no obligation under FOIA for an Authority to provide a reason or rationale when providing a No Information Held response, however – in this instance and under our Section 16 obligation to be as helpful as possible to an applicant – I am happy to provide some context here.

Our sickness system records the individuals and days sick, however it does not record the actual costs of their sickness (either historic or ongoing sickness costs).

This information would only be known by working through each of the people involved and manually calculating the cost involved for each individual and – by extension – each category you require.

It should be noted that there is no obligation on an Authority under the FOIA to **create** information where none currently exists simply to answer an FOI request.

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