

An Garda Síochána

Oifig Saoráil Faisnéise
An Garda Síochána
Teach áth Luimnigh
Lárionad Gnó Udáras Forbartha Tionscail
Baile Sheáin
An Uaimh
Contae na Mí

Teileafón/Tel: (046) 9036350

Bí linn/Join us  



Freedom of Information Office
An Garda Síochána
Athlumney House
IDA Business Park
Johnstown
Navan
Co Meath

Láithreán Gréasain/Website: www.garda.ie

Ríomh-phoist/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000081-2015

Dear ,

I refer to the Freedom of Information Act 2014 and my correspondence to you of 21st October 2015 and to your submissions to this body, dated and received on 20th October 2015.

Part 1 of Schedule 1 of the Freedom of Information Act 2014 states that An Garda Síochána is listed as a partially included agency “*insofar as it relates to administrative records relating to human resources, or finance or procurement matter*”. Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request is shown below:

‘An annual break-down detailing the level of staff on long term sick leave (6 weeks or more) as a percentage of the force.

-An annual break-down detailing the level of staff on stress-related sick leave as a percentage of the force.

I am seeking the information for 2015, 2014, 2013, 2012 and 2011 for comparative purposes’.

I, , wish to inform you that your request is **part granted**.

The purpose of this letter is to explain my decision.

1. Findings, particulars and reasons for decisions

The first part of your request sought an *'annual breakdown detailing the level of staff on long term sick leave (6 weeks or more) as a percentage of the force'*. In An Garda Síochána, a sickness absence is classified as long-term when it is a continuous absence of 28 days or more (4 weeks). The table below shows the number of Garda members who availed of long term sick leave (28 days or more) as a percentage of the force in the years 2011 – 2015 (1 Jan – 30 Sept).

YEAR	No. members who availed of long term sick leave (28 days or more) as a % of the force
2011	10.9%
2012	12.2%
2013	13.0%
2014	9.5%
2015 Jan-Sep	6.3%

Please note the Total No. of Sick Days recorded are the number of calendar days that staff are absent, including those members who are absent due to being injured on duty and may also include weekends and rest days.

Your request further sought an *'annual break-down detailing the level of staff on stress-related sick leave as a percentage of the force'*.

Following the introduction of the Sickness Absences Management System, sickness absences are recorded under the following categories – Ordinary Illness; Occupational Injury/Illness arising from Duty and Critical Illness.

There is currently no specific sub-category for the recording of 'stress related illnesses'. Therefore, each instance of sickness absence throughout each year from 2011 – 2015 to date would need to be manually accessed on to ascertain if the illness is associated with a stress related illness. In 2014 alone, there were 19,184 sickness absence instances.

Section 15(1)(c) of the Freedom of Information Act 2014 states that:

15. (1) A head to whom an FOI request is made may refuse to grant the request where—

(c) in the opinion of the head, granting the request would, by reason of the number or nature of the records concerned or the nature of the information concerned, require the retrieval and examination of such number of records or an examination of such kind of the records concerned as to cause a substantial and unreasonable interference with or disruption of work (including disruption of work in a particular functional area) of the FOI body concerned,

I am refusing your request on the basis that the records are not easily identifiable and it would cause a substantial and unreasonable disruption to the Human Resources and People Development section of An Garda Síochána to inspect all sickness absence records held to identify these records.

2. Rights of appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **F01-000081-2015**.

Freedom of Information Office,
An Garda Síochána,
Athlumney House,
IDA Business Park,
Johnstown,
Navan,
Co. Meath
C15 DR90

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8.

Payment can be made by electronic means, using the following details:

Account Name: Garda Síochána Finance Section Public Bank Account

Account Number: 10026896

Sort Code: 900017

IBAN: IE86B0F190001710026896

BIC: BOFIE2D

You must ensure that your FOI reference number is included in the payment details.

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at www.garda.ie.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,

FREEDOM OF INFORMATION OFFICER

17TH November 2015