

# An Garda Síochána

Oifig Saoráil Faisnéise  
An Garda Síochána  
Teach áth Luimnigh  
Lárionad Gnó Udáras Forbartha Tionscail  
Baile Sheáin  
An Uaimh  
Contae na Mí  
C15 DR90



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

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website: [www.garda.ie](http://www.garda.ie)

Bí linn/Join us  

Ríomh-phoist:/Email: [foi@garda.ie](mailto:foi@garda.ie)

## Re: Freedom of Information Request FOI-000025-2016 Request Refused

Dear

I refer to the Freedom of Information Act 2014 and your submission to An Garda Síochána dated 17<sup>th</sup> January 2016 and received on the 19<sup>th</sup> January 2016.

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 matters*”. Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request is detailed below:

- “1. *The number of officers who have failed the annual health and fitness assessment in each of the past three years*
2. *A breakdown of male/female officers who failed the test.*
3. *Details on what the health and fitness assessment involves and the manner in which the test is conducted.*
4. *Do those who fail to make the grade face disciplinary action?*
5. *If so, what potential penalties could they face?*
6. *In each of the past three years, how many members faced sanctions for failing the medical exams?*
7. *When was compulsory fitness testing first introduced?”*

I wish to inform you that your request has been **refused**.

The purpose of this letter is to explain my decision.

## **1. Findings, particulars and reasons for decision**

I am refusing your request under Section 15(1)(a) of the Freedom of Information Act 2014 as the records you have sought do not exist.

### **Freedom of Information Act 2014, Section 15: Refusal on administrative grounds to grant FOI requests**

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

*(a) the record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken, ”*

Members of An Garda Síochána do not undergo an annual health and fitness assessment. However, there is a Garda Occupational Health Service (GOHS) available to members where health and fitness is monitored.

The speciality of Occupational Health (OH) is concerned with how a worker's health impacts on his or her ability to do their job and how work and the work environment can affect workers' health. The role of the GOHS is to advise the Garda Commissioner on individual's fitness for duty, and to protect, maintain and promote the health of all Garda employees.

The GOHS is currently staffed by three full time specialist-trained occupational health physicians, four occupational health nurses and administrative staff. It delivers an evidence-based occupational health service by supporting and appropriately advising on the workplace rehabilitation of Garda employees who suffer ill-health. It offers work related health advice, promoting and protecting employee's health through relevant work-related health assessments.

Amongst other services, the GOHS provides medical reviews of Garda employees on sick leave to promote recovery and appropriate workplace rehabilitation in keeping with the Garda Síochána Sickness Absence Management Policy. It facilitates health and fitness assessment programmes for members who require specialist training such as driving courses, firearms courses and training for Specialist Units. The Service facilitates the protection of members by putting procedures in place in the event of Occupational Blood and Body Fluid Exposures (OBBFE).

The Chief Medical Officer (CMO) advises An Garda Síochána regarding policy issues relating to work and health.

## **2. Right 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 **FOI-000025-2016**.

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:** IE86BOFI90001710026896

**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](http://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,

 **SUPERINTENDENT**  
**HELEN DEELY**  
**FREEDOM OF INFORMATION OFFICER**

**12<sup>TH</sup> FEBRUARY 2016**