



**Hampshire
& Isle of Wight**
FIRE & RESCUE SERVICE

Information Compliance Team
Headquarters
Leigh Road
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Hampshire
SO50 9SJ

Sent by email to:

[REDACTED]

t. 02380 626850
e. DP@hantsfire.gov.uk
w. hantsfire.gov.uk

Date: 24 October 2022

Our Reference: FOI 074 22-23

Enquiries to: Information Compliance Officer

Freedom of Information Act 2000

Dear [REDACTED]

We are writing in respect of your application for the release of information held by the Service, which we received on 26 September 2022, and you clarified on 27 September 2022. We can confirm that we have now completed our search for the information requested.

You asked:

1. The total number of sick days taken off by firefighters (those engage in firefighting activities excluding your Control Staff but including administrative support staff that attend incidents) where mental health was provided as the reason, by calendar year, since 2010.
2. The total number of sick days taken by all staff where mental health was provided as the reason, by calendar year, since 2010.
3. The total number of firefighters in your authority, by year, since 2010.

Our answer:

We can confirm that we hold the information requested, please find it in the attached spreadsheet.

It is important that the data supplied is read with the following context:

- On-Call, Wholetime and ICU categories relate to personnel that attend incidents. Control and Support Staff personnel do not attend incidents.

- The figures generated relate to the number of days sickness that an individual has taken.
- Some individuals hold more than one contract and therefore, one day of sickness will be counted twice, e.g. an individual who has a Wholetime contract may also have an On-Call contract. If they are sick, the number of days sickness is recorded on both the Wholetime contract record and the On-Call record. Therefore, the information supplied includes duplicate information.
- The number of days lost through sickness is based on calendar days lost not shifts lost, therefore if the shift crosses two days (e.g. night time into the next day), this is counted as two days within the information supplied.
- For On-Call individuals, if they work one shift in the period of a week and are sick for that one shift, this is recorded as being sick for a whole week (seven days).
- The figures between March 2022 and September 2022 are under-reported due to a change in the system used to record sickness – this affects, Wholetime, ICU, Control and On-Call only. This is because the system does not currently record the reason for sickness.
- Total number of staff has been calculated from 1 January of each year.
- Due to the explanations above, you will understand that how the data is currently recorded within our systems results in inaccurate data being produced.

Any future correspondence with Hampshire and Isle of Wight Fire and Rescue Service in relation to this matter should be sent to the Information Compliance Officer at the above address.

If for whatever reason you are unhappy with our response you may request an internal review by contacting DP@hantsfire.gov.uk or by writing to the Information Compliance Team at the above address.

Should you remain dissatisfied you can appeal against the internal review decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.

Yours sincerely

Information Compliance Officer
 Information Compliance Team
 Hampshire and Isle of Wight Fire and Rescue Service