



Response Date:04/06/2026

2026/434 - Health assessments for police officers classified as night workers

In response to your recent request for information regarding;

Health assessments for police officers classified as night workers

For the purposes of this request:

- "Night worker" has the same meaning as in Regulation 2 of the Working Time Regulations 1998.
- "Health assessment" includes any assessment, screening, questionnaire, or occupational health review offered or undertaken to assess fitness for night work, whether conducted internally or via a contracted occupational health provider.
- This request relates only to police officers

Unless otherwise stated, the time period covered by this request is 1 April 2023 to 31 March 2025.

Questions

1. Numbers classified as night workers

Unable to identify.

Or assuming, that all officers are regular night workers 1854 (less PVPU)= 1738

Please state the total number of police officers employed by the force who were classified as night workers at any point during the period.

Not specified. Data not held

2. Health assessments offered

Of those officers:

- a. The number who were offered a health assessment specifically in relation to night work.**

Force wide via teams

Of those offered a health assessment:

- a. The number who undertook an initial night work health assessment.**

289

- b. The number who undertook a follow up or periodic night work health assessment.**

947

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Glan-y-Don, Bae Colwyn LL29 8AW
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Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
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4. Outcomes of assessments (aggregate, non personal) Please state the number of officers whose most recent assessment during the period resulted in:
a. Confirmation of fitness for night work without adjustment; b. Fitness for night work subject to adjustments or restrictions; c. Temporary removal from night work; d. Permanent removal from night work.

No information held. Data was not captured during the timescale due to paper filing system. This is now remedied.

5. Internal communications to officers about night work health assessments For the same period (1 April 2023 to 31 March 2025):

a. Please state the total number of internal communications issued to police officers by the force which refer to, promote, explain, or remind officers about:

- health assessments for night workers, and/or
- health risks associated with night work where health assessments are referenced.

b. Where available, please provide a numerical breakdown by format, for example:

- force wide emails;
- intranet posts or internal blogs;
- internal newsletters;
- briefing notes or circulars issued to officers.

c. If held, please confirm the keywords or standard phrases used by the force to identify or retrieve such communications (for example: "night worker", "Working Time Regulations", "night work health assessment", "occupational health – night work").

We have had the Night Workers Questionnaire on our Health and Wellness Site for people to access during the period specified in the request – Night and Shift Work documents are listed in the main topics list on the home page and the Night Workers Health Questionnaire can be found on that link.

We have been delivering inputs to managers frequently during the period specified about the health and wellbeing support available and this includes the Night Workers Questionnaire.

We also have a one-page overview poster of the support available which includes the Night Workers Questionnaire and we have been sharing this during the period specified in the request and this is displayed in various locations across the Force.

Clarifications (for avoidance of doubt)

- This request does not seek personal data, medical records, names, collar numbers, or individually identifiable information.
- All information should be provided in aggregate, force level numerical form only.
- This request includes assessments initiated automatically by the force and those requested by officers.
- Where exact figures cannot be provided, please supply the closest available aggregate figures and briefly explain the limitation.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 03/06/2026