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Our ref: 1815201

25 June 2021

Dear ###

We write further to your request which was received on 31 May 2021 and which states:

IOMPO's previous response was "IOMPO does not define short and long term absences within its policy. Total cost of absences for the last 5 years (not including cover costs)

2015/16 - £383,705.64

2016/17 - £226,964.23

2017/18 - £413,571.47

2018/19 - £383,580.12

2019/20 - £462,377.83

1. Can you include cover costs?
2. Can you confirm any additional costs?
3. Can you confirm associated costs? i.e. pensions paid on the sick pay, employers NI.
4. Can you confirm why these extreme costs are not reported in your Annual Financial Statements report?
5. Have these costs and rising absence levels been disclosed to Tynwald members? If not, why not?
6. Who is ultimately responsible for the IOMPO's failings in dealing with this matter? Y/E March 2020 - Total days absence 4990. $4990 / 286.83 \text{ FTE} = 17.4 \text{ days per FTE staff member!}$
This highlights a serious cultural issue with the organisation and culture starts at the top.

While our aim is to provide information whenever possible, in this instance the public authority does not hold or cannot, after taking reasonable steps to do so, find some of the information that you have requested.

I have detailed below the information that is held.

1. Can you include cover costs?
While our aim is to provide information whenever possible, in this instance IOMPO does not hold this information that you have requested.
2. Can you confirm any additional costs?
While our aim is to provide information whenever possible, in this instance IOMPO does not hold this information that you have requested.
3. Can you confirm associated costs? i.e. pensions paid on the sick pay, employers NI.
While our aim is to provide information whenever possible, in this instance IOMPO does not hold this information that you have requested.
4. Can you confirm why these extreme costs are not reported in your Annual Financial Statements report?
In line with accounting practice, cost of absence is not required to be disclosed within the statutory accounts.

5. Have these costs and rising absence levels been disclosed to Tynwald members? If not, why not?
[Our communication obligations under the Post Office Act and Statutory Boards Act are clear and publically available.](#)
6. Who is ultimately responsible for the IOMPO's failings in dealing with this matter?
[IOMPO believe that this is an enquiry rather than pertaining to any information we hold.](#)

Please quote the reference number I815201 in any future communications.

Your right to request a review

If you are unhappy with this response to your freedom of information request, you may ask us to carry out an internal review of the response, by completing a complaint form and submitting it electronically or by delivery/post.

An electronic version of our complaint form can be found by going to our website at <https://services.gov.im/freedom-of-information/Review> . If you would like a paper version of our complaint form to be sent to you by post, please contact me and I will be happy to arrange for this. Your review request should explain why you are dissatisfied with this response, and should be made as soon as practicable. We will respond as soon as the review has been concluded.

If you are not satisfied with the result of the review, you then have the right to appeal to the Information Commissioner for a decision on;

1. Whether we have responded to your request for information in accordance with Part 2 of the Freedom of Information Act 2015; or
2. Whether we are justified in refusing to give you the information requested.

In response to an application for review, the Information Commissioner may, at any time, attempt to resolve a matter by negotiation, conciliation, mediation or another form of alternative dispute resolution and will have regard to any outcome of this in making any subsequent decision.

More detailed information on your right to a review can be found on the Information Commissioner's website at www.inforights.im.

Should you have any queries concerning this letter, please do not hesitate to contact me.

Further information about freedom of information requests can be found at www.gov.im/foi.

I will now close your request as of this date.

Yours sincerely

FOI Co-ordinator