



18th February 2020

Freedom of Information Request Reference N^o: FOI 000301/20

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 21st January 2020 in which you sought access to the following information:

- 1 How many occupational health advisors do you have working at your constabulary?
- 2 What services do you offer to support the occupational health of officers?
- 3 Out of your total number of officers, how many officers sought occupational health support from any of these services in 2019?
- 4a How many officers took at least 1 sick day due to stress in 2019
- 4b How many officers took at least 1 sick day due to anxiety in 2019
- 4c How many officers took at least 1 sick day due to depression in 2019

Response to your Request

The response provided below is correct as of 23rd January 2020.

Norfolk and Suffolk Constabularies have considered your request and our response is below:-

Q1 Please see below details regarding Occupation health advisors:

2 Full Time Equivalent Workplace Health Technicians
1 Full Time Equivalent Trainee Workplace Health Nurse Advisor
2.6 Full Time Equivalent Workplace Health Nurse Advisors
0.4 Full Time Equivalent Workplace Health Nurse Manager

Q2 The attached document details the services that are offered to both officers and staff.

Q3 information regarding the number of officers, who have sought Workplace Health support, are provided below:

364 Norfolk Officer Management Referrals
314 Suffolk Officer Management Referrals

104 Norfolk Officer Physiotherapy Referrals
62 Suffolk Officer Physiotherapy Referrals

22 Norfolk Officer Walnut Tree Referrals
9 Suffolk Officer Walnut Tree Referrals

With regard to the Employee Assistance Programme (EAP), we only hold data for January to March 2019, as below:

39 Norfolk Officers
26 Suffolk Officers

Q4 Research has been undertaken of police officer absence in relation to the following absence categories:

- Stress / Debility
- Nerves / Depression / Anxiety

Please see below figures:

Constabulary	Absence Category	Number of Officers
NORFOLK	Stress / Debility	63
	Nerves / Depression / Anxiety	19
SUFFOLK	Stress / Debility	78
	Nerves / Depression / Anxiety	14

With the ongoing work around mental health, and promoting the message that it is ok to speak out about your mental health, it is expected to see reasons for mental health absence increase, as people are more likely to report this, rather than physical health conditions to mask the reasons for their illness, such as headaches and muscular-skeletal injuries.

Further information can be found on the Suffolk Constabulary website via the link provided:
<https://www.suffolk.police.uk/news/latest-news/11-02-2019/suffolk-and-norfolk-announce-new-mental-health-support-initiative>

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>
<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;
<http://www.opsi.gov.uk/>

Norfolk and Suffolk Constabularies are not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and Suffolk Constabulary that you are requesting a review within 40 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Information Management Department
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.pnn.police.uk*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Norfolk and Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700