



Freedom of Information Request Reference N^o: FOI 001020-19

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 13 March 2019 which you sought access to the following information:

1. *“The number of police employees in your constabulary who have taken long-term sick leave (i.e. 28/29 days or more) in the last five years, broken down year-by-year;*
2. *The nature of the reasons for sick leave being taken in each year (i.e., 200 for psychological reasons, 400 for physical disability etc.).”*

Response to your Request

The response provided below is correct as of 18 March 2019

Suffolk and Norfolk Constabularies have considered your request for information and the response is below.

1. The total number of police employees within the Constabularies, who have taken long-term sick leave in the last five years, is provided below. This relates to the number of people as opposed to the number of sickness absences.

Financial Year	Norfolk		Suffolk	
	Officer	Staff	Officer	Staff
2014/15	106	65	81	90
2015/16	89	94	75	71
2016/17	151	104	110	91
2017/18	131	127	106	91
2018/19*	112	95	90	66

*FY 2018/19 is up to and including 18 March 2019

2. The reason for the sickness absence as defined by the ‘Dorset 12’ model is provided in the table below. These figures relate to the number of sickness absences and will therefore be higher than the numbers provided in the table above.

Norfolk			
Fin Year	Dorset 12	Police Officer	Staff
14/15	Cardiac/Circulatory or Metabolic	5	3
	Digestive Disorder	7	5
	Ear/Eye	1	1
	Genito-Urinary/Gynaecological	5	3
	Headache/Migraine	2	3
	Infectious Diseases		1
	Miscellaneous	10	5
	Musculo-Skeletal	42	24
	Nervous System Disorders	4	3
	Psychological Disorders	31	18
	Respiratory	2	2
	Skin		1
14/15 Total		109	69
15/16	01 - Headache and Migraine	1	3
	02 -- Ear and Eye		1
	03 -- Respiratory	3	2
	04 -- Cardiac or Circulatory or Metabolic	3	3
	05 -- Digestive Disorders	2	3
	06 -- Genito-Urinary or Gynaecological	1	2
	07 -- Musculo-Skeletal	23	14
	08 -- Skin	1	3
	09 -- Infectious Diseases		1
	10 -- Nervous System Disorders		2
	11 -- Psychological Disorders	30	29
	12 -- Miscellaneous	12	21
	Not stated	22	18
15/16 Total		98	102
16/17	01 - Headache and Migraine	1	3
	02 -- Ear and Eye	3	
	03 -- Respiratory	8	5
	04 -- Cardiac or Circulatory or Metabolic	3	6
	05 -- Digestive Disorders	7	5
	06 -- Genito-Urinary or Gynaecological	4	4
	07 -- Musculo-Skeletal	44	17
	08 -- Skin	1	

	10 -- Nervous System Disorders	2	4
	11 -- Psychological Disorders	54	42
	12 -- Miscellaneous	28	21
	Not stated	7	3
16/17 Total		162	110
17/18	01 - Headache and Migraine		2
	03 -- Respiratory	10	8
	04 -- Cardiac or Circulatory or Metabolic	2	4
	05 -- Digestive Disorders	5	13
	06 -- Genito-Urinary or Gynaecological	3	4
	07 -- Musculo-Skeletal	39	26
	08 -- Skin	1	1
	10 -- Nervous System Disorders	2	6
	11 -- Psychological Disorders	48	41
	12 -- Miscellaneous	28	25
	Not stated	5	7
17/18 Total		143	137
18/19	01 - Headache and Migraine	1	
	02 -- Ear and Eye	1	2
	03 -- Respiratory	3	6
	04 -- Cardiac or Circulatory or Metabolic	4	4
	05 -- Digestive Disorders	3	3
	06 -- Genito-Urinary or Gynaecological		5
	07 -- Musculo-Skeletal	33	17
	08 -- Skin		1
	10 -- Nervous System Disorders	2	3
	11 -- Psychological Disorders	54	29
	Not stated	19	26
18/19 Total		120	96

Suffolk			
Fin Year	Dorset 12	Police Officer	Staff
14/15	Headache/Migraine	1	2
	Ear/Eye Problems	1	
	Respiratory Conditions	3	4
	Cardiac/Circulatory		1
	Digestive Disorder	2	5

	Genito-Urinary	6	4
	Musculo/Skeletal	23	27
	Skin		1
	Infectious Diseases		1
	Nervous System Disorders	1	6
	Psychological Disorder	31	33
	Miscellaneous	20	14
	Not stated	1	1
14/15 Total		89	99
15/16	01 - Headache and Migraine		1
	02 -- Ear and Eye	1	1
	03 -- Respiratory	1	6
	04 -- Cardiac or Circulatory or Metabolic	3	2
	05 -- Digestive Disorders	2	3
	06 -- Genito-Urinary or Gynaecological	4	1
	07 -- Musculo-Skeletal	22	9
	08 -- Skin		1
	10 -- Nervous System Disorders		5
	11 -- Psychological Disorders	26	27
	12 -- Miscellaneous	12	17
		Not stated	11
15/16 Total		82	81
16/17	01 - Headache and Migraine	1	2
	02 -- Ear and Eye	1	
	03 -- Respiratory	5	6
	04 -- Cardiac or Circulatory or Metabolic	1	4
	05 -- Digestive Disorders	6	2
	06 -- Genito-Urinary or Gynaecological	2	3
	07 -- Musculo-Skeletal	31	15
	08 -- Skin	2	
	09 -- Infectious Diseases		1
	10 -- Nervous System Disorders	3	4
	11 -- Psychological Disorders	47	34
	12 -- Miscellaneous	18	23
		Not stated	4
16/17 Total		121	98
17/18	01 - Headache and Migraine	2	4
	03 -- Respiratory	4	4

	04 -- Cardiac or Circulatory or Metabolic		2
	05 -- Digestive Disorders	7	8
	06 -- Genito-Urinary or Gynaecological	2	5
	07 -- Musculo-Skeletal	21	13
	10 -- Nervous System Disorders	7	4
	11 -- Psychological Disorders	52	30
	12 -- Miscellaneous	16	17
	Not stated	7	8
17/18 Total		118	95
18/19	01 - Headache and Migraine		1
	02 -- Ear and Eye	2	1
	03 -- Respiratory		1
	04 -- Cardiac or Circulatory or Metabolic	5	3
	05 -- Digestive Disorders		5
	06 -- Genito-Urinary or Gynaecological	3	3
	07 -- Musculo-Skeletal	22	11
	08 -- Skin	2	1
	09 -- Infectious Diseases	1	
	10 -- Nervous System Disorders	5	
	11 -- Psychological Disorders	41	30
	12 -- Miscellaneous	14	14
	Not stated	2	1
18/19 Total		97	71

Should you have any further queries concerning this request, please contact Clair Pack, 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 20 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
Suffolk Constabulary
Police Headquarters
Martlesham Heath
Ipswich
Suffolk
IP5 3QS
OR
Email: information@suffolk.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 40 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