



Freedom of Information Request Reference N^o: FOI 001297-18

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 9th April 2018 in which you sought access to the following information:

1. *“How many police staff / police officers have taken absence / sick leave due to mental health issues or psychological disorders*
2. *The number of police staff / police officers who have had contact with the occupational health department as a result of mental health issues or psychological disorders*
3. *The number of police staff / police officers referred to counselling*
4. *The number of police staff / police officers medically retired due to mental health issues or psychological disorders*

I request that the information is provided as a breakdown per calendar year for the last 5 full years, namely 2013, 2014, 2015, 2016 and 2017.”

Response to your Request

The response provided below is correct as of 26 April 2018.

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

A search has been carried out by our HR department for those Police Officers and Staff who have taken sick leave that fall under the category of Psychological Disorders, this will include:

- Exhaustion/Fatigue
- Nerves/Depression/Anxiety
- Other (Psychological Disorders)
- Stress/Debility
- Trauma

1. The total number of Officers and Staff who have taken sick leave due to a Psychological Disorder between 2013 and 2017 is as follows:

	Suffolk		Norfolk	
	Officers	Staff	Officers	Staff
2013	72	63	52	57
2014	62	67	60	58
2015	64	78	73	79
2016	87	83	98	92
2017	99	73	93	90

2. The number of Officers and Staff who have had contact with our Occupational Health department is as follows, please note that this information was not recorded centrally prior to 2017 and therefore we are only able to provide the 2017 figure:

Norfolk	Suffolk
214	203

3. The constabulary's Employee Assistance Programme (EAP) went live in May 2017 and since then we receive data on counselling referrals. The below data relates to structured telephone and face to face counselling cases that have been opened since the EAP began.

Please note however, this scheme is self-referral and relates to all calls made to the EAP. The data cannot therefore be narrowed down to reason for call and so could relate to any aspect offered by EAP.

1 May 2017 – Jan 2018	
Norfolk	Suffolk
78	73

4. We do not record centrally on why people have medically retired, this could be due to a number of issues that cannot be narrowed down to just one specific cause.

The following table provides the number of Officers and Staff who have medically retired from the constabularies:

	Suffolk		Norfolk	
	Officers	Staff	Officers	Staff
2013	3	0	7	1
2014	5	3	13	2
2015	5	2	9	2
2016	5	5	14	1
2017	6	3	9	3

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 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