



2nd May 2019

Freedom of Information Request Reference N^o: FOI 001321/19

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 4th April 2019 in which you sought access to the following information:

- 1 the name of your force
- 2 the number of police officers (full time equivalent) in the force:
 - A at the end of 2013/14
 - B at the end of 2018/19

The following questions relate to police officers (not staff or PCSOs).

- 3 the total number of sickness days taken due to psychological issues or disorders:
 - A in 2013/14
 - B in 2018/19
- 4 the total number of sickness days taken due to musculo-skeletal issues or disorders:
 - A in 2013/14
 - B in 2018/19
- 5 the total number of sickness days taken that are in all other categories of sickness except "psychological" or "musculo-skeletal".
 - A in 2013/14
 - B in 2018/19
- 6 please specify the names of the categories of sickness that you have included in your answer to question 5.

For clarification, a non-exhaustive list of psychological reasons for sickness could include: Anxiety, Bereavement, Bipolar Disorder, Collapsed, Combat Fatigue, Debility, Depression, Exhaustion, Fibromyalgia, General Malaise, Hospital Treatment (psychological), Insomnia, M.E. / Chronic Fatigue, Nervous Exhaustion, Neurological illness, Personality Disorder, Post Natal Depression, Post Traumatic Stress, Post Viral Fatigue, Post Viral Syndrome, Shock, Stress, Trauma.

Response to your Request

The response provided below is correct as of 10th April 2019.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request. Please note – the Constabularies report sickness absence in the number of hours rather than number of days. This is due to the differing shift patterns worked by officers.

The Constabularies use the Dorset 12 system for categorising sickness. Through analysis of this, it is the case that sickness categorised as "Psychological Disorders" has increased both in real terms

and as a proportion of the total number of reported sickness hours. The Constabularies continue to put a number of wellbeing initiatives in place, for both officers and staff, to improve their mental and physical health. These include the provision of an Employee Assistance Programme (EAP) which offers 24 hours a day access to telephone counselling, short term face to face counselling with a counsellor and access to various information services. In addition, the Workplace Health, Safety and Wellbeing team offer ongoing masterclasses in areas such as Managing Stress and Sleep, and are working with a trauma service to provide specialist services including assessment, diagnosis, and treatment for anyone who has suffered an out of the ordinary traumatic experience resulting in complex mental health needs.

Q1 NORFOLK

Q2

Officer Headcount	Full Time Equivalent
As at 31st March 2014	
1615	1566.3
As at 31st March 2019	
1598	1546.4

Q3-5

Absence Reason	Number of Hours
As at 31st March 2014	
Q3 - Psychological Disorders	12,799.4
Q4 - Musculo skeletal	23,185.3
Q5 - Other (excluding psychological disorders & musculo skeletal)	44,216.1
As at 31st March 2019	
Q3 - Psychological Disorders	36,776.9
Q4 - Musculo skeletal	20,584.7
Q5 - Other (excluding psychological disorders & musculo skeletal)	62,770.3

Q6 The categories included in question 5 above are:-

- 01 – Headache and Migraine
- 02 – Ear and Eye
- 03 – Respiratory
- 04 – Cardiac or Circulatory or Metabolic
- 05 – Digestive Disorders
- 06 – Genito-Urinary or Gynaecological
- 08 – Skin
- 09 – Infectious Diseases
- 10 – Nervous System Disorders
- 12 - Miscellaneous

Q1 SUFFOLK

Q2

Officer Headcount	Full Time Equivalent
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As at 31st March 2014	
1252	1221.2
As at 31st March 2019	
1146	1116.1

Q3-5

Absence Reason	Number of Hours
As at 31st March 2014	
Q3 - Psychological Disorders	15,014.7
Q4 - Musculo skeletal	15,738.7
Q5 - Other (excluding psychological disorders & musculo skeletal)	38,916.8
As at 31st March 2019	
Q3 - Psychological Disorders	27,100.6
Q4 - Musculo skeletal	13,708.5
Q5 - Other (excluding psychological disorders & musculo skeletal)	41,232.3

Q6 The categories included in question 5 above are:-

- 01 – Headache and Migraine
- 02 – Ear and Eye
- 03 – Respiratory
- 04 – Cardiac or Circulatory or Metabolic
- 05 – Digestive Disorders
- 06 – Genito-Urinary or Gynaecological
- 08 – Skin
- 09 – Infectious Diseases
- 10 – Nervous System Disorders
- 12 - Miscellaneous

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