



19<sup>th</sup> May 2020

## Freedom of Information Request Reference N<sup>o</sup>: FOI 001378/20

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 20<sup>th</sup> April 2020 in which you sought access to the following information:

I would like to know how many Police Officers and Police Staff reported sick for depression, anxiety, stress or post-traumatic stress between the financial year April 2019 to April 2020, including where the terms 'depression', 'anxiety', 'stress' or 'post-traumatic stress' appear in the description of the illness.

Please could the figure include a split by gender please (e.g Male 110, Female 110, other 110)

Include a breakdown listing the specific illnesses and total work days lost

### Response to your Request

The response provided below is correct as of 6<sup>th</sup> May 2020.

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

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 and staff.

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.

Force	Emp type	Gender	Absence Reason	Sum of Hours
NORFOLK	Officer	Male	Exhaustion / Fatigue	326
			Nerves/Depression/Anxiety	2912
			Other (Psychological Disorders)	4493
			Stress / Debility	13832.5
			Trauma	57

		Male Total		21620.5
		Female	Exhaustion / Fatigue	285
			Nerves/Depression/Anxiety	3194.333333
			Other (Psychological Disorders)	5085.1
			Stress / Debility	4872.133333
	Female Total		13436.56667	
	<b>Officer Total</b>			<b>35057.06667</b>
	Staff	Male	Exhaustion / Fatigue	46.25
			Nerves/Depression/Anxiety	1764.3
			Other (Psychological Disorders)	663
			Stress / Debility	2757.5
			Trauma	355
		Male Total		5586.05
		Female	Exhaustion / Fatigue	1466.25
			Nerves/Depression/Anxiety	3800.45
			Other (Psychological Disorders)	3287.9
			Stress / Debility	10566.15
	Female Total		19120.75	
	<b>Staff Total</b>			<b>24706.8</b>
	SUFFOLK	Officer	Male	Exhaustion / Fatigue
Nerves/Depression/Anxiety				1801
Other (Psychological Disorders)				2992
Stress / Debility				16766.33333
Stress / Debility (Psychological Disorders)				17
Trauma				30
Male Total				21819.33333
Female		Exhaustion / Fatigue	933	
		Nerves/Depression/Anxiety	3013.5	
		Other (Psychological Disorders)	979.85	
		Stress / Debility	14214.13333	
Female Total			19140.48333	
<b>Officer Total</b>				<b>40959.81667</b>
Staff		Male	Exhaustion / Fatigue	223.85
			Nerves/Depression/Anxiety	1129.95
			Other (Psychological Disorders)	1125.9
			Stress / Debility	3567
	Male Total		6046.7	
	Female	Exhaustion / Fatigue	582.35	
		Nerves/Depression/Anxiety	2179.95	
Other (Psychological Disorders)		1015.6		

			Stress / Debility	3723.85
			Trauma	252.25
		Female Total		7754
	<b>Staff Total</b>			<b>13800.7</b>

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](mailto: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](http://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