



Freedom of Information Request Reference N°: FOI 002033-19

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 3 June 2019 which you sought access to the following information:

“Please provide the total amount of days taken off work by officers due to mental health-related illnesses or conditions broken down by financial year from 2014-19.

In addition, please also provide the number of officers that have taken time off work due to mental health-related illnesses or conditions broken down by the type of illness (i.e. stress, anxiety, depression) and by financial year from 2014-19.”

Response to your Request

The response provided below is correct as of 10 June 2019

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

The information provided relates to the number of sickness hours as opposed to the number of sickness days, owing to the way in which the information is recorded within the Constabularies HR system as a result of the differing shift patterns worked by police 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.

The total number of sickness hours recorded as a result of mental health related conditions, is as follows:

Year	Total Sickness Hours	
	Norfolk	Suffolk
2014/15	14,944.80	14,280.38
2015/16	24,080.83	20,607.77
2016/17	36,141.23	30,093.77
2017/18	25,809.48	28,639.65
2018/19	36,776.93	28,110.58

The total number of police officers who have taken sickness leave as a result of a mental health related condition is provided in the table below. Please note that these figures relate to all sickness entries as opposed to the number of officers, as one person may be absent on more than one occasion.

Norfolk					
Absence Reason	Number of Officers				
	2014/15	2015/16	2016/17	2017/18	2018/19
Anxiety	9				
Depression	10				
Exhaustion/Insomnia		17	7	12	10
Nerves/Depression/Anxiety		14	13	18	19
Other Mental Disorders	2				
Other (Psychological Disorders)		6	10	7	17
Other Stress	40				
Post Tramatic Stress	3				
Stress / Debility		49	67	58	71
Trauma		1	3		1

Suffolk					
Absence Reason	Number of Officers				
	2014/15	2015/16	2016/17	2017/18	2018/19
Anxiety	8				
Depression	14				
Exhaustion/Insomnia	4	9	7	8	9
Nerves/Depression/Anxiety		12	11	20	15
Other (Psychological Disorders)		14	9	10	10
Post Tramatic Stress	1				
Stress Disorder	34	40	65	68	74
Trauma				1	

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