



20th August 2019

Freedom of Information Request Reference N^o: FOI 002894/19

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 12th August 2019 in which you sought access to the following information:

- 1 How many staff sick days have been mental health related between 1st August 2018-1st August 2019?
- 2 What is the total number of staff sick days for your force/constabulary between 1st August 2018-1st August 2019?

Response to your Request

The response provided below is correct as of 12th August 2019.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

We have included figures for both Police Officers and members of Police Staff.

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 members of 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.

Time period is 1st August 2018 to 1st August 2019.

Q1 Mental health related absence in hours:-

- NORFOLK 56,850.2 hours
- SUFFOLK 43,481.6 hours

Q2 Total sickness absence in hours:-

- NORFOLK 191,408.6 hours
- SUFFOLK 139,937.2 hours

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