



Freedom of Information Request Reference N°: FOI 003556-19

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

1. *“Can you tell me how many officers took stress leave last year? 18/19*
2. *What percentage of the force was this?*
3. *How many sick days were taken due to stress in 18/19?*

4. *Can you tell me how many officers took stress leave the year previously 2017/18?*
5. *What percentage of the force was this?*
6. *How many sick days were taken due to stress in 2017/18?*

7. *How many officers took stress leave in 2009/2010? (Theresa May began police cuts in 2010)*
8. *What percentage of the force was this?*
9. *How many sick days were taken due to stress in 2009/2010?*
10. *In as much detail as possible, can you tell me what tactics / innovative methods the force is using to tackle stress leave? TVP for instance has introduced a stress dog*

Response to your Request

The response provided below is correct as of 11 October 2019

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

The information provided in the table below confirms on a yearly basis, the number of police officers who have had a sickness absence recorded as a result of a psychological disorder. Please note that the Constabularies do not record percentages; however, have instead provided the number of officers employed by the Constabularies per year, along with the number of sickness hours taken for the respective years.

Please be aware that the Constabularies HR records do not record absences in days, rather this information is provided in hours.

Year	Officer absence - Psychological Disorders	Total Officer establishment	Sickness hours
2018/2019	99	1146	27398.58333
2017/2018	95	1099	28639.65
2009/2010	91	1277	29040.85

The tactics, Initiatives and methods Norfolk and Suffolk Constabularies are using to tackle stress leave are detailed in the attached Workplace Health, Safety and wellbeing document.

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