

Freedom of Information Request Reference N°: FOI 004652-17

I write in connection with your request for information received by the Norfolk and Suffolk Constabulary on the 21 April 2017 in which you sought access to the following information:

"I would like to know how many officers took sick leave for depression, anxiety, stress or post-traumatic stress between the financial year April 2016 to April 2017. By this I mean where any of the terms 'depression', 'anxiety' or 'stress' or 'post-traumatic stress' appear in the description of the officer's illness.

If possible, it would be useful for the information for each year to be broken down by rank, with a general description of the illness. the financial year April 2016 to April 2017"

Response to your Request

The response provided below is correct as of 21 April 2017

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

On 2nd May 2017 Norfolk and Suffolk Constabularies launched the new Workplace Health, Safety and Wellbeing Strategy that aims to support officers and staff in all aspects of their health including mental ill health and wellbeing. The Workplace Health department works closely with colleagues in HR to support officers and staff and to reduce sickness absence including psychological support.

There have been a total of 186 police officers who have taken sickness absence as a result of depression, anxiety, stress or post-traumatic stress.

The table below breaks this information down by absence reason and rank.

Please note the table shows 195 offices as opposed to 186, as a couple of the officers were off sick multiple times in the financial year.

Absence Reason	Start	Norfolk	Suffolk	Total
Exhaustion / Fatigue	Inspector	1		1
	Constable	5	6	11
Nerves/Depression/Anxiety	Inspector		1	1
	Sergeant		1	1
	Constable	12	8	20
Other (Psychological Disorders)	Inspector	2		2
	Sergeant	1		1
	Constable	6	9	15
Stress / Debility	Inspector	3	2	5
	Sergeant	8	8	16
	Constable	56	53	109
Trauma	Sergeant	2		2

	Constable	1		1
Unknown (Psychological Disorders)	Sergeant		3	3
	Constable	4	3	7
Grand Total		101	94	195

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 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 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