



12th October 2017

Freedom of Information Request Reference N^o: FOI 006475/17

I write in connection with your request for information received by the Norfolk and Suffolk Constabulary on the 14th September 2017 in which you sought access to the following information:

- 1 The number of police officers referred to occupational health services (internally or externally) for mental health/psychological issues each financial year starting in 2010/11. Please break the figures down by year and include this year.
- 2 The amount of money allocated in your budget to occupational health provision for mental health/psychological support and treatment. Please send me figures broken down by financial year, beginning in 2010/11 including this current year. Please including spending allocations for internal and external

Response to your Request

The response provided below is correct as of 26th September 2017.

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

Q1 Please see below details of the number of referrals. Figures are not available for 2010 to 2012 in Suffolk as this service was outsourced to Ipswich NHS.

Year	Norfolk	Suffolk
2017	158	144
2016	145	95
2015	147	129
2014	96	115
2013	90	96
2012	93	n/a
2011	100	n/a
2010	153	n/a

Q2 With regard to the amount of money allocated to mental health/psychological support and treatment, please see below figures for the financial years 2015/16 to 2017/18. Due to the way in which the information is recorded, It is not possible to identify specific relevant costs for the previous financial years. The following relates to budgets coded to 'Counselling and Supervision'.

Year	Norfolk		Suffolk	
	Budget	% Split	Budget	% Split
2015/16	34,800	43.5	45,200	56.5
2016/17	34,560	43.2	45,440	56.8
2017/18	26,170	56.89	19,830	43.11

The difference in budgets is due to the Constabularies moving from a service whereby we used independent counsellors to an Employee Assistance Programme to provide a more efficient, effective and more flexible service for our officers and staff.

The Employee Assistance Programme provides confidential, free advice and counselling 24 hours a day, 365 days a year as well as brief solution focused face to face and telephone counselling. It also provides a range of support information including elder care, financial support, legal advice and health advice.

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 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
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