



April 2016

Freedom of Information Request Reference N^o: FOI 001122/16

I write in connection with your request for information received by the Norfolk Constabulary on the 11th March 2016 in which you sought access to the following information:

- 1 The total amount of days taken off work by police officers in your force due to stress-related illnesses or conditions in 2011, 2012, 2013, 2014, 2015
- 2 The number of police officers in your force who have taken time off work due to stress-related illnesses or conditions in 2011, 2012, 2013, 2014, 2015 (please could this be broken down into the reasons why police officers took sick leave, if the information is available and it is within the cost limit)

Norfolk Constabulary holds information relevant to your request.

Response to your Request

Norfolk Constabulary has located the following information as relevant to your request.

The Human Resources Department have provided the following information. The figures are based on absence under the Dorset 12 category of Psychological Disorders. This includes Stress, Depression, Anxiety, Other Mental Disorders, Other Stress and Post Traumatic Stress.

The Constabulary records absence in hours and therefore the number of **sickness absence hours** have been provided.

Year	Total Hours	Number of Officers
2011	26711.7	84
2012	23737.75	74
2013	12051.23333	52
2014	15212.73333	60
2015	15115.8	73

	2011	2012	2013	2014
Anxiety	2222.25	1366.07	2425.80	1887.00
Depression	10516.90	8925.60	3761.00	1416.30
Other Mental Disorders	1928.00	856.00	112.00	1624.00
Other Stress	8281.55	9907.78	5680.43	8825.43
Post Traumatic Stress	3763.00	2682.30	72.00	1460.00
Grand Total	26711.70	23737.75	12051.23	15212.73

Please note – the sickness categories changed during 2015 when a new HR system was introduced.

	2015
Anxiety	521.6
Depression	1030.5
Nerves/Depression/Anxiety	3343.5
Other Mental Disorders	300.6
Other Stress	1977.2
Post Traumatic Stress	9
Respiratory - Respiratory	154
Stress / Debility	7264.2
Unknown (Psychological Disorders)	515.2
Grand Total	15115.8