



May 2019

Freedom of Information Request Reference N^o: FOI 001321/19

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 4th April 2019 in which you sought access to the following information:

- 1 the name of your force
- 2 the number of police officers (full time equivalent) in the force:
 - A at the end of 2013/14
 - B at the end of 2018/19

The following questions relate to police officers (not staff or PCSOs).

- 3 the total number of sickness days taken due to psychological issues or disorders:
 - A in 2013/14
 - B in 2018/19
- 4 the total number of sickness days taken due to musculo-skeletal issues or disorders:
 - A in 2013/14
 - B in 2018/19
- 5 the total number of sickness days taken that are in all other categories of sickness except "psychological" or "musculo-skeletal".
 - A in 2013/14
 - B in 2018/19
- 6 please specify the names of the categories of sickness that you have included in your answer to question 5.

For clarification, a non-exhaustive list of psychological reasons for sickness could include: Anxiety, Bereavement, Bipolar Disorder, Collapsed, Combat Fatigue, Debility, Depression, Exhaustion, Fibromyalgia, General Malaise, Hospital Treatment (psychological), Insomnia, M.E. / Chronic Fatigue, Nervous Exhaustion, Neurological illness, Personality Disorder, Post Natal Depression, Post Traumatic Stress, Post Viral Fatigue, Post Viral Syndrome, Shock, Stress, Trauma.

Response to your Request

The response provided below is correct as of 10th April 2019.

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

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.

Q1 NORFOLK

Q2

Officer Headcount	Full Time Equivalent
As at 31st March 2014	
1615	1566.3
As at 31st March 2019	
1598	1546.4

Q3-5

Absence Reason	Number of Hours
As at 31st March 2014	
Q3 - Psychological Disorders	12,799.4
Q4 - Musculo skeletal	23,185.3
Q5 - Other (excluding psychological disorders & musculo skeletal)	44,216.1
As at 31st March 2019	
Q3 - Psychological Disorders	36,776.9
Q4 - Musculo skeletal	20,584.7
Q5 - Other (excluding psychological disorders & musculo skeletal)	62,770.3

Q6 The categories included in question 5 above are:-

- 01 – Headache and Migraine
- 02 – Ear and Eye
- 03 – Respiratory
- 04 – Cardiac or Circulatory or Metabolic
- 05 – Digestive Disorders
- 06 – Genito-Urinary or Gynaecological
- 08 – Skin
- 09 – Infectious Diseases
- 10 – Nervous System Disorders
- 12 - Miscellaneous

Q1 SUFFOLK

Q2

Officer Headcount	Full Time Equivalent
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As at 31st March 2014	
1252	1221.2
As at 31st March 2019	
1146	1116.1

Q3-5

Absence Reason	Number of Hours
As at 31st March 2014	
Q3 - Psychological Disorders	15,014.7
Q4 - Musculo skeletal	15,738.7
Q5 - Other (excluding psychological disorders & musculo skeletal)	38,916.8
As at 31st March 2019	
Q3 - Psychological Disorders	27,100.6
Q4 - Musculo skeletal	13,708.5
Q5 - Other (excluding psychological disorders & musculo skeletal)	41,232.3

Q6 The categories included in question 5 above are:-

- 01 – Headache and Migraine
- 02 – Ear and Eye
- 03 – Respiratory
- 04 – Cardiac or Circulatory or Metabolic
- 05 – Digestive Disorders
- 06 – Genito-Urinary or Gynaecological
- 08 – Skin
- 09 – Infectious Diseases
- 10 – Nervous System Disorders
- 12 - Miscellaneous