



August 2019

Freedom of Information Request Reference N°: FOI 002894/19

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 12th August 2019 in which you sought access to the following information:

- 1 How many staff sick days have been mental health related between 1st August 2018-1st August 2019?
- 2 What is the total number of staff sick days for your force/constabulary between 1st August 2018-1st August 2019?

Response to your Request

The response provided below is correct as of 12th August 2019.

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

We have included figures for both Police Officers and members of Police Staff.

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 and members of staff.

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.

Time period is 1st August 2018 to 1st August 2019.

Q1 Mental health related absence in hours:-

- NORFOLK 56,850.2 hours
- SUFFOLK 43,481.6 hours

Q2 Total sickness absence in hours:-

- NORFOLK 191,408.6 hours
- SUFFOLK 139,937.2 hours