



February 2020

Freedom of Information Request Reference N°: FOI 000301/20

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 21st January 2020 in which you sought access to the following information:

- 1 How many occupational health advisors do you have working at your constabulary?
- 2 What services do you offer to support the occupational health of officers?
- 3 Out of your total number of officers, how many officers sought occupational health support from any of these services in 2019?
- 4a How many officers took at least 1 sick day due to stress in 2019
- 4b How many officers took at least 1 sick day due to anxiety in 2019
- 4c How many officers took at least 1 sick day due to depression in 2019

Response to your Request

The response provided below is correct as of 23rd January 2020.

Norfolk and Suffolk Constabularies have considered your request and our response is below:-

Q1 Please see below details regarding Occupation health advisors:

2 Full Time Equivalent Workplace Health Technicians
1 Full Time Equivalent Trainee Workplace Health Nurse Advisor
2.6 Full Time Equivalent Workplace Health Nurse Advisors
0.4 Full Time Equivalent Workplace Health Nurse Manager

Q2 The attached document details the services that are offered to both officers and staff.

Q3 Information regarding the number of officers, who have sought Workplace Health support, are provided below:

364 Norfolk Officer Management Referrals
314 Suffolk Officer Management Referrals

104 Norfolk Officer Physiotherapy Referrals
62 Suffolk Officer Physiotherapy Referrals

22 Norfolk Officer Walnut Tree Referrals
9 Suffolk Officer Walnut Tree Referrals

With regard to the Employee Assistance Programme (EAP), we only hold data for January to March 2019, as below:

39 Norfolk Officers
26 Suffolk Officers

Q4 Research has been undertaken of police officer absence in relation to the following absence categories:

- Stress / Debility
- Nerves / Depression / Anxiety

Please see below figures:

| Constabulary | Absence Category | Number of Officers |
|--------------|-------------------------------|--------------------|
| NORFOLK | Stress / Debility | 63 |
| | Nerves / Depression / Anxiety | 19 |
| SUFFOLK | Stress / Debility | 78 |
| | Nerves / Depression / Anxiety | 14 |

With the ongoing work around mental health, and promoting the message that it is ok to speak out about your mental health, it is expected to see reasons for mental health absence increase, as people are more likely to report this, rather than physical health conditions to mask the reasons for their illness, such as headaches and muscular-skeletal injuries.

Further information can be found on the Suffolk Constabulary website via the link provided:
<https://www.suffolk.police.uk/news/latest-news/11-02-2019/suffolk-and-norfolk-announce-new-mental-health-support-initiative>