

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.ukDate: 25th February 2022

Your ref: FOI

Our ref: FOI 2022 / 166

Reply contact name is:

Dear ***,

I write in connection with your request for information dated 15th February 2022 concerning Officers affected by mental health issues and sick days.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and having consulted our Business Intelligence Unit and Occupational Health Unit I am now able to respond as follows.

You wrote:

I am writing to request information under the Freedom of Information Act 2000 on the number of police officers within your force affected by mental health issues, and the number of working days lost due to mental health-related sick days.

Please would you send me;

For 2019;

- A. The number of individual police officers within your force to have reported mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)
- B. The number of individual police officers within your force to have had one or more days sick leave because of mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)
- C. The total number of days police officers have been absent because of sick days due to mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)

For 2020;

- A. The number of individual police officers within your force to have reported mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)
- B. The number of individual police officers within your force to have had one or more days sick leave because of mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)



C. The total number of days police officers have been absent because of sick days due to mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)

For 2021;

A. The number of individual police officers within your force to have reported mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)

B. The number of individual police officers within your force to have had one or more days sick leave as a result of mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)

C. The total number of days police officers have been absent because of sick days due to mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)

Our response:

Please note that our Occupational Health Unit have advised that we do not categorise sickness via mental health categories. PTSD is diagnosed by a psychiatrist or psychologist, depression and anxiety can be diagnosed by GP's. Therefore, when being referred to the unit they are unable to ascertain the validity of any mention of mental health diagnosis, so they use the overarching heading of mental health referrals and physical health referrals – stress would also come under the heading mental health.

Question A: The number of individual police officers within your force to have reported mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)

Answers from OHU for 2019, 2020, 2021:

2019 – 2020 – April to April – 452 Mental Health Referrals

2020 – 2021 – April to April – 417 Mental Health Referrals

2021 – 2022 – April to April – 375 Mental Health Referrals

Please note, in relation to the below questions we had some very low-level data which fell under the category “shock” and “nerves”, therefore due to the figures being so low and risk of identifying an individual these have been combined into stress and anxiety. If we were to disclose the low-level figures it could identify the individuals in question, this request in itself relates to Police officers with stress and anxiety etc. and therefore we would not look to disclose these figures to potentially add more stress to these individuals.

Question B: The number of individual police officers within your force to have had one or more days sick leave as a result of mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)

Answers from our Business Intelligence Unit for 2019, 2020, 2021:

Sickness Reason	2019	2020	2021
Anxiety	36	27	53
Bereavement			
Distress	5	13	11
Depression	17	21	21
Stress	104	72	135
Grand Total	162	133	220

Question C: The total number of days police officers have been absent because of sick days due to mental health issues (including a breakdown of depression, anxiety, PTSD, stress...etc.)

Answers from our Business Intelligence Unit for 2019, 2020, 2021:

Sickness Reason	2019	2020	2021
Anxiety	2495	2010	1908
Bereavement Distress	97	818	349
Depression	1883	2534	1581
Stress	7446	5382	6505
Grand Total	11921	10745	10343

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



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Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.pnn.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk