



Via email



Force Disclosure Unit

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

www.wiltshire.police.uk

disclosure@wiltshire.police.uk

Date: 20/09/2022

Our ref: FOI 2022/575

Reply contact name is:

Dear

I write in connection with your request for information dated 18/07/2022 concerning mental health within Wiltshire police.

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 I am able to respond as follows.

You wrote:

I am conducting some research in to mental health within the emergency services and I would like to request some information please.

Could you please provide the following,

1. Numbers of police officers and police staff who have taken any absence due to mental ill health on an annual basis from 2010 to present. (Please can this be broken down and numbers provided for each individual year).
2. Total numbers of police officers and police staff employed within your organisation on an annual basis from 2010 to present. (Please can this be broken down and numbers provided for each individual year).
3. The average length of time that a police officer or police staff member is absent from work where that absence is due to mental ill health. Can you provide this average for each year for the same time period (2010 to present).
4. Details of any welfare support programmes that exist in your organisation to support those with mental ill health, for example, occupational health departments, peer-support programmes, wellbeing teams and the details of what these programmes can provide (counselling, CBT, EMDR, one to one support etc) please also provide the year that any of these programmes were first implemented within your organisation.



INVESTOR IN PEOPLE

5. Numbers of police officers and police staff who have received assistance through each of the support programmes listed in answer to question 4 above, please provide numbers for each year for the same time period (2010 to present).

6. Details of any work that has been undertaken to assess the effectiveness/impact of any of the various support programmes listed in answer to question 3 above.

Response

The type of information you require is not stored in a way which allows for easy retrieval. To answer questions 5 and 6, we would need to manually peruse all relevant personnel files within the timeframe given. Under the circumstances I am absolutely confident that to locate, retrieve and extract the information you seek would by far exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits. This is set at £450 calculated at a flat rate of £25 per hour for those work activities comprising of confirming the information is held, locating it, retrieving it and extracting it. Therefore the whole of the request falls under the exemption of section 12 of the Freedom of Information Act 2000.

Ordinarily under our Section 16 obligation to provide advice and assistance, we would advise you of a way to refine your request to a more manageable level. However, I have managed to secure the answers to some of the questions you have asked, these are provided below.

Section 17 of the Freedom of Information Act 2000 requires the Constabulary, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 12: Exemption where cost of compliance exceeds appropriate limit

(1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

Upon receipt of your request, research has been conducted by the business information team, finance department, occupational health, and the establishment team.

Question 1:

	Officers	Staff
2017-2018	87	80
2018-2019	81	96
2019-2020	100	114
2021-2022	94	142

Please note the following caveats:

Individuals may be counted in more than one financial year.

Data has been extracted by psychological disorders and using either 'police officer' or 'police staff'.

Individuals may have left the force in the time frame requested.

Information has been extracted from multiple data sources.

Question 2:

	Officers	Staff	PCSO
2009/10	1219	1066	137
2010/11	1188	1089	147
2011/12	1181	1022	141
2012/13	1107	869	141
2013/14	1083	867	141
2014/15	1020	881	138
2015/16	1011	873	118
2016/17	1003	884	118
2017/18	961	911	131
2018/19	934	946	132
2019/20	975	961	132
2020/21	1050	978	132
2021/22	1107	1044	132
2022/23	1165	1077	122

Question 3:

	Average days	
	Officers	Staff
2017-2018	72 days	34 days
2018-2019	63 days	45 days
2019-2020	76 days	44 days
2021-2022	53 days	35 days

Please note the following caveats:

Individuals may be counted in more than one financial year. Due to individuals possibly being absent within 2 financial years, the data could be skewed.

Individuals may have 1 or 2 days absence and others long term. This could skew the average volume.

Question 4:

- We have an EAP service that offers a wide variety of intervention and useful psychoeducational services/resources/materials.
- We have a wellbeing portal accessible by all staff within force, the site covers a wide variety of interventions, offering specialist seminars and educational inputs.
- Our system of education is in place for new PC recruits, PCSO's and special constables, psychoeducation offered by OHU covering all the available force interventions, raising awareness from day 1.
- Our Force is one of the only forces that offer a self-referral process to OHU, we also have a Management referral system, offer case conferences and case management meetings to gain holistic approach to supporting individuals.

- We have an adjusted duties process to support officers which is regularly reviewed.
- We have access to force medical advisors, Adult nurses, a Mental Health nurse, an occupational health technician – we are a very experienced team.
- The TRiM peer support intervention is ingrained within this force, all incidents are reported in by sergeants and CCC operators, contact is made within the 72hr window to each officer offering support.
- We have access to the Oscar Kilo Psychological screening intervention – this offers a service to a limited number of teams but covered over 100 officers and staff this year.
- We have access to psychologists who offer Trauma focused CBT and EMDR, many other therapeutic interventions.
- We have liaised with charity services such as Police Care UK to understand criteria of referral to find the best solution for the service users.
- We have a health Surveillance and Risk assessment based medical process, screening all high-risk roles such as Firearms, dog handlers, FLO's PPD area, all teams included are offered this health check-up yearly – during we check eyesight hearing, cholesterol, BP and give valuable and relevant psychoeducational advice/guidance.
- We are looking at liaising with external services to plan a rehabilitation intervention for our long-term sick officers, this will fall outside of services such as Flint house.
- We are currently developing a mental health awareness package for our sergeants; this will be complete by the end of 2022 and we hope this will be applied to our sergeants next year.
- For our detective investigators we offer some educational inputs relating to Trauma and complex trauma, reducing stigma for those with complex personalities in the community.
- OHU have specifically delivered a trauma focused educational input to all front-line officers last year, to encourage awareness, reduce stigma and build resilience within force.
- We have a Peer support network which will be reinforced this year once our wellbeing manager has been placed in post.
- We have a monthly wellness board meeting designed to identify trends within force and discuss as a multidisciplinary team what interventions would be helpful and how to advertise these.

Question 5: S.12

Question 6: S.12

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

Force Disclosure Decision Maker

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



Force Disclosure Unit

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.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

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit <https://ico.org.uk/global/contact-us/>