

WILTSHIRE POLICE



XXXXXXX
By email

**Force Disclosure Unit
Police Headquarters**
London Road
DEVIZES
Wiltshire
SN10 2DN

Date 8th March 2024

Our Ref FOI 2024-187

Dear XXXXX,

I write in connection with your request for information dated 13th February 2024, concerning Officer sickness for mental health reasons.

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.

Following receipt of your request, research was conducted by the Business Intelligence department, HR department and Occupational Health Unit at Wiltshire Police.

Your request for information has now been considered and I am able to respond as follows.

You wrote and our response:

1) The total number of sick days taken by police officers for the period 01/1/2022 – 31/12/2022.

16,759 days

2) The total number of sick days taken by the police officers for the period 01/1/2022 – 31/12/2022 where mental health was a contributing factor to said absence.

Please note: There is not a specific 'mental health' option on the filter for sickness reason, therefore 'psychological disorder' has been used as this is a filter option.

Psychological disorder = 6,501 days

3) A list of mental health / psychological conditions that were cited as reasons for absence if possible.

The following are included under the filter of 'psychological disorder' - anxiety, bereavement distress, depression and stress.

4) A breakdown of Q1 + Q2 by gender; age; rank.

Total number sick days taken by Police Officers

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Gender	No. Days Sick
Male	10354
Female	6405
Total	16759

Age (Years)	No. Days Sick
18 - 25	911
26 - 40	6808
41 and over	9040
Total	16759

Rank	No. Days Sick
Constable	14070
Sergeant	1779
Inspector or above	910
Total	16759

Total number sick days taken by Police Officers due to Psychological Disorder

Gender	No. Days Sick
Male	3833
Female	2668
Total	6501

Age (Years)	No. Days Sick
18 - 25	164
26 - 40	1593
41 and over	4744
Total	6501

Rank	No. Days Sick
Constable	5638
Sergeant	357
Inspector or above	506
Total	6501

5) A list of mental health support services available to policer officers.

List taken from a signposting sheet of support from services outside of the Occupational Health Unit

- ❖ **Health Assured**
- ❖ **Force Chaplain / Christian Police Association**
- ❖ **Counselling & Support Services ... LIFT Psychology Swindon**
- ❖ **Union Support ... Federation / Unison**
- ❖ **The Samaritans**

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- ❖ **Swindon & Gloucestershire MIND**
- ❖ **Wiltshire MIND**
- ❖ **SANE**
- ❖ **Online Guided Self-Help**
 - **Health & Wellbeing Website (internal)**
 - **People Services Centre (internal)**
 - **Peer Support Groups (internal)**
 - **Moodgym (Australia / New Zealand based website)**
 - **Moodscope**
 - **Live Life To The Full**
 - **Beating the Blues**
 - **Get Self Help**
 - **Balance**

6) A breakdown of police officers by gender; age; rank of the police officers who accessed these support services.

No information held - this data is not recorded.

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



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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 Fol 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 to contact them, please visit <https://ico.org.uk/global/contact-us/>

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