



Force Disclosure Unit

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.uk

disclosure@wiltshire.pnn.police.uk

XXXXXX – by E Mail

Date: 31st December 2024

Your ref: FOI

Our ref: FOI 2024 / 1125

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 20th December 2024 concerning Police Officer Sickness.

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 Performance Team - I am now able to respond as follows.

You wrote (and Our Response)

- 1 How many police officers have taken sick leave during the period 01/01/2023-31/12/2023?

722 individuals officers reported sick at some point in 2023 for an overall total of 1,262 sickness absences, totalling 14,483 days

- 2 How many of those sickness absences were attributed to mental health?

We do not record “Mental Health” as a specific reason on our sickness reporting systems.

We use the Dorset 12 Scale of sickness categories, under which we recorded 112 absences in 2023 under the category of Psychological Disorders (totalling 5,726 days), which is the nearest equivalent to what you are requesting.



- 3 For police officers taking mental health related sickness within this period what were the mental health conditions cited?

Stress, Anxiety, Depression & Bereavement Distress are the 4 mental health conditions under the Psychological Disorders Dorset 12 filter, and all were contributing factors to Officer mental health sickness in the specified timeframe.

- 4 How many serving police officers committed suicide between the period of 01/01/2023-31/01/2024?

No Information Held – we do not record on our systems the reason for a an officers' death, only that the officer is deceased.

The Coroner is the person who will establish and record whether a suicide has taken place and we do not retrieve and/or record the Coroner's records.

To obtain this information we would recommend you submit an FOI request directly to Wiltshire Coroners' Office.

- 5 Could data pertaining to sickness absence, conditions and suicide be sectioned into the demographics of age, gender and rank?

Rank	Sick Days
Superintendent	54
Chief Inspector	188
Inspector	936
Sergeant	1703
Constable	11602
Total	14483

Age Group	Sick Days
Under 26	797
26-40	5381
41-55	7890
Over 55	415
Total	14483

Gender	Sick Days
Female	6868
Male	7615
Total	14483

Dorset 12 Category	Sick Days
Cardiac / Circulation	541
Covid-19	625
Digestive Disorder	671
Ear / Eye Problems	211
Genito-urinary	86
Headache / Migraine	279
Infectious Diseases	513
Miscellaneous	3086
Musculo-Skeletal	1347
Nervous System Disorder	458
Null	100
Psychological Disorder	5726
Respiratory Problems	831
Skin	9
Total	14483

- 6 What Mental Health Services are made available for police officers experiencing poor mental health within this organisation?

There are various support services within the Force for police officers experiencing poor mental health.

The following list has been 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**
- **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**

In addition, there is a whole host of services provided to officers concerning mental health available via our Internal Intranet system - some of these resources are external and the force provides signposting or access to them. :-

- **TRiM (Trauma Risk Management)**
- **EAP (Employment Assistance Plan)**
- **OK (Oscar Kilo) website**
- **RABMs (Risk Assess Based Medical)**
- **Peer support**
- **Police Care UK**
- **Police Mutual**
- **Flint House**
- **Unison**
- **Federation**
- **Chaplaincy**

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,

Nick Penny
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 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