

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 25th February 2025

Our Ref FOI 2025-114

Dear XXXXX,

I write in connection with your request for information dated 28th January 2025, concerning Officer and staff sickness due to mental health issues.

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 and Finance departments at Wiltshire Police.

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

You wrote and our response:

Please note:

- ❖ The data for the 2022 calendar year is from February onwards, due to a change in systems which has caused there to be a gap in sickness data between July 2021 and February 2022. Our current system only shows the last 3 years' worth of data, with the application prior to this stopping recording the data in July 2021.
- ❖ For the sickness data, psychological disorders was selected as the Dorset 12 along with the months for each calendar year. When breaking the sickness down into reasons, individuals can be off for more than one of the reasons within the 12 month period and therefore numbers may not add up exactly.
- ❖ For the leavers data, is all of individuals who had sickness due to psychological disorders and has then left the force both within the same calendar year. They have not been cross-referenced against the leaving reasons to determine if the sickness was the cause of them leaving. As a result, this may include dismissals, resignations, and retirements (whether it was ill-health, early or normal).

1. How many police officers and members of staff have taken at least one day off work due to mental health issues in the past three years? (Broken down by calendar years: 2022, 2023, 2024)

2022 (February onwards) = 98 Officers & 118 Staff

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2023 = 93 Officers & 130 Staff

2024 = 122 Officers & 128 Staff

1a. Could these issues be broken down into specific types of mental conditions such as stress, anxiety, depression, PTSD, etc.? (Broken down by years: 2022, 2023, 2024)

2022 (February onwards)

Stress = 61 Officers & 67 Staff

Anxiety = 25 Officers & 33 Staff

Depression = 7 Officers & 12 Staff

Bereavement Distress = 6 Officers & 14 Staff

2023

Stress = 51 Officers & 85 Staff

Anxiety = 32 Officers & 34 Staff

Depression = 9 Officers & 10 Staff

Bereavement Distress = 9 Officers & 14 Staff

2024

Stress = 81 Officers & 77 Staff

Anxiety = 31 Officers & 38 Staff

Depression = 9 Officers & 9 Staff

Bereavement Distress = 6 Officers & 11 Staff

1b) Of those who had taken time off due to mental health, how many subsequently left the force? (Broken down by years: 2022, 2023, 2024)

2022 (February onwards) = 19 Officers & 16 Staff were both sick to psychological disorders and left the force within this period

2023 = 16 Officers & 16 Staff were both sick to psychological disorders and left the force within this period

2024 = 15 Officers & 21 Staff were both sick to psychological disorders and left the force within this period

2. Can you provide an estimated cost of absences (of any kind, including for mental health) to the force in the last three years? (Broken down by years: 2022, 2023, 2024)

Wiltshire Police do not hold data in relation to the cost of absences.

Please note: There is not a requirement for a Public Authority to create data to furnish a request for information, where this data is not already held.

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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