

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



6th January 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1119/24 Sickness data

I refer to your request for information received by Cumbria Constabulary on the 13th of December 2024. I note you seek access to the following information:

- 1. Can you provide the total number of sick days that were taken by all police officers between 01/01/2023 and 31/12/2023 across the police force.*
- 2. Can you provide the total number of sick days that were taken by all police officers where mental health was cited as a contributing factor.*
- 3. Can you provide a breakdown of the previous questions 1 and 2, and categorise them into groups by age, rank and gender of all the police officers within the police force.*
- 4. Can you provide a list of the mental health and psychological conditions e.g. anxiety, stress, depression and PTSD, that were a contributing factor towards all police officer's absences across the police force.*
- 5. If applicable, please provide a list of the services that are provided for all police officers concerning mental health within the police force.*

Your request for information has now been considered and I can confirm that Cumbria Constabulary does not hold the information you have requested in an easily retrievable format. To locate and retrieve all the information you seek in questions 3&4 this would require a manual review of all sickness records identified within the response to questions 1&2 as this information cannot easily be broken down and categorised as requested.

I have estimated that the time required to complete a manual review to locate and extract all information relevant to your request would significantly exceed the "appropriate limit", as stated in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. The current limit for police forces is set at £450, which equates to 18 hours of work.

Section 12(1) of the Freedom of Information Act 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 view of this, and in accordance with Section 17(5) of the Act, this letter serves as a Refusal Notice for your request, by virtue of Section 12(1).

However, as a gesture of goodwill and in keeping with the duty to provide advice and assistance under Section 16 of the Act, I can provide you with some information which has been retrieved within the 18hour limit. This information is provided below.



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The information in response to questions 1&2 has been provided by the Constabulary's Human Resources department. Please note that the data requested is recorded in hours and not days.

Question 1- *Can you provide the total number of sick days that were taken by all police officers between 01/01/2023 and 31/12/2023 across the police force.*

Month	Sum of Working Hours Lost
Jan-2023	8319
Feb-2023	7294.75
Mar-2023	6960.25
Apr-2023	5312.333333
May-2023	6128.25
Jun-2023	7606.616667
Jul-2023	7622.5
Aug-2023	7113
Sep-2023	6410.5
Oct-2023	8893.75
Nov-2023	10082
Dec-2023	9312.5

Question 2- *Can you provide the total number of sick days that were taken by all police officers where mental health was cited as a contributing factor.*

Month	Sum of Working Hours Lost
Jan-2023	5945
Feb-2023	5050.75
Mar-2023	5055.25
Apr-2023	3644.333333
May-2023	4182.25
Jun-2023	5256.616667



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Jul-2023	5273.5
Aug-2023	5139
Sep-2023	4647.5
Oct-2023	5701.75
Nov-2023	5542
Dec-2023	6420

The information in response to question 5 has been provided by the Constabulary's Occupational Health department.

Question 5-

- Access to general counselling – 6 Session Model
- Access to specialist trauma counselling; Tf-CBT/EMDR – 9 -12 session model
- Management referrals can be made for those experiencing mental ill health; OH then provides advice to organisation on adjustments that may assist the officer return to full duties as they recover.
- Wisermind resilience drop-in sessions – 2hr workshops offered fortnightly providing practical techniques to improve resilience and process trauma
- OH provides input on training – covering stress, resilience and trauma identification and management.

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

Complaint Rights

Your attention is drawn to the attached sheet, which details your right of complaint.

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



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