

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



8th January 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1120/24 – Sickness Absence

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

- 1. How many police officers have taken sick leave during the period 01/01/2023-31/12/2023?*
- 2. How many of those sickness absences were attributed to mental health?*
- 3. For police officers taking mental health related sickness within this period what were the mental health conditions cited?*
- 4. How many serving police officers committed suicide between the period of 01/01/2023-31/01/2024?*
- 5. Could data pertaining to sickness absence, conditions and suicide be sectioned into the demographics of age, gender and rank?*
- 6. What Mental Health Services are made available for police officers experiencing poor mental health within this organisation?*

Your request for information has now been considered and I can confirm that Cumbria Constabulary does not hold all the information you have requested in an easily retrievable format. In relation to Question 5, in order to locate and retrieve all the information in the requested category's would require a manual review of all sickness records identified within the response to Question 1. Our recording system does not have a function in which a statistical search for the requested categories can be undertaken.

For the date period specified in your request there are over 1800 sickness records which based on an estimate of 5 minutes per record would take at least 150 hours to identify and retrieve the data and will exceed the "appropriate limit".

The "appropriate limit" is set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 and 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



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with a request for information, if the authority estimates that the cost of complying with the request will 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.

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.

The information in response to Questions 1&2 has been provided by the Constabulary's Human Resources department.

Question 1

Month	Year	Count of Collar Number
Jan	2023	164
Feb	2023	147
Mar	2023	154
Apr	2023	113
May	2023	135
Jun	2023	143
Jul	2023	138
Aug	2023	138
Sep	2023	151
Oct	2023	182
Nov	2023	178
Dec	2023	185

Question 2

Month	Year	Count of CollarNumber
Jan	2023	24
Feb	2023	27
Mar	2023	23
Apr	2023	21
May	2023	22
Jun	2023	25
Jul	2023	24
Aug	2023	23
Sep	2023	31
Oct	2023	38
Nov	2023	39
Dec	2023	32



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Question 6

The below information has been provided by the Constabulary's Occupational Health department.

- 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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