

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



20 February 2025

Dear XXXXX

FREEDOM OF INFORMATION REQUEST – FOI 127/25

I refer to your request for information received by Cumbria Constabulary on 28 January 2025. I note you seek access to the following information:

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

Your request for information has now been considered and I can confirm the information you seek is held by Cumbria Constabulary. However, in order to answer questions 1 (a) above would require a manual check of each individual persons file to establish what type of mental health disorder as this is not routinely recorded in an easily retrievable format, again in respect of 1 (b) we could provide the number officers and staff that have left the organisation but to provide the reason for them leaving as requested would require a manual check of files.

I have therefore estimated the time required to extract the relevant information required will exceed the “appropriate limit” due to this requiring a manual review of all relevant files.

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 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.



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In accordance with my duty under Section 16 of the Freedom of Information Act, 2000 (Duty to provide advice and assistance), I have tried to think of a way to recommend that your request may be refined to bring it under the limit explained above. At this time, unfortunately, I have no suggestions, due to the way that the information requested is recorded.

However, although under no obligation to do so and as a gesture of goodwill I am able to provide you with information regarding question 1 of your request, which is as follows:-

2022 – 125

2023 – 161

2024 - 238

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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