



Date: 13/03/2024
Our ref: 01/FOI/24/012140/S

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/012140/S

I write in connection with your request for information dated 13/02/2024, received by Greater Manchester Police (GMP) for the following information:

- 1) *The total number of sick days taken by police officers for the period 01/1/2022 – 31/12/2022.*
- 2) *The total number of sick days taken by the police officers for the period 01/1/2022 – 31/12/2022 where mental health was a contributing factor to said absence.*
- 3) *A list of mental health / psychological conditions that were cited as reasons for absence if possible.*
- 4) *A breakdown of Q1 + Q2 by gender; age; rank.*
- 5) *A list of mental health support services available to policer officers.*
- 6) *A breakdown of police officers by gender; age; rank of the police officers who accessed these support services.*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate information relevant to your request. I can confirm that some of the information you have requested is held by GMP.

1. 104, 051 days (to the nearest day) were taken by Police Officers for the period 01/01/2022 – 31/12/2022. Data Source: Force Sickness records December 2022.
2. 41,561 days (to the nearest day) were attributed to reasons that fall into the Psychological Disorder category for sickness absence, for the period 01/01/2022 – 31/12/2022. Data Source: Force Sickness records December 2022.
3. Reasons included:
 - Bereavement
 - Post-Natal Depression
 - Anxiety
 - Depression
 - Mental Health
 - Other Mental Health (including bipolar, schizophrenia etc)
 - Other Stress
 - Post Traumatic Stress
- 4.

Age of Officer	Days of Absence - Total
18	39
19	95
20	264
21	824
22	1615
23	1626
24	2624
25	3377
26	2898
27	3491
28	2610
29	2682
30	2400
31	2177
32	2445
33	1985
34	2990
35	2863
36	2610
37	2195
38	2807
39	3556
40	3856
41	2950

Age of Officer	Days of Absence – MH Related
20	15
21	173
22	878
23	601
24	1080
25	1406
26	1130
27	1523
28	1114
29	842
30	780
31	683
32	755
33	814
34	1264
35	1051
36	1033
37	976
38	931
39	1519
40	1473
41	836
42	1093
43	1346

42	2935
43	3445
44	3844
45	2764
46	3314
47	3583
48	3608
49	3551
50	3616
51	3974
52	3792
53	3295
54	2459
55	2235
56	1258
57	472
58	556
59	207
60	161
62	2
Grand Total	104051

44	1661
45	1396
46	1556
47	1436
48	1194
49	1749
50	1793
51	1827
52	1889
53	1218
54	872
55	831
56	218
57	182
58	359
59	63
Grand Total	41561

Rank	Days of Absence - Total
Constable	85616
Sergeant	11975
Inspector	3361
Chief Inspector	2409
Superintendent	653
Chief Superintendent	38
Grand Total	104051

Rank	Days of Absence – MH Related
Constable	33958
Sergeant	4240
Inspector	1505
Chief Inspector	1365
Superintendent	493
Grand Total	41561

Gender	Days of Absence - Total
Female	42012
Male	62039
Grand Total	104051

Gender	Days of Absence – MH Related
Female	17483
Male	24078
Grand Total	41561

5. In addition to NHS MH and 3rd sector services that all Police Officers can access independently of work, GMP provides:
- Wellbeing services- providing a wide range of voluntary peer support services, including welfare support.
 - Employment Assisted Programme- 24/ 7 counselling support via our EAP service Health Assured available to all staff.
 - All staff can access up to 6 sessions of psychological support from our EAP service, available to all staff and police officers. Employees can self-refer into this service, via email, mobile app, or telephone. With consent, their managers can refer on the employee's behalf.
 - Occupational Health and Welfare Unit (OHWU) can provide annual 1-2-1 confidential psychological support sessions facilitated by suitably trained and experienced OHWU practitioners to Police Officers and staff who are identified as being employed in high-risk roles.
 - OHWU Welfare Officers can provide psychological support to officers and staff involved in work-based grievances, fairness at work cases, disciplinary investigations, current domestic abuse, and duty related psychological distress.
 - OHWU can provide Mental Health Assessment by specialist qualified Mental Nurses (RMNs) to provide support, psycho education, determine appropriate treatment pathways, signpost to appropriate services, and advise on workplace adjustments and restrictions to support psychological wellbeing within various policing roles.
 - OHWU can provide Police Officers and police staff with specialist duty related trauma focused therapy from a suitably qualified and trained therapist, either in house or via the EAP provider, through a rechargeable contract.
 - OHWU can refer police officers and staff for a consultation with a specialist Consultant Psychiatrist for diagnosis, treatment recommendations, specialist opinion on fitness for role, etc.
 - OHWU can support applications for Police Officers to access the psychological support programmes available via Police charities such as the benevolent fund, Police Care UK and the Police treatment centres.
 - OHWU employs a Trauma Immediate Response Management (TRIM) coordinator, who supervises trained TRIM practitioners (police officers and Staff) to provide timely psychological support to officers and staff involved in traumatic incidents on duty.
6. This information is not held by Greater Manchester Police.