

Date: 22/10/2024
Our ref: 01/FOI/24/013432/F

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/013432/F

I write in connection with your request for information dated 10/10/2024, received by Greater Manchester Police (GMP) for the following information:

REQUEST 1:

Since January 1st 2020, how many police officers and staff working for your force have taken sick leave of any length due to PTSD, anxiety, stress, depression, or any other mental health condition? Please list the figures for police officers and staff separately and also provide the numbers broken up into yearly totals.

REQUEST 2:

Since January 1st 2020, how many police officers and staff working for your force have taken sick leave of any length due to the suspected symptoms of Post Traumatic Stress Disorder? Please list the figures for police officers and staff separately and also provide the numbers broken up into yearly totals. As the current year is not finished please provide the 2024 total to date.

REQUEST 3:

Since January 1st 2020, how many police officers and staff working for your force have been diagnosed with Post Traumatic Stress Disorder? Please list the figures for police officers and staff separately and also provide the numbers broken up into yearly totals. As the current year is not finished please provide the 2024 total to date.

REQUEST 4:

Since January 1st 2020, how many work days have police officers and staff working for your force missed due to the suspected or diagnosed symptoms of PTSD? Please list the figures for police officers and staff separately and also provide the numbers broken up into yearly totals. As the current year is not finished please provide the 2024 total to date.

Result of Searches

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

However, GMP does not hold the information that you have requested in an easily retrievable format.

GMP are unable to respond to question 3 without carrying out a substantial manual review as we do not hold this data centrally anywhere to easily provide it. If the information is retrievable, it will be held in the individual HR personal files confidentially, of which there are 13,000 employees. It would take in excess of 18 hours to review 13,000 files to try and retrieve information to provide these figures.

Therefore, as per **section 12(1)** of the Freedom of Information Act 2000, the cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

GMP is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. In order for the force to keep this within the fees limit, the information you are requesting will need revising with the removal of question 3 from this request. However, the resulting response cannot be guaranteed at this point as it will be dependent upon the number of records that fall within the scope of any new request, as they would still have to be manually assessed.

Should you wish to refine and resubmit your request in line with the advice above please respond to freedomofinformation@gmp.police.uk.

Although excess costs remove GMP's obligations under the Freedom of Information Act 2000, as a gesture of goodwill I have supplied some information relative to your request that was retrieved before it was realised that the fees limit would be exceed (see below information). I hope that this is of use to you, but it does not affect our legal right to rely on the fee's regulations for the remainder of your request.

Please Note -

- We can only report on data held withing GMP systems which includes the reasons provided for the sickness absence. We cannot confirm diagnosis or medical evidence.
- The below are head count figures for Police and Police Staff (including Police Community Support Officers).

Request 1.

- Absences relating to the category of 'Psychological Disorder' which encompasses PTSD, anxiety, stress, depression and other mental health conditions.

1st Jan 2020 - 30th Sept 2024	
Police Officer	2539
Police Staff (Inc. PCSOs)	1754

	2020	2021	2022	2023	2024 (1st Jan - 30th Sept)
Police Officer	601	705	859	995	656
Police Staff (Inc. PCSOs)	493	550	575	629	434

Request 2.

- Absences where 'Post Traumatic Stress' has been provided as the reason for the absence.

1st Jan 2020 - 30th Sept 2024	
Police Officer	119
Police Staff (Inc. PCSOs)	31

	2020	2021	2022	2023	2024 (1st Jan - 30th Sept)
Police Officer	28	24	39	49	25
Police Staff (Inc. PCSOs)	7	9	11	8	5

Request 4.

- Total absence after application of estimated working days.

1st Jan 2020 - 30th Sept 2024	
Police Officer	11732.78
Police Staff (Inc. PCSOs)	2307.82

	2020	2021	2022	2023	2024 (1st Jan - 30th Sept)
Police Officer	1846.4	2230.72	2912.9	3646.35	1096.41
Police Staff (Inc. PCSOs)	394.99	682.14	690	463.56	77.13