

Date: 25th February 2025
Our ref: FOI/25/014076/E

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/25/014076/E

I write in connection with your request for information dated 28/01/2025, received by Greater Manchester Police (GMP) for the following information:

Under the Freedom of Information Act 2000, please can you disclose 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)

1a. 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)

1b) 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)

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.

Question 1

Figures: Headcount of Officers staff and PCSO's as at December 31st of relevant calendar year.

2022	2023	2024
1,434	1,624	1,795

Question 1a

Figures: This is the of count sickness absence occurrences in each of the categories that relate to the 'Psychological Disorder'. Date, as of December 31st of relevant calendar year. This is inclusive of all Officers, Police Staff and PCSO's.

Please note, the sum of absence occurrences for each calendar year will not concur with the number of employee's (Q1) who had a mental health related sickness absence. There will have been employee(s) who were absent several times and in different psychological disorder categories and different years. Therefore, for each of the calendar years, there might be overlap duplicate counting for an individual. For example, someone who was absent in January 2022 may have had an absence in a different psychological disorder category in June 2022 and therefore has been accounted for again.

Due to low numbers being returned, some of the totals have been replaced with X, as by providing all this information as you have requested would significantly increase the likelihood of identifying the individual(s) concerned, and as such the exemption under S40(2) – Personal Information, would be engaged and result in information being refused. By replacing this data in this way, it can be provided in its entirety.

Reason	2022	2023	2024
Maternity Related - Post natal depression	X	X	X
Nervous System Disorders - Anxiety	455	389	361
Nervous System Disorders - Depression	146	133	136
Nervous System Disorders - Drug or alcohol problems (inc. painkillers...)	X	0	X
Nervous System Disorders - Mental Health	255	600	822
Nervous System Disorders - Other mental health (inc. bipolar schizophrenia...)	6	7	9
Nervous System Disorders - Other stress	759	775	750
Nervous System Disorders - Post Traumatic Stress	61	65	56
Bereavement	106	105	158

Question 1b

2022	2023	2024
214	213	217

Question 2

Figures: Cost of sickness absence in terms of salaries paid during periods of sickness absence - The salary paid relates to the basic daily rate for the relevant rank or paygrade of the relevant member of staff.

Year	Cost
2022	£26.7M
2023	£29.3M
2024	£34M