



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:23/12/2024

2024/1168 - Police officer sickness

In response to your recent request for information regarding;

- 1. Can you provide the total number of sick days that were taken by all police officers between 01/01/2023 and 31/12/2023 across the police force.**

2023 Officer work days total sickness	15,554
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- 2. Can you provide the total number of sick days that were taken by all police officers where mental health was cited as a contributing factor.**

Total mental health sick days	6875
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- 3. Can you provide a breakdown of the previous questions 1 and 2, and categorise them into groups by age, rank and gender of all the police officers within the police force.**

<u>Age Band</u>	<u>Working Days</u>
under26	250
26-40	6,754
41-55	7,481
over 55	1,069
Officer 2023 total days sick	15,554

<u>Gender</u>	<u>Working Days</u>
Female	7253
Male	8301
Officer 2023 total days sick	15,554

<u>Rank</u>	<u>Working Days</u>
CHIEF SUPERINTENDENT	2
SUPERINTENDENT	31
CHIEF INSPECTOR	59
INSPECTOR	465
SERGEANT	2250
CONSTABLE.	12636
OTHER	111
Officer 2023 total days sick	15,554

4. Can you provide a list of the mental health and psychological conditions e.g. anxiety, stress, depression and PTSD, that were a contributing factor towards all police officer's absences across the police force.

<u>Mental Health Conditions</u>	<u>Working Days</u>
PD - ANXIETY	1569
PD - DEPRESSION	805
PD - OTHER MENTAL DISORDERS	112
PD - OTHER STRESS	4276
PD - POST TRAUMATIC STRESS	8
PD - WORK RELATED STRESS	105
Total mental health sick days	6875

5. If applicable, please provide a list of the services that are provided for all police officers concerning mental health within the police force.

Please see the attached.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 23/12/2024

Alcohol Awareness Info		BAME Health Support		Breast Buddies Scheme		Cancer Awareness / Prevention		Chaplaincy Team
Information about how alcohol can affect our wellbeing and how we feel; how to consider healthy alcohol choices and alternatives to alcohol and access support from others also considering their alcohol choices.		Individuals in our workforce from a BAME background may have a higher health risks. This information explains these and how to reduce the risk. A questionnaire can also be used to identify potential risks.		This scheme matches new mums with a buddy to provide informal support about breastfeeding and help them overcome any challenges on their breastfeeding journey. Buddies are volunteers with breastfeeding experience.		Encouraging employees to understand the signs of different cancers and how you can reduce your risk through information and awareness sessions. Includes PSA blood testing for men aged 40+..		A team of volunteers who offer a friendly, confidential, 'listening ear'. They are available for officers and staff to talk confidentially and sensitively about their work and any moral challenges or difficult conditions encountered.
Counselling		COVID Support		Critical Incident Debrief		Cycle To Work		Disability Support
Counselling gives individuals the opportunity to talk to somebody neutral in confidence, who will listen and help them to explore their thoughts and emotions, usually over a course of up to six sessions.		Support to help those struggling with Long COVID to access relevant programmes and to give advice on adjustments in the workplace.		After exposure to trauma, talking it through with peers can help us process what has happened and cope better with the impact of the trauma. A debrief is a group session to talk through an incident with anyone who was involved.		A Cycle to Work scheme helps you to keep active, get lots of fresh air and also reduces carbon emissions. It can help you save money (around 40%) on bikes and accessories to keep you active whilst travelling to work.		Information about different disabilities and long term conditions and how the Workplace Adjustments Passport can help to discuss and agree support needed in work.

Family Support		Fertility Support		Financial Wellbeing Info		Fitness Support		Flu Jabs
Lots of information on family related topics and one to one support and signposting. This covers topics like bereavement, children with disabilities, relationship problems and parenting.		1 in 7 couples in the UK have difficulty conceiving. We provide information about infertility, what treatment involves, how to support someone and also provide paid time off for IVF treatment.		Information on a variety of financial wellbeing topics from budgeting, debt, mortgages, cost of living, savings, pensions and more. We promote partner agencies providing services in these areas.		1-2-1 support for those struggling to pass the fitness test or worried about their level of fitness following an absence from work, illness or health condition. Corporate discounts available at leisure centres across North Wales.		Annual flu jabs for those most at risk, who aren't able to get a flu jab from their GP surgery.
Health Checks		Healthy Eating Info		Healthy Mind Training		HEP B Vaccinations		LGBTQ+ Health Support
There are a number of key indicators which tell us a lot about our general health including the levels of cholesterol and sugar in our blood. Getting these monitored can help identify changes we might need to make to reduce health risks.		What we eat gives us the energy to live life – Healthy Eating resources encourage us to eat a nutritious diet and sustain our energy. Webinars on this topic give opportunity to ask questions and get guidance.		A 3 hour input in person or online that covers all the wellbeing support available across healthy mind, body, work-life and finances. It includes a focus on stress, anxiety, depression and trauma and how to recognise these and get support.		Roles who require a HEP B vaccination due to the risks of their role can get one from BCUHB due to an agreement with our Occupational Health Team. Contact Occupational Health for details.		Certain health topics pose a higher risk to individuals who identify as LGBTQ+. This information explains the different risks and where to get LGBTQ+ specific support.

Managers Wellbeing Tools		Maternity, Adoption & Paternity Supporters		Menopause Support		Men's Health Support		Mental Health Peer Support
A collection of resources for Managers specifically designed to equip them to have conversations with their teams about a wide variety of wellbeing topics. It also includes relevant training and key tools to use with their teams.		Volunteers within our workforce act as a point of contact whilst someone is taking family leave, helping them to keep in touch and to answer any queries or concerns.		Menopause Support includes support groups, training for managers, mini USB desk fans, adjustments to uniform and lots of information about coping with the challenges of menopause.		Resources to support men's health including mental health, cancer, relationships and family, healthy body. Guides, signposting and awareness sessions. One to one support is provided by Martyn and Owen in the Welfare Support Team.		Volunteers within our workforce with lived experience of mental health, who are trained to provide informal, confidential listening and signposting.
Mindfulness Training		Money Guider Scheme		Night Workers Questionnaire		Parent and Carers Support		Personal Wellbeing Plan
An 8 week group course running on Microsoft Teams for 2 hours a week, providing tools and practices to help us cope with difficult situations, feel calmer, recognise our responses and react more objectively.		Equipping people to talk about money confidently, and offer safe, effective guidance and signposting. Anyone in NWP can volunteer and will be given access to online learning, which is accredited, community support and regular learning events.		Anyone who works nights is encouraged to complete this questionnaire on an annual basis to review the impact of working nights on their health and wellbeing so appropriate advice can be provided.		The Parent and Carers Support Network provides support for parents and carers, raising awareness and guiding the organisation to improve working practices. The Parent and Carers Toolkit has information and signposting.		This tool helps us to reflect on the things that negatively affect our mental wellbeing, what the triggers are and what the signs are that we are being affected. It helps us identify the things that we can do that will have a positive impact.

Physio Support	Police Treatment Centre (PTC) / The Ben Fund	Psychological Welfare Surveillance	Resilience Support	Sanctuary Rooms
Musculoskeletal health is important to enable you to live life and do your role without ongoing pain. Physio support can be requested to help you with pain, strains and other musculoskeletal injuries that are preventing you from doing your job.	Police Officers & Staff can pay the PTC to access their physical and psychological wellbeing programmes and online support. Police Officers can pay in to The Ben Fund as an alternative to the PTC, which offers shorter treatment visits, physio and counselling.	A questionnaire used to assess the factors that can be detrimental to our wellbeing, particularly in relation to our mental health and identifies where support may be needed. Around 70% of NWP are invited annually to complete this.	This support is either one to one or offered through a team workshop. An online psychometric questionnaire is completed which identifies areas for development in coping with challenges and bouncing back.	Providing a safe and relaxing space to go to clear our mind after a stressful experience, carry out religious observance or prayers, or use for short wellbeing activities such as meditation. New mothers who are breast feeding can use them too.
Sleep Support	Sports Association	Staff Support Networks	Stress Assessment and Action Tools	Substance Misuse / Addiction Awareness
If we struggle with fatigue and lack of sleep it can reduce our concentration and put us at risk of accidents. Resources such as factsheets, tips, workbooks, videos and awareness briefings can help.	Being outdoors or taking part in physical activity that could also provide social opportunities can help our wellbeing. You can pay £4 per month to give you access to a range of activities and competitions and use of gyms across the Force.	Networks providing support for members on different areas such as LGBT, BAME, Parent and Carers, Gender Equality Network and Disability Support Network.	These tools can help us identify what is causing us to feel stressed (Assessment Tool) and how we can tackle these issues (Action Tool). Doing this at an early stage can help prevent stress from developing into a mental health disorder.	How to identify the signs that alcohol, drugs or gambling are becoming a problem and where to get support. Information about smoking and where to go to get help to quit.

Trauma Support		Wagestream		Welfare Support Team – Individual Support		Welfare Support Team – Team Support		Wellbeing Champions
Exposure to trauma could lead to PTSD so trauma support is offered to individuals who may be at risk and might include therapies such as trauma based CBT or EMDR therapy.		A financial wellbeing app that offers the ability to track, stream and save from your pay, plus tools and information on financial wellbeing topics, and access to discounts.		This team provides one to one psychological support for individuals struggling with their mental health, for a variety of reasons including stress, anxiety, bereavement, relationship problems and many others. This can be short or long term support.		This team offers drop in sessions to other teams in NWP for welfare or to deliver inputs on mental health related topics. The team also leads on debriefs, trauma support and peer support.		Individuals who have a particular interest in wellbeing, particularly around healthy lifestyle and can actively promote all the wellbeing support on offer and encourage their colleagues to take part.
Wellbeing Visits (The Ben Fund)		Wellbeing Workshops		Women's Health Support		Find more information about all of these on the Health and Wellness Site. Double click the Wellbeing icon on your computer desktop screen.		
NWP has paid a lump sum of money to The Ben Fund to send officers or staff on a Wellbeing Visit of 2 days where they are in danger of being overwhelmed by challenges in work and/or at home. It gives chance to relax and try different wellbeing activities.		Workshops can be provided on a range of wellbeing topics, generally 1 hour long, but can be tailored to each team's requirements. This might include stress, resilience, sleep, healthy finances, menopause and more.		Resources, information and signposting on a range of health issues more likely to affect women including bone health, Endometriosis, Fibromyalgia, menstrual health, pelvic health and Polycystic Ovary Syndrome.				