

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)

| Staff Type     | Detail             | 2022 | 2023 | 2024 | Total |
|----------------|--------------------|------|------|------|-------|
| Police Officer | Unique Individuals | 967  | 1080 | 1158 | 2336  |
|                | Subsequently Left  | 298  | 232  | 141  | 497   |
| Police Staff   | Unique Individuals | 616  | 623  | 576  | 1156  |
|                | Subsequently Left  | 229  | 171  | 90   | 316   |

#### Individuals by Year & Reason - Police Officer

| Absence Reason                | 2022        | 2023        | 2024        |
|-------------------------------|-------------|-------------|-------------|
| Anxiety                       | 458         | 490         | 497         |
| Depression                    | 150         | 142         | 141         |
| Other psychological disorders | 40          | 42          | 37          |
| Other stress                  | 540         | 672         | 753         |
| Post traumatic stress         | 46          | 48          | 48          |
| <b>Grand Total</b>            | <b>1234</b> | <b>1394</b> | <b>1476</b> |

#### Individuals by Year & Reason - Police Staff

| Absence Reason                | 2022       | 2023       | 2024       |
|-------------------------------|------------|------------|------------|
| Anxiety                       | 285        | 276        | 201        |
| Depression                    | 101        | 93         | 81         |
| Other psychological disorders | 22         | 22         | 19         |
| Other stress                  | 370        | 398        | 388        |
| Post traumatic stress         | 6          | 9          | 9          |
| <b>Grand Total</b>            | <b>784</b> | <b>798</b> | <b>698</b> |

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)

#### Sickness Working Days by Rank & Year - Police Officer

|                    | Budgeted Pay Value |                    |                    |
|--------------------|--------------------|--------------------|--------------------|
| Rank               | 2022               | 2023               | 2024               |
| <b>Grand Total</b> | <b>£20,691,569</b> | <b>£21,510,373</b> | <b>£22,286,866</b> |

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)

**Sickness Working Days by Rank & Year - Police Staff**

|                    | Budgeted Pay Value |                   |                   |
|--------------------|--------------------|-------------------|-------------------|
| Rank               | 2022               | 2023              | 2024              |
| <b>Grand Total</b> | <b>£9,146,019</b>  | <b>£9,277,680</b> | <b>£8,358,679</b> |

Note, the reason for totals being higher when absence reasons are added is that some individuals had absences that were categorised as more than one reason during the same year.