



Heddlu Police

**DYFED-POWYS**

**FOI Reference: 029/2021**

**Request:**

My request relates to how the mental health of your police officers is managed. Specifically, I would like the following information:

1. How many police officers have taken leave (of any length) due to anxiety, depression, PTSD, stress, or any other identified mental health condition. I would like these statistics broken down by month, between the period March 1st 2020 and today's date. If data has not been collected up to and including today's date, please provide me with data between the period March 1st 2020, and the latest date available.
2. A description of internal procedures the police force has in place in order to help and support police officers suffering from mental health conditions.
3. A description of any changes to internal procedures that the police force has made in order to help and support police officers suffering from mental health conditions since March 1st, 2020.

**Clarification requested**

Are you referring to sick leave only and not annual leave?

**Clarification received**

To confirm, I am referring to sick leave.

**Response 1**

I can confirm that Dyfed-Powys police does hold the information you required.

**Mental health sick leave**

<b>Month</b>	<b>No of officers</b>
March 2020	24
April 2020	21
May 2020	23
June 2020	25
July 2020	31
August 2020	28
September 2020	27
October 2020	25
November 2020	24
December 2020	22
Up to 24 January 2021	19
1 <sup>st</sup> March 2020 to 24 <sup>th</sup> January 2021	79

**Please note**, the figures provided above are the number of officers rather than the number of absences. These figures include officer who have now left Dyfed Powys Police for example through retirement, resignation etc. Officers may have had an absence that may span more than one month – eg an officer who reported sick on 21<sup>st</sup> March and resumed back to work on 24<sup>th</sup> July 2020 would be included in the numbers in March, April, May, June and July.

## **Response 2**

I can confirm that Dyfed-Powys police does hold the information you required. Our Occupational Health Unit has provided the following response:

The following is an outline of the measures that are currently available to Police Officers and Staff within Dyfed Powys Police Force with reference to mental health concerns.

We operate multi-level initiative measure, which assist in providing psychological support to Force Employees. Some can be accessed by individuals directly and others are accessed via referrals from the Occupational Health Team.

Information is provided during new starter training programmes on recognising psychological symptoms and raising awareness of support services to allow employees to take a proactive approach in managing any symptoms they may experience.

1. Occupational Health Team – a multidisciplinary team, where employees may be referred for assessment and recommendations on fitness for work. Employees will be sign-posted to various agencies for additional support as required. Referral to the team can be requested by the individual and are made via their Line Manager or HR Support Officer. The team includes Occupational Health Advisors / Nurses / Mental Health Nurse Advisor / Force Counsellor / Physiotherapist / Force Medical Advisor.
2. Employees can make a self- referral for counselling support.
3. There are annual welfare checks via an online health questionnaire, which all Police Officers complete. They can request counselling or a welfare check as part of this. Also welfare checks are undertaken for specialist roles, some are routine e.g. for Fire Arms Officers, some are dependent upon deployment.
4. We have a mental health triage team – on receipt of referrals from Line Managers / HR Officers, the employees can be allocated appointments to the appropriate OH team member including Counsellors. The in-house Counsellor is supported by a network of external counsellors and Specialist Therapists throughout the force area. This is BACP accredited.
5. Throughout the force, there are a number of Mental Health Champions available to support the cause and encourage members to be proactive in managing their symptoms.
6. TRiM is specific for Trauma Risk Management is a peer delivered initiative designed to identify traumatic stress responses in individuals exposed to serious incidents in order to signpost them for further psychological interventions as required.
7. Post-incident management (PIM) via the Force Counsellor – employees are contacted immediately following the incident to assess their counselling and / or support needs. Mental health advice is provided at this time and this is followed up after 2 weeks to reassess. Employees can self-refer into the service at any time should their situation change.
8. Force Chaplaincy – provides confidential support

9. Unison – support for police staff, including PCSOs
10. Referrals can also be made to the following for support as required;
  - a. Remploy – focusing on supporting those experiencing mental health issues that are affecting people at work
  - b. A Police Rehabilitation Scheme. Mental Health practitioners and registered nurses are available. A 12 day programme is available which includes gentle exercise and pleasure walking as part of the program to manage mental health and lower stress.
11. Employees can also access the following supporting organisations and Occupational Health team members can signpost onto these;
  - a. Redarc is a free and confidential support measure available for Police Officers through the Police Federation, offering counselling support and advice.
  - b. Police Mutual offers support for serving and retired Police Officers, staff and their families.
  - c. Police Care UK is a charity offering support to serving or retired Police Officers and staff from any UK force (including special constables and police cadets) who have sustained injuries as a direct result of their policing role and are living with long-term effects of their injury.
  - d. C.A.L.L. a 24 hour independent telephone counselling service

### **Response 3**

I can confirm that Dyfed-Powys police does hold the information you required. Our Occupational Health Unit has provided the following response:

In additional to the above measures, since March 1st 2020, via the Force intranet, a Covid related page has been produced with links to the following information;

Several self-help videos covering subjects such as mindfulness / working from home / grounding techniques / looking after mental health at home.

An 'out of hours' call-line was set up and operated by a team including the Force Counsellor and the team of external counsellors.

A local drop in peer support centre has been developed 'Woody's Lodge', which is available for emergency services personnel. Our Force Counsellor is able to make referrals onto this facility.