

Our Ref: IM-FOI-2021-2404  
Date: 23<sup>rd</sup> November 2021



**FREEDOM OF INFORMATION (SCOTLAND) ACT 2002**

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

**For each each of the last three years and broken down by division:**

**a) How many frontline officers took sick leave due to mental health/stress concerns?**

Mental illness related leave is recorded on Police Scotland’s Human Resource system as “Psychological Disorder”. Please note this category includes alcohol problems, anxiety, bereavement reaction, bipolar, debility, dementia, depression, insomnia, other psychological disorders, post-natal depression, post-traumatic stress, schizophrenia and stress.

I would also advise that due to new absence reporting protocols being implemented in 2021/22 the legacy figures are not comparable with the current year’s figures.

Please also note that our PPCW division was only created in the 2021/22 financial year and so figures have been marked as N/A prior to this.

The above applies to each answer provided for your request.

In regards to question a), this data is a count of the number of officers which have taken sick leave due to psychological disorders. It is possible that an officer can be absent more than once in the time periods specified, however will only be counted once for the purpose of this request.

<b>No. of Police Officers absent due to Psychological Disorders</b>			
<b>Division</b>	<b>2019/20</b>	<b>2020/21</b>	<b>01/04/21 – 30/09/21</b>
<b>A</b>	<b>47</b>	<b>38</b>	<b>30</b>
<b>D</b>	<b>46</b>	<b>64</b>	<b>35</b>
<b>N</b>	<b>32</b>	<b>34</b>	<b>19</b>
<b>C</b>	<b>24</b>	<b>35</b>	<b>21</b>
<b>E</b>	<b>42</b>	<b>32</b>	<b>20</b>

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J	61	52	29
P	56	52	39
G	119	112	46
K	42	33	20
L	43	37	24
Q	70	60	39
U	48	43	23
V	19	16	10
C3	37	55	42
CSD	27	19	15
CJSD	20	34	31
OSD	39	48	37
PPCW	N/A	N/A	8
SCD	87	82	42
<b>TOTAL</b>	<b>859</b>	<b>846</b>	<b>530</b>

**b) How many days and/or hours of sick leave we're taken due to mental health/stress concerns?**

The below table highlights the total number of working days lost due to Psychological disorders for police officers in each of the below years. This data contains open and closed absences. If an absence was opened prior to the 1st April for the years below the start date has been amended to 1st April so the working days lost is only calculated for the financial year represented. If the absence was still open at the time of extracting the data then an absence date of 31st March for the respective year (or 30/09/2021 for 2021/22) was applied.

<b>Total no of Police Officer Working Days Lost due to Psychological Disorders</b>			
<b>Division</b>	<b>2019/20</b>	<b>2020/21</b>	<b>01/04/21 – 30/09/21</b>
A	2791	2073	903
D	3434	3834	1435
N	1536	2008	1043
C	1009	1278	547
E	1755	883	582
J	2993	2537	902
P	3016	2389	1312
G	5527	6140	2251
K	1452	1755	873
L	2039	1992	845
Q	3257	2716	1406
U	2329	1717	676
V	967	676	138
C3	1977	2669	1914
CSD	1637	971	878
CJSD	727	1668	1560
OSD	2104	2926	2071
PPCW	N/A	N/A	560

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<b>SCD</b>	<b>4863</b>	<b>6080</b>	<b>2267</b>
<b>TOTAL</b>	<b>43413</b>	<b>44312</b>	<b>22163</b>

**c) How many officers have taken early retirement due to mental health/stress issues?**

Following a clarification request you confirmed that by early retirement due to mental health/stress you meant ill health retirement.

The information provides the number of ill health retirements for police officers which have included cases where mental health/stress is recorded in the diagnosed conditions provided by the Selected Medical Practitioner.

It is worth noting that, several conditions can be included in the diagnosis provided by the Selected Medical Practitioner and these figures relate to ill health retirement where a mental health/stress condition has been mentioned in the diagnosed conditions but may not be the sole condition considered for Ill Health Retirement.

<b>Division</b>	<b>2019/20</b>	<b>2020/21</b>	<b>01/04/21 – 30/09/21</b>
<b>A</b>	<b>3</b>	<b>1</b>	<b>0</b>
<b>D</b>	<b>2</b>	<b>3</b>	<b>1</b>
<b>N</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>C</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>E</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>J</b>	<b>2</b>	<b>3</b>	<b>0</b>
<b>P</b>	<b>4</b>	<b>0</b>	<b>0</b>
<b>G</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>K</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>L</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>Q</b>	<b>2</b>	<b>1</b>	<b>1</b>
<b>U</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>V</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>C3</b>	<b>3</b>	<b>0</b>	<b>2</b>
<b>CSD</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>CJSD</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>OSD</b>	<b>4</b>	<b>2</b>	<b>2</b>
<b>PPCW</b>	<b>N/A</b>	<b>N/A</b>	<b>0</b>
<b>SCD</b>	<b>5</b>	<b>1</b>	<b>2</b>
<b>TOTAL</b>	<b>39</b>	<b>18</b>	<b>11</b>

**d) What was the longest period of sick leave taken due to mental health/stress issues?**

The below data shows the single longest period of sick leave based on the absence with highest working days lost per year and by Division. It is possible that an individual can be moved post between division whilst absent and in this case the no. of working days lost would be split and attributed to the division for the duration of each posting.

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This data contains open and closed absences. If an absence was opened prior to the 1st April for the years below the start date has been amended to 1st April so the working days lost is only calculated for the financial year represented. If the absence was still open at the time of extracting the data then an absence date of 31st March for the respective year (or 30/09/2021 for 2021/22) was applied.

<b>Longest no. of Working Days Lost per single absence</b>			
<b>Division</b>	<b>2019/20</b>	<b>2020/21</b>	<b>01/04/21 – 30/09/21</b>
<b>A</b>	<b>260</b>	<b>219</b>	<b>112</b>
<b>D</b>	<b>263</b>	<b>221</b>	<b>132</b>
<b>N</b>	<b>185</b>	<b>264</b>	<b>132</b>
<b>C</b>	<b>197</b>	<b>114</b>	<b>132</b>
<b>E</b>	<b>231</b>	<b>180</b>	<b>109</b>
<b>J</b>	<b>263</b>	<b>262</b>	<b>132</b>
<b>P</b>	<b>194</b>	<b>230</b>	<b>129</b>
<b>G</b>	<b>237</b>	<b>219</b>	<b>132</b>
<b>K</b>	<b>204</b>	<b>175</b>	<b>132</b>
<b>L</b>	<b>218</b>	<b>250</b>	<b>109</b>
<b>Q</b>	<b>263</b>	<b>262</b>	<b>132</b>
<b>U</b>	<b>264</b>	<b>249</b>	<b>125</b>
<b>V</b>	<b>218</b>	<b>116</b>	<b>30</b>
<b>C3</b>	<b>233</b>	<b>262</b>	<b>132</b>
<b>CSD</b>	<b>182</b>	<b>148</b>	<b>132</b>
<b>CJSD</b>	<b>123</b>	<b>214</b>	<b>132</b>
<b>OSD</b>	<b>215</b>	<b>262</b>	<b>132</b>
<b>PPCW</b>	<b>N/A</b>	<b>N/A</b>	<b>132</b>
<b>SCD</b>	<b>220</b>	<b>262</b>	<b>132</b>

Should you require any further assistance please contact Information Management quoting the reference number given.

If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to [foi@scotland.pnn.police.uk](mailto:foi@scotland.pnn.police.uk) or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info) or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Office of the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

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As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.