| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 23-1189Responded to: 05 June 2023 |
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Your recent request for information is replicated below, together with our response.

**· Please tell me how many police officer sick days for Inverness Area Command personnel have been due to mental health reasons, including stress at work so far to date in 2023. Please include any details which you are able to.
· Please tell me how many police officer sick days for Inverness Area Command personnel have been due to mental health reasons, including stress at work in 2022. Please include any details which you are able to.
· Please tell me how many police officer sick days for Inverness Area Command personnel have been due to mental health reasons, including stress at work in 2021. Please include any details which you are able to.**

The below table details the number of Working Days Lost due to absence category ‘Psychological Disorders’ for police officers who are posted within N Division and based at Inverness Burnett Road, Inverness Old Perth Road or Inverness Airport.

| **Year** | **No. of WDL due to Psychological Disorders** |
| --- | --- |
| 2020/21 | 859 |
| 2021/22 | 942 |
| 2022/23 | 1004 |
| 2023/24 | 109 |

## · Please tell us what support is offered to employees in this situation.

Police Scotland’s Health & Wellbeing Department was formed 2014. From 2015 everyone in Police Scotland had access to the same provisions below, prior to that date legacy arrangements were in place in each area.

2015 to present Optima Health (OH) have provided our occupational health. Line managers can refer to OH for fitness for work issues and advise. The type of referral made include mental health concerns, medical conditions and MSK. OH also provide all fitness for work medicals, physiotherapy and immunisations.

2015 to present OH provide resilience assessments for specialist post holders. This is a once a year appointment with a counsellor to promote resilience and to discuss positive coping mechanisms. The counsellor assess psychological wellbeing and where appropriate signposts to the Employee Assistance Programme or Occupational Health

2015 – 2019 Employee Assistance Programme (EAP) provided by AXA PPP. EAP covers all Police Officers, staff, Scottish Mountain Rescue and anyone over the age of 16 who live with us.

The EAP is by self-referral and the contract provided a 6 + 2 counselling session model or online CBT. EAP also provide EMDR or TFCBT sessions for workplace Trauma. EAP provide us with immediate access to counsellors, psychologists and psychiatrists.

2019 to present Employee Assistance Programme (EAP) provided by HELP EAP (change of provider) EAP covers all Police Officers, staff, Scottish Mountain Rescue and anyone over the age of 16 who live with us.

The EAP is by self-referral and the contract provided a 6 + 2 counselling session model or online CBT. EAP also provide EMDR or TFCBT sessions for workplace Trauma. EAP provide us with immediate access to counsellors, psychologists and psychiatrists.

2019 to present Your Wellbeing Assessment (YWA) provided by Optima Health. YWA is an online screening tool that all 23,500 of us can access.

It is an MOT but for our mental health as it is a pro-active tool for the early identification of issues. A mental health clinician reviews our assessment and this prompts support, based on the questionnaires results. We could receive a telephone call and be ‘warm’ handed to the EAP for counselling support is appropriate. The counselling support is 4+2 sessions.

2017 to present - Wellbeing Champions – 140/160 Volunteers who with training are expert sign posters. All champions had to do the Scottish Mental Health First Aid Course and complete awareness training on the support tools available.

2014 to present - Trauma Risk Management (Trim) TRiM is a peer group risk assessment process it is the model of response used to provide support for officers and staff who are directly involved in potentially traumatic incidents. It is delivered by a network of 15 TRiM coordinators and 200 TRiM assessors. It provides information drops and a TRiM 1-2-1 assessment 3 – 28 days following an incident. TRiM assessors can refer to Employee Assistance Programme for support if appropriate.

2015 to present - Individual Stress Risk Assessments (for workplace stress). The SOP outlines ways in which stress can be managed effectively, sensitively and highlights the causes of stress. It lays out the responsibilities of the organisation and manager and provides information about OH & EAP above.

The Stress Risk Assessment was devised from the HSE standards for work-related stress and provides a systematic approach to work through the pressures and includes a management plan to allow for documentation of the adjustments implemented to reduce the risks to health.

Both OH & EAP provide customer satisfaction surveys to users.

Management Information is provided from OH and EAP on a monthly basis. This information is monitored and reviewed to establish if there are trends, emerging issues etc.

Quarterly there are meetings held to discuss the contract provision, customer feedback and any new products etc.

If you require any further assistance please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by email or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by email or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.