| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1518  Responded to: 30 May 2025 |
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Your recent request for information is replicated below, together with our response.

## The total number of emergency service personnel within Police Scotland who have taken time off due to stress in the past three years.

The table below provides the number of officers and staff who have been absent due to stress for the last 3 years.

|  |  |  |
| --- | --- | --- |
| **Year** | **Officer** | **Staff** |
| **2022/23** | 692 | 349 |
| **2023/24** | 763 | 395 |
| **2024/25** | 868 | 434 |
| **2025/26** | 261 | 91 |

## 2. A detailed description of the support services provided to these personnel.

Officers and staff suffering from stress can access the following services.

**Employee Assistance Programme (EAP)**

EAP is a confidential telephone helpline available 24/7, 365 days a year. It covers work and personal issues. Eligibility includes employees, volunteers, retired officers and staff and their direct family members (over the age of 16).  They can access impartial, confidential advice from qualified counsellors.

**Stress Risk Assessment**

The Stress Risk Assessment is available for individuals who feel their health is being affected due to either work-related or personal issues. Managers and supervisors can support officers and staff by jointly carrying out a risk assessment using the Individual Stress Risk Assessment Questionnaire & Action Plan and the supporting guidance. Supervisors can then take action, if required, to support and monitor individuals who have either been identified or informed them that they are displaying symptoms of stress.

**Your Wellbeing Assessment**

Your Wellbeing Assessment (YWA) offers officers and staff access to a ‘Mental Health MOT’, delivered through our occupational health providers. The main features of ‘Your Wellbeing Assessment’ include that it is open to all officers and staff, it is voluntary, secure, and confidential, the assessment is reviewed by a member of the Optima Health clinical team, and it can lead to early identification of issues and the provision of tailored support.

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](mailto:foi@scotland.police.uk) 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](mailto:enquiries@itspublicknowledge.info) 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.