



Freedom of Information Request

REQUEST NUMBER: HC/00483/17

KEYWORD: Human Resources

Request	Response																																								
Since 2010, how many officers employed by Hampshire Constabulary: 1. Went off sick with a stress related illness before a doctor's note is required? 2. Been signed off sick by a doctor due to a stress related illness? For each officer that has been signed off sick with stress (understand you cannot name) 3. What their role was with Hampshire Constabulary? 4. How long were they signed off sick with a doctor's note with stress for? 5. If any have been signed off sick with stress by the doctor again?	Please see below tables. * 2017 data is up to 28th February. 1. <table border="1"> <thead> <tr> <th>Year of absence</th><th>Total</th></tr> </thead> <tbody> <tr><td>2010</td><td>110</td></tr> <tr><td>2011</td><td>94</td></tr> <tr><td>2012</td><td>69</td></tr> <tr><td>2013</td><td>90</td></tr> <tr><td>2014</td><td>83</td></tr> <tr><td>2015</td><td>87</td></tr> <tr><td>2016</td><td>95</td></tr> <tr><td>2017*</td><td>19</td></tr> <tr> <td>Grand Total</td><td>647</td></tr> </tbody> </table> 2. <table border="1"> <thead> <tr> <th>Year of absence</th><th>Total</th></tr> </thead> <tbody> <tr><td>2010</td><td>84</td></tr> <tr><td>2011</td><td>72</td></tr> <tr><td>2012</td><td>46</td></tr> <tr><td>2013</td><td>69</td></tr> <tr><td>2014</td><td>60</td></tr> <tr><td>2015</td><td>63</td></tr> <tr><td>2016</td><td>62</td></tr> <tr><td>2017*</td><td>16</td></tr> <tr> <td>Grand Total</td><td>472</td></tr> </tbody> </table> Question 3 and 4 have been exempt under S40: Personal Data. Please see below. 5. Of those who had previously been signed off with stress, 169 individual officers were subsequently signed off again a total of 238 times (ie some of these officers	Year of absence	Total	2010	110	2011	94	2012	69	2013	90	2014	83	2015	87	2016	95	2017*	19	Grand Total	647	Year of absence	Total	2010	84	2011	72	2012	46	2013	69	2014	60	2015	63	2016	62	2017*	16	Grand Total	472
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6. Had they previously been signed off sick with stress before 2010?	were signed off more than once after their original absence) 6. A total of 136 officers had previously been signed of with stress before being subsequently signed off from 2010 onwards. <u>Please note:</u> Hampshire Constabulary have had 3 different HR IT systems during the period 2010-2017 and therefore the sickness reason differs for each system. The reasons used (over 3 systems) are as follows:- Post Traumatic Stress Disorder Stress Stress (Work Related) Stress (Not work related) Anxiety/Stress Diagnosed PTSD (not WR) WR Diagnosed PTSD WR Stress/Depression <i>In order to prevent this request being refused under S12 (Excess Cost) it has been assumed that no doctor's notes have been issued for officers who have had between 1 and 7 days absence and that a doctor's note has then been obtained for each absence of 8 days and above, following the process for allowing self-certification for up to 7 days.</i>
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S40 Personal Information

S40(2) applies to third party personal data. This would not be released under the Freedom of Information Act where any release would breach the data protection principles contained within the Data Protection Act (1998). In this case, s40(2) has been applied together with the condition in section 40(3)(a)(i). This is because any disclosure of the redacted information would breach the first data protection principle, fair and lawful processing. This is an absolute exemption and there is no requirement to apply public interest test.