

1) Please state the number of police officers on reduced pay due to long term mental health leave of more than 6 months as of 15.12.17 or the nearest data collection day.

The figures below relate to Stress & Anxiety sickness which is the closest information held relative to your request.

= 17

2) Please state the number of police officers on no pay due to being on long term mental health leave of more than 12 months as of 15.12.17 or the nearest data collection day.

The figures below relate to Stress & Anxiety sickness which is the closest information held relative to your request.

= 6

3) Please state the number of police officers dismissed due to unsatisfactory attendance due to mental health issues in the 2015, 2016 and 2017 calendar years.

No individuals have been dismissed based on a leaving reason of performance over the last three years

4) Please provide a copy of your force's guidance for your HR and professional standards department in identifying and supporting officers with mental health issues.

<http://foi.west-midlands.police.uk/wp-content/uploads/2014/05/Disability-Reasonable-Adjustments.pdf>