

1) How many occupational health advisors do you have working at your constabulary?

As of 1st January we had 4 occupational health advisors (with an FTE of 3.82)

2) What services do you offer to support the occupational health of officers?Occupational Health Administration:

- Booking and cancellation of all OH appointments
- Answering the telephone to any queries that come in on that day
- Management of queries that come through the wellbeing portal
- Direct urgent queries to the relevant clinician or manager
- Prepare medical records if requested or for transfer of Forces

Screening Nurses:

- Recruitment Medicals
- Immunisation administration
- Phlebotomy
- Health Surveillance (eyesight tests, audiometry, spirometry, HAVs screening, Skin assessment)
- Routine Medicals/Firearms medicals
- Sharps/Splash injury on duty

Occupational Health Advisors:

- Case management of sickness absence or health related issues in the workplace
- Pre placement triage
- Health Promotion events
- Support with Health Surveillance and will manage any issues if detected during screening
- Restriction reviews
- Referral to musculoskeletal services in-house, or to mental health support both in-house or external

Physiotherapists:

- Case Management of musculoskeletal conditions
- Treatment for musculoskeletal conditions

Employee Support:

- Counselling support/treatment
- Rewind Therapy

- EMDR for PTSD

Force Medical Advisor (Doctor):

- Case management of complex cases
- IHR requests
- Recruitment medicals

Health and Fitness Advisors:

- Fitness Testing
- Lifestyle Consultations (for personal or work relate fitness/health/weight loss goals)
- Health Promotion events

BWELL:

- A service linked to Care First (external provider) – confidential support for mental health, personal issues, advice line

Aquarius:

- A confidential support service using an external provider who will work within occupational health for alcohol/drug abuse. Also can support/direct to support with gambling addiction

3) Out of your total number of officers, how many officers sought occupational health support from any of these services in 2019?

We had initial contact and first attendance from 952 Officers in 2019

4a) How many officers took at least 1 sick day due to stress in 2019

Please see table below

4b) How many officers took at least 1 sick day due to anxiety in 2019

Please see table below

4c) How many officers took at least 1 sick day due to depression in 2019

Please see table below

Headcount of Police officers	2018	2019
Anxiety	249	288
Post-Traumatic Stress	333	356
Other Stress	18	17
Depression	82	74

NB officers may have had absences recorded under more than one category. In addition, the absences may also have started in a different year but have occurred during the stated years