

Our Ref: 003714/15



Freedom of Information Section
Nottinghamshire Police HQ
Sherwood Lodge, Arnold
Nottingham NG5 8PP

Tel: 101
Ext 800 2507
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10 July 2015

Request under the Freedom of Information Act 2000 (FOIA)

I write in connection with your request for information, which was received by Nottinghamshire Police on 08/06/2015.

Following receipt of your request searches were conducted within Nottinghamshire Police to locate the information you require.

RESPONSE

Under S 1 (1) (a) of the Freedom of Information Act 2000 (FOIA), I can confirm that Nottinghamshire Police does hold the information you have requested.

Please find below answers to your questions:-

1. How many officers have been offered provided with counselling services in the financial years of:

- (a) 2012/13***
- (b) 2013/14***
- (c) 2014/15****

Please note the following:

- Employee Assistance Provider (EAP) information is provided by calendar year, rather than financial year.
- PMI (Funding for private Intervention) figures relate to financial years.
- **EAP figures are not split into officers and staff** - they do not separate this information
- PMI data relates to officers only.

- (a) **2012/13** - 16 Officers received counselling via the PMI scheme (funding for private intervention).
- (b) **In 2013** - 113 individuals (Officers and Staff) received counselling via the Employee Assistance Provider (EAP)
- (c) **2013/14** - 11 Officers received counselling via the PMI scheme
- (d) **2014** - 100 individuals (Officers and Staff) received counselling via the EAP
- (c) **15* 14/15** - 8 Officers received counselling via the PMI scheme
- 2015** – 6 months to date, 61 individuals (Officers and Staff) received counselling via the EAP

2. The cost of providing counselling services to police officers in the financial years below:

- (a) 2012/13**
- (b) 2013/14**
- (c) 2014/15***

If the cost limit has not yet been exceeded please provide:

Occupational Health Services are regionalised across the East Midlands Police Forces. Each Force will contribute to the cost of providing EAP services however, this will not be broken down into those costs directly associated with providing counselling services only. We are able to provide the below information regarding the amount of funding approved for PMI (private intervention) only:

- (a) 2012/13** PMI funding approved £10,070 + proportion of regional EAP costs
- (b) 2013/14** PMI funding approved £7,280 + proportion of regional EAP costs
- (c) 2014/15*** PMI funding approved £8,760 + proportion of regional EAP costs

* To date of request

(a) A list reasons police officers were offered counselling services by the force in the financial year of 2014/15.*

Please note the following:

Data provided by the EAP includes both Police Officers and Support staff and is not held separately. Data is reported in calendar years. Reasons cited relate to those contacting the EAP, and are not restricted to those receiving counselling. Reasons why individuals receive counselling via the PMI scheme are not categorized.

2013 The EAP annual report indicates the most frequently cited issues were: Pressure, Change, Health, Relationship/Partner.

2014 EAP report indicates the most frequently reported issues during the year were: Pressure, Performance, Health, Relationship/Partner

2015 The EAP annual report indicates the most frequently cited issues were: Pressure, Change, health, Relationship/Partner.

If the information is not available through financial years, please provide the data for the last three financial years.

Complaints Rights

Your attention is drawn to the enclosed review procedure, which details your right of complaint.

Copyright

Nottinghamshire Police in complying with their statutory duty under Sections 1 and 11 of the Freedom of Information Act 2000 (FOIA) to release the enclosed information will not breach the Copyright, Designs and Patents Act 1988.

However, the rights of the copyright owner of the enclosed information will continue to be protected by law. Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to the Force Solicitor, Nottinghamshire Police, Force Headquarters, Sherwood Lodge, Arnold, Nottinghamshire, NG5 8PP.

I would like to take this opportunity to thank you for your interest in Nottinghamshire Police.

Should you have any further enquiries concerning this matter, please write or contact the Freedom of Information Officer on telephone number 0115 9672507 or e-mail freedomofinformation@Nottinghamshire.pnn.police.uk quoting the above reference number.

Yours sincerely

Disclosure Officer

Are you dissatisfied with your response?

Nottinghamshire Police has a duty to implement a complaints process in relation to Freedom of Information Act requests. If you are not content with our response, you may appeal, this process is known as an 'Internal Review'

Internal reviews are intended to be a fair and impartial means of reviewing the original request process.

You can appeal about your request if you:-

- Disagree with the Forces interpretation of your request;
- Believe the Force hold more information than has been disclosed to you;
- Disagree with the application of exemptions;

How do I appeal?

All appeals should be made in writing and sent to:-

Information Management
Nottinghamshire Police
Force Headquarters
Sherwood Lodge
Arnold
Notts
NG5 8PP

or alternatively freedomofinformation@nottinghamshire.pnn.police.uk

To deal with your appeal as quickly as possible please provide the unique identification number provided with your response and the reasons for your appeal.

Once we have received your request for appeal, your FOI response will be reviewed in full to identify any problems in the disclosure.

The review will be undertaken by someone different from, and preferably senior to, the original decision maker and this should be completed within 20 working days from receipt, in exceptional circumstances it may be extended by a further 20 working days.

What if I'm still not satisfied?

You can appeal to the Information Commissioner. You can contact the Information Commissioner Office at the following:-

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate)

E-mail: casework@ico.org.uk