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16th January 2018

Our Ref: FOI2017/01738

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2017/01738

I write in connection with your request for information received on 15th December. I note you seek access to the following information:

I am sending this request under the Freedom of Information Act.

- 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.**
- 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.**
- 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.**
- 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.**

I am required by the Freedom of Information Act 2000 (The Act) to handle all requests in a manner that is blind to the identity of the requestor. Any information released in response to a request is regarded as being published and therefore, in the public domain without caveat.

Response - Following enquiries within the Constabulary please see our response below;

1. 8 Officers
2. 1 Officer
3. 1 Officer
4. Please see the attached Attendance Management Procedure

The numerical data presented in this response is an un-audited snapshot of un-published data sourced from "live" systems and is subject to the interpretation of the original request by the individual extracting the data.

Should you have any further enquiries concerning this matter please do not hesitate to contact me quoting the above reference number.

Yours sincerely

Sonia Chopra-Miah
Information Rights

Hertfordshire Constabulary provides you the right to request an independent review of this response under its review procedure. If you require such a review you must notify us within two months from the date of this letter. After lodging a complaint with Hertfordshire Constabulary if you are still dissatisfied with the decision you may make an application to the Information Commissioner. For information on how to make a complaint please visit their website at <https://ico.org.uk/concerns/> or contact them on 0303 123 1113.