| .Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0375  Responded to: 4 March 2025 |
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Your recent request for information is replicated below, together with our response.

## How many police officers and members of staff have taken at least one day off work due to mental health issues in the past three years? (Broken down by calendar years: 2022, 2023, 2024)

The table below provides the number of officers and staff who have been absent due to category of psychological disorders for 2022, 2023 and 2024.

|  |  |  |
| --- | --- | --- |
| **Year** | **Officer** | **Staff** |
| 2022 | 1,129 | 606 |
| 2023 | 1,377 | 805 |
| 2024 | 1,596 | 840 |

## Could these issues be broken down into specific types of mental conditions such as stress, anxiety, depression, PTSD, etc.? (Broken down by years: 2022, 2023, 2024)

The tables below provide a breakdown by absence reason.

It should be noted that an officer or staff member could have been absent for more than 1 reason during the year.

| **Officers** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- |
| Alcohol problems | 1 | 0 | 1 |
| Anxiety | 188 | 215 | 253 |
| Bereavement reaction | 47 | 191 | 271 |
| Bipolar | 2 | 0 | 1 |
| Debility | 1 | 2 | 0 |
| Dementia | 0 | 0 | 0 |
| Depression | 107 | 92 | 89 |
| Insomnia | 3 | 6 | 0 |
| Nervous/Psychological | 0 | 1 | 1 |
| Other Mental Disorders | 8 | 5 | 3 |
| Other Psychological Disorder | 47 | 111 | 135 |
| Other Stress | 47 | 56 | 14 |
| Post Natal Depression | 10 | 8 | 7 |
| Post Traumatic Stress | 33 | 36 | 52 |
| Stress | 685 | 741 | 863 |

| **Police Staff** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- |
| Alcohol problems | 5 | 3 | 2 |
| Anxiety | 139 | 176 | 131 |
| Bereavement reaction | 31 | 129 | 211 |
| Bipolar | 1 | 2 | 2 |
| Debility | 1 | 2 | 0 |
| Dementia | 0 | 1 | 1 |
| Depression | 82 | 77 | 58 |
| Insomnia | 1 | 2 | 0 |
| Nervous/Psychological | 2 | 0 | 0 |
| Other Mental Disorders | 4 | 3 | 1 |
| Other Psychological Disorder | 28 | 54 | 70 |
| Other Stress | 20 | 34 | 5 |
| Post Natal Depression | 2 | 0 | 0 |
| Post Traumatic Stress | 9 | 7 | 7 |
| Stress | 330 | 401 | 431 |

## Of those who had taken time off due to mental health, how many subsequently left the force? (Broken down by years: 2022, 2023, 2024)

The table below provides the number of officers and staff who were absent relating to psychological disorders and who left the force during the absence.

|  |  |
| --- | --- |
| **Year** | **Leavers** |
| 2022 | 27 |
| 2023 | 10 |
| 2024 | 4 |

## Can you provide an estimated cost of absences (of any kind, including for mental health) to the force in the last three years? (Broken down by years: 2022, 2023, 2024)

The table below provides the estimated cost of absences for all absence reasons.

| **Year** | **Estimated Cost** |
| --- | --- |
| 2022 | £90,431,426.66 |
| 2023 | £74,199,155.64 |
| 2024 | £80,527,072.09 |

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.