



2. Why we need to get this right...

“Wellbeing is at the very heart of policing. A healthy workforce leads to better policing for all – the public, the force and the individual.”

Chief Constable Andy Rhodes, Lancashire Constabulary,
and National Police Chiefs’ Council Lead for Wellbeing

Around **1 in 6** (17%) meet the criteria for a common psychological disorder, this means around **36,000** Police Officers, Staff and volunteers meet this criteria which equates to more than **800** in the average force. (Adult Psychiatric Morbidity Survey)

Around **600,000** policing days per year are lost to psychological ill health. (Mind)

39% of officers regarded their work as ‘**very or extremely stressful**’. (Police Federation 2017)

32% of police staff regard themselves as ‘**very stressed**’.

77% report increases in stress over the last 12 months. (Unison 2014)

As at **31st March 2017**, there were **2,358** Police officers on long-term sick leave in the 43 forces in England and Wales – this is **2%** of total officers.

Analysis for **Thriving at Work** calculated that the average costs of poor psychological health across the public sector is estimated at between **£1,551** and **£1,877** per employee per year. This is driven primarily by the costs of presenteeism. **For an average Police force of 4,620 officers and staff (excluding special constabulary),**

this is equivalent to £7.1 – £8.7m per year. This is without considering the wider costs – for example those of NHS care and treatment, welfare benefits, and the impact on families.

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