



FREEDOM OF INFORMATION REQUEST



Request Number: F-2016-00237

Keyword: Human Resources

Subject: Counselling of PSNI Officers and Staff

Request and Answer:

Question 1

I would like to request the following information under the Freedom of Information Act 2000. How many PSNI officers have received counselling provided by the police service in the past 5 years?

Answer

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act I can confirm that the Police Service of Northern Ireland (PSNI) does hold information to which your request relates. The decision has been taken to disclose the following.

1000 officers have received counselling provided by the PSNI in the past 5 years.

Question 2

How many PSNI staff have received counselling provided by the police service in the past 5 years?

Answer

250 police staff have received counselling provided by the PSNI in the past 5 years.

Question 3

What has been the cost to the PSNI of providing this counselling?

Answer

1250 staff x average of 8 sessions x hourly salary £18.62 = £186,200.

Question 4

Is there a year-by-year breakdown of
a) the amount of officers or staff attending counselling and
b) the cost of this?

Answer

Information is not held in this way, therefore a year-by-year breakdown of cost is not available.

Question 5

What was the counselling provided for? e.g. Stress, after incidents of dealing with violence, trauma etc.

Answer

Counselling was provided for a range of mental health impacts from personal stressors e.g. bereavement, family illnesses, organisational stressors e.g. impacts of bullying, increase in demands of the role, problematic relationships with managers and colleagues, Professional Standards Department stressors and operational stressors such as exposure to critical incidents, Post Traumatic Stress Disorder, anxiety and mood disorders, vicarious trauma, burnout and compassion fatigue.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psnipolice.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.