

1. In the last three years, how many members of staff have taken at least one day off work due to mental health? (Broken down by years: 2021/22, 2022/23 and 2023/24)

1a. Can you provide a breakdown of specific mental health reasons/conditions for example, anxiety, stress, depression, PTSD, work-related stress? (Broken down by year)

Year	Number of Employees who have had sickness absence due to mental health	How many have left the Service	Reason Given	Number
2021/2022	29	13	Anxiety	7
			Depression	7
			Stress	13
			Post Trauma	1
			Other	1

Year	Number of Employees who have had sickness absence due to mental health	How many have left the Service	Reason Given	Number
2022/2023	35	13	Anxiety	4
			Depression	4
			Stress	23
			Other	4

Year	Number of Employees who have had sickness absence due to mental health	How many have left the Service	Reason Given	Number
2023/2024	51	12	Anxiety	6
			Depression	4
			Stress	31
			Post Trauma	1
			Other	9

2. Are you able to provide an estimated cost of absences (of any kind including for mental health) to the service in the last three years (Broken down by years: 2021/22, 2022/23 and 2023/24)

All operational employees receive full pay for six months in any 12 month period.

All support staff, after 5 years' service also receive full pay for six months in any 12 month period. Please see below table for support staff who do not have 5 years' service - the time full pay is paid increases as the length of service accrues:

10.3 Employees are entitled to receive sick pay for the following periods:

During 1st year of service	1 month's full pay and, after completing 4 months' service, 2 months' half pay
During 2nd year of service	2 months' full pay and 2 months' half pay
During 3rd year of service	4 months' full pay and 4 months' half pay
During 4th and 5th year of service	5 months' full pay and 5 months' half pay
After 5 years' service	6 months' full pay and 6 months' half pay

Authorities shall have discretion to extend the period of sick pay in exceptional cases.