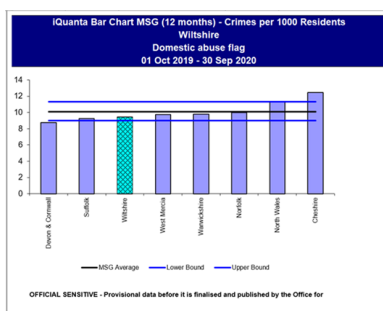


Questions from the Police and Crime Panel Members

1. Received at the Panel meeting on 3rd September 2020

Volume of Domestic Abuse: It was agreed that the OPCC would email the panel members with statistics highlighting - How does Wiltshire Police compare to its MSG.

Domestic Abuse MSG Position



The chart on the left above demonstrates Wiltshire's Domestic Abuse position against its Most Similar Groups (MSG). This shows that for the 12 months to Sept-20 Wiltshire's volume of Domestic Abuse per 1000 population is in line with its peers and below average.

The chart on the right demonstrates the proportions of crimes recorded by Wiltshire Police that are Domestic Abuse tagged. The chart shows that Wiltshire is below its peers until the period between Feb-20 to June-20, where the volumes align (see the alignment of both lines in the chart).

Both charts are included in the 'Q2 – 2020/2021, Performance Overview – by exception' which will be presented to the members of the Police and Crime Panel on 10th of December.

Number of Actual Sickness Days lost per person: It was agreed that the OPCC would email the panel members with statistics outlining - why 42% of sickness is classified as psychological.

During the last Police and Crime Panel Crime meeting, the members were informed that Wiltshire Police classified 42% of all sickness as psychological disorders (2,789 sickness days).

This category is further broken down by a number of subcategories which include:

- Depression,
- Anxiety,
- Stress,
- Bereavement Distress,
- Shock and Nerves

The below table provides a summary of sickness days lost to psychological disorder per each subcategory within Q1:

Reason	Sickness days lost	%
Stress	1,430	51%
Anxiety	617	22%
Depression	574	21%
Bereavement Distress	168	6%

The total number of Occupational Health Referrals received within Q1 for psychological disorders were 84, of which 22 relate to Covid-19.

Within Q2 a total of 2,244 sickness days (36.5%) were lost to psychological disorders with 39% of those days attributed to Stress. This is detailed within the table below. Of the 2,244 sickness days lost, 56% are attributed from support staff and 44% from police officers. Within this time period, 255 Occupational Health referrals had been received, of which 89 specifically relate to psychological disorders. Referrals are categorised into three areas – Work related, Personal or both and 29% solely relate to work. Of the 89 referrals, 16 have some connection to COVID-19. These data are also included in the 'Q2 – 2020/2021, Performance Overview – by exception' which will be presented to the members of the Police and Crime Panel on 10th of December.

Psychological breakdown	Sickness days lost	%
Stress	884	39%
Depression	674	30%
Anxiety	413	18%
Bereavement Distress	273	12%

I would like to re-assure the members that pro-active work continues to monitor the Forces sickness. Chris McMullin, Director of People and Change chairs the Strategic People Board, receives regular updates and reports to ensure that preventative interventions can be taken. The board is also attended by my Office. In addition, the members have been receiving updates under the agenda item 'Community Policing Model' also known as 'Deployability report'.