



Northamptonshire Fire and Rescue Service

Please ask for: Service Information Team Leader
Tel: 01604 797000
Our ref:
Your ref: N/A
Date: 08 October 2019

If you have any difficulty in obtaining the above telephone number please email enquiries@northantsfire.gov.uk.

Re: Request for information (our ref: NFRS2019-86-88)

I am writing in response to your request for information under the Freedom of Information Act 2000, received 07 August 2019. Our response is provided below:

I am looking for information relating to staff absence due to mental health. I would like figures by financial year for the number of firefighters and civilian employees absent due to mental health related illness within your fire service.

Q1 In 2018/19 please provide data on the number of cases, number of days of absence, total days and total average staff, as per the methodology of the previous response provided by London Fire Brigade.

In Northamptonshire Fire and Rescue Service (NFRS), our mental health reporting categories include: stress, anxiety, mental health and depression. Please refer to the table below:

Year	Number of individual cases	Number of days absence	Total average staff
2018/19	16	713	The number of staff employed within NFRS during the period 2018/19 is publicly available in the Fire Statistics data tables under Workforce and workforce diversity section in the Excel spreadsheet titled FIRE1101: Staff in post employed by fire and rescue authorities by headcount and full time equivalent by role and fire and rescue authority (once opened, enable editing and select 'Northamptonshire' from the first drop down menu)

Please note, we are unable to apply the same methodology as a previous response provided by another Fire and Rescue Service as we utilise different systems to record the data and can only report on the information we hold and the format it is recorded in for NFRS.

Continued/...2



Q2 *If there is time without exceeding time limits (Section 12), please also provide data for the financial years 2011/12 through to 2015/16.*

Year	Number of individual cases	Number of days absence	Total average staff
2011/12	None*	None*	This is publicly available via the link provided in the answer for Q1.
2012/13	None*	None*	This is publicly available via the link provided in the answer for Q1.
2013/14	3	203	This is publicly available via the link provided in the answer for Q1.
2014/15	15	1,525	This is publicly available via the link provided in the answer for Q1.
2015/16	15	1,227	This is publicly available via the link provided in the answer for Q1.

**Our previous HR software did not capture sickness categories other than 'Sickness – certified' and 'Sickness – not certified' and therefore we do not hold this information requested for the periods 2011/12 and 2012/13.*

Q3 *Please explain/clarify as necessary the "LWD" column, and please provide any further context or explanation on methodology that you deem helpful/necessary.*

In NFRS, we have not utilised the term 'LWD' and therefore cannot comment on what another Fire and Rescue Service has utilised in their response.

If I can be of any further assistance please do not hesitate to contact me quoting reference NFRS2019-86-88.

Yours sincerely

Service Information Team Leader

If you are unhappy with the response, you can ask the Service to review it. To do this, please email enquiries@northantsfire.gov.uk or alternatively write to the address below:

Service Information Manager
Northamptonshire Fire and Rescue Service
Moulton Logistics Centre
Moulton Way
Northampton
NN3 6XJ

If our internal review does not resolve the issue to your complete satisfaction, you have the right to apply to the Information Commissioner for a decision at the following address:

Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF