

Freedom of Information Request

Date of receipt: 13th April 2023

Date of response: 17th May 2023

Freedom of Information request regarding States Employees' Stress and Anxiety

Request

1. How many States of Guernsey employees have been signed off sick for anxiety and or stress in the last three years? Ideally broken down by year.
2. Please also share the figures for staff in each emergency service and the hospital.

Response provided by the Policy & Resources Committee

Managing and reducing absence due to sickness and in particular stress is a high priority for the organisation. Managers actively support staff in their teams, both in terms of preventative measures (e.g. consideration of welfare, work load, and the work environment) and supportive measures. For example, staff are encouraged to access an Employee Assistance Programme, which offers free and confidential support to staff and their families. Other supportive mechanisms are used such as advice from Occupational Health, and consideration of adjusted hours, phased returns etc. Such mechanisms enable staff to either remain at work or return to work as soon as they are well enough to do so.

Absence due to stress can be attributable to either work related stress or non-work related stress. Non-work related stress is at higher levels than work related stress within States of Guernsey employees (approximately 2.5 times higher).

1. Within the States of Guernsey, there is no separate category for anxiety. Figures where an employee has been 'signed off' (i.e. sickness absence requiring a medical certificate) due to stress are set out below;

Year	Employees signed off due to stress
2020	434
2021	490
2022	479

2. A further breakdown for emergency services and hospital are shown below:

Number of “front line” employees signed off due to stress		
Year	Police	Hospital*
2020	11	168
2021	13	178
2022	14	161

Figures have not been provided for the Guernsey Fire and Rescue Service as in each of the three years, the figures are below 5 and therefore such data could possibly identify individuals.

*Figures are not available by physical location. In the case of “hospital” – the request has been interpreted to include front line health and care workers employed under the Agenda for Change Staff group. In addition to nurses, this group includes many allied health professionals as well as front line community staff. It does not include other individuals who work within the hospital but are employed under a different staff group, such as administrators.