**Sickness absence and associations with sociodemographic factors, health risk behaviours, occupational stressors, and adverse mental health in 40,343 UK police employees**

**Supplementary materials**

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**Supplementary Table 1**. Multinomial logistic regression for health risk behaviours, occupational stressors, mental health outcomes, and sickness absence for police employees. Row frequencies and percentages are shown, along with multinomial odds ratios (MOR) and 95% confidence intervals (CI). Reference group for sickness absence is no sickness absence in the past year.

|  |  |
| --- | --- |
| **Characteristic** | **Days of sickness absence in the past year (*N* = 40,208)** |
|  | None *n* (%) | Low (1-5)*n* (%) | MOR (95% CI) | Moderate (6-19)*n* (%) | MOR (95% CI) | Long-term sickness absence (20 or more)*n* (%) | MOR (95% CI) |
| Overall (*n* = days of sick leave) | 18,572 (46.19) | 13,295 (33.07) |  | 5,189 (12.91) |  | 3,152 (7.84) |  |
| Rank |  |  |  |  |  |  |  |
|  Police officer | 12,934 (49.77) | 7,979 (30.70) | 1.00 | 3,084 (11.87) | 1.00 | 1,989 (7.65) | 1.00 |
|  Police staff | 4,045 (38.98) | 3,915 (37.72) | 1.57 (1.49, 1.65)\*\*\* | 1,579 (15.21) | 1.64 (1.53, 1.76)\*\*\* | 839 (8.08) | 1.35 (1.24, 1.47)\*\*\* |
| Gender |  |  |  |  |  |  |  |
|  Male | 12,995 (51.31) | 7,775 (30.70) | 1.00 | 2,874 (11.35) | 1.00 | 1,684 (6.65) | 1.00 |
|  Female | 5,576 (37.48) | 5,517 (37.09) | 1.65 (1.58, 1.73)\*\*\* | 2,315 (15.56) | 1.88 (1.76, 2.00)\*\*\* | 1,468 (9.87) | 2.03 (1.88, 2.19)\*\*\* |
| Age (in years) |  |  |  |  |  |  |  |
|  < 30 | 2,071 (39.37) | 2,176 (41.36) | 1.00 | 731 (13.89) | 1.00 | 283 (5.38) | 1.00 |
|  30-39 | 5,534 (42.05) | 4,819 (36.62) | 0.83 (0.77, 0.89)\*\*\* | 1,820 (13.83) | 0.93 (0.84, 1.03) | 986 (7.49) | 1.30 (1.13, 1.50)\*\*\* |
|  40-49 | 8,036 (50.58) | 4,587 (28.87) | 0.54 (0.51, 0.58)\*\*\* | 1,911 (12.03) | 0.67 (0.61, 0.74)\*\*\* | 1,354 (8.52) | 1.23 (1.08, 1.41)\*\* |
|  50+ | 2,931 (49.68) | 1,713 (29.03) | 0.56 (0.51, 0.61)\*\*\* | 727 (12.32) | 0.70 (0.63, 0.79)\*\*\* | 529 (8.97) | 1.32 (1.13, 1.54)\*\*\* |
| Ethnicity |  |  |  |  |  |  |  |
|  White | 17,504 (46.18) | 12,570 (33.17) | 1.00 | 4,850 (12.80) | 1.00 | 2,977 (7.85) | 1.00 |
|  All other ethnic groups combined | 967 (46.09) | 657 (31.32) | 0.95 (0.85, 1.05) | 313 (14.92) | 1.17 (1.02, 1.33)\* | 161 (7.67) | 0.98 (0.82, 1.16) |
| Marital status |  |  |  |  |  |  |  |
|  Married/Cohabiting | 14,697 (47.19) | 10,236 (32.86) | 1.00 | 3,859 (12.39) | 1.00 | 2,355 (7.56) | 1.00 |
|  Divorced/Separated | 1,384 (42.72) | 1,033 (31.88) | 1.07 (0.98, 1.17) | 481 (14.85) | 1.32 (1.19, 1.48)\*\*\* | 342 (10.56) | 1.54 (1.36, 1.75)\*\*\* |
|  Single | 2,033 (42.66) | 1,662 (34.87) | 1.17 (1.09, 1.26)\*\*\* | 700 (14.69) | 1.31 (1.19, 1.44)\*\*\* | 371 (7.78) | 1.14 (1.01, 1.28)\* |
|  Other | 403 (43.76) | 312 (33.88) | 1.11 (0.96, 1.29) | 134 (14.55) | 1.27 (1.04, 1.54)\* | 72 (7.82) | 1.11 (0.86, 1.44) |
| Education |  |  |  |  |  |  |  |
|  Low (O levels/GCSEs or none) | 6,055 (45.23) | 4,225 (31.56) | 1.00 | 1,841 (13.75) | 1.00 | 1,265 (9.45) | 1.00 |
|  High (A levels, degree or higher) | 12,462 (46.70) | 9,018 (33.79) | 1.04 (0.99, 1.09) | 3,333 (12.49) | 0.88 (0.82, 0.94)\*\*\* | 1,875 (7.03) | 0.72 (0.67, 0.78)\*\*\* |
| Salary |  |  |  |  |  |  |  |
|  < £25999 | 3,099 (36.48) | 3,381 (39.80) | 1.00 | 1,288 (15.16) | 1.00 | 727 (8.56) | 1.00 |
|  £26000-£37999 | 6,953 (41.75) | 5,781 (34.71) | 0.76 (0.72, 0.81)\*\*\* | 2,460 (14.77) | 0.85 (0.79, 0.92)\*\*\* | 1,459 (8.76) | 0.89 (0.81, 0.99)\* |
|  £38000-£59999 | 7,525 (55.11) | 3,878 (28.40) | 0.47 (0.44, 0.50)\*\*\* | 1,355 (9.92) | 0.43 (0.40, 0.47)\*\*\* | 896 (6.56) | 0.51 (0.46, 0.56)\*\*\* |
|  > £60000 | 940 (73.90) | 203 (15.96) | 0.20 (0.17, 0.23)\*\*\* | 71 (5.58) | 0.18 (0.14, 0.23)\*\*\* | 58 (4.56) | 0.26 (0.20, 0.35)\*\*\* |
| Total hours worked per week (inc. overtime) |  |  |  |  |  |  |  |
|  ≤ 40 hours | 6,798 (41.09) | 5,756 (34.79) | 1.00 | 2,348 (14.19) | 1.00 | 1,641 (9.92) | 1.00 |
|  41-48 hours | 6,278 (47.03) | 4,491 (33.65) | 0.84 (0.80, 0.89)\*\*\* | 1,690 (12.66) | 0.78 (0.73, 0.84)\*\*\* | 889 (6.66) | 0.59 (0.54, 0.64)\*\*\* |
|  ≥ 49 hours | 5,216 (53.65) | 2,864 (29.46) | 0.65 (0.61, 0.69)\*\*\* | 1,071 (11.02) | 0.59 (0.55, 0.64)\*\*\* | 572 (5.88) | 0.45 (0.41, 0.50)\*\*\* |
| Years in police force |  |  |  |  |  |  |  |
|  ≤ 5 years | 3,266 (39.70) | 3,324 (40.40) | 1.00 | 1,131 (13.75) | 1.00 | 506 (6.15) | 1.00 |
|  6-10 years | 3,630 (39.96) | 3,328 (36.63) | 0.90 (0.84, 0.96)\*\* | 1,363 (15.00) | 1.08 (0.99, 1.19) | 764 (8.41) | 1.36 (1.20, 1.53)\*\*\* |
|  11-20 years | 5,813 (46.59) | 4,005 (32.10) | 0.68 (0.64, 0.72)\*\*\* | 1,611 (12.91) | 0.80 (0.73, 0.87)\*\*\* | 1,049 (8.41) | 1.16 (1.04, 1.31)\*\* |
|  > 20 years | 5,840 (56.35) | 2,622 (25.30) | 0.44 (0.41, 0.47)\*\*\* | 1,076 (10.38) | 0.53 (0.48, 0.58)\*\*\* | 826 (7.97) | 0.91 (0.81, 1.03) |
| Smoking status |  |  |  |  |  |  |  |
|  Non-smoker | 17,177 (47.02) | 11,983 (32.80) | 1.00 | 4,572 (12.52) | 1.00 | 2,800 (7.66) | 1.00 |
|  Current smoker | 1,330 (37.97) | 1,241 (35.43) | 1.34 (1.23, 1.45)\*\*\* | 591 (16.87) | 1.67 (1.51, 1.85)\*\*\* | 341 (9.73) | 1.57 (1.39, 1.78)\*\*\* |
| Alcohol consumption |  |  |  |  |  |  |  |
|  Non-drinker | 1,551 (42.41) | 1,161 (31.75) | 0.99 (0.91, 1.08) | 540 (14.77) | 1.22 (1.10, 1.36)\*\*\* | 405 (11.07) | 1.59 (1.41, 1.79)\*\*\* |
|  Low risk | 10,022 (45.36) | 7,569 (34.26) | 1.00 | 2,855 (12.92) | 1.00 | 1,647 (7.45) | 1.00 |
|  Hazardous | 6,379 (48.90) | 4,104 (31.46) | 0.85 (0.81, 0.89)\*\*\* | 1,615 (12.38) | 0.89 (0.83, 0.95)\*\* | 947 (7.26) | 0.90 (0.83, 0.98)\* |
|  Harmful | 542 (44.83) | 380 (31.43) | 0.93 (0.81, 1.06) | 146 (12.08) | 0.95 (0.78, 1.14) | 141 (11.66) | 1.58 (1.31, 1.92)\*\*\* |
| Binge drinking |  |  |  |  |  |  |  |
|  Binge drinks less than 2-4 times a month | 12,767 (45.76) | 9,314 (33.39) | 1.00 | 3,625 (12.99) | 1.00 | 2,192 (7.86) | 1.00 |
|  Binge drinks at least 2-4 times a month | 5,727 (47.30) | 3,901 (32.22) | 0.93 (0.89, 0.98)\*\* | 1,531 (12.65) | 0.94 (0.88, 1.01) | 948 (7.83) | 0.96 (0.89, 1.05) |
| GP consultations (in the past year) |  |  |  |  |  |  |  |
|  0 | 7,490 (19.95) | 3,392 (9.03) | 0.52 (0.49, 0.55)\*\*\* | 462 (4.04) | 0.18 (0.17, 0.20)\*\*\* | 92 (0.25) | 0.10 (0.08, 0.12)\*\*\* |
|  1-2 | 7,798 (20.77) | 6,786 (18.07) | 1.00 | 2,623 (14.40) | 1.00 | 1,002 (2.67) | 1.00 |
|  3-4 | 1,487 (3.96) | 1,702 (4.53) | 1.32 (1.22, 1.42)\*\*\* | 1,214 (23.07) | 2.43 (2.22, 2.65)\*\*\* | 860 (2.29) | 4.50 (4.05, 5.01)\*\*\* |
|  5+ | 467 (1.24) | 588 (1.57) | 1.45 (1.28, 1.64)\*\*\* | 566 (21.47) | 3.60 (3.16, 4.10)\*\*\* | 1,015 (2.70) | 16.91 (14.89, 19.22)\*\*\* |
| Mental health |  |  |  |  |  |  |  |
|  PTSD case | 560 (37.91) | 427 (28.91) | 1.06 (0.93, 1.21) | 259 (17.54) | 1.69 (1.45, 1.97)\*\*\* | 231 (15.64) | 2.58 (2.20, 3.02)\*\*\* |
|  Depression case | 1,291 (33.32) | 1,204 (31.07) | 1.33 (1.23, 1.45)\*\*\* | 734 (18.94) | 2.21 (2.01, 2.43)\*\*\* | 646 (16.67) | 3.46 (3.12, 3.84)\*\*\* |
|  Anxiety case | 1,190 (35.51) | 1,060 (31.63) | 1.26 (1.16, 1.38)\*\*\* | 587 (17.52) | 1.87 (1.68, 2.07)\*\*\* | 514 (15.34) | 2.85 (2.55, 3.19)\*\*\* |
| Job satisfaction |  |  |  |  |  |  |  |
|  Very satisfied | 4,543 (55.72) | 2,377 (29.15) | 0.71 (0.67, 0.75)\*\*\* | 777 (9.53) | 0.61 (0.56, 0.67)\*\*\* | 456 (5.59) | 0.62 (0.56, 0.70)\*\*\* |
|  Satisfied | 11,111 (45.89) | 8,212 (33.91) | 1.00 | 3,103 (12.81) | 1.00 | 1,788 (7.38) | 1.00 |
|  Dissatisfied | 2,204 (37.22) | 2,105 (35.55) | 1.29 (1.21, 1.38)\*\*\* | 963 (16.26) | 1.56 (1.44, 1.70)\*\*\* | 650 (10.98) | 1.83 (1.66, 2.03)\*\*\* |
|  Very dissatisfied | 434 (32.75) | 417 (31.47) | 1.30 (1.13, 1.49)\*\*\* | 266 (20.08) | 2.19 (1.87, 2.57)\*\*\* | 208 (15.70) | 2.98 (2.51, 3.54)\*\*\* |
| Job strain |  |  |  |  |  |  |  |
|  Low | 5,348 (49.69) | 3,502 (32.54) | 1.00 | 1,226 (11.39) | 1.00 | 686 (6.37) | 1.00 |
|  High | 3,867 (40.30) | 3,396 (35.39) | 1.34 (1.26, 1.43)\*\*\* | 1,436 (14.97) | 1.62 (1.49, 1.77)\*\*\* | 896 (9.34) | 1.81 (1.62, 2.01)\*\*\* |
|  Active | 5,787 (52.39) | 3,309 (29.96) | 0.87 (0.82, 0.93)\*\*\* | 1,222 (11.06) | 0.92 (0.84, 1.01) | 728 (6.59) | 0.98 (0.88, 1.10) |
|  Passive | 3,290 (40.07) | 2,904 (35.37) | 1.35 (1.26, 1.44)\*\*\* | 1,225 (14.92) | 1.62 (1.48, 1.78)\*\*\* | 792 (9.65) | 1.88 (1.68, 2.10)\*\*\* |

\**p* < 0.05, \*\**p* < 0.01, \*\*\**p* < 0.001.