



SOUTH AUSTRALIA POLICE
SAFER COMMUNITIES



OFFICIAL: Sensitive

Your Ref :
Our Ref: 23-0953
Enquiry:
Telephone: 7322 3347
Facsimile: 7322 4180

Hon. Ms Laura Curran MLC
Parliament House
Adelaide SA 5000

Email: lungisa.bickle@parliament.sa.gov.au

Dear Hon. Curran

Re: Freedom of Information Act application

In reference to your application made pursuant to the *Freedom of Information Act 1991* (FOI Act), access was sought to:

*“Please provide copies of all documents containing the following information:
Mandatory mental health evaluations/“check-ins” throughout SAPOL employment
(including frequency and the process involved).”*

On 31 October 2022, I had a telephone conversation with Ms Bickle regarding the scope of your request. She confirmed that you were not seeking all documents as stated, just the last part of your request. She narrowed the scope to:

*“Mandatory mental health evaluations/“check-ins” throughout SAPOL employment
(including frequency and the process involved).”*

South Australia Police (SAPOL) has located a document that falls within the scope of your request. The document is numbered and described in the following schedule. The schedule contains the details of the determination in compliance with section 23.



**Government of
South Australia**

Service Integrity Leadership Collaboration Courage Respect

South Australia Police, GPO Box 1539, Adelaide SA 5001 ABN 93 799 021 552 www.police.sa.gov.au



SA POLICE - FREEDOM OF INFORMATION UNIT SCHEDULE		
No.	Document Description	Status
1	<i>Mandatory mental health evaluations/"check-ins" throughout SAPOL employment.</i>	Full Release

In accordance with the requirements of Premier and Cabinet Circular PC045, details of your FOI application, and the documents to which you are given access, will be published on the SAPOL website Disclosure Log. A copy of PC045 can be found at https://www.dpc.sa.gov.au/_data/assets/pdf_file/0019/20818/PC045-Disclosure-Log-Policy.pdf. If you disagree with publication, please advise the undersigned in writing by 23 December 2022.

Yours sincerely



Senior Sergeant Paul Friend
Freedom of Information Unit
(Accredited Freedom of Information Officer)

23 November 2022

Mandatory mental health evaluations/“check-ins” throughout SAPOL employment (including frequency and the process involved).

- Mandatory mental health evaluations/check-ins may arise from
 - absence, serious or significant injury (**General Order, Injury and absence management and the Injury Management Handbook apply**)
 - the requirement to be subject to an annual psychological review (**Employee Assistance Section, Policy 14 Annual reviews applies**).
- General Order, **Injury and absence management** and the *Injury Management Handbook* provide instruction in relation to an employee’s return to work after a period of significant absence on sick leave (10 working days), serious or significant injury or illness arising from work and non-work related mental health injuries/issues. In these circumstances, the employee is required to be cleared by the Police Medical Officer before returning to work. This provides opportunity to conduct mental health evaluations and/or check-ins.
- Employee Assistance Section Policy 14 (Annual reviews) – Requires employees, in roles where there is higher psychological demand, to undertake annual psychological reviews. Approximately 300 employees are currently in roles which require annual reviews. Annual reviews require employees to submit a psychometric screener and participate in a face to face review with a member of the SAPOL psychosocial team (social worker or psychologist). The purpose of an annual review is to assess the employees general functioning, and/or changes in general functioning, in a timely fashion.