

Sickness absence – period covered 01/10/07 – 30/09/08

Police Officer sickness

BCU/Department	% of duty days lost to short term absence	% of duty days lost to medium term absence	% of duty days lost to long term absence	Average duty days lost per person
Cornwall & Isles of Scilly	20%	17%	63%	11.4
Plymouth	31%	23%	47%	8.5
Devon	23%	18%	58%	9.9
Crime	31%	23%	46%	5.1
Criminal Justice	27%	28%	45%	7.7
Diversity	45%	55%	0%	3.0
Human Resources	25%	21%	54%	8.1
Operations	22%	20%	57%	8.1
Performance & Analysis	100%	0%	0%	0.6
Professional Standards	3%	0%	97%	19.4
Territorial Policing & Partnerships	20%	13%	67%	7.9
Projects	100%	0%	0%	1.0
Total	24%	19%	57%	9.1

NB. Short term <8days, medium term 8-28 days, long term>28 days

Correlations between long, medium and short-term sickness and average duty days lost per person

There is a very strong, positive correlation (0.9) between the proportion of long-term sickness absence and average duty days lost per person. Conversely, there is a very strong, negative correlation (-0.8) between the proportion of short-term sickness absence and average duty days lost per person.

This means, those departments and BCUs with a **high** proportion of their sickness due to long-term absence have **high** overall sickness, whereas those with a **high** proportion of short-term sickness have **low** overall sickness.

There is also a significant difference in the results from addressing short- term or long-term absence.

- Seeking to halve the number of duty days lost to short-term absence would require action on a total of 3171 cases, would cut overall days lost by 3840 days and would reduce average duty days lost per person to 8.1 days.
- Seeking to halve the number of duty days lost to long-term absence would require action on a total of 283 cases, would cut overall days lost by 9267 days and would reduce average duty days lost per person to 6.5 days.

Reducing long-term sickness by half, would position the Force within the top 5 performing forces for police officer sickness absence, (i.e. lowest absence rates).

Police staff sickness absence

BCU/Department	% of duty days lost to short term absence	% of duty days lost to medium term absence	% of duty days lost to long term absence	Average duty days lost per person
Cornwall & Isles of Scilly	23%	18%	59%	11.6
Plymouth	32%	19%	49%	13.0
Devon	25%	17%	58%	11.7
Commercial Services	72%	0%	28%	4.6
Corporate Communications	37%	23%	40%	7.5
Crime	35%	21%	44%	9.5
Criminal Justice	33%	28%	39%	9.7
Transport Services	42%	14%	43%	12.8
Estates	32%	24%	44%	8.5
Finance	46%	31%	23%	5.6
Human Resources	24%	11%	64%	11.2
ICT	48%	19%	33%	10.0
Information Management	66%	34%	0%	4.7
Legal	100%	0%	0%	1.1
Operations	28%	15%	57%	8.4
Performance & Analysis	51%	22%	27%	5.4
Professional Standards	40%	33%	27%	7.6
Territorial Policing & Partnerships	33%	20%	47%	14.5
Projects	25%	75%	0%	1.7
Total	31%	20%	49%	10.9

NB. Short term <8days, medium term 8-28 days, long term>28 days

Correlations between long, medium and short-term sickness and average duty days lost per person

As with police officer absence, there is a strong, positive correlation (0.8) between the proportion of long-term sickness absence and average duty days lost per person. Conversely, there is strong, negative correlation (-0.6) between the proportion of short-term sickness absence and average duty days lost per person

Again, this means, those departments and BCUs with a **high** proportion of their sickness due to long-term absence have **high** overall sickness, whereas those with a **high** proportion of short-term sickness have **low** overall sickness.

Mirroring the position for police officers, there is also a significant in the results from addressing short-term or long-term absence. For police staff;

- Seeking to halve the number of duty days lost to short-term absence would require action on a total of 4115 cases, would cut overall days lost by 4524 days and would reduce average duty days lost per person to 9.2 days
- Seeking to halve the number of duty days lost to long-term absence would require action on a total of 414 cases, would cut overall days lost by 7113 days and would reduce average duty days lost per person to 8.2 days

Reducing long-term sickness by half would position the Force within the top 10 performing forces for police staff sickness absence (i.e. lowest absence rates), rather than 37th position as currently.

This analysis reaffirms the Force's emphasis on long-term absences, whilst not ignoring appropriate action on short and medium term absences. Early action on emerging long term absence cases has also started recently, i.e. those cases reaching the top of the medium term range, where appropriate additional intervention is taken to reduce the number of cases turning into long term absences.

A full description of the updated absence management improvement programme has been reported previously to the committee. The improvement results from the revised programme will take a period of time to show in the performance indicators due to the standard 12-month counting convention for absence rates.