

Devon and Cornwall Police Authority Human Resources Committee
8 November 2006
Open for the purposes of FOI
Joint Report of Director of Human Resources and the Chief Constable

Long Term Sickness Profile

Recommendation(s):

- (i) The content of the report is for information purposes and should be noted by the Committee.

Introduction / Summary

1. This report provides a summarised update on the long term sickness within the Force as at 30th September 2006. Long term sickness is classed as any absence in excess of 100 days.

Background Information

2. The updates provided by the personnel units on the Police Officers and Staff currently absent have been used to compile the following profile.
3. The Appendix attached details the absence statistics and comparison has again been drawn from the profile 6 months and 12 months ago. The trends since the long term absence records began in May 2004 have also been included.
4. From the information provided by the personnel units in September 2006: -
 - There were 46 individuals who had been absent for 100 days or more. 28 police officers and 18 police staff.
 - The total number of days lost was 6753 for officers and 4694 for Police Staff.
 - All cases have been referred to the Occupational Health Unit.
 - There is one absence which was as a result of an injury on duty – Back/Hip injuries suffered by a member of the police staff within the Engineering Department.
 - Of the police officer cases, 7 are intending to return to work on recuperative duties, 2 are pursuing Ill Health Retirement and 2 more are considering applying for Ill Health Retirement.
 - Of the police staff cases, 4 individuals are looking to return to work on recuperative duties, 1 on restricted duties and 2 are pursuing Ill Health Retirement.
 - Psychological Disorders were again the main cause of long term absence with 39% of all cases falling into this category. Psychological Disorders include Anxiety, Depression, Post Traumatic Stress and Alcohol/Drug Abuse. There are currently 13 officers and 5 staff falling into this group.
 - A total of 4793 days have been lost to Psychological Disorders which equates to 42% of the total days lost to long term sickness.
 - 29% of the police officers on long term absence in September were Patrol Officers. This equates to 0.7% of the Patrol Officer strength. Neighbourhood Beat Managers and IIMU Officers made up the next 28%.

- Resource Deployment Officers, Call Handlers and Office Managers were the highest groups from Police Staff with 11% each on long term absence. In terms of the Resource Deployment Officers this represents 1.34% of the complement and for Call Handlers, 1.1% of the total number.

5. In terms of the trend data for the last three years:-

- Overall there was a steady increase seen in both officers and staff for 2004/05. Police Officers peaked in January 2005 with 25 officers absent for a total of 5892 days. Police Staff peaked in March 2005 with 19 individuals absent for a total of 3791 days.
- In 2005/06 the profile was slightly more erratic for both groups. For Police Officers the peak in terms of numbers occurred in August with 25 officers absent. For number of days lost, October 2005 was the highest with 7688. For Police Staff the peak occurred in February 2006 with 27 staff absent for a total of 6035 days.
- In the current year, Officers are showing a steady increase with staff showing a gradual downward trend. Police Officers have peaked in September with 28 absent for a total of 6753 days. Police Staff have seen a fall since the high of 21 in April 2006, equating to 5429 days absent.

Contact: for further information

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