



SICKNESS ABSENCE REPORT



1st April 2004 – 31st March 2005

(end of year 2004/2005)



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Health Management Unit

Standard Report on Sickness Figures – For Internal Circulation

This report shows sickness absence data in rolling 12 month periods. It includes a quarterly breakdown detailing average days lost by area, broken down into absence categories ie. 1-7 day, 8-28 day and over 28 day (Long Term).

**This table shows the average number of days lost to sickness absence per Police Officer in a rolling 12 month period.
(Forcewide)**

		1-7	8-28	over 28	overall
Quarter 3	Oct - Dec 03	0.72	0.61	1.29	2.62
Quarter 4	Jan - March 04	0.55	0.65	1.49	2.69
Quarter 1	April - June 2004	0.38	0.47	1.49	2.34
Quarter 2	July – Sept 2004	0.37	0.58	1.45	2.39
Rolling year to ending Sept 2004	Average	2.02	2.31	5.72	10.04
Quarter 4	Jan - March 04	0.55	0.65	1.49	2.69
Quarter 1	April - June 04	0.38	0.47	1.49	2.34
Quarter 2	July - Sept 04	0.37	0.58	1.45	2.39
Quarter 3	Oct – Dec 2004	0.53	0.20	1.49	2.22
Rolling year to ending Dec 2004	Average	1.83	1.90	5.92	9.64
Quarter 1	April - June 04	0.38	0.47	1.49	2.34
Quarter 2	July - Sept 04	0.37	0.58	1.45	2.39
Quarter 3	Oct – Dec 2004	0.53	0.20	1.49	2.22
Quarter 4	Jan – March 2005	0.40	0.50	1.20	2.10
Rolling year to ending Mar 2005	Average	1.68	1.75	5.63	9.06

This shows a decrease in overall sickness absence of 9.76% compared to rolling year ending Sept 2004 and a 6% decrease compared to rolling year ending Dec 2004

Absence in all categories ie. 1-7 day, 8-28 day and over 28 day (long term) is down compared to rolling years ending Sept and Dec 2004.

**This table shows the average number of days lost to sickness absence per Police Staff member in a rolling 12 month period.
(Forcewide)**

		1-7	8-28	over 28	overall
Quarter 3	Oct - Dec 03	0.82	0.71	0.94	2.47
Quarter 4	Jan - March 04	0.73	0.88	1.68	3.28
Quarter 1	April - June 2004	0.50	0.48	1.42	2.40
Quarter 2	July – Sept 2004	0.37	0.64	1.01	2.01
Rolling year ending Sept 2004	Average	2.42	2.71	5.05	10.16
Quarter 4	Jan - March 04	0.73	0.88	1.68	3.28
Quarter 1	April - June 04	0.50	0.48	1.42	2.40
Quarter 2	July - Sept 04	0.37	0.64	1.01	2.01
Quarter 3	Oct – Dec 2004	0.67	0.49	0.91	2.07
Rolling year ending Dec 2004	Average	2.27	2.49	5.02	9.76
Quarter 1	April - June 04	0.50	0.48	1.42	2.40
Quarter 2	July - Sept 04	0.37	0.64	1.01	2.01
Quarter 3	Oct – Dec 2004	0.67	0.49	0.91	2.07
Quarter 4	Jan – March 2005	0.70	0.70	1.00	2.40
Rolling year ending March 2005	Average	2.24	2.31	4.34	8.88

This shows a decrease in overall sickness absence of 12.6% compared to rolling year ending Sept 2004 and a decrease of 9% compared to rolling year ending Dec 2004

Absence in all categories ie. 1-7 day, 8-28 day and over 28 day (long term) is down compared to rolling years ending Sept and Dec 2004.

**This table shows the average number of days lost to overall sickness absence per police officer in a rolling 12 month period
(by Area)**

		North	South	West	OS	HQ	Forcewide
Quarter 3	Oct - Dec 03	2.95	2.54	2.61	2.28	2.97	2.62
Quarter 4	Jan - March 04	2.96	3.02	2.40	2.30	2.33	2.69
Quarter 1	April - June 2004	2.48	2.26	2.76	1.77	1.68	2.34
Quarter 2	July – Sept 2004	2.43	2.35	2.23	2.92	0.53	2.39
Rolling year ending Sept 2004	Average	10.82	10.17	10.00	9.27	7.51	10.04
Quarter 4	Jan - March 04	2.96	3.02	2.40	2.30	2.33	2.69
Quarter 1	April - June 04	2.48	2.26	2.76	1.77	1.68	2.34
Quarter 2	July - Sept 04	2.43	2.35	2.23	2.92	0.53	2.39
Quarter 3	Oct – Dec 2004	2.24	2.31	2.39	2.03	0.60	2.22
Rolling year ending Dec 2004	Average	10.11	9.94	9.78	9.47	5.14	9.64
Quarter 1	April - June 04	2.48	2.26	2.76	1.77	1.68	2.34
Quarter 2	July - Sept 04	2.43	2.35	2.23	2.92	0.53	2.39
Quarter 3	Oct – Dec 2004	2.24	2.31	2.39	2.03	0.60	2.22
Quarter 4	Jan – March 2005	2.50	1.90	2.80	1.40	2.20	2.10
Rolling year to end March 2005	Average	9.65	8.82	10.18	8.12	5.01	9.05

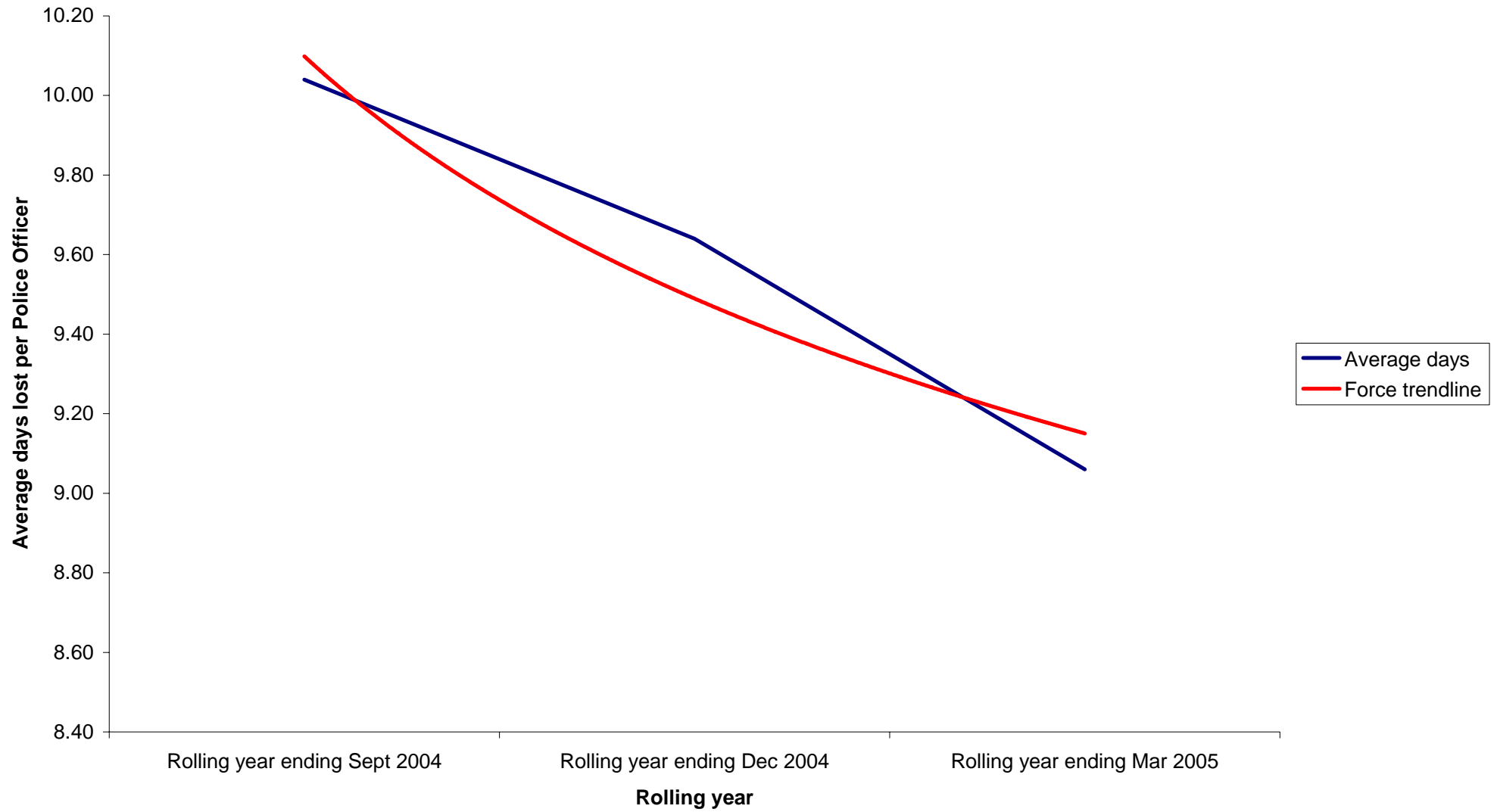
Area	Compared to year ending Sept 2004	Compared to year ending Dec 2004
North	10.8% decrease	4.55% decrease
South	13.3% decrease	11.27% decrease
West	1.8% increase	4.09% increase
OS	12.4% decrease	14.26% decrease
HQ	33.29% decrease	2.53% decrease

**This table shows the average number of days lost to overall sickness absence per Police Staff in a rolling 12 month period
(by Area)**

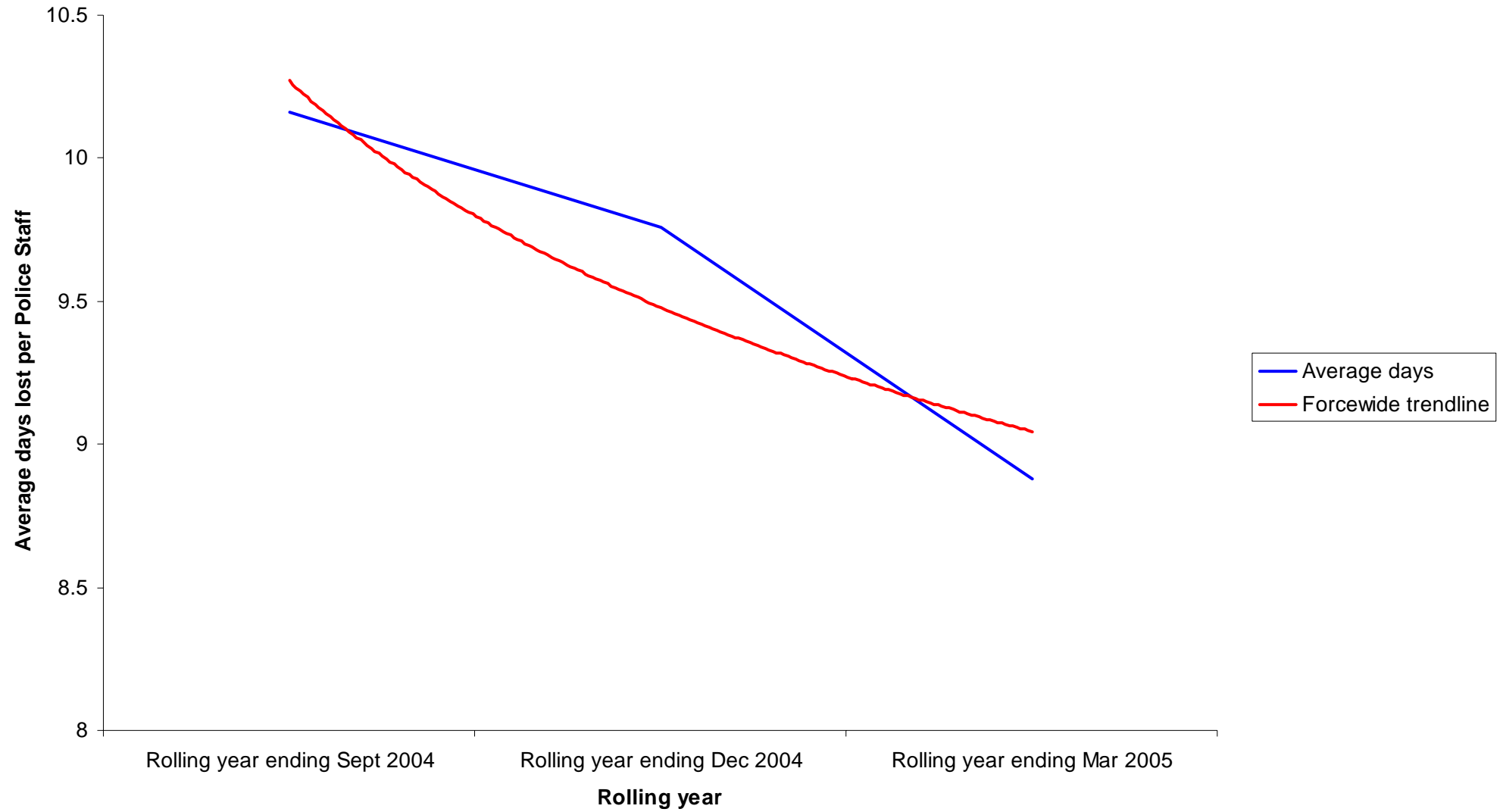
		North	South	West	OS	HQ	Forcewide
Quarter 3	Oct - Dec 03	2.57	3.68	2.15	2.01	2.44	2.47
Quarter 4	Jan - March 04	2.59	4.57	2.18	3.54	2.67	3.28
Quarter 1	April - June 2004	1.3	3.07	1.9	2.88	2.31	2.4
Quarter 2	July – Sept 2004	1.42	1.58	2.99	2.08	3.16	2.01
Rolling year ending Sept 2004	Average	7.88	12.90	9.22	10.51	10.58	10.16
Quarter 4	Jan - March 04	2.59	4.57	2.18	3.54	2.67	3.28
Quarter 1	April - June 04	1.3	3.07	1.9	2.88	2.31	2.4
Quarter 2	July - Sept 04	1.42	1.58	2.99	2.08	3.16	2.01
Quarter 3	Oct – Dec 2004	4.83	1.82	1.38	2.13	1.3	2.07
Rolling year ending Dec 2004	Average	10.14	11.04	8.45	10.63	9.44	9.76
Quarter 1	April - June 04	1.3	3.07	1.90	2.88	2.31	2.4
Quarter 2	July - Sept 04	1.42	1.58	2.99	2.08	3.16	2.01
Quarter 3	Oct – Dec 2004	4.83	1.82	1.38	2.13	1.30	2.07
Quarter 4	Jan – March 2005	2.30	1.60	3.30	2.70	1.80	2.40
Rolling year ending March 2005	Average	9.85	8.07	9.57	9.79	8.57	8.88

Area	Compared to year ending Sept 2004	Compared to year ending Dec 2004
North	25 % increase	2.86% decrease
South	37.44% decrease	26.90% decrease
West	1.8% increase	13.25% increase
OS	6.85% decrease	7.91% decrease
HQ	19% decrease	9.2% decrease

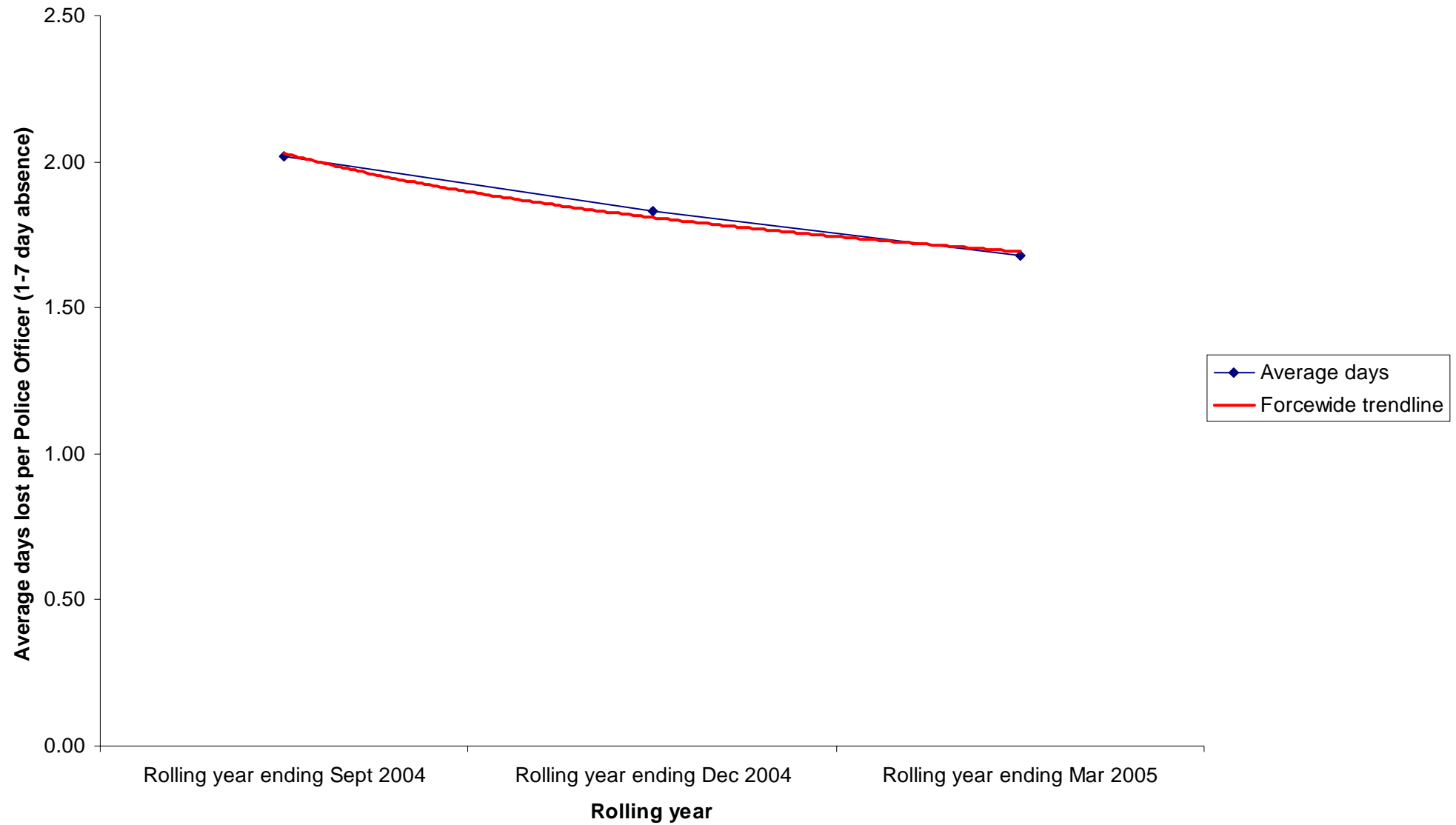
This chart shows the average days lost forcewide per Police officer to sickness absence in a rolling 12 month period.



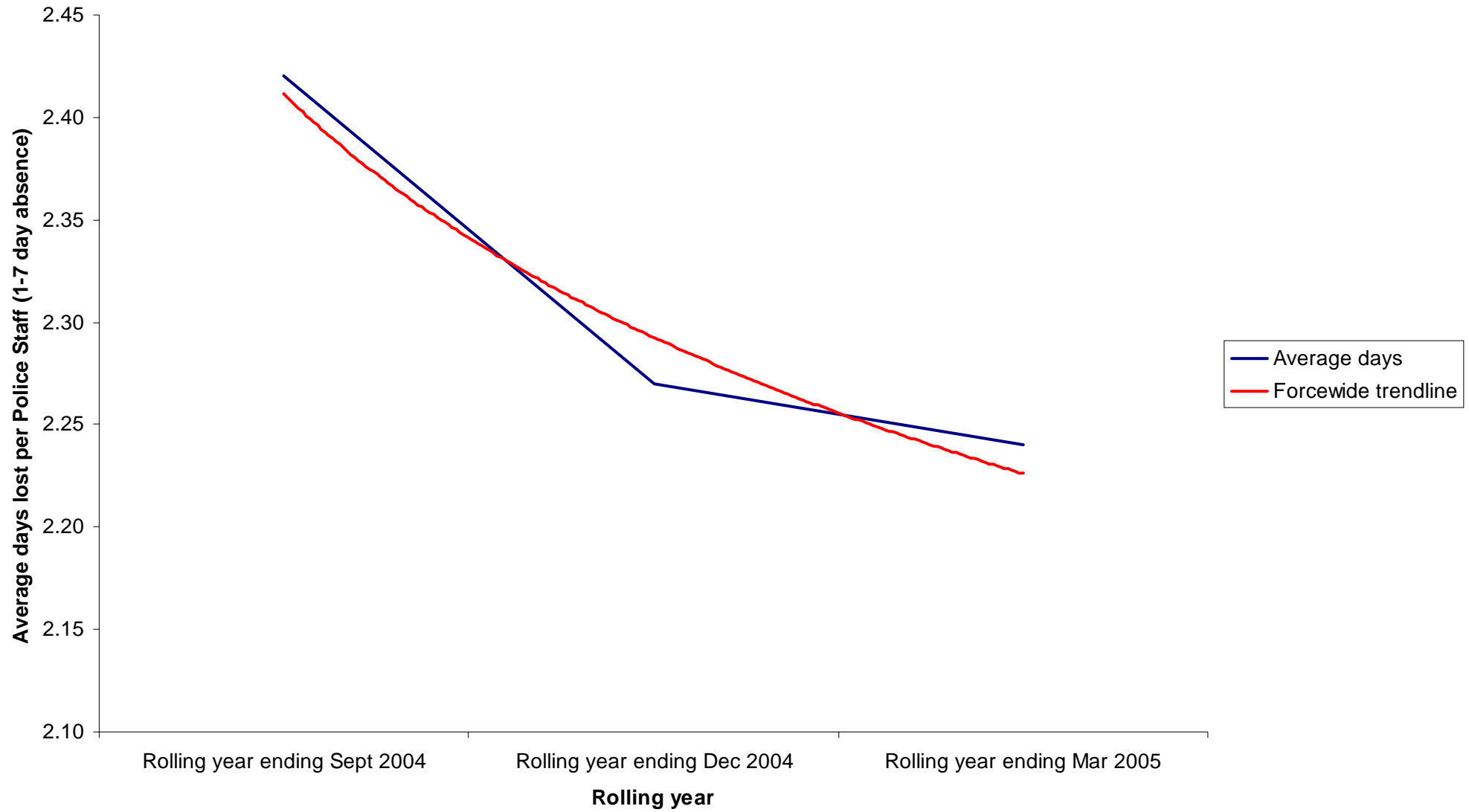
This chart shows the average days lost forcewide per Police Staff to sickness absence in a rolling 12 month period.



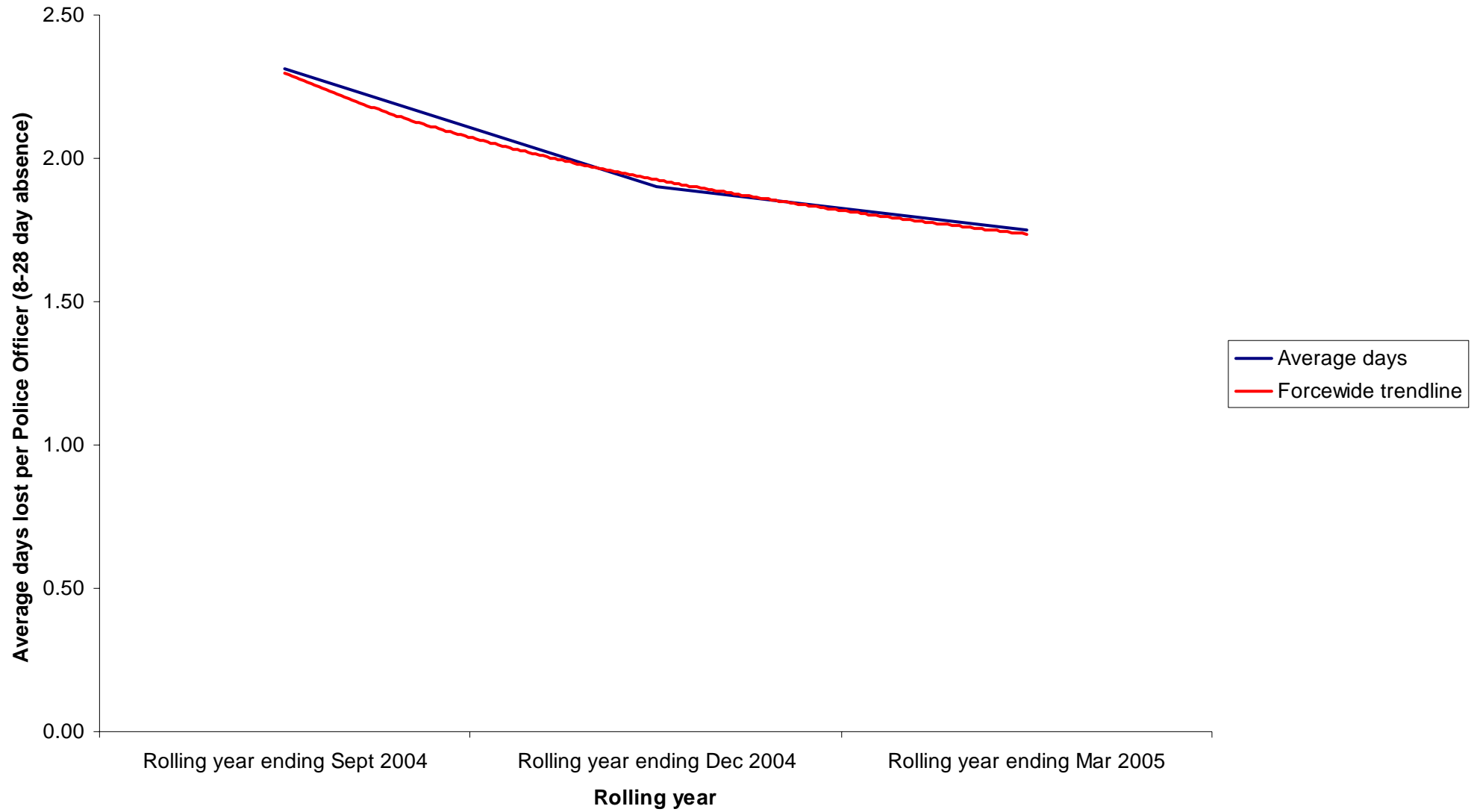
This chart shows the average number of days per Police Officer lost to 1 - 7 days sickness absence in a rolling 12 month period



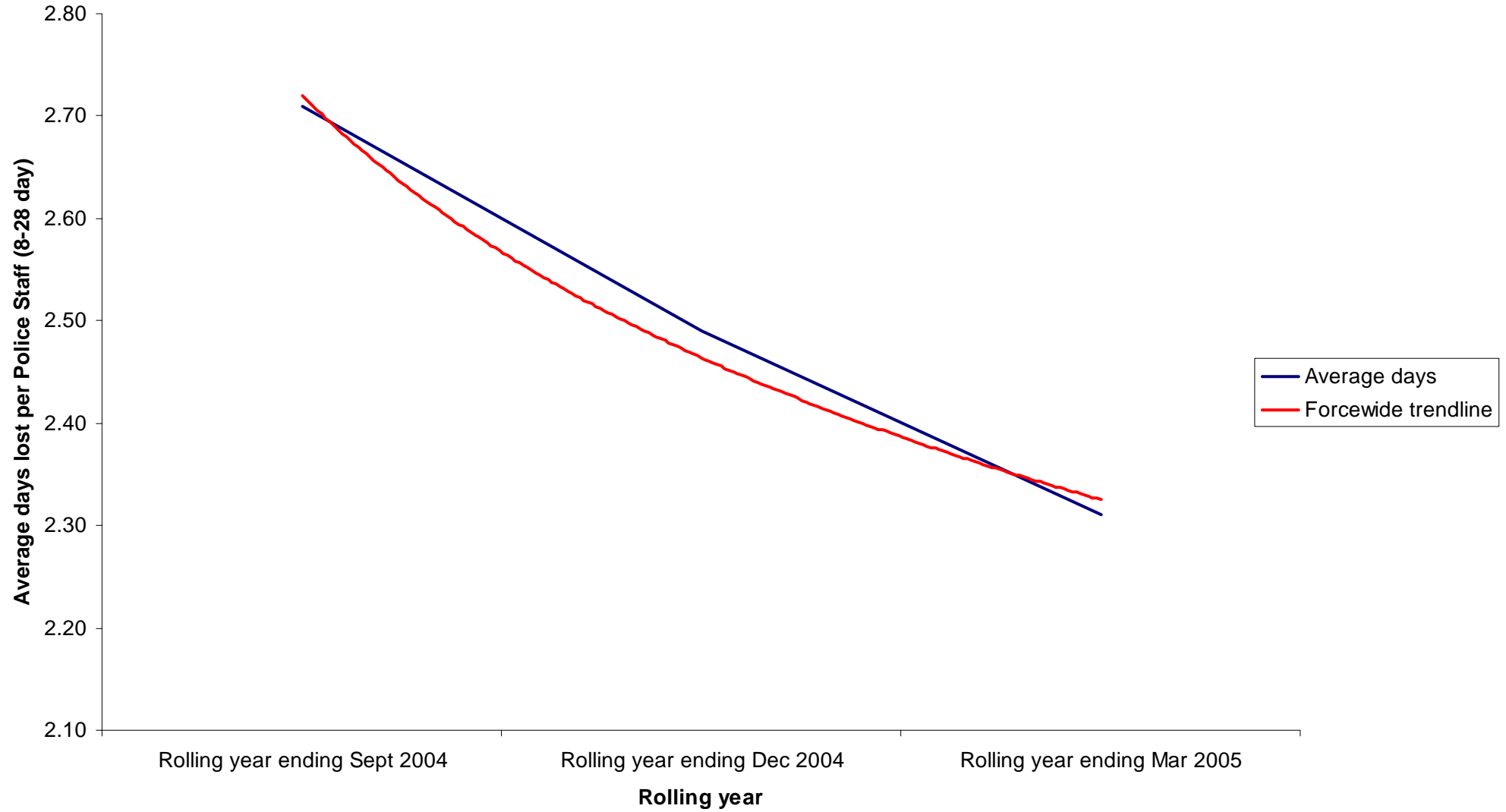
This chart shows the average number of days per Police Staff lost to 1 - 7 days sickness absence in a rolling 12 month period



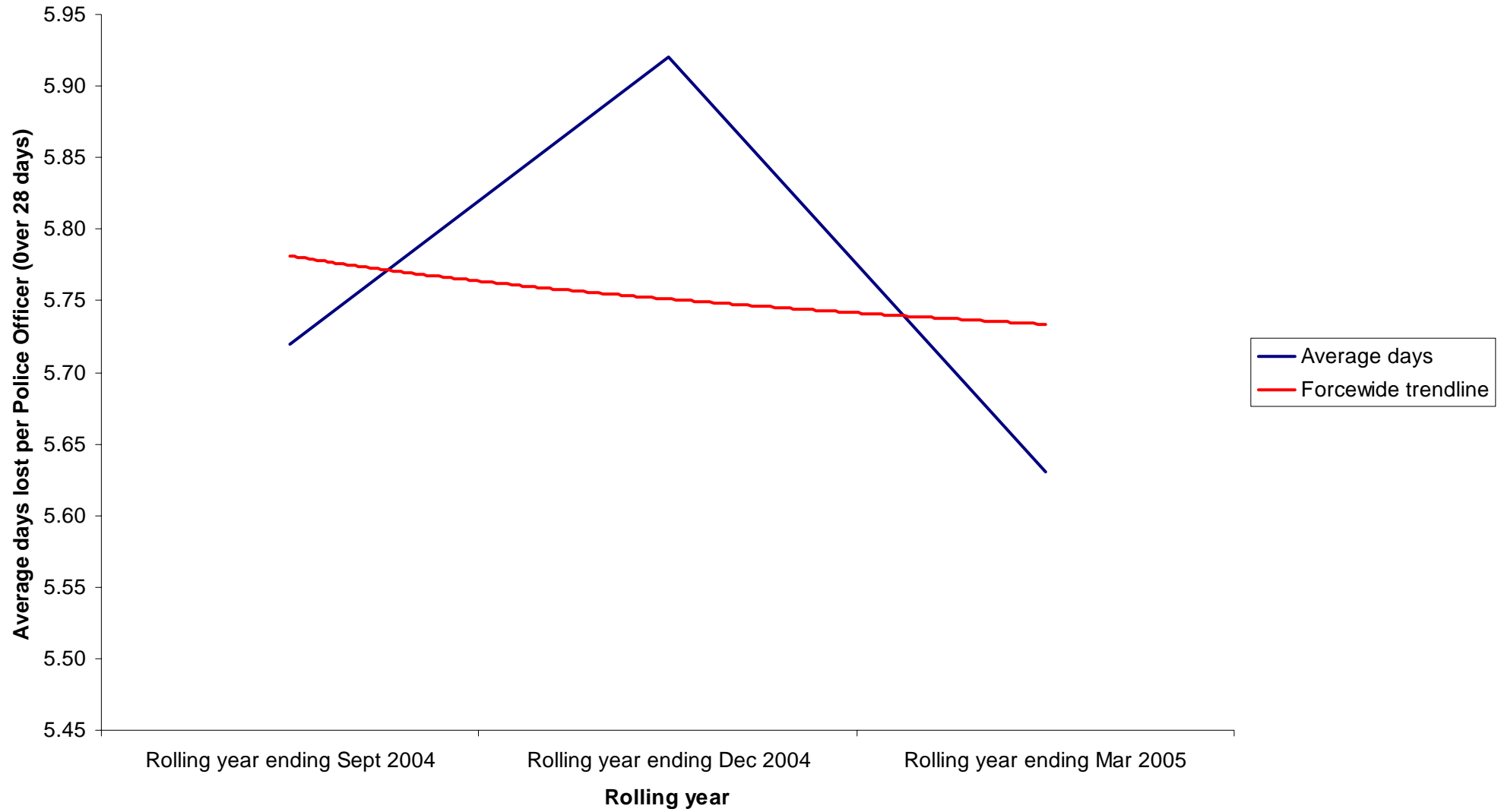
This chart shows the average number of days per Police Officer lost to 8-28 day sickness absence in a rolling 12 month period



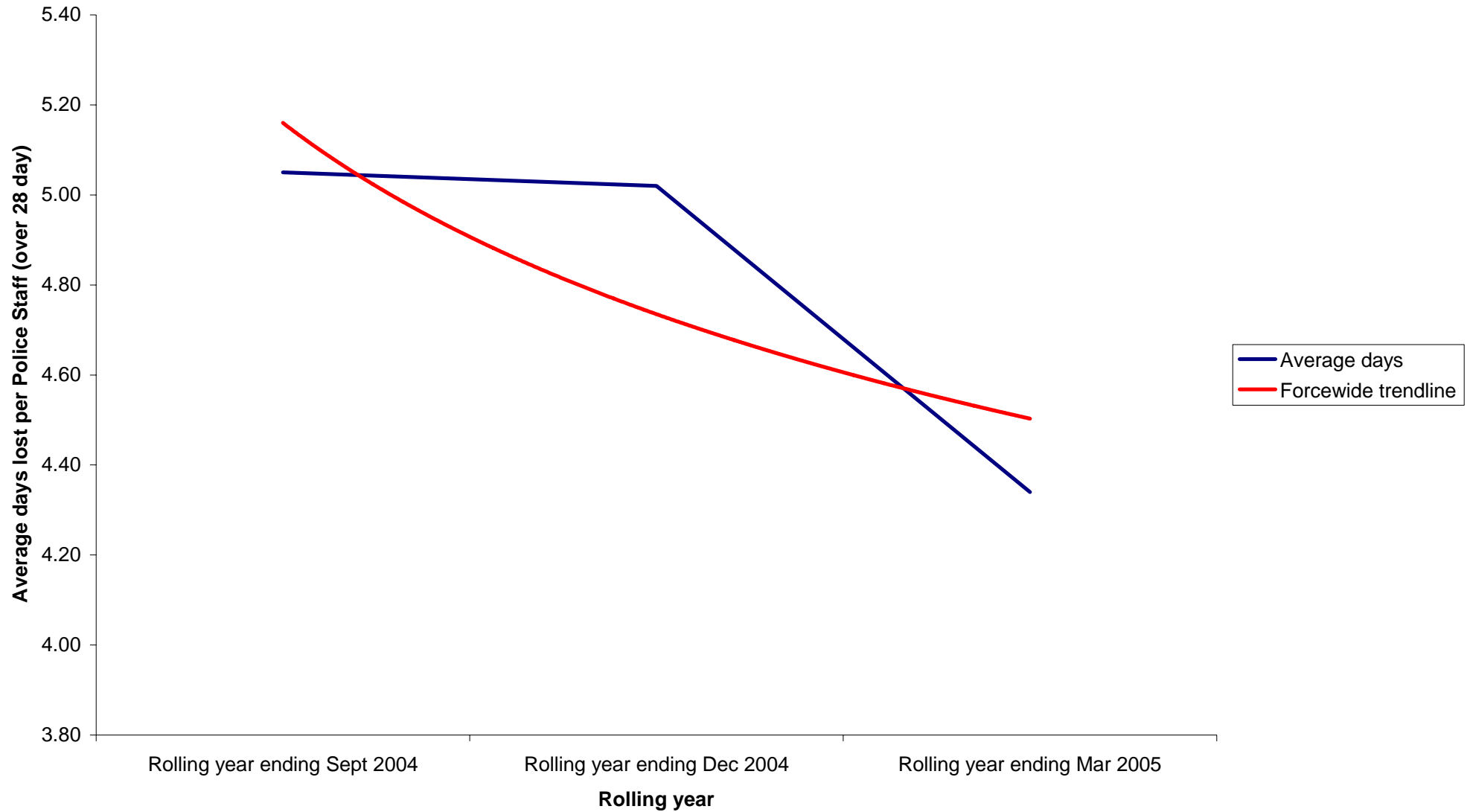
This chart shows the average number of days per Police Staff lost to 8-28 day sickness absence in a rolling 12 month period



This chart shows the average number of days per Police Officer lost to over 28 day sickness absence in a rolling 12 month period



This chart shows the average number of days per Police Staff lost to over 28 day sickness absence in a rolling 12 month period



POLICE OFFICER SICKNESS 01.01.05 - 31.03.05

Area	Sickness		Injury		1-7 day	Average			Injury		8-28 day	Average	Total	Estab.	Over 28	Average	Av. Days
	Self Cert		Self Cert			Days	Cert		Cert			days	Days		Days	days	lost per officer
	Male	Female	Male	Female		(1-7 day)	Male	Female	Male	Female		(8-28)				(over 28)	to all sickness
North	89.7	49.2	0.0	0.0	138.9	0.5	388.5	231.0	0.0	0.0	183.0	0.6	758.4	306	436.5	1.4	2.5
South	92.3	50.2	0.0	1.0	143.5	0.4	193.4	254.0	5.6	0.0	121.1	0.4	596.5	320	331.9	1.0	1.9
West	95.4	81.6	2.0	2.5	181.5	0.6	483.6	187.3	37.7	0.0	218.7	0.7	890.1	323	489.9	1.5	2.8
OS	71.5	10.0	0.0	0.0	81.5	0.4	119.6	20.9	96.5	0.0	85.7	0.4	318.5	223	151.3	0.7	1.4
HQ	14.5	0.6	0.0	0.0	15.1	0.4	54.8	12.6	0.0	0.0	21.4	0.6	82.5	37	46.0	1.3	2.2
TOTAL	363.4	191.6	2.0	3.5	560.5	0.4	1239.9	705.8	139.8	0.0	629.9	0.5	2646.0	1260	1455.6	1.2	2.1

POLICE STAFF SICKNESS 01.01.05 - 31.03.05

Area	Sickness		Injury		1-7 day	Average			Injury		8-28 day	Average	Total	Estab.	Over 28	Average	Av. Days
	Self Cert		Self Cert			Days	Cert		Cert			days	Days		Days	days	lost per police staff
	Male	Female	Male	Female		(1-7 day)	Male	Female	Male	Female		(8-28)				(over 28)	to all sickness
North	26.5	27.7	0.0	0.0	54.2	0.3	81.9	233.7	0.0	0.0	55.4	0.3	369.8	159	260.2	1.6	2.3
South	4.4	71.2	0.0	1.9	77.5	0.6	23.3	97.7	0.0	0.0	90.1	0.7	198.5	123	30.9	0.3	1.6
West	30.2	84.4	0.0	1.3	115.9	1.1	106.5	124.1	6.3	13.2	92.6	0.8	366.0	110	157.5	1.4	3.3
OS	41.0	146.8	0.0	0.0	187.8	0.8	77.5	357.2	0.0	0.0	248.2	1.1	622.5	232	186.5	0.8	2.7
HQ	47.3	108.4	0.0	0.0	155.7	0.6	141.8	109.6	6.3	18.9	112.8	0.5	432.3	246	163.8	0.7	1.8
TOTAL	149.4	438.5	0.0	3.2	591.1	0.7	431.0	922.3	12.6	32.1	599.1	0.7	1989.1	833	798.9	1.0	2.4