



# **SICKNESS ABSENCE REPORT**

## **Appendix**

**(STRESS RELATED ABSENCE)**

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1<sup>st</sup> Jan 2005 – 31st March 2005

(Quarter 4 of 2004/2005)

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## POLICE OFFICER STRESS FIGURES FOR QUARTER 4 OF 2004/2005, CALCULATED IN ABSENCE TIME BANDS.

### POLICE STRESS RELATED ABSENCE FOR QUARTER 4 2004/2005

Area/Dept	1-7 day (All sickness)	1-7 day Stress	% of 1-7day sickness related to stress
North Cumbria	138.9	1.5	1.08
South Cumbria	143.5	6.1	4.25
West Cumbria	181.5	6.8	3.75
OS	81.5	0	0
Headquarters	15.1	1.3	8.6
<b>TOTAL</b>	<b>560.5</b>	<b>15.7</b>	<b>2.8</b>

Area/Dept	8-28 day (All Sickness)	8-28 day Stress	% 8-28 day sickness related to stress
North Cumbria	183.0	23	12.57
South Cumbria	121.1	5.6	4.62
West Cumbria	218.7	51.4	7.65
OS	85.7	0	0
Headquarters	21.4	0	0
<b>TOTAL</b>	<b>629.9</b>	<b>80</b>	<b>12.7</b>

Area/Dept	over 28 day (All Sickness)	over 28 day Stress	% of over 28 day sickness related to stress
North Cumbria	436.5	131.1	30.03
South Cumbria	331.9	107	32.24
West Cumbria	489.9	76.8	15.68
OS	151.3	0	0
Headquarters	46.0	0	0
<b>TOTAL</b>	<b>1455.6</b>	<b>314.9</b>	<b>21.63</b>

**NB:** "STRESS" is a term used which covers

- Anxiety State
- Debility/Fatigue
- Depression
- Nervous debility/Exhaustion
- Stress

**15.52% of all sickness absence is stress related** compared to 21% in Quarter 3 of 2004-5. This shows a **reduction of 26%**  
This is less than half the national average which is approximately 35% (in any organisation)

Of the 25 officers concerned, 22 have returned to work during the calculating period. Their absences relate to **75.71%** of the total stress absence.

Average days lost to stress related absence per officer in Quarter 3 of 2004/5 = 0.46

Average days lost to stress related absence per officer in Quarter 4 of 2004/5 = 0.32

**A reduction of 30.43% in average days lost per officer to 'stress' related sickness absence**

## POLICE STAFF STRESS FIGURES FOR QUARTER 4 OF 2004/2005, CALCULATED IN ABSENCE TIME BANDS.

### POLICE STRESS RELATED ABSENCE FOR QUARTER 4 2004/2005

Area/Dept	1-7 day (All sickness)	1-7 day Stress	% of 1-7day sickness related to stress
North Cumbria	54.2	0	0
South Cumbria	77.5	0	0
West Cumbria	115.9	3.8	3.28
OS	187.8	0	0
Headquarters	155.7	1.3	0.83
<b>TOTAL</b>	<b>591.1</b>	<b>5.1</b>	<b>0.86</b>

Area/Dept	8-28 day (All Sickness)	8-28 day Stress	% 8-28 day sickness related to stress
North Cumbria	55.4	17.6	31.77
South Cumbria	90.1	6.9	7.66
West Cumbria	92.6	13.2	14.25
OS	248.2	8.8	3.55
Headquarters	112.8	24.0	21.28
<b>TOTAL</b>	<b>599.1</b>	<b>70.5</b>	<b>11.77</b>

Area/Dept	over 28 day (All Sickness)	over 28 day Stress	% of over 28 day sickness related to stress
North Cumbria	260.2	25.9	9.95
South Cumbria	30.9	7.6	24.60
West Cumbria	157.5	97.6	61.97
OS	186.5	0	0
Headquarters	163.8	78.7	48.05
<b>TOTAL</b>	<b>798.9</b>	<b>209.8</b>	<b>26.26</b>

**NB:** "STRESS" is a term used which covers

- Anxiety State
- Debility/Fatigue
- Depression
- Nervous debility/Exhaustion
- Stress

**14.35% of all sickness absence is stress related** compared to 13% in Quarter 3 of 2003-4. This shows an **increase of 10.38%**

This is still below half of the national average of approx 35% despite the increase

Of the 17 people concerned, 12 have returned to work during the calculating period. Their absences relate to **58.93%** of the total stress absence.

Average days lost to stress related absence per police staff in Quarter 3 of 2004/5 = 0.27

Average days lost to stress related absence per police staff in Quarter 4 of 2004/5 = 0.34

**An increase of 26% in average days lost per staff to 'stress' related sickness absence**

## POLICE OFFICER STRESS ABSENCE. Quarter 4 of 2004/2005

### Stress in relation to long term sickness

AREA	TOTAL FORCE LONG TERM SICKNESS (over 28 day)	STRESS RELATED LONG TERM SICKNESS (over 28 day)	% OF TOTAL LONG TERM SICKNESS RELATED TO STRESS
North	436.5	131.1	30.03
South	331.9	107	32.24
West	489.9	76.8	15.68
OS	151.3	0	0
HQ	46.0	0	0
<b>Total</b>	<b>1455.6</b>	<b>314.9</b>	<b>21.63</b>

This table shows that stress is a significant component of long-term sickness. Amongst police officers in Quarter 4 of 2004/2005 long term stress related absence accounted for **21.63%** of all long term sickness compared to 24% in Quarter 3 of 2003/4.

This is showing a **reduction of 9.88%**.

## POLICE STAFF STRESS ABSENCE 2003/2004

Stress in relation to long term sickness for police staff

AREA	TOTAL FORCE LONG-TERM SICKNESS (over 28 day)	STRESS RELATED LONG TERM SICKNESS (over 28 day)	% OF TOTAL LONG TERM SICKNESS RELATED TO STRESS
North	260.2	25.9	9.95
South	30.9	7.6	24.60
West	157.5	97.6	61.97
OS	186.5	0	0
HQ	163.8	78.7	48.05
<b>Total</b>	<b>798.9</b>	<b>209.8</b>	<b>26.26</b>

This table shows that stress is a significant component of long-term sickness. Amongst police staff in Quarter 4 of 2004/2005 long term stress related absence accounted for **26.26%** of all long term sickness compared to 25% in Quarter 3 of 2004/5.

This shows an **increase of 5.04%**