



## **SICKNESS ABSENCE REPORT**



1<sup>st</sup> October 2005 – 31<sup>st</sup> December 2005



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## Standard Report on Sickness Figures – For Internal Circulation

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From April 2005 all forces have been required by the Home Office to alter the way they record sickness in order to ensure accurate comparators can be made between forces.

This report reflects the new system. We now record actual rostered hours and rostered shifts lost. Prior to this quarter we have recorded days lost and applied a Home Office formula to translate the days to estimated rostered hours and rostered (shifts) lost. This was done in a consistent manner and did provide an accurate estimate, but is clearly not as effective a measure as the actual figures we are now recording and producing.

It must be noted that NSPIS HR does not allow us to record in a way that makes these figure available and in the Health Unit we have had to establish a parallel method of recording.

## Average of actual rostered hours and rostered shifts lost to sickness absence during quarter 3 of 2005/6

Based on average establishment figures at the end of December of :-

Police Officer:- 1266

Police Staff:- 869

Police Officers have taken an average of 15.94 hrs sick leave per officer during quarter 3 of 2005/6

Police Staff have taken an average of 13.46 hrs sick leave per staff member during quarter 3 of 2005/6

### Police Officers

	Establishment	Average hrs	Average shifts
North	315	16.71	1.85
South	332	13.47	1.41
West	340	22.69	2.39
OS	221	8.43	0.91
HQ	58	14.90	1.86
<b>Forcewide</b>	<b>1266</b>	<b>15.94</b>	<b>1.71</b>

### Police Staff

	Establishment	Average hrs	Average shifts
North	105	14	1.94
South	123	13.85	2.01
West	111	14.23	1.83
OS	237	17.28	2.28
HQ	293	9.73	1.32
<b>Forcewide</b>	<b>869</b>	<b>13.46</b>	<b>1.82</b>

**The projected outturn at end March 2006 is:**

Police Officers: 7.43 shifts

Police Staff: 7.86 shifts

### Local target

Police Officers: 8.00

Police Staff: 8.50

### National target:

Police Officers: 8.00 shifts

Police Staff: 9.00 shifts

**These tables show the target absence figure as presented at the performance conference, compared to the projected absence figure for year end 2005/6.**

	<b>2005/06 Police Officers</b>		<b>2005/06 Police Officers</b>	
	<b>Target absence</b>		<b>Projected absences</b>	
	<b>Hours</b>	<b>Shifts</b>	<b>Hours</b>	<b>Shifts</b>
<b>North</b>	75	8.10	69.88	7.75
<b>South</b>	70	8.50	66.19	6.64
<b>West</b>	85	10.30	89.21	9.53
<b>Central</b>	50	5.50	48.72	5.70
<b>Force</b>	72	8.00	<b>69.84</b>	<b>7.43</b>

	<b>2005/06 Police Staff</b>		<b>2005/06 Police Staff</b>	
	<b>Target absence</b>		<b>Projected absences</b>	
	<b>Hours</b>	<b>Shifts</b>	<b>Hours</b>	<b>Shifts</b>
<b>North</b>	75	11.70	85.65	11.72
<b>South</b>	48	8.00	86.04	7.72
<b>West</b>	55	7.90	101.70	9.01
<b>Central</b>	38	6.10	52.82	7.23
<b>Force</b>	55	8.50	<b>58.33</b>	<b>7.86</b>

**Hours lost**

**Police**

	1-7	8-28	Over 28	Total
<b>North</b>	1275.5	1668	2321.5	5265
<b>South</b>	1893	1294	1286	4473
<b>West</b>	2313	1512	3892	7717
<b>OS</b>	465	274	1124	1863
<b>HQ</b>	216	160	488	864

**Total Shifts lost**

**Police**

<b>North</b>	583
<b>South</b>	468
<b>West</b>	811
<b>OS</b>	202
<b>HQ</b>	108

**Staff**

	1-7	8-28	Over 28	Total
<b>North</b>	600.8	150	718.5	1469.3
<b>South</b>	646.75	163	894	1703.75
<b>West</b>	656.5	345.5	577.5	1579.5
<b>OS</b>	1494.5	751.5	1848.5	4094.5
<b>HQ</b>	1339.5	673.5	836.5	2849.5

**Staff**

<b>North</b>	204
<b>South</b>	247
<b>West</b>	203
<b>OS</b>	541
<b>HQ</b>	387

The figures are broken down by Male/Female for 1-7 day, 8-28 days and over 28 day absences on pages 6-8.

**This table shows the total number of actual rostered hours lost to  
1-7 day sickness absence**

**Hours lost**

**Police**

	<b>Male</b>	<b>Female</b>	<b>Totals</b>
<b>North</b>	853	422.5	1275.5
<b>South</b>	1072	821	1893
<b>West</b>	1372	941	2313
<b>OS</b>	393	72	465
<b>HQ</b>	192	24	216

**Hours lost**

**Staff**

	<b>Male</b>	<b>Female</b>	<b>Totals</b>
<b>North</b>	190	410.8	600.8
<b>South</b>	222.75	424	646.75
<b>West</b>	141.5	515	656.5
<b>OS</b>	418	1076.5	1494.5
<b>HQ</b>	475.5	864	1339.5

**This table shows the total number of actual rostered hours lost to  
8-28 day sickness absence**

Hours lost

**Police Officers**

	Male	Female	Totals
<b>North</b>	826	842	1668
<b>South</b>	1024	270	1294
<b>West</b>	790	722	1512
<b>OS</b>	274	0	274
<b>HQ</b>	120	40	160

Hours lost

**Staff**

	Male	Female	Total
<b>North</b>	150	0	150
<b>South</b>	37	126	163
<b>West</b>	74	271.5	345.5
<b>OS</b>	151	600.5	751.5
<b>HQ</b>	340	333.5	673.5

**This table shows the total number of actual rostered hours lost to  
Over 28 day sickness absence**

**Hours lost**

**Police Officer**

	<b>Male</b>	<b>Female</b>	<b>Totals</b>
<b>North</b>	680	1641.5	2321.5
<b>South</b>	976	310	1286
<b>West</b>	2891	1001	3892
<b>OS</b>	1084	40	1124
<b>HQ</b>	488	0	488

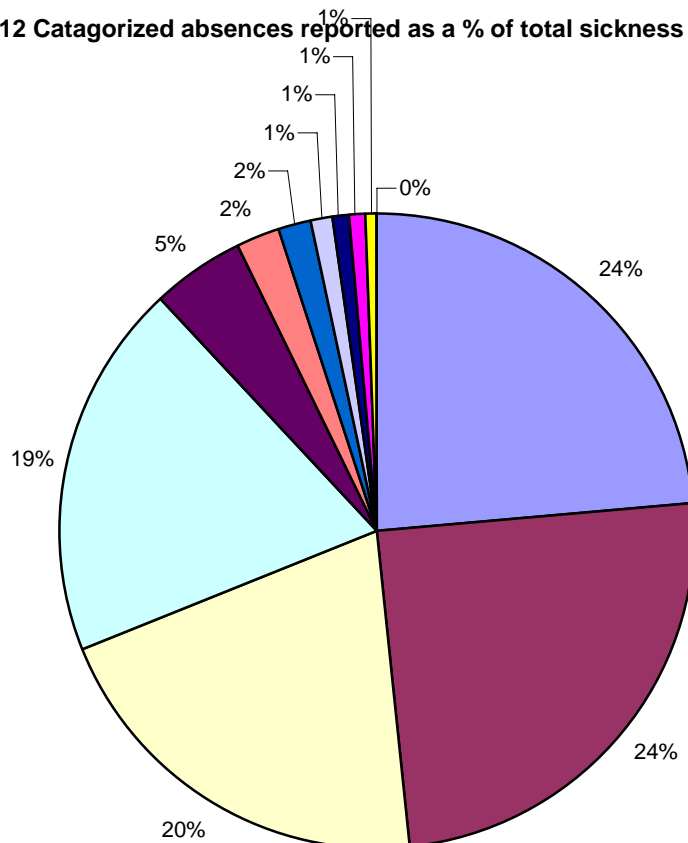
One officer absent for the whole of the quarter who works 10 hour shifts would be absent for 52 shifts and 520 hours

**Hours lost**

**Police Staff**

	<b>Male</b>	<b>Female</b>	<b>Totals</b>
<b>North</b>	37	681.5	718.5
<b>South</b>	0	894	894
<b>West</b>	116	461.5	577.5
<b>OS</b>	0	1848.5	1848.5
<b>HQ</b>	222	614.5	836.5

Dorset 12 Categorized absences reported as a % of total sickness absence



**Rank Order**

- 1 Musculo-Skeletal
- 2 Miscellaneous
- 3 Psychological Disorders
- 4 Respiratory
- 5 Digestive Disorder
- 6 Ear/Eye
- 7 Genito-Urinary/Gynaecological
- 8 Headache/Migraine
- 9 Cardiac/Circulatory or Metabolic
- 10 Skin
- 11 Nervous System Disorders
- 12 Infectious Disease

Musculo-Skeletal
Miscellaneous
Psychological Disorders
Respiratory
Digestive Disorder
Ear/Eye
Genito-Urinary/Gynaecological
Headache/Migraine
Cardiac/Circulatory or Metabolic
Skin
Nervous System Disorders
Infectious Disease

Health Management priority areas are Musculo-Skeletal and Psychological Disorders as these have consistently been the major factors of sickness absence.

Approximately 3.5% of all sickness absence is for 1-7 days where no reason is given or no cause shown. These absences fall into the Miscellaneous category

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

Quarter 2	July - Sept 04	2.39
Quarter 3	Oct – Dec 2004	2.22
Quarter 4	Jan – March 2005	2.10
Quarter 1	April - June 2005	2.00
<b>Rolling year ending June 2005</b>	<b>Average</b>	<b>8.71</b>
Quarter 3	Oct – Dec 2004	2.22
Quarter 4	Jan – March 2005	2.10
Quarter 1	April - June 2005	2.00
Quarter 2	July – Sept 2005	1.89
<b>Rolling year ending Sept 2005</b>	<b>Average</b>	<b>8.21</b>
Quarter 4	Jan – March 2005	2.10
Quarter 1	April - June 2005	2.00
Quarter 2	July – Sept 2005	1.89
Quarter 3	Oct – Dec 2005	1.71
<b>Rolling year ending Dec 2005</b>	<b>Average</b>	<b>7.70</b>

This data shows a decrease of 11.60% compared to rolling year ending June 2005 and a decrease of 6.21% compared to rolling year ending September 2005.

*Please note: as indicated in the foreword (p.1) all the figures up to quarter 1 of 2005/06 are an accurate estimate of shifts lost (previously referred to as working days) Since 1<sup>st</sup> April the figures reflects accurate actual rostered shifts.*

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

Quarter 2	July - Sept 04	2.01
Quarter 3	Oct – Dec 2004	2.07
Quarter 4	Jan – March 2005	2.40
Quarter 1	April - June 2005	1.93
<b>Rolling year ending June 2005</b>	<b>Average</b>	<b>8.41</b>
Quarter 3	Oct – Dec 2004	2.07
Quarter 4	Jan – March 2005	2.40
Quarter 1	April - June 2005	1.93
Quarter 2	July – Sept 2005	2.17
<b>Rolling year ending Sept 2005</b>	<b>Average</b>	<b>8.57</b>
Quarter 4	Jan – March 2005	2.40
Quarter 1	April - June 2005	1.93
Quarter 2	July – Sept 2005	2.17
Quarter 3	Oct – Dec 2005	1.82
<b>Rolling year ending Dec 2005</b>	<b>Average</b>	<b>8.32</b>

This data shows a decrease of 1.07% compared to rolling year ending June 2005 and a decrease of 2.92% compared to rolling year ending September 2005.

*Please note: as indicated in the foreword (p.1) all the figures up to quarter 1 of 2005/06 are an accurate estimate of shifts lost (previously referred to as working days .) Since 1<sup>st</sup> April the figures reflects accurate actual rostered shifts.*

## **Rostered Shifts lost to Psychological Disorders in Quarter 3 of 2005/6**

### **Police Officers**

- Psychological Disorders account for 21.22% of all Police Officer sickness absence
- Long term (ie over 28 day) Psychological Disorders account for 37% of all Police Officer long term sickness absence

### **Police Staff**

- Psychological Disorders account for 17.57% of all Police Staff sickness absence
- Long term (ie over 28 day) Psychological Disorders account for 33.28% of all Police Staff long term sickness absence

### **Combined Police Officer and Police Staff**

- Psychological Disorders account for 19.69% of all sickness absence, an increase of 6.66% compared to quarter 2
- Long term (ie over 28 day) Psychological Disorders account for 35.56% of all long term sickness absence

## Rostered Shifts lost to Musculo-Skeletal Conditions in Quarter 3 of 2005/6

### **Police Officers**

Musculo-Skeletal conditions account for 22.42% of all Police Officer sickness absence

Long term (ie over 28 day) Musculo -Skeletal conditions account for 25.39% of all Police Officer long term sickness absence

### **Police Staff**

Musculo -Skeletal conditions account for 23.26% of all Police Staff sickness absence

Long term (ie over 28 day) Musculo -Skeletal conditions account for 37.53% of all Police Staff long term sickness absence

### **Combined Police Officer and Police Staff**

Musculo -Skeletal conditions account for 22.83% of all sickness absence, a decrease of 24.85% compared to quarter 2.

Long term (ie over 28 day) Musculo -Skeletal conditions account for 30.29% of all long term sickness absence, a decrease of 8.82% compared to quarter 2.