

1. Overall Sickness Summary

Although Suffolk Constabulary has seen an upward trend in sickness during the past few months it continues to remain below previous year’s accumulative performance.

As predicted in conjunction with research of our sickness trends over the past 6 years, January 2013 has been a challenging month for sickness, with a significant increase in medium term sickness with an increase of 13% for police officers and 7% increase for police staff compared to December 2012.

The primary reasons for sickness absence remain as respiratory conditions and digestive disorders – a correlation with the national picture and the incidence of Norovirus, which continues to remain higher than previous years. These conditions seem to be extending from short term into medium term sickness timescales.

During November, 20% of overall sickness related to respiratory conditions, this increased to 22% during December and in January this has increased further to 29% of overall sickness being associated with respiratory conditions. Other Forces are experiencing the same trend in sickness absence.

We have seen an increase in police staff sickness during January 2013 and this is predominately attributed to increases within medium term sickness.

The increases in police officer sickness during January 2013 are also predominately attributed to increases in medium term sickness. The accumulative figures show that we remain within the force target for police staff with 3.65% year to date (YTD) against target of 3.80% (Figure 6) and slightly over target for police officers with 3.56% YTD against target of 3.40% (Figure 4).

2. Performance

Overall Sickness (%) By Month (Combined) – Suffolk Constabulary has an overall combined sickness figure of 4.82% for January 2013 compared to 4.37% in December 2012.

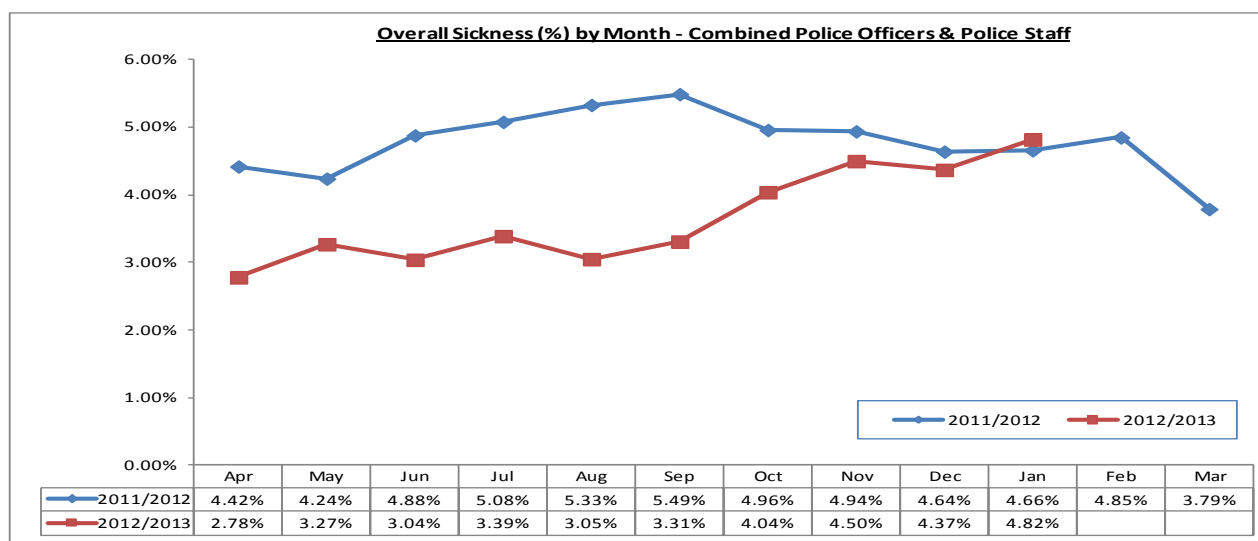


Figure 1 – Overall sickness by month combined for Police Officers and Police Staff

Overall Accumulative Sickness (Combined) – The accumulative YTD figure as at 31 January 2013 is 3.60% compared to 3.46% as at 31 December 2012.

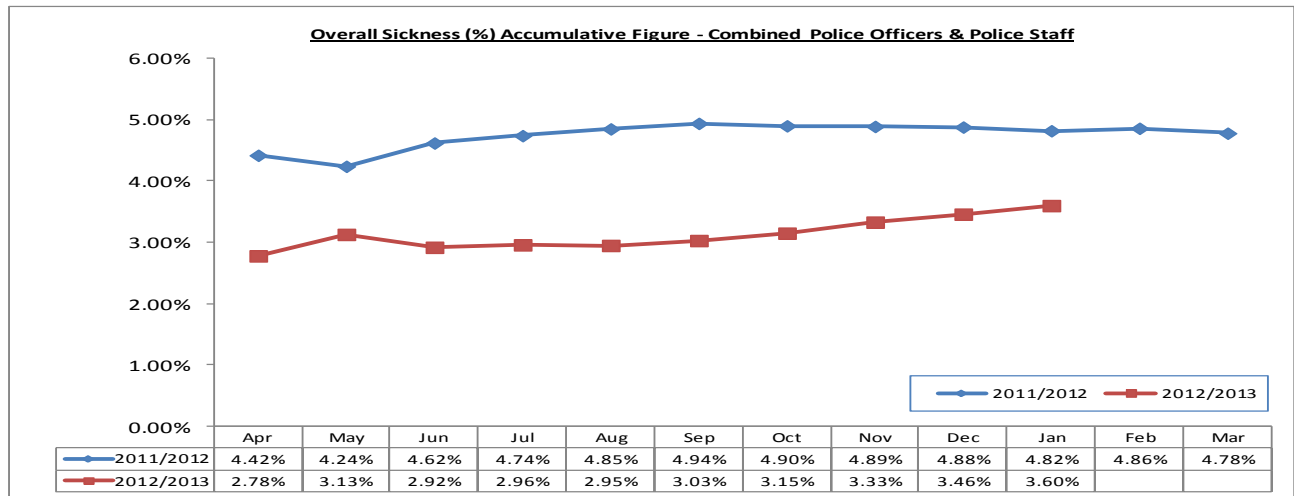


Figure 2 – Overall accumulative sickness combined for Police Officers and Police Staff

Actual Hours per Police Officer / Police Staff (Combined) – The reported actual hours lost per employee/officer for January 2013 are 7.37 hours per police officer (from 6.91 hours in December 2012) and a figure of 6.6 hours per police staff (from 5.76 hours in December 2012).

Overall Month by Month Sickness (%) for Police Officers – police officer sickness for January 2013 was 4.93% compared to 4.58% in December 2012.

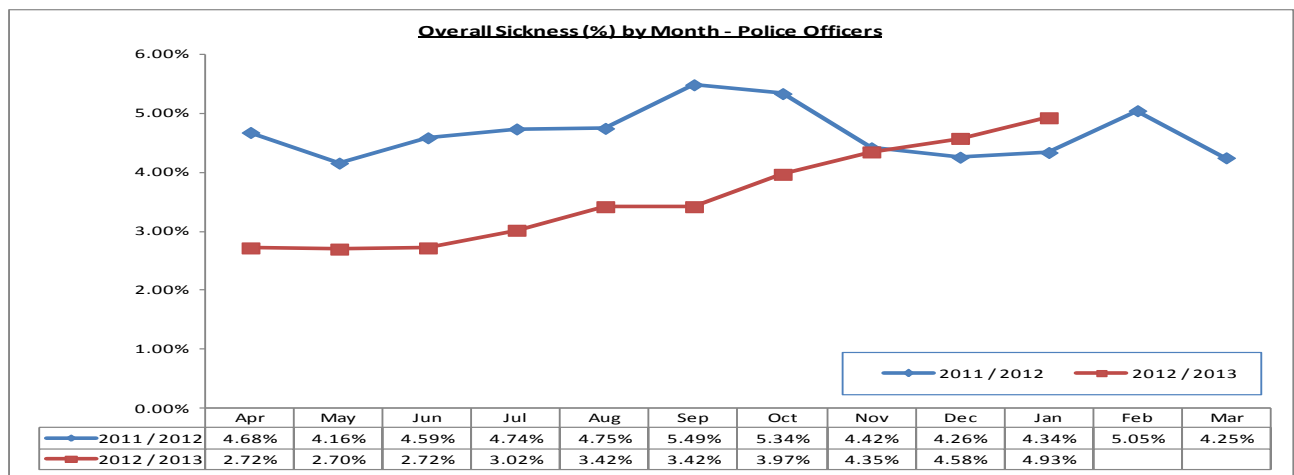


Figure 3 - Overall sickness by month for Police Officers

Overall Accumulative Sickness Figure for Police Officers – the YTD figure for January 2013 is 3.56% compared to 3.40% for December 2012.

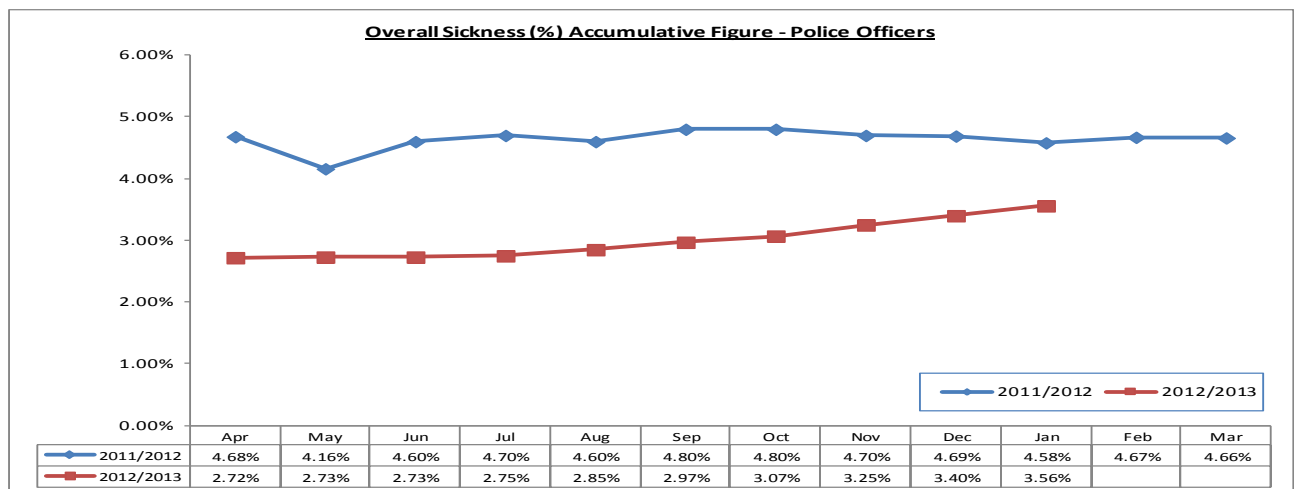


Figure 4 – Overall accumulative sickness for Police Officers

Overall Month by Month Sickness (%) for Police Staff - police staff sickness for January 2013 is 4.70% compared to 4.13% in December 2012.

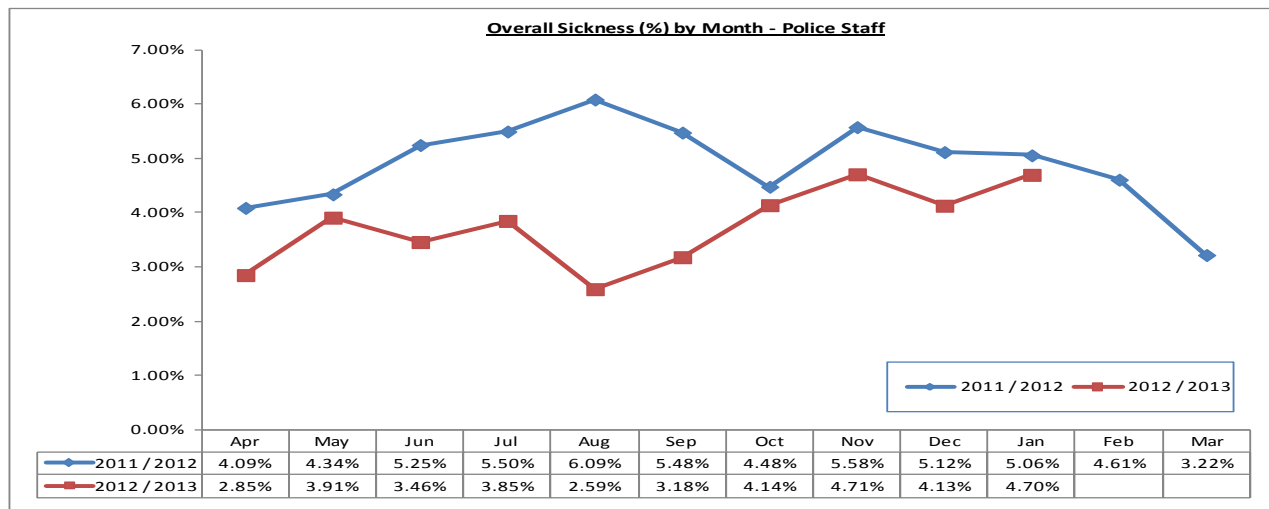


Figure 5 - Overall sickness by month for Police Staff

Overall Accumulative Sickness (%) Figure for Police Staff – the YTD figure for January 2013 is 3.65% compared to 3.55% for December 2012.

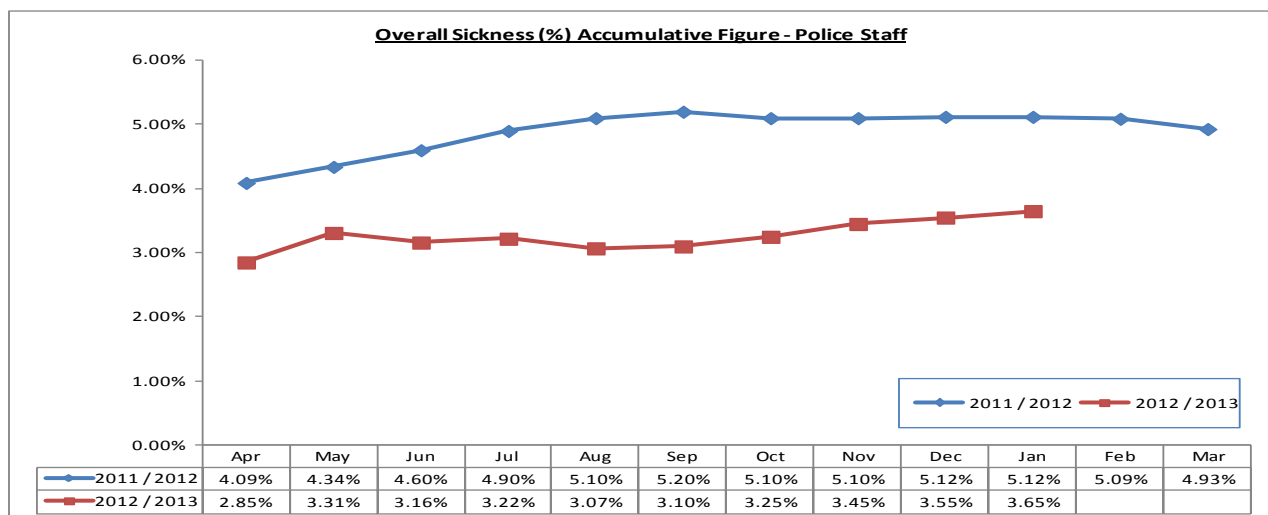


Figure 6 - Overall accumulative sickness for Police Staff

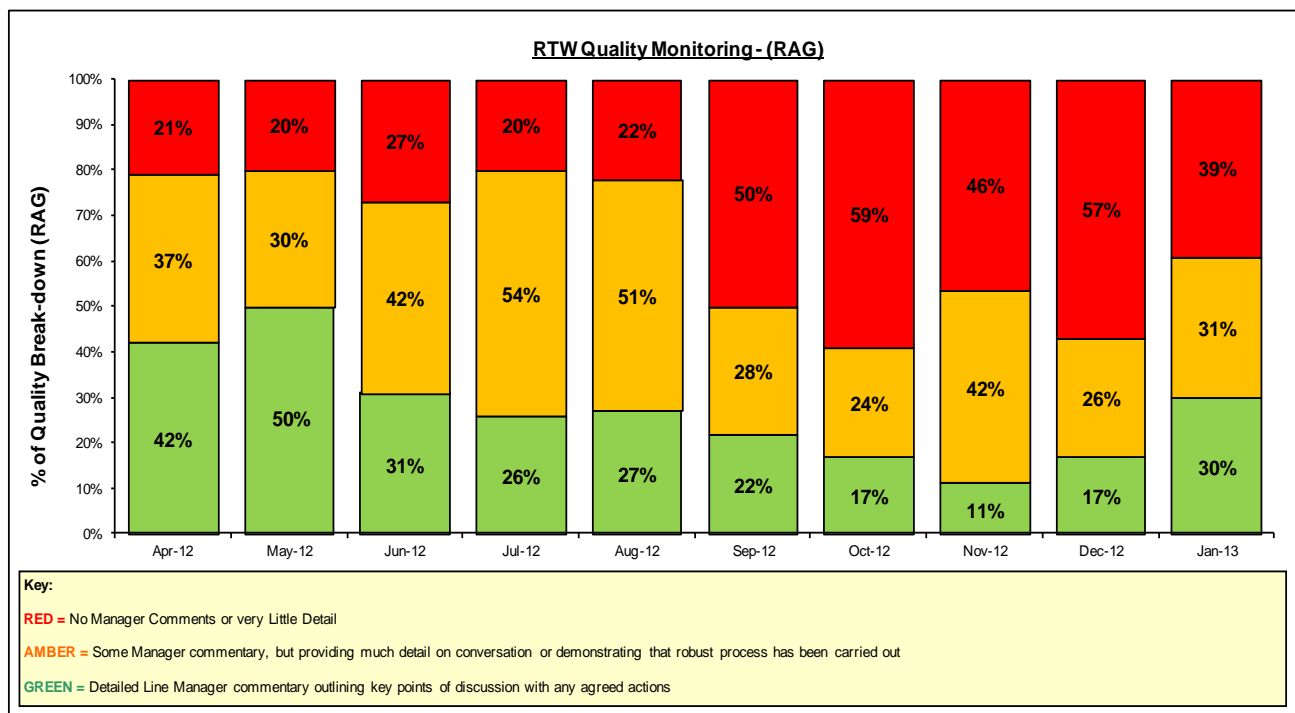
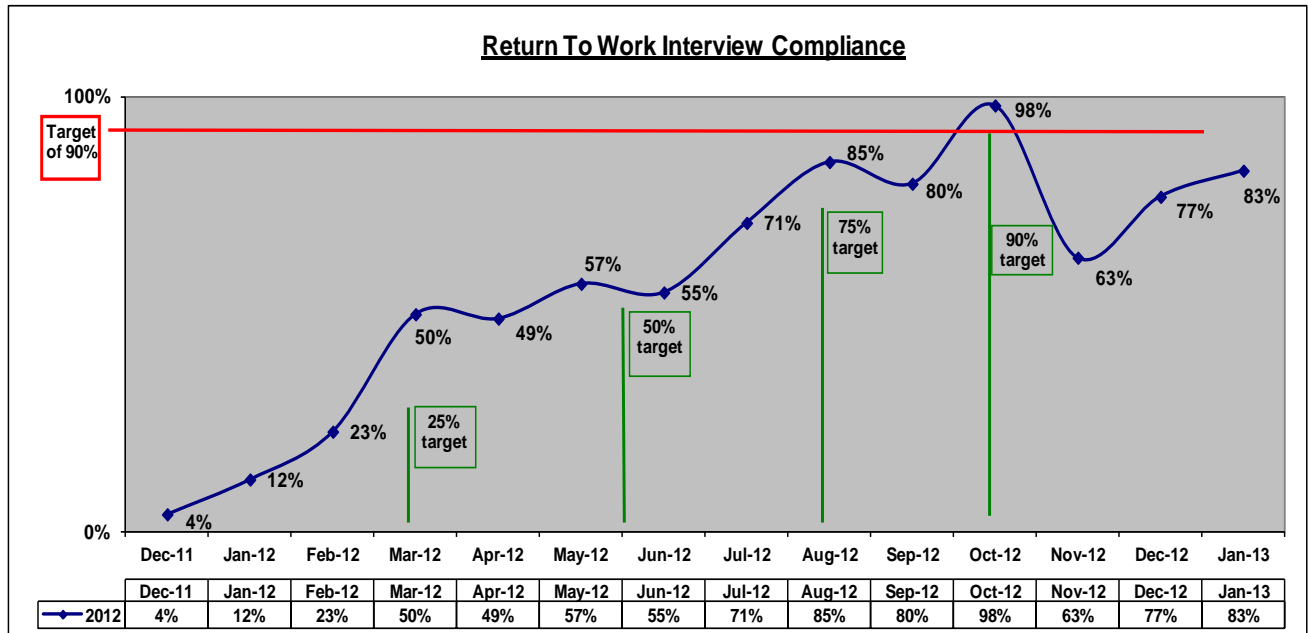
Short-term Sickness Overview – short term sickness equates to 34% of sickness for police officers (compared to 43% in December 2012) and 41% for police staff sickness (compared to 44% in December 2012).

Medium-term Sickness Overview – medium term sickness equates to 29% of sickness for police officers (compared to 16% in December 2012) and 30% for police staff sickness (compared to 23% in December 2012).

Long-term Overview – Long term sickness cases are reported at 26 LTS cases as at 1 February 2013 (compared to 34 on 1 January 2013). Long term sickness equates to 36% of overall sickness for police officers (41% in previous month) and 29% of overall sickness for police staff (33% in previous month).

3. Compliance and Quality Monitoring

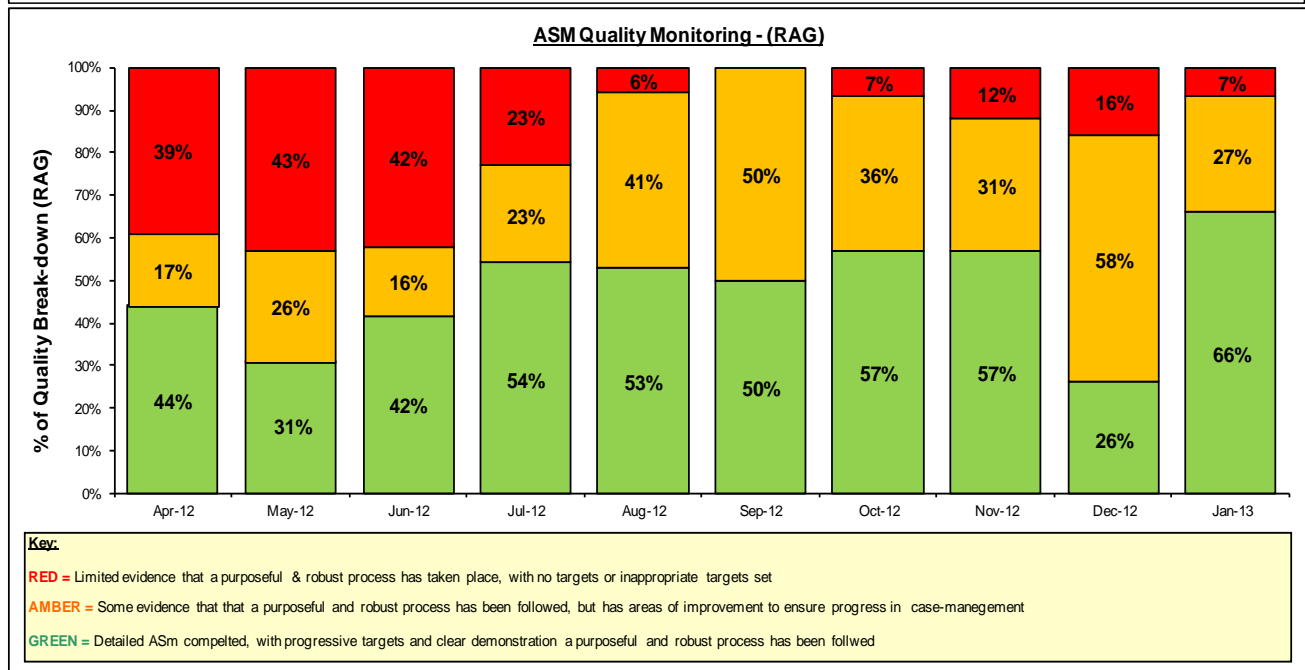
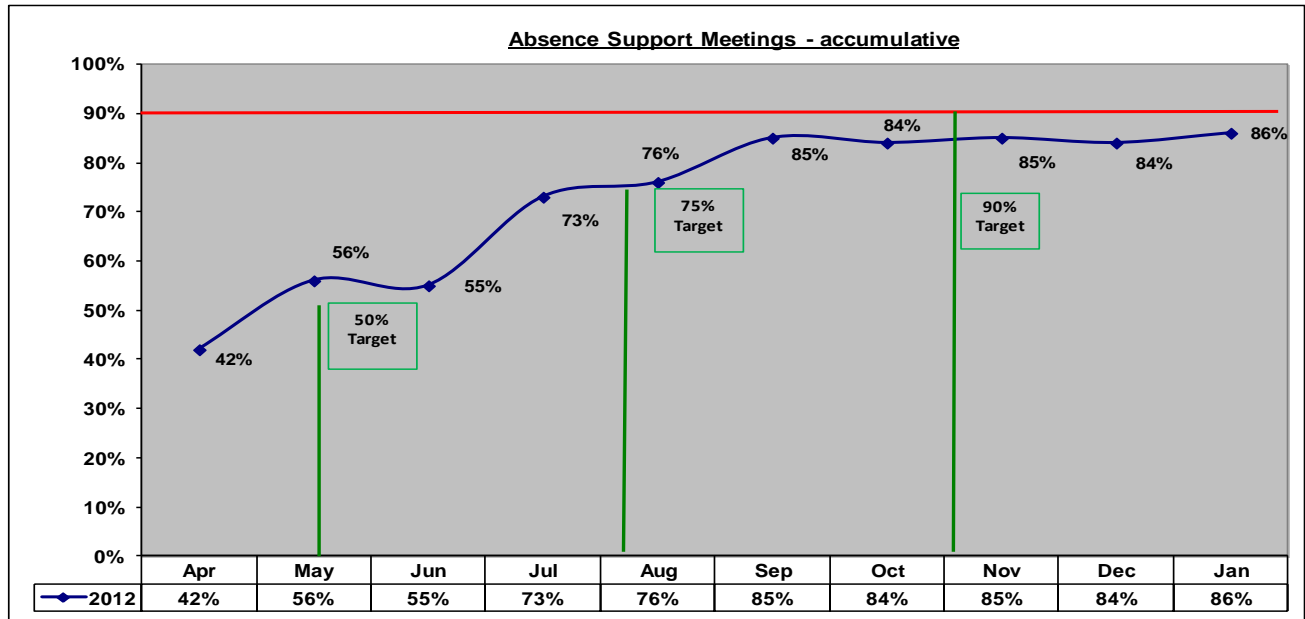
Return to Work (RTW) Compliance Overview – For January 2013 RTW compliance figure is 83% compared to 77% in December 2012.



Attendance Support Meeting (ASM) Compliance Overview (Month by Month) – ASM compliance in January 2013 was 39% compared to 34% in December 2012. The volume of ASM's during January 2013 was 95 compared to 92 in December 2012.

ASM Compliance Overview (Accumulative) - An overall YTD ASM compliance figure for January 2013 is 86% compared to 84% in December 2012.

ASM Quality Control - The overall quality of the ASM's has improved.



Local Action Plans Update – we remain at 77% completion for Local Action Plans.

Closed Sickness monitoring – checks are now being completed on a monthly basis to ensure that sickness is being closed in a timely manner and we continue to see 100% accuracy.

Restricted Duties Overview – restricted duties numbers for January 2013 are 133 compared to 138 cases in December 2012.

4. Areas of Focus by Business Area / Department

Police Officers –
 CPC Officers
 HR (L&D) Officers
 Joint Justice Services

Police Staff –
 CPC Staff
 Justice Services
 Protective Services
 ICT
 Joint HR
 Joint Business Services