

1. Overall Sickness Summary

Suffolk Constabulary has seen a downward trend in sickness during March, and has remained below the set year end combined target of 3.80% with an end result of 3.76%. Compared to last year, this is an overall reduction in sickness of 1.02%.

Whilst March has continued to remain a challenging month for sickness, we have seen a decrease in short term sickness.

The primary reasons for sickness absence remain as respiratory conditions, colds/flu and digestive disorders which is consistent with the ongoing national picture.

2. Performance

Overall Sickness (%) By Month (Combined) – Suffolk Constabulary has an overall combined sickness figure of 4.23% for March 2013 compared to 4.85% in February 2013.

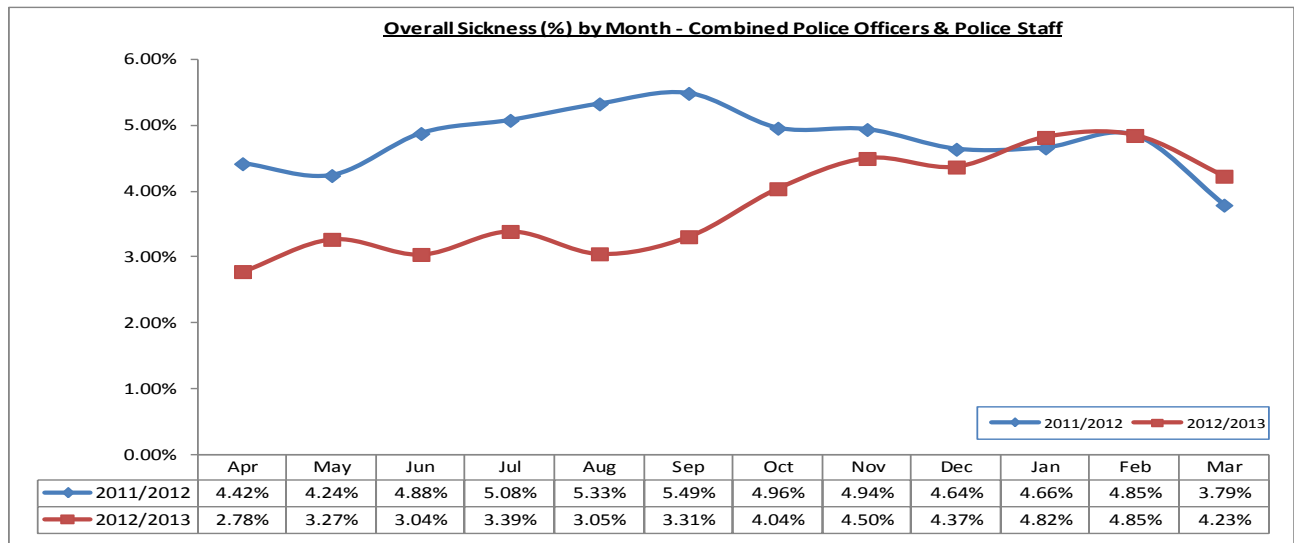


Figure 1 – Overall sickness by month combined for Police Officers and Police Staff

Overall Accumulative Sickness (Combined) – The accumulative figure as at 31 March 2013 is 3.76% compared to 3.70% as at 28 February 2013.

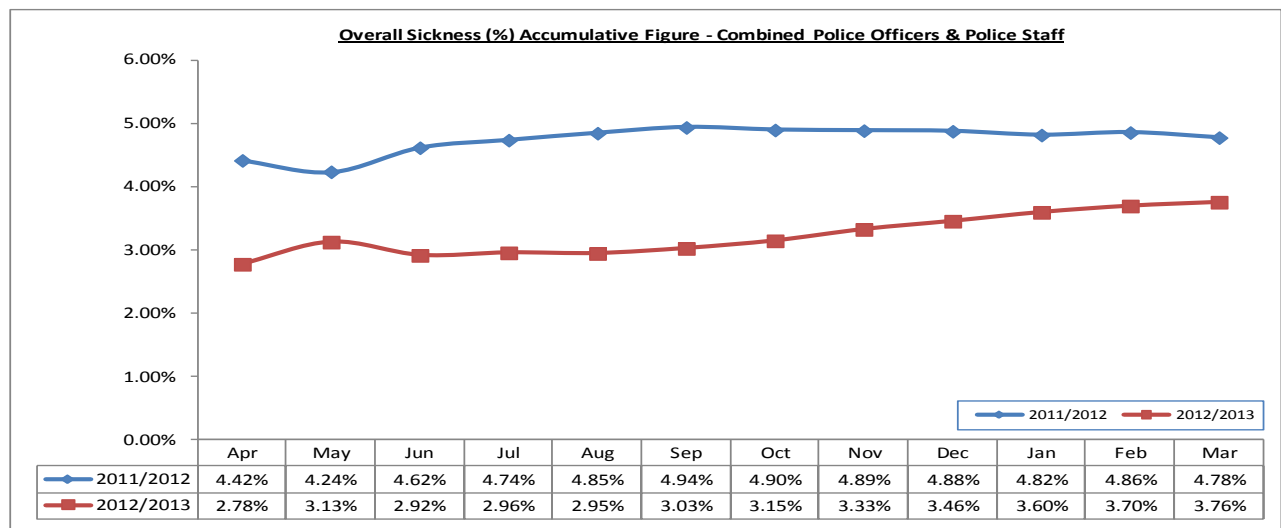


Figure 2 – Overall accumulative sickness combined for Police Officers and Police Staff

Actual Hours per Police Officer / Police Staff (Combined) – The reported actual hours lost per employee/officer for March 2013 are 6.39 hours per police officer (from 6.75 hours in February 2013) and a figure of 5.92 hours per police staff (no change from 5.92 hours in February 2013).

Overall Month by Month Sickness (%) for Police Officers – police officer sickness for March 2013 was 4.25% compared to 4.97% in February 2013.

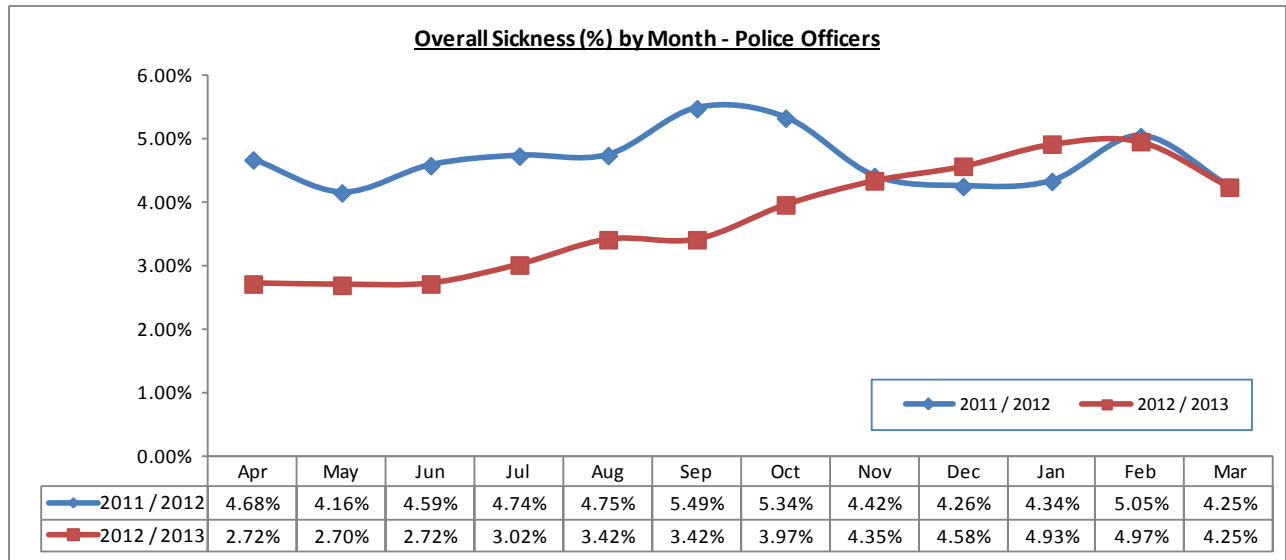


Figure 3 - Overall sickness by month for Police Officers

Overall Accumulative Sickness Figure for Police Officers – the figure for March 2013 is 3.73% compared to 3.68% for February 2013.

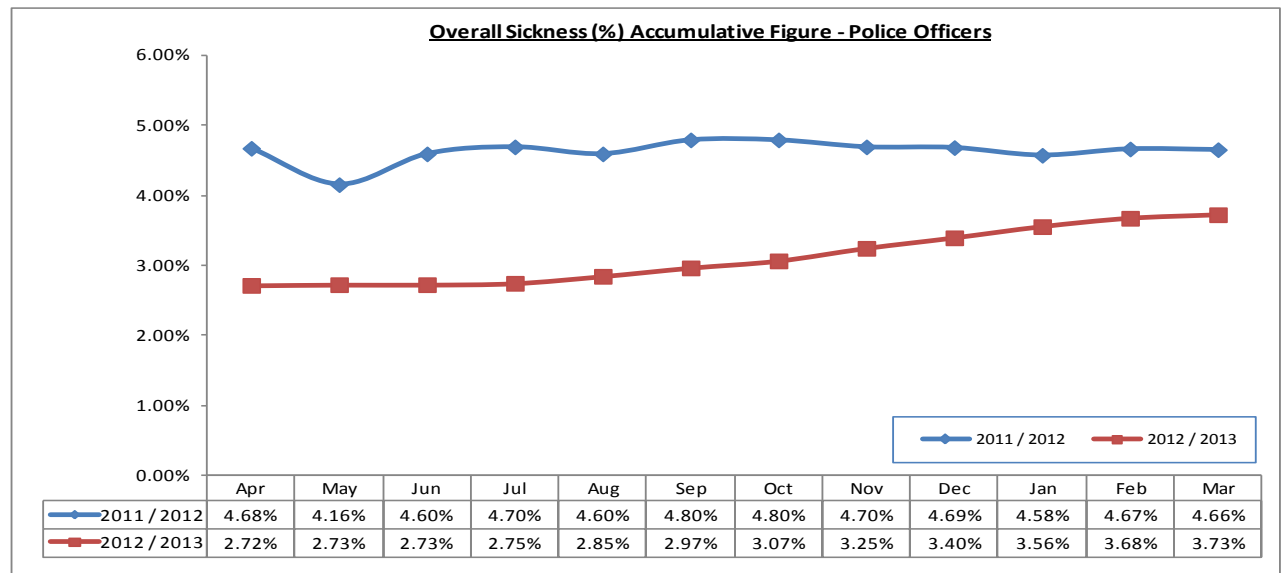


Figure 4 – Overall accumulative sickness for Police Officers

Overall Month by Month Sickness (%) for Police Staff - police staff sickness for March 2013 is 4.22% compared to 4.69% in February 2013.

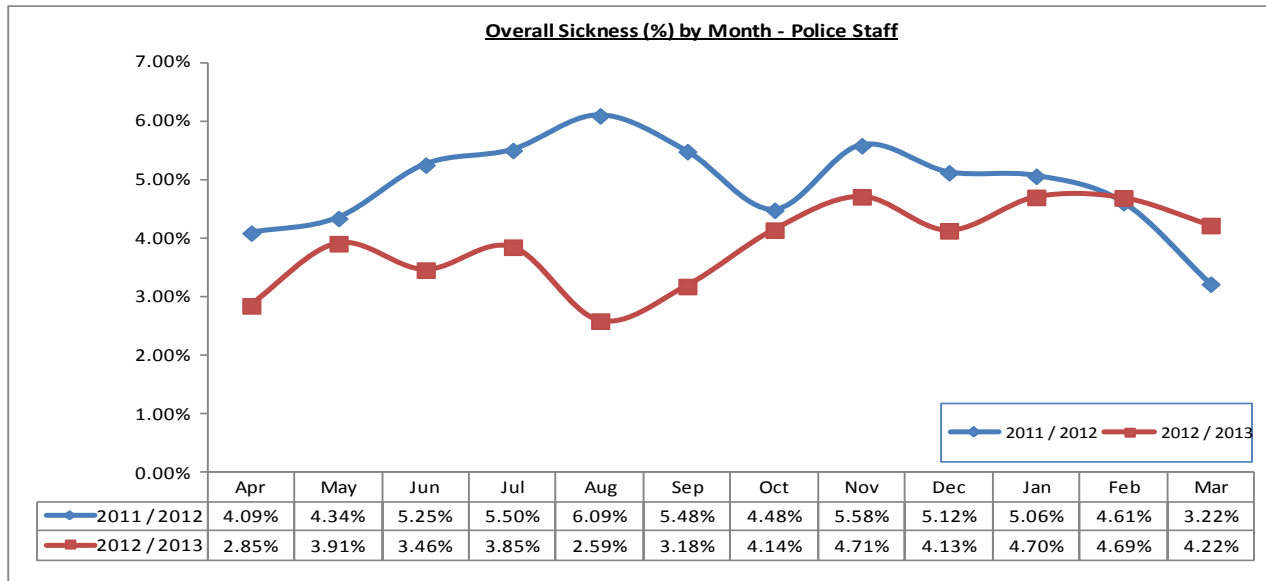


Figure 5 - Overall sickness by month for Police Staff

Overall Accumulative Sickness (%) Figure for Police Staff – the figure for March 2013 is 3.80% compared to 3.73% for February 2013.

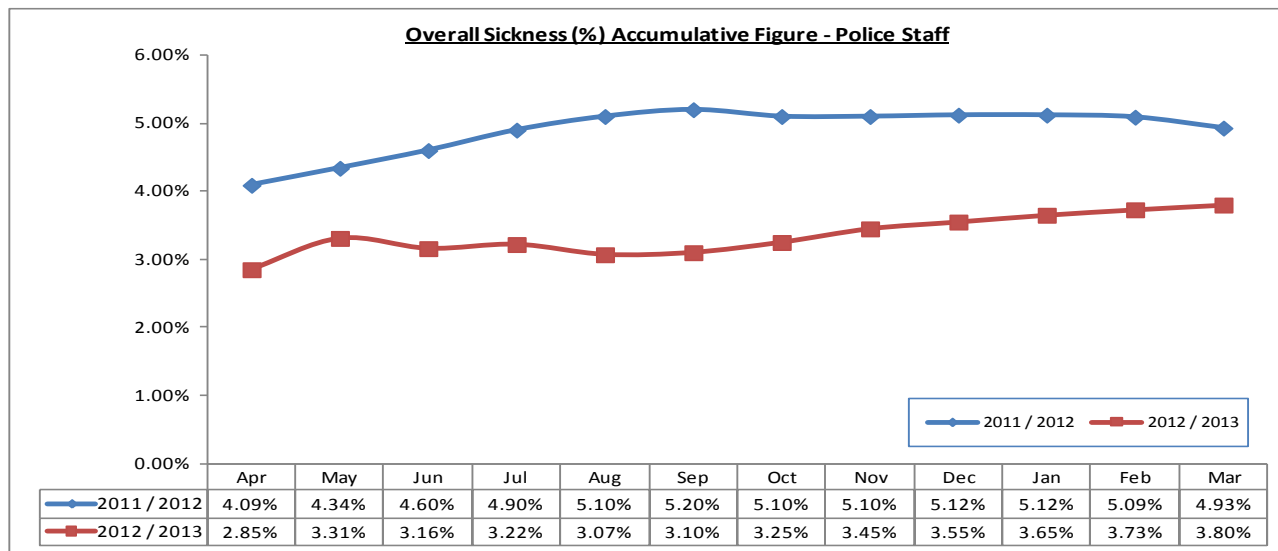


Figure 6 - Overall accumulative sickness for Police Staff

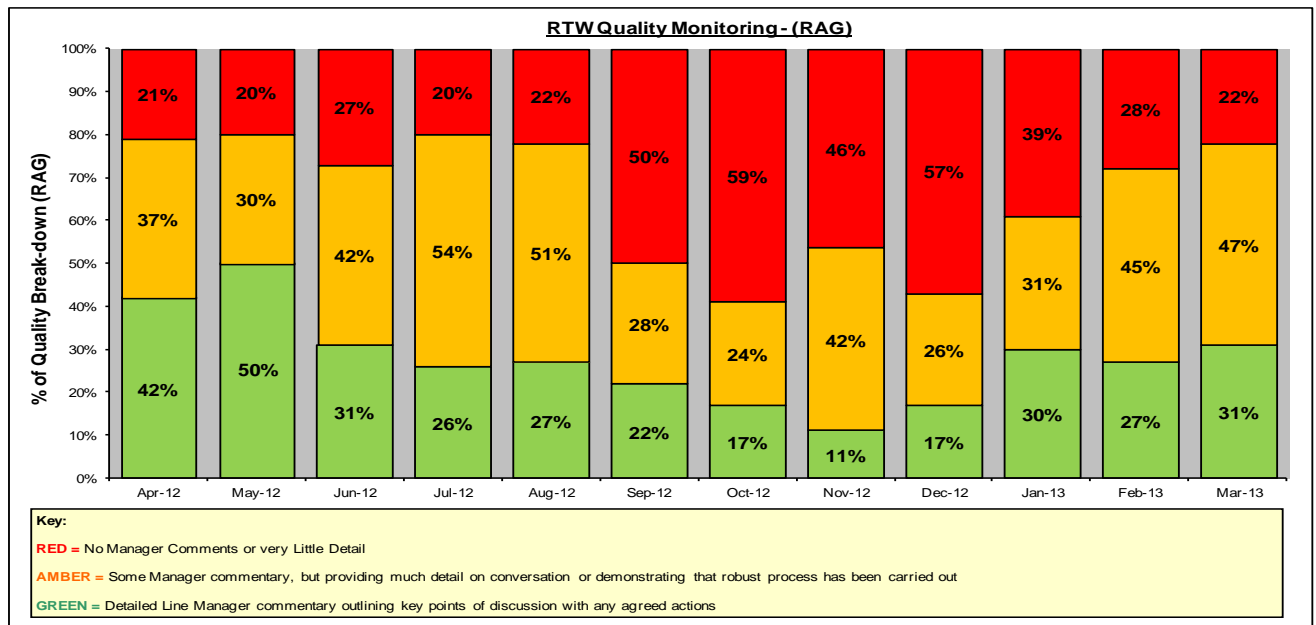
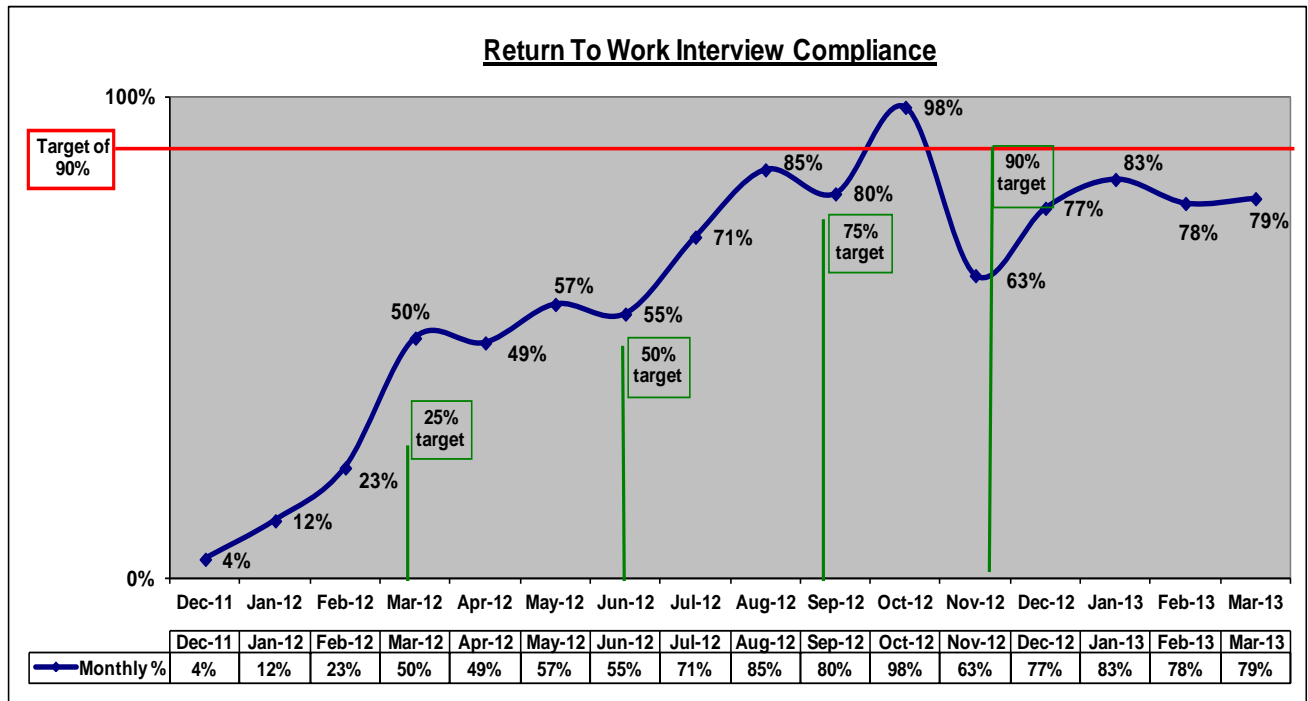
Short term sickness overview – short term sickness equates to 33% of sickness for police officers (compared to 42% in February 2013) and 35% for police staff sickness (compared to 47% in February 2013).

Medium term sickness overview – medium term sickness equates to 26% of sickness for police officers (compared to 22% in February 2013) and 23% for police staff sickness (compared to 26% in February 2013).

Long term sickness overview – Long term sickness cases are reported at 24 LTS cases as at 1 March 2013 (compared to 26 on 1 February 2013).

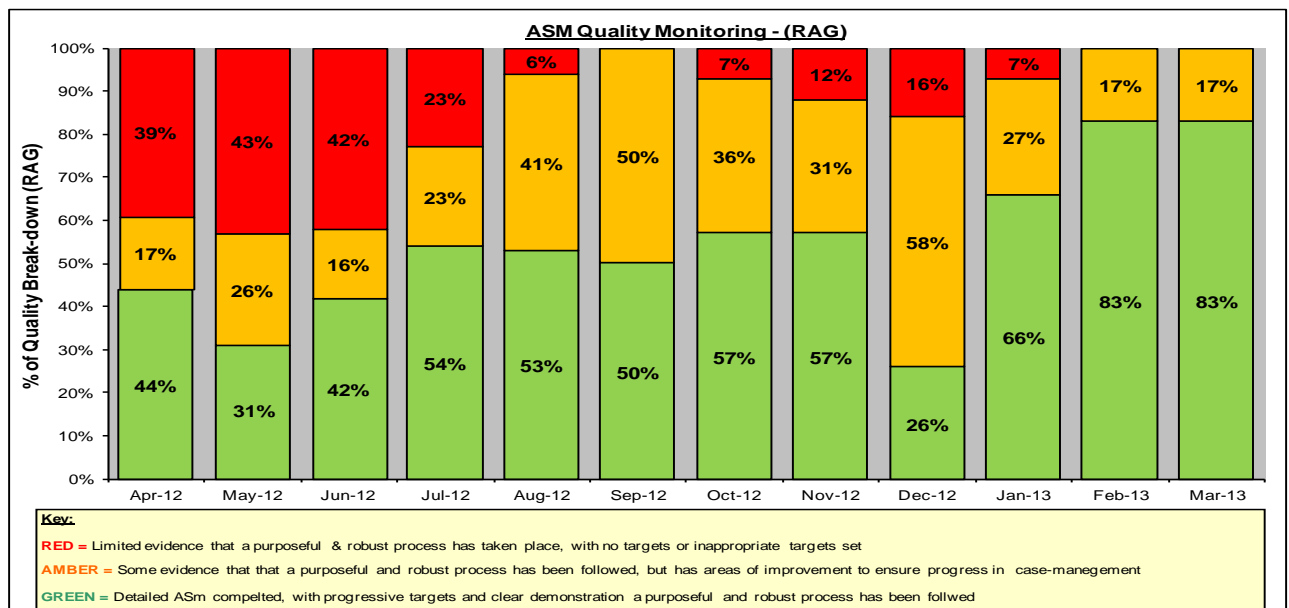
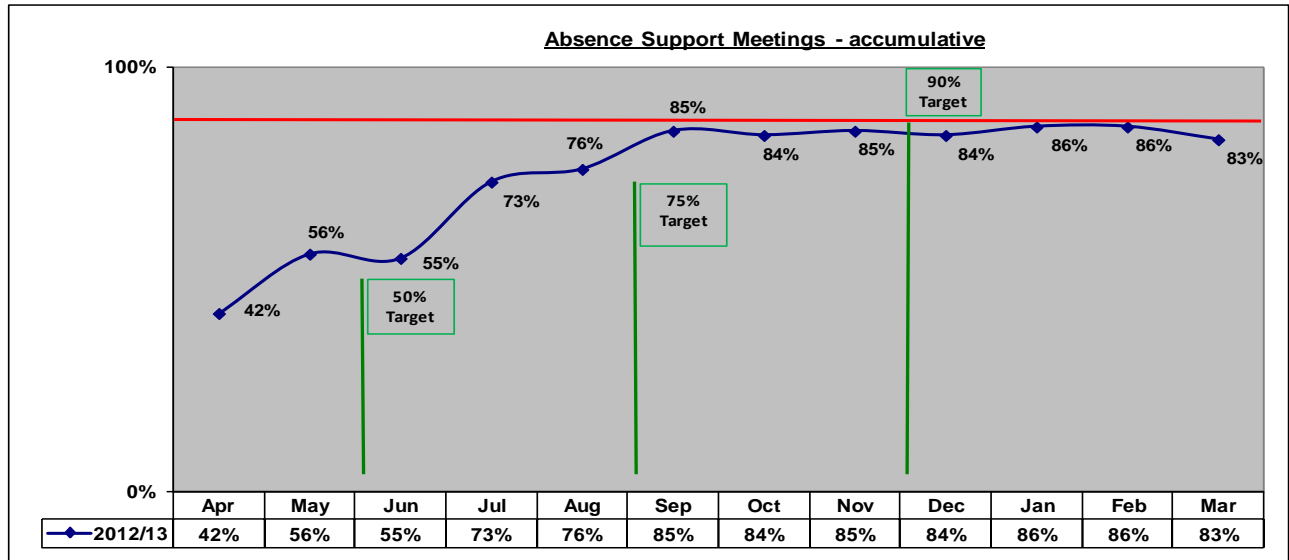
3. Compliance and Quality Monitoring

Return to Work (RTW) Compliance Overview – For March 2013 RTW compliance figure is 79% compared to 78% in February 2013.



Attendance Support Meeting (ASM) Compliance Overview (Month by Month) – ASM compliance in March 2013 was 29% compared to 43% in February 2013. The volume of ASM's during March 2013 was 111 compared to 103 in February 2013.

ASM Compliance Overview (Accumulative) - An overall ASM compliance figure for March 2013 is 83% compared to 86% in February 2013.



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 are 147 compared to 135 cases in the previous month. This is an increase of 12, but this is largely due to an increase in recuperative categories. This supports that a number of individuals who have been long term sick have since returned back into the workplace.

4. Areas of Focus by Business Area / Department

Police Officers –

- CPC Officers
- HR (L&D) Officers
- Joint Professional Standards

Police Staff –

- CPC Staff
- Justice Services
- ICT
- Joint Justice Services
- Joint HR