

Restricted and Recuperative Duties Classification (September 2012)

CATEGORY	DEFINITION	Include in ADR Total 31st March	Include in ADR Total Hours
CAT 1A	Temporary Constraint. Individual can perform a limited role or other duties i.e. Front Desk. Can also be moved temporarily to accommodate restriction.	YES	YES
CAT 1B	Non-Permanent/Short term Constraint. Posted to an established/funded post that can accommodate the individual's restrictions and they can perform either most or the full role.	YES	NO
CAT 1C	Temporary Limited Constraint. Fully Operational but individual might have some restrictions such as no response driving or reduced hours.	NO	NO
CAT 2A	Individual with a medium to long term restriction. Can carry out temporary restricted duties for a limited period of time only. Likely to return to full operational duties.	YES	YES
CAT 2B	Individual assessed as either medium to long term or permanently restricted. Posted to an established/funded post and able to undertake the full duties of that role. Or, if no vacant posts, can be temporarily moved to a role that can accommodate restrictions.	YES	NO
CAT 2C	Individual with a permanent health condition e.g. Chronic Fatigue Syndrome, whereby the condition can be managed with reasonable adjustments and the officer can remain fully operational despite the restrictions.	NO	NO
CAT 3	Pregnancy related	YES	YES

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CATEGORY	EXAMPLE
CAT 1A	Officer has sprained ankle. Continuing to work in their normal working environment with restrictions such non-confrontational /office based until fully operational. (managed locally)
CAT 1B	Officer returning to work with back condition & is unable to carry out the physical elements of substantive post. Role identified which can accommodate restrictions & able to fulfil posted role fully, i.e. in CIB/Resolution Unit.
CAT 1C	Officer due to medication unable to drive on response, but can carry out fully operational role
CAT 2A	Officer had sprained ankle, but recovery has been complicated & now becomes medium /long-term. Remains in their normal working environment with restrictions such non-confrontational /office based until fully operational. (managed locally)
CAT 2B	Officer has a permanent knee condition, and is unable to carry out front-line role. Therefore posted to alternative role where they can undertake the full duties of that role i.e. CID/CIB/Resolution Unit
CAT 2C	Officer works on Response and suffers from a permanent condition such as diabetes and is FULLY OPERATIONAL, in that role, but for future deployment, condition needs consideration
CAT 3	Pregnancy related.