

**Workforce - Sickness and recuperative/restricted duty**

What proportion of the force's workforce are absent and what proportion of officers are on restricted/recuperative duty? How do these rates compare with other forces?

**March 2013**

These charts show sickness broken down into short and medium term (28 days and less) and long term (more than 28 days).

Officers on restricted duties (i.e. officers who, because of a disability or other factors, are unable to undertake the full range of operational duties) and recuperative duties (officers returning to work in a phased way after injury or illness) are included separately.

Note that the gaps towards the left of some charts indicate that data is not available or has not been included; absence above 12% of the workforce and zero absence have been excluded as it is likely to be due to data inaccuracies.

Note also that this is ADR data and so workforce totals will not match the POA data given elsewhere.

	Strength*	FTE	% of total	All Avg
<b>Officers</b>	1,195			
Long-term sickness		16	1.3%	1.5%
Short/medium sickness		42	3.5%	1.6%
<b>PCSOs</b>	163			
Long-term sickness		4	2.4%	1.5%
Short/medium sickness		8	4.8%	2.2%
<b>Staff</b>	834			
Long-term sickness		7	0.9%	1.3%
Short/medium sickness		27	3.3%	1.6%

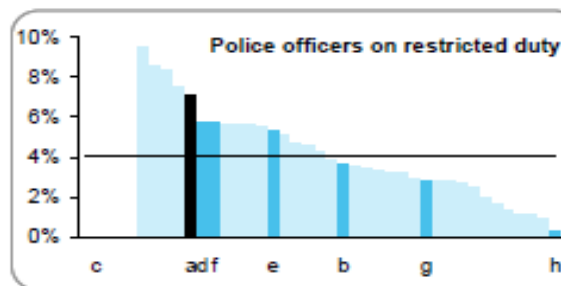
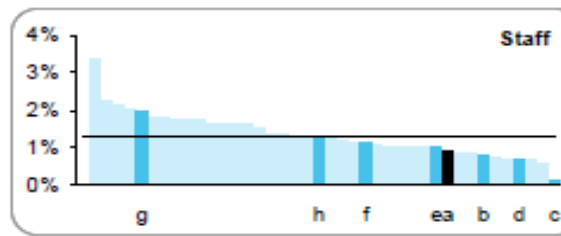
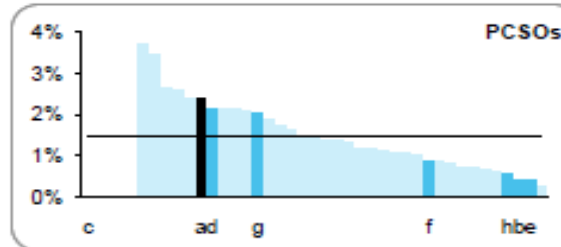
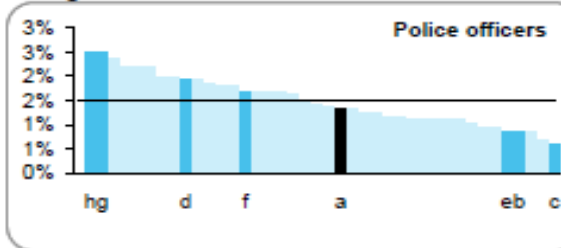
*Long-term sickness during 2012/13 Q4*

	Strength*	Head count	% of total	All Avg
<b>Officers</b>	1,195			
Recuperative duty		41	3.4%	2.6%
Restricted duty		85	7.1%	4.1%

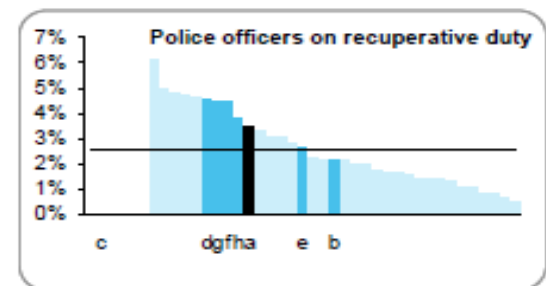
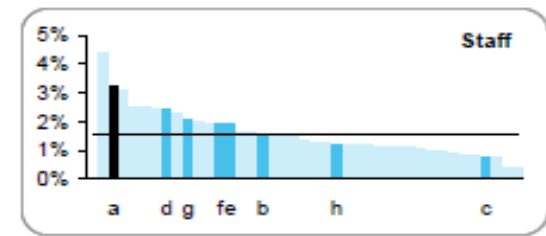
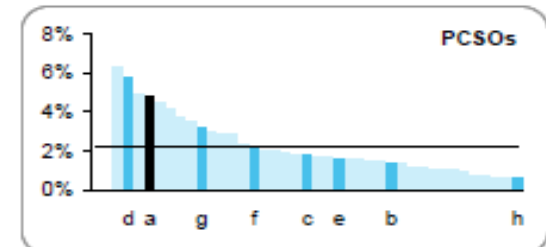
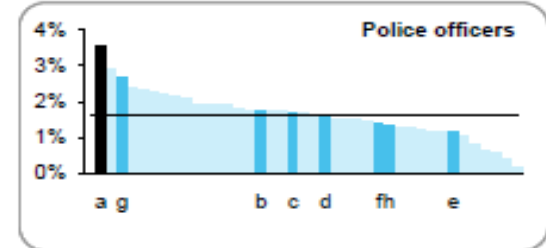
\* as at 31 March 2013

Note that ADR 554 figures (restricted and recuperative duty) are headcount not FTE

Long-term sickness



Short and medium term sickness



Source: ADR 502 (strength and short/medium term sickness); 551 (long term); and 554 (recuperative/restricted duty) - as at 31 March 2013.