

**ORIGINATOR:** CHIEF CONSTABLE

**PAPER NO:** AP20/30

**SUBMITTED TO:** ACCOUNTABILITY AND PERFORMANCE PANEL -  
3 JULY 2020

**SUBJECT:** WORKFORCE REPORT 2019-2020

**SUMMARY:**

1. This report provides an update on the Suffolk Constabulary's workforce.

**RECOMMENDATION:**

1. The Accountability and Performance Panel are asked to note the contents of this report.

## 1. COVID-19

- 1.1 Significant work within the People Directorate has been undertaken in order to ensure that the constabulary supports its workforce. This has been led by the Workplace Health, Safety and Wellbeing department, who established a support telephone number in order for services to be triaged. Work has then been overseen by the Bronze Commander for People to ensure the response continues to be coordinated across all areas.
- 1.2 The number of officers absent owing to reasons related to Covid-19 peaked on the 29<sup>th</sup> of March (104 police officers). The number of police staff peaked a day later at 100. It should be noted that this includes all those who were working from home whilst isolating.
- 1.3 As at the 1<sup>st</sup> of June, this number has reduced to 15 officers and 34 staff. The majority of these cases relate to individuals who have been asked to shield by the NHS, and many are therefore working from home.

## 2. WORKFORCE ESTABLISHMENT AND STRENGTH

- 2.1 The Suffolk Constabulary workforce position as at the end of March 2020 is shown below:

	<b>As at 31st March 2020</b>
Police Officer Establishment (FTE)	1141 (up 33 on previous year)
Police Officer Strength (FTE)	1169 (up 53 on previous year)
PCSO Establishment (FTE)	44.5 (down 1.5 on previous year)
PCSO Strength (FTE)	41 (Same)
Police Staff Establishment (FTE)	922 (up 36 on previous year)
Police Staff Strength (FTE)	853 (up 67 on previous year)
Special Constabulary (Headcount)	129 (up 2 on previous year)

- 2.2 The total strength of all officers as at 31 March 2020 was 1169.4 FTE. This strength excludes the FTE of officers on secondments, both to the Eastern Region Specialist Operations Unit (ERSOU) (34.8 FTE) and out of force (12.0 FTE) and officers on career breaks (12.74 FTE).
- 2.3 The table below shows the Force Establishment and Strength for police officers, broken down by department, including details in relation to substantive, temporary and acting strength.

FORCE ESTABLISHMENT & STRENGTH (SUBSTANTIVE, TEMPORARY AND ACTING STRENGTH)  
31st March 2020

Department	Chief Officers	Ch/Supt	Supt	Ch/Insp	Insp	Sgt	Cons	Total	Difference in Total Establishment & Strength
County Policing (substantive)		1	3	3	22	76	495.00	600	-9.92
Temporary					6.00	17.41		24.41	14.49
Acting					3.00	8.72		11.72	26.21
Protective Services (substantive)		1	2	2	7	20	136.60	168.6	-3.47
Temporary									
Acting									
Crime Safeguarding & Incident Management (substantive)		1	2	5	20	37	220.73	285.73	-17.87
Temporary									
Acting									
Joint Justice & Athena (substantive)			1	1	4	30	17	53	-0.36
Temporary									
Acting									
Others, incl.Exec, HR, PSD Substantive	4	0	0	0	3	8	19	34	-7.1
Temporary									
Acting									
Substantive Total	4	3	8	11	56	171	888.3	1141.3	-38.72
Substantive + Temporary + Acting Total	4	3	8	11	56	171	888.3	1141.3	-38.72
Number of Temporary and Acting Officers	2.00	2.00	3.00	4.00	20.00	35.87	0.00	66.87	5.72%
Impact on strength if including secondments and career breaks									
Total Secondments to ERSOU								34.84	
Total Secondments to Other Regional								2	
Total Secondments out of Force								10	
Total Career Break								12.74	
Overall Total incl above								1229.1	87.73

2.4 Police staff strength as at 31 March 2020 was 853 FTE against an establishment of 922 FTE.

## **2. DETECTIVE CAPABILITY**

2.1 The below table shows the number of established detective posts against the current strength.

<b>Number of Established Detective Posts</b>	265.33 FTE
<b>Current Strength in Detective Posts</b>	245.36 FTE (excludes seconded officers)

2.2 The force continues to monitor the national risk around detectives, and continues to looking at ways of attracting officers into this specialism within policing. To help achieve this the constabulary will appoint a further intake of fast track detectives.

## **3. LIMITED DUTIES**

3.1 Recuperative duties are defined as “duties that fall short of full deployment, undertaken by police officers and staff following an injury, accident, illness or medical incident, during which the individual adapts to and prepares for a return to full duties and the full hours for which they are paid.” Adjusted duties are defined as “duties falling short of full deployment in respect of which workplace adjustments have been made to overcome barriers to working”. It is therefore to be expected that the numbers of officers and staff on recuperative duties fluctuates more than the number of officers and staff on adjusted duties.

3.2 As at 31<sup>st</sup> March 2020, there were 125 police officers carrying out recuperative duties and 31 carrying out adjusted duties. As part of this figure, 25.52 FTE were regarded as being non-effective for resourcing purposes.

## **4. SICKNESS MANAGEMENT**

4.1 For the purpose of this paper, the reasons for sickness absence during 2019/2020 have been categorised using the Dorset Twelve Sickness Reason classification, which establishes twelve categories of sickness absence. The below tables show the percentage of all sickness hours categorised by the twelve sickness categories. Absence related to the Covid-19 Pandemic have been excluded from the two tables below.

### Suffolk Police Officers

<b>Dorset 12 Sickness Categories</b>	
01 – Headache and Migraine	2.58%
02 – Ear and Eye	0.87%
03 – Respiratory	11.38%
04 – Cardiac or Circulatory or Metabolic	2.26%
05 – Digestive Disorder	7.29%
06 – Genito-Urinary or Gynaecological	0.73%
07 – Musculo-skeletal	9.82%
08 – Skin	1.66%
09 – Infectious Diseases	0.18%
10 – Nervous Systems Disorders	3.48%
11 – Psychological Disorders	43.37%
12 – Miscellaneous	16.38%

### Suffolk Police Staff

<b>Dorset 12 Sickness Categories</b>	
01 – Headache and Migraine	2.82%
02 – Ear and Eye	1.14%
03 – Respiratory	19.78%
04 – Cardiac or Circulatory or Metabolic	3.61%
05 – Digestive Disorder	8.93%
06 – Genito-Urinary or Gynaecological	1.75%
07 – Musculo-skeletal	13.16%
08 – Skin	1.59%
09 – Infectious Diseases	0.06%
10 – Nervous Systems Disorders	1.26%
11 – Psychological Disorders	24.77%
12 – Miscellaneous	21.13%

- 4.2 Amongst police officers, the highest category of sickness absence during 2019/2020 was that of psychological disorders, with 43% of sickness absence being attributed to this category. This represents an increase on the previous financial year. Whilst the proportion is lower amongst police staff, 25% of sickness was categorised as being related to psychological disorders which is around 3% higher than the previous financial year.

- 4.3 Sickness within the Constabulary is measured by the number of hours which were recorded as sickness against the number of available contracted working hours. The full year position for Suffolk Police Officers was 5.06%. This was 1.09% higher than the previous financial year, but does include the higher absence levels recorded in March 2020 associated with the Covid-19 pandemic.
- 4.4 The full year position for Suffolk Police Staff was 4.31%. This was 0.02% lower than the previous financial year.

## **5. OPERATION UPLIFT**

- 5.1 During 2019/2020, there were a total of 123 new recruits appointed.
- 5.2 Of the 425 applications received during this period, 26 were from individuals identifying as BME (6.11% of all applications received), and 20 individuals declared that they had a disability.
- 5.3 In order to meet the requirements of Op Uplift, there is an expected requirement to appoint 115 new recruits during the financial year. As at the end of March 2020, there were 271 applicants moving through the various stages of the recruitment and selection processes. It is anticipated that there will be around 135 successful candidates from these applications (based on previous success rates through the various parts of the process).
- 5.4 A new Recruitment Strategy and Positive Action Plan have been developed, however some of this work has been delayed owing to Covid-19. There has though been significant progress in streamlining the recruitment process, which has been reduced from on five months on average to two and a half months.

## **6. WORKPLACE HEALTH AND WELLBEING**

- 6.1 In order to manage demand, the department continues to provide both proactive and reactive services. Proactive services aim to reduce the demand on the organisation and include the development of wellbeing masterclasses, mental health awareness, mental health first aid, TRiM, wellbeing self-assessment and wellbeing champions. The department has sought and been granted additional resources to ensure that these areas of development remain sustainable.
- 6.2 Management referrals continue to be an established route for officers and staff to access services from the Workplace Health, Safety and Wellbeing department. During the last financial year, 524 referrals were made by line managers across Suffolk which is an increase upon the previous year. The majority of these were related to psychological disorders and musculo-skeletal injuries, which is in line with the breakdown of sickness absence.

## **7. WORKFORCE DIVERSITY**

- 7.1 Over the past financial year there has continued to be a focus on all aspects of diversity, equality and inclusion. A new strategy has been drafted, and an action plan put into place. The constabulary has also taken part in a Peer Review of its processes, and undertaken the national self-assessment. In addition, recruitment is being completed for a Diversity Coordinator which is a newly established post and a Positive Action Advisor.

**Breakdown of Officer, Staff, PCSO and Specials Race/Disability/Sex/Sexual Orientation/Religion or Belief on 31<sup>st</sup> March 2020**

7.2 The constabulary continues to work to improve data held in relation to all protected characteristics. The below is provided as a breakdown a number of the protected characteristics with a comparison with previous years.

### Race

BAME Police Officers as a percentage as at 31 <sup>st</sup> of March 2017	BAME Police Officers as a percentage as at 31 <sup>st</sup> of March 2018	BAME Police Officers as a percentage as at 31 <sup>st</sup> of March 2019	BAME Police Officers as a percentage as at 31 <sup>st</sup> of March 2020
2.58%	2.91%	3.05%	<b>3.17%</b>

BAME Police Staff as a percentage as at 31 <sup>st</sup> of March 2017	BAME Police Staff as a percentage as at 31 <sup>st</sup> of March 2018	BAME Police Staff as a percentage as at 31 <sup>st</sup> of March 2019	BAME Police Staff as a percentage as at 31 <sup>st</sup> of March 2020
1.64%	2.01%	2.01%	<b>1.65%</b>

BAME members of the Special Constabulary as a percentage as at 31 <sup>st</sup> of March 2017	BAME members of the Special Constabulary as a percentage as at 31 <sup>st</sup> of March 2018	BAME members of the Special Constabulary as a percentage as at 31 <sup>st</sup> of March 2019	BAME members of the Special Constabulary as a percentage as at 31 <sup>st</sup> of March 2020
1.86%	2.31%	3.68%	<b>2.19%</b>

### Disability

Number of Police Officers who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2017	Number of Police Officers who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2018	Number of Police Officers who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2019	Number of Police Officers who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2020
3.22%	3.00%	2.53%	<b>2.31%</b>

Number of Police Staff who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2017	Number of Police Staff who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2018	Number of Police Staff who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2019	Number of Police Officers who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2020
5.91%	5.81%	5.35%	<b>5.06%</b>

Number of members of the Special Constabulary who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2017	Number of members of the Special Constabulary who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2018	Number of members of the Special Constabulary who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2019	Number of members of the Special Constabulary who have declared a disability as a percentage as at 31 <sup>st</sup> of March 2019
5.12%	4.62%	4.41%	<b>4.38%</b>

### Sex

Number of women Police Officers as a percentage as at 31 <sup>st</sup> of March 2017	Number of women Police Officers as a percentage as at 31 <sup>st</sup> of March 2018	Number of women Police Officers as a percentage as at 31 <sup>st</sup> of March 2019	Number of women Police Officers as a percentage as at 31 <sup>st</sup> of March 2020
29.07%	30.76%	32.02%	<b>32.75%</b>

Number of women Police Staff as a percentage as at 31 <sup>st</sup> of March 2017	Number of women Police Staff as a percentage as at 31 <sup>st</sup> of March 2018	Number of women Police Staff as a percentage as at 31 <sup>st</sup> of March 2019	Number of women Police Staff as a percentage as at 31 <sup>st</sup> of March 2020
62.76%	63.46%	62.54%	<b>63.02%</b>

Number of women members of the Special Constabulary as a percentage as at 31 <sup>st</sup> of March 2017	Number of women members of the Special Constabulary as a percentage as at 31 <sup>st</sup> of March 2018	Number of women members of the Special Constabulary as a percentage as at 31 <sup>st</sup> of March 2019	Number of women members of the Special Constabulary as a percentage as at 31 <sup>st</sup> of March 2020
33.02%	28.90%	23.53%	<b>27.74%</b>

### Sexual Orientation

Number of Police Officers who have stated that they are Gay or Lesbian as a percentage as at 31 <sup>st</sup> of March 2019	Number of Police Officers who have stated that they are Gay or Lesbian as a percentage as at 31 <sup>st</sup> of March 2020	Number of Police Officers who have stated that they are Bisexual as a percentage as at 31 <sup>st</sup> of March 2019	Number of Police Officers who have stated that they are Bisexual as a percentage as at 31 <sup>st</sup> of March 2020
2.88%	<b>3.34%</b>	0.44%	<b>0.75%</b>



Number of Police Staff who have stated that they are Gay or Lesbian as a percentage of the total workforce as at 31st of March 2019	Number of Police Staff who have stated that they are Gay or Lesbian as a percentage of the total workforce as at 31 <sup>st</sup> of March 2020	Number of Police Staff who have stated that they are Bisexual as a percentage of the total workforce as at 31st of March 2019	Number of Police Staff who have stated that they are Bisexual as a percentage of the total workforce as at 31 <sup>st</sup> of March 2020
1.00%	<b>1.55%</b>	1.47%	<b>0.33%</b>

### Religion or Belief

	Percentage of those who stated a Religion or Belief from the Economically Active Population in Suffolk (taken from 2011 Census)	Total number of the workforce who have stated a Religion or Belief as at 31st of March 2019	Total number of the workforce who have stated a Religion or Belief as at 31 <sup>st</sup> of March 2020
<b>Christian</b>	57.84%	35.51%	<b>34.36%</b>
<b>Agnostic/Atheist/None</b>	32.91%	24.98%	<b>27.62%</b>
<b>Did not state a religion</b>	7.14%	37.89%	<b>36.36%</b>
<b>Muslim</b>	0.71%	0.23%	<b>0.26%</b>
<b>Hindu</b>	0.35%	0.14%	<b>0.13%</b>
<b>Buddhist</b>	0.34%	0.27%	<b>0.30%</b>
<b>Sikh</b>	0.09%	0.09%	<b>0.04%</b>
<b>Jewish</b>	0.09%	0.05%	<b>0.04%</b>
<b>Pagan</b>	N/A	0.23%	<b>0.21%</b>
<b>Other Religion</b>	N/A	0.63%	<b>0.68%</b>

## 8. GENDER PAY GAP

8.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out the requirement for all public sector bodies with over 250 employees to publish and report specific figures about their gender pay gap. Similar legislation was also set out for private sector employers to provide information relating to their own gender pay gaps. The gender pay gap is the difference between the average earnings of males and females, expressed relative to male earnings.

8.2 Owing to the Covid-19 pandemic, the Government Equalities Office suspended the requirement for organisations to publish information related to the gender pay gap for the previous financial year. The constabulary will complete this task in the near future.

## 9. FINANCIAL IMPLICATIONS:

9.1 There are no financial implications in regards to this report.

## 10. OTHER IMPLICATIONS AND RISKS

10.1 There are no other implications in regards to this report.