

ORIGINATOR: CHIEF CONSTABLE

PAPER NO: AP21/35

SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL - 2 JULY 2021

SUBJECT: WORKFORCE REPORT 2020-21

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. WORKFORCE ESTABLISHMENT AND STRENGTH

1.1 The Suffolk Constabulary workforce position as at the end of March 2021 is shown below:

	As at 31st March 2021
Police Officer Establishment (FTE)	1211 (up 70 on previous year)
Police Officer Strength (FTE)	1243 (up 74 on previous year)
PCSO Establishment (FTE)	41 (down 4 on previous year)
PCSO Strength (FTE)	38 (down 3 on previous year)
Police Staff Establishment (FTE)	965 (up 43 on previous year)
Police Staff Strength (FTE)	898 (up 45 on previous year)
Special Constabulary (Headcount)	118 (down 11 on previous year)

1.2 The total strength of all officers as at 31 March 2021 was 1243.4 FTE. This strength excludes the FTE of officers on secondments, both to the Eastern Region Specialist Operations Unit (ERSOU) (29.8 FTE) and out of force (6 FTE) and officers on career breaks (11.9 FTE).

1.3 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.

Suffolk Constabulary - Establishment v Strength at 31 Mar 2021

All Force

Force	Rank	Male	Female	Total	Total	Variance
Estab	Held	FTE	FTE	FTE	In Rank	To
						Estab
Ch Officers	3.0 Ch Off	2.0	1.0	3.0	3.0	0.0
	TIACC	0.0	0.0	0.0		
Ch Supt	4.0 Ch Supt	2.0	1.0	3.0	4.0	0.0
	C S/T	0.0	1.0	1.0		
	C S/A	0.0	0.0	0.0		
Supt	9.0 Supt	6.0	3.0	9.0	10.0	1.0
	Supt/T	1.0	0.0	1.0		
	Supt/A	0.0	0.0	0.0		
Ch Insp	11.0 CI	9.0	0.0	9.0	14.0	3.0
	CI/T	3.0	2.0	5.0		
	CI/A	0.0	0.0	0.0		
Insp	64.0 Insp	41.0	11.8	52.8	67.8	3.8
	Insp/T	6.0	2.0	8.0		
	Insp/A	4.0	3.0	7.0		
Sgt	184.0 Sgt	112.9	27.5	140.4	180.1	-3.9
	Sgt/T	20.0	5.7	25.7		
	Sgt/A	12.0	2.0	14.0		
PC	936.3 PC	621.2	343.4	964.6	964.6	28.3
		0.0	0.0			
Total	1211.3	840.0	403.4	1243.4	1211.3	32.1
Establishment Inclusive of:	Temp posts	17.0			External Posts	2.6
Total	1211.3					32.1
PCSO's	41.2	23.8	14.8	38.6		-2.6

Protective Services Command (AC)

Force	Rank	Male	Female	Total	Total	Variance
Estab	Held	FTE	FTE	FTE	In Rank	To
						Estab
Ch Officers	Ch Off			0.0	0.0	0.0
	TIACC			0.0		
Ch Supt	1.0 Ch Supt	1.0		1.0	1.0	0.0
	C S/T			0.0		
	C S/A			0.0		
Supt	2.0 Supt	3.0		3.0	3.0	1.0
	Supt/T			0.0		
	Supt/A			0.0		
Ch Insp	2.0 CI	2.0		2.0	2.0	0.0
	CI/T			0.0		
	CI/A			0.0		
Insp	7.0 Insp	7.0	0.8	7.8	8.8	1.8
	Insp/T			0.0		
	Insp/A	1.0		1.0		
Sgt	21.0 Sgt	16.0	1.0	17.0	19.0	-2.0
	Sgt/T	1.0		1.0		
	Sgt/A	1.0		1.0		
PC	142.8 PC	131.0	20.9	151.9	151.9	9.3
Total	175.8	162.0	23.8	185.8	175.8	10.0
Establishment Inclusive of:	Temp posts				External Posts	2.6
Total	175.8					10.0

Safeguarding and Investigations Command

Force	Rank	Male	Female	Total	Total	Variance
Estab	Held	FTE	FTE	FTE	In Rank	To
						Estab
Ch Officers	Ch Off			0.0	0.0	0.0
	TIACC			0.0		
Ch Supt	1.0 Ch Supt	1.0		1.0	1.0	0.0
	C S/T			0.0		
	C S/A			0.0		
Supt	3.0 Supt	2.0	1.0	3.0	3.0	0.0
	Supt/T			0.0		
	Supt/A			0.0		
Ch Insp	5.0 CI	3.0	2.0	5.0	6.0	1.0
	CI/T	1.0	2.0	3.0		
	CI/A			0.0		
Insp	21.0 Insp	10.0	5.0	15.0	21.0	0.0
	Insp/T	4.0	1.0	5.0		
	Insp/A	1.0		1.0		
Sgt	42.0 Sgt	23.0	8.1	31.1	37.1	-4.9
	Sgt/T	4.0	2.0	6.0		
	Sgt/A			0.0		
PC	241.7 PC	112.6	115.7	228.4	228.4	-13.4
Total	313.7	161.8	134.8	296.5	313.7	-17.3
Establishment Inclusive of:	Temp posts				External Posts	-17.3
Total	313.7					-17.3

County Policing Command

Force	Rank	Male	Female	Total	Total	Variance
Estab	Held	FTE	FTE	FTE	In Rank	To
						Estab
Ch Officers	Ch Off			0.0	0.0	0.0
	TIACC			0.0		
Ch Supt	1.0 Ch Supt			0.0	1.0	0.0
	C S/T		1.0	1.0		
	C S/A			0.0		
Supt	3.0 Supt	1.0	2.0	3.0	4.0	1.0
	Supt/T	1.0		1.0		
	Supt/A			0.0		
Ch Insp	3.0 CI	4.0		4.0	5.0	2.0
	CI/T	1.0		1.0		
	CI/A			0.0		
Insp	27.0 Insp	18.0	5.0	23.0	29.0	2.0
	Insp/T	1.0	1.0	2.0		
	Insp/A	2.0	2.0	4.0		
Sgt	83.0 Sgt	46.0	7.5	53.5	84.2	1.2
	Sgt/T	15.0	3.7	18.7		
	Sgt/A	11.0	1.0	12.0		
PC	513.8 PC	360.5	189.2	549.7	549.7	36.7
Total	630.0	460.5	212.4	672.9	630.0	42.9
Establishment Inclusive of:	Temp posts	8.0			External Posts	0.0
Total	630.0					42.9
PCSO's	41.2	23.8	14.8	38.6		-2.6

Joint Justice and Athena Command

Force	Rank	Male	Female	Total	Total	Variance
Estab	Held	FTE	FTE	FTE	In Rank	To
						Estab
Ch Officers	Ch Off			0.0	0.0	0.0
	TIACC			0.0		
Ch Supt	Ch Supt			0.0	0.0	0.0
	C S/T			0.0		
	C S/A			0.0		
Supt	1.0 Supt			0.0	0.0	-1.0
	Supt/T			0.0		
	Supt/A			0.0		
Ch Insp	1.0 CI			0.0	1.0	0.0
	CI/T	1.0		1.0		
	CI/A			0.0		
Insp	4.0 Insp	3.0	3.0	6.0	5.0	1.0
	Insp/T	1.0		1.0		
	Insp/A		1.0	1.0		
Sgt	29.0 Sgt	21.9	8.0	29.9	29.9	0.9
	Sgt/T			0.0		
	Sgt/A			0.0		
PC	17.0 PC	7.0	10.8	17.8	17.8	0.8
Total	52.0	33.9	19.8	53.5	52.0	1.5
Establishment Inclusive of:	Temp posts	1.0			External Posts	0.0
Total	52.0					1.5

HQ Functions

Force	Rank	Male	Female	Total	Total	Variance
Estab	Held	FTE	FTE	FTE	In Rank	To
						Estab
Ch Officers	3.0 Ch Off	2.0	1.0	3.0	3.0	0.0
	TIACC			0.0		
Ch Supt	1.0 Ch Supt	1.0		1.0	1.0	0.0
	C S/T			0.0		
	C S/A			0.0		
Supt	3.0 Supt	2.0	1.0	3.0	3.0	0.0
	Supt/T			0.0		
	Supt/A			0.0		
Ch Insp	0.0 CI			0.0	0.0	0.0
	CI/T			0.0		
	CI/A			0.0		
Insp	5.0 Insp	3.0	1.0	4.0	4.0	-1.0
	Insp/T			0.0		
	Insp/A			0.0		
Sgt	9.0 Sgt	8.0	2.9	8.9	9.9	0.9
	Sgt/T			0.0		
	Sgt/A	1.0		1.0		
PC	22.0 PC	10.0	7.0	17.0	17.0	-5.0
Total	40.0	22.0	12.9	34.9	40.0	-5.1
Establishment Inclusive of:	Temp posts	8.00			External Posts	0.0
Total	40.0					-5.1

1.4 Police staff strength as at 31 March 2020 was 898 FTE against an establishment of 965 FTE.

2. **DETECTIVE CAPABILITY**

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

Number of Established Detective Posts	286.3 FTE
Current Strength in Detective Posts	282.3 FTE (excludes seconded officers)

2.2 The constabulary has previously identified that there is a shortage of detectives which is consistent with the national picture. Over the past 12 months Suffolk (and Norfolk) have had a number of intakes of Fast Track Detectives in order to attempt to mitigate this. The future of these programmes is under discussion in the context of PEQF.

- 2.3 In addition to demand within force, the constabulary also provides officers to ERSOU (Eastern Region Special Operations Unit). As at the end of March, there were 47 officers seconded there.

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 31st March 2020, there were 117 police officers carrying out recuperative duties and 41 carrying out adjusted duties. As part of this figure, 31.7 FTE were regarded as being non-effective for resourcing purposes.
- 3.3 The Limited Duties process is currently being reviewed to ensure that it is both supportive of officers who are undertaking Limited Duties and the front line. This review is due to be completed in the autumn of this year.

4. COVID-19

- 4.1 The Covid-19 Pandemic has produced significant demand for the People Directorate. The response within the People Directorate has been led by Workplace Health, Safety and Wellbeing. A Covid 19 Team has been established and handles all queries and provides support to officers and staff, particularly in relation to isolation. The work is overseen by the Head of Workplace Health Safety and Wellbeing, who chairs the Bronze People Meeting which helps coordinate workstreams across the directorate, with input from the Police Federation and UNISON.
- 4.2 In addition to the response to Covid-19, the Workplace Health Safety and Wellbeing Team have continued to offer innovative initiatives to support officer and staff wellbeing. These include the introduction of Peer Support Groups which already cover a wide variety of subject areas such as Maternity, Menopause, Cancer and Long Covid. More groups are continuing to come on stream.

5. SICKNESS MANAGEMENT

- 5.1 For the purpose of this paper, the reasons for sickness absence during 2020/2021 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

Dorset 12 Sickness Categories	2020/21
01 – Headache and Migraine	2.34%
02 – Ear and Eye	1.59%
03 – Respiratory	4.78%
04 – Cardiac or Circulatory or Metabolic	2.28%
05 – Digestive Disorder	6.21%
06 – Genito-Urinary or Gynaecological	1.50%
07 – Musculo-skeletal	15.65%
08 – Skin	0.59%
09 – Infectious Diseases	0.82%
10 – Nervous Systems Disorders	3.59%
11 – Psychological Disorders	38.81%
12 – Miscellaneous	21.84%

Suffolk Police Staff

Dorset 12 Sickness Categories	2020/21
01 – Headache and Migraine	3.51%
02 – Ear and Eye	4.32%
03 – Respiratory	9.67%
04 – Cardiac or Circulatory or Metabolic	0.86%
05 – Digestive Disorder	6.94%
06 – Genito-Urinary or Gynaecological	1.37%
07 – Musculo-skeletal	12.48%
08 – Skin	0.20%
09 – Infectious Diseases	1.04%
10 – Nervous Systems Disorders	0.90%
11 – Psychological Disorders	38.88%
12 – Miscellaneous	19.88%

- 5.2 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 a decrease in terms of proportion from the previous financial year. The proportion is almost identical for police staff.
- 5.3 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 0.14% higher than the previous financial year

but does include the higher absence levels recorded associated with COVID 19 (including those who were instructed to shield). Throughout the year, sickness levels (when overlooking Covid related isolation) were reduced.

5.4 The full year position for Suffolk Police Staff was 6.54%. This was 2.23% higher than the previous financial year, but again includes those absent owing to Covid 19 (including those who were instructed to shield). Throughout the year, sickness levels (when overlooking Covid related isolation) were reduced.

6. OPERATION UPLIFT

6.1 During 2020/2021, there were a total of 135 new recruits were appointed. Overall there were 150 police officers recruited (including new recruits, career break rejainers and transferees). The constabulary achieved its target for Year 1 in terms of Op Uplift, and is on course for Year 2.

6.2 Of these, 88 (58.66%) were male and 62 (41.33%) were female. For context, 33.80% of the overall police officer population are female. 142 (94.66%) identified as “White British”. Five individuals identified as being from any other white background, and two individuals identified as BAME.

6.3 The constabulary has a dedicated Positive Action Recruitment Advisor and a number of events have been put on virtually over the last few months for individuals who are underrepresented in policing.

7. WORKFORCE DIVERSITY

7.1 The below shows the breakdown of those individuals who identify as BAME.

	Police Officer	Police Staff	Special Constable	Total
BAME Total	37 (2.91%)	22 (2.17%)	3 (2.48%)	63 (2.58%)
Mixed	27 (2.13%)	1 (0.69%)	1 (0.83%)	29 (1.47%)
Black	3 0.24%	5 0.49%	0 (0.00%)	8 (0.33%)
Asian	6 (0.47%)	8 (0.79%)	2 (1.65%)	16 (0.65%)
Other	1 0.08%	2 0.20%	0 (0.00%)	3 (0.12%)

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 The constabulary has published its latest figures in relation to this which were based upon the March 2020 pay period. An action plan has also been produced, and is able to view on the constabulary's website at the following link:
<https://www.suffolk.police.uk/services/freedom-information/policies-procedures-and-equality>

9. FINANCIAL IMPLICATIONS:

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

10. OTHER IMPLICATIONS AND RISKS

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