A brief summary of long-term sickness at 31st March 2002 is set out below.

Staff	6 – 12	1-2yrs	2 – 3 yrs	3 – 4 yrs	5 – 6 yrs	Total no of
	mths	-	_	-	-	staff
Police	76	72	12	3	2	165
Civil Staff	30	18	3	1	0	52

Causes	Musculo-	Mental Health	Other	Total no of staff
	skeletal	disorders		
Police	48	95	22	165
	(29.0%)	(57.5%)	(13.3%)	
Civil Staff	14	28	10	52
	(26.9%)	(53.8%)	(19.2%)	

26 of the above police officers will have been retired on grounds of ill health by the date of the meeting as set out below.

	Musculo- skeletal	Mental Health disorders	other	total
6 -12 mths	3	7	2	12
1 - 2 years	2	10	1	13
2 - 3 years	1			1

Police Officers (table reflects the position at the beginning of May 2002)

(sickness is shown in calendar days)

(SICKITESS IS SITOW	li iii dalaii	Sick				IHR 12
			Sick over 6	Recup-	Re-	mths to
OCU Boroughs	strength	- 182	mths	erative		May 02
Barking &	J					
Dagenham	301	6	2	33	0	3
Barnet	514	9	7 (1 ret)	41	0	4
Bexley	315	3	1	15	11	6
Brent	590	3	2	18	7	2
Bromley	427	6	4 (1 ret)	32	6	4
Camden	691	12	4	49	13	2
Croydon	590	11	2 (1 ret)	37	2	5
Ealing	638	10	5	35	6	5
Enfield	501	11	1	28	3	5
Greenwich	588	12	4	49	4	5
Hackney	661	11	1	42	8	1
Hammersmith &						
Fulham	499	5	5 (2 ret)	21	0	10
Haringey	576	4	1 (ret)	26	0	3
Harrow	298	5	0	28	3	3
Havering	327	3	3	19	4	2
Heathrow	312	3	0	18	3	4
Hillingdon	409	7	0	24	3	3
Hounslow	440	9	1	15	1	4
Islington	559	7	6	35	2	3
Kensington &						
Chelsea	558	7	7 (3 ret)	25	1	4
Kingston	263	3	2 (1 ret)	8	0	3
Lambeth	904	16	2 (1 ret)	52	0	1
Lewisham	614	11	1	49	0	3
Merton	280	2	0	20	2	7
Newham	612	7	4	29	4	4
Redbridge	397	10	6 (1 ret)	9	4	2
Richmond	269	3	2	11	0	7
Southwark	805	12	3	31	3	6
Sutton	263	5	1	15	0	5
Tower Hamlets	597	4	2	28	2	1
Waltham Forest	464	9	4	38	1	2
Wandsworth	571	6	4	21	1	5
Westminster						
AB	223	5	3	7	0	3
CD	300	4	2	10	0	3
CX	308	3	4	17	4	4
DM	272	4	3	12	0	0
DP	298	7	4 (1 ret)	13	0	2
Support	99	1	0	4	2	0

Police Officers (table reflects the position at the beginning of May 2002)

Police Officers	(tar	pie reflects	tne position	at the beginni	ng or iviay	2002)
		Sick				IHR 12
		(days) 28		Recup -	Re -	mths to
OCU Boroughs	strength	- 182	L/T Sick	cuperative	stricted	May 02
TPPL	1291	29	7 (1 ret)	55	8	17
TP Units						
CO11-13	243	5	3 (1 ret)	16	2	2
CO 14	85	0	0	4	0	0
CO50 / 54	308	3	2 (1 ret)	19	0	3
S.O.						
SO1(2)	265	6	6	10	0	4
SO1(3)	264	5	4	8	5	0
SO1(4)	264	5	4 (1 ret)	8	4	2
SO1(5)	191	2	2	5	0	0
SO5 - SO1(1)	424	7	6 (2 ret)	16	1	2
SO6	218	2	2 (1 ret)	2	0	2
S07	339	5	2	5	1	5
SO11	322	1	2	9	0	3
SO12	563	7	2	7	2	2
SO13	130	2	0	0	0	0
SO14	434	6	0	6	3	5
SO16	561	18	6	44	3	10
SO17	149	1	1	5	0	1
SO19	345	4	1	4	1	2
DCC						
DCC	722	15	3	15	4	5
P.R.S.						
PRS	134	1	1 (ret)	2	1	1
H.R.						
Personnel						
Secondments	543	5	4	6	3	2
Recruits	1042	0	1	0	0	0
H.R.	450	6	2	3	2	

Police Sickness breakdown by gender (May 2002)

	28 days - 6 mths	6 - 12 mths	1 - 2 yrs	2 - 3 yrs	3 - 4 yrs	4 - 5 yrs
Male	295	55	49	12	0	2
Female	96	28	28	1	0	0
Percentage	28 days - 6 mths	6 - 12 mths	1 - 2 yrs	2 - 3 yrs	3 - 4 yrs	4 - 5 yrs
Male	75.40%	66.20%	63.60%	92.30%	0	100%
Female	24.50%	33.70%	36.30%	7.69%	0	0

Taking into account sickness for gynaecological and obstetric reasons, the percentage of female officers in the 28 days - 6 months category is reduced from 24.5% to 22.9%.

Breakdown of officers April 2002 by gender

Male	28,331	83.50%
Female	4,275.79	16.08%

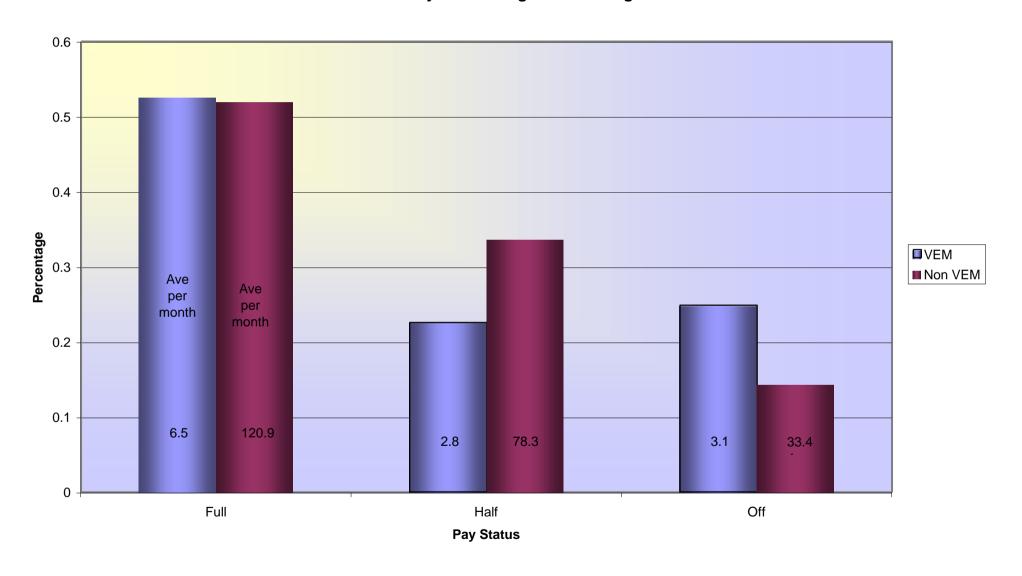
A breakdown of sickness by ethnic origin is not possible at present as the data is not recorded on the current database

<u>Civil staff</u> (table reflects the position at the beginning of May 2002) (sickness is shown in calendar days)

Boroughs strength 6 mths mths L/T Sick May 02 Barking & Dagenham 62 0 1 1 Barnet 110 2 1 2 Bexley 59 1 1	(SICKITESS IS SHOWIT		sick 28	L/T Sick		IHR 12
Barking & Dagenham 62 0 1 1 1 Barnet 110 2 1 2 2 2 1 2 2 2 1 2 2 3 1 2 1 3 3 1 2 3 1 1 1 2 3 1 1 2 2 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 4 4 4 4 4 2 3 1 4 4 4 4 4 4 4 4 4 4 2 4 </td <td>OCU</td> <td></td> <td></td> <td></td> <td></td> <td>mths to</td>	OCU					mths to
Dagenham 62 0 1 1 Barnet 110 2 1 2 Bexley 59 1 1 1 Brent 108 4 2 2 Bromley 92 1 1 1 Camden 125 5 1 1 1 Camden 125 5 1 1 1 1 1 1 1 1 2 1 1 1 1 1 1 2 1 <td< td=""><td></td><td>strength</td><td>6 mths</td><td>mths</td><td>L/T Sick</td><td>May 02</td></td<>		strength	6 mths	mths	L/T Sick	May 02
Barnet 110 2 1 2 Bexley 59 1 1 Bexely Broml 108 4 2 Bromley 92 1 1 Camden 125 5 1 Croydon 126 3 1 Ealing 110 2 Enfield Ealing 110 2 1 Ernfield 106 2 1 Greenwich 109 2 1 Hackney 134 2 1 Harmersmith 8 2 1 K Fulham 103 1 1 Harrow 61 3 1 1 Harrow 61 3 1 1 Havering 72 1 1 2 Heathrow 1 1 1 1 Harrow 86 2 2 1 Islington 86	_					
Bexley 59 1 1 2 Brent 108 4 2 2 Bromley 92 1 1 C Camden 125 5 1 C C C I C Ealing 110 2 Ealing 110 2 Ealing 10 2 Ealing 10 2 Ealing 1 Ealing 1<						
Brent 108 4 2 Bromley 92 1 1 Camden 125 5 1 Croydon 126 3 1 Ealing 110 2 1 Enfield 106 2 1 Greenwich 109 2 1 Hackney 134 2 1 Harmersmith 8 1 1 Fulham 103 1 1 Harrow 61 3 1 1 Harrow 61 3 1 1 Havering 72 1 2 2 Heathrow 1 1 1 1 Hallingdon 76 1 2 1 Heathrow 1 1 1 1 Hourslow 86 2 1 1 Islington 10 1 1 1 Kensington &						2
Bromley				1		
Camden 125 5 1 Croydon 126 3 1 Ealing 110 2 Eling Enfield 106 2 1 Greenwich 109 2 1 Hackney 134 2 1 Harmersmith 8 1 1 Krilham 103 1 1 Harrow 61 3 1 1 Harrow 61 3 1 1 Harrow 61 3 1 1 Havering 72 1 2 2 Heathrow 1 1 1 1 Havering 76			4			2
Croydon 126 3 1 Ealing 110 2 1 Enfield 106 2 1 Greenwich 109 2 1 Hackney 134 2 1 Hackney 134 2 1 Hammersmith 8 1 1 Fulham 103 1 1 Harrow 61 3 1 1 Harrow 61 3 1 1 Havering 72 1 2 2 Heathrow 1 1 1 1 Havering 72 1 2 2 Heathrow 1 1 1 1 Havering 72 1 2 2 Heathrow 1 1 1 1 Kensington 86 2 1 1 Islington 58 3 1 1					1	
Ealing						
Enfield				1		
Greenwich 109 2 1 Hackney 134 2 1 Hammersmith & Fulham 103 1 1 Kerlham 103 1 1 Harrow 61 3 1 1 Havering 72 1 2 2 Heathrow 1 1 1 1 Havering 72 1 2 2 Heathrow 1 1 1 1 1 Hallingdon 76 6 2 1						
Hackney		106				
Hammersmith & Fulham						
& Fulham 103 1		134	2			1
Haringey						
Harrow 61 3 1 Havering 72 1 2 Heathrow 1 1 Hillingdon 76 1 1 Hounslow 86 2 1 Islington 104 1 1 Kensington & Chelsea 93 1 1 Kingston 58 3 1 1 Lambeth 168 10 1 1 1 Lewisham 116 1						
Havering 72 1 2 Heathrow 1 1 Hillingdon 76 3 4 Hounslow 86 2 3 Islington 104 1 1 Kensington & Chelsea 93 1 4 Chelsea 93 1 5 Kingston 58 3 1 1 Lambeth 168 10 1 <t< td=""><td></td><td></td><td></td><td>1</td><td></td><td>1</td></t<>				1		1
Heathrow 1 Hillingdon 76 Hounslow 86 2 Islington 104 1 1 Kensington & Chelsea 93 1 1 Chelsea 93 1 1 1 Kingston 58 3 1		61			1	
Hillingdon 76 Hounslow 86 2 Islington 104 1 1 Kensington & Chelsea 93 1 1 Chelsea 93 1 1 1 Kingston 58 3 1 </td <td>Havering</td> <td>72</td> <td>1</td> <td></td> <td></td> <td>2</td>	Havering	72	1			2
Hounslow	Heathrow			1		
Islington 104 1 1 Kensington & Chelsea 93 1 Kingston 58 3 1 Lambeth 168 10 1 1 Lewisham 116 1 1 1 1 Merton 64 2 1 1 1 Newham 92 2 1 1 1 Redbridge 84 2 2 1 1 Richmond 57 1	Hillingdon	76				
Kensington & Chelsea 93 1 Kingston 58 3 1 Lambeth 168 10 1 1 Lewisham 116 1 1 1 1 Merton 64 2 1 1 1 Newham 92 2 1 1 1 Redbridge 84 2 2 1 1 Richmond 57 1 <td>Hounslow</td> <td>86</td> <td>2</td> <td></td> <td></td> <td></td>	Hounslow	86	2			
Chelsea 93 1 Kingston 58 3 Lambeth 168 10 1 Lewisham 116 1 1 1 Merton 64 2 1 1 Newham 92 2 1 1 Redbridge 84 2 2 1 Richmond 57 1 1 Southwark 178 2 2 Sutton 59 1 1 Tower Hamlets 99 2 2 Waltham 87 1 1 Forest 87 1 1 Westminster AB 33 1 1 CD 46 6 1 1 DM 36 1 1 1 DP 43 1 1 1		104	1	1		
Kingston 58 3 1 Lambeth 168 10 1 1 Lewisham 116 1 1 1 Merton 64 2 1 1 Newham 92 2 1 1 Redbridge 84 2 2 1 Richmond 57 1 1 Southwark 178 2 2 Sutton 59 1 1 Tower Hamlets 99 2 2 Waltham Forest 87 1 Westminster 4 2 1 AB 33 1 1 CD 46 6 6 CX 41 2 1 DM 36 1 1 DP 43 1 1	Kensington &					
Lambeth 168 10 1 1 Lewisham 116 1 1 1 Merton 64 2 1 1 Newham 92 2 1 1 Redbridge 84 2 2 1 Richmond 57 1 1 Southwark 178 2 2 Sutton 59 1 1 Tower Hamlets 99 2 2 Waltham 87 1 1 Forest 87 1 1 Westminster AB 33 1 1 CD 46 2 1 1 CX 41 2 1 1 DM 36 1 1 1 DP 43 1 1 1	Chelsea					
Lewisham 116 1 1 1 1 Merton 64 2 1 1 Newham 92 2 1 1 Redbridge 84 2 2 1 Richmond 57 1 1 Southwark 178 2 2 Sutton 59 1 1 Tower Hamlets 99 2 2 Waltham 87 1 1 Forest 87 1 1 Wandsworth 114 2 1 Westminster AB 33 1 1 CD 46 C C 1 CX 41 2 1 1 DM 36 1 1 1 DP 43 1 1 1	Kingston	58				
Merton 64 2 1 1 Newham 92 2 1 1 Redbridge 84 2 2 1 Richmond 57 1 1 Southwark 178 2 2 Sutton 59 1 1 Tower Hamlets 99 2 2 Waltham 87 1 1 Forest 87 1 1 Westminster AB 33 1 1 CD 46 2 1 1 CX 41 2 1 1 DM 36 1 1 1 DP 43 1 1 1	Lambeth	168	10			
Newham 92 2 1 1 Redbridge 84 2 2 1 Richmond 57 1 1 Southwark 178 2 2 Sutton 59 1 1 Tower Hamlets 99 2 2 Waltham 87 1 1 Forest 87 1 1 Westminster AB 33 1 1 CD 46 2 1 1 CX 41 2 1 1 DM 36 1 1 1 DP 43 1 1 1	Lewisham	116		1	1	1
Redbridge 84 2 2 1 Richmond 57 1 1 Southwark 178 2 2 Sutton 59 1 1 Tower Hamlets 99 2 2 Waltham 87 1 1 Forest 87 1 1 Wandsworth 114 2 1 Westminster AB 33 1 1 CD 46 C C C CX 41 2 1 1 DM 36 1 1 1 DP 43 1 1 1	Merton	64				
Richmond 57 1 Southwark 178 2 Sutton 59 1 Tower Hamlets 99 2 Waltham 7 1 Forest 87 1 Wandsworth 114 2 1 Westminster 33 1 1 AB 33 1 1 CD 46 2 1 CX 41 2 1 DM 36 1 1 DP 43 1 1	Newham	92	2		1	1
Southwark 178 2 Sutton 59 1 Tower Hamlets 99 2 Waltham 87 1 Forest 87 1 Wandsworth 114 2 1 Westminster AB 33 1 CD 46 2 1 DM 36 1 1 DP 43 1 1	Redbridge	84	2	2		1
Sutton 59 1 Tower Hamlets 99 2 Waltham 1 Forest 87 1 Wandsworth 114 2 1 Westminster 33 1 CD 46 2 1 CX 41 2 1 DM 36 1 1 DP 43 1 1	Richmond	57				1
Tower Hamlets 99 2 Waltham 87 1 Forest 87 1 Wandsworth 114 2 1 Westminster 33 1 5 CD 46 46 46 46 CX 41 2 1 1 DM 36 1 1 1 DP 43 43 1 1	Southwark	178	2			
Waltham 87 1 Forest 87 1 Wandsworth 114 2 1 Westminster 33 1 AB 33 1 0 CD 46 0 0 CX 41 2 1 DM 36 1 1 DP 43 1 1	Sutton	59				1
Forest 87 1 Wandsworth 114 2 1 Westminster 33 1 1 AB 33 1 1 CD 46 2 1 CX 41 2 1 DM 36 1 1 DP 43 1	Tower Hamlets	99	2			
Wandsworth 114 2 1 Westminster Image: Control of the control	Waltham					
Westminster 33 1 AB 33 1 CD 46 CX 41 2 1 DM 36 1 1 DP 43	Forest	87				1
AB 33 1	Wandsworth	114	2	1		
AB 33 1						
CD 46 CX 41 DM 36 DP 43	Westminster					
CX 41 2 1 DM 36 1 1 DP 43 1 1	AB	33	1			
CX 41 2 1 DM 36 1 1 DP 43 1 1	CD	46				
DM 36 1 1 DP 43 1		41	2	1		
DP 43		36				1
Support 114 2 2 1 1 1						
	Support	114	2	2	1	1

TPPL	188	4		1	
1112	100	•		<u>'</u>	
TP Units					
CO11-13	71	3			
CO 14	19	2			
CO50 / 54	45	2		1	
Traffic		_		•	
wardens	631	15	2 (1)	2	13
Traffic warden			_ (.,	-	
supp	6				
1. 1.					
S.O.					
SO1(2)	72				1
SO1(3)	69	1	1		
SO1(4)	86	1			
SO1(5)	40	1			
SO3	970	4	2		5
SO4	282	6	1	2	1
SO5 (SO1.1)	132	3			1
SO6	53	2			
S07	87	1	1		
SO11	105	1			
SO12	133	1	1		
SO13	45				
SO14	47	1			
SO16	56				
SO17	298	3			3
SO19	58				
DCC	118	11	1		5
					-
P.R.S.	338	5	3		4
H.R.	570	6	1		1
Resources		1			
DPS / DPCS	116	4	2	1	1
Catering	647	22			8
Transport	203	5	1 (1)	4	_
Finance	141	2	(1)	<u>-</u>	
PSD		_			2
. • •		1	1		_

Ethnicity - Percentage at each stage



Civil staff sickness breakdown by gender (May 2002)

	28days - 6 mths	6 - 12 mths	1 - 2 yrs	2 - 3 yrs	3 - 4 yrs
Male	51	8	8	1	1
Female	124	23	11	2	0
Percentage	28days - 6 mths	6 - 12 mths	1 - 2 yrs	2 - 3 yrs	3 - 4 yrs
Male	29.00%	25.80%	42.00%	33.30%	100%
Female	70.80%	74.00%	57.90%	66.60%	0

Taking into account sickness for gynaecological and obstetrics reasons, the percentage of female members of staff in the 28 days - 6 month category is reduced from 70.8% to 70% and the 6 - 12 month category from 74% to 73.3%

Breakdown of members of civil staff April 2002 by gender

Male	4,322	40.90%
Female	6,232.00	59.05%

A breakdown of sickness by ethnic origin is not possible at present as the data is not recorded on the current database.

Police pay decisions January 2001 to May 2002

Average no of serving officers over the period

VEM Non VEM			1,150 24,904		4.40% 95.60%
Ethnicity Total	Full	Half	Off		
VEM		91	39	43	
Non VEM		1693	1096	468	
Month Avg	Full	Half	Off		
VEM		6.5	2.8	3.1	12.4
Non VEM		120.9	78.3	33.4	232.6
Percentage	Full	Half	Off		
VEM		52.6%	22.5%	24.9%	100%
Non VEM		52.0%	33.7%	14.4%	100%

Average no of serving officers over the period

Male	21,923	84.20%
Female	4,131	15.80%

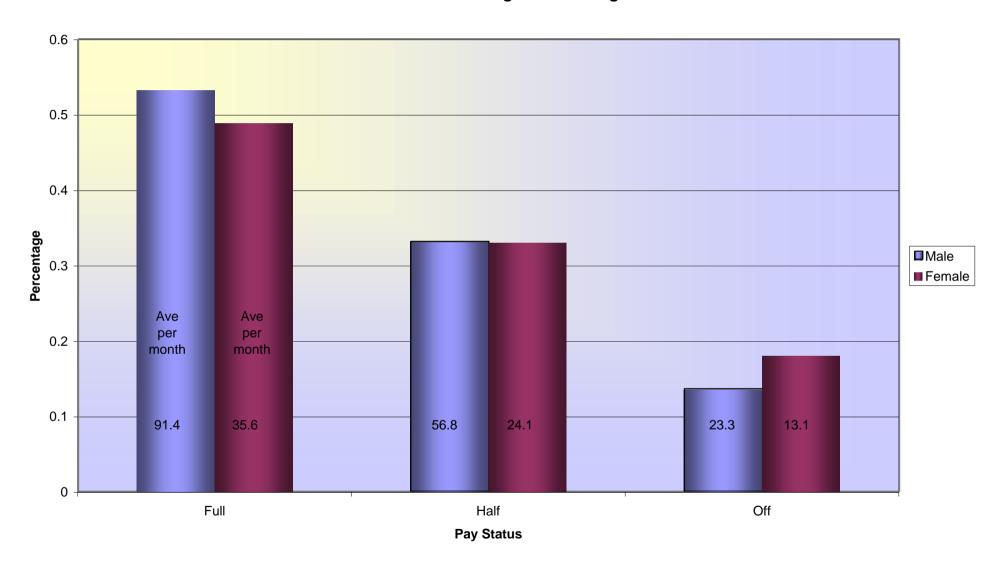
Civil Staff Pay extentions September 1998 - May 2002

Gender			_
	Male	Female	total
All civil staff	4,582	6,603	11,185
	40.90%	59%	
Pay extentions	36	43	79
	45.50%	54.40%	

Ethnic Origin			
	VEM	Other	total
All staff	2,046	9,139	11,185
	18.20%	81.70%	
Pay extentions	12	63	79 *
	15.30%	80.70%	

• Ethnic origin of 4 members of staff granted pay extentions not known

Gender - Percentage at each stage



Appendix 4

Police pay decisions January 2001 to May 2002

Average no of serving officers over the period

VEM 1,150 4.40%

Non VEM 24,904 95.60%

Ethnicity	E. II	Holf	Off		
Total	Full	Half	Off	1	
VEM	91	39	43		
Non VEM	1693	1096	468		
Month Avg	Full	Half	Off		
VEM	6.5	2.8	3.1	12.4	
Non VEM	120.9	78.3	33.4	232.6	
Percentage	Full	Half	Off		
VEM	52.6%	22.5%	24.9%	100%	
Non VEM	52.0%	33.7%	14.4%	100%	

Average no of serving officers over the period

Male

21,923 84.20%

Female

4,131 15.80%

Gender				
Total	Full	Half	Off	
Male	1279	795	326	
Female	499	337	184	
Month Avg	Full	Half	Off	
Male	91.4	56.8	23.3	171.4
Female	35.6	24.1	13.1	72.9
Percentage	Full	Half	Off	
Male	53.3%	33.1%	13.6%	100%
Female	48.9%	33.0%	18.0%	100%