

Appendix 1

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

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

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

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 |

Appendix 1 A
Police Officers (table reflects the position at the beginning of May 2002)

(sickness is shown in calendar days)

| OCU Boroughs | strength | Sick (days) 28 - 182 | Sick over 6 mths | Recup-erative | Re-stricted | IHR 12 mths to May 02 |
|----------------------|----------|----------------------|------------------|---------------|-------------|-----------------------|
| Barking & 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)

| OCU Boroughs | strength | Sick (days) 28 - 182 | L/T Sick | Recup - recuperative | Re - stricted | IHR 12 mths to 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 |
| SO7 | 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

Civil staff

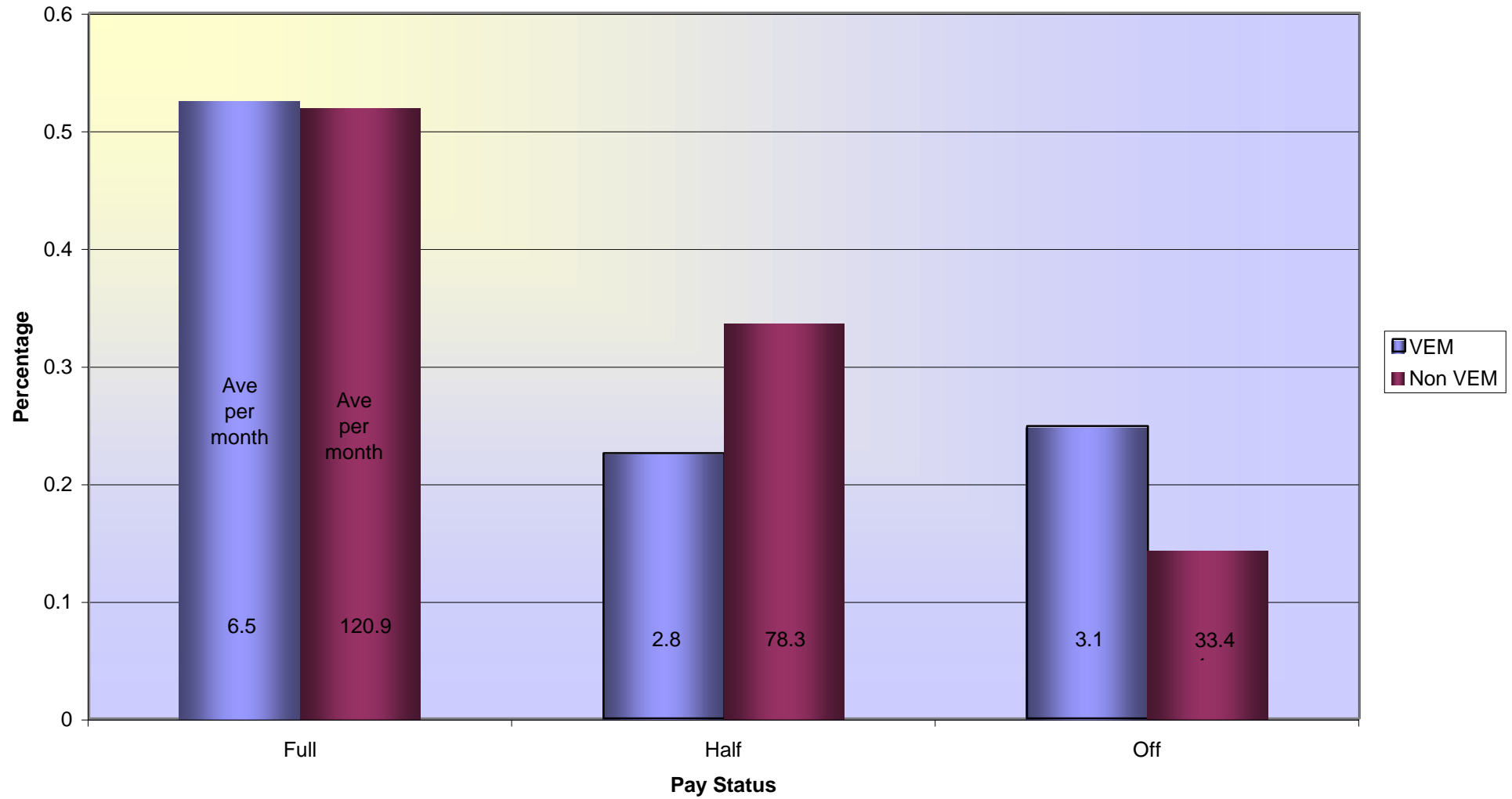
(table reflects the position at the beginning of May 2002)

(sickness is shown in calendar days)

| OCU Boroughs | strength | sick 28 days to 6 mths | L/T Sick 6 - 12 mths | L/T Sick | IHR 12 mths to May 02 |
|----------------------|----------|------------------------------|----------------------------|----------|-----------------------------|
| Barking & Dagenham | 62 | 0 | 1 | | 1 |
| Barnet | 110 | 2 | 1 | | 2 |
| Bexley | 59 | 1 | 1 | | |
| Brent | 108 | 4 | | | 2 |
| Bromley | 92 | | 1 | 1 | |
| Camden | 125 | 5 | 1 | | |
| Croydon | 126 | 3 | 1 | | |
| Ealing | 110 | 2 | | | |
| Enfield | 106 | 2 | | | 1 |
| Greenwich | 109 | 2 | | | 1 |
| Hackney | 134 | 2 | | | 1 |
| Hammersmith & Fulham | 103 | 1 | | | |
| Haringey | 120 | 3 | 1 | | 1 |
| Harrow | 61 | 3 | | 1 | |
| Havering | 72 | 1 | | | 2 |
| Heathrow | | | 1 | | |
| Hillingdon | 76 | | | | |
| Hounslow | 86 | 2 | | | |
| 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 |
| Newham | 92 | 2 | | 1 | 1 |
| Redbridge | 84 | 2 | 2 | | 1 |
| Richmond | 57 | | | | 1 |
| Southwark | 178 | 2 | | | |
| Sutton | 59 | | | | 1 |
| Tower Hamlets | 99 | 2 | | | |
| Waltham Forest | 87 | | | | 1 |
| Wandsworth | 114 | 2 | 1 | | |
| | | | | | |
| Westminster | | | | | |
| AB | 33 | 1 | | | |
| CD | 46 | | | | |
| CX | 41 | 2 | 1 | | |
| DM | 36 | 1 | | | 1 |
| DP | 43 | | | | |
| Support | 114 | 2 | 2 | 1 | 1 |

| | | | | | |
|---------------------|-----|----|-------|---|----|
| TPPL | 188 | 4 | | 1 | |
| 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 | | | | |
| 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 | | | |
| SO7 | 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 | | | |
| PSD | | | | | 2 |

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 |

| | 28days - 6 mths | 6 - 12 mths | 1 - 2 yrs | 2 - 3 yrs | 3 - 4 yrs |
|-----------------|-----------------|-------------|-----------|-----------|-----------|
| Percentage 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 | 1,150 | 4.40% |
| Non VEM | 24,904 | 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 |
| Non VEM | 120.9 | 78.3 | 33.4 |

Percentage

| | Full | Half | Off |
|---------|-------|-------|-------|
| VEM | 52.6% | 22.5% | 24.9% |
| Non VEM | 52.0% | 33.7% | 14.4% |

Average no of serving officers over the period

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

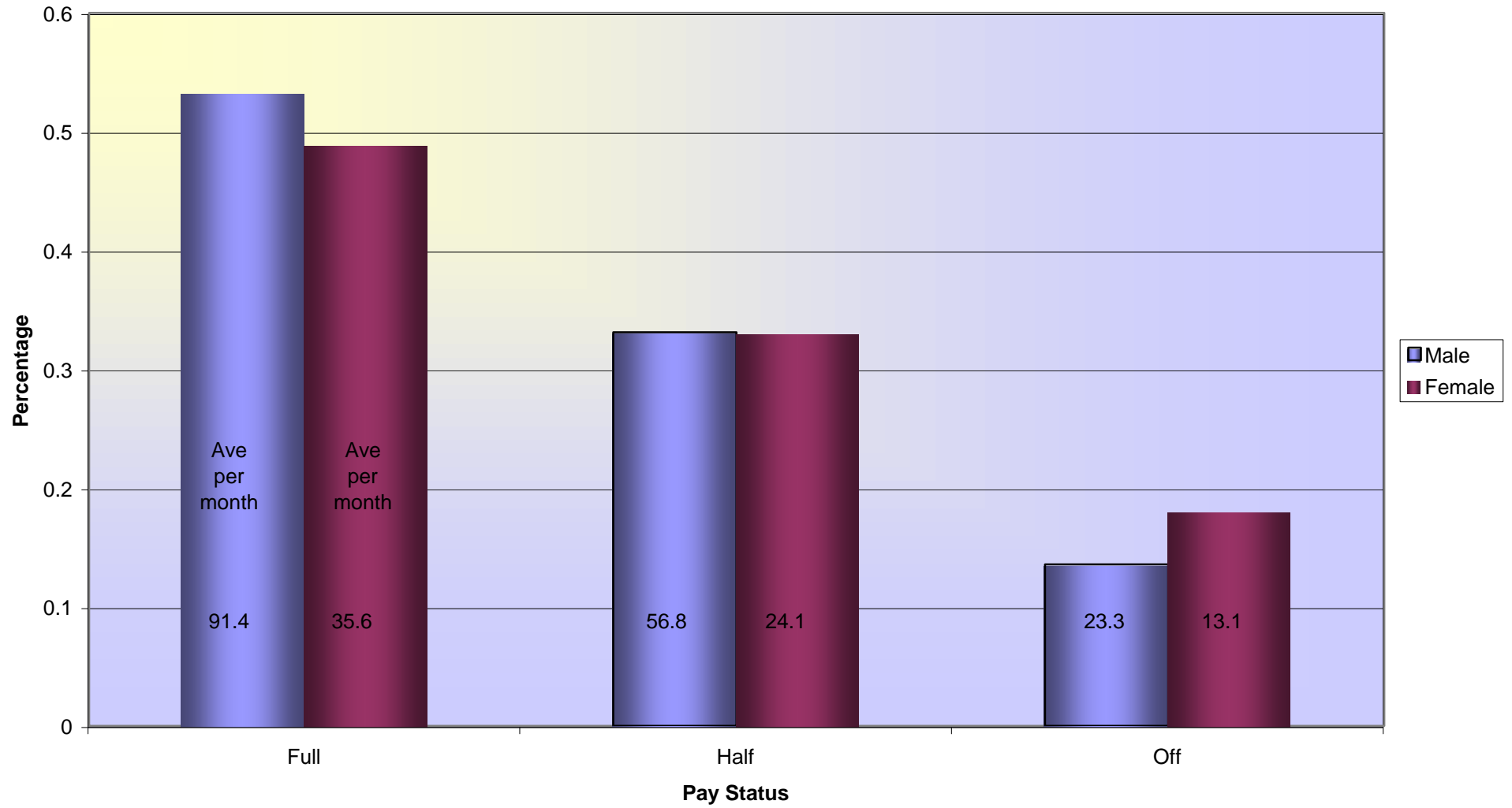
Civil Staff Pay extentions September 1998 - May 2002

| 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 | | | | |
|------------|-------|-------|-------|-------|
| 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% |

| 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% |