

Question: Restricted / Recuperative & Sick Leave in the MPS

James Cleverly

- *Are you concerned by the fact that the number of borough-based TP police on restricted or recuperative duties and sick leave has gone up since last year, and in the latter case has more than doubled?*
- *I understand that the MPS has said that “the rate of Police officer sickness continues to fall and the latest performance information shows that absence levels are at a new historical low of 6.7 days per officer”. How does this information coincide with the information I have been give on sickness figures?*
- *How many police officers in London are on restricted or recuperative duties or sick leave, besides those in TP borough policing?*

Key points to make:

We have previously provided a number of different sets of data on sickness absences and restricted and recuperative duties. The days lost due to sickness are coming down. However, given the different types of sickness data, provided it is easy not to compare like with like. We would be happy to meet with James to discuss the data and his concerns.

Supporting Information/data

Q1. Comparing the set of data for TP Boroughs 2010 and 2011, the number of restricted officers in TP is shown as rising slightly from 623 to 697.

A comparison of the data for officers on sick leave is more difficult to make as the submission of data for 2010(201 TP officers) only referred to officers on long term sick whilst the information for 2011 (540 officers) included all sickness (long and short term). The actual number of officers' long term sick for 2011 is 192 which is a small reduction in the number for 2010. The MPS monitors sickness absence by comparing the average working days lost per officer. This is calculated over a rolling 12 month period and gives a clear indication of the MPS position over the last 2 years. Both TP and MPS figures confirm a reduction in average working days lost.

Working days lost	TP	MPS
May 2011	7.0	6.7
May 2010	7.3	6.9
May 2009	NA	6.9
May 2008	NA	7.3

The last TP figure for September 2009 available shows working days lost as 7.5

The total figure for TP officers on recuperative duties was 802 in 2010 and 759 in 2011. The majority of officers who return on recuperative duties will be performing full hours and will return to full duties within 10 months. The recuperative figures fluctuate upwards and downwards over time as officers resume from sickness and back to full duties or permanently restricted status.

Q2. The above illustrates the different types of sickness data and difficulties in making a comparison. Using the average working days lost data as an indicator supports the statement that sickness absence levels are reducing within TP and the MPS. Again you may

see fluctuations on different dates for the number of officers off sick; however the amount of working days lost to sickness has fallen.

Q3. As of the 31st May 2011, the total figure for officers in units outside of TP Boroughs on restricted duties was 351. The total figure for officers in units outside TP Boroughs on recuperative duty was 340, and the total number of officers in units outside of TP Boroughs shown as on sick leave was 265 (112 on long-term sick leave and 153 on short-term sick leave).

All the above figures are as at 31st May 2011.

These figures override all other figures provided for Non TP Borough Units for Recuperative and Restricted Duty.

The breakdown for TP Boroughs and Non TP Borough Units is detailed below:

TP Boroughs

OCU	Restricted Duties	Sickness	Recuperative Duties
Barking & Dagenham	14	16	17
Barnet	19	15	27
Bexley	5	8	13
Brent	24	14	25
Bromley	25	8	15
Camden	40	18	40
City of Westminster	57	39	56
Croydon	41	22	24
Ealing	19	16	19
Enfield	23	23	16
Greenwich	17	15	25
Hackney	15	17	17
Hammersmith & Fulham	17	15	13
Haringey	27	15	17
Harrow	11	8	17
Havering	11	8	17
Hillingdon	21	17	20
Hounslow	13	11	15
Islington	24	18	25
Kensington & Chelsea	13	17	23
Kingston	11	10	12
Lambeth	18	24	38
Lewisham	25	16	19
Merton	11	7	19
Newham	21	18	36
Redbridge	11	18	16
Richmond	5	11	10
Southwark	23	19	40
Sutton	13	9	15
Tower Hamlets	24	29	58

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Waltham Forest	29	22	25
Wandsworth	19	23	21
TPHQ	34	12	10
Total	697	540	759

Non TP Boroughs

	Restricted Duties	Sickness	Recuperative Duties
Total	351	265	340