Ethics & Integrity Panel

Staff & Officer Absences - May 2022

Agenda Item No 6b

Overall Absences – Officers & Staff

% of Employees Absent as at Month End					
Month	2018	2019	2020	2021	2022
Jan	4.6%	3.3%	3.6%	3.4%	4.5%
Feb	4.0%	4.3%	3.1%	3.2%	4.5%
Mar	3.1%	4.5%	5.0%	2.7%	5.5%
Apr	3.4%	4.3%	2.9%	2.4%	2.8%
May	2.8%	3.9%	2.5%	2.3%	
Jun	2.7%	3.8%	2.3%	4.0%	
Jul	3.1%	4.1%	2.5%	3.2%	
Aug	3.1%	4.0%	2.3%	3.5%	
Sep	3.4%	4.2%	3.5%	4.2%	
Oct	4.0%	4.6%	2.9%	3.7%	
Nov	3.9%	4.6%	3.6%	4.0%	
Dec	4.3%	4.8%	3.4%	6.2%	

Non Covid Absences – Officers & Staff

Covid - 19 Absence Removed					
Month	2018	2019	2020	2021	2022
Jan	4.6%	3.3%	3.6%	2.6%	3.4%
Feb	4.0%	4.3%	3.1%	2.8%	3.6%
Mar	3.1%	4.5%	3.5%	2.2%	3.4%
Apr	3.4%	4.3%	2.5%	2.3%	2.4%
May	2.8%	3.9%	2.5%	2.2%	
Jun	2.7%	3.8%	2.3%	3.1%	
Jul	3.1%	4.1%	2.4%	2.8%	
Aug	3.1%	4.0%	2.2%	2.7%	
Sep	3.4%	4.2%	3.4%	3.3%	
Oct	4.0%	4.6%	2.9%	3.1%	
Nov	3.9%	4.6%	3.3%	3.7%	
Dec	4.3%	4.8%	2.6%	3.5%	

Covid Absences – Officers & Staff

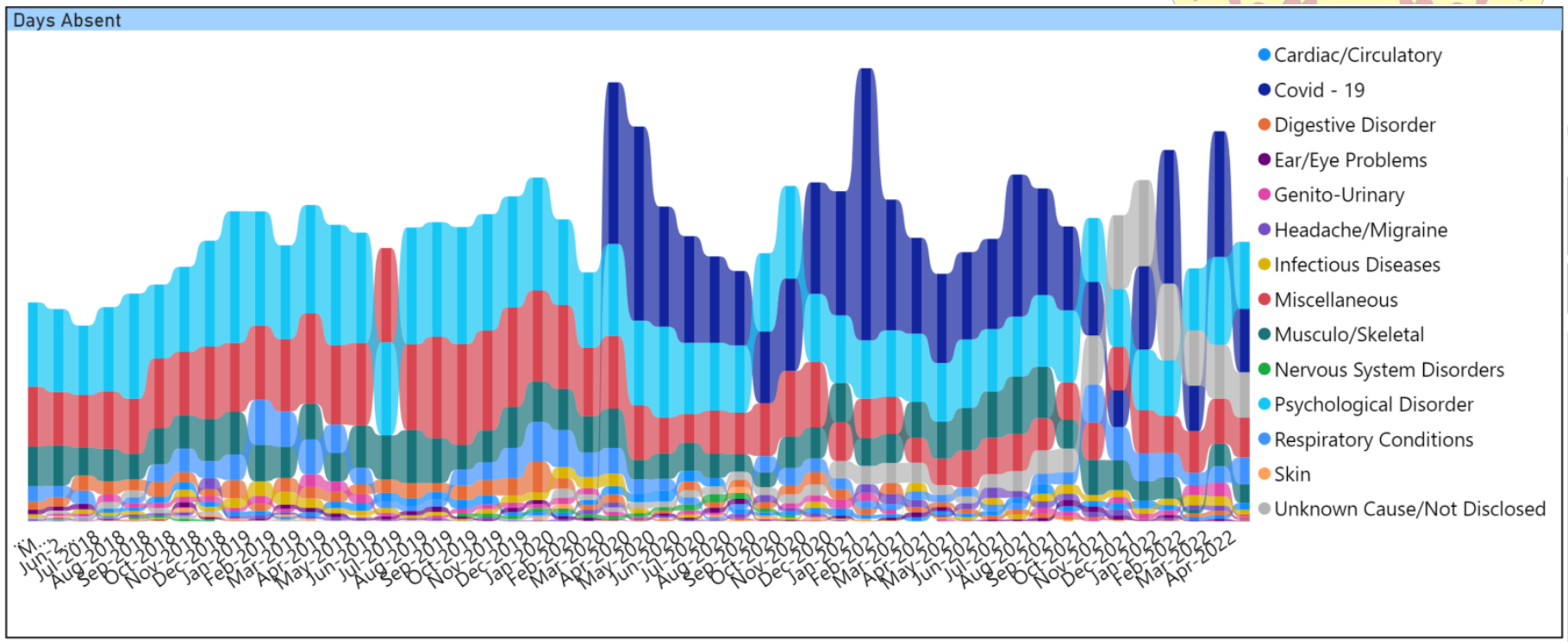
Covid - 19 Sickness Absence

Month	2020	2021	2022
Jan		0.8%	1.1%
Feb		0.4%	0.9%
Mar	1.5%	0.5%	2.1%
Apr	0.4%	0.1%	0.4%
May	0.0%	0.1%	
Jun	0.1%	0.9%	
Jul	0.0%	0.3%	
Aug	0.0%	0.8%	
Sep	0.1%	0.9%	
Oct	0.0%	0.7%	
Nov	0.3%	0.4%	
Dec	0.8%	2.8%	

Working hours lost to sickness

Month	Police Officer	PCSO	Staff	**Total**
Apr-2021	335	39	520	**894**
May-2021	436	7	213	**657**
Jun-2021	843		205	**1,048**
Jul-2021	2,724	249	629	**3,602**
Aug-2021	1,151	61	367	**1,579**
Sep-2021	1,375	47	921	**2,343**
Oct-2021	1,923	138	559	**2,620**
Nov-2021	1,248	57	533	**1,837**
Dec-2021	2,860	104	905	**3,869**
Jan-2022	4,754	156	1,436	**6,345**
Feb-2022	1,714	16	507	**2,237**
Mar-2022	3,959	381	1,952	**6,292**
Apr-2022	1,879	93	797	**2,768**
May-2022	181		326	**507**
Total	**25,380**	**1,347**	**9,871**	**36,598**

% of available hours lost to sickness

Month	Police Officer	PCSO	Staff	**Total**
Apr-2021	0.2%	0.5%	0.6%	**0.3%**
May-2021	0.2%	0.1%	0.2%	**0.2%**
Jun-2021	0.5%		0.2%	**0.4%**
Jul-2021	1.4%	3.2%	0.7%	**1.3%**
Aug-2021	0.6%	0.8%	0.4%	**0.6%**
Sep-2021	0.7%	0.6%	1.1%	**0.9%**
Oct-2021	1.0%	1.9%	0.7%	**0.9%**
Nov-2021	0.7%	0.8%	0.6%	**0.7%**
Dec-2021	1.5%	1.5%	1.1%	**1.4%**
Jan-2022	2.5%	2.3%	1.7%	**2.2%**
Feb-2022	1.0%	0.3%	0.6%	**0.9%**
Mar-2022	2.0%	5.8%	2.7%	**2.3%**
Apr-2022	1.0%	1.5%	1.0%	**1.0%**
May-2022	0.2%		0.7%	**0.3%**
Total	**1.0%**	**1.4%**	**0.9%**	**1.0%**

Absence Types – Officer & Staff