

January, February and March attendance has been taken as an average over three dates in each month. April's attendance onwards is taken over the whole month.

Attendance rates by staff type October 2018

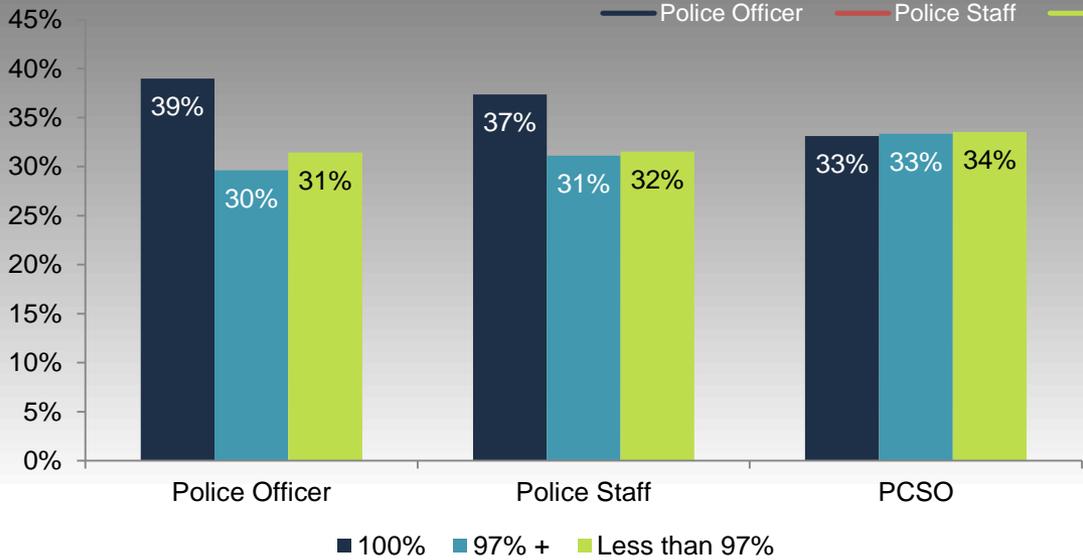
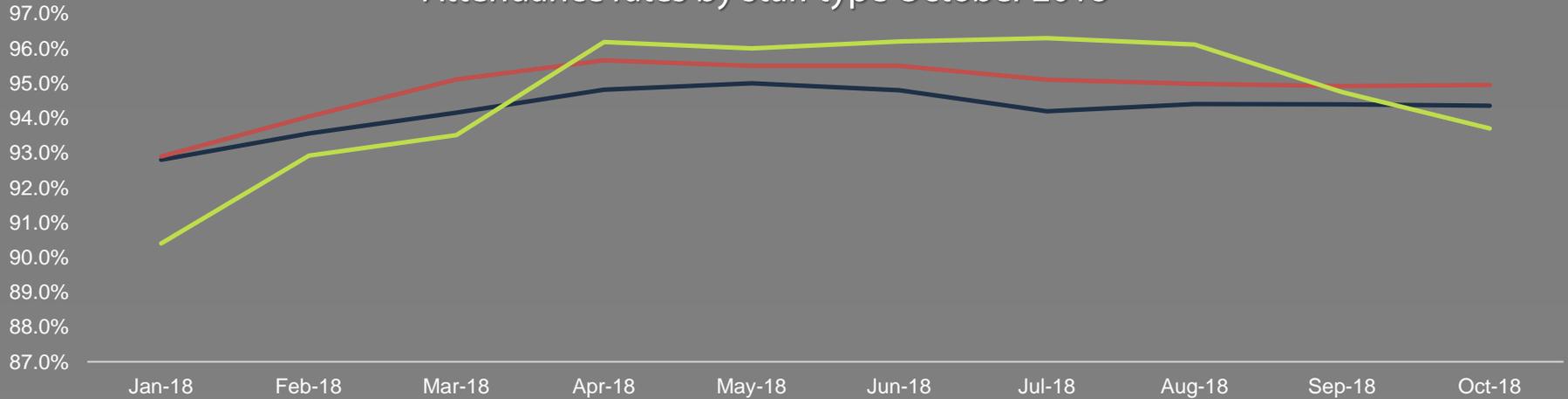


Chart shows % of individuals reaching either 100% or 97% attendance during the previous 12 months.

Police Officers have the highest proportion of staff with 100% attendance, and PCSOs have the highest proportion hitting 97% or above.

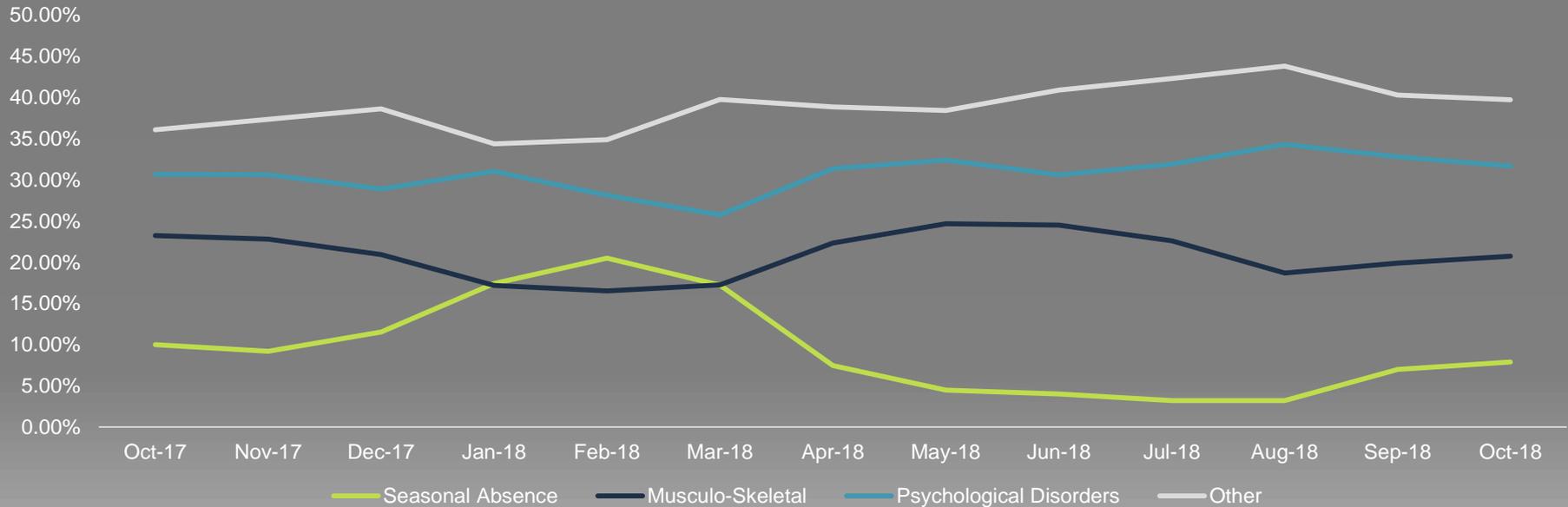
This means 2595 Police Officers, 1353 Police Staff and 155 PCSOs had no sickness in the last 12 months.

In total 69% of Police Officers achieved 97% attendance or higher.



Seasonal Absence

Official



The above graph shows sickness reasons by FTE % over the last 12 months.

Seasonal sickness has continued to rise slightly in October increasing by just under 1% from September 2018. Seasonal absence includes influenza, cold, chest infection and upper respiratory track infections.

Compared to October 2017 the percentage of seasonal absence is 2.12% lower.

1009.7 factor days were lost to seasonal absence last October compared to 856.6 in October 2018.

Last year between September 2017 to March 2018 on average 80.2 FTE were lost to seasonal absences per month, peaking with 165 FTE in Jan 2018. This absence incurred an average monthly cost of approx. £330k, with almost £700k in January.

