



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2008-04360

Keyword: Organisational Information/Governance

Subject: PSNI's SICKNESS BILL FOR 12 MONTHS

Request:

PSNI's total sickness bill for 12 months. Clarification received for financial year 07/08.

Question 1 - What was the PSNI's total sickness bill for the financial year 1 April 07 to 31 March 08? Please give a comparison with the similar figure for the previous 12 months.

Question 2 - How many days were lost due to sickness/absence from duty?

Question 3 - What were the main reasons given for sickness/absence?

Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

The information requested in questions 1-3 is contained in the attached document, 0000001684.pdf (Appendix A). The financial figures are equivalent to the number of days lost to sick absence x ready reckoner rates per rank / grade.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this email.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the

option to investigate the matter at his discretion.

Please be advised that all PSNI replies under Freedom of Information will be released simultaneously into the public domain via our website @ www.psni.police.uk.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

ATI Request F-2008-04360

What was the PSNI's total sickness bill for the financial year, 1 April 07 to 31 March 08? Please give a comparison with the similar figure for the previous 12 months.

	2007-2008	2006-2007	Variation
Police	£17.54m	£18.42m	-£0.88m
Police Staff	£3.07m	£3.77m	-£0.70m

Note: The above financial figures are equivalent to the numbers of days lost to sick absence x Ready Reckoner rates per the appropriate rank/grade.

How many days were lost due to sickness/absence from duty?

	2007-2008	2006-2007
Police	90984 days	95495 days
Police Staff	30140 days	37071 days

It should be noted that days lost to sickness absence within the PSNI has been steadily decreasing year on year and whilst the 07/08 figure of 90984 days represents a 4.7% improvement on the previous year, overall, there has been a 60% improvement on the total number of days lost to sickness absence levels since 2001/02.

Whilst we believe we have robust and effective policies that (a) support staff during periods of illness or injury and (b) provide management with the tools to discharge their responsibilities when managing sick absence, we continually review all of our sick absence related policies/procedures to ensure they provide a modern and flexible approach for the management of sickness absence. There is currently a policy review underway, which is the fourth review since 2001.

What were the main reasons given for sickness/absence ?

The following tables outline main causes for sickness absence in descending order by the number of days lost.

Police Officers

	2007-2008	2006-2007
1	Psychological	Psychological
2	Injury	Injury
3	Operations/Procedures	Musculoskeletal
4	Musculoskeletal	Operations/Procedures
5	Pregnancy/Maternity Related	Pregnancy/Maternity Related

Police Staff

	2007-2008	2006-2007
1	Psychological	Psychological
2	Injury	Operations/Procedures
3	Operations/Procedures	Injury
4	Musculoskeletal	Respiratory
5	Respiratory	Musculoskeletal