



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2009-01492

**Keyword:** Human Resources

**Subject:** SICK LEAVE TAKEN BY OFFICERS / STAFF

### Request and Answer:

*Under the Freedom of Information Act I seek the details of sick leave taken by the officers and staff of the force. By sick leave I mean paid time off work due to illness or injury.*

*I would like this data broken down by officer rank and staff salary band if possible. Please provide this information annually for the past two full years. I do not mind if the data is compiled by financial or calendar year but it must be consistent throughout the time period.*

#### Question 1

How many sick days were taken by officers annually?

#### Answer

Please see attached table below which shows sick days taken during the financial years of 2007/08 and 2008/09.

#### Question 2

How many sick days were taken by staff annually?

#### Answer

Please see attached table below which shows sick days taken during the financial years of 2007/08 and 2008/09.

#### Question 3

The monetary cost of sick days for the absent officers and staff.

#### Answer

Please see attached table below which shows the monetary costs in relation to officer and staff sickness for the financial years of 2007/08 and 2008/09.

#### Question 4

The total number of officers and staff on the force annually during the time in question.

#### Answer

At the end of financial year 2007/2008 there were 8750 police officers and 2690 police staff.  
At the end of financial year 2008/2009 there were 8462 police officers and 2570 police staff.

Please see attached tables below for details on the breakdown of rank/staff grade.

The Police Service of Northern Ireland has in place a robust Managing Attendance Policy, which has been designed to provide all staff with an understanding of their responsibilities and to enable a consistent approach by managers to managing attendance. This is supported by sound local, professional human resource advice. Through this policy sickness absence levels in the PSNI have been decreasing over the last number of years.

In seeking to create a human resource culture built on enabling excellence, with people at the heart of it, the Service acknowledges the part that everyone plays in managing attendance. Staff who are committed and professional in their approach to their job and whose well-being is developed by the organisation will be best able to provide effective policing services to the community.

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](mailto: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 PSNI replies under Freedom of Information may be released into the public domain via our website @ <http://www.psni.police.uk/>

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

**ATI Request F-2009-01492**

1. *How many sick days were taken by officers annually.*

	<b>2008/09</b>	<b>2007/08</b>
Inspector and above	2 895	4 196
Sergeants	9 087	8 524
Constables	58 460	78 271

2. *How many sick days were taken by staff annually.*

	<b>2008/09</b>	<b>2007/08</b>
DP and above	514	635
AA-SO	20 893	25 042
Others	1 729	2 058

3. *The monetary cost of sick days for the absent officers and staff.*

	<b>2008/09</b>	<b>2007/08</b>
Police Officers	£12 771 737	£16 445 499
Police Staff	£2 442 400	£ 2 980 467

### Police Officer totals 2008

Count of Loc	
Rank	Total
Chief Constable	1
Deputy Chief Const	1
Assist. Chief Const	8
Chief Superintendent	27
Superintendent	70
Chief Inspector	78
Inspector	434
Sergeant	1125
Constable	5505
Res. Constable F/T	664
Constable Part-Time	807
Res. Constable P/T	30
Grand Total	8750

### Police Officer totals 2009

Count of Loc	
Rank	Total
Chief Constable	1
Deputy Chief Const	1
Assist. Chief Const	7
Chief Superintendent	24
Superintendent	64
Chief Inspector	97
Inspector	423
Sergeant	1134
Constable	5435
Res. Constable F/T	516
Constable Part-Time	759
Res. Constable P/T	1
Grand Total	8462

### Police Staff Totals 2008

Count of Loc	
Equiv	Total
G3	2
G5	6
G6	15
G7	46
DP	88
SO	208
EO1	405
EO2	342
AO	814
AA	635
INDUST	129
Grand Total	2690

### Police Staff Totals 2009

Count of Loc	
Equiv	Total
G3	2
G5	8
G6	14
G7	48
DP	85
SO	220
EO1	419
EO2	310
AO	829
AA	520
INDUST	115
Grand Total	2570