

Meeting	Scottish Police Authority Resources Committee
Date	6 February 2020
Location	Pacific Quay, Glasgow
Title of Paper	People Management Information Dashboard Report Q3
Presented By	Jude Helliker, Director of People and Development
Recommendation to Members	For Discussion
Appendix Attached	Appendix A - People Management Information Dashboard December 2019

PURPOSE

The purpose of this paper is to introduce to the People Management Information Dashboard for December 2019.

Members are invited to discuss the content of this paper.

1. BACKGROUND

- 1.1 This paper has been prepared in response to action RES-P-20191107-005 (9.5) and provides members with detailed Police Officer and Police Staff management information for December 2019. This report will be provided quarterly.
- 1.2 A more detailed report providing members with analysis of reporting statistics will be provided bi-annually.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 Please refer to attached appendix A – ‘People Management Information Dashboard December 2019’.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no financial implications as a result of this paper.

4. PERSONNEL IMPLICATIONS

- 4.1 Personnel implications are detailed within the attached appendix - ‘People Management Information Dashboard December 2019’.

5. LEGAL IMPLICATIONS

- 5.1 There are no legal implications as a result of this paper.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There are no reputational implications as a result of this paper.

7. SOCIAL IMPLICATIONS

- 7.1 There are no social implications as a result of this paper.

8. COMMUNITY IMPACT

- 8.1 There are no community implications associated with this paper.

9. EQUALITIES IMPLICATIONS

- 9.1 There are no equalities implications associated with this paper.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications associated with this paper.

RECOMMENDATIONS

Members are invited to discuss the content of the report and appendix.

People Management Information Dashboard - December 2019 v1.00

Absence	Police Officer Absence - Categories as detailed on SCOPE (based on actual days lost)														Police Staff - Absence Categories as detailed on SCOPE (based on actual days lost)														Insights
	Sickness Absence Actual Days Lost (Dec 2019)	Cardiac	Digestive	Ear/Eye	Gynaecological	Headache/Migraine	Infectious Diseases	Musculo-Skeletal	Nervous System Disorders	Psychological	Respiratory	Skin	Miscellaneous	Total by Duration	Sickness Absence Actual Days Lost (Dec 2019)	Cardiac	Digestive	Ear/Eye	Gynaecological	Headache/Migraine	Infectious Diseases	Musculo-Skeletal	Nervous System Disorders	Psychological	Respiratory	Skin	Miscellaneous	Total by Duration	
	0 - 28 days	109	2066	165	169	269	136	2073	14	805	3740	70	2584	12,200	0 - 28 days	69	804	138	107	235	34	547	12	774	2004	21	1218	5,963	
	29 - 183 days	864	562	355	204	424		8795	254	14494	457	240	11119	37,768	29-183 days	497	854	294	149	65		2608	104	7281	205		5170	17,227	
	184 - 365 days	1310	533		491	285		3303	802	7942			5866	20,532	184 - 365 days	307			237			1064		3560	260		1745	7,173	
	Over 365 days					394		399	701	8693			6853	17,040	Over 365 days							797	400	813			1976	3,986	
	Total by Reason	2283	3161	520	864	1372	136	14570	1771	31934	4197	310	26422	87,540	Total by Reason	873	1658	432	493	300	34	5016	516	12428	2469	21	10109	34,349	
	Percentage (%)	2.6%	3.6%	0.6%	1.0%	1.6%	0.2%	16.6%	2.0%	36.5%	4.8%	0.4%	30.2%	100%	Percentage (%)	2.5%	4.8%	1.3%	1.4%	0.9%	0.1%	14.6%	1.5%	36.2%	7.2%	0.1%	29.4%	100%	
Sickness Absence (Work Days Lost) Estimate of PO absence cost based on WDL for Dec-19 = £3,426,530.80	Average Work Days Lost Year End Projection 2019/20 v 2018/19														Average Work Days Lost Year End Projection 2019/20 - 13.33 Actual year end 2018/19 - 12.92														
	AWDL year end projection 2019/20 9.53 - Actual year end 2018/19 - 8.79														AWDL year end projection 2019/20 - 13.33 Actual year end 2018/19 - 12.92														
	Average Work Days Lost (Dec 19)														Average Work Days Lost (Dec 2019)														
	7.05														10.08														
	Apr-Dec 18														Apr-Dec 18														
	6.58														9.58														
Average Work Days Lost (YTD Apr- Dec 19)														Average Work Days Lost (YTD Apr- Dec 2019)															
15,893														7,309															
Dec-18														Dec-18															
12,707														5,946															
3186 ▲														1363.0 ▲															
25.1% ▲														22.9% ▲															
Short Term Absence (STA) (Dec 19)														Short Term Absence (STA) (Dec 2019)															
6,792														3,285															
Dec-18														Dec-18															
5,765														2,729															
1027.0 ▲														556.0 ▲															
17.8% ▲														20.4% ▲															
Long Term Absence (LTA) (Dec 19)														Long Term Absence (LTA) (Dec 2019)															
9,101														4,024															
Dec-18														Dec-18															
6,942														3,217															
2159.0 ▲														807.0 ▲															
31.1% ▲														25.1% ▲															
Benchmark Police Service of Northern Ireland														Benchmark Police Service of Northern Ireland															
8.32 (Apr - Nov 2019). December figures pending														6.33 (Apr - Nov 2019) December figures pending															
Modified Duties	Police Officers on Modified Duties = 1,286, increase of +115 (+10%) in comparison to the same period last year (percentage change in brackets against previous year figure)														Police Staff on Modified Duties = 16, increase of +4 (+33%) in comparison to the same period last year (percentage change in brackets against previous year figure)														
	Type	Total	< 12 weeks	< 12 months	< 2 years	< 5 years	< 10 years	> 10 years	Type	Total	< 12 weeks	< 12 months	< 2 years	< 5 years	< 10 years	> 10 years													
	Rehabilitative	474	186 (+2%)	199 (+12%)	58 (+32%)	30 (+3%)	<5 (0%)	<5 (0%)	Rehabilitative	15	8 (+167%)	4 (+33%)	2 (-60%)	<5 (0%)	<5 (0%)	> 10 years													
	Extended Rehabilitative	484	5 (0%)	152 (-17%)	166 (+24%)	138 (+9%)	21 (+11%)	<5 (0%)	Ext. Rehabilitative																				
	Restricted	287	14 (+17%)	50 (+25%)	42 (-16%)	136 (+30%)	43 (+72%)	<5 (-50%)	Restricted																				
	Ill Health Retained	41	<5 (0%)	5 (-17%)	10 (+11%)	18 (+50%)	6 (+50%)	<5 (0%)	Ill Health Ret.																				
Total	1286	206	406	276	322	71	5	Total	15	8	4	2	<5																
Capability Cases	Police Officer Capability Cases YTD (Apr-Dec 2019) = 5 an increase of +1 (+25%) in comparison to the same period last year when there were 4 cases														Police Staff Capability Cases YTD (Apr-Dec 2019) = 33, a increase of 8 (+32%) in comparison to the same period last year when there were 25 cases														
	New Cases	Change from previous month	Ongoing Cases	Change from previous month	YTD	New Cases	Change from previous month	Ongoing Cases	Change from previous month	YTD																			
	0	0	6	0	5	0	(-3)	35	(-2)	33																			
Categories of Capability Cases Raised YTD (Apr-Dec 19)														Categories of Capability Cases Raised YTD (Apr-Dec 19)															
Absence/Attendance <5														Absence/Attendance 31															
Performance <5														Performance <5															
Misconduct/ Discipline Cases	Police Officer Misconduct Assessments (YTD Apr-Dec 2019) = 232, a decrease of -54 (-19%) in comparison to the same period last year. Misconduct Outcomes = 13, a decrease of -14 (-52%) in comparison to the same period last year.														Police Staff Discipline Cases YTD (Apr-Dec 2019) = 20, a decrease of -12 (-37.5%) in comparison to the same period last year when there were 32 cases														
	Apr- Dec 2019														Apr- Dec 2019														
232 (Apr-Dec 2018 - 286)														13 (Apr-Dec 2018 - 27)															
Employment Tribunals	Police Officer Employment Tribunal Cases YTD (Apr-Dec 2019) = 9, a decrease of -7 (-44%) in comparison to the same period last year when there were 16 cases														Police Staff Employment Tribunal Cases YTD (Apr-Dec 2019) = 7, an increase of 6 (+600%) in comparison to the same period as last year when there was 1 case.														
	New Cases	Change from previous month	Ongoing Cases	YTD	New Cases	Change from previous month	Ongoing Cases	YTD																					
1	(+1)	20	9	2	(+2)	7	7																						
Training	Police Officer Training Delivered														Police Staff Training Delivered														
	No. of Days	% Change 2018/19	Avg. days per employee	No. of Days	% Change 2018/19	Avg. days per employee																							
Dec-19	13,115	(+3,730) (+40%)	10	Dec-19	1,183	(+601) (+103%)	2																						
YTD (Apr - Dec)	105,301	(+18,795) (+22%)		YTD (Apr-Dec19)	14,194	(+3,660) (+35%)																							