Sickness and Resilience Police and Crime Panel Presentation by Chris McMullin, Director of People and Change

Introduction

- These slides provide a summary of:

  - COVID categories
  - Sickness levels due to COVID-19
  - Other sickness levels
  - Wider resilience

anaging Sickness

plemented COVID categories to enable us to understand our workforce

VID categories:

1. Working from home: Symptomatic – Individual and line manager agree they can still work
2. Working from home: Family/Co-habit symptomatic – Having to isolate for at least 14 days in line with national guidance, but can still work
3. Dependants Leave: Dependent symptomatic and staff member unable to work from home
4. Dependants Leave: Dependent non symptomatic (e.g. school closure), staff member is able to work full or reduce hours from home
5. Specials Leave – For those whose role will not allow them to work from home and they cannot do any other work
6. COVID-19 – Counted as Sickness. Unwell with suspected or confirmed COVID19 and unable to work
7. COVID-19 – Lock- down. Only for staff working from home based on Government guidance

ckness Cell analyses and supports COVID absence on a daily basis (welfare, recording, testing)

pport materials in place for the Force and OPCC, discussing many topics such as anxiety, finance management, and working from home

ickness App

Has the ability to manipulate data and display multiple breakdowns:

- Role
- COVID category
- Trends
- Department
- Working status
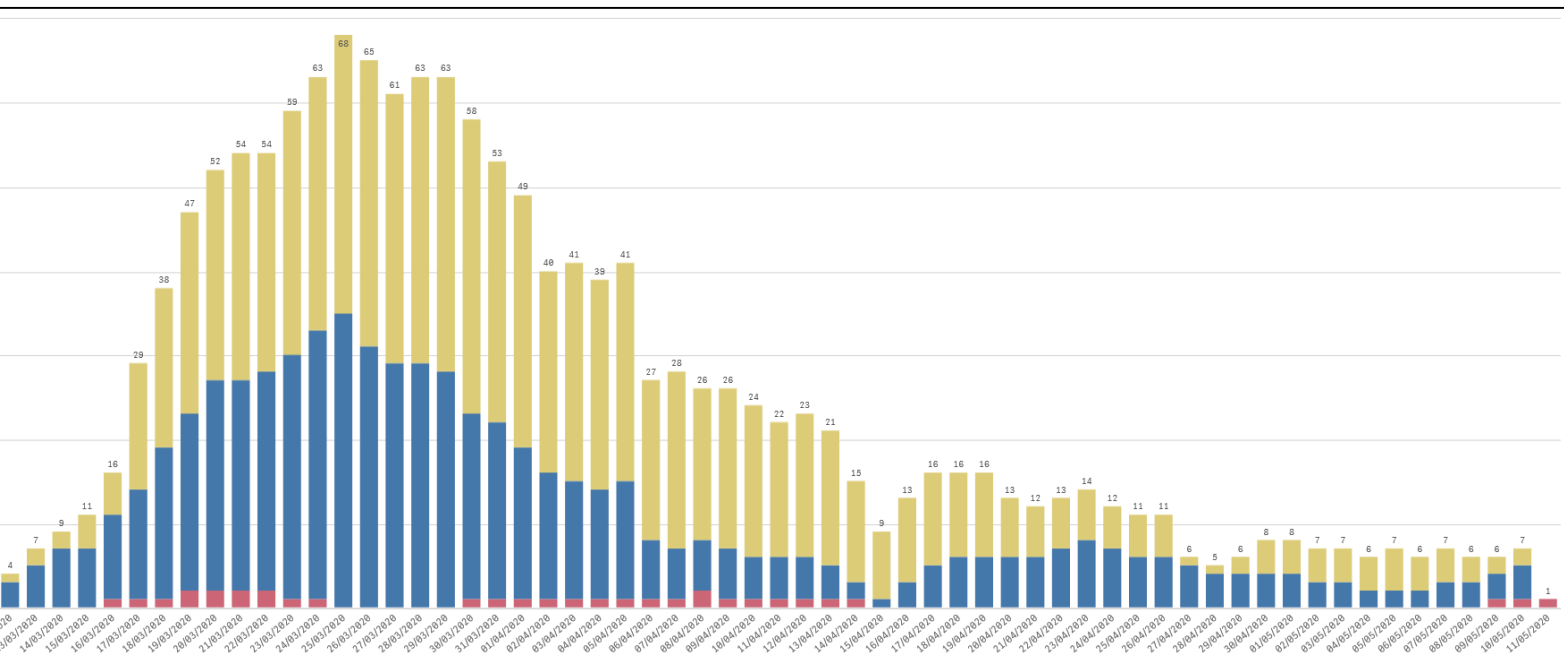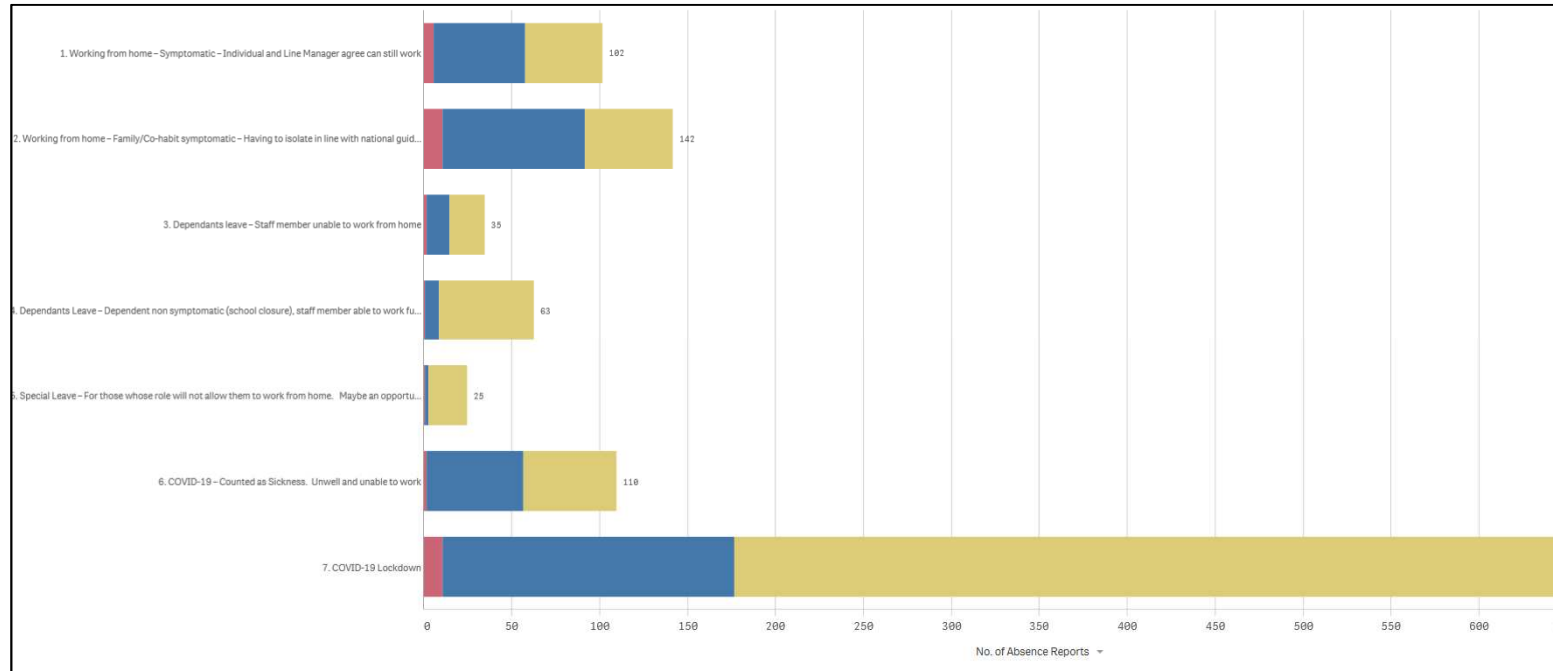- Vulnerabilities
- Exceptions
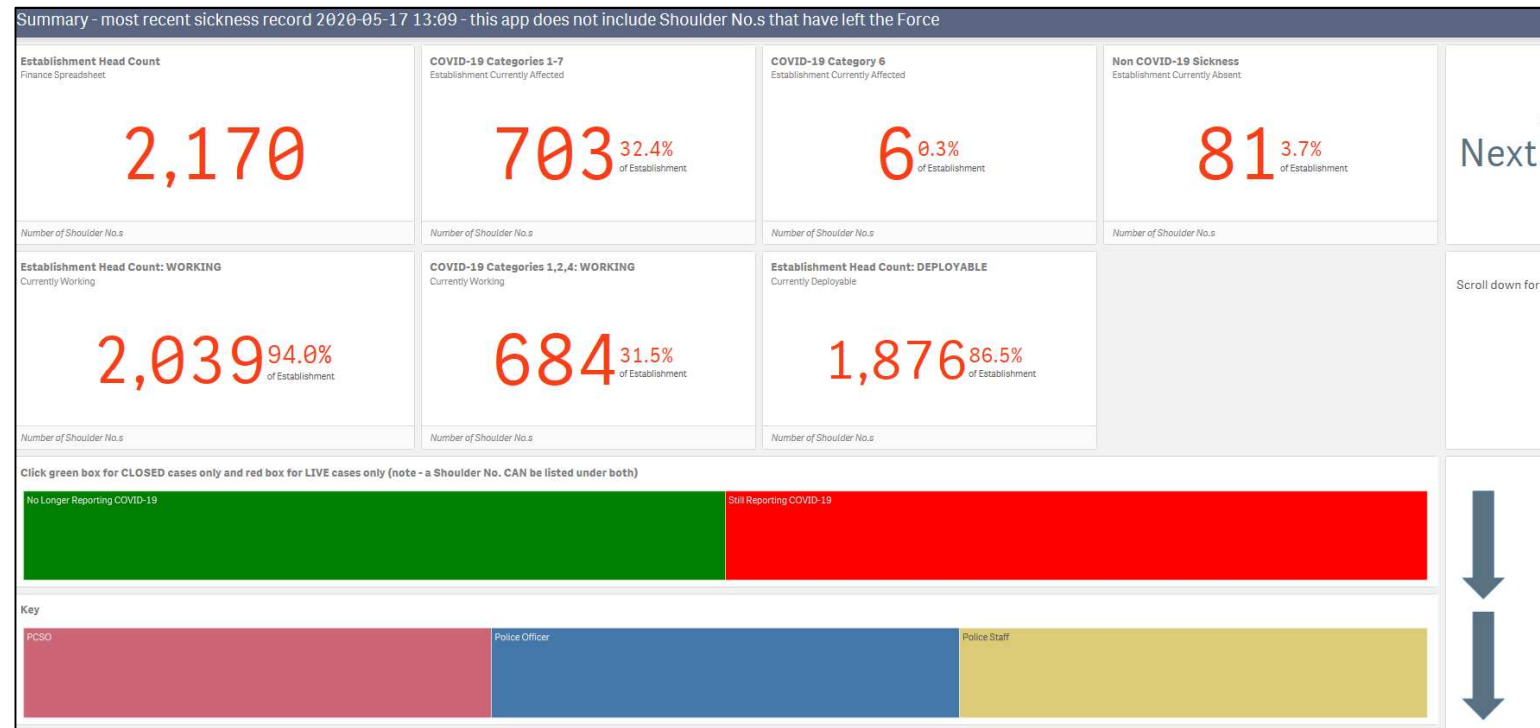
COVID Sickness summary

- 108 people have been off sick with COVID since 9th March (5.3% of organisation)

- This has equated to 913 days away from work

- 52% Police Staff, 48% Police Officers

- 102 people have been working from home with COVID symptoms

- All staff with vulnerabilities have been assessed, recorded and acted upon if necessary

...ckness

...categories

...e majority of COVID categories are
...se WFH in lockdown (59%)
... have been classified as COVID sickness
... have been working from home with
...VID symptoms

Horizontal bar chart – No. of Absence Reports:

- 1. Working from home – Symptomatic – Individual and Line Manager agree can still work — 102
- 2. Working from home – Family/Co-habit symptomatic – Having to isolate in line with national guid... — 142
- 3. Dependants leave – Staff member unable to work from home — 35
- 4. Dependants Leave – Dependent non symptomatic (school closure), staff member able to work fu... — 63
- 5. Special Leave – For those whose role will not allow them to work from home. Maybe an opportu... — 25
- 6. COVID-19 – Counted as Sickness. Unwell and unable to work — 110
- 7. COVID-19 Lockdown

No. of Absence Reports

Not Working Categories

- Peak in late March
- 67% with COVID symptoms
- 22% Dependents Leave
- 11% Special Leave

Operating Status Criteria

Each Department summarises current staffing levels and provides a BRAGB status with rationale

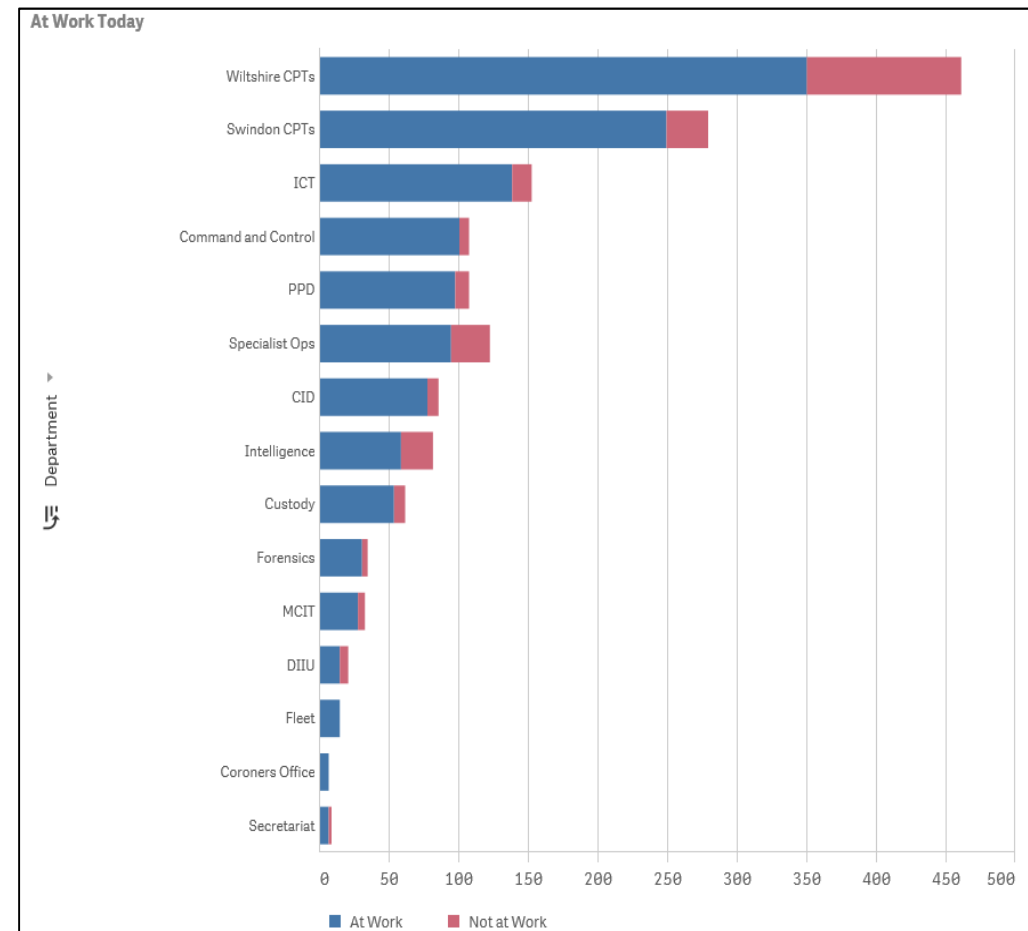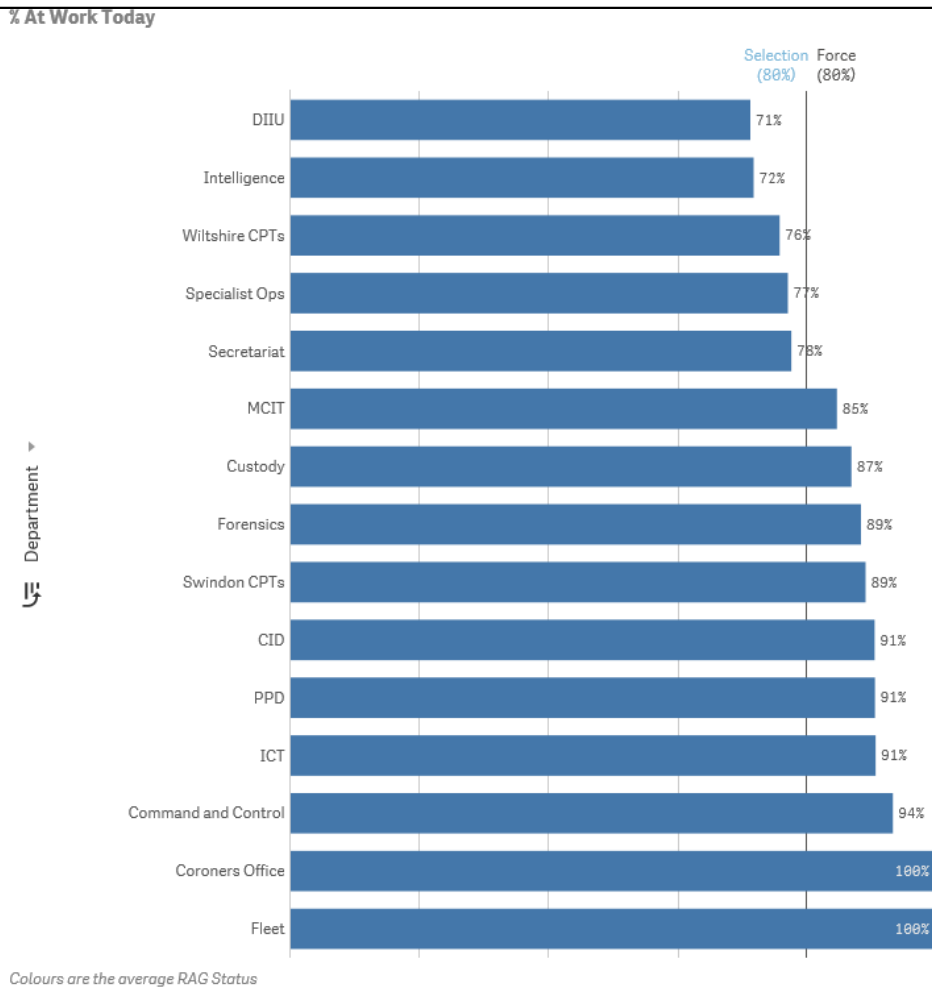This is analysed locally on a daily basis for validity and consistency

It is also submitted nationally for collection

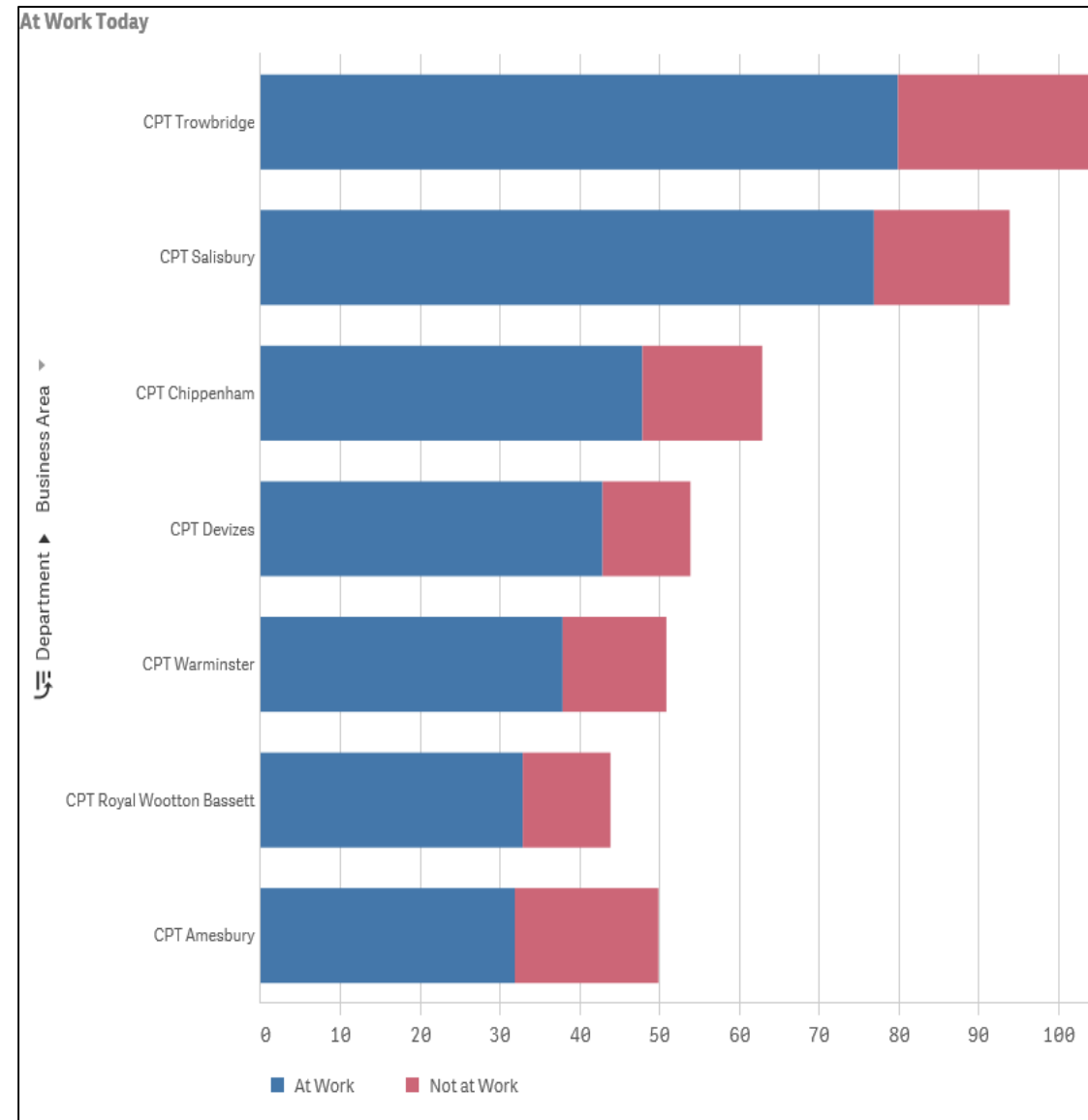| Operating Status	Description of situation and implication on the police	Consideration
Status Blue	Business as usual. No functions disrupted other a normal demand deviations and levels of sickness.	Baseline situation – Business as usual with advice to and staff on hygiene and health care. Containme mitigation measure to reduce the risk to each depa including home working, separation, upskilling / tra officers and staff to undertake 'essential' critical servi
Status Green	Moderate temporary impact. There are some occasions where demand is exceeding capacity, or where there are abnormal level or sickness and absenteeism.	Temporarily re-deploying officers from 'non' critical ac to critical functions. Deliberate dispersal of workf support delay phase and to minimise impact of wo community infection.
Status Amber	Moderate sustained impact. Crucial activities cannot be sustained due to demand being exceeded or where there are levels of sickness which require non critical activities being re-deployed for sustained period of time.	Redeploy all officers from significant number of 'non activity, to ensure 'essential' and 'desirable' critical a are maintained. Cessation of non-critical staff fu redeployment, and training to provide sustainable fu to support operations.
Status Red	Severe impact. Inability to meet demand or there are significant levels of sickness / absenteeism, resulting in officers and staff being deployed from 'desirable' critical services.	'Essential' critical service can only be sustained by rede all officers from 'Desirable' critical activities. Attend immediate and priority incidents. Capacity will focus areas: • Command & Control. • Emergency response. • Firearms response. • Major Incident response. • Public Order response. • Serious Crime (Cat 3 crimes). • Serious Vulnerability (high risk missing perso • Intelligence functions. • Custody. • Coroners Officers. • Mission Critical Support Functions (eg IT).
Status Black	Critical Impact. The situation has moved beyond the capacity of the constabulary to deliver 'essential' critical activities (either for a temporary or sustained period).	All deployable officers to ensure the capacity in Statu maintained around protection of the public from maintaining the Queen's peace and preventing and d crime.

Operational Service Delivery Status Review

Daily status and workforce resilience of departments is logged and assessed

% At Work Today

Department	Selection (80%) / Force (80%)
DIIU	71%
Intelligence	72%
Wiltshire CPTs	76%
Specialist Ops	77%
Secretariat	78%
MCIT	85%
Custody	87%
Forensics	89%
Swindon CPTs	89%
CID	91%
PPD	91%
ICT	91%
Command and Control	94%
Coroners Office	100%
Fleet	100%

Colours are the average RAG Status

At Work Today

(At Work / Not at Work — by Department: Wiltshire CPTs, Swindon CPTs, ICT, Command and Control, PPD, Specialist Ops, CID, Intelligence, Custody, Forensics, MCIT, DIIU, Fleet, Coroners Office, Secretariat)

■ At Work ■ Not at Work

Operational Service Delivery Status Review – CPT Only
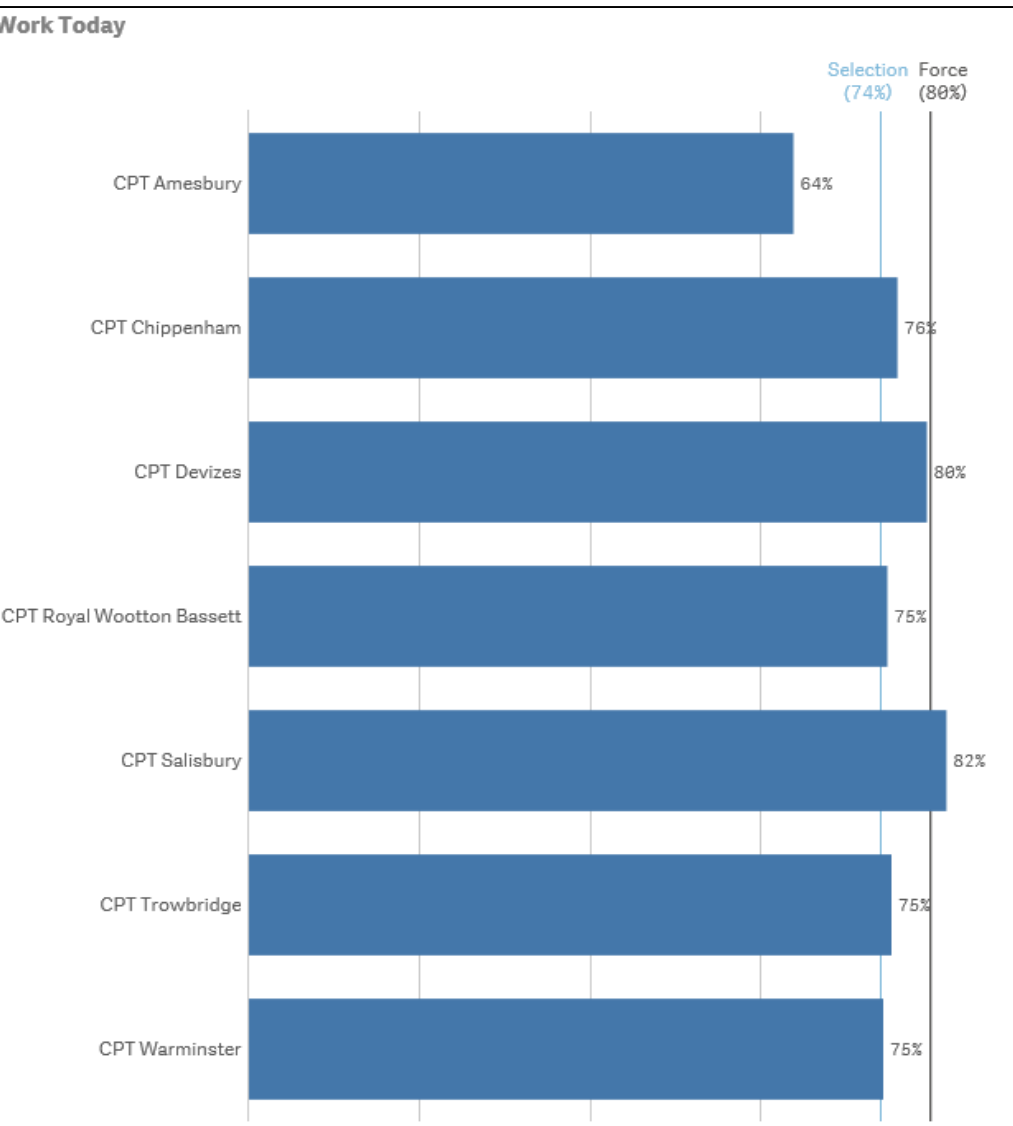
Overview of the establishment

		03-May	04-May	05-May	06-May	07-May	08-May	09-May	10-May	11-May	12-May	13-May	14-May	15-M
Non Covid Sickness (Sick and outside the COVID categories)	Number	82	80	76	73	73	73	75	76	78	72	77	75	78
	%	3.8%	3.7%	3.5%	3.3%	3.3%	3.3%	3.4%	3.5%	3.6%	3.3%	3.5%	3.5%	3.6%
Covid - Other Absence (nable to work but not sick - Cat 3 & 5) Live picture	Number	11	11	11	12	11	11	12	12	13	13	11	11	11
	%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.6%	0.6%	0.5%	0.5%	0.5%
Covid Absence (Sick Cat 6)	Number	9	9	9	8	8	9	9	9	7	6	5	4	6
	%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.3%	0.3%	0.2%	0.2%	0.3%
Total Absence	Number	102	100	96	93	92	93	96	97	98	91	93	90	95
	%	5%	5%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
Daily Change	Number	-2	-2	-4	-3	-1	1	3	1	1	-7	2	-3	5
	%	-1.9%	-2.0%	-4.0%	-3.1%	-1.1%	1.1%	3.2%	1.0%	1.0%	-7.1%	2.2%	-3.2%	5.6%
Force headcount		2183	2183	2183	2183	2183	2183	2183	2183	2183	2183	2173	2173	217

Daily sickness and proportions analysed during response phase

Business Continuity

Since the start of this incident, Wiltshire Police has put in place a Capacity, Deployability and Surge capability

This articulates how the Force will operate should resilience level drop due to COVID-19

It defines all functions which are Essential, Desirable and Not Critical, their key functions and operational options to maintain service delivery

Finally, it outlines the mechanism for making immediate decisions required to maintain the essential services of the Police

Fortunately the need to use these tactics has yet to be seen

In support of Business Continuity, a Qliksense app has been built which provides a dynamic overview of available resources

Thank you, any questions?

Police & Crime Commissioner
for Wiltshire and Swindon

pcc