

**POLICE OFFICER - SICKNESS ABSENCE**

Total number of absences	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	1024	452	1061	1549	4072	865	8906	1493	19422
1997/98	1011	448	992	1604	4063	805	8449	1313	18685
1998/99	1056	463	1147	1633	4414	920	8486	2068	20187
1999/00	1088	505	1064	1447	4229	963	8806	1796	19898
2000/01	1060	505	1357	1331	3932	872	7942	1570	18569
2001/02	1063	574	1267	1359	3935	889	7461	1564	18112
2002/03	1073	581	1287	1877	3805	948	7254	1635	18460
2003/04	1027	575	1420	1478	4099	954	7391	1459	18403
2004/05	524	532	1538	1689	3867	973	7153	1409	17685
2005/06	541	513	1186	1550	3822	945	7057	1462	17076
2006/07	602	572	1239	1756	3962	1004	7888	1639	18662
2007/08	550	512	1157	2313	4054	908	8124	1640	19258
2008/09	550	638	954	1951	3825	874	7496	1652	17940

Total number of self-certified absences	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	843	396	852	1245	3595	720	6501	1336	15488
1997/98	827	395	813	1368	3698	665	6177	1187	15130
1998/99	827	386	921	1392	3468	754	7308	1429	16485
1999/00	913	415	898	1188	3450	781	5752	1388	14785
2000/01	876	1147	936	1228	3313	723	5687	1281	15191
2001/02	880	540	810	1184	3148	750	5420	1248	13980
2002/03	876	515	901	1350	3244	765	5345	1366	14362
2003/04	835	489	925	1312	3347	757	5439	1206	14310
2004/05	335	443	914	1541	3204	821	5243	1185	13686
2005/06	389	435	986	1511	3089	760	5109	1211	13490
2006/07	404	493	939	1472	3197	799	6204	1389	14897
2007/08	361	440	1018	1610	3280	709	5972	1426	14816
2008/09	386	534	761	1603	3165	709	6225	1417	14800

These statistics are collected through Annual Statistical Returns (ASRs) which we receive from every force.



Total number of absences that last more than 28 days	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	47	15	42	53	196	44	636	88	1121
1997/98	62	17	40	81	254	49	800	70	1373
1998/99	102	23	64	84	251	47	968	153	1692
1999/00	51	27	54	75	296	39	1015	240	1797
2000/01	79	37	50	91	254	32	815	124	1482
2001/02	66	34	57	55	338	49	812	140	1551
2002/03	75	37	99	200	324	50	740	114	1639
2003/04	78	34	56	48	365	63	837	97	1578
2004/05	71	29	92	52	329	58	773	90	1494
2005/06	65	38	92	39	318	58	767	100	1477
2006/07	103	32	134	129	338	67	771	90	1664
2007/08	82	33	86	36	339	57	852	101	1586
2008/09	90	104	88	133	289	72	398	109	1283

**POLICE OFFICER - WORKING DAYS LOST**

Total number of days lost	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	6961	1947	7075	6807	24968	5941	84613	10459	148771
1997/98	9205	3364	6102	8455	31724	6128	83574	9392	157944
1998/99	11101	2713	10029	8626	37370	6282	85959.5	14925	177005.5
1999/00	8673	3413	8818	7522	30624	6234	88017	16246	169547
2000/01	9869	3687	7920	7035	32222	5436	76113	16003	158285
2001/02	8944	3052	9804	7561	30840	6095	79541.5	14910	160747.5
2002/03	9654	2598	8870	10519	33967	6213	82037	13893	167751
2003/04	9807	4532	9044	11742	34168	6789	83153	12543	171778
2004/05	7596	3952	10341	11075	30657	6439	73033	12019	155112
2005/06	5959	3596	9427	10925	31227	7908	73389	11870	154301
2006/07	7357	3315	11454	11629	31239	8168	81626	12749	167537
2007/08	5881	3707	9715	10710	30822	7203	81716	11832	161586
2008/09	6099	3335	7559	11170	26131	6932	77892	10560	149678

Total number of working days lost due to self-certificated absences	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	2303	820	2270	2670	8602	1654	22364	3326	44009
1997/98	2114	1726	1974	4351	7486	1717	20289	2674	42331
1998/99	2264	918	2365	4391	7584	2087	18434.5	3827	41870.5
1999/00	2349	1018	2297	2642	7751	1757	18158.5	3674	39646.5
2000/01	2329	1026	2260	2654	9786	1711	15766.5	3363	38895.5
2001/02	2221	1187	2436	2808	5613	1531	14686.5	3232	33714.5
2002/03	2178	1715	2373	7454	6804	1447	14681	3612	40264
2003/04	2087	1103	1950	5044	7030	1532	14981	3213	36940
2004/05	803	1020	1931	3640	6793	1634	15558	3296	34675
2005/06	933	950	2081	3336	6476	1474	19675	3333	38258
2006/07	1010	1043	2250	3309	6708	1916	14928	3816	34980
2007/08	963	988	1911	3670	7010	1612	15105	3398	34657
2008/09	1292	973	1798	3376	6795	1510	16570	3270	35584

These statistics are collected through Annual Statistical Returns (ASRs) which we receive from every force.



Total number of working days lost to absences that last more than 28 days	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	2929	627	2433	2156	11685	2946	46797	5369	74942
1997/98	5426	1043	2120	3567	18516	3352	55260	4762	94046
1998/99	5150	1149	4921	3908	21587	2992	58418	6333	104458
1999/00	4649	1629.75	3971	3130	18066	2904	64465	9528	108342.75
2000/01	6317	1716.75	3853	5531	14710	2091	47291	10466	91975.75
2001/02	5240	1253	5702	2989	20354	3395	53382	9601	101916
2002/03	5982	703	5590	3554	23288	3270	60955	8163	111505
2003/04	6347	2652	4634	2947	22945	3860	61294	7178	111857
2004/05	5725	2203	6826	4129	20853	3832	54299	6794	104661
2005/06	4197	1901	5866	3964	20613	5161	45527	6498	93727
2006/07	5486	1640	6448	6736	20165	4936	56586	6734	108731
2007/08	4097	2154	5705	5442	19476	4262	29402	6146	76684
2008/09	4456	2362	3905	5766	15538	4486	22405	5396	64314

**POLICE SUPPORT STAFF - SICKNESS ABSENCE**

Total number of absences	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	341	222	485	737	2703	493	n/a	701	5682
1997/98	90	263	458	744	2631	437	n/a	805	5428
1998/99	420	317	530	884	2550	473	2443	876	8493
1999/00	499	354	470	792	2316	459	3367	971	9228
2000/01	367	327	574	746	2172	566	3143	1088	8983
2001/02	396	467	496	783	2375	566	3156	1059	9298
2002/03	502	479	628	905	2326	591	3279	1093	9803
2003/04	574	479	729	1058	2442	620	3176	964	10042
2004/05	383	483	935	1155	2616	632	4539	1040	11783
2005/06	378	474	929	1116	2662	676	4939	1108	12282
2006/07	393	490	847	1489	2908	651	5852	1172	13802
2007/08	338	485	671	1968	2735	605	4810	1057	12669
2008/09	325	506	711	1595	2595	574	4065	924	11295

Total number of self-certificated absences	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	269	201	405	544	2380	434	n/a	578	4811
1997/98	69	244	388	651	1904	388	n/a	664	4308
1998/99	339	256	444	762	2009	393	1785	711	6699
1999/00	419	298	341	666	1935	387	2430	780	7256
2000/01	305	734.2	393	701	1834	461	2395	903	7726.2
2001/02	330	446	364	696	1981	467	2401	890	7575
2002/03	421	442	467	788	1971	470	2564	917	8040
2003/04	467	419	497	947	2066	522	2938	800	8656
2004/05	248	408	663	1042	2172	536	3521	878	9468
2005/06	263	420	792	1085	2239	566	3889	918	10172
2006/07	283	420	722	1260	2420	535	4820	979	11439
2007/08	232	416	585	1325	2246	485	3816	890	9995
2008/09	223	436	551	1329	2189	472	3392	735	9327

These statistics are collected through Annual Statistical Returns (ASRs) which we receive from every force.



Total number of absences that last more than 28 days	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	14	9	28	29	103	17	180	54	434
1997/98	9	6	33	38	139	21	212	33	491
1998/99	26	20	25	24	137	23	264	48	567
1999/00	19	14	13	39	118	32	306	61	602
2000/01	19	19	23	33	106	28	256	50	534
2001/02	18	21	15	25	128	24	270	68	569
2002/03	25	22	35	22	145	26	261	71	607
2003/04	29	26	21	26	160	30	291	70	653
2004/05	33	28	39	24	190	42	352	57	765
2005/06	31	25	78	31	182	33	321	70	771
2006/07	38	27	75	104	177	43	332	62	858
2007/08	42	25	58	50	200	31	419	65	890
2008/09	36	70	55	107	168	36	193	73	738

## POLICE SUPPORT STAFF - WORKING DAYS LOST

Total number of working days lost	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	2080	1370	3058	3925	16723	3155	25376	4594	60281
1997/98	1114	2115	2684.5	3746	20563	2689	27254	5083	65248.5
1998/99	2798	2061	2814	3507	17805	3330	30330.5	5371	68016.5
1999/00	2632	1820.25	2579	3791	14314	3049	31510	5797	65492.25
2000/01	2640	1548	2739	3236	14634	3678	26441.5	7114	62030.5
2001/02	2847	2313	2877	4009	13571	3517	26331.5	8229	63694.5
2002/03	3806	2041	3701	4783	15026	3979	28096	8189	69621
2003/04	3568	2981	4172	6566	16219	3907	28443	8133	73989
2004/05	2865	3691	4734	4691	16253	4522	31762	7235	75753
2005/06	2897	2900	5926	6031	16786	4289	34702	8208	81739
2006/07	3863	2978	5952	9904	18218	4653.5	38888	8847	93303.5
2007/08	3507	3460	5870	9245	16759	4018	32110	7641	82610
2008/09	3108	3095	5036	8945	14057	4096	32407	6657	77401

Total number of self-certificated absences	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	721	412	861	1058	5737	1054	7659	1120	18622
1997/98	155	1600	823.5	2069	4358	966	7333	1542.5	18847
1998/99	848	694	981	2458	4530	994	7278	1179	18962
1999/00	880	712.25	801	1526	4797	826	7618.5	1909	19069.75
2000/01	725	764.75	862	1999	5335	1023	5851	2166	18725.75
2001/02	776	719	1138.5	1543	3813	967	5781	2153	16890.5
2002/03	952	1452	1245	3687	4211	961	6303	2207	21018
2003/04	1058	923	1051	2850	4457	1022	7273	1911	20545
2004/05	434	937	1258	2562	4505	1038	8041.5	2097	20872.5
2005/06	630	979	1606	2367	4589	1188	11294	2216	24869
2006/07	664	909	1598	2696	5095	1106	10109	2450	24627
2007/08	637	893	1061	2853	4643	1052	9270	1903	22312
2008/09	677	846	1263	2789	4624	1270	8482	1523	21474

These statistics are collected through Annual Statistical Returns (ASRs) which we receive from every force.



Total number of working days lost to absences that last more than 28 days	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	730	685	1672	1649	7164	1758	12044	2613	28315
1997/98	852	374	1322	1664	10140	1166	12996	2242	30756
1998/99	1247	1693	1281	955	6326	1597	15706	2373	31178
1999/00	1091	799.25	1685	1580	6706	1563	18670	2297	34391.25
2000/01	1380	803.25	1098	1859	7193	1882	16014	3235	33464.25
2001/02	1466	959	1341	1644	6555	1799	15822	4835	34421
2002/03	2174	418	2120	1376	8377	2022	17768.5	4529	38784.5
2003/04	1574	1541	2455	1635	9310	2191	17996	4941	41643
2004/05	1659	2084	2595	1679	9373	2946	22202	3768	46306
2005/06	1607	1414	3289	2596	9846	2228	16891	4290	42161
2006/07	2578	1534	3061	6002	9972	2854	22548	4504	53053
2007/08	2394	1974	3778	5202	9438	2067	11931	3917	40701
2008/09	2028	2249	1939	4781	7176	2289	10490	3776	34728

**MATERNITY/PATERNITY LEAVE TAKEN BY POLICE OFFICERS**

Total number of working days lost to Maternity and Paternity Leave	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	532	342	1062	1643	2566	765	918	904	8732
1997/98	1186	833	486	1047	2651	300	4149	1210	11862
1998/99	483	964	642	2216	2327	324	3627	1233	11816
1999/00	397	500	970	1081	3431	1223	4969	2512	15083
2000/01	597	522	1592	3030	3053	897	7056	1620	18367
2001/02	1084	1065	1161	1725	5171	1280	11530	2270	25286
2002/03	658	1133	1374	1130	4109	248	8439	2462	19553
2003/04	717	513	735	2117	5674	563	11119	2247	23685
2004/05*	656	1119	1906	2146	4162	381	13472	2216	26058
2005/06*	1828	1852	1405	3143	6847	786	28475	3123	47459
2006/07*	1465	1813	1480	4348	7190	1565	10428	2251	30540
2007/08	1590	918	1505	4871	10035	1365	18347	2587	41218
2008/09	2342	2123	1877	6659	4700	2185	24374	5152	49412

\* - Some of the data supplied by forces for these years only gave an overall total and did not detail the split between Maternity/Paternity Leave.

Total number of working days lost by officers taking Maternity Leave	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1997/98	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1998/99	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1999/00	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
2000/01	597	522	1558	3030	3053	891	6996	1582	18229
2001/02	1084	1065	1134	1725	5171	1280	11470	2234	25163
2002/03	658	1128	1351	1130	4109	248	8259	2389	19272
2003/04	717	485	630	2061	5093	563	10383	2015	21947
2004/05	556	1060	1811	n/a	3599	381	13087	1904	22398
2005/06	1800	1810	1310	n/a	6175	786	27927	3109	42917
2006/07	1386	1738	n/a	4134	6730	1507	9754	1963	27212
2007/08	1555	799	1380	4450	9373	1330	17093	2279	38259
2008/09	2235	2034	1808	6387	4056	2135	22613	4765	46033

These statistics are collected through Annual Statistical Returns (ASRs) which we receive from every force.



Total number of working days lost by officers taking Paternity Leave	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1997/98	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1998/99	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1999/00	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
2000/01	0	0	34	0	0	6	60	38	138
2001/02	0	0	27	0	0	0	60	36	123
2002/03	0	5	23	0	0	0	180	73	281
2003/04	0	28	105	56	581	0	736	232	1738
2004/05	100	59	95	n/a	563	0	385	312	1514
2005/06	28	42	95	n/a	672	0	548	14	1399
2006/07	79	75	n/a	214	460	58	674	288	1848
2007/08	35	119	125	421	662	35	1254	308	2959
2008/09	107	89	69	272	644	50	1761	387	3379

### MATERNITY/PATERNITY LEAVE TAKEN BY POLICE STAFF

Total number of working days lost to Maternity and Paternity Leave	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	357	335	265	-	2464	235	6182	1215	11053
1997/98	671	1234	920	1579	4274	1295	3663	1369	15005
1998/99	437	637	494	1247	3564	1427	3280	1261	12347
1999/00	281	625	630	1661	3332	640	5868	1930	14967
2000/01	535	1041	1027	955	5326	331	1995	1261	12471
2001/02	253	285	800	1323	3245	1230	2336	1966	11438
2002/03	1051	116	944	1715	4629	506	2759	1920	13640
2003/04	177	1183	1811	1180	5083	1581	4646	1502	17163
2004/05*	1468	761	2555	1393	6157	1566	8686	3833	26419
2005/06*	1979	1947	1254	2652	6201	1387	16692	3072	35184
2006/07	778	4430	4121	4487	5217	988	7874	2296	30191
2007/08	1716	1134	1343	3281	9748	1189	8955	2214	29580
2008/09	2246	1627	2570	4088	4032	2435	19258	2859	39115

\* - Some of the data supplied by forces for these years only gave an overall total and did not detail the split between Maternity/Paternity Leave.

Total number of working days lost by staff taking Paternity Leave	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1997/98	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1998/99	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1999/00	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
2000/01	0	0	5	0	12	0	25	0	42
2001/02	0	0	0	0	0	0	10	5	15
2002/03	0	5	5	0	0	0	18	15	43
2003/04	0	0	10	14	65	0	78	0	167
2004/05	5	0	25	n/a	36	0	147	12	225
2005/06	119	0	5	n/a	672	0	131	18	945
2006/07	55	0	20	57	48	15	598	22	815
2007/08	0	0	5	21	117	188	157	57	545
2008/09	1	0	5	7	88	0	100	18	219

These statistics are collected through Annual Statistical Returns (ASRs) which we receive from every force.



Total number of working days lost by staff taking Maternity Leave	Central	Dumfries and Galloway	Fife	Grampian	Lothian and Borders	Northern	Strathclyde	Tayside	Scotland
1996/97	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1997/98	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1998/99	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
1999/00	The data supplied for these years did not differentiate between Maternity and Paternity Leave.								
2000/01	535	1041	1022	955	5314	331	1970	1261	12429
2001/02	253	285	800	1323	3245	1230	2326	1961	11423
2002/03	1051	111	939	1715	4629	506	2741	1905	13597
2003/04	177	1183	1801	1166	5018	1581	4568	1502	16996
2004/05	1463	761	2530	n/a	6121	1566	8539	3821	24801
2005/06	1860	1947	1249	n/a	5529	1387	16561	3054	31587
2006/07	723	4430	4101	4430	5169	973	7276	2274	29376
2007/08	1716	1134	1338	3260	9631	1001	8798	2157	29035
2008/09	2245	1627	2565	4081	3944	2435	19158	2841	38896