

**Chief Officer Team
Briefing For PCC**

NOT PROTECTIVELY MARKED

Title: Profile of Police Officers on Limited Duties**Chief Officer Team Sponsor:** Mrs Hilary Sykes, Head of Personnel**Report Author:** Mrs Hilary Sykes**Report Details****Limited Duties (Police Officers)**

The below figures relate to Police Officers in West Yorkshire Police who have been unable to carry out full duties either due to injury or illness (for either a short period or permanently) in 2014, 2015 and 2016. The figures cannot be directly compared as the Limited Duties provisions changed due to Regulations from April 2015 and the Determinations became effective from the 1st May 2015. This means that the figures for these years are categorised slightly differently. The Force introduced the Limited Duties policy on the 12th June 2015 but the statistics did not immediately reflect this change and were still based on the older regulations. The 2016 statistics fully reflect the changes in recording as required under the new Regulations.

Up to 12th June 2015

The term '**Recuperative duties**' referred to a temporary arrangement to aid in someone's recovery.

'**Restricted duties**' meant that the requirement to carry out a particular part of an officer's role was restricted due to a medical condition for a period of at least twelve months. Restricted duties enabled an officer to return to work but allowed the avoidance of certain activities the officer was unable to carry out due to their medical condition.

'**Limitations**' referred to officers who had an impairment that prevented them from carrying out duties such as Public Order Training, PSU duties and training, driving etc.

'**Other**' referred to officers who were on some form of limited duty due to pregnancy, a discipline issue or personal issues.

Figures as at 6th November 2014

		Recuperative	Limitations	Restricted	Other
District/Dept	Police Officer Headcount	Total	Total	Total	Total
Bradford	897	42	47	38	14
Calderdale	326	10	18	20	6
Wakefield	520	36	44	43	11
Kirklees	599	34	40	30	5
Leeds	1344	51	54	63	2
Prot Services (Ops)	500	16	8	15	1
Prot Services (Crime)	300	2	14	14	2
CTU	244	5	2	8	0
Regional	37	0	2	0	0
Other Depts	69	0	3	2	1
FORCE TOTAL	4836	196	232	233	42

Figures as at 3 September 2015

		Recuperative	Limitations	Restricted	Other
District/Dept	Police Officer Headcount	Total	Total	Total	Total
Bradford	870	41	26	33	11
Calderdale	309	11	14	18	3
Wakefield	509	62	10	33	9
Kirklees	577	40	18	37	1
Leeds	1269	30	41	63	10
Prot Services (Ops)	497	11	6	15	0
Prot Services (Crime)	276	3	9	13	0
CTU	236	3	2	7	0
Regional	44	0	3	0	0
Other Depts	51	0	4	1	1
FORCE TOTAL	4638	201	133	220	35

From 12th June 2015

The Force Limitations and Adjusted duties policy was introduced in June 2015 as the definitions changed due to changes to Police Regulations.

Limited duties

Police Regulations and Determinations identify three categories of 'limited duties' as:

- Recuperative duties;
- Adjusted duties; and
- Management restricted duties.

Recuperative duties

Recuperative duties are defined as: 'Duties falling short of full deployment, undertaken by a police officer following an injury, accident, illness or medical incident, during which the officer adapts to and prepares for a return to full duties and the full hours for which they are paid, and is assessed to determine whether he or she is capable of making such a return.

Recuperative duties should be viewed as a structured, time-limited, supportive and rehabilitative process.

Adjusted Duties

Adjusted duties are defined as: 'Duties falling short of full deployment, in respect of which workplace adjustments (including reasonable adjustments under the Equality Act 2010) have been made to overcome barriers to working'.

If an officer is placed on adjusted duties this represents an intention to retain the officer in a substantive policing role that matches their core capabilities on the understanding that this may necessitate long term or permanent workplace adjustments.

Management Restricted duties

Management restricted duties are defined as: 'Duties to which an officer is allocated in circumstances in which:

- verifiable confidential or source sensitive information or intelligence has come to the notice of the Force that questions the suitability of an officer to continue in their current post; and/or
- serious concerns are raised which require management actions, both for the protection of individuals and the organisation.

In either case that:

- criminal or misconduct proceedings are not warranted; and
- The Chief Constable has lost confidence in the officer continuing in their current role'.

Other – this records information not covered by the above and records issues such as no PSU, no confrontation, no driving, ongoing medical issues and limitations on the type of shifts that can be worked e.g. no night shifts, no shifts longer than 8 hours.

Figures as at 1st September 2016

		Recuperative	Management Restricted	Adjusted	Other
District/Dept	Police Officer Headcount	Total	Total	Total	Total
Bradford	871	65	0	34 (5) **	30
Calderdale	305	6	0	11	16
Wakefield	557	26	0	23 (8) **	18
Kirklees	1261	64	0	18 (3) **	52
Leeds	491	69	0	31 (3) **	20
Prot Services (Ops)	523	28	0	0	11
Prot Services (Crime)	228	5	1	8	4
CTU	208	8	0	0	2
Regional	53	0	0	0	1
Other Depts	102	3	0	2 (1) **	1
FORCE TOTAL	4599	264	1	108 (20)	155

** Number in brackets are the portion of officers of the total figures that have been deemed to meet adjusted duties criteria but also have a recuperative package in place.