



Absenteeism in the police force, return to work after long-term sick leave and preventive measures – the Polish experience

Vse pravice so pridržane.

Gradiva ni dovoljeno razmnoževati in razpošiljati v kakršnikoli obliki brez predhodnega pisnega dovoljenja avtorja in Ministrstva za delo, družino, socialne zadeve in enake možnosti. Citiranje je v skladu z Zakonom o avtorskih in sorodnih pravicah, dovoljeno z navedbo podatkov o viru.



Agata TELEGA, Specialist for Safety and Hygiene at Work

Department for Safety at Work, National Police Headquarters (Poland)



AGENDA:



- 1. Legal basis**
- 2. Referral for medical examination**
- 3. The sick leave**
- 4. Absenteeism in Police**

Healthy Workplaces

29-30 May 2018 Brdo Congress Centre



The absenteeism in the police force, return to work after long-term are regulated by:

- Police Act of 6th April 1990 (extensively updating);
- A compensation fund in case of accident or disease in relation with duty in Police Act of 4th April 2014;
- Labour Code of 26th June 1974;
- A financial compensation from social security in case of disease and maternity Act of 25th June 1999;
- Ordinance of Minister of Internal Affairs and Administration of 9th February 2017 regarding periodical and control medical examination in Police.



Police Act from 6th april 1990

Referral for medical examination



Referral for periodical or control medical examination includes:

1. Policeman surname and name,
2. Personal ID number,
3. Address,
4. Job title,
5. Description of duty condition, including detrimental or oppressive factors.



Police Act from 6th april 1990

Referral for medical examination



For the first periodical medical examination policeman is directed 3 years after joining the Police.

Type, range and frequency of periodical medical examination is dependent on type of duty and policeman age.



Ordinance of Minister of Internal Affairs and Administration of 9th February regarding periodical and control examinations in Police

Referral for medical examination



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Policemen of investigatory, criminal, prevention, forensic or juridical units	
Age range	Frequency of medical examination
to 40 years old	every 3 years
over 40 years old	every 2 years

Policemen of support units (logistical and technical), police schools, Police Academy and reaserch institutes	
Age range	Frequency of medical examination
to 40 years old	every 4 years
over 40 yeras old	every 3 years

Policemen of combat operationson counter-terrorists units or sapper - pyrotechnic units	
Age range	Frequency of medical examination
every year	

Policemen of police air units	
Age range	Frequency of medical examination
to 40 years old	every 3 years
over 40 yeras old	every 2 years



Labour Code Referral for medical examination



Long term sick leave on polish law is over 30 days.

After 30 days of absence caused by illness a policeman should undergo the control medical examination.





Police Act from 6th april 1990

Referral for medical examination



Periodical and control medical examinations are terminated by medical judgement, which state:

- 1) No health contraindications on the certain duty,
- 2) Health contraindications on the certain duty,
 - on duty's conditions described on referral for medical examination.



Police Act from 6th april 1990

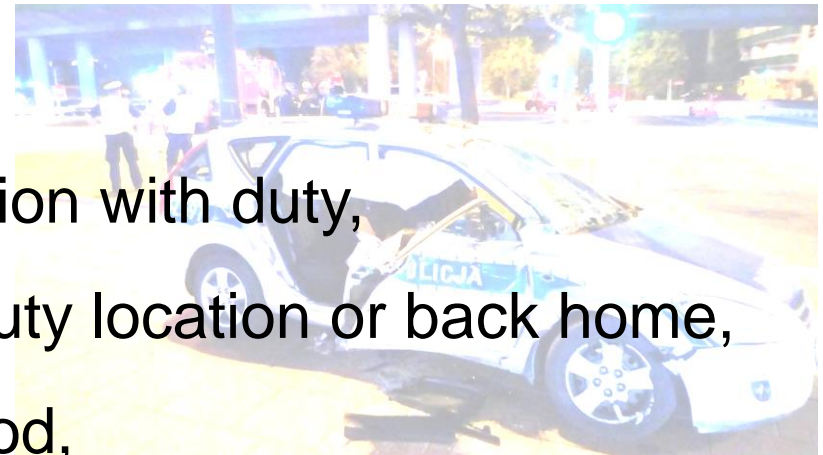
The sick leave



The policeman receives 80% of salary when he is on sick leave.

The policeman receives 100% of salary when is on the sick leave exempted from duties because of:

1. The accident on duty,
2. The disease emerges in relation with duty,
3. The accident on way to the duty location or back home,
4. The illness in pregnancy period,





Police Act from 6th april 1990

The sick leave



Healthy Workplaces

5. The medical examination for cells or organs donor candidates,
6. Undergoing the treatment of collect the cells or organs,
7. Giving blood,
8. Taking medical examinations for blood donor candidates,
7. Staying on medical observation after refferal by medical comission.



A compensation fund in case of accident or disease in relation with duty in Police Act from 4th april 2014



When policeman is sick and the illness could emerge in relation with particular conditions and characteristic of duty, the chief of police unit directs the policeman to the regional medical commission.

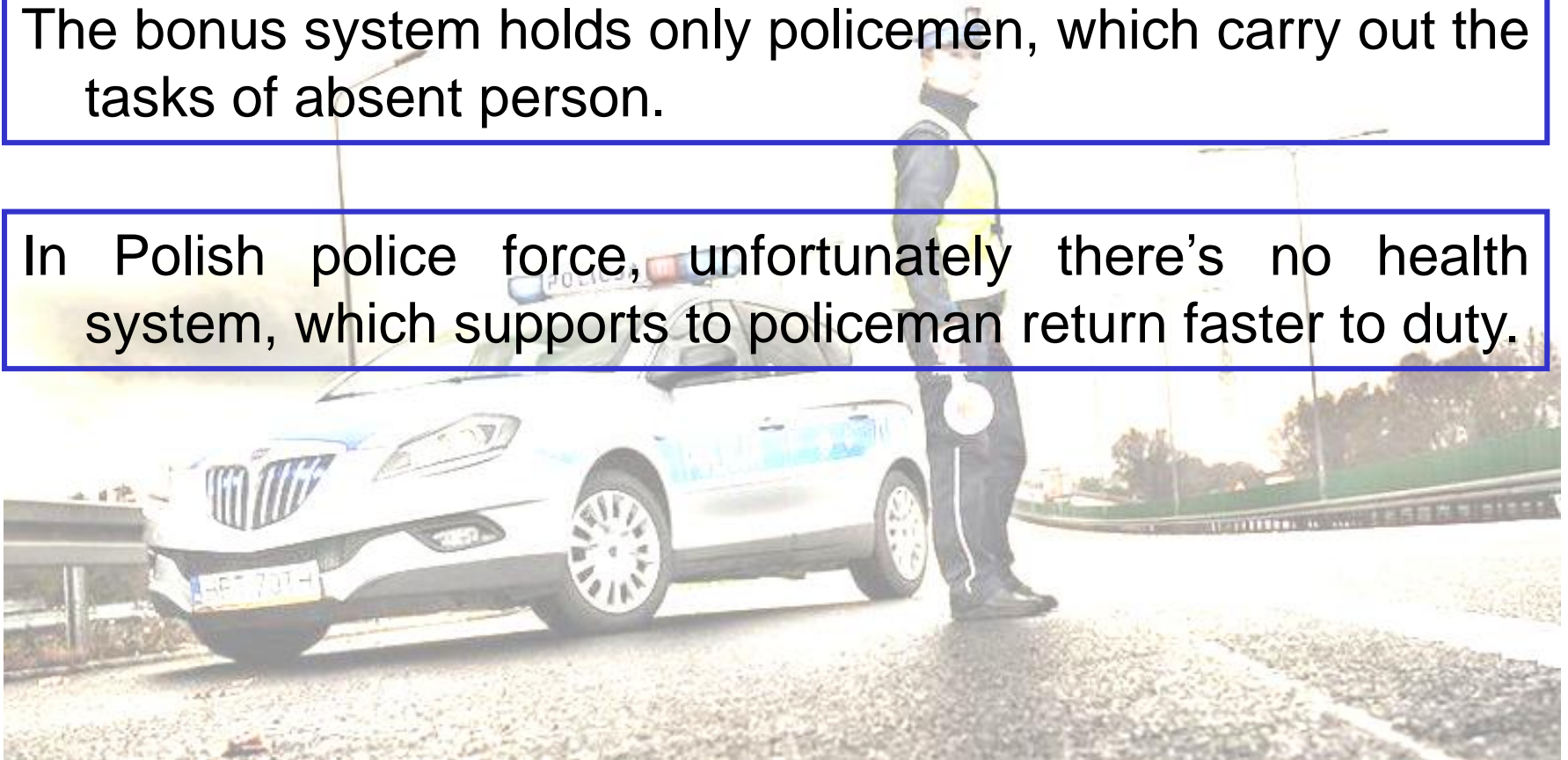


Bonus and health system



The bonus system holds only policemen, which carry out the tasks of absent person.

In Polish police force, unfortunately there's no health system, which supports to policeman return faster to duty.





Absenteeism in Police in 2017



In 2017 inability to perform duties in Police units was **1 873 666** days/97 904 policemen.

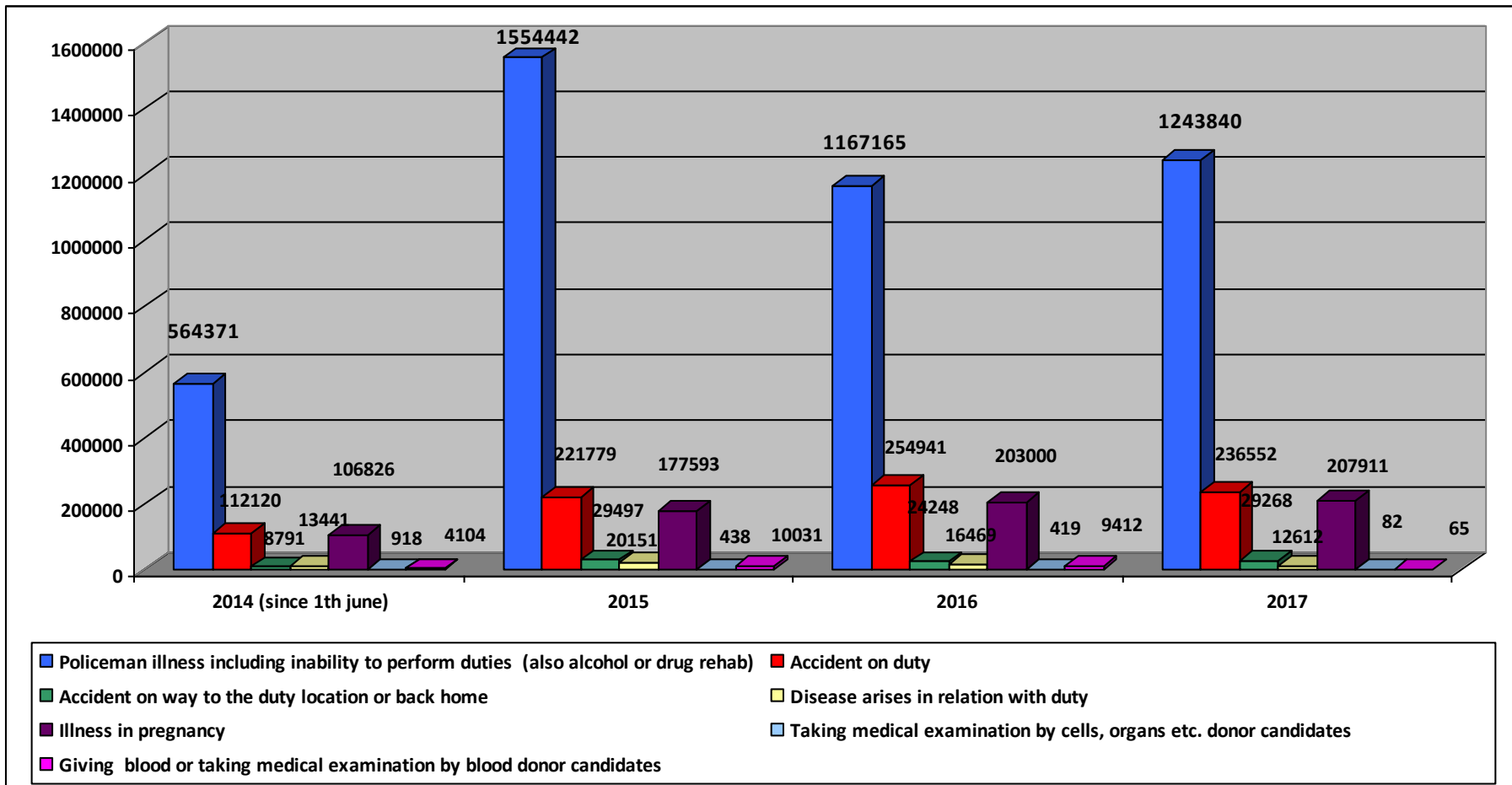
Cause:	Number of days on inability:
Policeman illness including inability to perform duties (also alcohol or drug rehab)	1 243 840 days
Accident on duty	236 552 days
Accident on way to the duty location or back home	29 268 days
Disease arises in relation with duty	12 612 days
Illness in pregnancy	207 911 days
Taking medical examination by cells, organs etc. donor candidates	82 days
Giving blood or taking medical examination by blood donor candidates	65 days

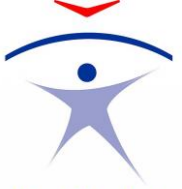


Absenteeism in Police 2014 - 2017



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Thank you for your attention

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