



CPS

Absence Headlines

## Crown Prosecution Service

### Quarterly Sickness Absence Statistics 1<sup>st</sup> January 2016 to 31<sup>st</sup> December 2016

Average Working Days Lost <sup>1</sup>	Total Working Days Lost <sup>2</sup>	% Lost to Long Term Absence <sup>3</sup>	% Staff with No Sick Absence <sup>4</sup>
7.8	43098.4	56.1%	45%

#### Analysis of Absence Types

Total Days Lost	Working Days Lost	Number of Absence Spells	Average Length of Spell
Short Term	18934.6	7235	2.6
Long Term	24163.8	531	45.5
Total	43098.4	7766	5.5

#### Analysis of Key Absence Reasons

Working Days Lost	Proportion Lost to <sup>5</sup>				
	Infections	Musculoskeletal System	Injuries	Mental Disorders	Respiratory System
43098.4	5.3%	5.7%	5.0%	32.9%	10.8%

#### Analysis of Working Days Lost

Department Size Classification	Total Staff Employed in Period <sup>6</sup>	Total Staff Years <sup>7</sup>	Total Working Days Lost	Average Working Days Lost per Staff Year	Average Working Days Lost per Person <sup>8</sup>
Medium	6448	5508.6	43098.4	7.8	6.7

The Department's AWDL has decreased slightly this quarter to 7.8 days as at 31<sup>st</sup> December 2016. The total number of days lost has decreased by 268.6 days from last quarter's report and the number of staff employed in this period has increased by 58. Short Term absences have increased by 104.2 days in the period and there was a decrease of 372.3 days in Long Term absences. The average length of each absence has decreased marginally from last quarter to 6.7.

The number of absence periods increased to 7766. This period there was an increase again in Mental Disorders, now at 32.9%. There was a decrease again in Injuries absences to 5.0%. Infections absences increased to 5.3%. Musculoskeletal System absences have stayed the same and Respiratory System absences have increased by 1% to 10.8%.

The data for the 12 months ending 31<sup>st</sup> March will be made available in April 2017.

<sup>1</sup> AWDL refers to the average number of working days lost per Full Staff year worked

<sup>2</sup> The number of contracted working days (exc. Weekends and Bank Holidays) lost to sickness absence

<sup>3</sup> Long Term absence: All absences greater than or equal to 21 working days (full time staff) or 29 calendar days (Part Time staff)

<sup>4</sup> Number of staff with no sickness absence as percentage of total headcount who had worked in the period

<sup>5</sup> Top 5 absences, as classified according to the World Health Organisation ICD-10

<sup>6</sup> Total Number of staff who were employed at any time during the reporting period (headcount)

<sup>7</sup> The proportion of the reporting year worked by each member of staff, totalled for the department

<sup>8</sup> Total working days lost divided by the total number of staff employed in period