



**CPS**

Absence Headlines

## Crown Prosecution Service

### Quarterly Sickness Absence Statistics

1<sup>st</sup> July 2015 to 30<sup>th</sup> June 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	43006	56%	44%

#### Analysis of Absence Types

Total Days Lost	Working Days Lost	Number of Absence Spells	Average Length of Spell
Short Term	18918	7194	2.6
Long Term	24088	523	46.1
Total	43006	7717	5.6

#### Analysis of Key Absence Reasons

Working Days Lost	Proportion Lost to <sup>5</sup>				
	Infections	Musculoskeletal System	Injuries	Mental Disorders	Respiratory System
43006	5%	5.7%	5.3%	29.5%	9.7%

#### 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	6423	5545.12	43006	7.8	6.7

The Department's AWDL has increased slightly this quarter to 7.8 days as at 30<sup>th</sup> June 2016. The total number of days lost has decreased by 313 days from last quarter's report and the number of staff employed in this period has decreased by 66. Short term absences decreased by 101 days in the period, there was also a decrease of 212 days in Long Term absences. The average length of each absence has stayed the same from last quarter.

The number of absence periods decreased to 7717. This period there was a increase in Mental Disorders, now at 29.5%. There was a decrease in Injuries absences to 5.3%. Infections absences decreased slightly to 5%. Musculoskeletal System absences have increased to 5.7% and Respiratory System absences have increased slightly to 9.7%

The data for the 12 months ending 30<sup>th</sup> September will be made available in October 2016.

<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