



CPS

Absence Headlines

Crown Prosecution Service

Quarterly Sickness Absence Statistics 1st January 2015 to 31st December 2015

| Average Working Days Lost ¹ | Total Working Days Lost ² | % Lost to Long Term Absence ³ | % Staff with No Sick Absence ⁴ |
|--|--------------------------------------|--|---|
| 8.0 | 45625 | 57.6% | 42.7% |

Analysis of Absence Types

| Total Days Lost | Working Days Lost | Number of Absence Spells | Average Length of Spell |
|-----------------|-------------------|--------------------------|-------------------------|
| Short Term | 19345 | 7301 | 2.6 |
| Long Term | 26280 | 600 | 43.8 |
| Total | 45625 | 7901 | 5.8 |

Analysis of Key Absence Reasons

| Working Days Lost | Proportion Lost to ⁵ | | | | |
|-------------------|---------------------------------|------------------------|----------|------------------|--------------------|
| | Infections | Musculoskeletal System | Injuries | Mental Disorders | Respiratory System |
| 45625 | 5.5% | 5.5% | 7.3% | 28.2% | 9.3% |

Analysis of Working Days Lost

| Department Size Classification | Total Staff Employed in Period ⁶ | Total Staff Years ⁷ | Total Working Days Lost | Average Working Days Lost per Staff Year | Average Working Days Lost per Person ⁸ |
|--------------------------------|---|--------------------------------|-------------------------|--|---|
| Medium | 6621 | 5706.55 | 45625 | 8.0 | 6.9 |

The Department's AWDL has decreased significantly this quarter to 8.0 days as at 31st December 2015. The total number of days lost has decreased by 3914 days from last quarter's report and the number of staff employed in this period has decreased by 79. Short term absences decreased by 2138 in the period, there was also a decrease of 1776 days in Long Term absences. The average length of each absence has remained the same at 5.8 days from last quarter.

The number of absence periods decreased to 7901. This period there was an increase Mental Disorders, now at 28.2%. There was also an increase in Injuries absences to 7.3%. Whilst Infections absences decreased slightly to 5.5%. Musculoskeletal System absences and Respiratory System absences have decreased to 5.5% and 9.3% respectively.

The data for the 12 months ending 31st March will be made available in April 2016.

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

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

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

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

⁵ Top 5 absences, as classified according to the World Health Organisation ICD-10

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

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

⁸ Total working days lost divided by the total number of staff employed in period