



# Crown Prosecution Service

## Quarterly Sickness Absence Statistics 1<sup>st</sup> January 2008 to 31<sup>st</sup> December 2008

### Absence Headlines

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>
8.7	71868	53.7%	38%

### Analysis of Absence Types

Total Days Lost	Working Days Lost	Number of Absence Spells	Average Length of Spell
Short Term	33284	12074	2.8
Long Term	38584	784	49.2
Total	71868	12858	5.6

### Analysis of Key Absence Reasons

Working Days Lost	Proportion Lost to <sup>5</sup>				
	Infections	Musculoskeletal System	Injuries	Mental Disorders	Respiratory System
71868	5.5%	5.8%	6.8%	20.9%	13.2%

### 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	9718	8238.8	71868	8.7	7.4

For the 5<sup>th</sup> Quarter in a row the absence rate has maintained its positive (downward) trend, currently a rate of 8.7 days per staff year. The total number of days lost decreased by 2384.5 days (3.2%) since the last quarter while the number of staff years reduced marginally. The fall in absence comprised of a 3.8% fall in short term absence days and a 2.7% fall in Long Term absence days.

This quarter has seen (although marginal) real rises in Mental Disorders while other absence reasons remain consistent.

The data for the 12 months ending 31<sup>st</sup> March 2009 will be available in July 2009.

<sup>1</sup> AWDL refers to the 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 sick absence divided by Total headcount for period

<sup>5</sup> Absences 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 the period