



**CPS**

Absence Headlines

## Crown Prosecution Service

### Quarterly Sickness Absence Statistics 1<sup>st</sup> January 2018 to 31<sup>st</sup> December 2018

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>
6.9	38195.5	58.0%	49.6%

#### Analysis of Absence Types

Total Days Lost	Working Days Lost	Number of Absence Spells	Average Length of Spell
Short Term	16026.4	5934	2.7
Long Term	22169.1	505	43.9
Total	38195.5	6439	5.9

#### Analysis of Key Absence Reasons

Working Days Lost	Proportion Lost to <sup>5</sup>				
	Infections	Musculoskeletal System	Injuries	Mental Disorders	Respiratory System
38195.5	4.6%	7.0%	5.8%	33.9%	9.8%

#### 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	6470	5543.1	38195.5	6.9	5.9

The Department's AWDL has increased marginally this quarter to 6.9 days as at 31<sup>st</sup> December 2018. The total number of days lost has increased by 705.9 days from last quarter's report and the number of staff employed in this period has increased by 11. Short Term absences have decreased by 364.5 days in the period and there was an increase of 1070.4 days in Long Term absences. The average length of each absence has increased marginally from last quarter to 5.9.

The number of absence periods decreased to 6439. This period Mental Disorders increased to 33.9%. There was an increase in Injuries absences to 5.8%. Infections absences decreased to 4.6%. Musculoskeletal System absences increased to 7.0% and Respiratory System absences have decreased by 0.9% to 9.8%.

The data for the 12 months ending 31<sup>st</sup> March will be made available in April 2019.

<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