



CPS

Absence Headlines

## Crown Prosecution Service

### Quarterly Sickness Absence Statistics 1<sup>st</sup> October 2015 to 30<sup>th</sup> September 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> |
|--|--------------------------------------|--|---|
| 7.9                                    | 43367                                | 56.6%                                    | 45%                                       |

#### Analysis of Absence Types

| Total Days Lost | Working Days Lost | Number of Absence Spells | Average Length of Spell |
|-----------------|-------------------|--------------------------|-------------------------|
| Short Term      | 18830.4           | 7231                     | 2.6                     |
| Long Term       | 24536.1           | 526                      | 46.6                    |
| Total           | 43367             | 7757                     | 5.6                     |

#### Analysis of Key Absence Reasons

| Working Days Lost | Proportion Lost to <sup>5</sup> |                        |          |                  |                    |
|-------------------|---------------------------------|------------------------|----------|------------------|--------------------|
|                   | Infections                      | Musculoskeletal System | Injuries | Mental Disorders | Respiratory System |
| 43367             | 4.8%                            | 5.7%                   | 5.1%     | 32.0%            | 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                         | 6390  | 5514.8                         | 43367                   | 7.9                                      | 6.8   |

The Department's AWDL has increased slightly again this quarter to 7.9 days as at 30<sup>th</sup> September 2016. The total number of days lost has increased by 361 days from last quarter's report and the number of staff employed in this period has decreased by 33. Short term absences decreased by 87.6 days in the period, there was also an increase of 448.1 days in Long Term absences. The average length of each absence has increased marginally from last quarter to 6.8.

The number of absence periods increased to 7757. This period there was an increase in Mental Disorders, now at 32.0%. There was a decrease in Injuries absences to 5.1%. Infections absences decreased slightly to 4.8%. Musculoskeletal System absences have stayed the same and Respiratory System absences have increased slightly again to 9.8%

The data for the 12 months ending 31<sup>st</sup> December will be made available in January 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