Analysis of Sickness Absence in the Northern Ireland Departments 2009/2010

Government

Industrial Staff

Northern Ireland Statistics & Research agency

Contents

The reader should note that 'NICS' refers to the 'eleven NI Departments'.

Please note that throughout this report data is displayed to 1 or 2 decimal places for presentational reasons only. Users should note that the figures may not sum to the totals due to rounding. Also, if trying to calculate percentage increases or decreases on a year to year basis, the user should note that the percentages may not match official figures due to rounding.

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Executive Summary

- This report provides a detailed analysis of sickness absence data for industrial staff in the NI Departments over the 2009/2010 financial year.
- In 2009/2010 the headline absence figure was 13.4 days (average days lost per staff year). This compares with a figure of 11.0 days for non-industrial staff.
- The proportion of staff with no recorded spells of absence was 55.3%, compared with a figure of 50.1% for non-industrial staff.
- The headline absence level represents 6.0% of available working days lost and equates to approximately £0.8 million of lost productivity.
- The absence level of females (10.3 days) was lower than that of males (13.4 days).
- Analysis by Department revealed that the level of absence ranged from 0.8 days in DCAL to 20.6 days in DOE.
- The main reason for absence was *Anxiety/Stress/Depression/Other Psychiatric Illnesses*. The proportion of working days lost due to illnesses of this type was 20.1%.
- The level of absence for industrial staff in the NICS was due, in large part, to 12.0% of staff absent from work on a long-term basis for an average of 80.2 working days (compared with a figure of 62.8 working days for non-industrial staff). This group of staff accounted for 78.4% of the total days lost.
- The level of absence was highest for staff aged 55 and above (18.4 days). At 9.0 days, staff aged 16-34 had the lowest level of absence.
- Staff within their first year of employment lost significantly fewer days to sickness absence (8.1 days) than staff who had been employed for one year or more (13.5 days).

Key Facts

	2009/ 2010
Proportion of Staff with No Recorded Spells of Absence	**55.3%**
Working Days Lost per Staff Year	**13.4**
Percentage of Available Working Days Lost	**6.0%**
Total Number of Working Days Lost	**15,133**
Estimated Lost Productivity[1] (£ Million)	**0.8**
Average Number of Spells per Staff Year	**0.7**
Proportion of Working Days Lost by Certification[2]	
Certified	**78.3%**
Self-Certified	**14.4%**
Long-term Absence	
Proportion of Working Days Lost due to Long-term Absence	**78.4%**
Frequency Rate[3]	**12.4%**
Average Duration (Working Days)	**80.2**
Short-term Absence	
Average Number of Spells per Staff Year	**0.53**

[1] Please note that any information provided in this report that relates to lost productivity, is calculated where possible on the basis of each individual's actual salary.

[2] Please note that the proportion of working days lost by certification shown here may not sum to 100%. This is due to absence spells which were uncertified or for which the certification type was missing.

[3] Frequency Rate is the average number of long-term spells per employee, expressed as a percentage.
(No of spells of absence in the period/No of employees) x 100

Chapter 1
Working Days Lost Through Sickness Absence

1. Working Days Lost Through Sickness Absence

1.1 Introduction

In 2009/2010 an average of 13.4 days were lost by industrial staff as a result of sickness absence. This compares with 11.0 days for non-industrial staff. The overall level of absence equates to 6.0% of available working days lost and constitutes approximately £0.8 million in terms of lost productivity.

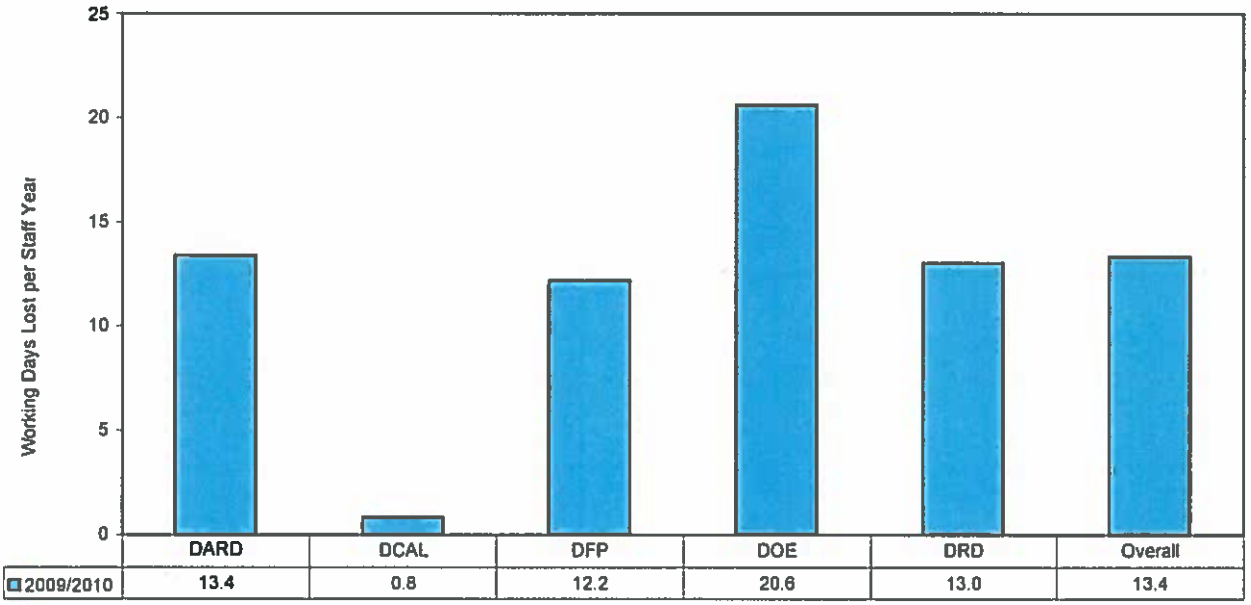
The following pages look at the variation in the levels of absence across Departments, gender, age groups and length of service. Further information can be found in Appendix 3, with information on seasonal effects on the onset of absence included in Appendix 4.

1.2 Departmental Variation

The level of absence ranged from 20.6 days lost in DOE, down to 0.8 days lost in DCAL. The absence rate in DCAL was equivalent to a loss of 0.4% of available working days, whereas the rate in DOE amounted to 9.3% of available working days (Table 2, Appendix 3).

Figure 1

Average Number of Working Days Lost per Staff Year by Department

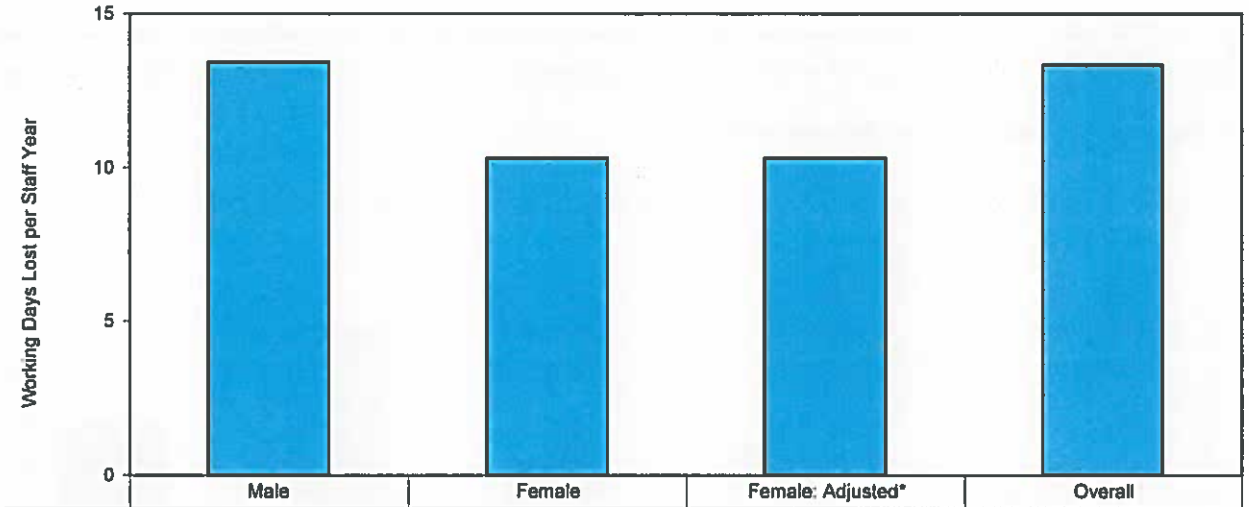


1.3 Gender

The level of absence for males (13.4 days lost) was markedly higher than the level for females (10.3 days lost).

Figure 2

Average Number of Working Days Lost per Staff Year by Gender



	Male	Female	Female: Adjusted*	Overall
2009/2010	13.4	10.3	10.3	13.4

* Excludes absences due to *Pregnancy Related Disorders.*

1.4 Age Group

In 2009/2010 the absence level of staff ranged from 18.4 days for those aged 55 and above, to 9.0 days lost for those aged 16-34.

The self-certified absence level was highest for those aged 16-24 (2.7 days lost). Certified absence levels where lowest (0.2 days lost) for staff in the youngest age category and highest (15.5 days lost) for staff aged 55+ (Table 4, Appendix 3).

Figure 3

Average Number of Working Days Lost per Staff Year by Age Group

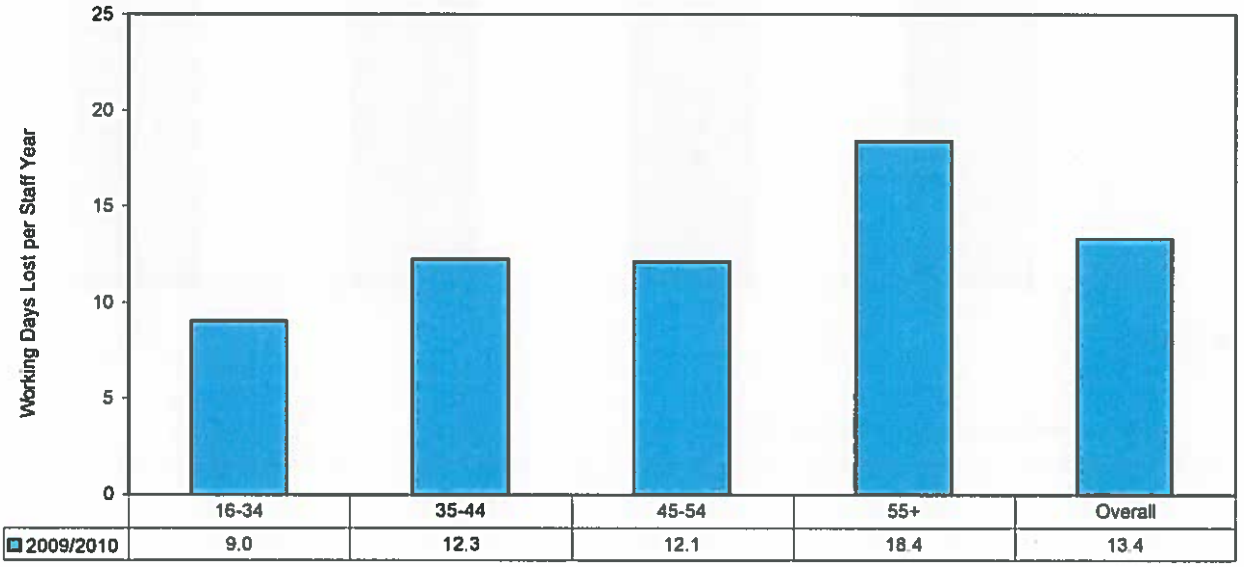


Table 1

Average Number of Working Days Lost per Staff Year by Length of Service

Length of Service	Working Days Lost per Staff Year
Less than 6 months	5.8
6 months to less than 1 year	9.1
Less than 1 year	**8.1**
1 to less than 2 years	2.6
2 to less than 3 years	14.3
3 to less than 4 years	15.1
4 to less than 5 years	13.9
5 years or more	13.6
1 year or more	**13.5**
Overall	**13.4**

1.5 Length of Service

There was a marked difference in the number of days lost per staff year by length of service. Staff within their first year of employment lost significantly fewer days to sickness absence (8.1 days) than staff that had been employed for one year or more (13.5 days).

Chapter 2
Spells of Sickness Absence

2. Spells of Sickness Absence

2.1 Introduction

This chapter considers the number and average duration of recorded spells of sickness absence. Supporting information can be found in Appendix 5.

2.2 Number of Absence Spells

The proportion of staff with no sickness absence in 2009/2010 was 55.3% (compared with 50.1% for non-industrial staff). A further 31.7% of staff had only one recorded absence and 9.8% were absent on two separate occasions during the year. The remaining 3.1% of staff were absent from work through illness on three or more occasions.

Overall, industrial staff in the NICS had an average of less than one spell of sickness absence (0.7).

Figure 4

Number of Absence Spells

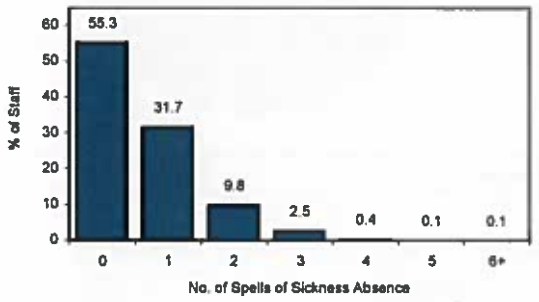
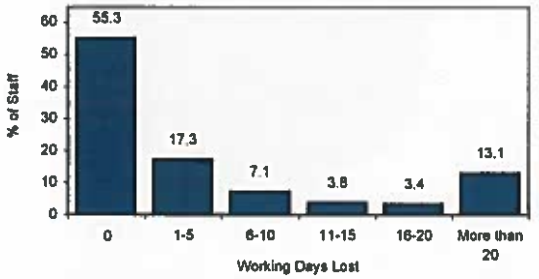


Figure 5

Working Days Lost



2.3 Duration of Absence Spells

As shown in Figure 6, the majority of absence spells are short-term in nature, with 58.1% of absence spells lasting for five working days or less. These absences accounted for 8.6% of the total working days lost. Long-term spells of absence (i.e. those lasting for more than 20 consecutive working days) accounted for 19.7% of all spells of absence. These absence spells accounted for 78.4% of the total working days lost.

Figure 6

Duration of Absence Spells

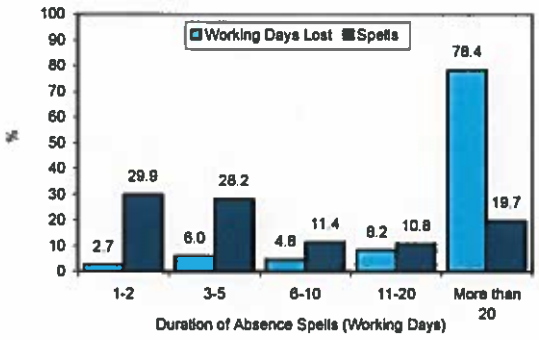


Figure 7

Proportion of Absence Spells by Certification

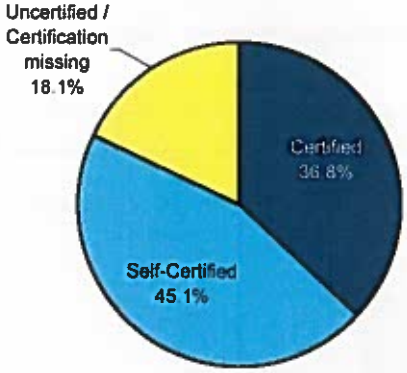
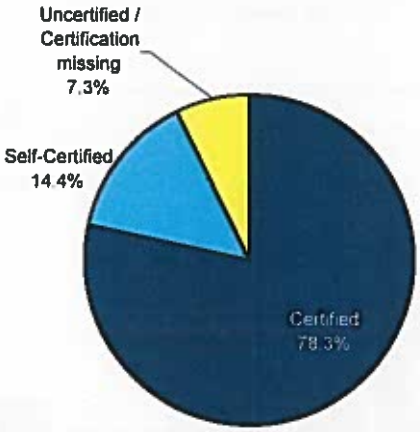


Figure 8

Proportion of Working Days Lost by Certification



2.4 Absence Certification

Self-certified absences made up under a half (45.1%) of all spells of sickness absence. Absence spells that were covered by a medical certificate accounted for over one third (36.8%) of spells.

Figure 8 shows that around four fifths (78.3%) of the working days lost were certified by a medical certificate, giving rise to a certified absence rate of 10.5 days lost per staff year (4.7% of available working days). Shorter term absences covered by self-certification accounted for 14.4% of the working days that were lost, resulting in a self-certified absence rate of 1.9 days lost per staff year (0.9% of available working days).

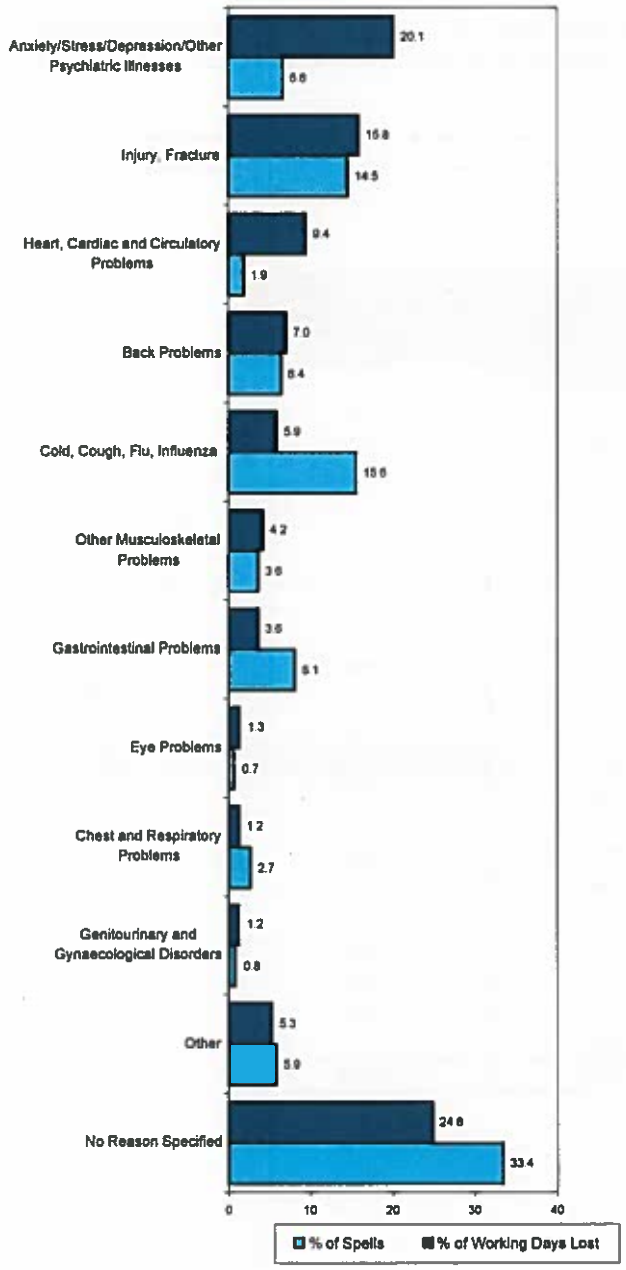
On average, self-certified absences lasted 6.4 working days, whereas certified absences lasted 42.8 working days.

Chapter 3
Reason For Sickness Absence

3. Reason for Sickness Absence

Figure 9[1,2]

Overall Reason for Absence



3.1 Overall

For absences with a specified reason, the highest proportion of working days lost in 2009/2010 was accounted for by *Anxiety/Stress/Depression/Other Psychiatric Illnesses* (20.1%). Absences in this category tended to be long-term, lasting an average of 60.9 days.

Cold, Cough, Flu, Influenza accounted for the largest proportion of absence spells (15.6%). These spells were generally short-term in nature, lasting an average of 7.6 working days. *Injury, Fracture* acounted for the second largest proportion of spells (14.5%).

The reason for absence was not specified for 33.4% of absence spells. This compares with a figure of 6.7% for non-industrial staff.

A more detailed analysis of the reason for absence is presented in Appendix 6.

Table 2[1,2]

Average Duration of Absences by Reason

Reason for Absence	Average Duration (Working Days)
Heart, Cardiac and Circulatory Problems	102.1
Anxiety/Stress/Depression/Other Psychiatric Illnesses	60.9
Eye Problems	39.9
Genitourinary and Gynaecological Disorders	30.4
Other Musculoskeletal Problems	23.5
Back Problems	22.1
Injury, Fracture	22.0
Blood Disorders	10.4
Chest and Respiratory Problems	9.3
Gastrointestinal Problems	9.0
Cold, Cough, Flu, Influenza	7.6
Infectious Diseases	5.8
Ear, Nose, Throat	3.8
Dental and Oral Problems	2.3
Headache/Migraine	1.5
Other	78.6
No Reason Specified	15.0

[1] The category 'Other' contains any absences with a reason that is not shown elsewhere in the analysis.

[2] The category 'No Reason Specified' contains any absences for which the reason was 'Not Specified' or 'Awaiting Reason'.

The following tables show the percentage of the total working days lost attributable to each reason for absence, disaggregated by gender and age group. Shading has been used in each table to highlight the illness category (excluding No Reason Specified) which accounted for the largest proportion of the working days lost at each grade level.

3.2 Gender

For absences with a specified reason, *Anxiety/Stress/Depression/Other Psychiatric Illnesses* accounted for the largest proportion of the total working days lost among males (20.5%). Gastrointestinal accounted for the largest proportion of the total working days lost among females (33.7%).

Table 3[1]

Reason for Absence by Gender

	% of Working Days Lost	
Reason for Absence	**Male**	**Female**
Anxiety/Stress/Depression/Other Psychiatric Illnesses	20.5	-
Asthma	-	n/a
Back Problems	7.0	5.9
Benign and Malignant Tumours, Cancers	-	n/a
Blood Disorders	0.3	-
Burns, Poisoning, Frostbite, Hypothermia	-	n/a
Chest and Respiratory Problems	1.2	5.2
Cold, Cough, Flu, Influenza	5.9	4.5
Dental and Oral Problems	0.1	n/a
Ear, Nose, Throat	0.3	n/a
Endocrine/Glandular Problems	-	n/a
Eye Problems	1.3	n/a
Gastrointestinal Problems	3.1	33.7
Genitourinary and Gynaecological Disorders	0.8	28.0
Headache/Migraine	0.0	n/a
Heart, Cardiac and Circulatory Problems	9.6	n/a
Infectious Diseases	0.4	-
Injury, Fracture	15.9	8.7
Nervous System Disorders	-	n/a
Other Musculoskeletal Problems	4.3	n/a
Skin Disorders	-	n/a
No Reason Specified	25.0	-
Overall	**100.0**	**100.0**

Note: Cells with small numbers of occurrences have been suppressed (-)

n/a: No cases recorded

[1] The category 'No Reason Specified' contains any absences for which the reason was 'Not Specified' or 'Awaiting Reason'.

3.3 Age Group

For absences with a specified reason, *Injury, Fracture* accounted for the largest proportion of the total working days lost among staff aged 16-34 (26.5%). Those aged 35-44 and 45-54 lost the largest proportion of working days to *Anxiety,Stress,Depression/Other Psychiatric Illnesses*. For those in the oldest age group (55 and above) *Heart, Cardiac and Circulatory Problems* accounted for the largest proportion of total working days lost (22.8%).

Table 4[1]

Reason for Absence by Age Group

	% of Working Days Lost			
Reason for Absence	**16-34**	**35-44**	**45-54**	**55+**
Anxiety/Stress/Depression/Other Psychiatric Illnesses	11.9	15.8	33.3	13.6
Asthma	n/a	n/a	n/a	-
Back Problems	12.9	2.7	8.6	7.9
Benign and Malignant Tumours, Cancers	n/a	n/a	n/a	-
Blood Disorders	n/a	-	0.4	-
Burns, Poisoning, Frostbite, Hypothermia	-	n/a	n/a	n/a
Chest and Respiratory Problems	1.6	1.8	1.5	0.5
Cold, Cough, Flu, Influenza	3.1	13.1	4.1	2.1
Dental and Oral Problems	-	-	0.2	n/a
Ear, Nose, Throat	0.8	-	0.7	n/a
Endocrine/Glandular Problems	n/a	-	n/a	-
Eye Problems	n/a	-	-	-
Gastrointestinal Problems	8.0	2.2	1.1	6.1
Genitourinary and Gynaecological Disorders	n/a	-	2.8	-
Headache/Migraine	n/a	n/a	-	-
Heart, Cardiac and Circulatory Problems	n/a	5.9	0.6	22.8
Infectious Diseases	-	0.9	0.3	-
Injury, Fracture	26.5	15.5	20.4	9.4
Nervous System Disorders	n/a	n/a	n/a	-
Other Musculoskeletal Problems	-	3.7	3.3	6.4
Skin Disorders	n/a	n/a	-	n/a
No Reason Specified	34.0	34.9	22.0	16.9
Overall	**100.0**	**100.0**	**100.0**	**100.0**

Note: Cells with small numbers of occurrences have been suppressed (-)

n/a: No cases recorded

[1] The category 'No Reason Specified' contains any absences for which the reason was 'Not Specified' or 'Awaiting Reason'.

Chapter 4
Long-term Sickness Absence

4. Long-term Sickness Absence

This chapter considers long-term absence, which is defined as any spell of absence lasting more than 20 consecutive working days in the 2009/2010 financial year. Supporting information can be found in Appendix 7.

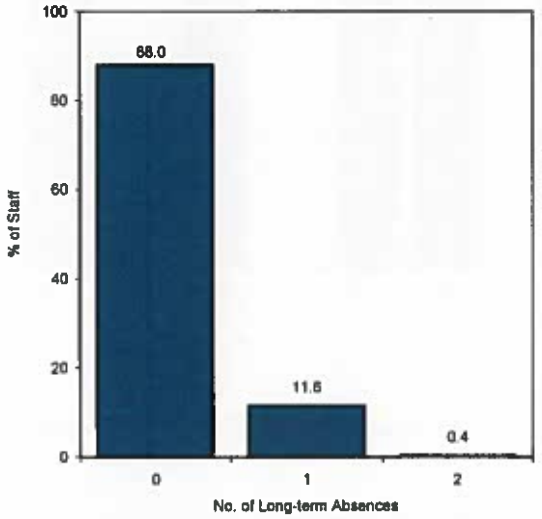
4.1 Prevalence of Long-term Absence

A total of 143 staff (12.0%) in the NICS had one or more spells of long-term absence.

The 148 long-term absence spells recorded in 2009/10 equate to a long-term Frequency Rate[1] of 12.4%. Long-term absences accounted for 78.4% of the total working days lost throughout the year and is equivalent to losing the work of approximately 53 full-time staff for the entire year.

Figure 10

Number of Long-term Absence Spells

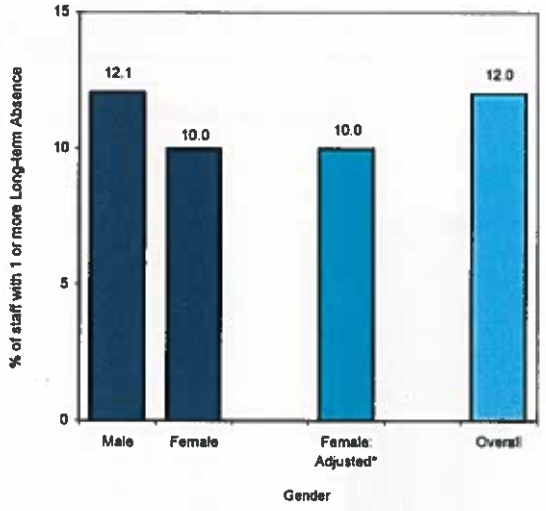


Number of Long-term Absences	Number of Staff	Percentage of staff
0	1,048	88.0
1	138	11.6
2	5	0.4
Total	1,191	100.0

[1] Frequency Rate is the average number of long-term absences per employee, expressed as a percentage. (No of spells of absence in the period/No of employees) x 100

Figure 11

Long-term Absence by Gender



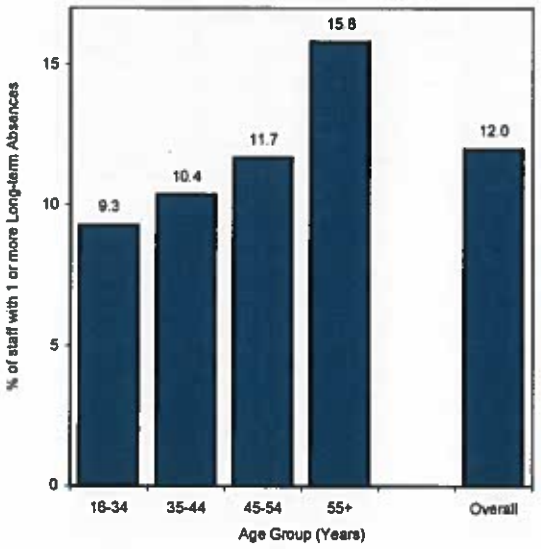
* Excludes absences due to *Pregnancy Related Disorders*

4.2 Gender

The proportion of female staff with one or more spells of long-term absence (10.0%) was lower than the proportion of male staff (12.1%).

Figure 12

Long-term Absence by Age Group



4.3 Age Group

The incidence of long-term absence was lowest in the 16-34 age group, with 9.3% of staff having one or more spells of long-term absence during 2009/2010. Staff aged 55 and above were most likely to be absent on a long-term basis, with 15.8% having one or more spells of long-term absence.

4.4 Reason for Long-term Absence

For absences with a specified reason, *Anxiety/Stress/Depression/Other Psychiatric Illnesses* accounted for nearly one quarter (23.8%) of the long-term working days lost. *Injury, Fracture* (16.4%) and *Heart, Cardiac and Circulatory Problems* (11.8%) were the second and third largest contributors to long-term working days lost.

Table 5[1]

Reason for Long-term Absence
(% of Long-term Working Days Lost)

Reason for Absence	% of Long-term Working Days Lost
Anxiety/Stress/Depression/Other Psychiatric Illnesses	23.8
Injury, Fracture	16.4
Heart, Cardiac and Circulatory Problems	11.8
Back Problems	7.1
Other Musculoskeletal Problems	4.2
Cold, Cough, Flu, Influenza	2.7
Endocrine/Glandular Problems	1.8
Genitourinary and Gynaecological Disorders	1.4
Other	8.6
No Reason Specified	22.4
Overall	**100.0**

[1]The category '*Other*' contains any absences with a reason that is not shown elsewhere in the analysis. The category 'No Reason Specified' contains any absences for which the reason was 'Not Specified' or 'Awaiting Reason'.

Appendix 1
Data Quality

Appendix 1

Data Quality

Relevance

This report covers sickness absences during the 2009/2010 financial year that were recorded on HRConnect (the HR system used by the NICS) for industrial staff in the 11 NI Departments. Absence information is presented by Department, Gender, Age Group and Reason.

Accuracy

Sickness absence records for all industrial staff were extracted from the HRConnect system seven weeks after the end of the reporting period so as to allow for the updating of absence records and personnel moves. Information recorded off-line relating to absences due to Flu / Flu-like Symptoms was then integrated and validated.

Timeliness and Punctuality

The report relates to the 2009/2010 financial year and was released in June 2011. It had been planned to be released in October 2010, within a month of the non-industrial report, but the non-industrial report was delayed for a number of reasons: the late receipt (September 2010) of suitable data extracts from the HRConnect system; the implementation of a more rigorous and extensive validation process due to a new data extraction process and the need to integrate "swine flu" absences that were recorded off-line; and a further delay due to restrictions against publishing during an election period.

Accessibility and Clarity

The report contains contact details for further information.

Coherence and Comparability

Analyses prior to 2009/2010 were not included as the relevant data was not readily available. Absence information for 2009/2010 is recorded on the same HRConnect system as for non-industrial staff and are therefore comparable.

Trade-offs between Output Quality and Components

No trade-offs applied.

Assessment of User Needs and Perceptions

User consultation on the non-industrial report undertaken in November 2009 received positive feedback. Request for report to include analyses by disability were not able to be met at this time.

Performance, Cost and Respondent Burden

There is no respondent burden since the data are held on an administrative system and extracted using an automated process.

Confidentiality, Transparency and Security

Suppression is applied where the number of cases in a cell is less than three. Suppression is also applied, where necessary, to the next lowest valued cell in order that identification by subtraction is not possible. Due to the small number of cases at the 16-24 year age group the data has been aggregated and presented in a 16-34 year age group.

Data are held on a network that is only accessible to the few statisticians who need access. Printouts containing individual records or small cell sizes are locked away and shredded as soon as possible.

Appendix 2
Calculations

Appendix 2

Calculations

Absence levels are presented in a number of ways throughout the report and are defined as follows:

% of Available Working Days Lost = $\frac{\text{Number of Working Days Lost}}{\text{Number of Available Working Days}} \times 100$

Working Days Lost per Staff Year = $\frac{\text{Number of Working Days Lost}}{\text{Number of Staff Years}}$

Spells per Staff Year = $\frac{\text{Number of Absence Spells}}{\text{Number of Staff Years}}$

The "Working days lost per staff year" approach was recommended by the Cabinet Office in the review *"Managing Attendance in the Public Sector (1999)"* . This approach replaced 'working days lost per person' which does not always permit valid comparisons to be made between or within organisations that differ in their proportions of part-time staff and/or their levels of staff turnover. In particular, it can misrepresent the absence rate in organisations that have a high proportion of part-time staff and/or high levels of staff turnover. For the majority of people, a staff year amounted to 224 working days during 2009/2010, but clearly this depends on date of entry and/or date of leaving, and annual leave entitlement which varies by grade, length of service, and work pattern. For each individual a 'staff year' was therefore calculated taking all of these factors into account. The following simple example highlights the rationale for the methodology used by the Cabinet Office.

Example

There are 2 members of staff **A** and **B**.

A. Worked Full-time all year (hence 1 staff year), and

B. Worked Full-time for ½ year (hence ½ staff year)

If **A** was absent for 20 working days and **B** was absent for 10 working days, then the number of working days lost per staff year are calculated as follows:

Total Number of working days lost = 30

Total Number of Staff Years = 1 + 0.5 = 1.5

Working Days Lost per Staff Year = $\frac{30}{1.5}$ = **20**

According to the other approach, the number of days lost per person would be:

Total Number of working days lost = 30

Total Number of People = 2

Working Days Lost per Person = $\frac{30}{2}$ = **15**

which overlooks the fact that one of the staff was only employed for six months.

Appendix 3
Tables Relating to Chapter 1

Appendix 3

Tables Relating to Chapter 1

Table 1: Distribution of Working Days Lost

Cumulative Number of Working Days Lost	% of Staff
0	55.3
1-5	17.3
6-10	7.1
11-15	3.8
16-20	3.4
More than 20	13.1

Table 2: Certification by Department

Department	No. of Days Lost per Staff Year			% of Available Working Days Lost		
	Self-Certified	Certified	Overall	Self-Certified	Certified	Overall
DARD	1.5	11.3	13.4	0.7	5.2	6.1
DCAL	0.8	n/a	0.8	0.4	n/a	0.4
DFP	2.0	9.5	12.2	0.9	4.3	5.6
DOE	5.1	14.1	20.6	2.3	6.3	9.3
DRD	1.9	9.8	13.0	0.9	4.4	5.9
Overall	**1.9**	**10.5**	**13.4**	**0.9**	**4.7**	**6.0**

Table 3: Certification by Gender

Gender	No. of Days Lost per Staff Year			% of Available Working Days Lost		
	Self-Certified	Certified	Overall	Self-Certified	Certified	Overall
Male	1.9	10.6	13.4	0.8	4.8	6.1
Female	4.9	4.9	10.3	2.2	2.2	4.6
Overall	**1.9**	**10.5**	**13.4**	**0.9**	**4.7**	**6.0**

Table 4: Certification by Age Group

Age Group	No. of Days Lost per Staff Year			% of Available Working Days Lost		
	Self-Certified	Certified	Overall	Self-Certified	Certified	Overall
16-34	1.3	4.8	9.0	0.6	2.2	4.0
35-44	1.7	9.7	12.3	0.8	4.4	5.5
45-54	2.2	9.4	12.1	1.0	4.2	5.5
55+	2.0	15.5	18.4	0.9	7.1	8.4
Overall	**1.9**	**10.5**	**13.4**	**0.9**	**4.7**	**6.0**

n/a: No cases recorded

Appendix 4
Seasonal Effects on the Onset of Absence

Appendix 4

Seasonal Effects on the Onset of Absence

The following tables examine seasonal effects on the onset of sickness absence during the financial year 2009/2010.

Table 1: Onset of Absence by Month

Month	% of Spells Starting in Month		
	Self-Certified	Certified	Overall
April	7.9	9.6	6.9
May	8.5	10.0	7.3
June	9.7	8.7	7.5
July	6.1	11.4	7.6
August	6.4	3.9	6.6
September	7.3	11.8	8.8
October	10.3	8.7	9.8
November	11.2	12.7	12.1
December	7.9	3.9	7.5
January	9.7	7.9	9.5
February	7.0	5.7	7.9
March	8.2	5.7	8.4

Table 2: Onset of *Anxiety/Stress/Depression/Other Psychiatric Illnesses* by Month

Month	% of Spells Starting in Month
April	10.8
May	5.4
June	10.8
July	16.2
August	0.0
September	18.9
October	10.8
November	10.8
December	0.0
January	8.1
February	5.4
March	2.7

Table 3: Onset of Absence by Weekday

Weekday	% of Spells Starting on Weekday		
	Self-Certified	Certified	Overall
Sunday	0.3	0.4	0.3
Monday	36.7	38.0	38.5
Tuesday	21.5	21.0	20.7
Wednesday	16.4	14.0	16.0
Thursday	15.8	19.7	17.1
Friday	9.1	6.6	7.1
Saturday	0.3	0.4	0.3

Appendix 5
Tables Relating to Chapter 2

Appendix 5

Tables Relating to Chapter 2

Table 1: Average Duration and Number of Spells by Certification Across Gender

Gender	Self-Certified Absences		Certified Absences		Overall	
	No. of Spells per Staff Year	Average Duration (Working Days)	No. of Spells per Staff Year	Average Duration (Working Days)	No. of Spells per Staff Year	Average Duration (Working Days)
Male	0.3	6.3	0.2	43.4	0.7	20.5
Female	0.5	9.1	0.3	17.0	1.0	10.0
Overall	**0.3**	**6.4**	**0.2**	**42.8**	**0.7**	**20.1**

Table 2: Average Duration and Number of Spells by Certification Across Age Group

Age Group	Self-Certified Absences		Certified Absences		Overall	
	No. of Spells per Staff Year	Average Duration (Working Days)	No. of Spells per Staff Year	Average Duration (Working Days)	No. of Spells per Staff Year	Average Duration (Working Days)
16-34	0.4	3.4	0.2	29.0	0.8	12.0
35-44	0.4	4.7	0.2	38.8	0.8	16.0
45-54	0.3	8.4	0.3	33.0	0.6	19.6
55+	0.2	9.0	0.2	71.1	0.6	33.4
Overall	**0.3**	**6.4**	**0.2**	**42.8**	**0.7**	**20.1**

Appendix 6
Tables Relating to Chapter 3

Appendix 6

Tables Relating to Chapter 3

Table 1: Certification by Reason[1]

Reason	% of Available Working Days Lost		
	Self-Certifed	Certified	Overall
Anxiety/Stress/Depression/Other Psychiatric Illnesses	0.1	1.1	1.2
Asthma	n/a	-	-
Back Problems	0.1	0.4	0.4
Benign and Malignant Tumours, Cancers	n/a	-	-
Blood Disorders	0.0	-	0.0
Burns, Poisoning, Frostbite, Hypothermia	n/a	n/a	-
Chest and Respiratory Problems	0.0	0.1	0.1
Cold, Cough, Flu, Influenza	0.1	0.2	0.4
Dental and Oral Problems	0.0	n/a	0.0
Ear, Nose, Throat	0.0	-	0.0
Endocrine/Glandular Problems	n/a	-	-
Eye Problems	-	0.1	0.1
Gastrointestinal Problems	0.1	0.1	0.2
Genitourinary and Gynaecological Disorders	0.0	-	0.1
Headache/Migraine	0.0	n/a	0.0
Heart, Cardiac and Circulatory Problems	-	0.6	0.6
Infectious Diseases	0.0	-	0.0
Injury, Fracture	0.1	0.8	1.0
Nervous System Disorders	n/a	-	-
Other Musculoskeletal Problems	0.1	0.2	0.3
Skin Disorders	n/a	-	-
No Reason Specified	0.3	0.7	1.1
Overall	**0.9**	**4.7**	**6.0**

Note: Cells with small numbers of occurrences have been suppressed (-)

n/a: No cases recorded

[1] The category 'No Reason Specified' contains any absences for which the reason was 'Not Specified' or 'Awaiting Reason'.

Appendix 6

Table 2: % of Absence Spells by Reason[1]

Reason	% of Spells
Anxiety/Stress/Depression/Other Psychiatric Illnesses	6.6
Asthma	-
Back Problems	6.4
Benign and Malignant Tumours, Cancers	-
Blood Disorders	0.7
Burns, Poisoning, Frostbite, Hypothermia	-
Chest and Respiratory Problems	2.7
Cold, Cough, Flu, Influenza	15.6
Dental and Oral Problems	0.8
Ear, Nose, Throat	1.5
Endocrine/Glandular Problems	-
Eye Problems	0.7
Gastrointestinal Problems	8.1
Genitourinary and Gynaecological Disorders	0.8
Headache/Migraine	0.5
Heart, Cardiac and Circulatory Problems	1.9
Infectious Diseases	1.3
Injury, Fracture	14.5
Nervous System Disorders	-
Other Musculoskeletal Problems	3.6
Skin Disorders	-
No Reason Specified	33.4
Overall	**100.0**

Note: Cells with small numbers of occurrences have been suppressed (-)

[1] The category 'No Reason Specified' contains any absences for which the reason was 'Not Specified' or 'Awaiting Reason'.

Appendix 6

Table 3: % of Working Days Lost by Reason[1]

Reason	% of Working Days Lost
Anxiety/Stress/Depression/Other Psychiatric Illnesses	20.1
Asthma	-
Back Problems	7.0
Benign and Malignant Tumours, Cancers	-
Blood Disorders	0.3
Burns, Poisoning, Frostbite, Hypothermia	-
Chest and Respiratory Problems	1.2
Cold, Cough, Flu, Influenza	5.9
Dental and Oral Problems	0.1
Ear, Nose, Throat	0.3
Endocrine/Glandular Problems	-
Eye Problems	1.3
Gastrointestinal Problems	3.6
Genitourinary and Gynaecological Disorders	1.2
Headache/Migraine	0.0
Heart, Cardiac and Circulatory Problems	9.4
Infectious Diseases	0.4
Injury, Fracture	15.8
Nervous System Disorders	-
Other Musculoskeletal Problems	4.2
Skin Disorders	-
No Reason Specified	24.8
Overall	**100.0**

Note: Cells with small numbers of occurrences have been suppressed (-)

[1] The category 'No Reason Specified' contains any absences for which the reason was 'Not Specified' or 'Awaiting Reason'.

Appendix 7
Tables Relating to Chapter 4

Appendix 7

Tables Relating to Chapter 4

Table 1: Long-term Absence by Gender

Gender	Long-term Absences		
	No. of Spells per 100 Staff Years	Average Duration (Working Days)	% of the Total Working Days Lost Attributable to Long-term Absence
Male	13.1	80.7	78.7
Female	12.4	53.9	64.8
Overall	**13.1**	**80.2**	**78.4**

Table 2: Long-term Absence by Age Group

Age Group	Long-term Absences		
	No. of Spells per 100 Staff Years	Average Duration (Working Days)	% of the Total Working Days Lost Attributable to Long-term Absence
16-34	10.3	56.2	64.1
35-44	10.9	79.0	70.1
45-54	13.0	74.3	79.7
55+	17.1	94.1	87.6
Overall	**13.1**	**80.2**	**78.4**

Appendix 8
Non-Industrial Comparison

Appendix 8

Non-Industrial Comparison

	2009/2010	
	Industrial	Non-Industrial
Proportion of Staff with No Recorded Spells of Absence	55.3%	50.1%
Working Days Lost per Staff Year	13.4	11.0
Percentage of Available Working Days Lost	6.0%	4.9%
Total Number of Working Days Lost	15,133	245,590
Estimated Lost Productivity[1] (£ Million)	0.8	22.9
Average Number of Spells per Staff Year	0.7	0.9
Proportion of Working Days Lost by Certification[2]		
Certified	78.3%	66.7%
Self-Certified	14.4%	24.4%
Long-term Absence		
Proportion of Working Days Lost due to Long-term Absence	78.4%	70.0%
Frequency Rate[3]	12.4%	10.9%
Average Duration (Working Days)	80.2	62.8
Short-term Absence		
Average Number of Spells per Staff Year	0.53	0.75

[1] Please note that any information provided in this report that relates to lost productivity, is calculated where possible on the basis of each individual's actual salary.

[2] Please note that the proportion of working days lost by certification shown here may not sum to 100%. This is due to absence spells which were uncertified or for which the certification type was missing.

[3] Frequency Rate is the average number of long-term spells per employee, expressed as a percentage.
(No of spells of absence in the period/No of employees) x 100

Appendix 9
List of Abbreviations

Appendix 9

List of Abbreviations

List of Abbreviations

DRD	Department for Regional Development
DARD	Department of Agriculture and Rural Development
DCAL	Department of Culture, Arts and Leisure
DFP	Department of Finance and Personnel
DOE	Department of the Environment
NI	Northern Ireland
NICS	Northern Ireland Civil Service[1]
NISRA	Northern Ireland Statistics and Research Agency

[1] Please note that this refers to the 11 NI Departments.