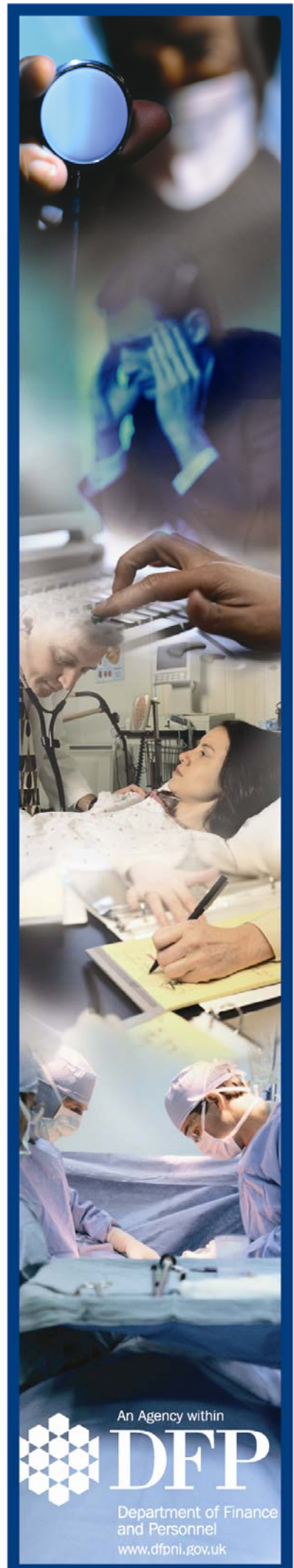


**Analysis of Sickness Absence
in the
NI Departments
2006/2007**



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The reader should note that 'Days per Staff Year' will be referred to as 'Days' throughout the report and 'NICS' refers to the 'Eleven NI Departments'.

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Executive Summary

- ▶ This report provides a detailed analysis of sickness absence data for non-industrial staff in the eleven NI Departments over the 2006/2007 financial year. It also contains analyses of trends over the last six years and an evaluation of the progress that has been made towards absence targets.
- ▶ In 2006/2007 the headline absence figure was 13.7 days (average days lost per staff year); up slightly from 13.4 days in the previous year. This figure masks the finding that 40.7% of staff had no absences.
- ▶ The headline absence level represents 6.2% of available working days lost and has a direct paybill cost of £25.6 million.
- ▶ The level of absence was highest in the Administrative Officer (AO) grade (18.9 days). Female officers at this grade level had a particularly high level of absence - 22.2 days on average.
- ▶ More generally, the absence level of females (17.7 days) was markedly higher than that of males (9.8 days). A substantial disparity remained even when Pregnancy Related/Postnatal illnesses were taken into account.
- ▶ Analysis by department revealed that the level of absence ranged from 9.2 days in DRD to 18.7 days in DSD. A large part of this variation was attributable to differences between departments in terms of their grade, gender and age profiles.
- ▶ The high level of absence in the NICS was due, in large part, to the 12.3% of staff who were absent from work on a long-term basis (more than 20 consecutive working days). This relatively small group of staff accounted for 69.3% of the total days lost.
- ▶ The main reason for long-term absence, was *Psychiatric/Psychological* illnesses. The proportion of long-term working days lost due to illnesses of this type has increased year on year, with one exception, from 28.4% in 2000/2001 to 37.4% in the 2006/2007 financial year.
- ▶ The NICS failed to achieve its 2006/2007 absence target and, during this financial year has not progressed towards the Ministerial target that has been set for 2010. The strategic target for the frequency of short-term absences was achieved. However, this was not the case for the strategic targets for frequency and duration of long-term absences.
- ▶ The progress of individual departments towards their absence targets was mixed, with only two departments meeting their overall target. If the agreed targets are not to slip out of reach, departments will need to review urgently the appropriateness and effectiveness of the actions they have taken to reduce the frequency and duration of long-term absence.

Key Facts

	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
Proportion of Staff with No Recorded Spells of Absence	35.1%	32.8%	34.5%	38.5%	41.0%	40.7%
Days Lost per Staff Year	15.1	15.4	15.5	14.2	13.4	13.7
Percentage of Available Working Days Lost	6.8%	7.0%	6.9%	6.5%	6.0%	6.2%
Total Number of Working Days Lost	335,720	356,376	372,817	351,421	328,141	322,640
Estimated Cost of Absenteeism (£ Million)	22.3	24.3	26.1	25.3	25.4	25.6
Average Number of Spells per Staff Year	1.6	1.7	1.6	1.3	1.2	1.2
Proportion of Working Days Lost by Certification						
Certified	79.3%	79.5%	80.4%	82.9%	83.3%	83.7%
Self-Certified	20.7%	20.5%	19.6%	17.1%	16.7%	16.3%
Long-term Absence						
Proportion of Working Days Lost due to Long-term Absence	64.7%	64.0%	64.6%	68.5%	68.4%	69.3%
Frequency Rate ¹	13.1%	13.7%	14.1%	13.2%	13.0%	13.7%
Average Duration (Working Days)	63.7	62.1	60.6	64.2	62.0	60.5
Short-term Absence						
Average Number of Spells per Staff Year	1.45	1.51	1.41	1.13	1.04	1.00

A more detailed analysis of this information is presented throughout the report.

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

Chapter 1
Working Days Lost Through Sickness Absence

1. Working Days Lost Through Sickness Absence

1.1 Introduction

In 2006/2007 an average of 13.7 days were lost by non-industrial staff as a result of sickness absence. This figure is higher than the previous year (13.4 days). This overall level of absence represents 6.2% of available working days and, in paybill terms, is estimated to have cost in the region of £25.6 million².

The following pages look at the variation in the levels of absence across departments, grades, gender and age groups over time. Further information can be found in Appendix 2, with information on seasonal effects on the onset of absence included in Appendix 3.

² Please note that any information provided in this report on the cost of absence is calculated on the basis of each individual's actual salary and not average salaries.

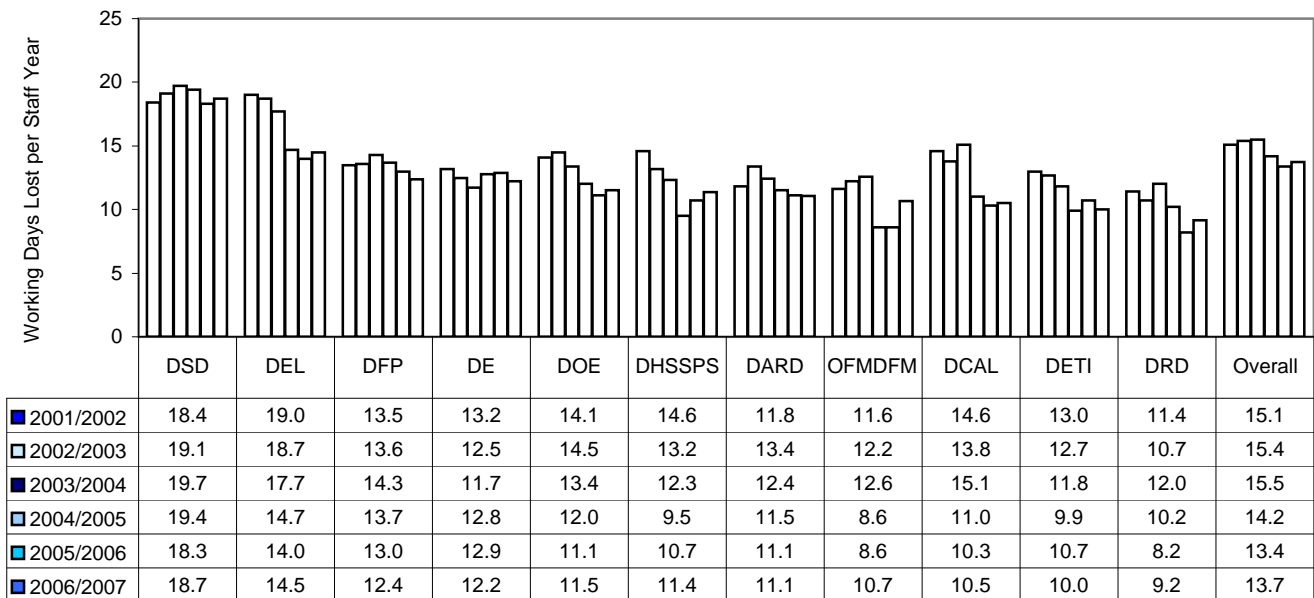
1.2 Departmental Variation

The level of absence ranged from 18.7 days in DSD, to 9.2 days in DRD. The absence rate in DSD was equivalent to a loss of 8.4% of available working days, whereas the rate in DRD amounted to 4.2% of available working days (Table 4, Appendix 2).

Three of the eleven departments achieved a reduction over the previous year in the average number of days lost. In percentage terms, this reduction was greatest in DETI (6.3%)³. Seven departments had an increase in the average number of days lost, with the greatest increase being in OFMDFM (24.7%).

Figure 1

Average Number of Days Lost Per Staff Year by Department 2001/2002 - 2006/2007



Note:

1. Staff from the Office of the NI Assembly Ombudsman are included in the DFP figure.
2. Staff from HSENI and OFREG are included in the DETI figure.
3. Staff from the Parliamentary Commissioner for Complaints and the Planning Appeals Commission are included in the DFP figure for 2001/2002 to 2003/2004.

³ Please note that the data in Figure 1 is displayed to 1 decimal place for presentational reasons only and if trying to calculate percentage increases or decreases on a year to year basis the user should note that the percentages shown may not match due to rounding of figures.

1.3 Grade Level

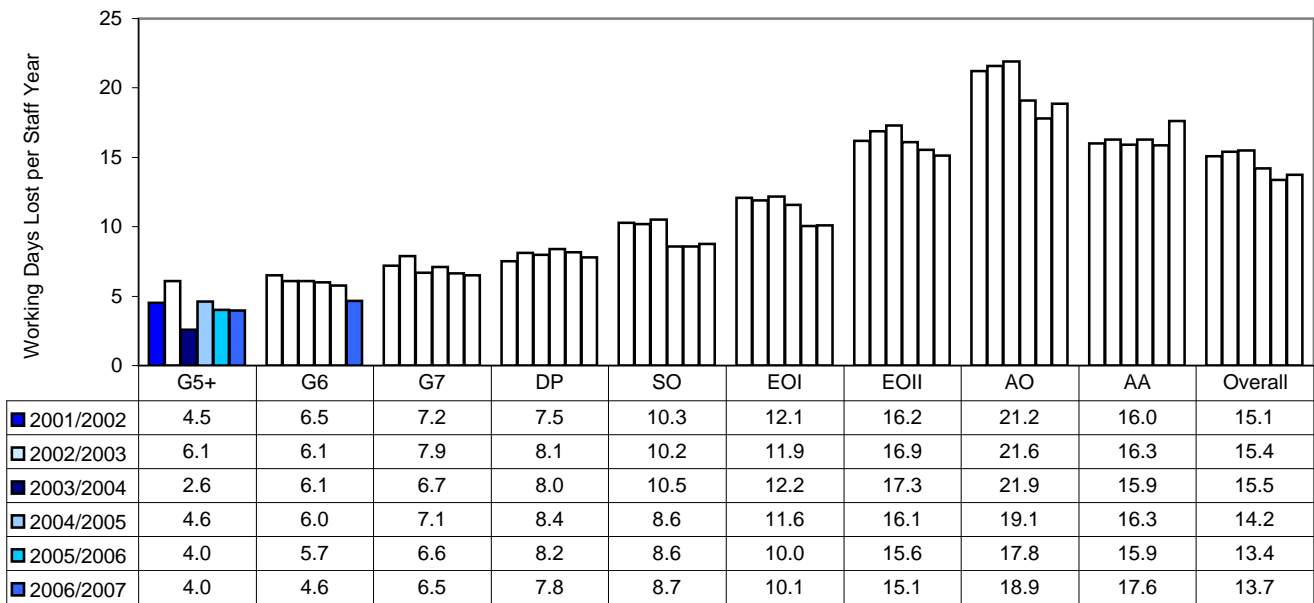
In 2006/2007, as with previous years, the level of absence was highest for staff at or analogous to Administrative Officer (AO) grade (18.9 days). Female officers at this grade level had a particularly high level of absence - 22.2 days on average. Analysis by department revealed that the level of absence among female AO's ranged from 11.8 days in DCAL to 25.8 days in DSD (Table 12, Appendix 2).

From AO level upwards the days lost decreased at each successive grade to reach a low of 4.0 days at Grade 5 and above. Staff at Administrative Assistant level had the second highest level of absence (17.6 days).

Compared with the previous financial year, four of the nine grade levels showed a decrease in the average number of days lost during 2006/2007, four grades showed an increase and one grade remained the same. The largest increase was at AO level (6.1%)⁴ while the largest decrease was at Grade 6 level (19.1%).

Figure 2

Average Number of Days Lost Per Staff Year by Grade Level 2001/2002 - 2006/2007



⁴ Please note that the data in Figure 2 is displayed to 1 decimal place for presentational reasons only and if trying to calculate percentage increases or decreases on a year to year basis the user should note that the percentages shown may not match due to rounding of figures.

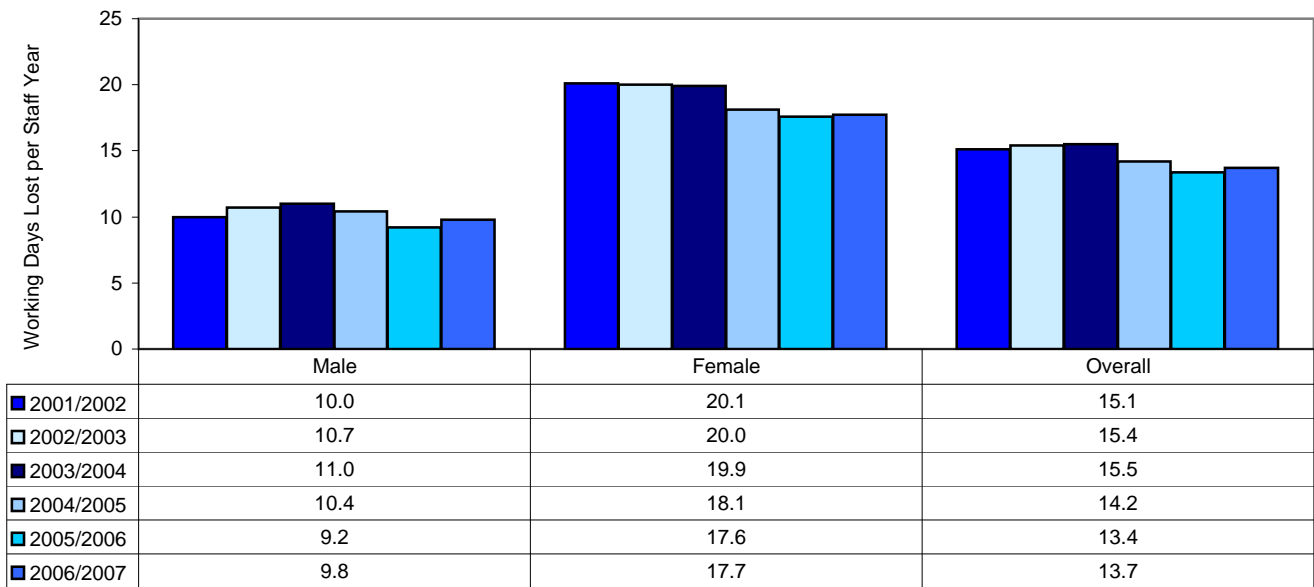
1.4 Gender

In 2006/2007 the level of absence for females (17.7 days) was markedly higher than the level for males (9.8 days). When *Pregnancy Related/Postnatal* absences were removed from the calculations the female level of absence, while reducing to 14.9 days, remained substantially higher than the male level.

The level of absence increased for both males and females during the last financial year. This is the first increase since 2003/2004 for males and the first increase in the six year period for females.

Figure 3

Average Number of Days Lost Per Staff Year by Gender 2001/2002 - 2006/2007



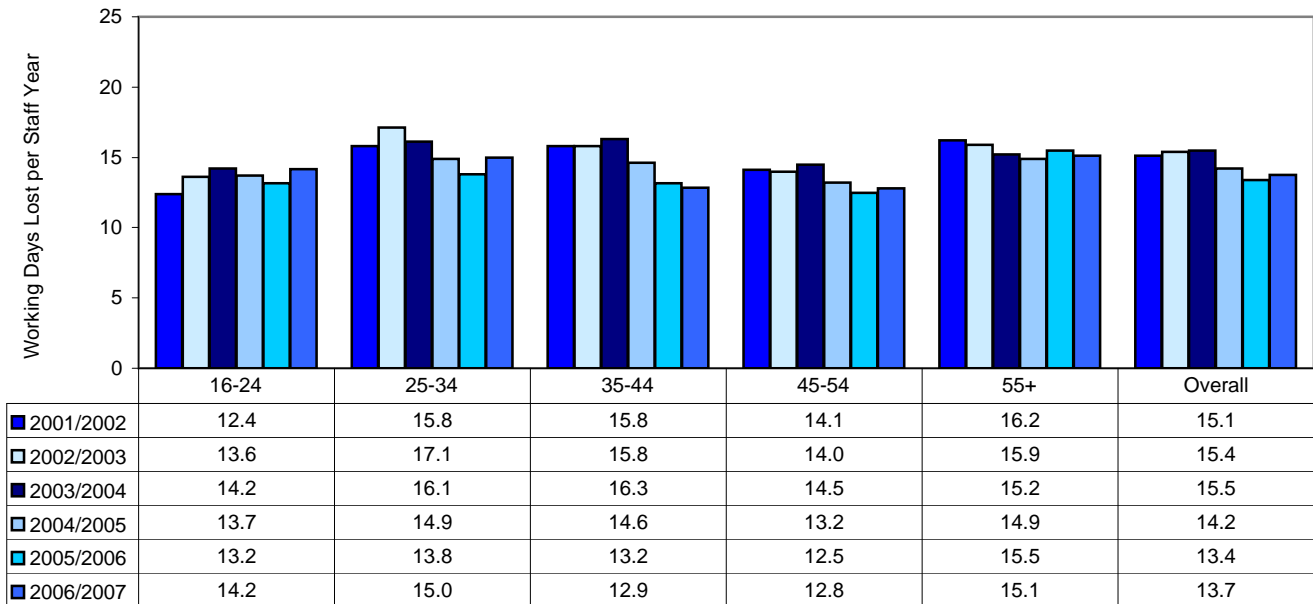
1.5 Age Group

In 2006/2007 the absence level of staff ranged from a low of 12.8 days for those aged 45-54, to a high of 15.1 days for those aged 55 and over. Compared with the previous financial year, the absence level increased among three of the five age groups. This increase was highest among staff aged 25-34 (8.6% increase from the previous year)⁵.

The self-certified absence level, which decreased with age, was highest for those aged 16-24 (3.4 days). Certified absence levels ranged from a low of 10.7 days for staff in the youngest age category to a high of 13.5 days for staff in the oldest age category (Table 7, Appendix 2).

Figure 4

Average Number of Days Lost Per Staff Year by Age Group 2001/2002 - 2006/2007



It is evident from the information presented throughout this report that levels of absenteeism vary considerably by grade, gender and age. As such, the staff profile of a department will have a major bearing on its overall absence rate. It is important to bear this in mind when making departmental comparisons. The extent to which a department's staffing profile can influence its overall absence rate (most notably in the cases of DSD and DEL) is illustrated by the analysis presented in Appendix 4.

⁵ Please note that the data in Figure 4 is displayed to 1 decimal place for presentational reasons only and if trying to calculate percentage increases or decreases on a year to year basis the user should note that the percentages shown may not match due to rounding of figures.

Chapter 2 Spells of Sickness Absence

2. Spells of Sickness Absence

2.1 Introduction

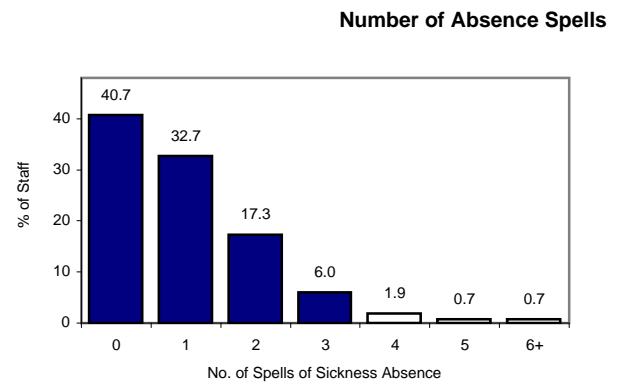
This chapter considers the number and average duration of recorded spells of sickness absence. Supporting information can be found in Appendix 5.

2.2 Number of Absence Spells

Figure 5 shows that 40.7% of staff had no recorded spells of sickness absence. This is slightly down from the figure for the previous financial year (41.0%). A further 32.7% of staff had one recorded absence and 17.3% were absent on two separate occasions during the year. The remainder of staff (9.3%) were absent from work through illness on three or more occasions.

Overall, non-industrial staff in the NICS had an average of 1.2 spells of sickness absence, the same figure as found in the previous financial year.

Figure 5



2.3 Duration of Absence Spells

As shown in Figure 6, the majority of absence spells are short-term in nature, with 71.9%⁶ of absence spells lasting for five working days or less. These absences accounted for 16.2% of the total working days lost (Figure 7). Long-term spells of absence (i.e. those lasting for more than 20 consecutive working days) accounted for 13.5% of all spells of absence. These absence spells accounted for 69.3% of the total working days lost.

Figure 6

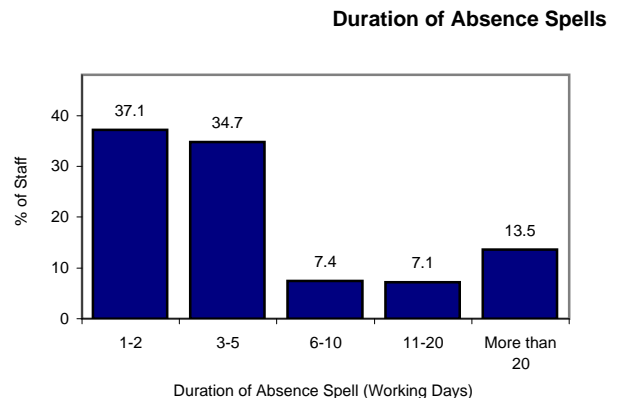
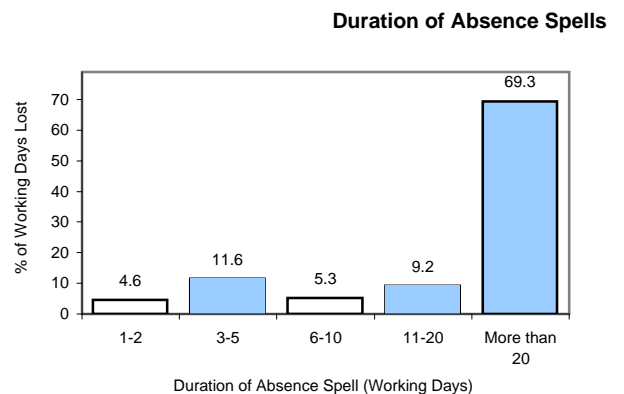


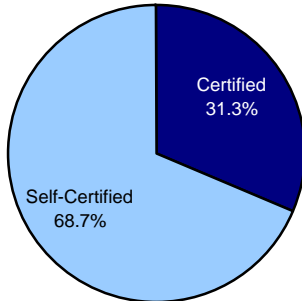
Figure 7



⁶ Please note that the data in Figures 5, 6 and 7 are displayed to 1 decimal place for presentational reasons only and if summing any of the percentages shown, the user should note that the totals may not match due to rounding of figures.

Figure 8

Proportion of Absence Spells by Certification



2.4 Self-Certified/Certified Absences⁷

Self-certified absences made up 68.7% of all spells of sickness absence. This was a smaller proportion than that found in the previous financial year (69.6%). The remaining absence spells (31.3%) were covered by a medical certificate.

Figure 9

Proportion of Working Days Lost by Certification

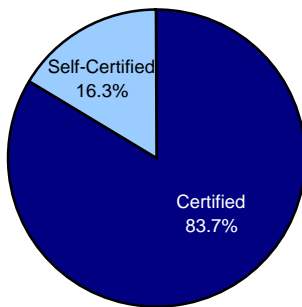


Figure 9 shows that 83.7% of the working days lost were covered by a medical certificate, giving rise to a certified absence rate of 11.5 days per staff year (5.2% of available working days). Shorter term absences covered by self-certification accounted for 16.3% of the working days that were lost, resulting in a self-certified absence rate of 2.2 days per staff year (1.0% of available working days).

On average, self-certified absences lasted 2.8 working days whereas certified absences lasted 31.6 working days.

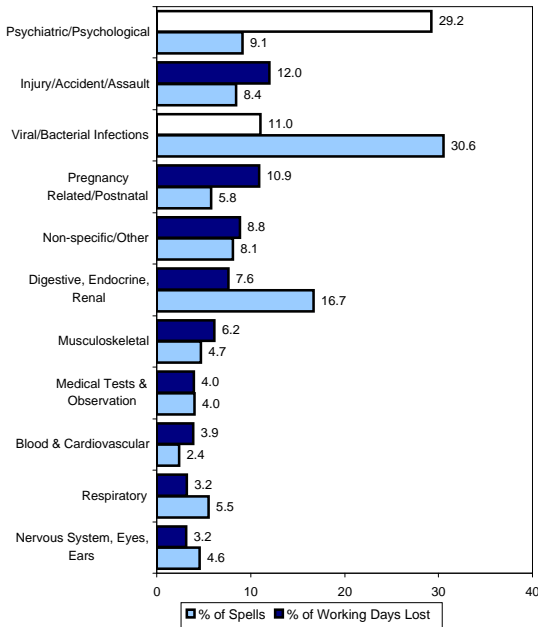
⁷ By comparing these results with the information presented on the duration of absence spells, the reader will notice that some of the absence spells which lasted five working days or less were certified.

Chapter 3 Reasons For Sickness Absence

3. Reasons for Sickness Absence

Figure 10

Overall Reasons for Absence



3.1 Overall

Psychiatric/Psychological illnesses accounted for 29.2% of working days lost in 2006/2007, a slightly higher proportion than the previous financial year (29.1%). As can be seen in Table 1, absences in this category tended to be long-term, lasting an average of 37.8 days. This was higher than the previous financial year (36.8 days).

Viral/Bacterial Infections (mainly colds and flu) accounted for the largest proportion of absence spells (30.6%). These were generally short-term in nature, lasting on average 4.3 working days.

An analysis of the reasons for certified and self-certified absences and trend information is presented in Appendix 6.

Table 1

Average Duration of Absences by Reason

Reason for Absence	Average Duration (Working Days)
Psychiatric/Psychological	37.8
Pregnancy Related/Postnatal	22.3
Blood & Cardiovascular	19.0
Injury/Accident/Assault	16.8
Musculoskeletal	15.4
Non-specific/Other	12.9
Medical Tests & Observation	11.7
Nervous System, Eyes, Ears	8.1
Respiratory	6.8
Digestive, Endocrine, Renal	5.4
Viral/Bacterial Infections	4.3

The following tables show the percentage of the total working days lost attributable to each reason for absence, disaggregated by grade, gender and age groups. Shading has been used in each table to highlight the illness category which accounted for the largest proportion of the working days lost at each grade level.

Table 2

Reasons for Absence by Grade Level

Reason for Absence	% of Working Days Lost									
	G5+	G6	G7	DP	SO	EOI	EOII	AO	AA	
Musculoskeletal	1.1	2.1	4.5	5.8	7.0	5.7	5.7	6.3	6.8	
Blood & Cardiovascular	6.6	6.7	4.2	9.3	7.0	5.5	3.3	2.8	2.7	
Respiratory	3.9	11.4	5.3	3.6	4.5	3.9	2.1	3.1	3.0	
Digestive, Endocrine, Renal	4.1	16.4	8.4	6.9	6.1	5.5	7.0	8.0	9.8	
Nervous System, Eyes, Ears	0.2	0.5	8.3	1.6	2.4	3.7	4.2	2.5	3.5	
Pregnancy Related/Postnatal	0.3	5.4	4.7	7.4	8.2	6.2	10.1	13.8	11.6	
Psychiatric/Psychological	26.6	14.6	19.9	18.2	23.1	27.3	31.9	31.3	30.3	
Viral/Bacterial Infections	11.9	15.6	12.9	13.7	11.9	11.9	10.6	10.5	10.5	
Injury/Accident/Assault	22.5	18.4	15.4	14.5	13.8	14.6	13.5	10.8	9.0	
Medical Tests & Observation	5.7	4.2	5.6	4.8	4.8	4.5	4.0	3.1	4.9	
Non-specific/Other	17.1	4.7	10.8	14.2	11.2	11.3	7.7	7.8	7.9	
Total	100	100	100	100	100	100	100	100	100	

3.2 Grade Level

Table 2 shows that *Psychiatric/Psychological* illnesses accounted for the largest proportion of the working days lost among staff at all grade levels, with the exception of Grade 6.

However, the statistics at Grade 6 should be interpreted with caution as they are based on small numbers of staff and could be heavily influenced by a small number of long-term absences.

Table 3

Reasons for Absence by Gender

Reason for Absence	% of Working Days Lost	
	Male	Female
Musculoskeletal	6.4	6.0
Blood & Cardiovascular	5.6	2.9
Respiratory	3.8	2.9
Digestive, Endocrine, Renal	7.7	7.6
Nervous System, Eyes, Ears	3.1	3.2
Pregnancy Related/Postnatal	n/a	17.1
Psychiatric/Psychological	30.0	28.8
Viral/Bacterial Infections	14.5	9.1
Injury/Accident/Assault	14.5	10.6
Medical Tests & Observation	4.9	3.4
Non-specific/Other	9.4	8.5
Total	100	100

3.3 Gender

As in the previous six financial years, *Psychiatric/Psychological* illnesses accounted for the largest proportion of the total working days lost among both males and females (30.0% and 28.8% respectively).

Among males, the joint second highest proportion was *Injury/Accident/Assault* and *Viral/Bacterial Infections* (14.5%), while for females the second highest proportion was *Pregnancy Related/Postnatal* illnesses (17.1%).

3.4 Age Group

As with the previous four financial years, *Psychiatric/Psychological* illnesses accounted for the largest proportion of working days lost among staff in all age groups during 2006/2007.

Table 4

Reasons for Absence by Age Group

Reason for Absence	% of Working Days Lost				
	16-24	25-34	35-44	45-54	55+
Musculoskeletal	4.4	4.4	7.0	7.6	7.0
Blood & Cardiovascular	0.9	1.8	3.9	5.6	7.9
Respiratory	3.4	2.4	2.5	3.8	5.5
Digestive, Endocrine, Renal	10.8	8.1	7.2	6.8	6.1
Nervous System, Eyes, Ears	2.4	2.6	2.8	3.4	5.7
Pregnancy Related/Postnatal	13.2	24.1	10.5	0.6	0.0
Psychiatric/Psychological	27.6	26.0	30.8	33.7	24.8
Viral/Bacterial Infections	15.4	11.2	10.6	10.7	8.3
Injury/Accident/Assault	10.7	8.8	13.0	13.9	14.8
Medical Tests & Observation	4.4	3.0	3.3	4.6	6.3
Non-specific/Other	6.8	7.5	8.5	9.4	13.7
Total	100	100	100	100	100

Chapter 4
Long-term Sickness Absence

4. Long-term Sickness Absence

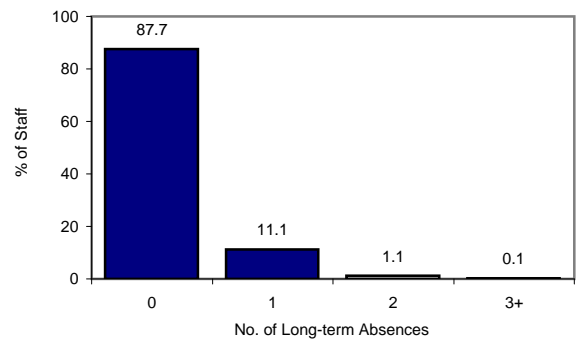
This chapter considers long-term absence, which is defined as any spell of absence lasting more than 20 consecutive working days in the 2006/2007 financial year. Supporting information can be found in Appendix 7.

4.1 Prevalence of Long-term Absence

A total of 3,321 staff (12.3%) in the NICS had one or more spells of long-term absence. This was a slight increase over the previous financial year (11.6% of staff). There were 3,698 spells of long-term absence which equates to a frequency rate⁸ of 13.7%. As already highlighted in Chapter 2, long-term absences accounted for 69.3% of the total working days lost throughout the year. The cost to the paybill of these long-term absences is estimated to be in the region of £17.1m and was equivalent to losing the work of approximately 1,003 full-time staff for the entire year.

Figure 11

Analysis of the Number of Long-term Absence Spells



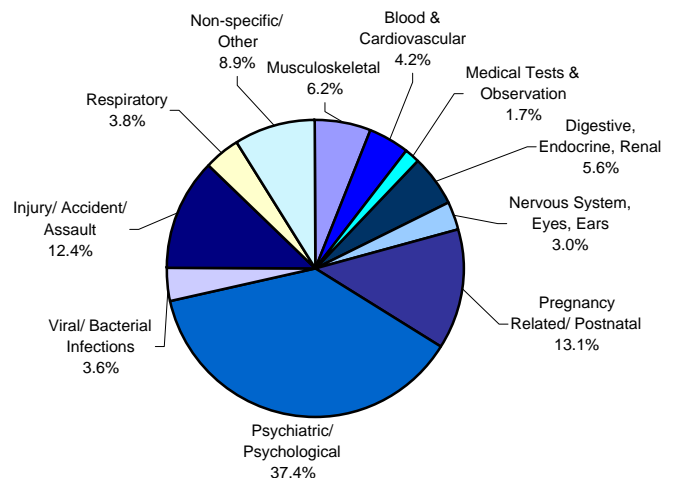
Number of Long-term Absences	Number of Staff	Percentage of staff
0	23,576	87.7
1	2,987	11.1
2	296	1.1
3+	38	0.1
Total	26,897	100.0

4.2 Reason for Long-term Absence

Over one third of long-term absences (37.4%) were due to *Psychiatric/Psychological* illnesses. With one exception, this figure has increased every year since 2000/2001.

Figure 12

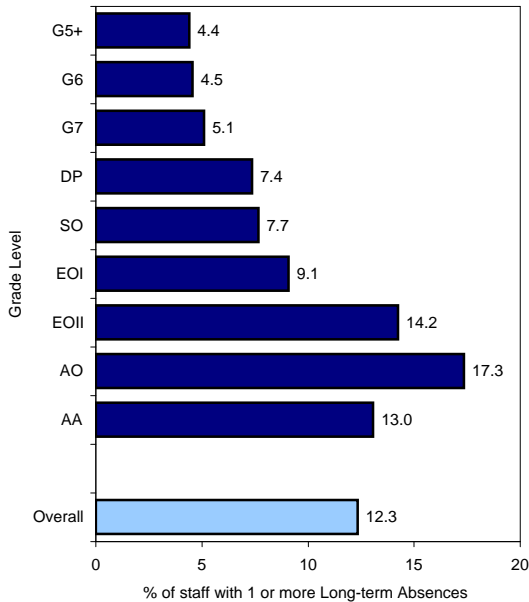
Reason for Long-term Absences Spells
(% of Working Days Lost)



⁸ 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 13

Long-term Spells by Grade Level

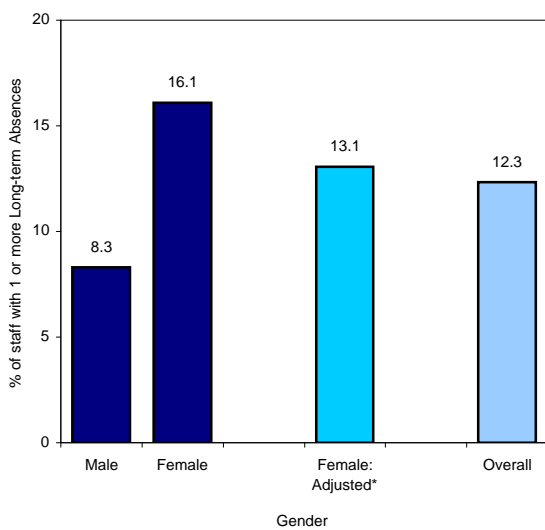


4.3 Grade Level

As with the previous five years, the incidence of long-term absence was highest at the AO grade, where 17.3% of staff had one or more spells of long-term absence during the year (Figure 13). From AO level upwards the incidence of long-term absence decreased at each successive grade level. Staff at AA level had the third highest incidence of long-term absence (13.0%).

Figure 14

Long-term Spells by Gender



* Excludes Pregnancy Related/Postnatal Absences

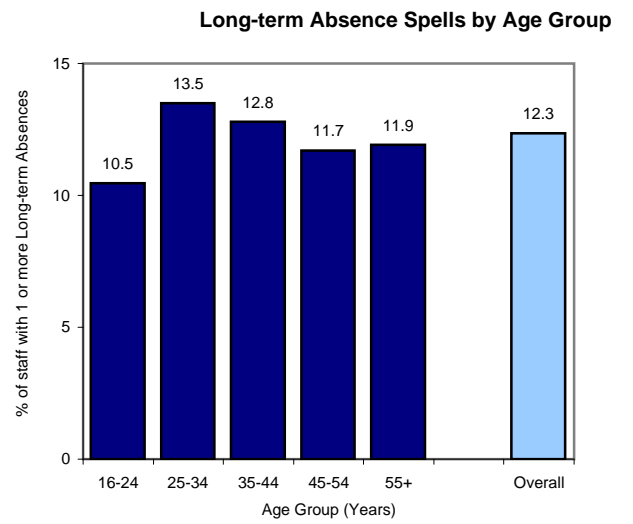
4.4 Gender

The proportion of females with one or more spells of long-term absence (16.1%) was almost twice the comparative male proportion (8.3%). When all long-term Pregnancy Related/Postnatal absences were excluded from the calculations, the proportion of females who had one or more spells of long-term absence (13.1%) remained substantially higher than that of males (Figure 14).

4.5 Age Group

The incidence of long-term absence was lowest in the 16-24 age group, with 10.5% of staff having one or more spells of long-term absence during 2006/2007 (Figure 15). Staff in the 25-34 age group were most likely to be absent on a long-term basis, with 13.5% having one or more spells of long-term absence. Long-term absences attributed to 67.1% of the total working days lost among staff in this age group (Table 3, Appendix 7).

Figure 15



Chapter 5 Ministerial Targets

5. Ministerial Targets

5.1 Introduction

During 2005, Ministerial targets were agreed for an overall reduction in sickness absence within the eleven NI Departments, to 9.5 days by 2010. Targets were strategically based with the main focus on reducing the frequency and duration⁹ of long-term¹⁰ absence, and, to a lesser extent, the frequency of short-term absence. To achieve their target in terms of days per staff year departments needed to:

- reduce long-term duration by 7% each year;
- reduce long-term frequency by 7% each year; and
- reduce short-term frequency by 5% each year

over the period 2005/2006 to 2009/2010.

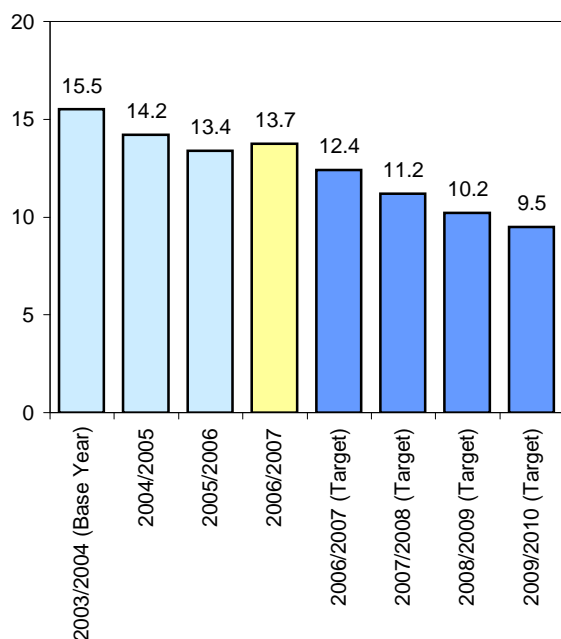
This chapter charts how the NI Departments both at an overall level and individually are progressing towards their targets.

⁹ Throughout this report, the duration of absences relates only to days lost in the 2006/2007 financial year.

¹⁰ For the purpose of target-setting, absences are dichotomised into long-term and short-term, with long-term being defined as greater than 20 consecutive working days.

Figure 16

Average Number of Working Days Lost per Staff Year



5.2 Absence Targets - NICS Overall

The NICS failed to achieve its overall absence target for 2006/2007, losing 13.7 working days per staff year against a target of 12.4 days. It also failed to meet its strategic target¹¹ for the frequency of long-term absences, achieving a frequency rate of 13.7% against a target of 12.2%.

Similar to the previous financial year, the NICS also failed to meet its strategic target for the duration¹² of long-term absences, achieving an average duration of 60.5 days against a target of 52.4 days.

At 1.00 short-term spell per staff year, the short-term target was achieved (1.27 spells). This was, in fact, lower than the final target set for 2010 (1.09 days).

Table 5

Frequency and Duration of Absence

		2003/2004 (Base Year)	2004/2005	2005/2006	2006/2007	2006/2007 (Target)	2007/2008 (Target)	2008/2009 (Target)	2009/2010 (Target)
Overall	Average days lost per staff year	15.5	14.2	13.4	13.7	12.4	11.2	10.2	9.5
Long-term	Frequency Rate ¹³ (%)	14.1	13.2	13.0	13.7	12.2	11.3	10.5	9.8
	Average Duration (working days)	60.6	64.2	62.0	60.5	52.4	48.7	45.3	42.2
Short-term	Average number of spells per staff year	1.41	1.13	1.04	1.00	1.27	1.21	1.15	1.09

Note: **Green** text denotes target met
Red text denotes target not met

¹¹ For the purpose of target-setting, absences are dichotomised into long-term and short-term, with long-term being defined as greater than 20 consecutive working days.

¹² Throughout this report, the duration of absences relates only to days lost in the 2006/2007 financial year.

¹³ Frequency Rate is the average number of absences per employee, expressed as a percentage.

5.3 Days Lost per Staff Year by Department

Table 6 shows that while the NICS failed to meet its overall target of 12.4 days per staff year, two departments met their individual targets. The department furthest ahead of target was DCAL (10.5 days compared to a target of 12.5 days), followed by DRD (9.2 days compared to a target of 9.7).

Although their individual targets were not met, three departments (DE, DETI and DFP) showed an improvement on their comparative figure for the previous year and one department (DARD) remained the same.

Table 6

Overall Days Lost per Staff Year¹⁴

	Actual			2006/2007			Target ¹⁵		
	2003/2004 (Base Year)	2004/2005	2005/2006	Actual	Target	% Difference	2007/2008	2008/2009	2009/2010
DARD	12.4	11.5	11.1	11.1	10.0	-10.8	9.0	8.5	8.5
DCAL	15.1	11.0	10.3	10.5	12.5	16.1	11.4	10.4	9.6
DE	11.7	12.8	12.9	12.2	9.5	-28.5	8.5	8.5	8.5
DETI	11.8	9.9	10.7	10.0	9.7	-3.2	8.8	8.5	8.5
DFP	14.3	13.8	13.0	12.4	11.5	-7.7	10.3	9.3	8.5
DEL	17.8	14.7	14.0	14.5	14.2	-2.2	12.8	11.5	10.4
DHSSPS	12.3	9.5	10.7	11.4	9.9	-14.7	9.0	8.5	8.5
DOE	13.4	12.0	11.1	11.5	11.0	-4.9	10.0	9.1	8.5
DRD	12.0	10.2	8.2	9.2	9.7	5.6	8.8	8.5	8.5
DSD	19.7	19.4	18.3	18.7	15.6	-19.9	14.0	12.5	11.2
OFMDFM	12.6	8.6	8.6	10.7	10.2	-4.7	9.2	8.5	8.5
Overall	15.5	14.2	13.4	13.7	12.4	-10.7	11.2	10.2	9.5

Note: **Green** text denotes target met
Red text denotes target not met

¹⁴ It was agreed that once a department has reached a level of 8.5 days they are required to maintain that level.

¹⁵ Targets are based on the number and composition of staff in each of the eleven NI Departments during 2003/2004 as, at the time of setting, this was the most recent information available.

5.4 Long-term¹⁶ Frequency

The NICS failed to meet its overall target for long-term frequency rate¹⁷. This was also true at departmental level as none of the eleven departments met their individual targets¹⁸.

With a long-term frequency rate of 11.8%, DE was furthest from meeting its target. It was followed by DHSSPS, DARD and DOE respectively.

While a number of departments fell just short of target, only one (DFP) showed improvement from the previous financial year.

OFMDFM achieved the lowest long-term frequency rate at 8.6%, followed by DCAL (9.5%).

Table 7

Long-term Frequency

	Actual			2006/2007			Target		
	2003/2004 (Base Year)	2004/2005	2005/2006	Actual	Target	% Difference	2007/2008	2008/2009	2009/2010
DARD	11.1	10.9	11.2	11.3	9.6	-17.6	8.9	8.3	8.3
DCAL	10.3	9.4	8.6	9.5	8.9	-5.9	8.3	7.7	7.2
DE	8.8	11.9	11.1	11.8	7.6	-56.2	7.0	7.0	7.0
DETI	10.8	9.2	10.1	10.5	9.4	-11.7	8.7	8.1	8.1
DFP	12.6	11.9	11.6	11.1	10.9	-2.0	10.1	9.4	8.7
DEL	17.7	13.8	15.0	16.0	15.3	-4.4	14.3	13.3	12.3
DHSSPS	9.7	7.8	10.2	11.1	8.4	-32.6	7.8	7.3	7.3
DOE	11.2	10.3	10.1	11.3	9.7	-16.4	9.0	8.4	7.8
DRD	10.9	10.1	8.3	9.7	9.5	-2.2	8.8	8.2	8.2
DSD	18.6	18.1	17.7	18.7	16.1	-16.0	15.0	13.9	13.0
OFMDFM	9.8	8.6	6.9	8.6	8.5	-0.8	7.9	7.4	7.4
Overall	14.1	13.2	13.0	13.7	12.2	-12.8	11.3	10.5	9.8

Note: **Green** text denotes target met
Red text denotes target not met

¹⁶ For the purpose of target-setting, absences are dichotomised into long-term and short-term, with long-term being defined as greater than 20 consecutive working days.

¹⁷ Frequency Rate is the average number of absences per employee, expressed as a percentage.

¹⁸ Targets are based on the number and composition of staff in each of the eleven NI Departments during 2003/2004 as, at the time of setting, this was the most recent information available.

5.5 Long-term¹⁹ Duration²⁰

None of the eleven departments achieved their individual target for the duration of long-term absence and consequently the overall NICS target of 52.4 days (actual 60.5 days) was missed by 15.4%.

DOE, which had an average long-term absence duration of 53.0 days and a target of 43.8 days was the furthest off target, missing by 21.0%.

Table 8

Long-term Duration

	Actual			2006/2007			Target		
	2003/2004 (Base Year)	2004/2005	2005/2006	Actual	Target	% Difference	2007/2008	2008/2009	2009/2010
DARD	58.7	62.3	62.6	60.2	50.8	-18.6	47.2	43.9	43.9
DCAL	59.0	45.0	57.3	56.5	51.0	-10.7	47.4	44.1	41.0
DE	70.0	59.8	73.0	62.0	60.6	-2.3	56.3	56.3	56.3
DETI	52.0	51.8	58.1	48.2	45.0	-7.2	41.8	38.9	38.9
DFP	66.4	69.9	66.5	65.7	57.4	-14.5	53.4	49.7	46.2
DEL	56.2	62.4	54.4	54.6	48.6	-12.4	45.2	42.0	39.1
DHSSPS	64.9	64.6	56.2	56.3	56.1	-0.4	52.2	48.5	48.5
DOE	50.7	55.5	56.2	53.0	43.8	-21.0	40.8	37.9	35.3
DRD	57.9	62.2	54.2	54.5	50.1	-8.9	46.6	43.3	43.3
DSD	62.5	67.1	64.6	64.1	54.1	-18.5	50.3	46.7	43.5
OFMDFM	69.8	53.0	70.2	65.9	60.4	-9.2	56.1	52.2	52.2
Overall	60.6	64.2	62.0	60.5	52.4	-15.4	48.7	45.3	42.2

Note: **Green** text denotes target met
Red text denotes target not met

¹⁹ For the purpose of target-setting, absences are dichotomised into long-term and short-term, with long-term being defined as greater than 20 consecutive working days.

²⁰ Throughout this report, the duration of absences relates only to days lost in the 2006/2007 financial year.

5.6 Short-term²¹ Frequency

All eleven departments were ahead of target on short-term absence spells, with ten already achieving beyond their final target²² for 2010.

While DCAL had the highest number of short-term spells per staff year (1.18), they were furthest ahead of their agreed absence target (1.79 spells).

DRD were 23.0% ahead of target, with the lowest number of absence spells per staff year (0.80).

Table 9

Short-term Absence Spells

	Actual			2006/2007			Target		
	2003/2004 (Base Year)	2004/2005	2005/2006	Actual	Target	% Difference	2007/2008	2008/2009	2009/2010
DARD	1.27	0.98	0.84	0.82	1.14	28.1	1.08	1.03	1.03
DCAL	1.99	1.53	1.29	1.18	1.79	34.4	1.70	1.62	1.54
DE	1.34	1.22	1.10	0.95	1.21	20.9	1.15	1.15	1.15
DETI	1.55	1.24	1.09	1.02	1.40	26.9	1.33	1.26	1.26
DFP	1.38	1.16	1.12	1.09	1.25	12.8	1.19	1.13	1.07
DEL	1.47	1.11	1.02	0.99	1.33	25.3	1.26	1.20	1.14
DHSSPS	1.49	1.15	1.16	1.16	1.34	14.0	1.28	1.21	1.21
DOE	1.61	1.25	1.10	1.13	1.46	22.5	1.38	1.31	1.25
DRD	1.15	0.78	0.77	0.80	1.03	23.0	0.98	0.93	0.93
DSD	1.45	1.24	1.14	1.05	1.31	19.7	1.25	1.18	1.12
OFMDFM	1.45	1.14	1.05	0.95	1.31	27.2	1.24	1.15	1.18
Overall	1.41	1.13	1.04	1.00	1.27	20.9	1.21	1.15	1.09

Note: **Green** text denotes target met
Red text denotes target not met

5.7 Implications for the Future

If the targets set for the NICS are not to drift beyond reach, the NICS will have to redouble its efforts to make up the ground it has lost. Many departments will need to urgently review the effectiveness of the strategies they have adapted to reduce the frequency and duration of long-term absence.

²¹ For the purpose of target-setting, absences are dichotomised into long-term and short-term, with long-term being defined as greater than 20 consecutive working days.

²² Targets are based on the number and composition of staff in each of the eleven NI Departments during 2003/2004 as, at the time of setting, this was the most recent information available.

**Appendix 1
Calculations**

Calculations

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

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

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

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

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 223 working days during 2006/2007, 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:

$$\begin{aligned} \text{Total Number of working days lost} &= 30 \\ \text{Total Number of Staff Years} &= 1 + 0.5 = 1.5 \end{aligned}$$

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

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

$$\begin{aligned} \text{Total Number of working days lost} &= 30 \\ \text{Total Number of People} &= 2 \\ \text{Working Days Lost per Staff Year} &= \frac{30}{2} = 15 \end{aligned}$$

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

Appendix 1

Scaling Absences Lasting More than 6 Months

The Cabinet Office issued revised guidance for the collection, analysis and reporting of sickness absence data during 2006/2007. This included recommending that a scaling adjustment be applied to absences lasting for more than 6 months to ensure that longer-term absences are not over estimated.

Taking the example of a full time employee who was absent for the entire 2006/2007 financial year. Each full time employee can have a maximum of 223 working days. Where a full time employee is absent for the whole year, and unable to take their leave, then they are actually absent for 248 working days. In order to make sure that longer-term absences are not over-estimated, a scaling adjustment was applied which recalculated the total working days lost to 223.

Appendix 2
Tables Relating to Chapter 1

Tables relating to Chapter 1

Table 1: Distribution of Working Days Lost

Cumulative Number of Working Days Lost	% of Staff
0	40.7
1 - 5	29.4
6 - 10	9.4
11 - 15	3.9
16 - 20	2.3
More than 20	14.3

Table 2: Absence Levels by Length of Service

Length of Service	Days Lost per Staff Year
Less than 6 months	6.4
6 months to less than 1 year	9.2
1 to less than 2 years	12.5
2 to less than 3 years	13.8
3 to less than 4 years	14.8
4 to less than 5 years	15.7
5 years or more	14.0
Overall	13.7

Table 3: Absence Levels by Occupational Grouping

Occupational Groups with more than 200 staff

Occupational Group	Days Lost per Staff Year
Support Grade Staff	19.6
Typists	17.5
General Service	16.0
Driving Examiners	10.4
Drawing Officers	10.3
Statisticians	8.6
Agricultural Inspectors	7.7
Planning	7.3
M & E Engineering	7.3
Scientific Officers	6.7
Casual	6.0
Computing	5.9
Civil Eng (inc Assistants)	5.8

Appendix 2

Table 4: Certification by Department

Department	No. of Days Lost per Staff Year			% of Available Working Days Lost		
	Self-Certified	Certified	Total	Self-Certified	Certified	Total
DSD	2.6	16.1	18.7	1.2	7.2	8.4
DEL	2.7	11.8	14.5	1.2	5.3	6.6
DFP	2.2	10.1	12.4	1.0	4.6	5.6
DE	2.0	10.2	12.2	0.9	4.6	5.5
DOE	2.2	9.3	11.5	1.0	4.2	5.2
DHSSPS	2.4	8.9	11.4	1.1	4.1	5.1
DARD	1.6	9.4	11.1	0.7	4.3	5.0
OFMDFM	1.8	8.9	10.7	0.8	4.0	4.8
DCAL	2.6	7.9	10.5	1.2	3.6	4.8
DETI	2.2	7.8	10.0	1.0	3.5	4.5
DRD	1.6	7.5	9.2	0.7	3.4	4.2
Overall	2.2	11.5	13.7	1.0	5.2	6.2

Table 5: Certification by Grade

Grade Level	No. of Days Lost per Staff Year			% of Available Working Days Lost		
	Self-Certified	Certified	Total	Self-Certified	Certified	Total
G5+	0.7	3.3	4.0	0.3	1.5	1.8
G6	0.9	3.8	4.6	0.4	1.7	2.1
G7	1.4	5.1	6.5	0.6	2.3	3.0
DP	1.4	6.4	7.8	0.6	2.9	3.6
SO	1.7	7.1	8.7	0.8	3.2	4.0
EOI	1.9	8.1	10.1	0.9	3.7	4.6
EOII	2.4	12.8	15.1	1.1	5.8	6.9
AO	2.8	16.0	18.9	1.3	7.2	8.5
AA	2.8	14.8	17.6	1.3	6.6	7.9
Overall	2.2	11.5	13.7	1.0	5.2	6.2

Table 6: Certification by Gender

Gender	No. of Days Lost per Staff Year			% of Available Working Days Lost		
	Self-Certified	Certified	Total	Self-Certified	Certified	Total
Male	2.0	7.8	9.8	0.9	3.5	4.4
Female	2.5	15.2	17.7	1.1	6.9	8.0
Overall	2.2	11.5	13.7	1.0	5.2	6.2

Table 7: Certification by Age Group

Age Group	No. of Days Lost per Staff Year			% of Available Working Days Lost		
	Self-Certified	Certified	Total	Self-Certified	Certified	Total
16-24	3.4	10.7	14.2	1.5	4.8	6.3
25-34	2.8	12.1	15.0	1.3	5.4	6.7
35-44	2.0	10.8	12.9	0.9	4.9	5.8
45-54	1.7	11.1	12.8	0.8	5.0	5.8
55+	1.6	13.5	15.1	0.7	6.2	6.9
Overall	2.2	11.5	13.7	1.0	5.2	6.2

Appendix 2

Table 8: % of Available Working Days Lost by Department

Department	% of Available Working Days Lost					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
DSD	8.3	8.6	8.8	8.8	8.1	8.4
DEL	8.6	8.4	8.0	6.7	6.2	6.6
DFP	6.1	6.2	6.4	6.2	5.8	5.6
DE	5.9	5.7	5.2	5.8	5.8	5.5
DOE	6.4	6.5	6.0	5.4	5.0	5.2
DHSSPS	6.6	6.0	5.5	4.3	4.8	5.1
DARD	5.3	6.1	5.5	5.2	5.0	5.0
OFMDFM	5.3	5.5	5.7	3.9	3.8	4.8
DCAL	6.6	6.3	6.8	5.0	4.6	4.8
DETI	5.9	5.7	5.3	4.5	4.8	4.5
DRD	5.2	4.9	5.4	4.7	3.7	4.2
Overall	6.8	7.0	6.9	6.5	6.0	6.2

Table 9: % of Available Working Days Lost by Grade

Grade Level	% of Available Working Days Lost					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
G5+	2.1	2.8	1.2	2.1	1.8	1.8
G6	3.0	2.8	2.8	2.7	2.6	2.1
G7	3.3	3.6	3.0	3.2	3.0	3.0
DP	3.4	3.7	3.6	3.8	3.7	3.6
SO	4.7	4.7	4.7	4.0	3.9	4.0
EOI	5.5	5.4	5.5	5.3	4.5	4.6
EOII	7.3	7.6	7.7	7.3	6.9	6.9
AO	9.5	9.7	9.8	8.6	7.9	8.5
AA	7.1	7.3	7.0	7.3	7.0	7.9
Overall	6.8	7.0	6.9	6.5	6.0	6.2

Table 10: % of Available Working Days Lost by Gender

Gender	% of Available Working Days Lost					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
Male	4.5	4.9	4.9	4.7	4.1	4.4
Female	9.1	9.0	8.9	8.2	7.8	8.0
Overall	6.8	7.0	6.9	6.5	6.0	6.2

Table 11: % of Available Working Days Lost by Age Group

Age Group	% of Available Working Days Lost					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
16-24	5.5	6.1	6.3	6.1	5.8	6.3
25-34	7.1	7.6	7.2	6.7	6.1	6.7
35-44	7.1	7.2	7.3	6.6	5.9	5.8
45-54	6.4	6.4	6.5	6.0	5.6	5.8
55+	7.4	7.3	6.9	6.8	7.0	6.9
Overall	6.8	7.0	6.9	6.5	6.0	6.2

Note: **Green** text denotes a reduction from the previous financial year
Red text denotes an increase from the previous financial year

Appendix 2

Table 12: Working Days Lost by Department for Female Staff at AO Grade

Department	No. of Days Lost per Staff Year
DSD	25.8
DE	21.5
DHSSPS	20.9
DFP	20.5
DOE	19.7
DEL	18.6
OFMDFM	17.7
DARD	17.0
DRD	17.0
DETI	16.4
DCAL	11.8
Overall	22.2

Appendix 3
Seasonal Effects on the Onset of Absence

Appendix 3

The following tables examine seasonal effects on the onset of sickness absence during the financial year 2006/2007.

Table 1: Onset of Absence by Month during 2006/2007

Month	% of Spells Starting in Month	
	Self-Certified	Certified
April	7.2	7.2
May	7.5	9.0
June	7.3	8.2
July	5.1	7.3
August	6.5	8.0
September	7.9	8.9
October	9.5	9.9
November	10.1	9.4
December	7.4	5.9
January	13.0	10.7
February	10.9	8.8
March	7.7	6.6

Table 2: Onset of Psychiatric/Psychological Absence by Month during 2006/2007

Month	% of Spells Starting in Month
April	7.7
May	9.8
June	10.1
July	8.0
August	8.7
September	9.4
October	9.9
November	10.1
December	5.6
January	7.9
February	7.9
March	5.0

Table 3: Onset of Absence by Weekday during 2006/2007

Weekday	% of Spells Starting on Weekday	
	Self-Certified	Certified
Sunday	0.1	1.7
Monday	32.9	35.0
Tuesday	23.0	20.8
Wednesday	18.4	16.8
Thursday	16.2	14.5
Friday	9.2	10.5
Saturday	0.2	0.6

Appendix 4
Illustrative Standardised Departmental Absence Rates

Departmental Absence Rates: Standardised to DFP Organisational Structure

The following figures show the extent to which a department's staffing profile can influence its overall absence rate. In Figures 1 and 2 below, the staffing profile of each department has been standardised to that of DFP.

Figure 1: Days Lost Per Staff Year

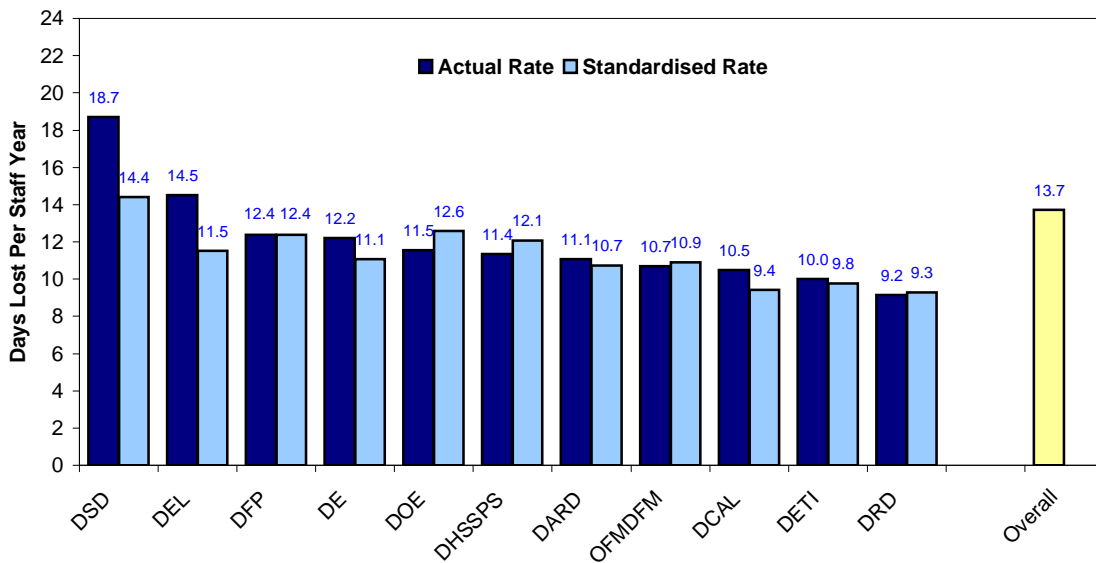
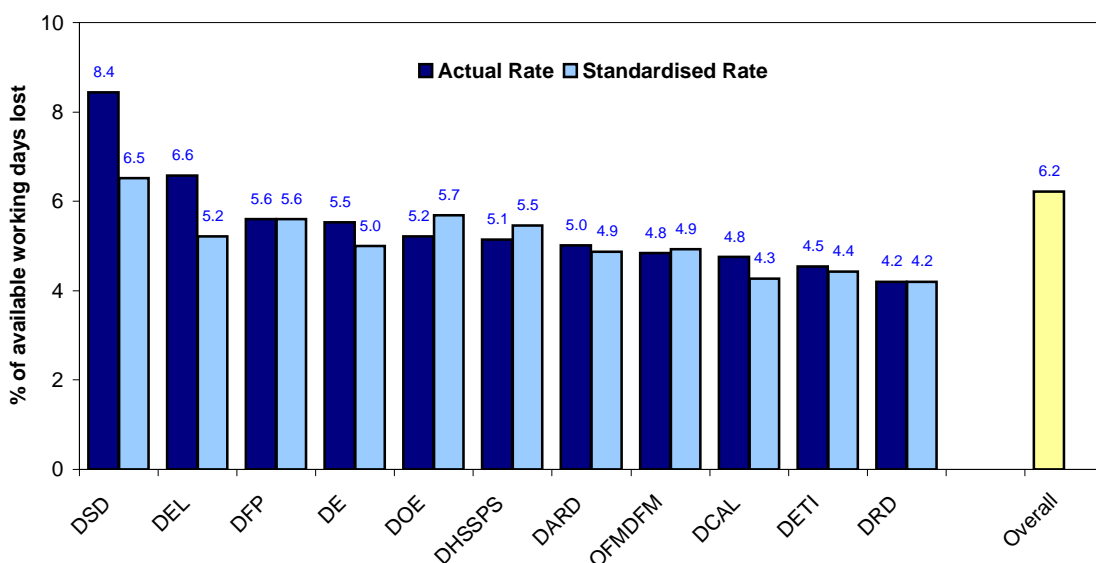


Figure 2: % of Available Working Days Lost



Appendix 5
Tables Relating to Chapter 2

Tables relating to Chapter 2

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

Grade Level	Self-Certified Absences		Certified Absences		Total	
	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)
G5+	0.3	2.3	0.1	24.4	0.4	9.4
G6	0.3	2.5	0.2	22.6	0.5	9.1
G7	0.6	2.5	0.2	28.8	0.7	8.8
DP	0.6	2.6	0.2	28.8	0.8	10.1
SO	0.6	2.6	0.2	32.3	0.9	10.1
EOI	0.7	2.9	0.3	28.3	1.0	10.6
EOII	0.8	3.0	0.4	34.2	1.2	13.0
AO	1.0	2.9	0.5	32.3	1.5	12.9
AA	1.1	2.6	0.5	30.5	1.6	11.3
Overall	0.8	2.8	0.4	31.6	1.2	11.8

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

Gender	Self-Certified Absences		Certified Absences		Total	
	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	0.7	2.9	0.2	31.1	1.0	10.3
Female	0.9	2.8	0.5	31.8	1.4	12.9
Overall	0.8	2.8	0.4	31.6	1.2	11.8

Table 3: Average Duration and Number of Spells by Certification Across Age Groups

Age Group	Self-Certified Absences		Certified Absences		Total	
	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)
16-24	1.3	2.6	0.4	26.4	1.7	8.2
25-34	1.0	2.9	0.4	30.9	1.4	11.1
35-44	0.7	2.8	0.4	30.8	1.1	11.9
45-54	0.6	2.8	0.3	34.2	0.9	13.8
55+	0.6	2.7	0.4	34.7	1.0	15.6
Overall	0.8	2.8	0.4	31.6	1.2	11.8

Appendix 5

Table 4: Number of Absence Spells - % of Staff 2001/2002 - 2006/2007

Number of Absence Spells	% of Staff					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
0	35.1	32.8	34.5	38.5	41.0	40.7
1	27.6	28.2	28.7	32.2	31.7	32.7
2	18.8	19.3	19.2	17.9	17.0	17.3
3	10.2	10.8	10.1	6.9	6.3	6.0
4	4.4	4.6	4.2	2.6	2.3	1.9
5	2.1	2.2	1.7	1.0	0.8	0.7
6+	1.9	2.0	1.6	1.0	0.8	0.7

Table 5: Duration of Absence Spells - % of Staff 2001/2002 - 2006/2007

Duration of Absence Spells (Working Days)	% of Spells					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
1-2	46.2	46.3	42.3	40.9	39.2	37.1
3-5	31.9	31.8	33.8	33.3	33.8	34.7
6-10	6.7	6.6	7.2	7.4	7.7	7.4
11-20	5.7	5.7	6.2	6.6	6.9	7.1
More than 20	9.5	9.5	10.5	11.9	12.5	13.5

Note: **Green** text denotes a reduction from the previous financial year
Red text denotes an increase from the previous financial year

Appendix 6
Tables Relating to Chapter 3

Tables relating to Chapter 3

Table 1: Certification by Reason

Reason	% of Available Working Days Lost		
	Self-Certified	Certified	Total
Non-specific/Other	0.1	0.5	0.5
Medical Tests & Observation	0.0	0.2	0.2
Injury/Accident/Assault	0.1	0.7	0.7
Viral/Bacterial Infections	0.4	0.3	0.7
Psychiatric/Psychological	0.0	1.8	1.8
Pregnancy Related/Postnatal	0.0	0.6	0.7
Nervous System, Eyes, Ears	0.0	0.2	0.2
Digestive, Endocrine, Renal	0.2	0.3	0.5
Respiratory	0.1	0.1	0.2
Blood & Cardiovascular	0.0	0.2	0.2
Musculoskeletal	0.0	0.3	0.4
Overall	1.0	5.2	6.2

Table 2: % of Absence Spells by Reason

Reason	% of Spells					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
Non-specific/Other	5.6	6.6	7.9	6.9	8.1	8.1
Medical Tests & Observation	10.5	13.3	13.4	6.8	3.4	4.0
Injury/Accident/Assault	6.6	6.0	6.1	7.8	8.2	8.4
Viral/Bacterial Infections	33.9	30.8	31.5	31.7	29.8	30.6
Psychiatric/Psychological	6.1	6.7	7.4	8.2	8.9	9.1
Pregnancy Related/Postnatal	3.8	3.5	3.5	4.9	5.8	5.8
Nervous System, Eyes, Ears	5.2	4.8	4.5	4.7	4.8	4.6
Digestive, Endocrine, Renal	17.5	18.2	15.3	17.2	18.1	16.7
Respiratory	5.2	4.9	5.0	5.4	5.7	5.5
Blood & Cardiovascular	1.6	1.4	1.5	1.9	2.5	2.4
Musculoskeletal	4.1	3.9	4.0	4.5	4.7	4.7

Table 3: % of Working Days Lost by Reason

Reason	% of Working Days Lost					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
Non-specific/Other	5.9	7.7	8.6	7.6	9.2	8.8
Medical Tests & Observation	11.4	12.8	13.6	8.0	3.8	4.0
Injury/Accident/Assault	9.6	8.7	8.7	11.0	11.0	12.0
Viral/Bacterial Infections	13.6	12.5	12.4	11.3	10.4	11.0
Psychiatric/Psychological	24.6	26.1	26.4	28.4	29.1	29.2
Pregnancy Related/Postnatal	12.6	10.4	9.1	9.9	11.0	10.9
Nervous System, Eyes, Ears	2.5	2.9	2.4	2.8	3.2	3.2
Digestive, Endocrine, Renal	7.3	7.3	6.7	7.9	8.1	7.6
Respiratory	3.3	3.5	3.3	3.2	3.3	3.2
Blood & Cardiovascular	3.5	2.9	3.3	3.6	4.4	3.9
Musculoskeletal	5.8	5.3	5.6	6.4	6.6	6.2

Note: **Green** text denotes a reduction from the previous financial year
Red text denotes an increase from the previous financial year

Appendix 7
Tables Relating to Chapter 4

Tables relating to Chapter 4

Table 1: Long-term Absence by Grade

Grade Level	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
G5+	4.8	54.8	66.2
G6	5.7	45.3	55.8
G7	6.4	61.7	60.5
DP	8.9	57.8	65.9
SO	9.6	61.0	67.1
EOI	10.8	59.6	63.8
EOII	17.5	61.4	71.1
AO	22.3	60.5	71.6
AA	20.0	60.8	69.0
Overall	15.7	60.5	69.3

Table 2: 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	10.2	62.5	65.1
Female	21.4	59.5	71.7
Overall	15.7	60.5	69.3

Table 3: 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
16-24	15.0	55.3	58.8
25-34	17.2	58.4	67.1
35-44	15.5	58.0	70.0
45-54	14.5	64.2	72.8
55+	16.6	68.8	75.4
Overall	15.7	60.5	69.3

Appendix 7

Table 4: Long-term Absence by Grade 2001/2002 - 2006/2007

Grade	% of the Total Working Days Lost Attributable to Long-term Absence					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
G5+	68.7	81.3	47.8	62.3	61.9	66.2
G6	67.7	71.9	72.7	75.8	72.9	55.8
G7	65.8	69.3	62.7	68.2	66.2	60.5
DP	62.2	62.3	58.9	64.7	67.7	65.9
SO	62.2	61.3	64.4	63.5	65.6	67.1
EOI	62.6	60.3	61.2	67.7	65.3	63.8
EOII	66.6	66.3	68.0	71.4	72.9	71.1
AO	68.2	66.9	67.1	70.5	68.9	71.6
AA	56.6	56.4	57.3	64.4	66.1	69.0
Overall	64.7	64.0	64.6	68.5	68.4	69.3

Table 5: Long-term Absence by Gender 2001/2002 - 2006/2007

Gender	% of the Total Working Days Lost Attributable to Long-term Absence					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
Male	57.8	59.5	59.3	64.5	62.7	65.1
Female	68.2	66.4	67.5	70.8	71.4	71.7
Overall	64.7	64.0	64.6	68.5	68.4	69.3

Table 6: Long-term Absence by Age Group 2001/2002 - 2006/2007

Age Group	% of the Total Working Days Lost Attributable to Long-term Absence					
	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007
16 - 24	43.5	47.0	49.9	55.6	55.4	58.8
25 - 34	61.6	63.4	62.4	66.0	64.7	67.1
35 - 44	67.1	66.5	67.2	71.6	69.9	70.0
45 - 54	69.7	68.5	70.0	72.1	73.4	72.8
55+	74.6	70.7	70.4	74.2	76.0	75.4
Overall	64.7	64.0	64.6	68.5	68.4	69.3

Note: **Green** text denotes a reduction from the previous financial year
Red text denotes an increase from the previous financial year