

Absence Data Published by the Cabinet Office, April 2010

Results

This is the tenth quarterly report providing a brief commentary on the Cabinet Office sick absence results for the 12 month period ending 31 December 2009.

Cabinet Office Sick Absence Headlines					
Average Working Days Lost per Staff Year	Total Days Lost	% Lost to Long-term	% Staff with No Recorded Sick Absence		
3.3	4725.0	41.3%	74%		
Analysis of Key Reasons for Sick Absence					
Total Days Lost	Proportion lost to				
	Unknown	Mental Disorders	Musculo-skeletal	Respiratory System*	Pandemic Flu
4725.0	4.8%	18.0%	7.9%	12.3%	6.3%

*Not including Pandemic Flu

Analysis of Average Working Days Lost						
Departmental Data			Sickness Absence Days and Average Working Days Lost			
Department Size Classification	Total No of Staff	Total No of Staff Years	Total Days Lost	Average Working Days Lost Per Staff Year	Weighted Average Working Days Lost Per Staff Year	Average Working Days Lost Per Person
Medium	1668	1423.8	4725.0	3.8	Not Calculated	2.8

Since the last quarter **Mental Disorders** have increased by 2.3%. **Musculoskeletal absences** have increased by 2.6%. **Respiratory System related absences** including **pandemic flu** have increased by 2.2%.

The health and wellbeing initiative continued during this period and the number of staff with no sick absence during the period has increased by 3% and now stands at 74%. Focus on reducing longer term absence is continuing to have an impact and the percentage of days lost to long-term absence of over 28 days has reduced by a further 6.5% since the last reporting period.

Pandemic Flu has continued to have an impact on the number of respiratory system related days lost. Pandemic Flu has accounted for 6.3% of the total sick absence days lost in this period. A break-down of the number of days lost to pandemic flu during the reporting period is shown in the table below:

Working Days Lost to Pandemic Flu								
Jan 09 to April 09	May 2009	June 2009	July 2009	Aug 2009	Sept 2009	Oct 2009	Nov 2009	Dec 2009
Nil	4	4	70	50	20	47	48	21

The data for the 12 months ending 31 March 2010 will be published in July 2010.

HR Directorate
April 2010